

WORKFORCE NEEDS ASSESSMENT IOWA WORKFORCE DEVELOPMENT REGION 10 RELEASED 2019

BENTON, CEDAR, IOWA, JOHNSON, JONES,
LINN AND WASHINGTON COUNTIES



Counties within Iowa Workforce Development Region 10 included within this analysis:

- Benton
- Cedar
- Iowa
- Johnson
- Jones
- Linn
- Washington

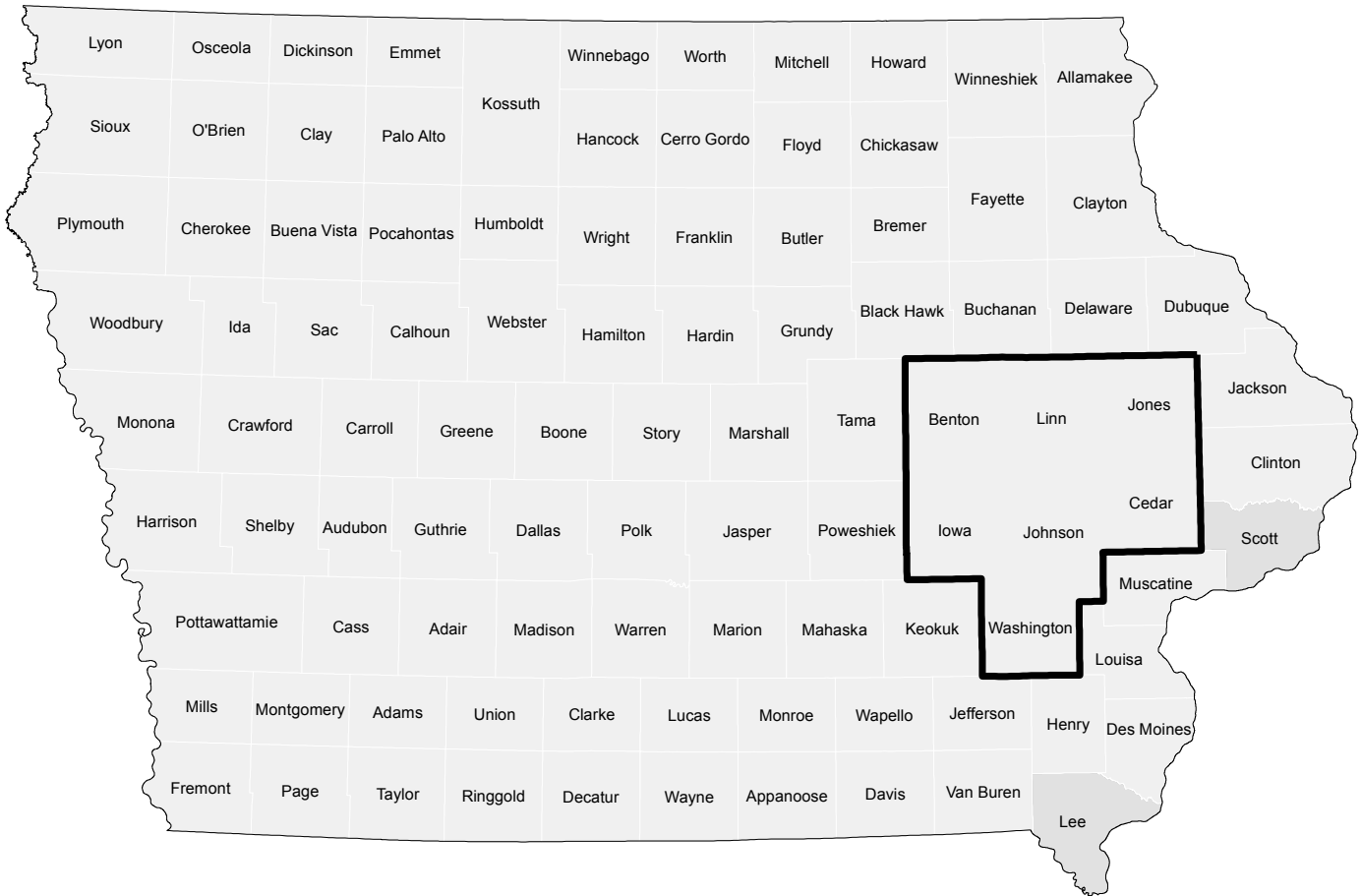


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Note: Sections marked as “Insufficient Data to Report” did not receive enough survey responses to allow for reporting.

2018 IOWA WORKFORCE NEEDS ASSESSMENT SURVEY



INTRODUCTION

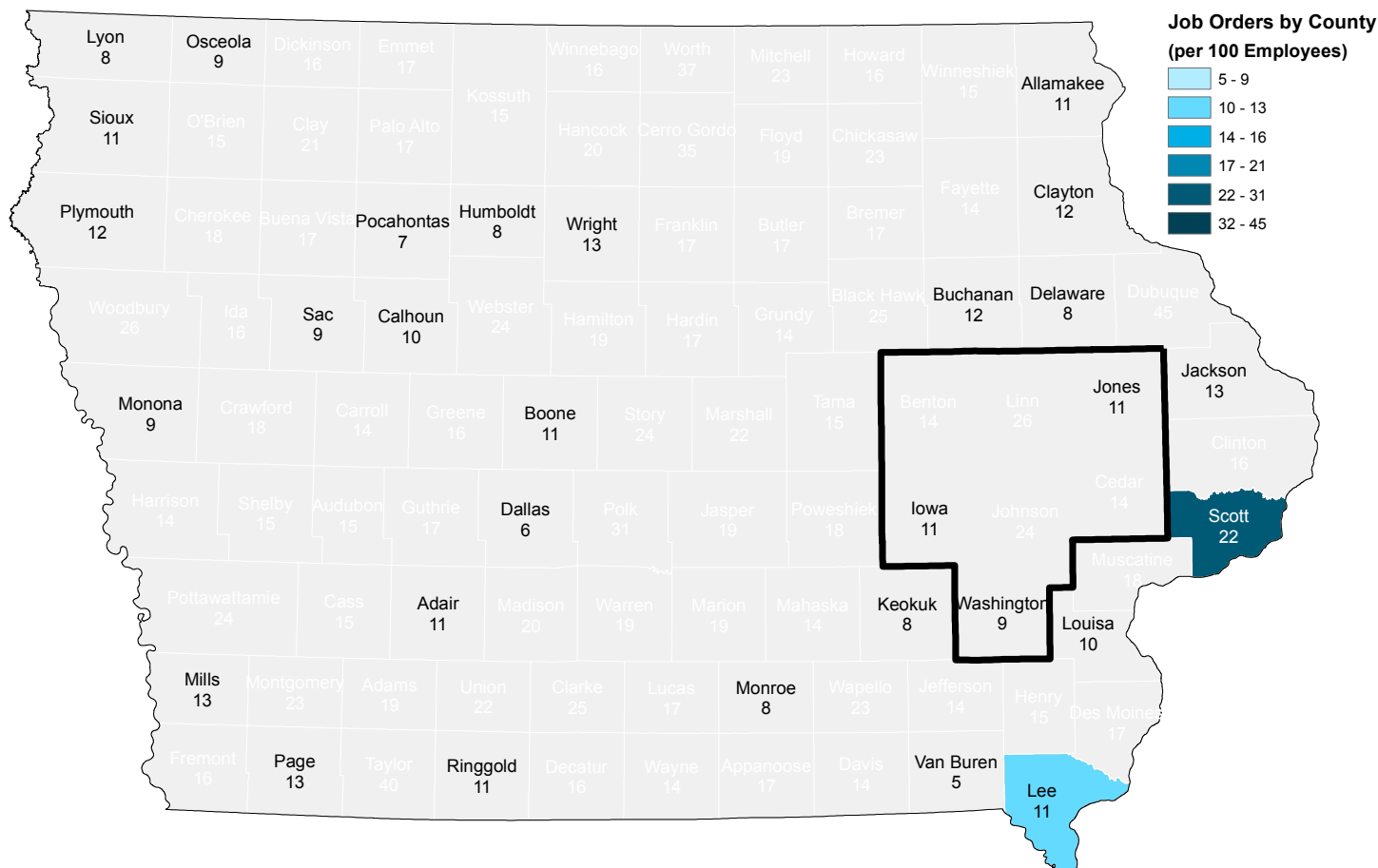
Iowa Workforce Development (IWD) conducted the sixth Workforce Needs Assessment. In addition to vacancy and retirement data, the survey also addressed the demand for workers and skills required in the workforce. Data regarding benefits offered by employers was also collected and is delineated in the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

Beginning in July 2018, 4,728 employers operating 6,075 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 1,732 responses, yielding a 36.6 percent response rate.



VACANCY ESTIMATES

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



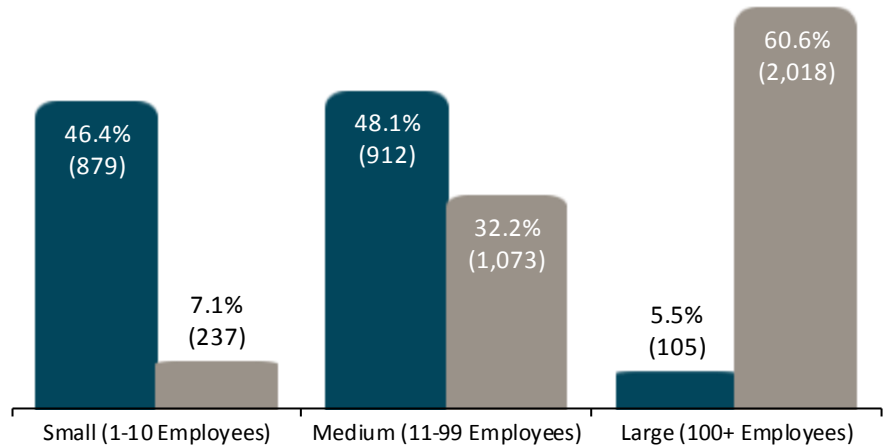
Iowa Workforce Development Job Bank
 Quarterly Census of Employment & Wages - Iowa Workforce Development
 *(Total Reported Job Orders Per County / Average Employment Per County)*100



VACANCY ESTIMATES

Reported Job Vacancies by Workplace Size

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



33.4%

Of Respondents
Reported Current
Job Vacancies

We're
HIRING

Total Number of Job Orders by Occupational Category

	Total Job Orders ¹	Percent of Total Job Orders ¹	Entry Wage ²	Average Wage ²	Projected Annual Openings ³
Office & Administrative Support	6,957	12.8%	\$11.54	\$17.76	4,495
Healthcare Practitioner & Technical	6,867	12.6%	\$18.61	\$35.58	1,105
Sales & Related	6,312	11.6%	\$8.80	\$16.78	3,730
Transportation & Material Moving	5,709	10.5%	\$10.40	\$17.80	3,370
Business & Financial Operations	4,720	8.7%	\$18.50	\$31.03	1,350
Computer & Mathematical Science	4,532	8.3%	\$23.28	\$37.70	780
Management	3,313	6.1%	\$25.20	\$49.54	2,220
Food Preparation & Serving Related	3,116	5.7%	\$8.41	\$10.82	4,195
Architecture & Engineering	2,096	3.8%	\$22.57	\$34.81	390
Production	1,600	2.9%	\$11.81	\$19.15	2,245
Life, Physical & Social Science	1,512	2.8%	\$18.39	\$28.51	355
Installation, Maintenance & Repair	1,375	2.5%	\$14.48	\$23.18	1,170
Education, Training & Library	1,139	2.1%	\$11.99	\$29.56	2,330
Healthcare Support	1,098	2.0%	\$12.12	\$15.94	955
Building & Grounds Cleaning & Maintenance	935	1.7%	\$9.70	\$14.14	1,300
Arts, Design, Entertainment, Sports & Related	723	1.3%	\$10.28	\$21.65	460
Construction & Extraction	713	1.3%	\$14.59	\$22.46	1,580
Community & Social Services	608	1.1%	\$13.55	\$21.93	520
Protective Service	390	0.7%	\$10.98	\$21.51	465
Personal Care & Service	343	0.6%	\$9.16	\$12.34	1,775
Legal	212	0.4%	\$20.34	\$39.89	115
Farming, Fishing & Forestry	208	0.4%	\$11.74	\$17.54	260

¹Iowa Workforce Development Job Bank

²Iowa Wage Report - Iowa Workforce Development

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



VACANCY ESTIMATES

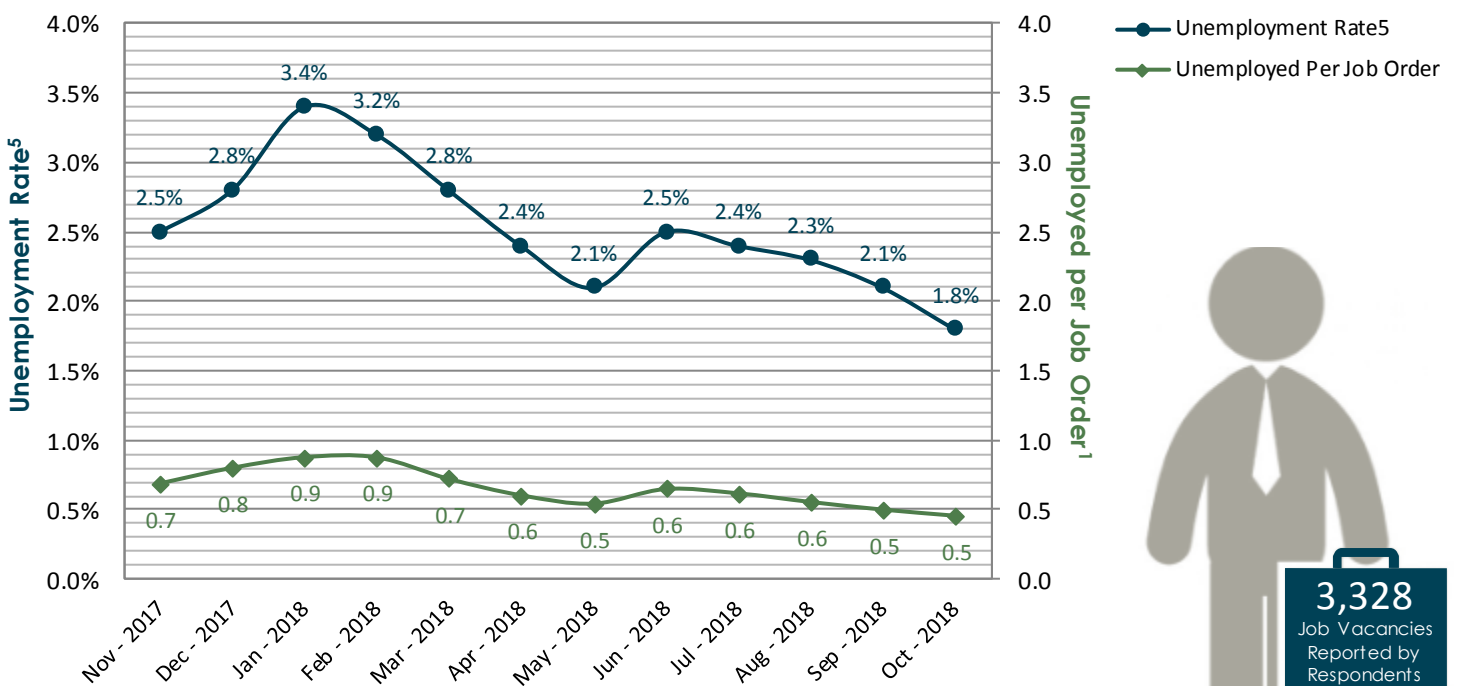
Vacancy Rate by Industry

	Employment ⁴	Estimated Vacancies	*Vacancy Rate	New Hire Wage ⁴	Projected Annual Openings ³
Administrative & Waste Services	11,880	1,294	10.9%	\$11.90	272
Educational Services	27,658	1,405	5.1%	\$14.71	306
Accommodation & Food Services	19,901	948	4.8%	\$6.10	206
Health Care & Social Assistance	36,936	1,160	3.1%	\$13.21	554
Agriculture, Forestry, Fishing & Mining	1,457	42	2.9%	\$13.76	17
Construction	12,729	322	2.5%	\$21.38	250
Professional & Technical Services	8,012	185	2.3%	\$22.20	124
Manufacturing	32,059	488	1.5%	\$19.77	-33
Personal Services	6,247	91	1.5%	\$10.71	84
Wholesale & Retail Trade	34,784	468	1.3%	\$9.33	210
Arts, Entertainment & Recreation	3,132	38	1.2%	\$4.96	33
Information	4,715	54	1.1%	\$18.97	-19
Transportation & Warehousing	13,941	144	1.0%	\$15.07	306
Public Administration	8,776	70	0.8%	\$11.42	23
Finance, Insurance & Real Estate	14,106	13	0.1%	\$18.05	265
Management	1,666	0	0.0%	\$15.81	44
Utilities	1,722	0	0.0%	\$24.25	2

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



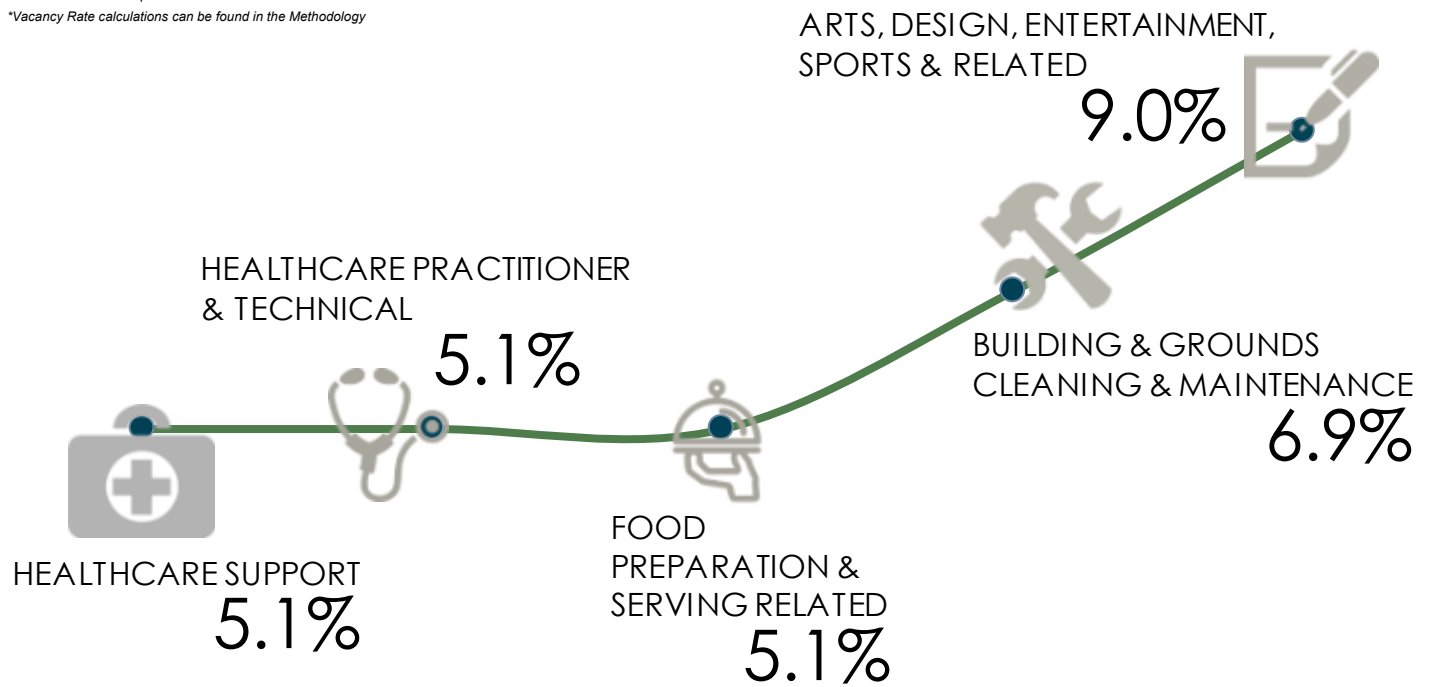
¹Iowa Workforce Development Job Bank
²Local Area Unemployment Statistics - Iowa Workforce Development (Data as of November 1, 2018, Numbers Not Seasonally Adjusted)



Vacancy Rate by Occupational Category

	Employment ²	Estimated Vacancies	*Vacancy Rate	Entry Wage ²	Projected Annual Openings ³
Arts, Design, Entertainment, Sports & Related	3,010	272	9.0%	\$10.28	460
Building & Grounds Cleaning & Maintenance	7,100	488	6.9%	\$9.70	1,300
Food Preparation & Serving Related	21,870	1,106	5.1%	\$8.41	4,195
Healthcare Practitioner & Technical	15,390	780	5.1%	\$18.61	1,105
Healthcare Support	6,050	308	5.1%	\$12.12	955
Education, Training & Library	18,770	873	4.7%	\$11.99	2,330
Farming, Fishing & Forestry	390	18	4.6%	\$11.74	260
Computer & Mathematical Science	8,430	297	3.5%	\$23.28	780
Construction & Extraction	10,910	304	2.8%	\$14.59	1,580
Installation, Maintenance & Repair	9,240	209	2.3%	\$14.48	1,170
Production	17,650	372	2.1%	\$11.81	2,245
Personal Care & Service	8,790	165	1.9%	\$9.16	1,775
Transportation & Material Moving	20,820	380	1.8%	\$10.40	3,370
Architecture & Engineering	4,640	71	1.5%	\$22.57	390
Community & Social Services	3,860	57	1.5%	\$13.55	520
Sales & Related	23,180	341	1.5%	\$8.80	3,730
Protective Service	3,500	41	1.2%	\$10.98	465
Life, Physical & Social Science	2,890	33	1.1%	\$18.39	355
Business & Financial Operations	11,110	106	1.0%	\$18.50	1,350
Office & Administrative Support	34,510	336	1.0%	\$11.54	4,495
Management	14,670	120	0.8%	\$25.20	2,220
Legal	1,180	4	0.3%	\$20.34	115

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



TOP VACANCY RATES



VACANCY ESTIMATES

HIGH DEMAND OCCUPATIONS



Top Reported Total Job Orders

	Total Job Orders ¹	Entry Wage ²	Average Wage ²
Heavy and Tractor-Trailer Truck Drivers	3,573	\$13.37	\$20.45
Customer Service Representatives	2,033	\$12.35	\$16.89
First-Line Supervisors of Retail Sales Workers	1,819	\$12.63	\$18.64
Retail Salespersons	1,544	\$8.39	\$13.36
Healthcare Practitioners and Technical Workers, All Other	1,432	**	**
Accountants and Auditors	1,230	\$21.83	\$33.18
Physicians and Surgeons, All Other	1,196	\$77.57	\$111.19
Computer Support Specialists	1,151	**	**
Stock Clerks and Order Fillers	1,142	\$8.88	\$13.08
Life, Physical, and Social Science Technicians, All Other	1,048	\$12.55	\$21.32
Business Operations Specialists, All Other	939	\$18.29	\$29.82
Registered Nurses	852	\$23.27	\$29.68
Cashiers	840	\$8.24	\$10.15
Postsecondary Teachers, All Other	811	\$25,012	\$62,383
Sales Representatives, Services, All Other	609	\$15.83	\$28.66
Computer Software Engineers, Systems Software	594	**	**
Combined Food Preparation and Serving Workers, Including Fast Food	591	\$8.44	\$9.99
First-Line Supervisors of Office and Administrative Support Workers	575	\$18.32	\$25.96
Computer Software Engineers, Applications	559	**	**
First-Line Supervisors of Food Preparation and Serving Workers	545	\$10.37	\$14.89
Healthcare Support Workers, All Other	545	\$13.37	\$18.95
Bookkeeping, Accounting, and Auditing Clerks	540	\$11.79	\$18.22
Financial Analysts	517	\$26.86	\$37.25
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific	508	\$16.55	\$31.34
Credit Analysts	479	\$19.64	\$38.77
Managers, All Other	478	\$26.14	\$44.79
Financial Managers	465	\$31.24	\$54.46
Engineers, All Other	442	\$19.67	\$32.91
Computer Specialists, All Other	428	**	**
Waiters and Waitresses	417	\$8.37	\$10.03

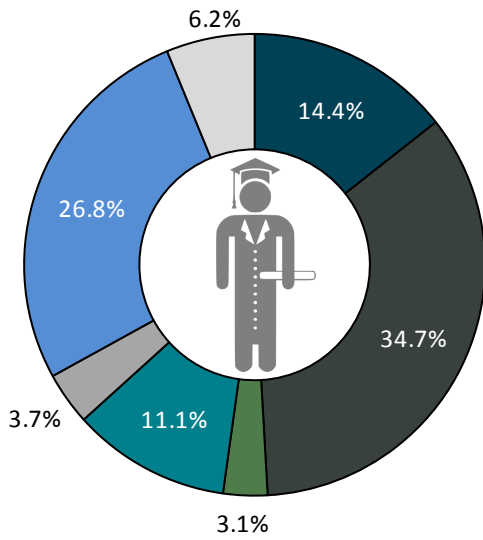
¹Iowa Workforce Development Job Bank
²Iowa Wage Report - Iowa Workforce Development
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EDUCATION & EXPERIENCE REQUIREMENTS

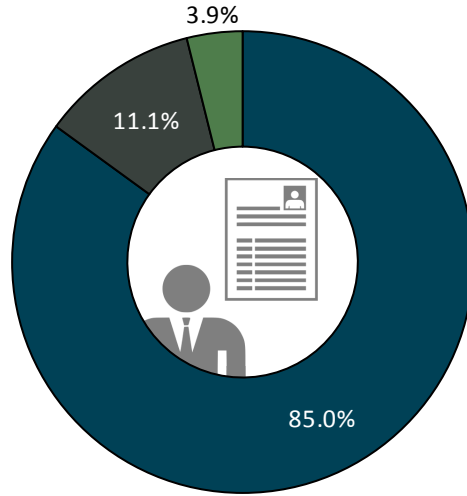
Education and experience levels required and on-the-job training for the job orders (56,709 total) within the Iowa Workforce Development job bank are shown below. These requirements are based on the typical levels needed to enter an occupation according to data reported by the Bureau of Labor Statistics and does not reflect expected levels indicated by survey respondents.

Education Requirements - Total Job Orders



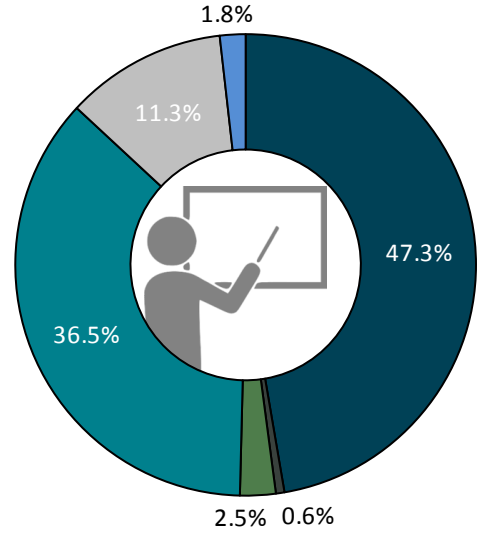
- No Formal Educational Credential - 14.4%
- High School Diploma or Equivalent - 34.7%
- Some College, No Degree - 3.1%
- Postsecondary Non-Degree Award - 11.1%
- Associate Degree - 3.7%
- Undergraduate Degree - 26.8%
- Postgraduate/Professional Degree - 6.2%

Experience Requirements - Total Job Orders



- No Experience Required - 85.0%
- Less than 5 Years - 11.1%
- 5 Years of More - 3.9%

On-The-Job Training - Total Job Orders



- None - 47.3%
- Apprenticeship - 0.6%
- Internship/Residency - 2.5%
- Short-term on-the-job training - 36.5%
- Moderate-term on-the-job training - 11.3%
- Long-term on-the-job training - 1.8%

PERCEPTION OF APPLICANTS



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

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

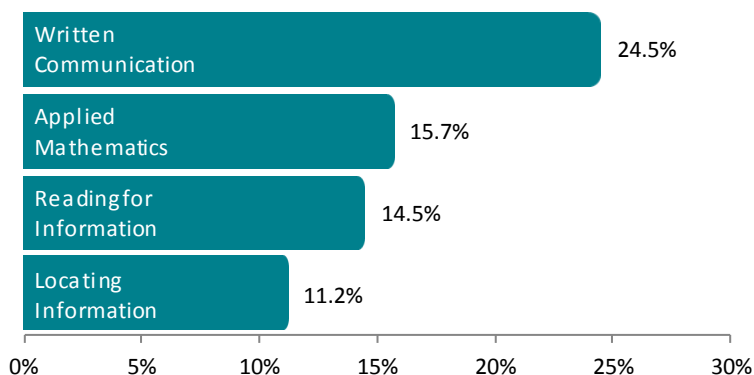
Perception of Applicants

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Applicants fulfill all necessary requirements for the job.	5.9%	18.6%	36.2%	27.8%	11.5%
Applicants possess the basic skills required for the job.	3.2%	10.1%	32.8%	35.2%	18.7%
Applicants possess the hard, or occupational, skills for the job.	9.6%	20.9%	37.7%	23.1%	8.7%
Applicants possess the soft, or interpersonal, skills for the job.	5.7%	18.2%	43.0%	25.2%	7.9%



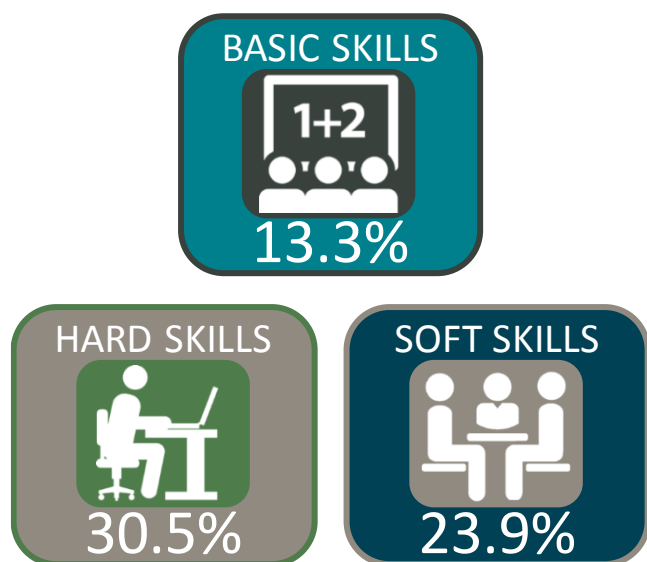
PERCEPTION OF APPLICANTS

Basic Skills Lacking in Applicants

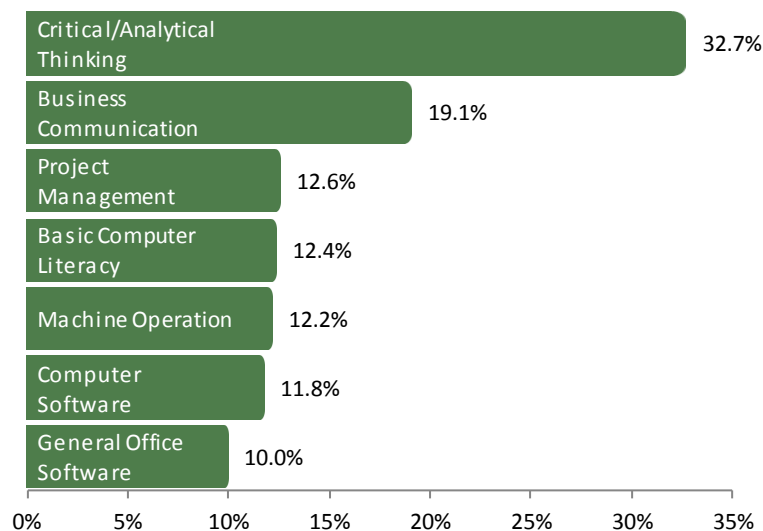


Basic skills are those skills developed during the elementary and middle part of an individual's education. These skills include literacy, numeracy (the ability to do arithmetic and reason with numbers), and the abilities to locate and read for information. The Skilled Iowa initiative, through the National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

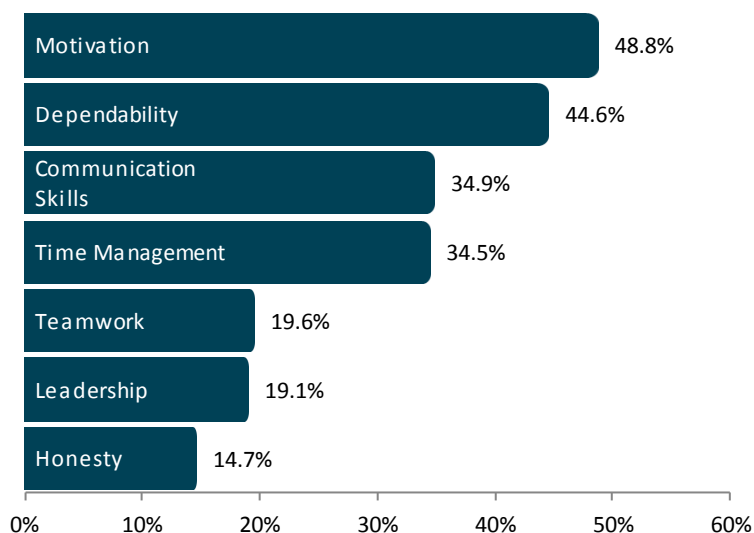


Occupational "Hard" Skills Lacking in Applicants



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 (82.8%) of employers indicated that they offer employee training.

Where Additional Training is Offered

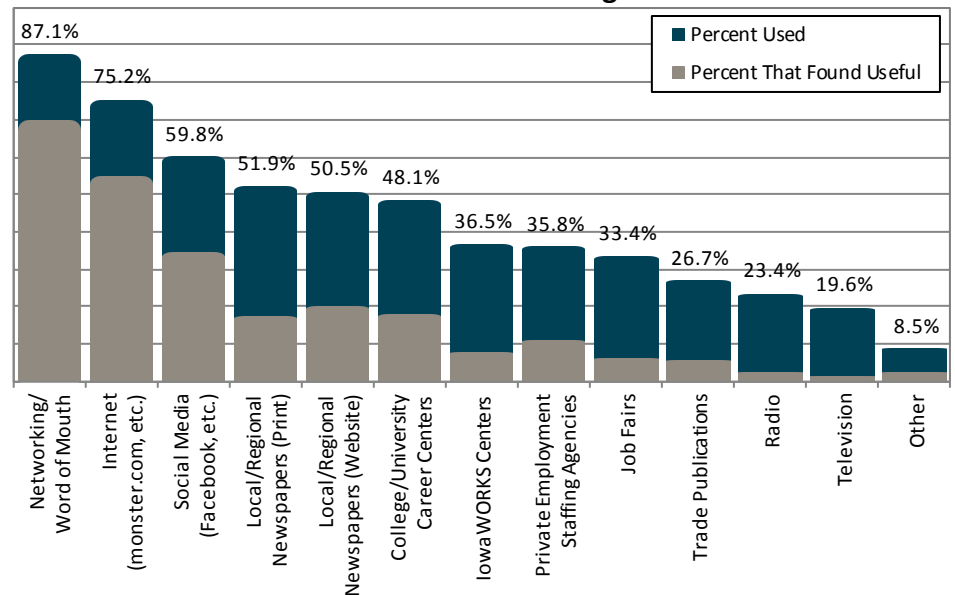
	Percent Offered
In-House Training	65.1%
Online Training	32.7%
Employee Self-Directed Training	23.7%
Commercial Training Provider	17.2%
Other	8.5%
College/University	7.4%
Trade School	7.1%



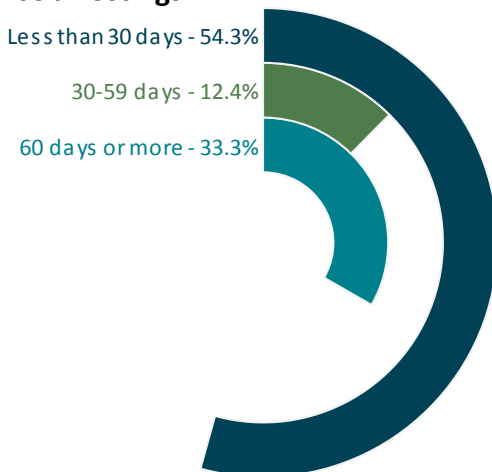
RECRUITMENT & ADVERTISING

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

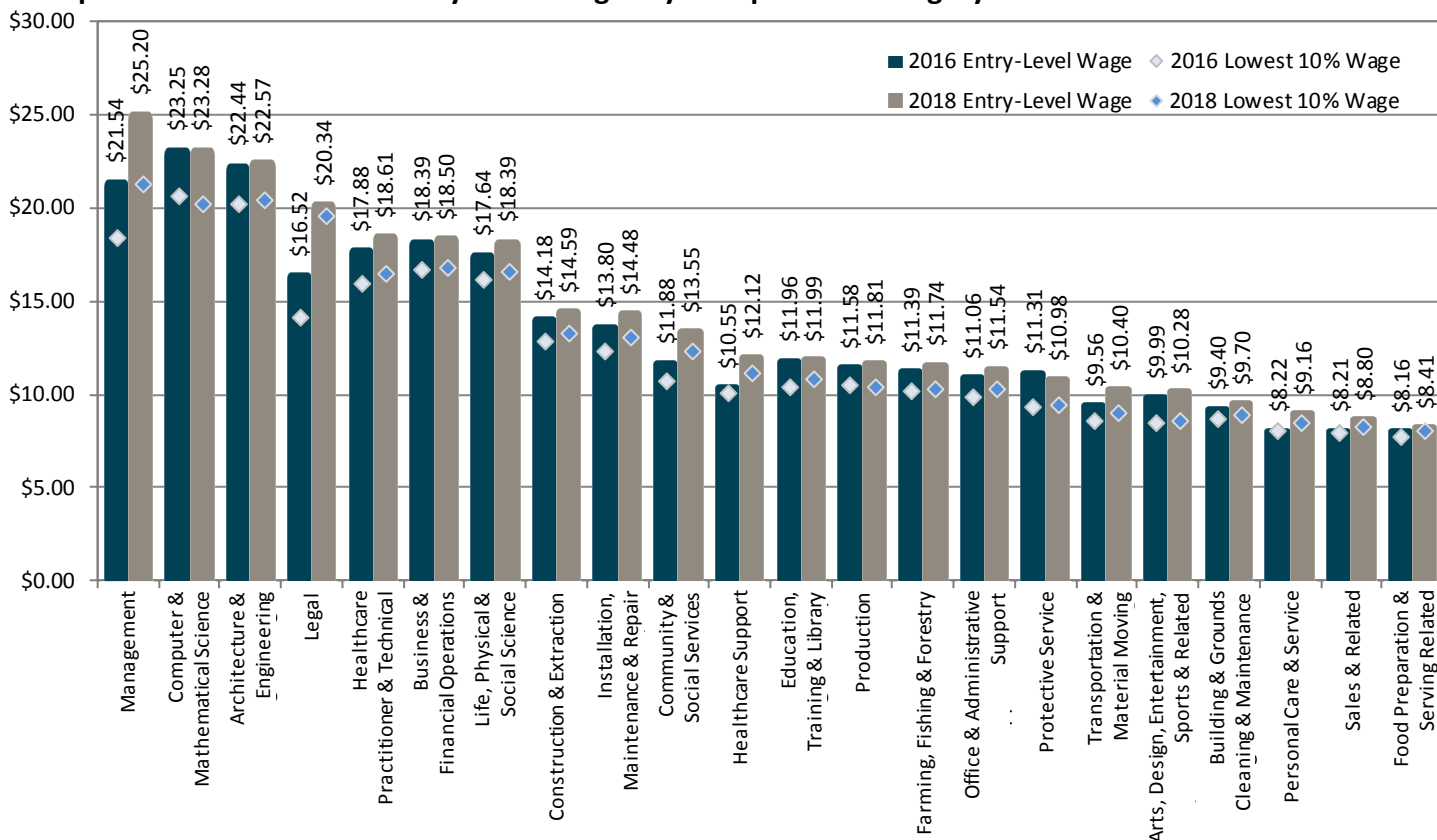
Difficulties Filling Vacant Positions

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Businesses have difficulty filling a position due to applicant failure to pass a background check.	39.7%	17.4%	30.8%	8.1%	4.0%
Businesses have difficulty filling a position due to applicant failure of controlled substance testing.	47.9%	14.8%	28.9%	5.7%	2.7%
Businesses have difficulty filling a position due to a general lack of applicants.	15.8%	12.9%	25.4%	27.2%	18.7%
Businesses have difficulty filling a position due to a lack of qualified applicants.	12.0%	8.6%	24.2%	30.8%	24.4%
Businesses have difficulty filling a position due to local competition.	21.3%	17.2%	36.4%	17.8%	7.3%
Businesses have difficulty filling a position due to applicant expectations of benefits package offered.	28.6%	19.8%	33.5%	12.8%	5.3%
Businesses have difficulty filling a position due to applicants willingness to accept wages offered.	20.6%	18.9%	34.2%	18.3%	8.0%
Businesses have difficulty filling a position due to the type of work involved.	22.4%	16.3%	32.2%	21.7%	7.4%
Businesses have difficulty filling a position due to the hours or shifts offered.	34.6%	18.0%	28.9%	13.1%	5.4%



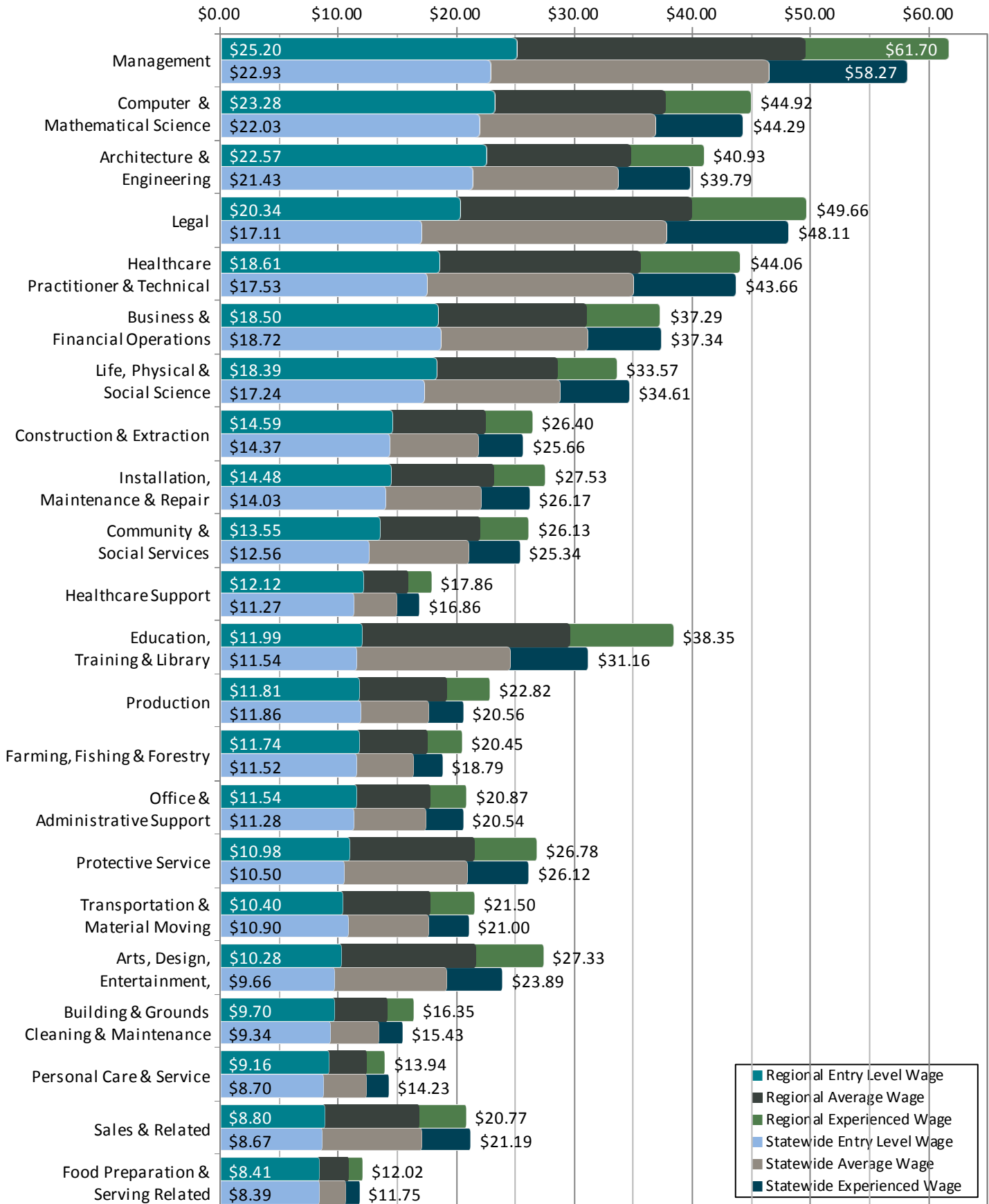
WAGES

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



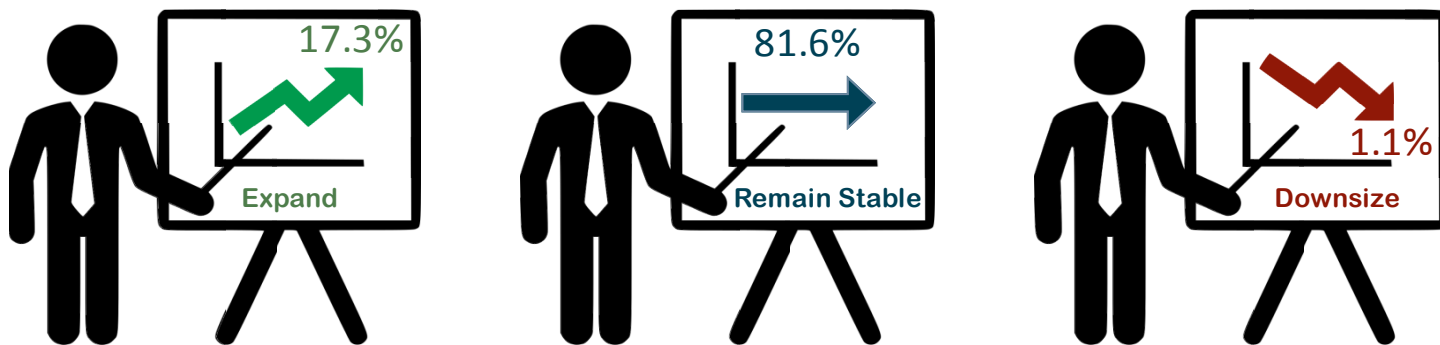


Comparison of 2018 Wage Levels by Occupational Category





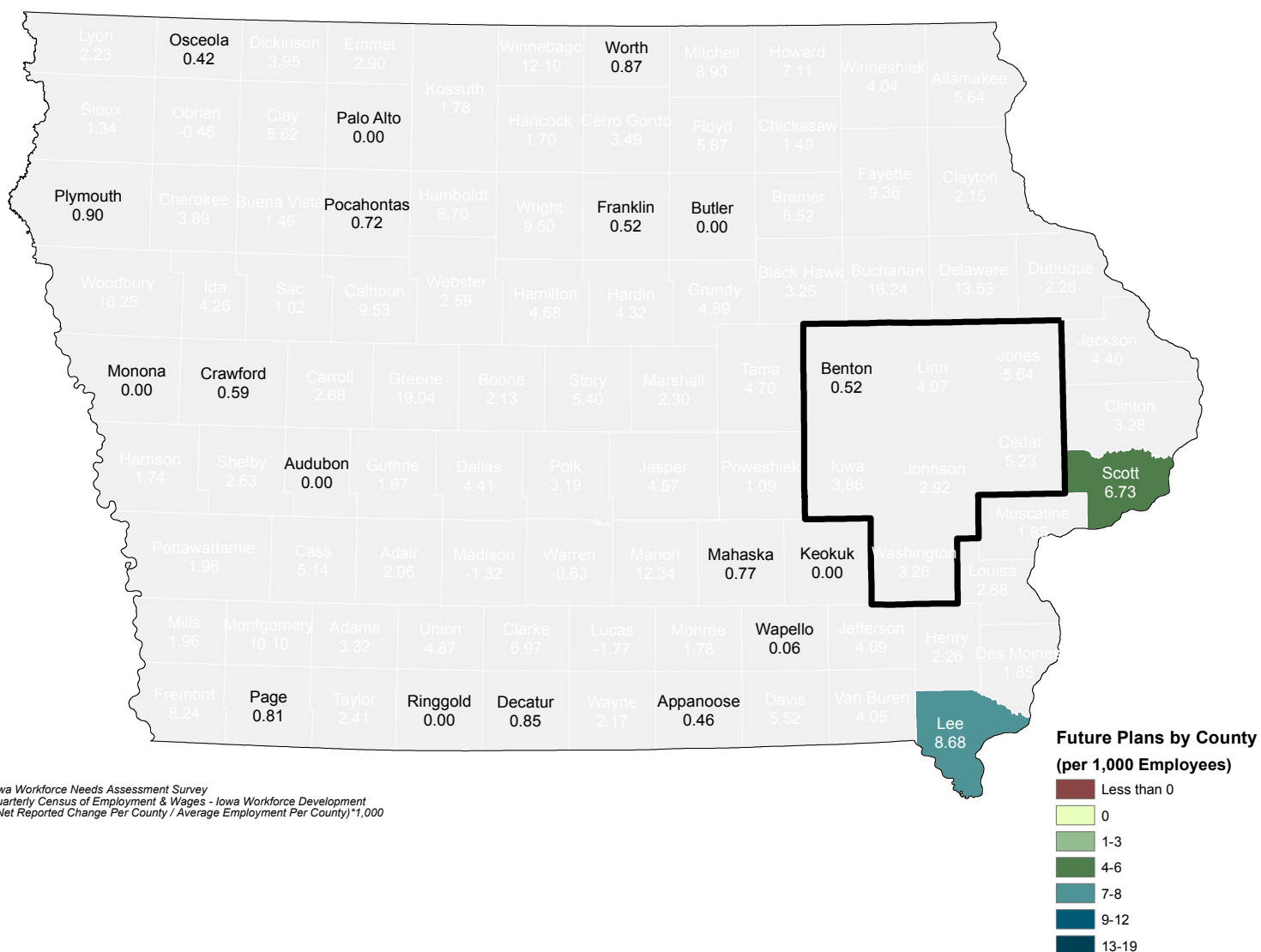
FUTURE PLANS



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)*

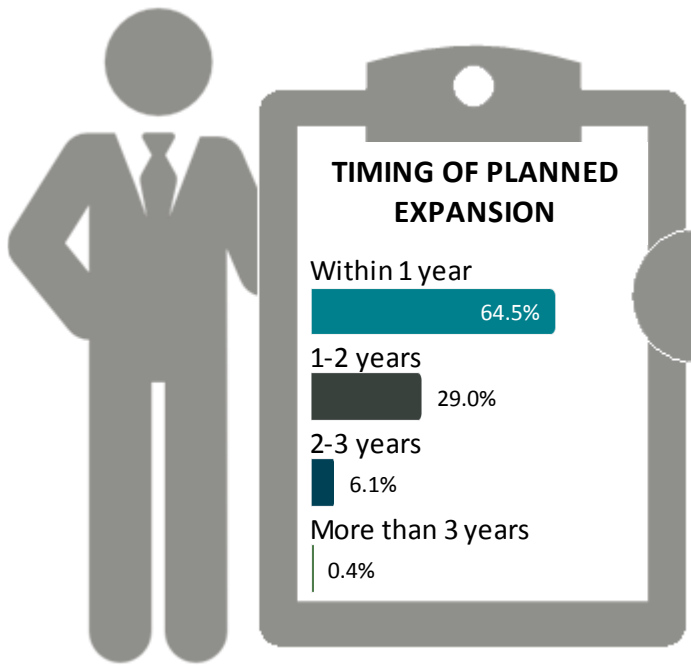
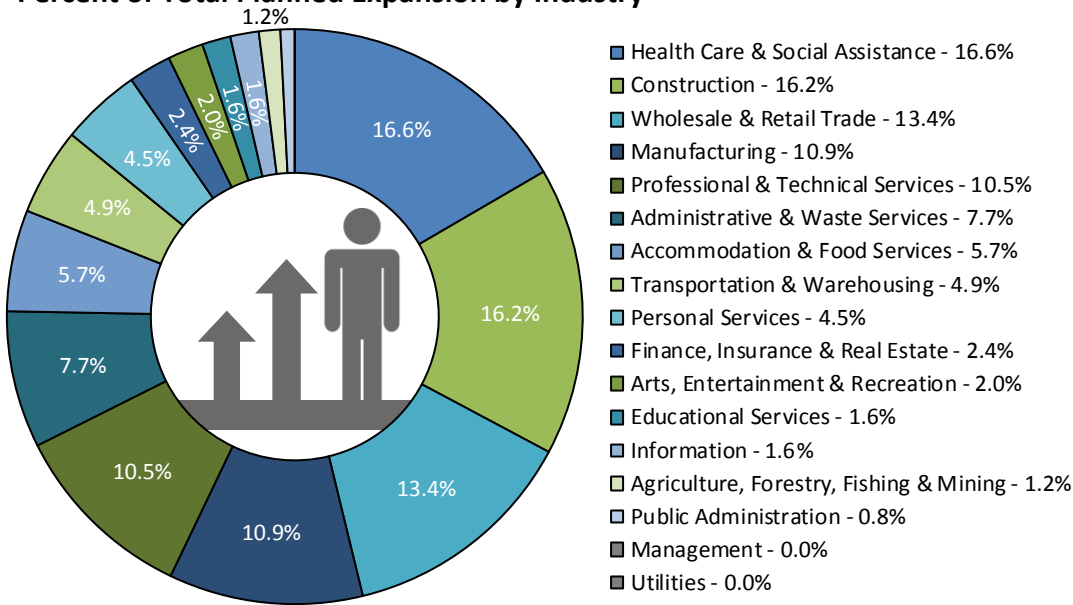


Iowa Workforce Needs Assessment Survey
 Quarterly Census of Employment & Wages - Iowa Workforce Development
 *(Net Reported Change Per County / Average Employment Per County)*1,000



FUTURE PLANS - EXPANSION

Percent of Total Planned Expansion by Industry



Percent within Each Industry with Planned Payroll Expansion

Industry	Percent of Each Industry
Administrative & Waste Services	38.0%
Professional & Technical Services	23.2%
Construction	22.5%
Manufacturing	22.5%
Transportation & Warehousing	22.2%
Health Care & Social Assistance	21.7%
Wholesale & Retail Trade	15.0%
Information	14.3%
Arts, Entertainment & Recreation	13.2%
Personal Services	11.8%
Educational Services	11.1%
Accommodation & Food Services	9.4%
Agriculture, Forestry, Fishing & Mining	8.6%
Public Administration	7.4%
Finance, Insurance & Real Estate	6.9%
Management	0.0%
Utilities	0.0%

TOP INDUSTRIAL EXPANSION



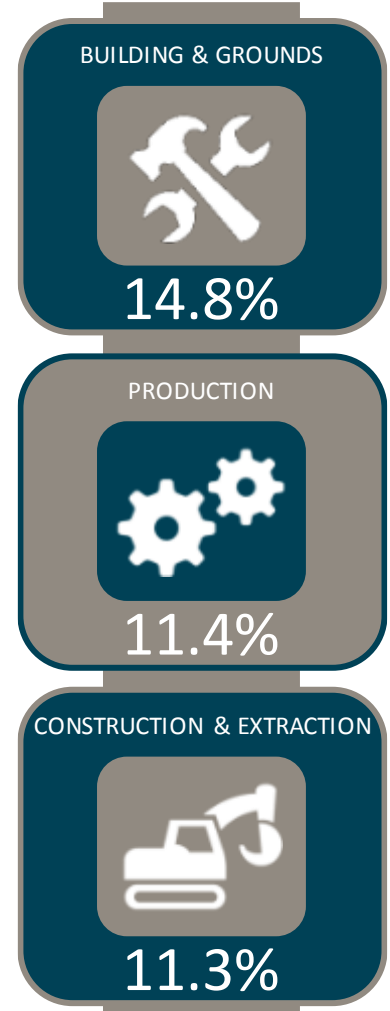


FUTURE PLANS - EXPANSION

Percent of Planned Expansion by Occupational Category

Occupational Category	Percent of Planned Expansion
Building & Grounds Cleaning & Maintenance	14.8%
Production	11.4%
Construction & Extraction	11.3%
Food Preparation & Serving Related	9.1%
Computer & Mathematical	7.6%
Sales & Related	6.9%
Office & Administrative Support	5.5%
Education, Training & Library	5.4%
Installation, Maintenance & Repair	5.1%
Healthcare Practitioners & Technical	5.0%
Transportation & Material Moving	4.0%
Healthcare Support	3.1%
Management	1.8%
Architecture & Engineering	1.7%
Business & Financial Operations	1.7%
Community & Social Service	1.7%
Arts, Design, Entertainment, Sports & Media	1.3%
Personal Care & Service	1.3%
Legal	0.9%
Farming, Fishing & Forestry	0.4%
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
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
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

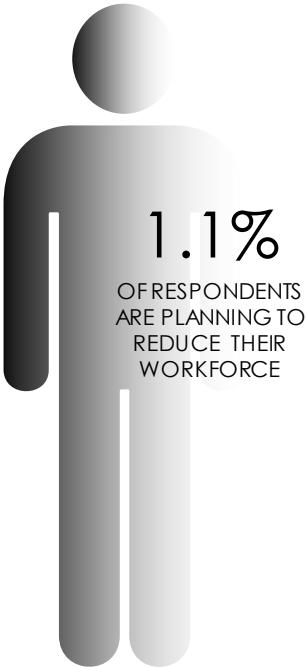
Reasons for Payroll Expansion Ranked by Relative Importance

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
Relocation of assets to a new location
Merger/acquisition
Moving specific business operations in-house
Relocation of assets to an existing location

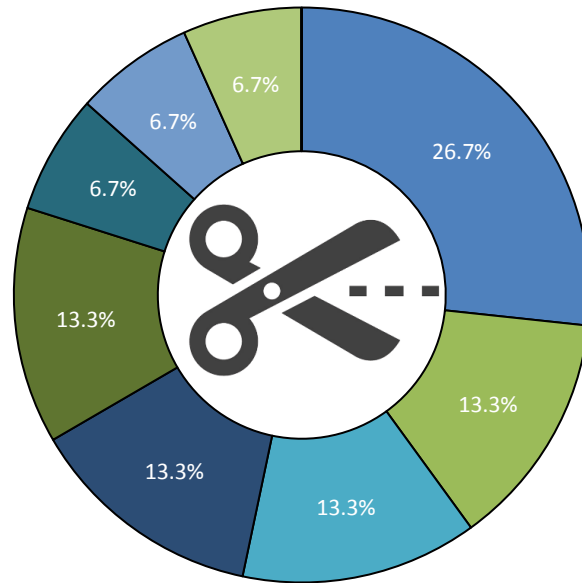




FUTURE PLANS - REDUCTION



Percent of Total Planned Reduction by Industry



- Manufacturing - 26.7%
- Accommodation & Food Services - 13.3%
- Educational Services - 13.3%
- Health Care & Social Assistance - 13.3%
- Wholesale & Retail Trade - 13.3%
- Construction - 6.7%
- Professional & Technical Services - 6.7%
- Transportation & Warehousing - 6.7%
- Administrative & Waste Services - 0.0%
- Agriculture, Forestry, Fishing & Mining - 0.0%
- Arts, Entertainment & Recreation - 0.0%
- Finance, Insurance & Real Estate - 0.0%
- Information - 0.0%
- Management - 0.0%
- Personal Services - 0.0%
- Public Administration - 0.0%
- Utilities - 0.0%

Percent within Each Industry with Planned Payroll Reduction

Industry	Percent of Each Industry
Educational Services	5.6%
Manufacturing	3.3%
Transportation & Warehousing	1.9%
Accommodation & Food Services	1.3%
Health Care & Social Assistance	1.1%
Professional & Technical Services	0.9%
Wholesale & Retail Trade	0.9%
Construction	0.6%
Administrative & Waste Services	0.0%
Agriculture, Forestry, Fishing & Mining	0.0%
Arts, Entertainment & Recreation	0.0%
Finance, Insurance & Real Estate	0.0%
Information	0.0%
Management	0.0%
Personal Services	0.0%
Public Administration	0.0%
Utilities	0.0%

Planned Payroll Reduction by Occupational Category

Occupational Category	Percent of Planned Reduction
Food Preparation & Serving Related	31.1%
Production	27.9%
Sales & Related	27.9%
Healthcare Support	8.2%
Management	3.3%
Installation, Maintenance & Repair	1.6%
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%
Healthcare Practitioners & Technical	0.0%
Legal	0.0%
Life, Physical & Social Science	0.0%
Office & Administrative Support	0.0%
Personal Care & Service	0.0%
Protective Service	0.0%
Transportation & Material Moving	0.0%
Unknown	0.0%



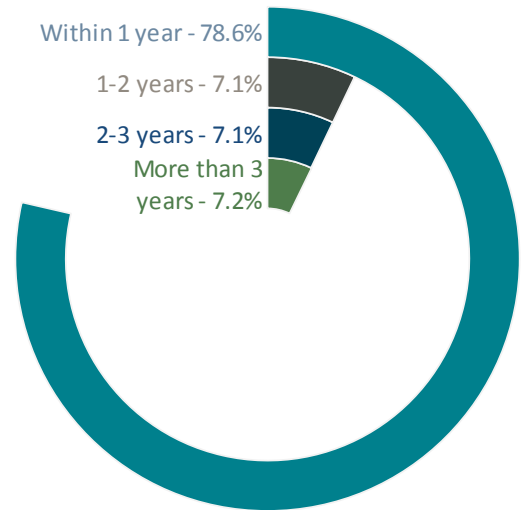


FUTURE PLANS - REDUCTION

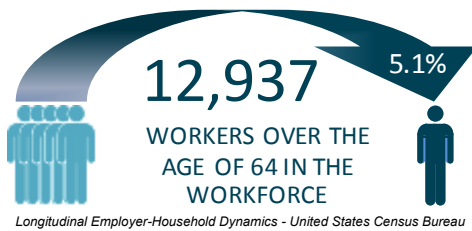
Reasons for Workforce Reduction Ranked by Relative Importance

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

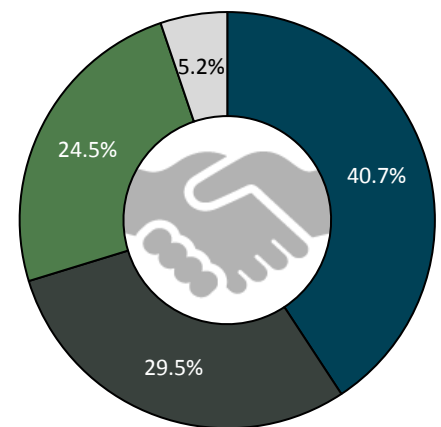
Timing of Planned Reduction



RETIREMENTS



How Companies Plan to Replace Those Who Retire

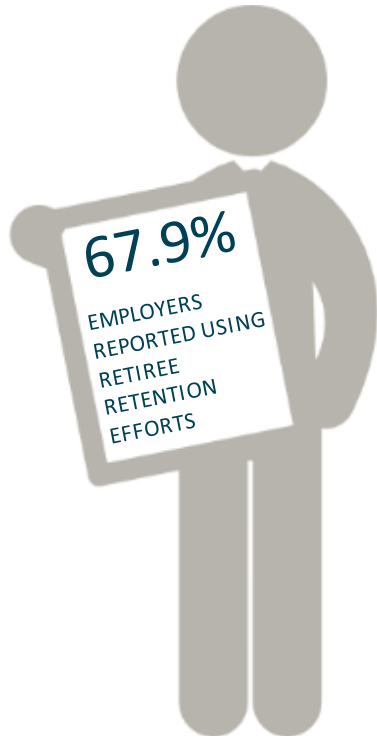


Workers Over the Age of 64 in the Workplace by Industry

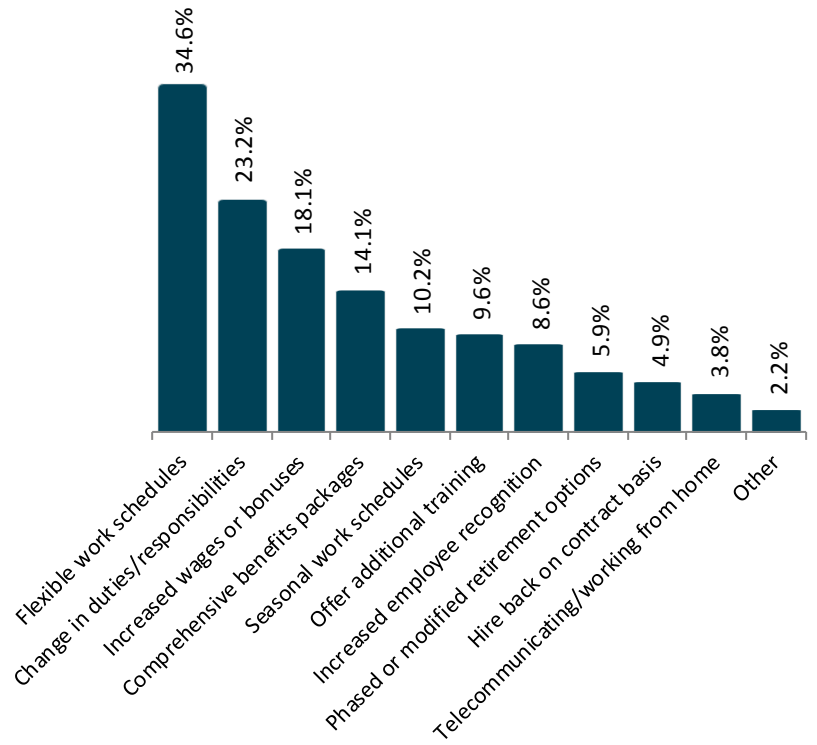
Industry	Percent of Total ⁴	Percent of Each Industry ⁴
Wholesale & Retail Trade	19.5%	6.7%
Health Care & Social Assistance	15.9%	5.3%
Educational Services	15.1%	6.6%
Manufacturing	8.4%	3.3%
Transportation & Warehousing	6.3%	5.5%
Administrative & Waste Services	5.5%	5.6%
Accommodation & Food Services	5.0%	3.1%
Finance, Insurance & Real Estate	4.8%	4.2%
Personal Services	3.8%	7.3%
Public Administration	3.7%	5.2%
Professional & Technical Services	3.4%	5.1%
Construction	3.3%	3.3%
Arts, Entertainment & Recreation	2.0%	7.7%
Agriculture, Forestry, Fishing & Mining	1.2%	9.8%
Information	1.1%	2.9%
Management	0.4%	3.3%
Utilities	0.2%	1.8%

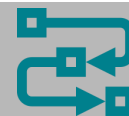
⁴Longitudinal Employer-Household Dynamics - United States Census Bureau

- Both hire new workers and promote from within - 40.7%
- Hire new workers - 29.5%
- Not currently planning to fill these positions - 24.5%
- 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). Job orders on IowaJobs are either entered directly by IWD staff or employers on the site or brought in from one of over 1,400 indexed employer websites. The job orders pulled for this report are those that were open at any point between November 1, 2017 and October 31, 2018.

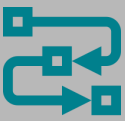
While there are many postings for jobs outside of Iowa within the IowaJobs bank, those are removed from the data for the purposes of this report. This is accomplished by filtering out all postings with a non-Iowa ZIP code. For those postings that did not have a valid ZIP code, the city and state fields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

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

Definitions of terms used throughout the report:

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

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



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

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

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

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

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

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

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

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

Longitudinal Employer-Household Dynamics - United States Census Bureau

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

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

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

Definitions of terms used throughout the report:

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

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

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

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

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

Vacancy Rate (calculation reported per industry & occupational category)

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

APPENDIX



LIST OF ALL JOB VACANCIES

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

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

Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
Heavy and Tractor-Trailer Truck Drivers	53-3032	3,573	8,610	1,355	\$13.37
Customer Service Representatives	43-4051	2,033	6,140	725	\$12.35
First-Line Supervisors of Retail Sales Workers	41-1011	1,819	1,940	270	\$12.63
Retail Salespersons	41-2031	1,544	6,830	1,160	\$8.39
Healthcare Practitioners and Technical Workers, All Other	29-9099	1,432	20	**	**
Accountants and Auditors	13-2011	1,230	1,750	200	\$21.83
Physicians and Surgeons, All Other	29-1069	1,196	430	10	\$77.57
Computer Support Specialists	15-1041	1,151	**	**	**
Stock Clerks and Order Fillers	43-5081	1,142	3,120	410	\$8.88
Life, Physical, and Social Science Technicians, All Other	19-4099	1,048	120	20	\$12.55
Business Operations Specialists, All Other	13-1199	939	2,240	290	\$18.29
Registered Nurses	29-1141	852	6,290	430	\$23.27
Cashiers	41-2011	840	6,310	1,210	\$8.24
Postsecondary Teachers, All Other	25-1199	811	950	70	\$25.012
Sales Representatives, Services, All Other	41-3099	609	860	105	\$15.83
Computer Software Engineers, Systems Software	15-1032	594	**	**	**
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	591	6,070	1,390	\$8.44
First-Line Supervisors of Office and Administrative Support Workers	43-1011	575	1,840	210	\$18.32
Computer Software Engineers, Applications	15-1031	559	**	**	**
First-Line Supervisors of Food Preparation and Serving Workers	35-1012	545	1,820	230	\$10.37
Healthcare Support Workers, All Other	31-9099	545	190	35	\$13.37
Bookkeeping, Accounting, and Auditing Clerks	43-3031	540	2,640	345	\$11.79
Financial Analysts	13-2051	517	440	35	\$26.86
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	508	2,110	265	\$16.55
Credit Analysts	13-2041	479	50	10	\$19.64
Managers, All Other	11-9199	478	450	145	\$26.14
Financial Managers	11-3031	465	1,300	135	\$31.24
Engineers, All Other	17-2199	442	520	45	\$19.67
Computer Specialists, All Other	15-1099	428	**	**	**
Waiters and Waitresses	35-3031	417	4,570	855	\$8.37
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	35-3022	415	1,130	195	\$8.38
Pharmacists	29-1051	399	600	30	\$44.66
Electrical Engineers	17-2071	395	700	55	\$32.75
Industrial Engineers	17-2112	395	510	30	\$31.77
Maids and Housekeeping Cleaners	37-2012	375	1,120	305	\$8.51
Computer Systems Analysts	15-1121	373	1,120	70	\$26.87
Network and Computer Systems Administrators	15-1142	360	750	60	\$25.41
Receptionists and Information Clerks	43-4171	358	1,140	195	\$9.72
Driver/Sales Workers	53-3031	345	910	70	\$8.22
General and Operations Managers	11-1021	341	3,970	215	\$21.54
Sales Managers	11-2022	337	520	45	\$28.44
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	53-1031	336	**	40	**
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	328	4,310	725	\$9.52
Social and Human Service Assistants	21-1093	326	660	90	\$11.06

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
Marketing Managers	11-2021	322	400	35	\$31.35
Office and Administrative Support Workers, All Other	43-9199	311	210	135	\$10.11
Computer and Information Research Scientists	15-1111	310	**	**	**
Dining Room and Cafeteria Attendants and Bartender Helpers	35-9011	306	420	75	\$8.38
Light Truck or Delivery Services Drivers	53-3033	294	1,430	175	\$9.93
Management Analysts	13-1111	293	550	70	\$22.22
Tellers	43-3071	288	850	95	\$10.71
Securities, Commodities, and Financial Services Sales Agents	41-3031	287	250	35	\$16.07
Food Preparation Workers	35-2021	283	890	180	\$8.55
Hotel, Motel, and Resort Desk Clerks	43-4081	281	500	85	\$9.02
Bill and Account Collectors	43-3011	279	110	15	\$13.76
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	43-6014	277	2,790	325	\$12.59
First-Line Supervisors of Production and Operating Workers	51-1011	267	1,150	150	\$18.55
Maintenance and Repair Workers, General	49-9071	263	1,830	260	\$13.03
Helpers--Production Workers	51-9198	248	700	160	\$10.52
Building Cleaning Workers, All Other	37-2019	243	**	**	**
Pharmacy Technicians	29-2052	237	890	80	\$12.51
Production Workers, All Other	51-9199	230	320	235	\$9.82
Industrial Truck and Tractor Operators	53-7051	227	1,340	170	\$15.90
Transportation Attendants, Except Flight Attendants	53-6061	224	**	**	**
Food Service Managers	11-9051	212	460	75	\$13.21
Tax Preparers	13-2082	212	90	15	\$11.98
Computer Programmers	15-1131	211	310	20	\$24.26
Computer and Information Systems Managers	11-3021	210	1,260	75	\$47.55
Machinists	51-4041	204	310	40	\$15.61
Automotive Service Technicians and Mechanics	49-3023	200	1,040	150	\$14.18
Medical Assistants	31-9092	188	1,100	130	\$13.74
Merchandise Displayers and Window Trimmers	27-1026	184	130	10	\$8.68
Security Guards	33-9032	183	780	160	\$9.68
Public Relations Specialists	27-3031	180	260	30	\$13.64
Electrical and Electronic Engineering Technicians	17-3023	163	460	40	\$22.70
Maintenance Workers, Machinery	49-9043	161	**	10	\$16.60
Human Resources Specialists	13-1071	160	740	70	\$18.98
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37-2011	153	4,150	645	\$9.80
Sales and Related Workers, All Other	41-9099	153	120	60	\$10.56
Cooks, Restaurant	35-2014	152	2,060	330	\$9.22
Therapists, All Other	29-1129	148	**	**	**
Chief Executives	11-1011	147	290	35	\$40.97
Office Clerks, General	43-9061	145	4,780	625	\$11.37
Construction Laborers	47-2061	142	1,880	245	\$13.21
Demonstrators and Product Promoters	41-9011	139	110	35	\$8.42
Police and Sheriff's Patrol Officers	33-3051	133	720	55	\$21.25
Licensed Practical and Licensed Vocational Nurses	29-2061	126	620	55	\$16.93
Carpenters	47-2031	125	1,260	190	\$14.65
Computer Occupations, All Other	15-1199	122	390	55	\$24.50
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	121	310	60	\$19.66
Installation, Maintenance, and Repair Workers, All Other	49-9099	115	200	45	\$10.77
Nursing Assistants	31-1014	114	2,600	355	\$11.63
Market Research Analysts	19-3021	109	**	**	**
Paralegals and Legal Assistants	23-2011	106	290	45	\$19.65
Mechanical Engineers	17-2141	101	390	35	\$25.58
Personal Care Aides	39-9021	100	2,890	355	\$10.37

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
Dental Hygienists	29-2021	99	300	35	\$30.34
Loan Officers	13-2072	99	460	80	\$19.29
Physical Therapists	29-1123	99	350	25	\$31.97
Bus and Truck Mechanics and Diesel Engine Specialists	49-3031	96	570	85	\$15.08
First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011	96	690	70	\$18.82
Radiologic Technologists	29-2034	95	420	25	\$16.15
Shipping, Receiving, and Traffic Clerks	43-5071	95	730	90	\$12.62
Civil Engineers	17-2051	93	390	30	\$26.05
Chefs and Head Cooks	35-1011	92	190	30	\$13.42
Market Research Analysts and Marketing Specialists	13-1161	92	720	80	\$17.59
Welders, Cutters, Solderers, and Brazers	51-4121	92	480	95	\$15.07
Mental Health Counselors	21-1014	91	**	35	**
Team Assemblers	51-2092	90	**	210	**
Training and Development Specialists	13-1151	90	530	60	\$15.98
First-Line Supervisors of Non-Retail Sales Workers	41-1012	89	330	60	\$20.32
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35-9031	88	650	160	\$8.39
Nursing Aides, Orderlies, and Attendants	31-1012	88	**	**	**
Agricultural Inspectors	45-2011	87	**	**	\$23.84
Electricians	47-2111	86	1,390	180	\$17.68
Emergency Medical Technicians and Paramedics	29-2041	85	380	35	\$9.79
Lawyers	23-1011	85	650	40	\$25.95
Logisticians	13-1081	84	360	30	\$17.43
Architectural and Engineering Managers	11-9041	83	**	50	**
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	83	**	50	**
Executive Secretaries and Executive Administrative Assistants	43-6011	81	1,620	165	\$18.48
Dishwashers	35-9021	80	740	105	\$8.44
Administrative Services Managers	11-3011	78	440	60	\$29.79
Construction Managers	11-9021	78	480	55	\$24.94
Electronics Engineers, Except Computer	17-2072	76	110	**	\$31.47
Human Resources Assistants, Except Payroll and Timekeeping	43-4161	75	170	25	\$13.89
Medical and Health Services Managers	11-9111	75	960	100	\$29.82
Medical Records and Health Information Technicians	29-2071	75	560	30	\$17.06
Assemblers and Fabricators, All Other	51-2099	70	**	35	**
Industrial Engineering Technicians	17-3026	68	110	10	\$19.91
Packaging and Filling Machine Operators and Tenders	51-9111	68	960	140	\$12.19
Preschool Teachers, Except Special Education	25-2011	68	710	85	\$8.76
Human Resources Managers	11-3121	67	300	25	\$33.58
Interpreters and Translators	27-3091	67	40	**	\$12.74
Personal Financial Advisors	13-2052	64	170	20	\$17.77
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	17-2111	63	30	**	\$27.06
Chemists	19-2031	62	40	15	\$21.90
Production, Planning, and Expediting Clerks	43-5061	62	440	60	\$14.90
Veterinarians	29-1131	62	180	10	\$29.55
Data Entry Keyers	43-9021	60	230	20	\$12.13
Entertainment Attendants and Related Workers, All Other	39-3099	60	**	25	**
Parts Salespersons	41-2022	60	410	65	\$12.41
Telecommunications Equipment Installers and Repairers, Except Line Installers	49-2022	58	300	25	\$15.30
Compensation, Benefits, and Job Analysis Specialists	13-1141	56	110	10	\$20.73
First-Line Supervisors of Construction Trades and Extraction Workers	47-1011	56	1,070	110	\$19.84
Cleaners of Vehicles and Equipment	53-7061	54	400	100	\$8.95
Aerospace Engineers	17-2011	53	**	**	**
Purchasing Managers	11-3061	53	180	15	\$37.40

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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
Medical and Clinical Laboratory Technicians	29-2012	52	**	25	**
Software Developers, Systems Software	15-1133	52	1,160	100	\$33.26
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	45-2092	51	110	35	\$10.24
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	49-9021	51	310	70	\$17.84
Actuaries	15-2011	50	**	20	**
Landscaping and Groundskeeping Workers	37-3011	50	1,060	230	\$10.29
Database Administrators	15-1141	48	150	15	\$24.76
Software Developers, Applications	15-1132	48	2,320	205	\$28.90
Construction and Related Workers, All Other	47-4099	47	**	25	**
Industrial Production Managers	11-3051	47	490	40	\$32.55
Operations Research Analysts	15-2031	47	120	10	\$25.67
Plumbers, Pipefitters, and Steamfitters	47-2152	47	1,180	190	\$17.29
Producers and Directors	27-2012	46	110	10	\$13.77
Home Health Aides	31-1011	45	260	155	\$11.50
Bus Drivers, Transit and Intercity	53-3021	44	70	35	\$18.13
Medical Scientists, Except Epidemiologists	19-1042	44	770	80	\$24.06
Natural Sciences Managers	11-9121	44	50	**	\$32.12
Taxi Drivers and Chauffeurs	53-3041	44	210	45	\$8.60
Billing and Posting Clerks	43-3021	43	890	80	\$14.99
Education Administrators, Postsecondary	11-9033	43	510	45	\$30.90
Compliance Officers	13-1041	42	350	25	\$22.78
Mental Health and Substance Abuse Social Workers	21-1023	42	200	20	\$16.76
Civil Engineering Technicians	17-3022	41	180	10	\$15.73
Dental Assistants	31-9091	41	620	80	\$16.66
Education, Training, and Library Workers, All Other	25-9099	41	**	85	**
Material Moving Workers, All Other	53-7199	40	**	**	**
Medical Secretaries	43-6013	40	950	110	\$12.58
Recreation Workers	39-9032	40	910	115	\$9.59
Commercial Pilots	53-2012	39	60	**	\$52,711
Engineering Technicians, Except Drafters, All Other	17-3029	39	350	30	\$20.68
Education Administrators, Elementary and Secondary School	11-9032	38	350	30	\$73,865
Cement Masons and Concrete Finishers	47-2051	36	550	85	\$14.79
Construction and Building Inspectors	47-4011	36	100	10	\$23.36
Environmental Scientists and Specialists, Including Health	19-2041	36	100	10	\$23.19
Financial Examiners	13-2061	36	160	15	\$19.47
Nurse Practitioners	29-1171	36	320	30	\$43.30
Counter and Rental Clerks	41-2021	35	690	90	\$8.27
Media and Communication Workers, All Other	27-3099	35	80	10	\$15.93
New Accounts Clerks	43-4141	35	120	15	\$13.53
Environmental Science and Protection Technicians, Including Health	19-4091	34	70	10	\$16.64
Industrial Machinery Mechanics	49-9041	34	1,170	100	\$20.77
Tree Trimmers and Pruners	37-3013	34	**	15	\$21.56
Health Technologists and Technicians, All Other	29-2099	33	150	15	\$16.59
Social and Community Service Managers	11-9151	33	330	45	\$20.60
Agricultural and Food Science Technicians	19-4011	32	270	25	\$16.56
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	32	1,080	110	\$12.09
Food Servers, Nonrestaurant	35-3041	31	380	80	\$8.71
Grounds Maintenance Workers, All Other	37-3019	31	**	10	\$15.89
Order Clerks	43-4151	31	190	55	\$11.75
Social Workers, All Other	21-1029	31	**	20	\$16.34
Teacher Assistants	25-9041	31	2,940	355	\$18,463
Health Diagnosing and Treating Practitioners, All Other	29-1199	30	190	10	\$23.36

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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
Highway Maintenance Workers	47-4051	30	360	35	\$15.82
Occupational Therapists	29-1122	30	160	15	\$27.24
Financial Specialists, All Other	13-2099	29	230	65	\$19.28
Packers and Packagers, Hand	53-7064	29	730	290	\$9.24
Biological Technicians	19-4021	28	400	55	\$16.85
Clinical, Counseling, and School Psychologists	19-3031	28	150	15	\$26.04
Meeting, Convention, and Event Planners	13-1121	28	180	20	\$14.80
Property, Real Estate, and Community Association Managers	11-9141	28	190	35	\$12.42
Claims Adjusters, Examiners, and Investigators	13-1031	27	300	25	\$16.55
Computer and Information Scientists, Research	15-1011	27	**	**	**
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011	27	270	30	\$16.56
Cooks, Institution and Cafeteria	35-2012	27	1,070	165	\$10.09
First-Line Supervisors of Protective Service Workers, All Other	33-1099	27	50	**	\$16.14
Sales Engineers	41-9031	27	60	**	\$33.09
Insurance Sales Agents	41-3021	26	920	110	\$15.29
Medical Equipment Preparers	31-9093	26	170	25	\$14.39
Transportation, Storage, and Distribution Managers	11-3071	26	220	25	\$26.01
Agricultural Equipment Operators	45-2091	25	150	40	\$15.45
Architectural and Civil Drafters	17-3011	25	100	15	\$18.46
Childcare Workers	39-9011	25	1,780	410	\$8.35
Cooks, Fast Food	35-2011	25	290	80	\$8.47
First-Line Supervisors of Housekeeping and Janitorial Workers	37-1011	25	330	45	\$10.57
Instructional Coordinators	25-9031	25	270	35	\$24.12
Interior Designers	27-1025	25	80	**	\$17.93
Operating Engineers and Other Construction Equipment Operators	47-2073	25	660	95	\$16.12
Surgical Technologists	29-2055	25	150	10	**
Vocational Education Teachers, Postsecondary	25-1194	25	120	15	\$12.69
Automotive Body and Related Repairers	49-3021	24	250	30	\$13.82
Bakers	51-3011	24	370	45	\$9.72
Educational, Guidance, School, and Vocational Counselors	21-1012	24	540	70	\$19.58
Occupational Health and Safety Specialists	29-9011	24	120	10	\$24.24
Residential Advisors	39-9041	24	20	15	\$11.81
Wholesale and Retail Buyers, Except Farm Products	13-1022	24	**	15	**
Advertising Sales Agents	41-3011	23	170	25	\$12.02
Bartenders	35-3011	23	1,290	230	\$8.39
Cardiovascular Technologists and Technicians	29-2031	23	**	**	**
Child, Family, and School Social Workers	21-1021	23	670	95	\$14.64
Network Systems and Data Communications Analysts	15-1081	23	**	**	**
Respiratory Therapists	29-1126	23	250	20	\$21.43
Surveyors	17-1022	23	50	**	\$19.79
Technical Writers	27-3042	23	220	20	\$19.36
Community and Social Service Specialists, All Other	21-1099	22	170	20	\$14.73
Excavating and Loading Machine and Dragline Operators	53-7032	22	**	20	\$14.20
First-Line Supervisors of Farming, Fishing, and Forestry Workers	45-1011	22	**	15	**
Mechanical Engineering Technicians	17-3027	22	50	**	\$18.31
Medical Equipment Repairers	49-9062	22	80	10	\$16.91
Mobile Heavy Equipment Mechanics, Except Engines	49-3042	22	250	25	\$19.84
Telemarketers	41-9041	22	1,520	100	\$9.76
Advertising and Promotions Managers	11-2011	21	30	**	\$29.62
Aircraft Mechanics and Service Technicians	49-3011	21	40	**	\$15.54
Coaches and Scouts	27-2022	21	680	145	\$17,188
Electrical and Electronic Equipment Assemblers	51-2022	21	**	70	**

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APPENDIX - LIST OF ALL JOB VACANCIES

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Electromechanical Equipment Assemblers	51-2023	21	**	**	**
Graphic Designers	27-1024	21	400	45	\$15.75
Healthcare Social Workers	21-1022	21	340	40	\$15.80
Chemical Technicians	19-4031	20	70	**	\$15.23
Computer Hardware Engineers	17-2061	20	80	**	\$29.76
Millwrights	49-9044	20	300	25	\$18.57
Budget Analysts	13-2031	19	50	**	\$21.96
Dispatchers, Except Police, Fire, and Ambulance	43-5032	19	230	35	\$12.33
Medical and Clinical Laboratory Technologists	29-2011	19	**	20	**
Physician Assistants	29-1071	19	310	15	\$42.50
Secondary School Teachers, Except Special and Career/Technical Education	25-2031	19	1,350	190	\$39,048
Loan Interviewers and Clerks	43-4131	18	280	60	\$15.02
Meter Readers, Utilities	43-5041	18	10	**	\$21.61
Pharmacy Aides	31-9095	18	50	10	\$8.93
Public Relations and Fundraising Managers	11-2031	18	180	15	\$36.87
Audio and Video Equipment Technicians	27-4011	17	50	**	\$8.84
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51-9121	17	160	20	\$12.06
Floral Designers	27-1023	17	**	10	\$10.68
Food Preparation and Serving Related Workers, All Other	35-9099	17	20	45	\$8.14
Nonfarm Animal Caretakers	39-2021	17	350	80	\$8.48
Transportation Workers, All Other	53-6099	17	**	25	\$9.19
Commercial and Industrial Designers	27-1021	16	40	10	\$15.73
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	53-1021	16	**	35	**
Fitness Trainers and Aerobics Instructors	39-9031	16	600	125	\$9.12
Interviewers, Except Eligibility and Loan	43-4111	16	60	20	\$12.80
Pest Control Workers	37-2021	16	60	10	\$16.20
Agricultural Workers, All Other	45-2099	15	10	75	\$8.08
Cooks, All Other	35-2019	15	**	**	**
Correctional Officers and Jailers	33-3012	15	590	40	\$18.95
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	15	610	45	\$12.66
Electrical Power-Line Installers and Repairers	49-9051	15	160	25	\$22.51
Financial Clerks, All Other	43-3099	15	**	30	\$13.63
Diagnostic Medical Sonographers	29-2032	14	150	10	\$25.26
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	33-9092	14	330	75	\$8.35
Athletic Trainers	29-9091	13	40	10	\$35,976
Computer User Support Specialists	15-1151	13	620	70	\$15.52
Environmental Engineers	17-2081	13	**	**	\$31.56
Insurance Underwriters	13-2053	13	170	15	\$15.97
Paving, Surfacing, and Tamping Equipment Operators	47-2071	13	160	15	\$13.99
Personal Care and Service Workers, All Other	39-9099	13	**	245	**
Aerospace Engineering and Operations Technicians	17-3021	12	**	**	**
Aircraft Cargo Handling Supervisors	53-1011	12	40	**	\$15.94
Court, Municipal, and License Clerks	43-4031	12	230	15	\$15.77
Gaming Supervisors	39-1011	12	**	15	**
Hairdressers, Hairstylists, and Cosmetologists	39-5012	12	520	140	\$8.50
Nuclear Engineers	17-2161	12	**	**	**
Plant and System Operators, All Other	51-8099	12	**	**	**
Speech-Language Pathologists	29-1127	12	190	15	\$26.52
Water and Wastewater Treatment Plant and System Operators	51-8031	12	200	20	\$18.16
Compensation and Benefits Managers	11-3111	11	20	**	\$31.56
Forest and Conservation Technicians	19-4093	11	30	**	\$17.29
Tire Repairers and Changers	49-3093	11	100	10	\$13.15

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Cargo and Freight Agents	43-5011	10	90	20	\$16.11
Cost Estimators	13-1051	10	260	35	\$20.11
Dietitians and Nutritionists	29-1031	10	110	10	\$21.34
Electrical and Electronics Repairers, Commercial and Industrial Equipment	49-2094	10	110	15	\$18.44
Engine and Other Machine Assemblers	51-2031	10	**	10	**
Family and General Practitioners	29-1062	10	240	15	**
Painters, Construction and Maintenance	47-2141	10	300	55	\$12.45
Postal Service Mail Sorters, Processors, and Processing Machine Operators	43-5053	10	150	10	\$16.93
Roofers	47-2181	10	200	40	\$12.47
Writers and Authors	27-3043	10	90	20	\$14.28
Conveyor Operators and Tenders	53-7011	9	130	10	\$12.45
Cooks, Short Order	35-2015	9	280	40	\$8.56
Court Reporters	23-2091	9	30	**	\$21.83
Crane and Tower Operators	53-7021	9	110	10	\$22.14
Farm Equipment Mechanics and Service Technicians	49-3041	9	200	20	\$15.45
Helpers—Installation, Maintenance, and Repair Workers	49-9098	9	40	10	\$10.57
Insurance Claims and Policy Processing Clerks	43-9041	9	580	60	\$14.15
Laundry and Dry-Cleaning Workers	51-6011	9	220	40	\$8.73
Lodging Managers	11-9081	9	70	10	\$17.37
Outdoor Power Equipment and Other Small Engine Mechanics	49-3053	9	**	15	\$13.28
Parking Lot Attendants	53-6021	9	240	15	\$8.43
Psychiatric Technicians	29-2053	9	**	**	**
Radio and Television Announcers	27-3011	9	40	10	\$8.20
Social Science Research Assistants	19-4061	9	**	15	**
Urban and Regional Planners	19-3051	9	30	**	\$19.92
Adhesive Bonding Machine Operators and Tenders	51-9191	8	**	**	**
Appraisers and Assessors of Real Estate	13-2021	8	80	15	**
Broadcast News Analysts	27-3021	8	**	**	**
Education Teachers, Postsecondary	25-1081	8	90	10	\$57,734
Legal Secretaries	43-6012	8	140	15	\$14.03
Massage Therapists	31-9011	8	60	20	\$11.18
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	51-4072	8	**	25	\$11.65
Nursing Instructors and Teachers, Postsecondary	25-1072	8	210	15	\$45,517
Painting, Coating, and Decorating Workers	51-9123	8	20	**	\$10.89
Physical Therapist Assistants	31-2021	8	170	25	\$15.98
Postal Service Mail Carriers	43-5052	8	530	30	\$17.20
Protective Service Workers, All Other	33-9099	8	90	50	\$13.94
Rehabilitation Counselors	21-1015	8	230	50	\$12.85
Training and Development Managers	11-3131	8	50	**	\$28.11
Animal Trainers	39-2011	7	**	**	**
Automotive and Watercraft Service Attendants	53-6031	7	70	20	\$9.21
Broadcast Technicians	27-4012	7	60	**	\$8.53
Bus Drivers, School or Special Client	53-3022	7	810	95	\$12.91
Computer Network Support Specialists	15-1152	7	730	60	\$16.09
Computer, Automated Teller, and Office Machine Repairers	49-2011	7	260	25	\$11.02
Conservation Scientists	19-1031	7	100	**	\$13.15
Dental Laboratory Technicians	51-9081	7	170	15	\$13.83
Education Administrators, Preschool and Childcare Center/Program	11-9031	7	160	15	\$12.91
Foreign Language and Literature Teachers, Postsecondary	25-1124	7	100	10	\$48,214
Human Resources, Training, and Labor Relations Specialists, All Other	13-1079	7	**	**	**
Library Assistants, Clerical	43-4121	7	230	35	\$9.00
Machine Feeders and Offbearers	53-7063	7	**	15	**

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Mail Clerks and Mail Machine Operators, Except Postal Service	43-9051	7	250	35	\$10.02
Materials Engineers	17-2131	7	**	**	**
Occupational Therapy Aides	31-2012	7	**	**	**
Psychology Teachers, Postsecondary	25-1066	7	100	10	\$64,734
Reporters and Correspondents	27-3022	7	100	10	\$8.81
Statisticians	15-2041	7	40	**	\$25.38
Surveying and Mapping Technicians	17-3031	7	50	**	\$21.45
Switchboard Operators, Including Answering Service	43-2011	7	50	10	\$13.30
Tax Examiners and Collectors, and Revenue Agents	13-2081	7	20	**	\$31.15
Telecommunications Line Installers and Repairers	49-9052	7	80	10	\$15.29
Architects, Except Landscape and Naval	17-1011	6	100	10	\$23.77
Biomedical Engineers	17-2031	6	**	**	\$10.92
Chemistry Teachers, Postsecondary	25-1052	6	50	**	\$65,600
Computer Operators	43-9011	6	70	**	\$10.89
Detectives and Criminal Investigators	33-3021	6	70	**	\$24.91
Education Administrators, All Other	11-9039	6	110	10	\$21.49
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	37-1012	6	100	20	\$15.30
Food Processing Workers, All Other	51-3099	6	**	25	\$10.50
Helpers, Construction Trades, All Other	47-3019	6	**	20	\$15.20
Helpers—Electricians	47-3013	6	150	20	\$13.02
Insulation Workers, Floor, Ceiling, and Wall	47-2131	6	70	**	\$11.26
Librarians	25-4021	6	320	40	\$16.90
Printing Press Machine Operators and Tenders	51-5023	6	**	**	**
Self-Enrichment Education Teachers	25-3021	6	320	30	\$12.07
Web Developers	15-1134	6	150	25	\$17.56
Administrative Law Judges, Adjudicators, and Hearing Officers	23-1021	5	**	**	**
Brickmasons and Blockmasons	47-2021	5	110	25	\$14.81
Chemical Engineers	17-2041	5	10	**	\$30.41
Cutting and Slicing Machine Setters, Operators, and Tenders	51-9032	5	40	10	\$16.32
Editors	27-3041	5	150	20	\$14.18
Emergency Management Specialists	13-1061	5	**	**	**
Film and Video Editors	27-4032	5	**	**	\$13.70
Home Appliance Repairers	49-9031	5	180	20	\$13.14
Information Security Analysts	15-1122	5	150	35	\$29.42
Internists, General	29-1063	5	**	**	**
Legal Support Workers, All Other	23-2099	5	110	15	\$16.91
Mixing and Blending Machine Setters, Operators, and Tenders	51-9023	5	240	45	\$14.26
Multimedia Artists and Animators	27-1014	5	50	**	\$15.37
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4081	5	500	30	\$15.59
Printing Press Operators	51-5112	5	330	40	\$11.55
Psychiatrists	29-1066	5	40	**	\$52.79
Rotary Drill Operators, Oil and Gas	47-5012	5	**	**	**
Sheet Metal Workers	47-2211	5	310	40	\$15.21
Veterinary Assistants and Laboratory Animal Caretakers	31-9096	5	220	15	\$9.92
Adult Basic and Secondary Education and Literacy Teachers and Instructors	25-3011	4	70	10	\$16.92
Chemical Plant and System Operators	51-8091	4	**	**	\$20.28
Communications Teachers, Postsecondary	25-1122	4	60	10	\$60,046
Concierges	39-6012	4	40	**	\$9.98
Couriers and Messengers	43-5021	4	90	15	\$8.42
Curators	25-4012	4	30	**	\$18.39
Door-To-Door Sales Workers, News and Street Vendors, and Related Workers	41-9091	4	**	**	**
Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4032	4	**	**	**

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English Language and Literature Teachers, Postsecondary	25-1123	4	220	20	\$45,597
Food Scientists and Technologists	19-1012	4	30	10	\$23.54
Health Educators	21-1091	4	40	**	\$19.37
Health Specialties Teachers, Postsecondary	25-1071	4	1,680	200	\$82,313
Information and Record Clerks, All Other	43-4199	4	**	130	**
Locksmiths and Safe Repairers	49-9094	4	30	**	\$17.89
Medical Appliance Technicians	51-9082	4	**	**	**
Obstetricians and Gynecologists	29-1064	4	30	**	**
Payroll and Timekeeping Clerks	43-3051	4	150	20	\$15.57
Police, Fire, and Ambulance Dispatchers	43-5031	4	180	15	\$16.43
Procurement Clerks	43-3061	4	160	10	\$15.59
Railroad Conductors and Yardmasters	53-4031	4	**	**	**
Structural Iron and Steel Workers	47-2221	4	140	25	\$19.92
Substance Abuse and Behavioral Disorder Counselors	21-1011	4	**	35	**
Teachers and Instructors, All Other	25-3099	4	**	**	**
Word Processors and Typists	43-9022	4	90	**	\$16.32
Actors	27-2011	3	**	**	**
Agents and Business Managers of Artists, Performers, and Athletes	13-1011	3	**	**	**
Animal Breeders	45-2021	3	**	10	**
Anthropologists and Archeologists	19-3091	3	30	**	\$24.77
Armored Assault Vehicle Officers	55-1013	3	**	**	**
Art, Drama, and Music Teachers, Postsecondary	25-1121	3	190	20	\$53,916
Biological Scientists, All Other	19-1029	3	60	**	\$23.61
Buyers and Purchasing Agents, Farm Products	13-1021	3	**	10	**
Clergy	21-2011	3	40	**	\$20.09
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	51-4012	3	30	**	\$20.95
Computer Science Teachers, Postsecondary	25-1021	3	50	10	\$55,413
Dentists, General	29-1021	3	100	10	\$49.02
Electronic Home Entertainment Equipment Installers and Repairers	49-2097	3	**	10	**
Engineering Teachers, Postsecondary	25-1032	3	**	10	**
First-Line Supervisors of All Other Tactical Operations Specialists	55-2013	3	**	**	**
First-Line Supervisors of Personal Service Workers	39-1021	3	620	35	\$11.81
Grinding and Polishing Workers, Hand	51-9022	3	**	**	\$9.41
Helpers—Carpenters	47-3012	3	**	**	**
Hoist and Winch Operators	53-7041	3	**	**	**
Kindergarten Teachers, Except Special Education	25-2012	3	160	25	\$39,065
Labor Relations Specialists	13-1075	3	150	55	\$8.42
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4034	3	**	**	**
Meat, Poultry, and Fish Cutters and Trimmers	51-3022	3	**	**	**
Metal Workers and Plastic Workers, All Other	51-4199	3	150	75	\$10.21
Nuclear Medicine Technologists	29-2033	3	40	**	\$25.14
Ophthalmic Medical Technicians	29-2057	3	**	**	\$12.87
Optometrists	29-1041	3	50	**	\$28.74
Pediatricians, General	29-1065	3	**	**	**
Philosophy and Religion Teachers, Postsecondary	25-1126	3	40	**	\$55,746
Political Science Teachers, Postsecondary	25-1065	3	30	**	\$65,010
Postal Service Clerks	43-5051	3	150	10	\$17.71
Print Binding and Finishing Workers	51-5113	3	180	15	\$12.40
Private Detectives and Investigators	33-9021	3	20	**	\$17.05
Refuse and Recyclable Material Collectors	53-7081	3	190	35	\$8.64
Soil and Plant Scientists	19-1013	3	60	10	\$20.93
Sound Engineering Technicians	27-4014	3	**	**	**

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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
Special Education Teachers, Secondary School	25-2054	3	160	25	\$42,648
Stationary Engineers and Boiler Operators	51-8021	3	50	**	\$26.20
Tool and Die Makers	51-4111	3	200	15	\$19.31
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51-4122	3	350	15	\$12.90
Zoologists and Wildlife Biologists	19-1023	3	**	**	**
Agricultural Sciences Teachers, Postsecondary	25-1041	2	**	**	**
Aircraft Launch and Recovery Officers	55-1012	2	**	**	**
Armored Assault Vehicle Crew Members	55-3013	2	**	**	**
Baggage Porters and Bellhops	39-6011	2	**	**	\$8.55
Biochemists and Biophysicists	19-1021	2	**	**	**
Biological Science Teachers, Postsecondary	25-1042	2	160	20	\$62,902
Biologists	19-1020	2	**	**	**
Business Teachers, Postsecondary	25-1011	2	190	30	\$64,759
Career/Technical Education Teachers, Middle School	25-2023	2	**	**	**
Career/Technical Education Teachers, Secondary School	25-2032	2	80	15	\$48,946
Commercial Divers	49-9092	2	**	**	**
Community Health Workers	21-1094	2	50	10	\$15.07
Counselors, All Other	21-1019	2	140	10	\$12.86
Credit Authorizers, Checkers, and Clerks	43-4041	2	**	**	\$13.77
Credit Counselors	13-2071	2	70	**	\$13.93
Crop and Livestock Managers	11-9011	2	**	**	**
Designers, All Other	27-1029	2	**	**	**
Earth Drillers, Except Oil and Gas	47-5021	2	20	**	\$17.48
Electrical and Electronics Installers and Repairers, Transportation Equipment	49-2093	2	**	**	**
Environmental Engineering Technicians	17-3025	2	**	**	**
Farm and Home Management Advisors	25-9021	2	**	**	**
Farmworkers, Farm, Ranch, and Aquacultural Animals	45-2093	2	**	70	\$9.84
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	51-3091	2	80	10	\$11.31
Forest and Conservation Workers	45-4011	2	**	**	\$13.10
Hazardous Materials Removal Workers	47-4041	2	60	**	\$13.27
Helpers—Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	47-3011	2	40	10	\$12.32
Historians	19-3093	2	**	**	**
Hydrologists	19-2043	2	**	**	**
Landscape Architects	17-1012	2	**	**	\$21.47
Manufactured Building and Mobile Home Installers	49-9095	2	**	**	**
Marriage and Family Therapists	21-1013	2	70	10	\$14.87
Mechanical Drafters	17-3013	2	140	15	\$16.99
Microbiologists	19-1022	2	50	**	\$23.14
Middle School Teachers, Except Special and Career/Technical Education	25-2022	2	1,300	95	\$41,367
Models	41-9012	2	**	**	**
Molders, Shapers, and Casters, Except Metal and Plastic	51-9195	2	**	**	\$15.74
Motor Vehicle Operators, All Other	53-3099	2	70	40	\$8.45
Motorboat Mechanics and Service Technicians	49-3051	2	**	**	\$16.86
Museum Technicians and Conservators	25-4013	2	20	**	\$14.54
Nuclear Power Reactor Operators	51-8011	2	**	**	**
Nuclear Technicians	19-4051	2	**	**	**
Ophthalmic Laboratory Technicians	51-9083	2	**	10	**
Opticians, Dispensing	29-2081	2	150	15	\$12.46
Paper Goods Machine Setters, Operators, and Tenders	51-9196	2	**	15	**
Pesticide Handlers, Sprayers, and Applicators, Vegetation	37-3012	2	140	25	\$13.81
Petroleum Engineers	17-2171	2	**	**	**
Photographers	27-4021	2	100	15	\$8.40

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Physical Therapist Aides	31-2022	2	60	**	\$10.63
Physics Teachers, Postsecondary	25-1054	2	40	**	\$83,678
Probation Officers and Correctional Treatment Specialists	21-1092	2	140	**	\$25.04
Psychiatric Aides	31-1013	2	**	15	**
Radio, Cellular, and Tower Equipment Installers and Repairers	49-2021	2	**	**	**
Rail Yard Engineers, Dinkey Operators, and Hostlers	53-4013	2	**	**	**
Real Estate Sales Agents	41-9022	2	150	25	\$11.33
Recreational Therapists	29-1125	2	40	**	\$18.57
Reservation and Transportation Ticket Agents and Travel Clerks	43-4181	2	20	**	\$9.82
Respiratory Therapy Technicians	29-2054	2	**	**	**
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	51-4023	2	20	**	\$13.41
Signal and Track Switch Repairers	49-9097	2	**	**	**
Slot Supervisors	39-1012	2	**	**	**
Statistical Assistants	43-9111	2	20	**	\$17.38
Structural Metal Fabricators and Fitters	51-2041	2	50	**	\$15.83
Surgeons	29-1067	2	**	10	**
Textile, Apparel, and Furnishings Workers, All Other	51-6099	2	20	10	\$11.85
Tour Guides and Escorts	39-7011	2	**	**	**
Transportation Inspectors	53-6051	2	**	**	**
Ushers, Lobby Attendants, and Ticket Takers	39-3031	2	120	15	\$8.39
Veterinary Technologists and Technicians	29-2056	2	110	10	\$13.48
Air Crew Members	55-3011	1	**	**	**
Ambulance Drivers and Attendants, Except Emergency Medical Technicians	53-3011	1	20	**	\$8.46
Anesthesiologists	29-1061	1	**	**	**
Animal Scientists	19-1011	1	**	**	\$36.46
Artists and Related Workers, All Other	27-1019	1	**	**	**
Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary	25-1051	1	**	**	**
Audiologists	29-1181	1	**	**	\$28.32
Audio-Visual and Multimedia Collections Specialists	25-9011	1	40	**	\$14.14
Automotive Glass Installers and Repairers	49-3022	1	**	**	**
Butchers and Meat Cutters	51-3021	1	370	50	\$9.90
Coin, Vending, and Amusement Machine Servicers and Repairers	49-9091	1	30	**	\$10.62
Command and Control Center Officers	55-1015	1	**	**	**
Communications Equipment Operators, All Other	43-2099	1	**	**	**
Control and Valve Installers and Repairers, Except Mechanical Door	49-9012	1	70	**	\$21.83
Costume Attendants	39-3092	1	**	**	**
Craft Artists	27-1012	1	**	**	**
Criminal Justice and Law Enforcement Teachers, Postsecondary	25-1111	1	**	**	**
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	51-9021	1	**	10	\$11.61
Directors, Religious Activities and Education	21-2021	1	**	**	**
Drafters, All Other	17-3019	1	**	**	**
Economics Teachers, Postsecondary	25-1063	1	30	**	\$69,211
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	49-2095	1	**	**	**
Emergency Management Directors	11-9161	1	20	**	\$23.90
Entertainers and Performers, Sports and Related Workers, All Other	27-2099	1	**	**	**
Fabric and Apparel Patternmakers	51-6092	1	**	**	**
Fiberglass Laminators and Fabricators	51-2091	1	**	**	**
File Clerks	43-4071	1	210	35	\$11.26
Fine Artists, Including Painters, Sculptors, and Illustrators	27-1013	1	40	**	\$17.86
First-Line Supervisors of Fire Fighting and Prevention Workers	33-1021	1	**	**	\$26.36
Floor Sanders and Finishers	47-2043	1	**	**	**
Foresters	19-1032	1	**	**	**

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Foundry Mold and Coremakers	51-4071	1	40	**	\$10.88
Fundraisers	13-1131	1	170	25	\$15.94
Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	51-9051	1	**	**	**
Gaming Change Persons and Booth Cashiers	41-2012	1	**	**	**
Gaming Service Workers, All Other	39-3019	1	**	**	**
Genetic Counselors	29-9092	1	**	**	**
Geological and Petroleum Technicians	19-4041	1	**	**	**
Graders and Sorters, Agricultural Products	45-2041	1	**	**	**
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	51-4191	1	**	**	**
Insulation Workers, Mechanical	47-2132	1	90	10	\$16.01
Law Clerks	23-2092	1	**	**	**
Library Technicians	25-4031	1	250	40	\$10.08
Magnetic Resonance Imaging Technologists	29-2035	1	**	**	\$18.95
Materials Scientists	19-2032	1	10	**	\$17.74
Mathematical Science Teachers, Postsecondary	25-1022	1	110	15	\$51,524
Medical Transcriptionists	31-9094	1	80	25	\$17.76
Military Enlisted Tactical Operations and Air/Weapons Specialists and Crew Members, All Other	55-3019	1	**	**	**
Nurse Anesthetists	29-1151	1	**	**	**
Occupational Health and Safety Technicians	29-9012	1	50	**	\$16.90
Orthotists and Prosthetists	29-2091	1	30	**	\$24.11
Petroleum Pump System Operators, Refinery Operators, and Gaugers	51-8093	1	**	**	**
Photographic Process Workers and Processing Machine Operators	51-9151	1	30	**	\$10.57
Power Plant Operators	51-8013	1	**	15	**
Precision Instrument and Equipment Repairers, All Other	49-9069	1	**	10	\$21.44
Prepress Technicians and Workers	51-5111	1	50	10	\$14.38
Psychologists, All Other	19-3039	1	**	**	**
Rail Car Repairers	49-3043	1	**	**	**
Recreation and Fitness Studies Teachers, Postsecondary	25-1193	1	**	**	**
Sawing Machine Setters, Operators, and Tenders, Wood	51-7041	1	30	**	\$13.59
Septic Tank Servicers and Sewer Pipe Cleaners	47-4071	1	10	**	\$16.01
Shoe and Leather Workers and Repairers	51-6041	1	**	**	**
Social Scientists and Related Workers, All Other	19-3099	1	**	30	**
Sociology Teachers, Postsecondary	25-1067	1	60	**	\$57,715
Special Forces Officers	55-1017	1	**	**	**
Stonemasons	47-2022	1	**	**	**
Survey Researchers	19-3022	1	**	**	**
Telephone Operators	43-2021	1	**	**	**
Title Examiners, Abstractors, and Searchers	23-2093	1	**	10	\$9.58
Travel Agents	41-3041	1	60	10	\$15.42
Umpires, Referees, and Other Sports Officials	27-2023	1	**	**	**

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IOWA
WORKFORCE
DEVELOPMENT

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

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