

# WORKFORCE NEEDS ASSESSMENT IOWA WORKFORCE DEVELOPMENT REGION 7 RELEASED 2019

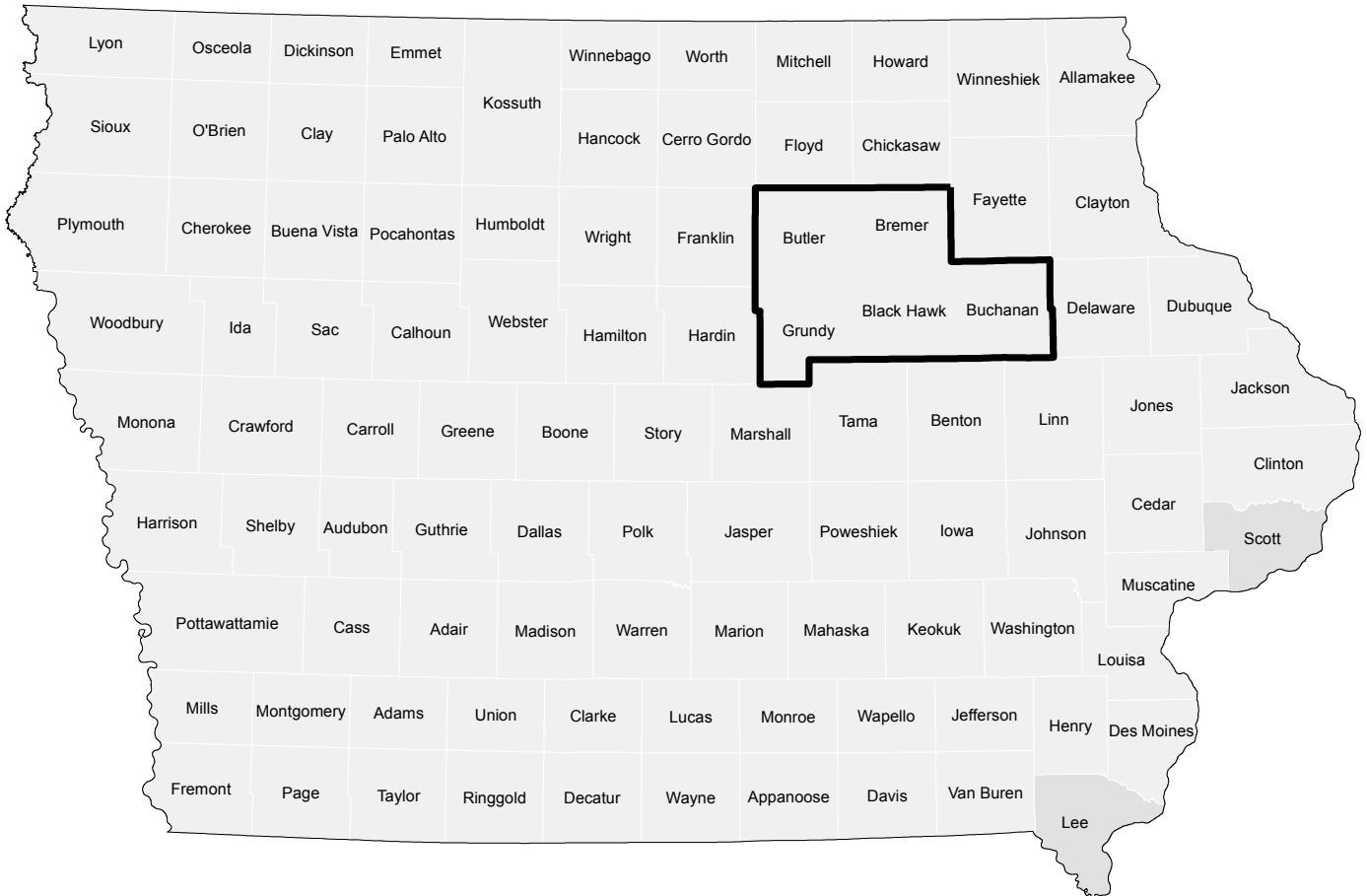
BLACK HAWK, BREMER, BUCHANAN,  
BUTLER AND GRUNDY COUNTIES



C1  
Community Credit Union  
c1stcu.com

**Counties within Iowa Workforce Development Region 7 included within this analysis:**

- Black Hawk
- Bremer
- Buchanan
- Butler
- Grundy



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



# 2018 IOWA WORKFORCE NEEDS ASSESSMENT SURVEY



## INTRODUCTION

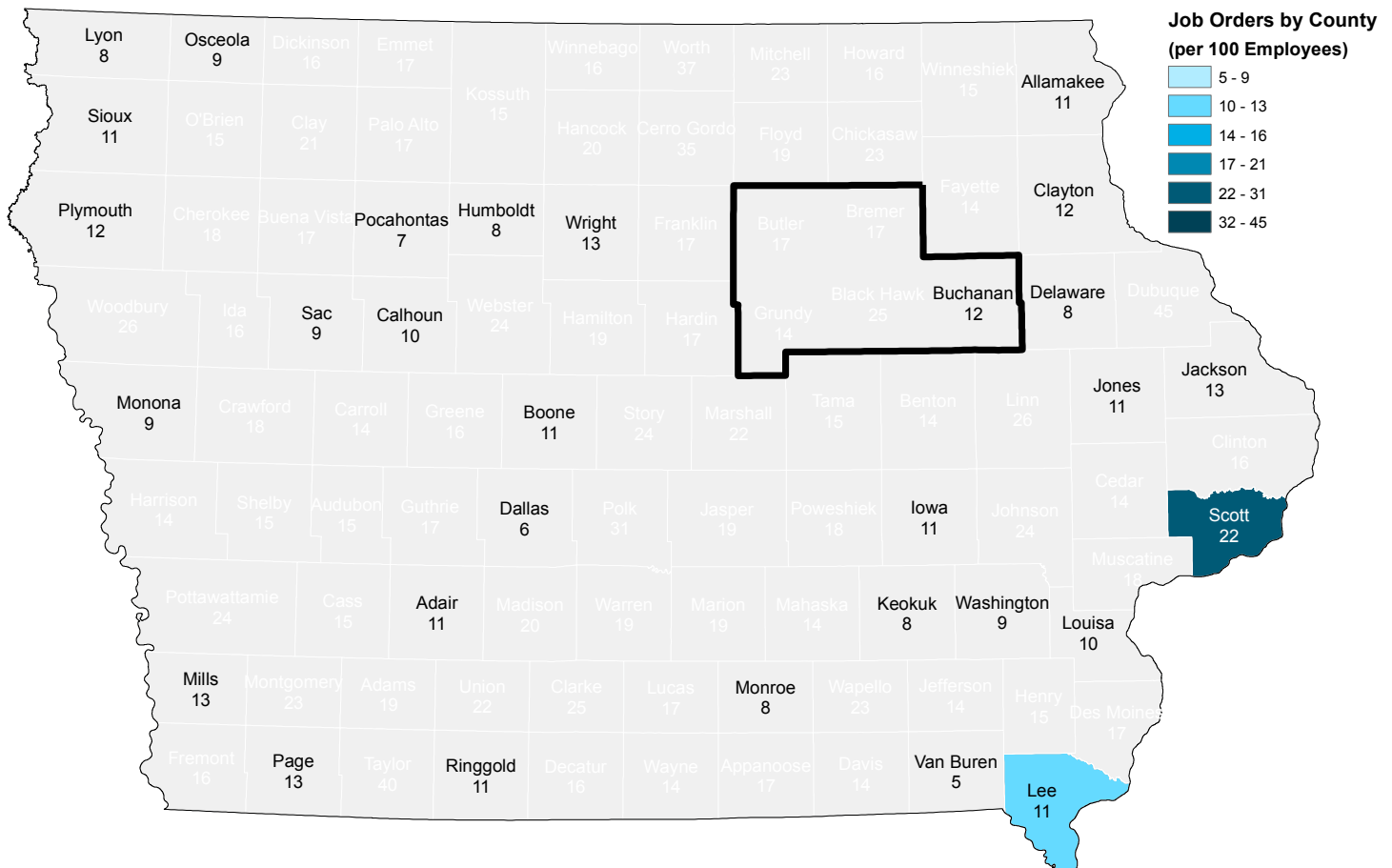
Iowa Workforce Development (IWD) conducted the sixth Workforce Needs Assessment. In addition to vacancy and retirement data, the survey also addressed the demand for workers and skills required in the workforce. Data regarding benefits offered by employers was also collected and is delineated in the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

Beginning in July 2018, 2,083 employers operating 2,616 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 834 responses, yielding a 40.0 percent response rate.



## VACANCY ESTIMATES

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



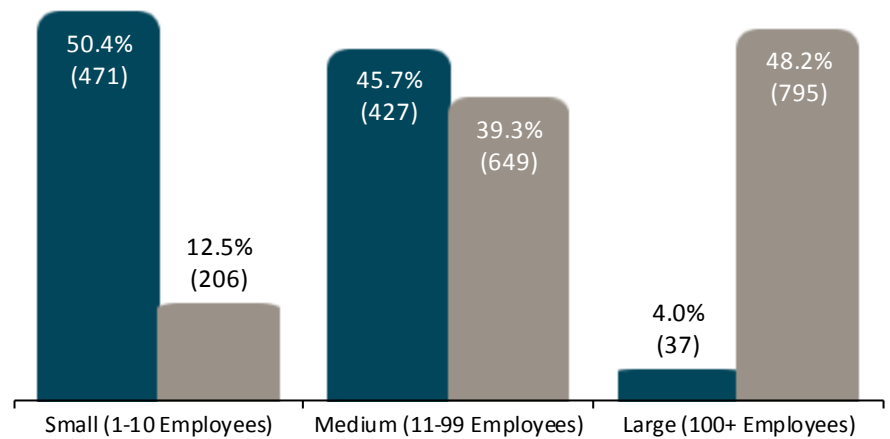
Iowa Workforce Development Job Bank  
 Quarterly Census of Employment & Wages - Iowa Workforce Development  
 \*(Total Reported Job Orders Per County / Average Employment Per County)\*100



## VACANCY ESTIMATES

### Reported Job Vacancies by Workplace Size

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



34.6%

Of Respondents  
Reported Current  
Job Vacancies

We're  
**HIRING**

### Total Number of Job Orders by Occupational Category

	Total Job Orders <sup>1</sup>	Percent of Total Job Orders <sup>1</sup>	Entry Wage <sup>2</sup>	Average Wage <sup>2</sup>	Projected Annual Openings <sup>3</sup>
Office & Administrative Support	2,557	12.7%	\$11.00	\$16.79	1,835
Sales & Related	2,275	11.3%	\$8.54	\$15.65	1,595
Transportation & Material Moving	2,177	10.8%	\$11.22	\$17.68	1,190
Healthcare Practitioner & Technical	1,901	9.4%	\$17.41	\$34.59	400
Business & Financial Operations	1,685	8.4%	\$17.40	\$28.38	425
Management	1,494	7.4%	\$22.05	\$42.94	875
Food Preparation & Serving Related	1,243	6.2%	\$8.40	\$10.31	1,650
Architecture & Engineering	1,112	5.5%	\$19.64	\$31.74	135
Production	979	4.9%	\$12.29	\$17.49	1,535
Computer & Mathematical Science	906	4.5%	\$19.80	\$31.76	130
Installation, Maintenance & Repair	624	3.1%	\$14.14	\$21.73	505
Healthcare Support	608	3.0%	\$11.47	\$14.79	435
Community & Social Services	557	2.8%	\$10.87	\$18.95	230
Education, Training & Library	395	2.0%	\$11.60	\$22.95	755
Building & Grounds Cleaning & Maintenance	378	1.9%	\$9.59	\$13.02	565
Construction & Extraction	313	1.6%	\$14.57	\$21.33	525
Arts, Design, Entertainment, Sports & Related	230	1.1%	\$8.76	\$17.38	155
Personal Care & Service	209	1.0%	\$8.44	\$11.52	700
Protective Service	196	1.0%	\$9.49	\$18.43	165
Farming, Fishing & Forestry	145	0.7%	\$14.67	\$18.84	175
Life, Physical & Social Science	101	0.5%	\$17.22	\$27.22	45
Legal	40	0.2%	\$13.37	\$32.62	50

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

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

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



# VACANCY ESTIMATES

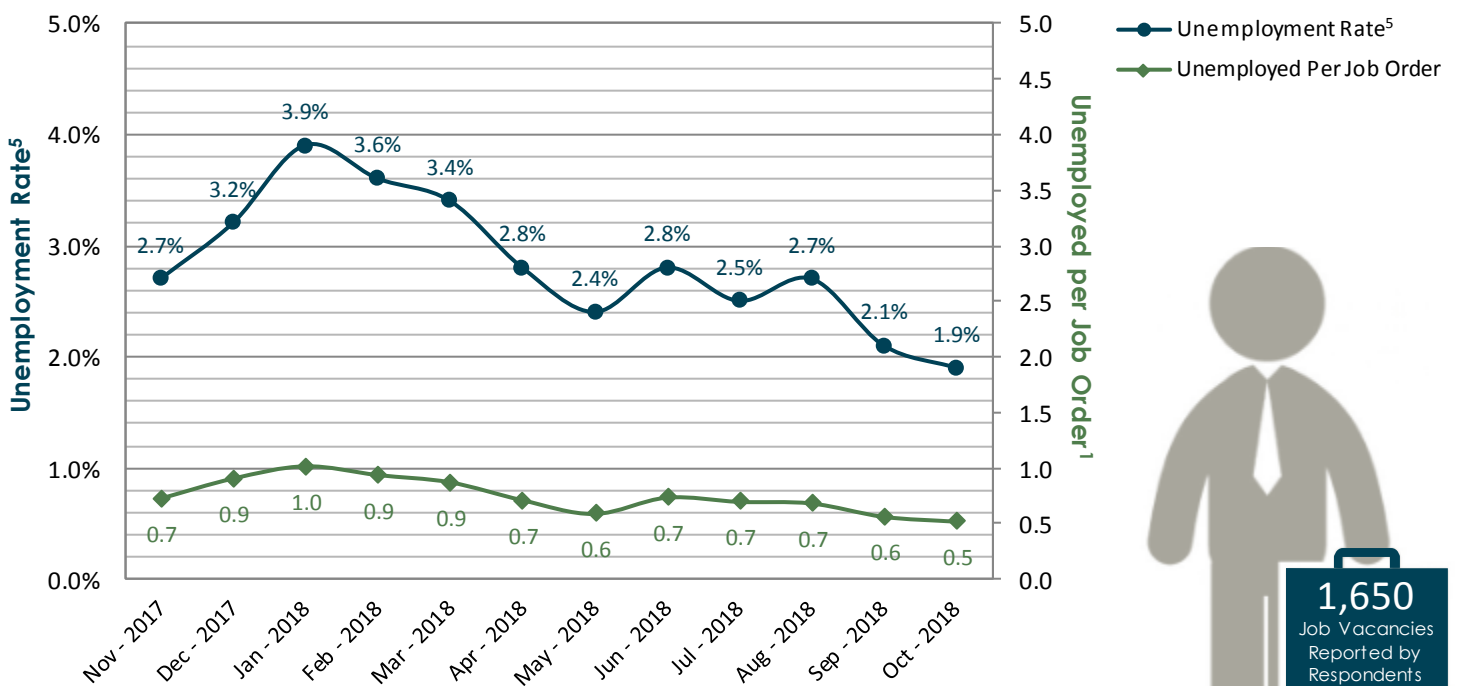
## Vacancy Rate by Industry

	Employment <sup>4</sup>	Estimated Vacancies	*Vacancy Rate	New Hire Wage <sup>4</sup>	Projected Annual Openings <sup>3</sup>
Arts, Entertainment & Recreation	1,040	72	6.9%	\$4.32	7
Personal Services	3,164	211	6.7%	\$9.48	29
Transportation & Warehousing	3,326	111	3.3%	\$14.33	44
Administrative & Waste Services	4,545	144	3.2%	\$8.98	69
Health Care & Social Assistance	14,116	457	3.2%	\$12.26	227
Construction	4,462	130	2.9%	\$19.02	48
Agriculture, Forestry, Fishing & Mining	590	16	2.7%	\$11.75	9
Accommodation & Food Services	7,438	170	2.3%	\$5.36	62
Manufacturing	18,980	396	2.1%	\$16.85	67
Professional & Technical Services	2,989	40	1.3%	\$17.10	55
Educational Services	8,728	95	1.1%	\$8.57	83
Information	906	10	1.1%	\$18.96	-7
Wholesale & Retail Trade	15,090	60	0.4%	\$9.65	74
Utilities	388	1	0.3%	\$15.50	-1
Finance, Insurance & Real Estate	4,621	8	0.2%	\$15.36	76
Public Administration	4,012	7	0.2%	\$9.12	8
Management	816	0	0.0%	\$13.97	21

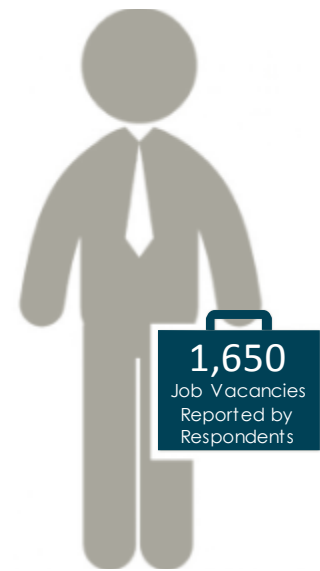
<sup>3</sup>Iowa's Long-Term Industry Projections - Iowa Workforce Development  
<sup>4</sup>Longitudinal Employer-Household Dynamics - United States Census Bureau  
<sup>5</sup>Insufficient data to report

\*Vacancy Rate calculations can be found in the Methodology

## Number of Unemployed Persons per Job Order



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





## VACANCY ESTIMATES

### Vacancy Rate by Occupational Category

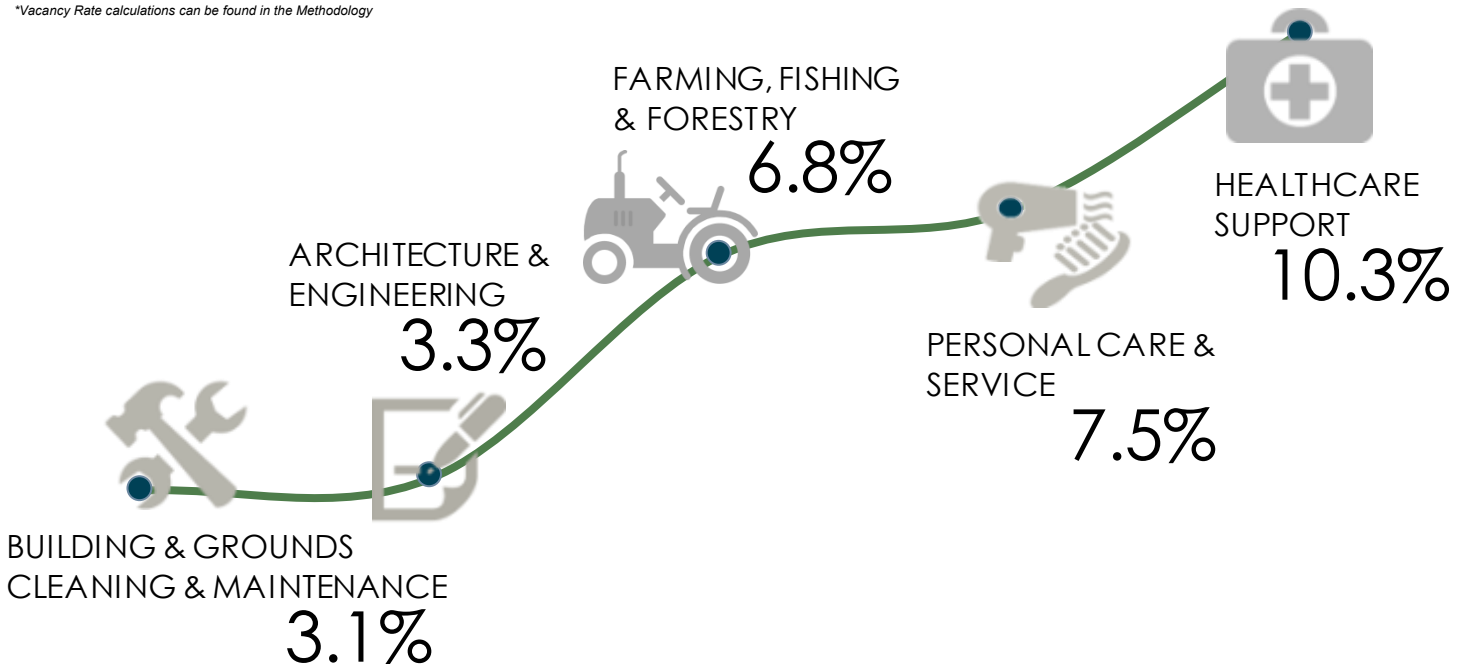
	Employment <sup>2</sup>	Estimated Vacancies	*Vacancy Rate	Entry Wage <sup>2</sup>	Projected Annual Openings <sup>3</sup>
Healthcare Support	2,340	241	10.3%	\$11.47	435
Personal Care & Service	3,180	238	7.5%	\$8.44	700
Farming, Fishing & Forestry	170	11	6.8%	\$14.67	175
Architecture & Engineering	940	31	3.3%	\$19.64	135
Building & Grounds Cleaning & Maintenance	3,010	93	3.1%	\$9.59	565
Community & Social Services	1,550	44	2.8%	\$10.87	230
Production	13,580	369	2.7%	\$12.29	1,535
Construction & Extraction	3,650	89	2.4%	\$14.57	525
Food Preparation & Serving Related	7,940	183	2.3%	\$8.40	1,650
Transportation & Material Moving	7,880	183	2.3%	\$11.22	1,190
Healthcare Practitioner & Technical	5,560	105	1.9%	\$17.41	400
Installation, Maintenance & Repair	4,500	65	1.4%	\$14.14	505
Arts, Design, Entertainment, Sports & Related	1,280	17	1.3%	\$8.76	155
Education, Training & Library	7,210	78	1.1%	\$11.60	755
Sales & Related	9,500	76	0.8%	\$8.54	1,595
Legal	520	2	0.4%	\$13.37	50
Office & Administrative Support	14,120	62	0.4%	\$11.00	1,835
Computer & Mathematical Science	1,360	3	0.3%	\$19.80	130
Protective Service	1,360	4	0.3%	\$9.49	165
Business & Financial Operations	3,120	7	0.2%	\$17.40	425
Management	4,780	11	0.2%	\$22.05	875
Life, Physical & Social Science	330	0	0.0%	\$17.22	45

<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





# HIGH DEMAND OCCUPATIONS



## Top Reported Total Job Orders

	Total Job Orders <sup>1</sup>	Entry Wage <sup>2</sup>	Average Wage <sup>2</sup>
Heavy and Tractor-Trailer Truck Drivers	1,221	\$15.03	\$20.59
First-Line Supervisors of Retail Sales Workers	791	\$11.54	\$16.58
Retail Salespersons	627	\$8.22	\$11.47
Registered Nurses	625	\$20.44	\$26.40
Customer Service Representatives	571	\$10.73	\$15.99
Financial Managers	515	\$25.92	\$48.22
Loan Officers	422	\$21.84	\$35.70
Combined Food Preparation and Serving Workers, Including Fast Food	374	\$8.42	\$9.41
Stock Clerks and Order Fillers	357	\$9.99	\$13.56
Social and Human Service Assistants	345	\$9.02	\$15.81
Accountants and Auditors	333	\$17.87	\$26.23
Industrial Engineers	325	\$28.77	\$40.52
First-Line Supervisors of Food Preparation and Serving Workers	282	\$10.90	\$15.56
Postsecondary Teachers, All Other	281	**	**
Laborers and Freight, Stock, and Material Movers, Hand	277	\$11.09	\$16.02
Mechanical Engineers	274	\$23.53	\$32.92
First-Line Supervisors of Office and Administrative Support Workers	273	\$17.34	\$25.35
Cashiers	272	\$8.24	\$10.02
Nursing Aides, Orderlies, and Attendants	255	**	**
Business Operations Specialists, All Other	230	\$16.14	\$28.56
Engineers, All Other	223	\$15.48	\$31.05
Computer and Information Research Scientists	222	**	**
Bookkeeping, Accounting, and Auditing Clerks	212	\$10.57	\$16.76
First-Line Supervisors of Production and Operating Workers	209	\$20.17	\$28.69
Food Service Managers	208	\$13.64	\$23.99
Licensed Practical and Licensed Vocational Nurses	203	\$16.89	\$19.54
General and Operations Managers	176	\$21.39	\$46.42
Healthcare Practitioners and Technical Workers, All Other	167	\$20.90	\$30.02
Driver/Sales Workers	158	\$8.24	\$10.41
Medical Assistants	150	\$11.75	\$15.09

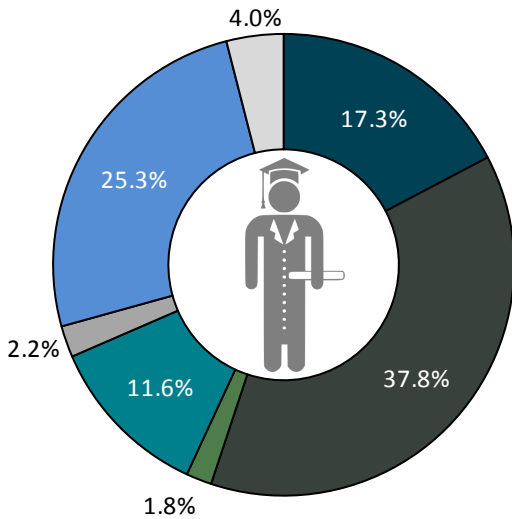
<sup>1</sup>Iowa Workforce Development Job Bank  
<sup>2</sup>Iowa Wage Report - Iowa Workforce Development  
 \*\*Insufficient data to report



## EDUCATION & EXPERIENCE REQUIREMENTS

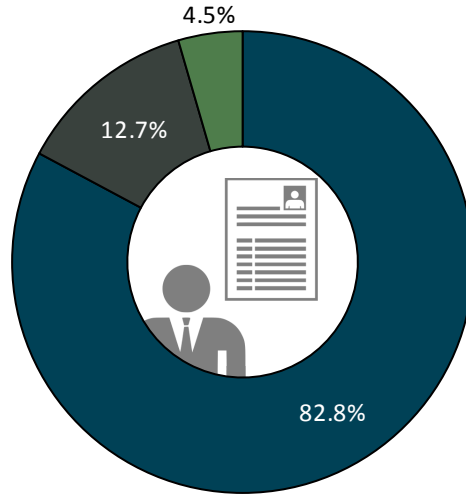
Education and experience levels required and on-the-job training for the job orders (21,597 total) within the Iowa Workforce Development job bank are shown below. These requirements are based on the typical levels needed to enter an occupation according to data reported by the Bureau of Labor Statistics and does not reflect expected levels indicated by survey respondents.

**Education Requirements - Total Job Orders**



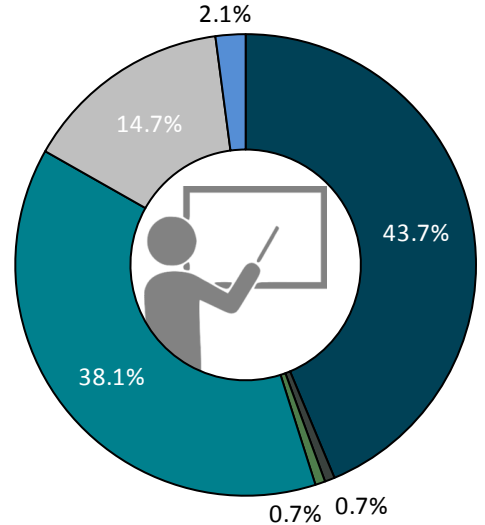
- No Formal Educational Credential - 17.3%
- High School Diploma or Equivalent - 37.8%
- Some College, No Degree - 1.8%
- Postsecondary Non-Degree Award - 11.6%
- Associate Degree - 2.2%
- Undergraduate Degree - 25.3%
- Postgraduate/Professional Degree - 4.0%

**Experience Requirements - Total Job Orders**



- No Experience Required - 82.8%
- Less than 5 Years - 12.7%
- 5 Years of More - 4.5%

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



- None - 43.7%
- Apprenticeship - 0.7%
- Internship/Residency - 0.7%
- Short-term on-the-job training - 38.1%
- Moderate-term on-the-job training - 14.7%
- Long-term on-the-job training - 2.1%



## 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.

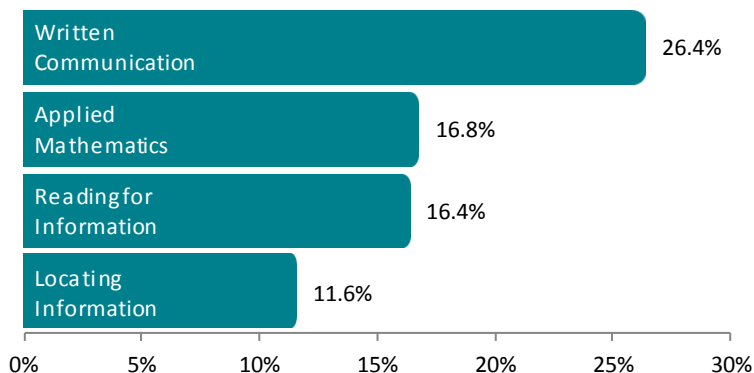
### Perception of Applicants

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Applicants fulfill all necessary requirements for the job.	8.1%	18.6%	34.7%	25.5%	13.1%
Applicants possess the basic skills required for the job.	2.9%	11.3%	32.3%	33.9%	19.6%
Applicants possess the hard, or occupational, skills for the job.	10.7%	23.6%	36.6%	18.4%	10.7%
Applicants possess the soft, or interpersonal, skills for the job.	6.1%	19.6%	40.5%	22.3%	11.5%



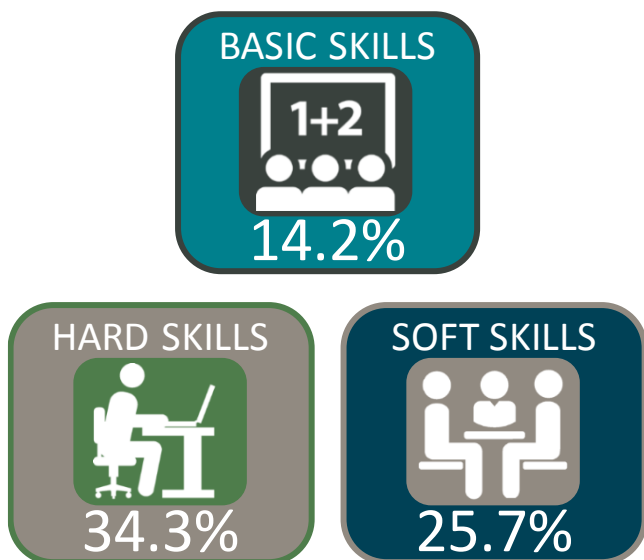
## PERCEPTION OF APPLICANTS

### Basic Skills Lacking in Applicants

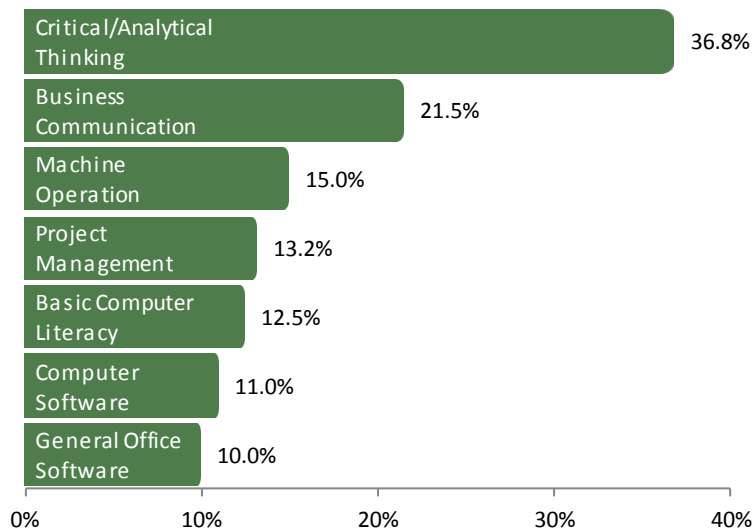


**Basic skills** are those skills developed during the elementary and middle part of an individual's education. These skills include literacy, numeracy (the ability to do arithmetic and reason with numbers), and the abilities to locate and read for information. The Skilled Iowa initiative, through the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

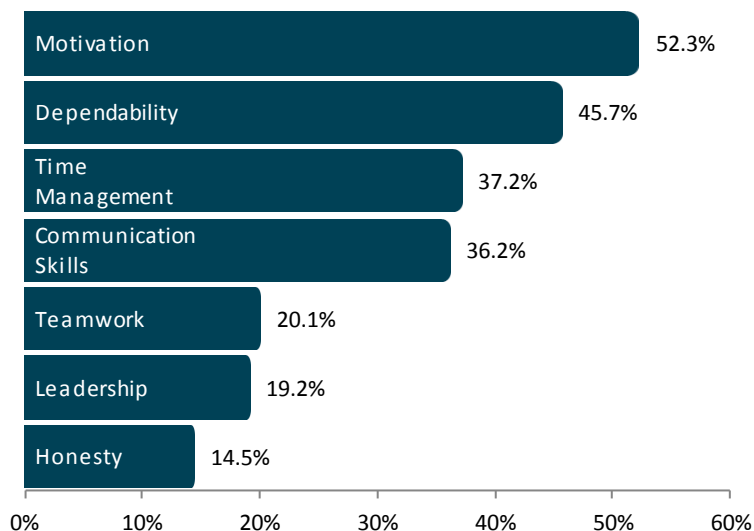


### Occupational "Hard" Skills Lacking in Applicants



**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. Nearly four-fifths (79.8%) of employers indicated that they offer employee training.

### Where Additional Training is Offered

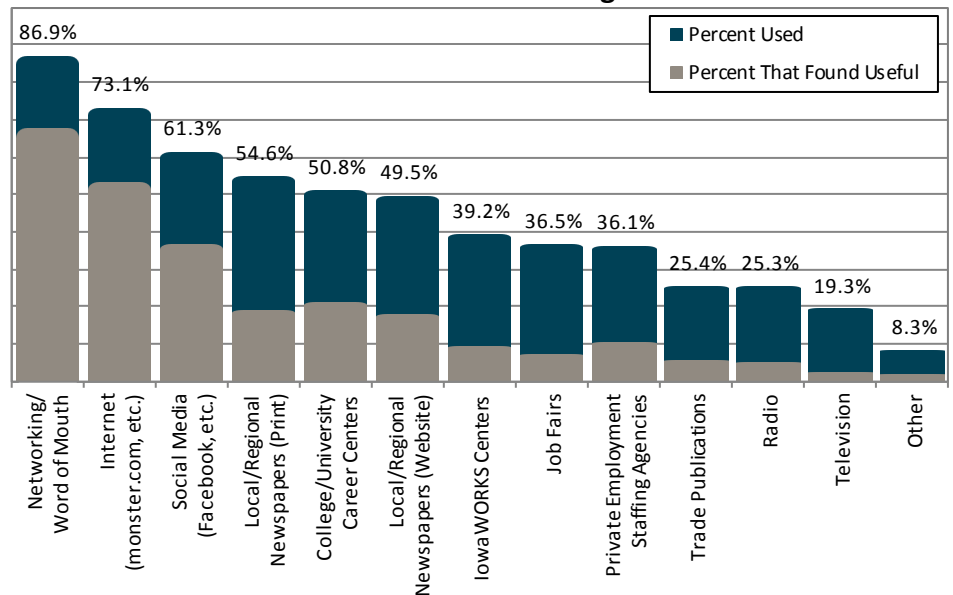
	Percent Offered
In-House Training	65.5%
Online Training	31.2%
Employee Self-Directed Training	20.7%
Commercial Training Provider	13.8%
College/University	8.0%
Trade School	7.8%
Other	6.4%



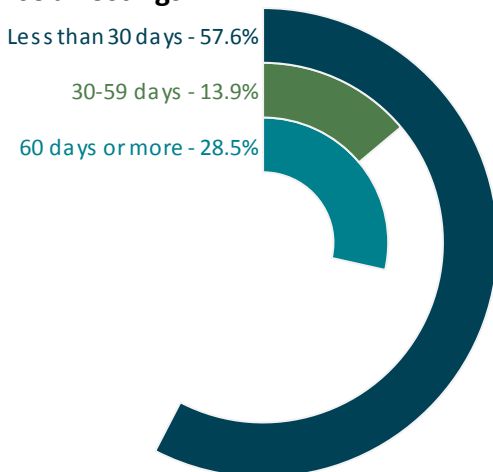
## RECRUITMENT & ADVERTISING

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

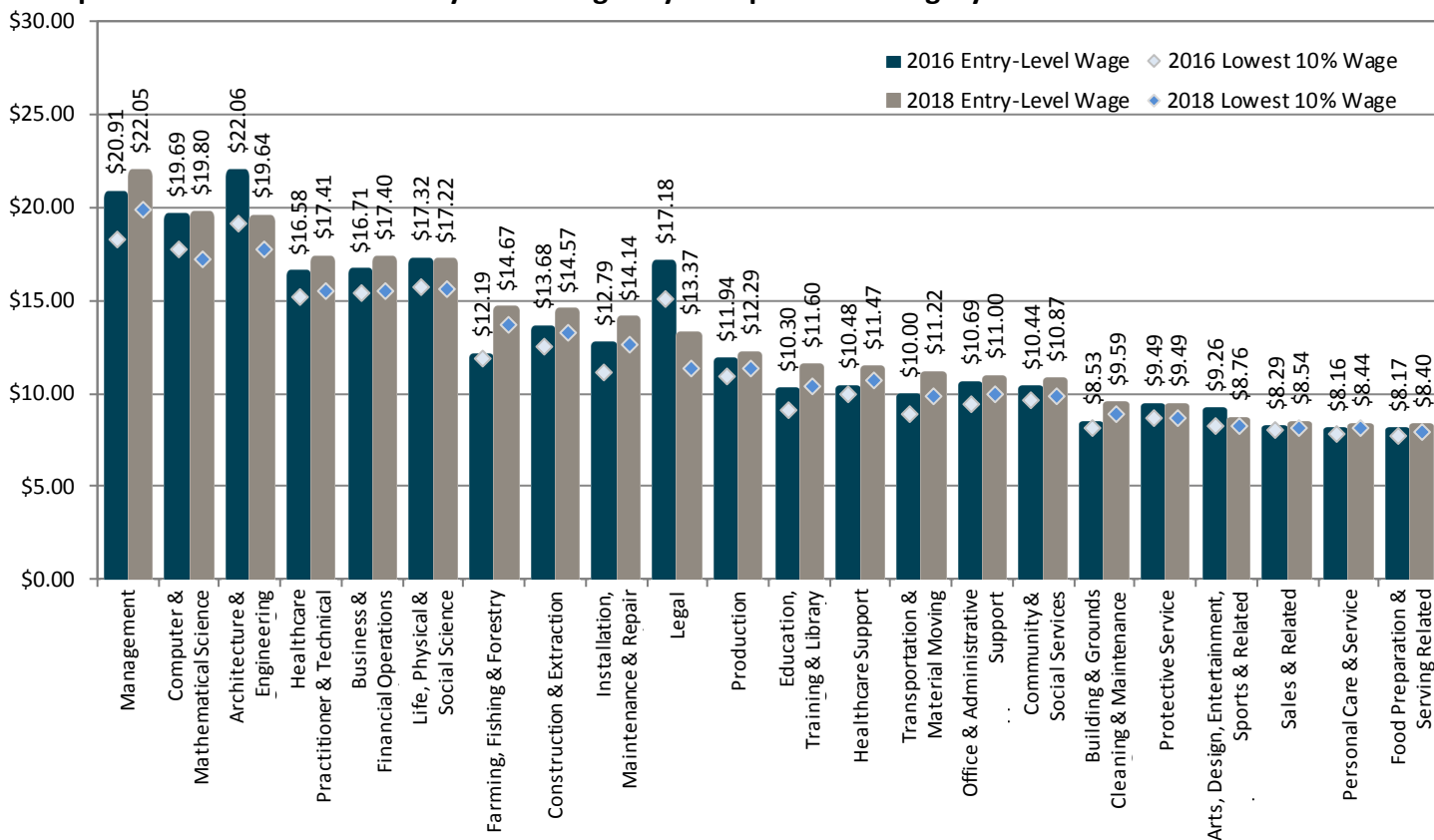
### Difficulties Filling Vacant Positions

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Businesses have difficulty filling a position due to applicant failure to pass a background check.	38.1%	17.9%	28.8%	10.9%	4.3%
Businesses have difficulty filling a position due to applicant failure of controlled substance testing.	47.4%	15.4%	28.6%	5.9%	2.7%
Businesses have difficulty filling a position due to a general lack of applicants.	15.7%	12.8%	25.7%	25.4%	20.4%
Businesses have difficulty filling a position due to a lack of qualified applicants.	13.2%	8.0%	23.1%	30.5%	25.2%
Businesses have difficulty filling a position due to local competition.	22.9%	17.0%	34.5%	18.7%	6.9%
Businesses have difficulty filling a position due to applicant expectations of benefits package offered.	28.4%	21.3%	31.7%	11.7%	6.9%
Businesses have difficulty filling a position due to applicants willingness to accept wages offered.	19.8%	19.0%	33.1%	19.0%	9.1%
Businesses have difficulty filling a position due to the type of work involved.	23.7%	15.0%	32.7%	19.0%	9.6%
Businesses have difficulty filling a position due to the hours or shifts offered.	36.6%	13.7%	30.2%	13.7%	5.8%



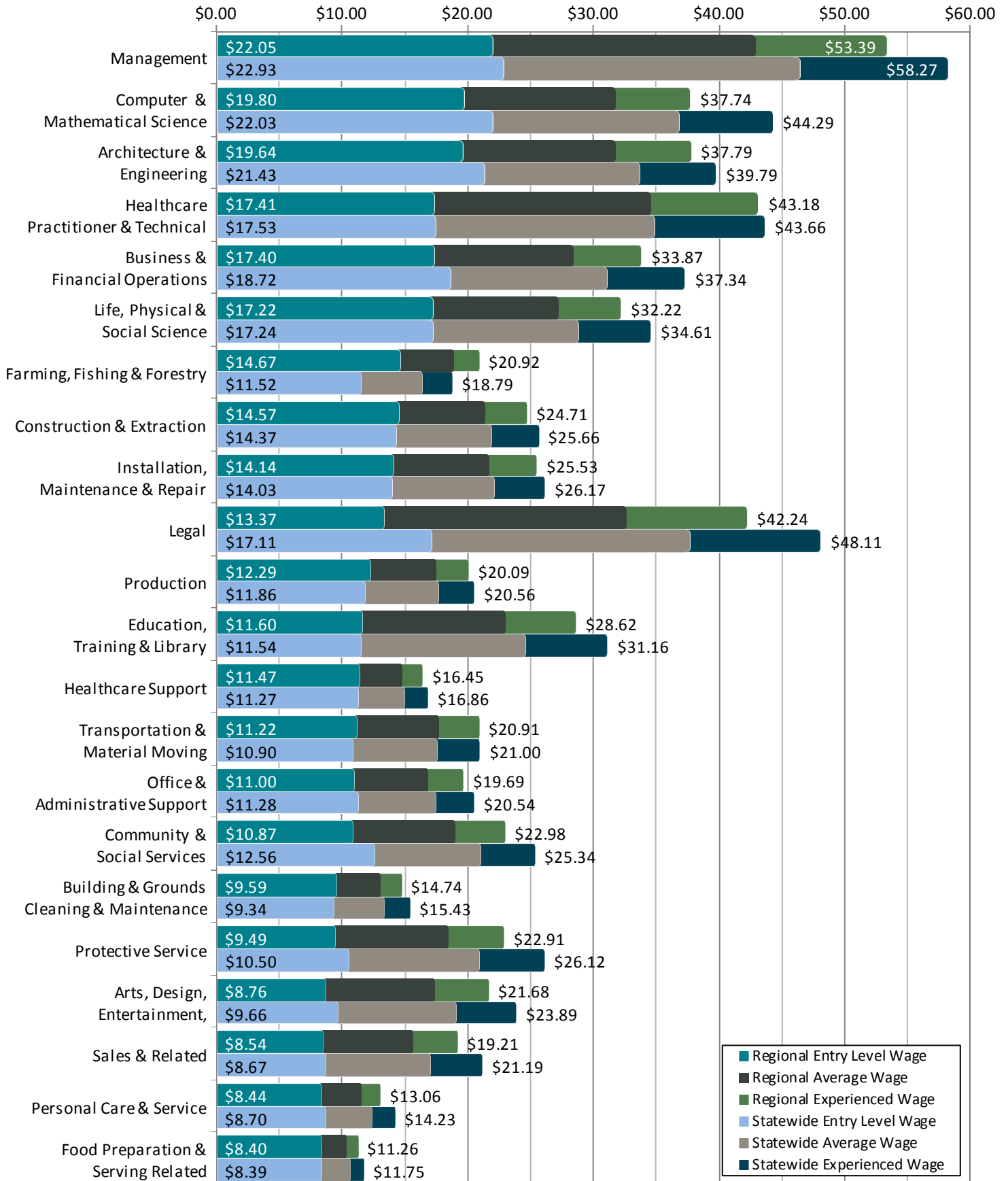
## WAGES

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



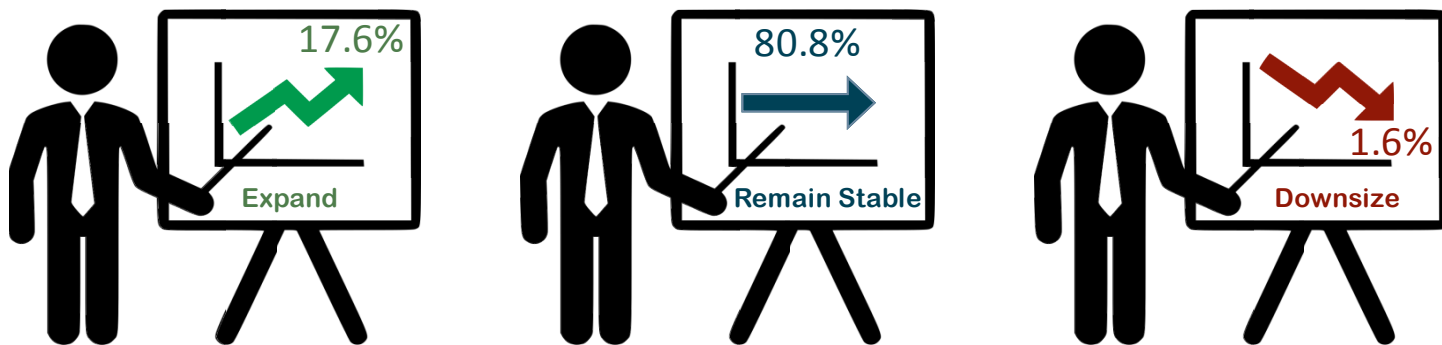


Comparison of 2018 Wage Levels by Occupational Category





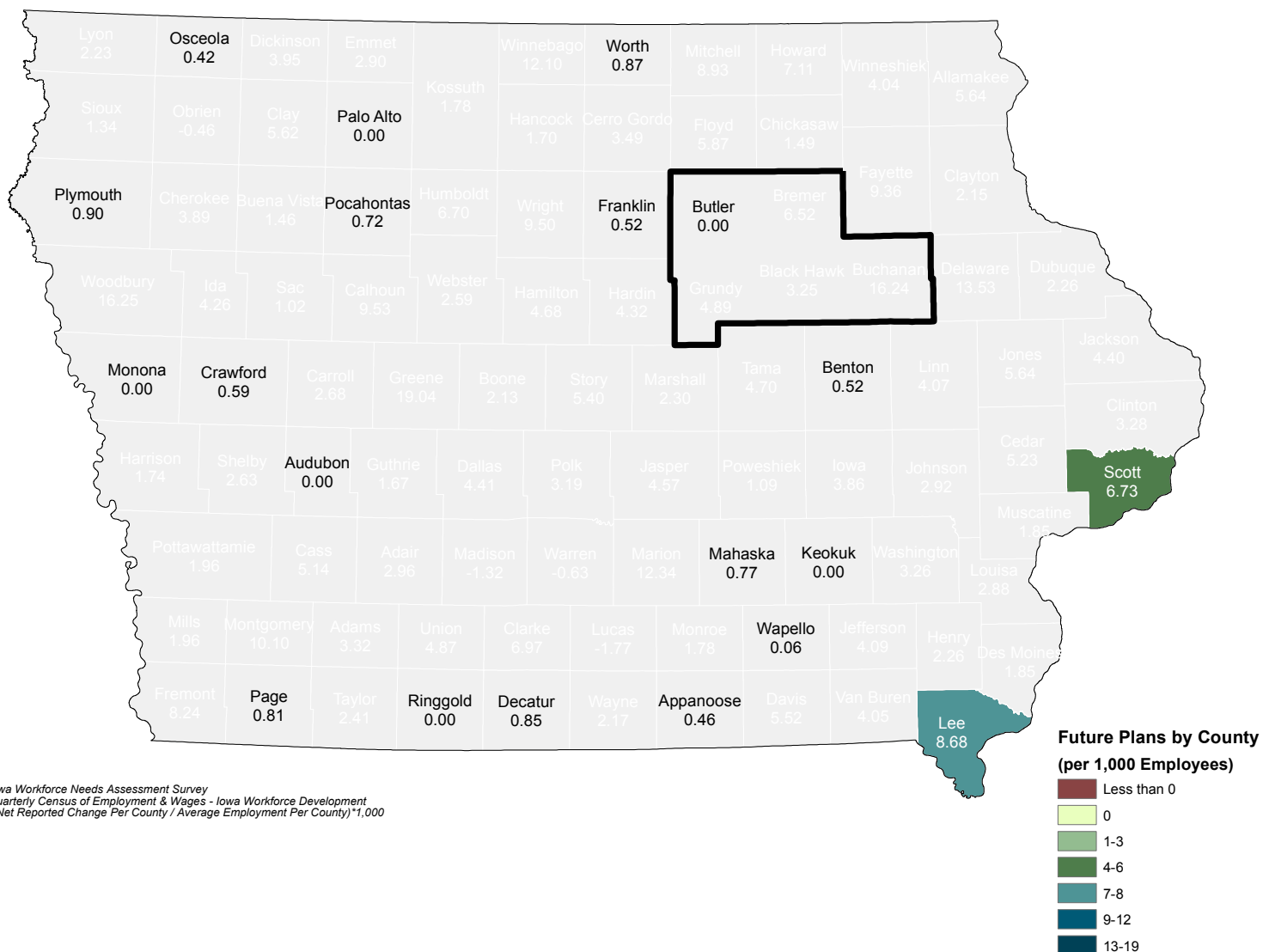
## FUTURE PLANS



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)\*

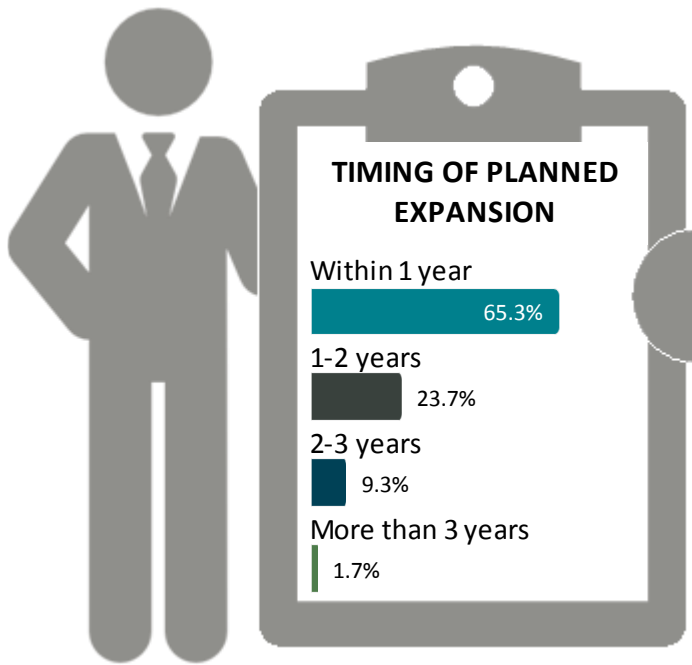
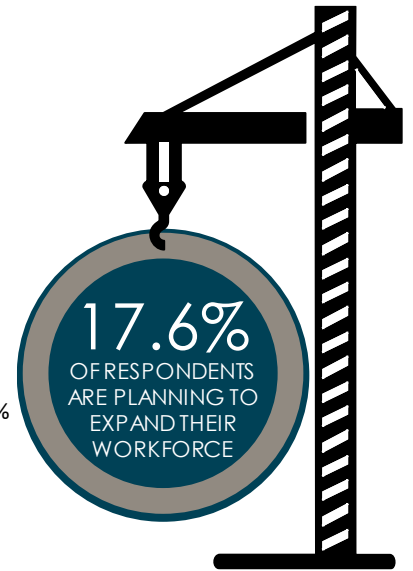
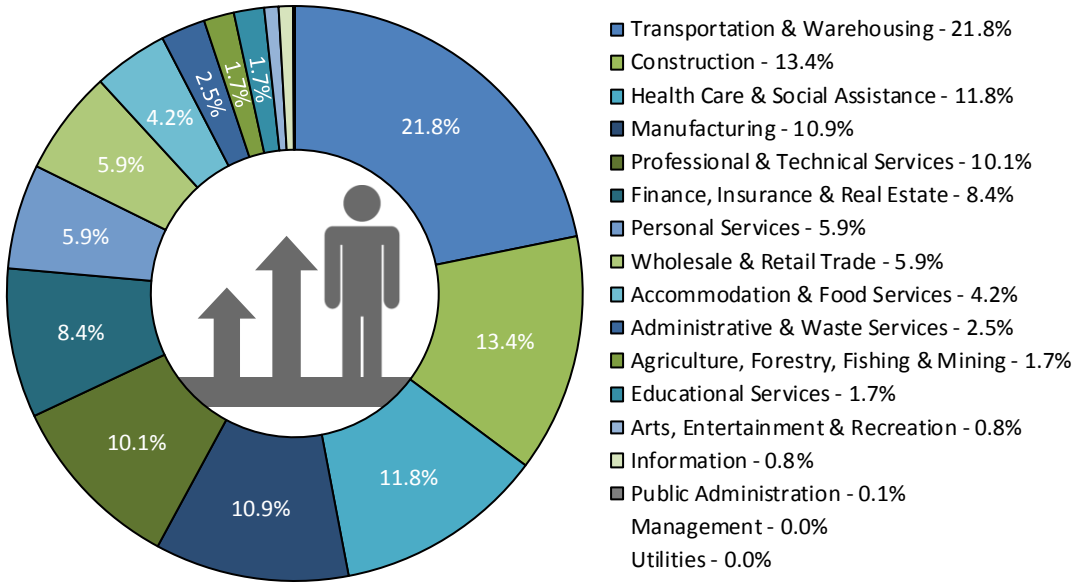


Iowa Workforce Needs Assessment Survey  
 Quarterly Census of Employment & Wages - Iowa Workforce Development  
 \*(Net Reported Change Per County / Average Employment Per County)\*1,000



## FUTURE PLANS - EXPANSION

### Percent of Total Planned Expansion by Industry



### Percent within Each Industry with Planned Payroll Expansion

Industry	Percent of Each Industry
Transportation & Warehousing	59.1%
Professional & Technical Services	23.5%
Educational Services	22.2%
Finance, Insurance & Real Estate	21.3%
Construction	20.5%
Manufacturing	19.1%
Health Care & Social Assistance	17.5%
Personal Services	15.6%
Arts, Entertainment & Recreation	14.3%
Agriculture, Forestry, Fishing & Mining	11.1%
Administrative & Waste Services	10.7%
Information	9.1%
Wholesale & Retail Trade	6.9%
Accommodation & Food Services	6.6%
Management	0.0%
Public Administration	0.0%
Utilities	0.0%

## TOP INDUSTRIAL EXPANSION







## FUTURE PLANS - EXPANSION

### Percent of Planned Expansion by Occupational Category

Occupational Category	Percent of Planned Expansion
Transportation & Material Moving	23.4%
Production	19.1%
Personal Care & Service	10.6%
Installation, Maintenance & Repair	6.1%
Healthcare Support	5.9%
Food Preparation & Serving Related	5.6%
Architecture & Engineering	5.3%
Construction & Extraction	5.3%
Office & Administrative Support	5.3%
Sales & Related	5.1%
Business & Financial Operations	3.2%
Management	1.6%
Arts, Design, Entertainment, Sports & Media	1.3%
Community & Social Service	0.5%
Computer & Mathematical	0.5%
Healthcare Practitioners & Technical	0.5%
Legal	0.5%
Building & Grounds Cleaning & Maintenance	0.0%
Education, Training & Library	0.0%
Farming, Fishing & Forestry	0.0%
Life, Physical & Social Science	0.0%
Protective Service	0.0%
Unknown	0.2%

TOP OCCUPATIONAL EXPANSION

#### TRANSPORTATION & MATERIAL



23.4%

#### PRODUCTION



19.1%

#### PERSONAL CARE & SERVICE



10.6%

### Constraints Preventing Payroll Expansion Ranked by Relative Importance

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

### Reasons for Payroll Expansion Ranked by Relative Importance

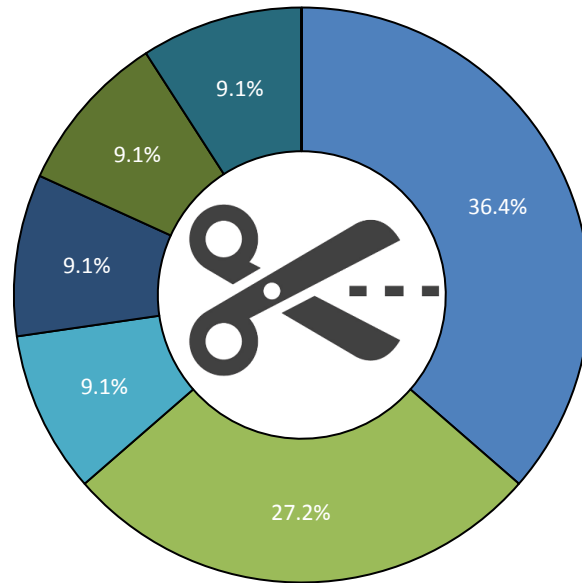
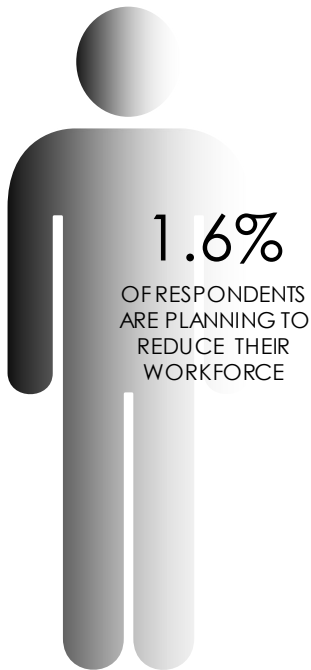
Reasons for Expansion
Meet current market demands
Increase share of existing market
Entry into new markets
Opening a new location
Reduction of overtime
Changes in tax or regulatory incentives
Merger/acquisition
Moving specific business operations in-house
Relocation of assets to an existing location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





## FUTURE PLANS - REDUCTION

### Percent of Total Planned Reduction by Industry



- Health Care & Social Assistance - 36.4%
- Information - 27.2%
- Accommodation & Food Services - 9.1%
- Administrative & Waste Services - 9.1%
- Professional & Technical Services - 9.1%
- Transportation & Warehousing - 9.1%
- Agriculture, Forestry, Fishing & Mining - 0.0%
- Arts, Entertainment & Recreation - 0.0%
- Construction - 0.0%
- Educational Services - 0.0%
- Finance, Insurance & Real Estate - 0.0%
- Management - 0.0%
- Manufacturing - 0.0%
- Personal Services - 0.0%
- Public Administration - 0.0%
- Utilities - 0.0%
- Wholesale & Retail Trade - 0.0%

### Percent within Each Industry with Planned Payroll Reduction

Industry	Percent of Each Industry
Information	27.3%
Health Care & Social Assistance	5.0%
Administrative & Waste Services	3.6%
Transportation & Warehousing	2.3%
Professional & Technical Services	2.0%
Accommodation & Food Services	1.3%
Agriculture, Forestry, Fishing & Mining	0.0%
Arts, Entertainment & Recreation	0.0%
Construction	0.0%
Educational Services	0.0%
Finance, Insurance & Real Estate	0.0%
Management	0.0%
Manufacturing	0.0%
Personal Services	0.0%
Public Administration	0.0%
Utilities	0.0%
Wholesale & Retail Trade	0.0%

### Planned Payroll Reduction by Occupational Category

Occupational Category	Percent of Planned Reduction
Healthcare Practitioners & Technical	27.3%
Healthcare Support	27.3%
Arts, Design, Entertainment, Sports & Media	18.2%
Sales & Related	18.2%
Computer & Mathematical	9.0%
Architecture & Engineering	0.0%
Building & Grounds Cleaning & Maintenance	0.0%
Business & Financial Operations	0.0%
Community & Social Service	0.0%
Construction & Extraction	0.0%
Education, Training & Library	0.0%
Farming, Fishing & Forestry	0.0%
Food Preparation & Serving Related	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%
Transportation & Material Moving	0.0%
Unknown	0.0%



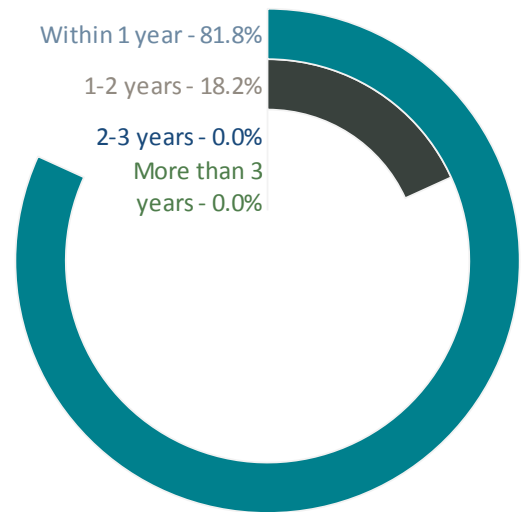


## FUTURE PLANS - REDUCTION

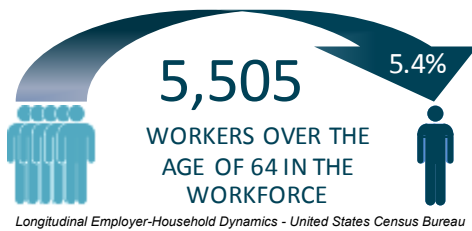
### Reasons for Workforce Reduction Ranked by Relative Importance

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

### Timing of Planned Reduction



## RETIREMENTS

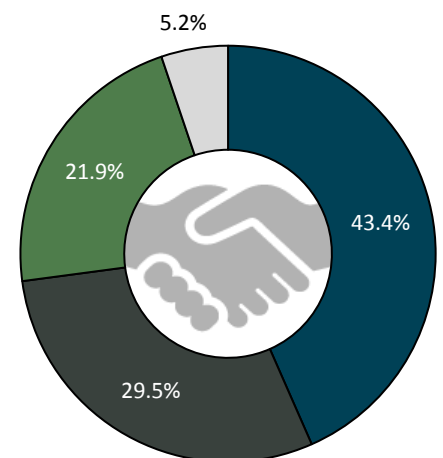


### Workers Over the Age of 64 in the Workplace by Industry

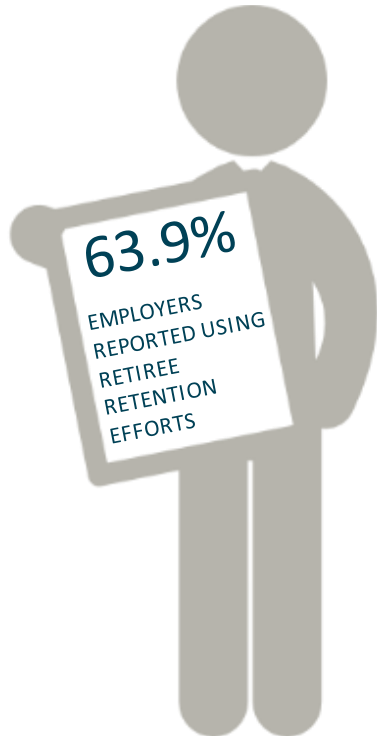
Industry	Percent of Total <sup>4</sup>	Percent of Each Industry <sup>4</sup>
Wholesale & Retail Trade	21.2%	7.2%
Educational Services	14.9%	8.6%
Health Care & Social Assistance	14.5%	5.4%
Manufacturing	10.4%	2.9%
Finance, Insurance & Real Estate	4.9%	5.5%
Administrative & Waste Services	4.7%	5.4%
Public Administration	4.6%	5.9%
Personal Services	4.2%	6.9%
Transportation & Warehousing	4.1%	6.4%
Construction	3.7%	4.4%
Accommodation & Food Services	3.4%	2.5%
Professional & Technical Services	3.4%	5.9%
Agriculture, Forestry, Fishing & Mining	1.6%	13.1%
Arts, Entertainment & Recreation	1.4%	7.0%
Management	0.9%	6.0%
Information	0.7%	4.1%
Utilities	0.4%	5.4%

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

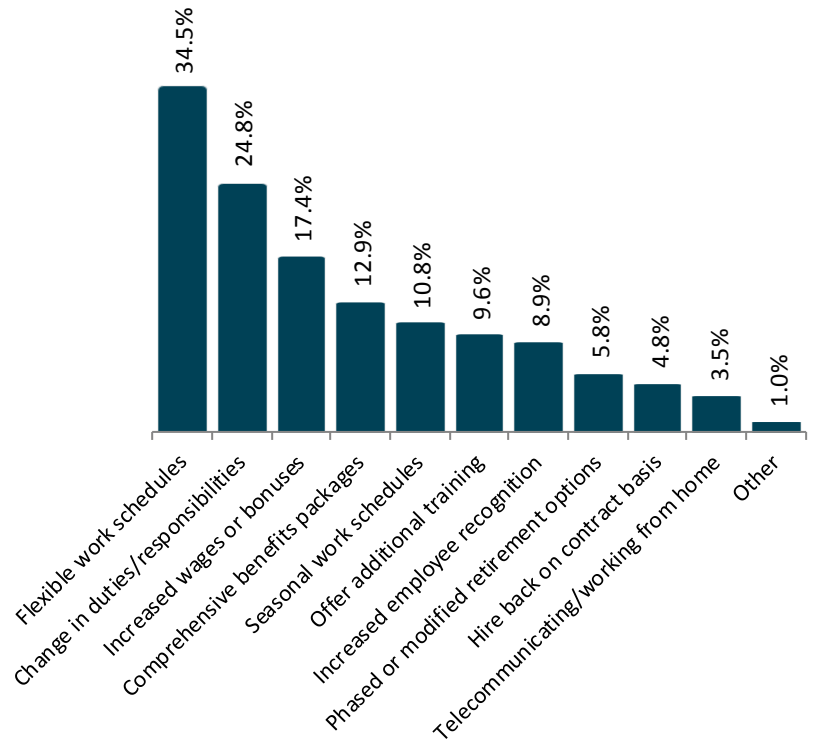
### How Companies Plan to Replace Those Who Retire



- Both hire new workers and promote from within - 43.4%
- Hire new workers - 29.5%
- Not currently planning to fill these positions - 21.9%
- Promote from within the company - 5.2%



Retiree Retention Efforts by Employers





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

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

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

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

Definitions of terms used throughout the report:

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

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

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

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

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

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

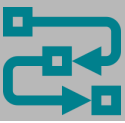
While there are many postings for jobs outside of Iowa within the IowaJobs bank, those are removed from the data for the purposes of this report. This is accomplished by filtering out all postings with a non-Iowa ZIP code. For those postings that did not have a valid ZIP code, the city and state fields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

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

Definitions of terms used throughout the report:

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

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



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

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

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

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

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

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

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

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

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

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

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

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

Definitions of terms used throughout the report:

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

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

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

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

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

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

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

# APPENDIX



## LIST OF ALL JOB VACANCIES

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

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

Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Heavy and Tractor-Trailer Truck Drivers	53-3032	1,221	2,090	250	\$15.03
First-Line Supervisors of Retail Sales Workers	41-1011	791	740	120	\$11.54
Retail Salespersons	41-2031	627	2,660	450	\$8.22
Registered Nurses	29-1141	625	2,100	160	\$20.44
Customer Service Representatives	43-4051	571	2,170	230	\$10.73
Financial Managers	11-3031	515	430	40	\$25.92
Loan Officers	13-2072	422	230	25	\$21.84
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	374	2,570	545	\$8.42
Stock Clerks and Order Fillers	43-5081	357	1,250	165	\$9.99
Social and Human Service Assistants	21-1093	345	370	60	\$9.02
Accountants and Auditors	13-2011	333	440	70	\$17.87
Industrial Engineers	17-2112	325	100	35	\$28.77
First-Line Supervisors of Food Preparation and Serving Workers	35-1012	282	470	80	\$10.90
Postsecondary Teachers, All Other	25-1199	281	**	**	**
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	277	2,830	360	\$11.09
Mechanical Engineers	17-2141	274	**	40	\$23.53
First-Line Supervisors of Office and Administrative Support Workers	43-1011	273	700	80	\$17.34
Cashiers	41-2011	272	2,950	580	\$8.24
Nursing Aides, Orderlies, and Attendants	31-1012	255	**	**	**
Business Operations Specialists, All Other	13-1199	230	410	65	\$16.14
Engineers, All Other	17-2199	223	60	**	\$15.48
Computer and Information Research Scientists	15-1111	222	**	**	**
Bookkeeping, Accounting, and Auditing Clerks	43-3031	212	1,100	180	\$10.57
First-Line Supervisors of Production and Operating Workers	51-1011	209	690	85	\$20.17
Food Service Managers	11-9051	208	160	25	\$13.64
Licensed Practical and Licensed Vocational Nurses	29-2061	203	430	40	\$16.89
General and Operations Managers	11-1021	176	1,350	85	\$21.39
Healthcare Practitioners and Technical Workers, All Other	29-9099	167	10	**	\$20.90
Driver/Sales Workers	53-3031	158	200	30	\$8.24
Medical Assistants	31-9092	150	230	40	\$11.75
Light Truck or Delivery Services Drivers	53-3033	149	520	75	\$10.13
Helpers—Production Workers	51-9198	146	1,110	165	\$10.64
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	43-6014	141	1,300	155	\$11.14
Production Workers, All Other	51-9199	140	440	115	\$11.20
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	35-3022	129	440	80	\$8.62
Maintenance and Repair Workers, General	49-9071	129	980	125	\$12.59
Security Guards	33-9032	124	380	45	\$9.90
Tellers	43-3071	124	570	70	\$10.83
Managers, All Other	11-9199	122	200	55	\$25.95
Computer Specialists, All Other	15-1099	120	**	**	**
Maids and Housekeeping Cleaners	37-2012	117	550	125	\$8.58
Computer Support Specialists	15-1041	116	**	**	**
Parts Salespersons	41-2022	116	200	30	\$11.94
Compliance Officers	13-1041	102	130	10	\$21.16

<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>
Computer Systems Analysts	15-1121	102	260	15	\$25.87
Loan Interviewers and Clerks	43-4131	102	220	25	\$13.30
Sales Representatives, Services, All Other	41-3099	102	230	35	\$12.13
Tax Preparers	13-2082	102	40	**	\$12.73
Production, Planning, and Expediting Clerks	43-5061	100	200	25	\$16.01
Sales Managers	11-2022	98	150	20	\$26.71
Pharmacy Technicians	29-2052	95	310	25	\$11.62
Personal Financial Advisors	13-2052	93	100	10	\$18.67
Receptionists and Information Clerks	43-4171	92	470	85	\$9.28
Medical Secretaries	43-6013	90	340	50	\$11.57
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	53-1031	89	**	20	**
Bus and Truck Mechanics and Diesel Engine Specialists	49-3031	88	370	35	\$15.11
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	84	1,020	110	\$15.34
Food Preparation Workers	35-2021	83	460	80	\$8.45
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37-2011	83	1,630	285	\$9.60
Computer Software Engineers, Systems Software	15-1032	82	**	**	**
Chief Executives	11-1011	81	100	15	\$14.31
Logisticians	13-1081	81	50	15	\$22.48
Agricultural Inspectors	45-2011	78	**	**	**
First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011	78	330	30	\$19.45
Bill and Account Collectors	43-3011	76	**	60	**
Healthcare Support Workers, All Other	31-9099	76	60	25	\$13.32
Building Cleaning Workers, All Other	37-2019	75	**	**	**
Sales and Related Workers, All Other	41-9099	74	70	30	\$10.31
Machinists	51-4041	72	450	50	\$15.78
Therapists, All Other	29-1129	72	**	**	**
Radiologic Technologists	29-2034	71	110	**	\$20.27
Chefs and Head Cooks	35-1011	70	50	10	\$12.59
Automotive Service Technicians and Mechanics	49-3023	68	620	70	\$12.87
Transportation Attendants, Except Flight Attendants	53-6061	68	**	**	**
Management Analysts	13-1111	67	140	25	\$19.92
Merchandise Displayers and Window Trimmers	27-1026	67	50	**	\$9.86
Waiters and Waitresses	35-3031	66	1,350	310	\$8.34
Computer Software Engineers, Applications	15-1031	65	**	**	**
Recreation Workers	39-9032	65	120	45	\$9.57
Cooks, Institution and Cafeteria	35-2012	64	420	75	\$9.60
Personal Care Aides	39-9021	62	1,100	125	\$9.99
Welders, Cutters, Solderers, and Brazers	51-4121	62	960	105	\$14.92
Office and Administrative Support Workers, All Other	43-9199	61	**	50	\$15.94
Office Clerks, General	43-9061	60	1,840	245	\$11.36
Industrial Engineering Technicians	17-3026	59	**	**	\$20.82
Demonstrators and Product Promoters	41-9011	56	**	15	**
Credit Analysts	13-2041	54	30	**	**
Electrical Engineers	17-2071	52	40	**	\$38.46
Construction Laborers	47-2061	50	720	80	\$12.81
Cooks, Restaurant	35-2014	50	720	110	\$8.39
First-Line Supervisors of Housekeeping and Janitorial Workers	37-1011	50	80	15	\$13.51
Carpenters	47-2031	48	370	60	\$14.76
Interviewers, Except Eligibility and Loan	43-4111	47	160	20	\$12.25
Home Health Aides	31-1011	46	300	85	\$10.86
Public Relations Specialists	27-3031	46	80	10	\$13.71
Shipping, Receiving, and Traffic Clerks	43-5071	46	430	50	\$12.02

<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>
Computer Programmers	15-1131	45	80	**	\$20.37
Market Research Analysts and Marketing Specialists	13-1161	45	210	35	\$15.46
Police and Sheriff's Patrol Officers	33-3051	45	380	20	\$16.49
Medical and Health Services Managers	11-9111	43	510	35	\$24.40
Securities, Commodities, and Financial Services Sales Agents	41-3031	42	160	25	\$14.58
Administrative Services Managers	11-3011	41	70	15	\$22.78
Emergency Medical Technicians and Paramedics	29-2041	41	70	10	\$9.85
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	41	**	15	**
Electricians	47-2111	40	370	50	\$16.16
Packers and Packers, Hand	53-7064	39	230	70	\$12.21
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35-9031	38	230	65	\$8.38
Child, Family, and School Social Workers	21-1021	37	230	40	\$12.11
Pharmacists	29-1051	37	220	10	\$40.87
Maintenance Workers, Machinery	49-9043	36	20	**	\$12.93
Medical Records and Health Information Technicians	29-2071	35	170	10	\$14.01
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011	34	420	50	\$14.62
Education Administrators, Elementary and Secondary School	11-9032	33	190	15	\$46,739
Executive Secretaries and Executive Administrative Assistants	43-6011	33	340	50	\$17.51
Installation, Maintenance, and Repair Workers, All Other	49-9099	33	100	15	\$14.18
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	45-2092	32	10	25	\$9.10
Respiratory Therapists	29-1126	31	70	**	\$21.22
First-Line Supervisors of Non-Retail Sales Workers	41-1012	30	100	30	\$19.87
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	49-9021	30	240	25	\$16.64
Medical and Clinical Laboratory Technicians	29-2012	30	**	10	**
Occupational Health and Safety Technicians	29-9012	30	**	**	\$10.62
Plumbers, Pipefitters, and Steamfitters	47-2152	30	320	50	\$14.71
Agricultural and Food Science Technicians	19-4011	29	20	**	\$13.66
Meat, Poultry, and Fish Cutters and Trimmers	51-3022	29	**	55	**
Mental Health Counselors	21-1014	29	**	15	**
Billing and Posting Clerks	43-3021	28	280	40	\$13.62
Healthcare Social Workers	21-1022	28	100	15	\$15.31
Human Resources Specialists	13-1071	28	290	25	\$16.69
Social Workers, All Other	21-1029	28	**	**	**
Computer Occupations, All Other	15-1199	27	90	**	\$15.80
Electrical and Electronic Engineering Technicians	17-3023	26	50	**	\$20.65
Hotel, Motel, and Resort Desk Clerks	43-4081	26	220	35	\$8.32
Landscaping and Groundskeeping Workers	37-3011	26	530	95	\$10.07
Material Moving Workers, All Other	53-7199	26	**	25	**
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	25	50	20	\$15.68
Industrial Truck and Tractor Operators	53-7051	25	500	100	\$13.78
Marketing Managers	11-2021	25	120	10	\$31.77
Network and Computer Systems Administrators	15-1142	25	160	10	\$23.74
Residential Advisors	39-9041	25	150	15	\$8.86
First-Line Supervisors of Farming, Fishing, and Forestry Workers	45-1011	24	**	10	**
Industrial Machinery Mechanics	49-9041	24	440	50	\$18.41
Operations Research Analysts	15-2031	24	**	**	**
Physician Assistants	29-1071	24	60	**	\$43.05
Telecommunications Equipment Installers and Repairers, Except Line Installers	49-2022	24	110	10	\$17.51
Highway Maintenance Workers	47-4051	23	230	25	\$17.52
Nursing Assistants	31-1014	23	1,060	190	\$11.54
Human Resources Assistants, Except Payroll and Timekeeping	43-4161	22	80	10	\$11.61
Social and Community Service Managers	11-9151	22	140	25	\$19.26

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

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## APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Transportation Workers, All Other	53-6099	22	**	30	\$8.66
Data Entry Keyers	43-9021	21	40	10	\$12.63
Educational, Guidance, School, and Vocational Counselors	21-1012	21	150	25	\$16.41
Electronics Engineers, Except Computer	17-2072	21	**	**	**
Physical Therapists	29-1123	21	130	10	\$30.28
Civil Engineers	17-2051	20	40	**	\$24.69
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	51-9021	20	60	**	\$11.17
Life, Physical, and Social Science Technicians, All Other	19-4099	20	20	**	\$15.74
Civil Engineering Technicians	17-3022	19	40	**	\$14.82
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	51-4012	19	40	**	\$18.89
Dishwashers	35-9021	19	170	35	\$8.37
Electromechanical Equipment Assemblers	51-2023	19	**	**	**
Materials Engineers	17-2131	19	**	**	**
Medical Equipment Preparers	31-9093	19	**	**	**
Occupational Therapists	29-1122	19	60	**	\$23.37
Personal Care and Service Workers, All Other	39-9099	19	**	50	**
Advertising Sales Agents	41-3011	18	100	15	\$13.66
Cleaners of Vehicles and Equipment	53-7061	18	260	40	\$8.33
Health Specialties Teachers, Postsecondary	25-1071	18	**	15	**
Health Technologists and Technicians, All Other	29-2099	18	70	**	\$14.62
Mental Health and Substance Abuse Social Workers	21-1023	18	70	**	\$14.89
Producers and Directors	27-2012	18	70	**	\$10.67
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	18	100	20	\$18.85
Community and Social Service Specialists, All Other	21-1099	17	120	10	\$9.27
Construction and Building Inspectors	47-4011	17	20	**	\$12.87
Dining Room and Cafeteria Attendants and Bartender Helpers	35-9011	17	80	15	\$8.36
Education, Training, and Library Workers, All Other	25-9099	17	**	**	**
Team Assemblers	51-2092	17	**	115	**
Bartenders	35-3011	16	520	120	\$8.35
Bus Drivers, Transit and Intercity	53-3021	16	**	10	**
Farm Equipment Mechanics and Service Technicians	49-3041	16	140	15	\$15.14
Insurance Sales Agents	41-3021	16	430	55	\$16.96
Training and Development Specialists	13-1151	16	180	25	\$15.54
Transportation, Storage, and Distribution Managers	11-3071	16	110	10	\$22.42
Electrical and Electronics Drafters	17-3012	15	**	**	**
Industrial Production Managers	11-3051	15	160	20	\$28.49
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	15	490	70	\$12.93
Lawyers	23-1011	15	160	10	\$26.55
Property, Real Estate, and Community Association Managers	11-9141	15	**	10	\$20.67
Sales Engineers	41-9031	15	**	**	**
First-Line Supervisors of Protective Service Workers, All Other	33-1099	14	40	**	\$17.57
Media and Communication Workers, All Other	27-3099	14	**	**	**
Operating Engineers and Other Construction Equipment Operators	47-2073	14	460	55	\$17.51
Purchasing Managers	11-3061	14	40	**	\$22.66
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	51-7042	14	260	25	\$9.64
Commercial and Industrial Designers	27-1021	13	30	**	\$19.15
Family and General Practitioners	29-1062	13	140	**	\$86.47
New Accounts Clerks	43-4141	13	**	**	**
Sawing Machine Setters, Operators, and Tenders, Wood	51-7041	13	60	**	**
Vocational Education Teachers, Postsecondary	25-1194	13	70	**	\$20.04
Advertising and Promotions Managers	11-2011	12	20	**	\$17.17
Construction and Related Workers, All Other	47-4099	12	**	**	**

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# APPENDIX - LIST OF ALL JOB VACANCIES



Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Cooks, Fast Food	35-2011	12	**	60	\$8.72
Excavating and Loading Machine and Dragline Operators	53-7032	12	30	**	\$12.89
First-Line Supervisors of Construction Trades and Extraction Workers	47-1011	12	350	35	\$19.43
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	17-2111	12	**	**	**
Human Resources Managers	11-3121	12	90	10	\$32.78
Tree Trimmers and Pruners	37-3013	12	**	10	**
Claims Adjusters, Examiners, and Investigators	13-1031	11	100	10	\$18.84
Conveyor Operators and Tenders	53-7011	11	130	15	\$10.59
Diagnostic Medical Sonographers	29-2032	11	80	**	\$25.86
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	51-9041	11	**	**	\$14.64
Health Diagnosing and Treating Practitioners, All Other	29-1199	11	**	**	**
Market Research Analysts	19-3021	11	**	**	**
Rehabilitation Counselors	21-1015	11	190	15	\$10.66
Teacher Assistants	25-9041	11	1,430	165	\$19,046
Technical Writers	27-3042	11	10	**	\$16.66
Bakers	51-3011	10	100	20	\$10.66
Bus Drivers, School or Special Client	53-3022	10	200	35	\$10.26
Food Servers, Nonrestaurant	35-3041	10	160	20	\$8.63
Helpers—Installation, Maintenance, and Repair Workers	49-9098	10	80	**	\$10.22
Interpreters and Translators	27-3091	10	30	**	\$11.20
Paralegals and Legal Assistants	23-2011	10	240	25	\$11.13
Paving, Surfacing, and Tamping Equipment Operators	47-2071	10	**	**	**
Structural Iron and Steel Workers	47-2221	10	**	**	**
Wholesale and Retail Buyers, Except Farm Products	13-1022	10	**	10	**
Assemblers and Fabricators, All Other	51-2099	9	**	60	**
Cement Masons and Concrete Finishers	47-2051	9	130	20	\$15.54
Clergy	21-2011	9	20	**	\$21.76
Database Administrators	15-1141	9	20	**	\$20.71
Education Administrators, Postsecondary	11-9033	9	260	20	\$26.24
Engineering Technicians, Except Drafters, All Other	17-3029	9	50	**	\$19.98
Interior Designers	27-1025	9	10	**	\$18.94
Legal Support Workers, All Other	23-2099	9	**	**	**
Medical and Clinical Laboratory Technologists	29-2011	9	**	**	**
Mobile Heavy Equipment Mechanics, Except Engines	49-3042	9	90	15	\$18.61
Packaging and Filling Machine Operators and Tenders	51-9111	9	190	20	\$12.34
Pest Control Workers	37-2021	9	40	**	\$14.66
Physicians and Surgeons, All Other	29-1069	9	200	**	\$69.90
Preschool Teachers, Except Special Education	25-2011	9	170	35	\$8.55
Software Developers, Applications	15-1132	9	110	15	\$25.17
Speech-Language Pathologists	29-1127	9	80	10	\$23.67
Surgical Technologists	29-2055	9	50	**	\$15.94
Biochemists and Biophysicists	19-1021	8	**	**	**
Clinical, Counseling, and School Psychologists	19-3031	8	40	**	\$32.13
Construction Managers	11-9021	8	170	15	\$23.94
Criminal Justice and Law Enforcement Teachers, Postsecondary	25-1111	8	**	**	**
Financial Specialists, All Other	13-2099	8	30	30	\$15.97
Graphic Designers	27-1024	8	130	15	\$15.27
Legal Secretaries	43-6012	8	**	10	\$13.96
Library Assistants, Clerical	43-4121	8	180	20	\$8.86
Medical Equipment Repairers	49-9062	8	20	**	\$13.71
Painters, Construction and Maintenance	47-2141	8	160	25	\$13.22
Physical Therapist Assistants	31-2021	8	80	10	\$18.65

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## APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Psychiatrists	29-1066	8	**	**	**
Veterinary Assistants and Laboratory Animal Caretakers	31-9096	8	60	10	\$9.74
Childcare Workers	39-9011	7	720	160	\$8.29
Computer and Information Systems Managers	11-3021	7	140	10	\$38.92
Computer Hardware Engineers	17-2061	7	**	**	**
Financial Analysts	13-2051	7	60	**	\$23.08
Railroad Conductors and Yardmasters	53-4031	7	**	**	**
Taxi Drivers and Chauffeurs	53-3041	7	90	25	\$9.24
Teachers and Instructors, All Other	25-3099	7	**	**	**
Water and Wastewater Treatment Plant and System Operators	51-8031	7	110	**	\$14.79
Agricultural Equipment Operators	45-2091	6	70	30	\$15.30
Cooks, Short Order	35-2015	6	**	25	\$8.47
Court, Municipal, and License Clerks	43-4031	6	190	10	\$12.81
Dental Assistants	31-9091	6	220	30	\$16.36
Dental Hygienists	29-2021	6	70	10	\$27.35
Dietitians and Nutritionists	29-1031	6	40	**	\$20.20
Environmental Science and Protection Technicians, Including Health	19-4091	6	**	**	**
Floral Designers	27-1023	6	20	**	\$10.66
Insulation Workers, Floor, Ceiling, and Wall	47-2131	6	**	**	\$11.52
Massage Therapists	31-9011	6	**	**	\$16.76
Payroll and Timekeeping Clerks	43-3051	6	50	**	\$16.69
Recreational Therapists	29-1125	6	**	**	\$17.90
Telemarketers	41-9041	6	190	15	\$10.57
Adult Basic and Secondary Education and Literacy Teachers and Instructors	25-3011	5	**	**	**
Architectural and Engineering Managers	11-9041	5	50	**	\$37.94
Audio and Video Equipment Technicians	27-4011	5	**	**	**
Audiologists	29-1181	5	20	**	\$33.42
Cardiovascular Technologists and Technicians	29-2031	5	**	**	\$15.97
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	51-9192	5	10	**	\$20.00
Crane and Tower Operators	53-7021	5	60	**	\$19.21
Dentists, General	29-1021	5	30	**	**
Entertainment Attendants and Related Workers, All Other	39-3099	5	**	**	**
File Clerks	43-4071	5	20	**	\$9.55
Food Cooking Machine Operators and Tenders	51-3093	5	**	**	**
Food Preparation and Serving Related Workers, All Other	35-9099	5	**	30	**
Health Educators	21-1091	5	80	**	\$17.05
Helpers--Electricians	47-3013	5	**	**	**
Internists, General	29-1063	5	**	**	\$30.34
Marine Engineers and Naval Architects	17-2121	5	**	**	**
Nursing Instructors and Teachers, Postsecondary	25-1072	5	**	**	**
Occupational Therapy Assistants	31-2011	5	20	**	\$21.12
Probation Officers and Correctional Treatment Specialists	21-1092	5	**	**	**
Sewing Machine Operators	51-6031	5	**	10	\$10.85
Telecommunications Line Installers and Repairers	49-9052	5	10	**	\$20.58
Tour Guides and Escorts	39-7011	5	**	**	**
Adhesive Bonding Machine Operators and Tenders	51-9191	4	**	**	**
Agricultural Engineers	17-2021	4	**	**	**
Aircraft Launch and Recovery Officers	55-1012	4	**	**	**
Animal Control Workers	33-9011	4	**	**	**
Architectural and Civil Drafters	17-3011	4	50	**	\$20.53
Detectives and Criminal Investigators	33-3021	4	**	**	**
Electrical Power-Line Installers and Repairers	49-9051	4	90	10	\$23.54

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## APPENDIX - LIST OF ALL JOB VACANCIES

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Electro-Mechanical Technicians	17-3024	4	**	**	**
Electronic Equipment Installers and Repairers, Motor Vehicles	49-2096	4	**	**	**
Financial Examiners	13-2061	4	**	**	**
Furniture Finishers	51-7021	4	190	**	\$11.54
Gaming Supervisors	39-1011	4	**	**	**
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	51-4191	4	**	**	**
Helpers--Carpenters	47-3012	4	**	**	**
Molders, Shapers, and Casters, Except Metal and Plastic	51-9195	4	**	**	**
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	51-4072	4	**	10	\$14.49
Network Systems and Data Communications Analysts	15-1081	4	**	**	**
Nonfarm Animal Caretakers	39-2021	4	60	25	\$8.22
Nurse Practitioners	29-1171	4	170	10	\$39.02
Order Clerks	43-4151	4	90	**	\$11.86
Painters, Transportation Equipment	51-9122	4	60	10	\$12.73
Pharmacy Aides	31-9095	4	10	**	\$10.39
Tool and Die Makers	51-4111	4	150	15	\$17.47
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51-4122	4	**	10	\$17.17
Armored Assault Vehicle Officers	55-1013	3	**	**	**
Broadcast Technicians	27-4012	3	**	**	\$34.24
Buyers and Purchasing Agents, Farm Products	13-1021	3	**	**	**
Coaches and Scouts	27-2022	3	500	50	\$17,191
Computer Network Support Specialists	15-1152	3	140	10	\$17.99
Couriers and Messengers	43-5021	3	60	10	\$10.49
Court Reporters	23-2091	3	20	**	\$30.15
Dispatchers, Except Police, Fire, and Ambulance	43-5032	3	80	10	\$15.08
Education Administrators, All Other	11-9039	3	40	**	\$30.17
Environmental Scientists and Specialists, Including Health	19-2041	3	20	**	\$22.38
Fashion Designers	27-1022	3	**	**	**
Financial Clerks, All Other	43-3099	3	10	15	**
First-Line Supervisors of All Other Tactical Operations Specialists	55-2013	3	**	**	**
Fitness Trainers and Aerobics Instructors	39-9031	3	180	95	\$10.92
Forest and Conservation Technicians	19-4093	3	10	**	\$17.05
Grinding and Polishing Workers, Hand	51-9022	3	**	10	**
Grounds Maintenance Workers, All Other	37-3019	3	**	**	**
Home Appliance Repairers	49-9031	3	**	10	**
Human Resources, Training, and Labor Relations Specialists, All Other	13-1079	3	**	**	**
Insurance Underwriters	13-2053	3	40	**	\$21.94
Laundry and Dry-Cleaning Workers	51-6011	3	120	20	\$10.12
Law Clerks	23-2092	3	**	**	**
Manufactured Building and Mobile Home Installers	49-9095	3	**	**	**
Mechanical Drafters	17-3013	3	80	**	\$18.24
Mechanical Engineering Technicians	17-3027	3	40	**	\$20.69
Meeting, Convention, and Event Planners	13-1121	3	50	**	\$11.37
Meter Readers, Utilities	43-5041	3	40	**	\$12.23
Outdoor Power Equipment and Other Small Engine Mechanics	49-3053	3	10	**	\$11.43
Painting, Coating, and Decorating Workers	51-9123	3	**	**	\$12.90
Photographers	27-4021	3	50	**	\$8.27
Psychiatric Technicians	29-2053	3	**	**	**
Rail Transportation Workers, All Other	53-4099	3	**	**	**
Real Estate Sales Agents	41-9022	3	70	10	\$14.03
Respiratory Therapy Technicians	29-2054	3	**	**	**
Slot Supervisors	39-1012	3	**	**	**

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Software Developers, Systems Software	15-1133	3	150	**	\$22.47
Special Education Teachers, Secondary School	25-2054	3	70	10	\$40,461
Surgeons	29-1067	3	**	**	**
Tank Car, Truck, and Ship Loaders	53-7121	3	**	**	**
Web Developers	15-1134	3	40	**	\$14.78
Agricultural Sciences Teachers, Postsecondary	25-1041	2	**	**	**
Agricultural Workers, All Other	45-2099	2	**	60	**
Air Crew Members	55-3011	2	**	**	**
Aircraft Mechanics and Service Technicians	49-3011	2	30	**	\$15.95
Ambulance Drivers and Attendants, Except Emergency Medical Technicians	53-3011	2	**	**	**
Anthropologists and Archeologists	19-3091	2	**	**	**
Architects, Except Landscape and Naval	17-1011	2	20	**	\$18.79
Automotive and Watercraft Service Attendants	53-6031	2	**	10	**
Bindery Machine Setters and Set-Up Operators	51-5011	2	**	**	**
Biological Science Teachers, Postsecondary	25-1042	2	**	**	\$58,317
Biological Technicians	19-4021	2	**	**	\$14.27
Budget Analysts	13-2031	2	**	**	**
Chemical Equipment Operators and Tenders	51-9011	2	**	**	**
Chemists	19-2031	2	**	**	**
Community Health Workers	21-1094	2	20	**	\$16.78
Compensation, Benefits, and Job Analysis Specialists	13-1141	2	30	**	\$21.94
Computer User Support Specialists	15-1151	2	220	20	\$15.53
Cooks, All Other	35-2019	2	**	**	**
Credit Counselors	13-2071	2	**	**	\$15.33
Crop and Livestock Managers	11-9011	2	**	**	**
Designers, All Other	27-1029	2	**	**	**
Drafters, All Other	17-3019	2	**	**	\$17.00
Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4032	2	30	10	\$13.41
Drywall and Ceiling Tile Installers	47-2081	2	**	**	**
Electrical and Electronic Equipment Assemblers	51-2022	2	**	**	**
Electrical and Electronics Repairers, Commercial and Industrial Equipment	49-2094	2	70	**	\$24.73
Environmental Engineers	17-2081	2	**	**	**
Farmworkers, Farm, Ranch, and Aquacultural Animals	45-2093	2	**	35	**
Gaming Change Persons and Booth Cashiers	41-2012	2	**	**	**
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4033	2	100	10	\$9.42
Hairdressers, Hairstylists, and Cosmetologists	39-5012	2	160	60	\$8.23
Hazardous Materials Removal Workers	47-4041	2	**	**	**
Helpers--Extraction Workers	47-5081	2	**	**	**
Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	47-3014	2	**	**	**
Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	47-3015	2	**	**	**
Insurance Claims and Policy Processing Clerks	43-9041	2	180	20	\$16.12
Labor Relations Specialists	13-1075	2	20	**	\$19.96
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4034	2	**	**	**
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	33-9092	2	210	45	\$8.28
Locomotive Engineers	53-4011	2	**	**	**
Lodging Managers	11-9081	2	30	**	\$16.92
Machine Feeders and Offbearers	53-7063	2	**	15	**
Multimedia Artists and Animators	27-1014	2	**	**	**
Occupational Health and Safety Specialists	29-9011	2	40	**	\$20.90
Office Machine Operators, Except Computer	43-9071	2	**	**	\$11.22
Pesticide Handlers, Sprayers, and Applicators, Vegetation	37-3012	2	80	10	\$12.12
Photographic Process Workers and Processing Machine Operators	51-9151	2	40	10	\$8.24

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## APPENDIX - LIST OF ALL JOB VACANCIES

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Plant and System Operators, All Other	51-8099	2	**	**	**
Postal Service Mail Carriers	43-5052	2	240	15	\$17.56
Postal Service Mail Sorters, Processors, and Processing Machine Operators	43-5053	2	90	**	\$16.09
Power Plant Operators	51-8013	2	30	**	\$26.47
Prepress Technicians and Workers	51-5111	2	30	**	\$10.34
Printing Press Machine Operators and Tenders	51-5023	2	**	**	**
Public Relations and Fundraising Managers	11-2031	2	50	**	\$27.90
Rail-Track Laying and Maintenance Equipment Operators	47-4061	2	**	**	**
Reporters and Correspondents	27-3022	2	**	**	**
Secondary School Teachers, Except Special and Career/Technical Education	25-2031	2	880	60	\$37,708
Self-Enrichment Education Teachers	25-3021	2	50	15	\$8.27
Social Science Research Assistants	19-4061	2	**	**	**
Special Education Teachers, All Other	25-2059	2	60	**	\$55,116
Special Education Teachers, Preschool, Kindergarten, and Elementary School	25-2041	2	**	**	**
Tax Examiners and Collectors, and Revenue Agents	13-2081	2	**	**	**
Travel Agents	41-3041	2	50	**	\$9.40
Woodworkers, All Other	51-7099	2	**	10	**
Writers and Authors	27-3043	2	20	10	\$15.70
Airline Pilots, Copilots, and Flight Engineers	53-2011	1	**	**	**
Amusement and Recreation Attendants	39-3091	1	180	40	\$8.40
Appraisers and Assessors of Real Estate	13-2021	1	70	**	\$23.59
Art Directors	27-1011	1	30	**	\$22.02
Artillery and Missile Crew Members	55-3014	1	**	**	**
Athletic Trainers	29-9091	1	20	**	\$41,141
Brokerage Clerks	43-4011	1	**	**	**
Business Teachers, Postsecondary	25-1011	1	**	10	\$46,763
Butchers and Meat Cutters	51-3021	1	190	25	\$10.45
Cabinetmakers and Bench Carpenters	51-7011	1	420	45	\$11.54
Camera Operators	51-5022	1	**	**	**
Cargo and Freight Agents	43-5011	1	20	**	\$13.54
Chemical Plant and System Operators	51-8091	1	**	**	**
Chemical Technicians	19-4031	1	30	**	\$15.14
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51-9121	1	250	35	\$13.66
Coin, Vending, and Amusement Machine Servicers and Repairers	49-9091	1	**	**	\$12.85
Command and Control Center Specialists	55-3015	1	**	**	**
Commercial Divers	49-9092	1	**	**	**
Communications Equipment Operators, All Other	43-2099	1	**	**	**
Computer and Information Scientists, Research	15-1011	1	**	**	**
Counselors, All Other	21-1019	1	**	10	**
Counter and Rental Clerks	41-2021	1	380	40	\$8.25
Crossing Guards	33-9091	1	30	**	\$13.13
Cutting and Slicing Machine Setters, Operators, and Tenders	51-9032	1	**	**	**
Dental Laboratory Technicians	51-9081	1	70	10	\$11.85
Education Administrators, Preschool and Childcare Center/Program	11-9031	1	30	**	\$12.65
Emergency Management Specialists	13-1061	1	**	**	**
Environmental Engineering Technicians	17-3025	1	**	**	**
Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	51-6091	1	**	**	**
Fabric and Apparel Patternmakers	51-6092	1	**	**	**
Farm Labor Contractors	13-1074	1	**	**	**
Farmers, Ranchers, and Other Agricultural Managers	11-9013	1	10	400	\$28.60
Fine Artists, Including Painters, Sculptors, and Illustrators	27-1013	1	**	**	**
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	37-1012	1	30	10	\$16.74

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

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

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

\*\*Insufficient data to report



## APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
First-Line Supervisors of Personal Service Workers	39-1021	1	140	15	\$12.73
Food Batchmakers	51-3092	1	90	10	\$11.64
Forging Machine Setters, Operators, and Tenders, Metal and Plastic	51-4022	1	**	**	**
Gaming Cage Workers	43-3041	1	**	**	**
Gaming Surveillance Officers and Gaming Investigators	33-9031	1	**	**	**
Geographers	19-3092	1	**	**	**
Graders and Sorters, Agricultural Products	45-2041	1	30	**	\$13.86
Graduate Teaching Assistants	25-1191	1	**	25	**
Librarians	25-4021	1	90	10	\$12.95
Materials Scientists	19-2032	1	**	**	**
Mathematical Science Teachers, Postsecondary	25-1022	1	**	**	\$41,035
Mathematicians	15-2021	1	**	**	**
Medical Transcriptionists	31-9094	1	60	10	\$10.12
Metal Workers and Plastic Workers, All Other	51-4199	1	**	10	**
Microbiologists	19-1022	1	**	**	**
Middle School Teachers, Except Special and Career/Technical Education	25-2022	1	170	35	\$34,493
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	51-4035	1	**	**	**
Motor Vehicle Operators, All Other	53-3099	1	**	15	**
Nuclear Medicine Technologists	29-2033	1	20	**	\$29.76
Ophthalmic Medical Technicians	29-2057	1	**	**	**
Opticians, Dispensing	29-2081	1	40	**	\$13.55
Paper Goods Machine Setters, Operators, and Tenders	51-9196	1	120	**	\$12.16
Pediatricians, General	29-1065	1	**	**	**
Phlebotomists	31-9097	1	60	10	\$11.97
Print Binding and Finishing Workers	51-5113	1	**	**	**
Printing Press Operators	51-5112	1	120	15	\$13.18
Procurement Clerks	43-3061	1	30	**	\$16.00
Psychology Teachers, Postsecondary	25-1066	1	**	**	**
Radio and Television Announcers	27-3011	1	60	**	\$9.89
Rail Car Repairers	49-3043	1	**	**	**
Recreational Vehicle Service Technicians	49-3092	1	**	**	**
Refuse and Recyclable Material Collectors	53-7081	1	110	20	\$8.80
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	51-4023	1	**	**	**
Roofers	47-2181	1	**	15	**
Septic Tank Servicers and Sewer Pipe Cleaners	47-4071	1	**	**	**
Sewers, Hand	51-6051	1	**	**	**
Sheet Metal Workers	47-2211	1	80	15	\$16.25
Skincare Specialists	39-5094	1	**	**	**
Sociologists	19-3041	1	**	**	**
Substance Abuse and Behavioral Disorder Counselors	21-1011	1	**	**	**
Surveyors	17-1022	1	40	**	\$16.48
Tailors, Dressmakers, and Custom Sewers	51-6052	1	**	**	**
Tire Repairers and Changers	49-3093	1	120	15	\$10.88
Transportation Security Screeners	33-9093	1	**	**	**
Ushers, Lobby Attendants, and Ticket Takers	39-3031	1	**	**	**
Veterinary Technologists and Technicians	29-2056	1	100	**	\$11.58

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

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