

WORKFORCE NEEDS ASSESSMENT IOWA WORKFORCE DEVELOPMENT REGION 5 RELEASED 2019

CALHOUN, HAMILTON, HUMBOLDT, POCAHONTAS,
WEBSTER AND WRIGHT COUNTIES



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WORKFORCE
DEVELOPMENT

Counties within Iowa Workforce Development Region 5 included within this analysis:

- Calhoun
- Hamilton
- Humboldt
- Pocahontas
- Webster
- Wright

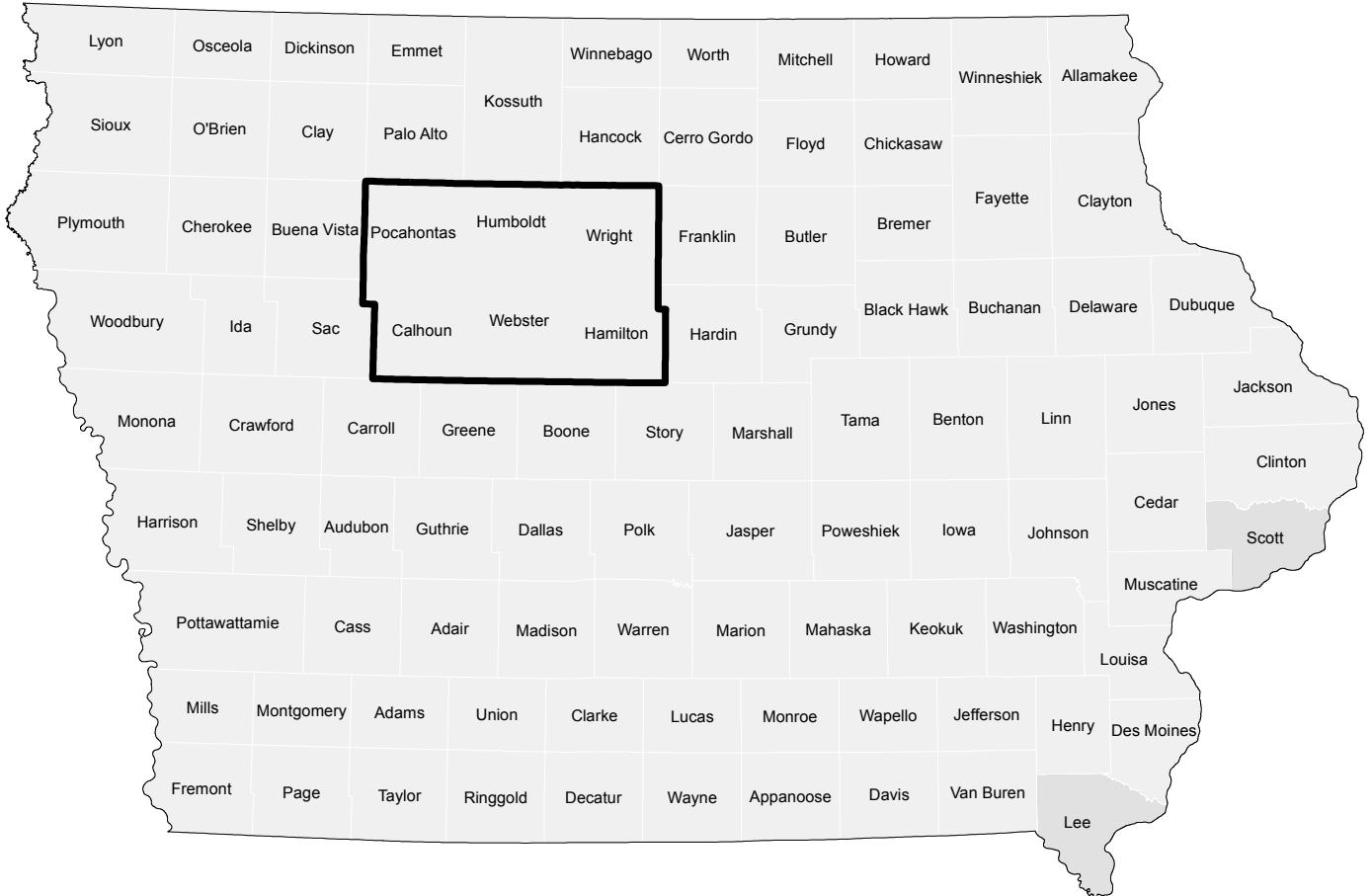


TABLE OF CONTENTS



INTRODUCTION	1
VACANCY ESTIMATES	
JOB ORDERS BY COUNTY (PER 100 EMPLOYEES)	1
REPORTED JOB VACANCIES BY WORKPLACE SIZE	2
TOTAL NUMBER OF JOB ORDERS BY OCCUPATIONAL CATEGORY	2
VACANCY RATE BY INDUSTRY	3
NUMBER OF UNEMPLOYED PERSONS PER JOB ORDER	3
VACANCY RATE BY OCCUPATIONAL CATEGORY	4
TOP REPORTED TOTAL JOB ORDERS	5
EDUCATION & EXPERIENCE REQUIREMENTS	
EDUCATION REQUIREMENTS - TOTAL JOB ORDERS	6
EXPERIENCE REQUIREMENTS - TOTAL JOB ORDERS	6
ON-THE-JOB TRAINING - TOTAL JOB ORDERS	6
PERCEPTION OF APPLICANTS	
PERCEPTION OF APPLICANTS	6
BASIC SKILLS LACKING IN APPLICANTS	7
OCCUPATIONAL “HARD” SKILLS LACKING IN APPLICANTS	7
INTERPERSONAL “SOFT” SKILLS LACKING IN APPLICANTS	7
TRAINING & CERTIFICATES	
WHERE ADDITIONAL TRAINING IS OFFERED	8
RECRUITMENT & ADVERTISING	
JOB ADVERTISING UTILIZATION & USEFULNESS	8
RECRUITMENT PERIOD FOR JOB POSTINGS	8
DIFFICULTIES FILLING VACANT POSITIONS	9
WAGES	
COMPARISON OF 2016 & 2018 ENTRY-LEVEL WAGES BY OCCUPATIONAL CATEGORY	9
COMPARISON OF 2018 WAGE LEVELS BY OCCUPATIONAL CATEGORY	10
FUTURE PLANS	
NET PLANNED PAYROLL CHANGE BY COUNTY (PER 1,000 EMPLOYEES)	11
FUTURE PLANS - EXPANSION	
PERCENT OF TOTAL PLANNED EXPANSION BY INDUSTRY	12
TIMING OF PLANNED EXPANSION	12
PERCENT WITHIN EACH INDUSTRY WITH PLANNED PAYROLL EXPANSION	12
PERCENT OF PLANNED EXPANSION BY OCCUPATIONAL CATEGORY	13
CONSTRAINTS PREVENTING PAYROLL EXPANSION	13
REASONS FOR PAYROLL EXPANSION	13
FUTURE PLANS - REDUCTION	
PERCENT OF TOTAL PLANNED REDUCTION BY INDUSTRY	14
PERCENT WITHIN EACH INDUSTRY WITH PLANNED PAYROLL REDUCTION	14
PLANNED PAYROLL REDUCTION BY OCCUPATIONAL CATEGORY	14
REASONS FOR WORKFORCE REDUCTION	15
TIMING OF PLANNED REDUCTION	15
RETIREMENTS	
WORKERS OVER THE AGE OF 64 IN THE WORKPLACE BY INDUSTRY	15
HOW COMPANIES PLAN TO REPLACE THOSE WHO RETIRE	15
RETIREE RETENTION EFFORTS BY EMPLOYERS	16
METHODOLOGY & SOURCES	17
APPENDIX - LIST OF ALL JOB VACANCIES	19

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

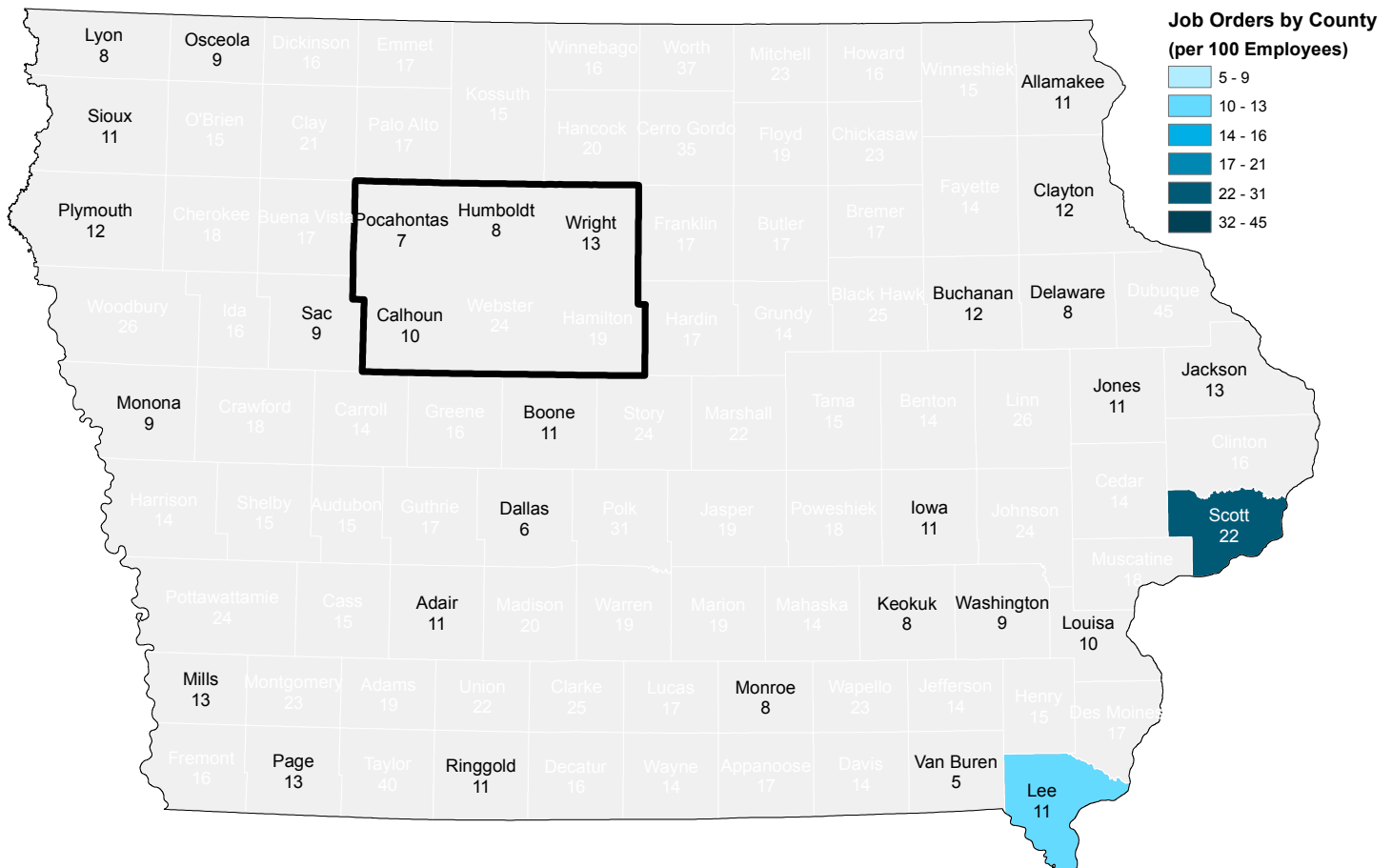
Iowa Workforce Development (IWD) conducted the sixth Workforce Needs Assessment. In addition to vacancy and retirement data, the survey also addressed the demand for workers and skills required in the workforce. Data regarding benefits offered by employers was also collected and is delineated in the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

Beginning in July 2018, 1,037 employers operating 1,276 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 445 responses, yielding a 42.9 percent response rate.



VACANCY ESTIMATES

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



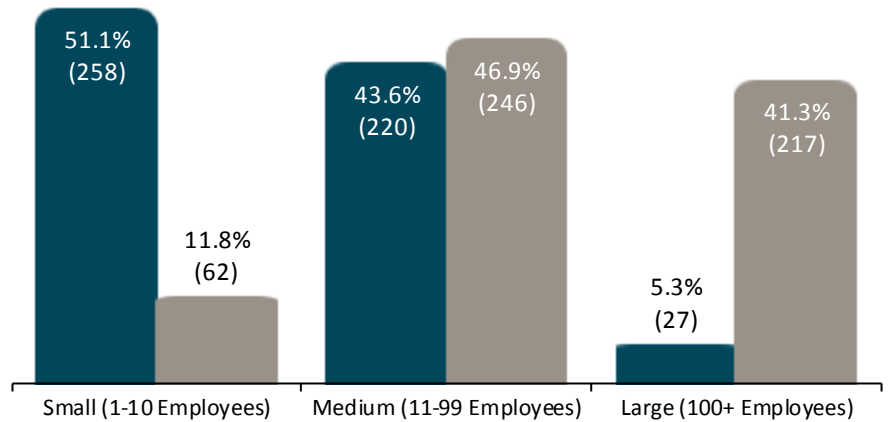
Iowa Workforce Development Job Bank
 Quarterly Census of Employment & Wages - Iowa Workforce Development
 *(Total Reported Job Orders Per County / Average Employment Per County)*100



VACANCY ESTIMATES

Reported Job Vacancies by Workplace Size

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



35.8%

Of Respondents
Reported Current
Job Vacancies

We're
HIRING

Total Number of Job Orders by Occupational Category

	Total Job Orders ¹	Percent of Total Job Orders ¹	Entry Wage ²	Average Wage ²	Projected Annual Openings ³
Transportation & Material Moving	1,251	19.9%	\$10.84	\$17.31	640
Sales & Related	795	12.7%	\$8.24	\$17.08	700
Production	535	8.5%	\$11.55	\$16.85	530
Office & Administrative Support	523	8.3%	\$10.59	\$16.17	675
Healthcare Practitioner & Technical	513	8.2%	\$16.12	\$33.44	175
Installation, Maintenance & Repair	386	6.2%	\$15.14	\$22.07	280
Food Preparation & Serving Related	362	5.8%	\$8.40	\$10.25	550
Construction & Extraction	267	4.3%	\$14.44	\$21.00	325
Management	224	3.6%	\$22.83	\$41.09	485
Architecture & Engineering	216	3.4%	\$20.09	\$30.48	35
Business & Financial Operations	191	3.0%	\$16.69	\$27.61	135
Building & Grounds Cleaning & Maintenance	174	2.8%	\$9.95	\$13.87	225
Healthcare Support	148	2.4%	\$10.88	\$13.87	185
Life, Physical & Social Science	117	1.9%	\$15.89	\$27.06	85
Community & Social Services	114	1.8%	\$12.76	\$21.50	105
Computer & Mathematical Science	87	1.4%	\$20.40	\$31.40	20
Education, Training & Library	87	1.4%	\$11.18	\$23.39	290
Farming, Fishing & Forestry	79	1.3%	\$11.73	\$14.77	175
Personal Care & Service	70	1.1%	\$8.45	\$10.34	265
Arts, Design, Entertainment, Sports & Related	65	1.0%	\$8.23	\$13.48	55
Protective Service	64	1.0%	\$14.05	\$22.99	70
Legal	6	0.1%	\$13.53	\$22.15	20

¹Iowa Workforce Development Job Bank

²Iowa Wage Report - Iowa Workforce Development

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



VACANCY ESTIMATES

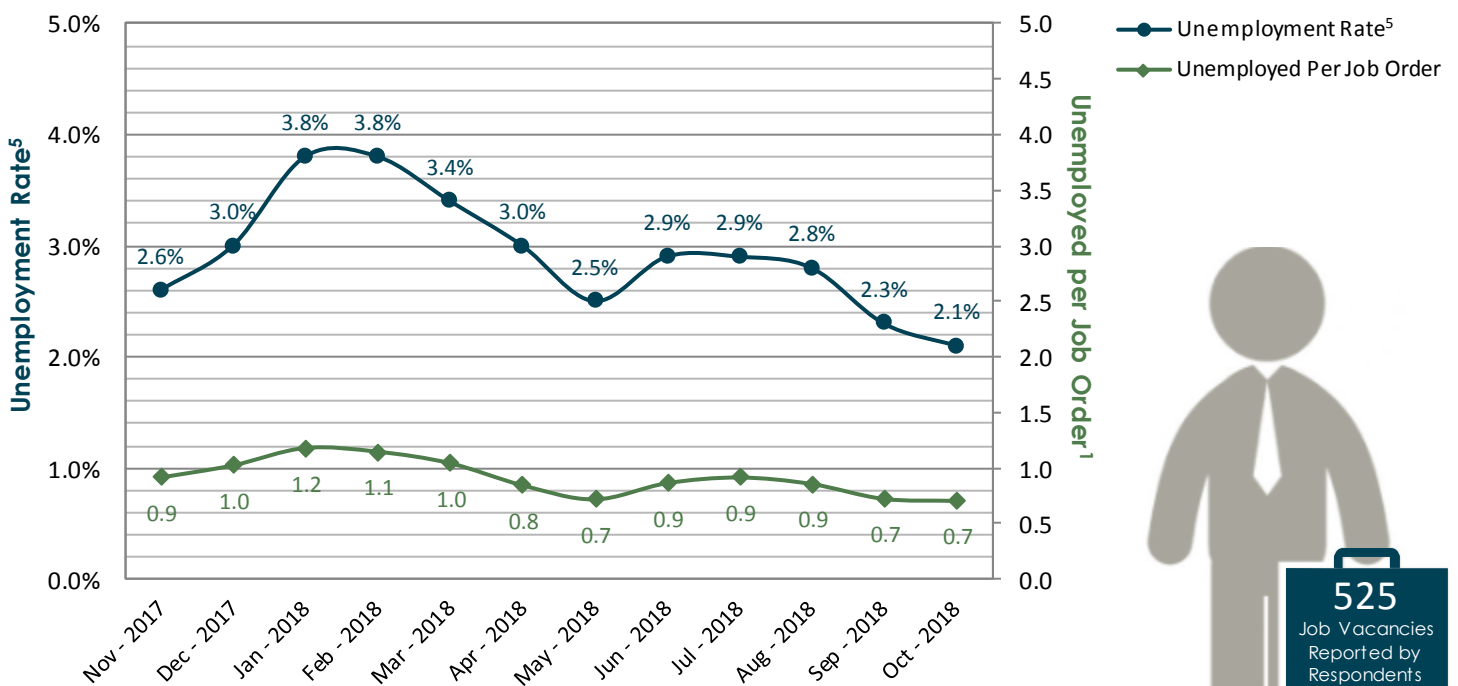
Vacancy Rate by Industry

	Employment ⁴	Estimated Vacancies	*Vacancy Rate	New Hire Wage ⁴	Projected Annual Openings ³
Accommodation & Food Services	2,328	120	5.2%	\$5.48	17
Manufacturing	5,835	251	4.3%	\$18.67	19
Administrative & Waste Services	725	26	3.6%	\$14.33	15
Transportation & Warehousing	1,921	70	3.6%	\$16.44	39
Health Care & Social Assistance	5,611	158	2.8%	\$12.19	69
Agriculture, Forestry, Fishing & Mining	1,366	34	2.5%	\$18.50	10
Construction	2,300	34	1.5%	\$22.00	31
Information	664	10	1.5%	\$9.77	-5
Professional & Technical Services	577	8	1.4%	\$12.52	11
Public Administration	2,572	29	1.1%	\$12.94	5
Personal Services	679	6	0.9%	\$11.56	12
Wholesale & Retail Trade	6,722	51	0.8%	\$9.58	21
Utilities	193	1	0.5%	**	0
Educational Services	2,778	8	0.3%	\$9.54	24
Finance, Insurance & Real Estate	1,129	3	0.3%	\$10.82	19
Arts, Entertainment & Recreation	316	0	0.0%	\$5.67	1
Management	185	0	0.0%	\$15.92	5

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 ESTIMATES

Vacancy Rate by Occupational Category

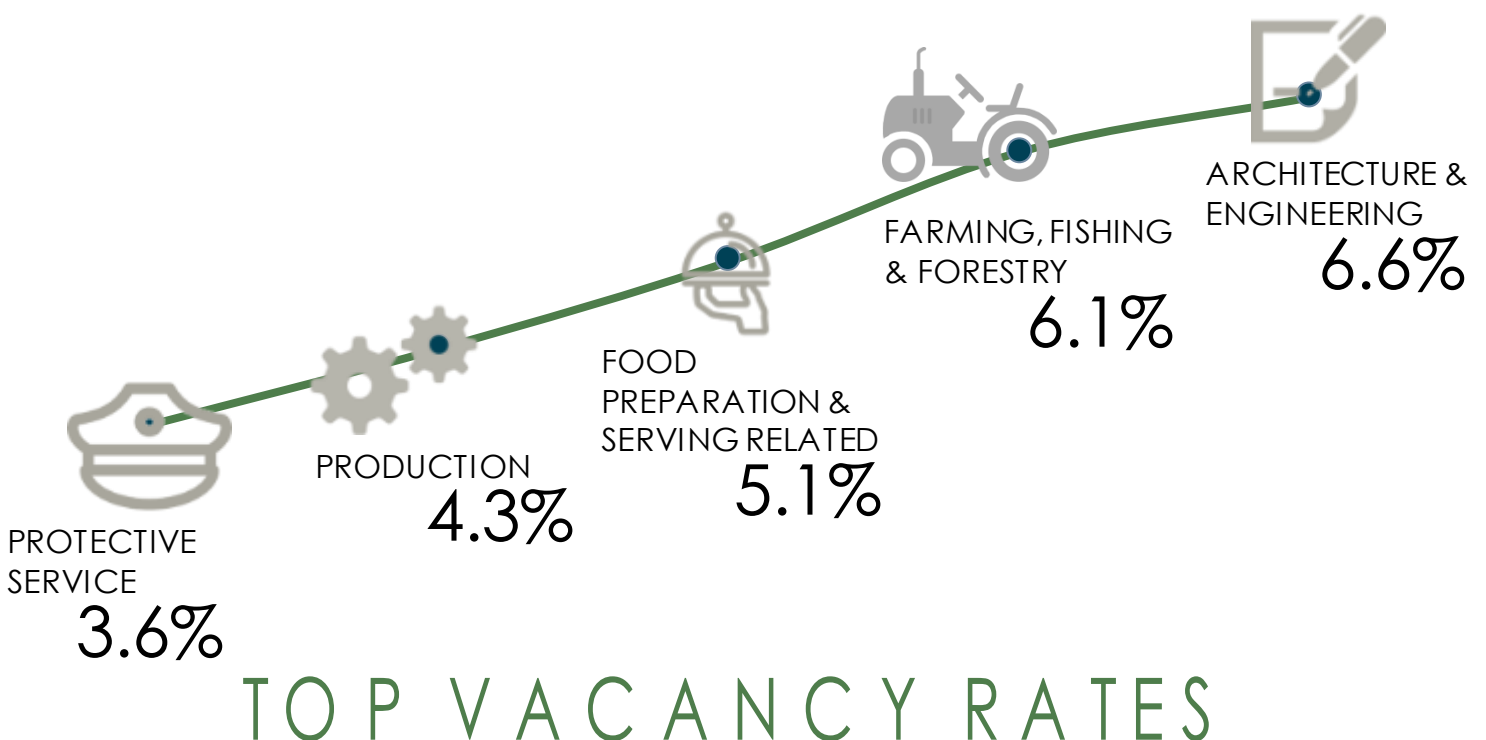
	Employment ²	Estimated Vacancies	*Vacancy Rate	Entry Wage ²	Projected Annual Openings ³
Architecture & Engineering	310	21	6.6%	\$20.09	35
Farming, Fishing & Forestry	250	15	6.1%	\$11.73	175
Food Preparation & Serving Related	2,460	125	5.1%	\$8.40	550
Production	3,990	172	4.3%	\$11.55	530
Protective Service	720	26	3.6%	\$14.05	70
Healthcare Support	1,590	52	3.3%	\$10.88	185
Installation, Maintenance & Repair	2,110	65	3.1%	\$15.14	280
Healthcare Practitioner & Technical	3,000	67	2.2%	\$16.12	175
Building & Grounds Cleaning & Maintenance	1,240	24	1.9%	\$9.95	225
Construction & Extraction	2,100	35	1.7%	\$14.44	325
Transportation & Material Moving	3,770	64	1.7%	\$10.84	640
Computer & Mathematical Science	220	3	1.2%	\$20.40	20
Management	2,140	25	1.2%	\$22.83	485
Sales & Related	3,850	43	1.1%	\$8.24	700
Office & Administrative Support	5,290	43	0.8%	\$10.59	675
Education, Training & Library	4,410	26	0.6%	\$11.18	290
Business & Financial Operations	1,080	4	0.4%	\$16.69	135
Community & Social Services	680	1	0.2%	\$12.76	105
Arts, Design, Entertainment, Sports & Related	440	0	0.0%	\$8.23	55
Legal	230	0	0.0%	\$13.53	20
Life, Physical & Social Science	270	0	0.0%	\$15.89	85
Personal Care & Service	1,060	0	0.0%	\$8.45	265

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





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	900	\$12.44	\$19.51
First-Line Supervisors of Retail Sales Workers	262	\$13.69	\$21.66
Retail Salespersons	203	\$8.27	\$12.42
Cashiers	145	\$8.22	\$9.32
Registered Nurses	137	\$20.37	\$25.77
First-Line Supervisors of Food Preparation and Serving Workers	133	\$13.31	\$15.91
Production Workers, All Other	126	\$12.14	\$17.10
Combined Food Preparation and Serving Workers, Including Fast Food	115	\$8.40	\$10.05
Customer Service Representatives	112	\$11.02	\$15.25
First-Line Supervisors of Office and Administrative Support Workers	102	\$19.50	\$25.45
Stock Clerks and Order Fillers	101	\$8.36	\$12.71
Business Operations Specialists, All Other	97	\$13.69	\$28.31
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	81	\$9.70	\$12.84
Parts Salespersons	79	\$13.14	\$16.93
First-Line Supervisors of Production and Operating Workers	74	\$17.31	\$25.17
Bus and Truck Mechanics and Diesel Engine Specialists	71	\$11.01	\$17.35
Automotive Service Technicians and Mechanics	66	\$13.97	\$18.83
Driver/Sales Workers	66	**	**
Food Service Managers	63	\$15.17	\$19.32
Industrial Engineers	60	\$24.79	\$34.96
Maintenance and Repair Workers, General	59	\$14.45	\$19.98
Personal Care Aides	59	\$8.64	\$10.17
Laborers and Freight, Stock, and Material Movers, Hand	57	\$10.06	\$14.39
Nursing Aides, Orderlies, and Attendants	57	**	**
Social and Human Service Assistants	56	\$11.80	\$16.88
Electricians	54	\$13.43	\$22.54
Healthcare Practitioners and Technical Workers, All Other	54	**	**
Food Preparation Workers	49	\$9.41	\$10.48
Machinists	49	\$15.95	\$21.16
Highway Maintenance Workers	47	\$16.68	\$20.91

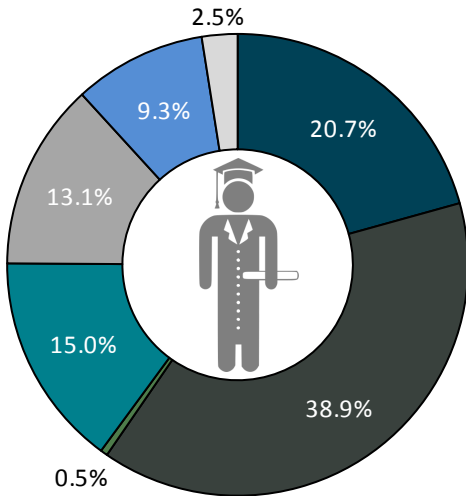
¹Iowa Workforce Development Job Bank
²Iowa Wage Report - Iowa Workforce Development
 **Insufficient data to report



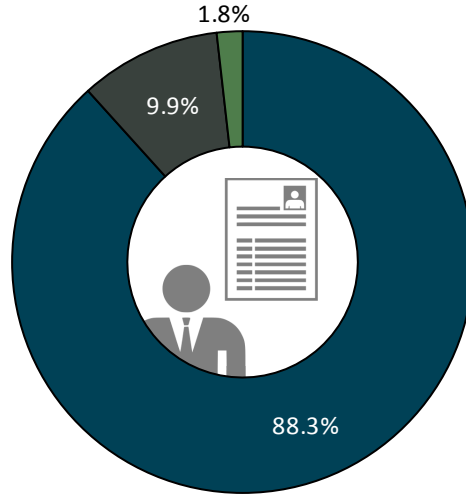
EDUCATION & EXPERIENCE REQUIREMENTS

Education and experience levels required and on-the-job training for the job orders (6,890 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.

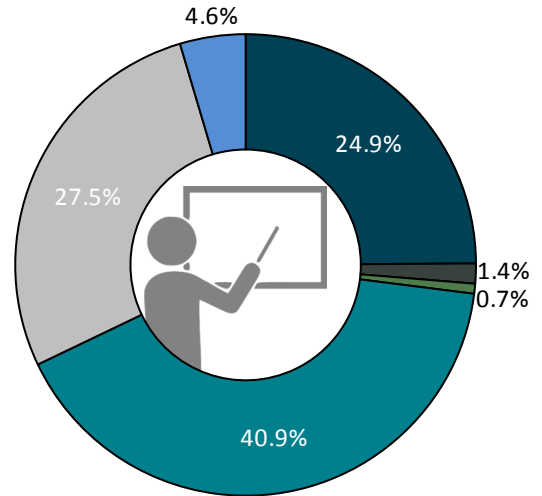
Education Requirements - Total Job Orders



Experience Requirements - Total Job Orders



On-The-Job Training - Total Job Orders



- No Formal Educational Credential - 20.7%
- High School Diploma or Equivalent - 38.9%
- Some College, No Degree - 0.5%
- Postsecondary Non-Degree Award - 15.0%
- Associate Degree - 13.1%
- Undergraduate Degree - 9.3%
- Postgraduate/Professional Degree - 2.5%

- No Experience Required - 88.3%
- Less than 5 Years - 9.9%
- 5 Years of More - 1.8%

- None - 24.9%
- Apprenticeship - 1.4%
- Internship/Residency - 0.7%
- Short-term on-the-job training - 40.9%
- Moderate-term on-the-job training - 27.5%
- Long-term on-the-job training - 4.6%

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.

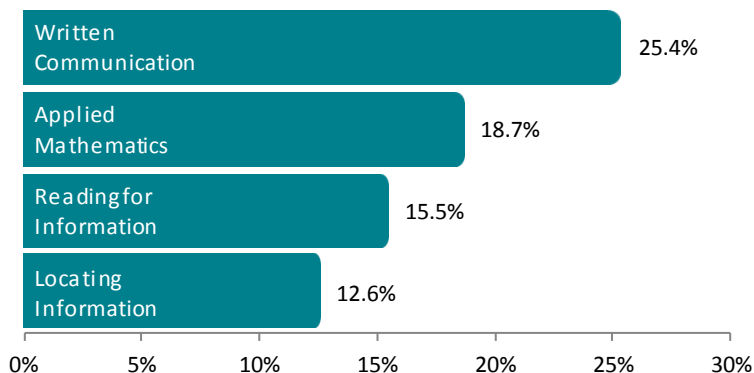
Perception of Applicants

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Applicants fulfill all necessary requirements for the job.	5.5%	20.4%	34.5%	29.6%	10.0%
Applicants possess the basic skills required for the job.	2.4%	13.0%	33.9%	36.5%	14.2%
Applicants possess the hard, or occupational, skills for the job.	10.9%	22.5%	39.6%	19.9%	7.1%
Applicants possess the soft, or interpersonal, skills for the job.	3.8%	20.6%	45.1%	22.7%	7.8%



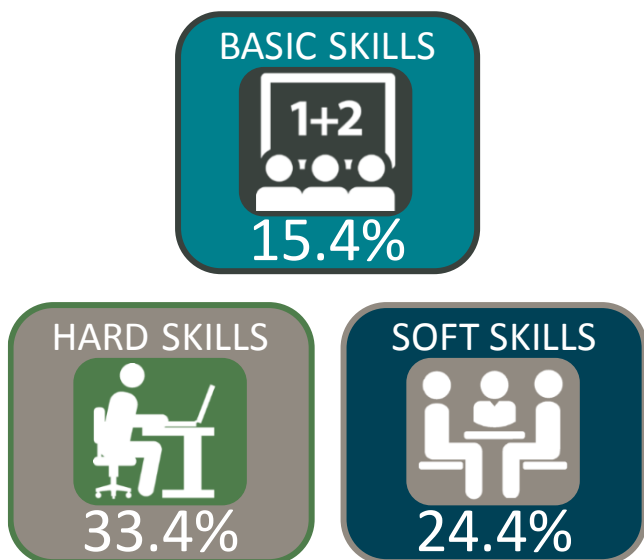
PERCEPTION OF APPLICANTS

Basic Skills Lacking in Applicants

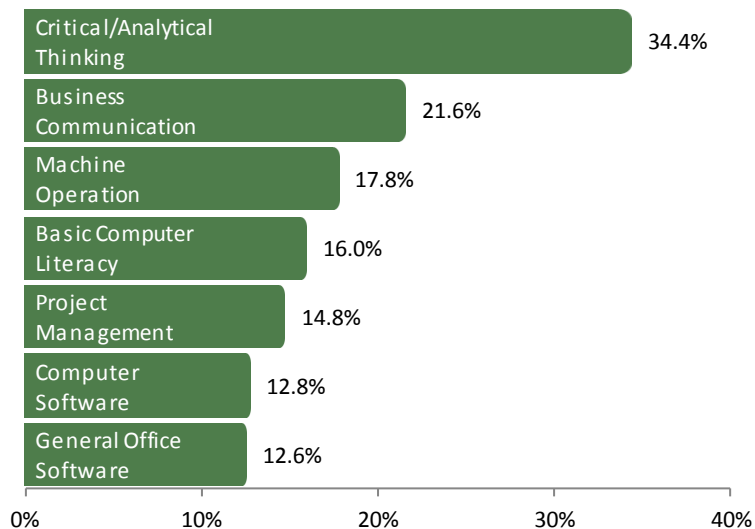


Basic skills are those skills developed during the elementary and middle part of an individual's education. These skills include literacy, numeracy (the ability to do arithmetic and reason with numbers), and the abilities to locate and read for information. The Skilled Iowa initiative, through the National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

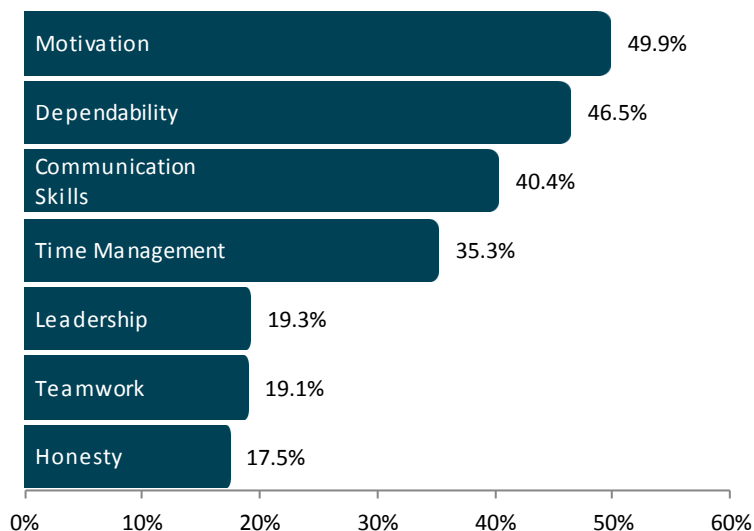


Occupational "Hard" Skills Lacking in Applicants



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 (84.5%) of employers indicated that they offer employee training.

Where Additional Training is Offered

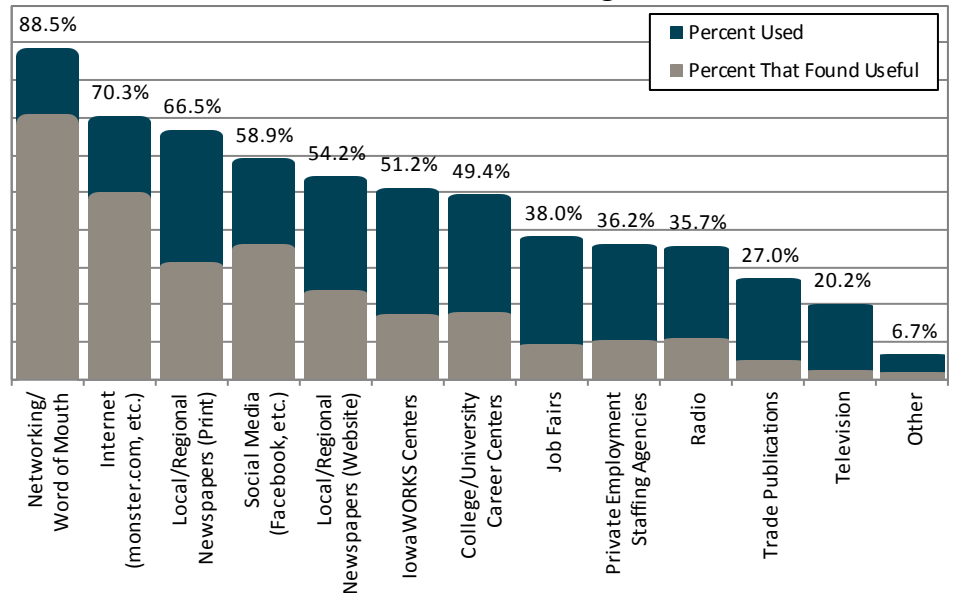
	Percent Offered
In-House Training	64.0%
Online Training	33.3%
Employee Self-Directed Training	24.9%
Commercial Training Provider	15.1%
Other	10.6%
Trade School	7.6%
College/University	7.0%



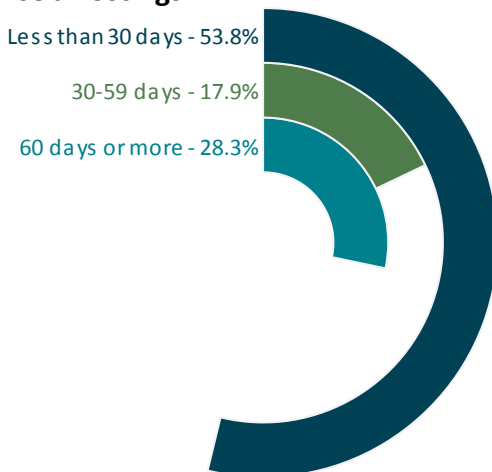
RECRUITMENT & ADVERTISING

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

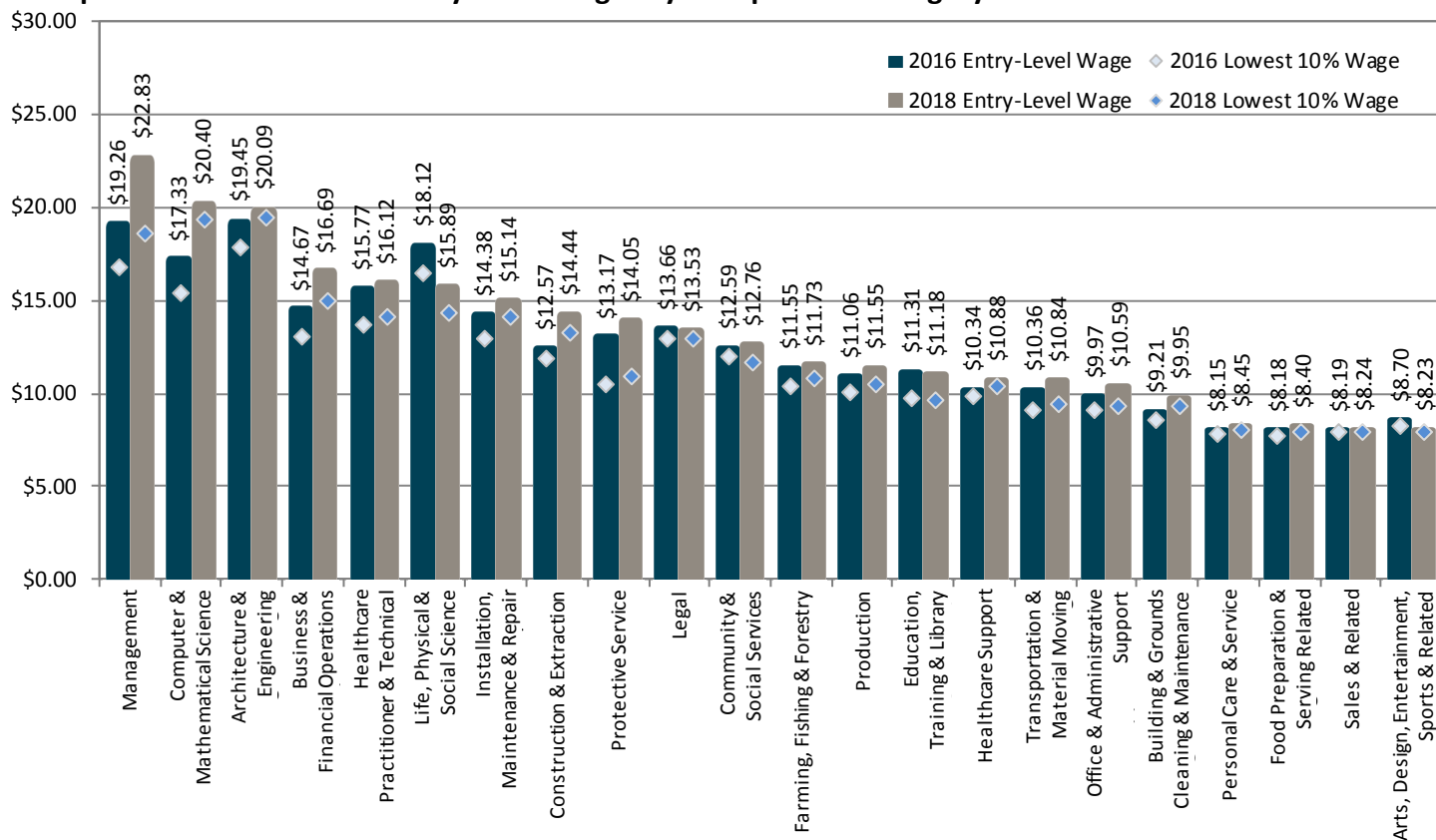
Difficulties Filling Vacant Positions

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Businesses have difficulty filling a position due to applicant failure to pass a background check.	33.1%	20.4%	29.6%	12.7%	4.2%
Businesses have difficulty filling a position due to applicant failure of controlled substance testing.	40.3%	19.6%	28.3%	9.4%	2.4%
Businesses have difficulty filling a position due to a general lack of applicants.	11.8%	10.6%	28.3%	29.7%	19.6%
Businesses have difficulty filling a position due to a lack of qualified applicants.	9.3%	9.0%	26.6%	29.2%	25.9%
Businesses have difficulty filling a position due to local competition.	19.6%	18.7%	42.6%	13.4%	5.7%
Businesses have difficulty filling a position due to applicant expectations of benefits package offered.	26.2%	21.0%	36.5%	10.6%	5.7%
Businesses have difficulty filling a position due to applicants willingness to accept wages offered.	17.6%	19.0%	38.3%	19.2%	5.9%
Businesses have difficulty filling a position due to the type of work involved.	18.4%	17.6%	35.5%	20.7%	7.8%
Businesses have difficulty filling a position due to the hours or shifts offered.	28.6%	22.2%	33.0%	12.4%	3.8%



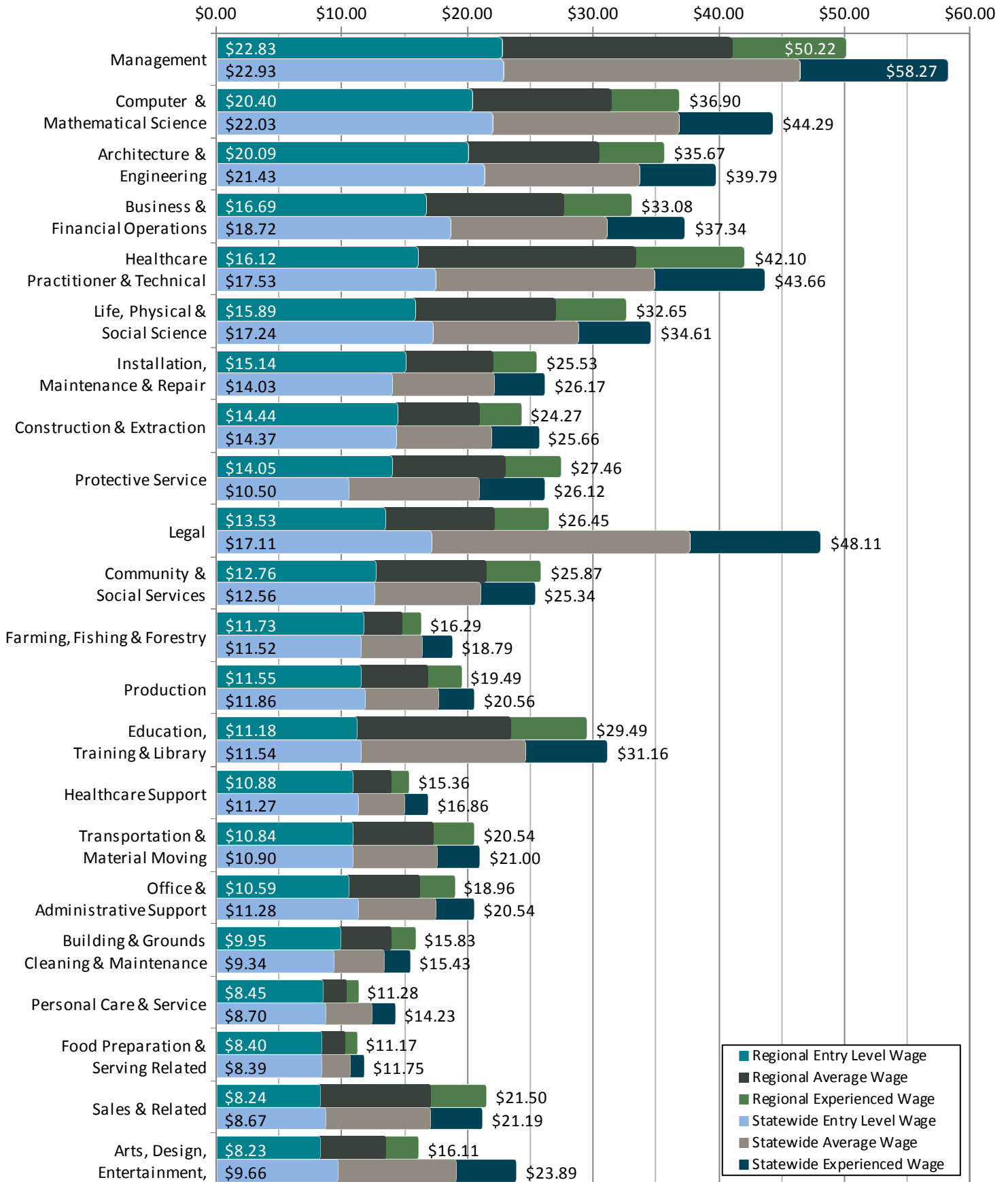
WAGES

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



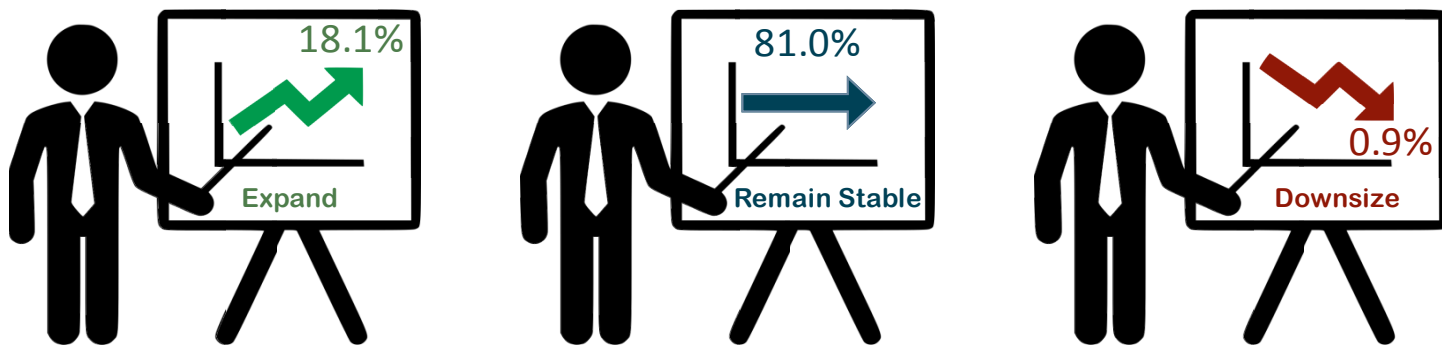


Comparison of 2018 Wage Levels by Occupational Category





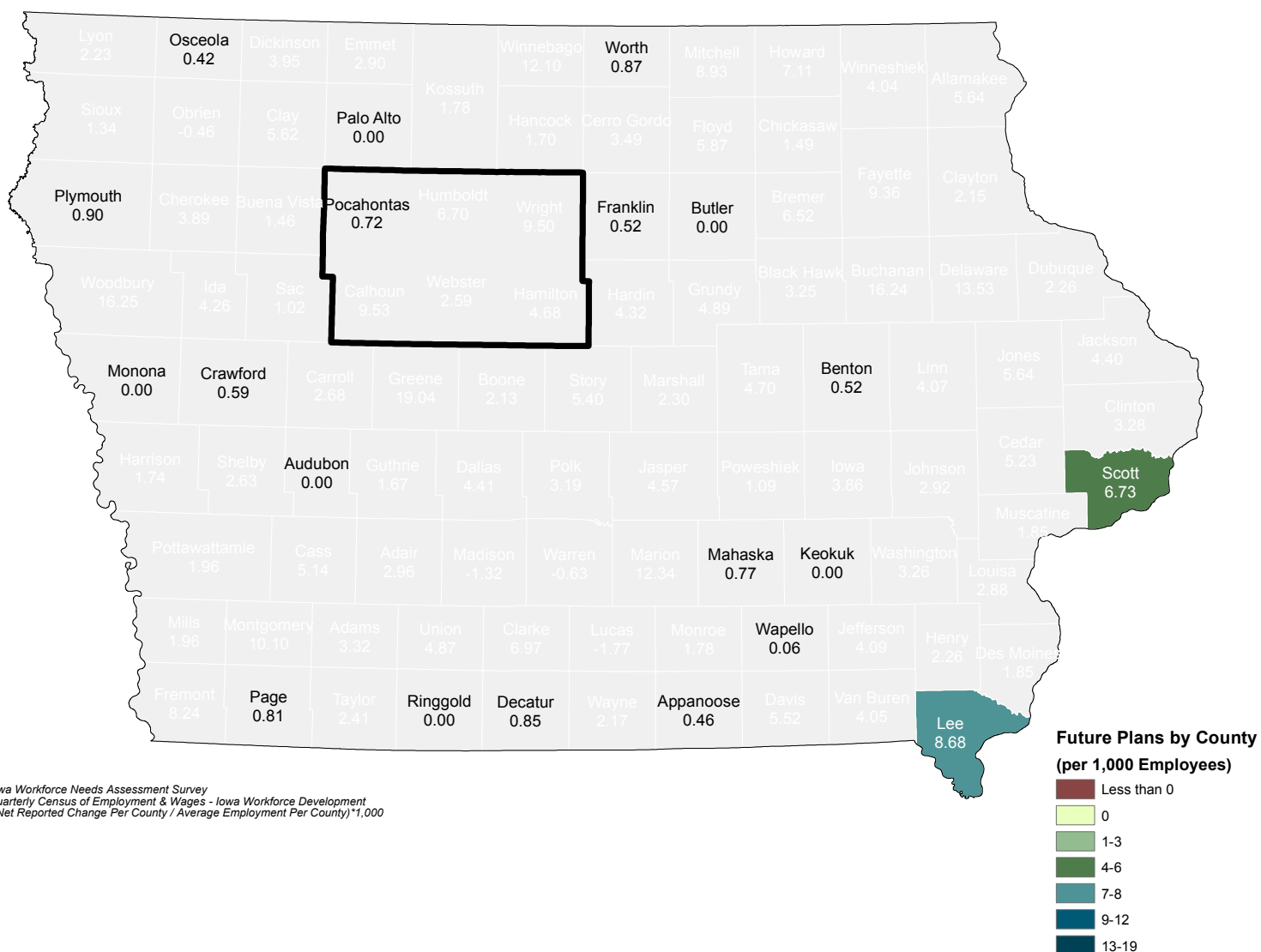
FUTURE PLANS



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)*

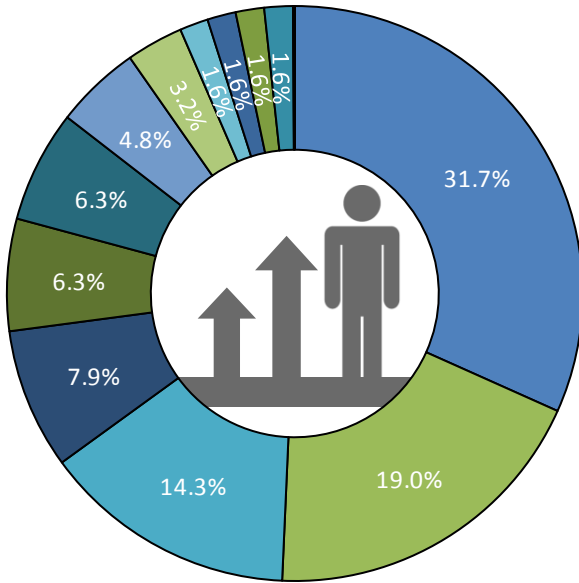


Iowa Workforce Needs Assessment Survey
 Quarterly Census of Employment & Wages - Iowa Workforce Development
 *(Net Reported Change Per County / Average Employment Per County)*1,000

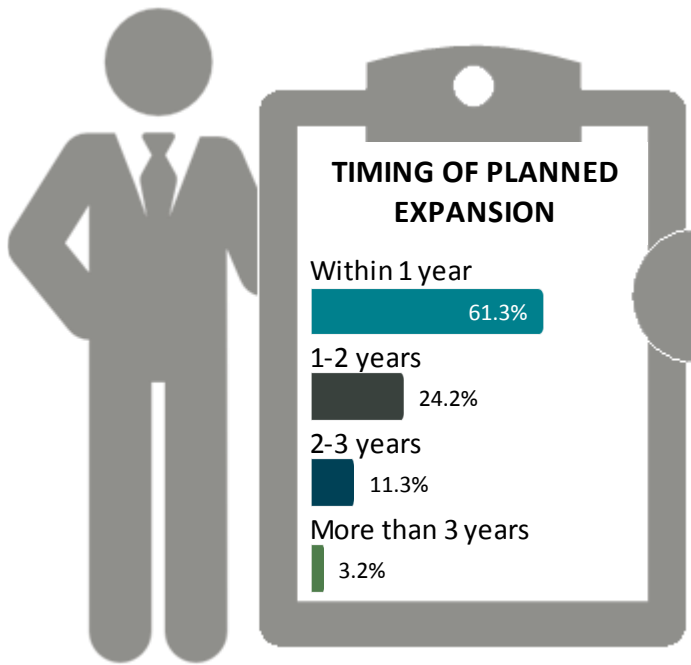
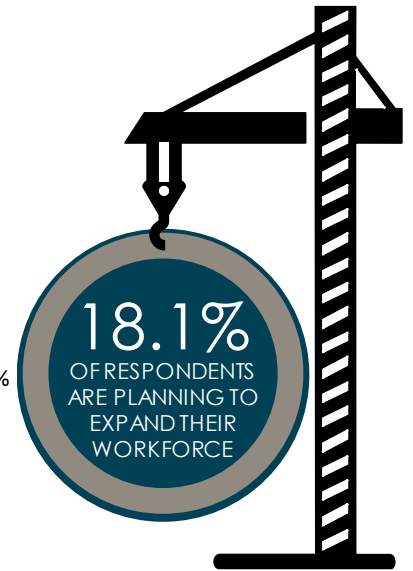


FUTURE PLANS - EXPANSION

Percent of Total Planned Expansion by Industry



- Wholesale & Retail Trade - 31.7%
- Health Care & Social Assistance - 19.0%
- Manufacturing - 14.3%
- Construction - 7.9%
- Professional & Technical Services - 6.3%
- Transportation & Warehousing - 6.3%
- Information - 4.8%
- Administrative & Waste Services - 3.2%
- Accommodation & Food Services - 1.6%
- Agriculture, Forestry, Fishing & Mining - 1.6%
- Finance, Insurance & Real Estate - 1.6%
- Utilities - 1.6%
- Public Administration - 0.1%
- Arts, Entertainment & Recreation - 0.0%
- Educational Services - 0.0%
- Management - 0.0%
- Personal Services - 0.0%



Percent within Each Industry with Planned Payroll Expansion

Industry	Percent of Each Industry
Manufacturing	32.1%
Wholesale & Retail Trade	31.3%
Transportation & Warehousing	25.0%
Health Care & Social Assistance	23.5%
Information	23.1%
Professional & Technical Services	22.2%
Utilities	16.7%
Construction	13.9%
Administrative & Waste Services	11.8%
Agriculture, Forestry, Fishing & Mining	8.3%
Finance, Insurance & Real Estate	5.3%
Accommodation & Food Services	5.0%
Arts, Entertainment & Recreation	0.0%
Educational Services	0.0%
Management	0.0%
Personal Services	0.0%
Public Administration	0.0%

TOP INDUSTRIAL EXPANSION



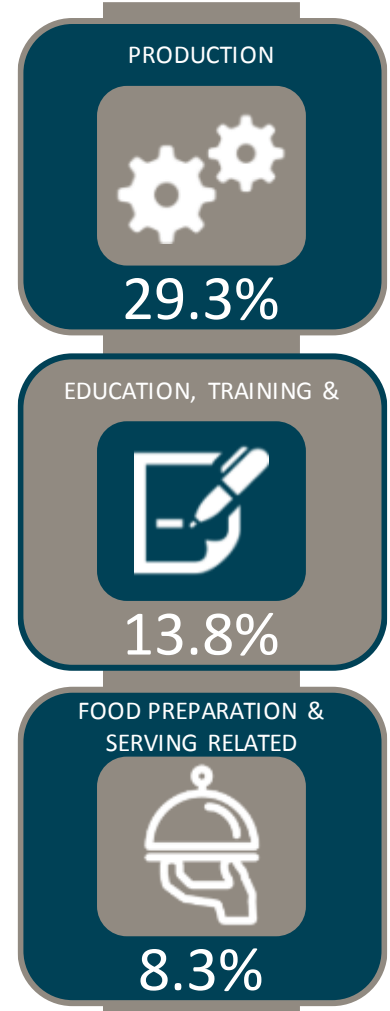


FUTURE PLANS - EXPANSION

Percent of Planned Expansion by Occupational Category

Occupational Category	Percent of Planned Expansion
Production	29.3%
Education, Training & Library	13.8%
Food Preparation & Serving Related	8.3%
Installation, Maintenance & Repair	7.7%
Sales & Related	6.1%
Office & Administrative Support	5.5%
Healthcare Support	5.0%
Architecture & Engineering	4.4%
Transportation & Material Moving	3.9%
Healthcare Practitioners & Technical	3.3%
Farming, Fishing & Forestry	2.8%
Management	2.8%
Business & Financial Operations	2.2%
Construction & Extraction	2.2%
Building & Grounds Cleaning & Maintenance	1.7%
Community & Social Service	0.5%
Computer & Mathematical	0.5%
Arts, Design, Entertainment, Sports & Media	0.0%
Legal	0.0%
Life, Physical & Social Science	0.0%
Personal Care & Service	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)
Competition within existing markets
Expense related to benefits
No desire to expand
Barriers to entering new markets
Uncertainty in current market demands
Limited access to capital
Insufficient space at current location/inability to find appropriate new location
Tax or regulatory issues
Planned merger/acquisition or business sale/transfer
Supply chain limitations
Don't know steps/processes needed to expand

Reasons for Payroll Expansion Ranked by Relative Importance

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





FUTURE PLANS - REDUCTION

Percent of Total Planned Reduction by Industry

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



DATA TO REPORT

Percent within Each Industry with Planned Payroll Reduction

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

Planned Payroll Reduction by Occupational Category

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

INSUFFICIENT





FUTURE PLANS - REDUCTION

Reasons for Workforce Reduction Ranked by Relative Importance

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

Timing of Planned Reduction

Within 1 year - 0.0%

1-2 years - 0.0%

2-3 years - 0.0%

More than 3 years - 0.0%

INSUFFICIENT DATA TO REPORT

RETIREMENTS

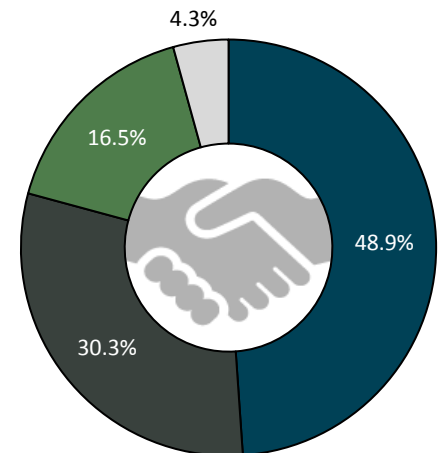


Workers Over the Age of 64 in the Workplace by Industry

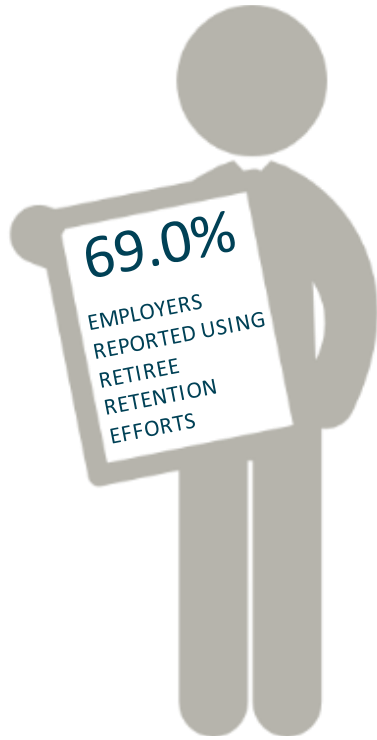
Industry	Percent of Total ⁴	Percent of Each Industry ⁴
Wholesale & Retail Trade	20.5%	7.4%
Health Care & Social Assistance	14.0%	6.1%
Educational Services	11.1%	9.5%
Manufacturing	8.7%	3.8%
Public Administration	7.8%	7.3%
Transportation & Warehousing	6.0%	7.6%
Finance, Insurance & Real Estate	4.6%	9.7%
Construction	4.3%	4.6%
Accommodation & Food Services	4.1%	4.4%
Professional & Technical Services	4.0%	15.3%
Agriculture, Forestry, Fishing & Mining	3.9%	6.9%
Personal Services	3.5%	11.8%
Information	2.7%	9.7%
Administrative & Waste Services	2.0%	6.7%
Arts, Entertainment & Recreation	1.1%	8.1%
Management	0.4%	5.6%
Utilities	0.2%	3.0%

⁴Longitudinal Employer-Household Dynamics - United States Census Bureau

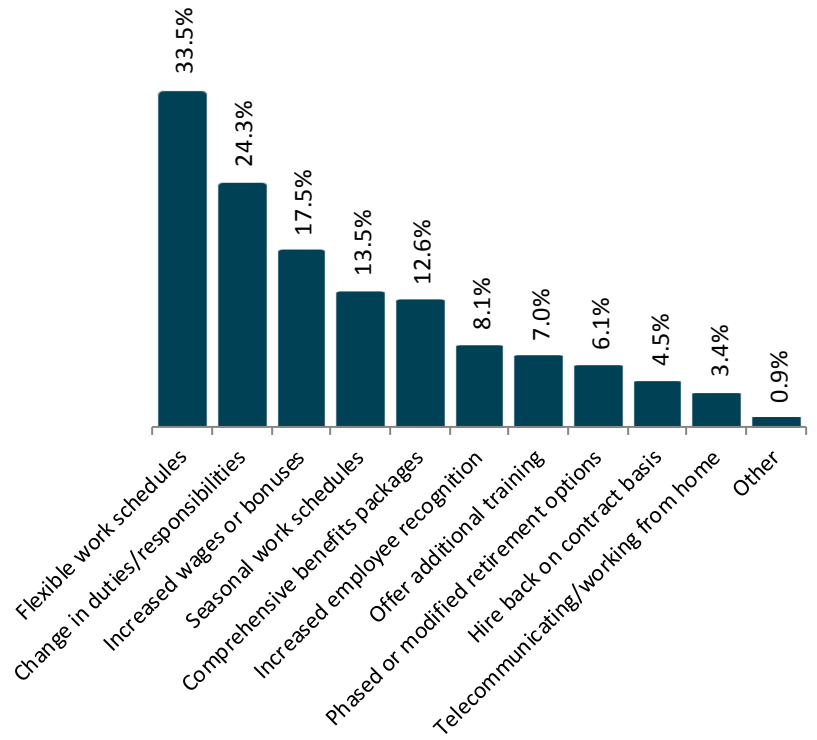
How Companies Plan to Replace Those Who Retire

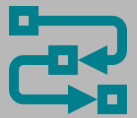


- Both hire new workers and promote from within - 48.9%
- Hire new workers - 30.3%
- Not currently planning to fill these positions - 16.5%
- Promote from within the company - 4.3%



Retiree Retention Efforts by Employers





Iowa Wage Report - Iowa Workforce Development & Occupational Employment Statistics

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

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

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

Definitions of terms used throughout the report:

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

IWD, Iowa Wage Report (2018) - <https://www.iowaworkforcedevelopment.gov/iowa-wage-report>

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

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

Iowa Workforce Development Job Bank - Iowa Workforce Development

The job order data in this report comes from Iowa Workforce Development's IowaJobs bank (www.iowajobs.org). 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.

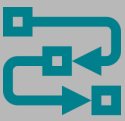
While there are many postings for jobs outside of Iowa within the IowaJobs bank, those are removed from the data for the purposes of this report. This is accomplished by filtering out all postings with a non-Iowa ZIP code. For those postings that did not have a valid ZIP code, the city and state fields 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	900	1,740	260	\$12.44
First-Line Supervisors of Retail Sales Workers	41-1011	262	280	50	\$13.69
Retail Salespersons	41-2031	203	760	145	\$8.27
Cashiers	41-2011	145	1,600	315	\$8.22
Registered Nurses	29-1141	137	1,190	65	\$20.37
First-Line Supervisors of Food Preparation and Serving Workers	35-1012	133	150	25	\$13.31
Production Workers, All Other	51-9199	126	70	55	\$12.14
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	115	530	130	\$8.40
Customer Service Representatives	43-4051	112	500	45	\$11.02
First-Line Supervisors of Office and Administrative Support Workers	43-1011	102	180	25	\$19.50
Stock Clerks and Order Fillers	43-5081	101	400	50	\$8.36
Business Operations Specialists, All Other	13-1199	97	140	25	\$13.69
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37-2011	81	600	90	\$9.70
Parts Salespersons	41-2022	79	70	20	\$13.14
First-Line Supervisors of Production and Operating Workers	51-1011	74	250	30	\$17.31
Bus and Truck Mechanics and Diesel Engine Specialists	49-3031	71	210	15	\$11.01
Automotive Service Technicians and Mechanics	49-3023	66	240	30	\$13.97
Driver/Sales Workers	53-3031	66	**	10	**
Food Service Managers	11-9051	63	40	10	\$15.17
Industrial Engineers	17-2112	60	50	**	\$24.79
Maintenance and Repair Workers, General	49-9071	59	300	55	\$14.45
Personal Care Aides	39-9021	59	400	70	\$8.64
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	57	580	110	\$10.06
Nursing Aides, Orderlies, and Attendants	31-1012	57	**	**	**
Social and Human Service Assistants	21-1093	56	120	15	\$11.80
Electricians	47-2111	54	250	40	\$13.43
Healthcare Practitioners and Technical Workers, All Other	29-9099	54	**	**	**
Food Preparation Workers	35-2021	49	**	20	\$9.41
Machinists	51-4041	49	40	10	\$15.95
Highway Maintenance Workers	47-4051	47	200	25	\$16.68
Agricultural and Food Science Technicians	19-4011	46	70	15	\$13.99
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	45-2092	46	**	15	**
Helpers--Production Workers	51-9198	46	220	45	\$9.71
Light Truck or Delivery Services Drivers	53-3033	39	130	40	\$9.58
Packaging and Filling Machine Operators and Tenders	51-9111	37	180	25	\$12.30
Commercial Pilots	53-2012	36	**	**	**
First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011	34	150	15	\$20.39
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	34	510	60	\$16.20
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	43-6014	34	700	70	\$9.46
Security Guards	33-9032	34	**	15	\$8.34
Construction Laborers	47-2061	32	550	50	\$12.97
Transportation Attendants, Except Flight Attendants	53-6061	30	**	**	**
Welders, Cutters, Solderers, and Brazers	51-4121	30	350	25	\$13.97
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011	29	40	**	\$15.14

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
Emergency Medical Technicians and Paramedics	29-2041	28	60	**	\$11.56
Engineers, All Other	17-2199	27	**	**	**
Licensed Practical and Licensed Vocational Nurses	29-2061	26	240	20	\$17.18
Medical Assistants	31-9092	26	100	10	\$12.72
Tellers	43-3071	26	150	25	\$11.32
Carpenters	47-2031	25	80	30	\$15.20
Material Moving Workers, All Other	53-7199	25	**	10	**
Accountants and Auditors	13-2011	24	170	20	\$20.88
Building Cleaning Workers, All Other	37-2019	24	**	**	**
Merchandise Displayers and Window Trimmers	27-1026	24	**	**	**
Sales Representatives, Services, All Other	41-3099	24	70	10	\$15.58
Chief Executives	11-1011	23	60	10	\$14.25
First-Line Supervisors of Construction Trades and Extraction Workers	47-1011	23	230	30	\$21.16
Industrial Production Managers	11-3051	23	130	10	\$32.46
Industrial Engineering Technicians	17-3026	22	**	**	**
Office Clerks, General	43-9061	22	720	85	\$11.10
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	17-2111	20	**	**	**
Installation, Maintenance, and Repair Workers, All Other	49-9099	19	20	35	\$15.01
Office and Administrative Support Workers, All Other	43-9199	19	**	20	**
Telecommunications Equipment Installers and Repairers, Except Line Installers	49-2022	19	**	10	\$20.32
Aircraft Launch and Recovery Officers	55-1012	18	**	**	**
Managers, All Other	11-9199	18	110	30	\$20.74
Nursing Assistants	31-1014	18	920	90	\$10.97
Medical Secretaries	43-6013	17	120	20	\$12.68
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	53-1031	16	**	15	**
Landscaping and Groundskeeping Workers	37-3011	16	180	40	\$10.05
Maids and Housekeeping Cleaners	37-2012	16	260	60	\$9.84
Physical Therapists	29-1123	16	30	**	\$34.34
Physician Assistants	29-1071	16	30	**	\$44.71
Aerospace Engineers	17-2011	15	**	**	**
Correctional Officers and Jailers	33-3012	15	280	20	\$18.63
Electrical and Electronic Engineering Technicians	17-3023	15	10	**	\$24.07
Human Resources Specialists	13-1071	15	100	10	\$16.44
Medical and Health Services Managers	11-9111	15	200	15	\$26.18
Pharmacy Technicians	29-2052	15	270	15	\$11.49
Agricultural Equipment Operators	45-2091	14	**	30	**
Biological Technicians	19-4021	14	**	**	**
Construction and Building Inspectors	47-4011	14	**	**	**
Excavating and Loading Machine and Dragline Operators	53-7032	14	**	10	**
Home Health Aides	31-1011	14	200	30	\$10.70
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35-9031	14	**	20	**
Industrial Machinery Mechanics	49-9041	14	370	25	\$15.62
Rehabilitation Counselors	21-1015	14	40	**	\$10.16
Team Assemblers	51-2092	14	**	35	**
Health Technologists and Technicians, All Other	29-2099	13	20	**	\$13.50
Waiters and Waitresses	35-3031	13	**	115	\$8.41
Computer Software Engineers, Applications	15-1031	12	**	**	**
Cooks, Institution and Cafeteria	35-2012	12	330	50	\$9.77
General and Operations Managers	11-1021	12	740	40	\$20.90
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4033	12	10	**	\$10.90
Market Research Analysts and Marketing Specialists	13-1161	12	50	**	\$17.01
Surgical Technologists	29-2055	12	**	**	\$15.05

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
Vocational Education Teachers, Postsecondary	25-1194	12	**	**	**
Bookkeeping, Accounting, and Auditing Clerks	43-3031	11	670	105	\$11.93
Cement Masons and Concrete Finishers	47-2051	11	**	10	\$15.37
Database Administrators	15-1141	11	10	**	\$24.63
Engineering Technicians, Except Drafters, All Other	17-3029	11	20	**	\$16.19
Family and General Practitioners	29-1062	11	**	**	**
Financial Specialists, All Other	13-2099	11	**	**	**
Healthcare Support Workers, All Other	31-9099	11	**	10	**
Life, Physical, and Social Science Technicians, All Other	19-4099	11	**	**	**
Pest Control Workers	37-2021	11	**	**	**
Respiratory Therapists	29-1126	11	30	**	\$21.04
Sales and Related Workers, All Other	41-9099	11	**	10	**
Tree Trimmers and Pruners	37-3013	11	**	**	**
Assemblers and Fabricators, All Other	51-2099	10	**	15	**
Coaches and Scouts	27-2022	10	270	15	\$17,109
Electrical Power-Line Installers and Repairers	49-9051	10	160	10	\$25.42
Industrial Truck and Tractor Operators	53-7051	10	160	40	\$13.44
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	10	150	15	\$12.38
Insurance Sales Agents	41-3021	10	**	10	**
Maintenance Workers, Machinery	49-9043	10	**	**	**
Outdoor Power Equipment and Other Small Engine Mechanics	49-3053	10	**	**	**
Radiologic Technologists	29-2034	10	50	**	\$19.76
Railroad Conductors and Yardmasters	53-4031	10	**	**	**
Computer and Information Research Scientists	15-1111	9	**	**	**
Computer Support Specialists	15-1041	9	**	**	**
Demonstrators and Product Promoters	41-9011	9	**	**	**
Educational, Guidance, School, and Vocational Counselors	21-1012	9	80	**	\$15.18
Healthcare Social Workers	21-1022	9	40	**	\$16.42
Sales Managers	11-2022	9	60	**	\$36.50
Structural Iron and Steel Workers	47-2221	9	**	**	**
Taxi Drivers and Chauffeurs	53-3041	9	20	**	\$9.80
Administrative Services Managers	11-3011	8	50	**	\$29.32
Air Crew Members	55-3011	8	**	**	**
Biochemists and Biophysicists	19-1021	8	**	**	**
Chemists	19-2031	8	**	**	**
Computer Specialists, All Other	15-1099	8	**	**	**
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	8	**	10	\$16.91
Electromechanical Equipment Assemblers	51-2023	8	**	**	**
Electro-Mechanical Technicians	17-3024	8	**	**	**
Electronics Engineers, Except Computer	17-2072	8	**	**	**
Farmworkers, Farm, Ranch, and Aquacultural Animals	45-2093	8	160	50	\$11.32
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	49-9021	8	180	10	\$15.94
Helpers—Electricians	47-3013	8	**	**	**
Human Resources Managers	11-3121	8	40	**	\$30.76
Nursing Instructors and Teachers, Postsecondary	25-1072	8	**	**	**
Occupational Therapists	29-1122	8	10	**	\$35.42
Dental Assistants	31-9091	7	110	15	\$14.20
Executive Secretaries and Executive Administrative Assistants	43-6011	7	190	20	\$15.37
Helpers—Installation, Maintenance, and Repair Workers	49-9098	7	**	**	**
Medical Equipment Preparers	31-9093	7	**	**	**
Probation Officers and Correctional Treatment Specialists	21-1092	7	**	**	**
Receptionists and Information Clerks	43-4171	7	190	35	\$11.13

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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
Adult Basic and Secondary Education and Literacy Teachers and Instructors	25-3011	6	**	**	**
Childcare Workers	39-9011	6	**	45	\$8.34
Computer User Support Specialists	15-1151	6	50	**	\$18.47
Cooks, Restaurant	35-2014	6	**	50	\$8.31
Counter and Rental Clerks	41-2021	6	120	10	\$8.26
Dispatchers, Except Police, Fire, and Ambulance	43-5032	6	90	10	\$14.62
Education Teachers, Postsecondary	25-1081	6	**	**	**
Financial Managers	11-3031	6	130	20	\$30.67
First-Line Supervisors of Housekeeping and Janitorial Workers	37-1011	6	60	10	\$13.30
Grounds Maintenance Workers, All Other	37-3019	6	**	**	**
Home Economics Teachers, Postsecondary	25-1192	6	**	**	**
Hotel, Motel, and Resort Desk Clerks	43-4081	6	**	15	**
Interviewers, Except Eligibility and Loan	43-4111	6	60	**	\$10.78
Machine Feeders and Offbearers	53-7063	6	**	**	**
Media and Communication Workers, All Other	27-3099	6	**	**	**
Mental Health and Substance Abuse Social Workers	21-1023	6	20	**	\$13.46
Natural Sciences Managers	11-9121	6	**	**	\$44.00
Network and Computer Systems Administrators	15-1142	6	50	**	\$23.00
Occupational Health and Safety Specialists	29-9011	6	40	**	\$24.90
Operating Engineers and Other Construction Equipment Operators	47-2073	6	190	15	\$15.54
Plant and System Operators, All Other	51-8099	6	**	**	**
Postal Service Mail Carriers	43-5052	6	140	10	\$17.51
Production, Planning, and Expediting Clerks	43-5061	6	90	**	\$14.45
Sewing Machine Operators	51-6031	6	**	**	\$10.86
Bartenders	35-3011	5	**	25	\$8.44
Billing and Posting Clerks	43-3021	5	130	15	\$15.46
Communications Equipment Operators, All Other	43-2099	5	**	**	**
Computer Occupations, All Other	15-1199	5	20	**	\$21.16
Dental Hygienists	29-2021	5	60	**	\$26.87
Dentists, General	29-1021	5	**	**	\$87.69
Environmental Science and Protection Technicians, Including Health	19-4091	5	**	**	**
First-Line Supervisors of Farming, Fishing, and Forestry Workers	45-1011	5	**	10	**
Logisticians	13-1081	5	**	**	\$16.80
Mechanical Engineers	17-2141	5	40	**	\$25.54
Medical Equipment Repairers	49-9062	5	**	**	\$16.26
Paving, Surfacing, and Tamping Equipment Operators	47-2071	5	**	**	**
Physicians and Surgeons, All Other	29-1069	5	90	**	\$75.75
Producers and Directors	27-2012	5	**	**	**
Property, Real Estate, and Community Association Managers	11-9141	5	**	**	**
Speech-Language Pathologists	29-1127	5	**	**	**
Surgeons	29-1067	5	**	**	**
Teacher Assistants	25-9041	5	960	60	\$17,194
Teachers and Instructors, All Other	25-3099	5	**	**	**
Veterinarians	29-1131	5	90	**	\$25.86
Veterinary Technologists and Technicians	29-2056	5	**	**	**
Agricultural Workers, All Other	45-2099	4	**	50	**
Air Crew Officers	55-1011	4	**	**	**
Architectural and Civil Drafters	17-3011	4	**	**	**
Buyers and Purchasing Agents, Farm Products	13-1021	4	**	**	**
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51-9121	4	50	**	\$13.58
Construction and Related Workers, All Other	47-4099	4	**	30	**
Cooks, All Other	35-2019	4	**	**	**

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Farm Equipment Mechanics and Service Technicians	49-3041	4	**	15	\$13.27
Firefighters	33-2011	4	70	**	\$11.11
Health Diagnosing and Treating Practitioners, All Other	29-1199	4	**	**	**
Home Appliance Repairers	49-9031	4	**	**	**
Interpreters and Translators	27-3091	4	**	**	**
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4034	4	**	**	**
Laundry and Dry-Cleaning Workers	51-6011	4	80	10	\$9.28
Mathematical Science Teachers, Postsecondary	25-1022	4	**	**	**
Medical and Clinical Laboratory Technicians	29-2012	4	**	**	**
Medical Scientists, Except Epidemiologists	19-1042	4	**	**	**
Nurse Practitioners	29-1171	4	60	**	\$42.77
Packers and Packers, Hand	53-7064	4	**	60	\$10.19
Parking Lot Attendants	53-6021	4	**	**	**
Petroleum Pump System Operators, Refinery Operators, and Gaugers	51-8093	4	**	**	**
Physical Therapist Assistants	31-2021	4	20	**	\$14.34
Police and Sheriff's Patrol Officers	33-3051	4	170	10	\$19.94
Rail Transportation Workers, All Other	53-4099	4	**	**	**
Securities, Commodities, and Financial Services Sales Agents	41-3031	4	**	**	**
Training and Development Specialists	13-1151	4	60	**	\$11.55
Transportation Inspectors	53-6051	4	**	**	**
Actors	27-2011	3	**	**	**
Advertising Sales Agents	41-3011	3	180	20	\$10.90
Anthropologists and Archeologists	19-3091	3	**	**	**
Audio and Video Equipment Technicians	27-4011	3	**	**	**
Automotive and Watercraft Service Attendants	53-6031	3	**	**	**
Bill and Account Collectors	43-3011	3	**	**	**
Bus Drivers, School or Special Client	53-3022	3	100	10	\$8.26
Chefs and Head Cooks	35-1011	3	**	**	**
Cleaners of Vehicles and Equipment	53-7061	3	120	10	\$8.18
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	51-9192	3	**	**	**
Clinical, Counseling, and School Psychologists	19-3031	3	**	**	**
Coil Winders, Tapers, and Finishers	51-2021	3	**	**	**
Communications Teachers, Postsecondary	25-1122	3	**	**	**
Community and Social Service Specialists, All Other	21-1099	3	40	10	\$10.66
Computer and Information Scientists, Research	15-1011	3	**	**	**
Computer Hardware Engineers	17-2061	3	**	**	**
Construction Managers	11-9021	3	90	10	\$28.52
Court, Municipal, and License Clerks	43-4031	3	60	**	\$15.40
Dietitians and Nutritionists	29-1031	3	20	**	\$14.80
Drafters, All Other	17-3019	3	**	**	**
Electrical and Electronics Repairers, Commercial and Industrial Equipment	49-2094	3	**	**	\$13.41
Elevator Installers and Repairers	47-4021	3	**	**	**
English Language and Literature Teachers, Postsecondary	25-1123	3	**	**	**
Environmental Scientists and Specialists, Including Health	19-2041	3	**	**	**
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	53-1021	3	**	10	**
Floral Designers	27-1023	3	**	**	**
Foreign Language and Literature Teachers, Postsecondary	25-1124	3	**	**	**
Forging Machine Setters, Operators, and Tenders, Metal and Plastic	51-4022	3	**	**	**
Human Resources Assistants, Except Payroll and Timekeeping	43-4161	3	10	**	\$13.12
Mental Health Counselors	21-1014	3	**	**	**
Meter Readers, Utilities	43-5041	3	**	**	\$18.06
Molders, Shapers, and Casters, Except Metal and Plastic	51-9195	3	**	**	**

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Network Systems and Data Communications Analysts	15-1081	3	**	**	**
Operations Research Analysts	15-2031	3	**	**	**
Painters, Construction and Maintenance	47-2141	3	**	**	**
Paralegals and Legal Assistants	23-2011	3	**	**	**
Personal Financial Advisors	13-2052	3	**	**	**
Plumbers, Pipefitters, and Steamfitters	47-2152	3	**	15	\$17.34
Power Plant Operators	51-8013	3	**	**	**
Purchasing Managers	11-3061	3	10	**	\$27.08
Recreational Vehicle Service Technicians	49-3092	3	**	**	**
Sawing Machine Setters, Operators, and Tenders, Wood	51-7041	3	**	**	**
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	51-9012	3	**	10	**
Shipping, Receiving, and Traffic Clerks	43-5071	3	140	15	\$11.36
Social and Community Service Managers	11-9151	3	90	10	\$20.12
Social Workers, All Other	21-1029	3	**	**	**
Telecommunications Line Installers and Repairers	49-9052	3	**	**	**
Telemarketers	41-9041	3	**	**	**
Transportation, Storage, and Distribution Managers	11-3071	3	40	**	\$32.73
Actuaries	15-2011	2	**	**	**
Animal Scientists	19-1011	2	**	**	**
Appraisers and Assessors of Real Estate	13-2021	2	70	**	\$17.21
Art, Drama, and Music Teachers, Postsecondary	25-1121	2	**	**	**
Athletic Trainers	29-9091	2	**	**	**
Bakers	51-3011	2	40	10	\$10.06
Biomedical Engineers	17-2031	2	**	**	**
Bus Drivers, Transit and Intercity	53-3021	2	**	**	**
Butchers and Meat Cutters	51-3021	2	150	15	\$9.91
Cardiovascular Technologists and Technicians	29-2031	2	**	**	**
Career/Technical Education Teachers, Secondary School	25-2032	2	**	**	**
Chemical Equipment Operators and Tenders	51-9011	2	**	10	**
Chemical Technicians	19-4031	2	**	**	**
Child, Family, and School Social Workers	21-1021	2	190	10	\$13.09
Claims Adjusters, Examiners, and Investigators	13-1031	2	**	**	**
Compliance Officers	13-1041	2	30	**	\$20.41
Computer Operators	43-9011	2	**	**	**
Computer Science Teachers, Postsecondary	25-1021	2	**	**	**
Computer Software Engineers, Systems Software	15-1032	2	**	**	**
Conservation Scientists	19-1031	2	20	**	\$18.21
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	35-3022	2	60	10	\$8.58
Court Reporters	23-2091	2	**	**	**
Diagnostic Medical Sonographers	29-2032	2	20	**	\$23.27
Directors, Religious Activities and Education	21-2021	2	**	**	**
Dishwashers	35-9021	2	**	30	\$8.44
Education Administrators, Postsecondary	11-9033	2	**	**	**
Education Administrators, Preschool and Childcare Center/Program	11-9031	2	**	**	\$10.70
Education, Training, and Library Workers, All Other	25-9099	2	**	**	**
Electrical Engineers	17-2071	2	**	**	**
Engineering Teachers, Postsecondary	25-1032	2	**	**	**
Environmental Science Teachers, Postsecondary	25-1053	2	**	**	**
Fiberglass Laminators and Fabricators	51-2091	2	**	**	**
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	37-1012	2	20	**	\$13.04
First-Line Supervisors of Protective Service Workers, All Other	33-1099	2	**	**	**
Food Cooking Machine Operators and Tenders	51-3093	2	**	**	**

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Food Servers, Nonrestaurant	35-3041	2	100	15	\$9.20
Foundry Mold and Coremakers	51-4071	2	**	**	**
Helpers, Construction Trades, All Other	47-3019	2	**	**	**
Helpers—Carpenters	47-3012	2	**	**	**
Insulation Workers, Floor, Ceiling, and Wall	47-2131	2	**	**	**
Internists, General	29-1063	2	**	**	**
Management Analysts	13-1111	2	**	**	\$30.44
Marketing Managers	11-2021	2	10	**	\$27.55
Materials Engineers	17-2131	2	**	**	**
Mechanical Drafters	17-3013	2	50	**	\$18.51
Mechanical Engineering Technicians	17-3027	2	**	**	**
Medical Records and Health Information Technicians	29-2071	2	80	**	\$13.57
Metal Workers and Plastic Workers, All Other	51-4199	2	**	15	**
Mining Machine Operators, All Other	47-5049	2	**	**	**
Mobile Heavy Equipment Mechanics, Except Engines	49-3042	2	90	10	\$17.99
Occupational Therapy Assistants	31-2011	2	**	**	\$16.99
Painting, Coating, and Decorating Workers	51-9123	2	**	**	**
Pharmacists	29-1051	2	150	**	\$42.00
Pipelayers	47-2151	2	**	**	**
Psychology Teachers, Postsecondary	25-1066	2	**	**	**
Public Relations and Fundraising Managers	11-2031	2	**	**	**
Public Relations Specialists	27-3031	2	**	**	**
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	2	**	**	**
Rail-Track Laying and Maintenance Equipment Operators	47-4061	2	**	**	**
Residential Advisors	39-9041	2	**	**	**
Roofers	47-2181	2	**	**	**
Slaughterers and Meat Packers	51-3023	2	**	10	**
Tool and Die Makers	51-4111	2	**	**	**
Training and Development Managers	11-3131	2	**	**	\$26.16
Urban and Regional Planners	19-3051	2	10	**	\$21.20
Agricultural Inspectors	45-2011	1	**	**	**
Agricultural Sciences Teachers, Postsecondary	25-1041	1	**	**	**
Airline Pilots, Copilots, and Flight Engineers	53-2011	1	**	**	**
Animal Trainers	39-2011	1	**	**	**
Architects, Except Landscape and Naval	17-1011	1	**	**	**
Architectural and Engineering Managers	11-9041	1	**	**	**
Area, Ethnic, and Cultural Studies Teachers, Postsecondary	25-1062	1	**	**	**
Atmospheric and Space Scientists	19-2021	1	**	**	**
Biological Science Teachers, Postsecondary	25-1042	1	**	**	**
Brickmasons and Blockmasons	47-2021	1	**	**	**
Business Teachers, Postsecondary	25-1011	1	**	**	**
Cargo and Freight Agents	43-5011	1	**	**	**
Chemical Plant and System Operators	51-8091	1	**	**	**
Chemistry Teachers, Postsecondary	25-1052	1	**	**	**
Commercial and Industrial Designers	27-1021	1	**	**	**
Compensation, Benefits, and Job Analysis Specialists	13-1141	1	**	**	**
Computer and Information Systems Managers	11-3021	1	**	**	\$35.14
Computer Programmers	15-1131	1	**	**	**
Computer Systems Analysts	15-1121	1	**	**	\$19.26
Control and Valve Installers and Repairers, Except Mechanical Door	49-9012	1	**	**	**
Cooks, Short Order	35-2015	1	**	10	**
Cost Estimators	13-1051	1	30	**	\$23.85

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Credit Counselors	13-2071	1	**	**	**
Data Entry Keyers	43-9021	1	**	**	**
Dental Laboratory Technicians	51-9081	1	**	**	**
Dietetic Technicians	29-2051	1	**	**	**
Dining Room and Cafeteria Attendants and Bartender Helpers	35-9011	1	**	15	\$8.24
Electrical and Electronics Drafters	17-3012	1	**	**	**
Electrical and Electronics Installers and Repairers, Transportation Equipment	49-2093	1	**	**	**
Engine and Other Machine Assemblers	51-2031	1	**	**	**
Environmental Engineers	17-2081	1	**	**	**
Extraction Workers, All Other	47-5099	1	**	**	**
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	51-4021	1	**	**	**
Farmers, Ranchers, and Other Agricultural Managers	11-9013	1	**	275	**
Fence Erectors	47-4031	1	**	**	**
Financial Clerks, All Other	43-3099	1	**	**	**
Fire Inspectors and Investigators	33-2021	1	**	**	**
First-Line Supervisors of Correctional Officers	33-1011	1	20	**	\$29.18
First-Line Supervisors of Non-Retail Sales Workers	41-1012	1	**	10	\$21.16
First-Line Supervisors of Police and Detectives	33-1012	1	40	**	\$26.27
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	51-3091	1	**	**	**
Food Processing Workers, All Other	51-3099	1	**	**	**
Foresters	19-1032	1	**	**	**
Fundraisers	13-1131	1	**	**	**
Geological and Petroleum Technicians	19-4041	1	**	**	**
Glaziers	47-2121	1	**	**	**
Graders and Sorters, Agricultural Products	45-2041	1	**	**	**
Graphic Designers	27-1024	1	**	**	\$15.74
Health Specialties Teachers, Postsecondary	25-1071	1	**	**	**
Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	47-3014	1	**	**	**
Infantry	55-3016	1	**	**	**
Interior Designers	27-1025	1	**	**	**
Law Clerks	23-2092	1	**	**	**
Loan Officers	13-2072	1	**	10	\$21.08
Meat, Poultry, and Fish Cutters and Trimmers	51-3022	1	**	**	**
Medical and Clinical Laboratory Technologists	29-2011	1	**	**	**
Mixing and Blending Machine Setters, Operators, and Tenders	51-9023	1	**	30	\$14.73
Obstetricians and Gynecologists	29-1064	1	**	**	**
Occupational Health and Safety Technicians	29-9012	1	**	**	**
Office Machine Operators, Except Computer	43-9071	1	**	**	**
Order Clerks	43-4151	1	20	**	\$11.77
Parking Enforcement Workers	33-3041	1	**	**	**
Payroll and Timekeeping Clerks	43-3051	1	**	**	\$13.50
Pesticide Handlers, Sprayers, and Applicators, Vegetation	37-3012	1	**	10	\$13.94
Pharmacy Aides	31-9095	1	**	**	\$8.57
Philosophy and Religion Teachers, Postsecondary	25-1126	1	**	**	**
Physical Therapist Aides	31-2022	1	**	**	**
Political Science Teachers, Postsecondary	25-1065	1	**	**	**
Postsecondary Teachers, All Other	25-1199	1	**	**	**
Preschool Teachers, Except Special Education	25-2011	1	**	**	**
Printing Press Operators	51-5112	1	**	**	**
Protective Service Workers, All Other	33-9099	1	**	**	**
Psychiatrists	29-1066	1	**	**	**
Radio and Television Announcers	27-3011	1	**	**	**

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³Iowa's Long-Term Projections - IWD

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Radio Operators	27-4013	1	**	**	**
Recreation Workers	39-9032	1	160	35	\$9.02
Recreational Therapists	29-1125	1	**	**	**
Refuse and Recyclable Material Collectors	53-7081	1	10	**	\$10.80
Respiratory Therapy Technicians	29-2054	1	**	**	**
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	1	60	10	\$21.03
Secondary School Teachers, Except Special and Career/Technical Education	25-2031	1	690	30	**
Sheet Metal Workers	47-2211	1	**	**	**
Slot Supervisors	39-1012	1	**	**	**
Social Science Research Assistants	19-4061	1	**	**	**
Sociology Teachers, Postsecondary	25-1067	1	**	**	**
Software Developers, Applications	15-1132	1	**	**	**
Structural Metal Fabricators and Fitters	51-2041	1	**	**	**
Surveying and Mapping Technicians	17-3031	1	**	**	**
Surveyors	17-1022	1	**	**	**
Switchboard Operators, Including Answering Service	43-2011	1	10	**	\$10.90
Tank Car, Truck, and Ship Loaders	53-7121	1	**	**	\$15.32
Water and Wastewater Treatment Plant and System Operators	51-8031	1	**	**	\$10.73
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51-4122	1	**	**	\$17.67
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	51-7042	1	**	**	**
Word Processors and Typists	43-9022	1	**	**	**

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