

WORKFORCE NEEDS ASSESSMENT **STATE OF IOWA** RELEASED 2019



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**Sections marked as “Insufficient Data to Report” did not receive enough survey responses to allow for reporting.*

2018 IOWA WORKFORCE NEEDS ASSESSMENT SURVEY



INTRODUCTION

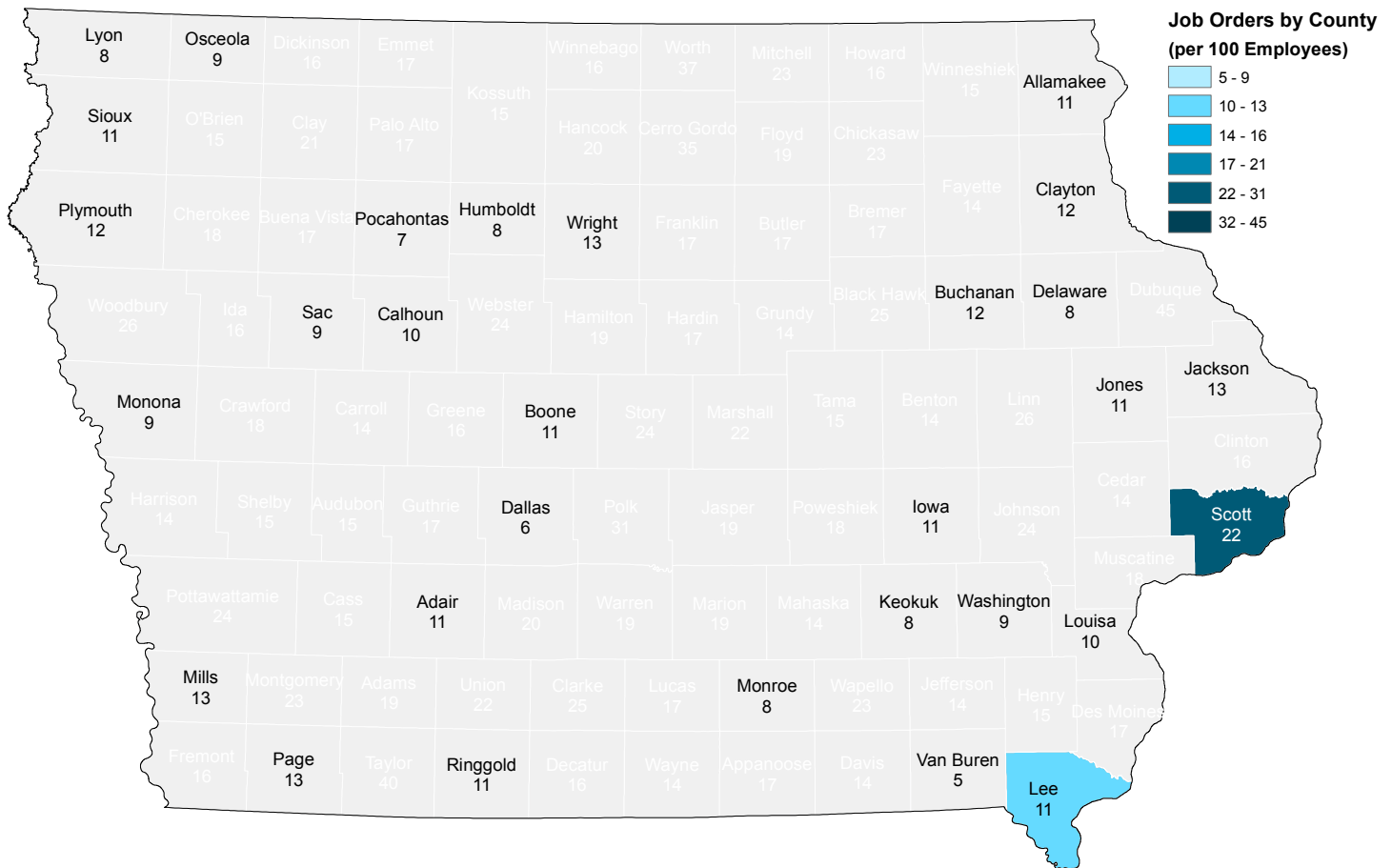
Iowa Workforce Development (IWD) conducted the sixth Workforce Needs Assessment. In addition to vacancy and retirement data, the survey also addressed the demand for workers and skills required in the workforce. Data regarding benefits offered by employers was also collected and is delineated in the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

Beginning in July 2018, 28,603 employers operating 41,452 locations in the state were contacted either by mail or email and asked to complete the survey. By the end of the survey period (October 2018), IWD had received 10,613 responses, yielding a 37.1 percent response rate.



VACANCY ESTIMATES

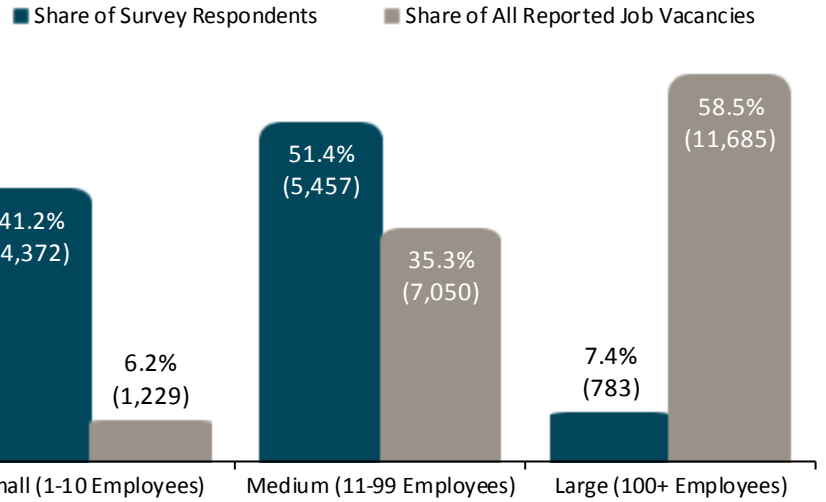
Number of Job Orders by County (per 100 Employees)*



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



Reported Job Vacancies by Workplace Size



32.5%
Of Respondents Reported Current Job Vacancies

We're HIRING

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
Sales & Related	40,381	12.2%	\$8.67	\$17.01	25,440
Office & Administrative Support	39,572	12.0%	\$11.28	\$17.45	28,995
Transportation & Material Moving	34,218	10.4%	\$10.90	\$17.63	18,310
Healthcare Practitioner & Technical	31,284	9.5%	\$17.53	\$34.95	6,310
Business & Financial Operations	23,809	7.2%	\$18.72	\$31.13	8,310
Management	23,624	7.2%	\$22.93	\$46.49	13,910
Food Preparation & Serving Related	20,316	6.2%	\$8.39	\$10.63	26,045
Computer & Mathematical Science	19,383	5.9%	\$22.03	\$36.87	2,960
Production	17,963	5.4%	\$11.86	\$17.66	19,115
Installation, Maintenance & Repair	14,034	4.3%	\$14.03	\$22.12	7,845
Architecture & Engineering	11,708	3.5%	\$21.43	\$33.67	1,805
Healthcare Support	9,740	3.0%	\$11.27	\$15.00	6,755
Building & Grounds Cleaning & Maintenance	6,961	2.1%	\$9.34	\$13.40	8,675
Construction & Extraction	6,341	1.9%	\$14.37	\$21.90	10,160
Community & Social Services	5,735	1.7%	\$12.56	\$21.08	3,890
Life, Physical & Social Science	4,730	1.4%	\$17.24	\$28.82	1,450
Protective Service	4,691	1.4%	\$10.50	\$20.91	2,770
Education, Training & Library	4,421	1.3%	\$11.54	\$24.62	11,505
Arts, Design, Entertainment, Sports & Related	4,335	1.3%	\$9.66	\$19.14	2,900
Personal Care & Service	3,627	1.1%	\$8.70	\$12.38	9,570
Farming, Fishing & Forestry	2,156	0.7%	\$11.52	\$16.37	3,190
Legal	1,003	0.3%	\$17.11	\$37.77	695

¹Iowa Workforce Development Job Bank
²Iowa Wage Report - Iowa Workforce Development
³Iowa's Long-Term Occupational Projections - Iowa Workforce Development



VACANCY ESTIMATES

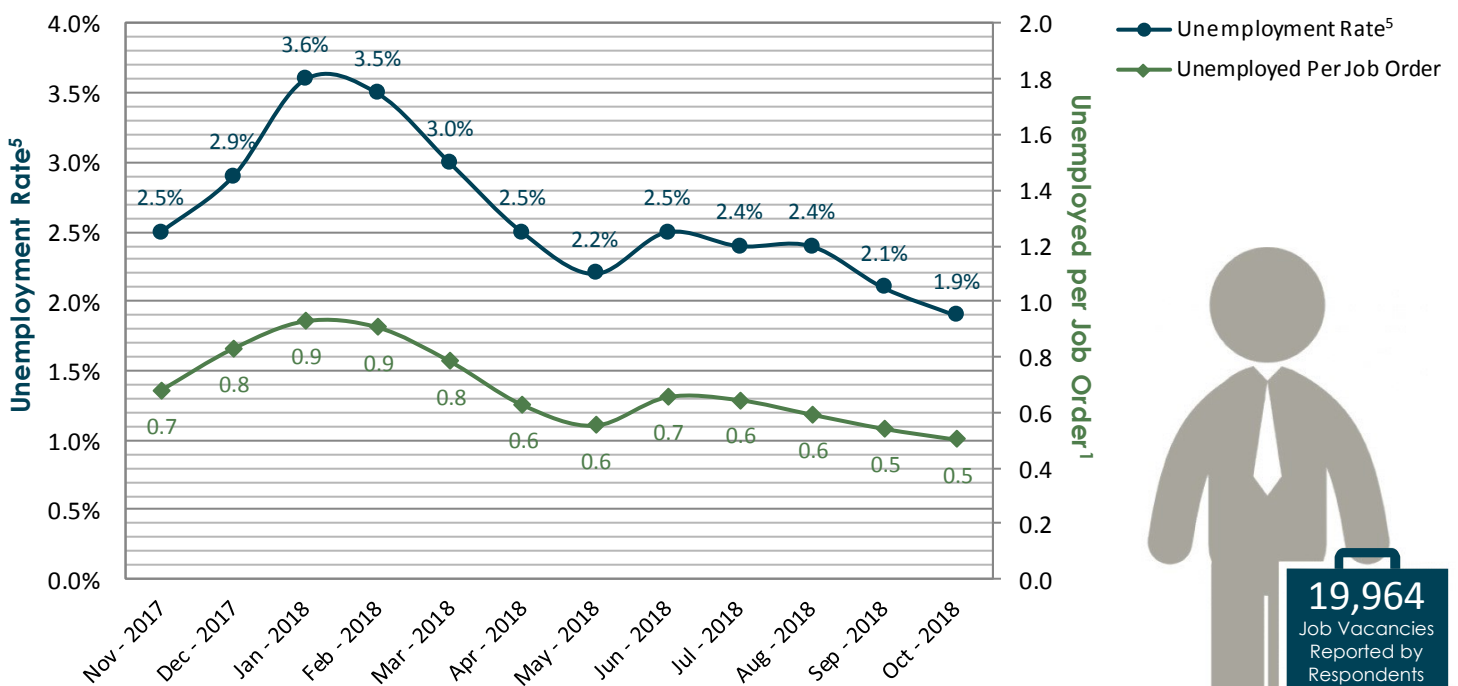
Vacancy Rate by Industry

	Employment ⁴	Estimated Vacancies	*Vacancy Rate	New Hire Wage ⁴	Projected Annual Openings ³
Administrative & Waste Services	67,602	4,050	6.0%	\$12.40	1,378
Accommodation & Food Services	120,824	6,082	5.0%	\$6.01	1,177
Transportation & Warehousing	55,343	2,196	4.0%	\$15.88	900
Health Care & Social Assistance	210,971	8,015	3.8%	\$13.45	3,254
Construction	79,158	2,617	3.3%	\$20.73	1,271
Manufacturing	214,671	7,046	3.3%	\$19.34	426
Arts, Entertainment & Recreation	23,405	730	3.1%	\$5.83	183
Agriculture, Forestry, Fishing & Mining	21,522	654	3.0%	\$15.91	-65
Personal Services	40,406	1,211	3.0%	\$10.79	467
Management	19,174	525	2.7%	\$15.54	454
Educational Services	121,067	2,402	2.0%	\$11.69	1,259
Professional & Technical Services	49,859	897	1.8%	\$22.51	841
Information	21,374	291	1.4%	\$23.80	-89
Wholesale & Retail Trade	233,207	3,274	1.4%	\$10.11	1,240
Finance, Insurance & Real Estate	97,539	680	0.7%	\$19.91	1,774
Utilities	7,619	54	0.7%	\$22.65	3
Public Administration	64,998	312	0.5%	\$12.51	115

³Iowa's Long-Term Industry Projections - Iowa Workforce Development
⁴Longitudinal Employer-Household Dynamics - United States Census Bureau
⁵Insufficient data to report

*Vacancy Rate calculations can be found in the Methodology

Number of Unemployed Persons per Job Order



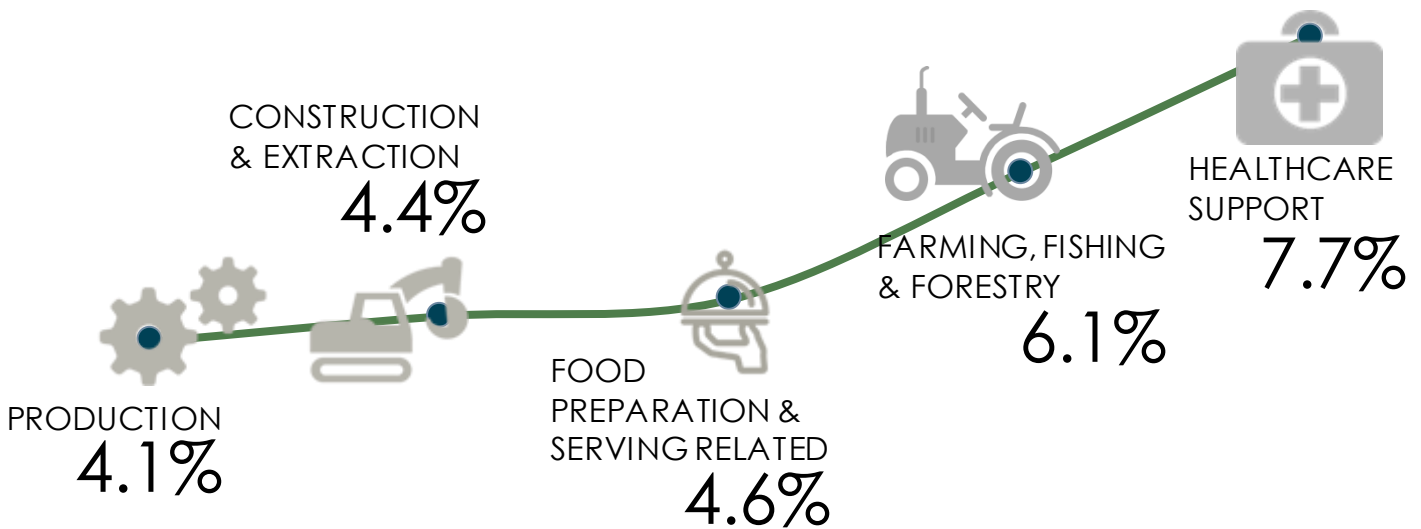
¹Iowa Workforce Development Job Bank
²Local Area Unemployment Statistics - Iowa Workforce Development (Data as of November 1, 2018, Numbers Not Seasonally Adjusted)



Vacancy Rate by Occupational Category

	Employment ²	Estimated Vacancies	*Vacancy Rate	Entry Wage ²	Projected Annual Openings ³
Healthcare Support	40,530	3,106	7.7%	\$11.27	6,755
Farming, Fishing & Forestry	5,030	305	6.1%	\$11.52	3,190
Food Preparation & Serving Related	133,500	6,156	4.6%	\$8.39	26,045
Construction & Extraction	68,200	2,980	4.4%	\$14.37	10,160
Production	153,830	6,360	4.1%	\$11.86	19,115
Community & Social Services	21,780	839	3.9%	\$12.56	3,890
Arts, Design, Entertainment, Sports & Related	18,770	692	3.7%	\$9.66	2,900
Building & Grounds Cleaning & Maintenance	47,060	1,671	3.6%	\$9.34	8,675
Architecture & Engineering	18,730	644	3.4%	\$21.43	1,805
Personal Care & Service	50,390	1,549	3.1%	\$8.70	9,570
Healthcare Practitioner & Technical	87,150	2,339	2.7%	\$17.53	6,310
Installation, Maintenance & Repair	66,610	1,799	2.7%	\$14.03	7,845
Transportation & Material Moving	119,420	2,897	2.4%	\$10.90	18,310
Education, Training & Library	104,170	2,248	2.2%	\$11.54	11,505
Computer & Mathematical Science	35,150	590	1.7%	\$22.03	2,960
Protective Service	22,700	380	1.7%	\$10.50	2,770
Sales & Related	151,560	2,174	1.4%	\$8.67	25,440
Business & Financial Operations	67,560	897	1.3%	\$18.72	8,310
Management	84,070	877	1.0%	\$22.93	13,910
Life, Physical & Social Science	11,240	97	0.9%	\$17.24	1,450
Office & Administrative Support	220,090	1,786	0.8%	\$11.28	28,995
Legal	7,930	51	0.6%	\$17.11	695

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



TOP VACANCY RATES



VACANCY ESTIMATES

HIGH DEMAND OCCUPATIONS



Top Reported Total Job Orders

	Total Job Orders ¹	Entry Wage ²	Average Wage ²
Heavy and Tractor-Trailer Truck Drivers	17,680	\$14.26	\$20.46
First-Line Supervisors of Retail Sales Workers	12,924	\$12.27	\$19.28
Retail Salespersons	10,067	\$8.29	\$12.97
Customer Service Representatives	9,486	\$11.85	\$17.28
Registered Nurses	7,810	\$21.30	\$27.85
Stock Clerks and Order Fillers	7,634	\$9.27	\$13.48
Cashiers	6,759	\$8.24	\$9.98
Accountants and Auditors	5,981	\$20.40	\$31.97
Combined Food Preparation and Serving Workers, Including Fast Food	4,802	\$8.40	\$9.86
First-Line Supervisors of Office and Administrative Support Workers	4,241	\$17.32	\$26.68
First-Line Supervisors of Food Preparation and Serving Workers	4,068	\$10.36	\$15.25
Business Operations Specialists, All Other	3,763	\$18.15	\$30.44
Production Workers, All Other	3,607	\$10.30	\$17.80
Laborers and Freight, Stock, and Material Movers, Hand	3,412	\$10.35	\$14.79
First-Line Supervisors of Production and Operating Workers	3,377	\$18.28	\$27.42
Healthcare Practitioners and Technical Workers, All Other	3,287	\$12.64	\$23.43
Nursing Aides, Orderlies, and Attendants	3,166	**	**
Light Truck or Delivery Services Drivers	3,137	\$9.81	\$16.30
Social and Human Service Assistants	3,118	\$10.83	\$16.70
Security Guards	3,099	\$9.58	\$13.31
Driver/Sales Workers	2,965	\$8.30	\$12.62
Management Analysts	2,959	\$23.73	\$37.12
Managers, All Other	2,921	\$22.77	\$44.35
Food Service Managers	2,757	\$13.42	\$20.81
Computer Support Specialists	2,751	**	**
Financial Managers	2,686	\$30.38	\$54.34
Maintenance and Repair Workers, General	2,609	\$12.64	\$19.33
Sales Representatives, Services, All Other	2,605	\$14.94	\$27.89
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	2,529	\$9.47	\$13.12
Bus and Truck Mechanics and Diesel Engine Specialists	2,391	\$13.89	\$20.43

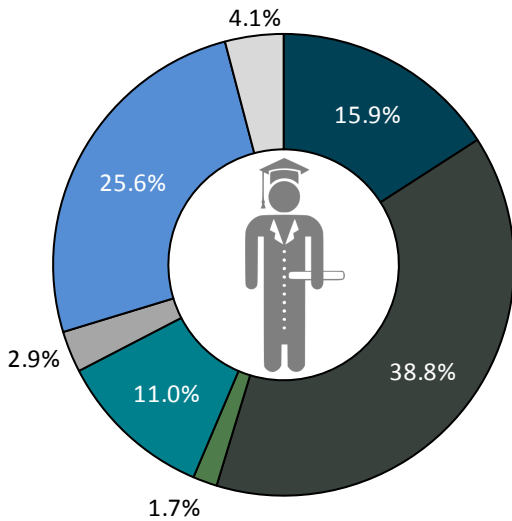
¹Iowa Workforce Development Job Bank
²Iowa Wage Report - Iowa Workforce Development
 **Insufficient data to report



EDUCATION & EXPERIENCE REQUIREMENTS

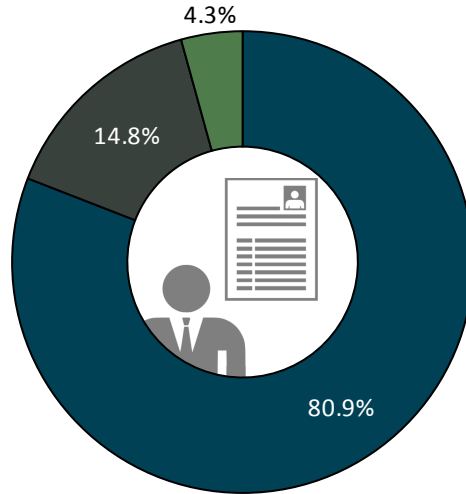
Education and experience levels required and on-the-job training for the job orders (347,003 total) within the Iowa Workforce Development job bank are shown below. These requirements are based on the typical levels needed to enter an occupation according to data reported by the Bureau of Labor Statistics and does not reflect expected levels indicated by survey respondents.

Education Requirements - Total Job Orders



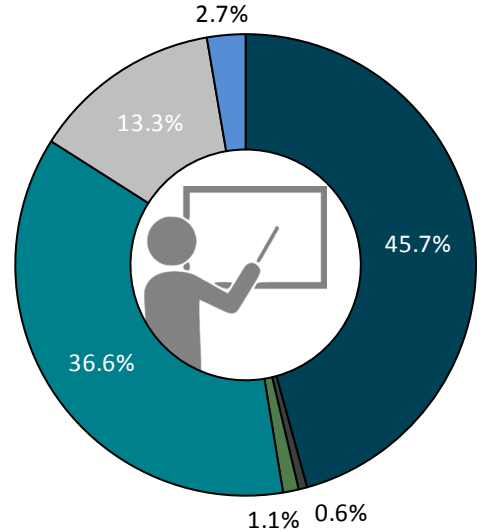
- No Formal Educational Credential - 15.9%
- High School Diploma or Equivalent - 38.8%
- Some College, No Degree - 1.7%
- Postsecondary Non-Degree Award - 11.0%
- Associate Degree - 2.9%
- Undergraduate Degree - 25.6%
- Postgraduate/Professional Degree - 4.1%

Experience Requirements - Total Job Orders



- No Experience Required - 80.9%
- Less than 5 Years - 14.8%
- 5 Years of More - 4.3%

On-The-Job Training - Total Job Orders



- None - 45.7%
- Apprenticeship - 0.6%
- Internship/Residency - 1.1%
- Short-term on-the-job training - 36.6%
- Moderate-term on-the-job training - 13.3%
- Long-term on-the-job training - 2.7%

PERCEPTION OF APPLICANTS



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

Workforce gaps can be determined by comparing the inventory of skills needed by employers (via the Workforce Needs Assessment Survey) and those skills held by the population of workers as presented in a Laborshed analysis. This gap can then be analyzed and the necessary training and education programs can be formalized through a Skillshed analysis.

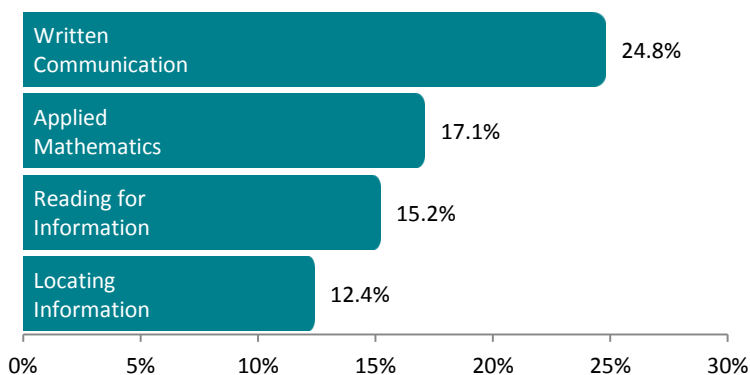
Perception of Applicants

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Applicants fulfill all necessary requirements for the job.	7.2%	18.3%	36.2%	27.6%	10.7%
Applicants possess the basic skills required for the job.	3.2%	10.8%	32.9%	36.4%	16.7%
Applicants possess the hard, or occupational, skills for the job.	10.2%	22.6%	37.0%	21.5%	8.7%
Applicants possess the soft, or interpersonal, skills for the job.	5.7%	19.3%	41.8%	24.9%	8.3%



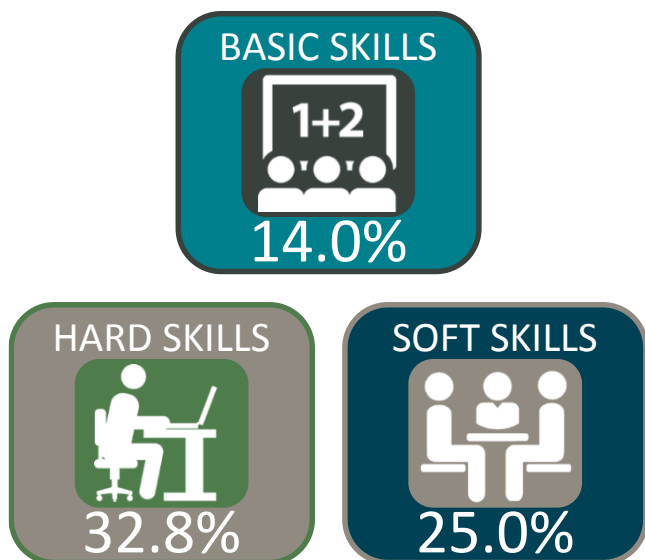
PERCEPTION OF APPLICANTS

Basic Skills Lacking in Applicants

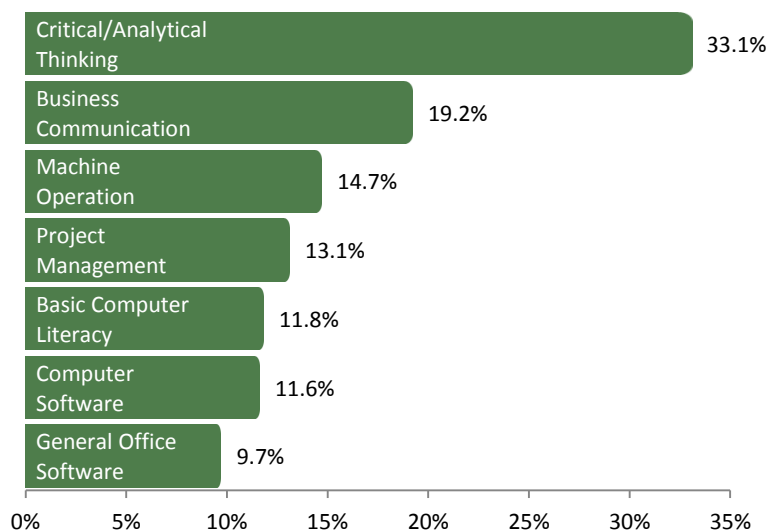


Basic skills are those skills developed during the elementary and middle part of an individual's education. These skills include literacy, numeracy (the ability to do arithmetic and reason with numbers), and the abilities to locate and read for information. The Skilled Iowa initiative, through the National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

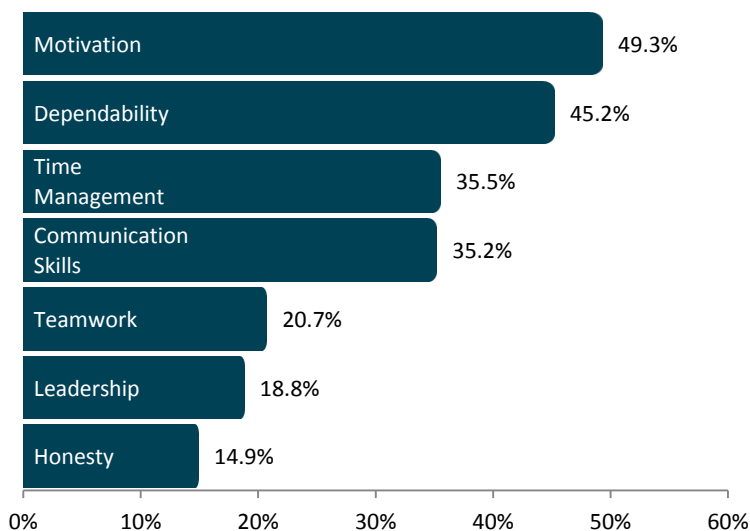


Occupational "Hard" Skills Lacking in Applicants



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 (80.1%) of employers indicated that they offer employee training.

Where Additional Training is Offered

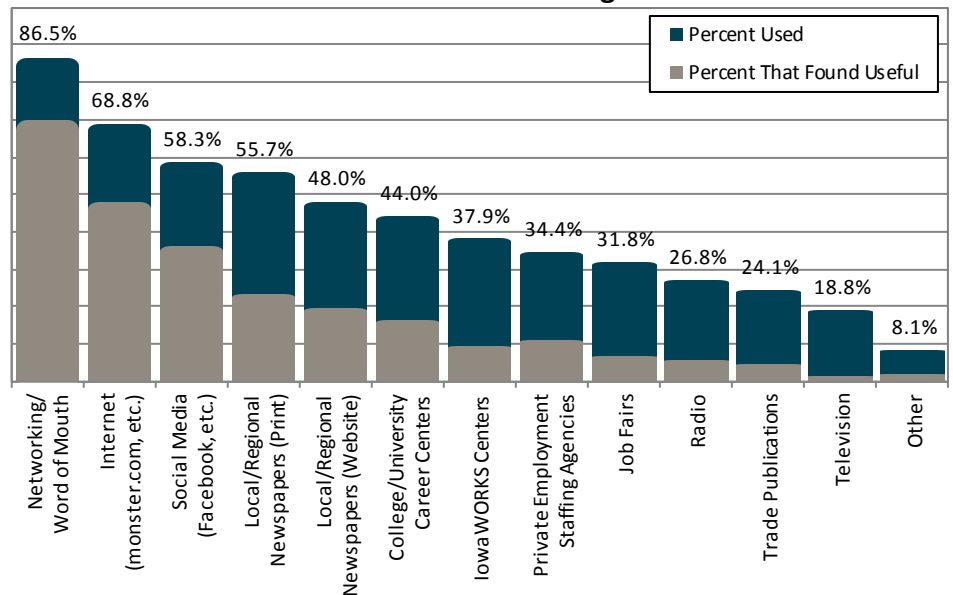
	Percent Offered
In-House Training	64.0%
Online Training	30.5%
Employee Self-Directed Training	20.6%
Commercial Training Provider	15.5%
Other	7.0%
Trade School	6.4%
College/University	6.2%



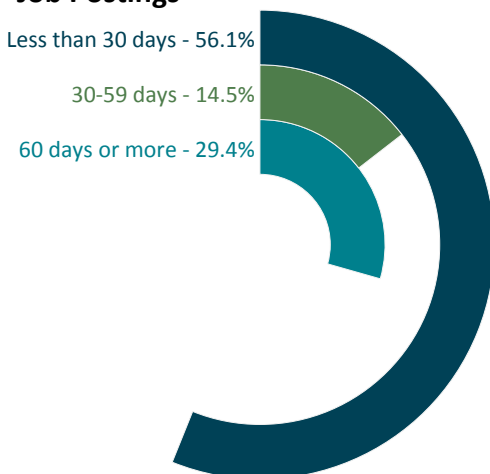
RECRUITMENT & ADVERTISING

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

Job Advertising Utilization & Usefulness



Recruitment Period for Job Postings



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

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



RECRUITMENT & ADVERTISING

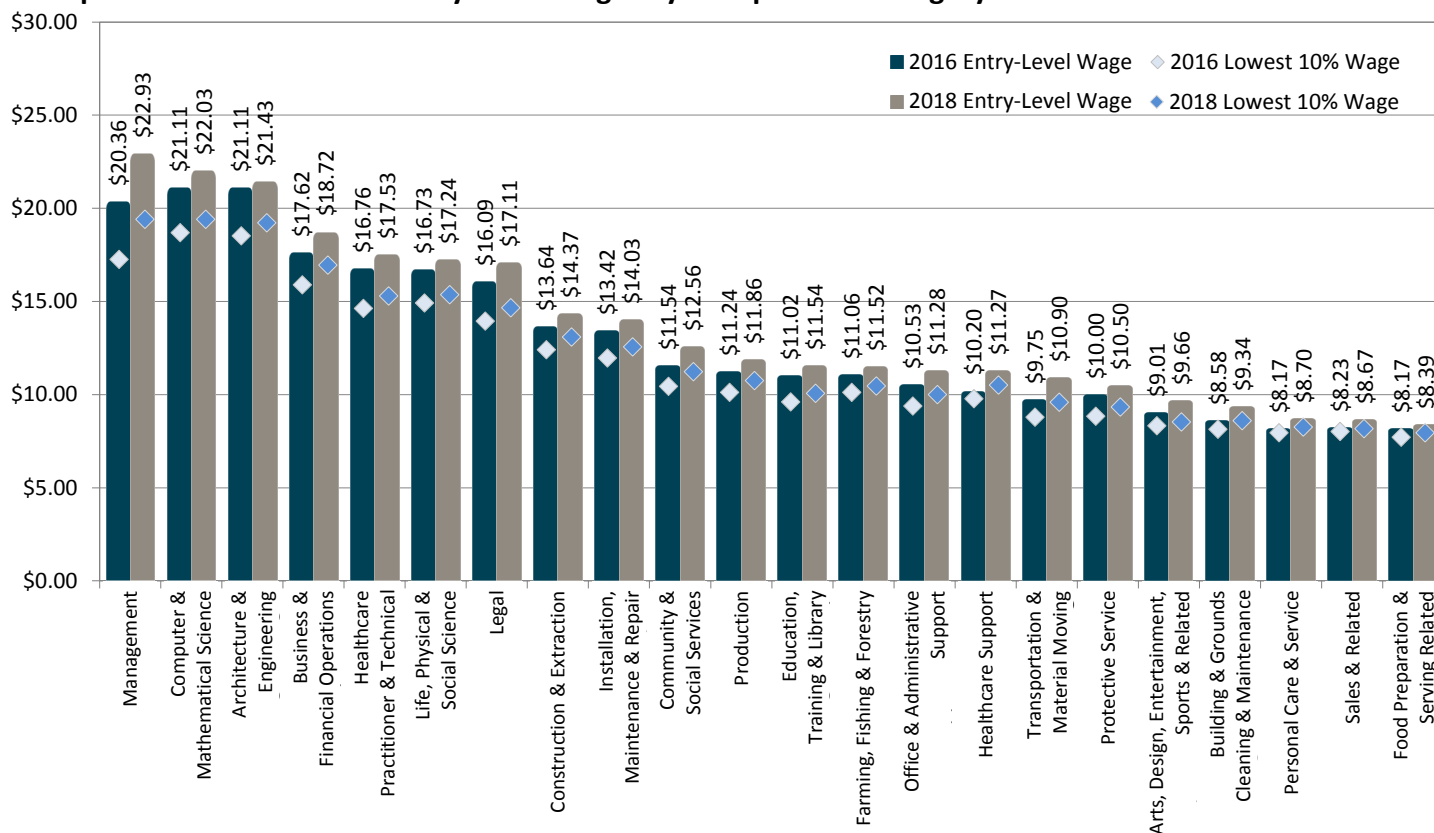
Difficulties Filling Vacant Positions

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Businesses have difficulty filling a position due to applicant failure to pass a background check.	37.6%	17.3%	32.1%	9.1%	3.9%
Businesses have difficulty filling a position due to applicant failure of controlled substance testing.	45.8%	15.2%	30.6%	5.6%	2.8%
Businesses have difficulty filling a position due to a general lack of applicants.	13.9%	11.5%	26.3%	26.5%	21.8%
Businesses have difficulty filling a position due to a lack of qualified applicants.	10.8%	8.8%	24.6%	30.2%	25.6%
Businesses have difficulty filling a position due to local competition.	22.5%	16.6%	36.4%	17.0%	7.5%
Businesses have difficulty filling a position due to applicant expectations of benefits package offered.	27.1%	19.4%	31.8%	14.6%	7.1%
Businesses have difficulty filling a position due to applicants willingness to accept wages offered.	19.6%	18.4%	34.0%	20.1%	7.9%
Businesses have difficulty filling a position due to the type of work involved.	20.5%	16.1%	32.7%	22.0%	8.7%
Businesses have difficulty filling a position due to the hours or shifts offered.	32.9%	17.7%	30.2%	13.3%	5.9%



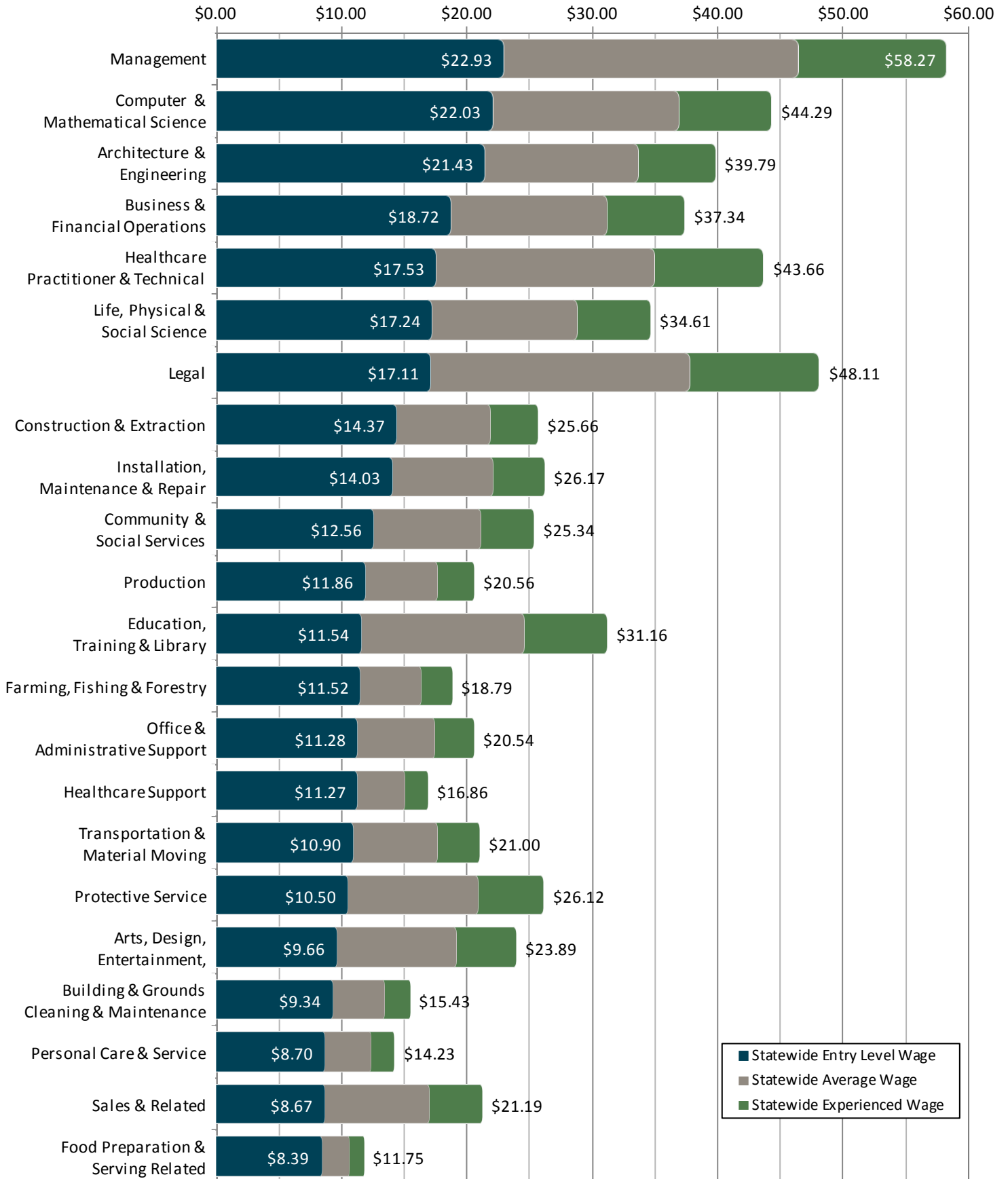
WAGES

Comparison of 2016 & 2018 Entry-Level Wages by Occupational Category





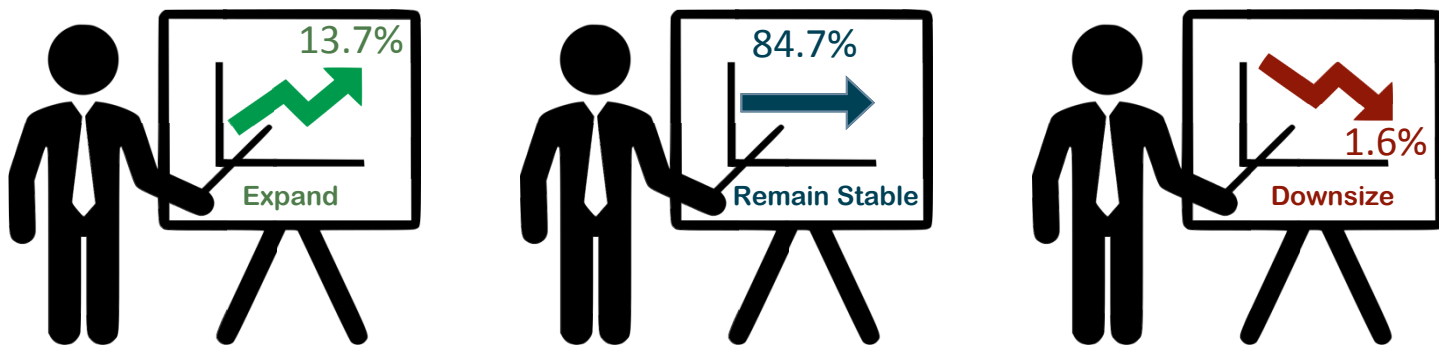
Comparison of 2018 Wage Levels by Occupational Category



■ Statewide Entry Level Wage
■ Statewide Average Wage
■ Statewide Experienced Wage



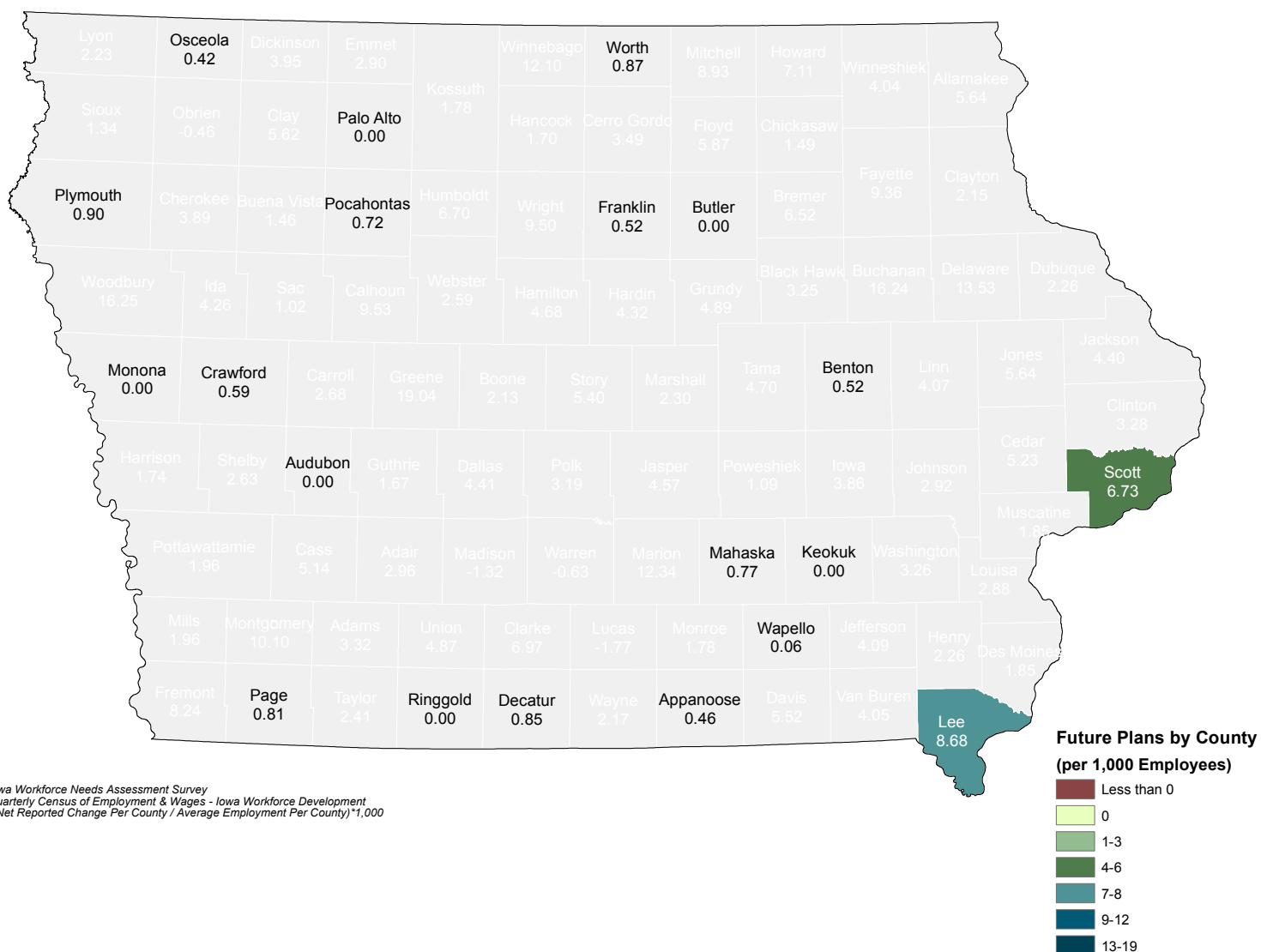
FUTURE PLANS



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 strength. 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)*

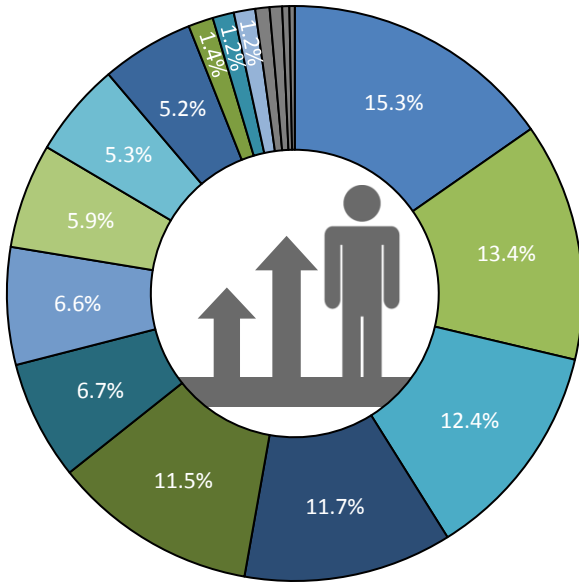


Iowa Workforce Needs Assessment Survey
 Quarterly Census of Employment & Wages - Iowa Workforce Development
 *(Net Reported Change Per County / Average Employment Per County)*1,000

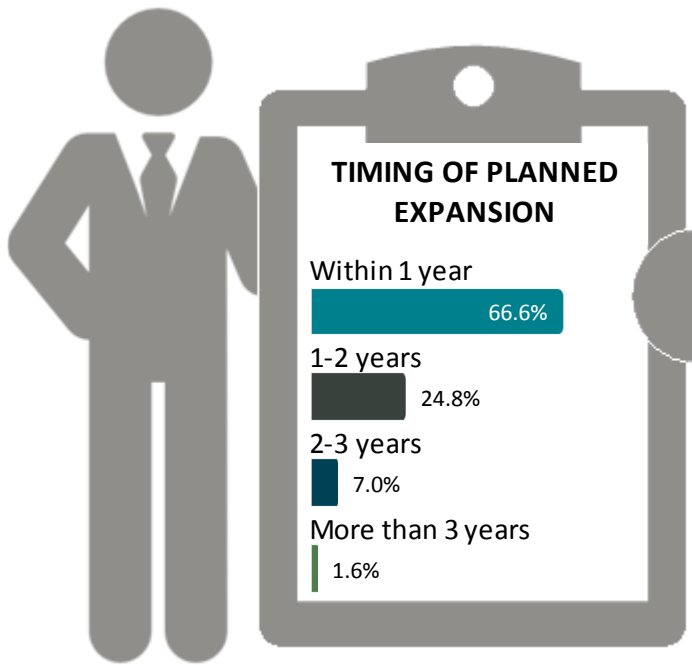
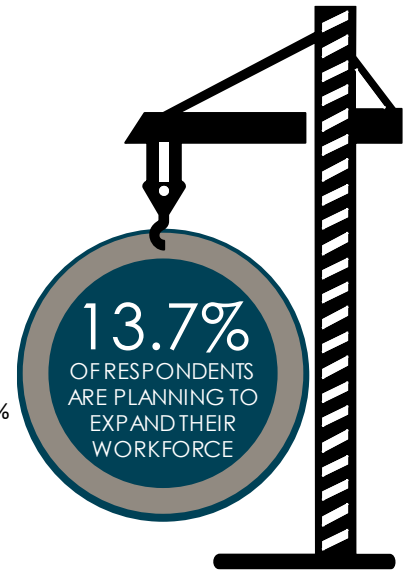


FUTURE PLANS - EXPANSION

Percent of Total Planned Expansion by Industry



- Health Care & Social Assistance - 15.3%
- Wholesale & Retail Trade - 13.4%
- Construction - 12.4%
- Professional & Technical Services - 11.7%
- Manufacturing - 11.5%
- Transportation & Warehousing - 6.7%
- Finance, Insurance & Real Estate - 6.6%
- Personal Services - 5.9%
- Administrative & Waste Services - 5.3%
- Accommodation & Food Services - 5.2%
- Agriculture, Forestry, Fishing & Mining - 1.4%
- Arts, Entertainment & Recreation - 1.2%
- Information - 1.2%
- Educational Services - 0.8%
- Public Administration - 0.7%
- Management - 0.4%
- Utilities - 0.3%



Percent within Each Industry with Planned Payroll Expansion

Industry	Percent of Each Industry
Transportation & Warehousing	23.4%
Manufacturing	21.1%
Professional & Technical Services	20.3%
Administrative & Waste Services	19.2%
Construction	19.1%
Management	17.5%
Health Care & Social Assistance	15.4%
Personal Services	12.0%
Arts, Entertainment & Recreation	11.6%
Finance, Insurance & Real Estate	10.3%
Agriculture, Forestry, Fishing & Mining	9.5%
Wholesale & Retail Trade	9.4%
Accommodation & Food Services	9.0%
Information	7.2%
Educational Services	5.8%
Utilities	3.8%
Public Administration	3.4%

TOP INDUSTRIAL EXPANSION



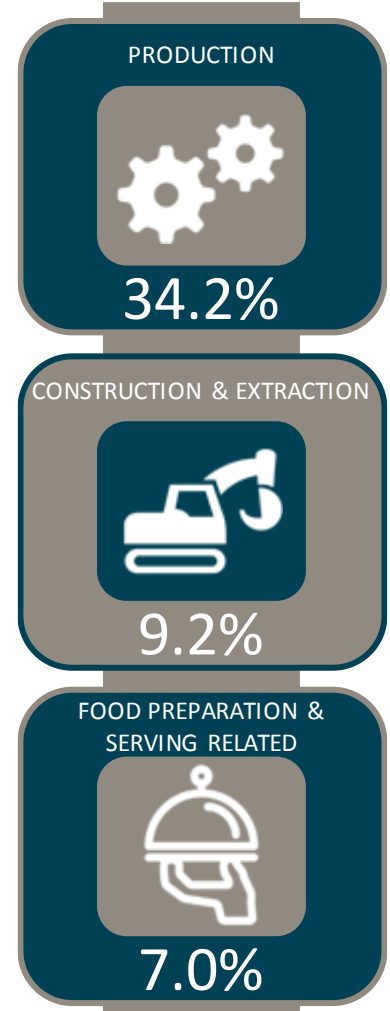


FUTURE PLANS - EXPANSION

Percent of Planned Expansion by Occupational Category

	Percent of Planned Expansion
Production	34.2%
Construction & Extraction	9.2%
Food Preparation & Serving Related	7.0%
Transportation & Material Moving	6.3%
Office & Administrative Support	5.4%
Sales & Related	4.7%
Healthcare Support	4.5%
Installation, Maintenance & Repair	4.1%
Personal Care & Service	3.2%
Healthcare Practitioners & Technical	3.1%
Building & Grounds Cleaning & Maintenance	3.0%
Education, Training & Library	3.0%
Architecture & Engineering	2.7%
Business & Financial Operations	2.5%
Computer & Mathematical	2.1%
Management	1.8%
Community & Social Service	0.8%
Arts, Design, Entertainment, Sports & Media	0.6%
Farming, Fishing & Forestry	0.6%
Legal	0.4%
Protective Service	0.2%
Life, Physical & Social Science	0.1%
Unknown	0.0%

TOP OCCUPATIONAL EXPANSION



Constraints Preventing Payroll Expansion Ranked by Relative Importance

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

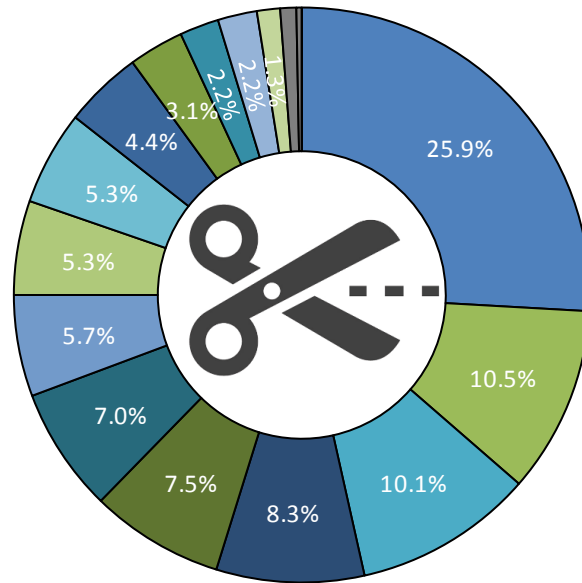
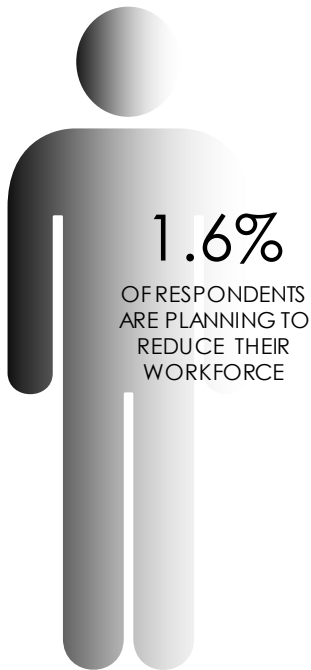
Reasons for Expansion
Meet current market demands
Increase share of existing market
Entry into new markets
Changes in tax or regulatory incentives
Opening a new location
Reduction of overtime
Merger/acquisition
Moving specific business operations in-house
Relocation of assets to a new location
Relocation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





FUTURE PLANS - REDUCTION

Percent of Total Planned Reduction by Industry



- Wholesale & Retail Trade - 25.9%
- Finance, Insurance & Real Estate - 10.5%
- Health Care & Social Assistance - 10.1%
- Professional & Technical Services - 8.3%
- Accommodation & Food Services - 7.5%
- Manufacturing - 7.0%
- Educational Services - 5.7%
- Construction - 5.3%
- Personal Services - 5.3%
- Information - 4.4%
- Transportation & Warehousing - 3.1%
- Administrative & Waste Services - 2.2%
- Agriculture, Forestry, Fishing & Mining - 2.2%
- Arts, Entertainment & Recreation - 1.3%
- Utilities - 0.9%
- Public Administration - 0.3%
- Management - 0.0%

Percent within Each Industry with Planned Payroll Reduction

Industry	Percent of Each Industry
Educational Services	4.7%
Information	3.3%
Wholesale & Retail Trade	2.2%
Finance, Insurance & Real Estate	2.0%
Agriculture, Forestry, Fishing & Mining	1.8%
Professional & Technical Services	1.7%
Accommodation & Food Services	1.6%
Arts, Entertainment & Recreation	1.5%
Manufacturing	1.5%
Utilities	1.5%
Personal Services	1.3%
Transportation & Warehousing	1.3%
Health Care & Social Assistance	1.2%
Administrative & Waste Services	1.0%
Construction	1.0%
Public Administration	0.3%
Management	0.0%

Planned Payroll Reduction by Occupational Category

Occupational Category	Percent of Planned Reduction
Food Preparation & Serving Related	28.7%
Sales & Related	15.5%
Office & Administrative Support	9.2%
Production	7.2%
Business & Financial Operations	5.7%
Construction & Extraction	5.3%
Education, Training & Library	5.3%
Healthcare Practitioners & Technical	4.6%
Management	2.9%
Life, Physical & Social Science	2.6%
Building & Grounds Cleaning & Maintenance	2.4%
Healthcare Support	2.3%
Personal Care & Service	1.9%
Arts, Design, Entertainment, Sports & Media	1.6%
Farming, Fishing & Forestry	1.1%
Installation, Maintenance & Repair	1.1%
Transportation & Material Moving	1.1%
Computer & Mathematical	0.7%
Architecture & Engineering	0.1%
Community & Social Service	0.1%
Legal	0.1%
Protective Service	0.1%
Unknown	0.4%



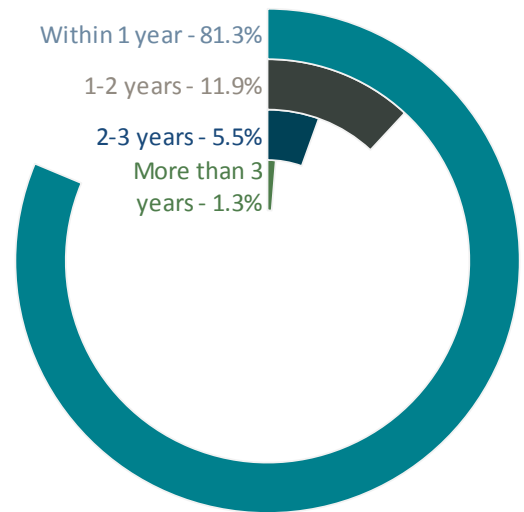


FUTURE PLANS - REDUCTION

Reasons for Workforce Reduction Ranked by Relative Importance

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

Timing of Planned Reduction



RETIREMENTS

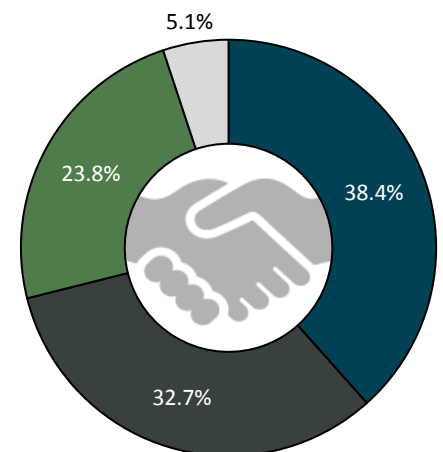


Workers Over the Age of 64 in the Workplace by Industry

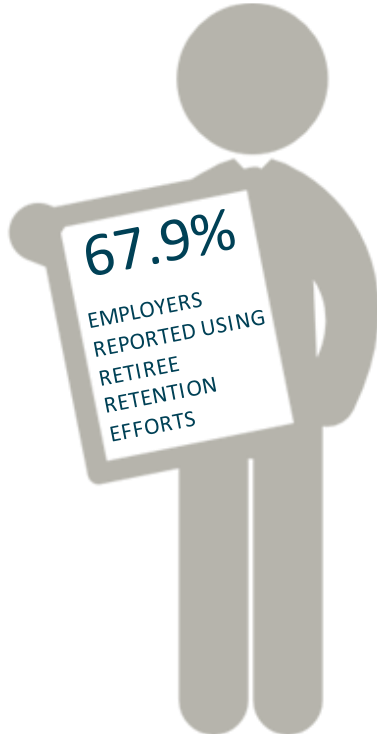
Industry	Percent of Total ⁴	Percent of Each Industry ⁴
Wholesale & Retail Trade	20.4%	7.3%
Health Care & Social Assistance	13.8%	5.6%
Educational Services	11.7%	8.0%
Manufacturing	8.8%	3.6%
Finance, Insurance & Real Estate	5.8%	5.1%
Accommodation & Food Services	5.4%	3.9%
Public Administration	5.2%	6.8%
Transportation & Warehousing	5.1%	7.7%
Administrative & Waste Services	4.6%	5.7%
Personal Services	4.1%	8.3%
Construction	3.9%	4.3%
Professional & Technical Services	3.6%	6.2%
Arts, Entertainment & Recreation	2.6%	9.1%
Agriculture, Forestry, Fishing & Mining	2.1%	8.2%
Information	1.3%	5.3%
Management	1.2%	5.1%
Utilities	0.3%	3.1%

⁴Longitudinal Employer-Household Dynamics - United States Census Bureau

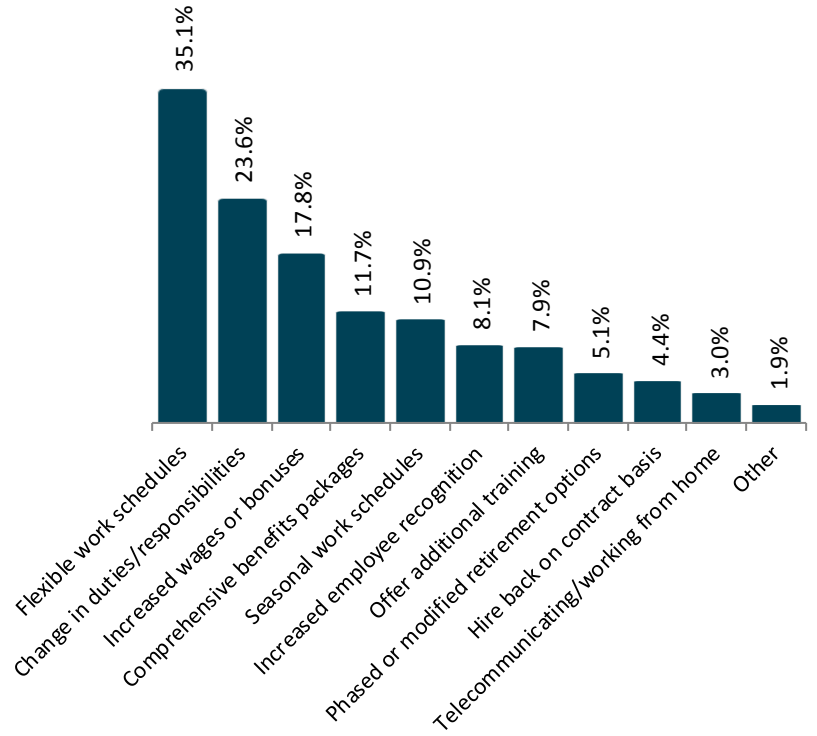
How Companies Plan to Replace Those Who Retire



- Both hire new workers and promote from within - 38.4%
- Hire new workers - 32.7%
- Not currently planning to fill these positions - 23.8%
- Promote from within the company - 5.1%



Retiree Retention Efforts by Employers





Iowa Wage Report - Iowa Workforce Development & Occupational Employment Statistics

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 (2018) - <https://www.iowaworkforcedevelopment.gov/iowa-wage-report>

IWD, Occupational Employment Statistics - <https://www.iowaworkforcedevelopment.gov/oes>

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 November 1, 2017 and October 31, 2018.

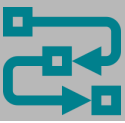
While there are many postings for jobs outside of Iowa within the IowaJobs bank, those are removed from the data for the purposes of this report. This is accomplished by filtering out all postings with a non-Iowa ZIP code. For those postings that did not have a valid ZIP code, the city and state fields 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 (2016-2026) - <https://www.iowaworkforcedevelopment.gov/industry-projections>
IWD, Long-Term Occupational Projections (2016-2026) - <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. Data is reprocessed every quarter to incorporate processing improvements and state resubmissions. Due to this, numbers in the report may differ slightly from numbers found on the website.

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 (2017, Quarter 3) - <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 (2018, Quarter 1) - <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
- Interests
- Knowledge
- Tools & Technology Used
- Work Context
- Education
- Job Tasks
- Related Occupations
- Wages - Hourly/Annually
- Work Styles
- Employment - State/National
- Job Zone
- Skills
- Work Activities
- Work Values

Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
Heavy and Tractor-Trailer Truck Drivers	53-3032	17,680	38,110	5,450	\$14.26
First-Line Supervisors of Retail Sales Workers	41-1011	12,924	12,980	2,290	\$12.27
Retail Salespersons	41-2031	10,067	43,310	6,940	\$8.29
Customer Service Representatives	43-4051	9,486	32,760	3,815	\$11.85
Registered Nurses	29-1141	7,810	33,280	2,270	\$21.30
Stock Clerks and Order Fillers	43-5081	7,634	19,790	2,695	\$9.27
Cashiers	41-2011	6,759	43,300	8,100	\$8.24
Accountants and Auditors	13-2011	5,981	9,930	1,395	\$20.40
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	4,802	40,620	7,655	\$8.40
First-Line Supervisors of Office and Administrative Support Workers	43-1011	4,241	11,800	1,225	\$17.32
First-Line Supervisors of Food Preparation and Serving Workers	35-1012	4,068	9,240	1,330	\$10.36
Business Operations Specialists, All Other	13-1199	3,763	9,860	1,215	\$18.15
Production Workers, All Other	51-9199	3,607	8,150	1,670	\$10.30
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	3,412	29,290	4,295	\$10.35
First-Line Supervisors of Production and Operating Workers	51-1011	3,377	9,430	1,010	\$18.28
Healthcare Practitioners and Technical Workers, All Other	29-9099	3,287	360	95	\$12.64
Nursing Aides, Orderlies, and Attendants	31-1012	3,166	**	**	**
Light Truck or Delivery Services Drivers	53-3033	3,137	8,540	1,295	\$9.81
Social and Human Service Assistants	21-1093	3,118	4,310	725	\$10.83
Security Guards	33-9032	3,099	6,010	945	\$9.58
Driver/Sales Workers	53-3031	2,965	3,940	485	\$8.30
Management Analysts	13-1111	2,959	4,930	575	\$23.73
Managers, All Other	11-9199	2,921	3,380	925	\$22.77
Food Service Managers	11-9051	2,757	2,600	390	\$13.42
Computer Support Specialists	15-1041	2,751	**	**	**
Financial Managers	11-3031	2,686	8,780	705	\$30.38
Maintenance and Repair Workers, General	49-9071	2,609	14,210	1,735	\$12.64
Sales Representatives, Services, All Other	41-3099	2,605	5,280	770	\$14.94
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37-2011	2,529	24,740	4,010	\$9.47
Bus and Truck Mechanics and Diesel Engine Specialists	49-3031	2,391	4,160	490	\$13.89
Bookkeeping, Accounting, and Auditing Clerks	43-3031	2,385	19,600	2,690	\$11.92
Industrial Engineers	17-2112	2,374	2,440	220	\$27.61
Engineers, All Other	17-2199	2,326	1,560	130	\$21.84
Helpers--Production Workers	51-9198	2,314	7,820	890	\$10.57
Computer Software Engineers, Applications	15-1031	2,252	**	**	**
Computer Specialists, All Other	15-1099	2,137	**	**	**
General and Operations Managers	11-1021	2,118	24,390	1,080	\$20.99
Licensed Practical and Licensed Vocational Nurses	29-2061	2,110	5,990	590	\$16.59
Computer and Information Research Scientists	15-1111	2,103	**	**	**
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	35-3022	1,996	6,450	1,205	\$8.36
Computer Systems Analysts	15-1121	1,966	6,720	505	\$28.07
Marketing Managers	11-2021	1,965	2,250	180	\$30.93
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	43-6014	1,926	18,930	2,315	\$11.08
Network and Computer Systems Administrators	15-1142	1,915	3,340	250	\$24.52

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
Healthcare Support Workers, All Other	31-9099	1,878	900	395	\$12.05
Maids and Housekeeping Cleaners	37-2012	1,848	9,300	2,015	\$8.46
Automotive Service Technicians and Mechanics	49-3023	1,819	7,970	1,010	\$12.80
Sales Managers	11-2022	1,757	3,150	310	\$31.17
Waiters and Waitresses	35-3031	1,732	24,230	4,910	\$8.38
Medical and Health Services Managers	11-9111	1,727	6,160	525	\$27.14
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	1,682	16,110	1,930	\$16.19
Food Preparation Workers	35-2021	1,673	6,200	1,615	\$8.37
Tellers	43-3071	1,612	6,660	1,045	\$10.68
Pharmacy Technicians	29-2052	1,572	4,540	390	\$11.80
Physicians and Surgeons, All Other	29-1069	1,555	2,620	110	\$64.12
Computer Programmers	15-1131	1,472	1,430	195	\$23.62
Transportation Attendants, Except Flight Attendants	53-6061	1,463	**	25	\$8.83
Medical Assistants	31-9092	1,435	4,920	645	\$12.72
Construction Laborers	47-2061	1,406	13,410	1,565	\$12.53
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	53-1031	1,406	**	300	**
Life, Physical, and Social Science Technicians, All Other	19-4099	1,386	590	140	\$15.29
Chief Executives	11-1011	1,341	1,710	235	\$25.30
Nursing Assistants	31-1014	1,336	20,740	2,820	\$10.99
Receptionists and Information Clerks	43-4171	1,328	8,170	1,515	\$10.02
Merchandise Displayers and Window Trimmers	27-1026	1,285	780	110	\$9.77
Loan Officers	13-2072	1,265	4,450	630	\$19.52
Cooks, Restaurant	35-2014	1,240	11,210	1,955	\$8.84
Office and Administrative Support Workers, All Other	43-9199	1,240	950	700	\$10.61
Computer Occupations, All Other	15-1199	1,217	2,180	215	\$22.27
Postsecondary Teachers, All Other	25-1199	1,135	2,470	340	\$24.451
Computer and Information Systems Managers	11-3021	1,132	3,690	290	\$41.43
Personal Care Aides	39-9021	1,132	17,550	1,670	\$10.16
Building Cleaning Workers, All Other	37-2019	1,126	**	105	\$11.14
Mechanical Engineers	17-2141	1,121	1,960	195	\$24.59
Financial Analysts	13-2051	1,104	1,930	210	\$25.14
Parts Salespersons	41-2022	1,100	3,440	490	\$11.10
Machinists	51-4041	1,071	4,050	495	\$13.61
Human Resources Specialists	13-1071	1,062	4,810	230	\$17.47
First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011	1,041	5,060	445	\$20.60
Welders, Cutters, Solderers, and Brazers	51-4121	1,027	8,370	1,070	\$14.56
Pharmacists	29-1051	1,025	3,320	165	\$43.58
Maintenance Workers, Machinery	49-9043	1,003	520	165	\$15.60
Office Clerks, General	43-9061	1,002	30,240	3,770	\$10.93
Tax Preparers	13-2082	999	570	130	\$11.32
Securities, Commodities, and Financial Services Sales Agents	41-3031	930	2,600	385	\$15.83
Market Research Analysts	19-3021	899	**	**	**
Electrical Engineers	17-2071	894	1,270	105	\$30.83
Computer Software Engineers, Systems Software	15-1032	877	**	**	**
Dining Room and Cafeteria Attendants and Bartender Helpers	35-9011	873	2,710	540	\$8.32
Chefs and Head Cooks	35-1011	847	980	125	\$11.97
Production, Planning, and Expediting Clerks	43-5061	829	3,110	335	\$15.33
Agricultural Inspectors	45-2011	817	390	100	\$16.54
Medical Secretaries	43-6013	817	4,390	645	\$12.66
Demonstrators and Product Promoters	41-9011	815	1,400	285	\$8.99
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	808	1,750	420	\$21.43
Industrial Truck and Tractor Operators	53-7051	791	6,580	1,335	\$13.63

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
Bill and Account Collectors	43-3011	786	2,650	355	\$12.44
Electrical and Electronic Engineering Technicians	17-3023	776	1,290	105	\$21.06
Executive Secretaries and Executive Administrative Assistants	43-6011	761	6,950	975	\$16.97
Sales and Related Workers, All Other	41-9099	757	1,010	400	\$11.12
Hotel, Motel, and Resort Desk Clerks	43-4081	750	3,970	605	\$8.38
Credit Analysts	13-2041	743	1,060	115	\$20.87
Carpenters	47-2031	727	6,650	1,125	\$14.65
Physical Therapists	29-1123	725	1,880	130	\$29.01
Assemblers and Fabricators, All Other	51-2099	721	**	525	**
Home Health Aides	31-1011	710	4,610	1,325	\$10.66
Therapists, All Other	29-1129	701	90	95	\$13.35
Police and Sheriff's Patrol Officers	33-3051	695	4,980	340	\$19.67
Medical Records and Health Information Technicians	29-2071	688	2,450	150	\$13.75
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	17-2111	672	130	**	\$25.60
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35-9031	670	3,790	745	\$8.37
Personal Financial Advisors	13-2052	669	1,700	195	\$19.77
First-Line Supervisors of Non-Retail Sales Workers	41-1012	644	2,070	460	\$19.93
Civil Engineers	17-2051	642	1,890	160	\$26.58
Human Resources Managers	11-3121	642	1,570	85	\$32.18
Preschool Teachers, Except Special Education	25-2011	642	4,330	480	\$8.58
Emergency Medical Technicians and Paramedics	29-2041	637	2,420	180	\$11.30
Financial Specialists, All Other	13-2099	634	1,420	690	\$19.78
First-Line Supervisors of Construction Trades and Extraction Workers	47-1011	622	6,820	675	\$19.92
Public Relations Specialists	27-3031	619	1,630	240	\$16.38
Industrial Engineering Technicians	17-3026	608	570	70	\$18.89
Installation, Maintenance, and Repair Workers, All Other	49-9099	607	1,680	345	\$12.01
Electricians	47-2111	601	7,990	1,025	\$16.68
Cooks, Institution and Cafeteria	35-2012	600	7,100	1,265	\$9.71
Market Research Analysts and Marketing Specialists	13-1161	598	4,550	355	\$17.34
Dishwashers	35-9021	582	3,600	675	\$8.35
Logisticians	13-1081	568	1,450	100	\$18.52
Telecommunications Equipment Installers and Repairers, Except Line Installers	49-2022	560	2,040	205	\$15.03
Nurse Practitioners	29-1171	557	1,660	95	\$40.10
Training and Development Specialists	13-1151	549	2,790	320	\$15.85
Construction Managers	11-9021	548	3,030	315	\$25.60
Industrial Machinery Mechanics	49-9041	547	6,770	515	\$18.28
Landscaping and Groundskeeping Workers	37-3011	540	8,190	1,575	\$9.54
Radiologic Technologists	29-2034	536	2,150	160	\$19.36
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	45-2092	529	850	345	\$9.57
Shipping, Receiving, and Traffic Clerks	43-5071	519	5,520	670	\$12.03
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	49-9021	509	3,770	445	\$15.65
Medical and Clinical Laboratory Technicians	29-2012	509	**	105	**
Administrative Services Managers	11-3011	506	2,100	270	\$27.24
Cleaners of Vehicles and Equipment	53-7061	502	3,970	660	\$8.62
Loan Interviewers and Clerks	43-4131	502	4,480	530	\$13.92
Claims Adjusters, Examiners, and Investigators	13-1031	486	2,980	325	\$20.24
Industrial Production Managers	11-3051	486	3,360	215	\$31.01
Lawyers	23-1011	485	3,470	245	\$27.12
Team Assemblers	51-2092	476	**	2,055	**
Human Resources Assistants, Except Payroll and Timekeeping	43-4161	467	980	125	\$13.79
Coaches and Scouts	27-2022	466	4,750	850	\$17,250
Operations Research Analysts	15-2031	464	810	75	\$27.08

¹Iowa Workforce Development Job Bank

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
Agricultural and Food Science Technicians	19-4011	446	1,790	140	\$14.83
Billing and Posting Clerks	43-3021	440	4,320	550	\$14.08
Actuaries	15-2011	428	640	60	\$31.10
Highway Maintenance Workers	47-4051	422	3,450	365	\$17.20
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011	416	2,720	305	\$14.62
Data Entry Keyers	43-9021	415	1,160	150	\$11.40
Packaging and Filling Machine Operators and Tenders	51-9111	407	5,590	645	\$11.24
Transportation, Storage, and Distribution Managers	11-3071	406	1,350	135	\$25.88
Plumbers, Pipefitters, and Steamfitters	47-2152	404	4,530	860	\$15.59
Material Moving Workers, All Other	53-7199	396	30	140	\$9.57
Health Technologists and Technicians, All Other	29-2099	393	1,110	120	\$14.49
Recreation Workers	39-9032	391	4,120	975	\$8.70
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	383	**	220	**
Occupational Therapists	29-1122	380	1,010	70	\$29.57
First-Line Supervisors of Housekeeping and Janitorial Workers	37-1011	374	1,600	310	\$13.18
Compliance Officers	13-1041	366	2,100	190	\$20.60
Mental Health and Substance Abuse Social Workers	21-1023	366	990	180	\$15.45
Producers and Directors	27-2012	362	680	55	\$12.94
Speech-Language Pathologists	29-1127	348	1,250	80	\$24.90
Insurance Sales Agents	41-3021	347	6,470	840	\$15.27
Physician Assistants	29-1071	346	1,030	75	\$40.16
Database Administrators	15-1141	330	670	75	\$26.92
Social and Community Service Managers	11-9151	330	2,410	280	\$18.57
Paralegals and Legal Assistants	23-2011	328	2,160	230	\$14.65
Biological Technicians	19-4021	327	1,000	95	\$14.93
Packers and Packagers, Hand	53-7064	327	5,130	1,240	\$9.53
Child, Family, and School Social Workers	21-1021	325	3,500	485	\$12.47
Teacher Assistants	25-9041	324	19,440	1,935	\$18,234
Bartenders	35-3011	323	8,480	1,410	\$8.37
Civil Engineering Technicians	17-3022	320	940	90	\$16.21
Property, Real Estate, and Community Association Managers	11-9141	320	1,080	180	\$14.97
Respiratory Therapists	29-1126	320	960	70	\$21.04
Financial Examiners	13-2061	313	810	70	\$24.04
Social Workers, All Other	21-1029	313	380	360	\$19.51
Construction and Related Workers, All Other	47-4099	305	**	765	**
Engineering Technicians, Except Drafters, All Other	17-3029	305	980	105	\$19.58
Construction and Building Inspectors	47-4011	293	670	85	\$22.59
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	292	5,990	645	\$13.04
Healthcare Social Workers	21-1022	290	1,480	200	\$32,127
Mental Health Counselors	21-1014	288	**	125	**
Operating Engineers and Other Construction Equipment Operators	47-2073	284	6,060	685	\$16.12
Surgical Technologists	29-2055	284	760	65	\$16.01
Childcare Workers	39-9011	282	8,200	2,545	\$8.34
Educational, Guidance, School, and Vocational Counselors	21-1012	282	2,570	325	\$16.61
Food Servers, Nonrestaurant	35-3041	278	2,900	455	\$8.53
Education Administrators, Postsecondary	11-9033	271	2,420	205	\$27.61
First-Line Supervisors of Protective Service Workers, All Other	33-1099	260	570	60	\$13.17
Taxi Drivers and Chauffeurs	53-3041	258	1,500	255	\$8.94
Architectural and Engineering Managers	11-9041	254	1,670	125	\$42.25
Interviewers, Except Eligibility and Loan	43-4111	254	1,380	210	\$11.97
Medical and Clinical Laboratory Technologists	29-2011	250	**	105	**
Aircraft Mechanics and Service Technicians	49-3011	249	380	30	\$18.37

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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
Cement Masons and Concrete Finishers	47-2051	248	3,320	500	\$14.75
Entertainment Attendants and Related Workers, All Other	39-3099	248	**	30	\$9.97
Agricultural Equipment Operators	45-2091	245	1,390	445	\$13.40
Advertising Sales Agents	41-3011	242	1,730	210	\$11.50
Occupational Therapy Assistants	31-2011	242	420	70	\$21.12
Farm Equipment Mechanics and Service Technicians	49-3041	241	2,310	255	\$15.08
Printing Press Machine Operators and Tenders	51-5023	240	**	**	**
Purchasing Managers	11-3061	236	630	55	\$30.64
Sales Engineers	41-9031	235	260	30	\$29.92
Excavating and Loading Machine and Dragline Operators	53-7032	234	340	145	\$11.78
Gaming Supervisors	39-1011	233	**	140	**
Health Diagnosing and Treating Practitioners, All Other	29-1199	233	510	70	\$13.18
Environmental Science and Protection Technicians, Including Health	19-4091	232	180	55	\$16.50
Physical Therapist Assistants	31-2021	231	980	145	\$17.54
Transportation Workers, All Other	53-6099	227	110	95	\$9.20
Dietitians and Nutritionists	29-1031	222	740	55	\$14.93
Environmental Scientists and Specialists, Including Health	19-2041	222	590	80	\$20.97
Graphic Designers	27-1024	219	2,290	280	\$14.22
First-Line Supervisors of Farming, Fishing, and Forestry Workers	45-1011	218	180	180	\$19.57
Bus Drivers, Transit and Intercity	53-3021	215	1,750	225	\$12.09
Cooks, All Other	35-2019	212	**	55	\$9.25
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	212	2,900	350	\$12.01
Advertising and Promotions Managers	11-2011	210	200	40	\$25.13
Electromechanical Equipment Assemblers	51-2023	210	**	40	**
Aerospace Engineers	17-2011	207	**	**	\$35.15
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	33-9092	203	1,950	600	\$8.39
Occupational Health and Safety Specialists	29-9011	203	760	40	\$22.96
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51-9121	202	2,140	285	\$12.61
Fitness Trainers and Aerobics Instructors	39-9031	202	3,660	555	\$9.82
Residential Advisors	39-9041	202	600	95	\$8.54
Laundry and Dry-Cleaning Workers	51-6011	200	2,350	345	\$9.42
Public Relations and Fundraising Managers	11-2031	197	990	90	\$28.21
Community and Social Service Specialists, All Other	21-1099	193	1,030	350	\$11.09
Farmworkers, Farm, Ranch, and Aquacultural Animals	45-2093	193	1,180	790	\$11.30
Medical Scientists, Except Epidemiologists	19-1042	193	840	65	\$23.94
Architectural and Civil Drafters	17-3011	192	730	90	\$17.93
Metal Workers and Plastic Workers, All Other	51-4199	192	1,890	195	\$14.86
Helpers—Installation, Maintenance, and Repair Workers	49-9098	191	740	110	\$9.79
Interpreters and Translators	27-3091	189	600	65	\$13.93
Bakers	51-3011	185	2,160	240	\$8.38
Media and Communication Workers, All Other	27-3099	185	170	30	\$15.09
Nonfarm Animal Caretakers	39-2021	184	1,930	380	\$8.39
Grounds Maintenance Workers, All Other	37-3019	181	**	140	\$12.46
Cardiovascular Technologists and Technicians	29-2031	179	460	25	\$15.02
Cooks, Fast Food	35-2011	178	3,820	905	\$8.36
Mobile Heavy Equipment Mechanics, Except Engines	49-3042	177	1,660	230	\$17.80
Plant and System Operators, All Other	51-8099	176	470	60	\$17.23
Aerospace Engineering and Operations Technicians	17-3021	175	**	**	**
Counter and Rental Clerks	41-2021	175	5,200	545	\$8.24
Insurance Claims and Policy Processing Clerks	43-9041	175	3,250	445	\$15.56
Compensation, Benefits, and Job Analysis Specialists	13-1141	173	530	135	\$20.47
Food Processing Workers, All Other	51-3099	173	2,270	565	\$9.49

¹Iowa Workforce Development Job Bank

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
Vocational Education Teachers, Postsecondary	25-1194	173	1,500	95	\$15.09
Natural Sciences Managers	11-9121	170	310	35	\$37.84
Dental Assistants	31-9091	169	2,960	400	\$15.59
Clinical, Counseling, and School Psychologists	19-3031	164	640	105	\$24.20
Dental Hygienists	29-2021	164	2,320	180	\$27.09
Order Clerks	43-4151	161	1,200	250	\$12.82
Wholesale and Retail Buyers, Except Farm Products	13-1022	161	**	125	**
Diagnostic Medical Sonographers	29-2032	160	840	45	\$24.66
Paving, Surfacing, and Tamping Equipment Operators	47-2071	160	450	75	\$14.73
Electronics Engineers, Except Computer	17-2072	159	380	20	\$22.94
Bus Drivers, School or Special Client	53-3022	158	5,360	730	\$9.74
Painters, Construction and Maintenance	47-2141	157	1,790	335	\$13.05
Software Developers, Applications	15-1132	157	6,830	395	\$29.05
Commercial Pilots	53-2012	156	320	25	\$41,886
Computer and Information Scientists, Research	15-1011	156	**	**	**
New Accounts Clerks	43-4141	156	980	110	\$14.23
Health Specialties Teachers, Postsecondary	25-1071	155	2,720	205	\$65,575
Medical Equipment Preparers	31-9093	155	400	70	\$13.05
Court, Municipal, and License Clerks	43-4031	154	1,730	140	\$12.05
Secondary School Teachers, Except Special and Career/Technical Education	25-2031	154	13,030	1,095	\$39,160
Automotive Body and Related Repairers	49-3021	152	1,670	235	\$14.18
Electrical Power-Line Installers and Repairers	49-9051	152	1,840	155	\$24.18
Family and General Practitioners	29-1062	152	1,840	90	\$71.55
Medical Equipment Repairers	49-9062	152	460	55	\$14.10
Chemical Technicians	19-4031	149	550	60	\$14.40
Dispatchers, Except Police, Fire, and Ambulance	43-5032	149	1,570	170	\$14.17
Food Preparation and Serving Related Workers, All Other	35-9099	147	**	895	\$8.44
Gaming Dealers	39-3011	146	1,330	210	\$8.31
Pharmacy Aides	31-9095	145	330	50	\$9.17
Rehabilitation Counselors	21-1015	143	2,020	260	\$11.18
Electrical and Electronic Equipment Assemblers	51-2022	136	**	160	**
Chemists	19-2031	132	310	55	\$21.62
Tree Trimmers and Pruners	37-3013	130	340	105	\$14.82
Payroll and Timekeeping Clerks	43-3051	129	1,090	130	\$15.66
Parking Lot Attendants	53-6021	126	910	115	\$8.46
Meeting, Convention, and Event Planners	13-1121	125	830	70	\$12.67
Network Systems and Data Communications Analysts	15-1081	123	**	**	**
Floral Designers	27-1023	121	710	110	\$9.78
Psychiatric Technicians	29-2053	121	110	**	\$13.03
Outdoor Power Equipment and Other Small Engine Mechanics	49-3053	120	490	70	\$12.70
Pest Control Workers	37-2021	119	440	75	\$13.85
Insurance Underwriters	13-2053	116	1,810	150	\$19.86
Teachers and Instructors, All Other	25-3099	115	**	**	**
Technical Writers	27-3042	115	470	60	\$18.42
Aircraft Launch and Recovery Officers	55-1012	114	**	**	**
Gaming Cage Workers	43-3041	112	250	40	\$10.18
Substance Abuse and Behavioral Disorder Counselors	21-1011	111	**	190	**
Meter Readers, Utilities	43-5041	110	310	25	\$15.43
Telemarketers	41-9041	108	3,030	780	\$9.44
Environmental Engineers	17-2081	107	340	20	\$26.35
Legal Secretaries	43-6012	107	1,240	165	\$12.87
Reporters and Correspondents	27-3022	107	640	65	\$11.04

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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
Education Administrators, Elementary and Secondary School	11-9032	106	2,480	230	\$72,668
Electrical and Electronics Repairers, Commercial and Industrial Equipment	49-2094	106	530	60	\$20.51
Mechanical Engineering Technicians	17-3027	106	350	40	\$17.44
Railroad Conductors and Yardmasters	53-4031	106	600	55	\$23.62
Statisticians	15-2041	106	230	20	\$25.24
Instructional Coordinators	25-9031	105	1,780	145	\$18.99
Audio and Video Equipment Technicians	27-4011	103	340	35	\$8.27
Veterinarians	29-1131	102	1,160	95	\$28.71
Engine and Other Machine Assemblers	51-2031	101	670	110	\$16.57
Dietetic Technicians	29-2051	100	580	40	\$9.47
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	51-4072	100	2,760	240	\$11.78
Correctional Officers and Jailers	33-3012	99	3,150	215	\$17.61
Water and Wastewater Treatment Plant and System Operators	51-8031	97	1,950	150	\$14.20
Roofers	47-2181	96	1,180	205	\$12.14
Self-Enrichment Education Teachers	25-3021	95	1,550	250	\$9.93
Agricultural Workers, All Other	45-2099	93	440	1,110	\$10.24
Cost Estimators	13-1051	93	1,930	250	\$20.09
Education, Training, and Library Workers, All Other	25-9099	92	1,030	305	\$13.24
Architects, Except Landscape and Naval	17-1011	91	430	70	\$22.75
Cooks, Short Order	35-2015	91	1,760	295	\$8.44
Tire Repairers and Changers	49-3093	91	1,500	165	\$10.89
Compensation and Benefits Managers	11-3111	89	120	35	\$32.56
Conservation Scientists	19-1031	89	510	35	\$16.11
Interior Designers	27-1025	88	360	50	\$11.16
Painters, Transportation Equipment	51-9122	86	540	85	\$14.80
Security and Fire Alarm Systems Installers	49-2098	85	550	45	\$15.52
Amusement and Recreation Attendants	39-3091	84	2,050	645	\$8.35
Appraisers and Assessors of Real Estate	13-2021	84	790	135	\$18.70
Hairdressers, Hairstylists, and Cosmetologists	39-5012	84	3,340	1,045	\$8.61
Personal Care and Service Workers, All Other	39-9099	84	590	325	\$8.45
Sewing Machine Operators	51-6031	84	810	95	\$9.68
Software Developers, Systems Software	15-1133	84	2,960	215	\$29.22
Art, Drama, and Music Teachers, Postsecondary	25-1121	82	1,050	95	\$47,782
Gaming Change Persons and Booth Cashiers	41-2012	82	290	70	\$9.23
Nursing Instructors and Teachers, Postsecondary	25-1072	82	740	80	\$47,133
Occupational Health and Safety Technicians	29-9012	82	260	**	\$14.95
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	37-1012	79	1,000	175	\$15.33
Chemical Engineers	17-2041	78	200	20	\$31.72
Court Reporters	23-2091	78	260	20	\$21.51
Computer User Support Specialists	15-1151	77	4,310	450	\$14.98
Massage Therapists	31-9011	77	820	160	\$11.94
Human Resources, Training, and Labor Relations Specialists, All Other	13-1079	76	**	**	**
Dentists, General	29-1021	75	1,090	65	\$41.00
Electro-Mechanical Technicians	17-3024	75	110	**	\$20.36
Business Teachers, Postsecondary	25-1011	74	1,060	110	\$53,960
Home Appliance Repairers	49-9031	74	600	75	\$12.57
Commercial and Industrial Designers	27-1021	73	450	50	\$18.50
Millwrights	49-9044	72	1,050	110	\$18.57
Education Administrators, Preschool and Childcare Center/Program	11-9031	71	710	75	\$12.62
Postal Service Mail Carriers	43-5052	71	3,980	210	\$17.18
Athletic Trainers	29-9091	70	290	25	\$35,553
Recreational Therapists	29-1125	69	170	25	\$17.39

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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
Machine Feeders and Offbearers	53-7063	68	980	210	\$10.63
Mixing and Blending Machine Setters, Operators, and Tenders	51-9023	68	2,930	290	\$14.31
Crane and Tower Operators	53-7021	65	860	90	\$18.20
Tool and Die Makers	51-4111	65	1,070	100	\$18.24
Detectives and Criminal Investigators	33-3021	64	400	25	\$23.75
Legal Support Workers, All Other	23-2099	64	800	85	\$16.73
Library Assistants, Clerical	43-4121	64	1,740	265	\$8.52
Mechanical Drafters	17-3013	64	940	90	\$17.06
Automotive and Watercraft Service Attendants	53-6031	62	780	145	\$10.67
Budget Analysts	13-2031	62	270	25	\$24.89
Mail Clerks and Mail Machine Operators, Except Postal Service	43-9051	62	1,480	225	\$9.99
Adult Basic and Secondary Education and Literacy Teachers and Instructors	25-3011	61	450	65	\$16.53
Community Health Workers	21-1094	61	360	105	\$14.37
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	51-4012	61	420	45	\$15.66
Food Cooking Machine Operators and Tenders	51-3093	61	810	135	\$10.23
Internists, General	29-1063	61	120	**	\$43.36
Slot Supervisors	39-1012	61	**	70	**
Computer Operators	43-9011	60	340	85	\$14.08
Buyers and Purchasing Agents, Farm Products	13-1021	59	**	85	**
Computer Hardware Engineers	17-2061	59	200	20	\$32.40
Health Educators	21-1091	59	600	80	\$16.52
Helpers—Electricians	47-3013	59	1,280	140	\$13.09
Agricultural Sciences Teachers, Postsecondary	25-1041	58	290	25	\$50.649
Surgeons	29-1067	58	160	**	\$0.00
Engineering Teachers, Postsecondary	25-1032	57	540	55	\$76,822
Locomotive Engineers	53-4011	57	870	50	\$24.84
Sawing Machine Setters, Operators, and Tenders, Wood	51-7041	57	280	65	\$10.75
Veterinary Assistants and Laboratory Animal Caretakers	31-9096	57	910	170	\$9.00
Computer Network Support Specialists	15-1152	56	2,310	170	\$17.64
Cooling and Freezing Equipment Operators and Tenders	51-9193	56	420	50	\$12.02
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	53-1021	56	**	245	**
Lodging Managers	11-9081	56	490	100	\$13.34
Structural Iron and Steel Workers	47-2221	56	700	115	\$17.77
Telecommunications Line Installers and Repairers	49-9052	56	430	110	\$17.44
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51-4122	56	1,040	145	\$14.72
Financial Clerks, All Other	43-3099	55	430	210	\$15.36
Private Detectives and Investigators	33-9021	55	70	25	\$18.53
Chemical Plant and System Operators	51-8091	54	1,360	95	\$20.09
Coin, Vending, and Amusement Machine Servicers and Repairers	49-9091	54	460	50	\$10.25
Probation Officers and Correctional Treatment Specialists	21-1092	54	730	55	\$25.08
Rail-Track Laying and Maintenance Equipment Operators	47-4061	54	**	30	\$19.28
Real Estate Sales Agents	41-9022	54	790	170	\$11.83
Clergy	21-2011	53	360	50	\$16.88
Mathematical Science Teachers, Postsecondary	25-1022	53	640	55	\$52,996
Reservation and Transportation Ticket Agents and Travel Clerks	43-4181	53	350	35	\$10.10
Postal Service Mail Sorters, Processors, and Processing Machine Operators	43-5053	52	1,320	95	\$16.91
Biochemists and Biophysicists	19-1021	51	100	**	\$21.09
Couriers and Messengers	43-5021	51	660	95	\$9.39
English Language and Literature Teachers, Postsecondary	25-1123	51	940	75	\$43,011
Farm and Home Management Advisors	25-9021	51	180	40	\$22.34
Nurse Anesthetists	29-1151	51	280	**	\$63.10
Printing Press Operators	51-5112	51	2,060	220	\$11.14

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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
Sheet Metal Workers	47-2211	51	1,620	240	\$14.69
Switchboard Operators, Including Answering Service	43-2011	51	410	60	\$10.27
Surveyors	17-1022	50	300	35	\$20.82
Gaming Surveillance Officers and Gaming Investigators	33-9031	49	180	30	\$10.93
Meat, Poultry, and Fish Cutters and Trimmers	51-3022	49	4,280	765	\$12.94
Painting, Coating, and Decorating Workers	51-9123	49	230	40	\$11.31
Psychiatrists	29-1066	49	110	**	\$56.29
Social Science Research Assistants	19-4061	49	120	25	\$14.16
Broadcast Technicians	27-4012	47	390	35	\$9.40
Butchers and Meat Cutters	51-3021	47	3,190	340	\$9.83
Food Batchmakers	51-3092	47	4,310	400	\$12.56
Materials Engineers	17-2131	47	120	**	\$26.67
Training and Development Managers	11-3131	47	420	35	\$27.74
Urban and Regional Planners	19-3051	47	240	20	\$19.78
Bindery Machine Setters and Set-Up Operators	51-5011	46	**	**	**
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	51-9021	46	1,200	115	\$13.13
Drafters, All Other	17-3019	46	270	30	\$17.88
Elementary School Teachers, Except Special Education	25-2021	46	18,180	1,715	\$38,277
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	43-5111	46	930	110	\$11.07
Conveyor Operators and Tenders	53-7011	45	1,230	135	\$12.45
Counselors, All Other	21-1019	45	260	165	\$11.24
Psychology Teachers, Postsecondary	25-1066	45	420	45	\$53,774
Tax Examiners and Collectors, and Revenue Agents	13-2081	45	200	20	\$23.45
Librarians	25-4021	44	1,430	160	\$12.17
Ambulance Drivers and Attendants, Except Emergency Medical Technicians	53-3011	43	310	50	\$8.43
Armored Assault Vehicle Officers	55-1013	43	**	**	**
Police, Fire, and Ambulance Dispatchers	43-5031	43	1,030	95	\$15.75
Power Plant Operators	51-8013	43	330	55	\$25.07
Dental Laboratory Technicians	51-9081	42	450	55	\$13.07
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	51-3091	42	340	45	\$11.86
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4081	42	3,740	290	\$13.82
Physical Therapist Aides	31-2022	42	290	95	\$8.94
Aircraft Cargo Handling Supervisors	53-1011	41	140	**	\$15.57
Editors	27-3041	41	930	120	\$13.56
Gaming Service Workers, All Other	39-3019	41	20	**	\$0.00
Middle School Teachers, Except Special and Career/Technical Education	25-2022	41	7,120	900	\$38,482
Protective Service Workers, All Other	33-9099	41	470	200	\$13.07
Shoe and Leather Workers and Repairers	51-6041	41	**	**	**
Cargo and Freight Agents	43-5011	40	480	45	\$13.65
Communications Equipment Operators, All Other	43-2099	40	20	**	\$13.66
Computer Science Teachers, Postsecondary	25-1021	40	380	45	\$60,297
Electronic Equipment Installers and Repairers, Motor Vehicles	49-2096	40	20	**	\$13.89
Veterinary Technologists and Technicians	29-2056	40	870	80	\$12.57
Animal Trainers	39-2011	39	**	50	\$9.58
Food Scientists and Technologists	19-1012	39	340	60	\$23.18
Adhesive Bonding Machine Operators and Tenders	51-9191	38	70	**	\$11.11
Agricultural Engineers	17-2021	38	150	25	\$31.53
Umpires, Referees, and Other Sports Officials	27-2023	38	220	45	\$17,338
Agents and Business Managers of Artists, Performers, and Athletes	13-1011	37	**	**	**
Camera Operators, Television, Video, and Motion Picture	27-4031	37	50	20	\$10.44
Career/Technical Education Teachers, Middle School	25-2023	37	**	20	\$28,963
Cutting and Slicing Machine Setters, Operators, and Tenders	51-9032	37	800	125	\$14.90

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Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
Environmental Engineering Technicians	17-3025	37	90	**	\$17.25
File Clerks	43-4071	37	700	105	\$11.23
Foreign Language and Literature Teachers, Postsecondary	25-1124	37	320	30	\$46,616
Forest and Conservation Technicians	19-4093	37	470	50	\$13.76
Education Administrators, All Other	11-9039	36	430	60	\$21.89
Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	51-9051	36	110	35	\$15.67
Graduate Teaching Assistants	25-1191	36	280	35	\$22,269
Film and Video Editors	27-4032	35	30	**	\$16.96
Helpers, Construction Trades, All Other	47-3019	35	60	90	\$10.72
Pesticide Handlers, Sprayers, and Applicators, Vegetation	37-3012	35	1,220	170	\$13.43
Baggage Porters and Bellhops	39-6011	34	**	20	\$8.34
Biological Science Teachers, Postsecondary	25-1042	34	720	75	\$56,831
Chemical Equipment Operators and Tenders	51-9011	34	520	85	\$11.79
Chemistry Teachers, Postsecondary	25-1052	34	240	20	\$56,068
Communications Teachers, Postsecondary	25-1122	34	470	45	\$51,825
Education Teachers, Postsecondary	25-1081	34	770	75	\$42,706
First-Line Supervisors of Personal Service Workers	39-1021	34	2,680	195	\$12.10
Phlebotomists	31-9097	34	1,100	80	\$12.27
Textile, Apparel, and Furnishings Workers, All Other	51-6099	34	120	20	\$8.42
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	51-9192	33	280	40	\$10.79
Crossing Guards	33-9091	32	560	60	\$11.36
Medical Appliance Technicians	51-9082	32	**	20	\$15.90
Opticians, Dispensing	29-2081	32	910	75	\$11.80
Philosophy and Religion Teachers, Postsecondary	25-1126	32	350	30	\$46,342
Rail Car Repairers	49-3043	32	**	50	\$15.37
Electrical and Electronics Drafters	17-3012	31	190	20	\$19.55
Emergency Management Specialists	13-1061	31	**	**	**
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4034	31	210	35	\$16.55
Transportation Inspectors	53-6051	31	130	**	\$27.40
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	51-7042	31	1,940	145	\$10.85
Word Processors and Typists	43-9022	31	450	50	\$12.67
Writers and Authors	27-3043	31	450	145	\$12.62
Insulation Workers, Floor, Ceiling, and Wall	47-2131	30	360	40	\$11.83
Soil and Plant Scientists	19-1013	30	1,170	210	\$21.78
Air Crew Members	55-3011	29	**	**	**
Armored Assault Vehicle Crew Members	55-3013	29	**	**	**
Broadcast News Analysts	27-3021	29	10	**	\$13.54
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4033	29	790	95	\$11.95
Information Security Analysts	15-1122	29	460	165	\$24.72
Occupational Therapy Aides	31-2012	29	60	**	\$12.51
Slaughterers and Meat Packers	51-3023	29	5,580	1,080	\$12.46
Surveying and Mapping Technicians	17-3031	29	270	40	\$15.66
Criminal Justice and Law Enforcement Teachers, Postsecondary	25-1111	28	130	**	\$50,287
Economics Teachers, Postsecondary	25-1063	28	170	20	\$74,556
Optometrists	29-1041	28	440	25	\$31.95
Postal Service Clerks	43-5051	28	1,460	45	\$15.81
Refuse and Recyclable Material Collectors	53-7081	28	1,270	210	\$9.67
Special Education Teachers, All Other	25-2059	28	210	115	\$47,993
Structural Metal Fabricators and Fitters	51-2041	28	700	145	\$13.35
Anthropologists and Archeologists	19-3091	27	30	**	\$24.98
Emergency Management Directors	11-9161	27	140	**	\$19.64
Manicurists and Pedicurists	39-5092	27	150	25	\$8.44

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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
Molders, Shapers, and Casters, Except Metal and Plastic	51-9195	27	740	70	\$13.51
Paper Goods Machine Setters, Operators, and Tenders	51-9196	27	1,170	110	\$11.98
Radio and Television Announcers	27-3011	27	520	85	\$8.94
Travel Agents	41-3041	27	400	60	\$11.26
Crop and Livestock Managers	11-9011	26	**	**	**
Special Education Teachers, Secondary School	25-2054	26	1,320	155	\$42,341
Airline Pilots, Copilots, and Flight Engineers	53-2011	25	50	**	\$52,164
Biologists	19-1020	25	**	**	**
Medical Transcriptionists	31-9094	25	600	220	\$12.06
Nuclear Technicians	19-4051	25	**	**	**
Aircraft Launch and Recovery Specialists	55-3012	24	**	**	**
Biomedical Engineers	17-2031	24	80	**	\$15.25
Helpers—Carpenters	47-3012	24	280	60	\$11.05
Computer, Automated Teller, and Office Machine Repairers	49-2011	23	1,130	180	\$12.90
Firefighters	33-2011	23	1,730	125	\$12.33
Glaziers	47-2121	23	390	55	\$14.77
Grinding and Polishing Workers, Hand	51-9022	23	200	45	\$10.34
Nuclear Medicine Technologists	29-2033	23	170	**	\$26.87
Nurse Midwives	29-1161	23	20	**	\$37.51
Web Developers	15-1134	23	1,060	95	\$15.59
Farmers, Ranchers, and Other Agricultural Managers	11-9013	22	180	6,525	\$24.42
Pipelayers	47-2151	22	280	100	\$16.90
Procurement Clerks	43-3061	22	530	60	\$14.70
Special Education Teachers, Preschool, Kindergarten, and Elementary School	25-2041	22	**	**	**
Stationary Engineers and Boiler Operators	51-8021	22	340	30	\$20.03
Animal Control Workers	33-9011	21	50	**	\$9.85
Computer Network Architects	15-1143	21	1,180	80	\$30.14
Directors, Religious Activities and Education	21-2021	21	160	25	\$13.09
Helpers—Painters, Paperhangers, Plasterers, and Stucco Masons	47-3014	21	80	**	\$11.73
Photographers	27-4021	21	480	120	\$9.13
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	51-9012	21	780	105	\$13.63
Tank Car, Truck, and Ship Loaders	53-7121	20	70	**	\$14.67
Brickmasons and Blockmasons	47-2021	19	750	165	\$16.32
Desktop Publishers	43-9031	19	150	**	\$13.17
Landscape Architects	17-1012	19	220	20	\$18.75
Recreational Vehicle Service Technicians	49-3092	19	320	25	\$14.05
Tour Guides and Escorts	39-7011	19	**	75	**
Actors	27-2011	18	**	**	**
Administrative Law Judges, Adjudicators, and Hearing Officers	23-1021	18	70	**	\$37.67
Air Crew Officers	55-1011	18	**	**	**
Career/Technical Education Teachers, Secondary School	25-2032	18	520	85	\$42,376
Electronic Home Entertainment Equipment Installers and Repairers	49-2097	18	370	65	\$15.07
Environmental Science Teachers, Postsecondary	25-1053	18	80	**	\$60,764
Farm Labor Contractors	13-1074	18	**	**	**
Fence Erectors	47-4031	18	350	65	\$12.82
Funeral Attendants	39-4021	18	800	90	\$10.00
Rail Transportation Workers, All Other	53-4099	18	**	**	**
Service Unit Operators, Oil, Gas, and Mining	47-5013	18	**	**	**
Ushers, Lobby Attendants, and Ticket Takers	39-3031	18	900	220	\$8.29
Animal Scientists	19-1011	17	100	25	\$24.45
Art Directors	27-1011	17	230	40	\$21.59
Command and Control Center Officers	55-1015	17	**	**	**

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Earth Drillers, Except Oil and Gas	47-5021	17	160	**	\$15.50
First-Line Supervisors of Police and Detectives	33-1012	17	1,070	50	\$27.05
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	51-4035	17	240	35	\$12.68
Reinforcing Iron and Rebar Workers	47-2171	17	160	30	\$10.97
Architecture Teachers, Postsecondary	25-1031	16	**	**	**
Area, Ethnic, and Cultural Studies Teachers, Postsecondary	25-1062	16	30	**	\$65,783
Concierges	39-6012	16	130	**	\$9.55
Forest and Conservation Workers	45-4011	16	160	30	\$10.60
Obstetricians and Gynecologists	29-1064	16	150	**	\$0.00
Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	51-4193	16	330	35	\$13.33
Print Binding and Finishing Workers	51-5113	16	830	90	\$12.14
Control and Valve Installers and Repairers, Except Mechanical Door	49-9012	15	550	45	\$22.01
Credit Authorizers, Checkers, and Clerks	43-4041	15	400	65	\$10.95
Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4032	15	160	35	\$15.21
Forging Machine Setters, Operators, and Tenders, Metal and Plastic	51-4022	15	110	**	\$12.52
Graders and Sorters, Agricultural Products	45-2041	15	270	90	\$11.72
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	51-4191	15	150	35	\$14.57
Helpers--Extraction Workers	47-5081	15	**	**	**
Statistical Assistants	43-9111	15	190	20	\$18.27
Avionics Technicians	49-2091	14	**	**	**
Brokerage Clerks	43-4011	14	400	55	\$15.33
Commercial Divers	49-9092	14	**	**	**
Law Clerks	23-2092	14	**	**	**
Locker Room, Coatroom, and Dressing Room Attendants	39-3093	14	250	50	\$8.43
Motor Vehicle Operators, All Other	53-3099	14	280	130	\$8.27
Nuclear Engineers	17-2161	14	**	**	**
Physics Teachers, Postsecondary	25-1054	14	160	**	\$67,773
Skincare Specialists	39-5094	14	170	20	\$9.65
Tire Builders	51-9197	14	**	90	**
Title Examiners, Abstractors, and Searchers	23-2093	14	660	75	\$12.63
Animal Breeders	45-2021	13	130	95	\$11.77
Artillery and Missile Officers	55-1014	13	**	**	**
Atmospheric and Space Scientists	19-2021	13	80	**	\$32.12
Economists	19-3011	13	**	**	**
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	51-9041	13	650	85	\$14.68
Geological and Petroleum Technicians	19-4041	13	**	**	**
Insulation Workers, Mechanical	47-2132	13	700	60	\$14.09
Marriage and Family Therapists	21-1013	13	510	50	\$12.65
Radio, Cellular, and Tower Equipment Installers and Repairers	49-2021	13	80	**	\$21.80
Respiratory Therapy Technicians	29-2054	13	140	**	\$15.01
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	51-4023	13	200	55	\$14.48
Septic Tank Servicers and Sewer Pipe Cleaners	47-4071	13	310	60	\$12.55
Telephone Operators	43-2021	13	110	**	\$10.71
Anthropology and Archeology Teachers, Postsecondary	25-1061	12	60	**	\$59,543
Door-To-Door Sales Workers, News and Street Vendors, and Related Workers	41-9091	12	**	**	**
Drywall and Ceiling Tile Installers	47-2081	12	1,210	130	\$11.64
Eligibility Interviewers, Government Programs	43-4061	12	1,010	100	\$21.04
Fundraisers	13-1131	12	810	85	\$14.59
Labor Relations Specialists	13-1075	12	810	195	\$13.89
Office Machine Operators, Except Computer	43-9071	12	720	85	\$12.02
Petroleum Pump System Operators, Refinery Operators, and Gaugers	51-8093	12	70	**	\$19.50
Zoologists and Wildlife Biologists	19-1023	12	80	**	\$26.17

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Credit Counselors	13-2071	11	710	45	\$16.08
Designers, All Other	27-1029	11	110	20	\$10.08
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	49-2095	11	110	**	\$30.38
First-Line Supervisors of All Other Tactical Operations Specialists	55-2013	11	**	**	**
Forensic Science Technicians	19-4092	11	80	**	\$22.31
Gas Plant Operators	51-8092	11	120	**	\$19.77
Information and Record Clerks, All Other	43-4199	11	1,060	415	\$11.74
Materials Scientists	19-2032	11	40	**	\$25.52
Pediatricians, General	29-1065	11	300	**	\$52.04
Sociology Teachers, Postsecondary	25-1067	11	210	20	\$55,127
Tool Grinders, Filers, and Sharpeners	51-4194	11	50	20	\$13.97
Bridge and Lock Tenders	53-6011	10	60	**	\$22.10
Curators	25-4012	10	140	**	\$11.57
Foundry Mold and Coremakers	51-4071	10	580	30	\$11.47
Furniture Finishers	51-7021	10	430	30	\$11.09
Gaming Managers	11-9071	10	180	20	\$22.27
Hazardous Materials Removal Workers	47-4041	10	380	65	\$14.65
Metal-Refining Furnace Operators and Tenders	51-4051	10	260	30	\$15.91
Survey Researchers	19-3022	10	20	**	\$15.30
Archivists	25-4011	9	10	**	\$16.03
Artillery and Missile Crew Members	55-3014	9	**	**	**
Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary	25-1051	9	50	**	\$69,393
Audiologists	29-1181	9	180	**	\$27.69
Cabinetmakers and Bench Carpenters	51-7011	9	1,250	205	\$11.95
Captains, Mates, and Pilots of Water Vessels	53-5021	9	70	**	\$18.47
Fire Inspectors and Investigators	33-2021	9	30	**	\$22.43
Home Economics Teachers, Postsecondary	25-1192	9	**	**	**
Library Technicians	25-4031	9	1,340	245	\$9.07
Locksmiths and Safe Repairers	49-9094	9	210	20	\$13.10
Mechanical Door Repairers	49-9011	9	280	20	\$13.50
Mine Cutting and Channeling Machine Operators	47-5042	9	**	**	**
Mining Machine Operators, All Other	47-5049	9	**	**	**
Multimedia Artists and Animators	27-1014	9	70	20	\$15.02
Museum Technicians and Conservators	25-4013	9	90	**	\$14.17
Petroleum Engineers	17-2171	9	**	**	**
Power Distributors and Dispatchers	51-8012	9	60	**	\$33.27
Prepress Technicians and Workers	51-5111	9	530	55	\$11.76
Psychiatric Aides	31-1013	9	**	55	**
Recreation and Fitness Studies Teachers, Postsecondary	25-1193	9	280	20	\$36,282
Rotary Drill Operators, Oil and Gas	47-5012	9	**	**	**
Airfield Operations Specialists	53-2022	8	70	**	\$19.22
Biological Scientists, All Other	19-1029	8	270	35	\$15.58
Correspondence Clerks	43-4021	8	130	**	\$12.23
Electrical and Electronics Installers and Repairers, Transportation Equipment	49-2093	8	**	**	\$23.84
Explosives Workers, Ordnance Handling Experts, and Blasters	47-5031	8	90	**	\$17.19
Fiberglass Laminators and Fabricators	51-2091	8	290	40	\$13.17
Fishers and Related Fishing Workers	45-3011	8	**	**	**
Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	47-3015	8	580	80	\$12.29
Law Teachers, Postsecondary	25-1112	8	60	**	\$76,578
Parking Enforcement Workers	33-3041	8	60	**	\$16.57
Pump Operators, Except Wellhead Pumps	53-7072	8	**	**	\$8.33
Radiation Therapists	29-1124	8	120	**	\$29.32

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Woodworkers, All Other	51-7099	8	**	105	\$9.50
Carpet Installers	47-2041	7	220	75	\$14.30
Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	47-3011	7	140	40	\$12.71
Insurance Appraisers, Auto Damage	13-1032	7	**	**	**
Jewelers and Precious Stone and Metal Workers	51-9071	7	200	25	\$13.70
Kindergarten Teachers, Except Special Education	25-2012	7	870	180	\$37,708
Loading Machine Operators, Underground Mining	53-7033	7	**	**	**
Logging Equipment Operators	45-4022	7	20	**	\$13.92
Manufactured Building and Mobile Home Installers	49-9095	7	30	**	\$12.34
Microbiologists	19-1022	7	210	25	\$24.94
Mining and Geological Engineers, Including Mining Safety Engineers	17-2151	7	**	**	**
Political Science Teachers, Postsecondary	25-1065	7	140	**	\$58,300
Railroad Brake, Signal, and Switch Operators	53-4021	7	**	50	\$18.46
Special Education Teachers, Preschool	25-2051	7	180	225	\$35,308
Traffic Technicians	53-6041	7	70	**	\$16.44
Artists and Related Workers, All Other	27-1019	6	**	**	\$10.92
Automotive Glass Installers and Repairers	49-3022	6	150	20	\$11.66
Epidemiologists	19-1041	6	30	**	\$27.14
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	51-4021	6	680	50	\$14.06
Historians	19-3093	6	**	**	**
History Teachers, Postsecondary	25-1125	6	250	25	\$54,775
Hoist and Winch Operators	53-7041	6	**	**	**
Makeup Artists, Theatrical and Performance	39-5091	6	**	**	**
Ophthalmic Medical Technicians	29-2057	6	550	30	\$12.92
Physical Scientists, All Other	19-2099	6	40	**	\$11.57
Psychologists, All Other	19-3039	6	**	**	**
Set and Exhibit Designers	27-1027	6	30	**	\$17.02
Social Work Teachers, Postsecondary	25-1113	6	130	**	\$45,175
Special Education Teachers, Kindergarten and Elementary School	25-2052	6	1,450	135	\$41,171
Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	51-6064	6	**	**	**
Upholsters	51-6093	6	210	35	\$10.97
Camera Operators	51-5022	5	**	**	**
Electric Motor, Power Tool, and Related Repairers	49-2092	5	90	40	\$15.37
Fabric and Apparel Patternmakers	51-6092	5	**	**	**
Fine Artists, Including Painters, Sculptors, and Illustrators	27-1013	5	90	20	\$14.30
Foresters	19-1032	5	100	**	\$17.44
Funeral Service Managers	11-9061	5	100	20	\$0.00
Marine Engineers and Naval Architects	17-2121	5	**	**	**
Media and Communication Equipment Workers, All Other	27-4099	5	70	**	\$17.18
Military Officer Special and Tactical Operations Leaders, All Other	55-1019	5	**	**	**
Motorboat Mechanics and Service Technicians	49-3051	5	160	20	\$13.45
Ophthalmic Laboratory Technicians	51-9083	5	220	35	\$11.42
Photographic Process Workers and Processing Machine Operators	51-9151	5	240	55	\$9.65
Pressers, Textile, Garment, and Related Materials	51-6021	5	290	35	\$9.23
Rail Yard Engineers, Dinkey Operators, and Hostlers	53-4013	5	110	**	\$20.08
Real Estate Brokers	41-9021	5	**	**	**
Special Education Teachers, Middle School	25-2042	5	380	135	\$41,616
Stonemasons	47-2022	5	**	**	**
Anesthesiologists	29-1061	4	**	**	\$0.00
Coil Winders, Tapers, and Finishers	51-2021	4	**	**	**
Continuous Mining Machine Operators	47-5041	4	**	**	**
Cooks, Private Household	35-2013	4	**	**	**

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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
Costume Attendants	39-3092	4	20	**	\$12.24
Dredge Operators	53-7031	4	40	**	\$17.53
Elevator Installers and Repairers	47-4021	4	100	20	\$31.48
Farmers and Ranchers	11-9012	4	**	**	**
First-Line Supervisors of Fire Fighting and Prevention Workers	33-1021	4	510	30	\$23.37
Flight Attendants	53-2031	4	**	**	**
Forest Fire Inspectors and Prevention Specialists	33-2022	4	**	**	**
Layout Workers, Metal and Plastic	51-4192	4	110	**	\$17.19
Mine Shuttle Car Operators	53-7111	4	**	**	**
Musicians and Singers	27-2042	4	**	60	\$16.22
Postmasters and Mail Superintendents	11-9131	4	260	30	\$29.39
Social Sciences Teachers, Postsecondary, All Other	25-1069	4	140	35	\$45,185
Social Scientists and Related Workers, All Other	19-3099	4	**	45	**
Solar Photovoltaic Installers	47-2231	4	**	**	**
Tailors, Dressmakers, and Custom Sewers	51-6052	4	150	55	\$11.59
Command and Control Center Specialists	55-3015	3	**	**	**
Craft Artists	27-1012	3	40	**	\$12.28
Cutters and Trimmers, Hand	51-9031	3	70	**	\$12.99
Entertainers and Performers, Sports and Related Workers, All Other	27-2099	3	**	**	\$8.94
Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	51-6091	3	30	**	\$11.31
Fashion Designers	27-1022	3	**	**	**
Floor Sanders and Finishers	47-2043	3	**	**	**
Gaming and Sports Book Writers and Runners	39-3012	3	**	**	**
Geography Teachers, Postsecondary	25-1064	3	30	**	\$64,654
Geoscientists, Except Hydrologists and Geographers	19-2042	3	60	**	\$24.25
Infantry Officers	55-1016	3	**	**	**
Locomotive Firers	53-4012	3	**	**	**
Magnetic Resonance Imaging Technologists	29-2035	3	300	20	\$23.04
Mathematicians	15-2021	3	**	**	**
Military Enlisted Tactical Operations and Air/Weapons Specialists and Crew Members, All Other	55-3019	3	**	**	**
Models	41-9012	3	**	**	**
Motorcycle Mechanics	49-3052	3	500	45	\$11.76
Orthotists and Prosthetists	29-2091	3	70	**	\$22.86
Plasterers and Stucco Masons	47-2161	3	**	**	\$16.11
Sociologists	19-3041	3	**	**	**
Sound Engineering Technicians	27-4014	3	50	**	\$13.27
Transportation Security Screeners	33-9093	3	170	**	\$15.80
Wind Turbine Service Technicians	49-9081	3	340	75	\$19.58
Air Traffic Controllers	53-2021	2	130	**	\$29.70
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	51-2011	2	**	**	**
Audio-Visual and Multimedia Collections Specialists	25-9011	2	140	**	\$11.68
Barbers	39-5011	2	**	40	\$11.38
Boilermakers	47-2011	2	**	**	**
Chiropractors	29-1011	2	690	35	\$22.51
First-Line Supervisors of Correctional Officers	33-1011	2	270	**	\$24.88
Fish and Game Wardens	33-3031	2	120	**	\$26.53
Floor Layers, Except Carpet, Wood, and Hard Tiles	47-2042	2	**	25	\$15.67
Hearing Aid Specialists	29-2092	2	90	**	\$12.43
Helpers—Roofers	47-3016	2	**	**	\$12.44
Hydrologists	19-2043	2	10	**	\$26.91
Library Science Teachers, Postsecondary	25-1082	2	50	**	\$52,628
Model Makers, Metal and Plastic	51-4061	2	80	**	\$15.93

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Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
Music Directors and Composers	27-2041	2	70	**	\$12.99
Nuclear Power Reactor Operators	51-8011	2	**	**	**
Patternmakers, Wood	51-7032	2	**	**	**
Political Scientists	19-3094	2	**	**	**
Precision Instrument and Equipment Repairers, All Other	49-9069	2	140	**	\$13.88
Radio Operators	27-4013	2	**	**	**
Riggers	49-9096	2	**	**	**
Signal and Track Switch Repairers	49-9097	2	**	**	**
Special Forces Officers	55-1017	2	**	**	**
Textile Bleaching and Dyeing Machine Operators and Tenders	51-6061	2	**	**	**
Arbitrators, Mediators, and Conciliators	23-1022	1	50	**	\$30.93
Bailiffs	33-3011	1	**	**	\$10.86
Camera and Photographic Equipment Repairers	49-9061	1	**	**	**
Cartographers and Photogrammetrists	17-1021	1	20	**	\$22.04
Etchers and Engravers	51-9194	1	80	**	\$10.88
Extraction Workers, All Other	47-5099	1	**	**	**
Fallers	45-4021	1	**	**	**
Gas Compressor and Gas Pumping Station Operators	53-7071	1	**	**	**
Genetic Counselors	29-9092	1	**	**	**
Geographers	19-3092	1	**	**	**
Industrial-Organizational Psychologists	19-3032	1	**	**	**
Infantry	55-3016	1	**	**	**
Judicial Law Clerks	23-1012	1	**	**	**
Legislators	11-1031	1	1,330	100	\$19,079
Log Graders and Scalers	45-4023	1	30	**	\$13.83
Mathematical Science Occupations, All Other	15-2099	1	**	**	**
Mathematical Technicians	15-2091	1	**	**	**
Model Makers, Wood	51-7031	1	**	**	**
Musical Instrument Repairers and Tuners	49-9063	1	120	**	\$10.05
Patternmakers, Metal and Plastic	51-4062	1	70	**	\$22.29
Photographic Reproduction Technicians	51-9131	1	**	**	**
Physicists	19-2012	1	**	**	**
Podiatrists	29-1081	1	80	**	\$37.79
Rock Splitters, Quarry	47-5051	1	40	**	\$15.14
Sailors and Marine Oilers	53-5011	1	60	**	\$12.43
Sewers, Hand	51-6051	1	**	**	**
Textile Cutting Machine Setters, Operators, and Tenders	51-6062	1	60	**	\$10.48
Tile and Marble Setters	47-2044	1	240	35	\$13.78
Timing Device Assemblers and Adjusters	51-2093	1	**	**	**
Travel Guides	39-6022	1	**	**	**

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WORKFORCE
DEVELOPMENT

Iowa Workforce Development
Labor Market Information Division
Regional Research & Analysis Bureau
1000 E. Grand Avenue
Des Moines, Iowa 50319

Phone: (515) 281-7505 | Email: Laborshed.Studies@iwd.iowa.gov
www.iowaworkforcedevelopment.gov
www.iowalmi.gov