

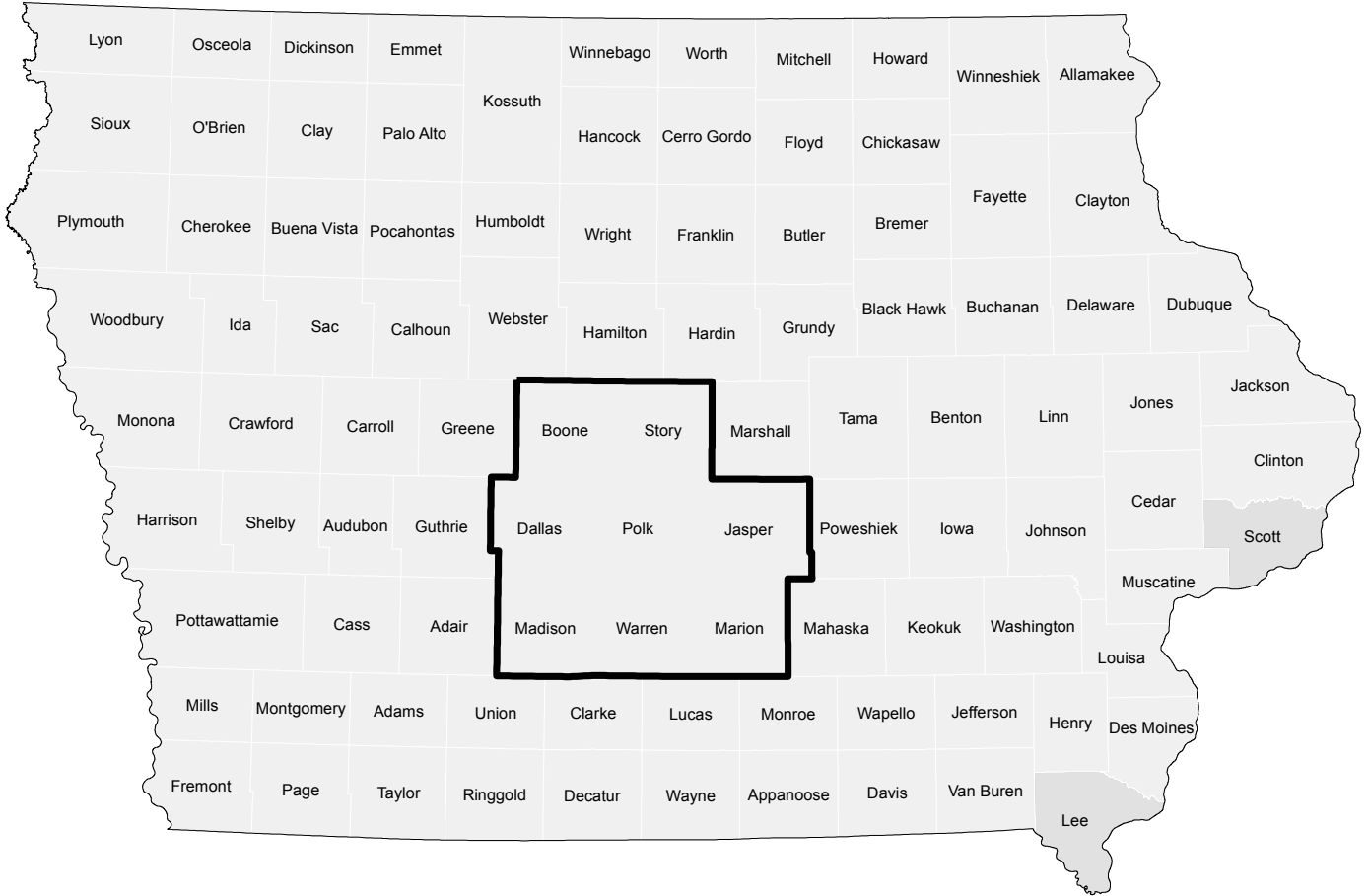
# WORKFORCE NEEDS ASSESSMENT IOWA WORKFORCE DEVELOPMENT REGION 11 RELEASED 2019

BOONE, DALLAS, JASPER, MADISON, MARION, POLK,  
STORY AND WARREN COUNTIES



**Counties within Iowa Workforce Development Region 11 included within this analysis:**

- Boone
- Dallas
- Jasper
- Madison
- Marion
- Polk
- Story
- Warren



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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

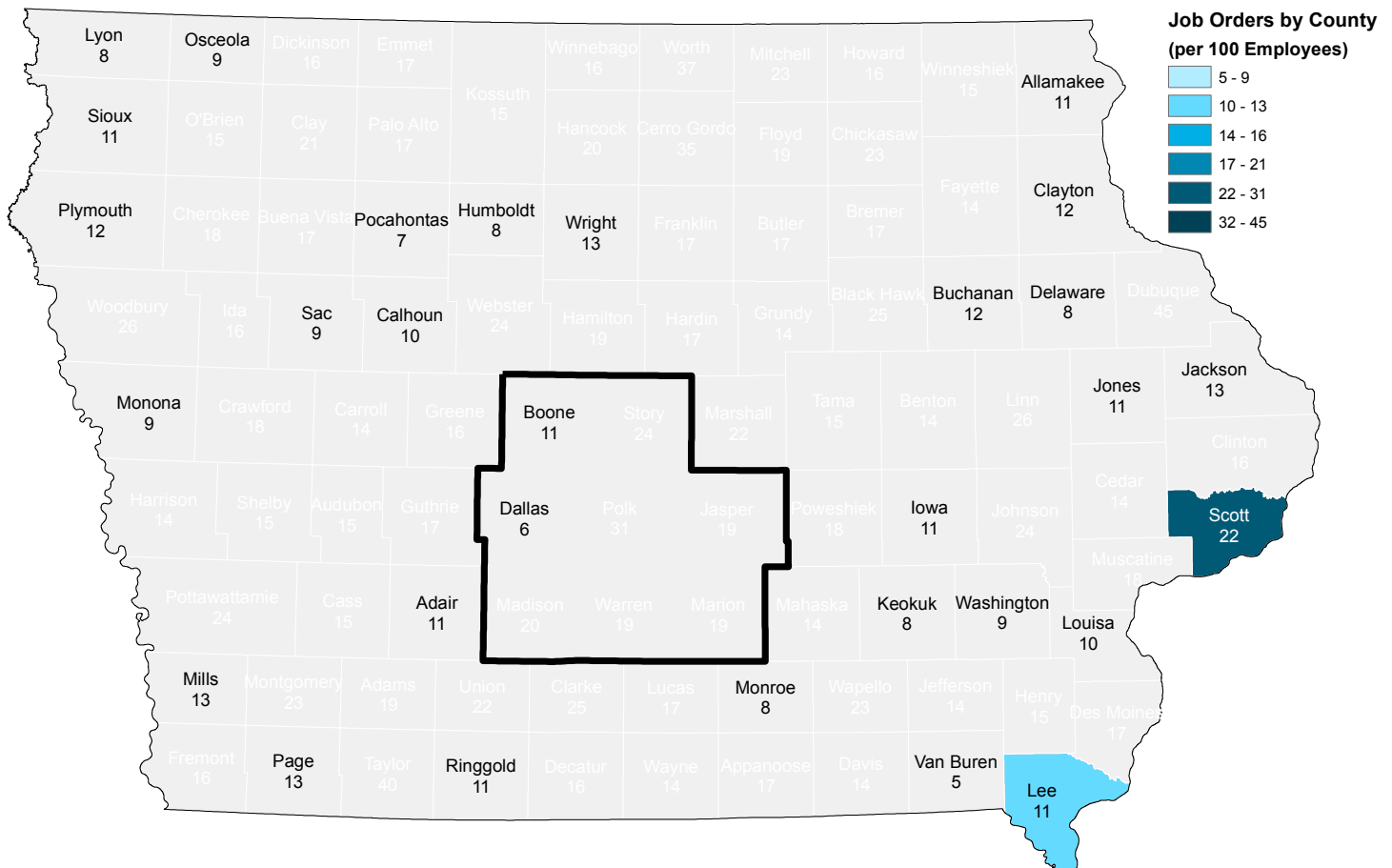
Iowa Workforce Development (IWD) conducted the sixth Workforce Needs Assessment. In addition to vacancy and retirement data, the survey also addressed the demand for workers and skills required in the workforce. Data regarding benefits offered by employers was also collected and is delineated in the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

Beginning in July 2018, 7,904 employers operating 10,436 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 2,570 responses, yielding a 32.5 percent response rate.



## VACANCY ESTIMATES

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

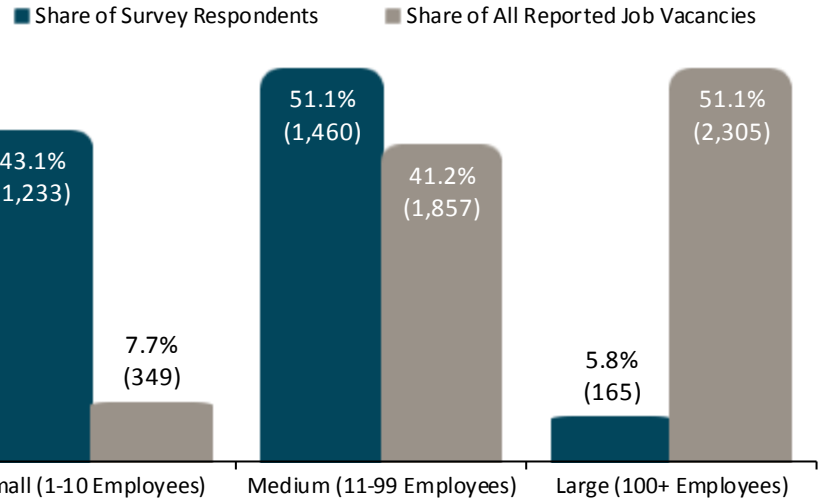


Iowa Workforce Development Job Bank  
 Quarterly Census of Employment & Wages - Iowa Workforce Development  
 \*(Total Reported Job Orders Per County / Average Employment Per County)\*100



## VACANCY ESTIMATES

### Reported Job Vacancies by Workplace Size



### Total Number of Job Orders by Occupational Category

Occupational Category	Total Job Orders <sup>1</sup>	Percent of Total Job Orders <sup>1</sup>	Entry Wage <sup>2</sup>	Average Wage <sup>2</sup>	Projected Annual Openings <sup>3</sup>
Office & Administrative Support	14,427	13.2%	\$12.29	\$18.98	9,315
Sales & Related	13,557	12.4%	\$9.07	\$19.22	7,170
Management	11,734	10.7%	\$25.85	\$51.72	3,540
Business & Financial Operations	11,500	10.5%	\$21.21	\$33.62	3,535
Computer & Mathematical Science	10,585	9.7%	\$24.31	\$39.77	1,550
Transportation & Material Moving	7,651	7.0%	\$10.91	\$17.76	4,150
Healthcare Practitioner & Technical	7,589	6.9%	\$17.91	\$37.30	1,665
Food Preparation & Serving Related	6,242	5.7%	\$8.39	\$11.16	7,390
Installation, Maintenance & Repair	5,035	4.6%	\$14.05	\$22.65	2,005
Architecture & Engineering	3,263	3.0%	\$21.87	\$34.38	490
Production	3,070	2.8%	\$11.37	\$17.24	3,290
Healthcare Support	2,275	2.1%	\$12.10	\$15.96	1,415
Community & Social Services	1,910	1.7%	\$14.53	\$23.16	985
Construction & Extraction	1,824	1.7%	\$14.34	\$22.52	2,725
Life, Physical & Social Science	1,781	1.6%	\$18.61	\$31.86	580
Building & Grounds Cleaning & Maintenance	1,756	1.6%	\$9.51	\$13.80	2,310
Arts, Design, Entertainment, Sports & Related	1,365	1.2%	\$11.01	\$21.37	880
Education, Training & Library	1,307	1.2%	\$11.84	\$25.49	3,090
Protective Service	940	0.9%	\$10.13	\$20.92	880
Personal Care & Service	594	0.5%	\$9.17	\$13.17	3,055
Legal	560	0.5%	\$19.16	\$43.41	280
Farming, Fishing & Forestry	241	0.2%	\$11.46	\$17.09	1,220

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

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

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



# VACANCY ESTIMATES

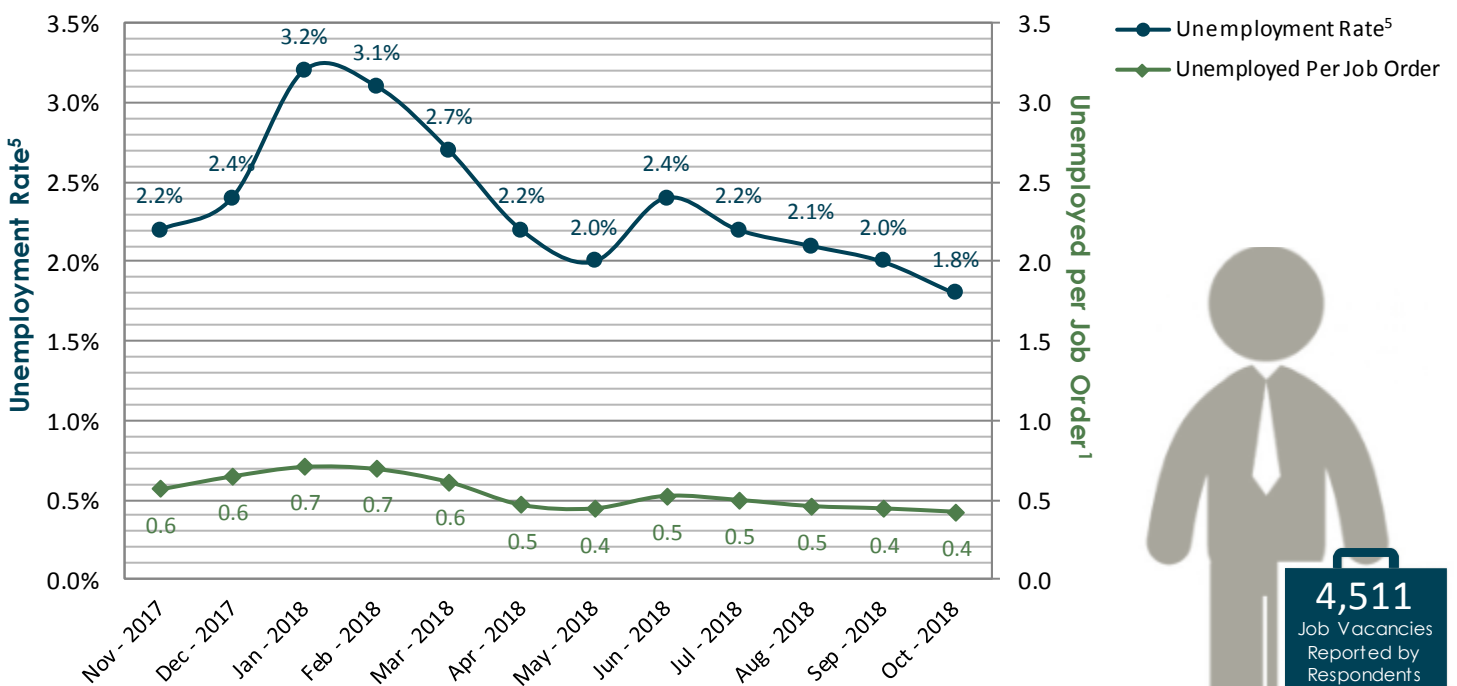
## Vacancy Rate by Industry

	Employment <sup>4</sup>	Estimated Vacancies	*Vacancy Rate	New Hire Wage <sup>4</sup>	Projected Annual Openings <sup>3</sup>
Administrative & Waste Services	22,684	1,033	4.6%	\$13.55	487
Transportation & Warehousing	11,831	457	3.9%	\$15.84	136
Accommodation & Food Services	34,725	1,285	3.7%	\$6.61	434
Arts, Entertainment & Recreation	9,077	288	3.2%	\$6.03	83
Construction	24,193	685	2.8%	\$21.36	420
Management	9,088	254	2.8%	\$14.23	214
Manufacturing	33,735	907	2.7%	\$19.25	137
Personal Services	12,197	274	2.2%	\$12.93	153
Health Care & Social Assistance	55,510	787	1.4%	\$13.77	988
Wholesale & Retail Trade	69,866	977	1.4%	\$11.33	431
Professional & Technical Services	22,500	268	1.2%	\$24.90	438
Agriculture, Forestry, Fishing & Mining	2,995	32	1.1%	\$23.17	23
Information	7,802	64	0.8%	\$37.99	-14
Finance, Insurance & Real Estate	50,526	313	0.6%	\$24.50	1,057
Public Administration	19,238	118	0.6%	\$16.24	32
Educational Services	31,892	110	0.3%	\$13.70	359
Utilities	1,026	0	0.0%	\$21.25	-1

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

\*Vacancy Rate calculations can be found in the Methodology

## Number of Unemployed Persons per Job Order



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



## VACANCY ESTIMATES

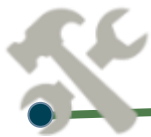
### Vacancy Rate by Occupational Category

	Employment <sup>2</sup>	Estimated Vacancies	*Vacancy Rate	Entry Wage <sup>2</sup>	Projected Annual Openings <sup>3</sup>
Construction & Extraction	19,020	1,054	5.5%	\$14.34	2,725
Healthcare Support	9,290	405	4.4%	\$12.10	1,415
Food Preparation & Serving Related	36,620	1,254	3.4%	\$8.39	7,390
Architecture & Engineering	5,270	161	3.1%	\$21.87	490
Building & Grounds Cleaning & Maintenance	13,450	407	3.0%	\$9.51	2,310
Production	27,120	787	2.9%	\$11.37	3,290
Protective Service	6,880	155	2.3%	\$10.13	880
Installation, Maintenance & Repair	16,110	347	2.2%	\$14.05	2,005
Farming, Fishing & Forestry	590	12	2.1%	\$11.46	1,220
Personal Care & Service	13,520	264	1.9%	\$9.17	3,055
Transportation & Material Moving	27,710	475	1.7%	\$10.91	4,150
Community & Social Services	5,500	78	1.4%	\$14.53	985
Healthcare Practitioner & Technical	23,380	337	1.4%	\$17.91	1,665
Education, Training & Library	26,740	306	1.1%	\$11.84	3,090
Business & Financial Operations	30,450	308	1.0%	\$21.21	3,535
Sales & Related	45,010	426	0.9%	\$9.07	7,170
Arts, Design, Entertainment, Sports & Related	6,820	58	0.8%	\$11.01	880
Office & Administrative Support	71,390	595	0.8%	\$12.29	9,315
Computer & Mathematical Science	16,680	119	0.7%	\$24.31	1,550
Management	28,270	208	0.7%	\$25.85	3,540
Legal	3,360	18	0.5%	\$19.16	280
Life, Physical & Social Science	4,070	15	0.4%	\$18.61	580

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

BUILDING &  
 GROUNDS CLEANING  
 & MAINTENANCE

3.0%



ARCHITECTURE &  
 ENGINEERING

3.1%



FOOD  
 PREPARATION &  
 SERVING RELATED

3.4%



HEALTHCARE  
 SUPPORT

4.4%



CONSTRUCTION  
 & EXTRACTION

5.5%

## TOP VACANCY RATES





## VACANCY ESTIMATES

# HIGH DEMAND OCCUPATIONS



### Top Reported Total Job Orders

	Total Job Orders <sup>1</sup>	Entry Wage <sup>2</sup>	Average Wage <sup>2</sup>
First-Line Supervisors of Retail Sales Workers	3,908	\$12.68	\$20.15
Customer Service Representatives	3,509	\$13.05	\$18.67
Retail Salespersons	3,391	\$8.31	\$13.44
Heavy and Tractor-Trailer Truck Drivers	3,053	\$16.58	\$22.39
Registered Nurses	2,821	\$22.26	\$28.61
Accountants and Auditors	2,790	\$22.61	\$34.36
Stock Clerks and Order Fillers	2,496	\$9.65	\$13.82
Management Analysts	2,355	\$25.61	\$38.67
Cashiers	2,143	\$8.26	\$10.35
Bus and Truck Mechanics and Diesel Engine Specialists	1,707	\$15.22	\$22.89
Managers, All Other	1,658	\$28.12	\$50.25
First-Line Supervisors of Office and Administrative Support Workers	1,610	\$18.92	\$29.17
Business Operations Specialists, All Other	1,569	\$21.02	\$33.45
Combined Food Preparation and Serving Workers, Including Fast Food	1,539	\$8.40	\$10.05
Computer Software Engineers, Applications	1,441	**	**
Financial Managers	1,372	\$34.12	\$60.28
Computer Specialists, All Other	1,338	**	**
Marketing Managers	1,322	\$33.38	\$56.58
Network and Computer Systems Administrators	1,228	\$25.65	\$37.40
First-Line Supervisors of Food Preparation and Serving Workers	1,196	\$11.09	\$15.78
Computer Systems Analysts	1,135	\$29.28	\$41.15
Medical and Health Services Managers	1,109	\$28.97	\$45.43
Social and Human Service Assistants	1,072	\$11.93	\$17.47
Driver/Sales Workers	1,068	\$8.29	\$12.98
Computer and Information Research Scientists	1,055	**	**
Sales Representatives, Services, All Other	1,045	\$15.07	\$29.02
Bookkeeping, Accounting, and Auditing Clerks	1,013	\$14.42	\$19.92
Computer Programmers	973	\$26.67	\$39.80
Light Truck or Delivery Services Drivers	970	\$10.04	\$16.62
Sales Managers	956	\$33.00	\$58.04

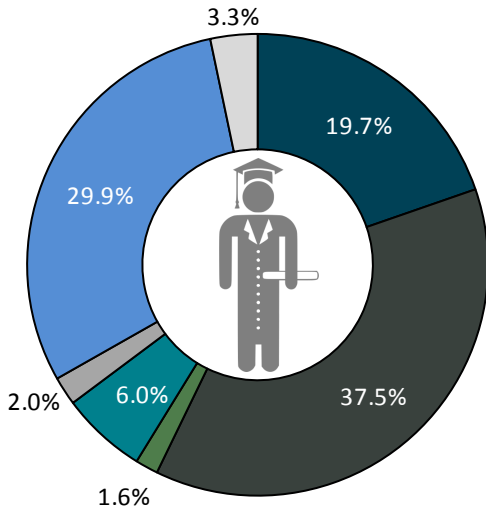
<sup>1</sup>Iowa Workforce Development Job Bank  
<sup>2</sup>Iowa Wage Report - Iowa Workforce Development  
 \*\*Insufficient data to report



## EDUCATION & EXPERIENCE REQUIREMENTS

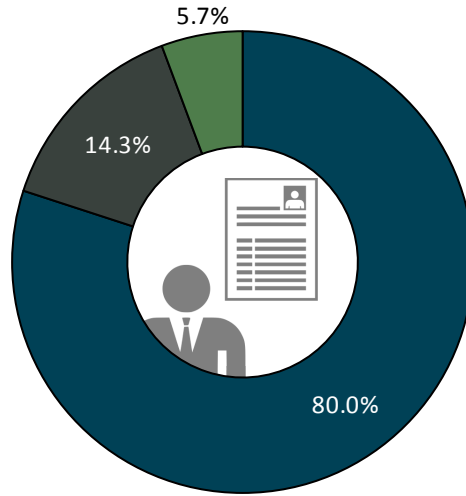
Education and experience levels required and on-the-job training for the job orders (112,750 total) within the Iowa Workforce Development job bank are shown below. These requirements are based on the typical levels needed to enter an occupation according to data reported by the Bureau of Labor Statistics and does not reflect expected levels indicated by survey respondents.

**Education Requirements - Total Job Orders**



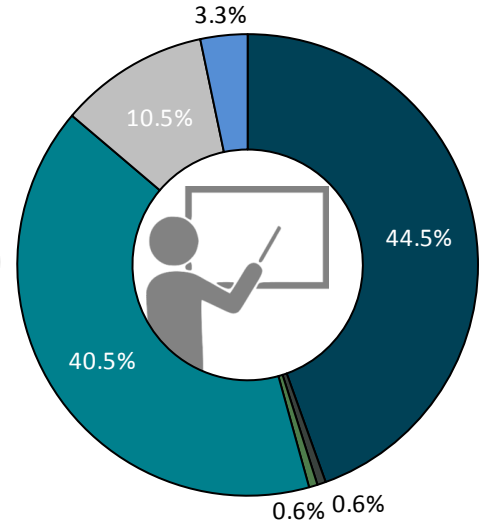
- No Formal Educational Credential - 19.7%
- High School Diploma or Equivalent - 37.5%
- Some College, No Degree - 1.6%
- Postsecondary Non-Degree Award - 6.0%
- Associate Degree - 2.0%
- Undergraduate Degree - 29.9%
- Postgraduate/Professional Degree - 3.3%

**Experience Requirements - Total Job Orders**



- No Experience Required - 80.0%
- Less than 5 Years - 14.3%
- 5 Years of More - 5.7%

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



- None - 44.5%
- Apprenticeship - 0.6%
- Internship/Residency - 0.6%
- Short-term on-the-job training - 40.5%
- Moderate-term on-the-job training - 10.5%
- Long-term on-the-job training - 3.3%



## 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.

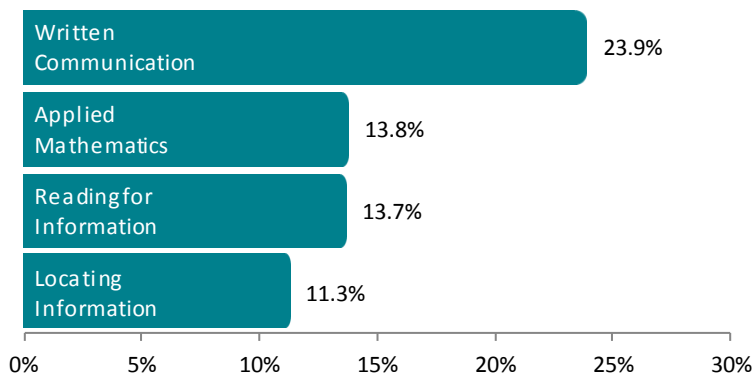
### Perception of Applicants

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Applicants fulfill all necessary requirements for the job.	5.4%	15.8%	36.8%	29.8%	12.2%
Applicants possess the basic skills required for the job.	2.9%	9.5%	31.5%	37.5%	18.6%
Applicants possess the hard, or occupational, skills for the job.	8.4%	20.6%	36.3%	25.4%	9.3%
Applicants possess the soft, or interpersonal, skills for the job.	4.8%	17.8%	41.2%	27.7%	8.5%



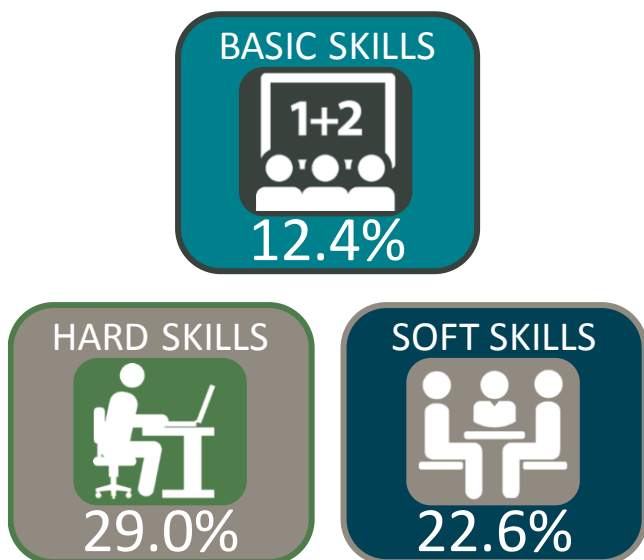
## PERCEPTION OF APPLICANTS

### Basic Skills Lacking in Applicants

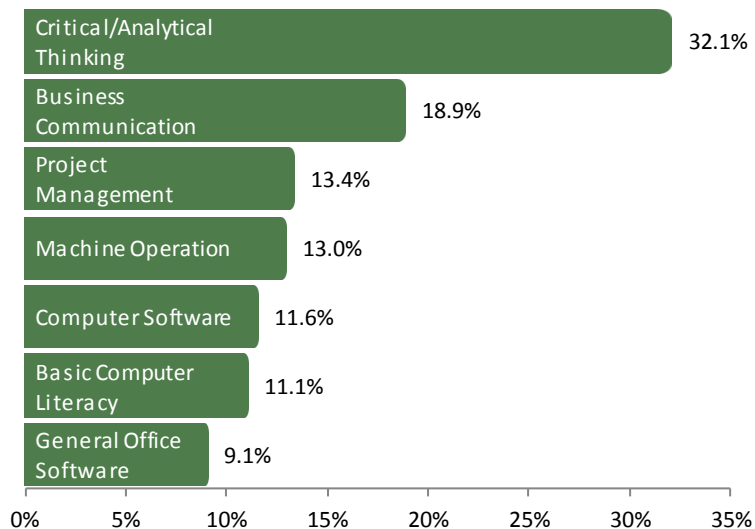


**Basic skills** are those skills developed during the elementary and middle part of an individual's education. These skills include literacy, numeracy (the ability to do arithmetic and reason with numbers), and the abilities to locate and read for information. The Skilled Iowa initiative, through the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

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

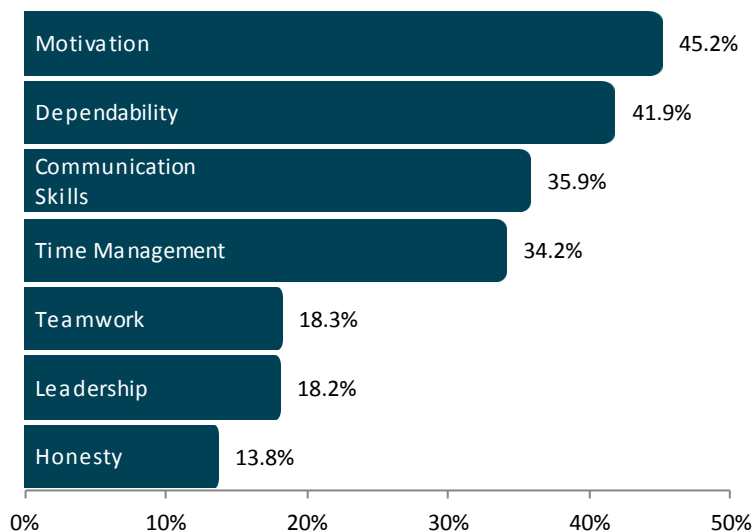


### Occupational "Hard" Skills Lacking in Applicants



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

### Interpersonal "Soft" Skills Lacking in Applicants



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



## TRAINING & CERTIFICATES

In the event that current or newly hired employees are lacking the basic, occupational or soft skills necessary to fill current job vacancies, employers were asked where they send employees to upgrade these skills. Over four-fifths (82.1%) of employers indicated that they offer employee training.

### Where Additional Training is Offered

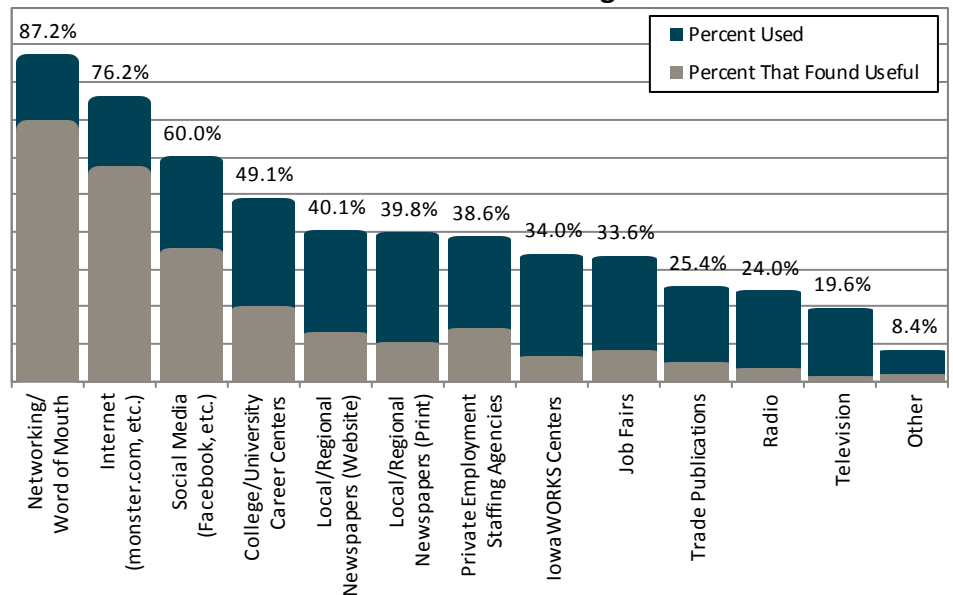
	Percent Offered
In-House Training	66.1%
Online Training	32.2%
Employee Self-Directed Training	23.5%
Commercial Training Provider	16.7%
Other	7.5%
Trade School	6.8%
College/University	6.4%



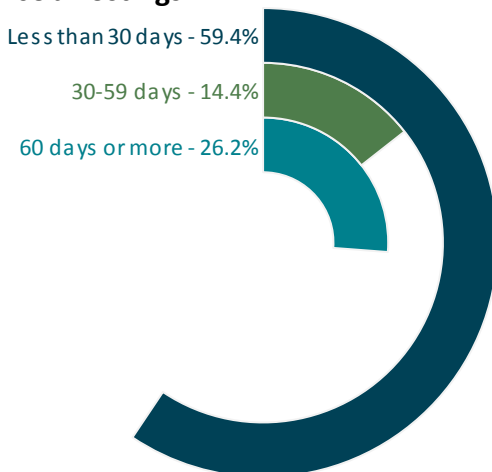
## RECRUITMENT & ADVERTISING

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

### Job Advertising Utilization & Usefulness



### Recruitment Period for Job Postings



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

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



## RECRUITMENT & ADVERTISING

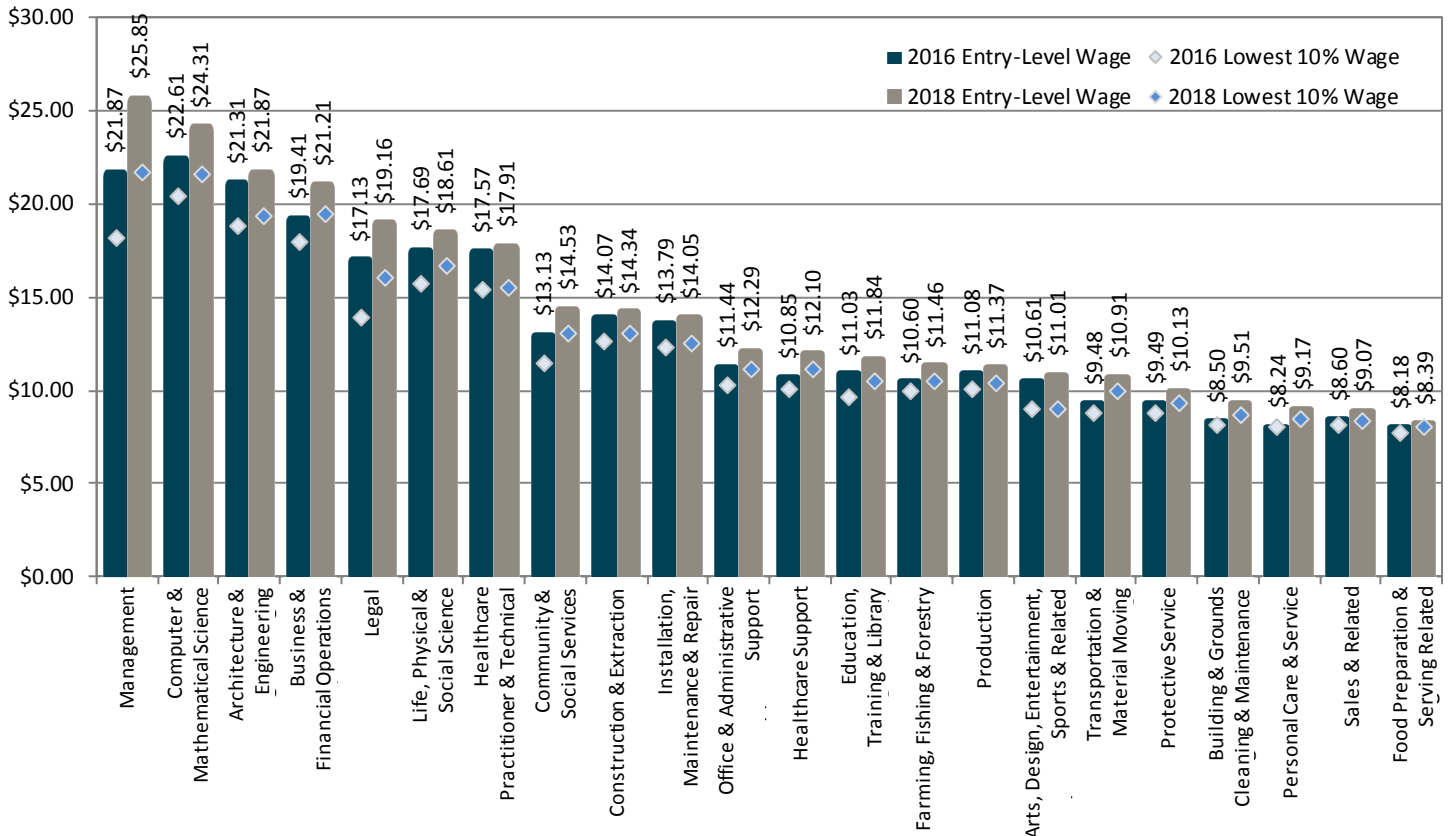
### Difficulties Filling Vacant Positions

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Businesses have difficulty filling a position due to applicant failure to pass a background check.	41.2%	18.4%	29.4%	8.0%	3.0%
Businesses have difficulty filling a position due to applicant failure of controlled substance testing.	49.3%	16.1%	28.1%	4.9%	1.6%
Businesses have difficulty filling a position due to a general lack of applicants.	16.4%	12.7%	26.5%	26.6%	17.8%
Businesses have difficulty filling a position due to a lack of qualified applicants.	12.3%	10.1%	24.4%	29.7%	23.5%
Businesses have difficulty filling a position due to local competition.	22.2%	17.2%	35.5%	17.6%	7.5%
Businesses have difficulty filling a position due to applicant expectations of benefits package offered.	29.9%	21.1%	29.7%	13.7%	5.6%
Businesses have difficulty filling a position due to applicants willingness to accept wages offered.	22.1%	18.5%	32.6%	20.2%	6.6%
Businesses have difficulty filling a position due to the type of work involved.	24.3%	17.2%	31.7%	20.1%	6.7%
Businesses have difficulty filling a position due to the hours or shifts offered.	37.1%	18.4%	28.3%	11.9%	4.3%



## WAGES

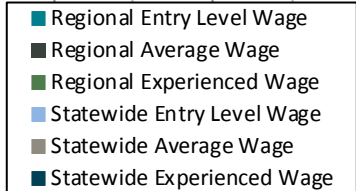
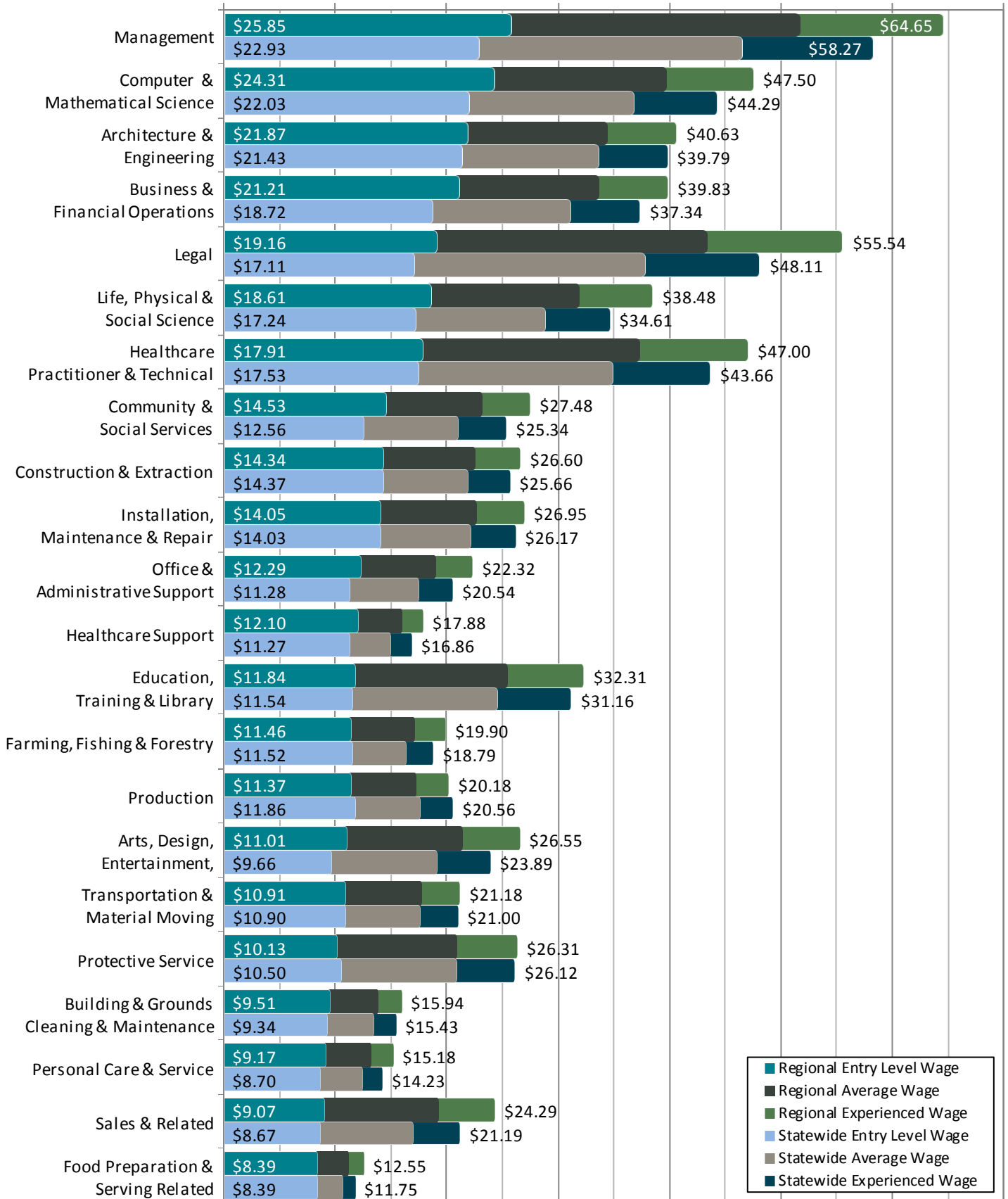
### Comparison of 2016 & 2018 Entry-Level Wages by Occupational Category





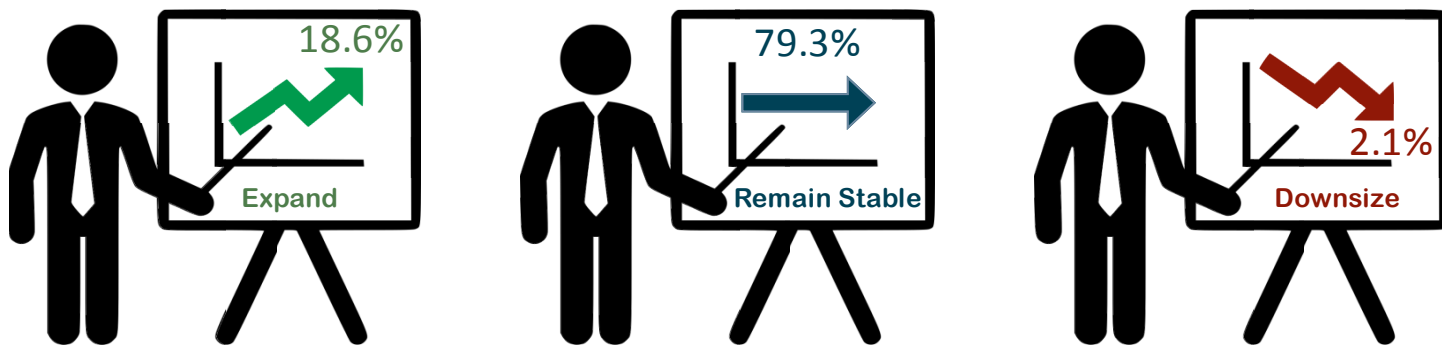
Comparison of 2018 Wage Levels by Occupational Category

\$0.00 \$10.00 \$20.00 \$30.00 \$40.00 \$50.00 \$60.00 \$70.00





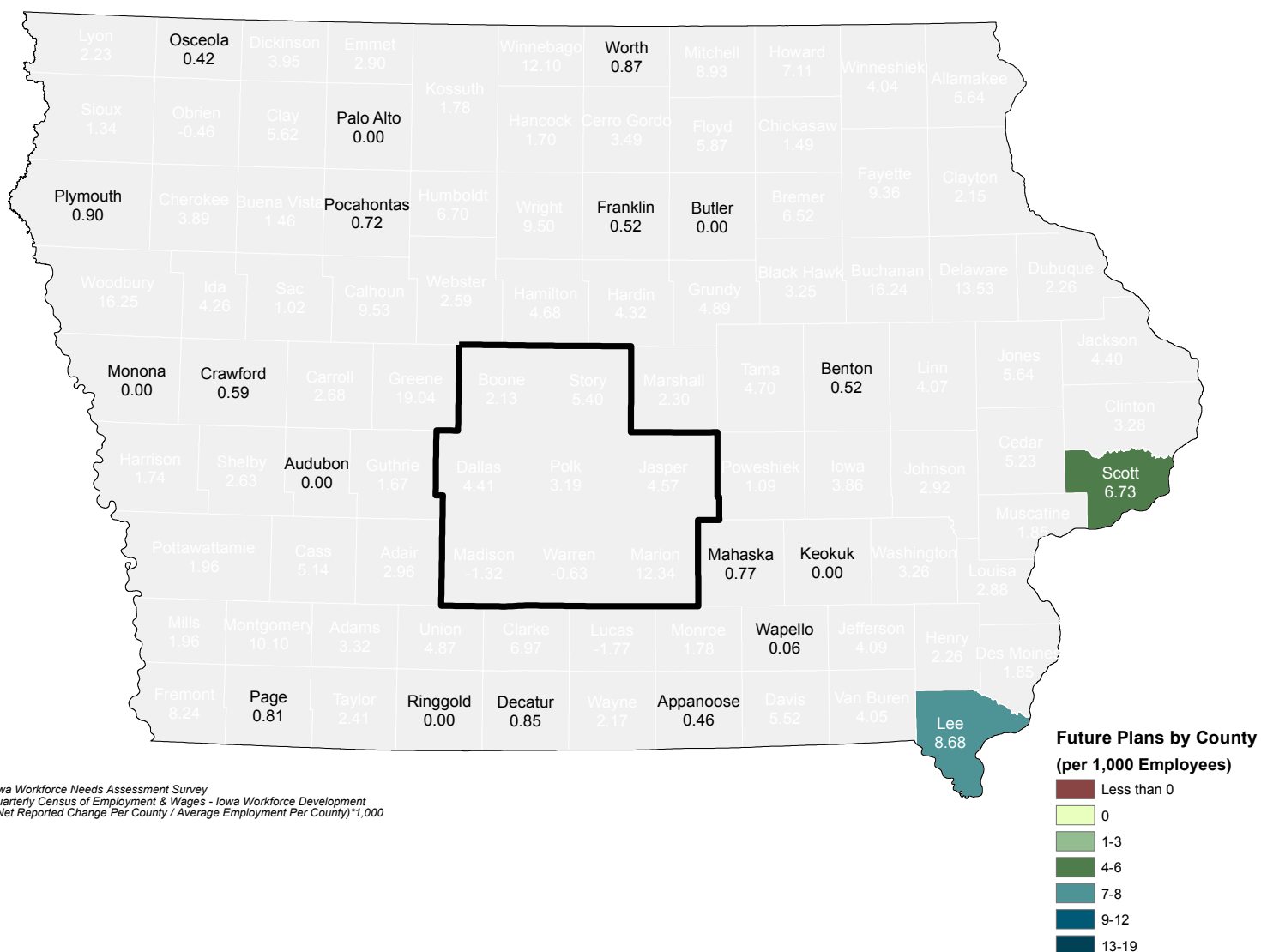
## FUTURE PLANS



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)\*

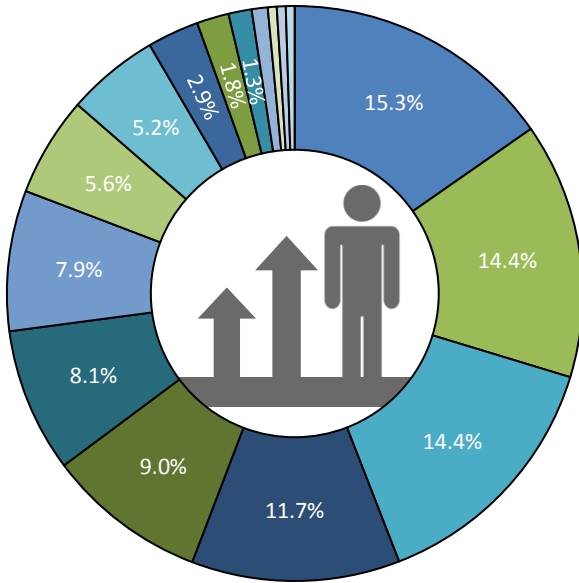


Iowa Workforce Needs Assessment Survey  
 Quarterly Census of Employment & Wages - Iowa Workforce Development  
 \*(Net Reported Change Per County / Average Employment Per County)\*1,000

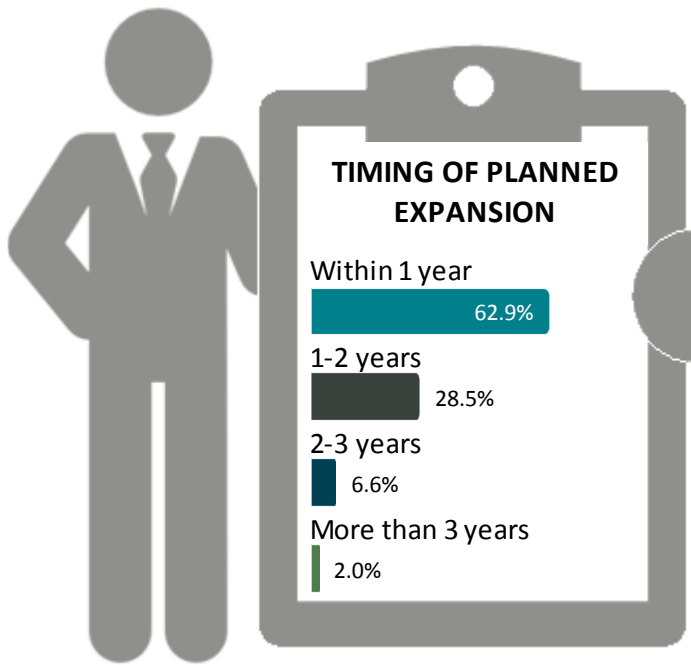
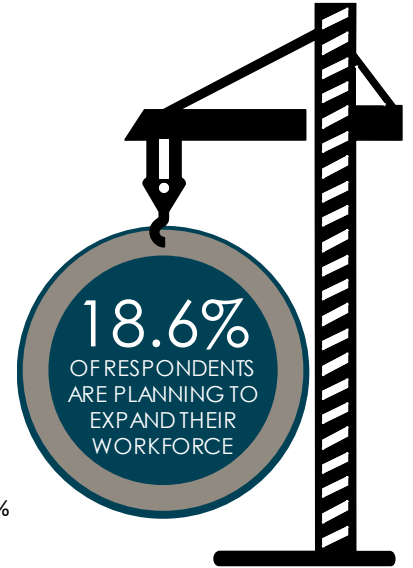


## FUTURE PLANS - EXPANSION

### Percent of Total Planned Expansion by Industry



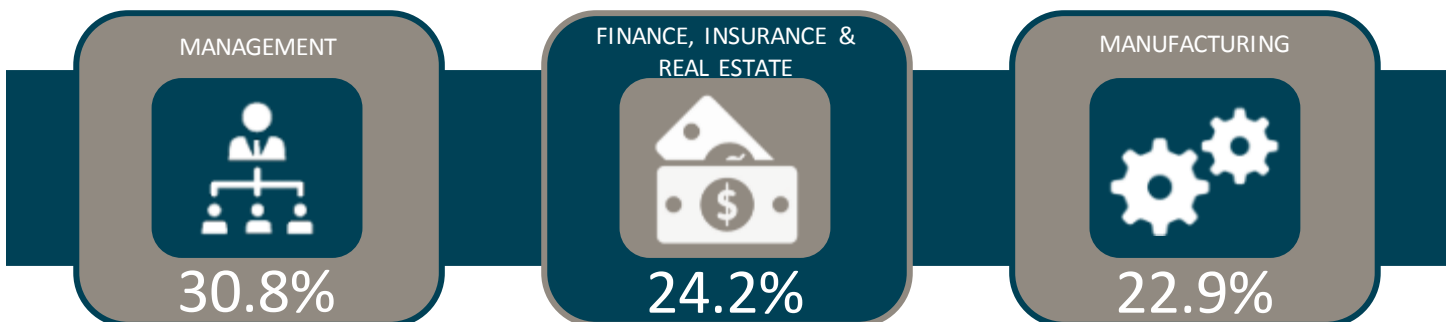
- Health Care & Social Assistance - 15.3%
- Construction - 14.4%
- Professional & Technical Services - 14.4%
- Wholesale & Retail Trade - 11.7%
- Personal Services - 9.0%
- Finance, Insurance & Real Estate - 8.1%
- Manufacturing - 7.9%
- Administrative & Waste Services - 5.6%
- Accommodation & Food Services - 5.2%
- Transportation & Warehousing - 2.9%
- Arts, Entertainment & Recreation - 1.8%
- Public Administration - 1.3%
- Management - 0.9%
- Agriculture, Forestry, Fishing & Mining - 0.5%
- Educational Services - 0.5%
- Information - 0.5%
- Utilities - 0.0%



### Percent within Each Industry with Planned Payroll Expansion

Industry	Percent of Each Industry
Management	30.8%
Finance, Insurance & Real Estate	24.2%
Manufacturing	22.9%
Professional & Technical Services	22.6%
Construction	22.5%
Health Care & Social Assistance	22.4%
Administrative & Waste Services	20.3%
Personal Services	18.4%
Public Administration	16.7%
Transportation & Warehousing	16.7%
Arts, Entertainment & Recreation	14.8%
Wholesale & Retail Trade	14.2%
Agriculture, Forestry, Fishing & Mining	12.5%
Accommodation & Food Services	10.5%
Information	5.4%
Educational Services	4.2%
Utilities	0.0%

## TOP INDUSTRIAL EXPANSION





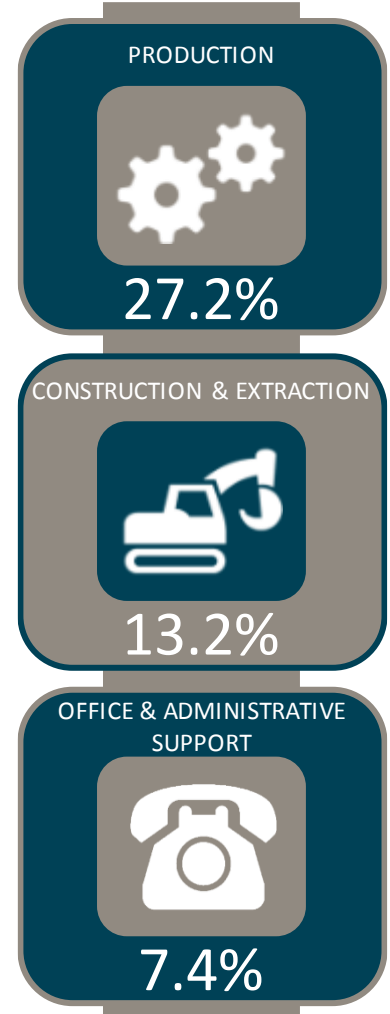


## FUTURE PLANS - EXPANSION

### Percent of Planned Expansion by Occupational Category

Occupational Category	Percent of Planned Expansion
Production	27.2%
Construction & Extraction	13.2%
Office & Administrative Support	7.4%
Healthcare Support	7.2%
Food Preparation & Serving Related	6.1%
Sales & Related	6.1%
Healthcare Practitioners & Technical	4.7%
Transportation & Material Moving	4.4%
Architecture & Engineering	3.9%
Installation, Maintenance & Repair	3.6%
Building & Grounds Cleaning & Maintenance	2.7%
Business & Financial Operations	2.4%
Management	2.4%
Education, Training & Library	2.3%
Computer & Mathematical	2.2%
Personal Care & Service	1.4%
Community & Social Service	0.8%
Legal	0.6%
Arts, Design, Entertainment, Sports & Media	0.5%
Protective Service	0.4%
Farming, Fishing & Forestry	0.3%
Life, Physical & Social Science	0.1%
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
No desire to expand
Expense related to benefits
Competition within existing markets
Uncertainty in current market demands
Limited access to capital
Barriers to entering new markets
Tax or regulatory issues
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

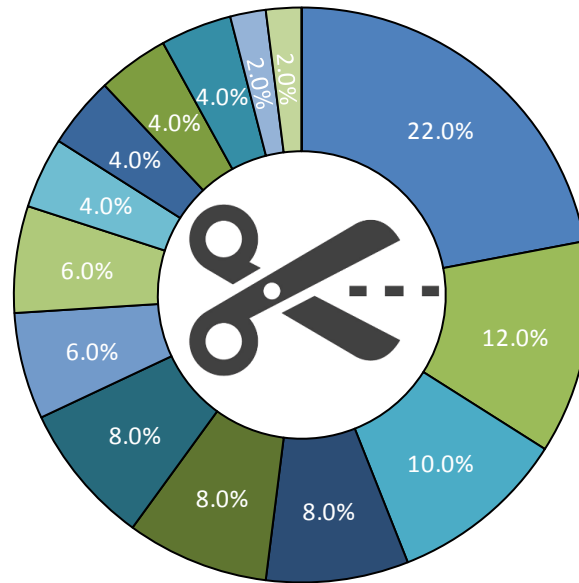
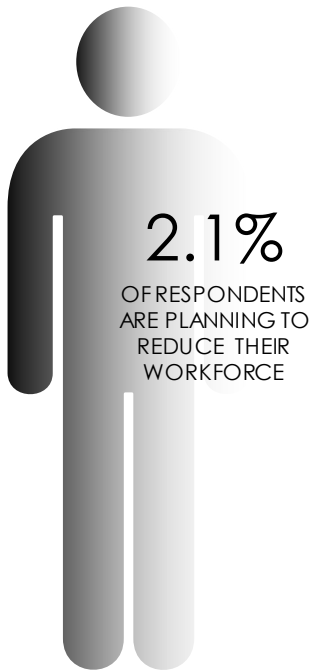
Reasons for Expansion
Meet current market demands
Increase share of existing market
Entry into new markets
Opening a new location
Changes in tax or regulatory incentives
Reduction of overtime
Merger/acquisition
Relocation of assets to a new location
Moving specific business operations in-house
Relocation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





## FUTURE PLANS - REDUCTION

### Percent of Total Planned Reduction by Industry



- Professional & Technical Services - 22.0%
- Wholesale & Retail Trade - 12.0%
- Manufacturing - 10.0%
- Accommodation & Food Services - 8.0%
- Administrative & Waste Services - 8.0%
- Finance, Insurance & Real Estate - 8.0%
- Construction - 6.0%
- Health Care & Social Assistance - 6.0%
- Arts, Entertainment & Recreation - 4.0%
- Information - 4.0%
- Personal Services - 4.0%
- Transportation & Warehousing - 4.0%
- Agriculture, Forestry, Fishing & Mining - 2.0%
- Educational Services - 2.0%
- Management - 0.0%
- Public Administration - 0.0%
- Utilities - 0.0%

### Percent within Each Industry with Planned Payroll Reduction

Industry	Percent of Each Industry
Agriculture, Forestry, Fishing & Mining	6.3%
Information	5.4%
Professional & Technical Services	3.9%
Arts, Entertainment & Recreation	3.7%
Administrative & Waste Services	3.3%
Manufacturing	3.3%
Finance, Insurance & Real Estate	2.7%
Transportation & Warehousing	2.6%
Educational Services	2.1%
Accommodation & Food Services	1.8%
Wholesale & Retail Trade	1.6%
Construction	1.1%
Health Care & Social Assistance	1.0%
Personal Services	0.9%
Management	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	18.3%
Office & Administrative Support	16.1%
Sales & Related	15.2%
Production	9.1%
Education, Training & Library	8.3%
Business & Financial Operations	7.0%
Life, Physical & Social Science	7.0%
Building & Grounds Cleaning & Maintenance	6.5%
Construction & Extraction	3.5%
Arts, Design, Entertainment, Sports & Media	2.2%
Farming, Fishing & Forestry	1.3%
Installation, Maintenance & Repair	1.3%
Management	1.3%
Transportation & Material Moving	1.3%
Computer & Mathematical	0.4%
Healthcare Practitioners & Technical	0.4%
Legal	0.4%
Personal Care & Service	0.4%
Architecture & Engineering	0.0%
Community & Social Service	0.0%
Healthcare Support	0.0%
Protective Service	0.0%
Unknown	0.0%



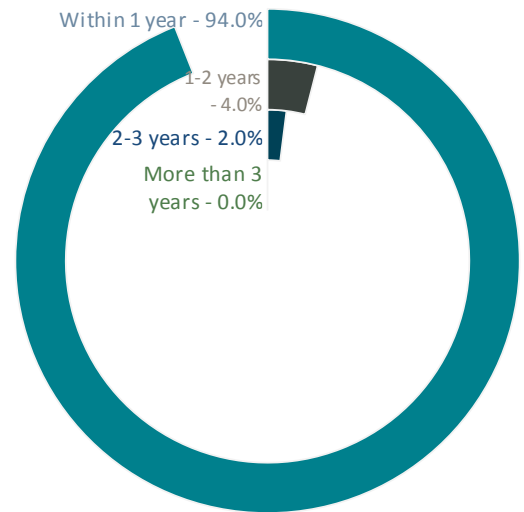


## FUTURE PLANS - REDUCTION

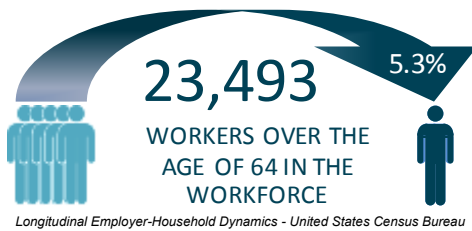
### Reasons for Workforce Reduction Ranked by Relative Importance

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

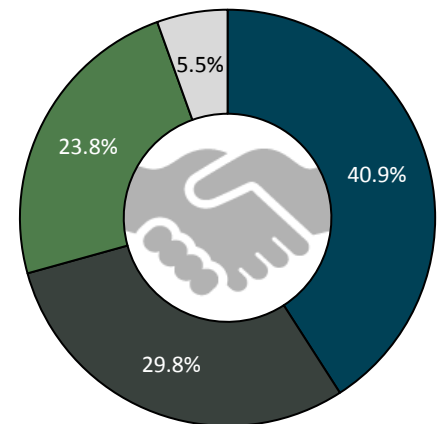
### Timing of Planned Reduction



## RETIREMENTS



### How Companies Plan to Replace Those Who Retire

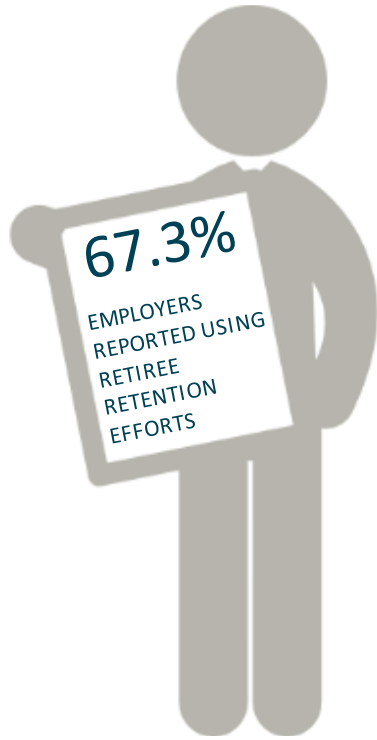


### Workers Over the Age of 64 in the Workplace by Industry

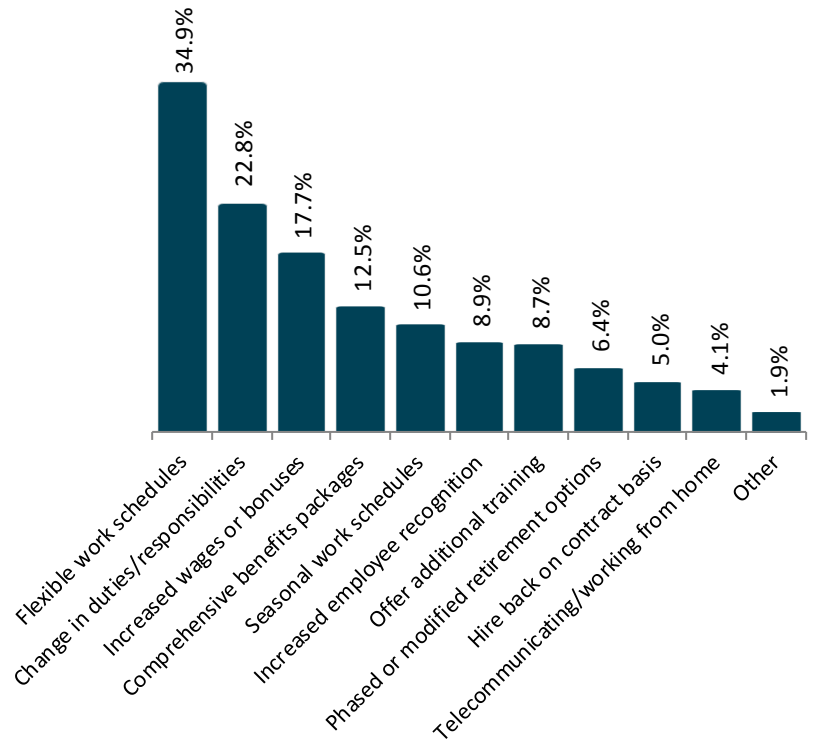
Industry	Percent of Total <sup>4</sup>	Percent of Each Industry <sup>4</sup>
Wholesale & Retail Trade	20.6%	6.5%
Health Care & Social Assistance	12.6%	5.1%
Educational Services	10.0%	6.9%
Finance, Insurance & Real Estate	7.9%	3.6%
Administrative & Waste Services	6.6%	6.4%
Accommodation & Food Services	6.4%	4.2%
Manufacturing	5.6%	3.8%
Professional & Technical Services	5.1%	5.0%
Public Administration	4.8%	5.5%
Personal Services	4.2%	7.5%
Transportation & Warehousing	4.1%	7.5%
Arts, Entertainment & Recreation	4.0%	9.4%
Construction	3.9%	3.7%
Management	1.6%	4.1%
Information	1.4%	4.0%
Agriculture, Forestry, Fishing & Mining	0.8%	6.0%
Utilities	0.1%	2.4%

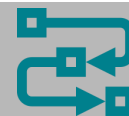
- Both hire new workers and promote from within - 40.9%
- Hire new workers - 29.8%
- Not currently planning to fill these positions - 23.8%
- Promote from within the company - 5.5%

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



Retiree Retention Efforts by Employers





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

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

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

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

Definitions of terms used throughout the report:

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

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

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

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

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

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

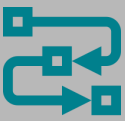
While there are many postings for jobs outside of Iowa within the IowaJobs bank, those are removed from the data for the purposes of this report. This is accomplished by filtering out all postings with a non-Iowa ZIP code. For those postings that did not have a valid ZIP code, the city and state fields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

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

Definitions of terms used throughout the report:

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

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



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

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

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

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

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

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

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

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

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

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

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

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

Definitions of terms used throughout the report:

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

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

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

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

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

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

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

# APPENDIX



## LIST OF ALL JOB VACANCIES

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

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

Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
First-Line Supervisors of Retail Sales Workers	41-1011	3,908	3,530	560	\$12.68
Customer Service Representatives	43-4051	3,509	13,230	1,710	\$13.05
Retail Salespersons	41-2031	3,391	12,670	2,005	\$8.31
Heavy and Tractor-Trailer Truck Drivers	53-3032	3,053	7,890	1,010	\$16.58
Registered Nurses	29-1141	2,821	8,720	605	\$22.26
Accountants and Auditors	13-2011	2,790	3,890	445	\$22.61
Stock Clerks and Order Fillers	43-5081	2,496	5,210	725	\$9.65
Management Analysts	13-1111	2,355	3,230	290	\$25.61
Cashiers	41-2011	2,143	9,720	1,880	\$8.26
Bus and Truck Mechanics and Diesel Engine Specialists	49-3031	1,707	830	100	\$15.22
Managers, All Other	11-9199	1,658	1,540	230	\$28.12
First-Line Supervisors of Office and Administrative Support Workers	43-1011	1,610	4,510	470	\$18.92
Business Operations Specialists, All Other	13-1199	1,569	4,280	545	\$21.02
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	1,539	10,880	2,465	\$8.40
Computer Software Engineers, Applications	15-1031	1,441	**	**	**
Financial Managers	11-3031	1,372	3,990	350	\$34.12
Computer Specialists, All Other	15-1099	1,338	**	**	**
Marketing Managers	11-2021	1,322	1,020	80	\$33.38
Network and Computer Systems Administrators	15-1142	1,228	1,250	110	\$25.65
First-Line Supervisors of Food Preparation and Serving Workers	35-1012	1,196	2,390	395	\$11.09
Computer Systems Analysts	15-1121	1,135	3,770	290	\$29.28
Medical and Health Services Managers	11-9111	1,109	1,660	165	\$28.97
Social and Human Service Assistants	21-1093	1,072	1,070	165	\$11.93
Driver/Sales Workers	53-3031	1,068	1,230	170	\$8.29
Computer and Information Research Scientists	15-1111	1,055	**	**	**
Sales Representatives, Services, All Other	41-3099	1,045	2,370	375	\$15.07
Bookkeeping, Accounting, and Auditing Clerks	43-3031	1,013	5,940	690	\$14.42
Computer Programmers	15-1131	973	610	45	\$26.67
Light Truck or Delivery Services Drivers	53-3033	970	2,500	360	\$10.04
Sales Managers	11-2022	956	1,380	145	\$33.00
Computer Support Specialists	15-1041	897	**	**	**
General and Operations Managers	11-1021	896	7,370	565	\$24.43
Food Service Managers	11-9051	856	620	115	\$15.30
Computer Occupations, All Other	15-1199	854	1,090	115	\$25.15
Computer and Information Systems Managers	11-3021	838	1,500	135	\$43.94
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	43-6014	821	4,690	555	\$12.41
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	799	7,920	1,250	\$10.65
Maintenance and Repair Workers, General	49-9071	694	3,170	385	\$12.27
Nursing Aides, Orderlies, and Attendants	31-1012	694	**	**	**
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	35-3022	680	2,190	430	\$8.33
Market Research Analysts	19-3021	666	**	**	**
Industrial Engineers	17-2112	639	710	55	\$25.72
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37-2011	637	7,180	1,115	\$9.64
Engineers, All Other	17-2199	605	290	20	\$23.93

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

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

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

\*\*Insufficient data to report





## APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Food Preparation Workers	35-2021	583	1,390	285	\$8.81
Automotive Service Technicians and Mechanics	49-3023	575	2,180	290	\$13.62
Human Resources Specialists	13-1071	551	1,710	160	\$19.02
Loan Officers	13-2072	551	1,680	260	\$19.79
Production Workers, All Other	51-9199	540	1,430	220	\$10.95
Pharmacy Technicians	29-2052	524	1,230	110	\$12.36
Security Guards	33-9032	518	2,340	380	\$9.55
Tellers	43-3071	509	1,850	305	\$11.05
Medical Assistants	31-9092	503	1,240	180	\$15.38
Healthcare Support Workers, All Other	31-9099	497	330	70	\$12.97
Chief Executives	11-1011	472	500	60	\$45.50
Licensed Practical and Licensed Vocational Nurses	29-2061	472	1,130	105	\$16.92
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	469	700	120	\$23.32
Financial Analysts	13-2051	465	1,050	135	\$25.39
Waiters and Waitresses	35-3031	452	6,970	1,525	\$8.42
First-Line Supervisors of Production and Operating Workers	51-1011	447	1,800	170	\$16.67
Construction Laborers	47-2061	434	3,270	395	\$12.75
Healthcare Practitioners and Technical Workers, All Other	29-9099	420	90	15	\$25.45
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	420	5,350	625	\$17.90
Cooks, Restaurant	35-2014	409	3,130	550	\$10.18
Office and Administrative Support Workers, All Other	43-9199	408	270	160	\$12.40
Maids and Housekeeping Cleaners	37-2012	403	2,430	485	\$8.47
Securities, Commodities, and Financial Services Sales Agents	41-3031	400	1,330	205	\$16.44
Executive Secretaries and Executive Administrative Assistants	43-6011	392	2,560	375	\$18.85
Medical Records and Health Information Technicians	29-2071	384	560	35	\$12.78
Office Clerks, General	43-9061	382	8,910	1,100	\$11.45
Personal Financial Advisors	13-2052	377	850	90	\$20.44
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	53-1031	370	**	65	**
Actuaries	15-2011	362	470	35	\$30.84
Chefs and Head Cooks	35-1011	360	320	45	\$11.41
Transportation Attendants, Except Flight Attendants	53-6061	355	**	**	**
Receptionists and Information Clerks	43-4171	354	2,540	380	\$10.96
Claims Adjusters, Examiners, and Investigators	13-1031	353	1,930	185	\$21.07
Pharmacists	29-1051	351	920	55	\$33.53
Mechanical Engineers	17-2141	342	340	40	\$24.96
Medical Secretaries	43-6013	342	1,180	200	\$14.05
Merchandise Displayers and Window Trimmers	27-1026	339	270	50	\$10.73
Loan Interviewers and Clerks	43-4131	334	2,990	350	\$14.21
Machinists	51-4041	329	700	90	\$11.52
Human Resources Managers	11-3121	326	550	40	\$33.93
First-Line Supervisors of Non-Retail Sales Workers	41-1012	322	760	105	\$23.02
Lawyers	23-1011	318	1,640	105	\$30.81
Bill and Account Collectors	43-3011	308	1,470	185	\$13.40
Parts Salespersons	41-2022	308	870	125	\$10.67
Tax Preparers	13-2082	308	**	40	\$14.94
Civil Engineers	17-2051	307	820	85	\$28.71
Market Research Analysts and Marketing Specialists	13-1161	306	2,230	255	\$19.96
Demonstrators and Product Promoters	41-9011	305	860	125	\$8.79
Operations Research Analysts	15-2031	292	610	40	\$27.42
Building Cleaning Workers, All Other	37-2019	290	**	10	**
Construction Managers	11-9021	288	1,070	100	\$28.92
Helpers—Production Workers	51-9198	288	890	145	\$10.74

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

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

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

\*\*Insufficient data to report



# APPENDIX - LIST OF ALL JOB VACANCIES



Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Training and Development Specialists	13-1151	286	1,090	135	\$20.19
First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011	278	1,230	130	\$23.17
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35-9031	269	1,560	275	\$8.37
First-Line Supervisors of Construction Trades and Extraction Workers	47-1011	268	1,990	250	\$18.56
Dining Room and Cafeteria Attendants and Bartender Helpers	35-9011	266	890	130	\$8.34
Public Relations Specialists	27-3031	266	850	130	\$19.55
Financial Examiners	13-2061	255	**	65	**
Financial Specialists, All Other	13-2099	247	680	160	\$24.29
Transportation, Storage, and Distribution Managers	11-3071	243	320	35	\$29.50
Home Health Aides	31-1011	242	1,110	210	\$11.34
Preschool Teachers, Except Special Education	25-2011	239	1,880	170	\$8.71
Sales and Related Workers, All Other	41-9099	239	350	145	\$12.64
Database Administrators	15-1141	230	330	40	\$30.18
Medical and Clinical Laboratory Technicians	29-2012	221	**	25	**
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	49-9021	220	1,580	185	\$15.96
Data Entry Keyers	43-9021	216	310	45	\$11.09
Installation, Maintenance, and Repair Workers, All Other	49-9099	216	660	90	\$11.67
Production, Planning, and Expediting Clerks	43-5061	214	900	95	\$17.80
Billing and Posting Clerks	43-3021	213	1,230	150	\$15.23
Cleaners of Vehicles and Equipment	53-7061	209	900	130	\$9.66
Maintenance Workers, Machinery	49-9043	209	60	15	\$15.46
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	17-2111	203	50	**	\$22.68
Human Resources Assistants, Except Payroll and Timekeeping	43-4161	203	280	40	\$14.77
Property, Real Estate, and Community Association Managers	11-9141	197	510	65	\$15.97
Therapists, All Other	29-1129	197	**	**	**
Biological Technicians	19-4021	188	360	55	\$13.74
Carpenters	47-2031	186	1,990	370	\$15.08
Electrical Engineers	17-2071	184	140	15	\$29.23
Police and Sheriff's Patrol Officers	33-3051	173	1,120	85	\$23.90
Mental Health and Substance Abuse Social Workers	21-1023	172	200	25	\$16.23
Electrical and Electronic Engineering Technicians	17-3023	169	290	20	\$22.27
Sales Engineers	41-9031	169	80	10	\$31.69
Credit Analysts	13-2041	167	750	105	\$23.08
Radiologic Technologists	29-2034	167	700	45	\$20.74
Telecommunications Equipment Installers and Repairers, Except Line Installers	49-2022	166	730	75	\$14.05
Welders, Cutters, Solderers, and Brazers	51-4121	164	1,240	150	\$14.19
Landscaping and Groundskeeping Workers	37-3011	161	2,570	440	\$9.93
Industrial Truck and Tractor Operators	53-7051	160	1,250	180	\$13.38
Hotel, Motel, and Resort Desk Clerks	43-4081	157	1,040	175	\$9.48
Logisticians	13-1081	157	450	40	\$22.11
Civil Engineering Technicians	17-3022	156	350	40	\$16.36
Paralegals and Legal Assistants	23-2011	155	960	110	\$18.46
Administrative Services Managers	11-3011	153	790	95	\$28.41
Entertainment Attendants and Related Workers, All Other	39-3099	152	**	**	**
Aircraft Mechanics and Service Technicians	49-3011	151	120	10	\$22.22
Education Administrators, Postsecondary	11-9033	151	760	80	\$30.56
Insurance Sales Agents	41-3021	150	2,500	270	\$19.40
Plumbers, Pipefitters, and Steamfitters	47-2152	149	690	175	\$19.30
Industrial Machinery Mechanics	49-9041	145	1,130	130	\$19.74
Producers and Directors	27-2012	145	300	25	\$14.57
Computer Software Engineers, Systems Software	15-1032	143	**	**	**
Physical Therapists	29-1123	143	600	35	\$30.70

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

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

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## APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Electricians	47-2111	141	2,290	295	\$16.81
Dishwashers	35-9021	136	820	205	\$8.31
Medical Scientists, Except Epidemiologists	19-1042	131	50	**	\$21.16
Public Relations and Fundraising Managers	11-2031	130	510	30	\$28.40
Educational, Guidance, School, and Vocational Counselors	21-1012	127	610	100	\$19.13
Compliance Officers	13-1041	125	840	80	\$22.56
Shipping, Receiving, and Traffic Clerks	43-5071	122	1,130	125	\$12.92
Transportation Workers, All Other	53-6099	122	40	80	\$10.79
Cooks, Institution and Cafeteria	35-2012	120	1,210	200	\$10.46
Computer and Information Scientists, Research	15-1011	119	**	**	**
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	119	**	60	**
Environmental Scientists and Specialists, Including Health	19-2041	116	240	30	\$22.93
Insurance Claims and Policy Processing Clerks	43-9041	116	1,770	245	\$16.31
Industrial Production Managers	11-3051	115	630	50	\$30.96
Printing Press Machine Operators and Tenders	51-5023	112	**	**	**
Physicians and Surgeons, All Other	29-1069	110	710	30	\$48.98
Emergency Medical Technicians and Paramedics	29-2041	109	410	25	\$13.05
Industrial Engineering Technicians	17-3026	105	140	10	\$16.19
Life, Physical, and Social Science Technicians, All Other	19-4099	105	220	60	\$17.77
Social and Community Service Managers	11-9151	104	600	75	\$18.78
Social Workers, All Other	21-1029	104	160	105	\$24.41
Purchasing Managers	11-3061	103	150	15	\$33.27
Environmental Science and Protection Technicians, Including Health	19-4091	101	40	20	\$17.41
Health Specialties Teachers, Postsecondary	25-1071	101	430	60	\$59,873
Personal Care Aides	39-9021	100	3,970	775	\$10.50
Assemblers and Fabricators, All Other	51-2099	98	**	95	**
Highway Maintenance Workers	47-4051	98	550	55	\$18.43
Metal Workers and Plastic Workers, All Other	51-4199	98	**	60	**
Agricultural and Food Science Technicians	19-4011	97	850	60	\$16.76
Medical and Clinical Laboratory Technologists	29-2011	94	**	25	**
Graphic Designers	27-1024	93	850	115	\$15.97
Architectural and Engineering Managers	11-9041	91	400	35	\$38.78
Taxi Drivers and Chauffeurs	53-3041	91	620	90	\$9.57
Advertising Sales Agents	41-3011	90	560	70	\$13.39
Food Servers, Nonrestaurant	35-3041	89	710	125	\$8.46
Agricultural Inspectors	45-2011	88	30	10	\$19.26
Interviewers, Except Eligibility and Loan	43-4111	87	410	75	\$12.76
Insurance Underwriters	13-2053	85	1,240	110	\$22.26
Cardiovascular Technologists and Technicians	29-2031	84	180	10	\$15.59
Engineering Technicians, Except Drafters, All Other	17-3029	84	220	20	\$20.44
First-Line Supervisors of Housekeeping and Janitorial Workers	37-1011	84	480	115	\$14.29
Occupational Health and Safety Specialists	29-9011	84	210	15	\$24.90
Health Technologists and Technicians, All Other	29-2099	83	340	20	\$15.67
Software Developers, Applications	15-1132	83	3,260	330	\$31.13
Nursing Assistants	31-1014	81	4,340	595	\$12.20
Team Assemblers	51-2092	81	**	405	**
Occupational Therapists	29-1122	80	360	25	\$29.97
Compensation, Benefits, and Job Analysis Specialists	13-1141	79	250	40	\$23.13
Health Diagnosing and Treating Practitioners, All Other	29-1199	79	210	25	\$13.35
Natural Sciences Managers	11-9121	79	150	15	\$48.62
Aerospace Engineers	17-2011	78	**	**	**
Cement Masons and Concrete Finishers	47-2051	78	1,090	125	\$16.19

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

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# APPENDIX - LIST OF ALL JOB VACANCIES



Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Mobile Heavy Equipment Mechanics, Except Engines	49-3042	78	400	60	\$18.67
Secondary School Teachers, Except Special and Career/Technical Education	25-2031	78	2,220	230	\$43,607
Farm Equipment Mechanics and Service Technicians	49-3041	77	380	40	\$14.33
Operating Engineers and Other Construction Equipment Operators	47-2073	77	1,270	170	\$18.39
Physician Assistants	29-1071	74	310	30	\$37.99
Healthcare Social Workers	21-1022	73	390	45	\$20.02
Advertising and Promotions Managers	11-2011	71	100	10	\$34.73
Construction and Related Workers, All Other	47-4099	71	**	110	**
Statisticians	15-2041	71	150	20	\$26.58
Child, Family, and School Social Workers	21-1021	70	910	120	\$13.88
Grounds Maintenance Workers, All Other	37-3019	70	**	15	**
Mental Health Counselors	21-1014	70	**	45	**
Network Systems and Data Communications Analysts	15-1081	70	**	**	**
First-Line Supervisors of Protective Service Workers, All Other	33-1099	69	190	20	\$14.40
Medical Equipment Repairers	49-9062	69	90	20	\$14.67
Bakers	51-3011	67	**	70	\$8.22
Counter and Rental Clerks	41-2021	66	2,000	195	\$8.22
Packaging and Filling Machine Operators and Tenders	51-9111	66	510	140	\$10.21
Surgical Technologists	29-2055	65	150	15	\$16.57
Speech-Language Pathologists	29-1127	64	460	20	\$23.31
Construction and Building Inspectors	47-4011	61	220	25	\$25.37
Architectural and Civil Drafters	17-3011	59	320	45	\$16.68
Technical Writers	27-3042	59	120	15	\$17.13
Nonfarm Animal Caretakers	39-2021	58	740	130	\$8.69
Vocational Education Teachers, Postsecondary	25-1194	58	430	40	\$17.04
Payroll and Timekeeping Clerks	43-3051	57	340	45	\$15.85
Chemical Technicians	19-4031	56	140	20	\$15.75
Medical Equipment Preparers	31-9093	56	70	10	\$12.48
Respiratory Therapists	29-1126	55	**	15	**
Telemarketers	41-9041	55	860	205	\$8.71
Media and Communication Workers, All Other	27-3099	54	**	**	\$14.16
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	37-1012	53	370	50	\$17.43
Legal Secretaries	43-6012	53	410	55	\$12.72
Substance Abuse and Behavioral Disorder Counselors	21-1011	53	**	35	**
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	51	1,100	130	\$12.64
Bartenders	35-3011	50	1,760	305	\$8.33
Cost Estimators	13-1051	50	570	80	\$23.01
Family and General Practitioners	29-1062	50	620	30	**
Interpreters and Translators	27-3091	50	290	25	\$14.06
Teacher Assistants	25-9041	50	4,940	515	\$19,889
Clinical, Counseling, and School Psychologists	19-3031	49	230	25	\$22.15
Commercial Pilots	53-2012	48	100	10	\$47,670
Engine and Other Machine Assemblers	51-2031	48	**	20	**
Fitness Trainers and Aerobics Instructors	39-9031	48	1,810	305	\$10.68
Material Moving Workers, All Other	53-7199	47	**	**	**
Business Teachers, Postsecondary	25-1011	46	370	40	\$53,627
Community and Social Service Specialists, All Other	21-1099	46	290	115	\$13.13
Bus Drivers, School or Special Client	53-3022	45	1,190	180	\$10.25
Packers and Packagers, Hand	53-7064	45	910	230	\$8.66
Paving, Surfacing, and Tamping Equipment Operators	47-2071	45	50	**	\$13.83
Appraisers and Assessors of Real Estate	13-2021	44	240	30	**
Architects, Except Landscape and Naval	17-1011	44	200	30	\$24.97

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## APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Dietitians and Nutritionists	29-1031	44	230	20	\$13.67
Dispatchers, Except Police, Fire, and Ambulance	43-5032	44	450	35	\$15.60
Electrical and Electronic Equipment Assemblers	51-2022	44	**	15	**
Excavating and Loading Machine and Dragline Operators	53-7032	44	**	30	\$16.40
Instructional Coordinators	25-9031	44	560	45	\$26.67
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	33-9092	44	550	160	\$8.40
Roofers	47-2181	44	240	45	\$13.53
Art, Drama, and Music Teachers, Postsecondary	25-1121	43	250	30	\$48,031
Compensation and Benefits Managers	11-3111	43	50	10	\$40.35
Electromechanical Equipment Assemblers	51-2023	43	**	15	**
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	45-2092	43	130	40	\$9.98
Wholesale and Retail Buyers, Except Farm Products	13-1022	43	**	25	**
Audio and Video Equipment Technicians	27-4011	42	190	15	\$8.26
Childcare Workers	39-9011	42	2,030	685	\$8.36
Court, Municipal, and License Clerks	43-4031	42	230	30	\$13.82
Environmental Engineers	17-2081	42	230	10	\$27.98
Painters, Construction and Maintenance	47-2141	42	610	115	\$12.81
Pharmacy Aides	31-9095	42	**	15	**
Agricultural Equipment Operators	45-2091	41	70	35	\$13.14
Human Resources, Training, and Labor Relations Specialists, All Other	13-1079	41	**	**	**
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	40	680	65	\$11.41
Dental Assistants	31-9091	40	640	100	\$18.24
Physical Therapist Assistants	31-2021	40	210	35	\$19.20
Agricultural Sciences Teachers, Postsecondary	25-1041	39	230	20	\$55,681
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011	39	470	70	\$13.87
Engineering Teachers, Postsecondary	25-1032	39	330	40	\$81,643
Detectives and Criminal Investigators	33-3021	38	210	10	\$25.19
Food Preparation and Serving Related Workers, All Other	35-9099	38	**	110	\$9.31
Coaches and Scouts	27-2022	37	1,180	165	\$17,252
Shoe and Leather Workers and Repairers	51-6041	37	**	**	**
Diagnostic Medical Sonographers	29-2032	36	180	20	\$24.13
Hairdressers, Hairstylists, and Cosmetologists	39-5012	36	1,070	280	\$9.98
Mail Clerks and Mail Machine Operators, Except Postal Service	43-9051	36	750	135	\$12.03
Order Clerks	43-4151	36	290	45	\$13.80
Bus Drivers, Transit and Intercity	53-3021	35	530	55	\$12.00
Computer Operators	43-9011	35	150	30	\$16.31
Occupational Therapy Assistants	31-2011	35	100	15	\$21.78
Plant and System Operators, All Other	51-8099	35	130	**	\$27.06
Real Estate Sales Agents	41-9022	35	340	65	\$13.01
Rehabilitation Counselors	21-1015	35	240	75	\$13.25
Recreation Workers	39-9032	34	1,180	190	\$8.47
Aerospace Engineering and Operations Technicians	17-3021	33	**	**	**
Broadcast Technicians	27-4012	33	180	15	\$10.21
Camera Operators, Television, Video, and Motion Picture	27-4031	33	40	**	\$10.20
English Language and Literature Teachers, Postsecondary	25-1123	33	280	25	\$45,465
Training and Development Managers	11-3131	33	200	15	\$30.39
Floral Designers	27-1023	32	180	20	\$11.15
Interior Designers	27-1025	32	150	15	\$10.58
Legal Support Workers, All Other	23-2099	32	**	25	\$17.27
Nursing Instructors and Teachers, Postsecondary	25-1072	32	110	20	\$48,741
Residential Advisors	39-9041	32	150	40	\$9.13
Helpers—Installation, Maintenance, and Repair Workers	49-9098	31	270	25	\$9.32

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# APPENDIX - LIST OF ALL JOB VACANCIES



Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Mathematical Science Teachers, Postsecondary	25-1022	31	190	20	\$61,387
New Accounts Clerks	43-4141	31	300	45	\$14.71
Electrical Power-Line Installers and Repairers	49-9051	30	360	25	\$22.46
Lodging Managers	11-9081	30	130	25	\$15.39
Reporters and Correspondents	27-3022	30	190	20	\$12.28
Electronics Engineers, Except Computer	17-2072	29	160	**	\$22.94
Private Detectives and Investigators	33-9021	29	30	**	\$19.61
Automotive Body and Related Repairers	49-3021	27	200	50	\$15.67
Court Reporters	23-2091	27	110	**	\$16.24
Psychiatric Technicians	29-2053	27	**	**	**
Tax Examiners and Collectors, and Revenue Agents	13-2081	27	160	10	\$22.65
Armored Assault Vehicle Officers	55-1013	26	**	**	**
Pest Control Workers	37-2021	26	150	25	\$14.29
Soil and Plant Scientists	19-1013	26	670	155	\$23.62
Aircraft Launch and Recovery Officers	55-1012	25	**	**	**
Bindery Machine Setters and Set-Up Operators	51-5011	25	**	**	**
Commercial and Industrial Designers	27-1021	25	120	10	\$17.45
Conservation Scientists	19-1031	25	80	**	\$19.00
Cooks, Fast Food	35-2011	25	1,700	200	\$8.31
Laundry and Dry-Cleaning Workers	51-6011	25	780	90	\$9.82
Meter Readers, Utilities	43-5041	25	50	**	\$19.53
Postsecondary Teachers, All Other	25-1199	25	310	65	\$35,860
Urban and Regional Planners	19-3051	25	60	**	\$27.39
Aircraft Cargo Handling Supervisors	53-1011	24	**	**	\$17.80
Athletic Trainers	29-9091	24	80	**	\$33,923
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51-9121	24	500	55	\$12.43
Farm and Home Management Advisors	25-9021	24	**	10	\$23.83
Mechanical Engineering Technicians	17-3027	24	120	10	\$14.35
Outdoor Power Equipment and Other Small Engine Mechanics	49-3053	24	40	10	\$9.75
Psychology Teachers, Postsecondary	25-1066	24	150	15	\$55,098
Social Science Research Assistants	19-4061	24	20	**	\$15.10
Biologists	19-1020	23	**	**	**
Career/Technical Education Teachers, Middle School	25-2023	23	**	**	**
Chemical Engineers	17-2041	23	40	**	\$31.64
Correctional Officers and Jailers	33-3012	23	600	40	\$20.13
First-Line Supervisors of Farming, Fishing, and Forestry Workers	45-1011	23	30	20	\$20.89
Meeting, Convention, and Event Planners	13-1121	23	310	45	\$12.43
Nurse Practitioners	29-1171	23	320	30	\$42.70
Parking Lot Attendants	53-6021	23	320	45	\$8.54
Recreational Therapists	29-1125	23	20	**	\$22.00
Veterinary Assistants and Laboratory Animal Caretakers	31-9096	23	180	35	\$8.21
File Clerks	43-4071	22	260	40	\$11.63
Locomotive Engineers	53-4011	22	**	10	**
Biological Science Teachers, Postsecondary	25-1042	21	240	30	\$61,591
Police, Fire, and Ambulance Dispatchers	43-5031	21	170	20	\$19.02
Probation Officers and Correctional Treatment Specialists	21-1092	21	160	15	\$24.77
Self-Enrichment Education Teachers	25-3021	21	460	90	\$17.40
Travel Agents	41-3041	21	110	15	\$11.60
Word Processors and Typists	43-9022	21	140	10	\$15.12
Budget Analysts	13-2031	20	160	15	\$27.05
Chemists	19-2031	20	100	10	\$20.18
Education Administrators, Preschool and Childcare Center/Program	11-9031	20	190	25	\$12.85

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## APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Internists, General	29-1063	20	**	**	**
Veterinarians	29-1131	20	350	25	\$34.01
Communications Teachers, Postsecondary	25-1122	19	110	10	\$49,946
Farmworkers, Farm, Ranch, and Aquacultural Animals	45-2093	19	110	75	\$11.79
Massage Therapists	31-9011	19	360	45	\$13.99
Psychiatrists	29-1066	19	20	**	\$56.26
Veterinary Technologists and Technicians	29-2056	19	300	25	\$12.75
Dentists, General	29-1021	18	430	20	\$46.48
Electrical and Electronics Repairers, Commercial and Industrial Equipment	49-2094	18	70	15	\$22.43
Foreign Language and Literature Teachers, Postsecondary	25-1124	18	80	10	\$45,908
Glaziers	47-2121	18	130	15	\$15.85
Graduate Teaching Assistants	25-1191	18	**	15	**
Middle School Teachers, Except Special and Career/Technical Education	25-2022	18	2,310	105	\$38,792
Philosophy and Religion Teachers, Postsecondary	25-1126	18	140	**	\$44,580
Printing Press Operators	51-5112	18	720	80	\$12.18
Water and Wastewater Treatment Plant and System Operators	51-8031	18	270	20	\$20.80
Coin, Vending, and Amusement Machine Servicers and Repairers	49-9091	17	70	15	\$10.25
Computer Science Teachers, Postsecondary	25-1021	17	100	10	\$84,345
Cutting and Slicing Machine Setters, Operators, and Tenders	51-9032	17	350	35	\$16.66
Economics Teachers, Postsecondary	25-1063	17	90	10	\$84,366
Postal Service Mail Sorters, Processors, and Processing Machine Operators	43-5053	17	1,000	55	\$16.94
Protective Service Workers, All Other	33-9099	17	130	45	\$9.15
Reservation and Transportation Ticket Agents and Travel Clerks	43-4181	17	**	10	\$10.51
Security and Fire Alarm Systems Installers	49-2098	17	210	25	\$17.23
Surgeons	29-1067	17	90	**	\$31.07
Tree Trimmers and Pruners	37-3013	17	**	25	\$17.45
Agricultural Engineers	17-2021	16	100	10	\$30.74
Architecture Teachers, Postsecondary	25-1031	16	**	**	**
Automotive and Watercraft Service Attendants	53-6031	16	170	30	\$11.32
Clergy	21-2011	16	150	20	\$16.57
Communications Equipment Operators, All Other	43-2099	16	**	**	**
Computer User Support Specialists	15-1151	16	1,520	140	\$17.27
Editors	27-3041	16	400	45	\$14.90
Electro-Mechanical Technicians	17-3024	16	**	**	**
Film and Video Editors	27-4032	16	10	**	\$23.54
Gaming Change Persons and Booth Cashiers	41-2012	16	**	10	**
Health Educators	21-1091	16	230	30	\$17.83
Mixing and Blending Machine Setters, Operators, and Tenders	51-9023	16	740	60	\$14.47
Occupational Health and Safety Technicians	29-9012	16	40	**	\$16.11
Software Developers, Systems Software	15-1133	16	1,320	80	\$29.88
Surveying and Mapping Technicians	17-3031	16	50	10	\$17.84
Teachers and Instructors, All Other	25-3099	16	**	**	**
Agricultural Workers, All Other	45-2099	15	80	1,010	\$12.92
Airline Pilots, Copilots, and Flight Engineers	53-2011	15	**	**	**
Computer Network Architects	15-1143	15	660	90	\$32.50
Librarians	25-4021	15	340	35	\$12.12
Library Assistants, Clerical	43-4121	15	420	65	\$9.19
Millwrights	49-9044	15	150	15	\$19.10
Pesticide Handlers, Sprayers, and Applicators, Vegetation	37-3012	15	130	30	\$12.49
Animal Trainers	39-2011	14	**	**	**
Armored Assault Vehicle Crew Members	55-3013	14	**	**	**
Butchers and Meat Cutters	51-3021	14	670	100	\$9.75

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

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## APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Chemistry Teachers, Postsecondary	25-1052	14	70	10	\$56,991
Command and Control Center Officers	55-1015	14	**	**	**
Cooks, All Other	35-2019	14	**	70	**
Cooks, Short Order	35-2015	14	**	65	\$8.40
Forest and Conservation Technicians	19-4093	14	40	**	\$17.17
Painters, Transportation Equipment	51-9122	14	50	10	\$16.19
Community Health Workers	21-1094	13	130	30	\$16.57
Computer Hardware Engineers	17-2061	13	**	10	**
Desktop Publishers	43-9031	13	40	**	\$16.01
Financial Clerks, All Other	43-3099	13	**	55	**
Mechanical Drafters	17-3013	13	150	15	\$17.85
Painting, Coating, and Decorating Workers	51-9123	13	**	10	\$11.07
Surveyors	17-1022	13	60	**	\$24.79
Switchboard Operators, Including Answering Service	43-2011	13	80	15	\$10.86
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51-4122	13	80	20	\$15.77
Amusement and Recreation Attendants	39-3091	12	560	300	\$8.43
Anthropologists and Archeologists	19-3091	12	**	**	**
Art Directors	27-1011	12	130	15	\$22.72
Broadcast News Analysts	27-3021	12	**	**	**
Buyers and Purchasing Agents, Farm Products	13-1021	12	**	10	**
Chemical Equipment Operators and Tenders	51-9011	12	210	30	\$10.78
Counselors, All Other	21-1019	12	30	20	\$12.40
Credit Authorizers, Checkers, and Clerks	43-4041	12	60	30	\$13.84
Criminal Justice and Law Enforcement Teachers, Postsecondary	25-1111	12	50	**	\$70,911
Emergency Management Specialists	13-1061	12	**	**	**
Environmental Science Teachers, Postsecondary	25-1053	12	40	**	\$64,461
Nuclear Technicians	19-4051	12	**	**	**
Paper Goods Machine Setters, Operators, and Tenders	51-9196	12	140	20	\$13.11
Postal Service Clerks	43-5051	12	250	15	\$16.25
Power Plant Operators	51-8013	12	40	**	\$26.35
Administrative Law Judges, Adjudicators, and Hearing Officers	23-1021	11	70	**	\$37.14
Agents and Business Managers of Artists, Performers, and Athletes	13-1011	11	**	**	**
Aircraft Launch and Recovery Specialists	55-3012	11	**	**	**
Avionics Technicians	49-2091	11	**	**	**
Electronic Equipment Installers and Repairers, Motor Vehicles	49-2096	11	**	**	**
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	53-1021	11	**	50	**
Gaming Supervisors	39-1011	11	**	15	**
Photographers	27-4021	11	200	30	\$11.55
Statistical Assistants	43-9111	11	130	10	\$19.31
Structural Metal Fabricators and Fitters	51-2041	11	140	20	\$11.45
Cargo and Freight Agents	43-5011	10	170	10	\$12.43
Chemical Plant and System Operators	51-8091	10	**	**	**
Computer, Automated Teller, and Office Machine Repairers	49-2011	10	360	60	\$14.09
Forensic Science Technicians	19-4092	10	**	10	**
Grinding and Polishing Workers, Hand	51-9022	10	**	**	\$12.13
Landscape Architects	17-1012	10	140	15	\$18.56
Machine Feeders and Offbearers	53-7063	10	60	15	\$9.75
Postal Service Mail Carriers	43-5052	10	890	50	\$17.13
Recreational Vehicle Service Technicians	49-3092	10	**	**	\$12.60
Reinforcing Iron and Rebar Workers	47-2171	10	**	**	**
Telecommunications Line Installers and Repairers	49-9052	10	150	30	\$18.21
Transportation Inspectors	53-6051	10	30	**	\$33.63

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## APPENDIX - LIST OF ALL JOB VACANCIES

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Adult Basic and Secondary Education and Literacy Teachers and Instructors	25-3011	9	**	20	\$20.22
Crane and Tower Operators	53-7021	9	180	15	\$18.74
Dental Hygienists	29-2021	9	690	60	\$30.72
Drafters, All Other	17-3019	9	40	**	\$19.16
Elementary School Teachers, Except Special Education	25-2021	9	4,380	370	\$39,866
First-Line Supervisors of Police and Detectives	33-1012	9	300	15	\$31.34
Helpers, Construction Trades, All Other	47-3019	9	20	50	\$10.43
Information Security Analysts	15-1122	9	220	90	\$24.39
Procurement Clerks	43-3061	9	110	15	\$15.67
Special Education Teachers, All Other	25-2059	9	90	40	\$56,379
Title Examiners, Abstractors, and Searchers	23-2093	9	240	25	\$13.19
Writers and Authors	27-3043	9	190	35	\$12.06
Archivists	25-4011	8	**	**	**
Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary	25-1051	8	30	**	\$68,769
Computer Network Support Specialists	15-1152	8	840	80	\$18.95
Cooling and Freezing Equipment Operators and Tenders	51-9193	8	**	**	**
Environmental Engineering Technicians	17-3025	8	50	**	\$20.21
Food Cooking Machine Operators and Tenders	51-3093	8	80	10	\$13.81
Funeral Attendants	39-4021	8	170	15	\$10.33
Helpers—Extraction Workers	47-5081	8	**	**	**
Helpers—Painters, Paperhangers, Plasterers, and Stucco Masons	47-3014	8	70	10	\$12.12
Law Clerks	23-2092	8	**	**	**
Law Teachers, Postsecondary	25-1112	8	**	**	**
Marriage and Family Therapists	21-1013	8	150	25	\$18.75
Materials Scientists	19-2032	8	**	**	**
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	51-4072	8	770	35	\$11.28
Physics Teachers, Postsecondary	25-1054	8	70	**	\$69,004
Service Unit Operators, Oil, Gas, and Mining	47-5013	8	**	**	**
Telephone Operators	43-2021	8	70	**	\$10.48
Anthropology and Archeology Teachers, Postsecondary	25-1061	7	20	**	\$50,789
Artillery and Missile Officers	55-1014	7	**	**	**
Biomedical Engineers	17-2031	7	40	**	\$17.55
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	51-9192	7	**	**	**
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	51-4012	7	80	10	\$14.05
Education Administrators, Elementary and Secondary School	11-9032	7	550	70	\$77,436
Farm Labor Contractors	13-1074	7	**	**	**
First-Line Supervisors of Personal Service Workers	39-1021	7	640	70	\$14.01
Food Processing Workers, All Other	51-3099	7	160	25	\$12.30
Food Scientists and Technologists	19-1012	7	100	10	\$23.83
Forest and Conservation Workers	45-4011	7	**	**	\$10.65
Geological and Petroleum Technicians	19-4041	7	**	**	**
Helpers—Electricians	47-3013	7	430	50	\$13.16
Insulation Workers, Floor, Ceiling, and Wall	47-2131	7	60	15	\$11.27
Insulation Workers, Mechanical	47-2132	7	**	15	\$12.47
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	51-4035	7	20	**	\$12.46
Motor Vehicle Operators, All Other	53-3099	7	110	20	\$8.23
Opticians, Dispensing	29-2081	7	280	25	\$11.14
Petroleum Pump System Operators, Refinery Operators, and Gaugers	51-8093	7	10	**	\$15.79
Power Distributors and Dispatchers	51-8012	7	**	**	**
Skincare Specialists	39-5094	7	30	10	\$10.13
Sociology Teachers, Postsecondary	25-1067	7	80	**	\$56,778
Survey Researchers	19-3022	7	**	**	**

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## APPENDIX - LIST OF ALL JOB VACANCIES

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Ushers, Lobby Attendants, and Ticket Takers	39-3031	7	220	60	\$8.32
Adhesive Bonding Machine Operators and Tenders	51-9191	6	**	**	**
Area, Ethnic, and Cultural Studies Teachers, Postsecondary	25-1062	6	**	**	**
Artillery and Missile Crew Members	55-3014	6	**	**	**
Atmospheric and Space Scientists	19-2021	6	50	**	\$31.32
Concierges	39-6012	6	**	**	\$11.50
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	51-9021	6	170	20	\$12.06
Education, Training, and Library Workers, All Other	25-9099	6	70	110	\$15.92
Epidemiologists	19-1041	6	20	**	\$29.72
History Teachers, Postsecondary	25-1125	6	70	**	\$51,636
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4081	6	590	70	\$12.23
Nuclear Medicine Technologists	29-2033	6	40	**	\$32.18
Petroleum Engineers	17-2171	6	**	**	**
Print Binding and Finishing Workers	51-5113	6	370	40	\$12.63
Umpires, Referees, and Other Sports Officials	27-2023	6	80	15	\$17,273
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	43-5111	6	170	20	\$12.01
Zoologists and Wildlife Biologists	19-1023	6	20	**	\$31.42
Crop and Livestock Managers	11-9011	5	**	**	**
Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4032	5	**	**	**
Education Administrators, All Other	11-9039	5	110	45	\$22.93
Electronic Home Entertainment Equipment Installers and Repairers	49-2097	5	**	20	\$16.83
Gaming Cage Workers	43-3041	5	**	20	**
Gaming Surveillance Officers and Gaming Investigators	33-9031	5	**	**	**
Helpers—Carpenters	47-3012	5	100	10	\$12.49
Metal-Refining Furnace Operators and Tenders	51-4051	5	**	**	**
Optometrists	29-1041	5	**	**	\$47.13
Parking Enforcement Workers	33-3041	5	**	**	**
Pipelayers	47-2151	5	50	25	\$17.22
Radiation Therapists	29-1124	5	40	**	\$28.03
Railroad Conductors and Yardmasters	53-4031	5	**	10	**
Real Estate Brokers	41-9021	5	**	**	**
Sheet Metal Workers	47-2211	5	570	70	\$16.05
Tire Repairers and Changers	49-3093	5	390	45	\$11.14
Tool and Die Makers	51-4111	5	80	10	\$22.17
Cabinetmakers and Bench Carpenters	51-7011	4	210	30	\$15.63
Career/Technical Education Teachers, Secondary School	25-2032	4	70	10	\$44,583
Commercial Divers	49-9092	4	**	**	**
Credit Counselors	13-2071	4	450	20	\$16.79
Crossing Guards	33-9091	4	**	40	\$10.67
Economists	19-3011	4	**	**	**
Home Appliance Repairers	49-9031	4	180	20	\$13.31
Medical Appliance Technicians	51-9082	4	**	10	\$16.58
Microbiologists	19-1022	4	140	15	\$27.51
Military Officer Special and Tactical Operations Leaders, All Other	55-1019	4	**	**	**
Mine Shuttle Car Operators	53-7111	4	**	**	**
Mining and Geological Engineers, Including Mining Safety Engineers	17-2151	4	**	**	**
Pediatricians, General	29-1065	4	**	**	\$44.99
Rail Car Repairers	49-3043	4	**	**	**
Rail Transportation Workers, All Other	53-4099	4	**	**	**
Respiratory Therapy Technicians	29-2054	4	**	**	**
Septic Tank Servicers and Sewer Pipe Cleaners	47-4071	4	110	10	\$16.05
Sewing Machine Operators	51-6031	4	70	10	\$10.24

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## APPENDIX - LIST OF ALL JOB VACANCIES

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Slot Supervisors	39-1012	4	**	**	**
Tank Car, Truck, and Ship Loaders	53-7121	4	**	**	**
Textile, Apparel, and Furnishings Workers, All Other	51-6099	4	**	**	\$8.34
Web Developers	15-1134	4	580	50	\$15.19
Air Crew Members	55-3011	3	**	**	**
Airfield Operations Specialists	53-2022	3	**	**	**
Animal Scientists	19-1011	3	60	10	\$24.47
Biochemists and Biophysicists	19-1021	3	50	**	\$20.13
Biological Scientists, All Other	19-1029	3	100	15	\$18.36
Brokerage Clerks	43-4011	3	190	25	\$17.16
Control and Valve Installers and Repairers, Except Mechanical Door	49-9012	3	180	15	\$20.96
Curators	25-4012	3	30	**	\$10.76
Dental Laboratory Technicians	51-9081	3	80	10	\$12.79
Education Teachers, Postsecondary	25-1081	3	200	20	\$40,882
Electrical and Electronics Drafters	17-3012	3	40	**	\$20.21
Electrical and Electronics Installers and Repairers, Transportation Equipment	49-2093	3	**	**	**
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	49-2095	3	30	**	\$28.68
Fishers and Related Fishing Workers	45-3011	3	**	**	**
Furniture Finishers	51-7021	3	40	**	\$15.52
Gaming Dealers	39-3011	3	**	25	**
Gas Plant Operators	51-8092	3	**	**	\$24.81
Geography Teachers, Postsecondary	25-1064	3	**	**	**
Geoscientists, Except Hydrologists and Geographers	19-2042	3	50	**	\$24.85
Hazardous Materials Removal Workers	47-4041	3	150	30	\$15.54
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	51-4191	3	**	**	**
Hoist and Winch Operators	53-7041	3	**	**	**
Home Economics Teachers, Postsecondary	25-1192	3	**	**	**
Insurance Appraisers, Auto Damage	13-1032	3	**	**	**
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4034	3	**	**	**
Makeup Artists, Theatrical and Performance	39-5091	3	**	**	**
Materials Engineers	17-2131	3	**	**	\$37.73
Motorcycle Mechanics	49-3052	3	120	10	\$9.80
Physical Scientists, All Other	19-2099	3	**	**	**
Radio, Cellular, and Tower Equipment Installers and Repairers	49-2021	3	**	**	**
Sawing Machine Setters, Operators, and Tenders, Wood	51-7041	3	**	**	**
Set and Exhibit Designers	27-1027	3	**	**	**
Social Sciences Teachers, Postsecondary, All Other	25-1069	3	**	45	**
Social Work Teachers, Postsecondary	25-1113	3	**	**	**
Special Education Teachers, Secondary School	25-2054	3	230	25	\$47,868
Structural Iron and Steel Workers	47-2221	3	230	35	\$19.82
Tool Grinders, Filers, and Sharpeners	51-4194	3	10	**	\$18.30
Upholsterers	51-6093	3	**	**	\$13.46
Actors	27-2011	2	**	**	**
Air Crew Officers	55-1011	2	**	**	**
Ambulance Drivers and Attendants, Except Emergency Medical Technicians	53-3011	2	100	**	\$13.41
Artists and Related Workers, All Other	27-1019	2	**	**	\$14.89
Barbers	39-5011	2	**	**	**
Camera Operators	51-5022	2	**	**	**
Conveyor Operators and Tenders	53-7011	2	80	10	\$12.70
Cooks, Private Household	35-2013	2	**	**	**
Correspondence Clerks	43-4021	2	**	**	**
Couriers and Messengers	43-5021	2	150	25	\$11.64

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Directors, Religious Activities and Education	21-2021	2	70	**	\$15.50
Dredge Operators	53-7031	2	**	**	**
Earth Drillers, Except Oil and Gas	47-5021	2	60	**	\$16.33
Electric Motor, Power Tool, and Related Repairers	49-2092	2	**	**	\$16.60
Eligibility Interviewers, Government Programs	43-4061	2	430	50	\$20.91
Emergency Management Directors	11-9161	2	40	**	\$28.42
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	51-4021	2	**	10	**
Farmers, Ranchers, and Other Agricultural Managers	11-9013	2	**	800	**
Fence Erectors	47-4031	2	**	25	\$12.58
Fish and Game Wardens	33-3031	2	20	**	\$26.05
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	51-3091	2	**	**	**
Food Batchmakers	51-3092	2	500	60	\$14.72
Foresters	19-1032	2	**	**	**
Forging Machine Setters, Operators, and Tenders, Metal and Plastic	51-4022	2	**	**	**
Funeral Service Managers	11-9061	2	10	**	\$12.79
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4033	2	50	25	\$11.74
Helpers—Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	47-3011	2	30	**	\$13.46
Historians	19-3093	2	**	**	**
Labor Relations Specialists	13-1075	2	340	75	\$26.26
Library Technicians	25-4031	2	320	55	\$10.19
Loading Machine Operators, Underground Mining	53-7033	2	**	**	**
Locomotive Firers	53-4012	2	**	**	**
Manicurists and Pedicurists	39-5092	2	**	10	\$19.92
Meat, Poultry, and Fish Cutters and Trimmers	51-3022	2	660	70	\$13.20
Mine Cutting and Channeling Machine Operators	47-5042	2	**	**	**
Museum Technicians and Conservators	25-4013	2	30	**	\$17.22
Nurse Midwives	29-1161	2	**	**	**
Obstetricians and Gynecologists	29-1064	2	**	**	**
Orthotists and Prosthetists	29-2091	2	30	**	\$23.26
Political Science Teachers, Postsecondary	25-1065	2	50	**	\$55,390
Political Scientists	19-3094	2	**	**	**
Pressers, Textile, Garment, and Related Materials	51-6021	2	**	15	\$10.56
Pump Operators, Except Wellhead Pumps	53-7072	2	**	**	**
Radio and Television Announcers	27-3011	2	90	15	\$12.14
Railroad Brake, Signal, and Switch Operators	53-4021	2	**	10	**
Rail-Track Laying and Maintenance Equipment Operators	47-4061	2	**	**	**
Refuse and Recyclable Material Collectors	53-7081	2	320	45	\$10.11
Riggers	49-9096	2	**	**	**
Rotary Drill Operators, Oil and Gas	47-5012	2	**	**	**
Sociologists	19-3041	2	**	**	**
Solar Photovoltaic Installers	47-2231	2	**	**	**
Special Education Teachers, Preschool	25-2051	2	80	50	\$45,598
Special Education Teachers, Preschool, Kindergarten, and Elementary School	25-2041	2	**	**	**
Stationary Engineers and Boiler Operators	51-8021	2	90	15	\$19.37
Tire Builders	51-9197	2	**	65	**
Tour Guides and Escorts	39-7011	2	**	15	**
Traffic Technicians	53-6041	2	30	**	\$15.51
Woodworkers, All Other	51-7099	2	**	**	**
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	51-7042	2	260	35	\$12.26
Air Traffic Controllers	53-2021	1	**	**	**
Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	51-2011	1	**	**	**
Animal Control Workers	33-9011	1	20	**	\$16.84

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## APPENDIX - LIST OF ALL JOB VACANCIES

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Baggage Porters and Bellhops	39-6011	1	**	10	**
Boilermakers	47-2011	1	**	**	**
Brickmasons and Blockmasons	47-2021	1	170	40	\$23.75
Bridge and Lock Tenders	53-6011	1	**	**	**
Camera and Photographic Equipment Repairers	49-9061	1	**	**	**
Coil Winders, Tapers, and Finishers	51-2021	1	**	**	**
Costume Attendants	39-3092	1	**	**	**
Craft Artists	27-1012	1	**	**	**
Designers, All Other	27-1029	1	30	**	\$8.33
Dietetic Technicians	29-2051	1	270	20	\$9.42
Drywall and Ceiling Tile Installers	47-2081	1	**	40	\$11.47
Elevator Installers and Repairers	47-4021	1	**	**	**
Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	51-6091	1	**	**	**
Farmers and Ranchers	11-9012	1	**	**	**
Fine Artists, Including Painters, Sculptors, and Illustrators	27-1013	1	10	**	\$20.47
Firefighters	33-2011	1	670	45	\$12.40
First-Line Supervisors of Correctional Officers	33-1011	1	40	**	\$29.96
First-Line Supervisors of Fire Fighting and Prevention Workers	33-1021	1	160	10	\$25.99
Floor Layers, Except Carpet, Wood, and Hard Tiles	47-2042	1	**	**	**
Floor Sanders and Finishers	47-2043	1	**	**	**
Fundraisers	13-1131	1	360	20	\$14.16
Gaming Service Workers, All Other	39-3019	1	**	**	**
Graders and Sorters, Agricultural Products	45-2041	1	30	**	\$13.91
Industrial-Organizational Psychologists	19-3032	1	**	**	**
Information and Record Clerks, All Other	43-4199	1	**	115	**
Jewelers and Precious Stone and Metal Workers	51-9071	1	50	**	\$18.94
Locksmiths and Safe Repairers	49-9094	1	120	**	\$14.86
Logging Equipment Operators	45-4022	1	**	**	**
Manufactured Building and Mobile Home Installers	49-9095	1	**	**	**
Medical Transcriptionists	31-9094	1	110	35	\$15.76
Mining Machine Operators, All Other	47-5049	1	**	**	**
Model Makers, Wood	51-7031	1	**	**	**
Molders, Shapers, and Casters, Except Metal and Plastic	51-9195	1	**	10	\$14.56
Musicians and Singers	27-2042	1	**	20	\$19.87
Occupational Therapy Aides	31-2012	1	**	**	**
Office Machine Operators, Except Computer	43-9071	1	410	50	\$12.39
Ophthalmic Laboratory Technicians	51-9083	1	**	10	\$12.00
Personal Care and Service Workers, All Other	39-9099	1	320	70	\$8.40
Physical Therapist Aides	31-2022	1	100	10	\$8.33
Plasterers and Stucco Masons	47-2161	1	**	**	**
Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	51-4193	1	30	**	\$15.75
Podiatrists	29-1081	1	10	**	\$28.54
Postmasters and Mail Superintendents	11-9131	1	40	**	\$30.11
Precision Instrument and Equipment Repairers, All Other	49-9069	1	**	**	\$16.17
Psychologists, All Other	19-3039	1	**	**	**
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	51-4023	1	**	10	**
Slaughterers and Meat Packers	51-3023	1	450	75	\$13.49
Social Scientists and Related Workers, All Other	19-3099	1	80	**	\$26.43
Special Forces Officers	55-1017	1	**	**	**
Tile and Marble Setters	47-2044	1	**	15	\$12.68

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

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

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

\*\*Insufficient data to report







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