

WORKFORCE NEEDS ASSESSMENT IOWA WORKFORCE DEVELOPMENT REGION 8 RELEASED 2019

AUDUBON, CARROLL, CRAWFORD, GREENE,
GUTHRIE AND SAC COUNTIES



Counties within Iowa Workforce Development Region 8 included within this analysis:

- Audubon
- Carroll
- Crawford
- Greene
- Guthrie
- Sac

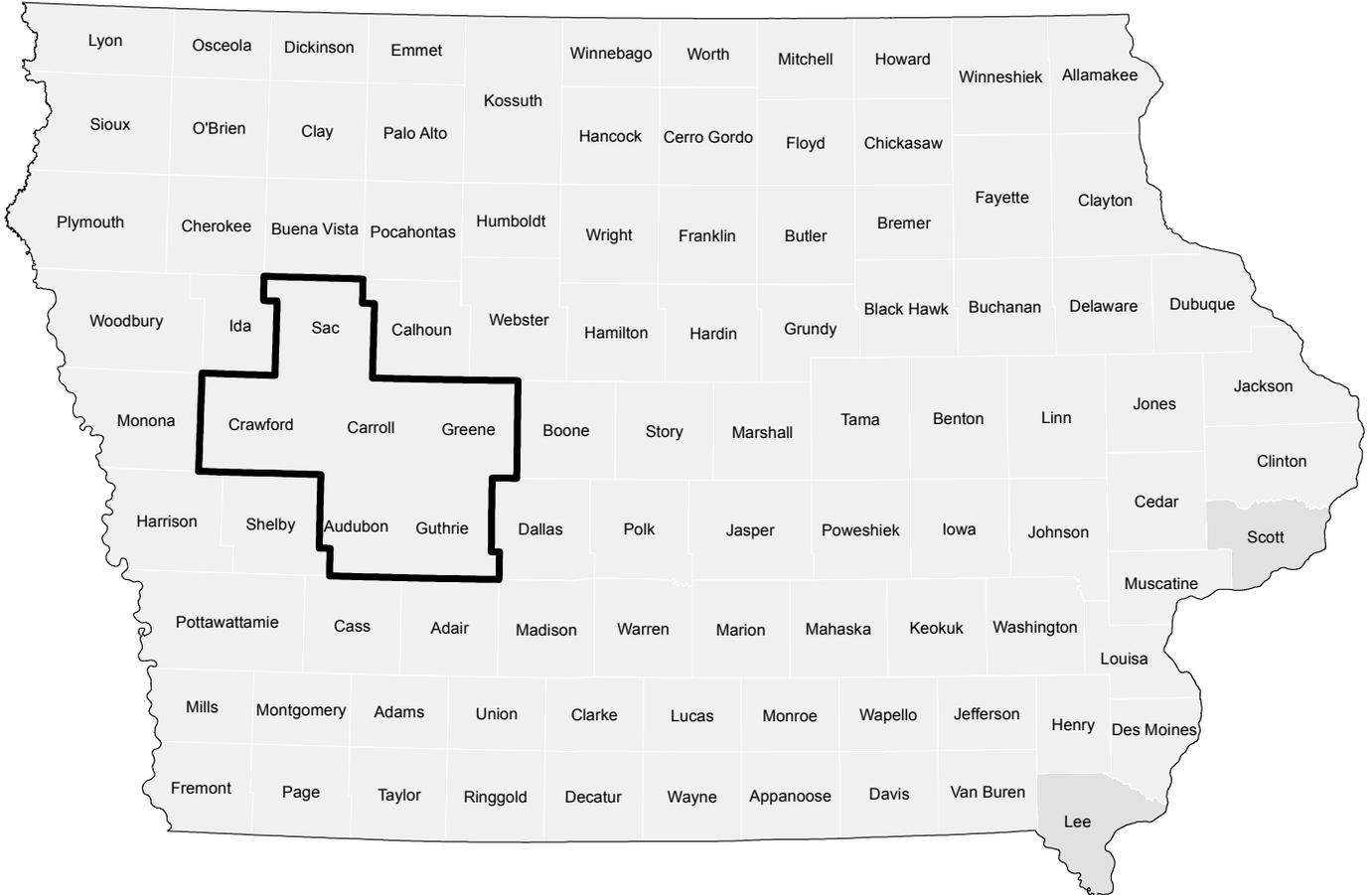


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Note: Sections marked as "Insufficient Data to Report" did not receive enough survey responses to allow for reporting.

2018 IOWA WORKFORCE NEEDS ASSESSMENT SURVEY



INTRODUCTION

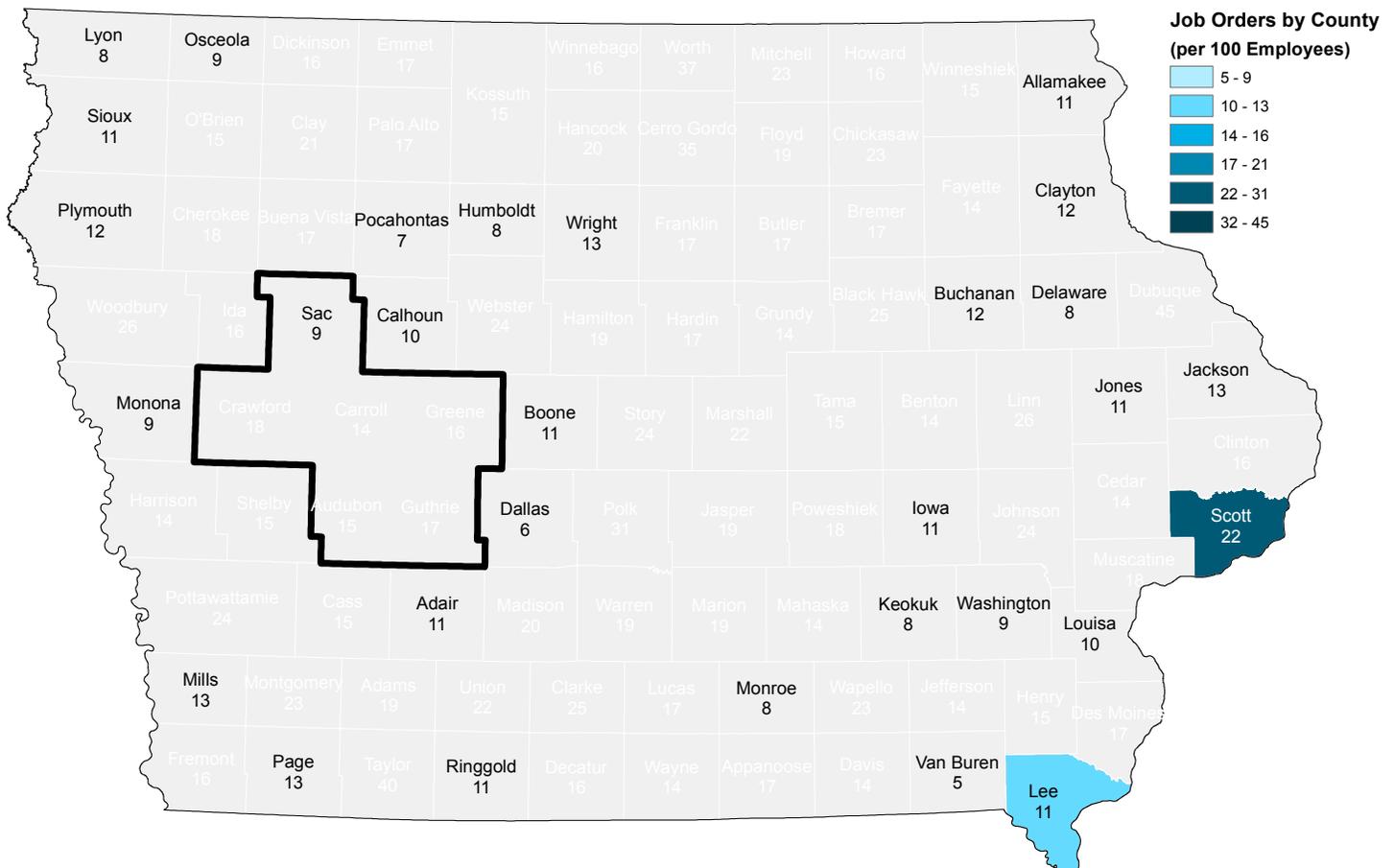
Iowa Workforce Development (IWD) conducted the sixth Workforce Needs Assessment. In addition to vacancy and retirement data, the survey also addressed the demand for workers and skills required in the workforce. Data regarding benefits offered by employers was also collected and is delineated in the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

Beginning in July 2018, 840 employers operating 1,013 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 403 responses, yielding a 48.0 percent response rate.



VACANCY ESTIMATES

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



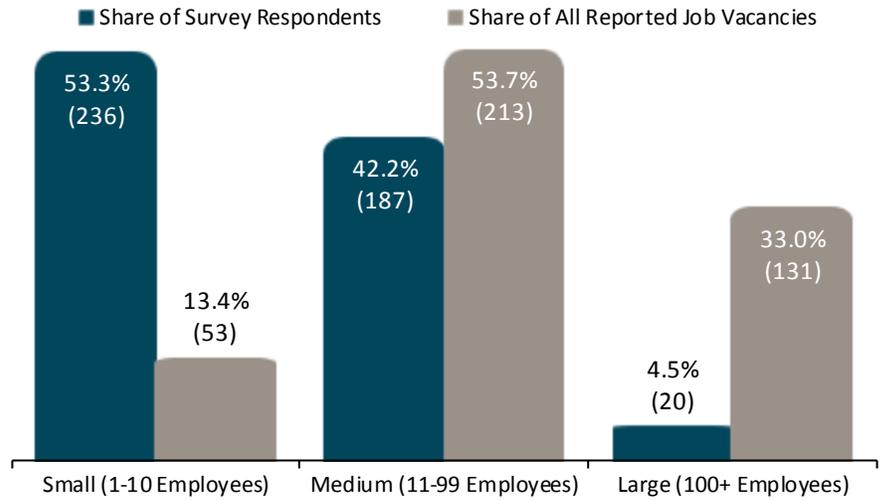
Iowa Workforce Development Job Bank
 Quarterly Census of Employment & Wages - Iowa Workforce Development
 *(Total Reported Job Orders Per County / Average Employment Per County)*100



Reported Job Vacancies by Workplace Size

34.0%
Of Respondents
Reported Current
Job Vacancies

**We're
HIRING**



Total Number of Job Orders by Occupational Category

Occupational Category	Total Job Orders ¹	Percent of Total Job Orders ¹	Entry Wage ²	Average Wage ²	Projected Annual Openings ³
Sales & Related	559	12.8%	\$8.24	\$15.53	495
Healthcare Practitioner & Technical	499	11.4%	\$17.22	\$29.47	115
Office & Administrative Support	462	10.5%	\$10.38	\$15.95	555
Transportation & Material Moving	453	10.3%	\$11.56	\$16.61	480
Production	449	10.3%	\$13.18	\$17.31	525
Installation, Maintenance & Repair	248	5.7%	\$13.28	\$20.87	150
Food Preparation & Serving Related	247	5.6%	\$8.36	\$10.30	470
Management	205	4.7%	\$18.43	\$37.76	380
Business & Financial Operations	166	3.8%	\$16.61	\$28.01	115
Personal Care & Service	129	2.9%	\$8.48	\$11.75	220
Construction & Extraction	128	2.9%	\$14.18	\$19.55	195
Healthcare Support	119	2.7%	\$11.87	\$14.45	135
Building & Grounds Cleaning & Maintenance	108	2.5%	\$8.97	\$12.62	180
Community & Social Services	107	2.4%	\$14.71	\$21.01	85
Protective Service	99	2.3%	\$13.75	\$22.67	35
Architecture & Engineering	94	2.1%	\$20.26	\$29.76	15
Arts, Design, Entertainment, Sports & Related	69	1.6%	\$10.21	\$16.54	55
Farming, Fishing & Forestry	69	1.6%	\$12.68	\$16.83	155
Life, Physical & Social Science	64	1.5%	\$14.52	\$21.09	25
Education, Training & Library	53	1.2%	\$11.18	\$21.47	205
Computer & Mathematical Science	50	1.1%	\$19.04	\$27.65	20
Legal	3	0.1%	\$14.95	\$25.92	10

¹Iowa Workforce Development Job Bank
²Iowa Wage Report - Iowa Workforce Development
³Iowa's Long-Term Occupational Projections - Iowa Workforce Development



VACANCY ESTIMATES

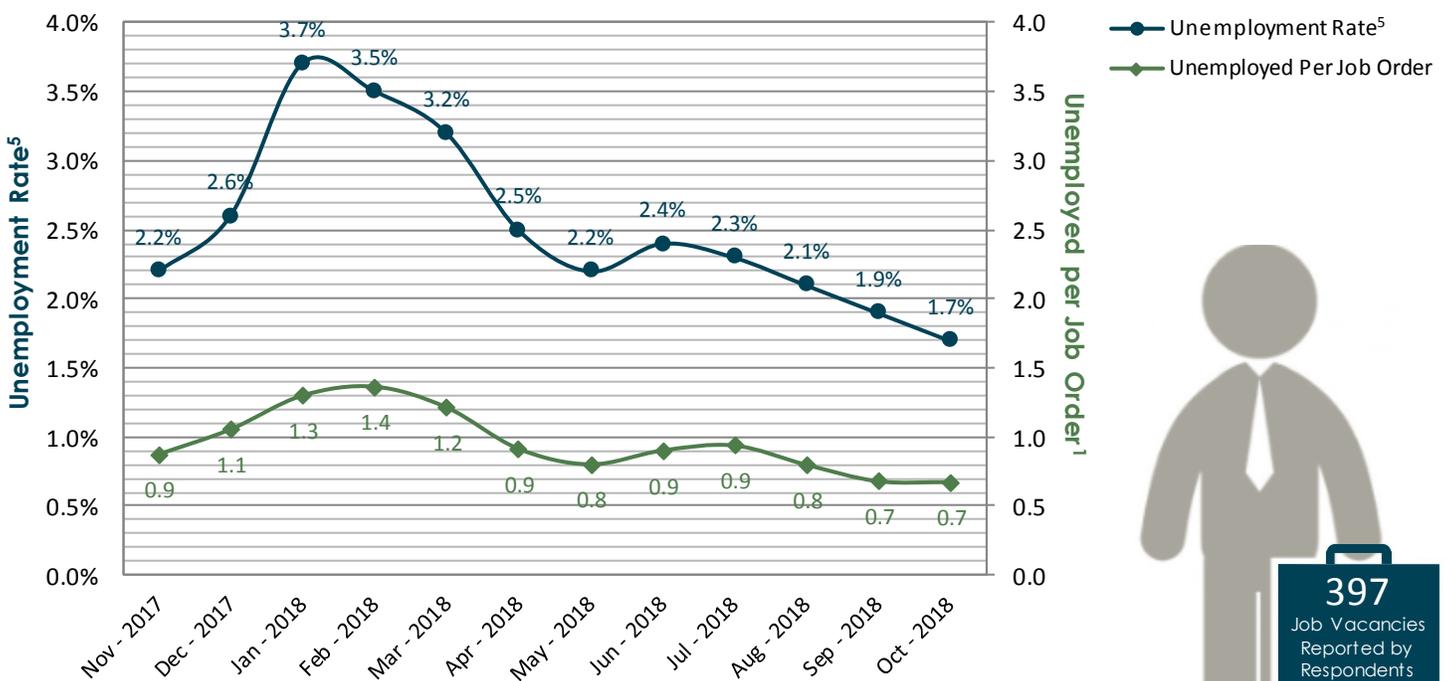
Vacancy Rate by Industry

	Employment ⁴	Estimated Vacancies	*Vacancy Rate	New Hire Wage ⁴	Projected Annual Openings ³
Agriculture, Forestry, Fishing & Mining	365	117	32.1%	\$15.17	7
Health Care & Social Assistance	4,282	202	4.7%	\$11.91	63
Accommodation & Food Services	1,623	75	4.6%	\$4.61	9
Administrative & Waste Services	578	20	3.5%	\$10.69	10
Manufacturing	4,985	159	3.2%	\$19.62	19
Arts, Entertainment & Recreation	450	13	2.9%	\$7.48	3
Transportation & Warehousing	816	24	2.9%	\$14.75	11
Construction	1,315	32	2.4%	\$16.93	18
Professional & Technical Services	514	9	1.8%	\$14.51	8
Wholesale & Retail Trade	4,735	70	1.5%	\$10.53	18
Educational Services	2,005	24	1.2%	\$6.71	20
Information	316	3	0.9%	\$12.71	-3
Personal Services	613	5	0.8%	\$11.05	7
Public Administration	1,701	9	0.5%	\$9.10	3
Finance, Insurance & Real Estate	1,539	1	0.1%	\$17.17	22
Management	127	0	0.0%	\$16.33	3
Utilities	158	0	0.0%	**	0

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

*Vacancy Rate calculations can be found in the Methodology

Number of Unemployed Persons per Job Order



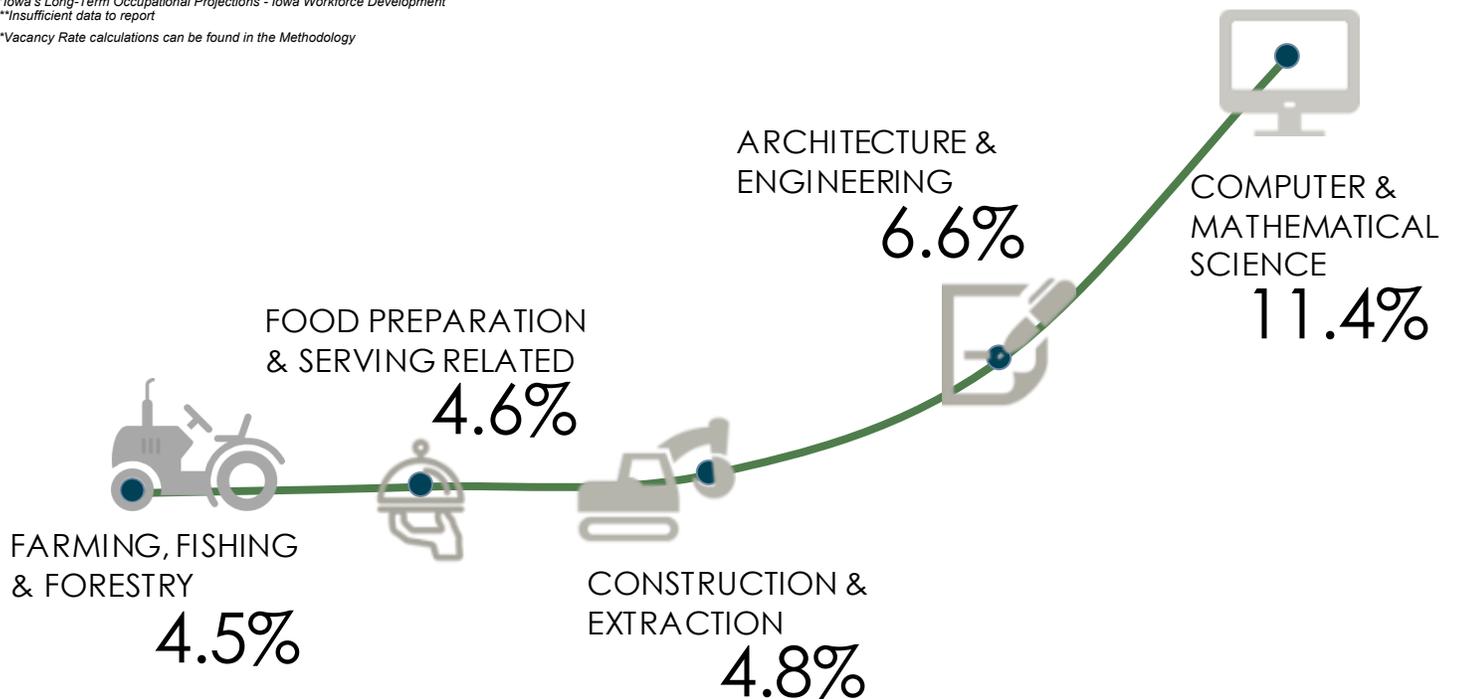
¹Iowa Workforce Development Job Bank
²Local Area Unemployment Statistics - Iowa Workforce Development (Data as of November 1, 2018, Numbers Not Seasonally Adjusted)



Vacancy Rate by Occupational Category

	Employment ²	Estimated Vacancies	*Vacancy Rate	Entry Wage ²	Projected Annual Openings ³
Computer & Mathematical Science	140	16	11.4%	\$19.04	20
Architecture & Engineering	150	10	6.6%	\$20.26	15
Construction & Extraction	1,240	59	4.8%	\$14.18	195
Food Preparation & Serving Related	2,900	132	4.6%	\$8.36	470
Farming, Fishing & Forestry	290	13	4.5%	\$12.68	155
Healthcare Support	1,020	45	4.4%	\$11.87	135
Personal Care & Service	1,320	49	3.7%	\$8.48	220
Production	3,770	136	3.6%	\$13.18	525
Healthcare Practitioner & Technical	1,470	51	3.4%	\$17.22	115
Community & Social Services	340	11	3.1%	\$14.71	85
Sales & Related	3,370	93	2.8%	\$8.24	495
Building & Grounds Cleaning & Maintenance	780	18	2.3%	\$8.97	180
Installation, Maintenance & Repair	1,240	24	1.9%	\$13.28	150
Legal	90	2	1.7%	\$14.95	10
Education, Training & Library	2,140	27	1.3%	\$11.18	205
Management	1,360	18	1.3%	\$18.43	380
Life, Physical & Social Science	160	2	1.0%	\$14.52	25
Transportation & Material Moving	2,630	22	0.8%	\$11.56	480
Office & Administrative Support	4,570	27	0.6%	\$10.38	555
Business & Financial Operations	670	1	0.2%	\$16.61	115
Arts, Design, Entertainment, Sports & Related	240	0	0.0%	\$10.21	55
Protective Service	270	0	0.0%	\$13.75	35

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



TOP VACANCY RATES



VACANCY ESTIMATES

HIGH DEMAND OCCUPATIONS



Top Reported Total Job Orders

	Total Job Orders ¹	Entry Wage ²	Average Wage ²
First-Line Supervisors of Retail Sales Workers	243	\$11.45	\$18.55
Heavy and Tractor-Trailer Truck Drivers	201	\$12.81	\$17.98
Customer Service Representatives	144	\$10.35	\$14.83
Cashiers	124	\$8.23	\$9.38
Production Workers, All Other	116	\$12.34	\$17.08
Retail Salespersons	116	\$8.63	\$13.04
Stock Clerks and Order Fillers	93	\$8.30	\$10.63
Healthcare Practitioners and Technical Workers, All Other	85	**	**
First-Line Supervisors of Production and Operating Workers	76	\$18.39	\$26.72
Laborers and Freight, Stock, and Material Movers, Hand	74	\$12.56	\$16.39
First-Line Supervisors of Food Preparation and Serving Workers	62	\$9.22	\$12.84
Helpers--Production Workers	60	\$11.29	\$14.97
Social and Human Service Assistants	58	\$13.98	\$18.63
Food Service Managers	57	\$12.19	\$24.17
Therapists, All Other	55	**	**
Police and Sheriff's Patrol Officers	54	\$19.46	\$25.12
Residential Advisors	54	**	**
Licensed Practical and Licensed Vocational Nurses	52	\$17.22	\$20.87
Accountants and Auditors	51	\$19.10	\$28.17
Driver/Sales Workers	51	**	**
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	50	\$8.99	\$13.62
Nursing Assistants	50	\$12.61	\$14.13
Maintenance Workers, Machinery	48	**	**
Welders, Cutters, Solderers, and Brazers	48	\$12.15	\$16.49
Combined Food Preparation and Serving Workers, Including Fast Food	47	\$8.37	\$10.24
Personal Care Aides	45	\$10.70	\$11.65
Construction Laborers	40	\$11.15	\$15.82
Merchandise Displayers and Window Trimmers	39	**	**
First-Line Supervisors of Office and Administrative Support Workers	38	\$15.24	\$24.14
Farm Equipment Mechanics and Service Technicians	37	\$14.44	\$18.84

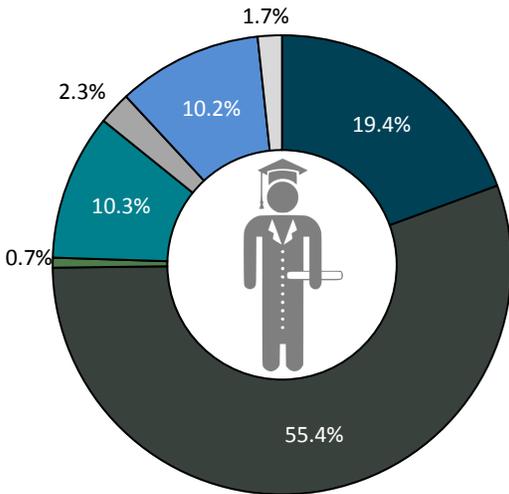
¹Iowa Workforce Development Job Bank
²Iowa Wage Report - Iowa Workforce Development
 **Insufficient data to report



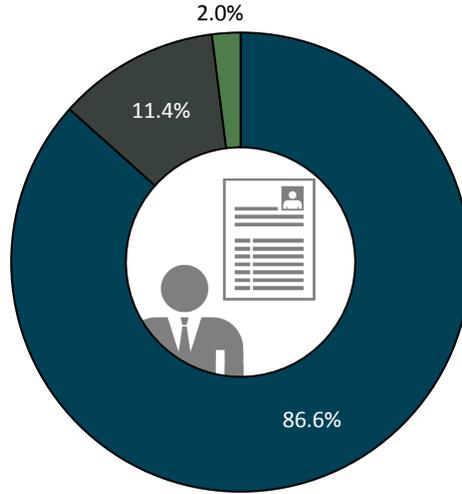
EDUCATION & EXPERIENCE REQUIREMENTS

Education and experience levels required and on-the-job training for the job orders (4,429 total) within the Iowa Workforce Development job bank are shown below. These requirements are based on the typical levels needed to enter an occupation according to data reported by the Bureau of Labor Statistics and does not reflect expected levels indicated by survey respondents.

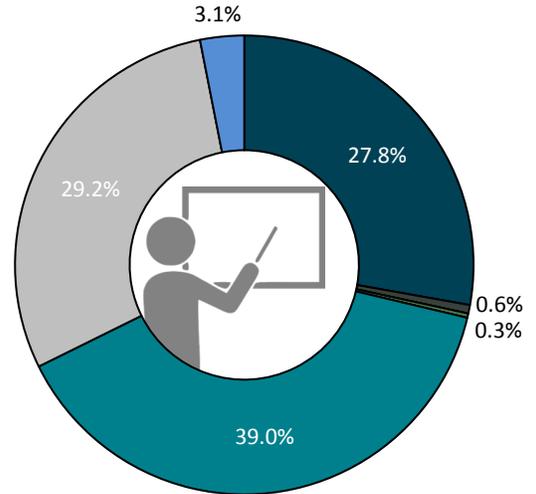
Education Requirements - Total Job Orders



Experience Requirements - Total Job Orders



On-The-Job Training - Total Job Orders



- No Formal Educational Credential - 19.4%
- High School Diploma or Equivalent - 55.4%
- Some College, No Degree - 0.7%
- Postsecondary Non-Degree Award - 10.3%
- Associate Degree - 2.3%
- Undergraduate Degree - 10.2%
- Postgraduate/Professional Degree - 1.7%

- No Experience Required - 86.6%
- Less than 5 Years - 11.4%
- 5 Years of More - 2.0%

- None - 27.8%
- Apprenticeship - 0.6%
- Internship/Residency - 0.3%
- Short-term on-the-job training - 39.0%
- Moderate-term on-the-job training - 29.2%
- Long-term on-the-job training - 3.1%

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.

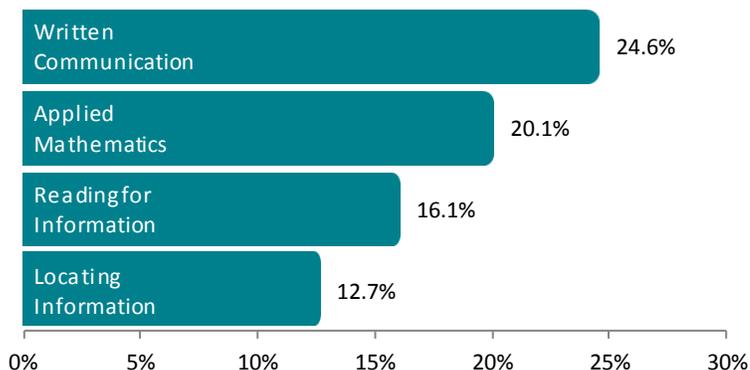
Perception of Applicants

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Applicants fulfill all necessary requirements for the job.	7.3%	17.3%	41.6%	26.2%	7.6%
Applicants possess the basic skills required for the job.	3.7%	10.5%	36.6%	35.6%	13.6%
Applicants possess the hard, or occupational, skills for the job.	9.5%	23.4%	40.0%	18.7%	8.4%
Applicants possess the soft, or interpersonal, skills for the job.	7.1%	18.2%	44.7%	24.5%	5.5%



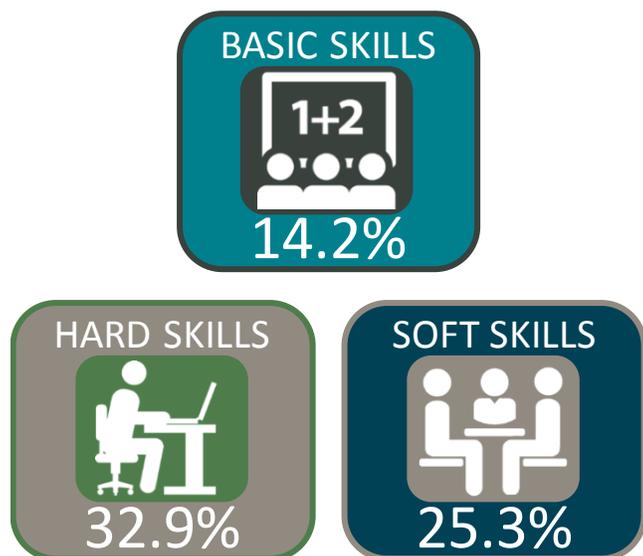
PERCEPTION OF APPLICANTS

Basic Skills Lacking in Applicants

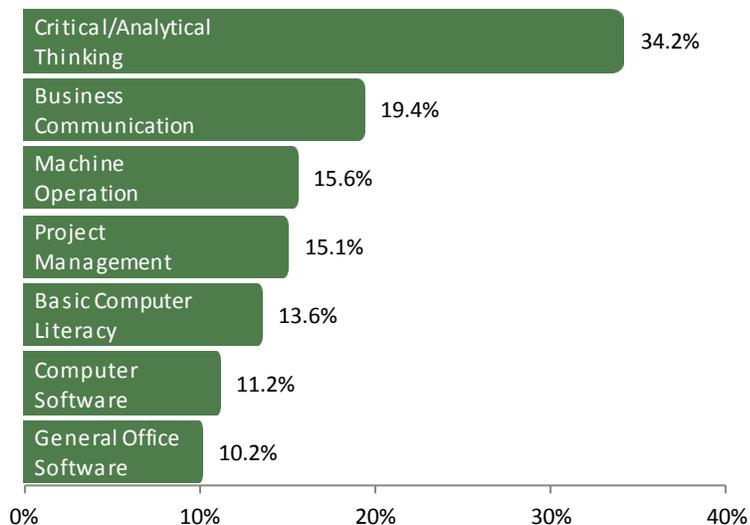


Basic skills are those skills developed during the elementary and middle part of an individual's education. These skills include literacy, numeracy (the ability to do arithmetic and reason with numbers), and the abilities to locate and read for information. The Skilled Iowa initiative, through the National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

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

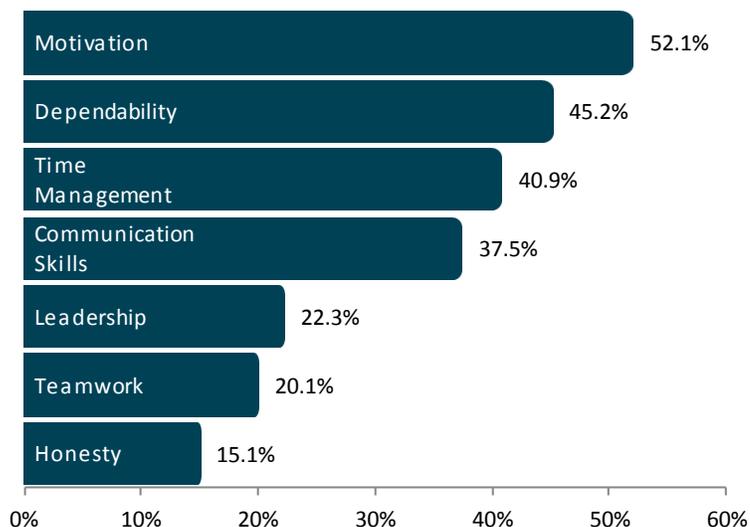


Occupational "Hard" Skills Lacking in Applicants



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 (81.3%) of employers indicated that they offer employee training.

Where Additional Training is Offered

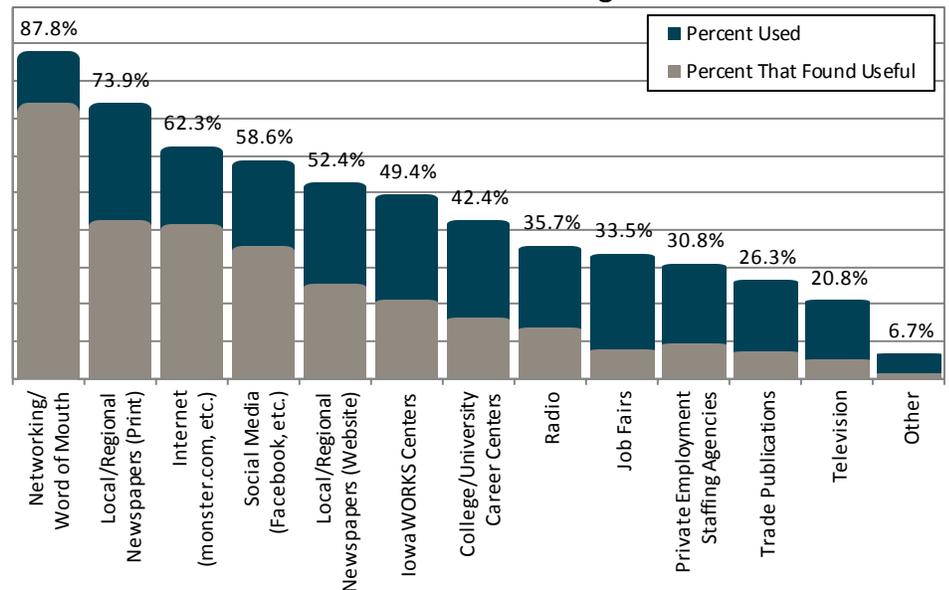
	Percent Offered
In-House Training	65.0%
Online Training	35.0%
Employee Self-Directed Training	18.1%
Commercial Training Provider	16.1%
College/University	5.7%
Other	5.7%
Trade School	5.7%



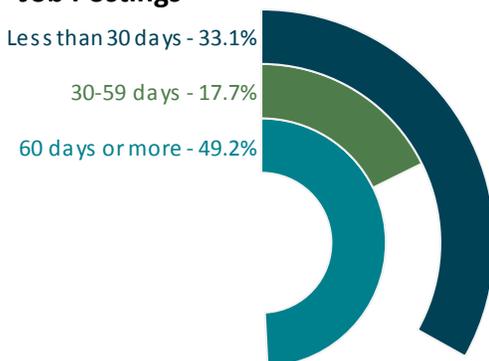
RECRUITMENT & ADVERTISING

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

Job Advertising Utilization & Usefulness



Recruitment Period for Job Postings



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

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



RECRUITMENT & ADVERTISING

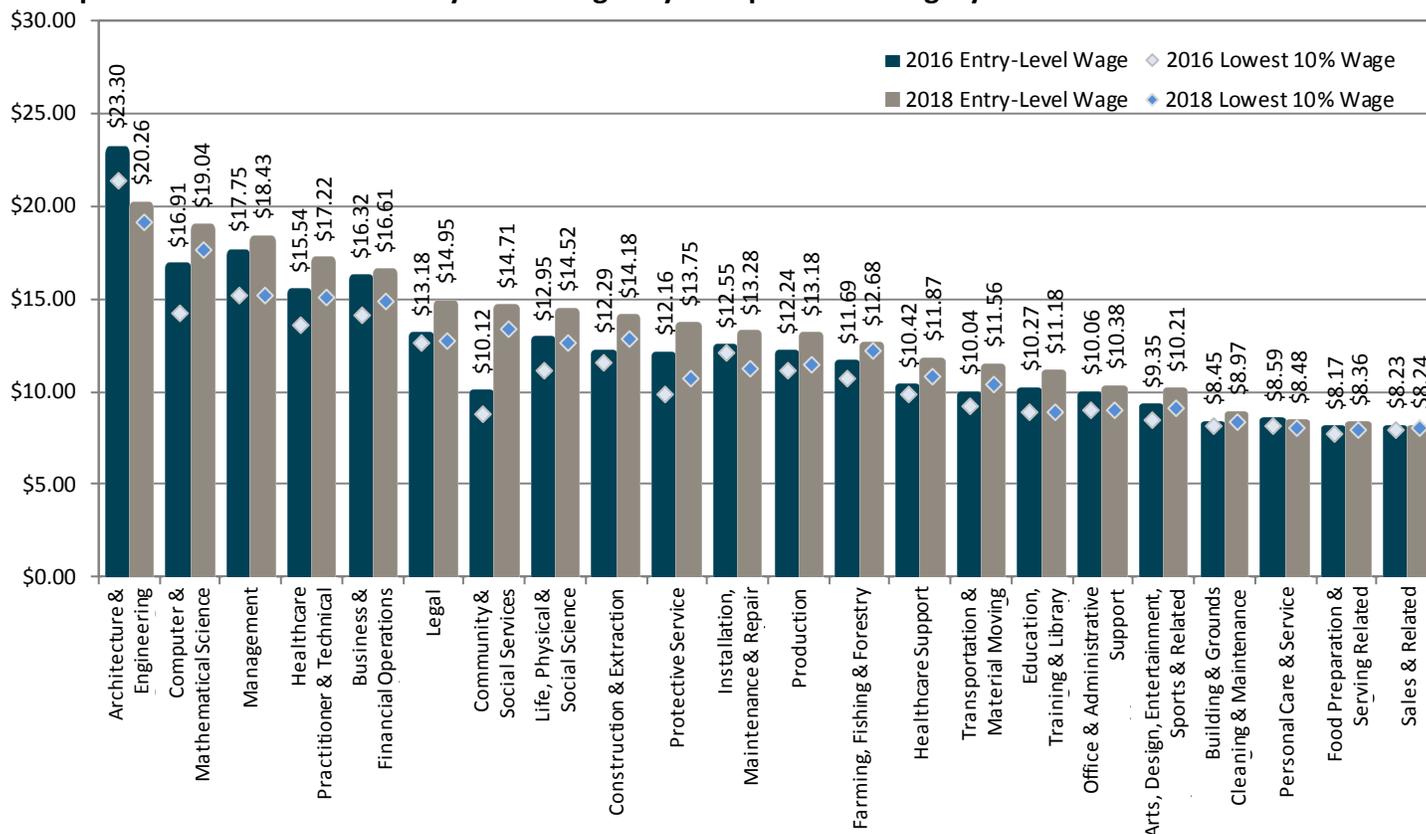
Difficulties Filling Vacant Positions

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Businesses have difficulty filling a position due to applicant failure to pass a background check.	35.1%	18.2%	33.3%	10.3%	3.1%
Businesses have difficulty filling a position due to applicant failure of controlled substance testing.	43.6%	17.9%	30.3%	4.9%	3.3%
Businesses have difficulty filling a position due to a general lack of applicants.	10.7%	8.2%	26.2%	28.6%	26.3%
Businesses have difficulty filling a position due to a lack of qualified applicants.	8.2%	9.0%	24.2%	30.1%	28.5%
Businesses have difficulty filling a position due to local competition.	21.8%	15.0%	38.1%	16.8%	8.3%
Businesses have difficulty filling a position due to applicant expectations of benefits package offered.	29.0%	19.2%	26.4%	18.5%	6.9%
Businesses have difficulty filling a position due to applicants willingness to accept wages offered.	17.9%	18.7%	32.3%	24.4%	6.7%
Businesses have difficulty filling a position due to the type of work involved.	16.7%	13.6%	34.7%	23.7%	11.3%
Businesses have difficulty filling a position due to the hours or shifts offered.	33.2%	13.0%	30.5%	15.8%	7.5%



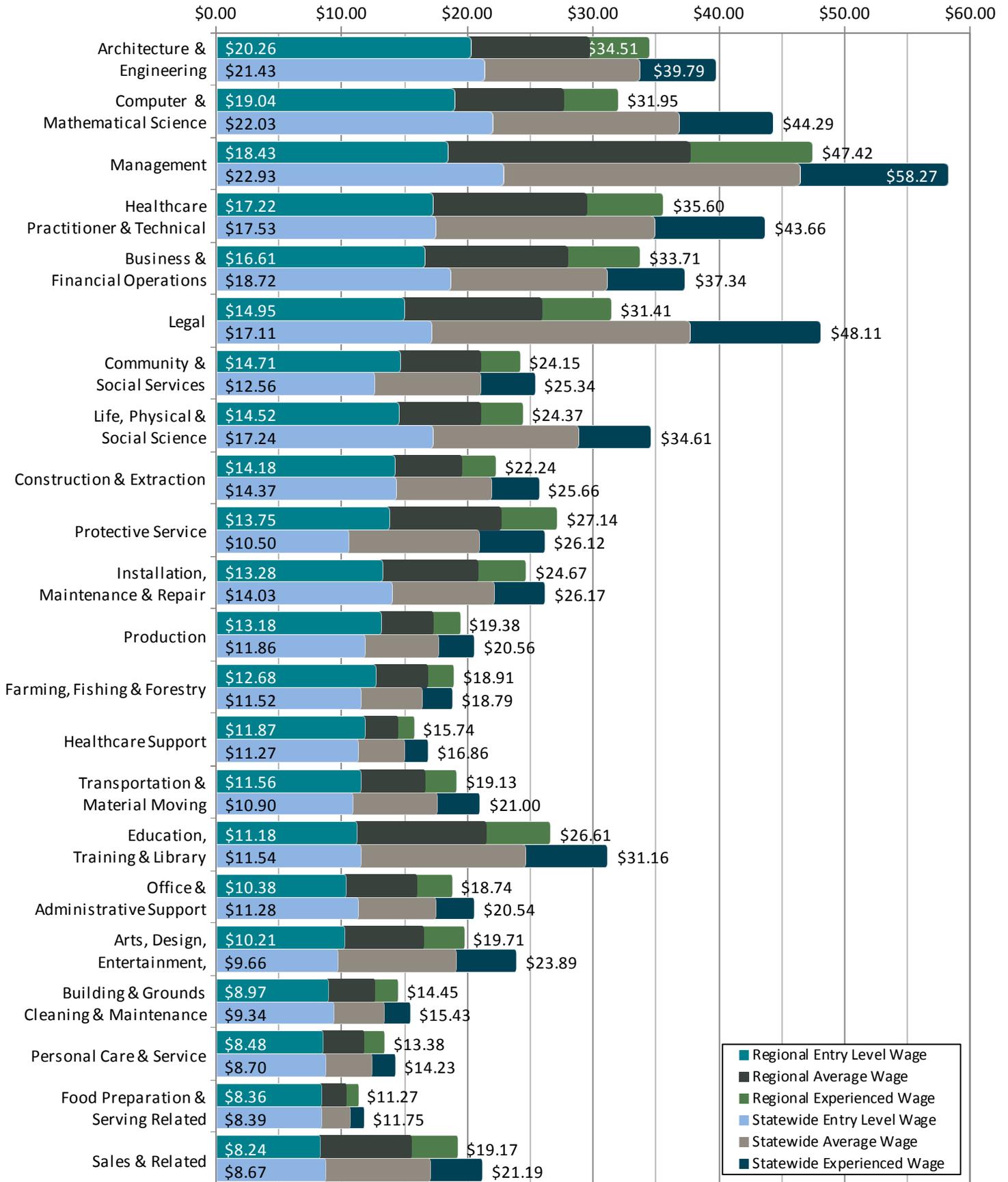
WAGES

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



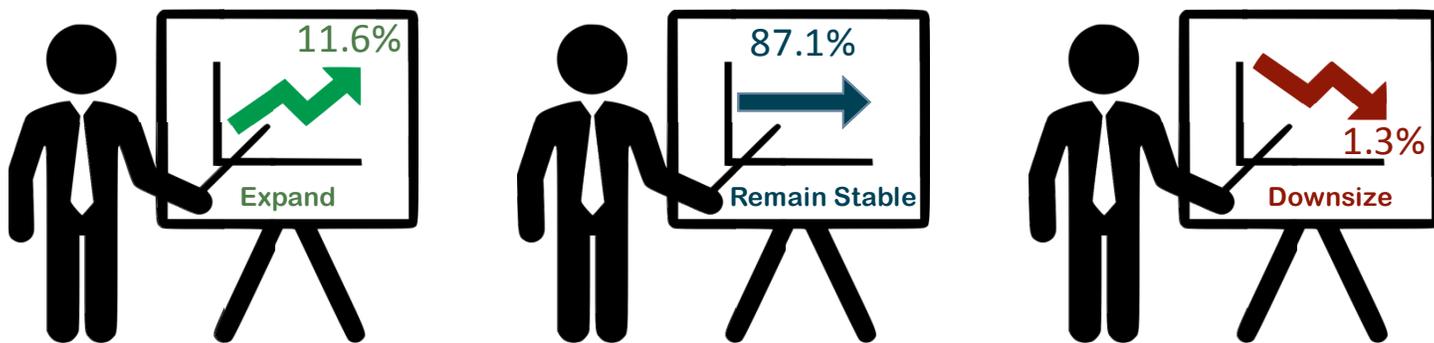


Comparison of 2018 Wage Levels by Occupational Category





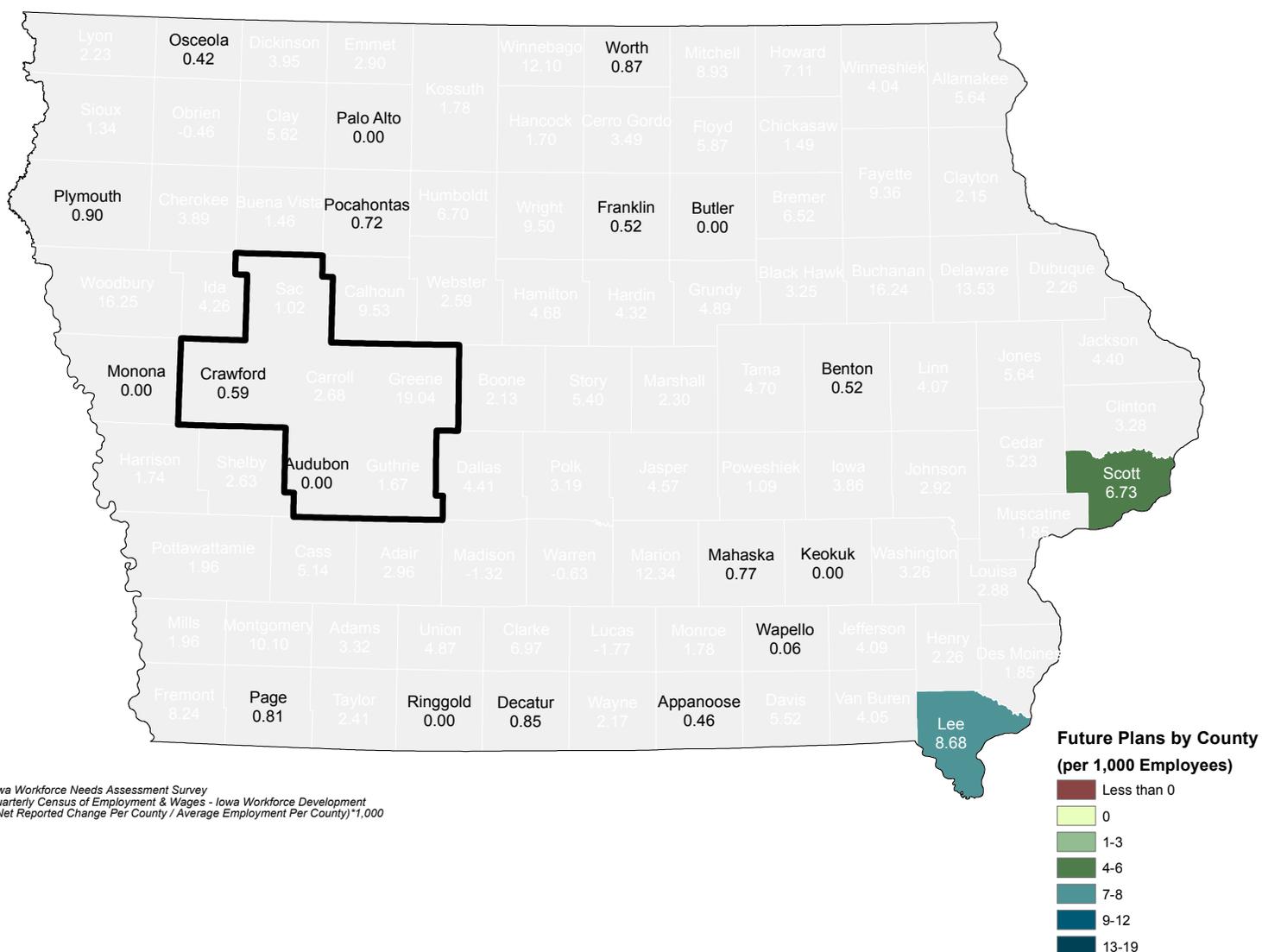
FUTURE PLANS



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)*

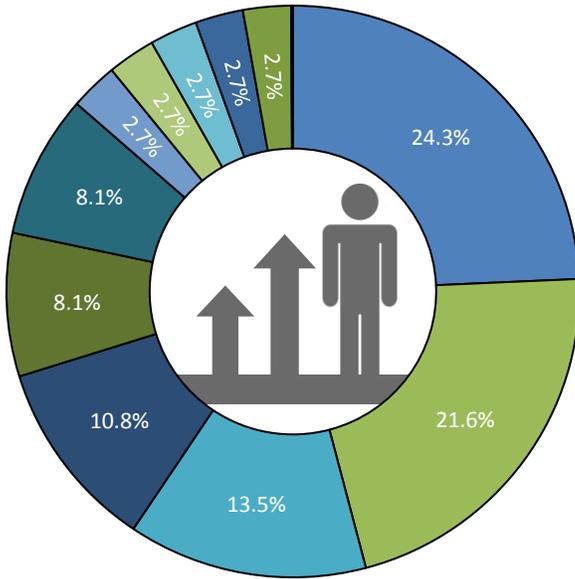


Iowa Workforce Needs Assessment Survey
 Quarterly Census of Employment & Wages - Iowa Workforce Development
 *(Net Reported Change Per County / Average Employment Per County)*1,000

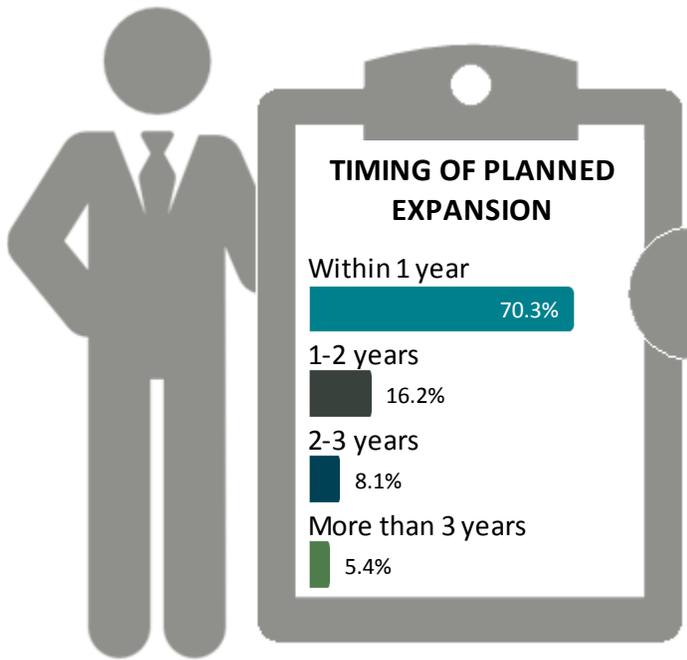
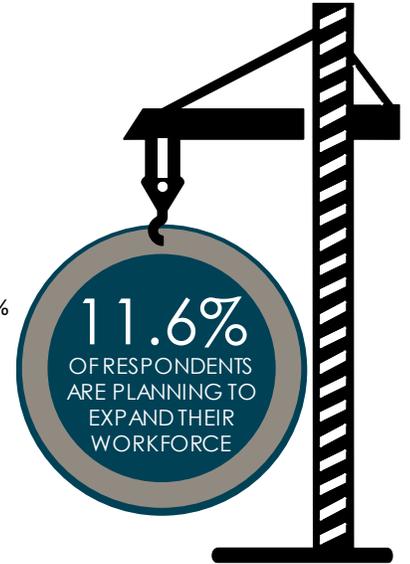


FUTURE PLANS - EXPANSION

Percent of Total Planned Expansion by Industry



- Transportation & Warehousing - 24.3%
- Wholesale & Retail Trade - 21.6%
- Manufacturing - 13.5%
- Construction - 10.8%
- Health Care & Social Assistance - 8.1%
- Professional & Technical Services - 8.1%
- Administrative & Waste Services - 2.7%
- Agriculture, Forestry, Fishing & Mining - 2.7%
- Finance, Insurance & Real Estate - 2.7%
- Information - 2.7%
- Personal Services - 2.7%
- Public Administration - 0.1%
- Accommodation & Food Services - 0.0%
- Arts, Entertainment & Recreation - 0.0%
- Educational Services - 0.0%
- Management - 0.0%
- Utilities - 0.0%



Percent within Each Industry with Planned Payroll Expansion

Industry	Percent of Each Industry
Transportation & Warehousing	32.1%
Manufacturing	17.2%
Construction	13.8%
Wholesale & Retail Trade	12.7%
Health Care & Social Assistance	11.1%
Administrative & Waste Services	10.0%
Agriculture, Forestry, Fishing & Mining	10.0%
Information	9.1%
Professional & Technical Services	8.8%
Personal Services	7.1%
Finance, Insurance & Real Estate	5.3%
Accommodation & Food Services	0.0%
Arts, Entertainment & Recreation	0.0%
Educational Services	0.0%
Management	0.0%
Public Administration	0.0%
Utilities	0.0%

TOP INDUSTRIAL EXPANSION





FUTURE PLANS - EXPANSION

Percent of Planned Expansion by Occupational Category

Occupational Category	Percent of Planned Expansion
Production	49.5%
Personal Care & Service	14.6%
Transportation & Material Moving	6.8%
Installation, Maintenance & Repair	4.9%
Computer & Mathematical	3.9%
Education, Training & Library	3.9%
Office & Administrative Support	3.9%
Business & Financial Operations	2.9%
Farming, Fishing & Forestry	1.9%
Management	1.9%
Sales & Related	1.9%
Architecture & Engineering	1.0%
Community & Social Service	1.0%
Construction & Extraction	1.0%
Food Preparation & Serving Related	1.0%
Arts, Design, Entertainment, Sports & Media	0.0%
Building & Grounds Cleaning & Maintenance	0.0%
Healthcare Practitioners & Technical	0.0%
Healthcare Support	0.0%
Legal	0.0%
Life, Physical & Social Science	0.0%
Protective Service	0.0%
Unknown	0.4%

TOP OCCUPATIONAL EXPANSION



Constraints Preventing Payroll Expansion Ranked by Relative Importance

Impediments to Expansion
Lack of available skilled workforce
Cost of additional labor (wages and benefits)
Competition within existing markets
Expense related to benefits
No desire to expand
Uncertainty in current market demands
Tax or regulatory issues
Barriers to entering new markets
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
Changes in tax or regulatory incentives
Reduction of overtime
Moving specific business operations in-house
Merger/acquisition
Relocation of assets to an existing location
Relocation of assets to a new location





FUTURE PLANS - REDUCTION



0.9%
OF RESPONDENTS
ARE PLANNING TO
REDUCE THEIR
WORKFORCE



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%

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
Architecture & 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%
Unknown	0.0%





FUTURE PLANS - REDUCTION

Reasons for Workforce Reduction Ranked by Relative Importance

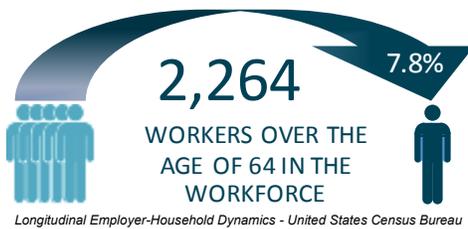
Reasons for Reduction
Business sale or closure
Changes in tax or regulatory laws
Closing an existing location
Exit from existing markets or business division closing
Expenses related to benefits
Outsourcing of specific business operations
Reduced profits from current operations
Reduced share of market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

Timing of Planned Reduction

Within 1 year - 0.0%
 1-2 years - 0.0%
 3-5 years - 0.0%
 More than 5 years - 0.0%

INSUFFICIENT DATA TO REPORT

RETIREMENTS

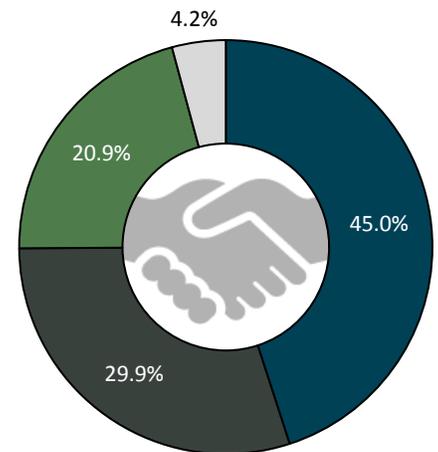


Workers Over the Age of 64 in the Workplace by Industry

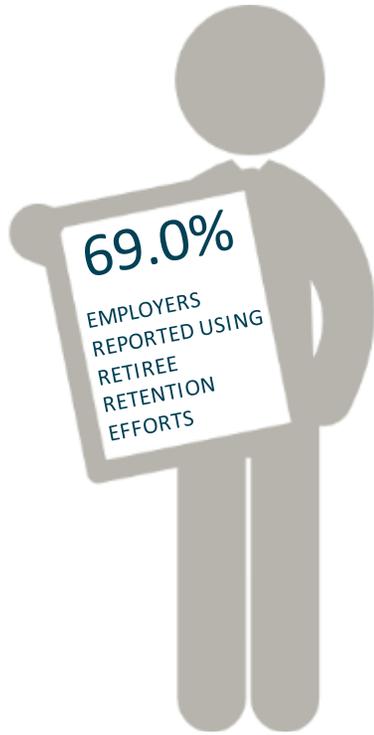
Industry	Percent of Total ⁴	Percent of Each Industry ⁴
Wholesale & Retail Trade	19.7%	8.6%
Health Care & Social Assistance	15.9%	7.7%
Educational Services	10.0%	10.2%
Public Administration	9.9%	11.6%
Manufacturing	7.9%	3.5%
Finance, Insurance & Real Estate	7.2%	9.6%
Transportation & Warehousing	6.5%	15.4%
Personal Services	4.3%	13.8%
Accommodation & Food Services	3.9%	5.1%
Construction	3.2%	5.3%
Arts, Entertainment & Recreation	2.0%	9.1%
Administrative & Waste Services	1.8%	6.5%
Professional & Technical Services	1.8%	7.2%
Information	1.6%	10.5%
Agriculture, Forestry, Fishing & Mining	1.3%	7.6%
Utilities	0.1%	1.9%
Management	0.0%	0.8%

⁴Longitudinal Employer-Household Dynamics - United States Census Bureau

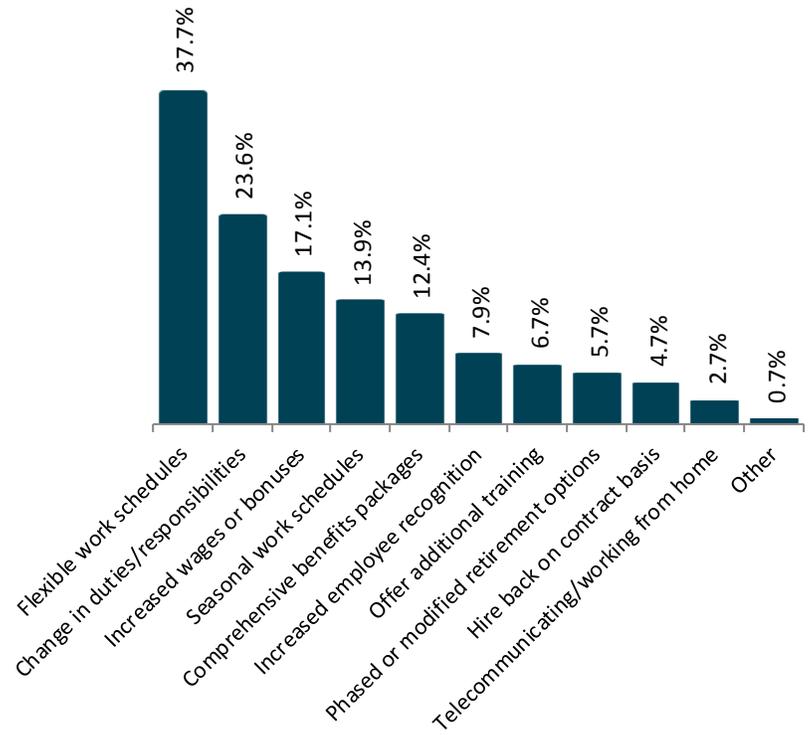
How Companies Plan to Replace Those Who Retire

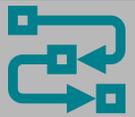


- Both hire new workers and promote from within - 45.0%
- Hire new workers - 29.9%
- Not currently planning to fill these positions - 20.9%
- Promote from within the company - 4.2%



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). Job orders on IowaJobs are either entered directly by IWD staff or employers on the site or brought in from one of over 1,400 indexed employer websites. The job orders pulled for this report are those that were open at any point between November 1, 2017 and October 31, 2018.

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

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

Definitions of terms used throughout the report:

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

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



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

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

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

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

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

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

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

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

Longitudinal Employer-Household Dynamics - United States Census Bureau

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

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

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

Definitions of terms used throughout the report:

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

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

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

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

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

Vacancy Rate (calculation reported per industry & occupational category)

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

APPENDIX



LIST OF ALL JOB VACANCIES

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

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

Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
First-Line Supervisors of Retail Sales Workers	41-1011	243	410	40	\$11.45
Heavy and Tractor-Trailer Truck Drivers	53-3032	201	980	155	\$12.81
Customer Service Representatives	43-4051	144	790	50	\$10.35
Cashiers	41-2011	124	1,350	200	\$8.23
Production Workers, All Other	51-9199	116	**	35	\$12.34
Retail Salespersons	41-2031	116	620	80	\$8.63
Stock Clerks and Order Fillers	43-5081	93	330	45	\$8.30
Healthcare Practitioners and Technical Workers, All Other	29-9099	85	**	**	**
First-Line Supervisors of Production and Operating Workers	51-1011	76	170	25	\$18.39
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	74	650	120	\$12.56
First-Line Supervisors of Food Preparation and Serving Workers	35-1012	62	200	25	\$9.22
Helpers—Production Workers	51-9198	60	40	15	\$11.29
Social and Human Service Assistants	21-1093	58	80	10	\$13.98
Food Service Managers	11-9051	57	20	**	\$12.19
Therapists, All Other	29-1129	55	**	**	**
Police and Sheriff's Patrol Officers	33-3051	54	150	10	\$19.46
Residential Advisors	39-9041	54	**	**	**
Licensed Practical and Licensed Vocational Nurses	29-2061	52	190	10	\$17.22
Accountants and Auditors	13-2011	51	120	20	\$19.10
Driver/Sales Workers	53-3031	51	**	10	**
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37-2011	50	240	70	\$8.99
Nursing Assistants	31-1014	50	560	75	\$12.61
Maintenance Workers, Machinery	49-9043	48	**	**	**
Welders, Cutters, Solderers, and Brazers	51-4121	48	110	25	\$12.15
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	47	820	135	\$8.37
Personal Care Aides	39-9021	45	580	75	\$10.70
Construction Laborers	47-2061	40	260	40	\$11.15
Merchandise Displayers and Window Trimmers	27-1026	39	**	**	**
First-Line Supervisors of Office and Administrative Support Workers	43-1011	38	260	25	\$15.24
Farm Equipment Mechanics and Service Technicians	49-3041	37	130	20	\$14.44
Light Truck or Delivery Services Drivers	53-3033	37	130	30	\$9.84
Security Guards	33-9032	37	20	**	\$12.33
Assemblers and Fabricators, All Other	51-2099	34	**	10	**
Machinists	51-4041	32	30	**	\$8.08
Maids and Housekeeping Cleaners	37-2012	32	330	55	\$9.08
Receptionists and Information Clerks	43-4171	31	160	20	\$12.06
Managers, All Other	11-9199	29	50	30	\$16.67
Telecommunications Equipment Installers and Repairers, Except Line Installers	49-2022	29	**	**	**
Healthcare Support Workers, All Other	31-9099	28	**	10	**
Physical Therapists	29-1123	28	40	**	\$33.13
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	17-2111	26	**	**	**
Maintenance and Repair Workers, General	49-9071	26	280	35	\$11.03
Agricultural and Food Science Technicians	19-4011	25	20	**	\$16.15
Cooks, Institution and Cafeteria	35-2012	25	290	45	\$9.15

¹Iowa Workforce Development Job Bank

²Iowa Wage Report - IWD

³Iowa's Long-Term Projections - IWD

**Insufficient data to report



APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
General and Operations Managers	11-1021	25	510	40	\$17.98
Bookkeeping, Accounting, and Auditing Clerks	43-3031	24	560	75	\$10.12
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	45-2092	23	**	15	**
Food Preparation Workers	35-2021	23	360	25	\$8.35
Chief Executives	11-1011	22	60	**	**
Emergency Medical Technicians and Paramedics	29-2041	22	70	**	\$11.81
Waiters and Waitresses	35-3031	22	240	45	\$8.19
Business Operations Specialists, All Other	13-1199	21	40	20	\$17.31
Office Clerks, General	43-9061	21	610	85	\$10.59
Life, Physical, and Social Science Technicians, All Other	19-4099	20	**	**	**
Registered Nurses	29-1141	20	540	40	\$21.49
Hotel, Motel, and Resort Desk Clerks	43-4081	19	110	10	\$8.51
Material Moving Workers, All Other	53-7199	19	**	10	**
Office and Administrative Support Workers, All Other	43-9199	19	**	20	\$13.75
Wholesale and Retail Buyers, Except Farm Products	13-1022	19	**	**	**
Parts Salespersons	41-2022	18	**	10	\$15.41
Bus Drivers, Transit and Intercity	53-3021	17	**	10	**
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	35-3022	16	**	35	\$8.50
Sales Representatives, Services, All Other	41-3099	16	50	10	\$18.36
Agricultural Equipment Operators	45-2091	15	140	35	\$13.13
Cooks, Restaurant	35-2014	14	**	20	\$8.16
Farmworkers, Farm, Ranch, and Aquacultural Animals	45-2093	14	**	30	**
Transportation Attendants, Except Flight Attendants	53-6061	14	**	**	**
Medical Assistants	31-9092	13	60	10	\$13.58
Secondary School Teachers, Except Special and Career/Technical Education	25-2031	13	**	15	\$36,225
Tax Preparers	13-2082	13	**	**	**
Industrial Production Managers	11-3051	12	60	**	\$24.53
Installation, Maintenance, and Repair Workers, All Other	49-9099	12	**	**	**
Medical Secretaries	43-6013	12	60	10	\$13.39
Social Workers, All Other	21-1029	12	**	**	**
Advertising Sales Agents	41-3011	11	60	**	\$8.19
Automotive Service Technicians and Mechanics	49-3023	11	170	20	\$10.60
Engineers, All Other	17-2199	11	**	**	**
Financial Specialists, All Other	13-2099	11	**	**	**
Industrial Engineers	17-2112	11	10	**	\$30.42
Landscaping and Groundskeeping Workers	37-3011	11	150	35	\$8.49
Teachers and Instructors, All Other	25-3099	11	**	**	**
Team Assemblers	51-2092	11	**	55	**
Administrative Services Managers	11-3011	10	10	**	\$27.61
Agricultural Inspectors	45-2011	10	20	**	\$19.64
Carpenters	47-2031	10	140	25	\$15.54
Construction and Building Inspectors	47-4011	10	40	**	\$21.62
Electromechanical Equipment Assemblers	51-2023	10	**	**	**
First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011	10	130	10	\$23.18
Occupational Therapists	29-1122	10	30	**	\$30.06
Bus and Truck Mechanics and Diesel Engine Specialists	49-3031	9	60	15	\$13.48
Computer Software Engineers, Applications	15-1031	9	**	**	**
First-Line Supervisors of Construction Trades and Extraction Workers	47-1011	9	100	15	\$17.54
Highway Maintenance Workers	47-4051	9	150	15	\$15.52
Management Analysts	13-1111	9	20	**	\$27.86
Marketing Managers	11-2021	9	10	**	\$31.76
Operating Engineers and Other Construction Equipment Operators	47-2073	9	140	15	\$15.65

¹Iowa Workforce Development Job Bank

²Iowa Wage Report - IWD

³Iowa's Long-Term Projections - IWD

**Insufficient data to report

APPENDIX - LIST OF ALL JOB VACANCIES



Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	9	**	**	**
Building Cleaning Workers, All Other	37-2019	8	**	**	**
Childcare Workers	39-9011	8	330	50	\$8.11
Dispatchers, Except Police, Fire, and Ambulance	43-5032	8	40	**	\$13.44
Fitness Trainers and Aerobics Instructors	39-9031	8	20	**	\$13.40
Human Resources Managers	11-3121	8	20	**	\$33.29
Medical and Clinical Laboratory Technologists	29-2011	8	**	**	**
Packers and Packers, Hand	53-7064	8	**	30	**
Plumbers, Pipefitters, and Steamfitters	47-2152	8	**	15	**
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	43-6014	8	400	70	\$11.72
Aerospace Engineers	17-2011	7	**	**	**
Cement Masons and Concrete Finishers	47-2051	7	**	**	\$16.76
Counter and Rental Clerks	41-2021	7	60	**	\$8.47
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	49-9021	7	**	**	\$17.32
Logisticians	13-1081	7	**	**	**
Occupational Therapy Assistants	31-2011	7	**	**	**
Preschool Teachers, Except Special Education	25-2011	7	90	**	\$8.15
Recreational Therapists	29-1125	7	**	**	**
Respiratory Therapists	29-1126	7	10	**	\$22.66
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	7	460	55	\$12.95
Teacher Assistants	25-9041	7	430	55	\$17,000
Tire Repairers and Changers	49-3093	7	**	**	**
Vocational Education Teachers, Postsecondary	25-1194	7	**	**	**
Community and Social Service Specialists, All Other	21-1099	6	10	35	**
Computer and Information Research Scientists	15-1111	6	**	**	**
Construction and Related Workers, All Other	47-4099	6	**	**	**
Cooks, Short Order	35-2015	6	**	10	**
Demonstrators and Product Promoters	41-9011	6	**	**	**
Electrical and Electronic Engineering Technicians	17-3023	6	**	**	**
Nursing Aides, Orderlies, and Attendants	31-1012	6	**	**	**
Writers and Authors	27-3043	6	**	**	**
Automotive Body and Related Repairers	49-3021	5	60	**	\$15.93
Child, Family, and School Social Workers	21-1021	5	50	**	\$13.36
Civil Engineering Technicians	17-3022	5	**	**	\$27.17
Commercial Pilots	53-2012	5	**	**	**
Computer Occupations, All Other	15-1199	5	**	**	**
Cooks, Fast Food	35-2011	5	**	20	\$8.25
Court, Municipal, and License Clerks	43-4031	5	100	**	\$13.78
Dishwashers	35-9021	5	30	10	\$8.50
Educational, Guidance, School, and Vocational Counselors	21-1012	5	40	**	\$22.44
Electricians	47-2111	5	**	15	\$16.00
Farm and Home Management Advisors	25-9021	5	**	**	**
Graphic Designers	27-1024	5	70	10	\$12.39
Health Diagnosing and Treating Practitioners, All Other	29-1199	5	**	**	**
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35-9031	5	**	**	**
Industrial Truck and Tractor Operators	53-7051	5	30	25	\$12.82
Media and Communication Workers, All Other	27-3099	5	**	**	**
Pharmacy Technicians	29-2052	5	90	10	\$11.92
Radio and Television Announcers	27-3011	5	**	**	**
Sewing Machine Operators	51-6031	5	**	**	**
Slaughterers and Meat Packers	51-3023	5	**	100	**
Tellers	43-3071	5	250	25	\$11.54

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**Insufficient data to report



APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
Web Developers	15-1134	5	10	**	\$15.31
Agricultural Workers, All Other	45-2099	4	**	50	\$12.24
Bartenders	35-3011	4	**	30	\$8.56
Chefs and Head Cooks	35-1011	4	**	**	**
Computer Support Specialists	15-1041	4	**	**	**
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011	4	**	**	**
Farmers, Ranchers, and Other Agricultural Managers	11-9013	4	**	225	**
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	53-1031	4	**	**	**
Gas Plant Operators	51-8092	4	**	**	**
Home Health Aides	31-1011	4	240	15	\$10.26
Human Resources Specialists	13-1071	4	40	**	\$13.43
Industrial Engineering Technicians	17-3026	4	**	**	**
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	4	80	10	\$17.95
Interpreters and Translators	27-3091	4	10	**	\$16.98
Library Assistants, Clerical	43-4121	4	70	**	\$8.35
Loan Officers	13-2072	4	150	15	\$21.41
Mechanical Drafters	17-3013	4	**	**	**
Medical and Health Services Managers	11-9111	4	170	10	\$21.34
Medical Records and Health Information Technicians	29-2071	4	50	**	\$13.11
Mental Health Counselors	21-1014	4	**	**	**
Meter Readers, Utilities	43-5041	4	**	**	**
Nurse Practitioners	29-1171	4	30	**	\$42.37
Occupational Health and Safety Specialists	29-9011	4	**	**	**
Pest Control Workers	37-2021	4	**	**	**
Physical Therapist Assistants	31-2021	4	40	**	\$15.85
Postal Service Mail Carriers	43-5052	4	120	**	\$17.00
Recreation Workers	39-9032	4	70	15	\$8.64
Slot Supervisors	39-1012	4	**	**	**
Social and Community Service Managers	11-9151	4	30	**	\$17.14
Tax Examiners and Collectors, and Revenue Agents	13-2081	4	**	**	**
Water and Wastewater Treatment Plant and System Operators	51-8031	4	80	**	\$12.56
Advertising and Promotions Managers	11-2011	3	**	**	**
Aerospace Engineering and Operations Technicians	17-3021	3	**	**	**
Agricultural Engineers	17-2021	3	**	**	**
Aircraft Mechanics and Service Technicians	49-3011	3	**	**	**
Ambulance Drivers and Attendants, Except Emergency Medical Technicians	53-3011	3	**	**	**
Bus Drivers, School or Special Client	53-3022	3	180	20	\$14.96
Chemical Technicians	19-4031	3	20	**	**
Claims Adjusters, Examiners, and Investigators	13-1031	3	**	**	**
Computer User Support Specialists	15-1151	3	40	**	\$14.31
Counselors, All Other	21-1019	3	**	**	**
Directors, Religious Activities and Education	21-2021	3	**	**	**
Electrical and Electronic Equipment Assemblers	51-2022	3	**	**	**
Electrical Power-Line Installers and Repairers	49-9051	3	50	**	\$27.23
Electro-Mechanical Technicians	17-3024	3	**	**	**
Engineering Technicians, Except Drafters, All Other	17-3029	3	**	**	**
Excavating and Loading Machine and Dragline Operators	53-7032	3	**	**	\$15.88
Fiberglass Laminators and Fabricators	51-2091	3	**	**	**
Food Preparation and Serving Related Workers, All Other	35-9099	3	**	45	**
Healthcare Social Workers	21-1022	3	20	**	\$16.30
Home Appliance Repairers	49-9031	3	**	**	**
Human Resources Assistants, Except Payroll and Timekeeping	43-4161	3	20	**	\$11.92

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APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
Human Resources, Training, and Labor Relations Specialists, All Other	13-1079	3	**	**	**
Laundry and Dry-Cleaning Workers	51-6011	3	**	**	**
Layout Workers, Metal and Plastic	51-4192	3	**	**	**
Legal Secretaries	43-6012	3	**	**	**
Medical and Clinical Laboratory Technicians	29-2012	3	**	**	**
Mental Health and Substance Abuse Social Workers	21-1023	3	50	**	\$17.45
Millwrights	49-9044	3	**	**	**
Painters, Transportation Equipment	51-9122	3	**	**	**
Parking Lot Attendants	53-6021	3	**	**	**
Paving, Surfacing, and Tamping Equipment Operators	47-2071	3	**	**	**
Pharmacists	29-1051	3	30	**	\$43.41
Physical Therapist Aides	31-2022	3	20	**	\$11.02
Public Relations Specialists	27-3031	3	20	10	\$17.29
Radiologic Technologists	29-2034	3	20	**	**
Rail-Track Laying and Maintenance Equipment Operators	47-4061	3	**	**	**
Substance Abuse and Behavioral Disorder Counselors	21-1011	3	**	**	**
Transportation Workers, All Other	53-6099	3	**	**	**
Transportation, Storage, and Distribution Managers	11-3071	3	**	**	**
Aircraft Launch and Recovery Officers	55-1012	2	**	**	**
Animal Control Workers	33-9011	2	**	**	**
Anthropologists and Archeologists	19-3091	2	**	**	**
Billing and Posting Clerks	43-3021	2	80	10	\$13.18
Biochemists and Biophysicists	19-1021	2	**	**	**
Biological Technicians	19-4021	2	**	**	**
Biomedical Engineers	17-2031	2	**	**	**
Brickmasons and Blockmasons	47-2021	2	**	**	**
Computer Network Support Specialists	15-1152	2	**	**	\$19.80
Construction Managers	11-9021	2	20	**	\$30.03
Cooks, All Other	35-2019	2	**	**	**
Correctional Officers and Jailers	33-3012	2	30	**	**
Court Reporters	23-2091	2	**	**	**
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	2	20	**	\$15.19
Diagnostic Medical Sonographers	29-2032	2	**	**	**
Dining Room and Cafeteria Attendants and Bartender Helpers	35-9011	2	**	**	**
Drafters, All Other	17-3019	2	**	**	**
Education Administrators, All Other	11-9039	2	**	**	**
Environmental Engineers	17-2081	2	**	**	**
Environmental Science and Protection Technicians, Including Health	19-4091	2	**	**	**
Executive Secretaries and Executive Administrative Assistants	43-6011	2	40	10	\$19.58
Family and General Practitioners	29-1062	2	10	**	\$78.31
First-Line Supervisors of Farming, Fishing, and Forestry Workers	45-1011	2	**	10	**
First-Line Supervisors of Non-Retail Sales Workers	41-1012	2	**	10	\$19.72
Food Processing Workers, All Other	51-3099	2	**	**	**
Food Scientists and Technologists	19-1012	2	**	**	**
Food Servers, Nonrestaurant	35-3041	2	190	20	\$9.18
Gaming Dealers	39-3011	2	**	**	**
Industrial Machinery Mechanics	49-9041	2	100	15	\$20.17
Insurance Sales Agents	41-3021	2	150	20	\$15.01
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	33-9092	2	**	**	**
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	51-4035	2	**	**	**
Optometrists	29-1041	2	**	**	**
Outdoor Power Equipment and Other Small Engine Mechanics	49-3053	2	**	**	**

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Packaging and Filling Machine Operators and Tenders	51-9111	2	70	10	\$11.31
Payroll and Timekeeping Clerks	43-3051	2	10	**	\$18.44
Pesticide Handlers, Sprayers, and Applicators, Vegetation	37-3012	2	**	**	**
Phlebotomists	31-9097	2	**	**	**
Producers and Directors	27-2012	2	**	**	**
Production, Planning, and Expediting Clerks	43-5061	2	**	**	\$15.76
Property, Real Estate, and Community Association Managers	11-9141	2	**	**	**
Purchasing Managers	11-3061	2	**	**	**
Roofers	47-2181	2	**	**	**
Sales Managers	11-2022	2	50	**	\$30.53
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	2	20	10	\$16.36
Securities, Commodities, and Financial Services Sales Agents	41-3031	2	60	10	\$15.92
Sheet Metal Workers	47-2211	2	**	**	**
Special Education Teachers, All Other	25-2059	2	**	**	**
Surgical Technologists	29-2055	2	**	**	**
Training and Development Specialists	13-1151	2	20	**	\$14.08
Urban and Regional Planners	19-3051	2	**	**	**
Ushers, Lobby Attendants, and Ticket Takers	39-3031	2	**	**	**
Veterinary Assistants and Laboratory Animal Caretakers	31-9096	2	**	**	**
Adhesive Bonding Machine Operators and Tenders	51-9191	1	**	**	**
Architectural and Civil Drafters	17-3011	1	**	**	\$20.10
Architectural and Engineering Managers	11-9041	1	**	**	**
Audiologists	29-1181	1	**	**	**
Bakers	51-3011	1	20	**	**
Bill and Account Collectors	43-3011	1	**	**	**
Chemical Equipment Operators and Tenders	51-9011	1	**	**	**
Chemical Plant and System Operators	51-8091	1	**	**	**
Cleaners of Vehicles and Equipment	53-7061	1	110	15	\$10.89
Clinical, Counseling, and School Psychologists	19-3031	1	**	**	**
Coin, Vending, and Amusement Machine Servicers and Repairers	49-9091	1	**	**	\$8.42
Community Health Workers	21-1094	1	**	**	**
Compensation, Benefits, and Job Analysis Specialists	13-1141	1	**	**	**
Compliance Officers	13-1041	1	30	**	\$25.88
Computer and Information Systems Managers	11-3021	1	10	**	\$29.77
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	51-4012	1	**	**	**
Computer Systems Analysts	15-1121	1	**	**	**
Conservation Scientists	19-1031	1	20	**	\$11.32
Control and Valve Installers and Repairers, Except Mechanical Door	49-9012	1	**	**	**
Couriers and Messengers	43-5021	1	**	**	**
Database Administrators	15-1141	1	**	**	**
Drywall and Ceiling Tile Installers	47-2081	1	**	**	**
Electric Motor, Power Tool, and Related Repairers	49-2092	1	**	**	**
Electrical Engineers	17-2071	1	**	**	**
Farm Labor Contractors	13-1074	1	**	**	**
File Clerks	43-4071	1	**	**	**
First-Line Supervisors of All Other Tactical Operations Specialists	55-2013	1	**	**	**
First-Line Supervisors of Housekeeping and Janitorial Workers	37-1011	1	20	**	\$18.01
First-Line Supervisors of Police and Detectives	33-1012	1	20	**	\$23.87
First-Line Supervisors of Protective Service Workers, All Other	33-1099	1	**	**	**
Gaming Change Persons and Booth Cashiers	41-2012	1	**	**	**
Gaming Managers	11-9071	1	**	**	**
Gaming Supervisors	39-1011	1	**	**	**

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Graders and Sorters, Agricultural Products	45-2041	1	**	**	**
Helpers--Electricians	47-3013	1	**	**	**
Helpers--Installation, Maintenance, and Repair Workers	49-9098	1	**	**	**
Information Security Analysts	15-1122	1	**	**	**
Interviewers, Except Eligibility and Loan	43-4111	1	**	**	**
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4034	1	**	**	**
Machine Feeders and Offbearers	53-7063	1	**	**	**
Market Research Analysts	19-3021	1	**	**	**
Market Research Analysts and Marketing Specialists	13-1161	1	20	**	\$15.64
Metal Workers and Plastic Workers, All Other	51-4199	1	**	**	**
Molders, Shapers, and Casters, Except Metal and Plastic	51-9195	1	**	**	**
Network and Computer Systems Administrators	15-1142	1	40	**	\$22.58
Nonfarm Animal Caretakers	39-2021	1	**	**	**
Office Machine Operators, Except Computer	43-9071	1	**	**	**
Opticians, Dispensing	29-2081	1	20	**	\$10.83
Order Clerks	43-4151	1	**	**	**
Painters, Construction and Maintenance	47-2141	1	**	**	\$13.99
Painting, Coating, and Decorating Workers	51-9123	1	**	**	**
Paralegals and Legal Assistants	23-2011	1	**	**	**
Personal Financial Advisors	13-2052	1	**	**	**
Photographic Process Workers and Processing Machine Operators	51-9151	1	**	**	**
Postal Service Mail Sorters, Processors, and Processing Machine Operators	43-5053	1	**	**	**
Real Estate Sales Agents	41-9022	1	**	**	**
Recreation and Fitness Studies Teachers, Postsecondary	25-1193	1	**	**	**
Rehabilitation Counselors	21-1015	1	**	**	**
Shipping, Receiving, and Traffic Clerks	43-5071	1	130	10	\$12.65
Social Science Research Assistants	19-4061	1	**	**	**
Speech-Language Pathologists	29-1127	1	40	**	\$27.66
Tailors, Dressmakers, and Custom Sewers	51-6052	1	**	**	**
Taxi Drivers and Chauffeurs	53-3041	1	10	**	\$10.82
Telecommunications Line Installers and Repairers	49-9052	1	**	**	**
Telemarketers	41-9041	1	**	15	**
Textile, Apparel, and Furnishings Workers, All Other	51-6099	1	**	**	**
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	43-5111	1	**	**	\$12.24
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51-4122	1	**	**	**

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