

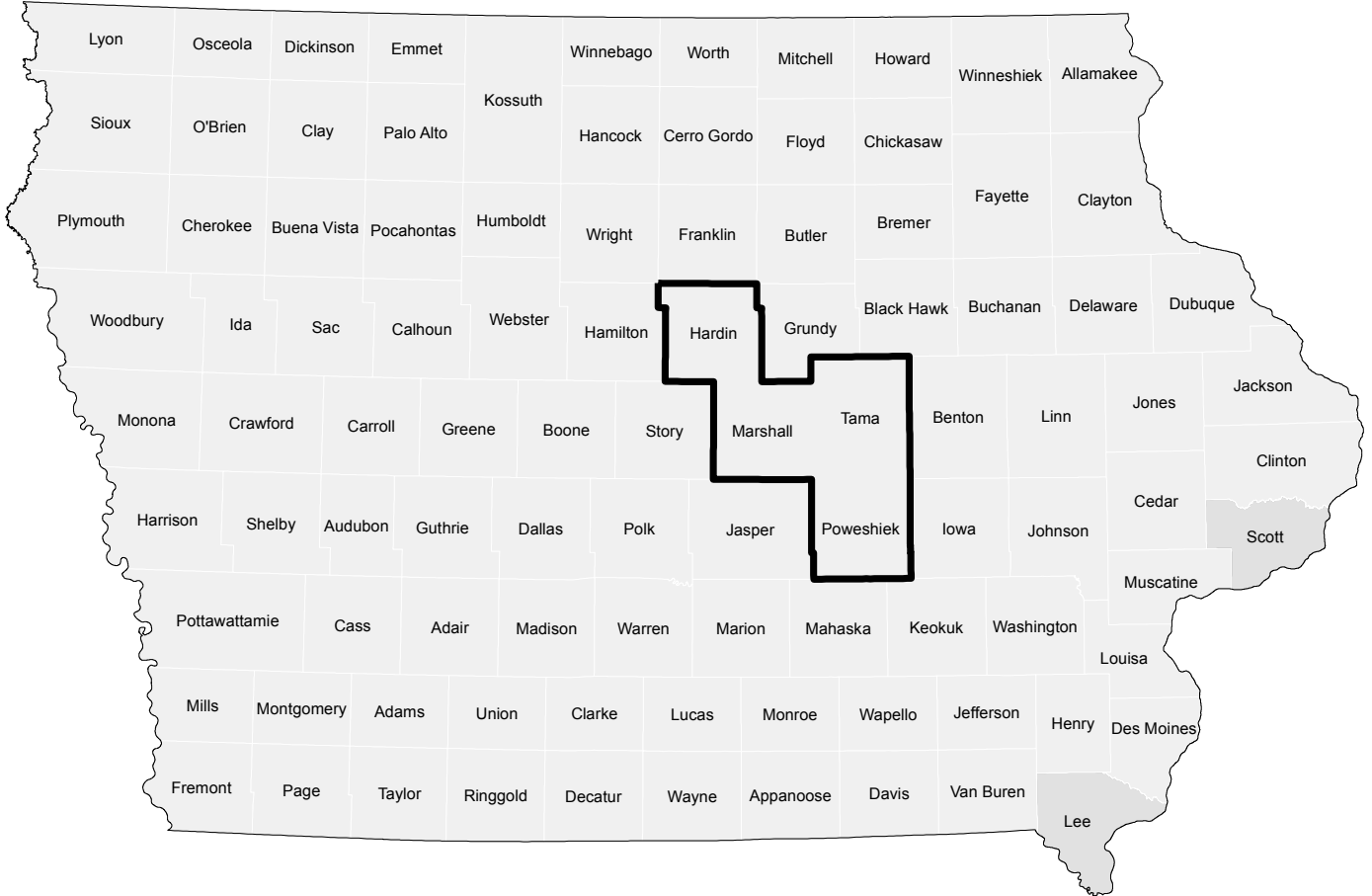
# WORKFORCE NEEDS ASSESSMENT IOWA WORKFORCE DEVELOPMENT REGION 6 RELEASED 2019

HARDIN, MARSHALL, POWESHIEK AND TAMA COUNTIES



**Counties within Iowa Workforce Development Region 6 included within this analysis:**

- Hardin
- Marshall
- Poweshiek
- Tama



# TABLE OF CONTENTS



<b>INTRODUCTION</b>	1
<b>VACANCY ESTIMATES</b>	
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
<b>EDUCATION &amp; EXPERIENCE REQUIREMENTS</b>	
EDUCATION REQUIREMENTS - TOTAL JOB ORDERS	6
EXPERIENCE REQUIREMENTS - TOTAL JOB ORDERS	6
ON-THE-JOB TRAINING - TOTAL JOB ORDERS	6
<b>PERCEPTION OF APPLICANTS</b>	
PERCEPTION OF APPLICANTS	6
BASIC SKILLS LACKING IN APPLICANTS	7
OCCUPATIONAL “HARD” SKILLS LACKING IN APPLICANTS	7
INTERPERSONAL “SOFT” SKILLS LACKING IN APPLICANTS	7
<b>TRAINING &amp; CERTIFICATES</b>	
WHERE ADDITIONAL TRAINING IS OFFERED	8
<b>RECRUITMENT &amp; ADVERTISING</b>	
JOB ADVERTISING UTILIZATION & USEFULNESS	8
RECRUITMENT PERIOD FOR JOB POSTINGS	8
DIFFICULTIES FILLING VACANT POSITIONS	9
<b>WAGES</b>	
COMPARISON OF 2016 & 2018 ENTRY-LEVEL WAGES BY OCCUPATIONAL CATEGORY	9
COMPARISON OF 2018 WAGE LEVELS BY OCCUPATIONAL CATEGORY	10
<b>FUTURE PLANS</b>	
NET PLANNED PAYROLL CHANGE BY COUNTY (PER 1,000 EMPLOYEES)	11
<b>FUTURE PLANS - EXPANSION</b>	
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
<b>FUTURE PLANS - REDUCTION</b>	
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
<b>RETIREMENTS</b>	
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
<b>METHODOLOGY &amp; SOURCES</b>	17
<b>APPENDIX - LIST OF ALL JOB VACANCIES</b>	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

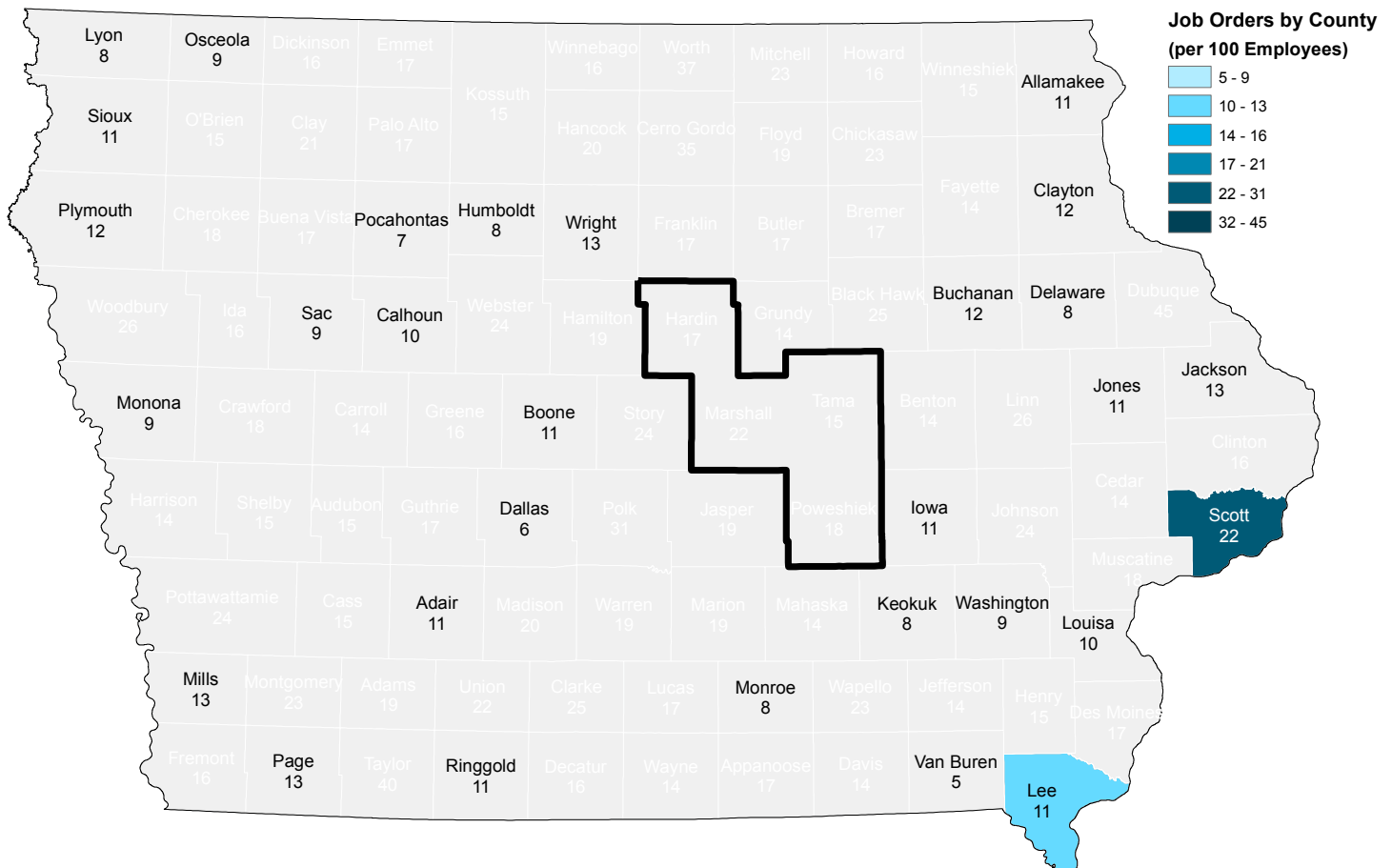
Iowa Workforce Development (IWD) conducted the sixth Workforce Needs Assessment. In addition to vacancy and retirement data, the survey also addressed the demand for workers and skills required in the workforce. Data regarding benefits offered by employers was also collected and is delineated in the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

Beginning in July 2018, 927 employers operating 1,130 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 406 responses, yielding a 43.8 percent response rate.



## VACANCY ESTIMATES

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

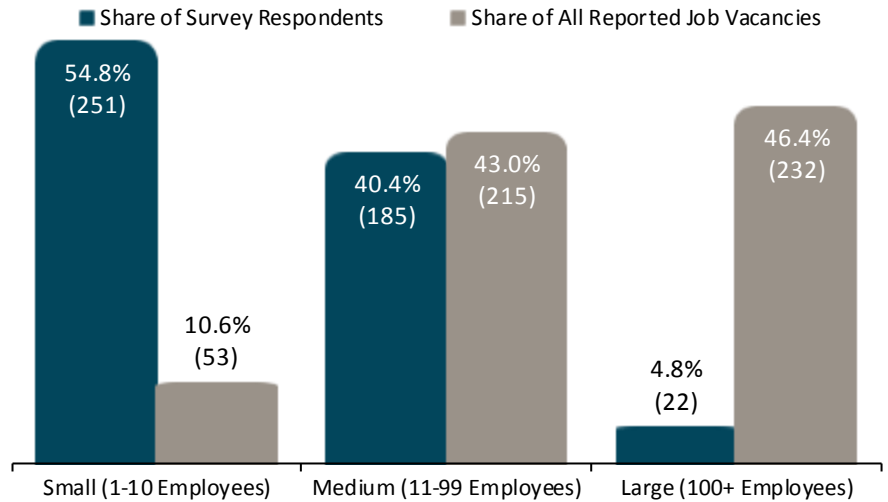


Iowa Workforce Development Job Bank  
 Quarterly Census of Employment & Wages - Iowa Workforce Development  
 \*(Total Reported Job Orders Per County / Average Employment Per County)\*100



## VACANCY ESTIMATES

### Reported Job Vacancies by Workplace Size



### Total Number of Job Orders by Occupational Category

Occupational Category	Total Job Orders <sup>1</sup>	Percent of Total Job Orders <sup>1</sup>	Entry Wage <sup>2</sup>	Average Wage <sup>2</sup>	Projected Annual Openings <sup>3</sup>
Sales & Related	918	13.5%	\$8.27	\$13.63	540
Healthcare Practitioner & Technical	777	11.5%	\$18.29	\$33.19	155
Office & Administrative Support	739	10.9%	\$10.99	\$16.66	625
Transportation & Material Moving	601	8.9%	\$11.62	\$17.09	480
Food Preparation & Serving Related	572	8.4%	\$8.38	\$10.67	620
Production	458	6.7%	\$12.36	\$17.06	760
Management	326	4.8%	\$24.21	\$44.00	450
Installation, Maintenance & Repair	307	4.5%	\$12.94	\$19.80	215
Farming, Fishing & Forestry	261	3.8%	\$11.30	\$16.41	155
Construction & Extraction	227	3.3%	\$14.51	\$21.08	320
Business & Financial Operations	198	2.9%	\$19.32	\$28.65	130
Building & Grounds Cleaning & Maintenance	185	2.7%	\$8.74	\$12.62	235
Architecture & Engineering	171	2.5%	\$21.07	\$32.10	40
Education, Training & Library	168	2.5%	\$13.28	\$26.81	325
Healthcare Support	160	2.4%	\$11.01	\$14.89	225
Computer & Mathematical Science	159	2.3%	\$22.00	\$32.67	45
Arts, Design, Entertainment, Sports & Related	146	2.2%	\$10.61	\$19.33	60
Community & Social Services	130	1.9%	\$13.91	\$21.53	90
Personal Care & Service	112	1.7%	\$8.39	\$11.71	245
Life, Physical & Social Science	95	1.4%	\$13.91	\$24.37	25
Protective Service	68	1.0%	\$11.94	\$21.02	75
Legal	8	0.1%	\$11.20	\$27.31	15

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

<sup>2</sup>Iowa Wage Report - Iowa Workforce Development

<sup>3</sup>Iowa's Long-Term Occupational Projections - Iowa Workforce Development



# VACANCY ESTIMATES

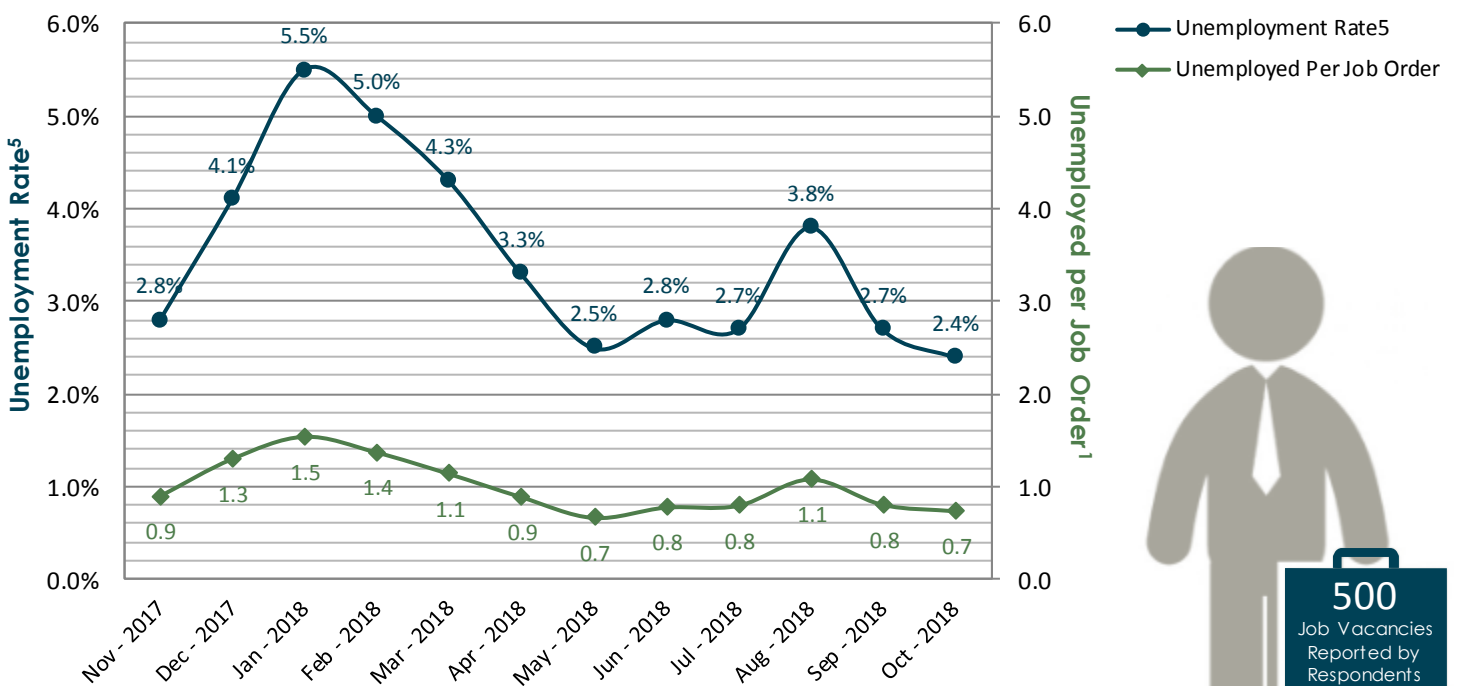
## Vacancy Rate by Industry

	Employment <sup>4</sup>	Estimated Vacancies	*Vacancy Rate	New Hire Wage <sup>4</sup>	Projected Annual Openings <sup>3</sup>
Transportation & Warehousing	757	38	5.0%	\$18.48	12
Construction	2,130	80	3.8%	\$22.32	28
Administrative & Waste Services	1,153	39	3.4%	\$11.03	26
Accommodation & Food Services	2,803	80	2.9%	\$5.57	19
Health Care & Social Assistance	5,059	145	2.9%	\$13.93	67
Agriculture, Forestry, Fishing & Mining	1,156	27	2.3%	\$17.94	10
Manufacturing	8,668	154	1.8%	\$20.73	27
Personal Services	859	14	1.6%	\$7.72	7
Public Administration	2,276	22	1.0%	\$12.61	9
Finance, Insurance & Real Estate	1,539	12	0.8%	\$17.22	11
Wholesale & Retail Trade	5,704	26	0.5%	\$9.43	22
Professional & Technical Services	569	1	0.2%	\$14.11	6
Arts, Entertainment & Recreation	357	0	0.0%	\$4.77	4
Educational Services	3,772	0	0.0%	\$6.97	35
Information	337	0	0.0%	\$13.09	-4
Management	114	0	0.0%	\$7.36	7
Utilities	242	0	0.0%	**	0

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

\*Vacancy Rate calculations can be found in the Methodology

## Number of Unemployed Persons per Job Order



<sup>1</sup>Iowa Workforce Development Job Bank  
<sup>5</sup>Local Area Unemployment Statistics - Iowa Workforce Development (Data as of November 1, 2018, Numbers Not Seasonally Adjusted)

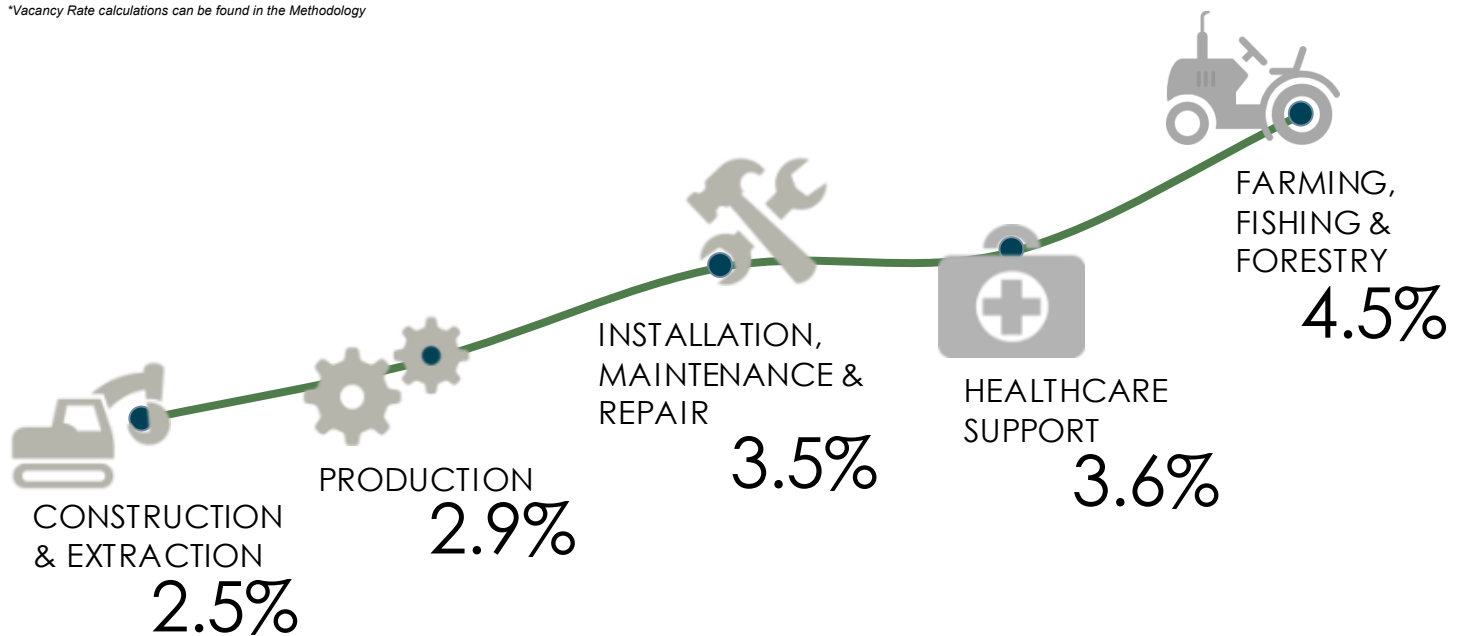
**500**  
 Job Vacancies  
 Reported by  
 Respondents



Vacancy Rate by Occupational Category

	Employment <sup>2</sup>	Estimated Vacancies	*Vacancy Rate	Entry Wage <sup>2</sup>	Projected Annual Openings <sup>3</sup>
Farming, Fishing & Forestry	150	7	4.5%	\$11.30	155
Healthcare Support	1,930	69	3.6%	\$11.01	225
Installation, Maintenance & Repair	1,680	58	3.5%	\$12.94	215
Production	4,720	137	2.9%	\$12.36	760
Construction & Extraction	2,390	59	2.5%	\$14.51	320
Food Preparation & Serving Related	3,960	95	2.4%	\$8.38	620
Community & Social Services	450	10	2.3%	\$13.91	90
Building & Grounds Cleaning & Maintenance	1,400	19	1.4%	\$8.74	235
Management	2,230	25	1.1%	\$24.21	450
Computer & Mathematical Science	490	5	1.0%	\$22.00	45
Personal Care & Service	1,330	13	1.0%	\$8.39	245
Education, Training & Library	2,710	24	0.9%	\$13.28	325
Transportation & Material Moving	3,130	29	0.9%	\$11.62	480
Protective Service	590	4	0.7%	\$11.94	75
Sales & Related	3,640	26	0.7%	\$8.27	540
Business & Financial Operations	1,510	8	0.5%	\$19.32	130
Office & Administrative Support	5,820	28	0.5%	\$10.99	625
Arts, Design, Entertainment, Sports & Related	390	2	0.4%	\$10.61	60
Healthcare Practitioner & Technical	2,450	9	0.4%	\$18.29	155
Architecture & Engineering	510	0	0.0%	\$21.07	40
Legal	180	0	0.0%	\$11.20	15
Life, Physical & Social Science	270	0	0.0%	\$13.91	25

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



TOP VACANCY RATES





## VACANCY ESTIMATES

# HIGH DEMAND OCCUPATIONS



### Top Reported Total Job Orders

	Total Job Orders <sup>1</sup>	Entry Wage <sup>2</sup>	Average Wage <sup>2</sup>
First-Line Supervisors of Retail Sales Workers	395	\$11.06	\$16.10
Heavy and Tractor-Trailer Truck Drivers	322	\$13.31	\$17.66
Retail Salespersons	170	\$8.28	\$11.57
Cashiers	165	\$8.28	\$9.55
Registered Nurses	156	\$21.70	\$28.08
Stock Clerks and Order Fillers	145	\$9.72	\$13.90
Combined Food Preparation and Serving Workers, Including Fast Food	134	\$8.41	\$10.64
First-Line Supervisors of Food Preparation and Serving Workers	134	\$11.91	\$17.28
Healthcare Practitioners and Technical Workers, All Other	134	**	**
Helpers--Production Workers	128	\$10.83	\$14.35
Agricultural Inspectors	119	\$16.68	\$20.88
Customer Service Representatives	119	\$10.96	\$16.14
Tellers	116	\$10.32	\$13.59
First-Line Supervisors of Production and Operating Workers	86	\$18.76	\$25.36
Production Workers, All Other	82	\$12.94	\$17.98
Parts Salespersons	81	\$14.71	\$19.37
Coaches and Scouts	74	**	**
Food Service Managers	73	\$16.69	\$26.40
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	72	**	**
First-Line Supervisors of Office and Administrative Support Workers	71	\$17.32	\$28.50
Construction Laborers	68	\$14.27	\$21.24
Accountants and Auditors	66	\$20.80	\$32.15
Social and Human Service Assistants	65	\$11.85	\$16.84
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	62	**	**
Building Cleaning Workers, All Other	60	**	**
Nursing Aides, Orderlies, and Attendants	58	**	**
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	54	\$9.11	\$12.50
Licensed Practical and Licensed Vocational Nurses	52	\$16.87	\$21.56
Agricultural and Food Science Technicians	51	**	**
Security Guards	51	\$9.81	\$13.34

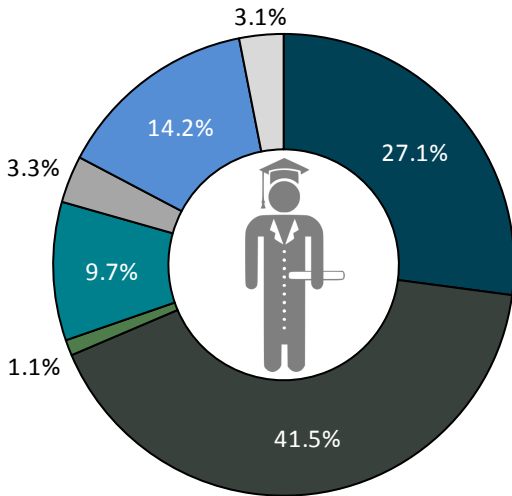
<sup>1</sup>Iowa Workforce Development Job Bank  
<sup>2</sup>Iowa Wage Report - Iowa Workforce Development  
 \*\*Insufficient data to report



## EDUCATION & EXPERIENCE REQUIREMENTS

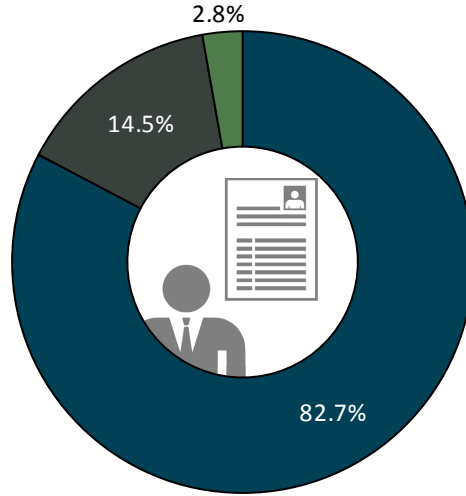
Education and experience levels required and on-the-job training for the job orders (7,464 total) within the Iowa Workforce Development job bank are shown below. These requirements are based on the typical levels needed to enter an occupation according to data reported by the Bureau of Labor Statistics and does not reflect expected levels indicated by survey respondents.

**Education Requirements - Total Job Orders**



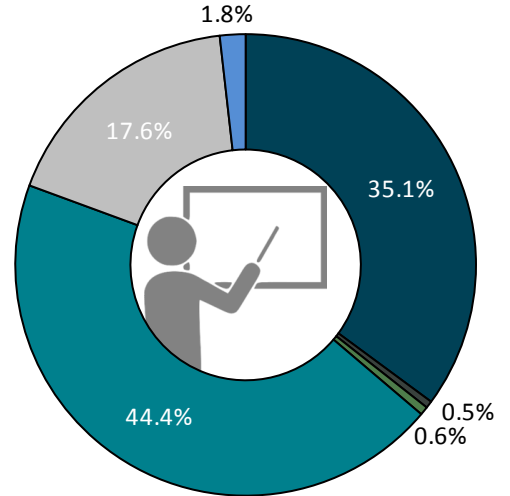
- No Formal Educational Credential - 27.1%
- High School Diploma or Equivalent - 41.5%
- Some College, No Degree - 1.1%
- Postsecondary Non-Degree Award - 9.7%
- Associate Degree - 3.3%
- Undergraduate Degree - 14.2%
- Postgraduate/Professional Degree - 3.1%

**Experience Requirements - Total Job Orders**



- No Experience Required - 82.7%
- Less than 5 Years - 14.5%
- 5 Years of More - 2.8%

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



- None - 35.1%
- Apprenticeship - 0.5%
- Internship/Residency - 0.6%
- Short-term on-the-job training - 44.4%
- Moderate-term on-the-job training - 17.6%
- Long-term on-the-job training - 1.8%



## 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.

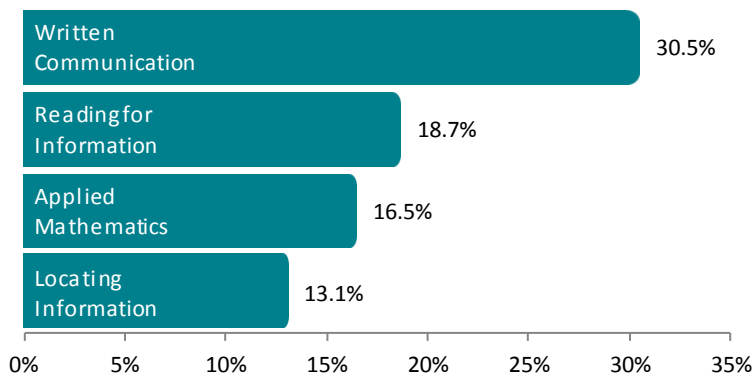
### Perception of Applicants

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Applicants fulfill all necessary requirements for the job.	5.2%	21.1%	37.2%	27.9%	8.6%
Applicants possess the basic skills required for the job.	1.8%	12.7%	33.1%	36.4%	16.0%
Applicants possess the hard, or occupational, skills for the job.	11.1%	26.3%	34.5%	22.2%	5.9%
Applicants possess the soft, or interpersonal, skills for the job.	4.6%	20.9%	37.6%	27.6%	9.3%



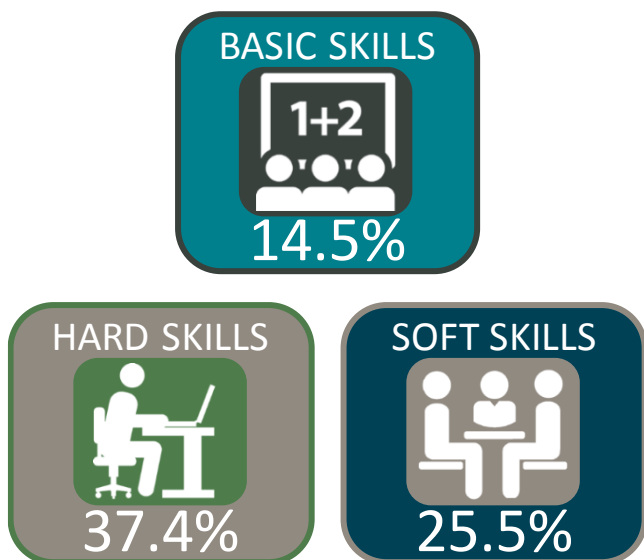
## PERCEPTION OF APPLICANTS

### Basic Skills Lacking in Applicants

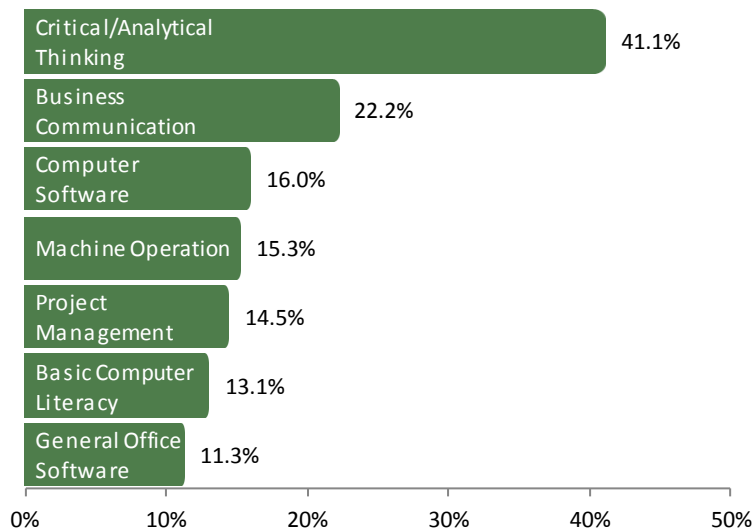


**Basic skills** are those skills developed during the elementary and middle part of an individual's education. These skills include literacy, numeracy (the ability to do arithmetic and reason with numbers), and the abilities to locate and read for information. The Skilled Iowa initiative, through the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

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

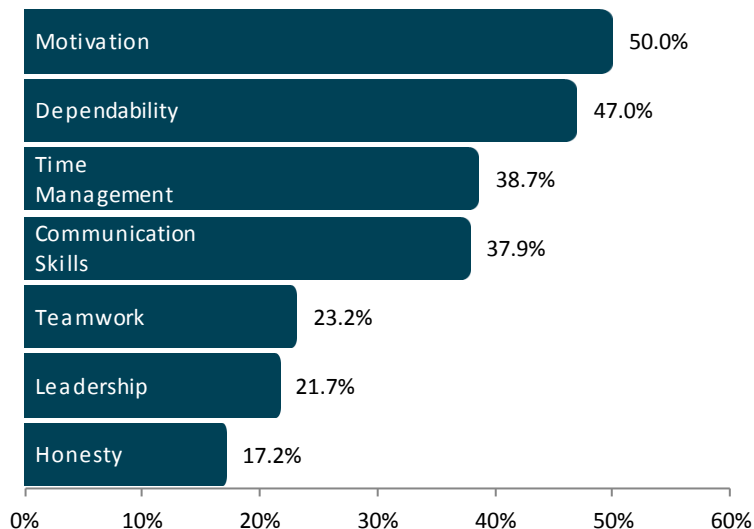


### Occupational "Hard" Skills Lacking in Applicants



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

### Interpersonal "Soft" Skills Lacking in Applicants



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



## TRAINING & CERTIFICATES

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

### Where Additional Training is Offered

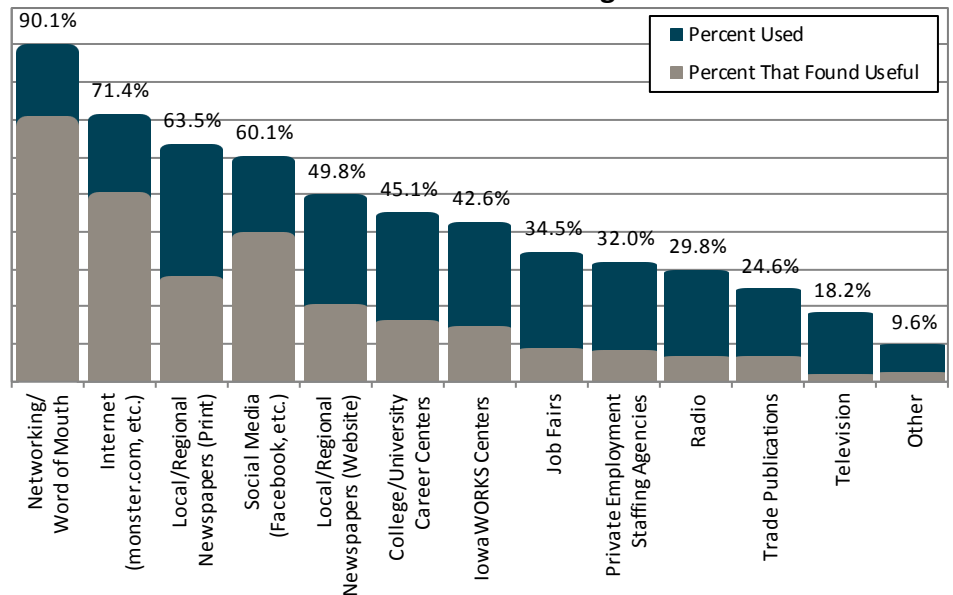
	Percent Offered
In-House Training	65.5%
Online Training	39.4%
Employee Self-Directed Training	22.9%
Commercial Training Provider	16.7%
Other	9.4%
College/University	6.7%
Trade School	6.4%



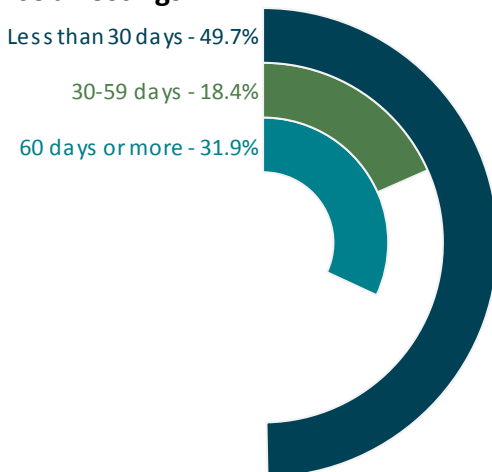
## RECRUITMENT & ADVERTISING

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

### Job Advertising Utilization & Usefulness



### Recruitment Period for Job Postings



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

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



## RECRUITMENT & ADVERTISING

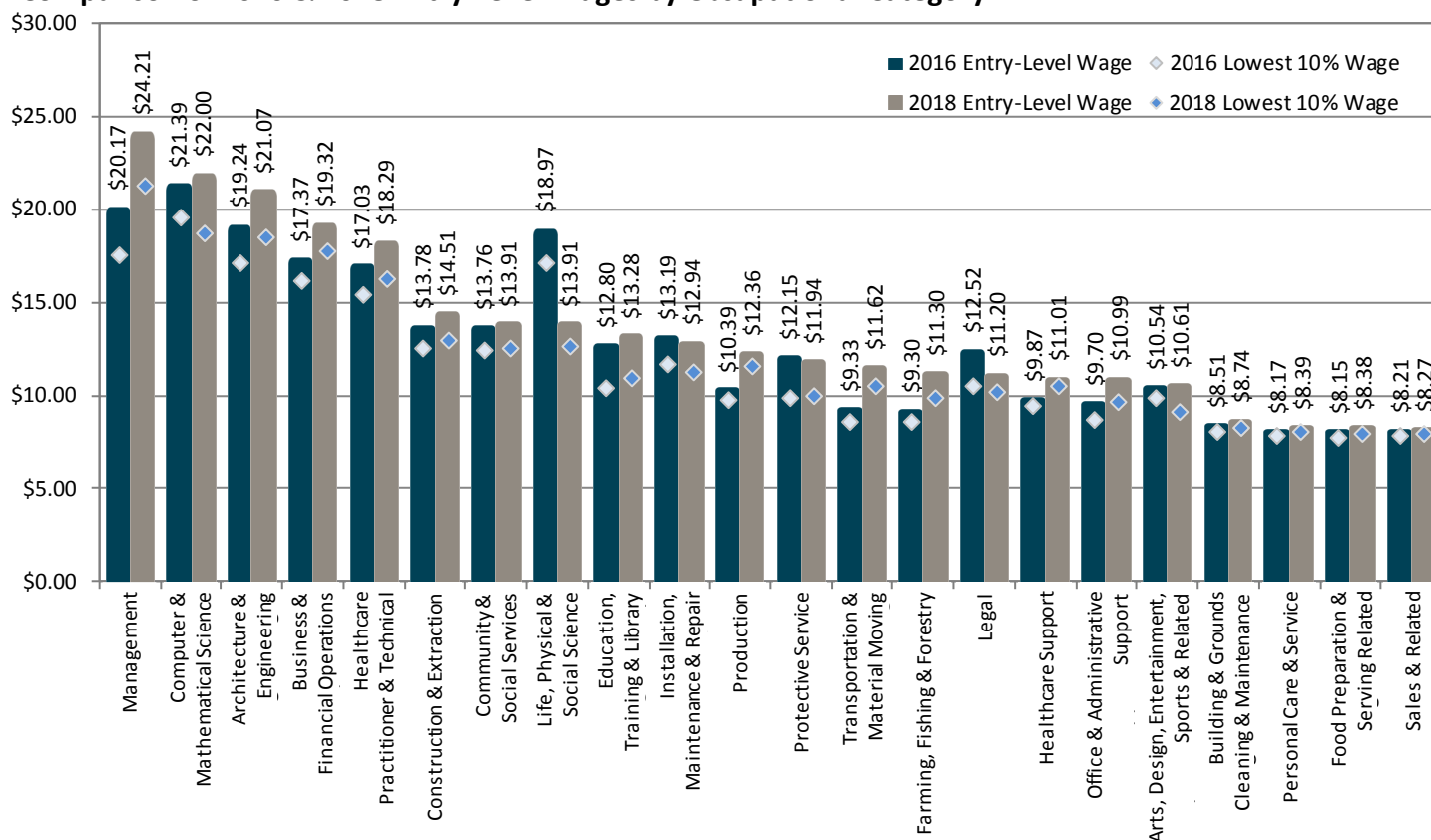
### Difficulties Filling Vacant Positions

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Businesses have difficulty filling a position due to applicant failure to pass a background check.	36.4%	18.2%	32.0%	10.4%	3.0%
Businesses have difficulty filling a position due to applicant failure of controlled substance testing.	49.9%	14.9%	28.8%	5.1%	1.3%
Businesses have difficulty filling a position due to a general lack of applicants.	13.6%	10.8%	24.5%	27.7%	23.4%
Businesses have difficulty filling a position due to a lack of qualified applicants.	9.6%	8.1%	22.1%	34.3%	25.9%
Businesses have difficulty filling a position due to local competition.	23.5%	18.7%	36.3%	13.8%	7.7%
Businesses have difficulty filling a position due to applicant expectations of benefits package offered.	25.1%	18.7%	29.6%	20.3%	6.3%
Businesses have difficulty filling a position due to applicants willingness to accept wages offered.	15.4%	19.5%	29.9%	25.8%	9.4%
Businesses have difficulty filling a position due to the type of work involved.	18.5%	19.3%	30.0%	19.5%	12.7%
Businesses have difficulty filling a position due to the hours or shifts offered.	34.0%	20.1%	25.1%	13.7%	7.1%



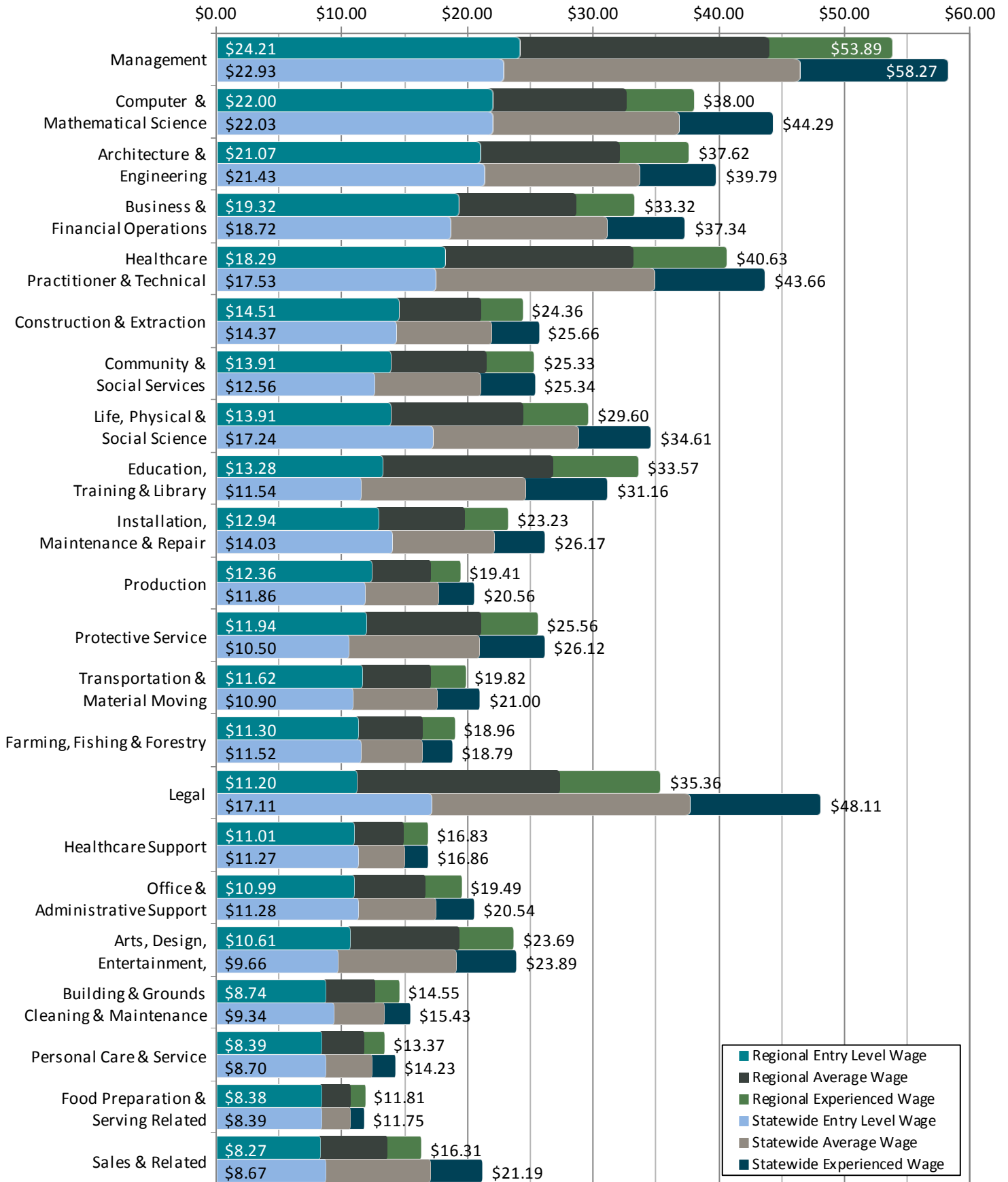
## WAGES

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



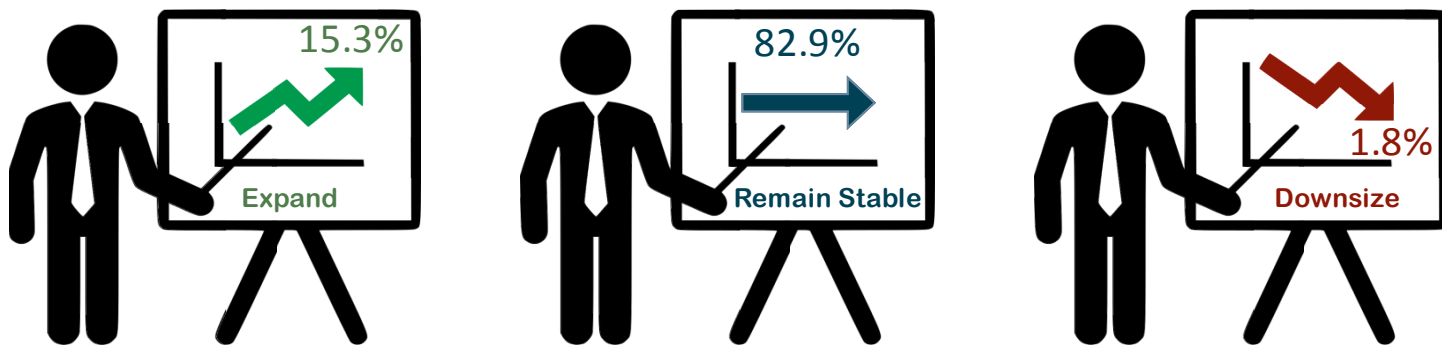


Comparison of 2018 Wage Levels by Occupational Category





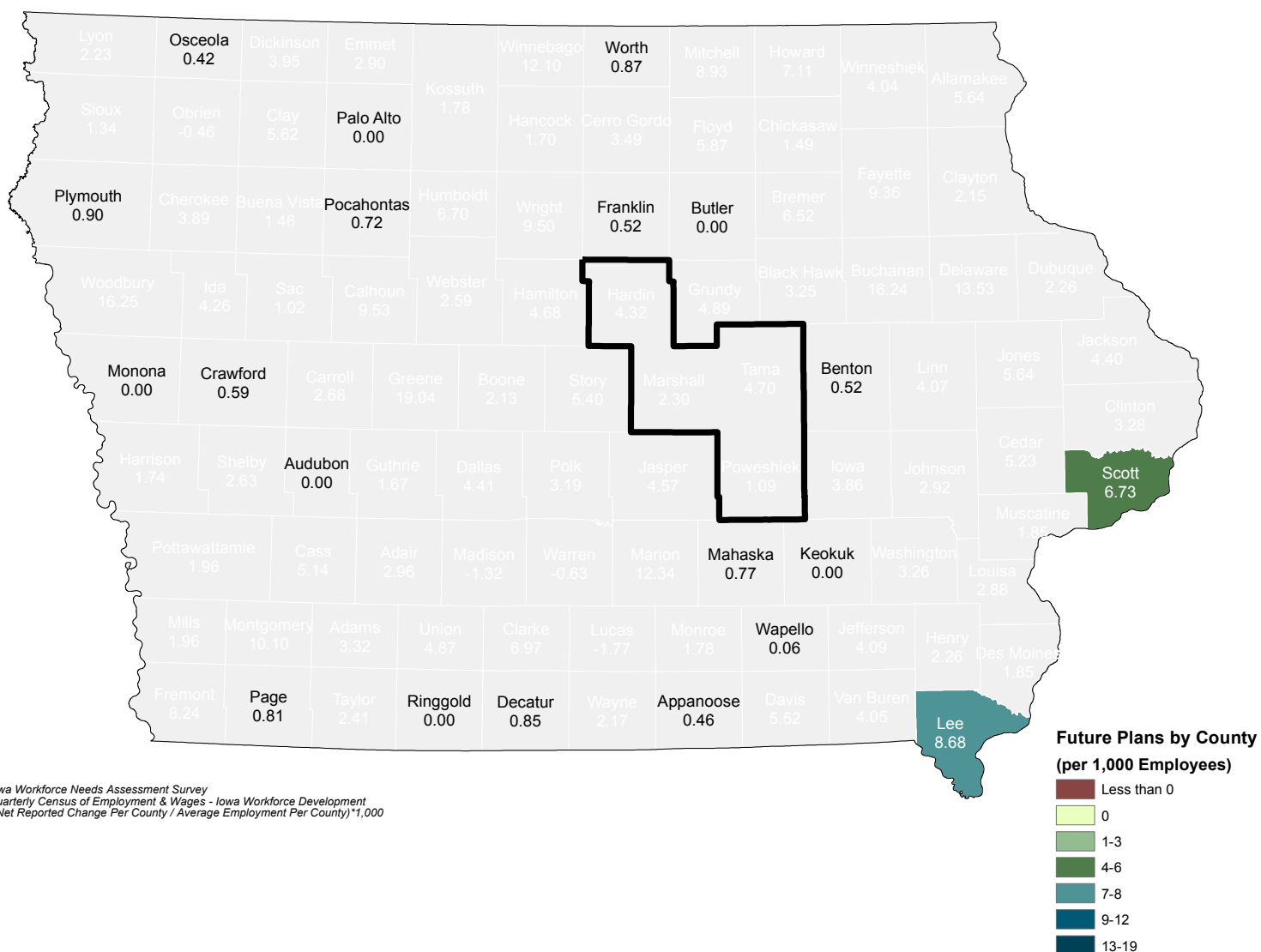
## FUTURE PLANS



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)\*

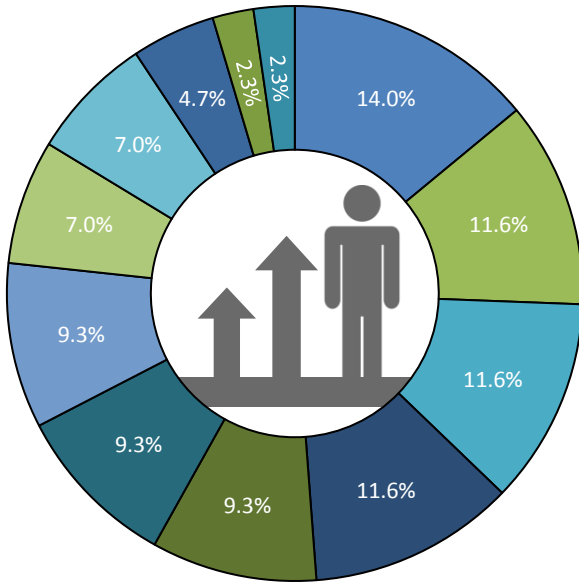


Iowa Workforce Needs Assessment Survey  
 Quarterly Census of Employment & Wages - Iowa Workforce Development  
 \*(Net Reported Change Per County / Average Employment Per County)\*1,000

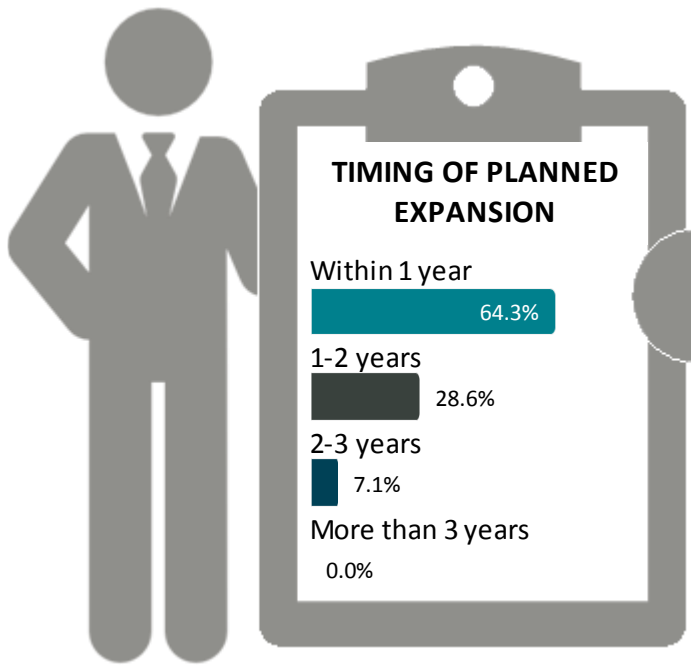
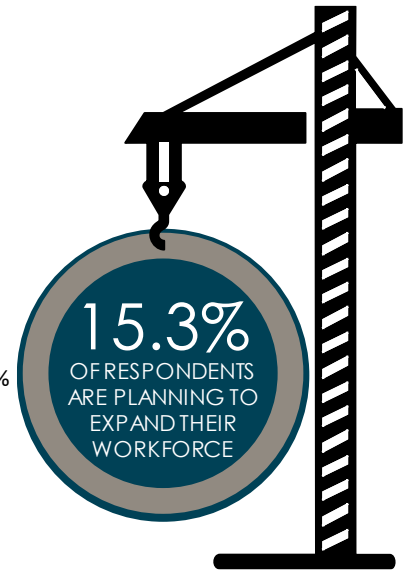


## FUTURE PLANS - EXPANSION

### Percent of Total Planned Expansion by Industry



- Construction - 14.0%
- Finance, Insurance & Real Estate - 11.6%
- Manufacturing - 11.6%
- Wholesale & Retail Trade - 11.6%
- Health Care & Social Assistance - 9.3%
- Personal Services - 9.3%
- Transportation & Warehousing - 9.3%
- Administrative & Waste Services - 7.0%
- Professional & Technical Services - 7.0%
- Agriculture, Forestry, Fishing & Mining - 4.7%
- Accommodation & Food Services - 2.3%
- Public Administration - 2.3%
- Arts, Entertainment & Recreation - 0.0%
- Educational Services - 0.0%
- Information - 0.0%
- Management - 0.0%
- Utilities - 0.0%



#### TIMING OF PLANNED EXPANSION

Within 1 year

64.3%

1-2 years

28.6%

2-3 years

7.1%

More than 3 years

0.0%

### Percent within Each Industry with Planned Payroll Expansion

Industry	Percent of Each Industry
Agriculture, Forestry, Fishing & Mining	40.0%
Transportation & Warehousing	36.4%
Finance, Insurance & Real Estate	26.3%
Administrative & Waste Services	25.0%
Personal Services	20.0%
Manufacturing	19.2%
Professional & Technical Services	15.8%
Construction	15.4%
Wholesale & Retail Trade	13.5%
Health Care & Social Assistance	10.5%
Public Administration	6.7%
Accommodation & Food Services	4.5%
Arts, Entertainment & Recreation	0.0%
Educational Services	0.0%
Information	0.0%
Management	0.0%
Utilities	0.0%

## TOP INDUSTRIAL EXPANSION

AGRICULTURE, FORESTRY, FISHING & MINING



40.0%

TRANSPORTATION & WAREHOUSING



36.4%

FINANCE, INSURANCE & REAL ESTATE



26.3%





## FUTURE PLANS - EXPANSION

### Percent of Planned Expansion by Occupational Category

Occupational Category	Percent of Planned Expansion
Construction & Extraction	16.5%
Healthcare Support	12.8%
Food Preparation & Serving Related	11.0%
Production	9.2%
Office & Administrative Support	8.3%
Farming, Fishing & Forestry	5.5%
Installation, Maintenance & Repair	5.5%
Transportation & Material Moving	5.5%
Healthcare Practitioners & Technical	4.6%
Sales & Related	4.6%
Education, Training & Library	3.7%
Personal Care & Service	3.7%
Building & Grounds Cleaning & Maintenance	2.8%
Community & Social Service	1.8%
Management	1.8%
Architecture & Engineering	0.9%
Business & Financial Operations	0.9%
Computer & Mathematical	0.9%
Arts, Design, Entertainment, Sports & Media	0.0%
Legal	0.0%
Life, Physical & Social Science	0.0%
Protective Service	0.0%
Unknown	0.0%

TOP OCCUPATIONAL EXPANSION



### Constraints Preventing Payroll Expansion Ranked by Relative Importance

Impediments to Expansion
Cost of additional labor (wages and benefits)
Lack of available skilled workforce
Expense related to benefits
Competition within existing markets
No desire to expand
Uncertainty in current market demands
Limited access to capital
Tax or regulatory issues
Barriers to entering new markets
Insufficient space at current location/inability to find appropriate new location
Planned merger/acquisition or business sale/transfer
Supply chain limitations
Don't know steps/processes needed to expand

### Reasons for Payroll Expansion Ranked by Relative Importance

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

INSUFFICIENT

### 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%





## FUTURE PLANS - REDUCTION

### Reasons for Workforce Reduction Ranked by Relative Importance

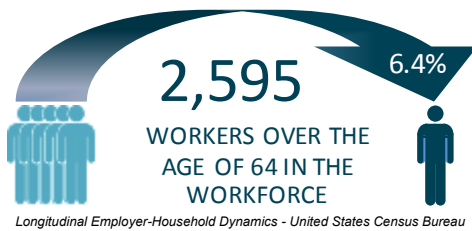
Reasons for Reduction
Business sale or closure
Changes in tax or regulatory laws
Closing an existing location
Exit from existing markets or business division closing
Expenses related to benefits
Outsourcing of specific business operations
Reduced profits from current operations
Reduced share of market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

### Timing of Planned Reduction

Within 1 year - 0.0%  
 1-2 years - 0.0%  
 3-3 years - 0.0%  
 More than 3 years - 0.0%

**INSUFFICIENT DATA TO REPORT**

## RETIREMENTS

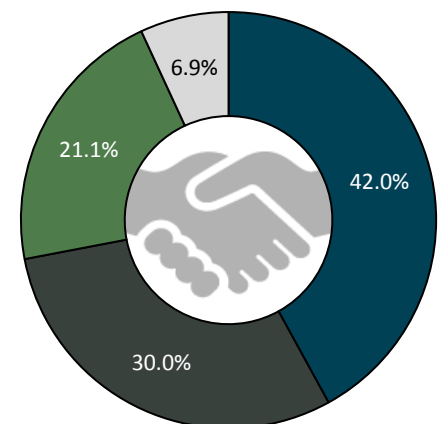


### Workers Over the Age of 64 in the Workplace by Industry

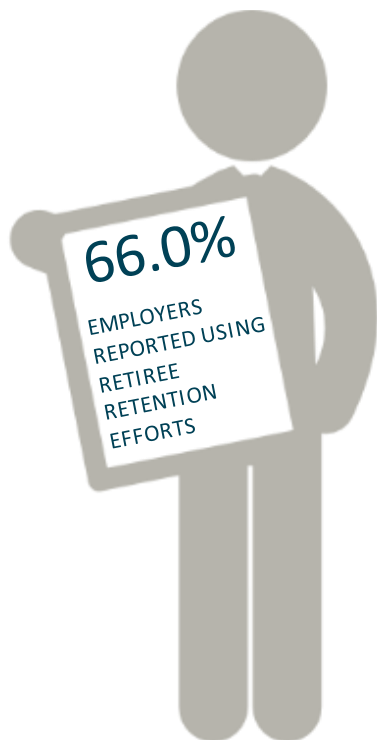
Industry	Percent of Total <sup>4</sup>	Percent of Each Industry <sup>4</sup>
Wholesale & Retail Trade	19.4%	8.1%
Educational Services	14.3%	9.0%
Manufacturing	11.1%	3.2%
Health Care & Social Assistance	10.8%	5.2%
Public Administration	8.3%	8.6%
Construction	6.8%	7.6%
Accommodation & Food Services	5.8%	5.1%
Finance, Insurance & Real Estate	4.6%	7.2%
Personal Services	3.7%	10.1%
Transportation & Warehousing	3.0%	9.2%
Administrative & Waste Services	2.6%	5.6%
Agriculture, Forestry, Fishing & Mining	2.4%	5.2%
Professional & Technical Services	2.3%	9.4%
Information	1.7%	11.3%
Arts, Entertainment & Recreation	1.5%	9.8%
Utilities	0.3%	3.6%
Management	0.2%	5.0%

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

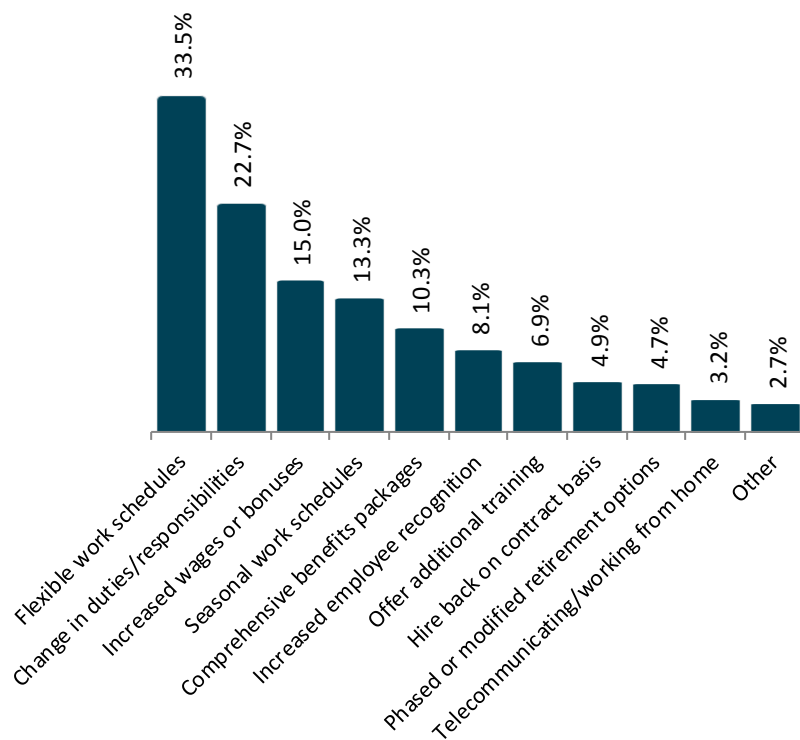
### How Companies Plan to Replace Those Who Retire

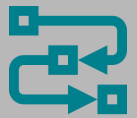


- Both hire new workers and promote from within - 42.0%
- Hire new workers - 30.0%
- Not currently planning to fill these positions - 21.1%
- Promote from within the company - 6.9%



Retiree Retention Efforts by Employers





## ***Iowa Wage Report - Iowa Workforce Development & Occupational Employment Statistics***

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

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

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

Definitions of terms used throughout the report:

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

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

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

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

## ***Iowa Workforce Development Job Bank - Iowa Workforce Development***

The job order data in this report comes from Iowa Workforce Development's IowaJobs bank ([www.iowajobs.org](http://www.iowajobs.org)). Job orders on IowaJobs are either entered directly by IWD staff or employers on the site or brought in from one of over 1,400 indexed employer websites. The job orders pulled for this report are those that were open at any point between November 1, 2017 and October 31, 2018.

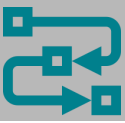
While there are many postings for jobs outside of Iowa within the IowaJobs bank, those are removed from the data for the purposes of this report. This is accomplished by filtering out all postings with a non-Iowa ZIP code. For those postings that did not have a valid ZIP code, the city and state fields were used to remove those that were clearly for jobs outside of Iowa.

In order to remove duplicate job postings, orders with identical job titles and employer names that were entered on the same day for the same ZIP code were identified. Of those, all duplicate postings that listed more than one opening were removed from the data. Postings that list only one opening are only removed if there are more than five duplicates (duplicates are removed until only five duplicated postings remain). The reasoning behind leaving any duplicate postings with one opening in the data is that it is possible the employer had more than one position open and they chose to make more than one posting instead of one posting with multiple openings listed.

Definitions of terms used throughout the report:

- **Total Orders** - This measure should be interpreted as the total number of job postings that were active at some point within the specified period of time (either monthly or annual). Note this is the number of job orders, so if a job order lists more than one opening, only one opening is counted. If an employer posts an order for a job, closes the order, and then opens another order for the same job in the same period of time, both of those openings will be counted, as well.

The crosswalk used to classify each job opening into a Standard Occupational Code was obtained from O\*NET Online.



## **Local Area Unemployment Statistics - Iowa Workforce Development & Bureau of Labor Statistics**

The Local Area Unemployment Statistics (LAUS) program is a federal-state cooperative effort in which monthly estimates of total employment and unemployment are prepared for approximately 7,500 areas.

These estimates are key indicators of local economic conditions. The Bureau of Labor Statistics (BLS) of the U.S. Department of Labor is responsible for the concepts, definitions, technical procedures, validation, and publication of the estimates that state workforce agencies prepare under agreement with BLS.

The concepts and definitions underlying LAUS data come from the Current Population Survey (CPS), the household survey that is the source of the national unemployment rate. State monthly model-based estimates are controlled in "real time" to sum to national monthly employment and unemployment estimates from the CPS. These models combine current and historical data from the CPS, the Current Employment Statistics (CES) survey, and state unemployment insurance (UI) systems. Estimates for seven large areas and their respective balances of state also are model-based. Estimates for counties are produced through a building-block approach known as the "Handbook method." This procedure also uses data from several sources, including the CPS, the CES program, state UI systems, and the Census Bureau's American Community Survey (ACS), to create estimates that are adjusted to the statewide measures of employment and unemployment. Estimates for cities are prepared using disaggregation techniques based on inputs from the ACS, annual population estimates, and current UI data. Benchmarking occurs each year in February and updated numbers for the current and previous years are published in March.

Iowa Workforce Development, Local Area Unemployment Statistics - <https://www.iowaworkforcedevelopment.gov/laus>  
Bureau of Labor Statistics, Local Area Unemployment Statistics - <https://www.bls.gov/lau/lauov.htm>

## **Long-Term Industry & Occupational Projections - Iowa Workforce Development & Bureau of Labor Statistics**

Long-term projections, also known as forecasts, provide detailed information on the estimated activity for each occupation, occupational category or industry in areas of employment, growth rate, total annual openings, wages, career preparation and skill requirements.

IWD, Long-Term Industry Projections (2016-2026) - <https://www.iowaworkforcedevelopment.gov/industry-projections>  
IWD, Long-Term Occupational Projections (2016-2026) - <https://www.iowaworkforcedevelopment.gov/occupational-projections>

## **Longitudinal Employer-Household Dynamics - United States Census Bureau**

The Longitudinal Employer-Household Dynamics (LEHD) program is part of the Center for Economic Studies at the U.S. Census Bureau. The LEHD program produces new, cost effective, public-use information combining federal, state and Census Bureau data on employers and employees under the Local Employment Dynamics (LED) Partnership. State and local authorities increasingly need detailed local information about their economies to make informed decisions. The LED Partnership works to fill critical data gaps and provide indicators needed by state and local authorities.

Under the LED Partnership, states agree to share Unemployment Insurance earnings data and the Quarterly Census of Employment and Wages (QCEW) data with the Census Bureau. The LEHD program combines these administrative data, additional administrative data and data from censuses and surveys. From these data, the program creates statistics on employment, earnings, and job flows at detailed levels of geography and industry and for different demographic groups. In addition, the LEHD program uses these data to create partially synthetic data on workers' residential patterns.

All 50 states, the District of Columbia, Puerto Rico, and the U.S. Virgin Islands have joined the LED Partnership, although the LEHD program is not yet producing public-use statistics for Massachusetts, Puerto Rico, or the U.S. Virgin Islands. The LEHD program staff includes geographers, programmers, and economists. Data is reprocessed every quarter to incorporate processing improvements and state resubmissions. Due to this, numbers in the report may differ slightly from numbers found on the website.

Definitions of terms used throughout the report:

- **New Hire Wage** - This is the average reported wage for newly hired workers.

United States Census Bureau, Longitudinal Employer-Household Dynamics (2017, Quarter 3) - <https://lehd.ces.census.gov>

## **Quarterly Census of Employment & Wages - Iowa Workforce Development & Bureau of Labor Statistics**

The Quarterly Census of Employment and Wages (QCEW) program publishes a quarterly count of employment and wages reported by employers covering 98 percent of U.S. jobs, available at the county, MSA, state and national levels by industry.

IWD, Quarterly Census of Employment & Wages (2018, Quarter 1) - <https://www.iowaworkforcedevelopment.gov/qcew>  
Bureau of Labor Statistics, Quarterly Census of Employment & Wages - <https://www.bls.gov/qcew>

## **Vacancy Rate (calculation reported per industry & occupational category)**

The vacancy rate calculation reported per industry and occupational category was calculated by dividing the estimated vacancies reported (Workforce Needs Assessment Survey) by the employment within the given industry (Longitudinal Employer-Household Dynamics) or occupational category (Occupational Employment Statistics).

# APPENDIX



## LIST OF ALL JOB VACANCIES

The following section shows total job orders, estimated employment, annual job openings and the entry wage for each reported job title utilizing vacant job advertising (total job orders) data from Iowa Workforce Development's job bank: [www.iowajobs.org](http://www.iowajobs.org). For detailed occupation definitions and information, visit O\*Net ([www.onetonline.org](http://www.onetonline.org)), a U.S. Department of Labor resource which provides information on the following topics for each job title:

- Abilities
- Interests
- Knowledge
- Tools & Technology Used
- Work Context
- Education
- Job Tasks
- Related Occupations
- Wages - Hourly/Annually
- Work Styles
- Employment - State/National
- Job Zone
- Skills
- Work Activities
- Work Values

Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
First-Line Supervisors of Retail Sales Workers	41-1011	395	360	60	\$11.06
Heavy and Tractor-Trailer Truck Drivers	53-3032	322	1,040	130	\$13.31
Retail Salespersons	41-2031	170	890	140	\$8.28
Cashiers	41-2011	165	1,510	210	\$8.28
Registered Nurses	29-1141	156	810	50	\$21.70
Stock Clerks and Order Fillers	43-5081	145	530	50	\$9.72
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	134	1,710	210	\$8.41
First-Line Supervisors of Food Preparation and Serving Workers	35-1012	134	290	45	\$11.91
Healthcare Practitioners and Technical Workers, All Other	29-9099	134	**	**	**
Helpers—Production Workers	51-9198	128	**	35	\$10.83
Agricultural Inspectors	45-2011	119	30	**	\$16.68
Customer Service Representatives	43-4051	119	510	55	\$10.96
Tellers	43-3071	116	260	25	\$10.32
First-Line Supervisors of Production and Operating Workers	51-1011	86	250	20	\$18.76
Production Workers, All Other	51-9199	82	**	80	\$12.94
Parts Salespersons	41-2022	81	160	20	\$14.71
Coaches and Scouts	27-2022	74	**	15	**
Food Service Managers	11-9051	73	70	10	\$16.69
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	45-2092	72	**	20	**
First-Line Supervisors of Office and Administrative Support Workers	43-1011	71	290	25	\$17.32
Construction Laborers	47-2061	68	850	55	\$14.27
Accountants and Auditors	13-2011	66	240	20	\$20.80
Social and Human Service Assistants	21-1093	65	70	30	\$11.85
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	35-3022	62	**	15	**
Building Cleaning Workers, All Other	37-2019	60	**	**	**
Nursing Aides, Orderlies, and Attendants	31-1012	58	**	**	**
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37-2011	54	980	130	\$9.11
Licensed Practical and Licensed Vocational Nurses	29-2061	52	390	35	\$16.87
Agricultural and Food Science Technicians	19-4011	51	**	**	**
Security Guards	33-9032	51	120	15	\$9.81
Merchandise Displayers and Window Trimmers	27-1026	45	**	**	**
First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011	43	100	10	\$16.81
Light Truck or Delivery Services Drivers	53-3033	42	100	25	\$8.41
Driver/Sales Workers	53-3031	40	20	**	\$10.70
Personal Care Aides	39-9021	39	470	35	\$8.77
Pharmacy Technicians	29-2052	39	**	**	\$12.93
First-Line Supervisors of Farming, Fishing, and Forestry Workers	45-1011	38	**	10	**
General and Operations Managers	11-1021	38	660	55	\$20.59
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	43-6014	37	660	60	\$11.44
Food Preparation Workers	35-2021	36	**	30	\$8.13
Computer Support Specialists	15-1041	33	**	**	**
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	33	880	115	\$11.39
Maids and Housekeeping Cleaners	37-2012	33	220	35	\$8.34
Advertising and Promotions Managers	11-2011	32	**	**	**

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

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

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

\*\*Insufficient data to report



## APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Electrical and Electronic Engineering Technicians	17-3023	32	**	**	**
Cooks, Institution and Cafeteria	35-2012	30	270	35	\$9.07
Transportation Attendants, Except Flight Attendants	53-6061	30	**	**	**
Cooks, Restaurant	35-2014	29	410	50	\$8.57
Maintenance and Repair Workers, General	49-9071	29	660	55	\$12.24
Bookkeeping, Accounting, and Auditing Clerks	43-3031	28	540	75	\$11.67
Emergency Medical Technicians and Paramedics	29-2041	28	60	**	\$13.17
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	53-1031	28	**	10	**
Managers, All Other	11-9199	28	90	25	\$24.32
Sales Representatives, Services, All Other	41-3099	28	60	**	\$11.56
Telecommunications Equipment Installers and Repairers, Except Line Installers	49-2022	27	20	**	\$10.53
Financial Managers	11-3031	26	200	20	\$31.83
Installation, Maintenance, and Repair Workers, All Other	49-9099	26	**	**	\$19.84
Medical Secretaries	43-6013	26	110	10	\$13.44
Receptionists and Information Clerks	43-4171	26	290	35	\$11.04
Respiratory Therapists	29-1126	26	20	**	\$21.80
Computer Occupations, All Other	15-1199	25	30	**	\$25.55
Food Preparation and Serving Related Workers, All Other	35-9099	25	**	10	**
Physical Therapists	29-1123	25	40	**	\$25.74
Waiters and Waitresses	35-3031	25	**	105	**
First-Line Supervisors of Construction Trades and Extraction Workers	47-1011	24	160	15	\$20.42
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35-9031	24	120	15	**
Nursing Assistants	31-1014	24	1,340	125	\$11.14
Bus and Truck Mechanics and Diesel Engine Specialists	49-3031	22	100	15	\$14.62
Paving, Surfacing, and Tamping Equipment Operators	47-2071	22	**	**	**
Farm Equipment Mechanics and Service Technicians	49-3041	21	**	15	**
Healthcare Support Workers, All Other	31-9099	21	10	10	**
Business Operations Specialists, All Other	13-1199	20	160	15	\$18.38
Chefs and Head Cooks	35-1011	20	20	**	**
Industrial Truck and Tractor Operators	53-7051	20	120	30	\$13.76
Administrative Services Managers	11-3011	19	60	**	\$30.34
Aerospace Engineering and Operations Technicians	17-3021	19	**	**	**
Teacher Assistants	25-9041	19	450	50	\$17,277
Tire Repairers and Changers	49-3093	19	**	**	**
Welders, Cutters, Solderers, and Brazers	51-4121	19	90	25	\$15.74
Aerospace Engineers	17-2011	18	**	**	**
Demonstrators and Product Promoters	41-9011	18	**	**	**
Educational, Guidance, School, and Vocational Counselors	21-1012	18	60	10	\$15.83
Gaming Service Workers, All Other	39-3019	18	**	**	**
Loan Officers	13-2072	18	**	10	\$18.86
Office Clerks, General	43-9061	18	960	100	\$9.79
Operating Engineers and Other Construction Equipment Operators	47-2073	18	310	35	\$15.70
Computer Software Engineers, Applications	15-1031	17	**	**	**
Construction and Building Inspectors	47-4011	17	20	**	\$19.66
Industrial Engineering Technicians	17-3026	17	30	**	\$25.37
Industrial Engineers	17-2112	17	**	**	**
Medical Assistants	31-9092	17	130	15	\$13.49
Occupational Therapists	29-1122	17	**	**	\$28.83
Pharmacists	29-1051	17	**	**	\$55.35
Bartenders	35-3011	16	120	35	\$8.50
Child, Family, and School Social Workers	21-1021	16	100	20	\$14.07
Computer Programmers	15-1131	16	40	**	\$25.59

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

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

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

\*\*Insufficient data to report





## APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Dishwashers	35-9021	16	**	15	\$8.38
Electrical Power-Line Installers and Repairers	49-9051	16	70	10	\$30.15
Material Moving Workers, All Other	53-7199	16	**	**	**
Preschool Teachers, Except Special Education	25-2011	16	30	15	\$12.91
Radiologic Technologists	29-2034	16	50	**	\$20.36
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	16	200	45	\$18.03
Tax Preparers	13-2082	16	**	**	**
Gaming Dealers	39-3011	15	**	**	**
Landscaping and Groundskeeping Workers	37-3011	15	90	40	\$8.99
Medical and Health Services Managers	11-9111	15	140	15	\$28.87
Meter Readers, Utilities	43-5041	15	10	**	\$17.32
Office and Administrative Support Workers, All Other	43-9199	15	80	25	\$8.60
Packers and Packers, Hand	53-7064	15	**	30	\$10.76
Team Assemblers	51-2092	15	**	75	**
Highway Maintenance Workers	47-4051	14	140	15	\$18.61
Production, Planning, and Expediting Clerks	43-5061	14	90	**	\$15.45
Cleaners of Vehicles and Equipment	53-7061	13	**	15	\$8.69
Industrial Production Managers	11-3051	13	130	10	\$32.02
Biological Technicians	19-4021	12	**	**	**
Cement Masons and Concrete Finishers	47-2051	12	180	**	\$16.08
Education Administrators, Postsecondary	11-9033	12	80	10	\$26.98
Electricians	47-2111	12	200	30	\$20.37
Executive Secretaries and Executive Administrative Assistants	43-6011	12	140	25	\$15.92
Farmworkers, Farm, Ranch, and Aquacultural Animals	45-2093	12	**	30	**
Food Cooking Machine Operators and Tenders	51-3093	12	**	**	**
Human Resources Assistants, Except Payroll and Timekeeping	43-4161	12	20	**	\$15.34
Police and Sheriff's Patrol Officers	33-3051	12	210	10	\$17.70
Agricultural Equipment Operators	45-2091	11	30	25	\$13.40
Aircraft Launch and Recovery Officers	55-1012	11	**	**	**
Carpenters	47-2031	11	80	30	\$13.44
Clinical, Counseling, and School Psychologists	19-3031	11	**	**	\$25.63
Financial Analysts	13-2051	11	40	**	\$30.89
Home Health Aides	31-1011	11	230	50	\$10.75
Mobile Heavy Equipment Mechanics, Except Engines	49-3042	11	30	**	\$17.12
Pest Control Workers	37-2021	11	**	**	**
Public Relations Specialists	27-3031	11	30	**	\$15.32
Secondary School Teachers, Except Special and Career/Technical Education	25-2031	11	**	30	\$38,418
Securities, Commodities, and Financial Services Sales Agents	41-3031	11	**	**	**
Special Education Teachers, Secondary School	25-2054	11	**	**	**
Speech-Language Pathologists	29-1127	11	**	**	**
Bakers	51-3011	10	20	**	\$11.07
Dining Room and Cafeteria Attendants and Bartender Helpers	35-9011	10	**	**	**
Gaming Change Persons and Booth Cashiers	41-2012	10	**	**	**
Maintenance Workers, Machinery	49-9043	10	**	**	**
Middle School Teachers, Except Special and Career/Technical Education	25-2022	10	**	35	**
Sales and Related Workers, All Other	41-9099	10	**	10	**
Compliance Officers	13-1041	9	50	**	\$21.59
Hotel, Motel, and Resort Desk Clerks	43-4081	9	**	**	**
Human Resources Managers	11-3121	9	50	**	\$32.62
Interpreters and Translators	27-3091	9	30	**	\$13.94
Network and Computer Systems Administrators	15-1142	9	70	**	\$25.16
Area, Ethnic, and Cultural Studies Teachers, Postsecondary	25-1062	8	**	**	**

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

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

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

\*\*Insufficient data to report



## APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Chief Executives	11-1011	8	30	**	\$41.82
Construction and Related Workers, All Other	47-4099	8	**	60	**
Economics Teachers, Postsecondary	25-1063	8	**	**	**
Engineers, All Other	17-2199	8	**	**	**
Excavating and Loading Machine and Dragline Operators	53-7032	8	**	**	**
Helpers--Installation, Maintenance, and Repair Workers	49-9098	8	**	**	**
Interviewers, Except Eligibility and Loan	43-4111	8	30	**	\$13.72
Logisticians	13-1081	8	20	**	\$17.54
Medical and Clinical Laboratory Technicians	29-2012	8	**	**	**
Packaging and Filling Machine Operators and Tenders	51-9111	8	**	20	**
Physical Therapist Assistants	31-2021	8	**	**	**
Public Relations and Fundraising Managers	11-2031	8	**	**	\$27.75
Shipping, Receiving, and Traffic Clerks	43-5071	8	170	20	\$10.55
Social and Community Service Managers	11-9151	8	50	10	\$17.54
Social Workers, All Other	21-1029	8	**	**	**
Surgical Technologists	29-2055	8	20	**	\$16.45
Appraisers and Assessors of Real Estate	13-2021	7	**	**	**
Armored Assault Vehicle Crew Members	55-3013	7	**	**	**
Assemblers and Fabricators, All Other	51-2099	7	**	**	**
Automotive Service Technicians and Mechanics	49-3023	7	210	25	\$11.85
Chemical Engineers	17-2041	7	**	**	**
Computer Specialists, All Other	15-1099	7	**	**	**
Electronics Engineers, Except Computer	17-2072	7	**	**	**
Massage Therapists	31-9011	7	10	**	\$9.94
Order Clerks	43-4151	7	60	**	\$14.39
Recreation Workers	39-9032	7	120	25	\$9.45
Teachers and Instructors, All Other	25-3099	7	**	**	**
Telecommunications Line Installers and Repairers	49-9052	7	**	**	**
Tool and Die Makers	51-4111	7	20	**	\$18.74
Agricultural Workers, All Other	45-2099	6	**	60	**
Chemical Plant and System Operators	51-8091	6	**	**	**
Civil Engineers	17-2051	6	30	**	\$25.49
Computer Science Teachers, Postsecondary	25-1021	6	**	**	**
Computer Systems Analysts	15-1121	6	110	**	\$33.09
Elementary School Teachers, Except Special Education	25-2021	6	500	60	\$40,561
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	17-2111	6	**	**	**
Health Diagnosing and Treating Practitioners, All Other	29-1199	6	**	**	**
Industrial Machinery Mechanics	49-9041	6	130	20	\$17.73
Life, Physical, and Social Science Technicians, All Other	19-4099	6	**	**	**
Medical and Clinical Laboratory Technologists	29-2011	6	**	**	**
Physicians and Surgeons, All Other	29-1069	6	30	**	**
Sales Managers	11-2022	6	30	**	\$34.95
Slaughterers and Meat Packers	51-3023	6	**	70	**
Anthropology and Archeology Teachers, Postsecondary	25-1061	5	**	**	**
Architects, Except Landscape and Naval	17-1011	5	**	**	**
Architectural and Civil Drafters	17-3011	5	20	**	\$18.08
Bus Drivers, School or Special Client	53-3022	5	**	25	**
Childcare Workers	39-9011	5	**	50	\$8.50
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51-9121	5	100	10	\$12.26
Computer User Support Specialists	15-1151	5	100	**	\$15.83
Court, Municipal, and License Clerks	43-4031	5	40	**	\$12.88
Crane and Tower Operators	53-7021	5	**	**	**

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

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

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

\*\*Insufficient data to report

# APPENDIX - LIST OF ALL JOB VACANCIES



Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Engine and Other Machine Assemblers	51-2031	5	**	**	**
Family and General Practitioners	29-1062	5	**	**	\$79.76
First-Line Supervisors of Housekeeping and Janitorial Workers	37-1011	5	60	10	\$13.81
Foreign Language and Literature Teachers, Postsecondary	25-1124	5	**	**	**
Health Technologists and Technicians, All Other	29-2099	5	90	**	\$14.73
Mathematical Science Teachers, Postsecondary	25-1022	5	40	**	**
Occupational Health and Safety Specialists	29-9011	5	20	**	\$24.52
Payroll and Timekeeping Clerks	43-3051	5	30	**	\$14.80
Philosophy and Religion Teachers, Postsecondary	25-1126	5	**	**	**
Plumbers, Pipefitters, and Steamfitters	47-2152	5	**	15	\$16.54
Postal Service Mail Carriers	43-5052	5	140	10	\$17.00
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	5	20	**	\$27.27
Substance Abuse and Behavioral Disorder Counselors	21-1011	5	**	**	**
Transportation Workers, All Other	53-6099	5	**	**	**
Veterinary Assistants and Laboratory Animal Caretakers	31-9096	5	90	**	**
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51-4122	5	**	**	**
Agricultural Engineers	17-2021	4	**	**	**
Air Crew Members	55-3011	4	**	**	**
Art, Drama, and Music Teachers, Postsecondary	25-1121	4	**	**	**
Artillery and Missile Officers	55-1014	4	**	**	**
Automotive Body and Related Repairers	49-3021	4	**	**	**
Billing and Posting Clerks	43-3021	4	80	**	\$12.30
Career/Technical Education Teachers, Secondary School	25-2032	4	**	10	**
Cargo and Freight Agents	43-5011	4	**	**	**
Computer Hardware Engineers	17-2061	4	**	**	**
Counter and Rental Clerks	41-2021	4	140	20	\$8.24
Dental Hygienists	29-2021	4	**	**	\$27.44
Education Teachers, Postsecondary	25-1081	4	**	**	**
Emergency Management Directors	11-9161	4	**	**	**
Engineering Technicians, Except Drafters, All Other	17-3029	4	**	**	**
English Language and Literature Teachers, Postsecondary	25-1123	4	**	**	\$52,393
Farm Labor Contractors	13-1074	4	**	**	**
Farmers, Ranchers, and Other Agricultural Managers	11-9013	4	**	230	**
Hairdressers, Hairstylists, and Cosmetologists	39-5012	4	80	25	\$8.55
Human Resources Specialists	13-1071	4	170	10	\$19.20
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	4	170	20	\$13.38
Library Assistants, Clerical	43-4121	4	**	15	\$8.42
Market Research Analysts and Marketing Specialists	13-1161	4	70	10	\$14.64
Marketing Managers	11-2021	4	50	**	\$25.53
Mechanical Engineers	17-2141	4	30	**	\$17.51
Mental Health Counselors	21-1014	4	**	**	**
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4081	4	10	**	\$16.83
Nonfarm Animal Caretakers	39-2021	4	**	10	\$8.11
Occupational Therapy Assistants	31-2011	4	**	**	**
Printing Press Machine Operators and Tenders	51-5023	4	**	**	**
Psychiatric Technicians	29-2053	4	**	**	**
Purchasing Managers	11-3061	4	40	**	\$32.41
Refuse and Recyclable Material Collectors	53-7081	4	**	10	\$17.08
Switchboard Operators, Including Answering Service	43-2011	4	**	**	**
Training and Development Specialists	13-1151	4	80	**	\$15.82
Tree Trimmers and Pruners	37-3013	4	**	**	**
Adhesive Bonding Machine Operators and Tenders	51-9191	3	**	**	**

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

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

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

\*\*Insufficient data to report



## APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Agricultural Sciences Teachers, Postsecondary	25-1041	3	**	**	**
Baggage Porters and Bellhops	39-6011	3	**	**	**
Bus Drivers, Transit and Intercity	53-3021	3	**	25	\$16.38
Buyers and Purchasing Agents, Farm Products	13-1021	3	**	**	**
Computer and Information Research Scientists	15-1111	3	**	**	**
Computer and Information Scientists, Research	15-1011	3	**	**	**
Computer Network Support Specialists	15-1152	3	**	**	\$19.90
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	51-4012	3	**	**	**
Computer Software Engineers, Systems Software	15-1032	3	**	**	**
Conveyor Operators and Tenders	53-7011	3	**	10	**
Cooks, All Other	35-2019	3	**	**	**
Cooks, Fast Food	35-2011	3	**	15	**
Cooks, Short Order	35-2015	3	**	**	**
Court Reporters	23-2091	3	**	**	**
Desktop Publishers	43-9031	3	**	**	**
Diagnostic Medical Sonographers	29-2032	3	**	**	**
Electrical and Electronic Equipment Assemblers	51-2022	3	**	**	**
Fabric and Apparel Patternmakers	51-6092	3	**	**	**
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	53-1021	3	**	**	**
Healthcare Social Workers	21-1022	3	40	**	\$15.49
Instructional Coordinators	25-9031	3	**	**	\$24.57
Laundry and Dry-Cleaning Workers	51-6011	3	70	10	\$8.26
Lawyers	23-1011	3	40	**	\$24.71
Market Research Analysts	19-3021	3	**	**	**
Mechanical Engineering Technicians	17-3027	3	**	**	**
Nuclear Technicians	19-4051	3	**	**	**
Outdoor Power Equipment and Other Small Engine Mechanics	49-3053	3	**	**	**
Painters, Construction and Maintenance	47-2141	3	**	10	**
Paper Goods Machine Setters, Operators, and Tenders	51-9196	3	**	**	**
Personal Financial Advisors	13-2052	3	**	**	**
Pharmacy Aides	31-9095	3	**	**	**
Plant and System Operators, All Other	51-8099	3	**	**	**
Police, Fire, and Ambulance Dispatchers	43-5031	3	50	**	\$15.74
Protective Service Workers, All Other	33-9099	3	**	15	**
Residential Advisors	39-9041	3	**	**	**
Roofers	47-2181	3	30	**	\$13.05
Statisticians	15-2041	3	**	**	**
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	43-5111	3	30	**	\$12.04
Adult Basic and Secondary Education and Literacy Teachers and Instructors	25-3011	2	**	**	\$21.07
Athletic Trainers	29-9091	2	30	**	**
Automotive Glass Installers and Repairers	49-3022	2	**	**	**
Bill and Account Collectors	43-3011	2	**	**	**
Budget Analysts	13-2031	2	**	**	**
Butchers and Meat Cutters	51-3021	2	60	10	\$9.73
Captains, Mates, and Pilots of Water Vessels	53-5021	2	**	**	**
Chemical Technicians	19-4031	2	**	**	**
Community and Social Service Specialists, All Other	21-1099	2	**	**	**
Community Health Workers	21-1094	2	**	**	\$8.38
Computer and Information Systems Managers	11-3021	2	50	**	\$40.85
Cost Estimators	13-1051	2	60	**	\$18.45
Counselors, All Other	21-1019	2	**	**	**
Dietetic Technicians	29-2051	2	**	**	**

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

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

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

\*\*Insufficient data to report

# APPENDIX - LIST OF ALL JOB VACANCIES



Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Dietitians and Nutritionists	29-1031	2	20	**	\$21.79
Dispatchers, Except Police, Fire, and Ambulance	43-5032	2	60	**	\$16.21
Emergency Management Specialists	13-1061	2	**	**	**
Environmental Science and Protection Technicians, Including Health	19-4091	2	**	**	**
Financial Specialists, All Other	13-2099	2	**	**	**
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	37-1012	2	**	**	**
Fishers and Related Fishing Workers	45-3011	2	**	**	**
Fitness Trainers and Aerobics Instructors	39-9031	2	**	**	**
Food Batchmakers	51-3092	2	**	**	**
Food Servers, Nonrestaurant	35-3041	2	130	25	\$8.27
Gaming and Sports Book Writers and Runners	39-3012	2	**	**	**
Gaming Supervisors	39-1011	2	**	**	**
Graphic Designers	27-1024	2	40	**	\$13.07
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	49-9021	2	**	25	\$8.40
Helpers—Carpenters	47-3012	2	**	**	**
Home Appliance Repairers	49-9031	2	**	**	**
Librarians	25-4021	2	40	**	\$12.88
Library Science Teachers, Postsecondary	25-1082	2	**	**	**
Locker Room, Coatroom, and Dressing Room Attendants	39-3093	2	**	**	**
Locksmiths and Safe Repairers	49-9094	2	**	**	**
Management Analysts	13-1111	2	50	10	\$23.73
Medical Equipment Repairers	49-9062	2	**	**	**
Metal Workers and Plastic Workers, All Other	51-4199	2	**	**	**
Nursing Instructors and Teachers, Postsecondary	25-1072	2	**	**	**
Operations Research Analysts	15-2031	2	**	**	**
Parking Lot Attendants	53-6021	2	**	**	**
Personal Care and Service Workers, All Other	39-9099	2	**	30	**
Physician Assistants	29-1071	2	30	**	\$42.34
Producers and Directors	27-2012	2	20	**	\$13.25
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	2	**	**	**
Rail-Track Laying and Maintenance Equipment Operators	47-4061	2	**	**	**
Rehabilitation Counselors	21-1015	2	**	**	**
Sales Engineers	41-9031	2	30	**	\$33.41
Sawing Machine Setters, Operators, and Tenders, Wood	51-7041	2	**	**	**
Sheet Metal Workers	47-2211	2	140	15	\$11.41
Sociology Teachers, Postsecondary	25-1067	2	**	**	**
Special Education Teachers, Preschool, Kindergarten, and Elementary School	25-2041	2	**	**	**
Surveyors	17-1022	2	20	**	\$27.18
Training and Development Managers	11-3131	2	**	**	**
Transportation, Storage, and Distribution Managers	11-3071	2	20	**	\$20.69
Vocational Education Teachers, Postsecondary	25-1194	2	**	**	**
Wholesale and Retail Buyers, Except Farm Products	13-1022	2	**	**	**
Actuaries	15-2011	1	**	**	**
Aircraft Launch and Recovery Specialists	55-3012	1	**	**	**
Aircraft Mechanics and Service Technicians	49-3011	1	**	**	**
Amusement and Recreation Attendants	39-3091	1	**	35	\$8.12
Animal Trainers	39-2011	1	**	**	**
Anthropologists and Archeologists	19-3091	1	**	**	**
Arbitrators, Mediators, and Conciliators	23-1022	1	**	**	**
Audiologists	29-1181	1	**	**	**
Biochemists and Biophysicists	19-1021	1	**	**	**
Biological Science Teachers, Postsecondary	25-1042	1	**	**	**

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

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

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

\*\*Insufficient data to report



## APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Biological Scientists, All Other	19-1029	1	**	**	**
Business Teachers, Postsecondary	25-1011	1	**	**	**
Career/Technical Education Teachers, Middle School	25-2023	1	**	**	**
Cartographers and Photogrammetrists	17-1021	1	**	**	**
Chemical Equipment Operators and Tenders	51-9011	1	**	**	**
Clergy	21-2011	1	**	**	**
Commercial Divers	49-9092	1	**	**	**
Communications Teachers, Postsecondary	25-1122	1	**	**	**
Compensation and Benefits Managers	11-3111	1	**	**	**
Computer Operators	43-9011	1	40	**	\$13.17
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011	1	60	10	\$17.50
Conservation Scientists	19-1031	1	30	**	\$13.15
Construction Managers	11-9021	1	150	10	\$26.34
Control and Valve Installers and Repairers, Except Mechanical Door	49-9012	1	**	**	**
Costume Attendants	39-3092	1	**	**	**
Craft Artists	27-1012	1	**	**	**
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	51-9021	1	**	**	\$16.05
Cutting and Slicing Machine Setters, Operators, and Tenders	51-9032	1	**	10	**
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	1	190	10	\$13.49
Data Entry Keyers	43-9021	1	20	**	\$14.80
Database Administrators	15-1141	1	10	**	\$32.44
Dental Assistants	31-9091	1	**	**	\$16.57
Dentists, General	29-1021	1	**	**	**
Directors, Religious Activities and Education	21-2021	1	**	**	**
Door-To-Door Sales Workers, News and Street Vendors, and Related Workers	41-9091	1	**	**	**
Editors	27-3041	1	20	**	\$16.84
Electrical and Electronics Drafters	17-3012	1	**	**	**
Electrical and Electronics Repairers, Commercial and Industrial Equipment	49-2094	1	**	**	**
Electro-Mechanical Technicians	17-3024	1	**	**	**
Electronic Home Entertainment Equipment Installers and Repairers	49-2097	1	**	**	**
Farm and Home Management Advisors	25-9021	1	**	**	**
Firefighters	33-2011	1	60	**	\$12.30
First-Line Supervisors of Personal Service Workers	39-1021	1	50	**	\$10.20
First-Line Supervisors of Protective Service Workers, All Other	33-1099	1	10	**	\$17.65
Food Processing Workers, All Other	51-3099	1	**	130	**
Gaming Managers	11-9071	1	**	**	**
Gas Plant Operators	51-8092	1	**	**	**
Glaziers	47-2121	1	**	**	**
Graders and Sorters, Agricultural Products	45-2041	1	**	**	**
Grinding and Polishing Workers, Hand	51-9022	1	**	**	**
Human Resources, Training, and Labor Relations Specialists, All Other	13-1079	1	**	**	**
Information and Record Clerks, All Other	43-4199	1	**	10	**
Insurance Appraisers, Auto Damage	13-1032	1	**	**	**
Insurance Sales Agents	41-3021	1	110	**	\$16.58
Internists, General	29-1063	1	**	**	**
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4034	1	**	**	**
Legal Secretaries	43-6012	1	**	**	\$13.34
Loan Interviewers and Clerks	43-4131	1	150	**	\$13.17
Locomotive Firers	53-4012	1	**	**	**
Machine Feeders and Offbearers	53-7063	1	**	10	**
Machinists	51-4041	1	120	15	\$17.02
Mechanical Door Repairers	49-9011	1	**	**	**

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

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

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

\*\*Insufficient data to report

# APPENDIX - LIST OF ALL JOB VACANCIES



Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Medical Equipment Preparers	31-9093	1	**	**	**
Medical Records and Health Information Technicians	29-2071	1	30	**	\$13.11
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	51-4035	1	**	**	**
Millwrights	49-9044	1	**	**	**
Mixing and Blending Machine Setters, Operators, and Tenders	51-9023	1	50	10	\$13.89
Motorboat Mechanics and Service Technicians	49-3051	1	**	**	**
Natural Sciences Managers	11-9121	1	**	**	\$39.02
New Accounts Clerks	43-4141	1	**	**	\$16.91
Obstetricians and Gynecologists	29-1064	1	**	**	**
Opticians, Dispensing	29-2081	1	20	**	\$12.77
Paralegals and Legal Assistants	23-2011	1	**	**	\$10.66
Pesticide Handlers, Sprayers, and Applicators, Vegetation	37-3012	1	**	**	\$12.92
Photographers	27-4021	1	**	**	**
Physics Teachers, Postsecondary	25-1054	1	**	**	**
Political Science Teachers, Postsecondary	25-1065	1	**	**	**
Postal Service Clerks	43-5051	1	70	**	\$14.48
Printing Press Operators	51-5112	1	30	**	\$11.20
Probation Officers and Correctional Treatment Specialists	21-1092	1	**	**	**
Property, Real Estate, and Community Association Managers	11-9141	1	**	**	\$16.92
Recreational Therapists	29-1125	1	**	**	**
Reservation and Transportation Ticket Agents and Travel Clerks	43-4181	1	**	**	**
Rotary Drill Operators, Oil and Gas	47-5012	1	**	**	**
Self-Enrichment Education Teachers	25-3021	1	**	**	**
Septic Tank Servicers and Sewer Pipe Cleaners	47-4071	1	**	**	**
Social Science Research Assistants	19-4061	1	**	**	**
Software Developers, Applications	15-1132	1	60	10	\$31.46
Special Education Teachers, Middle School	25-2042	1	**	**	**
Special Education Teachers, Preschool	25-2051	1	**	10	**
Statistical Assistants	43-9111	1	**	**	**
Structural Iron and Steel Workers	47-2221	1	**	**	**
Structural Metal Fabricators and Fitters	51-2041	1	**	**	**
Tax Examiners and Collectors, and Revenue Agents	13-2081	1	**	**	**
Telemarketers	41-9041	1	**	**	**
Veterinarians	29-1131	1	50	**	\$34.17
Water and Wastewater Treatment Plant and System Operators	51-8031	1	120	**	\$11.97
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	51-7042	1	60	**	\$14.46

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

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

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

\*\*Insufficient data to report

IOWA  
**WORKFORCE**  
DEVELOPMENT

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

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