

# WORKFORCE NEEDS ASSESSMENT IOWA WORKFORCE DEVELOPMENT REGION 1 RELEASED 2019

ALLAMAKEE, CHICKASAW, CLAYTON, DELAWARE,  
DUBUQUE, FAYETTE, HOWARD AND WINNESHIEK COUNTIES



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IOWA  
**WORKFORCE**  
DEVELOPMENT

**Counties within Iowa Workforce Development Region 1 included within this analysis:**

- Allamakee
- Chickasaw
- Clayton
- Delaware
- Dubuque
- Fayette
- Howard
- Winneshiek



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



# 2018 IOWA WORKFORCE NEEDS ASSESSMENT SURVEY



## INTRODUCTION

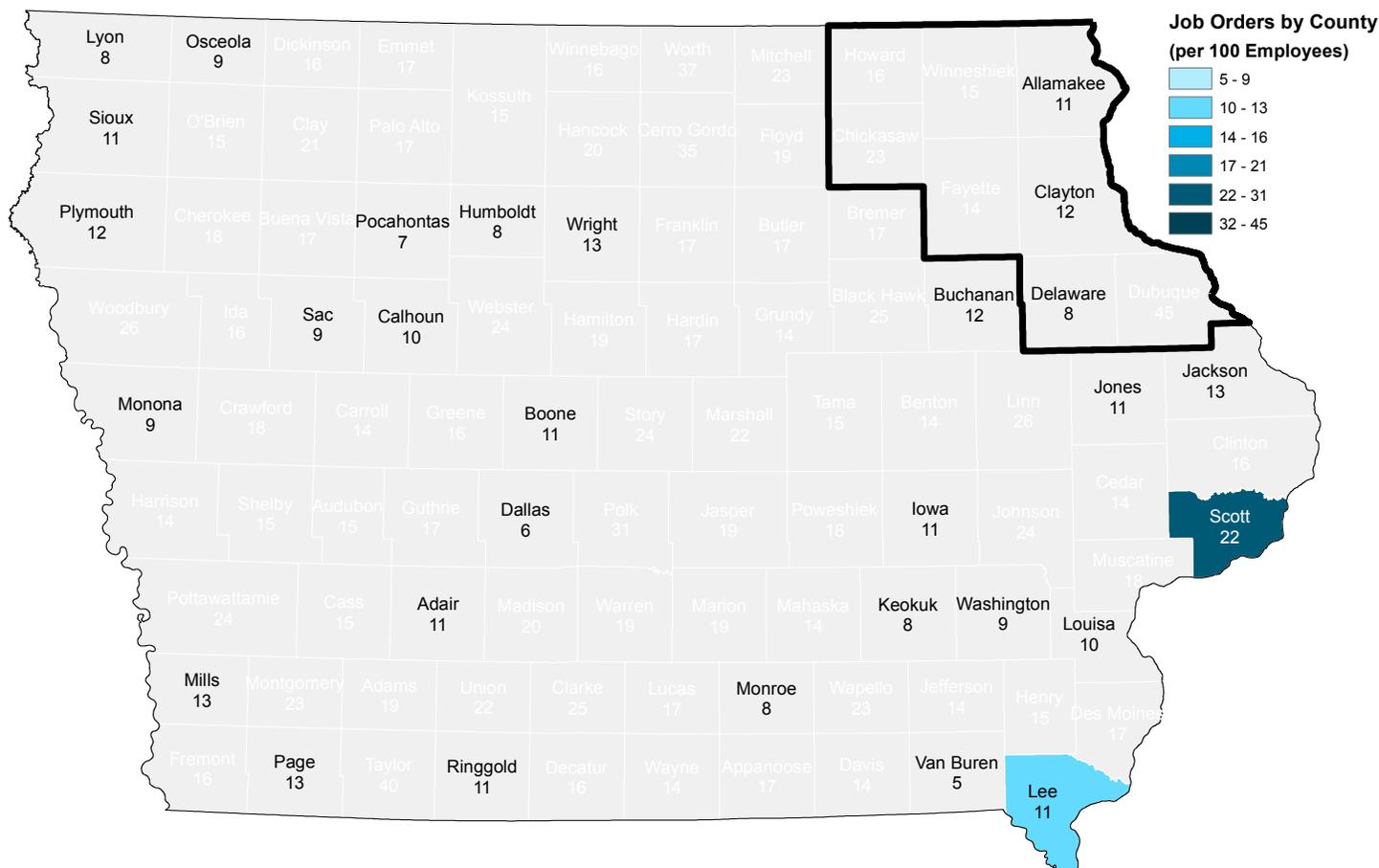
Iowa Workforce Development (IWD) conducted the sixth Workforce Needs Assessment. In addition to vacancy and retirement data, the survey also addressed the demand for workers and skills required in the workforce. Data regarding benefits offered by employers was also collected and is delineated in the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

Beginning in July 2018, 2,459 employers operating 3,023 locations in the region 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 1,007 responses, yielding a 41.0 percent response rate.



## VACANCY ESTIMATES

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

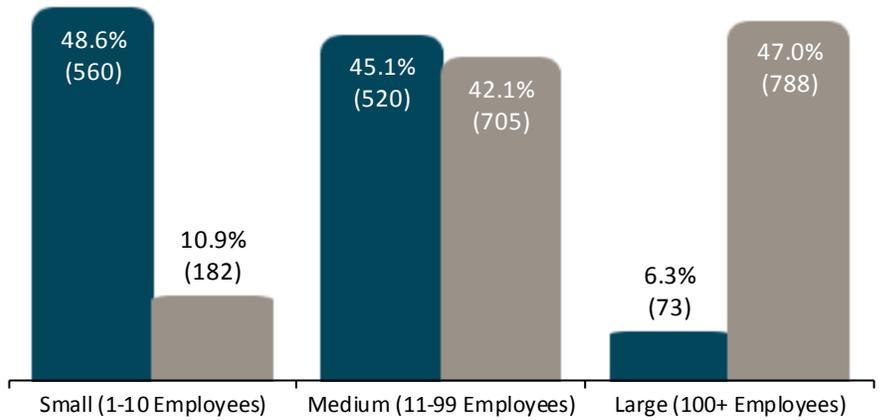


Iowa Workforce Development Job Bank  
 Quarterly Census of Employment & Wages - Iowa Workforce Development  
 \*(Total Reported Job Orders Per County / Average Employment Per County)\*100



Reported Job Vacancies by Workplace Size

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



**37.2%**  
Of Respondents  
Reported Current  
Job Vacancies

**We're  
HIRING**

Total Number of Job Orders by Occupational Category

	Total Job Orders <sup>1</sup>	Percent of Total Job Orders <sup>1</sup>	Entry Wage <sup>2</sup>	Average Wage <sup>2</sup>	Projected Annual Openings <sup>3</sup>
Transportation & Material Moving	3,804	12.4%	\$10.64	\$17.34	1,255
Office & Administrative Support	3,396	11.1%	\$10.88	\$16.41	1,755
Healthcare Practitioner & Technical	3,015	9.9%	\$16.64	\$30.58	410
Production	2,826	9.2%	\$12.19	\$17.31	1,590
Sales & Related	2,618	8.6%	\$8.66	\$16.49	1,710
Food Preparation & Serving Related	2,368	7.7%	\$8.36	\$10.29	1,740
Healthcare Support	1,662	5.4%	\$10.71	\$14.23	460
Installation, Maintenance & Repair	1,599	5.2%	\$13.05	\$20.08	570
Management	1,536	5.0%	\$20.65	\$41.90	1,090
Business & Financial Operations	1,413	4.6%	\$17.37	\$27.96	470
Building & Grounds Cleaning & Maintenance	966	3.2%	\$9.12	\$13.11	565
Construction & Extraction	851	2.8%	\$14.56	\$21.08	675
Architecture & Engineering	800	2.6%	\$20.22	\$31.66	110
Computer & Mathematical Science	742	2.4%	\$20.39	\$34.22	195
Personal Care & Service	731	2.4%	\$8.47	\$12.11	715
Education, Training & Library	562	1.8%	\$10.95	\$23.78	835
Community & Social Services	514	1.7%	\$11.78	\$18.94	215
Arts, Design, Entertainment, Sports & Related	451	1.5%	\$9.23	\$17.42	220
Protective Service	285	0.9%	\$10.29	\$19.80	310
Farming, Fishing & Forestry	207	0.7%	\$10.84	\$15.53	295
Life, Physical & Social Science	191	0.6%	\$13.73	\$25.25	55
Legal	46	0.2%	\$14.39	\$29.96	30

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



# VACANCY ESTIMATES

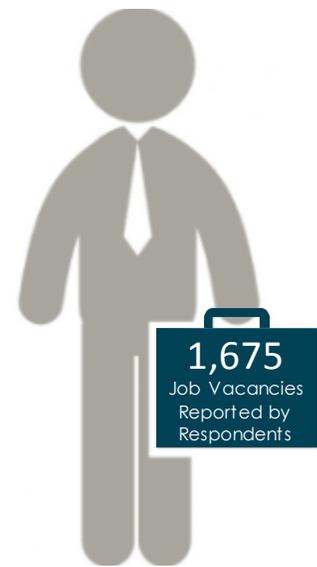
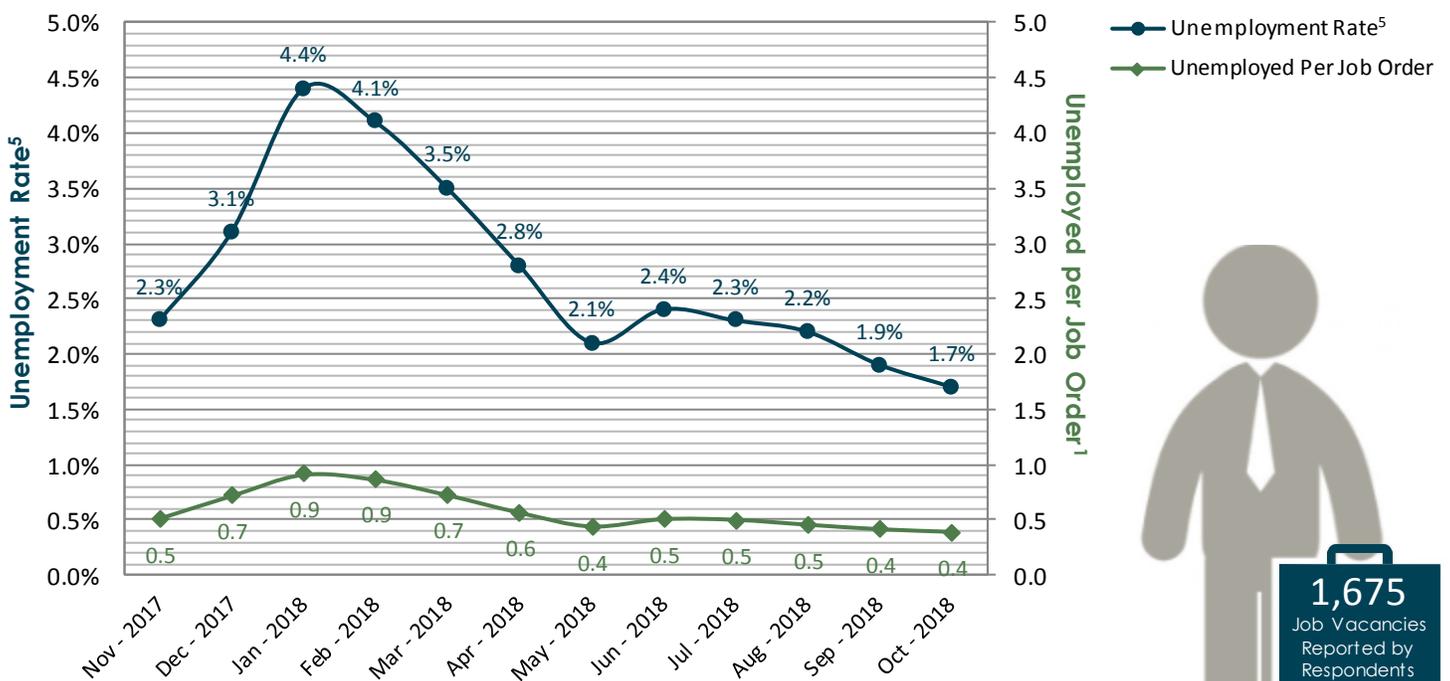
## Vacancy Rate by Industry

	Employment <sup>4</sup>	Estimated Vacancies	*Vacancy Rate	New Hire Wage <sup>4</sup>	Projected Annual Openings <sup>3</sup>
Arts, Entertainment & Recreation	2,048	214	10.4%	\$7.33	14
Management	1,036	102	9.8%	\$17.03	29
Accommodation & Food Services	7,058	413	5.9%	\$4.89	65
Transportation & Warehousing	2,949	157	5.3%	\$18.33	36
Information	1,105	57	5.2%	\$12.60	-7
Manufacturing	16,631	756	4.5%	\$17.02	39
Construction	5,553	204	3.7%	\$22.25	60
Personal Services	2,619	91	3.5%	\$9.72	39
Health Care & Social Assistance	14,498	333	2.3%	\$12.11	188
Agriculture, Forestry, Fishing & Mining	1,663	33	2.0%	\$12.89	3
Administrative & Waste Services	2,925	50	1.7%	\$11.82	60
Wholesale & Retail Trade	15,596	154	1.0%	\$8.88	87
Professional & Technical Services	3,387	23	0.7%	\$18.90	57
Educational Services	8,174	45	0.6%	\$8.67	99
Finance, Insurance & Real Estate	6,184	32	0.5%	\$15.08	78
Public Administration	4,353	9	0.2%	\$10.22	8
Utilities	226	0	0.0%	\$24.76	-1

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

\*Vacancy Rate calculations can be found in the Methodology

## Number of Unemployed Persons per Job Order



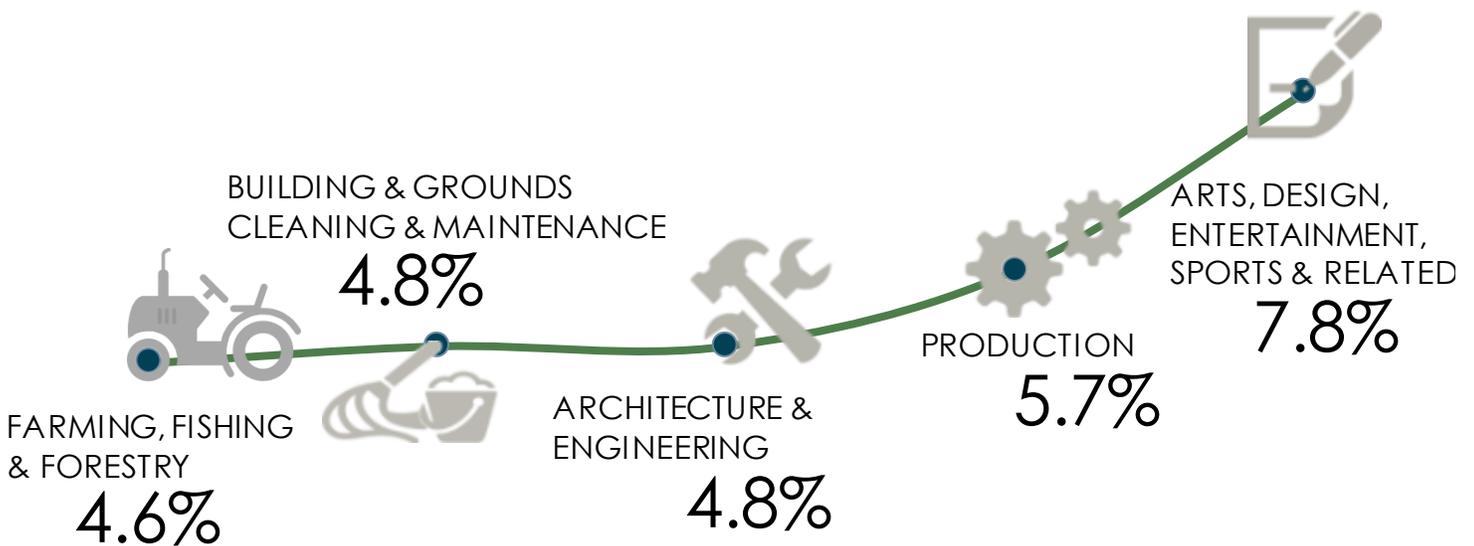
<sup>1</sup>Iowa Workforce Development Job Bank  
<sup>2</sup>Local Area Unemployment Statistics - Iowa Workforce Development (Data as of November 1, 2018, Numbers Not Seasonally Adjusted)



Vacancy Rate by Occupational Category

	Employment <sup>2</sup>	Estimated Vacancies	*Vacancy Rate	Entry Wage <sup>2</sup>	Projected Annual Openings <sup>3</sup>
Arts, Design, Entertainment, Sports & Related	1,310	102	7.8%	\$9.23	220
Production	12,590	723	5.7%	\$12.19	1,590
Architecture & Engineering	1,230	60	4.8%	\$20.22	110
Building & Grounds Cleaning & Maintenance	2,910	141	4.8%	\$9.12	565
Farming, Fishing & Forestry	570	26	4.6%	\$10.84	295
Personal Care & Service	3,300	141	4.3%	\$8.47	715
Food Preparation & Serving Related	10,030	410	4.1%	\$8.36	1,740
Construction & Extraction	4,840	184	3.8%	\$14.56	675
Healthcare Support	3,240	112	3.5%	\$10.71	460
Transportation & Material Moving	7,680	207	2.7%	\$10.64	1,255
Installation, Maintenance & Repair	4,290	109	2.5%	\$13.05	570
Computer & Mathematical Science	1,730	37	2.1%	\$20.39	195
Sales & Related	9,580	120	1.3%	\$8.66	1,710
Healthcare Practitioner & Technical	6,080	59	1.0%	\$16.64	410
Protective Service	1,220	12	1.0%	\$10.29	310
Management	4,920	44	0.9%	\$20.65	1,090
Business & Financial Operations	4,020	31	0.8%	\$17.37	470
Community & Social Services	1,370	9	0.7%	\$11.78	215
Education, Training & Library	7,310	42	0.6%	\$10.95	835
Legal	330	2	0.6%	\$14.39	30
Office & Administrative Support	13,870	90	0.6%	\$10.88	1,755
Life, Physical & Social Science	380	2	0.5%	\$13.73	55

<sup>2</sup>Iowa Wage Report - Iowa Workforce Development  
<sup>3</sup>Iowa'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 <sup>1</sup>	Entry Wage <sup>2</sup>	Average Wage <sup>2</sup>
Heavy and Tractor-Trailer Truck Drivers	1,830	\$13.72	\$20.79
Registered Nurses	1,055	\$20.85	\$25.81
Nursing Aides, Orderlies, and Attendants	926	**	**
First-Line Supervisors of Retail Sales Workers	832	\$12.68	\$18.89
Retail Salespersons	781	\$8.27	\$13.07
Light Truck or Delivery Services Drivers	755	\$10.85	\$18.25
Customer Service Representatives	736	\$11.38	\$17.40
Stock Clerks and Order Fillers	528	\$8.54	\$12.30
First-Line Supervisors of Production and Operating Workers	525	\$18.85	\$25.97
Maintenance and Repair Workers, General	452	\$11.41	\$16.99
Production Workers, All Other	415	\$8.36	\$12.65
Accountants and Auditors	409	\$18.97	\$28.59
Cashiers	405	\$8.21	\$9.95
Combined Food Preparation and Serving Workers, Including Fast Food	405	\$8.34	\$9.63
Waiters and Waitresses	396	\$8.38	\$9.59
Licensed Practical and Licensed Vocational Nurses	386	\$16.85	\$20.01
Maids and Housekeeping Cleaners	382	\$8.36	\$10.78
First-Line Supervisors of Office and Administrative Support Workers	364	\$15.73	\$23.10
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	360	\$9.52	\$13.10
First-Line Supervisors of Food Preparation and Serving Workers	344	\$10.52	\$15.43
Helpers--Production Workers	342	\$10.01	\$13.57
Laborers and Freight, Stock, and Material Movers, Hand	311	\$10.35	\$14.74
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	266	\$10.05	\$14.72
Social and Human Service Assistants	259	\$12.71	\$19.97
Automotive Service Technicians and Mechanics	247	\$12.59	\$18.80
Driver/Sales Workers	242	\$8.38	\$13.27
Construction Laborers	234	\$12.99	\$17.97
Food Service Managers	225	\$14.33	\$22.20
Preschool Teachers, Except Special Education	216	\$8.27	\$11.34
Personal Care Aides	214	\$10.02	\$11.75

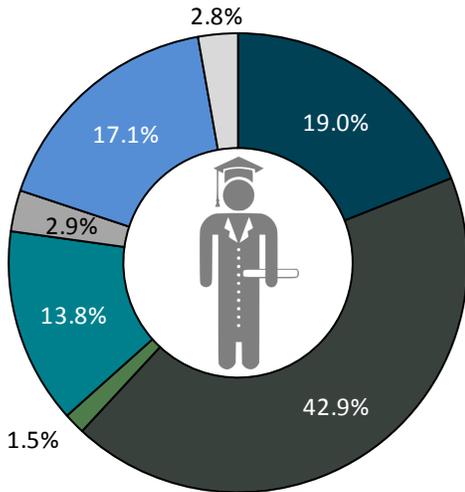
<sup>1</sup>Iowa Workforce Development Job Bank  
<sup>2</sup>Iowa Wage Report - Iowa Workforce Development  
 \*\*Insufficient data to report



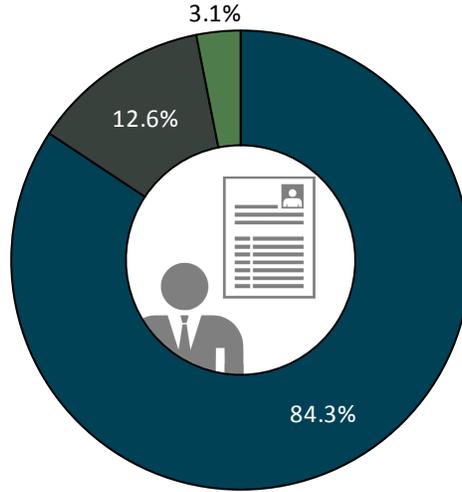
## EDUCATION & EXPERIENCE REQUIREMENTS

Education and experience levels required and on-the-job training for the job orders (31,867 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.

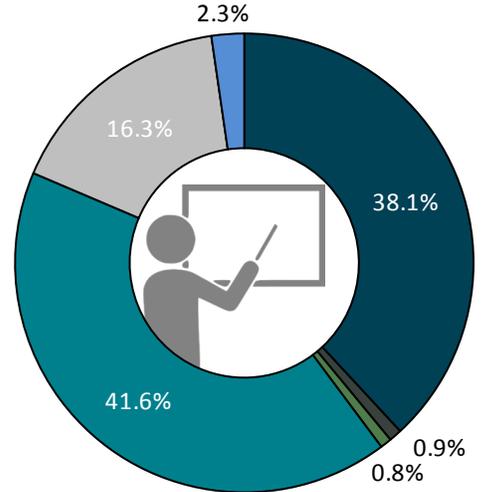
**Education Requirements - Total Job Orders**



**Experience Requirements - Total Job Orders**



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



- No Formal Educational Credential - 19.0%
- High School Diploma or Equivalent - 42.9%
- Some College, No Degree - 1.5%
- Postsecondary Non-Degree Award - 13.8%
- Associate Degree - 2.9%
- Undergraduate Degree - 17.1%
- Postgraduate/Professional Degree - 2.8%

- No Experience Required - 84.3%
- Less than 5 Years - 12.6%
- 5 Years of More - 3.1%

- None - 38.1%
- Apprenticeship - 0.9%
- Internship/Residency - 0.8%
- Short-term on-the-job training - 41.6%
- Moderate-term on-the-job training - 16.3%
- Long-term on-the-job training - 2.3%



## 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.

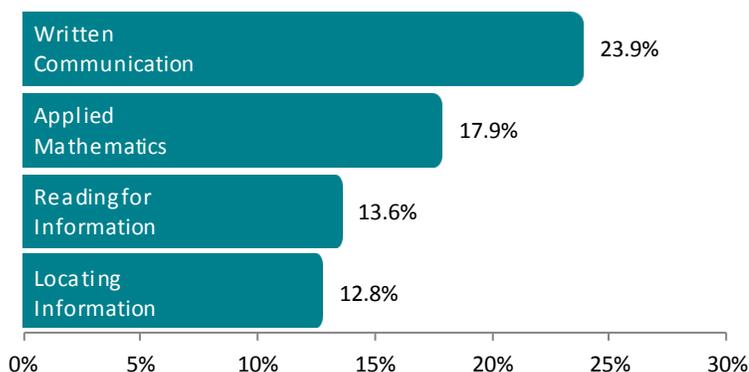
### Perception of Applicants

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Applicants fulfill all necessary requirements for the job.	9.2%	17.9%	34.1%	28.8%	10.0%
Applicants possess the basic skills required for the job.	3.4%	9.5%	32.9%	38.9%	15.3%
Applicants possess the hard, or occupational, skills for the job.	11.2%	22.6%	37.2%	20.7%	8.3%
Applicants possess the soft, or interpersonal, skills for the job.	6.6%	20.6%	38.9%	25.8%	8.1%



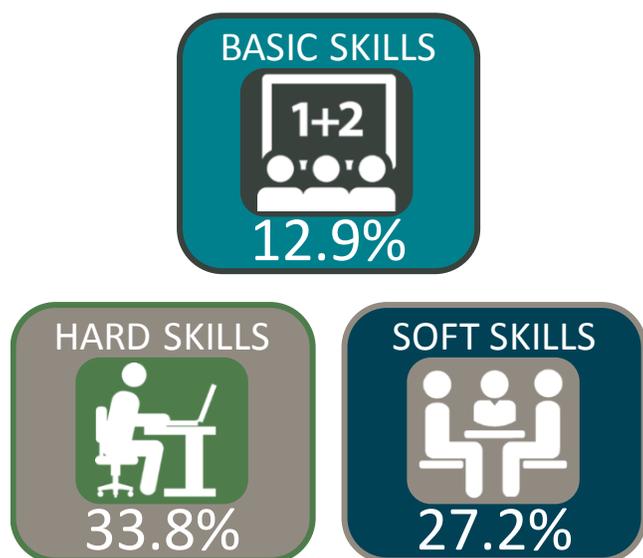
## PERCEPTION OF APPLICANTS

### Basic Skills Lacking in Applicants

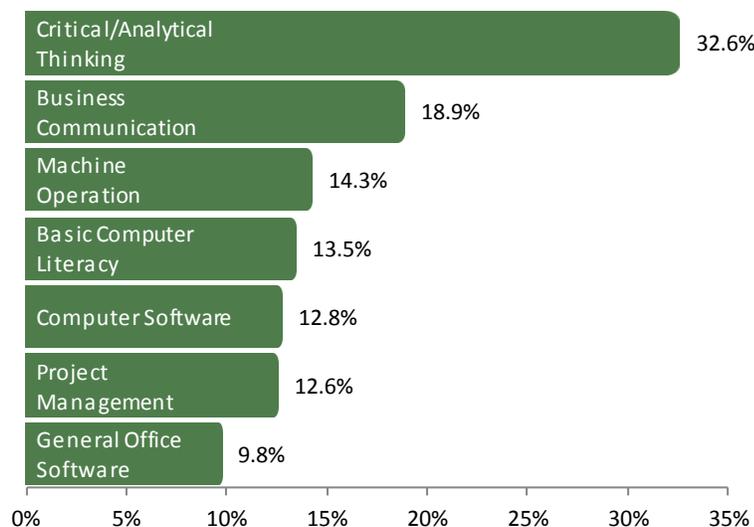


**Basic skills** are those skills developed during the elementary and middle part of an individual's education. These skills include literacy, numeracy (the ability to do arithmetic and reason with numbers), and the abilities to locate and read for information. The Skilled Iowa initiative, through the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

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

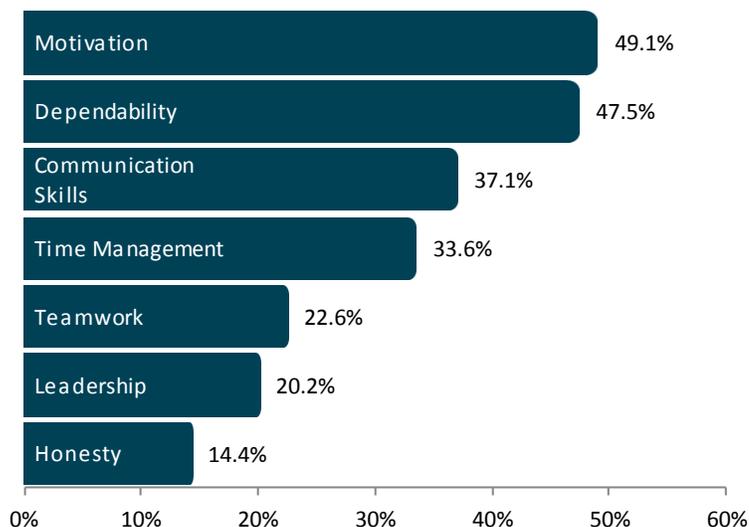


### Occupational "Hard" Skills Lacking in Applicants



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

### Interpersonal "Soft" Skills Lacking in Applicants



**Interpersonal "soft" skills** are skills associated with an individual's habits, personality and character. Soft skills include timeliness, responsibility, integrity and self-esteem. Also included are interpersonal skills such as leadership, customer service and teamwork. Individuals with strong soft skills are, 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 (81.6%) of employers indicated that they offer employee training.

### Where Additional Training is Offered

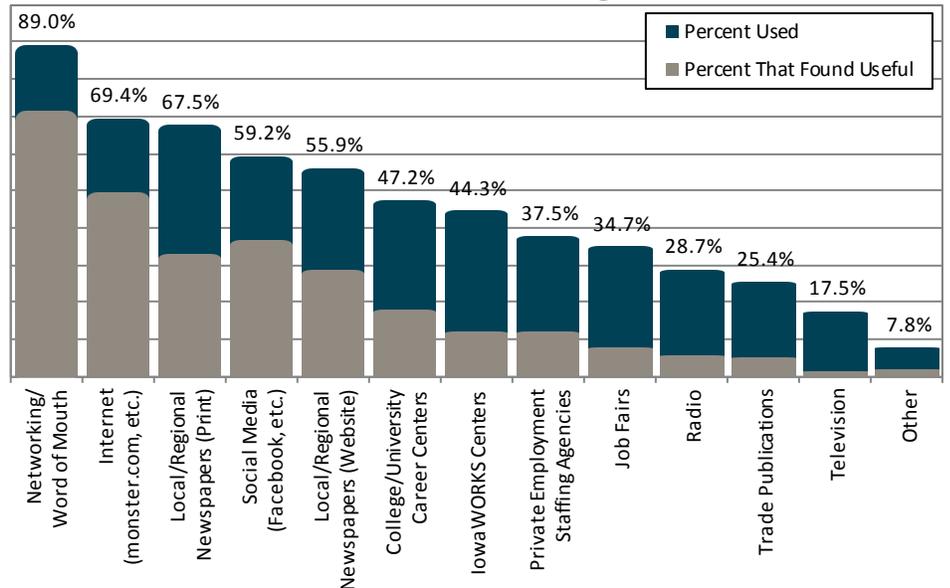
	Percent Offered
In-House Training	65.8%
Online Training	33.5%
Employee Self-Directed Training	21.1%
Commercial Training Provider	15.8%
Other	7.2%
Trade School	6.6%
College/University	6.1%



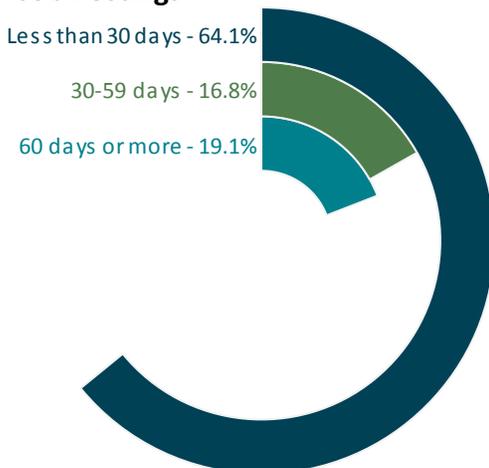
## RECRUITMENT & ADVERTISING

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](http://www.iowaworkforcedevelopment.gov/laborshed).



## RECRUITMENT & ADVERTISING

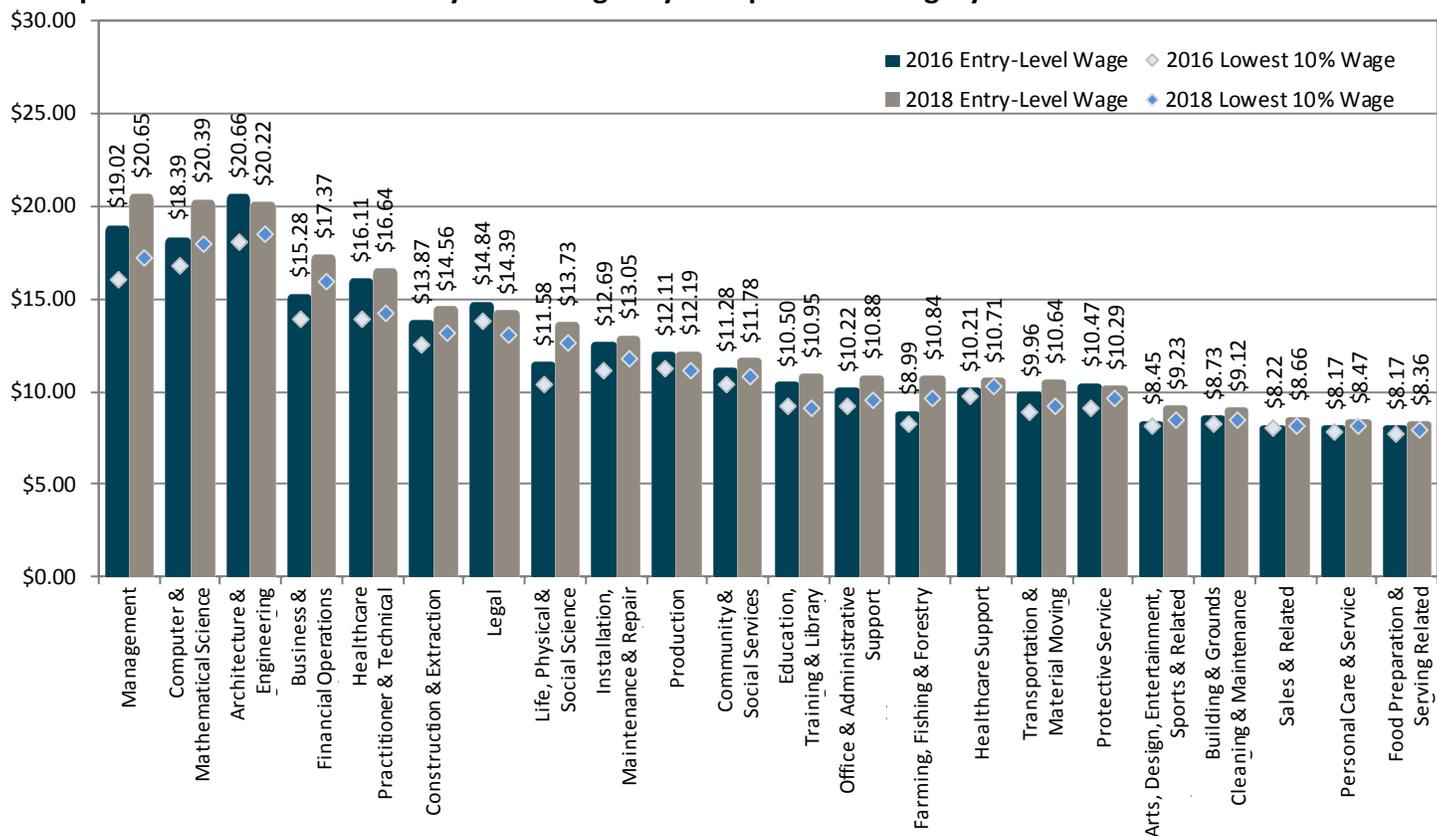
### Difficulties Filling Vacant Positions

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Businesses have difficulty filling a position due to applicant failure to pass a background check.	36.2%	18.8%	32.2%	8.7%	4.1%
Businesses have difficulty filling a position due to applicant failure of controlled substance testing.	43.8%	15.0%	32.5%	5.5%	3.2%
Businesses have difficulty filling a position due to a general lack of applicants.	11.6%	11.3%	22.6%	26.0%	28.5%
Businesses have difficulty filling a position due to a lack of qualified applicants.	9.6%	10.1%	23.0%	29.1%	28.2%
Businesses have difficulty filling a position due to local competition.	20.2%	14.9%	35.8%	19.6%	9.5%
Businesses have difficulty filling a position due to applicant expectations of benefits package offered.	25.9%	19.6%	29.8%	15.2%	9.5%
Businesses have difficulty filling a position due to applicants willingness to accept wages offered.	16.6%	18.6%	33.0%	21.6%	10.2%
Businesses have difficulty filling a position due to the type of work involved.	17.6%	16.9%	31.3%	23.5%	10.7%
Businesses have difficulty filling a position due to the hours or shifts offered.	29.1%	16.2%	30.2%	15.0%	9.5%



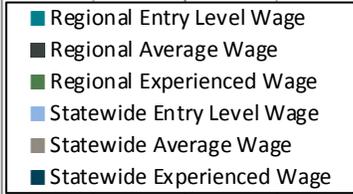
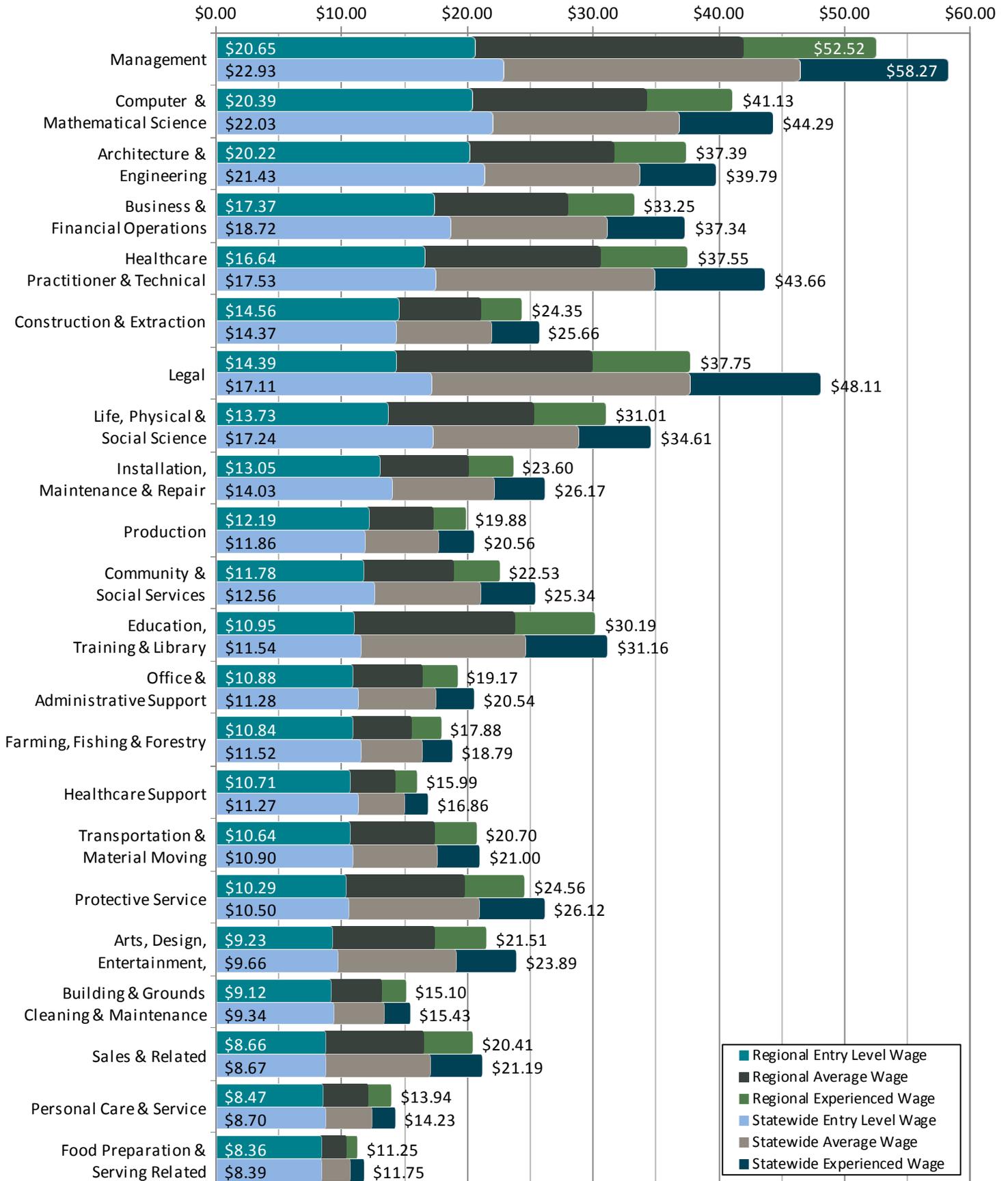
## WAGES

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



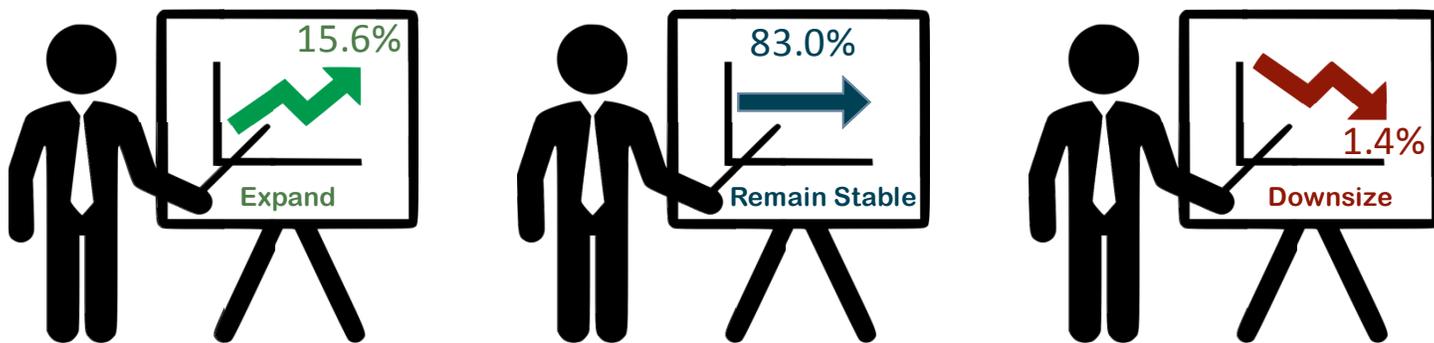


Comparison of 2018 Wage Levels by Occupational Category





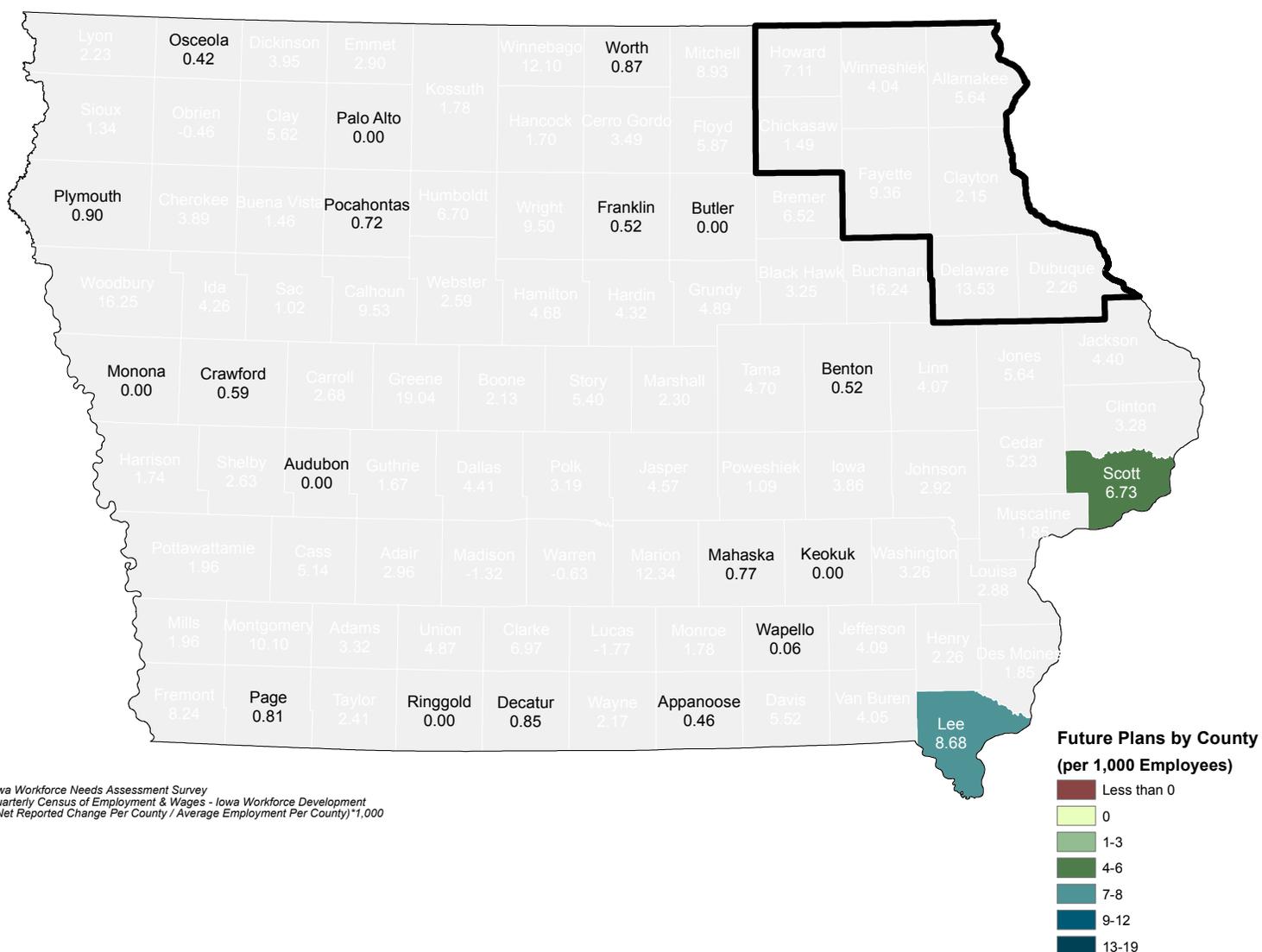
## FUTURE PLANS



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 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)\*

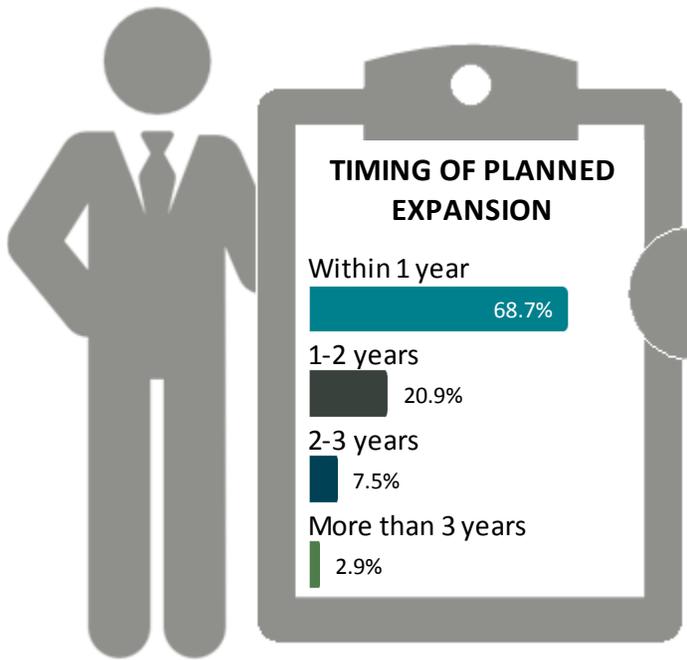
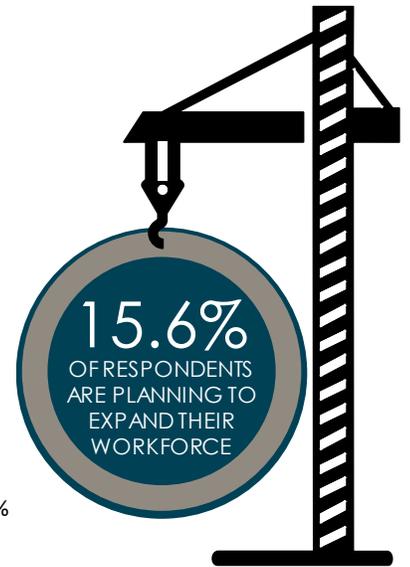
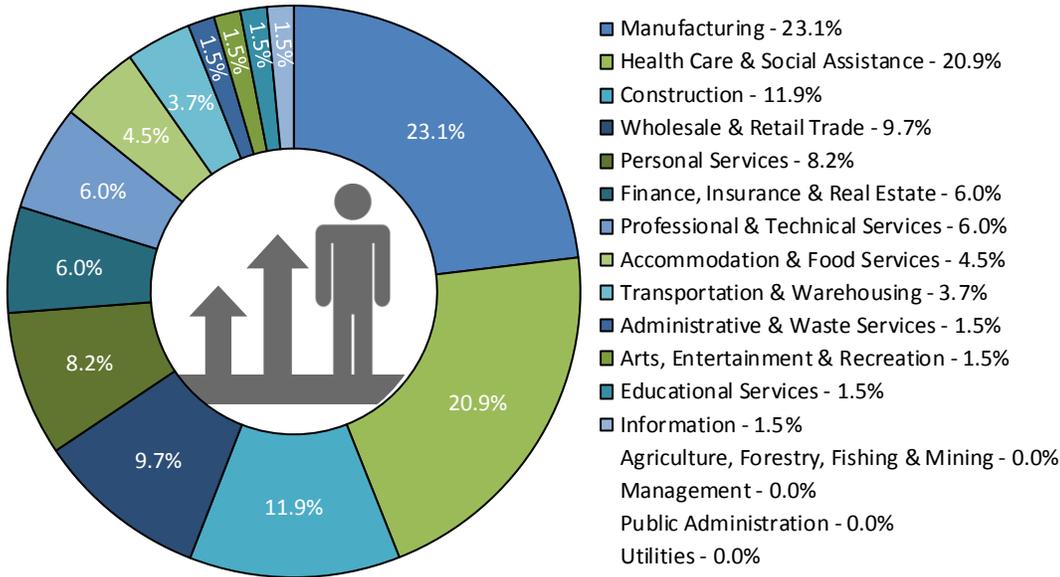


Iowa Workforce Needs Assessment Survey  
 Quarterly Census of Employment & Wages - Iowa Workforce Development  
 \*(Net Reported Change Per County / Average Employment Per County)\*1,000



## FUTURE PLANS - EXPANSION

### Percent of Total Planned Expansion by Industry



### Percent within Each Industry with Planned Payroll Expansion

Industry	Percent of Each Industry
Manufacturing	33.7%
Finance, Insurance & Real Estate	22.9%
Health Care & Social Assistance	22.6%
Professional & Technical Services	18.6%
Information	16.7%
Personal Services	15.9%
Construction	15.7%
Transportation & Warehousing	14.7%
Arts, Entertainment & Recreation	13.3%
Educational Services	12.5%
Administrative & Waste Services	9.5%
Accommodation & Food Services	8.8%
Wholesale & Retail Trade	7.8%
Agriculture, Forestry, Fishing & Mining	0.0%
Management	0.0%
Public Administration	0.0%
Utilities	0.0%

## TOP INDUSTRIAL EXPANSION





## FUTURE PLANS - EXPANSION

### Percent of Planned Expansion by Occupational Category

Occupational Category	Percent of Planned Expansion
Production	47.5%
Construction & Extraction	9.8%
Personal Care & Service	6.9%
Transportation & Material Moving	5.9%
Food Preparation & Serving Related	4.7%
Installation, Maintenance & Repair	3.9%
Office & Administrative Support	3.9%
Sales & Related	3.7%
Healthcare Support	2.9%
Education, Training & Library	2.4%
Healthcare Practitioners & Technical	2.0%
Arts, Design, Entertainment, Sports & Media	1.4%
Business & Financial Operations	1.4%
Computer & Mathematical	1.2%
Management	1.0%
Architecture & Engineering	0.6%
Building & Grounds Cleaning & Maintenance	0.4%
Farming, Fishing & Forestry	0.2%
Legal	0.2%
Community & Social Service	0.0%
Life, Physical & Social Science	0.0%
Protective Service	0.0%
Unknown	0.0%

TOP OCCUPATIONAL EXPANSION



### Constraints Preventing Payroll Expansion Ranked by Relative Importance

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

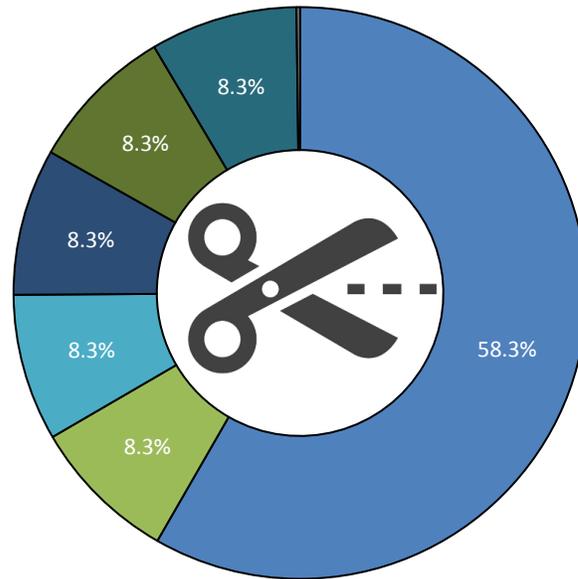
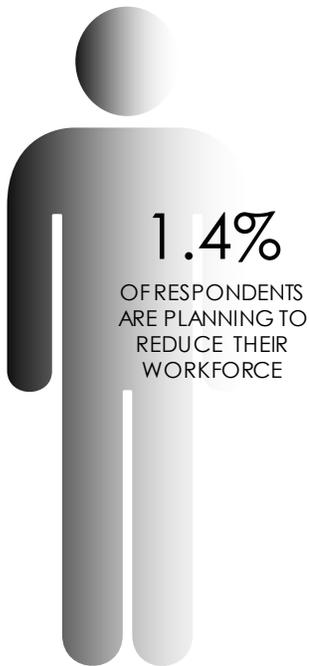
Reasons for Expansion
Meet current market demands
Increase share of existing market
Entry into new markets
Changes in tax or regulatory incentives
Reduction of overtime
Moving specific business operations in-house
Opening a new location
Merger/acquisition
Relocation of assets to a new location
Relocation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





## FUTURE PLANS - REDUCTION

### Percent of Total Planned Reduction by Industry



- Wholesale & Retail Trade - 58.3%
- Accommodation & Food Services - 8.3%
- Arts, Entertainment & Recreation - 8.3%
- Construction - 8.3%
- Health Care & Social Assistance - 8.3%
- Manufacturing - 8.3%
- Public Administration - 0.2%
- Administrative & Waste Services - 0.0%
- Agriculture, Forestry, Fishing & Mining - 0.0%
- Educational Services - 0.0%
- Finance, Insurance & Real Estate - 0.0%
- Information - 0.0%
- Management - 0.0%
- Personal Services - 0.0%
- Professional & Technical Services - 0.0%
- Transportation & Warehousing - 0.0%
- Utilities - 0.0%

### Percent within Each Industry with Planned Payroll Reduction

Industry	Percent of Each Industry
Arts, Entertainment & Recreation	6.7%
Wholesale & Retail Trade	4.2%
Accommodation & Food Services	1.5%
Manufacturing	1.1%
Construction	1.0%
Health Care & Social Assistance	0.8%
Administrative & Waste Services	0.0%
Agriculture, Forestry, Fishing & Mining	0.0%
Educational Services	0.0%
Finance, Insurance & Real Estate	0.0%
Information	0.0%
Management	0.0%
Personal Services	0.0%
Professional & Technical Services	0.0%
Public Administration	0.0%
Transportation & Warehousing	0.0%
Utilities	0.0%

### Planned Payroll Reduction by Occupational Category

Occupational Category	Percent of Planned Reduction
Food Preparation & Serving Related	80.5%
Healthcare Practitioners & Technical	4.6%
Management	4.6%
Construction & Extraction	3.1%
Healthcare Support	1.6%
Installation, Maintenance & Repair	1.6%
Office & Administrative Support	1.6%
Business & Financial Operations	0.8%
Computer & Mathematical	0.8%
Sales & Related	0.8%
Architecture & Engineering	0.0%
Arts, Design, Entertainment, Sports & Media	0.0%
Building & Grounds Cleaning & Maintenance	0.0%
Community & Social Service	0.0%
Education, Training & Library	0.0%
Farming, Fishing & Forestry	0.0%
Legal	0.0%
Life, Physical & Social Science	0.0%
Personal Care & Service	0.0%
Production	0.0%
Protective Service	0.0%
Transportation & Material Moving	0.0%
Unknown	0.0%



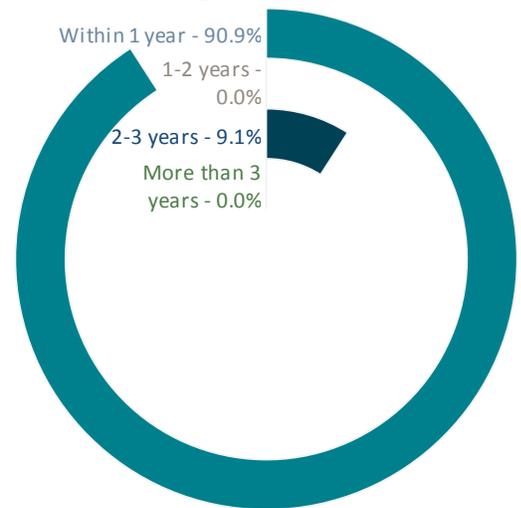


## FUTURE PLANS - REDUCTION

### Reasons for Workforce Reduction Ranked by Relative Importance

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

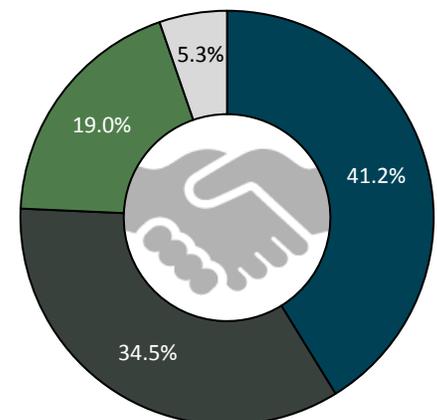
### Timing of Planned Reduction



## RETIREMENTS



### How Companies Plan to Replace Those Who Retire

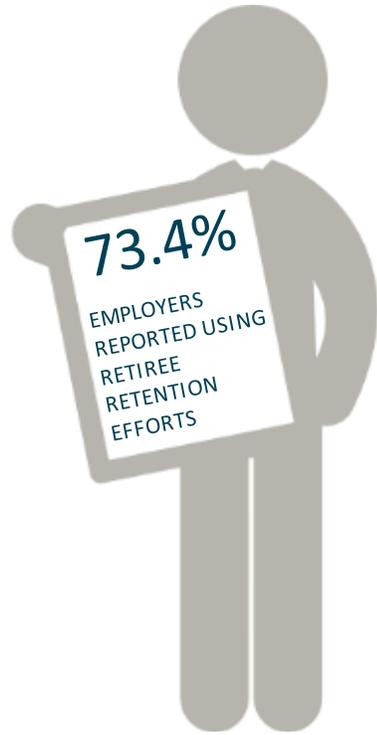


### Workers Over the Age of 64 in the Workplace by Industry

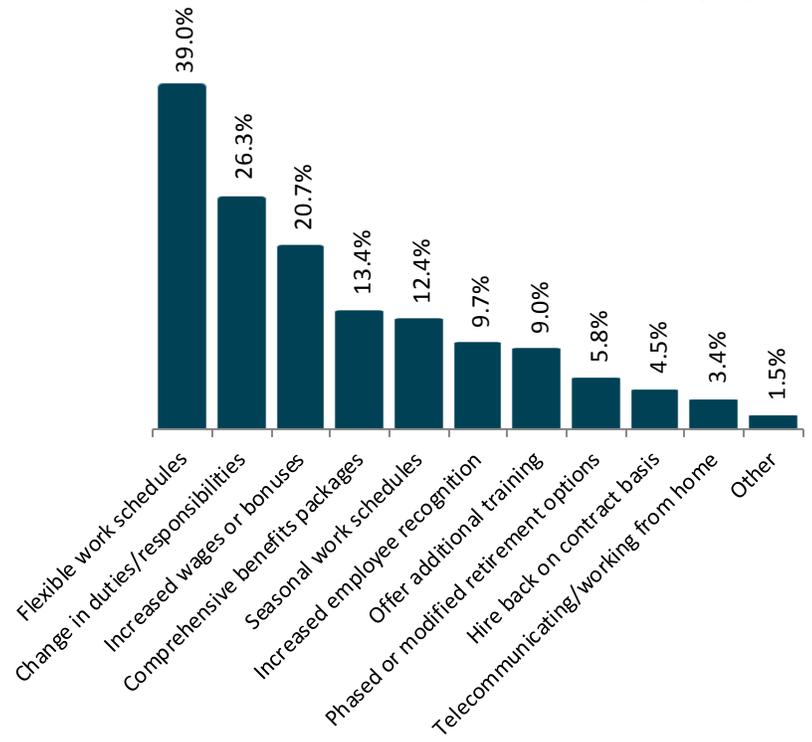
Industry	Percent of Total <sup>4</sup>	Percent of Each Industry <sup>4</sup>
Wholesale & Retail Trade	21.4%	7.4%
Health Care & Social Assistance	14.0%	5.4%
Educational Services	13.7%	8.9%
Manufacturing	9.4%	3.2%
Finance, Insurance & Real Estate	5.8%	5.2%
Public Administration	4.9%	6.2%
Construction	4.7%	4.8%
Accommodation & Food Services	4.5%	3.6%
Personal Services	4.2%	8.5%
Transportation & Warehousing	4.2%	7.7%
Arts, Entertainment & Recreation	3.6%	9.4%
Agriculture, Forestry, Fishing & Mining	3.2%	10.0%
Professional & Technical Services	2.8%	4.6%
Administrative & Waste Services	2.3%	4.5%
Management	1.4%	7.4%
Information	1.3%	6.3%
Utilities	0.3%	6.2%

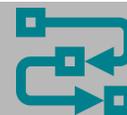
<sup>4</sup>Longitudinal Employer-Household Dynamics - United States Census Bureau

- Both hire new workers and promote from within - 41.2%
- Hire new workers - 34.5%
- Not currently planning to fill these positions - 19.0%
- Promote from within the company - 5.3%



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](http://www.iowajobs.org)). Job orders on IowaJobs are either entered directly by IWD staff or employers on the site or brought in from one of over 1,400 indexed employer websites. The job orders pulled for this report are those that were open at any point between 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](http://www.iowajobs.org). For detailed occupation definitions and information, visit O\*Net ([www.onetonline.org](http://www.onetonline.org)), a U.S. Department of Labor resource which provides information on the following topics for each job title:

- Abilities
- 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 <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Heavy and Tractor-Trailer Truck Drivers	53-3032	1,830	2,490	340	\$13.72
Registered Nurses	29-1141	1,055	2,340	155	\$20.85
Nursing Aides, Orderlies, and Attendants	31-1012	926	**	**	**
First-Line Supervisors of Retail Sales Workers	41-1011	832	690	115	\$12.68
Retail Salespersons	41-2031	781	2,800	470	\$8.27
Light Truck or Delivery Services Drivers	53-3033	755	650	105	\$10.85
Customer Service Representatives	43-4051	736	1,680	190	\$11.38
Stock Clerks and Order Fillers	43-5081	528	1,050	140	\$8.54
First-Line Supervisors of Production and Operating Workers	51-1011	525	780	85	\$18.85
Maintenance and Repair Workers, General	49-9071	452	820	110	\$11.41
Production Workers, All Other	51-9199	415	290	100	\$8.36
Accountants and Auditors	13-2011	409	660	90	\$18.97
Cashiers	41-2011	405	2,990	575	\$8.21
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	405	2,790	465	\$8.34
Waiters and Waitresses	35-3031	396	1,700	325	\$8.38
Licensed Practical and Licensed Vocational Nurses	29-2061	386	430	40	\$16.85
Maids and Housekeeping Cleaners	37-2012	382	800	140	\$8.36
First-Line Supervisors of Office and Administrative Support Workers	43-1011	364	720	65	\$15.73
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37-2011	360	1,330	250	\$9.52
First-Line Supervisors of Food Preparation and Serving Workers	35-1012	344	610	75	\$10.52
Helpers—Production Workers	51-9198	342	350	65	\$10.01
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	311	1,370	240	\$10.35
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	43-6014	266	1,430	185	\$10.05
Social and Human Service Assistants	21-1093	259	140	20	\$12.71
Automotive Service Technicians and Mechanics	49-3023	247	490	75	\$12.59
Driver/Sales Workers	53-3031	242	370	45	\$8.38
Construction Laborers	47-2061	234	1,030	100	\$12.99
Food Service Managers	11-9051	225	70	25	\$14.33
Preschool Teachers, Except Special Education	25-2011	216	360	35	\$8.27
Personal Care Aides	39-9021	214	1,090	165	\$10.02
Cooks, Restaurant	35-2014	208	720	140	\$8.82
Welders, Cutters, Solderers, and Brazers	51-4121	205	1,210	155	\$15.08
Nursing Assistants	31-1014	200	1,940	235	\$10.78
Computer Support Specialists	15-1041	199	**	**	**
Industrial Engineers	17-2112	195	180	20	\$25.18
Coaches and Scouts	27-2022	191	460	100	\$17,272
Assemblers and Fabricators, All Other	51-2099	184	**	30	**
Security Guards	33-9032	184	290	50	\$10.66
Bookkeeping, Accounting, and Auditing Clerks	43-3031	180	1,250	195	\$11.79
Business Operations Specialists, All Other	13-1199	170	540	50	\$16.35
Pharmacy Technicians	29-2052	166	380	30	\$10.03
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011	152	430	70	\$15.59
Financial Specialists, All Other	13-2099	150	**	25	**
General and Operations Managers	11-1021	142	1,610	140	\$16.86

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

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

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

\*\*Insufficient data to report



## APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011	141	260	30	\$19.12
Medical Assistants	31-9092	141	330	45	\$13.44
Receptionists and Information Clerks	43-4171	140	530	95	\$10.75
Dining Room and Cafeteria Attendants and Bartender Helpers	35-9011	139	280	40	\$8.24
Dishwashers	35-9021	137	320	45	\$8.25
Bus and Truck Mechanics and Diesel Engine Specialists	49-3031	134	240	30	\$12.92
Sales Representatives, Services, All Other	41-3099	133	160	15	\$14.33
Industrial Machinery Mechanics	49-9041	131	390	45	\$17.74
Chefs and Head Cooks	35-1011	130	120	10	\$11.46
Healthcare Support Workers, All Other	31-9099	127	**	20	\$11.17
Managers, All Other	11-9199	126	150	65	\$13.90
Production, Planning, and Expediting Clerks	43-5061	125	250	25	\$15.43
Team Assemblers	51-2092	122	**	225	**
Food Preparation Workers	35-2021	121	520	80	\$8.35
Bartenders	35-3011	120	960	160	\$8.40
Mechanical Engineers	17-2141	117	200	20	\$25.91
Financial Managers	11-3031	113	500	60	\$29.57
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	113	1,370	140	\$14.43
Home Health Aides	31-1011	112	110	50	\$9.79
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	53-1031	109	**	20	**
Landscaping and Groundskeeping Workers	37-3011	108	490	115	\$8.84
Chief Executives	11-1011	107	100	15	\$27.63
Hotel, Motel, and Resort Desk Clerks	43-4081	106	210	35	\$8.51
Medical and Health Services Managers	11-9111	104	340	25	\$27.19
Transportation Attendants, Except Flight Attendants	53-6061	98	**	**	**
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35-9031	97	130	35	\$8.38
Laundry and Dry-Cleaning Workers	51-6011	97	170	30	\$10.50
Packers and Packagers, Hand	53-7064	97	490	140	\$10.40
Human Resources Managers	11-3121	94	90	10	\$30.36
Carpenters	47-2031	92	500	80	\$13.30
Gaming Supervisors	39-1011	92	**	10	**
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	35-3022	90	580	75	\$8.33
Medical Secretaries	43-6013	89	240	45	\$12.10
Teacher Assistants	25-9041	89	1,520	195	\$17,319
Agricultural Inspectors	45-2011	87	20	**	\$22.03
Tellers	43-3071	84	400	50	\$10.01
Tax Preparers	13-2082	82	**	10	\$12.58
Computer and Information Research Scientists	15-1111	81	**	**	**
Electricians	47-2111	80	530	60	\$15.00
Physical Therapists	29-1123	79	130	10	\$20.27
Shipping, Receiving, and Traffic Clerks	43-5071	79	520	40	\$13.03
Cleaners of Vehicles and Equipment	53-7061	78	350	50	\$8.23
Merchandise Displayers and Window Trimmers	27-1026	78	30	**	\$11.34
Office Clerks, General	43-9061	78	2,100	280	\$9.74
Marketing Managers	11-2021	77	70	10	\$27.63
Packaging and Filling Machine Operators and Tenders	51-9111	77	240	25	\$12.44
Sales Managers	11-2022	77	200	20	\$31.75
Childcare Workers	39-9011	76	630	185	\$8.45
Computer Specialists, All Other	15-1099	76	**	**	**
Human Resources Specialists	13-1071	75	320	30	\$14.45
Nurse Practitioners	29-1171	74	110	**	\$41.01
Loan Officers	13-2072	73	360	30	\$21.06

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

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

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

\*\*Insufficient data to report

# APPENDIX - LIST OF ALL JOB VACANCIES



Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Engineers, All Other	17-2199	72	170	**	\$24.45
Executive Secretaries and Executive Administrative Assistants	43-6011	72	460	55	\$14.42
Computer Programmers	15-1131	70	70	**	\$23.48
Machinists	51-4041	70	470	60	\$16.11
Office and Administrative Support Workers, All Other	43-9199	70	70	45	\$11.77
Dietetic Technicians	29-2051	69	40	**	\$8.74
Physicians and Surgeons, All Other	29-1069	69	110	**	\$47.88
Network and Computer Systems Administrators	15-1142	67	180	10	\$24.12
Gaming Cage Workers	43-3041	66	50	**	\$10.99
Telecommunications Equipment Installers and Repairers, Except Line Installers	49-2022	66	140	10	\$14.86
First-Line Supervisors of Construction Trades and Extraction Workers	47-1011	65	440	50	\$21.56
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	65	440	45	\$13.28
Insurance Sales Agents	41-3021	65	460	45	\$12.69
Industrial Production Managers	11-3051	64	270	20	\$29.12
Healthcare Practitioners and Technical Workers, All Other	29-9099	63	**	**	**
Industrial Truck and Tractor Operators	53-7051	61	560	70	\$13.87
Occupational Therapists	29-1122	61	50	**	\$32.17
Plumbers, Pipefitters, and Steamfitters	47-2152	60	**	40	\$15.10
Cooks, Institution and Cafeteria	35-2012	58	790	115	\$9.73
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	49-9021	58	200	25	\$16.83
Industrial Engineering Technicians	17-3026	58	30	**	**
Parts Salespersons	41-2022	58	220	35	\$12.70
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	57	320	30	\$10.03
Surgical Technologists	29-2055	57	60	**	\$16.07
Health Technologists and Technicians, All Other	29-2099	54	70	**	\$13.14
Computer Systems Analysts	15-1121	53	550	35	\$30.70
Engineering Technicians, Except Drafters, All Other	17-3029	53	30	**	\$16.09
Helpers—Installation, Maintenance, and Repair Workers	49-9098	53	90	25	\$8.41
Public Relations Specialists	27-3031	53	100	10	\$14.11
Gaming Dealers	39-3011	51	**	20	\$8.25
Medical Records and Health Information Technicians	29-2071	51	180	10	\$13.10
Personal Financial Advisors	13-2052	51	130	15	\$21.67
Respiratory Therapists	29-1126	51	50	**	\$19.93
Community and Social Service Specialists, All Other	21-1099	50	60	10	\$11.50
Operating Engineers and Other Construction Equipment Operators	47-2073	50	700	80	\$17.84
Administrative Services Managers	11-3011	49	200	20	\$23.67
Electrical Engineers	17-2071	49	40	**	\$26.95
Securities, Commodities, and Financial Services Sales Agents	41-3031	49	150	25	\$15.09
Amusement and Recreation Attendants	39-3091	48	110	35	\$8.39
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51-9121	48	290	30	\$12.96
Food Servers, Nonrestaurant	35-3041	48	270	45	\$8.33
Bill and Account Collectors	43-3011	47	**	25	\$12.78
Transportation, Storage, and Distribution Managers	11-3071	46	70	10	\$22.57
Construction Managers	11-9021	45	130	15	\$25.77
First-Line Supervisors of Housekeeping and Janitorial Workers	37-1011	45	110	20	\$14.01
Advertising Sales Agents	41-3011	44	80	10	\$10.64
Computer Software Engineers, Applications	15-1031	43	**	**	**
Market Research Analysts	19-3021	43	**	**	**
Social and Community Service Managers	11-9151	43	130	15	\$17.35
Nonfarm Animal Caretakers	39-2021	42	110	20	\$8.40
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	17-2111	41	**	**	**
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	51-4072	41	230	15	\$12.11

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

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## APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Operations Research Analysts	15-2031	41	**	**	**
Recreation Workers	39-9032	40	310	65	\$9.13
Graphic Designers	27-1024	39	180	20	\$14.15
Electrical and Electronic Engineering Technicians	17-3023	38	70	10	\$18.83
Market Research Analysts and Marketing Specialists	13-1161	38	230	30	\$16.26
Cooks, All Other	35-2019	37	**	10	**
Financial Analysts	13-2051	36	40	**	\$23.42
Outdoor Power Equipment and Other Small Engine Mechanics	49-3053	36	**	**	**
Psychiatric Technicians	29-2053	36	20	**	\$12.98
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	36	**	15	**
Building Cleaning Workers, All Other	37-2019	35	**	**	\$11.97
Child, Family, and School Social Workers	21-1021	35	230	45	\$10.90
Management Analysts	13-1111	35	220	30	\$18.23
Printing Press Machine Operators and Tenders	51-5023	35	**	**	**
Speech-Language Pathologists	29-1127	35	80	**	\$27.83
Agricultural and Food Science Technicians	19-4011	34	80	10	\$9.29
Painters, Construction and Maintenance	47-2141	34	90	20	\$13.16
Pharmacists	29-1051	34	160	10	\$53.18
Slot Supervisors	39-1012	34	**	**	**
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	45-2092	33	**	30	\$11.41
Human Resources Assistants, Except Payroll and Timekeeping	43-4161	33	40	**	\$12.58
Paving, Surfacing, and Tamping Equipment Operators	47-2071	33	**	**	**
Tire Repairers and Changers	49-3093	33	180	20	\$11.24
Educational, Guidance, School, and Vocational Counselors	21-1012	32	210	30	\$15.95
Logisticians	13-1081	32	**	**	**
Police and Sheriff's Patrol Officers	33-3051	32	330	25	\$18.92
Sewing Machine Operators	51-6031	32	**	**	\$9.36
Chemical Engineers	17-2041	31	**	**	**
Dietitians and Nutritionists	29-1031	31	50	**	\$21.33
Physical Therapist Assistants	31-2021	31	50	10	\$12.87
Reservation and Transportation Ticket Agents and Travel Clerks	43-4181	31	**	**	**
First-Line Supervisors of Non-Retail Sales Workers	41-1012	30	210	30	\$15.32
Railroad Conductors and Yardmasters	53-4031	30	**	**	**
Vocational Education Teachers, Postsecondary	25-1194	30	**	10	\$18.61
Compensation and Benefits Managers	11-3111	29	**	**	**
Demonstrators and Product Promoters	41-9011	29	50	15	\$10.23
Insurance Claims and Policy Processing Clerks	43-9041	29	170	20	\$13.85
Parking Lot Attendants	53-6021	29	40	**	\$8.35
Radiologic Technologists	29-2034	29	140	10	\$22.12
Tool and Die Makers	51-4111	29	170	15	\$15.14
Civil Engineering Technicians	17-3022	28	40	**	\$17.06
Highway Maintenance Workers	47-4051	28	320	35	\$17.93
Massage Therapists	31-9011	28	80	10	\$9.25
Baggage Porters and Bellhops	39-6011	27	**	**	**
Claims Adjusters, Examiners, and Investigators	13-1031	27	**	20	\$21.86
Computer Software Engineers, Systems Software	15-1032	27	**	**	**
Painters, Transportation Equipment	51-9122	27	80	10	\$14.34
Public Relations and Fundraising Managers	11-2031	27	40	**	\$23.36
Sales and Related Workers, All Other	41-9099	27	60	80	\$9.50
Health Diagnosing and Treating Practitioners, All Other	29-1199	26	**	**	**
Installation, Maintenance, and Repair Workers, All Other	49-9099	26	130	25	\$10.69
Maintenance Workers, Machinery	49-9043	26	**	**	\$13.84

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

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

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

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## APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Bakers	51-3011	25	160	35	\$10.52
Civil Engineers	17-2051	25	80	10	\$29.40
Compliance Officers	13-1041	25	130	10	\$19.85
Manicurists and Pedicurists	39-5092	25	**	**	**
Social Workers, All Other	21-1029	25	**	**	**
First-Line Supervisors of Farming, Fishing, and Forestry Workers	45-1011	24	20	20	\$21.80
Interviewers, Except Eligibility and Loan	43-4111	24	130	15	\$12.42
Order Clerks	43-4151	24	130	10	\$13.74
Agents and Business Managers of Artists, Performers, and Athletes	13-1011	23	**	**	**
Agricultural Equipment Operators	45-2091	23	180	30	\$13.45
Couriers and Messengers	43-5021	23	70	**	\$9.28
Excavating and Loading Machine and Dragline Operators	53-7032	23	30	10	\$15.22
Material Moving Workers, All Other	53-7199	23	**	10	**
Physician Assistants	29-1071	23	30	**	\$38.23
Transportation Workers, All Other	53-6099	23	**	25	**
Aircraft Mechanics and Service Technicians	49-3011	22	30	**	\$17.34
Emergency Medical Technicians and Paramedics	29-2041	22	270	20	\$11.17
Audio and Video Equipment Technicians	27-4011	21	10	**	\$9.65
Healthcare Social Workers	21-1022	21	100	15	\$15.99
Medical Equipment Preparers	31-9093	21	**	**	\$11.10
Architectural and Engineering Managers	11-9041	20	70	**	\$41.97
Art, Drama, and Music Teachers, Postsecondary	25-1121	20	160	15	\$48,940
Cement Masons and Concrete Finishers	47-2051	20	**	35	\$14.17
Dental Hygienists	29-2021	20	240	15	\$25.95
Occupational Therapy Assistants	31-2011	20	20	**	\$17.48
Postal Service Mail Sorters, Processors, and Processing Machine Operators	43-5053	20	20	**	\$17.76
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	20	40	20	\$24.99
Training and Development Specialists	13-1151	20	110	15	\$15.32
Automotive Body and Related Repairers	49-3021	19	170	20	\$11.53
Credit Analysts	13-2041	19	50	10	\$19.72
Diagnostic Medical Sonographers	29-2032	19	90	**	\$20.97
Dispatchers, Except Police, Fire, and Ambulance	43-5032	19	80	**	\$16.52
Elementary School Teachers, Except Special Education	25-2021	19	1,150	105	\$37,071
Environmental Science and Protection Technicians, Including Health	19-4091	19	**	**	**
Home Appliance Repairers	49-9031	19	40	**	\$15.39
Physical Therapist Aides	31-2022	19	**	**	**
Clinical, Counseling, and School Psychologists	19-3031	18	50	**	\$27.41
Compensation, Benefits, and Job Analysis Specialists	13-1141	18	40	**	\$15.37
Crossing Guards	33-9091	18	30	**	\$9.65
Education Administrators, Postsecondary	11-9033	18	180	15	\$23.22
Medical and Clinical Laboratory Technicians	29-2012	18	**	**	**
Medical Appliance Technicians	51-9082	18	**	**	**
Mental Health and Substance Abuse Social Workers	21-1023	18	40	10	\$15.32
New Accounts Clerks	43-4141	18	100	10	\$14.37
Data Entry Keyers	43-9021	17	60	10	\$10.75
Education Administrators, Elementary and Secondary School	11-9032	17	170	20	\$80,627
Farm Equipment Mechanics and Service Technicians	49-3041	17	260	40	\$15.52
Loan Interviewers and Clerks	43-4131	17	170	15	\$14.99
Rehabilitation Counselors	21-1015	17	320	35	\$10.81
Roofers	47-2181	17	110	15	\$11.84
Advertising and Promotions Managers	11-2011	16	10	**	\$17.49
Agricultural Workers, All Other	45-2099	16	120	110	\$8.49

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## APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Aircraft Launch and Recovery Officers	55-1012	16	**	**	**
Billing and Posting Clerks	43-3021	16	220	30	\$13.20
Construction and Related Workers, All Other	47-4099	16	**	30	**
Cooks, Fast Food	35-2011	16	170	60	\$8.37
Court, Municipal, and License Clerks	43-4031	16	130	**	\$11.88
Family and General Practitioners	29-1062	16	130	**	\$68.49
Health Specialties Teachers, Postsecondary	25-1071	16	**	**	**
Meeting, Convention, and Event Planners	13-1121	16	70	**	\$14.21
Occupational Health and Safety Specialists	29-9011	16	40	**	\$22.67
Paralegals and Legal Assistants	23-2011	16	50	10	\$10.80
Personal Care and Service Workers, All Other	39-9099	16	**	15	**
Producers and Directors	27-2012	16	20	**	\$11.70
Tree Trimmers and Pruners	37-3013	16	**	**	**
Computer and Information Systems Managers	11-3021	15	140	10	\$36.20
Dentists, General	29-1021	15	70	**	**
Legal Support Workers, All Other	23-2099	15	**	**	**
Mental Health Counselors	21-1014	15	**	15	**
Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	51-4193	15	30	**	\$16.05
Teachers and Instructors, All Other	25-3099	15	**	**	**
Architectural and Civil Drafters	17-3011	14	50	**	\$17.98
Bus Drivers, School or Special Client	53-3022	14	340	50	\$9.09
Computer Occupations, All Other	15-1199	14	120	15	\$18.34
Electrical and Electronic Equipment Assemblers	51-2022	14	**	65	**
Electrical and Electronics Repairers, Commercial and Industrial Equipment	49-2094	14	**	**	**
Payroll and Timekeeping Clerks	43-3051	14	70	**	\$14.61
Pipelayers	47-2151	14	30	**	\$19.16
Property, Real Estate, and Community Association Managers	11-9141	14	60	10	\$13.20
Wholesale and Retail Buyers, Except Farm Products	13-1022	14	**	**	**
Earth Drillers, Except Oil and Gas	47-5021	13	**	**	**
Education Administrators, Preschool and Childcare Center/Program	11-9031	13	50	**	\$13.69
Electro-Mechanical Technicians	17-3024	13	**	**	**
Gaming Change Persons and Booth Cashiers	41-2012	13	**	**	**
Lawyers	23-1011	13	120	10	\$20.16
Librarians	25-4021	13	90	10	\$10.28
Millwrights	49-9044	13	**	**	**
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4081	13	380	30	\$15.00
Residential Advisors	39-9041	13	50	10	\$8.33
Substance Abuse and Behavioral Disorder Counselors	21-1011	13	**	10	**
Switchboard Operators, Including Answering Service	43-2011	13	20	**	\$11.29
Bus Drivers, Transit and Intercity	53-3021	12	100	15	\$14.75
Butchers and Meat Cutters	51-3021	12	260	40	\$9.73
Cooks, Short Order	35-2015	12	50	15	\$10.18
Dental Laboratory Technicians	51-9081	12	**	**	**
Financial Examiners	13-2061	12	20	**	\$19.62
First-Line Supervisors of Protective Service Workers, All Other	33-1099	12	40	**	\$12.95
Food Batchmakers	51-3092	12	130	20	\$8.08
Food Processing Workers, All Other	51-3099	12	70	15	\$10.66
Nursing Instructors and Teachers, Postsecondary	25-1072	12	40	**	\$50,471
Pest Control Workers	37-2021	12	**	**	**
Reporters and Correspondents	27-3022	12	30	**	\$12.62
Structural Iron and Steel Workers	47-2221	12	**	**	\$13.67
Cooling and Freezing Equipment Operators and Tenders	51-9193	11	**	**	**

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

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

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# APPENDIX - LIST OF ALL JOB VACANCIES



Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Cost Estimators	13-1051	11	140	20	\$16.70
Environmental Scientists and Specialists, Including Health	19-2041	11	30	**	\$21.16
Farmworkers, Farm, Ranch, and Aquacultural Animals	45-2093	11	80	75	\$11.53
First-Line Supervisors of Personal Service Workers	39-1021	11	150	20	\$10.65
Gaming Surveillance Officers and Gaming Investigators	33-9031	11	30	**	\$10.84
Library Assistants, Clerical	43-4121	11	180	25	\$8.35
Life, Physical, and Social Science Technicians, All Other	19-4099	11	**	**	**
Medical and Clinical Laboratory Technologists	29-2011	11	**	10	**
Power Plant Operators	51-8013	11	**	**	\$19.92
Purchasing Managers	11-3061	11	30	**	\$29.11
Taxi Drivers and Chauffeurs	53-3041	11	50	15	\$8.46
Ambulance Drivers and Attendants, Except Emergency Medical Technicians	53-3011	10	**	**	\$8.24
Coin, Vending, and Amusement Machine Servicers and Repairers	49-9091	10	20	**	\$12.69
Computer Science Teachers, Postsecondary	25-1021	10	40	**	\$73,902
Fence Erectors	47-4031	10	**	**	**
Food Preparation and Serving Related Workers, All Other	35-9099	10	**	40	**
Medical Equipment Repairers	49-9062	10	30	**	\$12.88
Rail-Track Laying and Maintenance Equipment Operators	47-4061	10	**	**	**
Secondary School Teachers, Except Special and Career/Technical Education	25-2031	10	1,020	120	\$38,664
Telemarketers	41-9041	10	100	80	\$9.65
Actuaries	15-2011	9	**	**	**
Database Administrators	15-1141	9	20	**	\$22.53
Education Administrators, All Other	11-9039	9	**	**	\$21.48
Engineering Teachers, Postsecondary	25-1032	9	**	**	**
Entertainment Attendants and Related Workers, All Other	39-3099	9	**	**	**
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	33-9092	9	140	195	\$8.39
Pharmacy Aides	31-9095	9	**	**	\$11.11
Surgeons	29-1067	9	**	**	**
Chemistry Teachers, Postsecondary	25-1052	8	30	**	\$52,246
Commercial and Industrial Designers	27-1021	8	100	**	\$21.05
Community Health Workers	21-1094	8	**	**	**
Conservation Scientists	19-1031	8	40	**	\$19.72
Forging Machine Setters, Operators, and Tenders, Metal and Plastic	51-4022	8	**	**	**
Mixing and Blending Machine Setters, Operators, and Tenders	51-9023	8	230	25	\$13.48
Mobile Heavy Equipment Mechanics, Except Engines	49-3042	8	220	30	\$19.03
Network Systems and Data Communications Analysts	15-1081	8	**	**	**
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	51-4023	8	**	**	**
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51-4122	8	140	10	\$16.51
Aerospace Engineering and Operations Technicians	17-3021	7	**	**	**
Appraisers and Assessors of Real Estate	13-2021	7	**	**	\$12.34
Architects, Except Landscape and Naval	17-1011	7	30	**	\$23.59
Biochemists and Biophysicists	19-1021	7	**	**	**
Clergy	21-2011	7	30	**	\$16.48
Electrical Power-Line Installers and Repairers	49-9051	7	90	**	\$25.52
Film and Video Editors	27-4032	7	**	**	**
Fitness Trainers and Aerobics Instructors	39-9031	7	250	15	\$9.54
Helpers--Electricians	47-3013	7	**	**	**
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4034	7	**	**	**
Mathematical Science Teachers, Postsecondary	25-1022	7	50	**	\$54,358
Mechanical Door Repairers	49-9011	7	**	**	\$14.68
Mechanical Drafters	17-3013	7	100	**	\$15.55
Natural Sciences Managers	11-9121	7	**	**	**

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## APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Plant and System Operators, All Other	51-8099	7	**	**	**
Psychiatrists	29-1066	7	**	**	**
Sawing Machine Setters, Operators, and Tenders, Wood	51-7041	7	60	15	\$13.32
Sheet Metal Workers	47-2211	7	70	10	\$12.62
Special Education Teachers, Preschool, Kindergarten, and Elementary School	25-2041	7	**	**	**
Veterinary Technologists and Technicians	29-2056	7	40	**	\$12.95
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	43-5111	7	150	10	\$10.15
Animal Scientists	19-1011	6	**	**	**
Athletic Trainers	29-9091	6	30	**	\$34,353
Bindery Machine Setters and Set-Up Operators	51-5011	6	**	**	**
Business Teachers, Postsecondary	25-1011	6	90	10	\$56,302
Cardiovascular Technologists and Technicians	29-2031	6	30	**	\$17.28
Carpet Installers	47-2041	6	**	**	**
Commercial Pilots	53-2012	6	20	**	\$47,247
Computer User Support Specialists	15-1151	6	250	35	\$15.68
Correctional Officers and Jailers	33-3012	6	100	10	\$14.97
Dental Assistants	31-9091	6	340	35	\$14.67
Drafters, All Other	17-3019	6	40	**	\$16.79
Electronics Engineers, Except Computer	17-2072	6	**	**	**
Hairdressers, Hairstylists, and Cosmetologists	39-5012	6	160	65	\$8.36
Instructional Coordinators	25-9031	6	60	10	\$24.07
Logging Equipment Operators	45-4022	6	10	**	\$13.79
Opticians, Dispensing	29-2081	6	50	**	\$12.46
Psychology Teachers, Postsecondary	25-1066	6	40	**	\$48,009
Stationary Engineers and Boiler Operators	51-8021	6	**	**	**
Veterinary Assistants and Laboratory Animal Caretakers	31-9096	6	60	15	\$8.92
Aircraft Launch and Recovery Specialists	55-3012	5	**	**	**
Biological Science Teachers, Postsecondary	25-1042	5	70	**	\$51,406
Construction and Building Inspectors	47-4011	5	50	10	\$22.25
Crop and Livestock Managers	11-9011	5	**	**	**
Environmental Engineers	17-2081	5	**	**	**
Explosives Workers, Ordnance Handling Experts, and Blasters	47-5031	5	**	**	**
Food Cooking Machine Operators and Tenders	51-3093	5	70	15	\$12.00
Fundraisers	13-1131	5	50	10	\$15.27
Gaming Managers	11-9071	5	**	**	**
Health Educators	21-1091	5	30	**	\$17.50
Helpers--Extraction Workers	47-5081	5	**	**	**
Human Resources, Training, and Labor Relations Specialists, All Other	13-1079	5	**	**	**
Insulation Workers, Floor, Ceiling, and Wall	47-2131	5	**	**	**
Insurance Underwriters	13-2053	5	**	**	\$16.48
Internists, General	29-1063	5	**	**	**
Locker Room, Coatroom, and Dressing Room Attendants	39-3093	5	**	**	**
Lodging Managers	11-9081	5	**	**	\$18.22
Machine Feeders and Offbearers	53-7063	5	**	35	\$11.01
Meter Readers, Utilities	43-5041	5	**	**	\$18.26
Occupational Health and Safety Technicians	29-9012	5	**	**	**
Phlebotomists	31-9097	5	90	**	\$13.22
Psychiatric Aides	31-1013	5	**	**	**
Self-Enrichment Education Teachers	25-3021	5	90	25	\$8.28
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	51-9012	5	30	**	\$14.87
Telecommunications Line Installers and Repairers	49-9052	5	**	**	\$19.20
Tire Builders	51-9197	5	**	**	**

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# APPENDIX - LIST OF ALL JOB VACANCIES



Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Transportation Inspectors	53-6051	5	**	**	**
Adult Basic and Secondary Education and Literacy Teachers and Instructors	25-3011	4	**	**	**
Armored Assault Vehicle Crew Members	55-3013	4	**	**	**
Automotive and Watercraft Service Attendants	53-6031	4	**	**	**
Biological Technicians	19-4021	4	**	**	**
Bridge and Lock Tenders	53-6011	4	20	**	\$22.59
Career/Technical Education Teachers, Middle School	25-2023	4	**	**	**
Chemical Equipment Operators and Tenders	51-9011	4	**	**	**
Chemists	19-2031	4	**	**	**
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	51-9192	4	20	**	\$8.30
Computer Hardware Engineers	17-2061	4	**	**	**
Computer Network Support Specialists	15-1152	4	80	10	\$17.56
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	51-4012	4	60	**	\$14.61
Counselors, All Other	21-1019	4	**	**	**
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	51-9021	4	40	**	\$9.54
Cutting and Slicing Machine Setters, Operators, and Tenders	51-9032	4	60	**	\$12.77
Detectives and Criminal Investigators	33-3021	4	10	**	\$25.41
Directors, Religious Activities and Education	21-2021	4	**	15	**
Door-To-Door Sales Workers, News and Street Vendors, and Related Workers	41-9091	4	**	**	**
Economists	19-3011	4	**	**	**
Editors	27-3041	4	60	10	\$11.74
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	53-1021	4	**	15	**
Geological and Petroleum Technicians	19-4041	4	**	**	**
Graders and Sorters, Agricultural Products	45-2041	4	**	**	**
Graduate Teaching Assistants	25-1191	4	**	**	**
Grounds Maintenance Workers, All Other	37-3019	4	**	10	**
Helpers—Painters, Paperhangers, Plasterers, and Stucco Masons	47-3014	4	**	**	**
Jewelers and Precious Stone and Metal Workers	51-9071	4	**	**	\$9.88
Landscape Architects	17-1012	4	**	**	**
Locomotive Engineers	53-4011	4	**	**	**
Medical Transcriptionists	31-9094	4	40	10	\$12.30
Nuclear Medicine Technologists	29-2033	4	**	**	**
Nurse Anesthetists	29-1151	4	30	**	\$87.70
Optometrists	29-1041	4	60	**	\$41.95
Stonemasons	47-2022	4	**	**	**
Technical Writers	27-3042	4	**	**	**
Telephone Operators	43-2021	4	**	**	**
Aerospace Engineers	17-2011	3	**	**	**
Agricultural Sciences Teachers, Postsecondary	25-1041	3	**	**	**
Biomedical Engineers	17-2031	3	**	**	**
Cargo and Freight Agents	43-5011	3	40	**	\$16.85
Chemical Technicians	19-4031	3	10	**	\$14.08
Communications Teachers, Postsecondary	25-1122	3	40	**	\$49,224
Curators	25-4012	3	**	**	**
Desktop Publishers	43-9031	3	**	**	\$16.31
Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4032	3	30	**	\$15.42
Education Teachers, Postsecondary	25-1081	3	60	**	\$42,456
English Language and Literature Teachers, Postsecondary	25-1123	3	90	**	\$53,575
Environmental Engineering Technicians	17-3025	3	**	**	**
Environmental Science Teachers, Postsecondary	25-1053	3	**	**	**
File Clerks	43-4071	3	40	**	\$14.33
Financial Clerks, All Other	43-3099	3	10	**	\$16.08

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

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## APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Firefighters	33-2011	3	70	**	\$15.36
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	37-1012	3	60	15	\$14.51
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	51-4191	3	70	**	\$15.89
Information Security Analysts	15-1122	3	20	**	\$22.50
Kindergarten Teachers, Except Special Education	25-2012	3	40	**	\$32,596
Loading Machine Operators, Underground Mining	53-7033	3	**	**	**
Materials Engineers	17-2131	3	**	**	**
Metal Workers and Plastic Workers, All Other	51-4199	3	**	10	**
Nurse Midwives	29-1161	3	**	**	**
Philosophy and Religion Teachers, Postsecondary	25-1126	3	50	**	\$54,257
Protective Service Workers, All Other	33-9099	3	10	**	\$14.07
Recreational Vehicle Service Technicians	49-3092	3	**	**	**
Respiratory Therapy Technicians	29-2054	3	**	**	**
Set and Exhibit Designers	27-1027	3	**	**	**
Skincare Specialists	39-5094	3	**	**	**
Statisticians	15-2041	3	**	**	**
Structural Metal Fabricators and Fitters	51-2041	3	160	**	\$15.18
Therapists, All Other	29-1129	3	**	**	**
Travel Agents	41-3041	3	20	**	\$8.34
Ushers, Lobby Attendants, and Ticket Takers	39-3031	3	**	45	**
Veterinarians	29-1131	3	50	**	\$26.72
Water and Wastewater Treatment Plant and System Operators	51-8031	3	220	15	\$8.44
Adhesive Bonding Machine Operators and Tenders	51-9191	2	**	**	**
Air Crew Members	55-3011	2	**	**	**
Airline Pilots, Copilots, and Flight Engineers	53-2011	2	**	**	**
Armored Assault Vehicle Officers	55-1013	2	**	**	**
Art Directors	27-1011	2	10	**	\$17.90
Avionics Technicians	49-2091	2	**	**	**
Brickmasons and Blockmasons	47-2021	2	200	25	\$15.69
Career/Technical Education Teachers, Secondary School	25-2032	2	50	**	\$40,375
Continuous Mining Machine Operators	47-5041	2	**	**	**
Counter and Rental Clerks	41-2021	2	140	15	\$8.26
Court Reporters	23-2091	2	**	**	\$30.43
Education, Training, and Library Workers, All Other	25-9099	2	**	**	**
Electric Motor, Power Tool, and Related Repairers	49-2092	2	**	**	**
Electronic Equipment Installers and Repairers, Motor Vehicles	49-2096	2	**	**	**
Entertainers and Performers, Sports and Related Workers, All Other	27-2099	2	**	**	**
Floral Designers	27-1023	2	60	**	\$8.63
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	51-3091	2	**	**	**
Food Scientists and Technologists	19-1012	2	**	**	**
Foreign Language and Literature Teachers, Postsecondary	25-1124	2	30	**	**
Grinding and Polishing Workers, Hand	51-9022	2	**	**	**
Helpers, Construction Trades, All Other	47-3019	2	**	**	**
Helpers—Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	47-3011	2	**	**	**
Helpers—Carpenters	47-3012	2	**	**	**
Helpers—Roofers	47-3016	2	**	**	**
Historians	19-3093	2	**	**	**
Information and Record Clerks, All Other	43-4199	2	20	15	\$14.51
Interior Designers	27-1025	2	**	**	\$9.09
Legal Secretaries	43-6012	2	110	15	\$10.49
Library Technicians	25-4031	2	**	25	\$8.26
Mail Clerks and Mail Machine Operators, Except Postal Service	43-9051	2	30	10	\$8.80

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## APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Makeup Artists, Theatrical and Performance	39-5091	2	**	**	**
Mechanical Engineering Technicians	17-3027	2	50	**	\$21.35
Mining and Geological Engineers, Including Mining Safety Engineers	17-2151	2	**	**	**
Molders, Shapers, and Casters, Except Metal and Plastic	51-9195	2	110	10	\$14.94
Motorboat Mechanics and Service Technicians	49-3051	2	**	**	\$14.62
Obstetricians and Gynecologists	29-1064	2	**	**	**
Occupational Therapy Aides	31-2012	2	**	**	**
Police, Fire, and Ambulance Dispatchers	43-5031	2	80	**	\$15.17
Postal Service Mail Carriers	43-5052	2	280	15	\$17.49
Prepress Technicians and Workers	51-5111	2	**	**	**
Pressers, Textile, Garment, and Related Materials	51-6021	2	**	**	**
Security and Fire Alarm Systems Installers	49-2098	2	20	**	\$8.54
Slaughterers and Meat Packers	51-3023	2	110	45	\$11.96
Social Scientists and Related Workers, All Other	19-3099	2	**	**	**
Social Work Teachers, Postsecondary	25-1113	2	30	**	\$41,230
Special Education Teachers, Middle School	25-2042	2	**	**	**
Tax Examiners and Collectors, and Revenue Agents	13-2081	2	**	**	**
Tour Guides and Escorts	39-7011	2	**	10	**
Traffic Technicians	53-6041	2	**	**	**
Urban and Regional Planners	19-3051	2	10	**	\$20.85
Actors	27-2011	1	**	**	**
Agricultural Engineers	17-2021	1	**	**	**
Air Traffic Controllers	53-2021	1	**	**	**
Airfield Operations Specialists	53-2022	1	**	**	**
Anesthesiologists	29-1061	1	**	**	**
Animal Breeders	45-2021	1	**	10	**
Animal Trainers	39-2011	1	**	**	**
Archivists	25-4011	1	**	**	**
Artillery and Missile Crew Members	55-3014	1	**	**	**
Artists and Related Workers, All Other	27-1019	1	**	**	**
Audiologists	29-1181	1	**	**	**
Automotive Glass Installers and Repairers	49-3022	1	**	**	**
Broadcast Technicians	27-4012	1	**	**	**
Camera Operators	51-5022	1	**	**	**
Communications Equipment Operators, All Other	43-2099	1	**	**	**
Computer Operators	43-9011	1	10	**	\$14.61
Computer, Automated Teller, and Office Machine Repairers	49-2011	1	60	10	\$13.95
Concierges	39-6012	1	**	**	**
Conveyor Operators and Tenders	53-7011	1	**	10	\$11.34
Costume Attendants	39-3092	1	**	**	**
Crane and Tower Operators	53-7021	1	130	**	\$16.90
Electrical and Electronics Drafters	17-3012	1	**	**	**
Electromechanical Equipment Assemblers	51-2023	1	**	**	**
Electronic Home Entertainment Equipment Installers and Repairers	49-2097	1	**	**	**
Emergency Management Directors	11-9161	1	**	**	**
Emergency Management Specialists	13-1061	1	**	**	**
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	51-4021	1	50	**	\$15.96
Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	51-6091	1	**	**	**
Farm Labor Contractors	13-1074	1	**	**	**
Farmers, Ranchers, and Other Agricultural Managers	11-9013	1	**	540	\$25.07
First-Line Supervisors of Fire Fighting and Prevention Workers	33-1021	1	**	**	**
Flight Attendants	53-2031	1	**	**	**

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## APPENDIX - LIST OF ALL JOB VACANCIES

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Floor Layers, Except Carpet, Wood, and Hard Tiles	47-2042	1	**	**	**
Forest and Conservation Technicians	19-4093	1	40	**	\$16.64
Forest and Conservation Workers	45-4011	1	**	**	**
Gaming Service Workers, All Other	39-3019	1	**	**	**
Gas Compressor and Gas Pumping Station Operators	53-7071	1	**	**	**
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4033	1	160	15	\$13.60
Interpreters and Translators	27-3091	1	20	**	\$15.67
Log Graders and Scalers	45-4023	1	10	**	\$13.93
Marriage and Family Therapists	21-1013	1	**	**	**
Meat, Poultry, and Fish Cutters and Trimmers	51-3022	1	200	10	\$10.99
Media and Communication Workers, All Other	27-3099	1	**	**	**
Medical Scientists, Except Epidemiologists	19-1042	1	**	**	**
Mining Machine Operators, All Other	47-5049	1	**	**	**
Multimedia Artists and Animators	27-1014	1	**	**	**
Museum Technicians and Conservators	25-4013	1	**	**	**
Music Directors and Composers	27-2041	1	**	**	**
Painting, Coating, and Decorating Workers	51-9123	1	**	**	**
Parking Enforcement Workers	33-3041	1	**	**	**
Pesticide Handlers, Sprayers, and Applicators, Vegetation	37-3012	1	**	**	\$13.05
Photographic Reproduction Technicians	51-9131	1	**	**	**
Physical Scientists, All Other	19-2099	1	**	**	**
Postal Service Clerks	43-5051	1	100	**	\$16.33
Power Distributors and Dispatchers	51-8012	1	**	**	**
Printing Press Operators	51-5112	1	120	**	\$12.73
Private Detectives and Investigators	33-9021	1	**	**	**
Psychologists, All Other	19-3039	1	**	**	**
Pump Operators, Except Wellhead Pumps	53-7072	1	**	**	**
Radiation Therapists	29-1124	1	**	**	**
Radio, Cellular, and Tower Equipment Installers and Repairers	49-2021	1	**	**	**
Rail Transportation Workers, All Other	53-4099	1	**	**	**
Recreation and Fitness Studies Teachers, Postsecondary	25-1193	1	40	**	**
Recreational Therapists	29-1125	1	**	**	**
Rock Splitters, Quarry	47-5051	1	**	**	**
Shoe and Leather Workers and Repairers	51-6041	1	**	**	**
Social Science Research Assistants	19-4061	1	**	**	**
Special Education Teachers, All Other	25-2059	1	**	**	**
Special Education Teachers, Preschool	25-2051	1	**	20	**
Survey Researchers	19-3022	1	**	**	**
Surveying and Mapping Technicians	17-3031	1	20	**	\$17.65
Surveyors	17-1022	1	20	**	\$22.49
Tailors, Dressmakers, and Custom Sewers	51-6052	1	**	**	**
Tank Car, Truck, and Ship Loaders	53-7121	1	**	**	**
Training and Development Managers	11-3131	1	20	**	\$29.91
Travel Guides	39-6022	1	**	**	**
Upholsterers	51-6093	1	**	**	**
Woodworkers, All Other	51-7099	1	**	45	**
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	51-7042	1	350	10	\$10.74
Zoologists and Wildlife Biologists	19-1023	1	**	**	**

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