

WORKFORCE NEEDS ASSESSMENT IOWA WORKFORCE DEVELOPMENT REGION 3/4 RELEASED 2019

BUENA VISTA, CLAY, DICKINSON, EMMET, KOSSUTH, LYON,
O'BRIEN, OSCEOLA, PALO ALTO AND SIOUX COUNTIES



C1
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Counties within Iowa Workforce Development Region 3/4 included within this analysis:

- Buena Vista
- Clay
- Dickinson
- Emmet
- Kossuth
- Lyon
- O'Brien
- Osceola
- Palo Alto
- Sioux

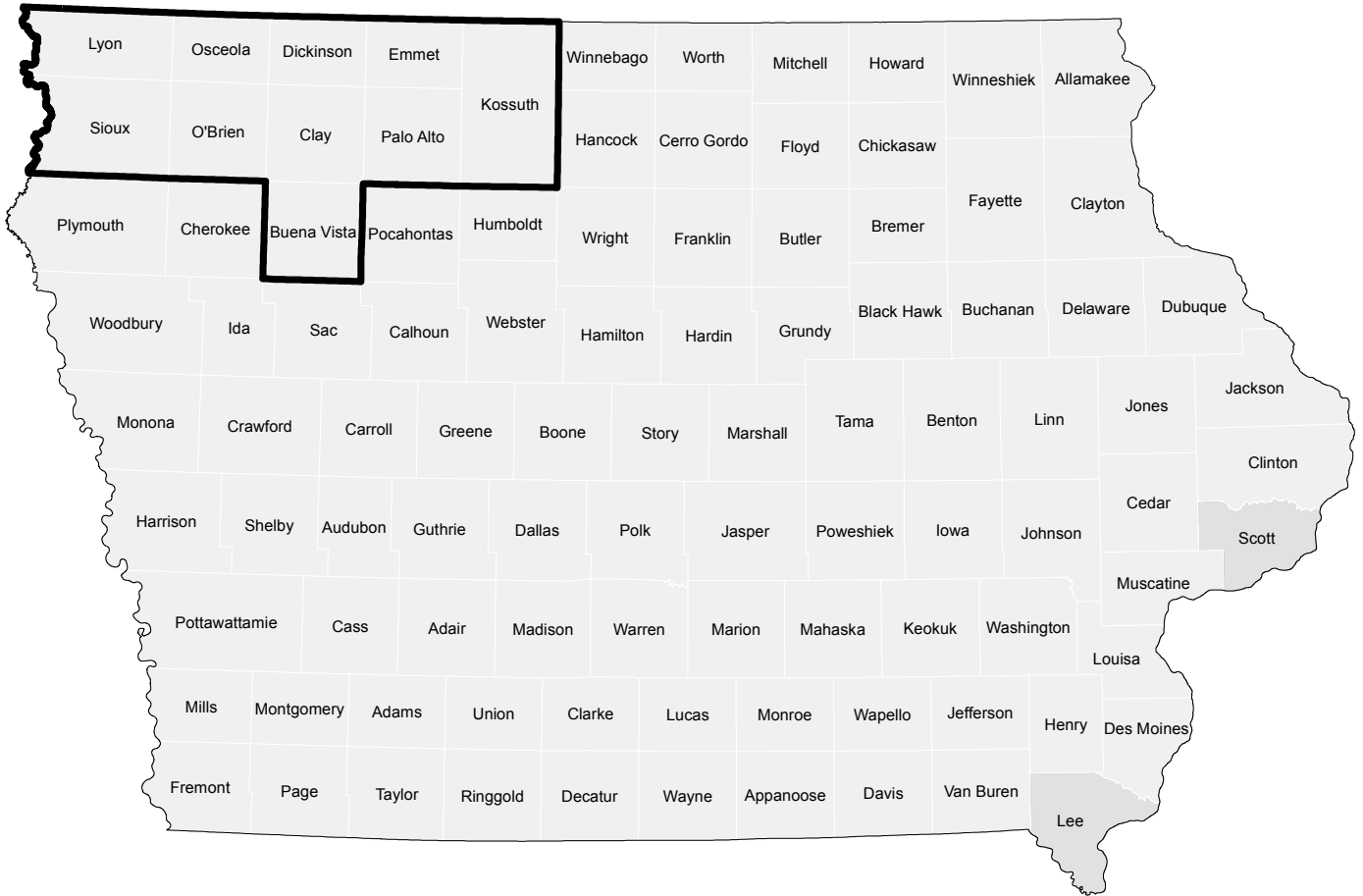


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Note: Sections marked as “Insufficient Data to Report” did not receive enough survey responses to allow for reporting.

2018 IOWA WORKFORCE NEEDS ASSESSMENT SURVEY



INTRODUCTION

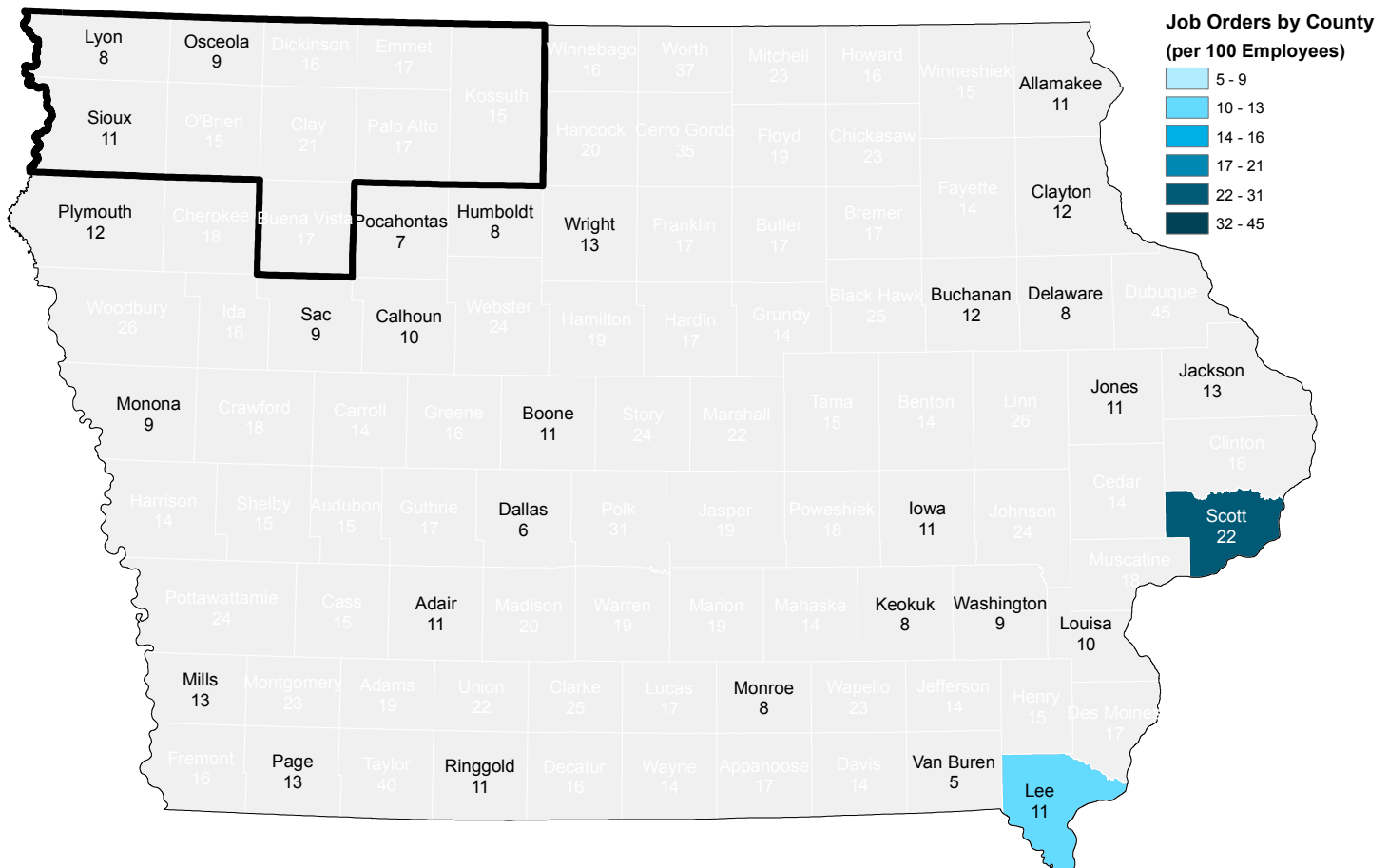
Iowa Workforce Development (IWD) conducted the sixth Workforce Needs Assessment. In addition to vacancy and retirement data, the survey also addressed the demand for workers and skills required in the workforce. Data regarding benefits offered by employers was also collected and is delineated in the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

Beginning in July 2018, 2,061 employers operating 2,544 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 862 responses, yielding a 41.8 percent response rate.



VACANCY ESTIMATES

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

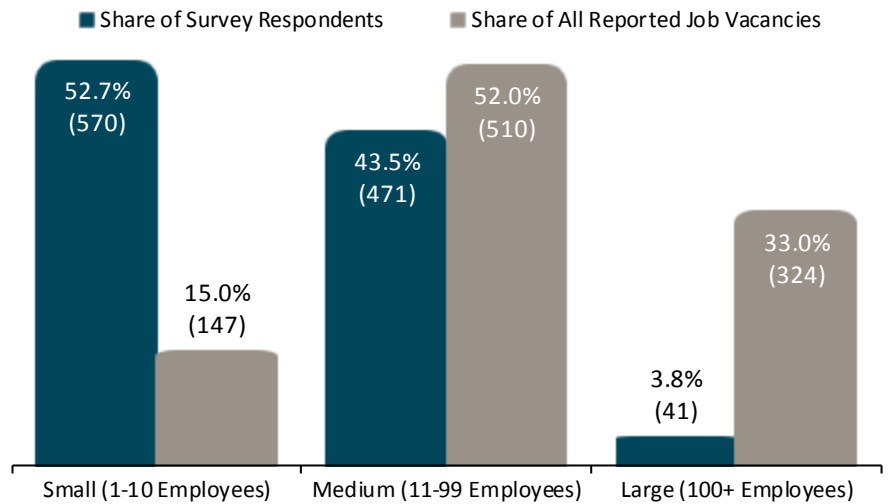


Iowa Workforce Development Job Bank
 Quarterly Census of Employment & Wages - Iowa Workforce Development
 *(Total Reported Job Orders Per County / Average Employment Per County)*100



VACANCY ESTIMATES

Reported Job Vacancies by Workplace Size



Total Number of Job Orders by Occupational Category

Occupational Category	Total Job Orders ¹	Percent of Total Job Orders ¹	Entry Wage ²	Average Wage ²	Projected Annual Openings ³
Sales & Related	1,626	14.9%	\$8.50	\$16.45	1,345
Transportation & Material Moving	1,314	12.0%	\$11.78	\$17.30	915
Healthcare Practitioner & Technical	1,193	10.9%	\$17.73	\$33.59	260
Office & Administrative Support	1,166	10.7%	\$10.82	\$16.04	1,250
Production	1,128	10.3%	\$12.59	\$17.60	1,345
Healthcare Support	648	5.9%	\$11.28	\$14.60	345
Food Preparation & Serving Related	593	5.4%	\$8.40	\$10.04	1,155
Installation, Maintenance & Repair	510	4.7%	\$14.09	\$20.70	490
Management	448	4.1%	\$19.97	\$39.35	920
Architecture & Engineering	425	3.9%	\$19.70	\$29.83	75
Construction & Extraction	290	2.7%	\$14.16	\$20.23	555
Business & Financial Operations	286	2.6%	\$17.70	\$28.03	295
Computer & Mathematical Science	219	2.0%	\$15.80	\$27.40	60
Farming, Fishing & Forestry	191	1.7%	\$11.88	\$16.92	415
Building & Grounds Cleaning & Maintenance	190	1.7%	\$9.31	\$13.64	500
Protective Service	161	1.5%	\$10.74	\$20.30	90
Community & Social Services	160	1.5%	\$11.72	\$19.04	160
Arts, Design, Entertainment, Sports & Related	131	1.2%	\$10.45	\$16.73	135
Personal Care & Service	102	0.9%	\$8.73	\$12.36	535
Education, Training & Library	74	0.7%	\$10.34	\$20.61	565
Life, Physical & Social Science	67	0.6%	\$15.20	\$24.98	80
Legal	6	0.1%	\$15.73	\$33.73	20

¹Iowa Workforce Development Job Bank

²Iowa Wage Report - Iowa Workforce Development

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



VACANCY ESTIMATES

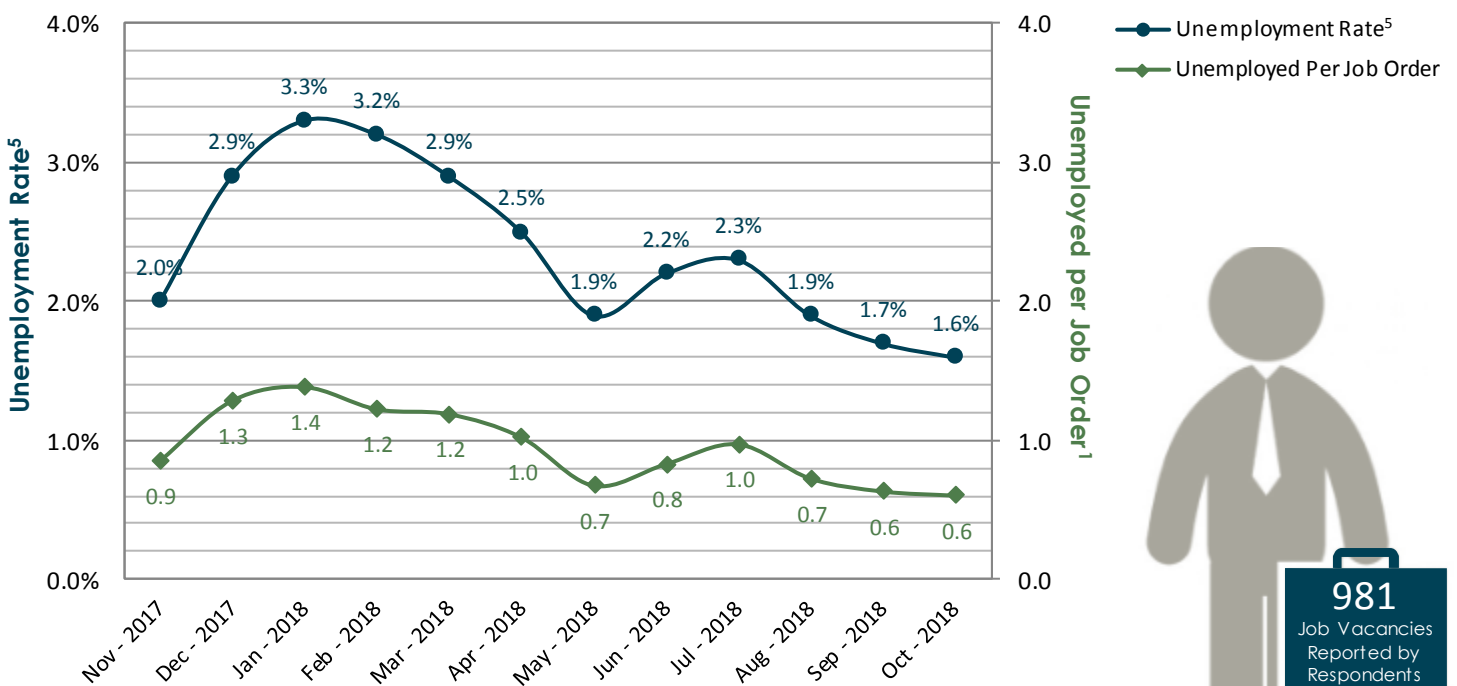
Vacancy Rate by Industry

	Employment ⁴	Estimated Vacancies	*Vacancy Rate	New Hire Wage ⁴	Projected Annual Openings ³
Transportation & Warehousing	1,741	77	4.4%	\$17.14	31
Construction	4,073	142	3.5%	\$17.25	60
Health Care & Social Assistance	9,981	313	3.1%	\$11.33	149
Accommodation & Food Services	6,431	196	3.0%	\$6.49	48
Arts, Entertainment & Recreation	1,111	31	2.8%	\$5.93	4
Manufacturing	14,249	404	2.8%	\$17.10	37
Personal Services	1,472	33	2.2%	\$11.62	17
Administrative & Waste Services	2,348	47	2.0%	\$10.07	45
Agriculture, Forestry, Fishing & Mining	3,058	61	2.0%	\$16.78	37
Information	886	15	1.7%	\$8.90	-8
Professional & Technical Services	1,745	28	1.6%	\$20.50	23
Educational Services	5,700	74	1.3%	\$7.64	61
Wholesale & Retail Trade	10,822	110	1.0%	\$10.06	43
Public Administration	3,145	11	0.3%	\$9.66	10
Finance, Insurance & Real Estate	2,760	4	0.1%	\$14.47	43
Management	403	0	0.0%	\$13.86	7
Utilities	421	0	0.0%	\$19.74	0

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

*Vacancy Rate calculations can be found in the Methodology

Number of Unemployed Persons per Job Order



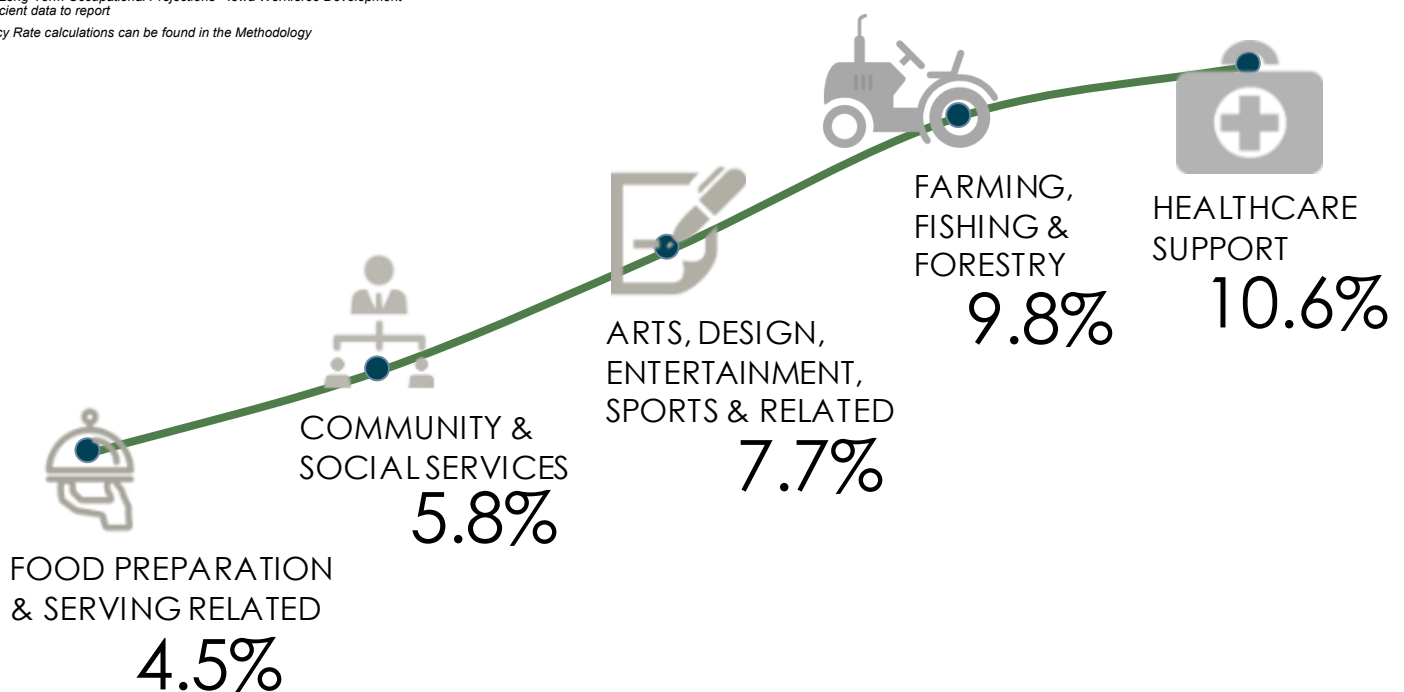
¹Iowa Workforce Development Job Bank
²Local Area Unemployment Statistics - Iowa Workforce Development (Data as of November 1, 2018, Numbers Not Seasonally Adjusted)



Vacancy Rate by Occupational Category

	Employment ²	Estimated Vacancies	*Vacancy Rate	Entry Wage ²	Projected Annual Openings ³
Healthcare Support	1,320	140	10.6%	\$11.28	345
Farming, Fishing & Forestry	670	66	9.8%	\$11.88	415
Arts, Design, Entertainment, Sports & Related	640	50	7.7%	\$10.45	135
Community & Social Services	860	50	5.8%	\$11.72	160
Food Preparation & Serving Related	5,040	226	4.5%	\$8.40	1,155
Architecture & Engineering	890	39	4.4%	\$19.70	75
Production	10,330	316	3.1%	\$12.59	1,345
Construction & Extraction	3,720	93	2.5%	\$14.16	555
Business & Financial Operations	2,250	51	2.3%	\$17.70	295
Installation, Maintenance & Repair	3,750	71	1.9%	\$14.09	490
Education, Training & Library	3,910	71	1.8%	\$10.34	565
Healthcare Practitioner & Technical	3,470	62	1.8%	\$17.73	260
Transportation & Material Moving	5,470	85	1.6%	\$11.78	915
Computer & Mathematical Science	560	7	1.2%	\$15.80	60
Sales & Related	7,740	90	1.2%	\$8.50	1,345
Building & Grounds Cleaning & Maintenance	2,830	32	1.1%	\$9.31	500
Life, Physical & Social Science	500	6	1.1%	\$15.20	80
Management	3,620	27	0.8%	\$19.97	920
Personal Care & Service	2,850	17	0.6%	\$8.73	535
Protective Service	550	3	0.5%	\$10.74	90
Office & Administrative Support	9,930	44	0.4%	\$10.82	1,250
Legal	210	0	0.0%	\$15.73	20

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



TOP VACANCY RATES



VACANCY ESTIMATES

HIGH DEMAND OCCUPATIONS



Top Reported Total Job Orders

	Total Job Orders ¹	Entry Wage ²	Average Wage ²
Heavy and Tractor-Trailer Truck Drivers	734	\$12.92	\$19.29
First-Line Supervisors of Retail Sales Workers	705	\$13.29	\$19.32
Stock Clerks and Order Fillers	496	\$9.10	\$13.21
Cashiers	442	\$8.26	\$10.06
Registered Nurses	308	\$20.96	\$26.88
First-Line Supervisors of Production and Operating Workers	258	\$18.71	\$26.81
Retail Salespersons	234	\$8.38	\$12.18
Nursing Aides, Orderlies, and Attendants	216	**	**
Customer Service Representatives	205	\$10.56	\$15.12
Helpers--Production Workers	204	**	**
Nursing Assistants	201	\$11.09	\$13.82
Production Workers, All Other	183	\$11.75	\$20.15
Laborers and Freight, Stock, and Material Movers, Hand	157	\$11.97	\$15.31
Maintenance and Repair Workers, General	139	\$13.72	\$18.26
Food Service Managers	137	\$12.98	\$18.90
Licensed Practical and Licensed Vocational Nurses	136	\$16.61	\$18.74
Security Guards	130	\$10.71	\$14.34
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	122	\$8.19	\$9.16
Engineers, All Other	111	\$27.65	\$38.23
Driver/Sales Workers	107	\$12.56	\$17.20
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scient	100	\$12.71	\$25.38
Combined Food Preparation and Serving Workers, Including Fast Food	98	\$8.43	\$9.70
Social and Human Service Assistants	98	\$11.58	\$16.81
First-Line Supervisors of Food Preparation and Serving Workers	89	\$9.54	\$13.51
Computer and Information Research Scientists	87	**	**
Light Truck or Delivery Services Drivers	83	\$10.12	\$15.25
Healthcare Practitioners and Technical Workers, All Other	81	**	**
Food Preparation Workers	75	\$8.29	\$10.20
Electromechanical Equipment Assemblers	72	**	**
Speech-Language Pathologists	72	\$24.45	\$31.30

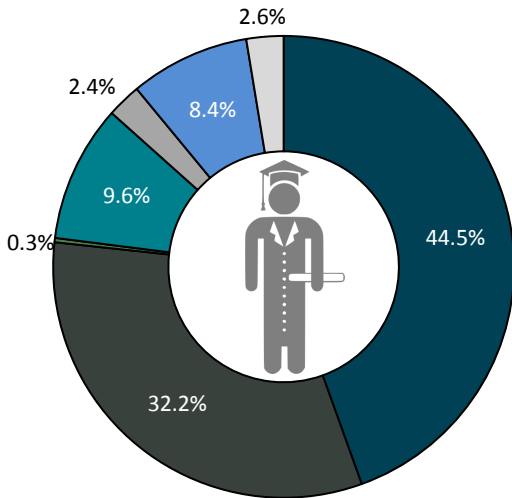
¹Iowa Workforce Development Job Bank
²Iowa Wage Report - Iowa Workforce Development
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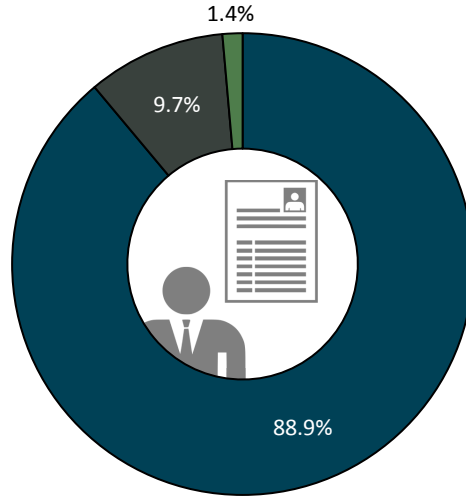
EDUCATION & EXPERIENCE REQUIREMENTS

Education and experience levels required and on-the-job training for the job orders (11,072 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.

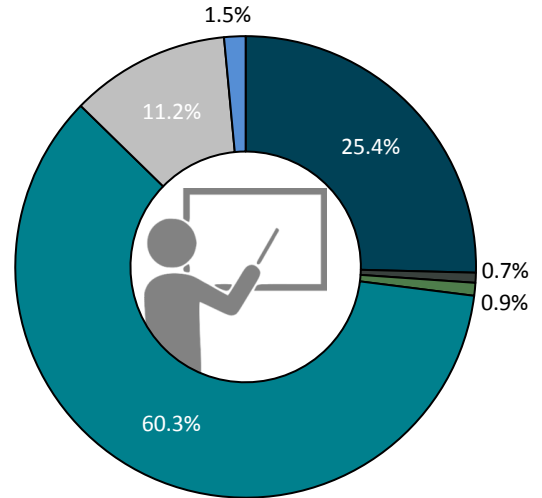
Education Requirements - Total Job Orders



Experience Requirements - Total Job Orders



On-The-Job Training - Total Job Orders



- No Formal Educational Credential - 44.5%
- High School Diploma or Equivalent - 32.2%
- Some College, No Degree - 0.3%
- Postsecondary Non-Degree Award - 9.6%
- Associate Degree - 2.4%
- Undergraduate Degree - 8.4%
- Postgraduate/Professional Degree - 2.6%

- No Experience Required - 88.9%
- Less than 5 Years - 9.7%
- 5 Years of More - 1.4%

- None - 25.4%
- Apprenticeship - 0.7%
- Internship/Residency - 0.9%
- Short-term on-the-job training - 60.3%
- Moderate-term on-the-job training - 11.2%
- Long-term on-the-job training - 1.5%



PERCEPTION OF APPLICANTS

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

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

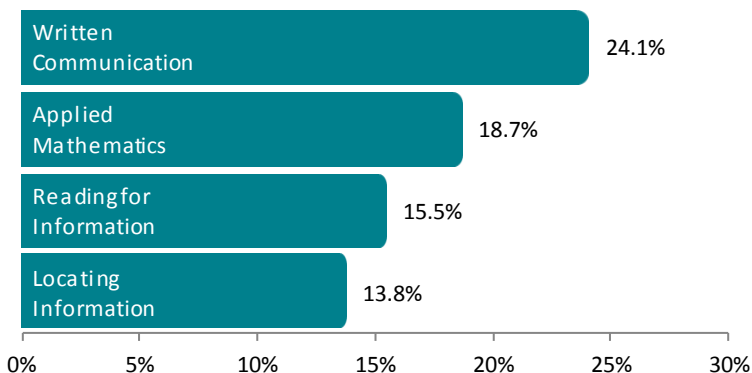
Perception of Applicants

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Applicants fulfill all necessary requirements for the job.	7.2%	22.0%	37.7%	25.2%	7.9%
Applicants possess the basic skills required for the job.	3.4%	11.8%	34.3%	34.9%	15.6%
Applicants possess the hard, or occupational, skills for the job.	11.6%	25.1%	39.7%	16.8%	6.8%
Applicants possess the soft, or interpersonal, skills for the job.	6.1%	20.3%	44.1%	21.8%	7.7%



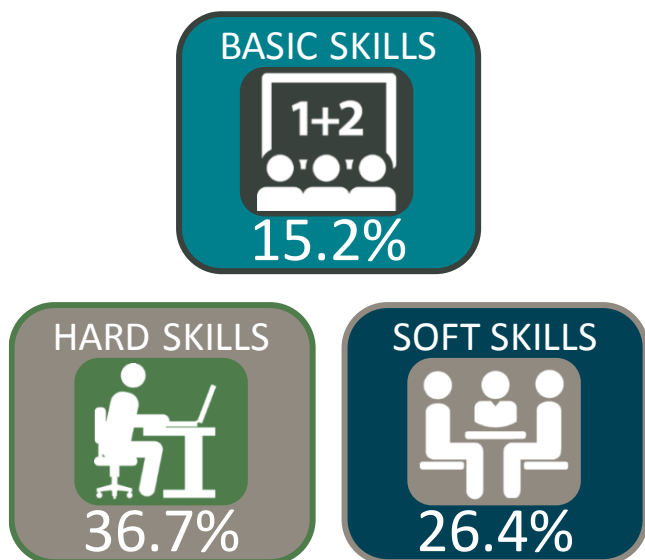
PERCEPTION OF APPLICANTS

Basic Skills Lacking in Applicants

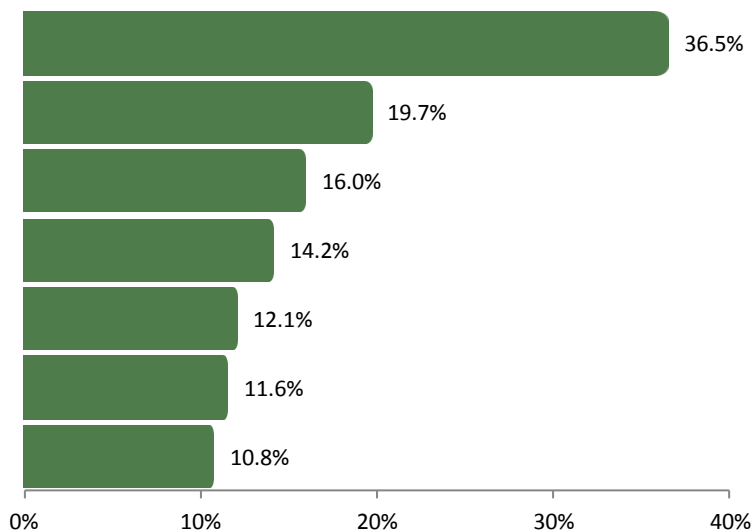


Basic skills are those skills developed during the elementary and middle part of an individual's education. These skills include literacy, numeracy (the ability to do arithmetic and reason with numbers), and the abilities to locate and read for information. The Skilled Iowa initiative, through the National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

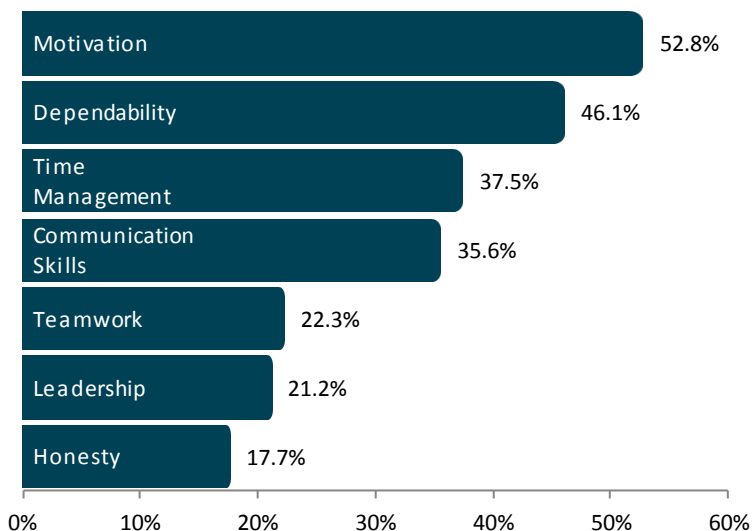


Occupational "Hard" Skills Lacking in Applicants



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 (83.1%) of employers indicated that they offer employee training.

Where Additional Training is Offered

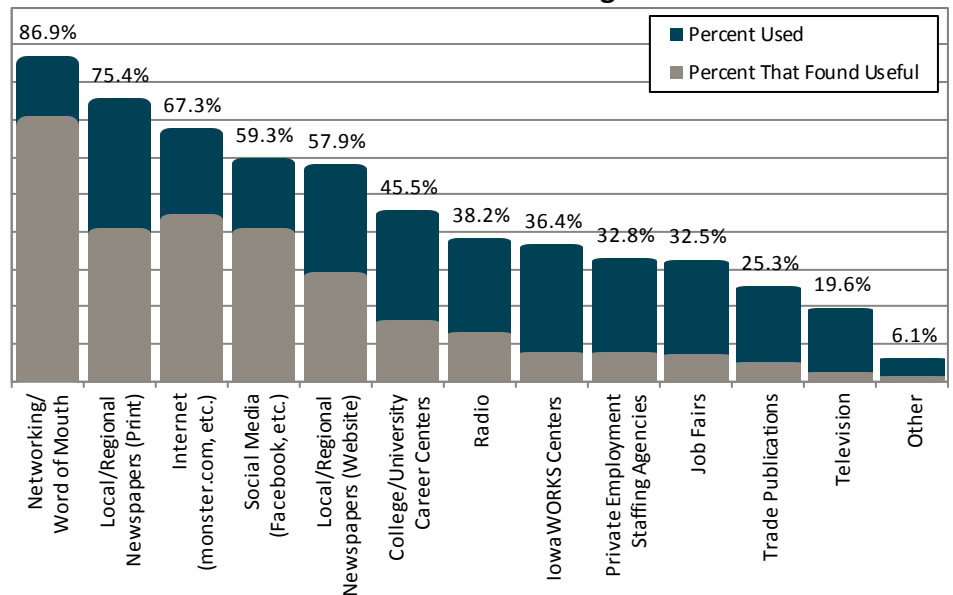
	Percent Offered
In-House Training	64.0%
Online Training	30.5%
Employee Self-Directed Training	20.6%
Commercial Training Provider	15.5%
Other	7.0%
Trade School	6.4%
College/University	6.2%



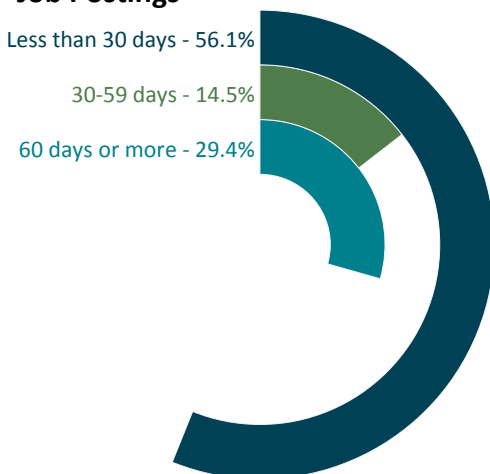
RECRUITMENT & ADVERTISING

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

Job Advertising Utilization & Usefulness



Recruitment Period for Job Postings



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

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



RECRUITMENT & ADVERTISING

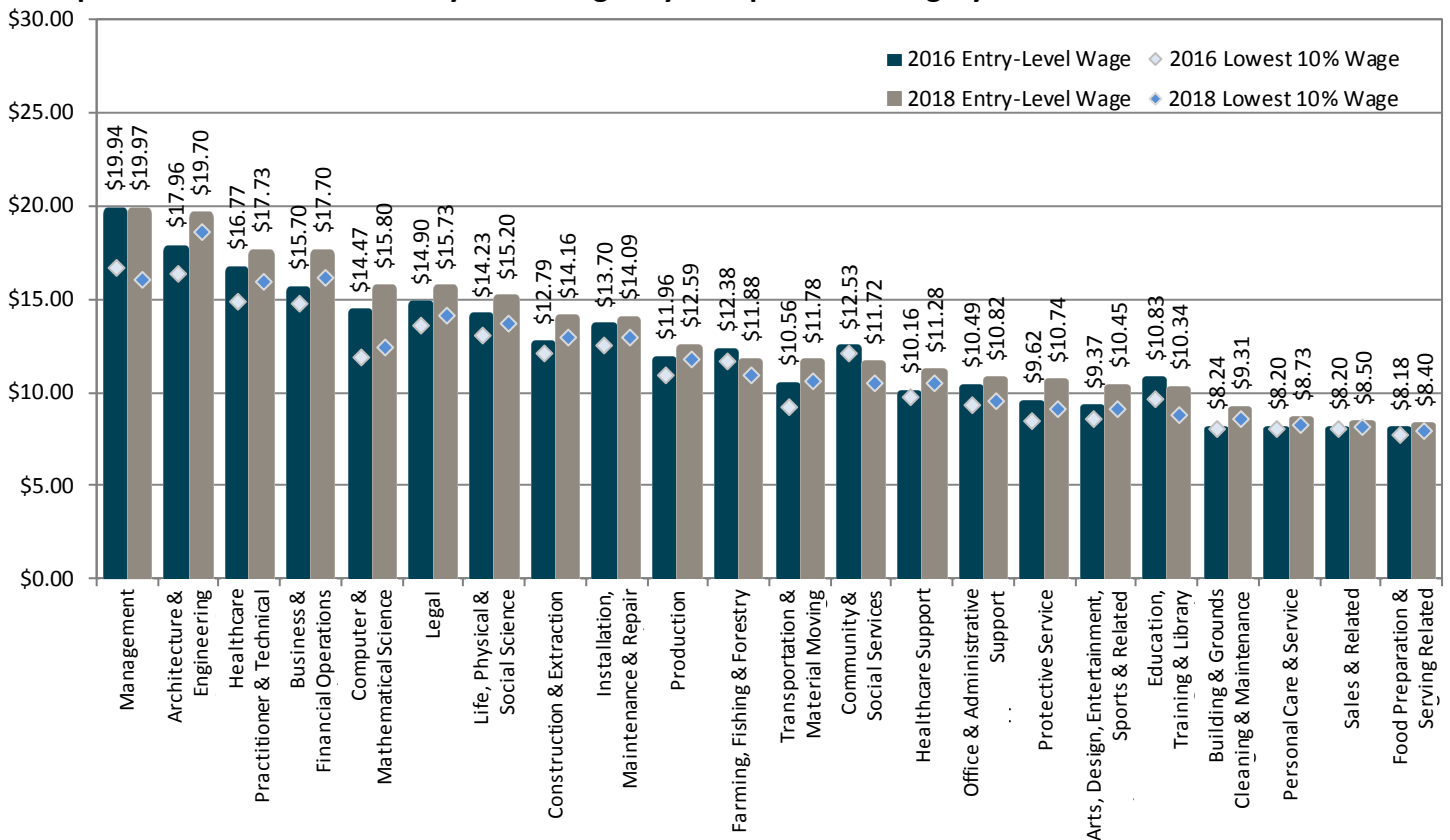
Difficulties Filling Vacant Positions

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Businesses have difficulty filling a position due to applicant failure to pass a background check.	41.0%	16.0%	31.2%	8.6%	3.2%
Businesses have difficulty filling a position due to applicant failure of controlled substance testing.	48.9%	13.7%	28.5%	6.0%	2.9%
Businesses have difficulty filling a position due to a general lack of applicants.	9.5%	9.5%	26.4%	27.6%	27.0%
Businesses have difficulty filling a position due to a lack of qualified applicants.	8.0%	7.5%	26.1%	31.1%	27.3%
Businesses have difficulty filling a position due to local competition.	19.2%	17.3%	38.8%	16.2%	8.5%
Businesses have difficulty filling a position due to applicant expectations of benefits package offered.	24.4%	19.5%	33.3%	14.7%	8.1%
Businesses have difficulty filling a position due to applicants willingness to accept wages offered.	17.0%	19.3%	35.0%	21.3%	7.4%
Businesses have difficulty filling a position due to the type of work involved.	14.6%	17.2%	34.0%	25.6%	8.6%
Businesses have difficulty filling a position due to the hours or shifts offered.	29.2%	18.4%	32.0%	14.2%	6.2%



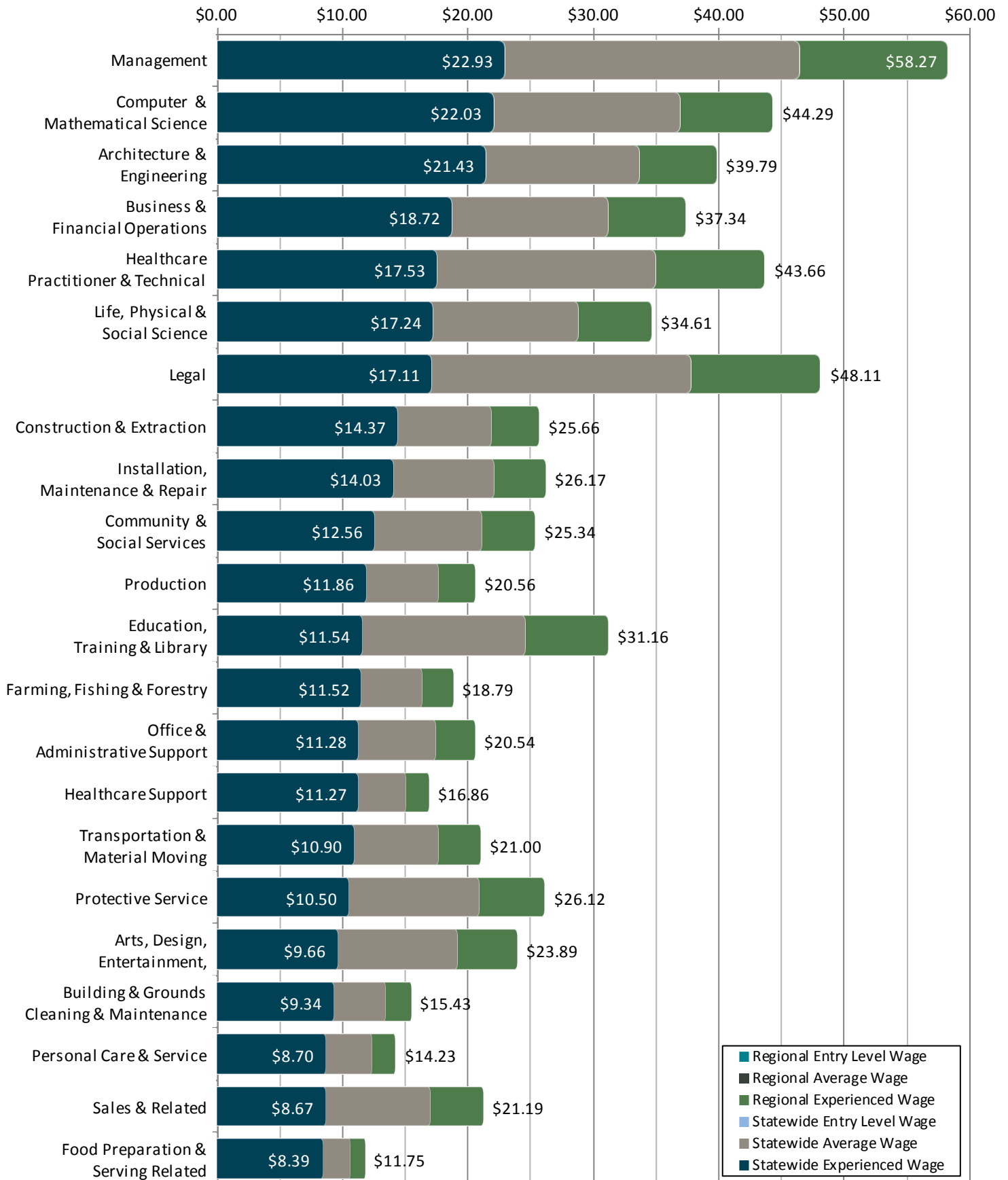
WAGES

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



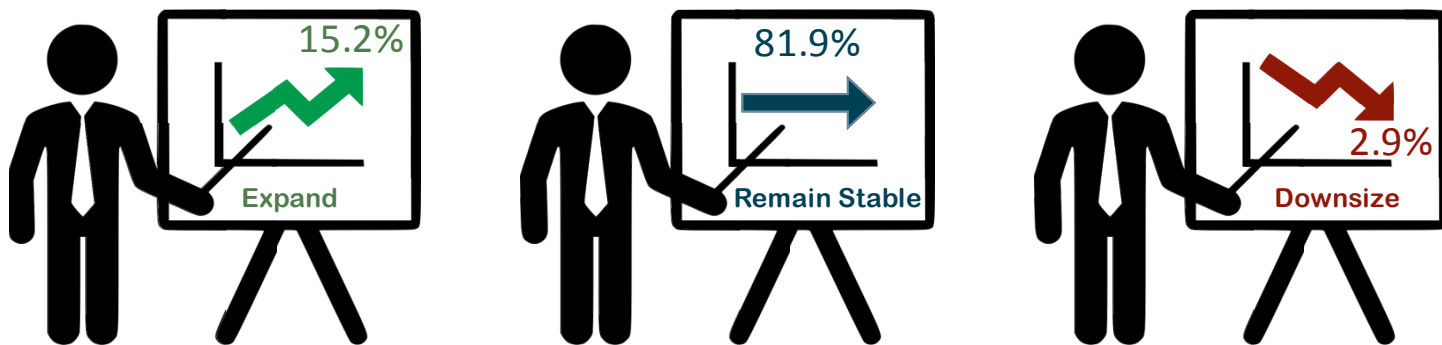


Comparison of 2018 Wage Levels by Occupational Category





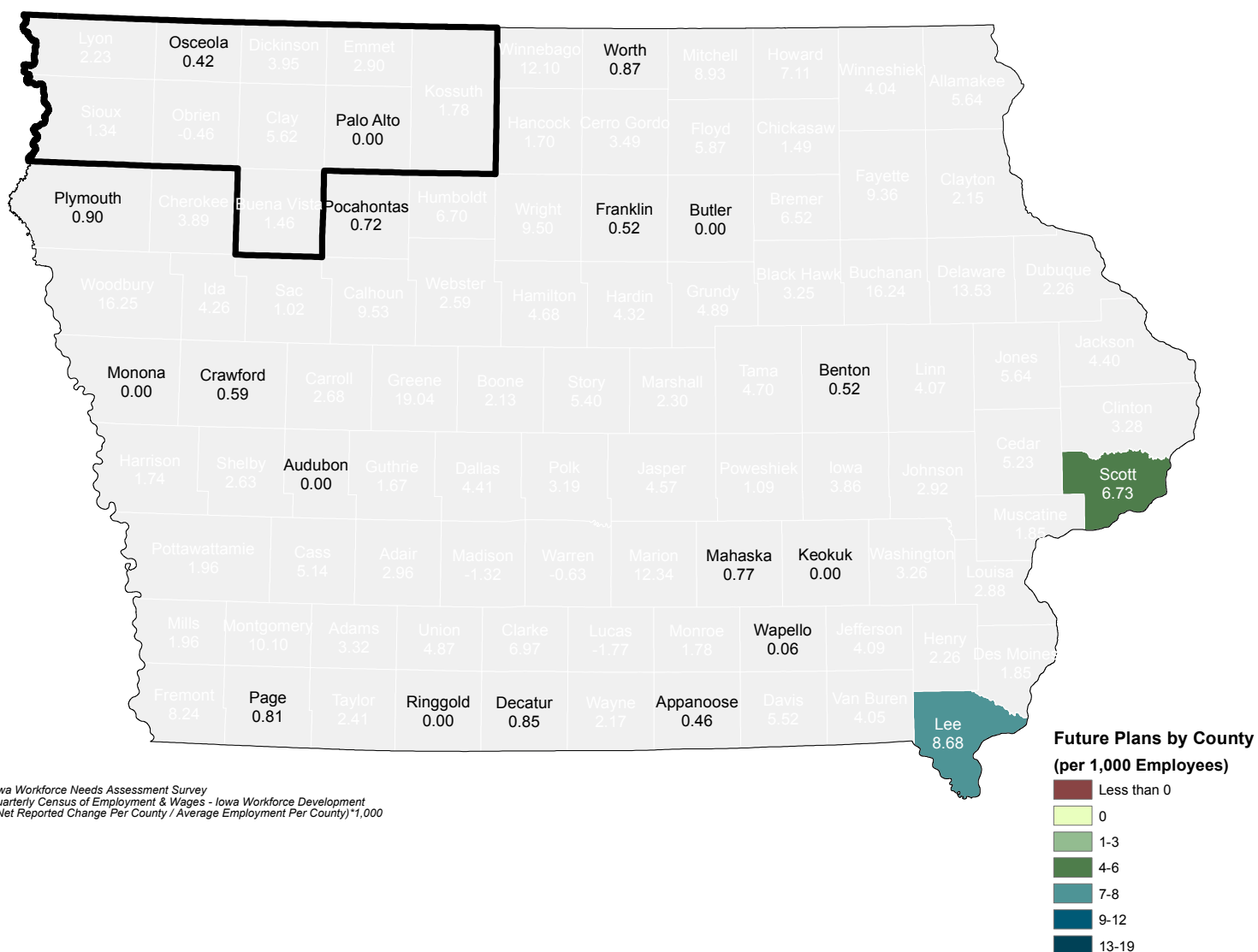
FUTURE PLANS



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)*

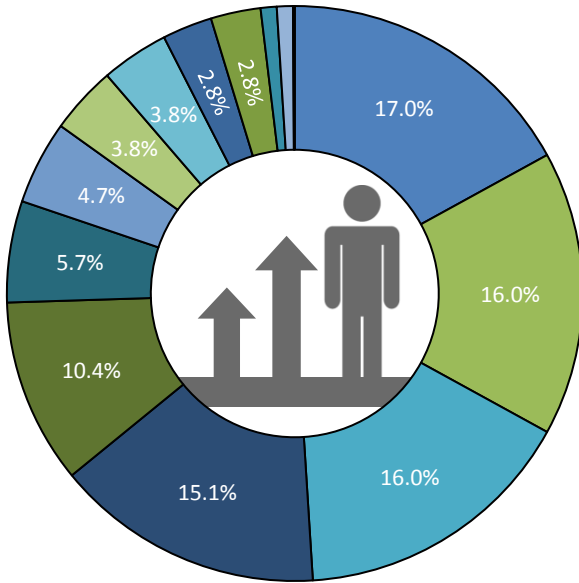


Iowa Workforce Needs Assessment Survey
 Quarterly Census of Employment & Wages - Iowa Workforce Development
 *(Net Reported Change Per County / Average Employment Per County)*1,000

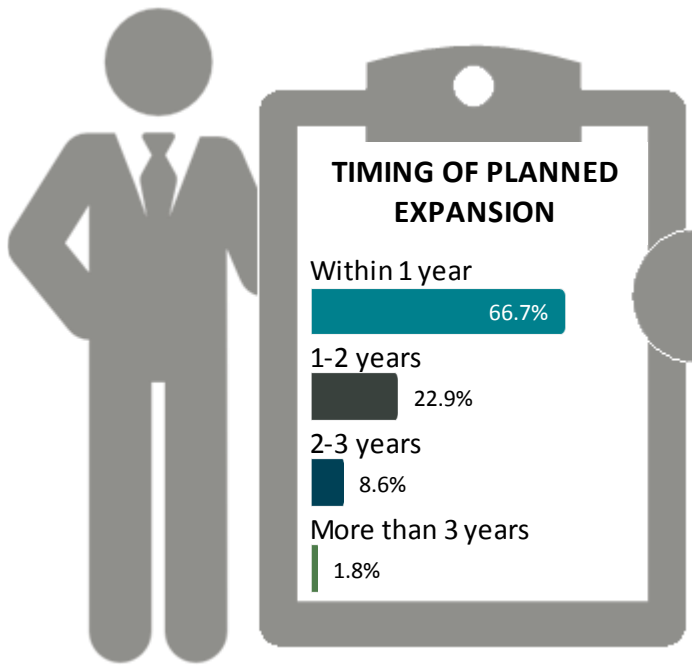
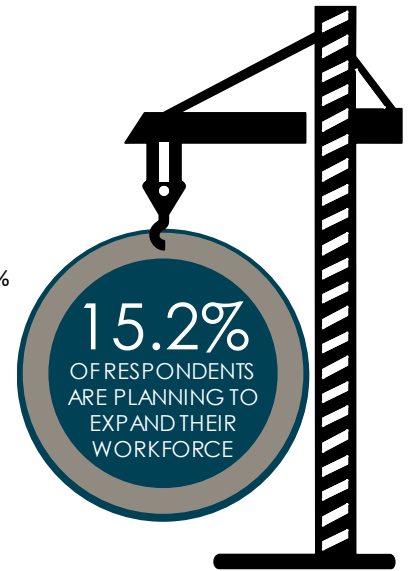


FUTURE PLANS - EXPANSION

Percent of Total Planned Expansion by Industry



- Construction - 17.0%
- Manufacturing - 16.0%
- Wholesale & Retail Trade - 16.0%
- Professional & Technical Services - 15.1%
- Health Care & Social Assistance - 10.4%
- Transportation & Warehousing - 5.7%
- Agriculture, Forestry, Fishing & Mining - 4.7%
- Finance, Insurance & Real Estate - 3.8%
- Personal Services - 3.8%
- Accommodation & Food Services - 2.8%
- Administrative & Waste Services - 2.8%
- Educational Services - 0.9%
- Information - 0.9%
- Public Administration - 0.1%
- Arts, Entertainment & Recreation - 0.0%
- Management - 0.0%
- Utilities - 0.0%



TIMING OF PLANNED EXPANSION

Within 1 year

66.7%

1-2 years

22.9%

2-3 years

8.6%

More than 3 years

1.8%

Percent within Each Industry with Planned Payroll Expansion

	Percent of Each Industry
Professional & Technical Services	28.1%
Manufacturing	26.6%
Construction	21.2%
Transportation & Warehousing	19.4%
Health Care & Social Assistance	16.9%
Wholesale & Retail Trade	13.8%
Agriculture, Forestry, Fishing & Mining	12.5%
Administrative & Waste Services	11.1%
Finance, Insurance & Real Estate	10.3%
Personal Services	8.0%
Accommodation & Food Services	7.7%
Educational Services	5.9%
Information	5.9%
Arts, Entertainment & Recreation	0.0%
Management	0.0%
Public Administration	0.0%
Utilities	0.0%

TOP INDUSTRIAL EXPANSION

PROFESSIONAL & TECHNICAL SERVICES



28.1%

MANUFACTURING



26.6%

CONSTRUCTION



21.2%



FUTURE PLANS - EXPANSION

Percent of Planned Expansion by Occupational Category

Occupational Category	Percent of Planned Expansion
Production	27.1%
Construction & Extraction	10.3%
Personal Care & Service	9.9%
Installation, Maintenance & Repair	7.9%
Transportation & Material Moving	6.4%
Food Preparation & Serving Related	5.9%
Sales & Related	5.9%
Office & Administrative Support	4.4%
Farming, Fishing & Forestry	3.9%
Healthcare Support	3.9%
Business & Financial Operations	3.4%
Healthcare Practitioners & Technical	3.0%
Management	2.0%
Building & Grounds Cleaning & Maintenance	1.5%
Education, Training & Library	1.5%
Architecture & Engineering	1.0%
Legal	1.0%
Arts, Design, Entertainment, Sports & Media	0.5%
Life, Physical & Social Science	0.5%
Community & Social Service	0.0%
Computer & Mathematical	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
Barriers to entering new markets
Limited access to capital
Tax or regulatory issues
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

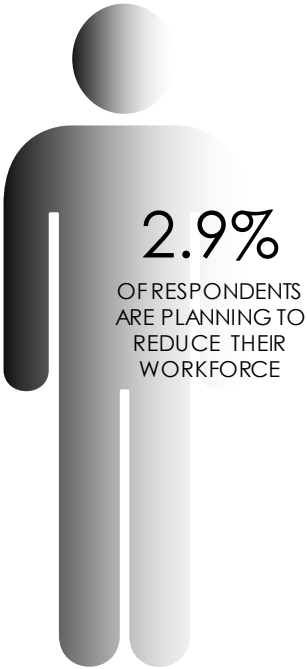
Reasons for Payroll Expansion Ranked by Relative Importance

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

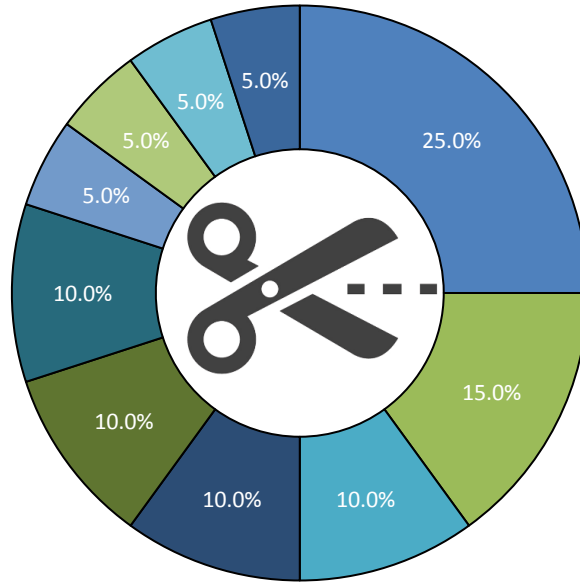




FUTURE PLANS - REDUCTION



Percent of Total Planned Reduction by Industry



- Wholesale & Retail Trade - 25.0%
- Personal Services - 15.0%
- Accommodation & Food Services - 10.0%
- Construction - 10.0%
- Finance, Insurance & Real Estate - 10.0%
- Health Care & Social Assistance - 10.0%
- Agriculture, Forestry, Fishing & Mining - 5.0%
- Educational Services - 5.0%
- Manufacturing - 5.0%
- Professional & Technical Services - 5.0%
- Administrative & Waste Services - 0.0%
- Arts, Entertainment & Recreation - 0.0%
- Information - 0.0%
- Management - 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
Personal Services	6.0%
Educational Services	5.9%
Accommodation & Food Services	5.1%
Finance, Insurance & Real Estate	5.1%
Wholesale & Retail Trade	4.1%
Health Care & Social Assistance	3.1%
Agriculture, Forestry, Fishing & Mining	2.5%
Construction	2.4%
Professional & Technical Services	1.8%
Manufacturing	1.6%
Administrative & Waste Services	0.0%
Arts, Entertainment & Recreation	0.0%
Information	0.0%
Management	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	33.9%
Business & Financial Operations	11.9%
Office & Administrative Support	11.9%
Sales & Related	11.9%
Construction & Extraction	8.5%
Farming, Fishing & Forestry	5.0%
Production	5.0%
Healthcare Practitioners & Technical	3.4%
Arts, Design, Entertainment, Sports & Media	1.7%
Computer & Mathematical	1.7%
Healthcare Support	1.7%
Life, Physical & Social Science	1.7%
Management	1.7%
Architecture & Engineering	0.0%
Building & Grounds Cleaning & Maintenance	0.0%
Community & Social Service	0.0%
Education, Training & Library	0.0%
Installation, Maintenance & Repair	0.0%
Legal	0.0%
Personal Care & Service	0.0%
Protective Service	0.0%
Transportation & Material Moving	0.0%
Unknown	0.0%



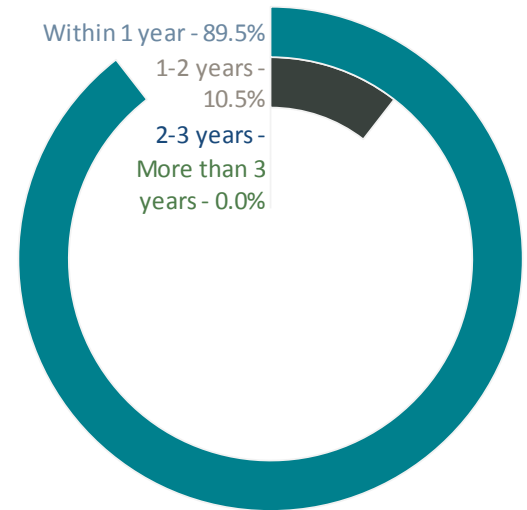


FUTURE PLANS - REDUCTION

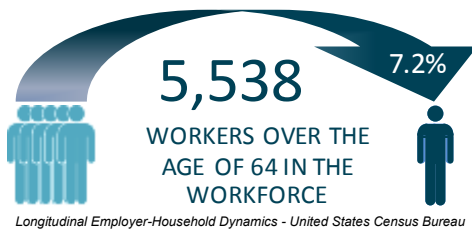
Reasons for Workforce Reduction Ranked by Relative Importance

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

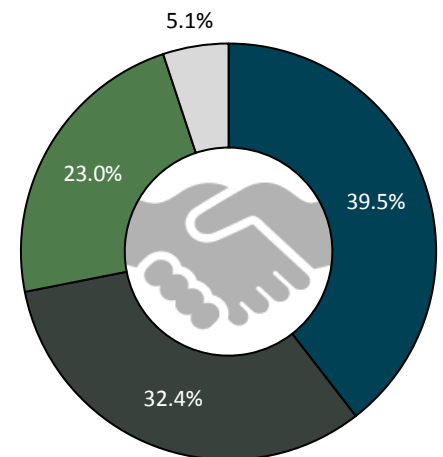
Timing of Planned Reduction



RETIREMENTS



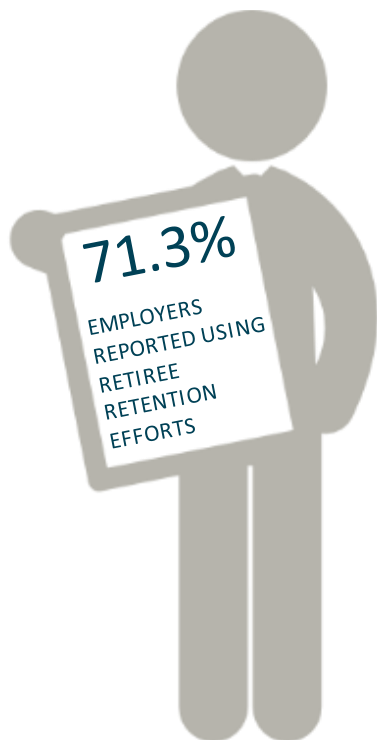
How Companies Plan to Replace Those Who Retire



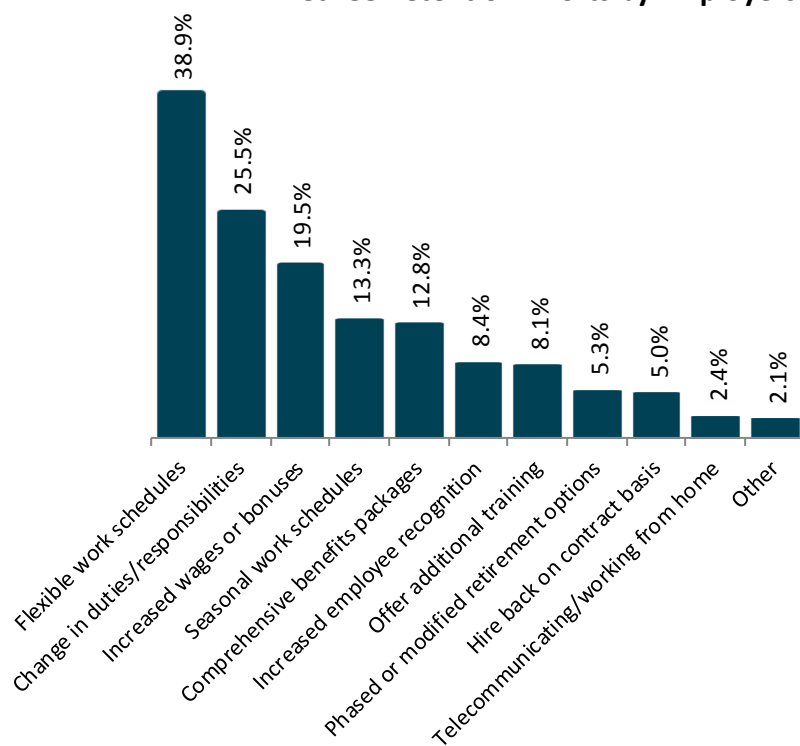
Workers Over the Age of 64 in the Workplace by Industry

Industry	Percent of Total ⁴	Percent of Each Industry ⁴
Wholesale & Retail Trade	21.2%	9.8%
Health Care & Social Assistance	11.9%	6.2%
Manufacturing	11.7%	4.4%
Educational Services	9.4%	8.3%
Accommodation & Food Services	6.3%	5.1%
Public Administration	5.9%	9.4%
Agriculture, Forestry, Fishing & Mining	5.4%	8.9%
Finance, Insurance & Real Estate	5.0%	9.2%
Construction	4.8%	6.1%
Transportation & Warehousing	4.1%	11.6%
Personal Services	3.3%	10.9%
Arts, Entertainment & Recreation	2.5%	11.2%
Professional & Technical Services	2.5%	7.5%
Administrative & Waste Services	2.2%	5.0%
Information	1.6%	9.3%
Management	0.4%	4.7%
Utilities	0.1%	1.2%

⁴Longitudinal Employer-Household Dynamics - United States Census Bureau



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.

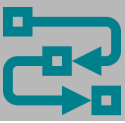
While there are many postings for jobs outside of Iowa within the IowaJobs bank, those are removed from the data for the purposes of this report. This is accomplished by filtering out all postings with a non-Iowa ZIP code. For those postings that did not have a valid ZIP code, the city and state fields 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	734	1,860	310	\$12.92
First-Line Supervisors of Retail Sales Workers	41-1011	705	680	90	\$13.29
Stock Clerks and Order Fillers	43-5081	496	1,090	100	\$9.10
Cashiers	41-2011	442	2,400	505	\$8.26
Registered Nurses	29-1141	308	1,520	105	\$20.96
First-Line Supervisors of Production and Operating Workers	51-1011	258	700	85	\$18.71
Retail Salespersons	41-2031	234	2,220	345	\$8.38
Nursing Aides, Orderlies, and Attendants	31-1012	216	**	**	**
Customer Service Representatives	43-4051	205	810	85	\$10.56
Helpers—Production Workers	51-9198	204	**	95	**
Nursing Assistants	31-1014	201	900	145	\$11.09
Production Workers, All Other	51-9199	183	240	75	\$11.75
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	157	1,440	200	\$11.97
Maintenance and Repair Workers, General	49-9071	139	870	90	\$13.72
Food Service Managers	11-9051	137	100	15	\$12.98
Licensed Practical and Licensed Vocational Nurses	29-2061	136	200	20	\$16.61
Security Guards	33-9032	130	80	20	\$10.71
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	35-3022	122	**	45	\$8.19
Engineers, All Other	17-2199	111	70	**	\$27.65
Driver/Sales Workers	53-3031	107	120	25	\$12.56
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	100	610	100	\$12.71
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	98	2,000	365	\$8.43
Social and Human Service Assistants	21-1093	98	270	45	\$11.58
First-Line Supervisors of Food Preparation and Serving Workers	35-1012	89	400	65	\$9.54
Computer and Information Research Scientists	15-1111	87	**	**	**
Light Truck or Delivery Services Drivers	53-3033	83	380	65	\$10.12
Healthcare Practitioners and Technical Workers, All Other	29-9099	81	**	**	**
Food Preparation Workers	35-2021	75	410	60	\$8.29
Electromechanical Equipment Assemblers	51-2023	72	**	**	**
Speech-Language Pathologists	29-1127	72	40	**	\$24.45
Transportation Attendants, Except Flight Attendants	53-6061	72	**	**	**
Electrical and Electronic Engineering Technicians	17-3023	71	90	**	\$22.15
Maintenance Workers, Machinery	49-9043	70	40	10	\$15.83
First-Line Supervisors of Office and Administrative Support Workers	43-1011	69	400	40	\$15.36
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37-2011	69	1,350	210	\$9.61
Office and Administrative Support Workers, All Other	43-9199	69	20	35	\$9.86
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	45-2092	64	80	40	\$9.70
Home Health Aides	31-1011	64	**	110	\$10.22
Industrial Engineers	17-2112	64	50	**	\$27.53
Cooks, Institution and Cafeteria	35-2012	61	290	80	\$8.55
Human Resources Specialists	13-1071	61	170	20	\$15.89
Carpenters	47-2031	59	440	65	\$12.86
Nurse Practitioners	29-1171	58	50	**	\$39.03
Welders, Cutters, Solderers, and Brazers	51-4121	56	820	95	\$14.33

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
Accountants and Auditors	13-2011	52	440	50	\$19.80
Maids and Housekeeping Cleaners	37-2012	52	480	120	\$8.63
Merchandise Displayers and Window Trimmers	27-1026	52	**	**	**
Physical Therapist Assistants	31-2021	49	80	**	\$17.14
Sales Representatives, Services, All Other	41-3099	49	230	20	\$15.93
Automotive Service Technicians and Mechanics	49-3023	48	480	60	\$13.03
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	43-6014	48	1,030	180	\$9.65
Construction and Related Workers, All Other	47-4099	47	**	30	**
Industrial Engineering Technicians	17-3026	44	50	**	\$21.46
Physical Therapists	29-1123	44	**	**	\$36.30
Assemblers and Fabricators, All Other	51-2099	40	**	30	**
Pharmacy Technicians	29-2052	39	120	10	\$12.16
Electricians	47-2111	38	490	80	\$14.31
Healthcare Support Workers, All Other	31-9099	38	**	10	**
Managers, All Other	11-9199	38	100	60	\$13.95
Building Cleaning Workers, All Other	37-2019	37	**	**	**
Cooks, Restaurant	35-2014	37	210	125	\$9.50
Material Moving Workers, All Other	53-7199	37	**	**	**
Farmworkers, Farm, Ranch, and Aquacultural Animals	45-2093	36	310	160	\$11.21
Industrial Machinery Mechanics	49-9041	36	310	55	\$15.71
Machinists	51-4041	36	400	35	\$14.21
First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011	35	300	30	\$20.33
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	53-1031	35	**	15	**
Medical and Health Services Managers	11-9111	34	280	20	\$23.83
Parts Salespersons	41-2022	33	360	40	\$8.99
Construction Laborers	47-2061	32	870	100	\$13.08
First-Line Supervisors of Farming, Fishing, and Forestry Workers	45-1011	32	**	25	**
Logisticians	13-1081	32	30	**	\$27.20
Occupational Therapy Assistants	31-2011	32	**	**	**
Printing Press Machine Operators and Tenders	51-5023	32	**	**	**
Medical Secretaries	43-6013	31	140	25	\$12.24
Construction and Building Inspectors	47-4011	30	**	**	**
Emergency Medical Technicians and Paramedics	29-2041	30	90	10	\$10.42
Business Operations Specialists, All Other	13-1199	29	150	50	\$14.83
Civil Engineers	17-2051	29	110	**	\$23.70
Dietitians and Nutritionists	29-1031	29	90	**	\$10.66
Industrial Truck and Tractor Operators	53-7051	29	260	40	\$12.75
Production, Planning, and Expediting Clerks	43-5061	29	140	15	\$16.24
Agricultural Inspectors	45-2011	28	60	15	\$16.76
Medical Assistants	31-9092	28	90	20	\$11.62
Bookkeeping, Accounting, and Auditing Clerks	43-3031	27	940	155	\$11.79
Chief Executives	11-1011	27	70	15	\$11.31
Office Clerks, General	43-9061	27	1,980	210	\$11.42
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	17-2111	26	**	**	**
General and Operations Managers	11-1021	25	1,270	125	\$20.17
Sales Managers	11-2022	25	70	15	\$27.34
Bus and Truck Mechanics and Diesel Engine Specialists	49-3031	24	80	15	\$16.43
Construction Managers	11-9021	24	140	15	\$27.06
First-Line Supervisors of Construction Trades and Extraction Workers	47-1011	24	420	40	\$20.90
Recreation Workers	39-9032	24	200	65	\$9.22
Agricultural Equipment Operators	45-2091	23	150	75	\$13.61
Industrial Production Managers	11-3051	23	210	15	\$32.63

¹Iowa Workforce Development Job Bank

²Iowa Wage Report - IWD

³Iowa's Long-Term Projections - IWD

**Insufficient data to report

APPENDIX - LIST OF ALL JOB VACANCIES



Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
Team Assemblers	51-2092	23	**	150	**
Cooks, All Other	35-2019	22	**	15	**
Engineering Technicians, Except Drafters, All Other	17-3029	22	**	**	\$18.98
Physician Assistants	29-1071	22	20	**	\$42.67
Police and Sheriff's Patrol Officers	33-3051	22	210	15	\$20.64
Installation, Maintenance, and Repair Workers, All Other	49-9099	20	**	25	\$17.88
Management Analysts	13-1111	20	**	10	\$29.96
Telecommunications Equipment Installers and Repairers, Except Line Installers	49-2022	20	**	10	\$16.60
Waiters and Waitresses	35-3031	20	530	170	\$8.38
Floral Designers	27-1023	19	50	**	\$9.07
Laundry and Dry-Cleaning Workers	51-6011	19	90	15	\$8.74
Medical and Clinical Laboratory Technicians	29-2012	19	**	**	**
Coaches and Scouts	27-2022	18	150	50	\$17,695
Marketing Managers	11-2021	18	60	10	\$22.64
Physicians and Surgeons, All Other	29-1069	18	130	**	**
Plant and System Operators, All Other	51-8099	18	**	**	**
Shipping, Receiving, and Traffic Clerks	43-5071	18	330	25	\$12.51
Computer Programmers	15-1131	17	30	**	\$17.46
Computer Support Specialists	15-1041	17	**	**	**
Electrical Engineers	17-2071	17	40	**	\$26.91
Interviewers, Except Eligibility and Loan	43-4111	17	60	10	\$10.88
Market Research Analysts and Marketing Specialists	13-1161	17	120	20	\$12.37
Administrative Services Managers	11-3011	16	50	**	\$28.04
Agricultural and Food Science Technicians	19-4011	16	50	**	\$16.18
Dining Room and Cafeteria Attendants and Bartender Helpers	35-9011	16	100	20	\$8.52
Receptionists and Information Clerks	43-4171	16	280	55	\$9.89
Chefs and Head Cooks	35-1011	15	30	10	\$11.08
Financial Managers	11-3031	15	320	40	\$25.05
Gaming Service Workers, All Other	39-3019	15	**	**	**
Landscaping and Groundskeeping Workers	37-3011	15	600	100	\$8.57
Medical and Clinical Laboratory Technologists	29-2011	15	**	**	**
Packaging and Filling Machine Operators and Tenders	51-9111	15	280	30	\$9.63
Counter and Rental Clerks	41-2021	14	260	15	\$8.29
Educational, Guidance, School, and Vocational Counselors	21-1012	14	130	20	\$11.42
Highway Maintenance Workers	47-4051	14	260	30	\$17.74
Medical Records and Health Information Technicians	29-2071	14	**	**	\$13.52
Occupational Health and Safety Technicians	29-9012	14	10	**	\$15.07
Pharmacists	29-1051	14	60	**	\$48.37
Surgical Technologists	29-2055	14	60	**	\$16.16
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	51-3091	13	**	**	**
Food Batchmakers	51-3092	13	240	35	\$12.32
Network and Computer Systems Administrators	15-1142	13	110	10	\$21.32
Personal Care Aides	39-9021	13	1,230	115	\$9.85
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	13	**	10	**
Court, Municipal, and License Clerks	43-4031	12	80	**	\$11.56
Executive Secretaries and Executive Administrative Assistants	43-6011	12	220	40	\$14.65
Human Resources Managers	11-3121	12	70	**	\$32.44
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	12	420	35	\$13.57
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	51-4072	12	**	15	**
Plumbers, Pipefitters, and Steamfitters	47-2152	12	370	35	\$14.23
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	12	140	20	\$20.20
Computer Software Engineers, Applications	15-1031	11	**	**	**

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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
Demonstrators and Product Promoters	41-9011	11	**	10	**
Dishwashers	35-9021	11	130	35	\$8.36
Drafters, All Other	17-3019	11	**	**	**
Education, Training, and Library Workers, All Other	25-9099	11	**	**	\$16.67
Health Technologists and Technicians, All Other	29-2099	11	20	**	\$15.82
Life, Physical, and Social Science Technicians, All Other	19-4099	11	40	15	\$15.74
Market Research Analysts	19-3021	11	**	**	**
Occupational Therapists	29-1122	11	20	**	\$26.90
Respiratory Therapists	29-1126	11	30	**	\$21.42
Sewing Machine Operators	51-6031	11	**	15	**
Automotive Body and Related Repairers	49-3021	10	210	10	\$15.12
Excavating and Loading Machine and Dragline Operators	53-7032	10	**	**	**
Order Clerks	43-4151	10	**	10	**
Painters, Transportation Equipment	51-9122	10	**	10	\$15.29
Radiologic Technologists	29-2034	10	100	**	\$19.68
Social Workers, All Other	21-1029	10	**	**	**
Tellers	43-3071	10	370	45	\$11.59
Bartenders	35-3011	9	350	50	\$8.35
Child, Family, and School Social Workers	21-1021	9	30	10	\$14.62
Compliance Officers	13-1041	9	50	**	\$23.59
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011	9	80	15	\$15.85
Diagnostic Medical Sonographers	29-2032	9	30	**	\$25.95
First-Line Supervisors of Housekeeping and Janitorial Workers	37-1011	9	80	15	\$13.07
First-Line Supervisors of Non-Retail Sales Workers	41-1012	9	60	15	\$21.47
Food Processing Workers, All Other	51-3099	9	**	35	**
Graphic Designers	27-1024	9	160	15	\$12.53
Health Diagnosing and Treating Practitioners, All Other	29-1199	9	**	**	**
Mental Health and Substance Abuse Social Workers	21-1023	9	70	**	\$16.64
Wholesale and Retail Buyers, Except Farm Products	13-1022	9	**	**	**
Audio and Video Equipment Technicians	27-4011	8	**	**	**
Bus Drivers, School or Special Client	53-3022	8	170	25	\$10.70
Electrical Power-Line Installers and Repairers	49-9051	8	130	10	\$25.24
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	49-9021	8	130	15	\$15.56
Hotel, Motel, and Resort Desk Clerks	43-4081	8	230	40	\$8.40
Human Resources Assistants, Except Payroll and Timekeeping	43-4161	8	40	**	\$15.01
Network Systems and Data Communications Analysts	15-1081	8	**	**	**
Postal Service Mail Carriers	43-5052	8	220	10	\$17.40
Social and Community Service Managers	11-9151	8	120	15	\$17.97
Telecommunications Line Installers and Repairers	49-9052	8	50	**	\$17.37
Veterinarians	29-1131	8	20	**	\$27.99
Biological Technicians	19-4021	7	**	**	**
Business Teachers, Postsecondary	25-1011	7	30	**	\$49,585
Computer Software Engineers, Systems Software	15-1032	7	**	**	**
Education Administrators, Postsecondary	11-9033	7	120	15	\$24.91
Electrical and Electronic Equipment Assemblers	51-2022	7	**	20	**
Environmental Scientists and Specialists, Including Health	19-2041	7	**	**	\$13.86
Grounds Maintenance Workers, All Other	37-3019	7	**	10	**
Machine Feeders and Offbearers	53-7063	7	**	**	**
Metal Workers and Plastic Workers, All Other	51-4199	7	**	**	**
Nonfarm Animal Caretakers	39-2021	7	50	25	\$8.51
Operating Engineers and Other Construction Equipment Operators	47-2073	7	290	35	\$15.98
Pharmacy Aides	31-9095	7	**	10	**

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Preschool Teachers, Except Special Education	25-2011	7	160	10	\$8.58
Psychiatric Technicians	29-2053	7	**	**	**
Sales and Related Workers, All Other	41-9099	7	**	60	\$15.25
Tour Guides and Escorts	39-7011	7	**	**	**
Adult Basic and Secondary Education and Literacy Teachers and Instructors	25-3011	6	50	**	\$20.50
Billing and Posting Clerks	43-3021	6	180	25	\$15.55
Buyers and Purchasing Agents, Farm Products	13-1021	6	**	10	**
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51-9121	6	130	20	\$12.15
Coin, Vending, and Amusement Machine Servicers and Repairers	49-9091	6	**	**	**
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	51-4012	6	**	**	**
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	6	170	20	\$13.44
Farm Equipment Mechanics and Service Technicians	49-3041	6	360	45	\$16.08
Financial Analysts	13-2051	6	**	**	\$32.59
Fitness Trainers and Aerobics Instructors	39-9031	6	110	25	\$9.24
Food Preparation and Serving Related Workers, All Other	35-9099	6	**	25	**
Food Servers, Nonrestaurant	35-3041	6	110	15	\$9.14
Healthcare Social Workers	21-1022	6	50	**	\$17.28
Meter Readers, Utilities	43-5041	6	**	**	\$16.80
Packers and Packagers, Hand	53-7064	6	170	50	\$9.33
Painters, Construction and Maintenance	47-2141	6	50	15	\$17.42
Residential Advisors	39-9041	6	70	10	\$8.33
Teacher Assistants	25-9041	6	630	110	\$17,274
Architectural and Engineering Managers	11-9041	5	50	**	\$33.60
Art, Drama, and Music Teachers, Postsecondary	25-1121	5	30	**	\$51,462
Bakers	51-3011	5	60	10	\$9.51
Civil Engineering Technicians	17-3022	5	50	**	\$10.82
Cost Estimators	13-1051	5	80	15	\$20.85
Criminal Justice and Law Enforcement Teachers, Postsecondary	25-1111	5	**	**	**
Dietetic Technicians	29-2051	5	**	**	**
Electrical and Electronics Repairers, Commercial and Industrial Equipment	49-2094	5	**	**	**
Engine and Other Machine Assemblers	51-2031	5	**	**	**
Gaming Cage Workers	43-3041	5	**	**	**
Hairdressers, Hairstylists, and Cosmetologists	39-5012	5	230	55	\$9.09
Insurance Sales Agents	41-3021	5	260	45	\$15.59
Loan Interviewers and Clerks	43-4131	5	150	10	\$13.96
Mechanical Engineers	17-2141	5	140	10	\$23.24
Nurse Anesthetists	29-1151	5	**	**	**
Personal Care and Service Workers, All Other	39-9099	5	**	35	**
Physical Therapist Aides	31-2022	5	10	**	\$11.21
Property, Real Estate, and Community Association Managers	11-9141	5	**	**	**
Sheet Metal Workers	47-2211	5	**	10	\$16.35
Transportation Workers, All Other	53-6099	5	**	35	**
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	43-5111	5	40	**	\$12.84
Aerospace Engineering and Operations Technicians	17-3021	4	**	**	**
Agricultural Workers, All Other	45-2099	4	**	80	**
Architects, Except Landscape and Naval	17-1011	4	**	**	**
Armored Assault Vehicle Officers	55-1013	4	**	**	**
Athletic Trainers	29-9091	4	10	**	\$28,953
Chemical Plant and System Operators	51-8091	4	**	**	**
Claims Adjusters, Examiners, and Investigators	13-1031	4	50	**	\$21.40
Commercial and Industrial Designers	27-1021	4	**	**	**
Computer Occupations, All Other	15-1199	4	10	**	\$18.92

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Computer Specialists, All Other	15-1099	4	**	**	**
Database Administrators	15-1141	4	**	**	**
Education Administrators, Preschool and Childcare Center/Program	11-9031	4	30	**	\$15.96
Gaming Dealers	39-3011	4	**	15	**
Helpers—Installation, Maintenance, and Repair Workers	49-9098	4	**	10	\$10.48
Interpreters and Translators	27-3091	4	**	**	**
Media and Communication Workers, All Other	27-3099	4	**	**	**
Medical Equipment Repairers	49-9062	4	**	**	**
Mental Health Counselors	21-1014	4	**	15	**
Nurse Midwives	29-1161	4	**	**	**
Occupational Health and Safety Specialists	29-9011	4	30	**	\$16.82
Public Relations Specialists	27-3031	4	30	10	\$9.28
Purchasing Managers	11-3061	4	20	**	\$24.97
Taxi Drivers and Chauffeurs	53-3041	4	40	15	\$8.43
Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	51-6064	4	**	**	**
Therapists, All Other	29-1129	4	**	**	**
Training and Development Specialists	13-1151	4	70	15	\$11.36
Ambulance Drivers and Attendants, Except Emergency Medical Technicians	53-3011	3	**	**	**
Appraisers and Assessors of Real Estate	13-2021	3	60	**	\$21.02
Bill and Account Collectors	43-3011	3	30	**	\$13.83
Chemical Technicians	19-4031	3	40	**	\$11.94
Chemistry Teachers, Postsecondary	25-1052	3	**	**	**
Computer Network Support Specialists	15-1152	3	40	**	\$19.03
Cooks, Fast Food	35-2011	3	**	20	\$8.54
Court Reporters	23-2091	3	**	**	**
Crane and Tower Operators	53-7021	3	**	**	**
Crop and Livestock Managers	11-9011	3	**	**	**
Dental Assistants	31-9091	3	50	10	\$18.56
Electrical and Electronics Drafters	17-3012	3	**	**	**
Environmental Science and Protection Technicians, Including Health	19-4091	3	**	**	**
Farmers and Ranchers	11-9012	3	**	**	**
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	53-1021	3	**	15	**
Graduate Teaching Assistants	25-1191	3	**	**	**
Millwrights	49-9044	3	**	**	**
Molders, Shapers, and Casters, Except Metal and Plastic	51-9195	3	**	**	**
Parking Lot Attendants	53-6021	3	40	**	\$8.44
Paving, Surfacing, and Tamping Equipment Operators	47-2071	3	**	**	**
Rail-Track Laying and Maintenance Equipment Operators	47-4061	3	**	**	**
Rehabilitation Counselors	21-1015	3	120	10	\$10.71
Structural Metal Fabricators and Fitters	51-2041	3	**	**	\$13.39
Transportation, Storage, and Distribution Managers	11-3071	3	130	10	\$26.29
Vocational Education Teachers, Postsecondary	25-1194	3	150	**	\$10.75
Wind Turbine Service Technicians	49-9081	3	**	25	\$26.27
Woodworkers, All Other	51-7099	3	**	15	**
Adhesive Bonding Machine Operators and Tenders	51-9191	2	**	**	**
Aerospace Engineers	17-2011	2	**	**	**
Amusement and Recreation Attendants	39-3091	2	190	25	\$8.25
Animal Breeders	45-2021	2	**	15	**
Animal Scientists	19-1011	2	**	**	**
Architectural and Civil Drafters	17-3011	2	20	**	\$19.63
Automotive and Watercraft Service Attendants	53-6031	2	100	10	\$13.23
Cement Masons and Concrete Finishers	47-2051	2	260	40	\$12.68

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Childcare Workers	39-9011	2	390	125	\$8.29
Cleaners of Vehicles and Equipment	53-7061	2	140	25	\$8.64
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	51-9192	2	**	10	**
Communications Equipment Operators, All Other	43-2099	2	**	**	**
Computer Network Architects	15-1143	2	**	**	**
Computer Systems Analysts	15-1121	2	50	**	\$28.22
Computer User Support Specialists	15-1151	2	200	10	\$10.96
Conveyor Operators and Tenders	53-7011	2	230	20	\$14.88
Cooks, Short Order	35-2015	2	**	25	**
Credit Analysts	13-2041	2	10	**	\$22.03
Designers, All Other	27-1029	2	**	**	**
Directors, Religious Activities and Education	21-2021	2	20	**	\$22.84
Education Teachers, Postsecondary	25-1081	2	**	**	\$55,143
Emergency Management Directors	11-9161	2	**	**	**
Environmental Engineers	17-2081	2	**	**	**
Family and General Practitioners	29-1062	2	**	**	\$72.46
Farm Labor Contractors	13-1074	2	**	**	**
Farmers, Ranchers, and Other Agricultural Managers	11-9013	2	**	465	**
Financial Specialists, All Other	13-2099	2	20	**	\$20.50
Fine Artists, Including Painters, Sculptors, and Illustrators	27-1013	2	**	**	**
Gaming Surveillance Officers and Gaming Investigators	33-9031	2	**	**	**
Graders and Sorters, Agricultural Products	45-2041	2	**	10	**
Home Appliance Repairers	49-9031	2	**	**	\$12.73
Instructional Coordinators	25-9031	2	**	**	\$24.83
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4034	2	**	**	**
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	33-9092	2	80	25	\$8.56
Loan Officers	13-2072	2	380	30	\$19.16
Mathematical Science Teachers, Postsecondary	25-1022	2	20	**	\$46,329
Medical Equipment Preparers	31-9093	2	10	**	\$13.25
Meeting, Convention, and Event Planners	13-1121	2	20	**	\$13.89
Mobile Heavy Equipment Mechanics, Except Engines	49-3042	2	30	15	\$20.47
Office Machine Operators, Except Computer	43-9071	2	**	**	**
Optometrists	29-1041	2	**	**	**
Outdoor Power Equipment and Other Small Engine Mechanics	49-3053	2	**	**	**
Physics Teachers, Postsecondary	25-1054	2	**	**	**
Probation Officers and Correctional Treatment Specialists	21-1092	2	**	**	**
Recreational Therapists	29-1125	2	**	**	**
Roofers	47-2181	2	**	**	**
Securities, Commodities, and Financial Services Sales Agents	41-3031	2	130	15	\$18.28
Slot Supervisors	39-1012	2	**	**	**
Urban and Regional Planners	19-3051	2	**	**	**
Veterinary Assistants and Laboratory Animal Caretakers	31-9096	2	**	10	**
Water and Wastewater Treatment Plant and System Operators	51-8031	2	230	15	\$15.89
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51-4122	2	70	10	\$18.71
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	51-7042	2	**	15	\$12.96
Actuaries	15-2011	1	**	**	**
Advertising and Promotions Managers	11-2011	1	**	**	**
Agricultural Sciences Teachers, Postsecondary	25-1041	1	10	**	\$39,944
Aircraft Launch and Recovery Officers	55-1012	1	**	**	**
Aircraft Mechanics and Service Technicians	49-3011	1	**	**	**
Animal Control Workers	33-9011	1	**	**	**
Armored Assault Vehicle Crew Members	55-3013	1	**	**	**

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Art Directors	27-1011	1	**	**	**
Artillery and Missile Officers	55-1014	1	**	**	**
Brickmasons and Blockmasons	47-2021	1	60	10	\$16.00
Bus Drivers, Transit and Intercity	53-3021	1	**	10	\$12.54
Butchers and Meat Cutters	51-3021	1	220	25	\$9.92
Chemical Engineers	17-2041	1	**	**	**
Clergy	21-2011	1	**	**	**
Clinical, Counseling, and School Psychologists	19-3031	1	**	**	**
Commercial Divers	49-9092	1	**	**	**
Community Health Workers	21-1094	1	**	**	**
Compensation, Benefits, and Job Analysis Specialists	13-1141	1	**	**	**
Computer and Information Systems Managers	11-3021	1	60	10	\$32.00
Computer Operators	43-9011	1	**	**	**
Computer Science Teachers, Postsecondary	25-1021	1	20	**	\$53,172
Computer, Automated Teller, and Office Machine Repairers	49-2011	1	**	**	**
Concierges	39-6012	1	**	**	**
Conservation Scientists	19-1031	1	40	**	\$18.62
Continuous Mining Machine Operators	47-5041	1	**	**	**
Control and Valve Installers and Repairers, Except Mechanical Door	49-9012	1	**	**	**
Counselors, All Other	21-1019	1	**	**	**
Credit Counselors	13-2071	1	10	**	\$14.25
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	51-9021	1	30	**	\$14.83
Cutters and Trimmers, Hand	51-9031	1	**	**	**
Cutting and Slicing Machine Setters, Operators, and Tenders	51-9032	1	**	**	**
Data Entry Keyers	43-9021	1	100	10	\$13.25
Detectives and Criminal Investigators	33-3021	1	**	**	**
Dispatchers, Except Police, Fire, and Ambulance	43-5032	1	70	**	\$10.15
Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4032	1	**	**	**
Eligibility Interviewers, Government Programs	43-4061	1	30	**	\$23.33
Engineering Teachers, Postsecondary	25-1032	1	**	**	**
Environmental Engineering Technicians	17-3025	1	**	**	**
Farm and Home Management Advisors	25-9021	1	**	**	**
Firefighters	33-2011	1	**	**	**
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	37-1012	1	70	15	\$19.74
First-Line Supervisors of Police and Detectives	33-1012	1	40	**	\$23.76
First-Line Supervisors of Protective Service Workers, All Other	33-1099	1	**	**	**
Forensic Science Technicians	19-4092	1	**	**	**
Fundraisers	13-1131	1	20	**	\$19.33
Gaming Change Persons and Booth Cashiers	41-2012	1	**	**	**
Gaming Supervisors	39-1011	1	**	10	**
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	51-4191	1	**	10	**
Helpers—Carpenters	47-3012	1	**	**	**
Helpers—Electricians	47-3013	1	**	10	**
Helpers—Pipelayers, Plumbers, Pipefitters, and Steamfitters	47-3015	1	**	**	**
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35-9031	1	80	30	\$8.50
Information and Record Clerks, All Other	43-4199	1	10	**	\$12.10
Information Security Analysts	15-1122	1	**	**	**
Insurance Claims and Policy Processing Clerks	43-9041	1	**	**	**
Insurance Underwriters	13-2053	1	90	**	\$19.82
Interior Designers	27-1025	1	**	**	**
Internists, General	29-1063	1	**	**	**
Judicial Law Clerks	23-1012	1	**	**	**

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Legal Secretaries	43-6012	1	70	**	\$13.90
Legal Support Workers, All Other	23-2099	1	**	**	**
Library Assistants, Clerical	43-4121	1	80	15	\$8.44
Library Technicians	25-4031	1	40	20	\$8.50
Mail Clerks and Mail Machine Operators, Except Postal Service	43-9051	1	**	**	\$8.20
Massage Therapists	31-9011	1	**	**	\$12.21
Meat, Poultry, and Fish Cutters and Trimmers	51-3022	1	**	80	**
Mechanical Engineering Technicians	17-3027	1	**	**	**
Medical Scientists, Except Epidemiologists	19-1042	1	**	**	**
Mixing and Blending Machine Setters, Operators, and Tenders	51-9023	1	190	25	\$13.12
Models	41-9012	1	**	**	**
Natural Sciences Managers	11-9121	1	**	**	\$25.98
New Accounts Clerks	43-4141	1	150	10	\$15.54
Nursing Instructors and Teachers, Postsecondary	25-1072	1	30	**	\$48,096
Operations Research Analysts	15-2031	1	**	**	**
Painting, Coating, and Decorating Workers	51-9123	1	**	**	**
Payroll and Timekeeping Clerks	43-3051	1	20	**	\$16.99
Photographers	27-4021	1	**	**	**
Police, Fire, and Ambulance Dispatchers	43-5031	1	60	**	\$14.68
Power Plant Operators	51-8013	1	**	**	**
Producers and Directors	27-2012	1	10	**	\$8.53
Psychiatrists	29-1066	1	**	**	**
Psychologists, All Other	19-3039	1	**	**	**
Psychology Teachers, Postsecondary	25-1066	1	**	**	\$60,146
Radio, Cellular, and Tower Equipment Installers and Repairers	49-2021	1	**	**	**
Rail Transportation Workers, All Other	53-4099	1	**	**	**
Reporters and Correspondents	27-3022	1	20	**	\$11.40
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	51-4023	1	**	**	**
Sales Engineers	41-9031	1	**	**	**
Security and Fire Alarm Systems Installers	49-2098	1	**	**	**
Self-Enrichment Education Teachers	25-3021	1	60	10	\$8.09
Software Developers, Systems Software	15-1133	1	**	**	**
Solar Photovoltaic Installers	47-2231	1	**	**	**
Special Education Teachers, Preschool, Kindergarten, and Elementary School	25-2041	1	**	**	**
Special Education Teachers, Secondary School	25-2054	1	20	**	\$46,215
Title Examiners, Abstractors, and Searchers	23-2093	1	**	**	**
Tool and Die Makers	51-4111	1	40	**	\$16.54
Veterinary Technologists and Technicians	29-2056	1	**	**	**

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