

WORKFORCE NEEDS ASSESSMENT IOWA WORKFORCE DEVELOPMENT REGION 2 RELEASED 2019

CERRO GORDO, FLOYD, FRANKLIN, HANCOCK,
MITCHELL, WINNEBAGO AND WORTH COUNTIES



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WORKFORCE
DEVELOPMENT

Counties within Iowa Workforce Development Region 2 included within this analysis:

- Cerro Gordo
- Floyd
- Franklin
- Hancock
- Mitchell
- Winnebago
- Worth

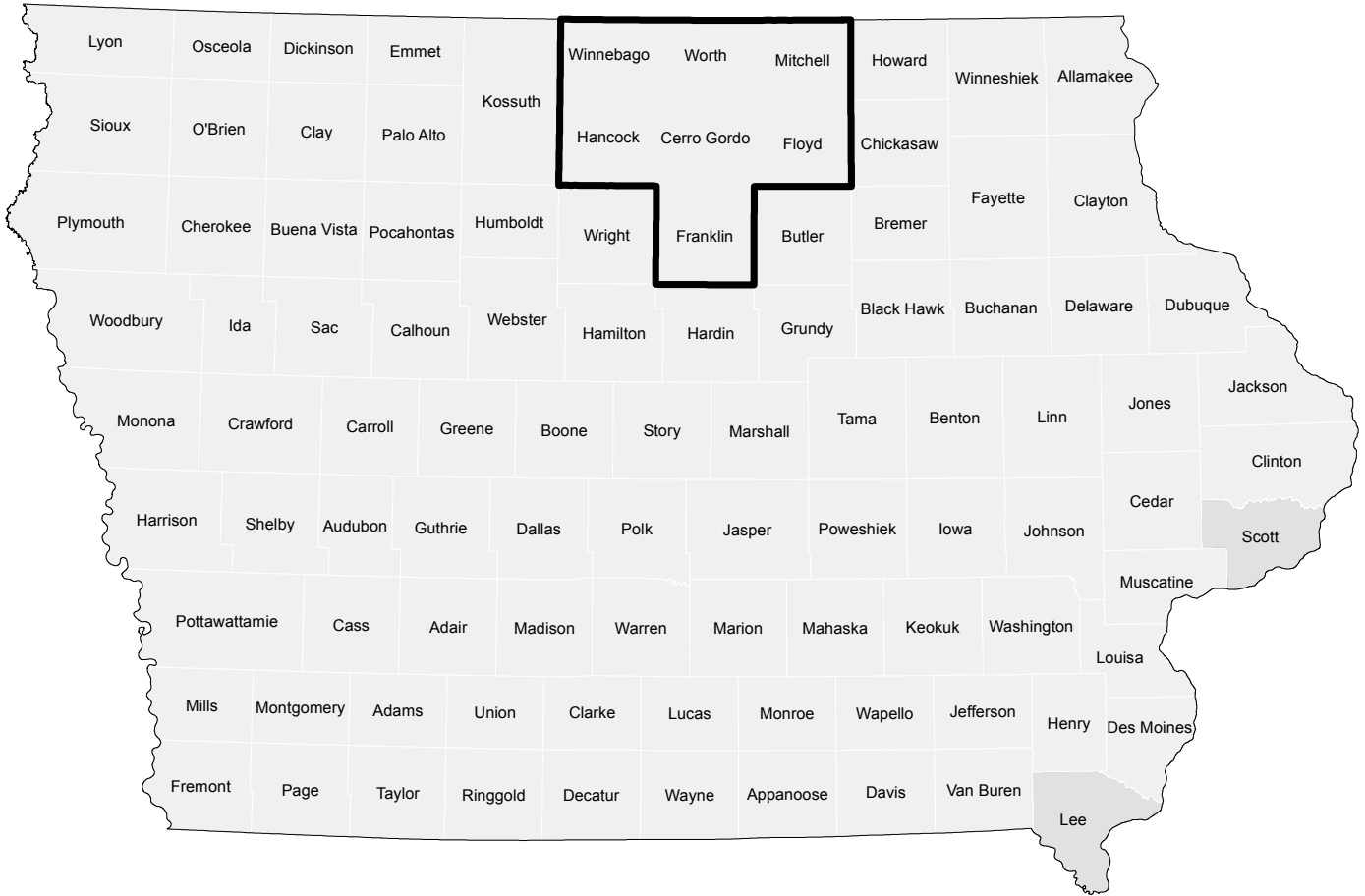


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Note: Sections marked as “Insufficient Data to Report” did not receive enough survey responses to allow for reporting.

2018 IOWA WORKFORCE NEEDS ASSESSMENT SURVEY



INTRODUCTION

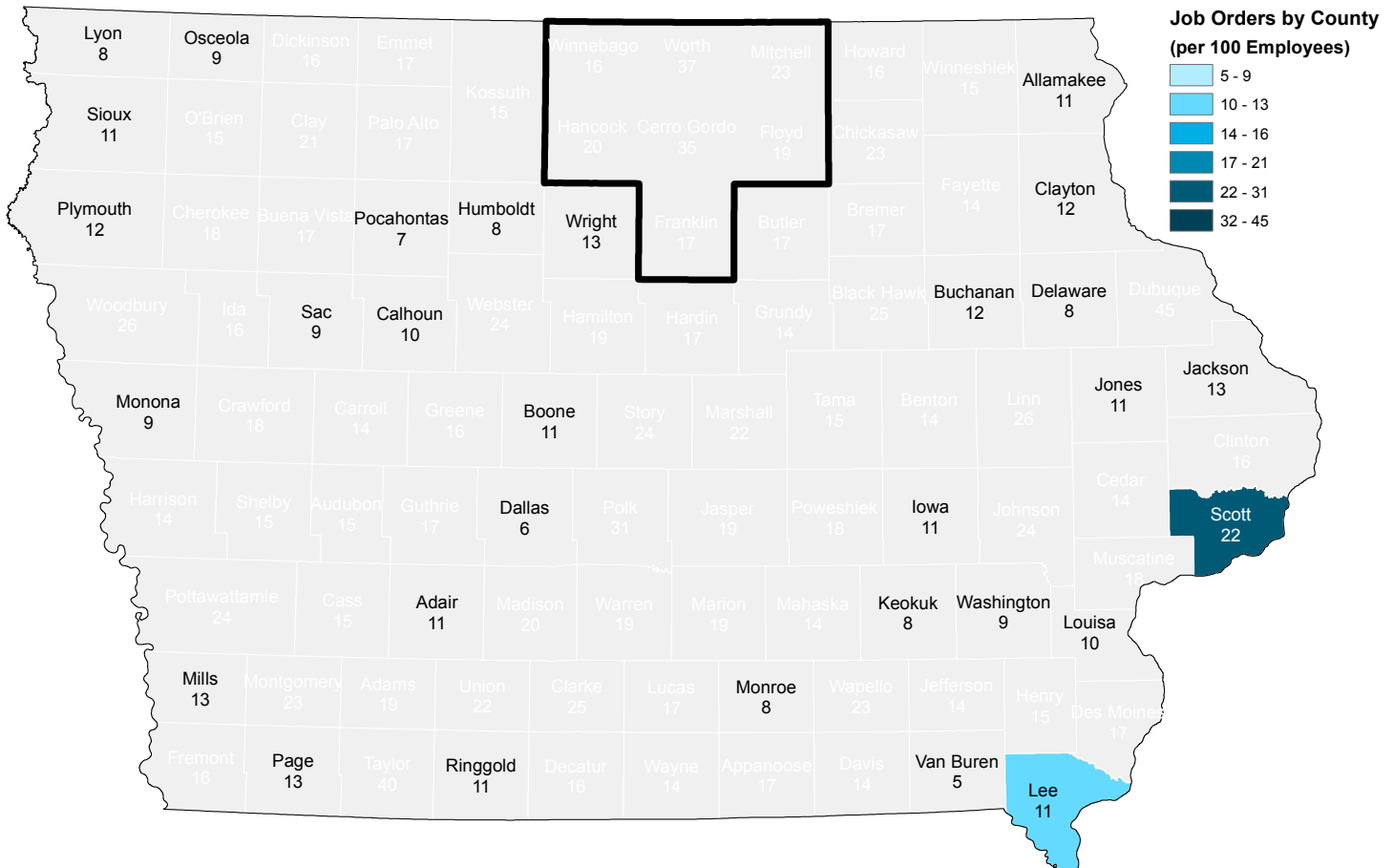
Iowa Workforce Development (IWD) conducted the sixth Workforce Needs Assessment. In addition to vacancy and retirement data, the survey also addressed the demand for workers and skills required in the workforce. Data regarding benefits offered by employers was also collected and is delineated in the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

Beginning in July 2018, 1,278 employers operating 1,556 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 544 responses, yielding a 42.6 percent response rate.



VACANCY ESTIMATES

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



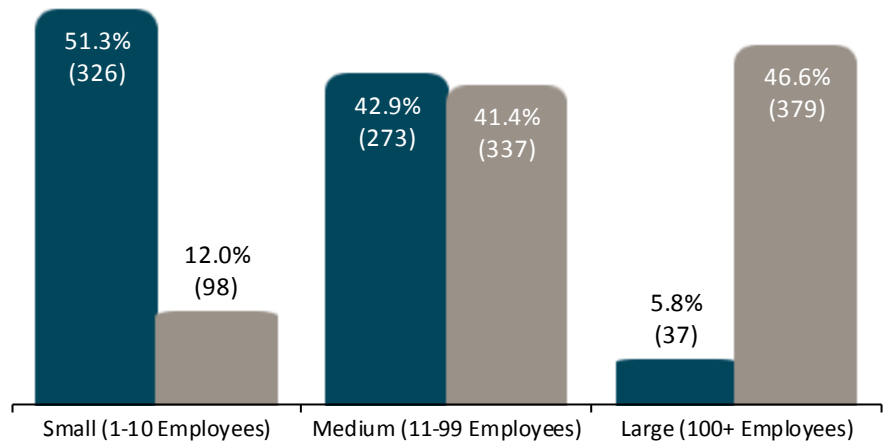
Iowa Workforce Development Job Bank
 Quarterly Census of Employment & Wages - Iowa Workforce Development
 *(Total Reported Job Orders Per County / Average Employment Per County)*100



VACANCY ESTIMATES

Reported Job Vacancies by Workplace Size

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



Total Number of Job Orders by Occupational Category

Occupational Category	Total Job Orders ¹	Percent of Total Job Orders ¹	Entry Wage ²	Average Wage ²	Projected Annual Openings ³
Healthcare Practitioner & Technical	2,021	15.2%	\$17.00	\$35.12	190
Transportation & Material Moving	1,911	14.4%	\$11.53	\$16.96	660
Sales & Related	1,483	11.1%	\$8.49	\$14.85	815
Production	1,478	11.1%	\$12.31	\$16.60	945
Office & Administrative Support	1,091	8.2%	\$11.16	\$16.69	860
Food Preparation & Serving Related	909	6.8%	\$8.37	\$10.48	815
Healthcare Support	745	5.6%	\$11.60	\$14.78	345
Installation, Maintenance & Repair	643	4.8%	\$13.95	\$21.01	325
Management	483	3.6%	\$17.28	\$37.70	555
Personal Care & Service	430	3.2%	\$9.20	\$12.55	405
Community & Social Services	296	2.2%	\$11.28	\$18.18	100
Architecture & Engineering	291	2.2%	\$20.73	\$30.81	50
Building & Grounds Cleaning & Maintenance	251	1.9%	\$9.15	\$12.88	250
Business & Financial Operations	208	1.6%	\$17.31	\$28.41	220
Farming, Fishing & Forestry	195	1.5%	\$9.99	\$14.82	165
Construction & Extraction	178	1.3%	\$13.55	\$21.00	300
Protective Service	161	1.2%	\$9.59	\$19.15	100
Life, Physical & Social Science	145	1.1%	\$14.23	\$25.80	35
Computer & Mathematical Science	143	1.1%	\$17.93	\$29.35	65
Arts, Design, Entertainment, Sports & Related	131	1.0%	\$9.21	\$16.23	65
Education, Training & Library	96	0.7%	\$10.69	\$22.68	280
Legal	19	0.1%	\$17.13	\$27.01	15

¹Iowa Workforce Development Job Bank

²Iowa Wage Report - Iowa Workforce Development

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



VACANCY ESTIMATES

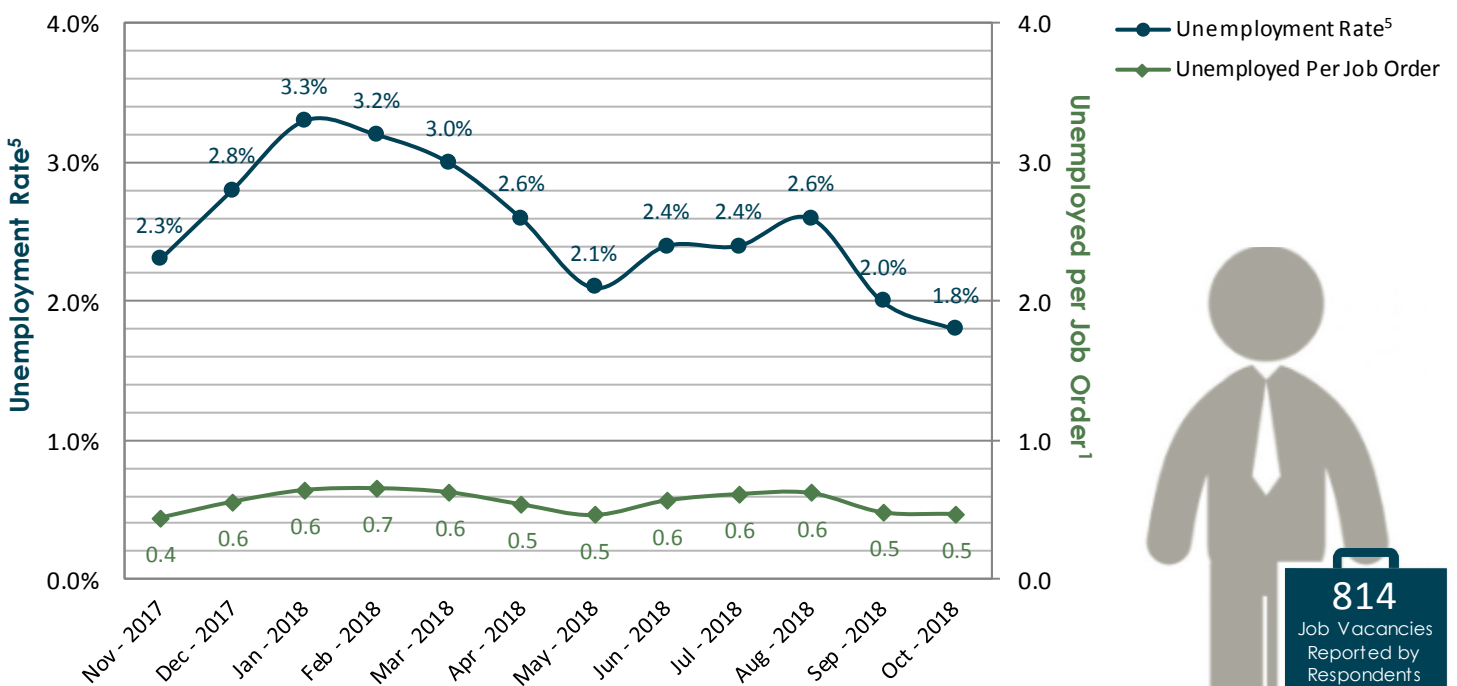
Vacancy Rate by Industry

	Employment ⁴	Estimated Vacancies	*Vacancy Rate	New Hire Wage ⁴	Projected Annual Openings ³
Management	546	56	10.3%	\$13.55	15
Accommodation & Food Services	3,298	328	9.9%	\$4.99	26
Construction	2,365	111	4.7%	\$22.56	36
Manufacturing	9,980	300	3.0%	\$18.07	33
Transportation & Warehousing	1,463	42	2.9%	\$20.84	15
Agriculture, Forestry, Fishing & Mining	671	16	2.4%	\$12.74	6
Wholesale & Retail Trade	7,130	159	2.2%	\$9.73	25
Health Care & Social Assistance	8,313	162	1.9%	\$11.90	89
Professional & Technical Services	981	17	1.7%	\$15.43	11
Administrative & Waste Services	1,466	14	1.0%	\$10.08	34
Educational Services	2,831	27	1.0%	\$8.80	23
Personal Services	1,519	13	0.9%	\$7.79	14
Information	668	5	0.7%	\$10.70	-4
Public Administration	2,396	10	0.4%	\$9.69	0
Finance, Insurance & Real Estate	1,398	3	0.2%	\$14.21	15
Arts, Entertainment & Recreation	867	0	0.0%	\$8.66	5
Utilities	270	0	0.0%	**	2

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)

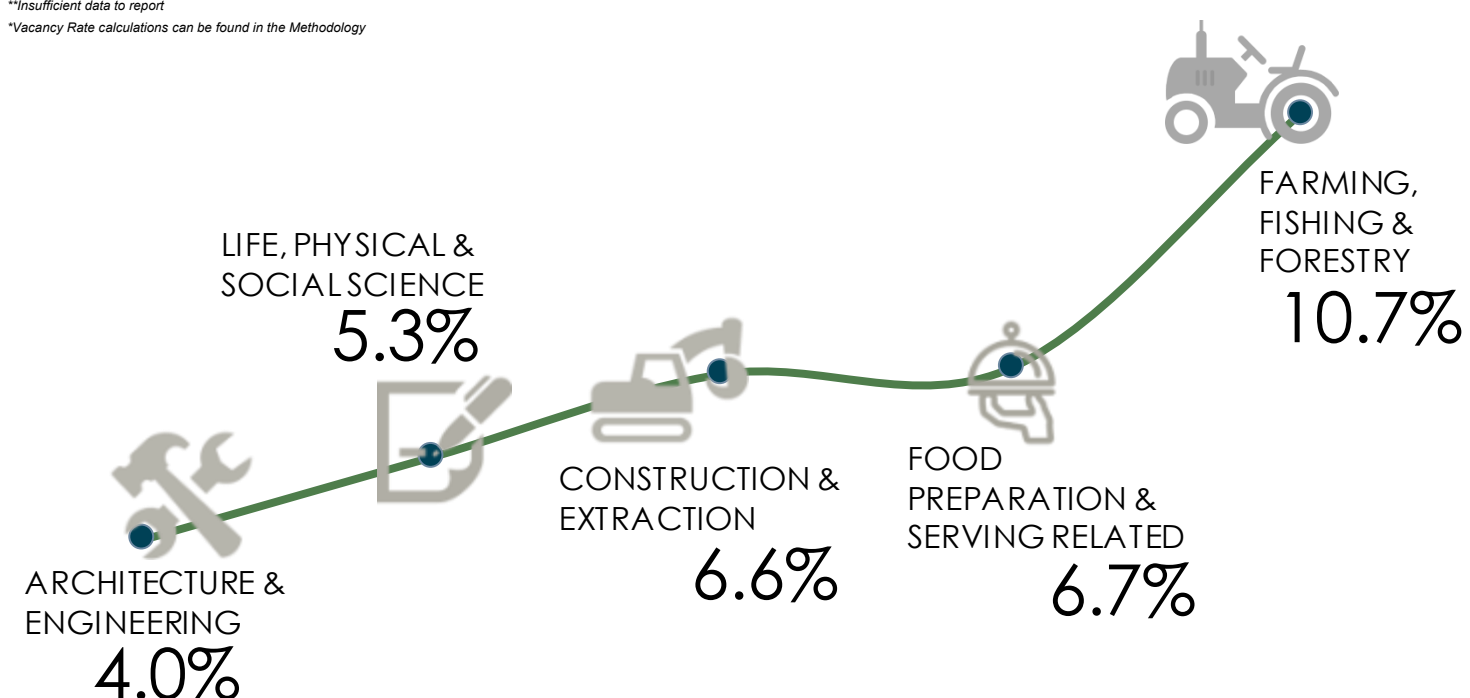




Vacancy Rate by Occupational Category

	Employment ²	Estimated Vacancies	*Vacancy Rate	Entry Wage ²	Projected Annual Openings ³
Farming, Fishing & Forestry	170	18	10.7%	\$9.99	165
Food Preparation & Serving Related	4,320	291	6.7%	\$8.37	815
Construction & Extraction	1,580	104	6.6%	\$13.55	300
Life, Physical & Social Science	320	17	5.3%	\$14.23	35
Architecture & Engineering	550	22	4.0%	\$20.73	50
Healthcare Support	1,900	60	3.1%	\$11.60	345
Production	7,320	214	2.9%	\$12.31	945
Transportation & Material Moving	3,690	97	2.6%	\$11.53	660
Business & Financial Operations	1,370	33	2.4%	\$17.31	220
Installation, Maintenance & Repair	2,940	67	2.3%	\$13.95	325
Building & Grounds Cleaning & Maintenance	1,240	26	2.1%	\$9.15	250
Healthcare Practitioner & Technical	3,000	51	1.7%	\$17.00	190
Sales & Related	5,620	94	1.7%	\$8.49	815
Personal Care & Service	1,820	26	1.4%	\$9.20	405
Management	2,500	29	1.1%	\$17.28	555
Office & Administrative Support	6,120	70	1.1%	\$11.16	860
Computer & Mathematical Science	630	6	1.0%	\$17.93	65
Community & Social Services	910	7	0.8%	\$11.28	100
Education, Training & Library	2,470	19	0.8%	\$10.69	280
Arts, Design, Entertainment, Sports & Related	570	3	0.4%	\$9.21	65
Protective Service	620	2	0.3%	\$9.59	100
Legal	140	0	0.0%	\$17.13	15

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



HIGH DEMAND OCCUPATIONS



Top Reported Total Job Orders

	Total Job Orders ¹	Entry Wage ²	Average Wage ²
Heavy and Tractor-Trailer Truck Drivers	1,026	\$13.51	\$18.14
First-Line Supervisors of Retail Sales Workers	497	\$12.27	\$19.40
Production Workers, All Other	419	\$8.27	\$11.86
Registered Nurses	419	\$21.55	\$27.53
Retail Salespersons	358	\$8.22	\$12.21
First-Line Supervisors of Production and Operating Workers	307	\$18.64	\$26.67
Cashiers	277	\$8.23	\$9.95
Stock Clerks and Order Fillers	277	\$8.84	\$12.69
Customer Service Representatives	258	\$12.18	\$18.90
Personal Care Aides	257	\$10.81	\$13.01
Laborers and Freight, Stock, and Material Movers, Hand	236	\$12.02	\$15.74
Combined Food Preparation and Serving Workers, Including Fast Food	216	\$8.41	\$9.91
First-Line Supervisors of Food Preparation and Serving Workers	201	\$10.60	\$15.02
Nursing Assistants	192	\$11.19	\$13.97
Maintenance and Repair Workers, General	175	\$13.42	\$17.86
Nursing Aides, Orderlies, and Attendants	173	**	**
Licensed Practical and Licensed Vocational Nurses	169	\$16.64	\$19.45
Medical Assistants	168	\$12.14	\$14.21
Social and Human Service Assistants	145	\$10.62	\$16.56
Driver/Sales Workers	137	\$11.57	\$22.99
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	128	\$8.96	\$13.09
Helpers--Production Workers	124	\$9.94	\$14.70
Assemblers and Fabricators, All Other	118	**	**
Transportation Attendants, Except Flight Attendants	117	**	**
Nurse Practitioners	115	\$36.73	\$51.53
Parts Salespersons	114	\$13.41	\$17.71
Security Guards	112	\$8.37	\$12.16
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle	111	**	**
Maintenance Workers, Machinery	110	**	**
Medical and Health Services Managers	93	**	**

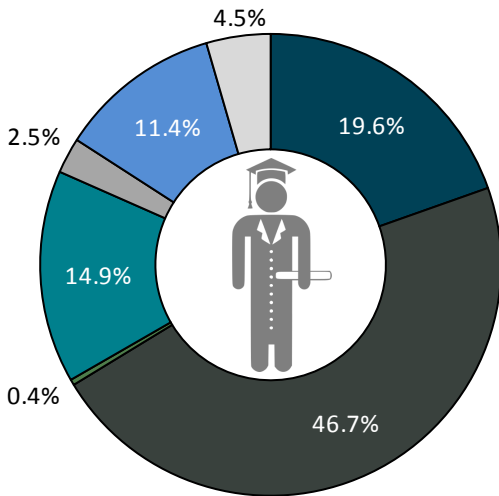
¹Iowa Workforce Development Job Bank
²Iowa Wage Report - Iowa Workforce Development
 **Insufficient data to report



EDUCATION & EXPERIENCE REQUIREMENTS

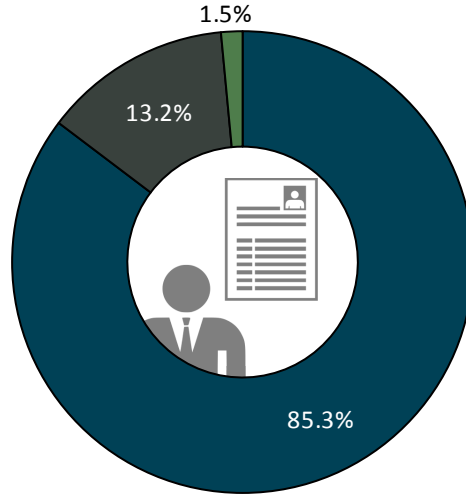
Education and experience levels required and on-the-job training for the job orders (14,041 total) within the Iowa Workforce Development job bank are shown below. These requirements are based on the typical levels needed to enter an occupation according to data reported by the Bureau of Labor Statistics and does not reflect expected levels indicated by survey respondents.

Education Requirements - Total Job Orders



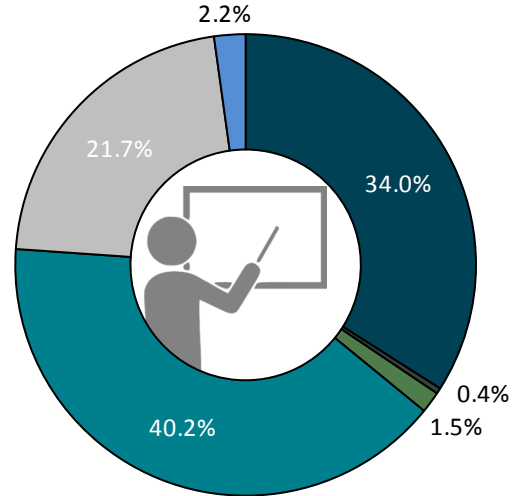
- No Formal Educational Credential - 19.6%
- High School Diploma or Equivalent - 46.7%
- Some College, No Degree - 0.4%
- Postsecondary Non-Degree Award - 14.9%
- Associate Degree - 2.5%
- Undergraduate Degree - 11.4%
- Postgraduate/Professional Degree - 4.5%

Experience Requirements - Total Job Orders



- No Experience Required - 85.3%
- Less than 5 Years - 13.2%
- 5 Years of More - 1.5%

On-The-Job Training - Total Job Orders



- None - 34.0%
- Apprenticeship - 0.4%
- Internship/Residency - 1.5%
- Short-term on-the-job training - 40.2%
- Moderate-term on-the-job training - 21.7%
- Long-term on-the-job training - 2.2%



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.

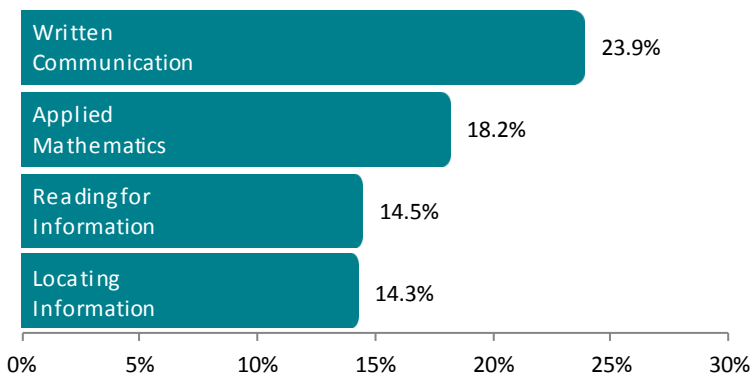
Perception of Applicants

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Applicants fulfill all necessary requirements for the job.	6.7%	19.4%	39.3%	25.3%	9.3%
Applicants possess the basic skills required for the job.	2.0%	9.6%	34.0%	39.0%	15.4%
Applicants possess the hard, or occupational, skills for the job.	8.4%	26.7%	37.0%	20.2%	7.7%
Applicants possess the soft, or interpersonal, skills for the job.	4.7%	19.8%	42.6%	23.5%	9.4%



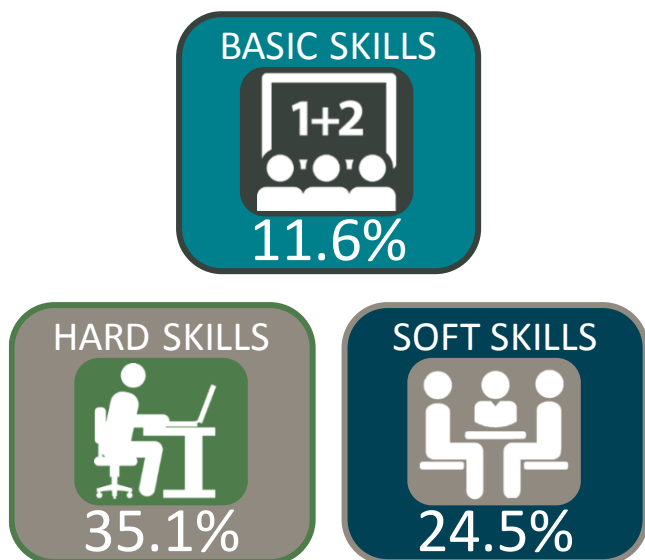
PERCEPTION OF APPLICANTS

Basic Skills Lacking in Applicants

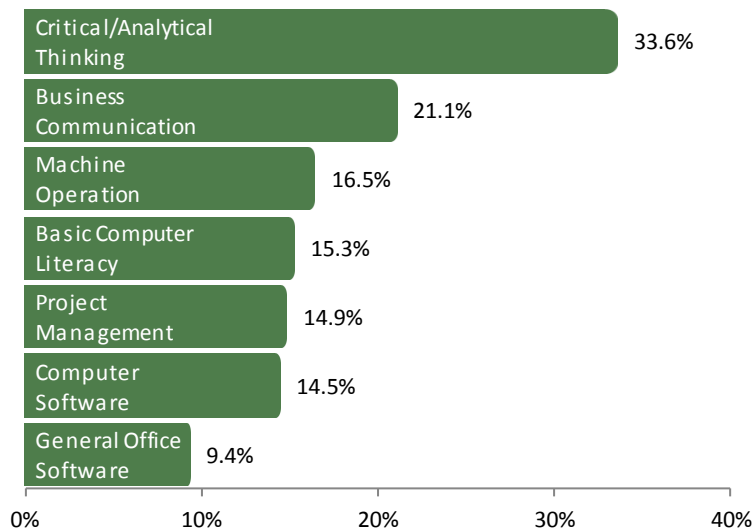


Basic skills are those skills developed during the elementary and middle part of an individual's education. These skills include literacy, numeracy (the ability to do arithmetic and reason with numbers), and the abilities to locate and read for information. The Skilled Iowa initiative, through the National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

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

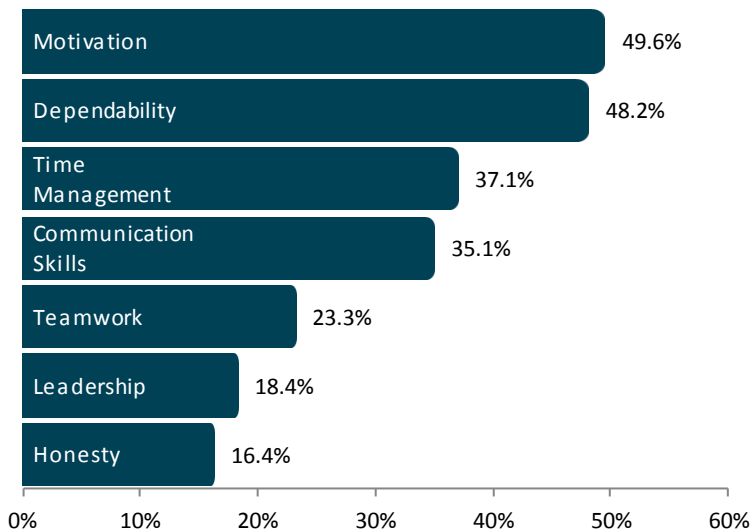


Occupational "Hard" Skills Lacking in Applicants



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

Interpersonal "Soft" Skills Lacking in Applicants



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



TRAINING & CERTIFICATES

In the event that current or newly hired employees are lacking the basic, occupational or soft skills necessary to fill current job vacancies, employers were asked where they send employees to upgrade these skills. Over four-fifths (82.7%) of employers indicated that they offer employee training.

Where Additional Training is Offered

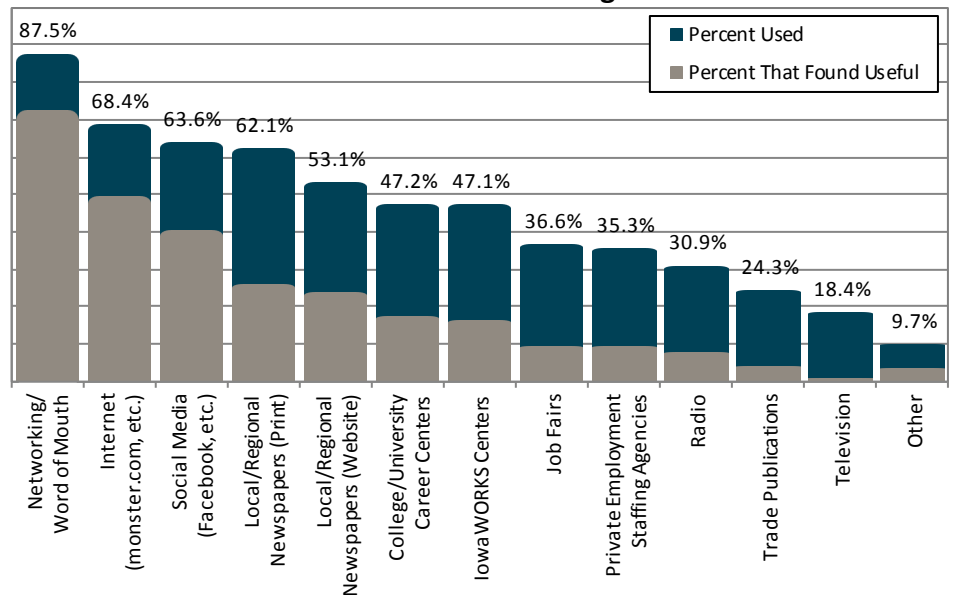
	Percent Offered
In-House Training	65.6%
Online Training	36.4%
Employee Self-Directed Training	25.2%
Commercial Training Provider	18.9%
College/University	9.4%
Other	8.3%
Trade School	5.9%



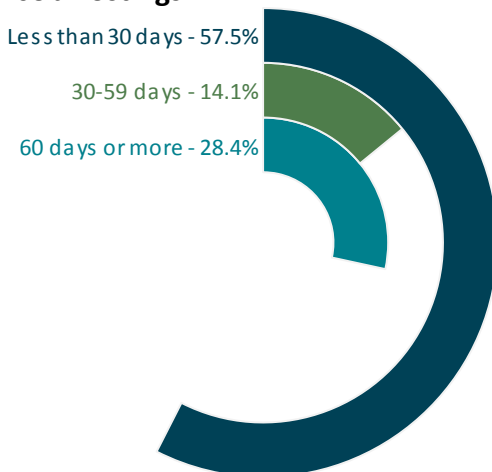
RECRUITMENT & ADVERTISING

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

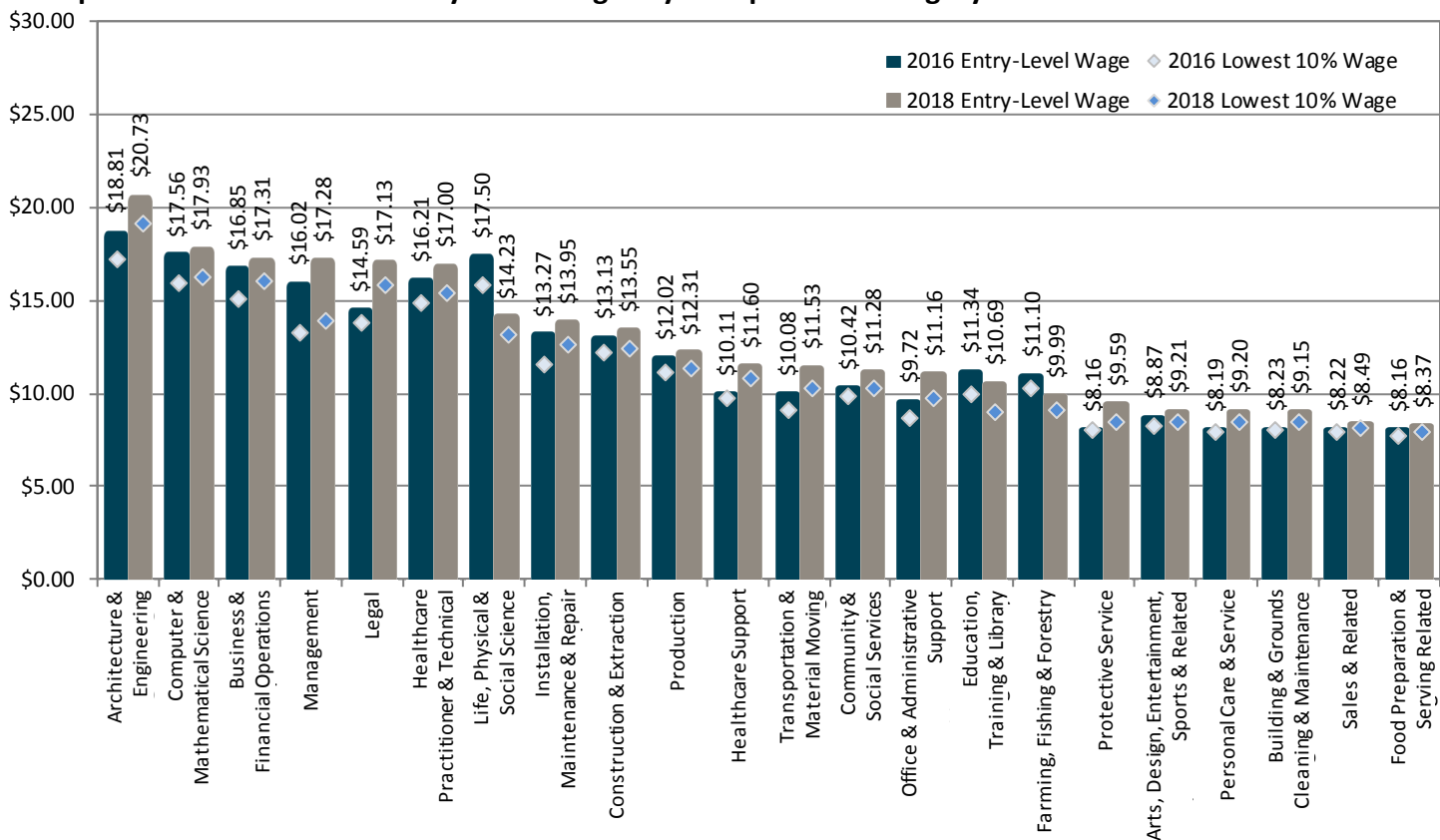
Difficulties Filling Vacant Positions

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Businesses have difficulty filling a position due to applicant failure to pass a background check.	37.4%	14.4%	31.7%	12.5%	4.0%
Businesses have difficulty filling a position due to applicant failure of controlled substance testing.	43.4%	12.6%	34.1%	7.6%	2.3%
Businesses have difficulty filling a position due to a general lack of applicants.	8.4%	9.0%	27.9%	28.4%	26.3%
Businesses have difficulty filling a position due to a lack of qualified applicants.	5.7%	7.8%	25.6%	33.5%	27.4%
Businesses have difficulty filling a position due to local competition.	17.7%	15.6%	40.0%	19.4%	7.3%
Businesses have difficulty filling a position due to applicant expectations of benefits package offered.	22.7%	19.6%	31.6%	18.3%	7.8%
Businesses have difficulty filling a position due to applicants willingness to accept wages offered.	14.2%	19.2%	34.9%	23.7%	8.0%
Businesses have difficulty filling a position due to the type of work involved.	18.9%	16.4%	34.0%	20.4%	10.3%
Businesses have difficulty filling a position due to the hours or shifts offered.	29.6%	18.2%	32.2%	12.3%	7.7%



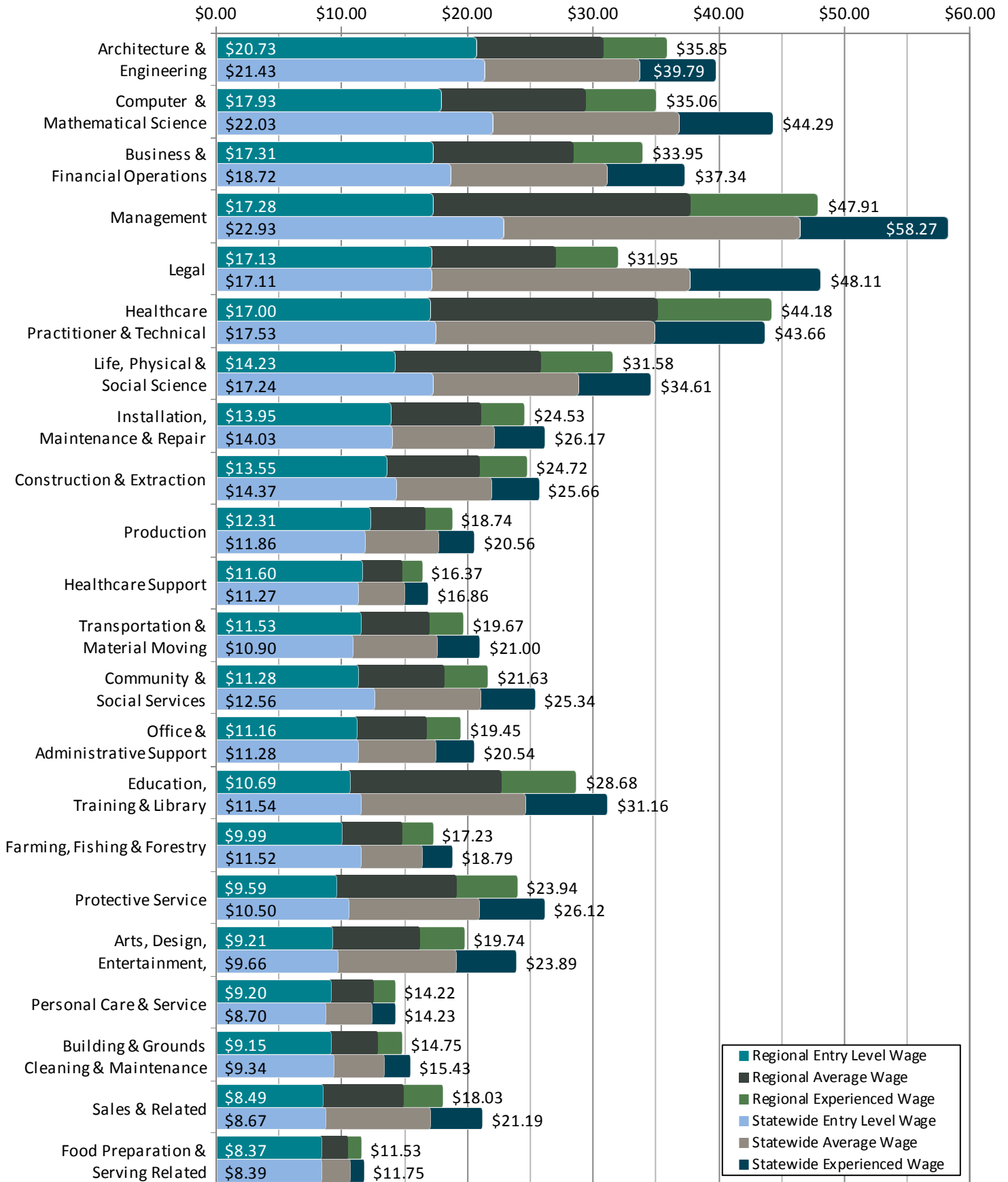
WAGES

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



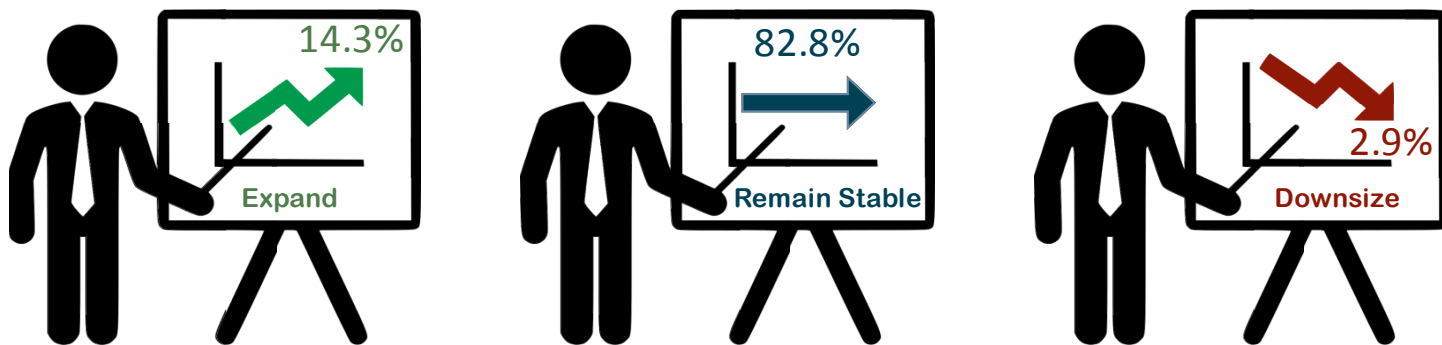


Comparison of 2018 Wage Levels by Occupational Category





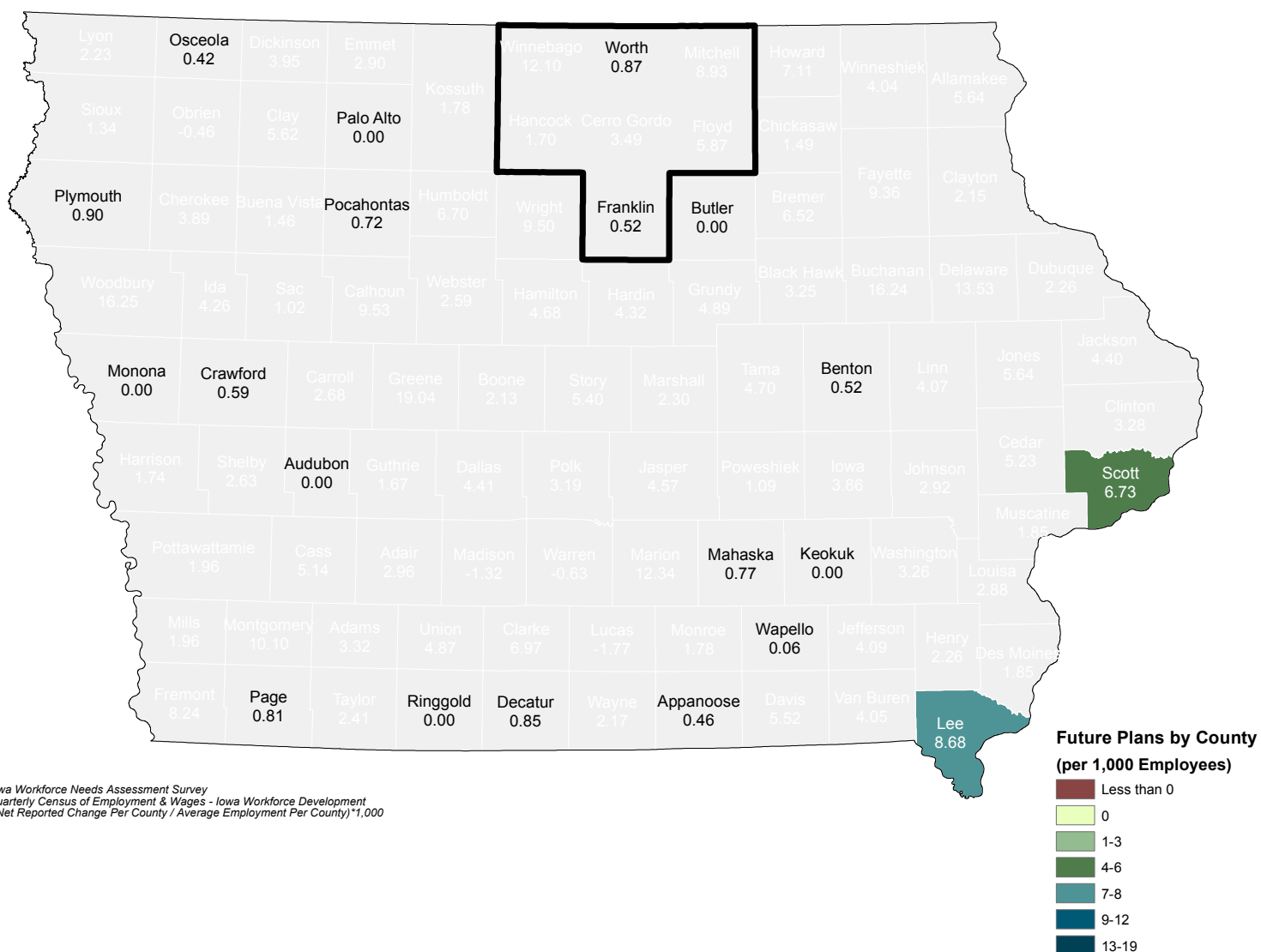
FUTURE PLANS



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)*

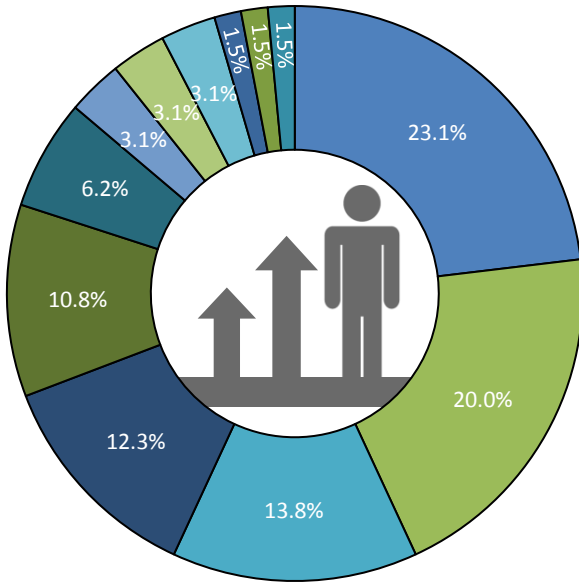


Iowa Workforce Needs Assessment Survey
 Quarterly Census of Employment & Wages - Iowa Workforce Development
 *(Net Reported Change Per County / Average Employment Per County)*1,000

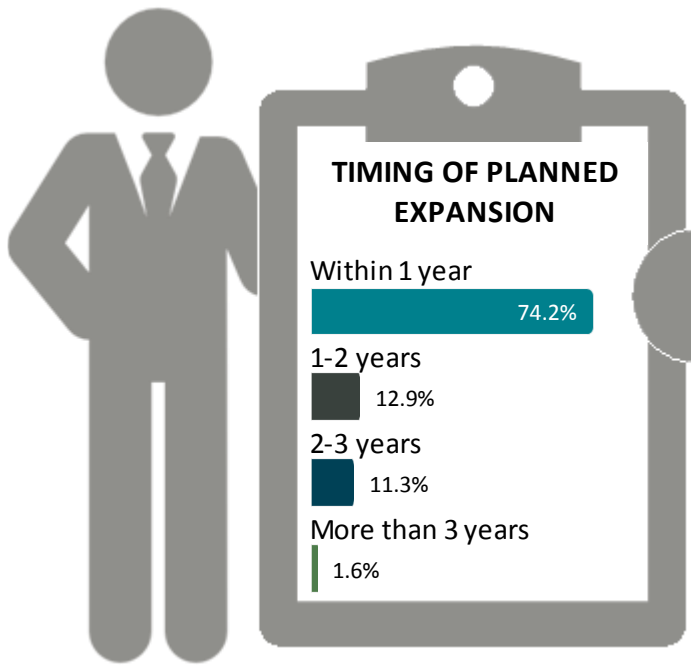
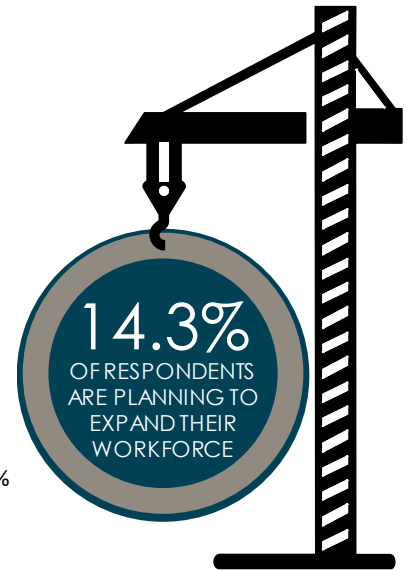


FUTURE PLANS - EXPANSION

Percent of Total Planned Expansion by Industry



- Manufacturing - 23.1%
- Construction - 20.0%
- Professional & Technical Services - 13.8%
- Health Care & Social Assistance - 12.3%
- Wholesale & Retail Trade - 10.8%
- Transportation & Warehousing - 6.2%
- Accommodation & Food Services - 3.1%
- Arts, Entertainment & Recreation - 3.1%
- Finance, Insurance & Real Estate - 3.1%
- Administrative & Waste Services - 1.5%
- Educational Services - 1.5%
- Personal Services - 1.5%
- Agriculture, Forestry, Fishing & Mining - 0.0%
- Information - 0.0%
- Management - 0.0%
- Public Administration - 0.0%
- Utilities - 0.0%



Percent within Each Industry with Planned Payroll Expansion

Industry	Percent of Each Industry
Arts, Entertainment & Recreation	66.7%
Manufacturing	29.4%
Construction	28.9%
Professional & Technical Services	24.3%
Transportation & Warehousing	20.0%
Finance, Insurance & Real Estate	15.4%
Health Care & Social Assistance	11.6%
Educational Services	8.3%
Wholesale & Retail Trade	8.2%
Administrative & Waste Services	7.7%
Accommodation & Food Services	5.1%
Personal Services	4.2%
Agriculture, Forestry, Fishing & Mining	0.0%
Information	0.0%
Management	0.0%
Public Administration	0.0%
Utilities	0.0%

TOP INDUSTRIAL EXPANSION



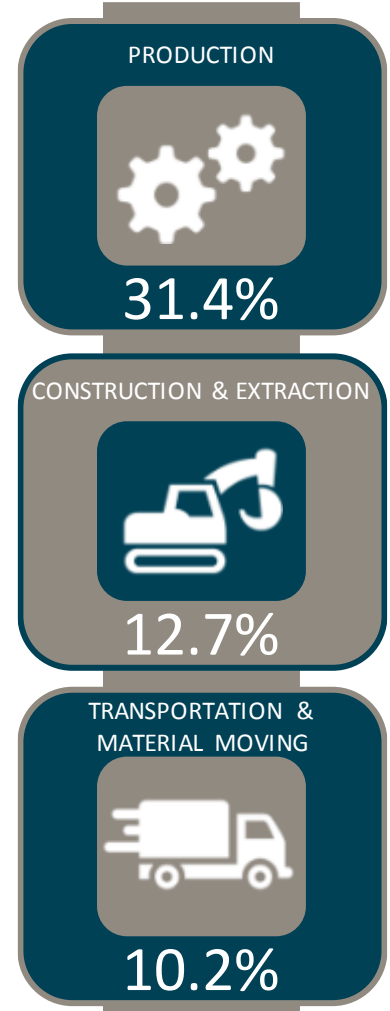


FUTURE PLANS - EXPANSION

Percent of Planned Expansion by Occupational Category

Occupational Category	Percent of Planned Expansion
Production	31.4%
Construction & Extraction	12.7%
Transportation & Material Moving	10.2%
Food Preparation & Serving Related	7.2%
Education, Training & Library	5.9%
Office & Administrative Support	5.9%
Healthcare Practitioners & Technical	4.2%
Installation, Maintenance & Repair	4.2%
Sales & Related	3.8%
Personal Care & Service	3.4%
Healthcare Support	3.0%
Architecture & Engineering	2.5%
Computer & Mathematical	1.7%
Arts, Design, Entertainment, Sports & Media	1.3%
Business & Financial Operations	1.3%
Community & Social Service	0.8%
Management	0.5%
Building & Grounds Cleaning & Maintenance	0.0%
Farming, Fishing & Forestry	0.0%
Legal	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
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

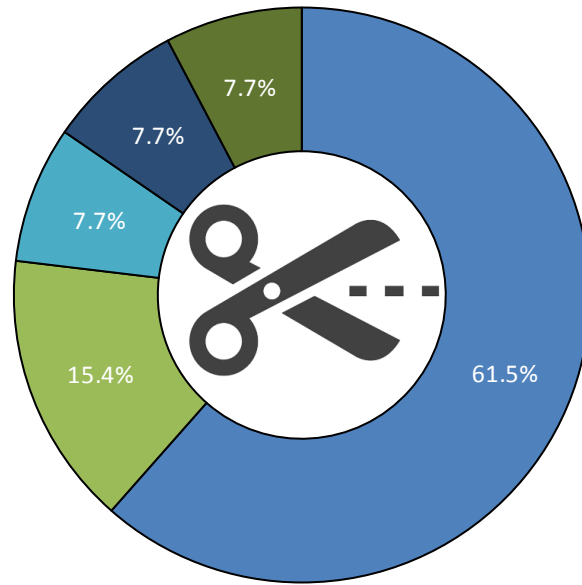
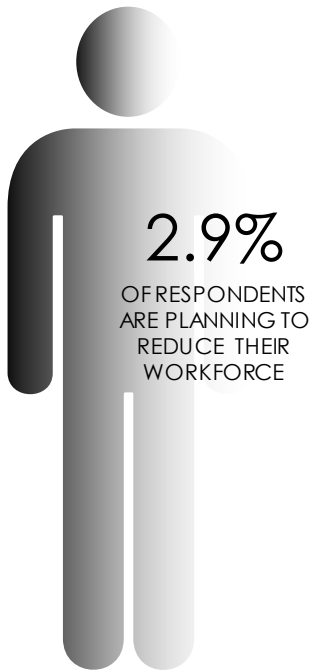
Reasons for Expansion
Meet current market demands
Increase share of existing market
Entry into new markets
Opening a new location
Reduction of overtime
Changes in tax or regulatory incentives
Moving specific business operations in-house
Merger/acquisition
Relocation of assets to an existing location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





FUTURE PLANS - REDUCTION

Percent of Total Planned Reduction by Industry



- Wholesale & Retail Trade - 61.5%
- Health Care & Social Assistance - 15.4%
- Agriculture, Forestry, Fishing & Mining - 7.7%
- Educational Services - 7.7%
- Professional & Technical Services - 7.7%
- Accommodation & Food Services - 0.0%
- Administrative & Waste Services - 0.0%
- Arts, Entertainment & Recreation - 0.0%
- Construction - 0.0%
- Finance, Insurance & Real Estate - 0.0%
- Information - 0.0%
- Management - 0.0%
- Manufacturing - 0.0%
- Personal Services - 0.0%
- Public Administration - 0.0%
- Transportation & Warehousing - 0.0%
- Utilities - 0.0%

Percent within Each Industry with Planned Payroll Reduction

Industry	Percent of Each Industry
Wholesale & Retail Trade	9.4%
Educational Services	8.3%
Agriculture, Forestry, Fishing & Mining	7.7%
Health Care & Social Assistance	2.9%
Professional & Technical Services	2.7%
Accommodation & Food Services	0.0%
Administrative & Waste Services	0.0%
Arts, Entertainment & Recreation	0.0%
Construction	0.0%
Finance, Insurance & Real Estate	0.0%
Information	0.0%
Management	0.0%
Manufacturing	0.0%
Personal 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
Education, Training & Library	61.5%
Food Preparation & Serving Related	19.2%
Architecture & Engineering	3.8%
Business & Financial Operations	3.8%
Healthcare Practitioners & Technical	3.8%
Management	3.8%
Office & Administrative Support	3.8%
Arts, Design, Entertainment, Sports & Media	0.0%
Building & Grounds Cleaning & Maintenance	0.0%
Community & Social Service	0.0%
Computer & Mathematical	0.0%
Construction & Extraction	0.0%
Farming, Fishing & Forestry	0.0%
Healthcare Support	0.0%
Installation, Maintenance & Repair	0.0%
Legal	0.0%
Life, Physical & Social Science	0.0%
Personal Care & Service	0.0%
Production	0.0%
Protective Service	0.0%
Sales & Related	0.0%
Transportation & Material Moving	0.0%
Unknown	0.3%



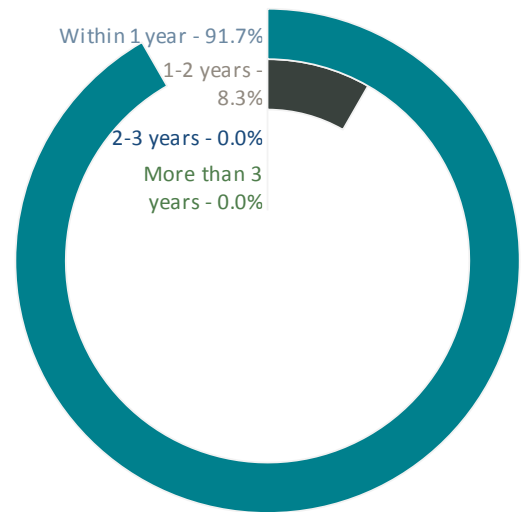


FUTURE PLANS - REDUCTION

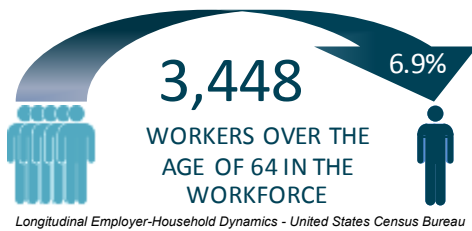
Reasons for Workforce Reduction Ranked by Relative Importance

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

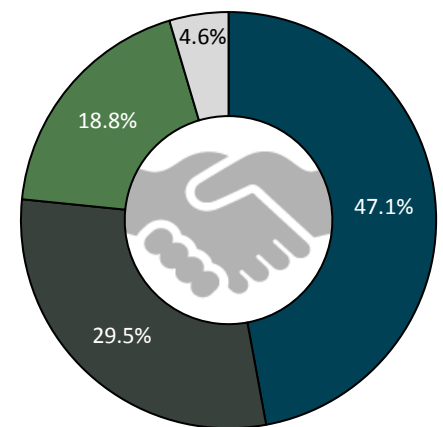
Timing of Planned Reduction



RETIREMENTS



How Companies Plan to Replace Those Who Retire

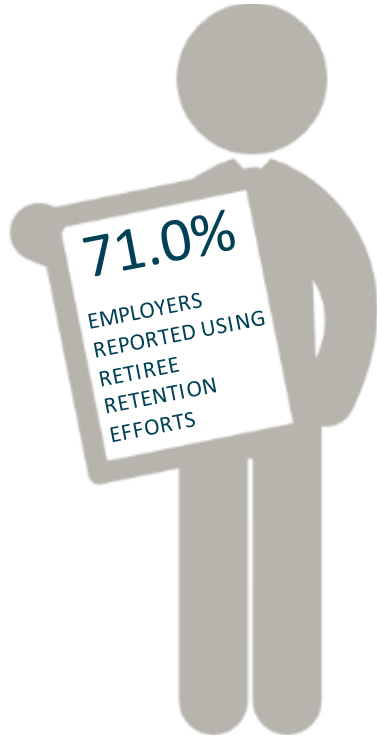


Workers Over the Age of 64 in the Workplace by Industry

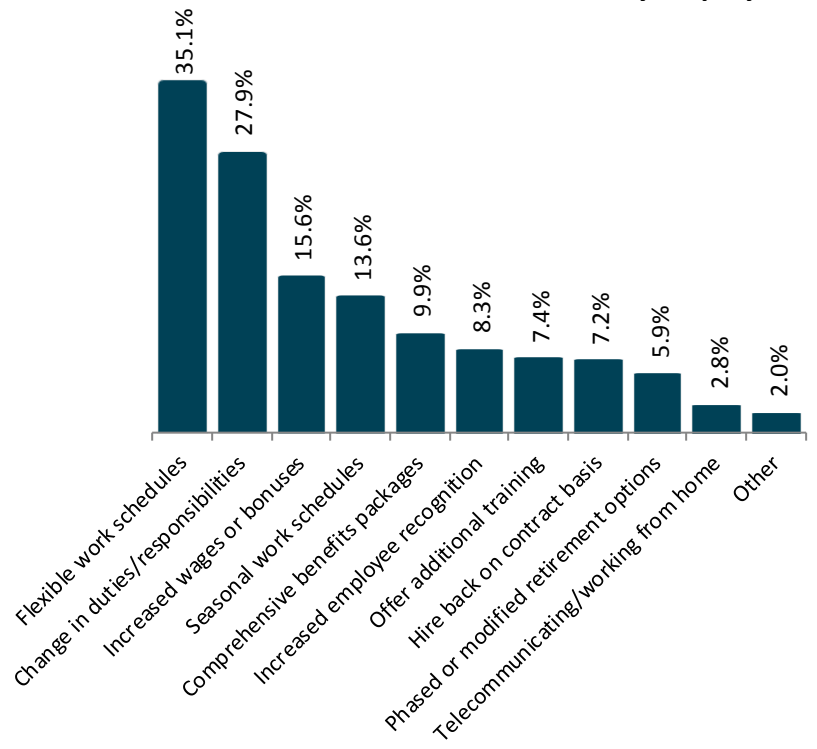
Industry	Percent of Total ⁴	Percent of Each Industry ⁴
Wholesale & Retail Trade	20.4%	9.0%
Health Care & Social Assistance	16.3%	6.3%
Manufacturing	13.4%	4.4%
Educational Services	7.9%	8.8%
Public Administration	6.9%	9.0%
Finance, Insurance & Real Estate	4.4%	9.8%
Transportation & Warehousing	4.4%	9.3%
Construction	4.1%	5.6%
Personal Services	4.1%	8.4%
Accommodation & Food Services	3.7%	3.7%
Administrative & Waste Services	3.0%	6.5%
Arts, Entertainment & Recreation	2.8%	10.2%
Professional & Technical Services	2.3%	7.6%
Agriculture, Forestry, Fishing & Mining	2.1%	9.6%
Information	2.0%	9.2%
Management	1.1%	6.7%
Utilities	0.0%	0.0%

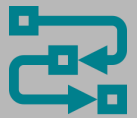
⁴Longitudinal Employer-Household Dynamics - United States Census Bureau

- Both hire new workers and promote from within - 47.1%
- Hire new workers - 29.5%
- Not currently planning to fill these positions - 18.8%
- Promote from within the company - 4.6%



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.

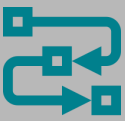
While there are many postings for jobs outside of Iowa within the IowaJobs bank, those are removed from the data for the purposes of this report. This is accomplished by filtering out all postings with a non-Iowa ZIP code. For those postings that did not have a valid ZIP code, the city and state fields 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	1,026	1,130	185	\$13.51
First-Line Supervisors of Retail Sales Workers	41-1011	497	640	75	\$12.27
Production Workers, All Other	51-9199	419	**	40	\$8.27
Registered Nurses	29-1141	419	1,010	65	\$21.55
Retail Salespersons	41-2031	358	1,620	185	\$8.22
First-Line Supervisors of Production and Operating Workers	51-1011	307	370	45	\$18.64
Cashiers	41-2011	277	2,000	315	\$8.23
Stock Clerks and Order Fillers	43-5081	277	630	85	\$8.84
Customer Service Representatives	43-4051	258	520	55	\$12.18
Personal Care Aides	39-9021	257	930	165	\$10.81
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	236	1,120	205	\$12.02
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	216	1,230	280	\$8.41
First-Line Supervisors of Food Preparation and Serving Workers	35-1012	201	250	40	\$10.60
Nursing Assistants	31-1014	192	1,260	125	\$11.19
Maintenance and Repair Workers, General	49-9071	175	700	80	\$13.42
Nursing Aides, Orderlies, and Attendants	31-1012	173	**	**	**
Licensed Practical and Licensed Vocational Nurses	29-2061	169	390	25	\$16.64
Medical Assistants	31-9092	168	210	30	\$12.14
Social and Human Service Assistants	21-1093	145	230	20	\$10.62
Driver/Sales Workers	53-3031	137	90	20	\$11.57
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37-2011	128	600	90	\$8.96
Helpers—Production Workers	51-9198	124	120	20	\$9.94
Assemblers and Fabricators, All Other	51-2099	118	**	25	**
Transportation Attendants, Except Flight Attendants	53-6061	117	**	**	**
Nurse Practitioners	29-1171	115	50	**	\$36.73
Parts Salespersons	41-2022	114	180	15	\$13.41
Security Guards	33-9032	112	100	15	\$8.37
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	53-1031	111	**	10	**
Maintenance Workers, Machinery	49-9043	110	**	**	**
Medical and Health Services Managers	11-9111	93	300	20	**
First-Line Supervisors of Office and Administrative Support Workers	43-1011	92	290	35	\$16.48
Physical Therapists	29-1123	87	**	**	\$38.99
Physicians and Surgeons, All Other	29-1069	83	110	**	\$46.33
Engineers, All Other	17-2199	81	40	**	\$22.10
Physician Assistants	29-1071	80	40	**	\$44.67
Automotive Service Technicians and Mechanics	49-3023	76	390	40	\$11.77
Food Service Managers	11-9051	76	**	25	\$13.85
Cooks, Restaurant	35-2014	75	290	40	\$8.57
Food Preparation Workers	35-2021	74	190	50	\$8.50
Waiters and Waitresses	35-3031	72	600	120	\$8.29
Accountants and Auditors	13-2011	70	280	40	\$17.23
Agricultural Inspectors	45-2011	70	10	**	\$23.64
Emergency Medical Technicians and Paramedics	29-2041	69	150	10	\$10.19
Pharmacy Technicians	29-2052	69	70	10	\$11.76

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
Light Truck or Delivery Services Drivers	53-3033	68	320	45	\$9.89
Sales Representatives, Services, All Other	41-3099	68	**	20	\$14.87
Billing and Posting Clerks	43-3021	65	240	25	\$12.52
Occupational Therapists	29-1122	62	20	**	\$33.45
Maids and Housekeeping Cleaners	37-2012	59	410	85	\$9.23
Dishwashers	35-9021	56	100	15	\$8.30
Food Processing Workers, All Other	51-3099	56	**	**	\$14.16
Gaming Supervisors	39-1011	56	**	**	**
Industrial Engineers	17-2112	56	80	10	\$24.07
Healthcare Support Workers, All Other	31-9099	55	**	35	\$16.13
Managers, All Other	11-9199	53	100	40	\$27.88
Occupational Therapy Assistants	31-2011	53	**	**	**
Gaming Dealers	39-3011	52	**	10	**
Welders, Cutters, Solderers, and Brazers	51-4121	52	400	55	\$15.04
Cooks, Institution and Cafeteria	35-2012	51	510	50	\$10.16
Health Technologists and Technicians, All Other	29-2099	51	**	**	**
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	45-2092	49	**	15	**
General and Operations Managers	11-1021	47	660	50	\$19.22
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011	46	60	10	\$15.47
Merchandise Displayers and Window Trimmers	27-1026	46	10	**	\$11.84
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	46	460	80	\$15.91
First-Line Supervisors of Housekeeping and Janitorial Workers	37-1011	40	10	**	\$13.37
Machinists	51-4041	40	100	20	\$14.13
Construction Laborers	47-2061	38	500	75	\$11.75
Material Moving Workers, All Other	53-7199	38	**	**	**
Packaging and Filling Machine Operators and Tenders	51-9111	38	160	15	\$10.85
Respiratory Therapists	29-1126	38	**	**	**
Business Operations Specialists, All Other	13-1199	36	250	45	\$16.60
Speech-Language Pathologists	29-1127	36	20	**	\$31.11
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35-9031	35	150	30	\$8.21
Sales and Related Workers, All Other	41-9099	34	30	15	\$13.46
Social Workers, All Other	21-1029	33	**	**	**
Civil Engineers	17-2051	32	40	**	\$33.32
Coaches and Scouts	27-2022	32	150	**	\$17,163
First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011	32	300	25	\$14.45
Gaming Cage Workers	43-3041	32	**	**	**
Bill and Account Collectors	43-3011	31	**	15	**
Bookkeeping, Accounting, and Auditing Clerks	43-3031	30	550	90	\$12.65
Healthcare Social Workers	21-1022	30	**	**	**
Office Clerks, General	43-9061	30	1,090	130	\$10.31
Biological Technicians	19-4021	29	**	**	**
Chief Executives	11-1011	29	80	10	\$18.12
Dining Room and Cafeteria Attendants and Bartender Helpers	35-9011	29	**	15	\$8.08
Healthcare Practitioners and Technical Workers, All Other	29-9099	29	**	**	**
Highway Maintenance Workers	47-4051	29	190	20	\$14.73
Tellers	43-3071	29	200	35	\$12.73
Hotel, Motel, and Resort Desk Clerks	43-4081	28	**	25	\$8.59
Life, Physical, and Social Science Technicians, All Other	19-4099	28	20	**	\$17.76
Medical Records and Health Information Technicians	29-2071	28	150	**	\$16.04
Team Assemblers	51-2092	28	**	370	**
Computer Systems Analysts	15-1121	27	100	**	\$20.30
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	26	190	20	\$13.93

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
Physical Therapist Assistants	31-2021	26	70	10	\$21.52
Telecommunications Equipment Installers and Repairers, Except Line Installers	49-2022	26	110	10	\$20.39
Parking Lot Attendants	53-6021	25	**	**	**
Administrative Services Managers	11-3011	24	30	**	\$26.54
Computer Occupations, All Other	15-1199	24	40	10	**
Industrial Production Managers	11-3051	24	160	15	\$28.80
Surgical Technologists	29-2055	24	**	**	**
Agricultural and Food Science Technicians	19-4011	23	**	**	**
Bus and Truck Mechanics and Diesel Engine Specialists	49-3031	23	140	15	\$13.44
Farmworkers, Farm, Ranch, and Aquacultural Animals	45-2093	23	**	55	**
First-Line Supervisors of Farming, Fishing, and Forestry Workers	45-1011	23	**	10	**
Installation, Maintenance, and Repair Workers, All Other	49-9099	23	20	**	\$15.95
Occupational Health and Safety Specialists	29-9011	23	30	**	\$26.83
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	43-6014	23	580	100	\$10.77
Teacher Assistants	25-9041	23	560	60	\$17,162
Agricultural Equipment Operators	45-2091	22	**	25	\$14.60
Receptionists and Information Clerks	43-4171	22	200	50	\$10.01
Taxi Drivers and Chauffeurs	53-3041	22	**	10	**
Bartenders	35-3011	21	**	55	\$8.41
Medical Secretaries	43-6013	21	160	30	\$13.46
Printing Press Machine Operators and Tenders	51-5023	21	**	**	**
Recreation Workers	39-9032	21	110	15	\$8.20
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	21	20	**	\$17.68
Demonstrators and Product Promoters	41-9011	20	**	10	**
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	17-2111	20	**	**	**
Marketing Managers	11-2021	20	40	**	\$26.09
Office and Administrative Support Workers, All Other	43-9199	20	**	10	**
Painters, Transportation Equipment	51-9122	20	40	**	\$15.70
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	35-3022	19	**	40	\$9.45
Home Health Aides	31-1011	19	50	90	\$12.50
Industrial Engineering Technicians	17-3026	19	50	**	\$17.47
Medical and Clinical Laboratory Technologists	29-2011	19	**	**	**
Mental Health and Substance Abuse Social Workers	21-1023	19	**	**	**
Textile, Apparel, and Furnishings Workers, All Other	51-6099	19	**	**	**
Construction and Building Inspectors	47-4011	18	20	**	\$22.47
Electrical and Electronic Engineering Technicians	17-3023	18	20	**	\$19.66
Financial Managers	11-3031	18	180	15	\$27.36
Gaming Change Persons and Booth Cashiers	41-2012	18	**	**	**
Gaming Surveillance Officers and Gaming Investigators	33-9031	18	**	**	**
Medical and Clinical Laboratory Technicians	29-2012	18	**	**	**
Plant and System Operators, All Other	51-8099	18	**	**	**
Radiologic Technologists	29-2034	18	80	**	\$21.05
Diagnostic Medical Sonographers	29-2032	17	**	**	**
Dietitians and Nutritionists	29-1031	17	20	**	\$21.31
Excavating and Loading Machine and Dragline Operators	53-7032	17	10	**	\$17.95
Sales Managers	11-2022	17	90	10	\$28.81
Cooks, All Other	35-2019	16	**	**	**
First-Line Supervisors of Construction Trades and Extraction Workers	47-1011	16	130	15	\$20.45
Packers and Packagers, Hand	53-7064	16	110	35	\$9.29
Phlebotomists	31-9097	16	30	**	\$13.16
Chemists	19-2031	15	50	10	\$22.77
Executive Secretaries and Executive Administrative Assistants	43-6011	15	170	20	\$14.06

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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
Farm Equipment Mechanics and Service Technicians	49-3041	15	200	15	\$14.97
Nonfarm Animal Caretakers	39-2021	15	60	15	\$8.30
Pharmacy Aides	31-9095	15	**	**	**
Reporters and Correspondents	27-3022	15	30	**	\$11.92
Transportation, Storage, and Distribution Managers	11-3071	15	30	**	\$30.64
Cardiovascular Technologists and Technicians	29-2031	14	**	**	**
Carpenters	47-2031	14	120	25	\$14.32
Chefs and Head Cooks	35-1011	14	20	**	\$13.17
Human Resources Assistants, Except Payroll and Timekeeping	43-4161	14	30	**	\$12.35
Railroad Conductors and Yardmasters	53-4031	14	**	**	**
Compliance Officers	13-1041	13	50	**	\$19.79
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	49-9021	13	20	10	\$19.15
Human Resources Specialists	13-1071	13	110	15	\$17.73
Production, Planning, and Expediting Clerks	43-5061	13	100	10	\$14.33
Rehabilitation Counselors	21-1015	13	**	10	\$11.31
Bus Drivers, Transit and Intercity	53-3021	12	80	10	\$11.04
Computer and Information Research Scientists	15-1111	12	**	**	**
Food Servers, Nonrestaurant	35-3041	12	**	10	**
Industrial Truck and Tractor Operators	53-7051	12	130	25	\$13.04
Pharmacists	29-1051	12	80	**	\$48.17
Shipping, Receiving, and Traffic Clerks	43-5071	12	220	25	\$13.70
Child, Family, and School Social Workers	21-1021	11	100	15	\$13.14
Clinical, Counseling, and School Psychologists	19-3031	11	**	**	**
Computer Support Specialists	15-1041	11	**	**	**
Electronic Equipment Installers and Repairers, Motor Vehicles	49-2096	11	**	**	**
Engineering Technicians, Except Drafters, All Other	17-3029	11	10	**	\$15.26
First-Line Supervisors of Non-Retail Sales Workers	41-1012	11	70	15	\$21.60
Industrial Machinery Mechanics	49-9041	11	180	20	\$16.76
Advertising Sales Agents	41-3011	10	40	**	\$14.54
Childcare Workers	39-9011	10	280	80	\$8.35
Construction Managers	11-9021	10	50	**	\$24.00
Electricians	47-2111	10	150	20	\$17.01
Environmental Science and Protection Technicians, Including Health	19-4091	10	**	**	**
Family and General Practitioners	29-1062	10	**	**	**
Logisticians	13-1081	10	20	**	\$19.54
Management Analysts	13-1111	10	50	10	\$23.29
Nurse Midwives	29-1161	10	**	**	**
Operating Engineers and Other Construction Equipment Operators	47-2073	10	140	20	\$15.03
Court, Municipal, and License Clerks	43-4031	9	80	**	\$13.12
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	51-9021	9	70	10	\$13.61
Food Preparation and Serving Related Workers, All Other	35-9099	9	**	15	**
Health Specialties Teachers, Postsecondary	25-1071	9	**	**	**
Helpers—Installation, Maintenance, and Repair Workers	49-9098	9	**	**	\$13.22
Landscaping and Groundskeeping Workers	37-3011	9	120	40	\$8.45
Lawyers	23-1011	9	30	**	\$25.40
Mechanical Engineers	17-2141	9	100	**	\$21.53
Medical Equipment Repairers	49-9062	9	10	**	\$13.63
Social and Community Service Managers	11-9151	9	40	**	\$17.45
Teachers and Instructors, All Other	25-3099	9	**	**	**
Water and Wastewater Treatment Plant and System Operators	51-8031	9	**	**	\$15.07
Bakers	51-3011	8	60	10	\$8.37
Chemical Plant and System Operators	51-8091	8	**	10	\$25.58

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Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
Civil Engineering Technicians	17-3022	8	50	**	\$26.34
Cleaners of Vehicles and Equipment	53-7061	8	140	25	\$9.47
Computer Software Engineers, Applications	15-1031	8	**	**	**
Data Entry Keyers	43-9021	8	20	**	\$13.00
Dental Assistants	31-9091	8	80	25	\$13.84
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	53-1021	8	**	10	**
Grounds Maintenance Workers, All Other	37-3019	8	**	**	**
Medical Equipment Preparers	31-9093	8	**	**	**
Mental Health Counselors	21-1014	8	**	**	**
Nurse Anesthetists	29-1151	8	**	**	**
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	8	**	**	**
Sawing Machine Setters, Operators, and Tenders, Wood	51-7041	8	**	**	**
Ambulance Drivers and Attendants, Except Emergency Medical Technicians	53-3011	7	**	**	**
Automotive Body and Related Repairers	49-3021	7	120	10	\$15.92
Community Health Workers	21-1094	7	**	**	**
Dispatchers, Except Police, Fire, and Ambulance	43-5032	7	**	**	\$16.22
Electrical Engineers	17-2071	7	**	**	**
Graduate Teaching Assistants	25-1191	7	**	**	**
Health Educators	21-1091	7	**	**	**
Human Resources Managers	11-3121	7	40	**	\$35.80
Laundry and Dry-Cleaning Workers	51-6011	7	180	15	\$10.52
Materials Engineers	17-2131	7	**	**	**
Meter Readers, Utilities	43-5041	7	**	**	**
Police and Sheriff's Patrol Officers	33-3051	7	210	15	\$17.71
Producers and Directors	27-2012	7	30	**	\$8.75
Tire Builders	51-9197	7	**	**	**
Transportation Workers, All Other	53-6099	7	**	10	**
Athletic Trainers	29-9091	6	**	**	**
Building Cleaning Workers, All Other	37-2019	6	**	**	**
Bus Drivers, School or Special Client	53-3022	6	140	20	\$8.54
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	51-9192	6	**	**	**
Communications Equipment Operators, All Other	43-2099	6	**	**	**
Cooks, Short Order	35-2015	6	**	20	**
Financial Specialists, All Other	13-2099	6	**	20	\$26.90
Health Diagnosing and Treating Practitioners, All Other	29-1199	6	**	**	**
Internists, General	29-1063	6	**	**	**
Locomotive Engineers	53-4011	6	**	**	**
Mobile Heavy Equipment Mechanics, Except Engines	49-3042	6	50	10	\$19.04
Natural Sciences Managers	11-9121	6	**	**	**
Nursing Instructors and Teachers, Postsecondary	25-1072	6	**	**	**
Opticians, Dispensing	29-2081	6	30	**	\$9.10
Probation Officers and Correctional Treatment Specialists	21-1092	6	**	**	**
Rail-Track Laying and Maintenance Equipment Operators	47-4061	6	**	**	**
Advertising and Promotions Managers	11-2011	5	**	**	**
Cement Masons and Concrete Finishers	47-2051	5	40	25	\$14.72
Chemical Equipment Operators and Tenders	51-9011	5	60	15	\$18.99
Construction and Related Workers, All Other	47-4099	5	**	**	**
Counselors, All Other	21-1019	5	**	**	**
Floral Designers	27-1023	5	**	**	\$11.95
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	51-3091	5	**	**	**
Home Appliance Repairers	49-9031	5	**	**	**
Locker Room, Coatroom, and Dressing Room Attendants	39-3093	5	**	**	**

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Machine Feeders and Offbearers	53-7063	5	**	10	**
Market Research Analysts and Marketing Specialists	13-1161	5	120	15	\$14.54
Medical Scientists, Except Epidemiologists	19-1042	5	**	**	**
Painters, Construction and Maintenance	47-2141	5	30	10	\$15.29
Personal Financial Advisors	13-2052	5	20	**	**
Plumbers, Pipefitters, and Steamfitters	47-2152	5	**	20	\$13.50
Preschool Teachers, Except Special Education	25-2011	5	90	20	\$9.35
Private Detectives and Investigators	33-9021	5	**	**	**
Securities, Commodities, and Financial Services Sales Agents	41-3031	5	**	10	\$13.35
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	51-9012	5	**	**	\$12.68
Telecommunications Line Installers and Repairers	49-9052	5	**	**	**
Wholesale and Retail Buyers, Except Farm Products	13-1022	5	**	**	**
Agricultural Workers, All Other	45-2099	4	**	50	**
Buyers and Purchasing Agents, Farm Products	13-1021	4	**	**	**
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51-9121	4	60	10	\$10.35
Coin, Vending, and Amusement Machine Servicers and Repairers	49-9091	4	**	**	**
Computer Programmers	15-1131	4	100	**	\$17.42
Computer Specialists, All Other	15-1099	4	**	**	**
Correctional Officers and Jailers	33-3012	4	80	**	\$16.79
Correspondence Clerks	43-4021	4	**	**	**
Court Reporters	23-2091	4	**	**	**
Dental Laboratory Technicians	51-9081	4	**	**	**
Dietetic Technicians	29-2051	4	**	**	\$10.75
Education Administrators, Postsecondary	11-9033	4	**	**	**
Electrical and Electronics Repairers, Commercial and Industrial Equipment	49-2094	4	**	**	**
Electrical Power-Line Installers and Repairers	49-9051	4	150	**	\$24.10
Emergency Management Directors	11-9161	4	**	**	**
Environmental Engineers	17-2081	4	**	**	**
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4033	4	**	**	**
Information Security Analysts	15-1122	4	**	**	**
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	33-9092	4	120	55	\$8.34
Network and Computer Systems Administrators	15-1142	4	60	**	\$24.76
Nuclear Technicians	19-4051	4	**	**	**
Operations Research Analysts	15-2031	4	**	**	**
Paralegals and Legal Assistants	23-2011	4	**	**	\$16.02
Personal Care and Service Workers, All Other	39-9099	4	**	15	**
Physical Therapist Aides	31-2022	4	**	**	**
Psychiatric Technicians	29-2053	4	**	**	**
Public Relations Specialists	27-3031	4	**	**	**
Social Science Research Assistants	19-4061	4	**	**	**
Statisticians	15-2041	4	**	**	**
Technical Writers	27-3042	4	**	**	**
Training and Development Specialists	13-1151	4	60	10	\$16.95
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51-4122	4	**	**	**
Aerospace Engineering and Operations Technicians	17-3021	3	**	**	**
Aircraft Mechanics and Service Technicians	49-3011	3	**	**	**
Architectural and Civil Drafters	17-3011	3	10	**	\$17.97
Audio and Video Equipment Technicians	27-4011	3	**	**	**
Brokerage Clerks	43-4011	3	**	**	\$17.09
Cabinetmakers and Bench Carpenters	51-7011	3	160	20	\$12.65
Chemical Engineers	17-2041	3	**	**	**
Chemical Technicians	19-4031	3	**	**	**

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Community and Social Service Specialists, All Other	21-1099	3	10	15	\$12.50
Computer Network Support Specialists	15-1152	3	50	**	\$17.55
Couriers and Messengers	43-5021	3	30	**	\$11.39
Crop and Livestock Managers	11-9011	3	**	**	**
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	3	20	10	**
Dentists, General	29-1021	3	30	**	\$44.11
Directors, Religious Activities and Education	21-2021	3	**	**	**
Education Administrators, All Other	11-9039	3	**	**	**
Education Administrators, Preschool and Childcare Center/Program	11-9031	3	20	**	\$13.42
Education, Training, and Library Workers, All Other	25-9099	3	**	**	**
Electrical and Electronic Equipment Assemblers	51-2022	3	**	**	**
Firefighters	33-2011	3	**	**	**
Flight Attendants	53-2031	3	**	**	**
Graphic Designers	27-1024	3	60	10	\$9.35
Hairdressers, Hairstylists, and Cosmetologists	39-5012	3	120	30	**
Mechanical Drafters	17-3013	3	30	**	\$17.18
Media and Communication Workers, All Other	27-3099	3	**	**	**
Medical Transcriptionists	31-9094	3	30	**	\$15.79
Occupational Therapy Aides	31-2012	3	**	**	**
Office Machine Operators, Except Computer	43-9071	3	**	**	**
Order Clerks	43-4151	3	60	15	\$14.61
Outdoor Power Equipment and Other Small Engine Mechanics	49-3053	3	10	**	\$14.36
Police, Fire, and Ambulance Dispatchers	43-5031	3	30	**	\$15.67
Purchasing Managers	11-3061	3	10	**	\$30.11
Secondary School Teachers, Except Special and Career/Technical Education	25-2031	3	270	10	\$42,363
Sewing Machine Operators	51-6031	3	**	**	**
Special Education Teachers, Preschool, Kindergarten, and Elementary School	25-2041	3	**	**	**
Substance Abuse and Behavioral Disorder Counselors	21-1011	3	**	**	**
Therapists, All Other	29-1129	3	**	**	**
Vocational Education Teachers, Postsecondary	25-1194	3	**	**	**
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	51-7042	3	**	15	**
Amusement and Recreation Attendants	39-3091	2	**	20	**
Animal Scientists	19-1011	2	**	**	**
Architects, Except Landscape and Naval	17-1011	2	**	**	**
Bindery Machine Setters and Set-Up Operators	51-5011	2	**	**	**
Career/Technical Education Teachers, Middle School	25-2023	2	**	**	**
Claims Adjusters, Examiners, and Investigators	13-1031	2	**	**	**
Command and Control Center Specialists	55-3015	2	**	**	**
Commercial and Industrial Designers	27-1021	2	**	**	**
Computer and Information Systems Managers	11-3021	2	50	**	\$31.90
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	51-4012	2	**	**	**
Computer User Support Specialists	15-1151	2	110	15	\$14.81
Cooks, Fast Food	35-2011	2	**	40	**
Crane and Tower Operators	53-7021	2	40	**	\$25.32
Credit Analysts	13-2041	2	**	**	\$16.41
Cutting and Slicing Machine Setters, Operators, and Tenders	51-9032	2	20	**	\$10.83
Dental Hygienists	29-2021	2	120	10	\$24.00
Designers, All Other	27-1029	2	**	**	**
Educational, Guidance, School, and Vocational Counselors	21-1012	2	60	10	\$14.38
Elementary School Teachers, Except Special Education	25-2021	2	510	35	\$41,825
English Language and Literature Teachers, Postsecondary	25-1123	2	**	**	**
Farmers, Ranchers, and Other Agricultural Managers	11-9013	2	**	305	**

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Financial Analysts	13-2051	2	30	**	\$24.73
Financial Clerks, All Other	43-3099	2	**	**	**
First-Line Supervisors of Personal Service Workers	39-1021	2	110	10	\$10.75
First-Line Supervisors of Police and Detectives	33-1012	2	30	**	\$30.32
First-Line Supervisors of Protective Service Workers, All Other	33-1099	2	10	**	\$17.20
Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	51-9051	2	**	**	**
Glaziers	47-2121	2	**	**	**
Graders and Sorters, Agricultural Products	45-2041	2	**	**	**
Hearing Aid Specialists	29-2092	2	**	**	**
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	51-4191	2	**	**	**
Helpers—Pipefitters, Plumbers, Pipefitters, and Steamfitters	47-3015	2	**	**	**
Insulation Workers, Floor, Ceiling, and Wall	47-2131	2	**	**	**
Insurance Sales Agents	41-3021	2	150	25	\$12.45
Interviewers, Except Eligibility and Loan	43-4111	2	20	10	\$13.15
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4034	2	**	**	**
Legal Secretaries	43-6012	2	20	**	\$19.25
Librarians	25-4021	2	60	**	\$10.61
Library Assistants, Clerical	43-4121	2	40	10	\$8.60
Loan Officers	13-2072	2	90	10	\$21.49
Locksmiths and Safe Repairers	49-9094	2	**	**	**
Media and Communication Equipment Workers, All Other	27-4099	2	**	**	**
Medical Appliance Technicians	51-9082	2	**	**	**
Metal-Refining Furnace Operators and Tenders	51-4051	2	**	**	**
Middle School Teachers, Except Special and Career/Technical Education	25-2022	2	**	35	**
New Accounts Clerks	43-4141	2	40	**	\$15.92
Nuclear Medicine Technologists	29-2033	2	**	**	**
Ophthalmic Medical Technicians	29-2057	2	**	**	**
Paving, Surfacing, and Tamping Equipment Operators	47-2071	2	**	**	**
Pediatricians, General	29-1065	2	**	**	**
Postal Service Mail Carriers	43-5052	2	160	10	\$17.15
Procurement Clerks	43-3061	2	20	**	\$13.26
Protective Service Workers, All Other	33-9099	2	**	**	**
Psychologists, All Other	19-3039	2	**	**	**
Pump Operators, Except Wellhead Pumps	53-7072	2	**	**	**
Radiation Therapists	29-1124	2	**	**	**
Railroad Brake, Signal, and Switch Operators	53-4021	2	**	**	**
Recreational Therapists	29-1125	2	**	**	**
Roofers	47-2181	2	**	**	**
Sheet Metal Workers	47-2211	2	**	**	**
Tax Preparers	13-2082	2	**	**	**
Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	51-6064	2	**	**	**
Tool Grinders, Filers, and Sharpeners	51-4194	2	**	**	**
Upholsterers	51-6093	2	**	**	**
Urban and Regional Planners	19-3051	2	**	**	**
Adhesive Bonding Machine Operators and Tenders	51-9191	1	**	**	**
Administrative Law Judges, Adjudicators, and Hearing Officers	23-1021	1	**	**	**
Agricultural Sciences Teachers, Postsecondary	25-1041	1	**	**	**
Airline Pilots, Copilots, and Flight Engineers	53-2011	1	**	**	**
Animal Breeders	45-2021	1	**	**	**
Animal Control Workers	33-9011	1	**	**	**
Animal Trainers	39-2011	1	**	**	**
Appraisers and Assessors of Real Estate	13-2021	1	30	**	\$16.14

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Architectural and Engineering Managers	11-9041	1	30	**	\$39.07
Art, Drama, and Music Teachers, Postsecondary	25-1121	1	**	**	**
Artists and Related Workers, All Other	27-1019	1	**	**	**
Automotive and Watercraft Service Attendants	53-6031	1	**	**	**
Biochemists and Biophysicists	19-1021	1	**	**	**
Biomedical Engineers	17-2031	1	**	**	**
Boilermakers	47-2011	1	**	**	**
Business Teachers, Postsecondary	25-1011	1	**	**	**
Camera Operators	51-5022	1	**	**	**
Clergy	21-2011	1	**	**	**
Command and Control Center Officers	55-1015	1	**	**	**
Communications Teachers, Postsecondary	25-1122	1	**	**	**
Computer Science Teachers, Postsecondary	25-1021	1	**	**	**
Computer Software Engineers, Systems Software	15-1032	1	**	**	**
Conveyor Operators and Tenders	53-7011	1	**	10	\$14.29
Cooks, Private Household	35-2013	1	**	**	**
Cost Estimators	13-1051	1	70	**	\$20.38
Counter and Rental Clerks	41-2021	1	70	10	\$8.24
Credit Authorizers, Checkers, and Clerks	43-4041	1	**	**	**
Crossing Guards	33-9091	1	**	**	**
Database Administrators	15-1141	1	10	**	\$21.91
Door-To-Door Sales Workers, News and Street Vendors, and Related Workers	41-9091	1	**	**	**
Drafters, All Other	17-3019	1	20	**	\$18.78
Economics Teachers, Postsecondary	25-1063	1	**	**	**
Editors	27-3041	1	20	**	\$11.16
Education Administrators, Elementary and Secondary School	11-9032	1	80	**	\$76,710
Electrical and Electronics Drafters	17-3012	1	**	**	**
Electrical and Electronics Installers and Repairers, Transportation Equipment	49-2093	1	**	**	**
Electronic Home Entertainment Equipment Installers and Repairers	49-2097	1	**	**	**
Eligibility Interviewers, Government Programs	43-4061	1	20	**	\$18.87
Engine and Other Machine Assemblers	51-2031	1	**	**	**
Environmental Engineering Technicians	17-3025	1	**	**	**
Environmental Scientists and Specialists, Including Health	19-2041	1	20	**	\$22.80
First-Line Supervisors of All Other Tactical Operations Specialists	55-2013	1	**	**	**
Food Batchmakers	51-3092	1	150	15	\$11.22
Forest and Conservation Technicians	19-4093	1	**	**	\$13.36
Forest and Conservation Workers	45-4011	1	10	**	\$10.34
Forging Machine Setters, Operators, and Tenders, Metal and Plastic	51-4022	1	**	**	**
Foundry Mold and Coremakers	51-4071	1	**	**	**
Funeral Attendants	39-4021	1	**	**	**
Hazardous Materials Removal Workers	47-4041	1	**	**	**
Helpers, Construction Trades, All Other	47-3019	1	**	**	**
Helpers—Electricians	47-3013	1	**	**	**
Helpers—Painters, Paperhangers, Plasterers, and Stucco Masons	47-3014	1	**	**	**
Instructional Coordinators	25-9031	1	**	**	**
Insurance Claims and Policy Processing Clerks	43-9041	1	100	10	\$13.85
Kindergarten Teachers, Except Special Education	25-2012	1	**	**	**
Law Clerks	23-2092	1	**	**	**
Loan Interviewers and Clerks	43-4131	1	**	**	**
Lodging Managers	11-9081	1	**	**	**
Magnetic Resonance Imaging Technologists	29-2035	1	**	**	**
Market Research Analysts	19-3021	1	**	**	**

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
Massage Therapists	31-9011	1	**	**	**
Mixing and Blending Machine Setters, Operators, and Tenders	51-9023	1	100	25	\$16.72
Model Makers, Metal and Plastic	51-4061	1	**	**	**
Molders, Shapers, and Casters, Except Metal and Plastic	51-9195	1	**	**	**
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	51-4072	1	20	**	\$8.91
Music Directors and Composers	27-2041	1	**	**	**
Musical Instrument Repairers and Tuners	49-9063	1	**	**	**
Network Systems and Data Communications Analysts	15-1081	1	**	**	**
Painting, Coating, and Decorating Workers	51-9123	1	**	**	**
Patternmakers, Wood	51-7032	1	**	**	**
Payroll and Timekeeping Clerks	43-3051	1	20	**	\$15.83
Pest Control Workers	37-2021	1	**	**	**
Physical Scientists, All Other	19-2099	1	**	**	**
Physicists	19-2012	1	**	**	**
Physics Teachers, Postsecondary	25-1054	1	**	**	**
Pressers, Textile, Garment, and Related Materials	51-6021	1	**	**	**
Printing Press Operators	51-5112	1	60	**	\$10.63
Property, Real Estate, and Community Association Managers	11-9141	1	**	**	**
Psychology Teachers, Postsecondary	25-1066	1	**	**	**
Public Relations and Fundraising Managers	11-2031	1	**	**	**
Rail Car Repairers	49-3043	1	**	**	**
Residential Advisors	39-9041	1	**	**	**
Social Sciences Teachers, Postsecondary, All Other	25-1069	1	**	**	**
Software Developers, Systems Software	15-1133	1	**	**	**
Soil and Plant Scientists	19-1013	1	**	**	\$21.89
Special Education Teachers, All Other	25-2059	1	**	**	**
Special Education Teachers, Middle School	25-2042	1	**	**	**
Special Education Teachers, Preschool	25-2051	1	**	**	**
Special Education Teachers, Secondary School	25-2054	1	**	**	\$50,755
Stationary Engineers and Boiler Operators	51-8021	1	**	**	\$19.61
Statistical Assistants	43-9111	1	**	**	**
Surgeons	29-1067	1	**	**	**
Surveyors	17-1022	1	**	**	**
Switchboard Operators, Including Answering Service	43-2011	1	**	**	**
Tax Examiners and Collectors, and Revenue Agents	13-2081	1	**	**	**
Textile Cutting Machine Setters, Operators, and Tenders	51-6062	1	**	**	**
Tire Repairers and Changers	49-3093	1	**	**	**
Traffic Technicians	53-6041	1	**	**	**
Veterinary Assistants and Laboratory Animal Caretakers	31-9096	1	**	10	**
Veterinary Technologists and Technicians	29-2056	1	**	**	**
Web Developers	15-1134	1	**	**	\$21.59
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	43-5111	1	30	**	\$10.45
Word Processors and Typists	43-9022	1	**	**	**

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IOWA
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