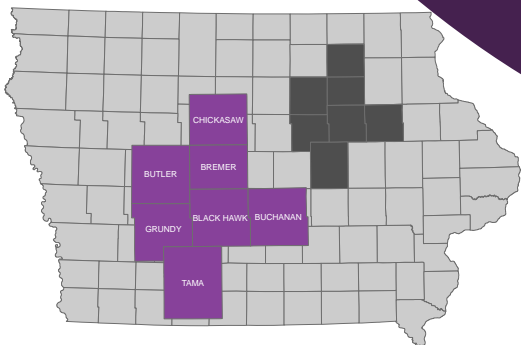


# WORKFORCE NEEDS ASSESSMENT

RELEASED

20  
17



## REGIONAL ANALYSIS

BLACK HAWK, BREMER, BUCHANAN, BUTLER,  
CHICKASAW, GRUNDY AND TAMA COUNTIES



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# 2016 IOWA WORKFORCE NEEDS ASSESSMENT SURVEY



## INTRODUCTION

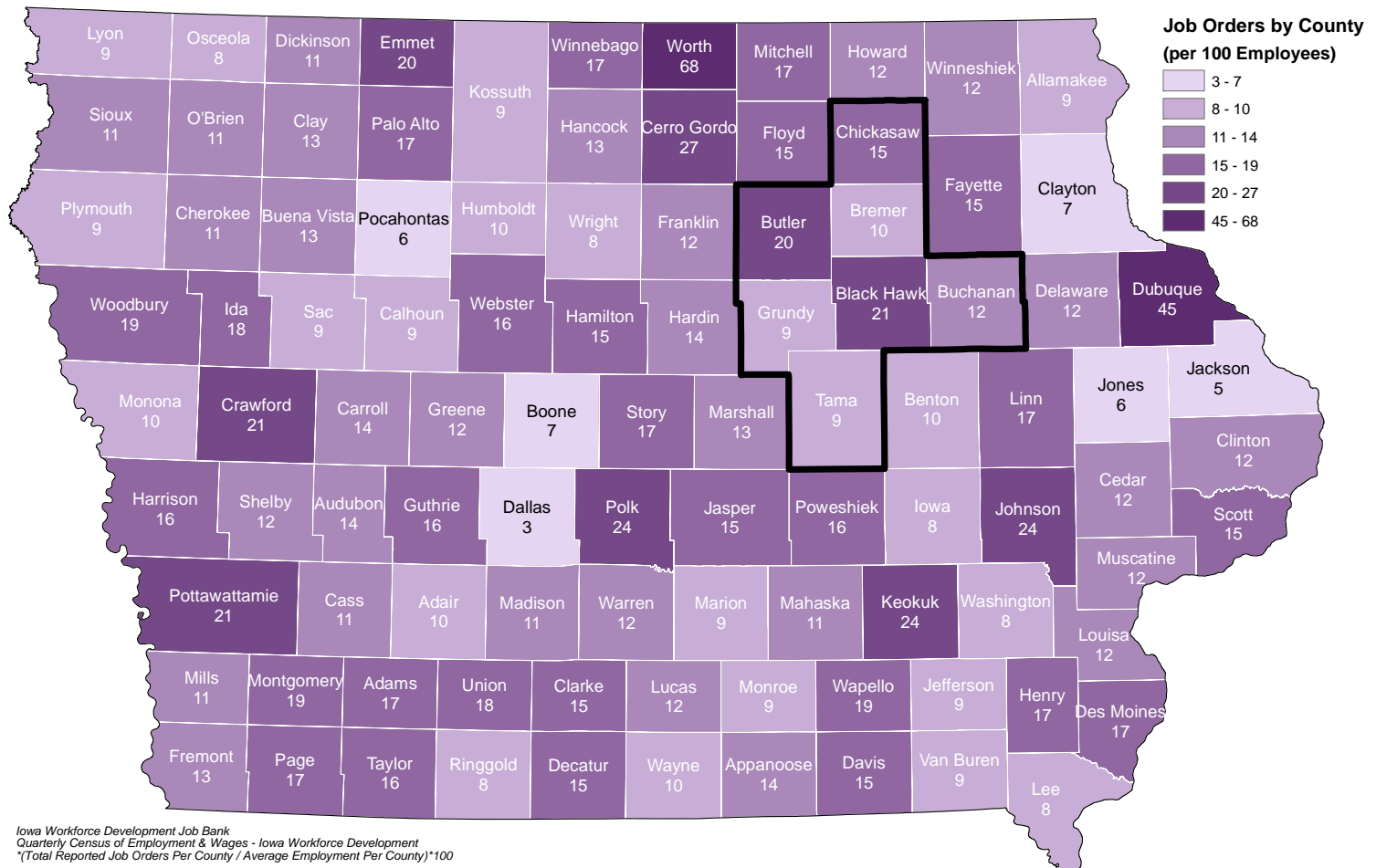
Iowa Workforce Development (IWD) conducted the sixth Workforce Needs Assessment. In addition to vacancy and retirement data, the survey also addressed the demand for workers and skills required in the workforce. Data regarding benefits offered by employers was also collected and is delineated in the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

Beginning in August 2016, 1,892 employers operating 2,405 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 931 responses, yielding a 49.2 percent response rate.



## VACANCY ESTIMATES

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

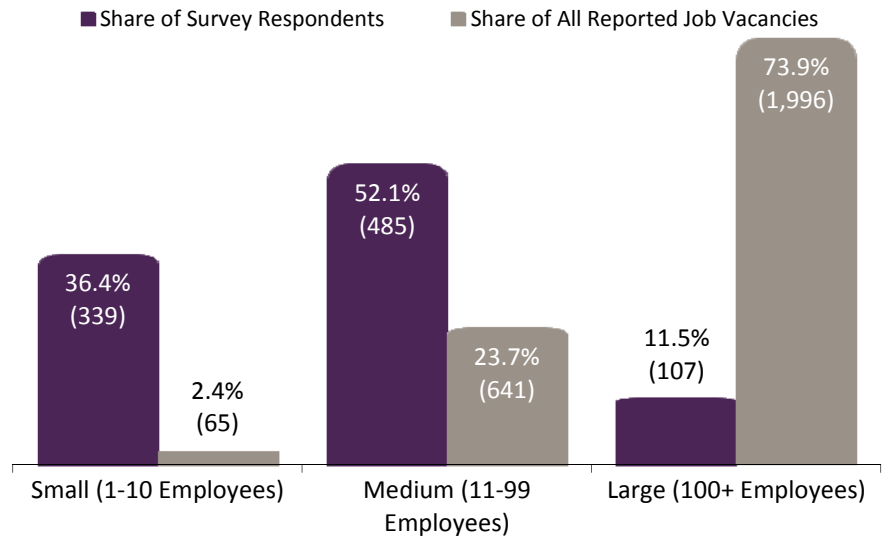


Iowa Workforce Development Job Bank  
 Quarterly Census of Employment & Wages - Iowa Workforce Development  
 \*(Total Reported Job Orders Per County / Average Employment Per County)\*100



## VACANCY ESTIMATES

### Reported Job Vacancies by Workplace Size



### 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	2,278	11.8%	\$10.59	\$16.03	**
Sales & Related	2,111	11.0%	\$8.27	\$15.75	**
Transportation & Material Moving	2,003	10.4%	\$9.93	\$15.79	**
Healthcare Practitioner & Technical	1,646	8.6%	\$16.57	\$31.22	**
Management	1,426	7.4%	\$20.71	\$39.98	**
Food Preparation & Serving Related	1,417	7.4%	\$8.17	\$9.62	**
Production	1,071	5.6%	\$11.88	\$16.93	**
Architecture & Engineering	1,048	5.5%	\$21.84	\$32.86	**
Business & Financial Operations	964	5.0%	\$16.44	\$27.02	**
Computer & Mathematical Science	875	4.6%	\$19.56	\$30.76	**
Installation, Maintenance & Repair	791	4.1%	\$12.94	\$20.00	**
Community & Social Services	577	3.0%	\$10.49	\$18.24	**
Education, Training & Library	552	2.9%	\$10.34	\$21.82	**
Healthcare Support	526	2.7%	\$10.39	\$13.27	**
Building & Grounds Cleaning & Maintenance	411	2.1%	\$8.50	\$12.57	**
Construction & Extraction	390	2.0%	\$13.60	\$19.69	**
Personal Care & Service	317	1.6%	\$8.17	\$11.01	**
Arts, Design, Entertainment, Sports & Related	281	1.5%	\$9.30	\$17.88	**
Protective Service	222	1.2%	\$9.76	\$18.33	**
Life, Physical & Social Science	159	0.8%	\$17.21	\$26.49	**
Farming, Fishing & Forestry	131	0.7%	\$11.70	\$17.58	**
Legal	31	0.1%	\$17.35	\$35.36	**

<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	1,125	159	14.1%	\$18.65	**
Accommodation & Food Services	8,508	627	7.4%	\$5.26	**
Construction	3,695	195	5.3%	\$15.16	**
Health Care & Social Assistance	14,845	719	4.8%	\$14.63	**
Personal Services	3,299	114	3.5%	\$9.51	**
Administrative & Waste Services	3,873	97	2.5%	\$10.82	**
Utilities	384	7	1.8%	**	**
Manufacturing	20,606	329	1.6%	\$20.54	**
Professional & Technical Services	2,978	48	1.6%	\$24.80	**
Arts, Entertainment & Recreation	566	8	1.4%	**	**
Transportation & Warehousing	3,416	49	1.4%	\$14.44	**
Information	936	8	0.9%	\$22.42	**
Wholesale & Retail Trade	16,533	137	0.8%	\$9.12	**
Finance, Insurance & Real Estate	4,983	24	0.5%	\$15.79	**
Educational Services	10,703	44	0.4%	\$17.02	**
Public Administration	4,275	16	0.4%	\$11.00	**
Management	905	0	0.0%	\$20.70	**

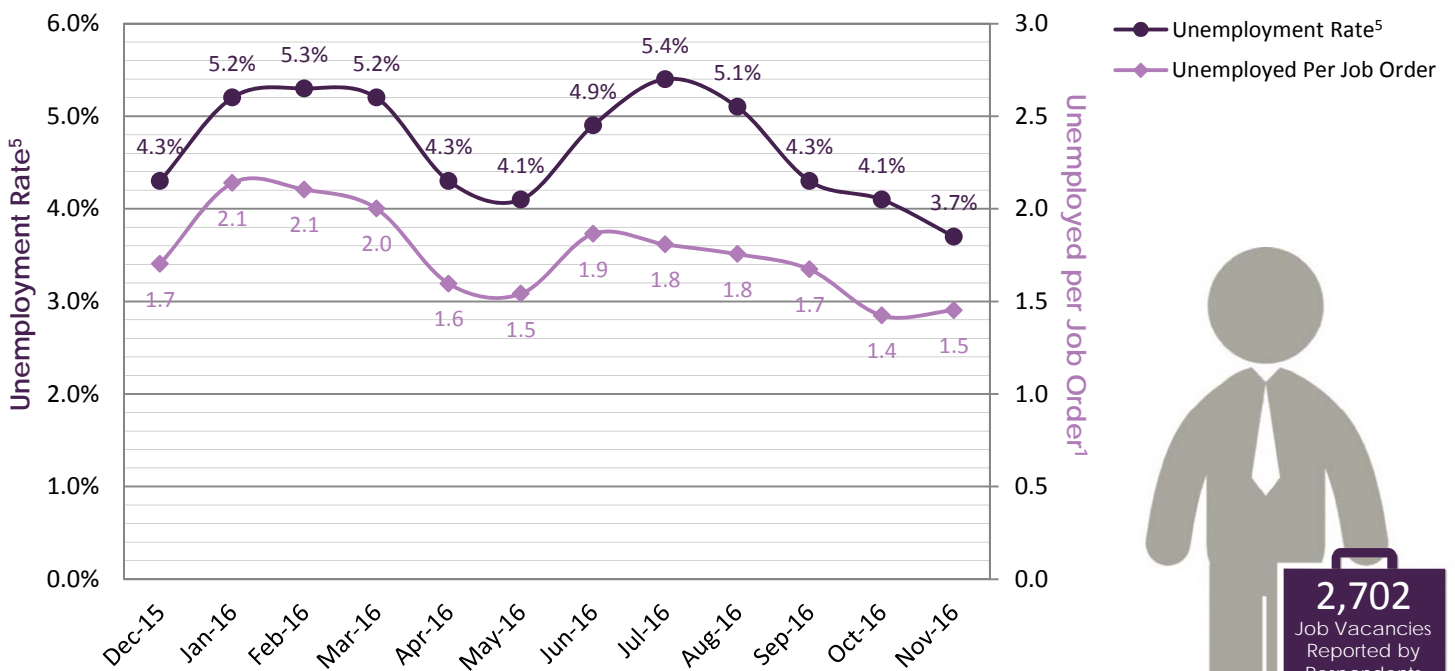
<sup>3</sup>Iowa's Long-Term Industry Projections - Iowa Workforce Development (Only calculated for IWD Regions and the State of Iowa)

<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

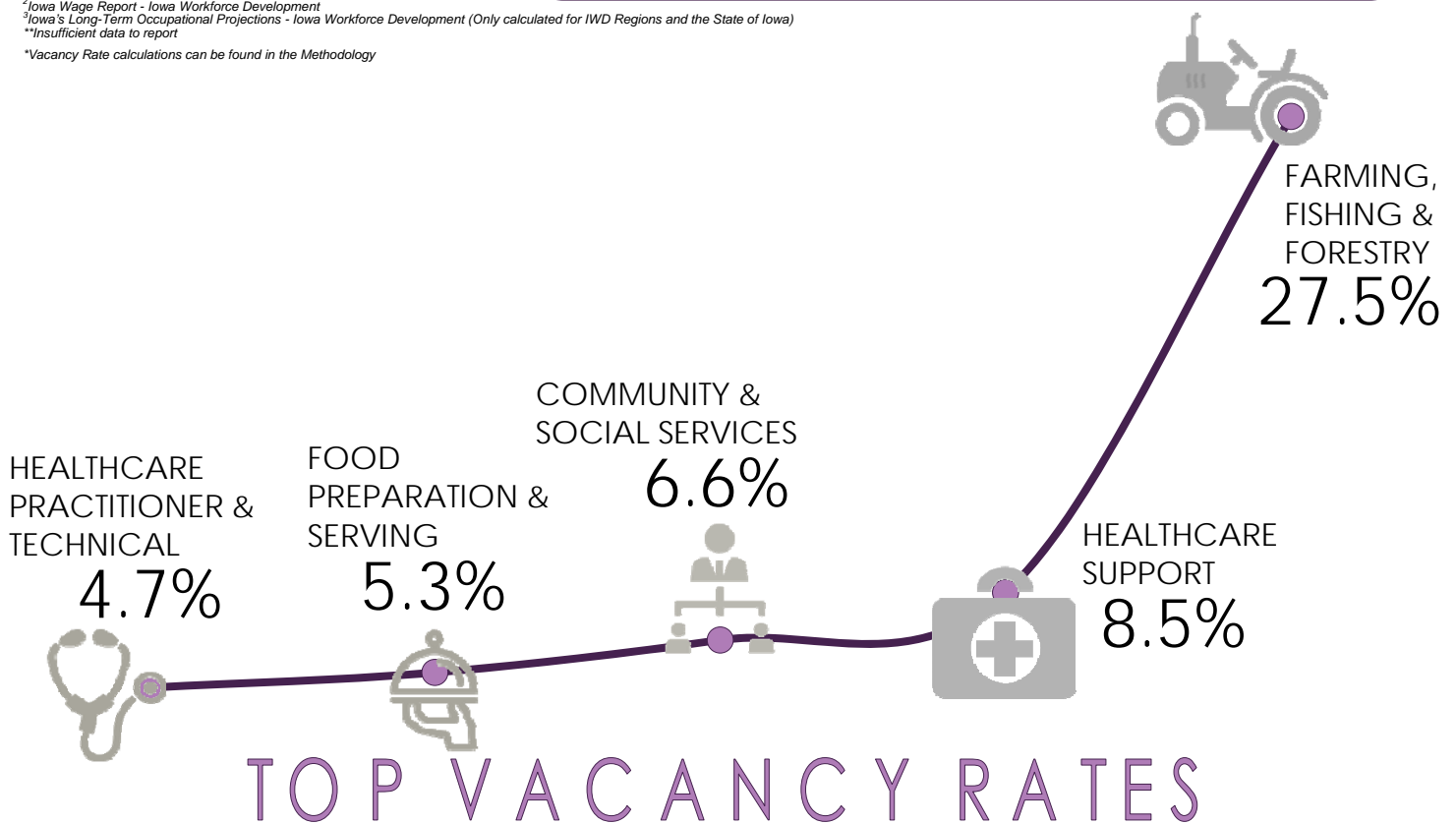
<sup>5</sup>Local Area Unemployment Statistics - Iowa Workforce Development (Data as of February 1, 2017)



Vacancy Rate by Occupational Category

	Employment <sup>2</sup>	Estimated Vacancies	*Vacancy Rate	Entry Wage <sup>2</sup>	Projected Annual Openings <sup>3</sup>
Farming, Fishing & Forestry	410	113	27.5%	\$11.70	**
Healthcare Support	3,570	302	8.5%	\$10.39	**
Community & Social Services	1,750	116	6.6%	\$10.49	**
Food Preparation & Serving Related	9,170	491	5.3%	\$8.17	**
Healthcare Practitioner & Technical	5,710	269	4.7%	\$16.57	**
Construction & Extraction	4,360	151	3.5%	\$13.60	**
Personal Care & Service	2,950	100	3.4%	\$8.17	**
Legal	470	12	2.6%	\$17.35	**
Building & Grounds Cleaning & Maintenance	3,490	83	2.4%	\$8.50	**
Management	5,660	121	2.1%	\$20.71	**
Transportation & Material Moving	9,030	172	1.9%	\$9.93	**
Arts, Design, Entertainment, Sports & Related	1,060	18	1.7%	\$9.30	**
Installation, Maintenance & Repair	4,510	73	1.6%	\$12.94	**
Production	14,050	227	1.6%	\$11.88	**
Sales & Related	10,150	134	1.3%	\$8.27	**
Architecture & Engineering	1,610	14	0.9%	\$21.84	**
Life, Physical & Social Science	440	4	0.8%	\$17.21	**
Protective Service	1,410	9	0.7%	\$9.76	**
Education, Training & Library	7,350	44	0.6%	\$10.34	**
Office & Administrative Support	15,940	79	0.5%	\$10.59	**
Business & Financial Operations	3,790	15	0.4%	\$16.44	**
Computer & Mathematical Science	1,140	5	0.4%	\$19.56	**

<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







# HIGH DEMAND OCCUPATIONS



## Top Reported Total Job Orders

	Total Job Orders <sup>1</sup>	Entry Wage <sup>2</sup>	Average Wage <sup>2</sup>
Registered Nurses	880	\$19.47	\$25.82
Customer Service Representatives	849	\$10.91	\$15.42
Heavy and Tractor-Trailer Truck Drivers	760	\$12.88	\$19.39
Laborers and Freight, Stock, and Material Movers, Hand	720	\$9.78	\$14.18
Retail Salespersons	606	\$8.21	\$12.19
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	452	**	**
First-Line Supervisors of Food Preparation and Serving Workers	446	\$9.94	\$14.52
First-Line Supervisors of Retail Sales Workers	429	\$11.11	\$16.58
Stock Clerks and Order Fillers	407	\$8.65	\$12.86
Combined Food Preparation and Serving Workers, Including Fast Food	381	\$8.17	\$8.81
Maintenance and Repair Workers, General	376	\$11.59	\$17.73
Financial Managers	361	\$28.09	\$49.47
Nursing Aides, Orderlies, and Attendants	348	\$10.32	\$12.37
Production Workers, All Other	337	\$11.04	\$15.60
Social and Human Service Assistants	331	\$8.93	\$12.25
First-Line Supervisors of Production and Operating Workers	327	\$19.66	\$29.32
Cashiers	296	\$8.21	\$9.44
Industrial Engineers	293	\$26.53	\$35.71
Mechanical Engineers	287	\$24.50	\$34.70
Tellers	287	\$8.90	\$11.51
Postsecondary Teachers, All Other	284	**	**
Accountants and Auditors	258	\$18.26	\$28.20
Helpers--Production Workers	221	\$10.78	\$14.89
Licensed Practical and Licensed Vocational Nurses	207	\$16.14	\$18.32
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	188	\$10.19	\$14.88
Demonstrators and Product Promoters	187	\$8.34	\$12.56
Loan Officers	183	\$20.24	\$28.39
Sales Representatives, Services, All Other	179	\$10.57	\$20.22
Food Service Managers	175	\$13.43	\$20.57
Security Guards	175	\$9.90	\$14.46

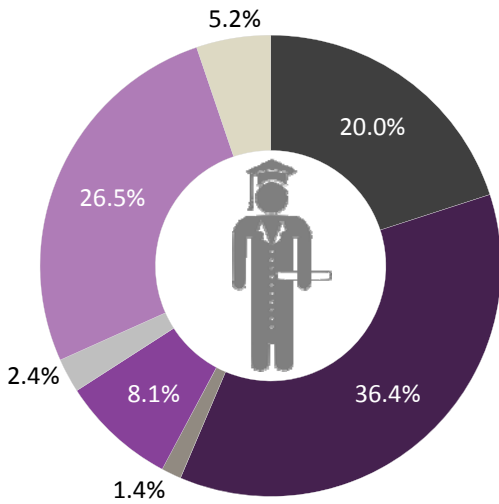
<sup>1</sup>Iowa Workforce Development Job Bank  
<sup>2</sup>Iowa Wage Report - Iowa Workforce Development  
 \*\*Insufficient data to report



## EDUCATION & EXPERIENCE REQUIREMENTS

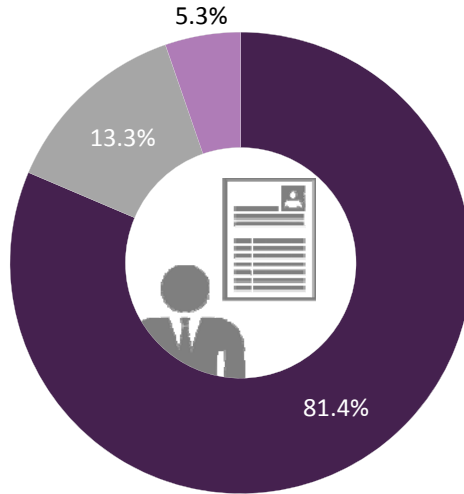
Education and experience level requirements, along with on-the-job training for the job orders (19,227 total) within the Iowa Workforce Development job bank are shown below. These requirements are based on the typical levels needed to enter an occupation according to data reported by the Bureau of Labor Statistics and does not reflect expected levels indicated by survey respondents.

**Education Requirements - Total Job Orders**



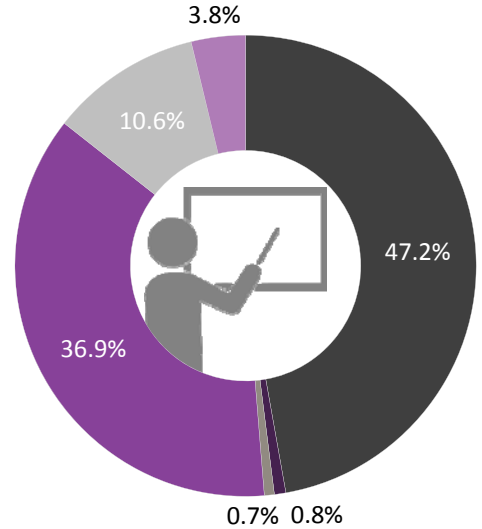
- Less Than High School - 20.0%
- High School Diploma or Equivalent - 36.4%
- Some College, No Degree - 1.4%
- Postsecondary Non-Degree Award - 8.1%
- Associate Degree - 2.4%
- Undergraduate Degree - 26.5%
- Postgraduate/Professional Degree - 5.2%

**Experience Requirements - Total Job Orders**



- No Experience Required - 81.4%
- Less than 5 Years - 13.3%
- 5 Years of More - 5.3%

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



- None - 47.2%
- Apprenticeship - 0.8%
- Internship/Residency - 0.7%
- Short-term on-the-job training - 36.9%
- Moderate-term on-the-job training - 10.6%
- Long-term on-the-job training - 3.8%



## PERCEPTION OF APPLICANTS

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

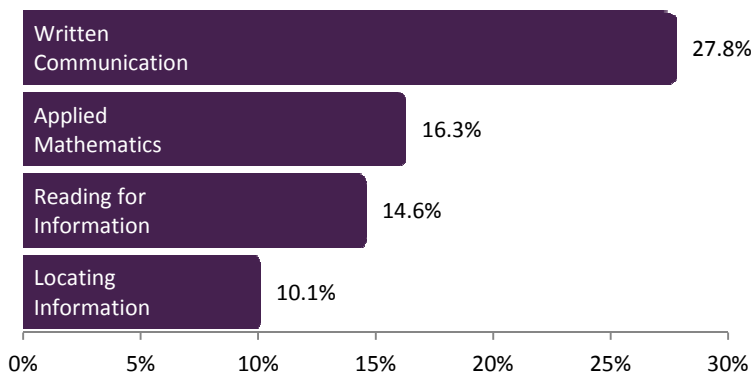
### Perception of Applicants

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Applicants fulfill all necessary requirements for the job.	6.0%	17.2%	38.3%	27.7%	10.8%
Applicants possess the basic skills required for the job.	3.5%	9.5%	32.9%	38.0%	16.1%
Applicants possess the hard, or occupational, skills for the job.	8.2%	24.3%	37.8%	21.4%	8.3%
Applicants possess the soft, or interpersonal, skills for the job.	6.0%	19.2%	42.9%	23.8%	8.1%



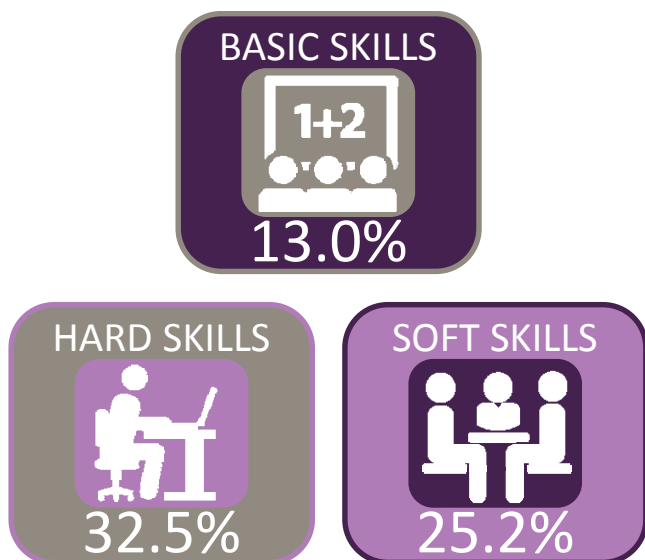
## PERCEPTION OF APPLICANTS

### Basic Skills Lacking in Applicants

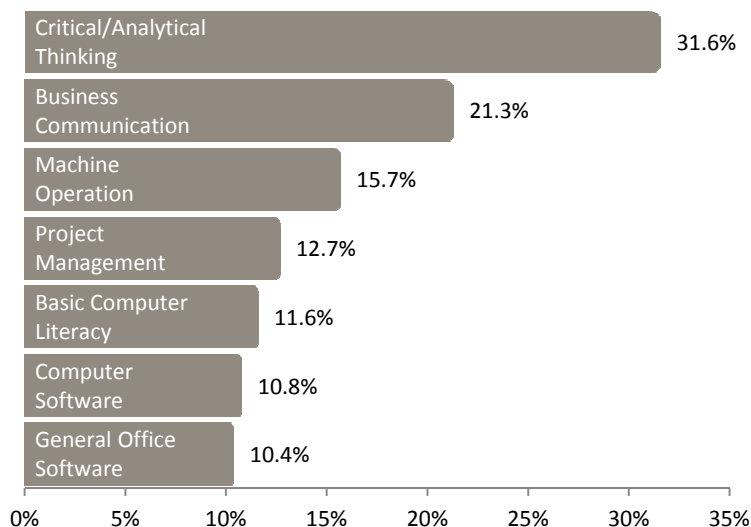


**Basic skills** are those skills developed during the elementary and middle part of an individual's education. These skills include literacy, numeracy (the ability to do arithmetic and reason with numbers), and the abilities to locate and read for information. The Skilled Iowa initiative, through the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

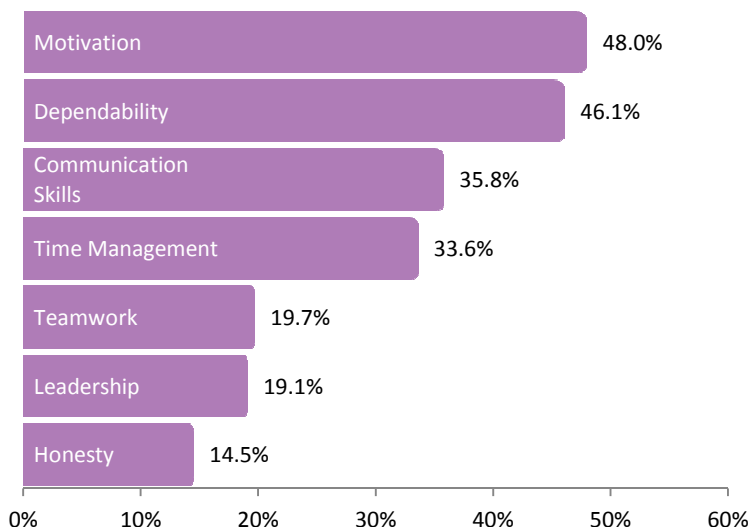


### Occupational "Hard" Skills Lacking in Applicants



**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.

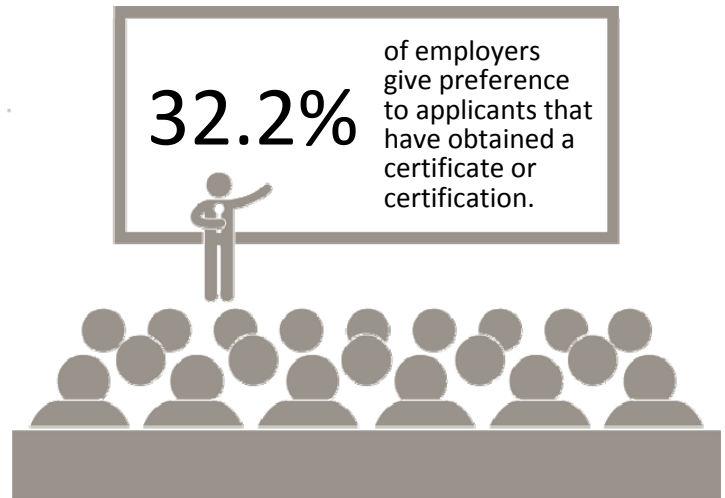


## TRAINING & CERTIFICATES

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 (82.4%) of employers indicated that they offer employee training.

### Where Additional Training is Offered

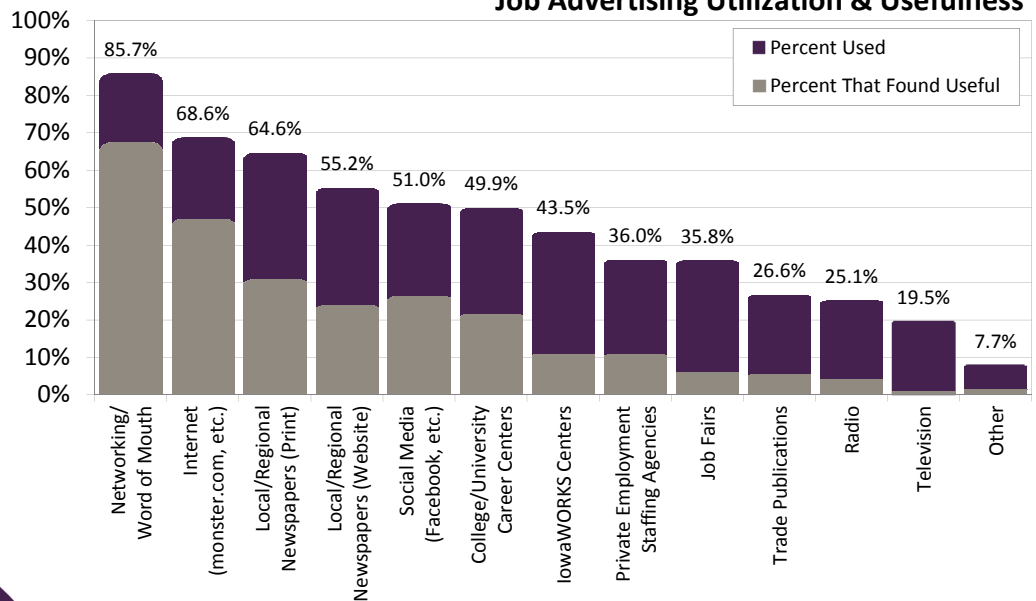
	Percent Offered
In-House Training	65.0%
Online Training	31.4%
Employee Self-Directed Training	20.3%
Commercial Training Provider	18.7%
College/University	10.1%
Other	7.1%
Trade School	6.0%



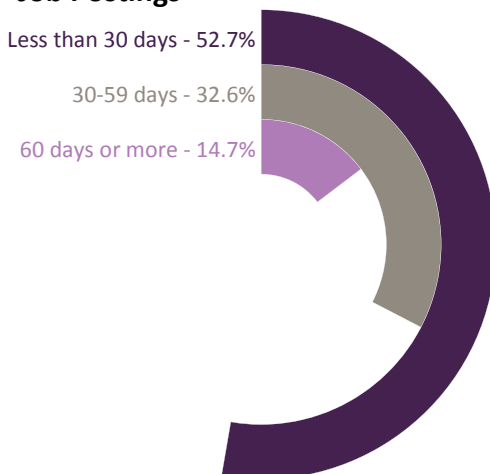
## RECRUITMENT & ADVERTISING

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

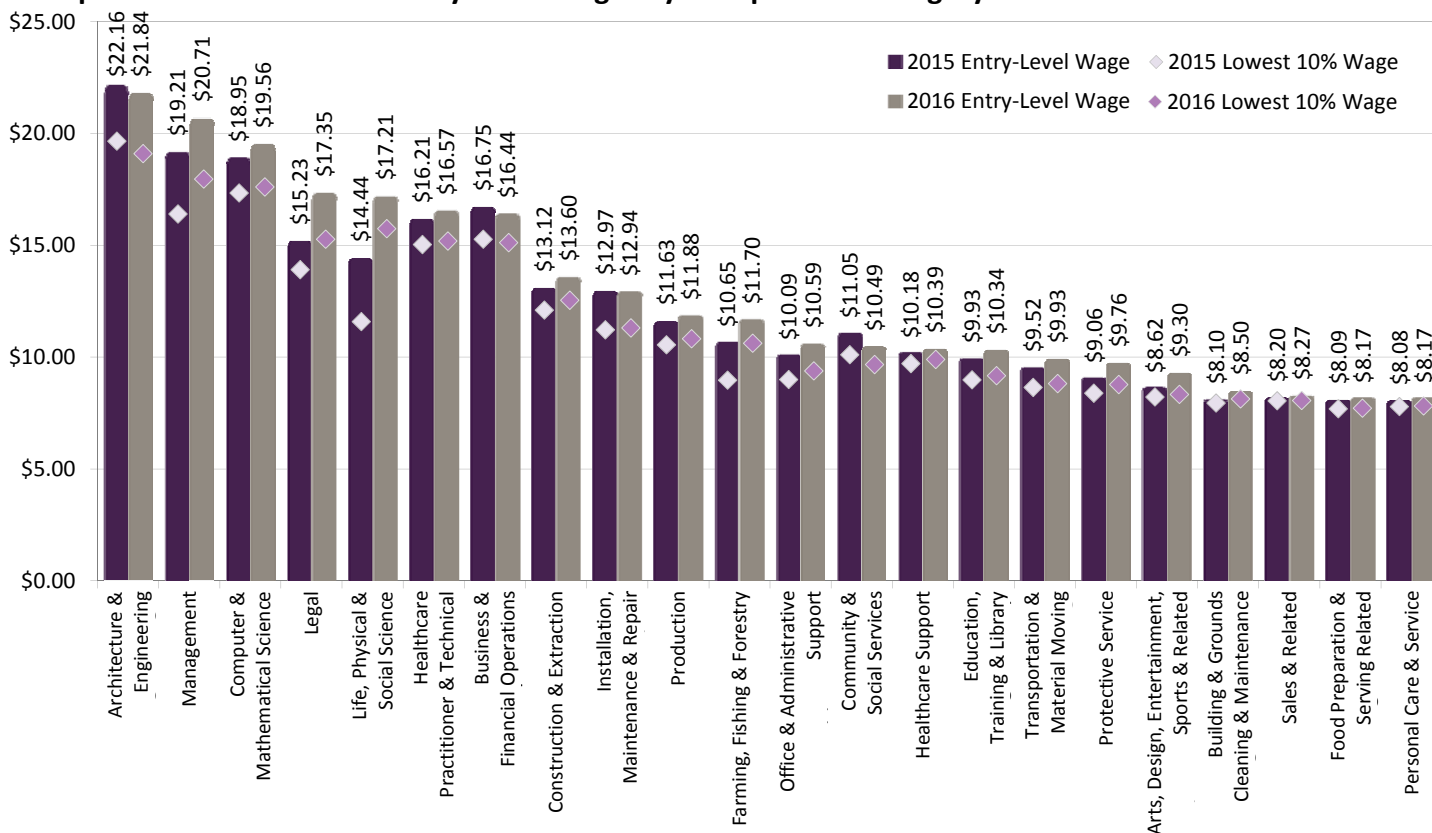
### Difficulties Filling Vacant Positions

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Businesses have difficulty filling a position due to applicant failure to pass a background check.	38.3%	16.7%	32.1%	9.4%	3.5%
Businesses have difficulty filling a position due to applicant failure of controlled substance testing.	47.5%	15.4%	30.5%	5.2%	1.4%
Businesses have difficulty filling a position due to a general lack of applicants.	16.5%	13.2%	27.8%	25.6%	16.9%
Businesses have difficulty filling a position due to a lack of qualified applicants.	12.4%	10.4%	24.5%	30.9%	21.8%
Businesses have difficulty filling a position due to local competition.	25.2%	20.7%	37.1%	11.8%	5.2%
Businesses have difficulty filling a position due to applicant expectations of benefits package offered.	30.0%	21.6%	30.9%	12.2%	5.3%
Businesses have difficulty filling a position due to applicants willingness to accept wages offered.	22.4%	18.2%	34.6%	17.0%	7.8%
Businesses have difficulty filling a position due to the type of work involved.	24.4%	15.8%	33.0%	20.0%	6.8%
Businesses have difficulty filling a position due to the hours or shifts offered.	36.2%	18.5%	29.7%	10.8%	4.8%



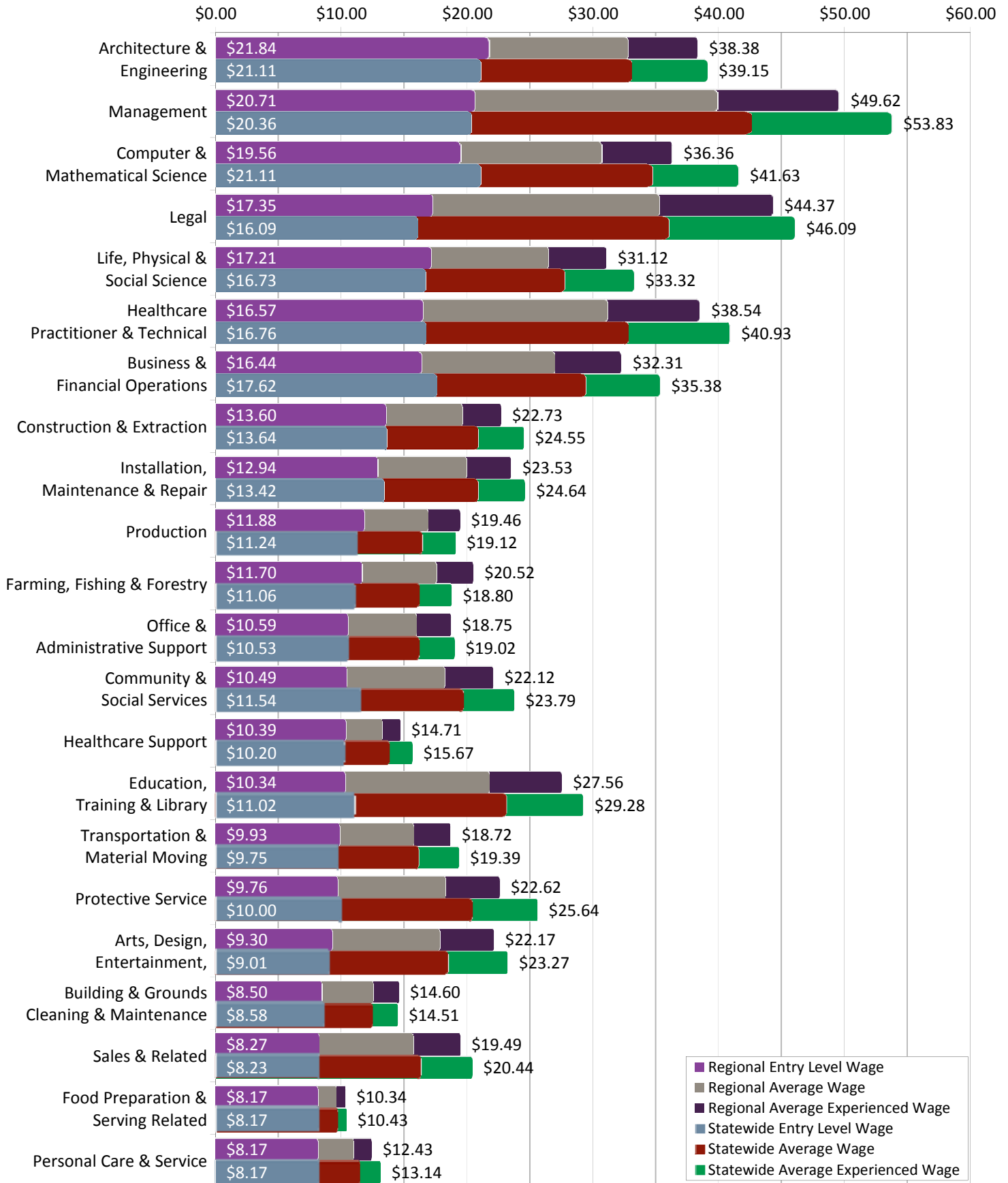
## WAGES

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

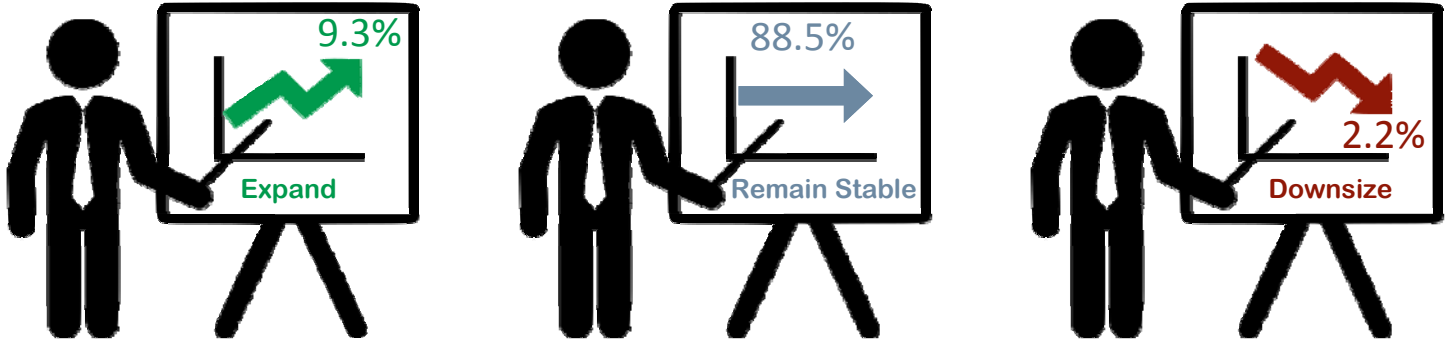




Comparison of 2016 Wage Levels by Occupational Category



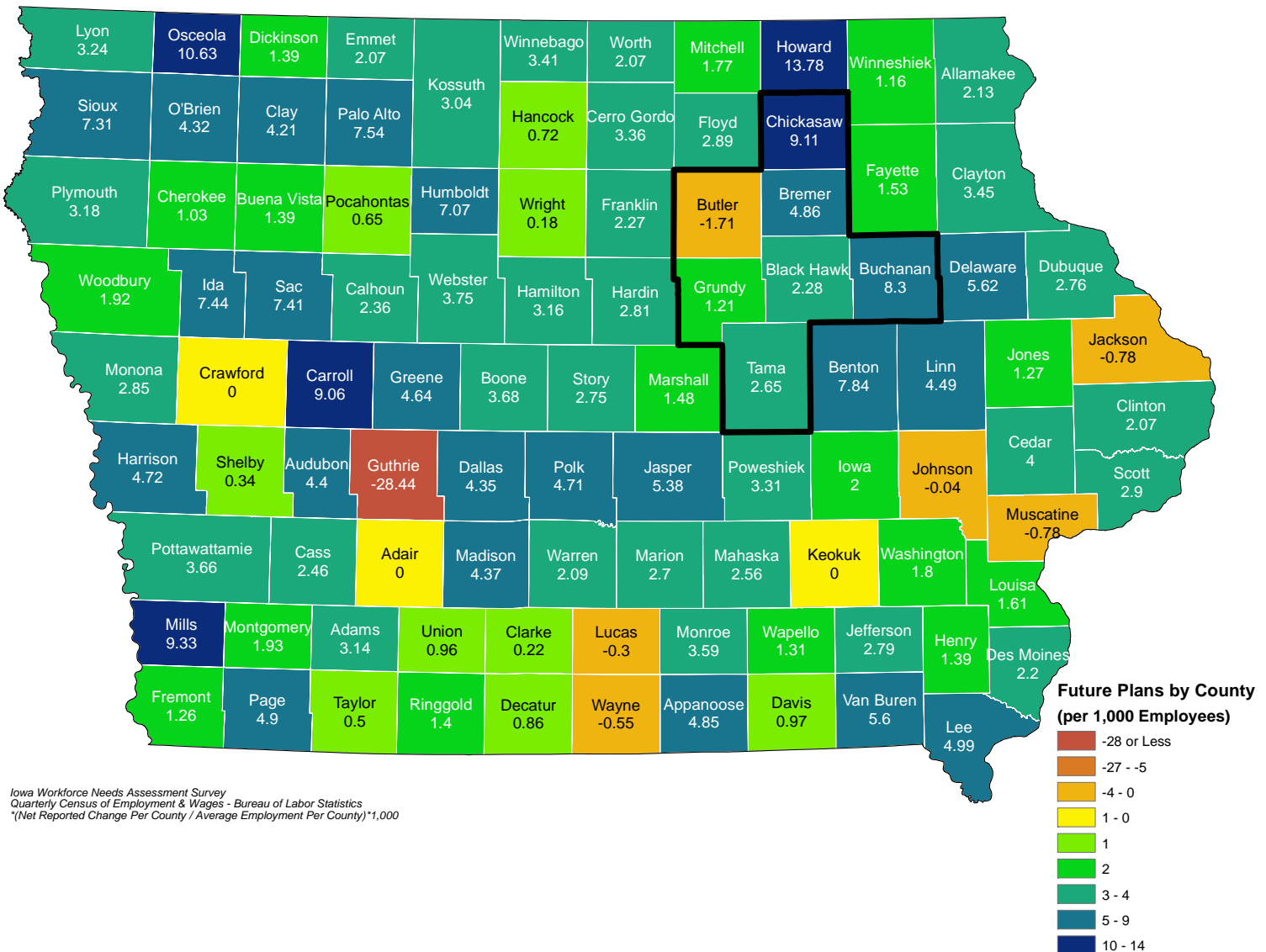
# FUTURE PLANS



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

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

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

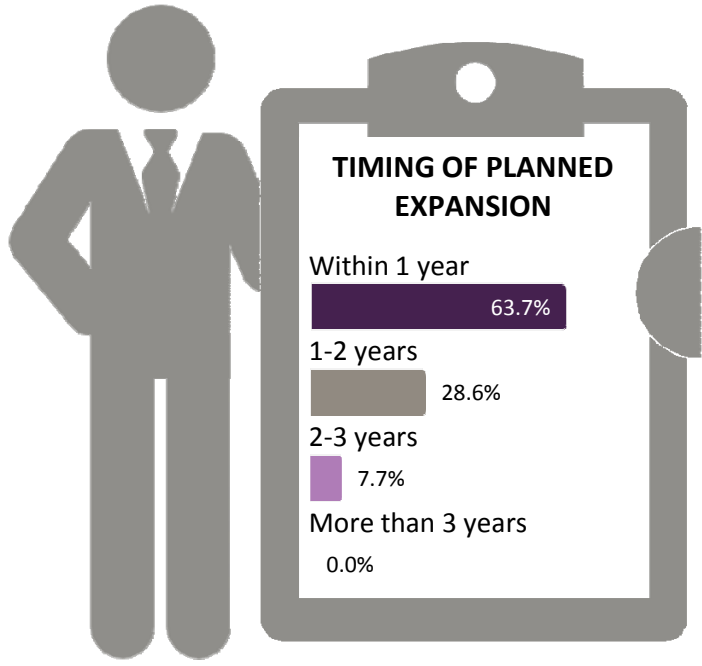
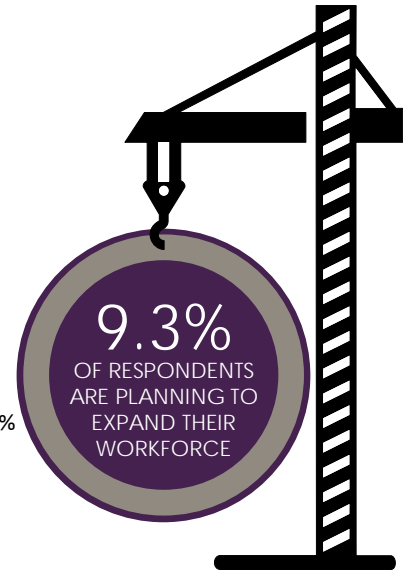
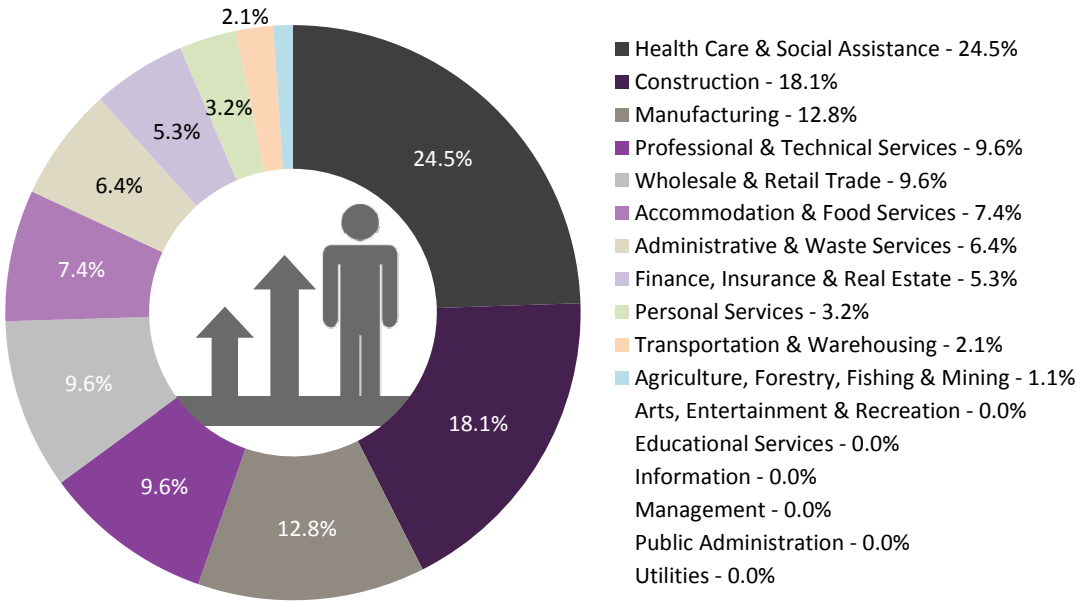


Iowa Workforce Needs Assessment Survey  
 Quarterly Census of Employment & Wages - Bureau of Labor Statistics  
 \*(Net Reported Change Per County / Average Employment Per County)\*1,000



## FUTURE PLANS - EXPANSION

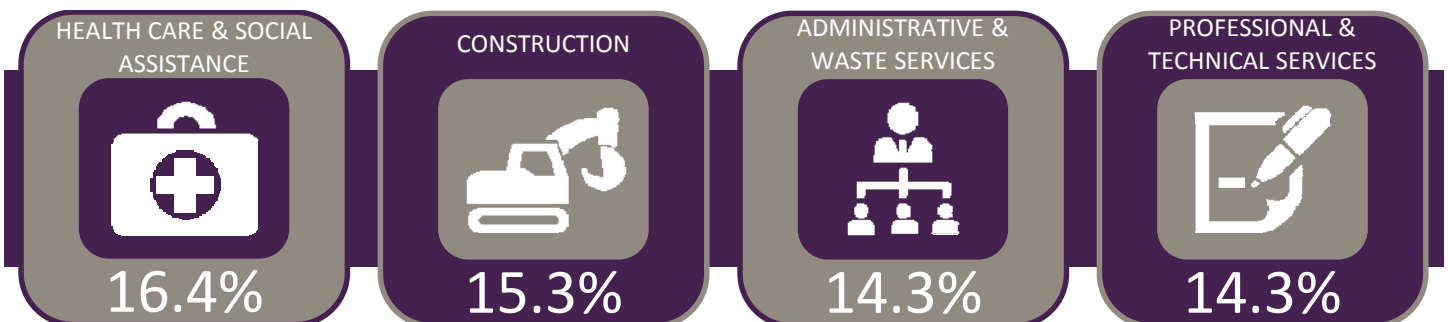
Percent of Total Planned Expansion by Industry



Percent within Each Industry with Planned Payroll Expansion

Industry	Percent of Each Industry
Health Care & Social Assistance	16.4%
Construction	15.3%
Administrative & Waste Services	14.3%
Professional & Technical Services	14.3%
Manufacturing	13.5%
Accommodation & Food Services	11.5%
Transportation & Warehousing	5.7%
Agriculture, Forestry, Fishing & Mining	5.6%
Finance, Insurance & Real Estate	5.6%
Wholesale & Retail Trade	4.7%
Personal Services	4.4%
Arts, Entertainment & Recreation	0.0%
Educational Services	0.0%
Information	0.0%
Management	0.0%
Public Administration	0.0%
Utilities	0.0%

## TOP INDUSTRIAL EXPANSION





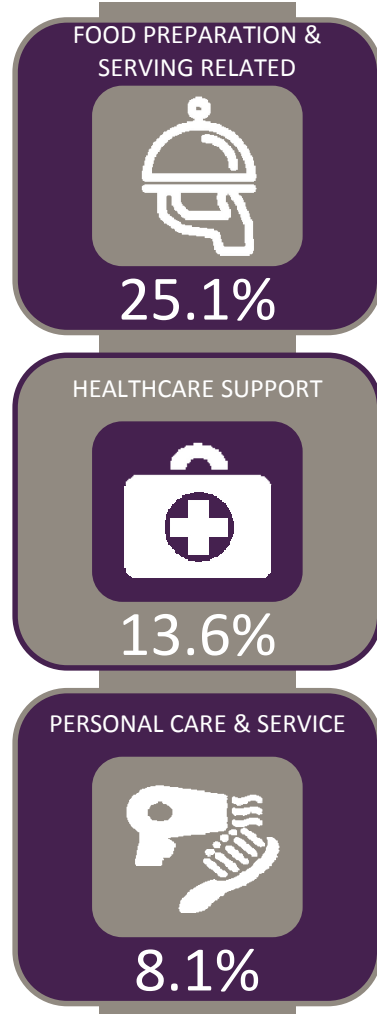


## FUTURE PLANS - EXPANSION

### Percent of Planned Expansion by Occupational Category

Occupational Category	Percent of Planned Expansion
Food Preparation & Serving Related	25.1%
Healthcare Support	13.6%
Personal Care & Service	8.1%
Community & Social Service	6.0%
Sales & Related	6.0%
Construction & Extraction	5.8%
Healthcare Practitioners & Technical	5.6%
Farming, Fishing & Forestry	5.4%
Production	5.1%
Management	3.1%
Education, Training & Library	2.9%
Building & Grounds Cleaning & Maintenance	2.5%
Office & Administrative Support	2.2%
Business & Financial Operations	1.8%
Architecture & Engineering	1.3%
Installation, Maintenance & Repair	1.3%
Unknown	1.3%
Arts, Design, Entertainment, Sports & Media	0.9%
Transportation & Material Moving	0.9%
Life, Physical & Social Science	0.7%
Computer & Mathematical	0.4%
Legal	0.0%
Protective Service	0.0%

TOP OCCUPATIONAL EXPANSION



### Constraints Preventing Payroll Expansion Ranked by Relative Importance

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

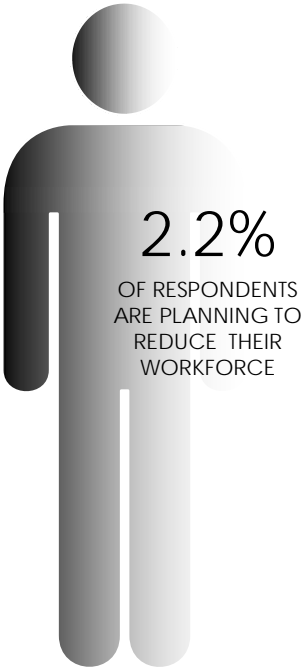
### Reasons for Payroll Expansion Ranked by Relative Importance

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

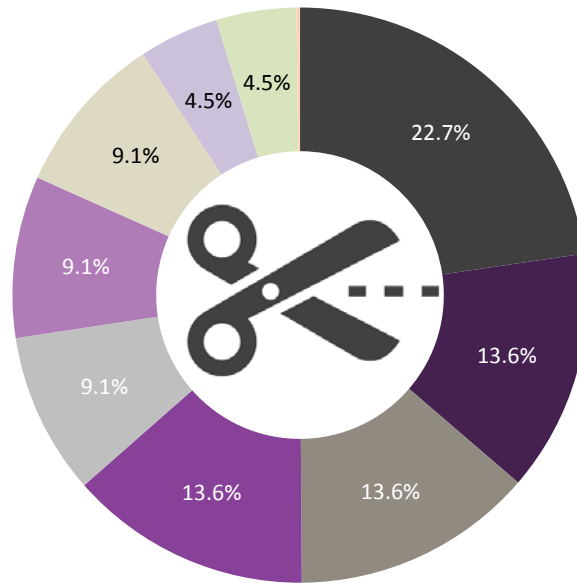




## FUTURE PLANS - REDUCTION



### Percent of Total Planned Reduction by Industry



- Professional & Technical Services - 22.7%
- Construction - 13.6%
- Information - 13.6%
- Wholesale & Retail Trade - 13.6%
- Administrative & Waste Services - 9.1%
- Health Care & Social Assistance - 9.1%
- Manufacturing - 9.1%
- Arts, Entertainment & Recreation - 4.5%
- Transportation & Warehousing - 4.5%
- Public Administration - 0.2%
- Accommodation & Food Services - 0.0%
- Agriculture, Forestry, Fishing & Mining - 0.0%
- Educational Services - 0.0%
- Finance, Insurance & Real Estate - 0.0%
- Management - 0.0%
- Personal Services - 0.0%
- Utilities - 0.0%

### Percent within Each Industry with Planned Payroll Reduction

Industry	Percent of Each Industry
Information	17.6%
Professional & Technical Services	7.9%
Arts, Entertainment & Recreation	6.3%
Administrative & Waste Services	4.8%
Transportation & Warehousing	2.9%
Construction	2.7%
Manufacturing	2.2%
Wholesale & Retail Trade	1.6%
Health Care & Social Assistance	1.4%
Accommodation & Food Services	0.0%
Agriculture, Forestry, Fishing & Mining	0.0%
Educational Services	0.0%
Finance, Insurance & Real Estate	0.0%
Management	0.0%
Personal Services	0.0%
Public Administration	0.0%
Utilities	0.0%

### Planned Payroll Reduction by Occupational Category

Occupational Category	Percent of Planned Reduction
Food Preparation & Serving Related	25.8%
Computer & Mathematical	20.8%
Production	12.5%
Sales & Related	9.2%
Healthcare Practitioners & Technical	8.3%
Building & Grounds Cleaning & Maintenance	7.5%
Construction & Extraction	4.2%
Office & Administrative Support	4.2%
Architecture & Engineering	3.3%
Arts, Design, Entertainment, Sports & Media	0.8%
Business & Financial Operations	0.8%
Community & Social Service	0.8%
Installation, Maintenance & Repair	0.8%
Management	0.8%
Unknown	0.2%
Education, Training & Library	0.0%
Farming, Fishing & Forestry	0.0%
Healthcare Support	0.0%
Legal	0.0%
Life, Physical & Social Science	0.0%
Personal Care & Service	0.0%
Protective Service	0.0%
Transportation & Material Moving	0.0%



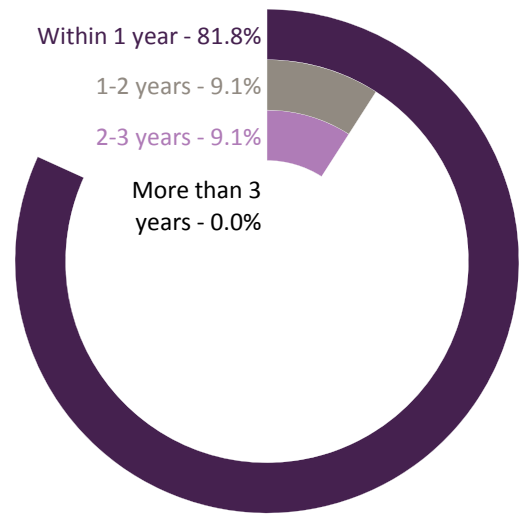


## FUTURE PLANS - REDUCTION

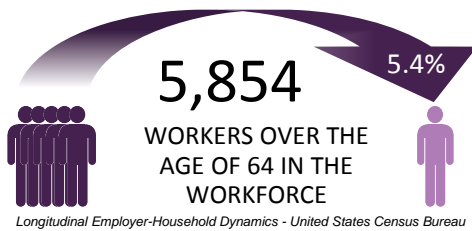
### Reasons for Workforce Reduction Ranked by Relative Importance

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

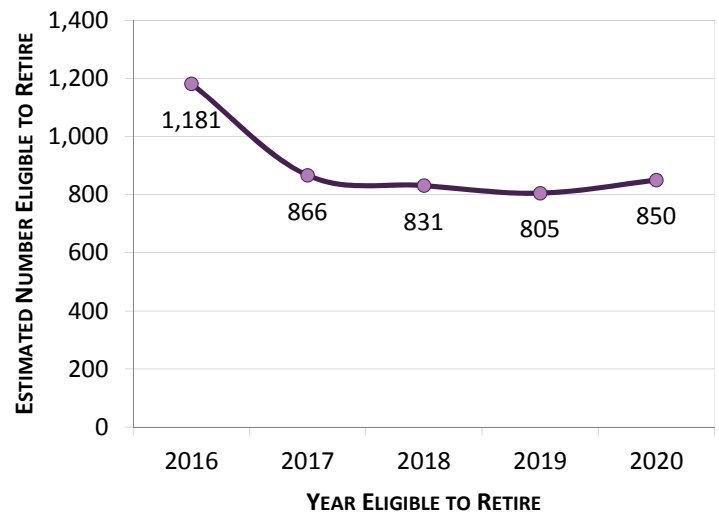
### Timing of Planned Reduction



## RETIREMENTS



### Estimate of Those Newly Eligible to Retire



### Retirement Eligibility by Industry

Industry	Percent of Total	Percent of Each Industry <sup>4</sup>
Manufacturing	27.0%	1.0%
Health Care & Social Assistance	14.8%	0.8%
Wholesale & Retail Trade	13.2%	0.6%
Public Administration	11.6%	2.0%
Construction	6.6%	1.4%
Professional & Technical Services	5.1%	1.3%
Utilities	5.0%	10.3%
Finance, Insurance & Real Estate	4.9%	0.8%
Personal Services	3.9%	0.9%
Transportation & Warehousing	2.0%	0.4%
Administrative & Waste Services	1.3%	0.3%
Educational Services	1.3%	0.1%
Information	1.0%	0.8%
Agriculture, Forestry, Fishing & Mining	0.7%	0.5%
Management	0.7%	0.6%
Arts, Entertainment & Recreation	0.5%	0.7%
Accommodation & Food Services	0.4%	0.0%



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

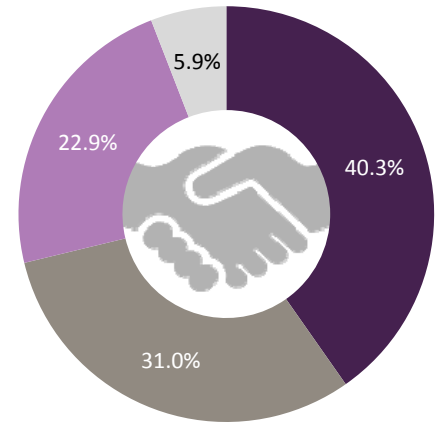


**Retirement Eligibility within Each Occupational Category**

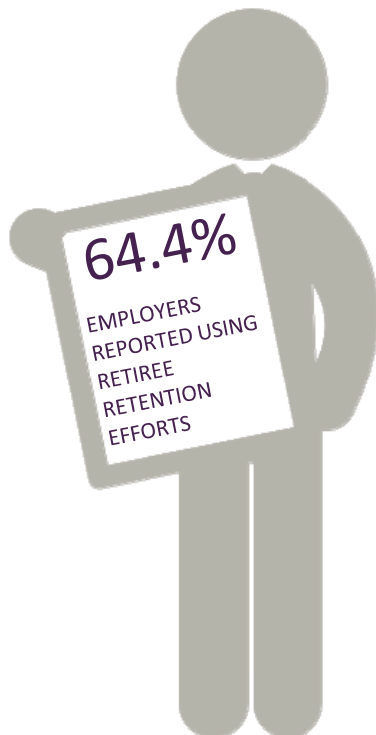
Occupational Category	Percent Affected by Retirements	Percent of Each Occupation <sup>2</sup>
Production	19.1%	1.1%
Management	12.9%	1.9%
Office & Administrative Support	10.5%	0.5%
Construction & Extraction	7.0%	1.3%
Business & Financial Operations	6.5%	1.4%
Healthcare Practitioners & Technical	5.8%	0.8%
Installation, Maintenance & Repair	5.3%	1.0%
Sales & Related	4.4%	0.4%
Community & Social Service	3.7%	1.7%
Farming, Fishing & Forestry	3.4%	6.8%
Transportation & Material Moving	3.3%	0.3%
Architecture & Engineering	3.0%	1.5%
Personal Care & Service	2.8%	0.8%
Healthcare Support	2.2%	0.5%
Building & Grounds Cleaning & Maintenance	2.1%	0.5%
Protective Service	2.0%	1.1%
Education, Training & Library	1.7%	0.2%
Legal	1.5%	2.6%
Computer & Mathematical	1.1%	0.8%
Food Preparation & Serving Related	0.9%	0.1%
Arts, Design, Entertainment, Sports & Media	0.6%	0.5%
Life, Physical & Social Science	0.2%	0.5%

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

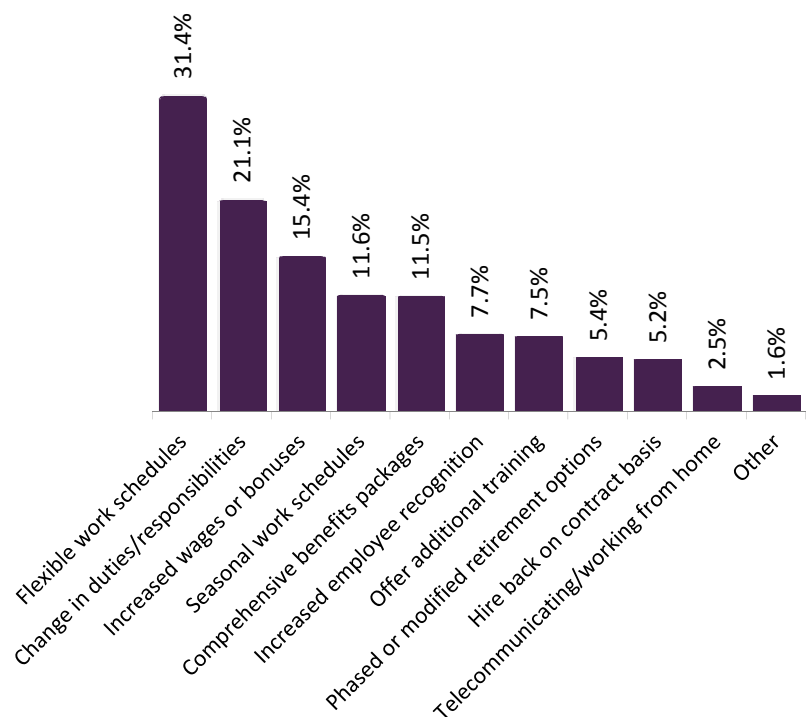
**How Companies Plan to Replace Those Who Retire**



- Both hire new workers and promote from within - 40.3%
- Hire new workers - 31.0%
- Not currently planning to fill these positions - 22.9%
- Promote from within the company - 5.9%



**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
  - 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 <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Registered Nurses	29-1141	880	2,360	**	\$19.47
Customer Service Representatives	43-4051	849	1,580	**	\$10.91
Heavy and Tractor-Trailer Truck Drivers	53-3032	760	2,120	**	\$12.88
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	720	2,730	**	\$9.78
Retail Salespersons	41-2031	606	3,360	**	\$8.21
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	45-2092	452	**	**	**
First-Line Supervisors of Food Preparation and Serving Workers	35-1012	446	500	**	\$9.94
First-Line Supervisors of Retail Sales Workers	41-1011	429	840	**	\$11.11
Stock Clerks and Order Fillers	43-5081	407	1,270	**	\$8.65
Undefined Job Title	10-0000	394	**	**	**
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	381	2,530	**	\$8.17
Maintenance and Repair Workers, General	49-9071	376	1,100	**	\$11.59
Financial Managers	11-3031	361	480	**	\$28.09
Nursing Aides, Orderlies, and Attendants	31-1014	348	1,840	**	\$10.32
Production Workers, All Other	51-9199	337	610	**	\$11.04
Social and Human Service Assistants	21-1093	331	630	**	\$8.93
First-Line Supervisors of Production and Operating Workers	51-1011	327	750	**	\$19.66
Cashiers	41-2011	296	2,750	**	\$8.21
Industrial Engineers	17-2112	293	460	**	\$26.53
Mechanical Engineers	17-2141	287	520	**	\$24.50
Tellers	43-3071	287	710	**	\$8.90
Postsecondary Teachers, All Other	25-1199	284	**	**	**
Accountants and Auditors	13-2011	258	660	**	\$18.26
Helpers--Production Workers	51-9198	221	330	**	\$10.78
Licensed Practical and Licensed Vocational Nurses	29-2061	207	660	**	\$16.14
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	43-6014	188	1,380	**	\$10.19
Demonstrators and Product Promoters	41-9011	187	30	**	\$8.34
Loan Officers	13-2072	183	290	**	\$20.24
Sales Representatives, Services, All Other	41-3099	179	280	**	\$10.57
Food Service Managers	11-9051	175	240	**	\$13.43
Security Guards	33-9032	175	410	**	\$9.90
Food Preparation Workers	35-2021	150	600	**	\$8.22
Computer Support Specialists	15-1151	149	140	**	\$14.78
Computer Software Engineers, Applications	15-1131	143	110	**	\$23.38
Computer and Information Scientists, Research	15-1111	140	**	**	**
Driver/Sales Workers	53-3031	139	290	**	\$8.19
Healthcare Practitioners and Technical Workers, All Other	29-9099	132	**	**	**
Construction Laborers	47-2061	131	860	**	\$12.51
First-Line Supervisors of Office and Administrative Support Workers	43-1011	131	830	**	\$15.72
Managers, All Other	11-9199	126	230	**	\$20.31

<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>
Sales and Related Workers, All Other	41-9099	119	50	**	\$9.56
Maids and Housekeeping Cleaners	37-2012	118	650	**	\$8.19
Light Truck or Delivery Services Drivers	53-3033	117	560	**	\$10.62
General and Operations Managers	11-1021	113	1,690	**	\$19.36
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	53-1031	112	180	**	\$19.80
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37-2011	112	1,910	**	\$8.59
Community and Social Service Specialists, All Other	21-1099	108	70	**	\$11.27
Slaughterers and Meat Packers	51-3023	105	160	**	\$12.17
Business Operations Specialists, All Other	13-1199	101	480	**	\$16.93
Computer Programmers	15-1021	101	110	**	\$23.38
Healthcare Support Workers, All Other	31-9099	101	**	**	**
Agricultural Equipment Operators	45-2091	99	160	**	\$13.34
Bookkeeping, Accounting, and Auditing Clerks	43-3031	96	1,330	**	\$10.00
Carpenters	47-2031	96	460	**	\$12.56
Chefs and Head Cooks	35-1011	93	40	**	\$11.96
Waiters and Waitresses	35-3031	93	1,790	**	\$8.19
Cooks, Institution and Cafeteria	35-2012	92	610	**	\$8.21
Financial Specialists, All Other	13-2099	91	130	**	\$16.90
Automotive Service Technicians and Mechanics	49-3023	90	580	**	\$11.16
Office Clerks, General	43-9061	90	2,150	**	\$10.34
Machinists	51-4041	87	500	**	\$16.00
Bill and Account Collectors	43-3011	84	700	**	\$12.56
Personal Care Aides	39-9021	84	610	**	\$9.38
Engineering Technicians, Except Drafters, All Other	17-3029	83	30	**	\$17.84
Chief Executives	11-1011	82	130	**	\$37.84
Building Cleaning Workers, All Other	37-2019	81	**	**	**
Computer Software Engineers, Systems Software	15-1133	79	**	**	**
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	35-3022	79	280	**	\$8.17
Office and Administrative Support Workers, All Other	43-9199	76	100	**	\$12.65
Computer Specialists, All Other	15-1199	74	70	**	\$14.10
Medical Assistants	31-9092	72	300	**	\$10.59
Merchandise Displayers and Window Trimmers	27-1026	71	60	**	\$10.17
First-Line Supervisors of Non-Retail Sales Workers	41-1012	70	190	**	\$22.59
Hotel, Motel, and Resort Desk Clerks	43-4081	69	340	**	\$8.21
Pharmacy Technicians	29-2052	69	300	**	\$10.56
Recreation Workers	39-9032	69	170	**	\$8.14
Maintenance Workers, Machinery	49-9043	65	30	**	\$13.64
Medical and Health Services Managers	11-9111	64	420	**	\$24.97
Bus and Truck Mechanics and Diesel Engine Specialists	49-3031	63	230	**	\$15.12
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	63	1,080	**	\$15.14
Management Analysts	13-1111	62	140	**	\$21.07
First-Line Supervisors of Housekeeping and Janitorial Workers	37-1011	61	100	**	\$13.38
Network and Computer Systems Administrators	15-1142	60	170	**	\$24.25
Physical Therapists	29-1123	60	120	**	\$31.86
Loan Interviewers and Clerks	43-4131	59	170	**	\$12.22
Sales Managers	11-2022	57	190	**	\$26.62
Human Resources Managers	11-3121	55	90	**	\$31.08
Landscaping and Groundskeeping Workers	37-3011	55	620	**	\$8.20
Electrical and Electronic Engineering Technicians	17-3023	54	40	**	\$20.72
Computer Systems Analysts	15-1121	53	120	**	\$25.37
Producers and Directors	27-2012	52	40	**	\$13.77
Human Resources, Training, and Labor Relations Specialists, All Other	13-1071	51	260	**	\$16.06

<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>
Logisticians	13-1081	51	140	**	\$23.82
Therapists, All Other	29-1129	51	**	**	**
Food Preparation and Serving Related Workers, All Other	35-9099	49	**	**	**
Food Processing Workers, All Other	51-3099	49	**	**	**
Electricians	47-2111	48	550	**	\$15.46
Market Research Analysts	13-1161	48	230	**	\$13.27
Personal Care and Service Workers, All Other	39-9099	48	**	**	**
Police and Sheriff's Patrol Officers	33-3051	48	350	**	\$18.69
First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011	46	300	**	\$21.86
Child, Family, and School Social Workers	21-1021	45	340	**	\$12.63
Personal Financial Advisors	13-2052	44	60	**	\$18.80
Cooks, Restaurant	35-2014	43	630	**	\$8.17
Data Entry Keyers	43-9021	43	50	**	\$12.37
Industrial Engineering Technicians	17-3026	43	40	**	\$18.19
Public Relations Specialists	27-3031	42	70	**	\$15.89
Credit Analysts	13-2041	41	30	**	\$18.65
Electrical Engineers	17-2071	40	50	**	\$24.97
Home Health Aides	31-1011	40	580	**	\$10.57
Production, Planning, and Expediting Clerks	43-5061	40	240	**	\$15.68
Receptionists and Information Clerks	43-4171	40	570	**	\$9.46
Social and Community Service Managers	11-9151	40	190	**	\$18.32
Welders, Cutters, Solderers, and Brazers	51-4121	40	930	**	\$14.24
Bartenders	35-3011	39	680	**	\$8.14
Insurance Sales Agents	41-3021	39	450	**	\$14.83
Material Moving Workers, All Other	53-7199	38	**	**	**
Operating Engineers and Other Construction Equipment Operators	47-2073	38	570	**	\$15.14
Medical Secretaries	43-6013	37	460	**	\$12.21
Training and Development Specialists	13-1151	37	220	**	\$14.76
Executive Secretaries and Executive Administrative Assistants	43-6011	36	700	**	\$14.85
Educational, Guidance, School, and Vocational Counselors	21-1012	35	170	**	\$15.74
Education Administrators, Postsecondary	11-9033	34	180	**	\$25.33
First-Line Supervisors of Farming, Fishing, and Forestry Workers	45-1011	34	**	**	**
Taxi Drivers and Chauffeurs	53-3041	34	170	**	\$9.67
Agricultural and Food Science Technicians	19-4011	33	20	**	\$11.46
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	49-9021	33	210	**	\$16.39
Gaming Service Workers, All Other	39-3019	32	**	**	**
Marketing Managers	11-2021	32	110	**	\$33.52
Pharmacists	29-1051	32	180	**	\$42.20
Electronics Engineers, Except Computer	17-2072	31	**	**	**
Industrial Machinery Mechanics	49-9041	31	520	**	\$16.51
Life, Physical, and Social Science Technicians, All Other	19-4099	31	40	**	\$14.99
Plumbers, Pipefitters, and Steamfitters	47-2152	31	260	**	\$13.44
Shipping, Receiving, and Traffic Clerks	43-5071	31	440	**	\$12.19
Agricultural Inspectors	45-2011	30	40	**	\$17.28
Cement Masons and Concrete Finishers	47-2051	30	170	**	\$14.46
Packaging and Filling Machine Operators and Tenders	51-9111	30	290	**	\$11.16
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	30	130	**	\$18.82
Telecommunications Equipment Installers and Repairers, Except Line Installers	49-2022	30	80	**	\$19.53
Telephone Operators	43-2021	30	80	**	\$12.85
Social Workers, All Other	21-1029	29	20	**	\$19.78
Teacher Assistants	25-9041	29	1,390	**	\$17,116
Human Resources Assistants, Except Payroll and Timekeeping	43-4161	28	90	**	\$12.82

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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>
Construction and Related Workers, All Other	47-4099	26	**	**	**
Farm Labor Contractors	13-1074	26	**	**	**
Industrial Truck and Tractor Operators	53-7051	26	750	**	\$11.94
Vocational Education Teachers, Postsecondary	25-1194	26	**	**	**
Cabinetmakers and Bench Carpenters	51-7011	25	**	**	**
Construction Managers	11-9021	25	280	**	\$24.25
Dining Room and Cafeteria Attendants and Bartender Helpers	35-9011	25	80	**	\$8.14
Dietitians and Nutritionists	29-1031	24	30	**	\$21.46
Education, Training, and Library Workers, All Other	25-9099	24	**	**	**
Installation, Maintenance, and Repair Workers, All Other	49-9099	24	180	**	\$14.46
Nursing Instructors and Teachers, Postsecondary	25-1072	24	**	**	**
Food Servers, Nonrestaurant	35-3041	23	180	**	\$8.10
Mobile Heavy Equipment Mechanics, Except Engines	49-3042	23	100	**	\$19.62
Nonfarm Animal Caretakers	39-2021	23	130	**	\$8.22
Transportation, Storage, and Distribution Managers	11-3071	23	120	**	\$30.58
Administrative Services Managers	11-3011	21	180	**	\$20.42
Gaming Change Persons and Booth Cashiers	41-2012	21	**	**	**
Health Specialties Teachers, Postsecondary	25-1071	21	**	**	**
Law Clerks	23-2011	21	190	**	\$16.16
Medical and Clinical Laboratory Technicians	29-2012	21	**	**	**
Respiratory Therapists	29-1126	21	70	**	\$18.61
Audio-Visual and Multimedia Collections Specialists	25-9011	20	**	**	**
Grounds Maintenance Workers, All Other	37-3019	20	**	**	**
Healthcare Social Workers	21-1022	20	110	**	\$15.17
Operations Research Analysts	15-2031	20	30	**	\$31.48
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011	19	520	**	\$16.12
Medical Records and Health Information Technicians	29-2071	19	130	**	\$14.00
Property, Real Estate, and Community Association Managers	11-9141	19	80	**	\$13.79
Software Developers, Applications	15-1132	19	160	**	\$25.25
Agricultural Engineers	17-2021	18	**	**	**
Coaches and Scouts	27-2022	18	370	**	\$16,967
Graphic Designers	27-1024	18	140	**	\$15.26
Helpers--Electricians	47-3013	18	**	**	**
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	18	670	**	\$12.59
Media and Communication Workers, All Other	27-3099	18	**	**	**
Mental Health and Substance Abuse Social Workers	21-1023	18	30	**	\$15.68
Bus Drivers, School or Special Client	53-3022	17	280	**	\$8.27
Claims Adjusters, Examiners, and Investigators	13-1031	17	50	**	\$20.78
Electrical and Electronics Repairers, Commercial and Industrial Equipment	49-2094	17	50	**	\$20.35
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	51-3091	17	30	**	\$12.27
Mechanical Drafters	17-3013	17	100	**	\$16.18
Occupational Therapists	29-1122	17	90	**	\$23.07
Sales Engineers	41-9031	17	20	**	\$21.12
Cleaners of Vehicles and Equipment	53-7061	16	350	**	\$8.26
Clinical, Counseling, and School Psychologists	19-3031	16	40	**	\$36.09
Commercial and Industrial Designers	27-1021	16	40	**	\$19.03
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35-9031	16	370	**	\$8.17
Agricultural Workers, All Other	45-2099	15	**	**	**
Architectural and Engineering Managers	11-9041	15	110	**	\$39.05
Assemblers and Fabricators, All Other	51-2099	15	370	**	\$12.28
Compensation, Benefits, and Job Analysis Specialists	13-1141	15	50	**	\$19.98
Database Administrators	15-1141	15	70	**	\$21.14

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## APPENDIX - LIST OF ALL JOB VACANCIES

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Grinding and Polishing Workers, Hand	51-9022	15	**	**	**
Health Technologists and Technicians, All Other	29-2099	15	30	**	\$15.32
Mental Health Counselors	21-1014	15	120	**	\$12.77
Radiologic Technologists	29-2034	15	120	**	\$19.64
Speech-Language Pathologists	29-1127	15	130	**	\$28.12
Teachers and Instructors, All Other	25-3099	15	**	**	**
Team Assemblers	51-2092	15	1,880	**	\$14.20
Transportation Attendants, Except Flight Attendants and Baggage Porters	53-6061	15	**	**	**
Civil Engineering Technicians	17-3022	14	30	**	\$15.05
Cooks, All Other	35-2019	14	**	**	**
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	14	150	**	\$14.03
Education Administrators, Elementary and Secondary School	11-9032	14	180	**	\$76,758
Excavating and Loading Machine and Dragline Operators	53-7032	14	30	**	\$14.14
Civil Engineers	17-2051	13	40	**	\$23.55
Court, Municipal, and License Clerks	43-4031	13	130	**	\$12.72
Mechanical Engineering Technicians	17-3027	13	**	**	**
Parts Salespersons	41-2022	13	280	**	\$9.37
Tank Car, Truck, and Ship Loaders	53-7121	13	**	**	**
Childcare Workers	39-9011	12	680	**	\$8.16
Compliance Officers	13-1041	12	100	**	\$21.64
Dispatchers, Except Police, Fire, and Ambulance	43-5032	12	90	**	\$13.91
Emergency Medical Technicians and Paramedics	29-2041	12	90	**	\$13.04
Environmental Science and Protection Technicians, Including Health	19-4091	12	20	**	\$15.89
Financial Analysts	13-2051	12	50	**	\$24.00
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	53-1021	12	150	**	\$13.43
Gaming Dealers	39-3011	12	**	**	**
Instructional Coordinators	25-9031	12	80	**	\$26.48
Internists, General	29-1063	12	**	**	**
Public Relations and Fundraising Managers	11-2031	12	30	**	\$32.65
Substance Abuse and Behavioral Disorder Counselors	21-1011	12	50	**	\$18.80
Web Developers	15-1134	12	50	**	\$16.64
Animal Control Workers	33-9011	11	**	**	**
Architectural and Civil Drafters	17-3011	11	20	**	\$13.94
Biological Technicians	19-4021	11	**	**	**
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	51-9192	11	**	**	**
First-Line Supervisors of Construction Trades and Extraction Workers	47-1011	11	340	**	\$16.60
First-Line Supervisors of Protective Service Workers, All Other	33-1099	11	30	**	\$11.41
Laundry and Dry-Cleaning Workers	51-6011	11	180	**	\$8.35
Painting, Coating, and Decorating Workers	51-9123	11	**	**	**
Physician Assistants	29-1071	11	50	**	\$36.24
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	11	150	**	\$18.55
Recreational Therapists	29-1125	11	20	**	\$14.18
Sewing Machine Operators	51-6031	11	**	**	**
Tire Repairers and Changers	49-3093	11	130	**	\$9.39
Advertising Sales Agents	41-3011	10	110	**	\$11.39
Art, Drama, and Music Teachers, Postsecondary	25-1121	10	**	**	**
Bakers	51-3011	10	130	**	\$8.83
Cooks, Short Order	35-2015	10	130	**	\$8.12
Dishwashers	35-9021	10	240	**	\$8.15
Hairdressers, Hairstylists, and Cosmetologists	39-5012	10	170	**	\$9.27
Medical Equipment Preparers	31-9093	10	50	**	\$12.73
Molders, Shapers, and Casters, Except Metal and Plastic	51-9195	10	**	**	**

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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>
Occupational Health and Safety Specialists	29-9011	10	30	**	\$19.96
Secondary School Teachers, Except Special and Career/Technical Education	25-2031	10	810	**	\$34,402
Transportation Workers, All Other	53-6099	10	**	**	**
Advertising and Promotions Managers	11-2011	9	30	**	\$19.42
Computer Network Support Specialists	15-1152	9	110	**	\$18.45
Dental Assistants	31-9091	9	280	**	\$12.08
Editors	27-3041	9	30	**	\$14.51
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	17-2111	9	**	**	**
Library Assistants, Clerical	43-4121	9	140	**	\$8.22
Nurse Practitioners	29-1171	9	120	**	\$39.61
Pest Control Workers	37-2021	9	40	**	\$14.29
Preschool Teachers, Except Special Education	25-2011	9	210	**	\$9.03
Training and Development Managers	11-3131	9	20	**	\$24.12
Veterinary Assistants and Laboratory Animal Caretakers	31-9096	9	**	**	**
Automotive and Watercraft Service Attendants	53-6031	8	40	**	\$8.67
Bus Drivers, Transit and Intercity	53-3021	8	**	**	**
Counselors, All Other	21-1019	8	**	**	**
Elementary School Teachers, Except Special Education	25-2021	8	1,330	**	\$36,707
Graders and Sorters, Agricultural Products	45-2041	8	**	**	**
Health Diagnosing and Treating Practitioners, All Other	29-1199	8	**	**	**
Insulation Workers, Floor, Ceiling, and Wall	47-2131	8	60	**	\$11.78
Interior Designers	27-1025	8	20	**	\$13.61
Multimedia Artists and Animators	27-1014	8	**	**	**
Painters, Construction and Maintenance	47-2141	8	100	**	\$13.27
Parking Lot Attendants	53-6021	8	60	**	\$8.24
Payroll and Timekeeping Clerks	43-3051	8	60	**	\$16.29
Physical Therapist Assistants	31-2021	8	70	**	\$16.21
Textile Bleaching and Dyeing Machine Operators and Tenders	51-6061	8	**	**	**
Billing and Posting Clerks	43-3021	7	320	**	\$13.06
Computer and Information Systems Managers	11-3021	7	110	**	\$32.45
Correctional Officers and Jailers	33-3012	7	**	**	**
Counter and Rental Clerks	41-2021	7	240	**	\$8.14
Electromechanical Equipment Assemblers	51-2023	7	**	**	**
Entertainment Attendants and Related Workers, All Other	39-3099	7	**	**	**
First-Line Supervisors of Personal Service Workers	39-1021	7	100	**	\$10.17
Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	47-3015	7	**	**	**
Legal Secretaries	43-6012	7	80	**	\$11.71
Meeting, Convention, and Event Planners	13-1121	7	90	**	\$10.12
Microbiologists	19-1022	7	**	**	**
Physicians and Surgeons, All Other	29-1069	7	110	**	**
Psychology Teachers, Postsecondary	25-1066	7	**	**	**
Purchasing Managers	11-3061	7	50	**	\$21.31
Slot Supervisors	39-1012	7	**	**	**
Telemarketers	41-9041	7	90	**	\$9.80
Tool and Die Makers	51-4111	7	200	**	\$16.34
Aircraft Mechanics and Service Technicians	49-3011	6	20	**	\$18.82
Athletic Trainers	29-9091	6	**	**	**
Audiologists	29-1121	6	**	**	**
Business Teachers, Postsecondary	25-1011	6	**	**	**
Chemical Equipment Operators and Tenders	51-9011	6	**	**	**
Chemical Technicians	19-4031	6	60	**	\$17.88
Communications Teachers, Postsecondary	25-1122	6	**	**	**

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## APPENDIX - LIST OF ALL JOB VACANCIES

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Education Administrators, All Other	11-9039	6	20	**	\$17.20
Family and General Practitioners	29-1062	6	120	**	**
Farm, Ranch, and Other Agricultural Managers	11-9013	6	**	**	**
Financial Clerks, All Other	43-3099	6	20	**	\$10.58
Insurance Claims and Policy Processing Clerks	43-9041	6	220	**	\$14.60
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	33-9092	6	140	**	\$8.18
Manufactured Building and Mobile Home Installers	49-9095	6	**	**	**
Painters, Transportation Equipment	51-9122	6	80	**	\$14.95
Pesticide Handlers, Sprayers, and Applicators, Vegetation	37-3012	6	**	**	**
Printing Machine Operators	51-5112	6	200	**	\$9.55
Reporters and Correspondents	27-3022	6	**	**	**
Surgical Technologists	29-2055	6	**	**	**
Tax Preparers	13-2082	6	**	**	**
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51-9121	5	360	**	\$13.09
Compensation and Benefits Managers	11-3111	5	10	**	\$27.22
Environmental Engineering Technicians	17-3025	5	**	**	**
Environmental Scientists and Specialists, Including Health	19-2041	5	30	**	\$24.43
Food Batchmakers	51-3092	5	120	**	\$11.49
Lawyers	23-1011	5	200	**	\$24.38
Librarians	25-4021	5	150	**	\$11.45
Medical and Clinical Laboratory Technologists	29-2011	5	90	**	\$20.88
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4081	5	500	**	\$12.62
Order Clerks	43-4151	5	40	**	\$9.81
Pharmacy Aides	31-9095	5	**	**	**
Photographers	27-4021	5	60	**	\$8.48
Postal Service Mail Sorters, Processors, and Processing Machine Operators	43-5053	5	90	**	\$16.16
Sheet Metal Workers	47-2211	5	**	**	**
Special Education Teachers, Preschool, Kindergarten, and Elementary School	25-2052	5	140	**	\$36,215
Special Education Teachers, Secondary School	25-2054	5	60	**	\$40,313
Ushers, Lobby Attendants, and Ticket Takers	39-3031	5	**	**	**
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51-4122	5	**	**	**
Actors	27-2011	4	**	**	**
Amusement and Recreation Attendants	39-3091	4	190	**	\$8.14
Chemical Engineers	17-2041	4	**	**	**
Chemical Plant and System Operators	51-8091	4	**	**	**
Chemists	19-2031	4	**	**	**
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	51-4012	4	30	**	\$16.62
Couriers and Messengers	43-5021	4	60	**	\$10.96
Criminal Justice and Law Enforcement Teachers, Postsecondary	25-1111	4	**	**	**
Detectives and Criminal Investigators	33-3021	4	20	**	\$24.00
Door-To-Door Sales Workers, News and Street Vendors, and Related Workers	41-9091	4	**	**	**
Environmental Engineers	17-2081	4	**	**	**
Financial Examiners	13-2061	4	20	**	\$19.31
Fitness Trainers and Aerobics Instructors	39-9031	4	130	**	\$8.99
Fundraisers	13-1131	4	50	**	\$16.49
Helpers—Installation, Maintenance, and Repair Workers	49-9098	4	60	**	\$8.23
Insulation Workers, Mechanical	47-2132	4	**	**	**
Interviewers, Except Eligibility and Loan	43-4111	4	150	**	\$11.09
Massage Therapists	31-9011	4	30	**	\$13.32
Meter Readers, Utilities	43-5041	4	40	**	\$11.14
New Accounts Clerks	43-4141	4	40	**	\$13.10
Occupational Health and Safety Technicians	29-9012	4	30	**	\$15.26

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Occupational Therapy Assistants	31-2011	4	30	**	\$21.38
Paving, Surfacing, and Tamping Equipment Operators	47-2071	4	**	**	**
Real Estate Sales Agents	41-9022	4	**	**	**
Rehabilitation Counselors	21-1015	4	**	**	**
Residential Advisors	39-9041	4	150	**	\$10.60
Sawing Machine Setters, Operators, and Tenders, Wood	51-7041	4	**	**	**
Social Work Teachers, Postsecondary	25-1113	4	**	**	**
Structural Metal Fabricators and Fitters	51-2041	4	**	**	**
Telecommunications Line Installers and Repairers	49-9052	4	50	**	\$16.13
Veterinarians	29-1131	4	50	**	\$28.25
Adult Basic and Secondary Education and Literacy Teachers and Instructors	25-3011	3	**	**	**
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	51-2011	3	**	**	**
Baggage Porters and Bellhops	39-6011	3	**	**	**
Cardiovascular Technologists and Technicians	29-2031	3	**	**	**
Conservation Scientists	19-1031	3	30	**	\$19.06
Construction and Building Inspectors	47-4011	3	40	**	\$16.55
Cooks, Fast Food	35-2011	3	**	**	**
Cost Estimators	13-1051	3	180	**	\$15.73
Dental Laboratory Technicians	51-9081	3	50	**	\$12.23
Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4032	3	30	**	\$16.60
Education Administrators, Preschool and Childcare Center/Program	11-9031	3	60	**	\$12.11
Education Teachers, Postsecondary	25-1081	3	80	**	\$22,644
Electrical and Electronic Equipment Assemblers	51-2022	3	**	**	**
Farm Equipment Mechanics and Service Technicians	49-3041	3	150	**	\$15.99
Farmworkers, Farm, Ranch, and Aquacultural Animals	45-2093	3	80	**	\$9.38
Fine Artists, Including Painters, Sculptors, and Illustrators	27-1013	3	**	**	**
First-Line Supervisors of Police and Detectives	33-1012	3	80	**	\$25.69
Forest and Conservation Workers	45-4011	3	10	**	\$12.43
Gaming Supervisors	39-1011	3	**	**	**
Gas Compressor and Gas Pumping Station Operators	53-7071	3	**	**	**
Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	47-3014	3	**	**	**
Legal Support Workers, All Other	23-2099	3	**	**	**
Library Science Teachers, Postsecondary	25-1082	3	**	**	**
Mail Clerks and Mail Machine Operators, Except Postal Service	43-9051	3	30	**	\$9.38
Materials Engineers	17-2131	3	**	**	**
Mechanical Door Repairers	49-9011	3	**	**	**
Medical Scientists, Except Epidemiologists	19-1042	3	**	**	**
Network Systems and Data Communications Analysts	15-1143	3	30	**	\$28.26
Recreation and Fitness Studies Teachers, Postsecondary	25-1193	3	**	**	**
Security and Fire Alarm Systems Installers	49-2098	3	**	**	**
Social Science Research Assistants	19-4061	3	**	**	**
Wholesale and Retail Buyers, Except Farm Products	13-1022	3	50	**	\$16.61
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	51-7042	3	**	**	**
Animal Trainers	39-2011	2	**	**	**
Appraisers and Assessors of Real Estate	13-2021	2	70	**	\$12.92
Audio and Video Equipment Technicians	27-4011	2	**	**	**
Automotive Body and Related Repairers	49-3021	2	120	**	\$14.86
Automotive Glass Installers and Repairers	49-3022	2	**	**	**
Buyers and Purchasing Agents, Farm Products	13-1021	2	30	**	\$15.40
Clergy	21-2011	2	20	**	\$19.91
Community Health Workers	21-1094	2	20	**	\$14.66
Computer Science Teachers, Postsecondary	25-1021	2	**	**	**

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Court Reporters	23-2091	2	30	**	\$30.08
Crane and Tower Operators	53-7021	2	70	**	\$18.51
Credit Authorizers, Checkers, and Clerks	43-4041	2	**	**	**
Credit Counselors	13-2071	2	**	**	**
Crossing Guards	33-9091	2	30	**	\$12.80
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	51-9021	2	30	**	\$9.82
Cutting and Slicing Machine Setters, Operators, and Tenders	51-9032	2	60	**	\$11.03
Diagnostic Medical Sonographers	29-2032	2	30	**	\$21.99
Economics Teachers, Postsecondary	25-1063	2	**	**	**
Electric Motor, Power Tool, and Related Repairers	49-2092	2	**	**	**
Electro-Mechanical Technicians	17-3024	2	**	**	**
Epidemiologists	19-1041	2	**	**	**
File Clerks	43-4071	2	60	**	\$10.04
Food Cooking Machine Operators and Tenders	51-3093	2	20	**	\$12.60
Forest and Conservation Technicians	19-4093	2	30	**	\$13.40
Furniture Finishers	51-7021	2	**	**	**
Gaming Managers	11-9071	2	**	**	**
Geography Teachers, Postsecondary	25-1064	2	**	**	**
Health Educators	21-1091	2	30	**	\$20.22
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	51-4191	2	**	**	**
Library Technicians	25-4031	2	100	**	\$9.69
Machine Feeders and Offbearers	53-7063	2	110	**	\$10.25
Mathematical Science Teachers, Postsecondary	25-1022	2	70	**	\$40,210
Meat, Poultry, and Fish Cutters and Trimmers	51-3022	2	**	**	**
Mining Machine Operators, All Other	47-5049	2	**	**	**
Motor Vehicle Operators, All Other	53-3099	2	**	**	**
Musicians and Singers	27-2042	2	**	**	**
Natural Sciences Managers	11-9121	2	**	**	**
Ophthalmic Laboratory Technicians	51-9083	2	**	**	**
Petroleum Engineers	17-2171	2	**	**	**
Physical Therapist Aides	31-2022	2	**	**	**
Postal Service Clerks	43-5051	2	90	**	\$14.42
Prepress Technicians and Workers	51-5111	2	50	**	\$10.24
Protective Service Workers, All Other	33-9099	2	50	**	\$10.10
Roofers	47-2181	2	120	**	\$10.95
Self-Enrichment Education Teachers	25-3021	2	50	**	\$13.71
Stonemasons	47-2022	2	**	**	**
Structural Iron and Steel Workers	47-2221	2	40	**	\$13.10
Tree Trimmers and Pruners	37-3013	2	**	**	**
Water and Wastewater Treatment Plant and System Operators	51-8031	2	110	**	\$13.93
Aerospace Engineering and Operations Technicians	17-3021	1	**	**	**
Agricultural Sciences Teachers, Postsecondary	25-1041	1	**	**	**
Air Traffic Controllers	53-2021	1	**	**	**
Ambulance Drivers and Attendants, Except Emergency Medical Technicians	53-3011	1	**	**	**
Animal Scientists	19-1011	1	**	**	**
Anthropology and Archeology Teachers, Postsecondary	25-1061	1	**	**	**
Archivists	25-4011	1	**	**	**
Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary	25-1051	1	**	**	**
Biological Science Teachers, Postsecondary	25-1042	1	**	**	**
Biological Scientists, All Other	19-1029	1	**	**	**
Budget Analysts	13-2031	1	**	**	**
Butchers and Meat Cutters	51-3021	1	160	**	\$8.37

<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>
Career/Technical Education Teachers, Middle School	25-2023	1	**	**	**
Cargo and Freight Agents	43-5011	1	10	**	\$13.16
Carpet Installers	47-2041	1	**	**	**
Command and Control Center Officers	55-1015	1	**	**	**
Command and Control Center Specialists	55-3015	1	**	**	**
Commercial Pilots	53-2012	1	**	**	**
Computer Hardware Engineers	17-2061	1	**	**	**
Computer, Automated Teller, and Office Machine Repairers	49-2011	1	70	**	\$9.16
Dentists, General	29-1021	1	**	**	**
Drafters, All Other	17-3019	1	10	**	\$16.80
Earth Drillers, Except Oil and Gas	47-5021	1	**	**	**
Electrical and Electronics Installers and Repairers, Transportation Equipment	49-2093	1	**	**	**
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	49-2095	1	**	**	**
Electrical Power-Line Installers and Repairers	49-9051	1	120	**	\$16.13
Emergency Management Specialists	11-9161	1	**	**	**
English Language and Literature Teachers, Postsecondary	25-1123	1	60	**	\$17,316
Extraction Workers, All Other	47-5099	1	**	**	**
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	51-9041	1	30	**	\$15.59
Farm and Home Management Advisors	25-9021	1	**	**	**
Fashion Designers	27-1022	1	**	**	**
Firefighters	33-2011	1	**	**	**
First-Line Supervisors of All Other Tactical Operations Specialists	55-2013	1	**	**	**
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	37-1012	1	60	**	\$16.71
Floral Designers	27-1023	1	20	**	\$11.18
Foreign Language and Literature Teachers, Postsecondary	25-1124	1	**	**	**
Forestry and Conservation Science Teachers, Postsecondary	25-1043	1	**	**	**
Gaming Surveillance Officers and Gaming Investigators	33-9031	1	**	**	**
Geological and Petroleum Technicians	19-4041	1	**	**	**
Glaziers	47-2121	1	**	**	**
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4033	1	190	**	\$8.34
Helpers, Construction Trades, All Other	47-3019	1	**	**	**
Helpers—Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	47-3011	1	**	**	**
Highway Maintenance Workers	47-4051	1	250	**	\$16.80
History Teachers, Postsecondary	25-1125	1	**	**	**
Information Security Analysts	15-1122	1	10	**	\$25.82
Insurance Appraisers, Auto Damage	13-1032	1	**	**	**
Judicial Law Clerks	23-1012	1	**	**	**
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4034	1	**	**	**
Layout Workers, Metal and Plastic	51-4192	1	**	**	**
Locomotive Engineers	53-4011	1	**	**	**
Manicurists and Pedicurists	39-5092	1	**	**	**
Mathematicians	15-2021	1	**	**	**
Medical Equipment Repairers	49-9062	1	30	**	\$14.51
Middle School Teachers, Except Special and Career/Technical Education	25-2022	1	430	**	\$41,190
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	51-4035	1	**	**	**
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	51-4072	1	**	**	**
Music Directors and Composers	27-2041	1	**	**	**
Nurse Midwives	29-1161	1	10	**	\$44.26
Optometrists	29-1041	1	**	**	**
Paper Goods Machine Setters, Operators, and Tenders	51-9196	1	40	**	\$11.30
Philosophy and Religion Teachers, Postsecondary	25-1126	1	**	**	**
Photographic Reproduction Technicians	51-9151	1	50	**	\$8.60

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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>
Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	51-4193	1	100	**	\$10.87
Police, Fire, and Ambulance Dispatchers	43-5031	1	60	**	\$15.78
Precious Metal Workers	51-9071	1	10	**	\$13.43
Private Detectives and Investigators	33-9021	1	**	**	**
Psychologists, All Other	19-3039	1	**	**	**
Radio, Cellular, and Tower Equipment Installers and Repairers	49-2021	1	**	**	**
Rail Yard Engineers, Dinkey Operators, and Hostlers	53-4013	1	**	**	**
Real Estate Brokers	41-9021	1	**	**	**
Refuse and Recyclable Material Collectors	53-7081	1	**	**	\$12.45
Rotary Drill Operators, Oil and Gas	47-5012	1	**	**	**
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	51-9012	1	**	**	**
Skincare Specialists	39-5094	1	**	**	**
Sociology Teachers, Postsecondary	25-1067	1	**	**	**
Sound Engineering Technicians	27-4014	1	**	**	**
Statisticians	15-2041	1	**	**	**
Survey Researchers	19-3022	1	**	**	**
Surveyors	17-1022	1	20	**	\$20.13
Tour Guides and Escorts	39-7011	1	**	**	**
Urban and Regional Planners	19-3051	1	**	**	**
Woodworkers, All Other	51-7099	1	20	**	\$8.28

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