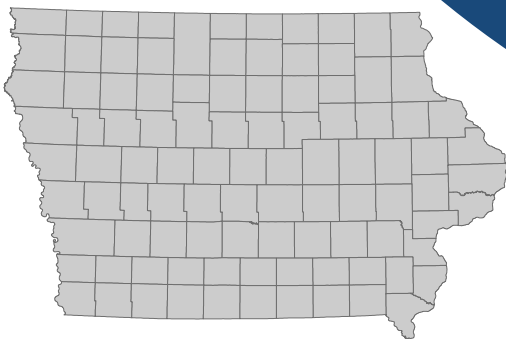




W O R K F O R C E
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IOWA ANALYSIS

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2016 IOWA WORKFORCE NEEDS ASSESSMENT SURVEY



INTRODUCTION

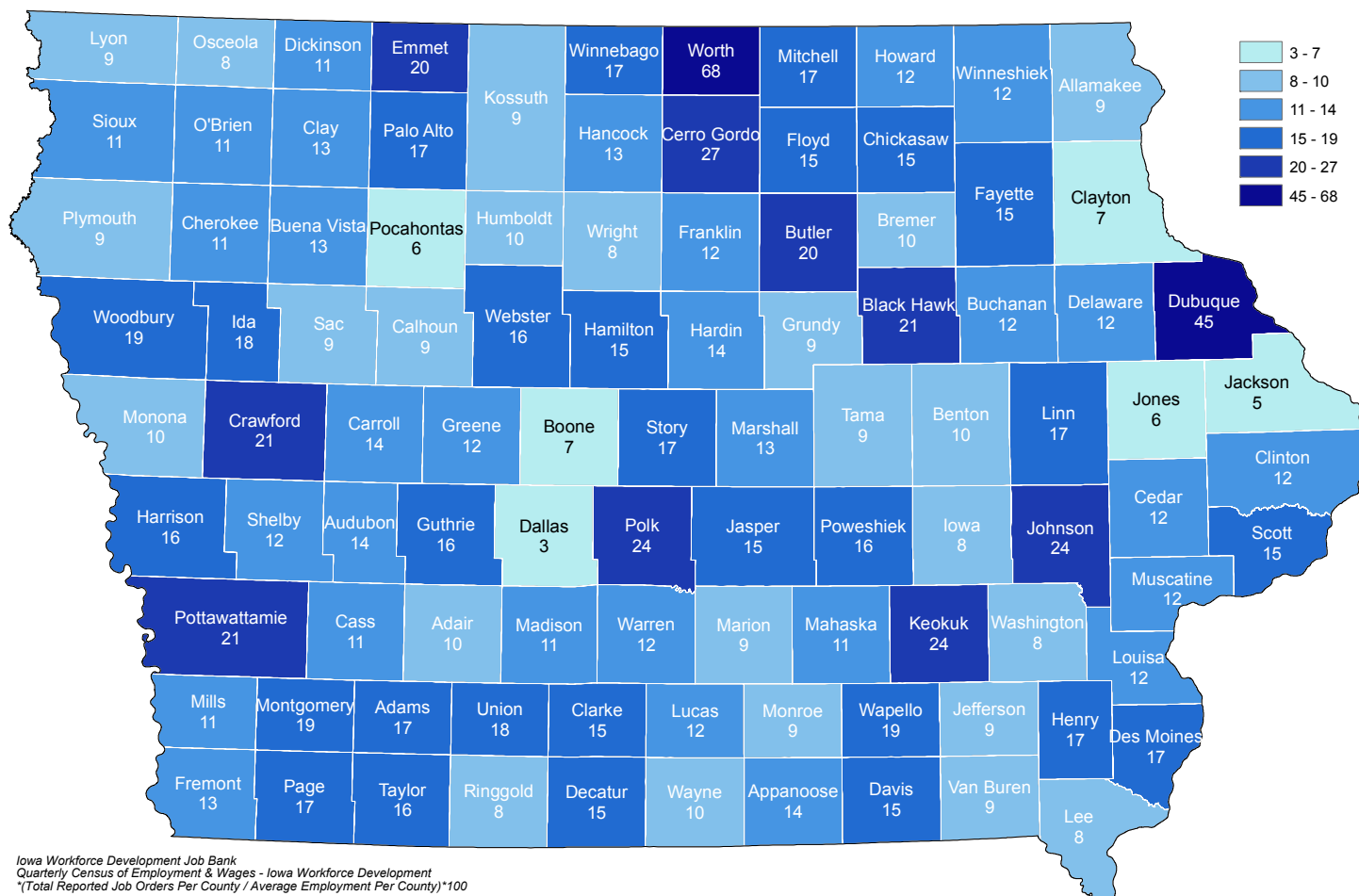
Iowa Workforce Development (IWD) conducted the sixth Workforce Needs Assessment. In addition to vacancy and retirement data, the survey also addressed the demand for workers and skills required in the workforce. Data regarding benefits offered by employers was also collected and is delineated in the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

Beginning in August 2016, 28,289 employers operating 42,038 locations in the state 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 10,478 responses, yielding a 37.0 percent response rate.



VACANCY ESTIMATES

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



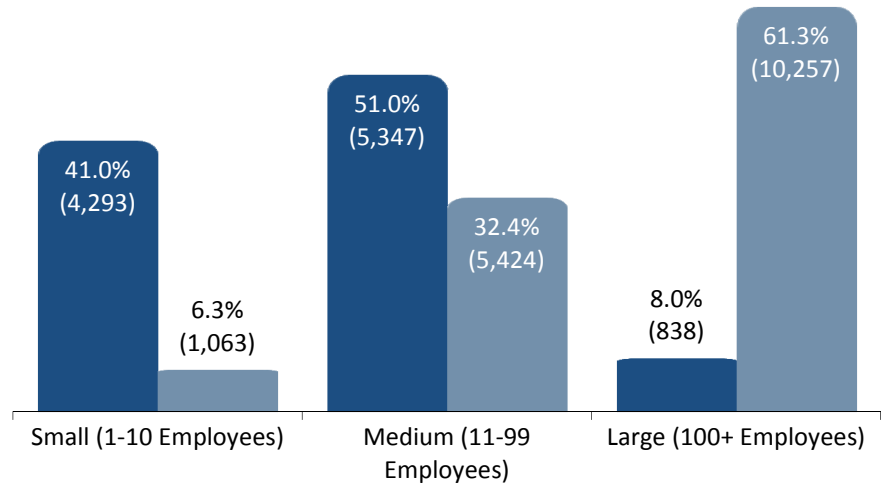
Iowa Workforce Development Job Bank
 Quarterly Census of Employment & Wages - Iowa Workforce Development
 *(Total Reported Job Orders Per County / Average Employment Per County)*100



VACANCY ESTIMATES

Reported Job Vacancies by Workplace Size

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



Total Number of Job Orders by Occupational Category

Occupational Category	Total Job Orders ¹	Percent of Total Job Orders ¹	Entry Wage ²	Average Wage ²	Projected Annual Openings ³
Office & Administrative Support	34,086	12.3%	\$10.53	\$16.19	6,885
Sales & Related	31,245	11.3%	\$8.23	\$16.37	6,665
Healthcare Practitioner & Technical	30,485	11.0%	\$16.76	\$32.87	3,190
Transportation & Material Moving	22,732	8.2%	\$9.75	\$16.18	4,495
Food Preparation & Serving Related	21,524	7.8%	\$8.17	\$9.68	6,115
Management	18,001	6.5%	\$20.36	\$42.68	4,000
Business & Financial Operations	15,908	5.7%	\$17.62	\$29.46	2,450
Computer & Mathematical Science	15,812	5.7%	\$21.11	\$34.79	1,140
Production	13,817	5.0%	\$11.24	\$16.49	4,585
Installation, Maintenance & Repair	11,169	4.0%	\$13.42	\$20.90	2,385
Healthcare Support	10,043	3.6%	\$10.20	\$13.84	2,050
Architecture & Engineering	9,210	3.3%	\$21.11	\$33.14	625
Building & Grounds Cleaning & Maintenance	7,091	2.6%	\$8.58	\$12.53	1,755
Community & Social Services	6,684	2.4%	\$11.54	\$19.71	1,130
Construction & Extraction	5,549	2.0%	\$13.64	\$20.91	2,335
Education, Training & Library	5,223	1.9%	\$11.02	\$23.20	3,500
Personal Care & Service	4,501	1.6%	\$8.17	\$11.48	2,050
Arts, Design, Entertainment, Sports & Related	4,429	1.6%	\$9.01	\$18.52	855
Protective Service	3,933	1.4%	\$10.00	\$20.42	670
Life, Physical & Social Science	3,817	1.4%	\$16.73	\$27.79	525
Farming, Fishing & Forestry	1,475	0.5%	\$11.06	\$16.22	525
Legal	515	0.2%	\$16.09	\$36.09	215

¹Iowa Workforce Development Job Bank

²Iowa Wage Report - Iowa Workforce Development

³Iowa's Long-Term Occupational Projections - Iowa Workforce Development



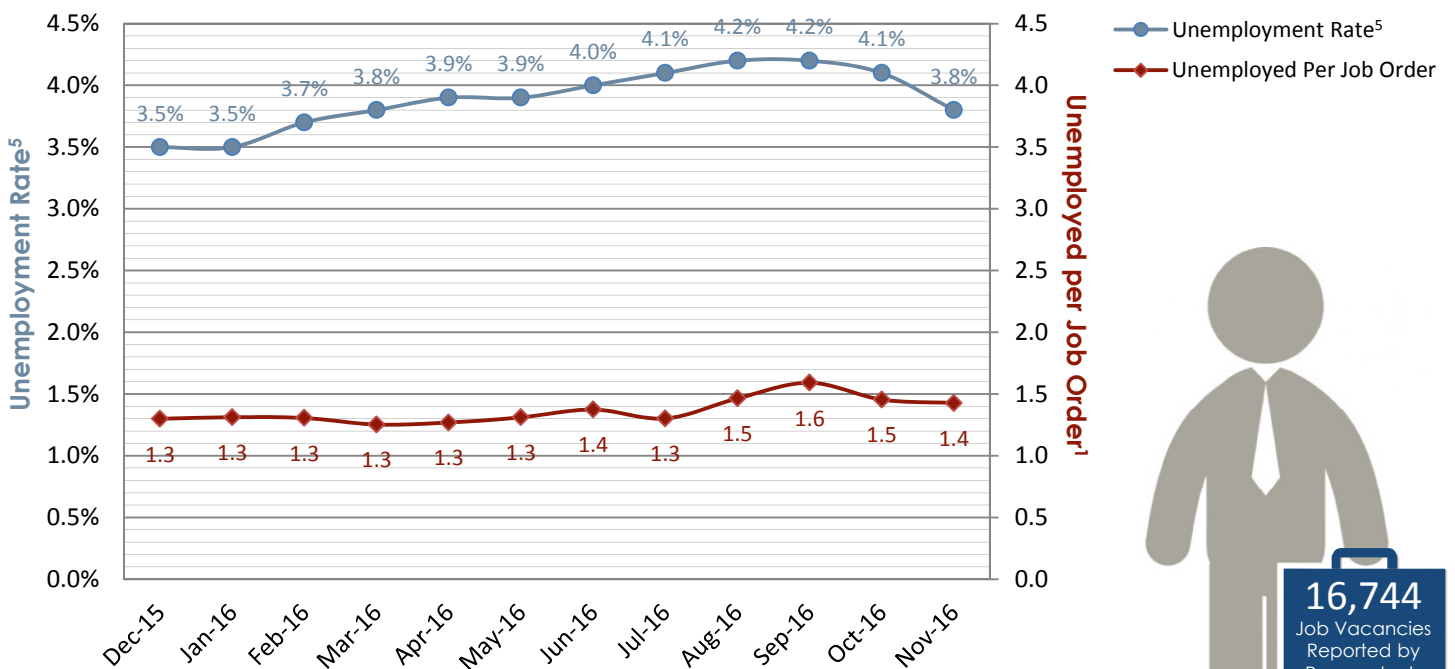
VACANCY ESTIMATES

Vacancy Rate by Industry

	Employment ⁴	Estimated Vacancies	*Vacancy Rate	New Hire Wage ⁴	Projected Annual Openings ³
Accommodation & Food Services	111,172	10,225	9.2%	\$5.67	992
Health Care & Social Assistance	204,796	12,688	6.2%	\$15.36	3,565
Administrative & Waste Services	62,844	3,851	6.1%	\$12.29	1,005
Agriculture, Forestry, Fishing & Mining	17,308	962	5.6%	\$16.31	-185
Personal Services	40,402	1,621	4.0%	\$12.44	428
Arts, Entertainment & Recreation	16,317	585	3.6%	\$6.53	268
Construction	68,763	2,380	3.5%	\$26.09	1,258
Transportation & Warehousing	55,052	1,624	2.9%	\$16.10	708
Manufacturing	208,228	4,815	2.3%	\$20.87	535
Professional & Technical Services	47,482	1,064	2.2%	\$24.86	877
Educational Services	137,732	2,196	1.6%	\$15.56	1,303
Wholesale & Retail Trade	228,715	3,579	1.6%	\$9.70	1,700
Finance, Insurance & Real Estate	99,576	1,249	1.3%	\$20.15	1,385
Information	23,281	277	1.2%	\$16.96	11
Public Administration	55,914	558	1.0%	\$13.99	197
Utilities	7,524	43	0.6%	\$33.50	-34
Management	18,905	36	0.2%	\$18.39	483

³Iowa's Long-Term Industry Projections - Iowa Workforce Development
⁴Longitudinal Employer-Household Dynamics - United States Census Bureau
⁵Vacancy Rate calculations can be found in the Methodology

Number of Unemployed Persons per Job Order



¹Iowa Workforce Development Job Bank
²Local Area Unemployment Statistics - Iowa Workforce Development (Data as of February 1, 2017)

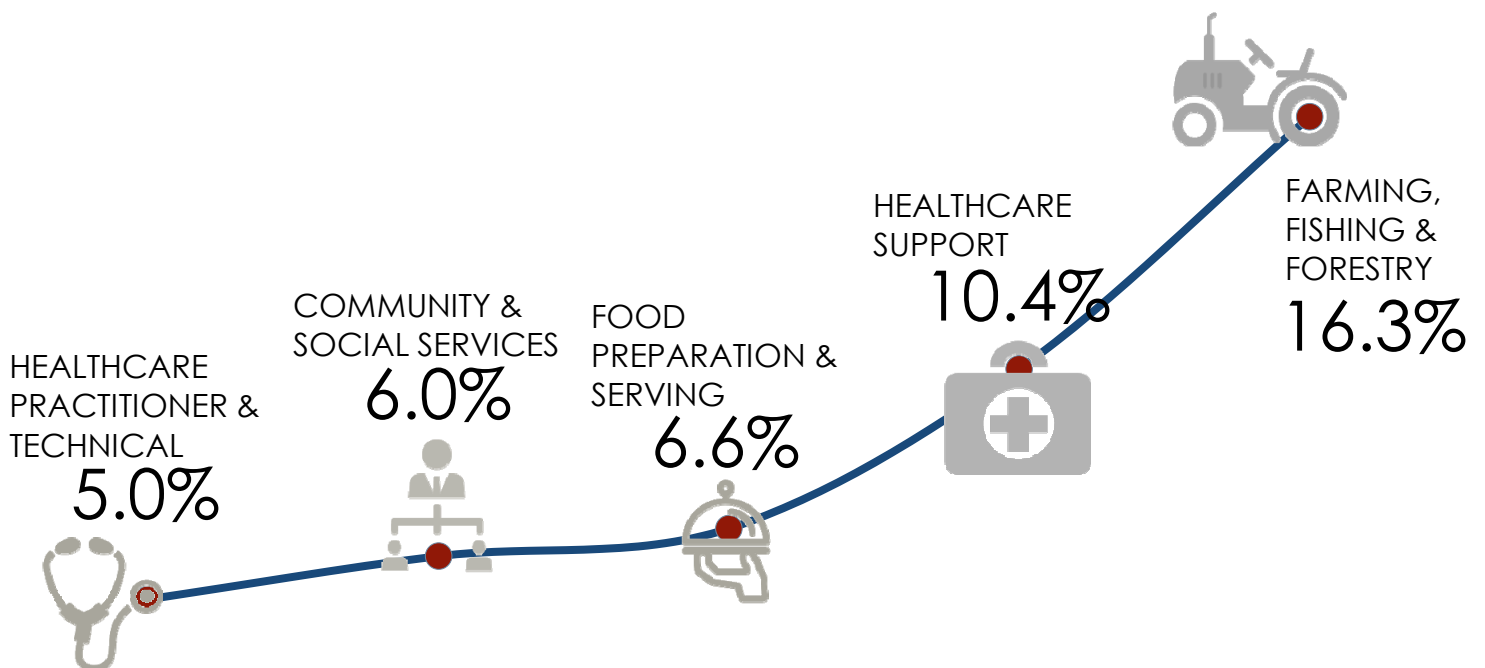


VACANCY ESTIMATES

Vacancy Rate by Occupational Category

	Employment ²	Estimated Vacancies	*Vacancy Rate	Entry Wage ²	Projected Annual Openings ³
Farming, Fishing & Forestry	5,400	881	16.3%	\$11.06	525
Healthcare Support	45,000	4,672	10.4%	\$10.20	2,050
Food Preparation & Serving Related	131,120	8,682	6.6%	\$8.17	6,115
Community & Social Services	21,980	1,313	6.0%	\$11.54	1,130
Healthcare Practitioner & Technical	83,310	4,128	5.0%	\$16.76	3,190
Architecture & Engineering	19,210	860	4.5%	\$21.11	625
Personal Care & Service	45,270	1,922	4.2%	\$8.17	2,050
Construction & Extraction	66,820	2,310	3.5%	\$13.64	2,335
Production	155,650	5,335	3.4%	\$11.24	4,585
Building & Grounds Cleaning & Maintenance	46,860	1,597	3.4%	\$8.58	1,755
Installation, Maintenance & Repair	68,790	1,647	2.4%	\$13.42	2,385
Arts, Design, Entertainment, Sports & Related	18,670	436	2.3%	\$9.01	855
Sales & Related	148,320	3,353	2.3%	\$8.23	6,665
Transportation & Material Moving	126,670	2,583	2.0%	\$9.75	4,495
Management	85,790	1,528	1.8%	\$20.36	4,000
Business & Financial Operations	65,970	1,039	1.6%	\$17.62	2,450
Legal	7,150	107	1.5%	\$16.09	215
Protective Service	22,400	314	1.4%	\$10.00	670
Computer & Mathematical Science	31,380	435	1.4%	\$21.11	1,140
Life, Physical & Social Science	11,610	155	1.3%	\$16.73	525
Education, Training & Library	98,630	1,314	1.3%	\$11.02	3,500
Office & Administrative Support	220,940	2,181	1.0%	\$10.53	6,885

²Iowa Wage Report - Iowa Workforce Development
³Iowa's Long-Term Occupational Projections - Iowa Workforce Development
 *Vacancy Rate calculations can be found in the Methodology



TOP VACANCY RATES



HIGH DEMAND OCCUPATIONS



Top Reported Total Job Orders

	Total Job Orders ¹	Entry Wage ²	Average Wage ²
Registered Nurses	15,012	\$20.27	\$26.46
Computer Specialists, All Other	12,384	\$20.37	\$32.75
Customer Service Representatives	11,103	\$10.52	\$15.68
Financial Analysts	10,605	\$23.91	\$37.69
Retail Salespersons	10,358	\$8.21	\$12.43
Heavy and Tractor-Trailer Truck Drivers	9,901	\$13.50	\$19.52
Undefined Job Title	7,531	**	**
Nursing Aides, Orderlies, and Attendants	7,435	\$10.28	\$12.64
Production Workers, All Other	7,363	\$9.63	\$13.85
Stock Clerks and Order Fillers	6,284	\$8.48	\$12.41
First-Line Supervisors of Retail Sales Workers	5,752	\$11.56	\$17.80
First-Line Supervisors of Food Preparation and Serving Workers	5,275	\$9.68	\$13.83
Laborers and Freight, Stock, and Material Movers, Hand	5,012	\$9.72	\$13.73
Combined Food Preparation and Serving Workers, Including Fast Food	4,943	\$8.17	\$8.89
Cashiers	4,669	\$8.20	\$9.34
Accountants and Auditors	4,266	\$19.41	\$30.25
First-Line Supervisors of Production and Operating Workers	4,003	\$17.49	\$25.78
Maintenance and Repair Workers, General	3,965	\$11.82	\$18.16
Social and Human Service Assistants	3,943	\$9.65	\$14.09
Helpers--Production Workers	3,418	\$9.92	\$13.36
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	3,324	\$9.66	\$13.73
Sales Representatives, Services, All Other	3,261	\$13.15	\$26.58
Security Guards	3,067	\$9.22	\$15.26
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	3,038	\$8.59	\$12.42
First-Line Supervisors of Office and Administrative Support Workers	2,907	\$14.96	\$23.18
Financial Managers	2,886	\$29.01	\$52.01
Healthcare Practitioners and Technical Workers, All Other	2,835	\$11.80	\$20.56
Licensed Practical and Licensed Vocational Nurses	2,805	\$16.10	\$19.10
Driver/Sales Workers	2,745	\$8.24	\$12.58
Light Truck or Delivery Services Drivers	2,582	\$9.21	\$15.32

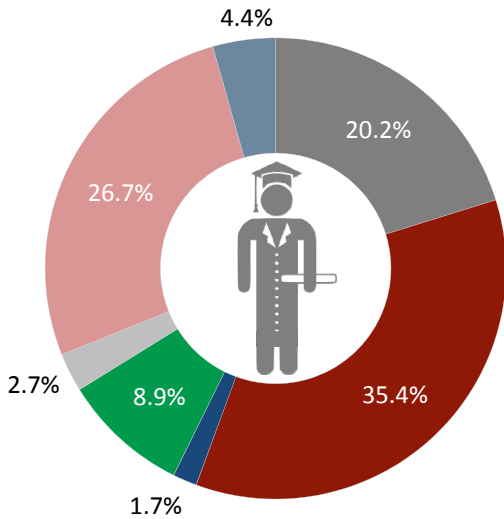
¹Iowa Workforce Development Job Bank
²Iowa Wage Report - Iowa Workforce Development
 **Insufficient data to report



EDUCATION & EXPERIENCE REQUIREMENTS

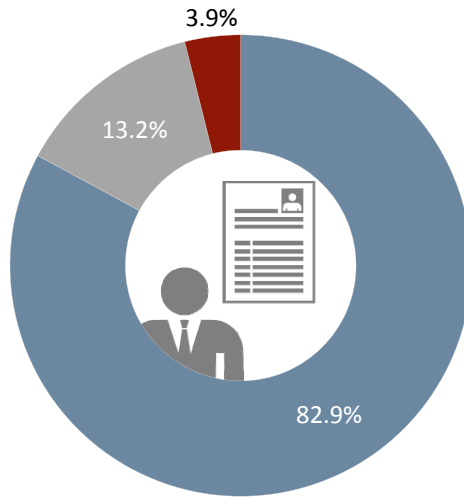
Education and experience level requirements, along with on-the-job training for the job orders (277,249 total) within the Iowa Workforce Development job bank are shown below. These requirements are based on the typical levels needed to enter an occupation according to data reported by the Bureau of Labor Statistics and does not reflect expected levels indicated by survey respondents.

Education Requirements - Total Job Orders



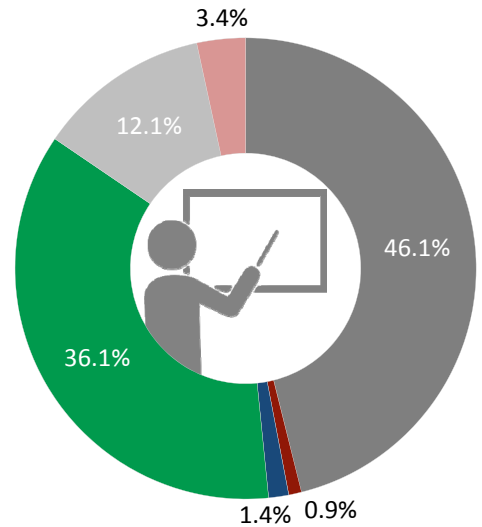
- Less Than High School - 20.2%
- High School Diploma or Equivalent - 35.4%
- Some College, No Degree - 1.7%
- Postsecondary Non-Degree Award - 8.9%
- Associate Degree - 2.7%
- Undergraduate Degree - 26.7%
- Postgraduate/Professional Degree - 4.4%

Experience Requirements - Total Job Orders



- No Experience Required - 82.9%
- Less than 5 Years - 13.2%
- 5 Years of More - 3.9%

On-The-Job Training - Total Job Orders



- None - 46.1%
- Apprenticeship - 0.9%
- Internship/Residency - 1.4%
- Short-term on-the-job training - 36.1%
- Moderate-term on-the-job training - 12.1%
- Long-term on-the-job training - 3.4%



PERCEPTION OF APPLICANTS

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

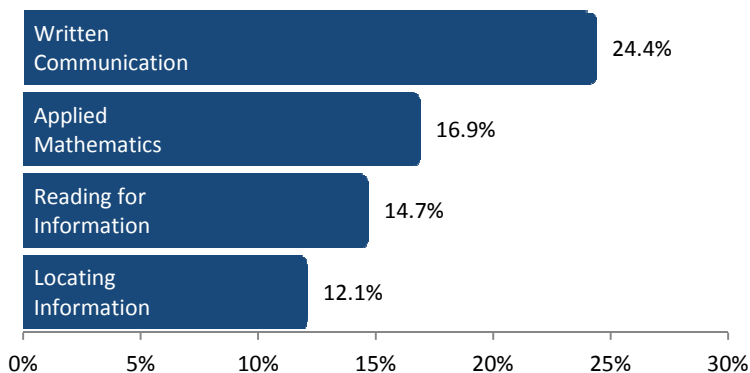
Perception of Applicants

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Applicants fulfill all necessary requirements for the job.	6.6%	17.5%	36.8%	28.4%	10.7%
Applicants possess the basic skills required for the job.	3.2%	10.3%	32.7%	37.3%	16.5%
Applicants possess the hard, or occupational, skills for the job.	9.3%	22.7%	36.5%	22.5%	9.0%
Applicants possess the soft, or interpersonal, skills for the job.	5.3%	19.1%	41.3%	25.4%	8.9%



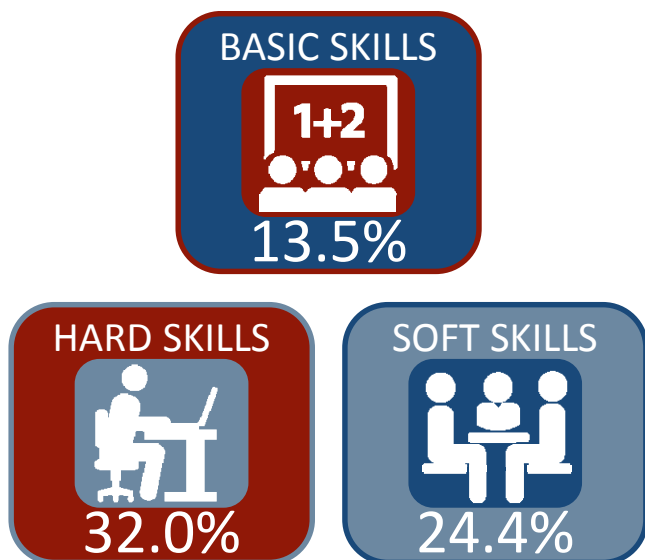
PERCEPTION OF APPLICANTS

Basic Skills Lacking in Applicants

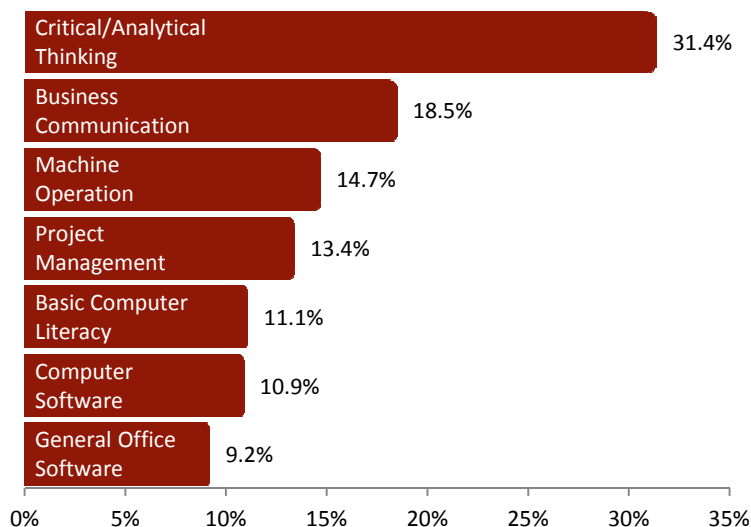


Basic skills are those skills developed during the elementary and middle part of an individual's education. These skills include literacy, numeracy (the ability to do arithmetic and reason with numbers), and the abilities to locate and read for information. The Skilled Iowa initiative, through the National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

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

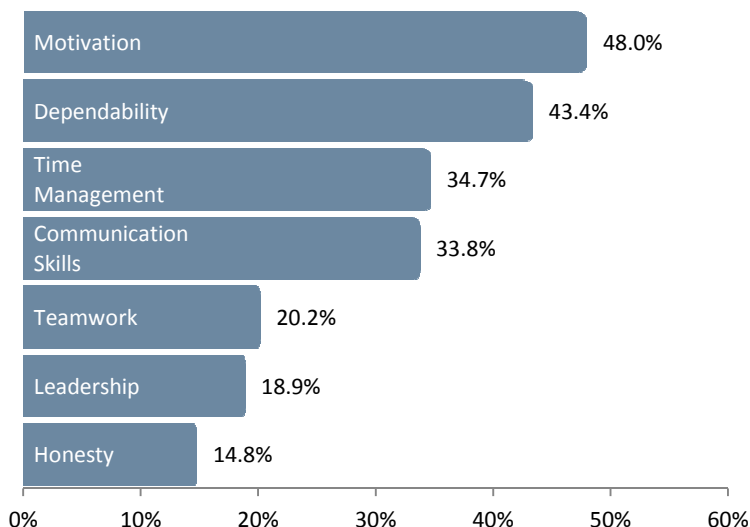


Occupational "Hard" Skills Lacking in Applicants



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

Interpersonal "Soft" Skills Lacking in Applicants



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

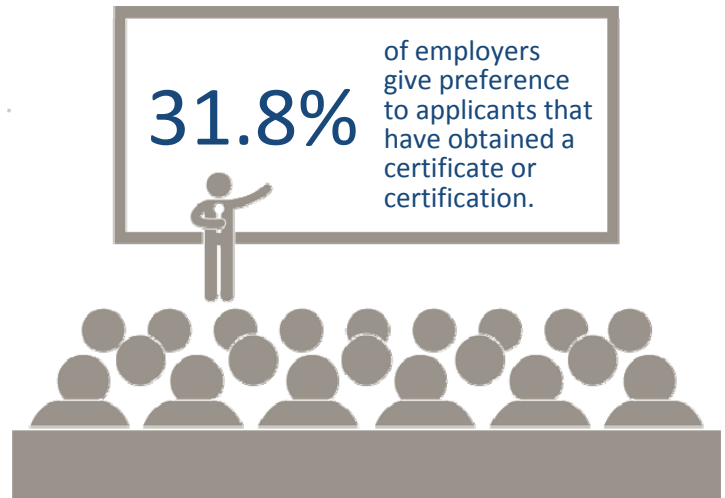


TRAINING & CERTIFICATES

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 (82.0%) of employers indicated that they offer employee training.

Where Additional Training is Offered

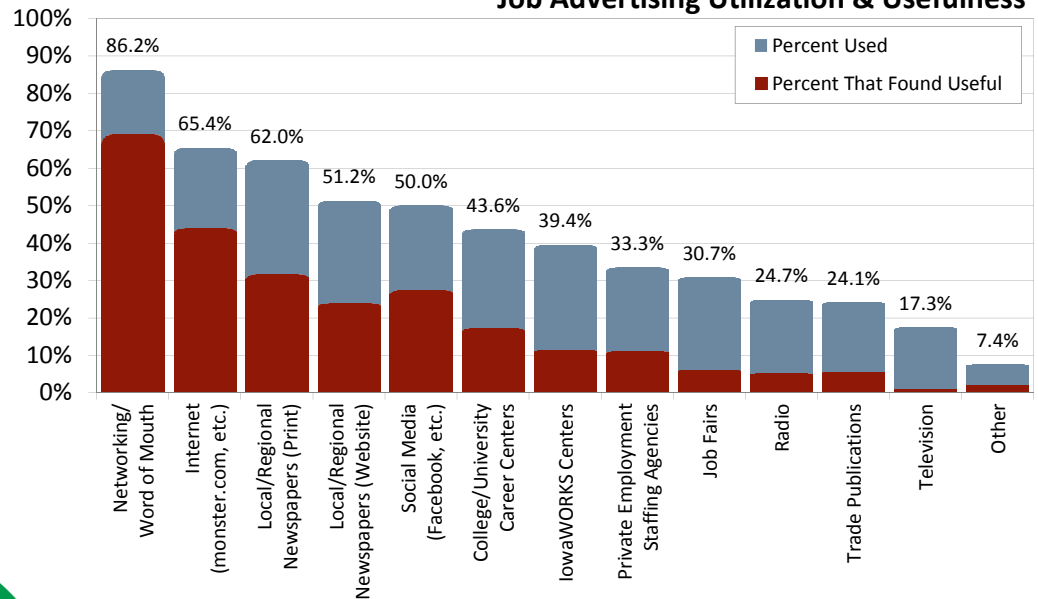
	Percent Offered
In-House Training	64.0%
Online Training	31.3%
Employee Self-Directed Training	21.2%
Commercial Training Provider	18.1%
Other	7.8%
College/University	7.5%
Trade School	6.1%



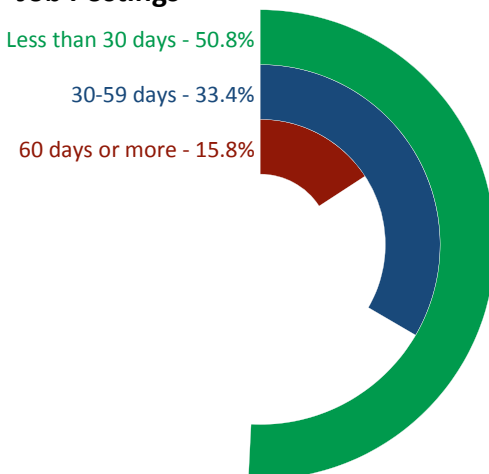
RECRUITMENT & ADVERTISING

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

Job Advertising Utilization & Usefulness



Recruitment Period for Job Postings



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

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



RECRUITMENT & ADVERTISING

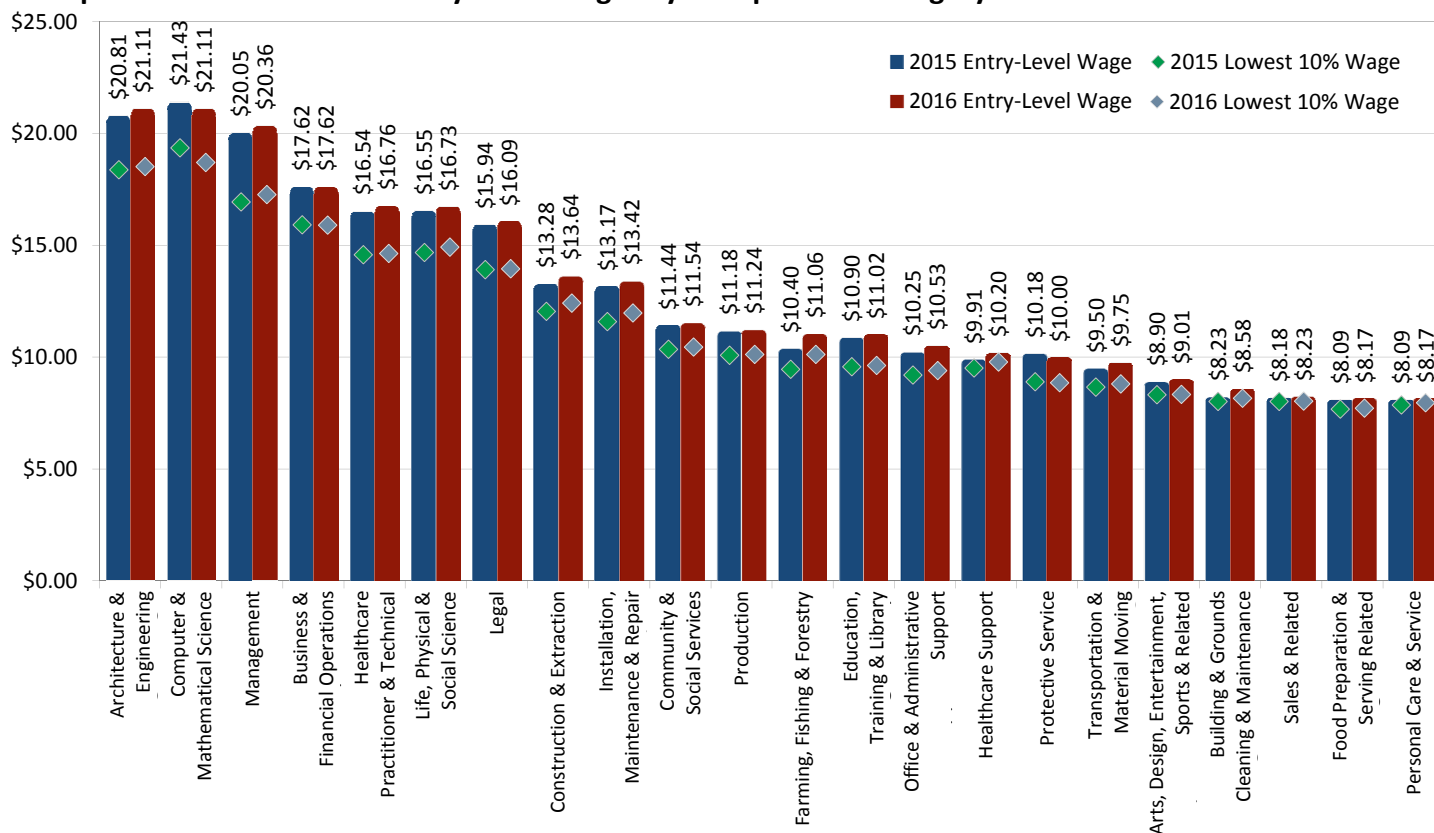
Difficulties Filling Vacant Positions

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Businesses have difficulty filling a position due to applicant failure to pass a background check.	37.3%	17.5%	32.9%	8.8%	3.5%
Businesses have difficulty filling a position due to applicant failure of controlled substance testing.	46.0%	15.2%	31.2%	5.5%	2.1%
Businesses have difficulty filling a position due to a general lack of applicants.	15.5%	12.6%	27.1%	26.6%	18.2%
Businesses have difficulty filling a position due to a lack of qualified applicants.	11.5%	9.8%	24.7%	30.9%	23.1%
Businesses have difficulty filling a position due to local competition.	23.7%	18.7%	36.7%	15.1%	5.8%
Businesses have difficulty filling a position due to applicant expectations of benefits package offered.	28.1%	20.0%	31.8%	13.8%	6.3%
Businesses have difficulty filling a position due to applicants willingness to accept wages offered.	21.1%	18.4%	33.7%	19.9%	6.9%
Businesses have difficulty filling a position due to the type of work involved.	21.6%	16.5%	33.0%	21.1%	7.8%
Businesses have difficulty filling a position due to the hours or shifts offered.	33.7%	18.0%	30.4%	12.8%	5.1%



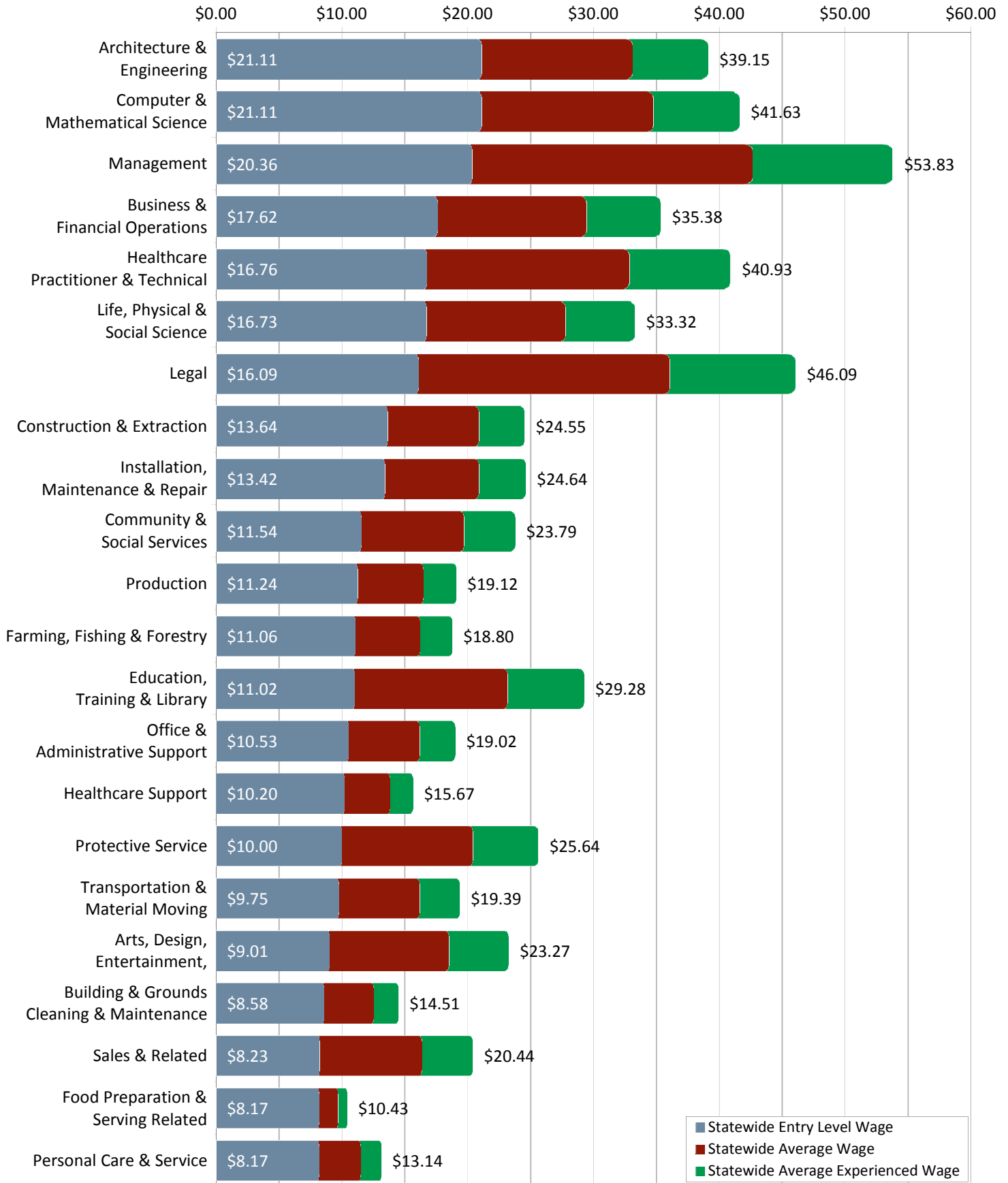
WAGES

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

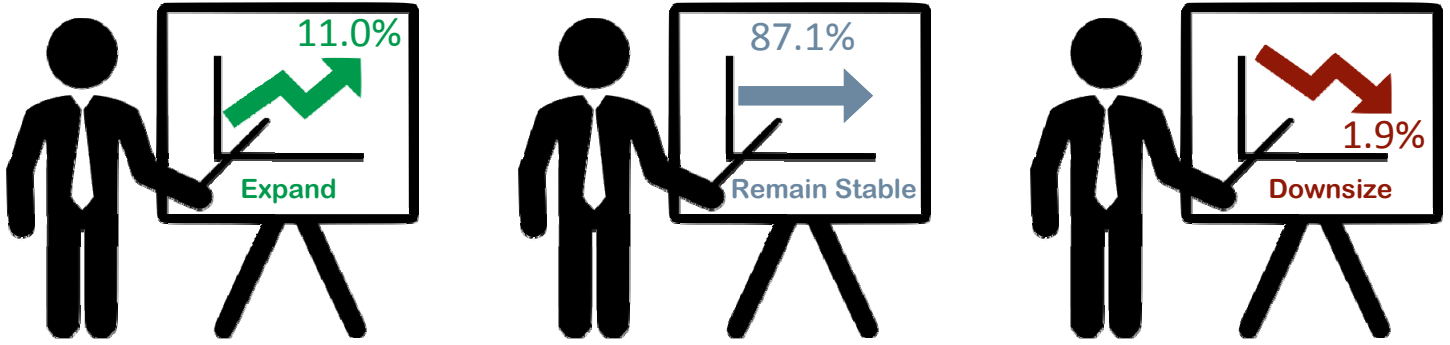




Comparison of 2016 Wage Levels by Occupational Category



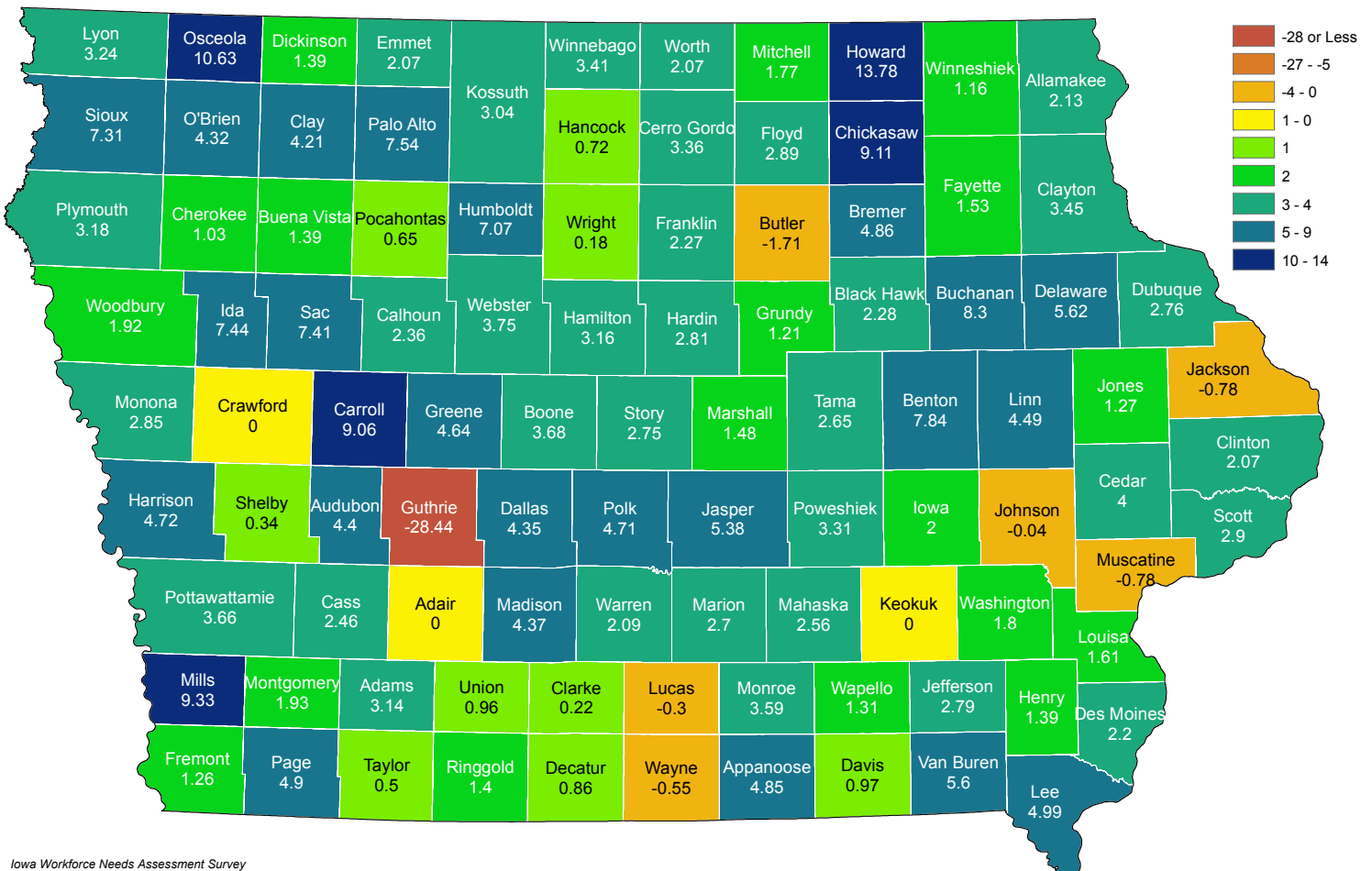
FUTURE PLANS



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)*

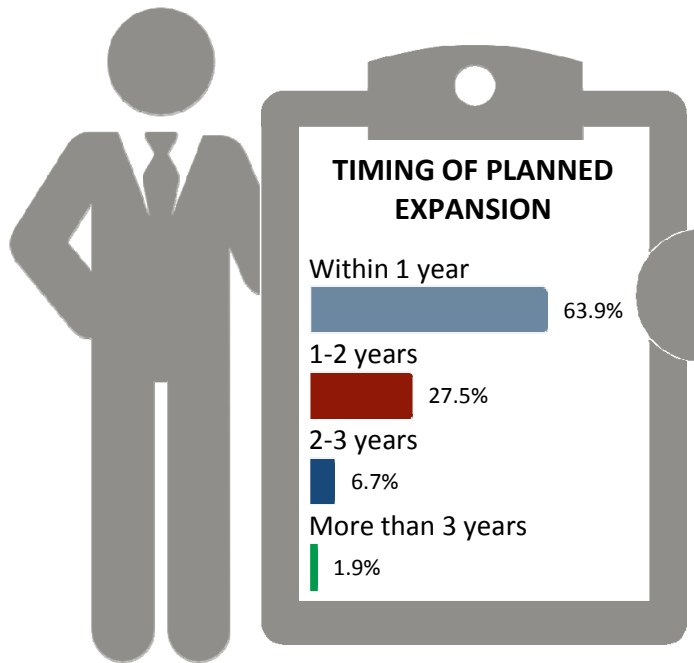
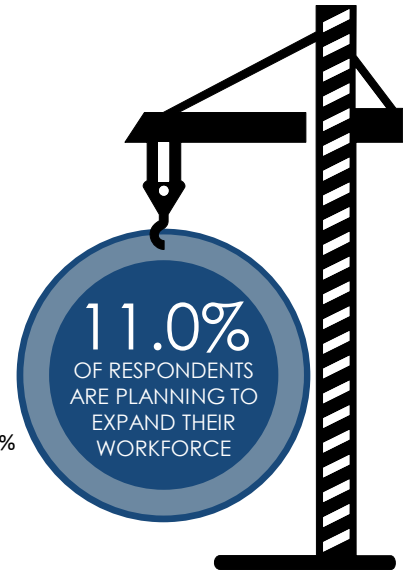
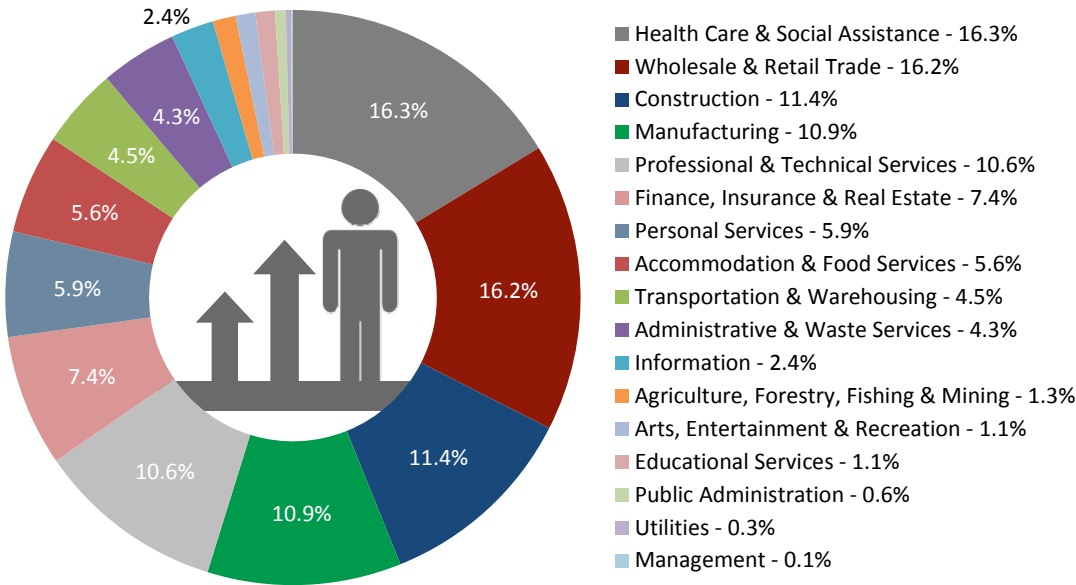


Iowa Workforce Needs Assessment Survey
 Quarterly Census of Employment & Wages - Iowa Workforce Development
 *(Net Reported Change Per County / Average Employment Per County)*1,000



FUTURE PLANS - EXPANSION

Percent of Total Planned Expansion by Industry



Percent within Each Industry with Planned Payroll Expansion

Industry	Percent of Each Industry
Professional & Technical Services	16.1%
Manufacturing	15.6%
Transportation & Warehousing	14.6%
Administrative & Waste Services	14.3%
Construction	13.8%
Health Care & Social Assistance	13.5%
Information	11.5%
Personal Services	10.2%
Finance, Insurance & Real Estate	9.2%
Wholesale & Retail Trade	9.1%
Accommodation & Food Services	8.5%
Arts, Entertainment & Recreation	8.4%
Agriculture, Forestry, Fishing & Mining	7.6%
Educational Services	4.3%
Utilities	2.7%
Management	2.4%
Public Administration	1.9%

TOP INDUSTRIAL EXPANSION





FUTURE PLANS - EXPANSION

Percent of Planned Expansion by Occupational Category

Occupational Category	Percent of Planned Expansion
Food Preparation & Serving Related	14.9%
Production	14.0%
Sales & Related	9.2%
Healthcare Support	6.9%
Construction & Extraction	6.2%
Healthcare Practitioners & Technical	5.1%
Education, Training & Library	5.0%
Transportation & Material Moving	4.9%
Office & Administrative Support	4.7%
Personal Care & Service	4.5%
Computer & Mathematical	4.1%
Management	3.8%
Business & Financial Operations	3.2%
Installation, Maintenance & Repair	2.9%
Building & Grounds Cleaning & Maintenance	2.6%
Community & Social Service	2.4%
Farming, Fishing & Forestry	1.7%
Architecture & Engineering	1.4%
Arts, Design, Entertainment, Sports & Media	1.0%
Legal	0.4%
Life, Physical & Social Science	0.4%
Unknown	0.4%
Protective Service	0.3%

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
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

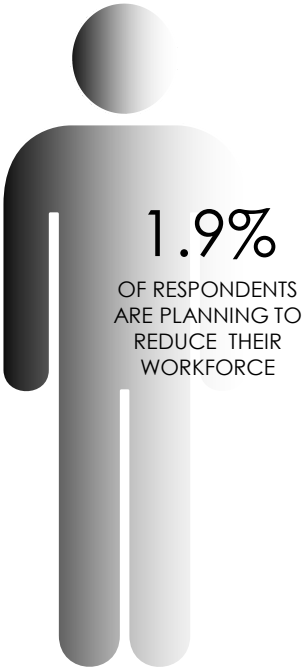
Reasons for Payroll Expansion Ranked by Relative Importance

Reasons for Expansion
Meet current market demands
Increase share of existing market
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

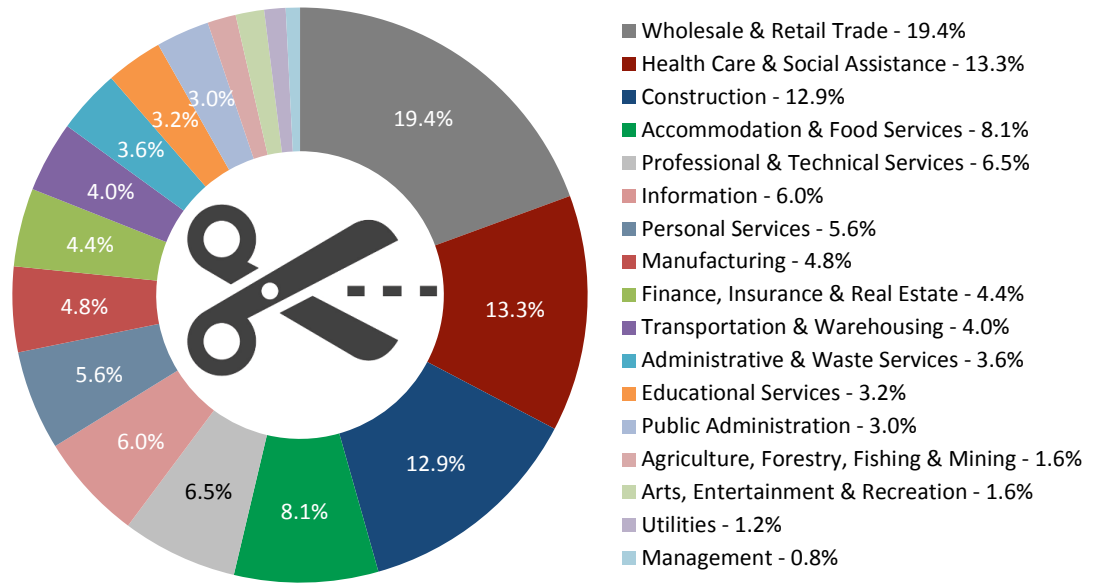




FUTURE PLANS - REDUCTION



Percent of Total Planned Reduction by Industry



Percent within Each Industry with Planned Payroll Reduction

Industry	Percent of Each Industry
Information	4.9%
Management	4.8%
Construction	2.6%
Educational Services	2.2%
Transportation & Warehousing	2.2%
Accommodation & Food Services	2.1%
Arts, Entertainment & Recreation	2.1%
Administrative & Waste Services	2.0%
Utilities	2.0%
Health Care & Social Assistance	1.9%
Wholesale & Retail Trade	1.8%
Agriculture, Forestry, Fishing & Mining	1.6%
Personal Services	1.6%
Professional & Technical Services	1.6%
Public Administration	1.3%
Manufacturing	1.2%
Finance, Insurance & Real Estate	0.9%

Planned Payroll Reduction by Occupational Category

Occupational Category	Percent of Planned Reduction
Production	35.3%
Sales & Related	10.4%
Construction & Extraction	7.6%
Food Preparation & Serving Related	7.3%
Computer & Mathematical	6.2%
Office & Administrative Support	4.5%
Healthcare Practitioners & Technical	4.1%
Installation, Maintenance & Repair	3.4%
Business & Financial Operations	3.3%
Education, Training & Library	3.2%
Building & Grounds Cleaning & Maintenance	3.1%
Management	3.1%
Healthcare Support	2.1%
Transportation & Material Moving	1.6%
Architecture & Engineering	1.1%
Personal Care & Service	1.1%
Farming, Fishing & Forestry	0.8%
Unknown	0.7%
Arts, Design, Entertainment, Sports & Media	0.5%
Community & Social Service	0.4%
Legal	0.1%
Protective Service	0.1%
Life, Physical & Social Science	0.0%



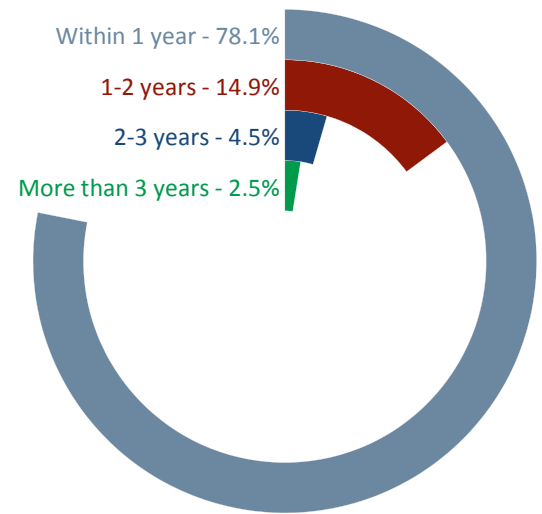


FUTURE PLANS - REDUCTION

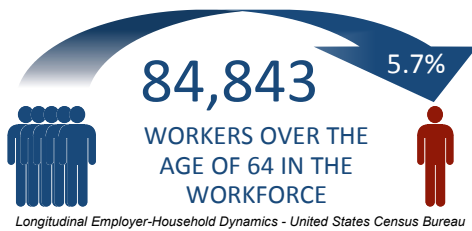
Reasons for Workforce Reduction Ranked by Relative Importance

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

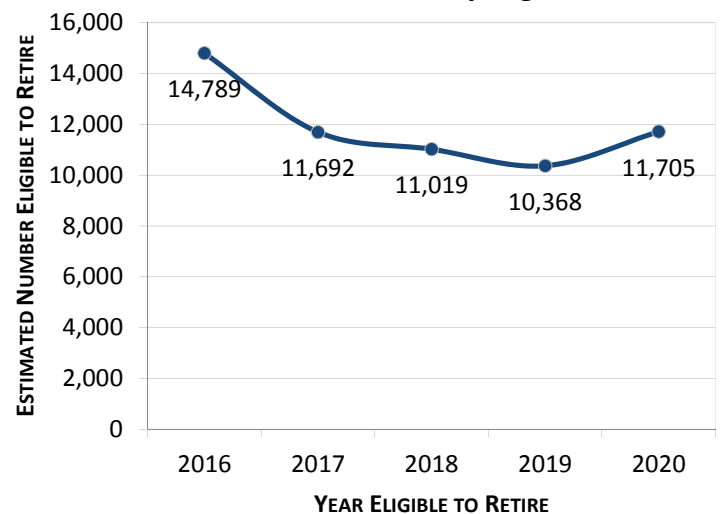
Timing of Planned Reduction



RETIREMENTS

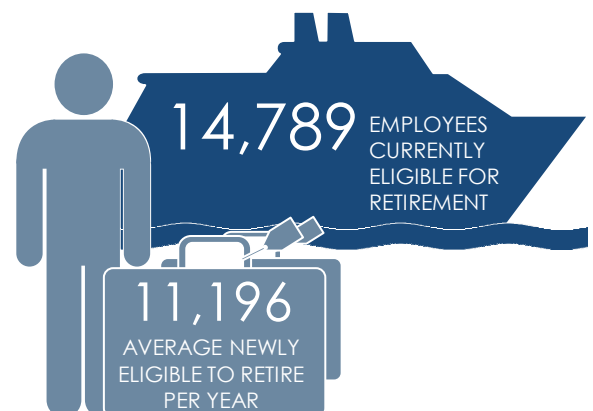


Estimate of Those Newly Eligible to Retire



Retirement Eligibility by Industry

Industry	Percent of Total	Percent of Each Industry ⁴
Health Care & Social Assistance	18.8%	1.0%
Manufacturing	17.8%	0.9%
Wholesale & Retail Trade	13.8%	0.6%
Finance, Insurance & Real Estate	9.6%	1.0%
Educational Services	8.6%	0.6%
Public Administration	7.9%	1.5%
Construction	5.6%	0.9%
Professional & Technical Services	4.8%	1.1%
Personal Services	2.4%	0.6%
Transportation & Warehousing	2.0%	0.4%
Utilities	2.0%	3.0%
Accommodation & Food Services	1.8%	0.2%
Information	1.7%	0.8%
Administrative & Waste Services	1.3%	0.2%
Agriculture, Forestry, Fishing & Mining	1.0%	0.6%
Arts, Entertainment & Recreation	0.7%	0.4%
Management	0.2%	0.1%



⁴Longitudinal Employer-Household Dynamics - United States Census Bureau



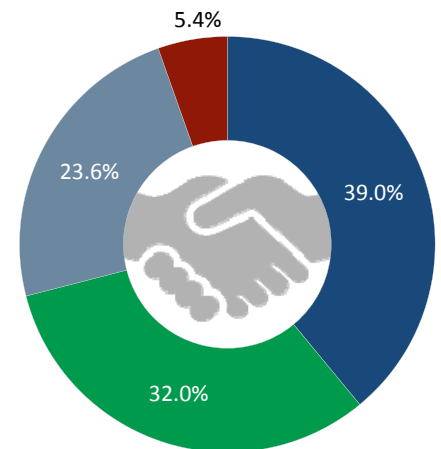
RETIREMENTS

Retirement Eligibility within Each Occupational Category

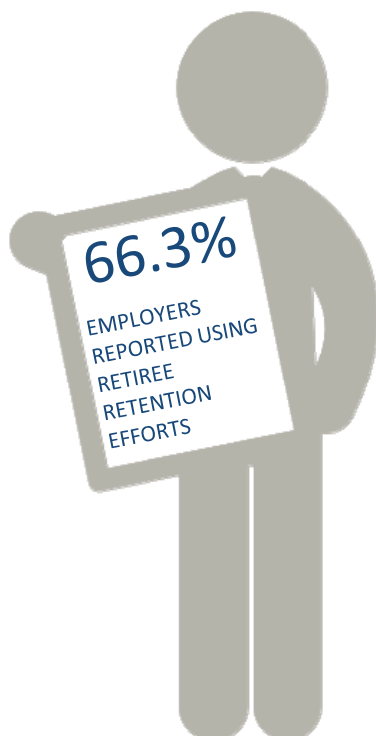
Occupational Category	Percent Affected by Retirements	Percent of Each Occupation ²
Office & Administrative Support	12.8%	0.7%
Production	12.1%	0.9%
Management	9.5%	1.3%
Business & Financial Operations	8.3%	1.4%
Education, Training & Library	7.1%	0.8%
Sales & Related	6.7%	0.5%
Healthcare Practitioners & Technical	6.2%	0.8%
Healthcare Support	5.7%	1.4%
Installation, Maintenance & Repair	5.4%	0.9%
Transportation & Material Moving	5.2%	0.5%
Construction & Extraction	4.3%	0.7%
Building & Grounds Cleaning & Maintenance	2.7%	0.7%
Food Preparation & Serving Related	2.7%	0.2%
Community & Social Service	2.1%	1.1%
Architecture & Engineering	2.0%	1.2%
Computer & Mathematical	1.4%	0.5%
Farming, Fishing & Forestry	1.4%	3.0%
Protective Service	1.4%	0.7%
Legal	1.0%	1.6%
Personal Care & Service	0.9%	0.2%
Arts, Design, Entertainment, Sports & Media	0.5%	0.3%
Life, Physical & Social Science	0.4%	0.4%

²Iowa Wage Report - Iowa Workforce Development

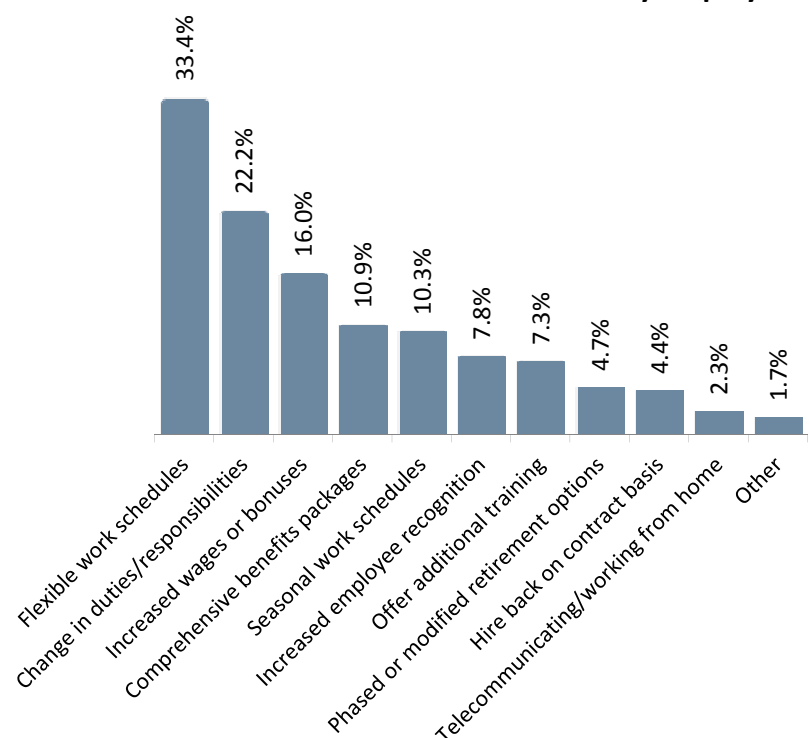
How Companies Plan to Replace Those Who Retire

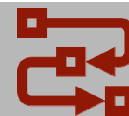


- Both hire new workers and promote from within - 39.0%
- Hire new workers - 32.0%
- Not currently planning to fill these positions - 23.6%
- Promote from within the company - 5.4%



Retiree Retention Efforts by Employers





Iowa Wage Report - Iowa Workforce Development

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

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

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

Definitions of terms used throughout the report:

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

IWD, Iowa Wage Report (2016) - <https://www.iowaworkforcedevelopment.gov/iowa-wage-report>

Bureau of Labor Statistics - Occupational Employment Statistics - <https://www.bls.gov/oes>

Iowa Workforce Development Job Bank - Iowa Workforce Development

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

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

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

Definitions of terms used throughout the report:

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

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



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

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

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

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

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

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

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

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

Longitudinal Employer-Household Dynamics - United States Census Bureau

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

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

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

Definitions of terms used throughout the report:

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

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

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

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

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

Vacancy Rate (calculation reported per industry & occupational category)

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

APPENDIX



LIST OF ALL JOB VACANCIES

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

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

Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
Registered Nurses	29-1141	15,012	31,630	1,280	\$20.27
Computer Specialists, All Other	15-1199	12,384	1,460	50	\$20.37
Customer Service Representatives	43-4051	11,103	25,710	1,015	\$10.52
Financial Analysts	13-2051	10,605	1,850	70	\$23.91
Retail Salespersons	41-2031	10,358	44,800	2,030	\$8.21
Heavy and Tractor-Trailer Truck Drivers	53-3032	9,901	37,800	1,315	\$13.50
Undefined Job Title	10-0000	7,531	**	**	**
Nursing Aides, Orderlies, and Attendants	31-1014	7,435	23,130	870	\$10.28
Production Workers, All Other	51-9199	7,363	9,880	330	\$9.63
Stock Clerks and Order Fillers	43-5081	6,284	18,750	765	\$8.48
First-Line Supervisors of Retail Sales Workers	41-1011	5,752	12,010	590	\$11.56
First-Line Supervisors of Food Preparation and Serving Workers	35-1012	5,275	7,860	350	\$9.68
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	5,012	30,230	995	\$9.72
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	4,943	39,150	1,550	\$8.17
Cashiers	41-2011	4,669	40,980	2,010	\$8.20
Accountants and Auditors	13-2011	4,266	9,620	555	\$19.41
First-Line Supervisors of Production and Operating Workers	51-1011	4,003	9,000	190	\$17.49
Maintenance and Repair Workers, General	49-9071	3,965	14,540	520	\$11.82
Social and Human Service Assistants	21-1093	3,943	4,900	175	\$9.65
Helpers--Production Workers	51-9198	3,418	4,240	165	\$9.92
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	45-2092	3,324	560	65	\$9.66
Sales Representatives, Services, All Other	41-3099	3,261	4,880	205	\$13.15
Security Guards	33-9032	3,067	5,780	150	\$9.22
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37-2011	3,038	23,800	770	\$8.59
First-Line Supervisors of Office and Administrative Support Workers	43-1011	2,907	10,430	280	\$14.96
Financial Managers	11-3031	2,886	8,060	220	\$29.01
Healthcare Practitioners and Technical Workers, All Other	29-9099	2,835	430	30	\$11.80
Licensed Practical and Licensed Vocational Nurses	29-2061	2,805	6,750	295	\$16.10
Driver/Sales Workers	53-3031	2,745	4,190	90	\$8.24
Light Truck or Delivery Services Drivers	53-3033	2,582	8,610	255	\$9.21
Food Preparation Workers	35-2021	2,428	6,380	370	\$8.18
Construction Laborers	47-2061	2,376	12,910	430	\$11.76
Computer Support Specialists	15-1151	2,325	3,800	155	\$13.67
Maids and Housekeeping Cleaners	37-2012	2,268	10,070	490	\$8.17
Healthcare Support Workers, All Other	31-9099	2,241	1,240	75	\$10.63
Managers, All Other	11-9199	2,165	3,550	255	\$21.71
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	43-6014	2,145	20,500	355	\$10.51
Waiters and Waitresses	35-3031	2,095	24,800	1,295	\$8.17
Computer Programmers	15-1021	2,069	1,390	95	\$23.13
Merchandise Displayers and Window Trimmers	27-1026	2,000	1,060	35	\$9.97

¹Iowa Workforce Development Job Bank

²Iowa Wage Report - IWD

³Iowa's Long-Term Projections - IWD

**Insufficient data to report



APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
Business Operations Specialists, All Other	13-1199	1,905	10,570	265	\$17.13
Network and Computer Systems Administrators	15-1142	1,859	3,670	75	\$22.80
Medical and Health Services Managers	11-9111	1,816	5,530	200	\$24.99
Cooks, Restaurant	35-2014	1,778	12,210	435	\$8.18
Hotel, Motel, and Resort Desk Clerks	43-4081	1,776	3,590	205	\$8.20
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	1,736	16,640	525	\$16.50
Bookkeeping, Accounting, and Auditing Clerks	43-3031	1,709	19,590	240	\$10.99
Physicians and Surgeons, All Other	29-1069	1,705	2,100	100	\$63.94
Computer Systems Analysts	15-1121	1,694	5,180	215	\$26.84
Computer and Information Scientists, Research	15-1111	1,692	**	**	**
Automotive Service Technicians and Mechanics	49-3023	1,638	8,280	350	\$11.77
Management Analysts	13-1111	1,612	3,560	170	\$22.55
Loan Officers	13-2072	1,576	5,450	170	\$18.25
Medical Assistants	31-9092	1,545	4,810	145	\$11.66
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	35-3022	1,523	5,250	350	\$8.16
Engineers, All Other	17-2199	1,475	1,660	45	\$22.01
Demonstrators and Product Promoters	41-9011	1,450	1,360	65	\$8.84
Office and Administrative Support Workers, All Other	43-9199	1,430	1,850	250	\$9.52
Securities, Commodities, and Financial Services Sales Agents	41-3031	1,352	2,460	95	\$15.18
Postsecondary Teachers, All Other	25-1199	1,344	4,110	95	\$24.130
Mechanical Engineers	17-2141	1,342	2,490	100	\$24.48
Sales Managers	11-2022	1,335	3,470	85	\$28.30
Office Clerks, General	43-9061	1,324	29,000	950	\$10.29
General and Operations Managers	11-1021	1,290	26,280	385	\$19.31
Receptionists and Information Clerks	43-4171	1,283	8,460	390	\$9.76
Home Health Aides	31-1011	1,271	5,730	550	\$9.67
Carpenters	47-2031	1,265	7,680	230	\$14.11
Sales and Related Workers, All Other	41-9099	1,255	780	135	\$9.71
Building Cleaning Workers, All Other	37-2019	1,239	**	**	\$9.97
Life, Physical, and Social Science Technicians, All Other	19-4099	1,187	840	70	\$15.31
Cooks, Institution and Cafeteria	35-2012	1,164	8,590	275	\$8.78
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	53-1031	1,091	2,320	110	\$17.80
Human Resources, Training, and Labor Relations Specialists, All Other	13-1071	1,080	4,510	60	\$16.16
Electricians	47-2111	1,043	7,770	260	\$16.91
Marketing Managers	11-2021	1,023	1,760	60	\$30.24
Market Research Analysts	13-1161	977	4,030	80	\$16.75
Welders, Cutters, Solderers, and Brazers	51-4121	956	8,900	305	\$13.43
Personal Care Aides	39-9021	940	14,320	240	\$9.43
First-Line Supervisors of Non-Retail Sales Workers	41-1012	928	1,680	100	\$17.97
Bus and Truck Mechanics and Diesel Engine Specialists	49-3031	927	3,850	145	\$13.67
Electrical Engineers	17-2071	922	1,300	40	\$29.41
Pharmacists	29-1051	907	3,400	90	\$34.45
Bill and Account Collectors	43-3011	891	2,750	90	\$12.65
Dining Room and Cafeteria Attendants and Bartender Helpers	35-9011	879	1,720	190	\$8.16
Landscaping and Groundskeeping Workers	37-3011	871	7,790	320	\$9.04
Therapists, All Other	29-1129	870	90	20	\$19.86
Machinists	51-4041	863	4,210	235	\$12.84
Maintenance Workers, Machinery	49-9043	856	640	40	\$14.49
Pharmacy Technicians	29-2052	839	4,390	90	\$10.91
Industrial Truck and Tractor Operators	53-7051	836	6,980	365	\$11.97
Medical Secretaries	43-6013	833	5,000	110	\$11.77
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	823	2,470	120	\$16.83

¹Iowa Workforce Development Job Bank

²Iowa Wage Report - IWD

³Iowa's Long-Term Projections - IWD

**Insufficient data to report

APPENDIX - LIST OF ALL JOB VACANCIES



Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
Executive Secretaries and Executive Administrative Assistants	43-6011	820	10,460	135	\$14.98
Chief Executives	11-1011	817	2,210	60	\$30.37
First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011	791	4,790	125	\$18.86
Assemblers and Fabricators, All Other	51-2099	787	5,010	185	\$10.22
Computer Software Engineers, Systems Software	15-1133	779	2,300	85	\$30.78
Teacher Assistants	25-9041	773	19,440	540	\$17,489
Packers and Packers, Hand	53-7064	769	9,980	280	\$8.30
Credit Authorizers, Checkers, and Clerks	43-4041	765	1,000	**	\$10.53
Engineering Technicians, Except Drafters, All Other	17-3029	713	770	25	\$18.25
Amusement and Recreation Attendants	39-3091	687	1,850	150	\$8.15
Data Entry Keyers	43-9021	646	1,360	25	\$10.19
Preschool Teachers, Except Special Education	25-2011	618	3,900	185	\$9.31
Community and Social Service Specialists, All Other	21-1099	600	970	235	\$10.28
Electrical and Electronic Engineering Technicians	17-3023	600	920	35	\$20.09
Material Moving Workers, All Other	53-7199	600	**	**	\$11.63
Insurance Sales Agents	41-3021	599	6,240	305	\$12.78
Training and Development Specialists	13-1151	599	2,720	90	\$14.34
Team Assemblers	51-2092	597	18,590	540	\$11.38
Dishwashers	35-9021	596	3,490	190	\$8.17
Chefs and Head Cooks	35-1011	595	1,060	25	\$11.06
First-Line Supervisors of Construction Trades and Extraction Workers	47-1011	585	5,840	125	\$18.70
Claims Adjusters, Examiners, and Investigators	13-1031	582	2,660	155	\$18.69
Industrial Machinery Mechanics	49-9041	581	7,130	235	\$17.00
Human Resources Managers	11-3121	580	1,480	25	\$29.23
Shipping, Receiving, and Traffic Clerks	43-5071	578	5,480	155	\$11.32
First-Line Supervisors of Housekeeping and Janitorial Workers	37-1011	573	1,780	60	\$11.39
Plumbers, Pipefitters, and Steamfitters	47-2152	573	4,540	175	\$14.32
Bartenders	35-3011	568	7,810	410	\$8.16
Financial Specialists, All Other	13-2099	561	1,520	60	\$17.31
Transportation Attendants, Except Flight Attendants and Baggage Porters	53-6061	556	**	**	\$8.09
Painters, Construction and Maintenance	47-2141	555	1,820	100	\$12.11
Public Relations Specialists	27-3031	541	1,630	50	\$17.23
Construction Managers	11-9021	537	3,260	75	\$21.32
Loan Interviewers and Clerks	43-4131	535	4,750	120	\$13.96
Interviewers, Except Eligibility and Loan	43-4111	532	1,590	45	\$10.36
Production, Planning, and Expediting Clerks	43-5061	520	2,690	110	\$14.93
Food Preparation and Serving Related Workers, All Other	35-9099	514	**	90	\$8.08
Telecommunications Equipment Installers and Repairers, Except Line Installers	49-2022	511	1,970	20	\$18.25
Producers and Directors	27-2012	507	580	20	\$13.76
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	49-9021	503	4,200	115	\$15.77
Police and Sheriff's Patrol Officers	33-3051	498	5,280	190	\$18.81
Taxi Drivers and Chauffeurs	53-3041	498	1,960	95	\$8.39
Gaming Dealers	39-3011	484	1,470	45	\$8.18
Industrial Production Managers	11-3051	484	3,050	80	\$28.42
Industrial Engineering Technicians	17-3026	471	730	20	\$18.07
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35-9031	468	3,100	225	\$8.15
Computer and Information Systems Managers	11-3021	464	3,070	75	\$38.09
Social and Community Service Managers	11-9151	459	2,310	105	\$16.88
Physical Therapists	29-1123	453	1,830	95	\$30.76
Childcare Workers	39-9011	439	7,280	630	\$8.17
Cleaners of Vehicles and Equipment	53-7061	438	4,180	200	\$8.30
Civil Engineers	17-2051	437	1,980	75	\$24.66

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APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
Medical Records and Health Information Technicians	29-2071	436	2,000	70	\$13.53
Entertainment Attendants and Related Workers, All Other	39-3099	433	120	**	\$8.25
Social Workers, All Other	21-1029	417	460	75	\$18.64
Child, Family, and School Social Workers	21-1021	410	4,070	140	\$13.39
Property, Real Estate, and Community Association Managers	11-9141	409	1,360	55	\$12.62
Telemarketers	41-9041	409	3,700	105	\$8.37
Agricultural Equipment Operators	45-2091	406	2,000	85	\$12.84
Recreation Workers	39-9032	406	3,780	160	\$8.23
Human Resources Assistants, Except Payroll and Timekeeping	43-4161	403	1,100	**	\$13.10
Radiologic Technologists	29-2034	398	2,220	65	\$18.31
Slaughterers and Meat Packers	51-3023	395	5,020	215	\$11.81
Educational, Guidance, School, and Vocational Counselors	21-1012	390	2,520	80	\$16.21
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	380	6,590	180	\$11.85
Medical and Clinical Laboratory Technologists	29-2011	380	1,170	60	\$20.15
Medical and Clinical Laboratory Technicians	29-2012	377	1,450	60	\$14.89
Biological Technicians	19-4021	368	1,120	30	\$14.28
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	368	2,390	90	\$18.24
Bus Drivers, School or Special Client	53-3022	363	5,780	110	\$9.02
Billing and Posting Clerks	43-3021	360	4,300	185	\$12.85
Mental Health and Substance Abuse Social Workers	21-1023	356	970	70	\$14.21
Personal Financial Advisors	13-2052	351	1,550	80	\$18.74
Credit Analysts	13-2041	345	880	45	\$19.94
Logisticians	13-1081	342	1,410	**	\$20.60
Installation, Maintenance, and Repair Workers, All Other	49-9099	341	1,730	65	\$11.53
Packaging and Filling Machine Operators and Tenders	51-9111	341	6,110	200	\$11.10
Construction and Related Workers, All Other	47-4099	340	300	110	\$12.48
Coaches and Scouts	27-2022	338	4,850	220	\$16,999
Transportation, Storage, and Distribution Managers	11-3071	338	1,580	45	\$23.52
Administrative Services Managers	11-3011	337	2,170	95	\$24.04
Fitness Trainers and Aerobics Instructors	39-9031	334	2,950	100	\$8.19
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	17-2111	332	140	**	\$29.56
Database Administrators	15-1141	328	820	35	\$23.98
Agricultural and Food Science Technicians	19-4011	325	1,010	45	\$11.30
Gaming Supervisors	39-1011	316	700	25	\$16.17
Food Servers, Nonrestaurant	35-3041	315	3,230	100	\$8.16
Surgical Technologists	29-2055	315	740	**	\$15.60
Food Processing Workers, All Other	51-3099	310	6,230	155	\$9.32
Graphic Designers	27-1024	310	2,060	75	\$13.24
Cement Masons and Concrete Finishers	47-2051	308	3,450	110	\$13.30
Physician Assistants	29-1071	308	1,000	35	\$32.47
Family and General Practitioners	29-1062	306	1,840	75	**
Respiratory Therapists	29-1126	302	910	35	\$20.32
Emergency Medical Technicians and Paramedics	29-2041	295	2,390	75	\$10.86
Vocational Education Teachers, Postsecondary	25-1194	294	1,100	30	\$15.46
Agricultural Inspectors	45-2011	293	410	**	\$15.13
Mental Health Counselors	21-1014	287	1,410	35	\$11.72
Occupational Therapists	29-1122	286	1,010	45	\$27.50
Operating Engineers and Other Construction Equipment Operators	47-2073	284	5,710	145	\$15.57
Tax Preparers	13-2082	282	620	35	\$9.92
First-Line Supervisors of Farming, Fishing, and Forestry Workers	45-1011	281	270	30	\$18.58
Grounds Maintenance Workers, All Other	37-3019	278	150	**	\$11.94
Hairdressers, Hairstylists, and Cosmetologists	39-5012	278	3,600	300	\$8.18

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APPENDIX - LIST OF ALL JOB VACANCIES



Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
Printing Machine Operators	51-5112	278	2,480	40	\$10.87
Helpers—Installation, Maintenance, and Repair Workers	49-9098	272	700	35	\$9.45
Healthcare Social Workers	21-1022	270	1,380	65	\$15.44
Advertising Sales Agents	41-3011	269	1,820	70	\$12.00
Education, Training, and Library Workers, All Other	25-9099	265	830	**	\$10.94
Health Technologists and Technicians, All Other	29-2099	250	830	40	\$13.90
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011	248	2,830	145	\$14.15
Parts Salespersons	41-2022	246	3,680	110	\$9.66
Agricultural Workers, All Other	45-2099	244	550	155	\$9.18
Education Administrators, Postsecondary	11-9033	240	2,060	90	\$26.05
Operations Research Analysts	15-2031	240	550	40	\$24.22
Dietitians and Nutritionists	29-1031	236	550	20	\$19.87
Software Developers, Applications	15-1132	236	7,250	145	\$27.02
Farmworkers, Farm, Ranch, and Aquacultural Animals	45-2093	235	1,130	140	\$10.27
Bus Drivers, Transit and Intercity	53-3021	230	1,680	40	\$10.40
Environmental Science and Protection Technicians, Including Health	19-4091	224	210	25	\$14.83
Lawyers	23-1011	222	3,280	120	\$23.89
Public Relations and Fundraising Managers	11-2031	219	760	30	\$25.74
Law Clerks	23-2011	217	2,310	55	\$15.19
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	33-9092	214	1,920	45	\$8.17
Speech-Language Pathologists	29-1127	214	1,310	55	\$25.58
Electronics Engineers, Except Computer	17-2072	207	190	**	\$27.26
Gaming Cage Workers	43-3041	207	300	**	\$9.88
Parking Lot Attendants	53-6021	201	960	40	\$8.20
Automotive Body and Related Repairers	49-3021	200	1,960	80	\$11.94
Dental Hygienists	29-2021	200	2,340	60	\$27.85
Clinical, Counseling, and School Psychologists	19-3031	197	670	45	\$23.26
Health Diagnosing and Treating Practitioners, All Other	29-1199	197	710	25	\$14.95
Dietetic Technicians	29-2051	196	320	**	\$8.34
First-Line Supervisors of Protective Service Workers, All Other	33-1099	196	470	**	\$11.33
Architectural and Civil Drafters	17-3011	193	800	**	\$17.36
Teachers and Instructors, All Other	25-3099	192	**	**	**
Compliance Officers	13-1041	189	2,060	45	\$20.54
Word Processors and Typists	43-9022	188	550	**	\$13.37
Purchasing Managers	11-3061	187	640	**	\$28.69
Health Specialties Teachers, Postsecondary	25-1071	184	2,580	75	\$62,852
Elementary School Teachers, Except Special Education	25-2021	182	15,830	650	\$37,042
Payroll and Timekeeping Clerks	43-3051	180	1,150	35	\$15.80
Counter and Rental Clerks	41-2021	178	2,450	115	\$8.18
Telecommunications Line Installers and Repairers	49-9052	178	840	35	\$14.67
Environmental Scientists and Specialists, Including Health	19-2041	177	650	35	\$20.16
Financial Examiners	13-2061	177	950	25	\$21.44
Cooks, Fast Food	35-2011	176	4,160	190	\$8.16
Network Systems and Data Communications Analysts	15-1143	176	830	25	\$28.71
Occupational Health and Safety Specialists	29-9011	174	650	**	\$21.26
Sales Engineers	41-9031	171	320	**	\$31.69
Dental Assistants	31-9091	169	3,260	105	\$13.84
Personal Care and Service Workers, All Other	39-9099	169	910	85	\$8.14
Electrical and Electronic Equipment Assemblers	51-2022	168	3,070	25	\$13.35
Excavating and Loading Machine and Dragline Operators	53-7032	167	750	30	\$12.53
Ushers, Lobby Attendants, and Ticket Takers	39-3031	167	760	70	\$8.17
Medical Equipment Preparers	31-9093	166	510	**	\$12.65

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APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
Survey Researchers	19-3022	165	30	**	\$14.31
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	164	2,520	50	\$12.00
Nursing Instructors and Teachers, Postsecondary	25-1072	164	480	30	\$44,023
Architectural and Engineering Managers	11-9041	163	1,820	50	\$41.53
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	53-1021	162	1,750	75	\$14.52
Nonfarm Animal Caretakers	39-2021	162	1,940	60	\$8.17
Diagnostic Medical Sonographers	29-2032	161	690	25	\$24.37
Slot Supervisors	39-1012	160	180	**	\$9.86
Insurance Claims and Policy Processing Clerks	43-9041	159	3,580	140	\$14.50
Internists, General	29-1063	158	110	**	\$62.52
Mobile Heavy Equipment Mechanics, Except Engines	49-3042	158	1,360	50	\$16.35
Postal Service Mail Sorters, Processors, and Processing Machine Operators	43-5053	156	1,310	20	\$17.54
Laundry and Dry-Cleaning Workers	51-6011	155	2,090	55	\$8.40
Dispatchers, Except Police, Fire, and Ambulance	43-5032	153	1,720	65	\$13.63
Chemists	19-2031	152	540	**	\$22.36
Paving, Surfacing, and Tamping Equipment Operators	47-2071	149	500	20	\$14.88
Transportation Workers, All Other	53-6099	149	140	45	\$9.41
Wholesale and Retail Buyers, Except Farm Products	13-1022	149	780	50	\$14.36
Actuaries	15-2011	147	450	30	\$29.78
Physical Therapist Assistants	31-2021	146	930	55	\$15.72
Counselors, All Other	21-1019	145	200	20	\$10.27
Media and Communication Workers, All Other	27-3099	145	160	**	\$14.63
Residential Advisors	39-9041	145	930	20	\$9.08
Sewing Machine Operators	51-6031	145	770	**	\$9.46
Bakers	51-3011	144	2,110	45	\$9.16
Cost Estimators	13-1051	144	2,190	85	\$18.10
Engine and Other Machine Assemblers	51-2031	142	1,130	35	\$15.08
Insurance Underwriters	13-2053	142	1,400	35	\$18.93
Electromechanical Equipment Assemblers	51-2023	140	1,270	**	\$12.15
Cardiovascular Technologists and Technicians	29-2031	139	290	**	\$14.75
Technical Writers	27-3042	139	630	20	\$18.34
Compensation, Benefits, and Job Analysis Specialists	13-1141	136	550	65	\$21.11
Fundraisers	13-1131	136	830	**	\$14.64
Civil Engineering Technicians	17-3022	135	690	25	\$16.62
Medical Scientists, Except Epidemiologists	19-1042	135	**	25	\$23.13
Agricultural Engineers	17-2021	132	240	**	\$31.51
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51-9121	131	2,230	55	\$11.98
Reporters and Correspondents	27-3022	131	830	30	\$10.72
Electrical and Electronics Repairers, Commercial and Industrial Equipment	49-2094	129	570	20	\$17.19
Nurse Practitioners	29-1171	129	1,290	45	\$38.86
New Accounts Clerks	43-4141	128	1,250	20	\$13.27
Highway Maintenance Workers	47-4051	127	3,410	110	\$16.07
Interpreters and Translators	27-3091	127	380	25	\$12.74
Pest Control Workers	37-2021	127	450	**	\$12.70
Chemical Technicians	19-4031	126	500	20	\$15.68
Crane and Tower Operators	53-7021	124	800	30	\$15.34
Legal Secretaries	43-6012	124	1,500	25	\$11.87
Cooks, All Other	35-2019	123	180	**	\$8.18
Meeting, Convention, and Event Planners	13-1121	123	810	**	\$11.88
Tire Repairers and Changers	49-3093	123	1,150	50	\$10.26
Order Clerks	43-4151	122	1,440	90	\$9.66
Mail Clerks and Mail Machine Operators, Except Postal Service	43-9051	118	2,250	40	\$9.01

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APPENDIX - LIST OF ALL JOB VACANCIES



Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
Mechanical Drafters	17-3013	118	940	**	\$16.05
Plant and System Operators, All Other	51-8099	115	320	20	\$16.23
Biological Scientists, All Other	19-1029	114	220	**	\$15.76
Interior Designers	27-1025	112	380	**	\$11.98
Pesticide Handlers, Sprayers, and Applicators, Vegetation	37-3012	112	1,180	25	\$10.35
Self-Enrichment Education Teachers	25-3021	111	1,650	60	\$9.93
Editors	27-3041	109	1,200	50	\$12.42
Correctional Officers and Jailers	33-3012	108	3,180	100	\$16.46
Veterinarians	29-1131	108	1,120	45	\$26.42
Machine Feeders and Offbearers	53-7063	106	1,250	35	\$10.41
Airfield Operations Specialists	53-2022	103	40	**	\$19.92
Electro-Mechanical Technicians	17-3024	100	50	**	\$20.33
Psychiatrists	29-1066	100	90	**	**
Computer Operators	43-9011	99	410	**	\$11.80
Occupational Therapy Assistants	31-2011	99	400	25	\$20.19
Molders, Shapers, and Casters, Except Metal and Plastic	51-9195	98	470	25	\$11.90
Rehabilitation Counselors	21-1015	98	1,710	75	\$10.58
Electrical Power-Line Installers and Repairers	49-9051	95	1,940	80	\$19.88
First-Line Supervisors of Personal Service Workers	39-1021	95	2,160	45	\$10.98
Instructional Coordinators	25-9031	95	1,610	25	\$17.31
Recreational Therapists	29-1125	95	220	**	\$15.02
Environmental Engineers	17-2081	94	210	**	\$26.59
Natural Sciences Managers	11-9121	94	300	**	\$36.23
Security and Fire Alarm Systems Installers	49-2098	94	380	**	\$15.59
Business Teachers, Postsecondary	25-1011	93	1,020	30	\$43,450
Cooks, Short Order	35-2015	93	1,570	50	\$8.16
Graders and Sorters, Agricultural Products	45-2041	93	270	**	\$10.79
Sheet Metal Workers	47-2211	93	1,420	65	\$15.13
Athletic Trainers	29-9091	92	300	**	\$32,007
Real Estate Sales Agents	41-9022	91	1,140	20	\$10.59
Audio and Video Equipment Technicians	27-4011	90	240	**	\$10.30
Metal Workers and Plastic Workers, All Other	51-4199	90	530	**	\$14.53
Advertising and Promotions Managers	11-2011	87	240	**	\$19.28
Mechanical Engineering Technicians	17-3027	87	330	**	\$15.61
Roofers	47-2181	87	1,300	60	\$11.78
Aircraft Cargo Handling Supervisors	53-1011	86	80	**	\$16.49
Substance Abuse and Behavioral Disorder Counselors	21-1011	85	1,210	55	\$12.18
Surgeons	29-1067	85	420	**	**
Web Developers	15-1134	85	880	40	\$16.11
Education Administrators, Preschool and Childcare Center/Program	11-9031	84	790	35	\$12.12
Lodging Managers	11-9081	84	400	30	\$11.55
Millwrights	49-9044	84	1,510	35	\$18.63
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	51-4072	83	2,630	35	\$10.11
Mixing and Blending Machine Setters, Operators, and Tenders	51-9023	82	2,610	60	\$12.58
Baggage Porters and Bellhops	39-6011	80	90	**	\$9.09
Water and Wastewater Treatment Plant and System Operators	51-8031	80	2,150	**	\$14.21
Aircraft Mechanics and Service Technicians	49-3011	79	320	**	\$17.57
Education Administrators, Elementary and Secondary School	11-9032	79	2,570	95	\$71,275
Clergy	21-2011	78	290	**	\$14.95
Library Assistants, Clerical	43-4121	78	1,660	70	\$8.24
Motor Vehicle Operators, All Other	53-3099	78	410	55	\$11.65
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	43-5111	78	710	35	\$10.10

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Automotive and Watercraft Service Attendants	53-6031	77	850	40	\$9.23
Chemical Plant and System Operators	51-8091	77	630	**	\$18.06
Door-To-Door Sales Workers, News and Street Vendors, and Related Workers	41-9091	77	**	**	**
Gaming Change Persons and Booth Cashiers	41-2012	75	150	20	\$8.57
Psychiatric Technicians	29-2053	74	540	**	\$12.20
Aerospace Engineers	17-2011	72	**	**	\$33.69
Art, Drama, and Music Teachers, Postsecondary	25-1121	72	840	30	\$38,218
Construction and Building Inspectors	47-4011	72	670	25	\$18.53
English Language and Literature Teachers, Postsecondary	25-1123	72	690	25	\$35,277
Farm Equipment Mechanics and Service Technicians	49-3041	72	2,420	70	\$14.11
Secondary School Teachers, Except Special and Career/Technical Education	25-2031	71	12,270	440	\$36,421
Private Detectives and Investigators	33-9021	70	80	**	\$12.34
Protective Service Workers, All Other	33-9099	70	480	**	\$9.70
Training and Development Managers	11-3131	70	310	**	\$24.16
Tree Trimmers and Pruners	37-3013	70	220	20	\$14.94
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	51-9192	69	160	**	\$11.16
Computer Hardware Engineers	17-2061	69	290	**	\$31.98
Computer Network Support Specialists	15-1152	69	2,320	45	\$18.48
Painters, Transportation Equipment	51-9122	69	760	**	\$13.07
Biological Science Teachers, Postsecondary	25-1042	67	590	25	\$48,066
Cabinetmakers and Bench Carpenters	51-7011	67	1,450	25	\$12.50
Farm Labor Contractors	13-1074	67	**	**	**
Food Cooking Machine Operators and Tenders	51-3093	67	750	25	\$9.93
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4081	67	4,890	45	\$12.09
Helpers--Electricians	47-3013	66	970	20	\$11.83
Adult Basic and Secondary Education and Literacy Teachers and Instructors	25-3011	64	160	20	\$15.23
Agents and Business Managers of Artists, Performers, and Athletes	13-1011	64	**	**	**
Coin, Vending, and Amusement Machine Servicers and Repairers	49-9091	64	510	**	\$10.25
Couriers and Messengers	43-5021	64	530	25	\$8.93
Court, Municipal, and License Clerks	43-4031	63	1,840	**	\$11.30
Education Administrators, All Other	11-9039	63	230	**	\$18.64
Engineering Teachers, Postsecondary	25-1032	61	570	**	\$62,488
Helpers--Carpenters	47-3012	60	210	**	\$10.47
Commercial Pilots	53-2012	59	230	**	\$38,101
Medical Equipment Repairers	49-9062	59	600	**	\$14.61
Education Teachers, Postsecondary	25-1081	58	500	25	\$41,528
Gaming Service Workers, All Other	39-3019	58	30	**	\$8.14
Painting, Coating, and Decorating Workers	51-9123	58	350	**	\$9.47
Reservation and Transportation Ticket Agents and Travel Clerks	43-4181	58	190	**	\$8.47
Special Education Teachers, Preschool, Kindergarten, and Elementary School	25-2052	58	1,500	40	\$37,767
Criminal Justice and Law Enforcement Teachers, Postsecondary	25-1111	57	100	**	\$50,708
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	37-1012	57	1,220	35	\$13.57
Pipelayers	47-2151	57	440	20	\$13.12
Structural Metal Fabricators and Fitters	51-2041	57	820	45	\$11.82
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	51-9041	56	610	25	\$11.37
Librarians	25-4021	56	1,580	35	\$13.48
Photographic Reproduction Technicians	51-9151	56	290	**	\$9.29
Architects, Except Landscape and Naval	17-1011	55	640	30	\$22.38
Chemical Engineers	17-2041	55	170	**	\$29.35
Refuse and Recyclable Material Collectors	53-7081	55	**	**	\$9.42
Statisticians	15-2041	55	140	**	\$24.26
Buyers and Purchasing Agents, Farm Products	13-1021	54	360	20	\$16.38

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APPENDIX - LIST OF ALL JOB VACANCIES



Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
Commercial and Industrial Designers	27-1021	54	410	**	\$16.93
Switchboard Operators, Including Answering Service	43-2011	54	530	**	\$10.12
Tool and Die Makers	51-4111	54	910	**	\$18.71
Farm, Ranch, and Other Agricultural Managers	11-9013	52	370	1,615	\$24.82
Structural Iron and Steel Workers	47-2221	52	850	25	\$18.21
Gaming Surveillance Officers and Gaming Investigators	33-9031	51	260	**	\$10.61
Postal Service Clerks	43-5051	51	1,370	**	\$14.15
Rail-Track Laying and Maintenance Equipment Operators	47-4061	51	350	**	\$17.08
Telephone Operators	43-2021	51	120	**	\$12.41
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51-4122	51	1,150	45	\$14.04
Budget Analysts	13-2031	50	270	**	\$24.69
Cargo and Freight Agents	43-5011	50	400	**	\$10.09
Command and Control Center Specialists	55-3015	50	**	**	**
Legal Support Workers, All Other	23-2099	50	220	**	\$12.88
Locker Room, Coatroom, and Dressing Room Attendants	39-3093	50	260	**	\$8.13
Automotive Glass Installers and Repairers	49-3022	49	160	**	\$11.00
Bindery Workers	51-5113	49	710	**	\$11.89
Compensation and Benefits Managers	11-3111	49	150	20	\$30.89
Computer Science Teachers, Postsecondary	25-1021	49	290	**	\$43,263
Information and Record Clerks, All Other	43-4199	49	830	165	\$12.82
Computer, Automated Teller, and Office Machine Repairers	49-2011	48	1,330	45	\$13.02
Mathematical Science Teachers, Postsecondary	25-1022	48	580	25	\$45,740
Conservation Scientists	19-1031	47	370	20	\$17.09
Railroad Conductors and Yardmasters	53-4031	47	530	25	\$21.64
Butchers and Meat Cutters	51-3021	46	2,680	60	\$8.98
Outdoor Power Equipment and Other Small Engine Mechanics	49-3053	46	670	**	\$11.76
Veterinary Technologists and Technicians	29-2056	46	740	25	\$11.62
Career/Technical Education Teachers, Secondary School	25-2032	45	620	30	\$39,272
Health Educators	21-1091	45	490	**	\$18.13
Animal Trainers	39-2011	44	110	**	\$9.02
Chemical Equipment Operators and Tenders	51-9011	44	630	30	\$14.46
Broadcast Technicians	27-4012	43	330	**	\$8.77
Drafters, All Other	17-3019	43	260	**	\$15.68
Graduate Teaching Assistants	25-1191	43	410	**	\$21,669
Radio, Cellular, and Tower Equipment Installers and Repairers	49-2021	43	80	**	\$20.12
Community Health Workers	21-1094	42	390	30	\$11.25
File Clerks	43-4071	42	850	25	\$10.69
Helpers, Construction Trades, All Other	47-3019	42	100	**	\$10.30
Proofreaders and Copy Markers	43-9081	42	130	**	\$10.06
Psychology Teachers, Postsecondary	25-1066	42	370	**	\$45,076
Communications Teachers, Postsecondary	25-1122	41	480	**	\$41,399
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	51-9021	41	1,180	20	\$12.89
Dental Laboratory Technicians	51-9081	41	410	20	\$12.27
Helpers—Extraction Workers	47-5081	41	**	**	**
Electronic Home Entertainment Equipment Installers and Repairers	49-2097	40	540	**	\$13.91
Umpires, Referees, and Other Sports Officials	27-2023	40	220	**	\$17,101
Pharmacy Aides	31-9095	39	410	**	\$8.22
Physical Therapist Aides	31-2022	39	360	45	\$9.96
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	51-4012	38	450	**	\$16.65
Cooling and Freezing Equipment Operators and Tenders	51-9193	38	600	**	\$12.36
Floral Designers	27-1023	38	610	30	\$9.68
Gaming Managers	11-9071	38	210	**	\$21.44

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APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
Materials Engineers	17-2131	38	110	**	\$26.11
Sawing Machine Setters, Operators, and Tenders, Wood	51-7041	38	360	**	\$9.46
Surveyors	17-1022	38	350	**	\$18.20
Veterinary Assistants and Laboratory Animal Caretakers	31-9096	38	710	30	\$8.81
Credit Counselors	13-2071	37	400	**	\$15.44
Special Education Teachers, Middle School	25-2053	37	860	50	\$38,866
Writers and Authors	27-3043	37	360	35	\$12.21
Soil and Plant Scientists	19-1013	36	1,970	65	\$21.30
Financial Clerks, All Other	43-3099	35	430	75	\$13.74
Forest and Conservation Technicians	19-4093	35	440	20	\$14.95
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	51-4035	35	290	**	\$13.44
Detectives and Criminal Investigators	33-3021	34	400	**	\$25.51
Meter Readers, Utilities	43-5041	34	310	**	\$10.65
Urban and Regional Planners	19-3051	34	250	**	\$17.44
Directors, Religious Activities and Education	21-2021	33	80	**	\$10.39
Eligibility Interviewers, Government Programs	43-4061	33	1,490	**	\$10.22
Agricultural Sciences Teachers, Postsecondary	25-1041	32	250	**	\$55,681
Commercial Divers	49-9092	32	**	**	**
Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4032	32	200	**	\$15.72
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	51-3091	32	390	**	\$11.98
Police, Fire, and Ambulance Dispatchers	43-5031	32	1,070	20	\$14.62
Special Education Teachers, Secondary School	25-2054	32	1,180	50	\$40,833
Brickmasons and Blockmasons	47-2021	31	810	40	\$16.07
Electrical and Electronics Drafters	17-3012	31	220	**	\$15.35
Emergency Management Specialists	11-9161	31	190	**	\$17.88
Insulation Workers, Floor, Ceiling, and Wall	47-2131	31	390	**	\$11.77
Biologists	19-1020	30	**	**	**
Grinding and Polishing Workers, Hand	51-9022	30	110	**	\$10.86
Tank Car, Truck, and Ship Loaders	53-7121	30	**	**	\$14.48
Transportation Inspectors	53-6051	30	100	**	\$20.52
Travel Agents	41-3041	30	370	**	\$10.37
Foreign Language and Literature Teachers, Postsecondary	25-1124	29	230	**	\$47,124
Glaziers	47-2121	29	300	**	\$14.39
Middle School Teachers, Except Special and Career/Technical Education	25-2022	29	6,540	335	\$39,258
Photographers	27-4021	29	560	55	\$8.45
Meat, Poultry, and Fish Cutters and Trimmers	51-3022	28	4,260	150	\$12.02
Nuclear Engineers	17-2161	28	**	**	**
Farm and Home Management Advisors	25-9021	27	250	**	\$13.16
Firefighters	33-2011	27	1,860	60	\$10.35
Food Batchmakers	51-3092	27	3,000	65	\$11.38
Animal Breeders	45-2021	26	40	**	\$11.23
Appraisers and Assessors of Real Estate	13-2021	26	670	50	\$17.24
Communications Equipment Operators, All Other	43-2099	26	60	**	\$13.26
Insulation Workers, Mechanical	47-2132	26	860	25	\$12.89
Occupational Health and Safety Technicians	29-9012	26	300	**	\$17.36
Opticians, Dispensing	29-2081	26	930	45	\$10.57
Pediatricians, General	29-1065	26	100	**	\$43.93
Recreational Vehicle Service Technicians	49-3092	26	120	**	\$11.52
Social Science Research Assistants	19-4061	26	140	**	\$12.87
Surveying and Mapping Technicians	17-3031	26	240	**	\$15.34
Audio-Visual and Multimedia Collections Specialists	25-9011	25	50	**	\$10.90
Cutting and Slicing Machine Setters, Operators, and Tenders	51-9032	25	960	20	\$12.26

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APPENDIX - LIST OF ALL JOB VACANCIES



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First-Line Supervisors of All Other Tactical Operations Specialists	55-2013	25	**	**	**
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4034	25	270	**	\$14.44
Sociology Teachers, Postsecondary	25-1067	25	170	**	\$47,791
First-Line Supervisors of Police and Detectives	33-1012	24	880	30	\$25.04
Philosophy and Religion Teachers, Postsecondary	25-1126	24	260	**	\$46,356
Physics Teachers, Postsecondary	25-1054	24	150	**	\$57,926
Probation Officers and Correctional Treatment Specialists	21-1092	24	540	**	\$23.77
Woodworkers, All Other	51-7099	24	320	**	\$11.01
Chemistry Teachers, Postsecondary	25-1052	23	210	**	\$52,009
Foundry Mold and Coremakers	51-4071	23	400	**	\$9.90
Microbiologists	19-1022	23	180	**	\$24.43
Phlebotomists	31-9097	23	1,160	20	\$11.57
Cutters and Trimmers, Hand	51-9031	22	50	**	\$11.01
Paper Goods Machine Setters, Operators, and Tenders	51-9196	22	890	20	\$9.32
Power Distributors and Dispatchers	51-8012	22	170	**	\$29.68
Power Plant Operators	51-8013	22	760	**	\$17.39
Environmental Engineering Technicians	17-3025	21	150	**	\$16.44
Labor Relations Specialists	13-1075	21	1,090	60	\$10.01
Marriage and Family Therapists	21-1013	21	160	**	\$17.35
Massage Therapists	31-9011	21	820	30	\$10.16
Animal Control Workers	33-9011	20	70	**	\$8.34
Architecture Teachers, Postsecondary	25-1031	20	**	**	**
Art Directors	27-1011	20	190	**	\$19.95
Concierges	39-6012	20	70	**	\$8.88
Economics Teachers, Postsecondary	25-1063	20	170	**	\$68,552
Food Scientists and Technologists	19-1012	20	370	20	\$20.26
Home Appliance Repairers	49-9031	20	660	20	\$11.00
Avionics Technicians	49-2091	19	**	**	**
Crossing Guards	33-9091	19	450	**	\$11.02
Medical Transcriptionists	31-9094	19	970	40	\$12.08
Ambulance Drivers and Attendants, Except Emergency Medical Technicians	53-3011	18	290	**	\$8.34
Control and Valve Installers and Repairers, Except Mechanical Door	49-9012	18	600	25	\$18.93
Floor Layers, Except Carpet, Wood, and Hard Tiles	47-2042	18	160	**	\$10.95
Information Security Analysts	15-1122	18	350	95	\$24.00
Landscape Architects	17-1012	18	170	**	\$14.29
Petroleum Pump System Operators, Refinery Operators, and Gaugers	51-8093	18	60	**	\$20.30
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	51-7042	18	1,510	**	\$10.44
Earth Drillers, Except Oil and Gas	47-5021	17	80	**	\$15.74
Explosives Workers, Ordnance Handling Experts, and Blasters	47-5031	17	110	**	\$18.81
Helpers—Pipelayers, Plumbers, Pipefitters, and Steamfitters	47-3015	17	220	**	\$11.22
Materials Scientists	19-2032	17	20	**	\$17.02
Procurement Clerks	43-3061	17	530	20	\$14.12
Radio and Television Announcers	27-3011	17	370	30	\$8.55
Rail Car Repairers	49-3043	17	560	**	\$15.98
Skincare Specialists	39-5094	17	110	**	\$8.90
Tax Examiners and Collectors, and Revenue Agents	13-2081	17	210	**	\$21.60
Textile, Apparel, and Furnishings Workers, All Other	51-6099	17	150	**	\$8.16
Audiologists	29-1121	16	190	**	\$24.74
Camera Operators, Television, Video, and Motion Picture	27-4031	16	80	**	\$12.34
Drywall and Ceiling Tile Installers	47-2081	16	790	25	\$13.01
Environmental Science Teachers, Postsecondary	25-1053	16	80	**	\$49,309
Fence Erectors	47-4031	16	280	20	\$11.49

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Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4033	16	1,300	45	\$11.00
Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	47-3014	16	140	**	\$10.71
Manicurists and Pedicurists	39-5092	16	130	**	\$8.22
Mechanical Door Repairers	49-9011	16	250	**	\$13.02
Nuclear Medicine Technologists	29-2033	16	130	**	\$27.92
Traffic Technicians	53-6041	16	210	**	\$14.21
Elevator Installers and Repairers	47-4021	15	150	**	\$35.68
Multimedia Artists and Animators	27-1014	15	80	**	\$13.99
Service Unit Operators, Oil, Gas, and Mining	47-5013	15	**	**	**
Zoologists and Wildlife Biologists	19-1023	15	80	**	\$25.04
Airline Pilots, Copilots, and Flight Engineers	53-2011	14	50	**	\$80,351
Biochemists and Biophysicists	19-1021	14	90	**	\$22.85
Fire Inspectors and Investigators	33-2021	14	20	**	\$26.37
Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	51-9051	14	**	**	\$12.51
Geological and Petroleum Technicians	19-4041	14	**	**	**
Makeup Artists, Theatrical and Performance	39-5091	14	**	**	**
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	51-4023	14	320	20	\$14.41
Septic Tank Servicers and Sewer Pipe Cleaners	47-4071	14	340	**	\$11.25
Special Education Teachers, All Other	25-2059	14	460	**	\$37,077
Adhesive Bonding Machine Operators and Tenders	51-9191	13	120	**	\$10.76
Aircraft Launch and Recovery Officers	55-1012	13	**	**	**
Broadcast News Analysts	27-3021	13	10	**	\$13.37
Court Reporters	23-2091	13	190	**	\$28.78
Dentists, General	29-1021	13	860	50	\$47.08
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	51-4021	13	720	**	\$12.54
Fiberglass Laminators and Fabricators	51-2091	13	240	**	\$13.05
Helpers--Roofers	47-3016	13	60	**	\$12.07
History Teachers, Postsecondary	25-1125	13	200	**	\$47,712
Library Technicians	25-4031	13	1,210	100	\$8.93
Loading Machine Operators, Underground Mining	53-7033	13	**	**	**
Nuclear Technicians	19-4051	13	**	**	**
Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	51-4193	13	290	**	\$10.97
Prepress Technicians and Workers	51-5111	13	430	**	\$11.47
Social Work Teachers, Postsecondary	25-1113	13	120	**	\$39,441
Textile Bleaching and Dyeing Machine Operators and Tenders	51-6061	13	**	**	**
Title Examiners, Abstractors, and Searchers	23-2093	13	720	20	\$12.67
Actors	27-2011	12	90	**	\$8.11
Electrical and Electronics Installers and Repairers, Transportation Equipment	49-2093	12	**	**	\$19.76
Gas Plant Operators	51-8092	12	230	**	\$20.59
Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	47-3011	12	190	**	\$10.66
Law Teachers, Postsecondary	25-1112	12	100	**	\$84,237
Petroleum Engineers	17-2171	12	**	**	**
Pourers and Casters, Metal	51-4052	12	210	**	\$11.89
Radiation Therapists	29-1124	12	150	**	\$27.21
Tire Builders	51-9197	12	540	25	\$13.63
Aerospace Engineering and Operations Technicians	17-3021	11	**	**	**
Conveyor Operators and Tenders	53-7011	11	1,040	40	\$11.99
Craft Artists	27-1012	11	40	**	\$12.17
Electric Motor, Power Tool, and Related Repairers	49-2092	11	60	**	\$13.19
Entertainers and Performers, Sports and Related Workers, All Other	27-2099	11	40	**	\$10.56
Furniture Finishers	51-7021	11	330	**	\$10.20
Media and Communication Equipment Workers, All Other	27-4099	11	150	**	\$8.27

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Obstetricians and Gynecologists	29-1064	11	90	**	**
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	51-9012	11	840	40	\$13.33
Tool Grinders, Filers, and Sharpeners	51-4194	11	110	**	\$12.18
Administrative Law Judges, Adjudicators, and Hearing Officers	23-1021	10	80	**	\$43.68
Animal Scientists	19-1011	10	120	**	\$20.94
Anthropology and Archeology Teachers, Postsecondary	25-1061	10	50	**	\$58,192
Biomedical Engineers	17-2031	10	60	**	\$23.97
Carpet Installers	47-2041	10	210	**	\$12.96
Curators	25-4012	10	120	**	\$12.35
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	49-2095	10	110	**	\$29.56
Funeral Service Managers	11-9061	10	110	**	\$23.09
Hazardous Materials Removal Workers	47-4041	10	460	**	\$13.92
Occupational Therapy Aides	31-2012	10	20	**	\$10.52
Shoe and Leather Workers and Repairers	51-6041	10	**	**	**
Stationary Engineers and Boiler Operators	51-8021	10	340	**	\$19.31
Air Crew Officers	55-1011	9	**	**	**
Captains, Mates, and Pilots of Water Vessels	53-5021	9	80	**	\$16.99
Fine Artists, Including Painters, Sculptors, and Illustrators	27-1013	9	70	**	\$15.18
First-Line Supervisors of Correctional Officers	33-1011	9	290	**	\$23.88
Forest and Conservation Workers	45-4011	9	140	**	\$12.26
Manufactured Building and Mobile Home Installers	49-9095	9	60	**	\$12.00
Music Directors and Composers	27-2041	9	160	**	\$16.13
Command and Control Center Officers	55-1015	8	**	**	**
Designers, All Other	27-1029	8	110	**	\$12.06
Economists	19-3011	8	**	**	**
Forensic Science Technicians	19-4092	8	100	**	\$22.83
Foresters	19-1032	8	80	**	\$16.79
Kindergarten Teachers, Except Special Education	25-2012	8	990	65	\$36,075
Museum Technicians and Conservators	25-4013	8	60	**	\$12.95
Ophthalmic Laboratory Technicians	51-9083	8	240	**	\$12.34
Orthotists and Prosthetists	29-2091	8	40	**	\$26.35
Political Science Teachers, Postsecondary	25-1065	8	140	**	\$51,119
Postal Service Mail Carriers	43-5052	8	3,810	70	\$17.28
Sound Engineering Technicians	27-4014	8	70	**	\$14.17
Statistical Assistants	43-9111	8	120	**	\$15.63
Anesthesiologists	29-1061	7	400	**	**
Archivists	25-4011	7	20	**	\$13.16
Career/Technical Education Teachers, Middle School	25-2023	7	80	**	\$41,373
Desktop Publishers	43-9031	7	200	**	\$13.77
Forging Machine Setters, Operators, and Tenders, Metal and Plastic	51-4022	7	220	**	\$14.95
Funeral Attendants	39-4021	7	580	**	\$8.67
Insurance Appraisers, Auto Damage	13-1032	7	**	**	**
Mining Machine Operators, All Other	47-5049	7	**	**	**
Precision Instrument and Equipment Repairers, All Other	49-9069	7	230	**	\$13.44
Psychologists, All Other	19-3039	7	60	**	\$25.24
Recreation and Fitness Studies Teachers, Postsecondary	25-1193	7	240	**	\$35,963
Respiratory Therapy Technicians	29-2054	7	50	**	\$17.03
Social Scientists and Related Workers, All Other	19-3099	7	170	**	\$23.26
Tile and Marble Setters	47-2044	7	330	**	\$13.38
Tour Guides and Escorts	39-7011	7	240	20	\$8.23
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	51-2011	6	**	**	**
Area, Ethnic, and Cultural Studies Teachers, Postsecondary	25-1062	6	30	**	\$57,116

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Atmospheric and Space Scientists	19-2021	6	70	**	\$33.40
Continuous Mining Machine Operators	47-5041	6	**	**	**
Epidemiologists	19-1041	6	30	**	\$24.47
First-Line Supervisors of Fire Fighting and Prevention Workers	33-1021	6	450	**	\$22.90
Fishers and Related Fishing Workers	45-3011	6	**	**	**
Library Science Teachers, Postsecondary	25-1082	6	30	**	\$61,709
Logging Equipment Operators	45-4022	6	20	**	\$17.03
Metal-Refining Furnace Operators and Tenders	51-4051	6	330	**	\$14.49
Office Machine Operators, Except Computer	43-9071	6	850	20	\$9.82
Rotary Drill Operators, Oil and Gas	47-5012	6	**	**	**
Tailors, Dressmakers, and Custom Sewers	51-6052	6	300	**	\$10.65
Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	51-6064	6	**	**	**
Brokerage Clerks	43-4011	5	390	**	\$13.29
Chiropractors	29-1011	5	650	30	\$17.94
Cooks, Private Household	35-2013	5	**	**	**
Film and Video Editors	27-4032	5	80	**	\$13.13
Gas Compressor and Gas Pumping Station Operators	53-7071	5	**	**	\$26.52
Life Scientists, All Other	19-1099	5	140	**	\$23.77
Musicians and Singers	27-2042	5	70	20	\$13.97
Optometrists	29-1041	5	350	30	\$37.21
Pump Operators, Except Wellhead Pumpers	53-7072	5	**	**	\$14.75
Shoe Machine Operators and Tenders	51-6042	5	**	**	**
Social Sciences Teachers, Postsecondary, All Other	25-1069	5	60	**	\$42,661
Solar Photovoltaic Installers	47-2231	5	**	**	**
Stonemasons	47-2022	5	10	**	\$14.54
Wind Turbine Service Technicians	49-9081	5	240	35	\$19.62
Artillery and Missile Crew Members	55-3014	4	**	**	**
Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary	25-1051	4	50	**	\$52,699
Cartographers and Photogrammetrists	17-1021	4	40	**	\$19.63
Electronic Equipment Installers and Repairers, Motor Vehicles	49-2096	4	20	**	\$11.85
Extraction Workers, All Other	47-5099	4	**	**	\$13.46
Geologists	19-2042	4	60	**	\$25.40
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	51-4191	4	300	**	\$13.07
Historians	19-3093	4	**	**	**
Industrial-Organizational Psychologists	19-3032	4	**	**	**
Layout Workers, Metal and Plastic	51-4192	4	50	**	\$17.45
Mathematical Science Occupations, All Other	15-2099	4	**	**	**
Model Makers, Metal and Plastic	51-4061	4	90	**	\$16.37
Motion Picture Projectionists	39-3021	4	80	**	\$8.09
Motorcycle Mechanics	49-3052	4	440	**	\$11.97
Psychiatric Aides	31-1013	4	360	**	\$12.44
Rail Transportation Workers, All Other	53-4099	4	**	**	**
Real Estate Brokers	41-9021	4	**	**	**
Reinforcing Iron and Rebar Workers	47-2171	4	110	**	\$14.56
Upholsterers	51-6093	4	150	**	\$8.22
Air Traffic Controllers	53-2021	3	130	**	\$27.22
Dredge Operators	53-7031	3	30	**	\$14.07
Floor Sanders and Finishers	47-2043	3	20	**	\$12.32
Geography Teachers, Postsecondary	25-1064	3	30	**	\$47,043
Judicial Law Clerks	23-1012	3	**	**	**
Logging Workers, All Other	45-4029	3	**	**	**
Magnetic Resonance Imaging Technologists	29-2035	3	250	**	\$23.82

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²Iowa Wage Report - IWD

³Iowa's Long-Term Projections - IWD

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APPENDIX - LIST OF ALL JOB VACANCIES



Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
Medical Appliance Technicians	51-9082	3	130	**	\$13.89
Military Officer Special and Tactical Operations Leaders, All Other	55-1019	3	**	**	**
Mine Cutting and Channeling Machine Operators	47-5042	3	**	**	**
Nurse Anesthetists	29-1151	3	210	**	\$57.68
Parking Enforcement Workers	33-3041	3	60	**	\$17.18
Physicists	19-2012	3	**	**	**
Pressers, Textile, Garment, and Related Materials	51-6021	3	300	**	\$8.31
Railroad Yard Workers	53-4021	3	650	20	\$15.26
Religious Workers, All Other	21-2099	3	230	**	\$9.83
Sewers, Hand	51-6051	3	**	**	**
Bridge and Lock Tenders	53-6011	2	50	**	\$24.09
Fashion Designers	27-1022	2	**	**	\$21.35
Hoist and Winch Operators	53-7041	2	**	**	\$12.95
Hydrologists	19-2043	2	20	**	\$31.09
Locksmiths and Safe Repairers	49-9094	2	150	**	\$11.27
Mathematicians	15-2021	2	**	**	**
Motorboat Mechanics and Service Technicians	49-3051	2	260	**	\$10.97
Paperhangers	47-2142	2	**	**	**
Political Scientists	19-3094	2	**	**	**
Radio Operators	27-4013	2	**	**	**
Rail Yard Engineers, Dinkey Operators, and Hostlers	53-4013	2	60	**	\$13.92
Riggers	49-9096	2	**	**	**
Sociologists	19-3041	2	**	**	**
Special Education Teachers, Preschool	25-2051	2	280	80	\$39,571
Aircraft Launch and Recovery Specialists	55-3012	1	**	**	**
Armored Assault Vehicle Crew Members	55-3013	1	**	**	**
Bailliffs	33-3011	1	**	**	\$11.51
Barbers	39-5011	1	**	**	\$8.88
Bicycle Repairers	49-3091	1	90	**	\$8.17
Boilermakers	47-2011	1	60	**	\$27.44
Camera and Photographic Equipment Repairers	49-9061	1	**	**	\$17.71
Coil Winders, Tapers, and Finishers	51-2021	1	**	**	**
Correspondence Clerks	43-4021	1	90	**	\$12.63
Derrick Operators, Oil and Gas	47-5011	1	**	**	**
Fabric and Apparel Patternmakers	51-6092	1	**	**	**
Fabric Menders, Except Garment	49-9093	1	**	**	**
First-Line Supervisors of Air Crew Members	55-2011	1	**	**	**
Flight Attendants	53-2031	1	**	**	**
Forestry and Conservation Science Teachers, Postsecondary	25-1043	1	**	**	**
Geographers	19-3092	1	**	**	**
Home Economics Teachers, Postsecondary	25-1192	1	**	**	**
Judges, Magistrate Judges, and Magistrates	23-1023	1	290	**	\$14.01
Legislators	11-1031	1	1,250	30	\$17,040
Locomotive Engineers	53-4011	1	670	30	\$22.63
Marine Engineers	17-2121	1	**	**	**
Military Enlisted Tactical Operations and Air/Weapons Specialists and Crew Members, All Other	55-3019	1	**	**	**
Mine Shuttle Car Operators	53-7111	1	**	**	**
Mining and Geological Engineers, Including Mining Safety Engineers	17-2151	1	**	**	**
Model Makers, Wood	51-7031	1	**	**	**
Musical Instrument Repairers and Tuners	49-9063	1	200	**	\$9.78
Nurse Midwives	29-1161	1	40	**	\$35.62
Ophthalmic Medical Technicians	29-2057	1	390	**	\$12.89

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Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
Orderlies	31-1015	1	180	**	\$10.49
Patternmakers, Metal and Plastic	51-4062	1	60	**	\$18.84
Patternmakers, Wood	51-7032	1	**	**	**
Pile-Driver Operators	47-2072	1	**	**	**
Precious Metal Workers	51-9071	1	160	**	\$14.54
Precision Etchers and Engravers, Hand or Machine	51-9194	1	70	**	\$9.49
Remote Sensing Scientists and Technologists	19-2099	1	40	**	\$18.45
Sailors and Marine Oilers	53-5011	1	90	**	\$11.56
Ship Engineers	53-5031	1	**	**	**
Special Forces	55-3018	1	**	**	**
Textile Cutting Machine Setters, Operators, and Tenders	51-6062	1	40	**	\$9.06
Travel Guides	39-6022	1	**	**	\$21.04

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