

WORKFORCE NEEDS ASSESSMENT IOWA WORKFORCE DEVELOPMENT REGION 13 RELEASED 2019

CASS, FREMONT, HARRISON, MILLS, PAGE,
POTTAWATTAMIE AND SHELBY COUNTIES



Counties within Iowa Workforce Development Region 13 included within this analysis:

- Cass
- Fremont
- Harrison
- Mills
- Page
- Pottawattamie
- Shelby

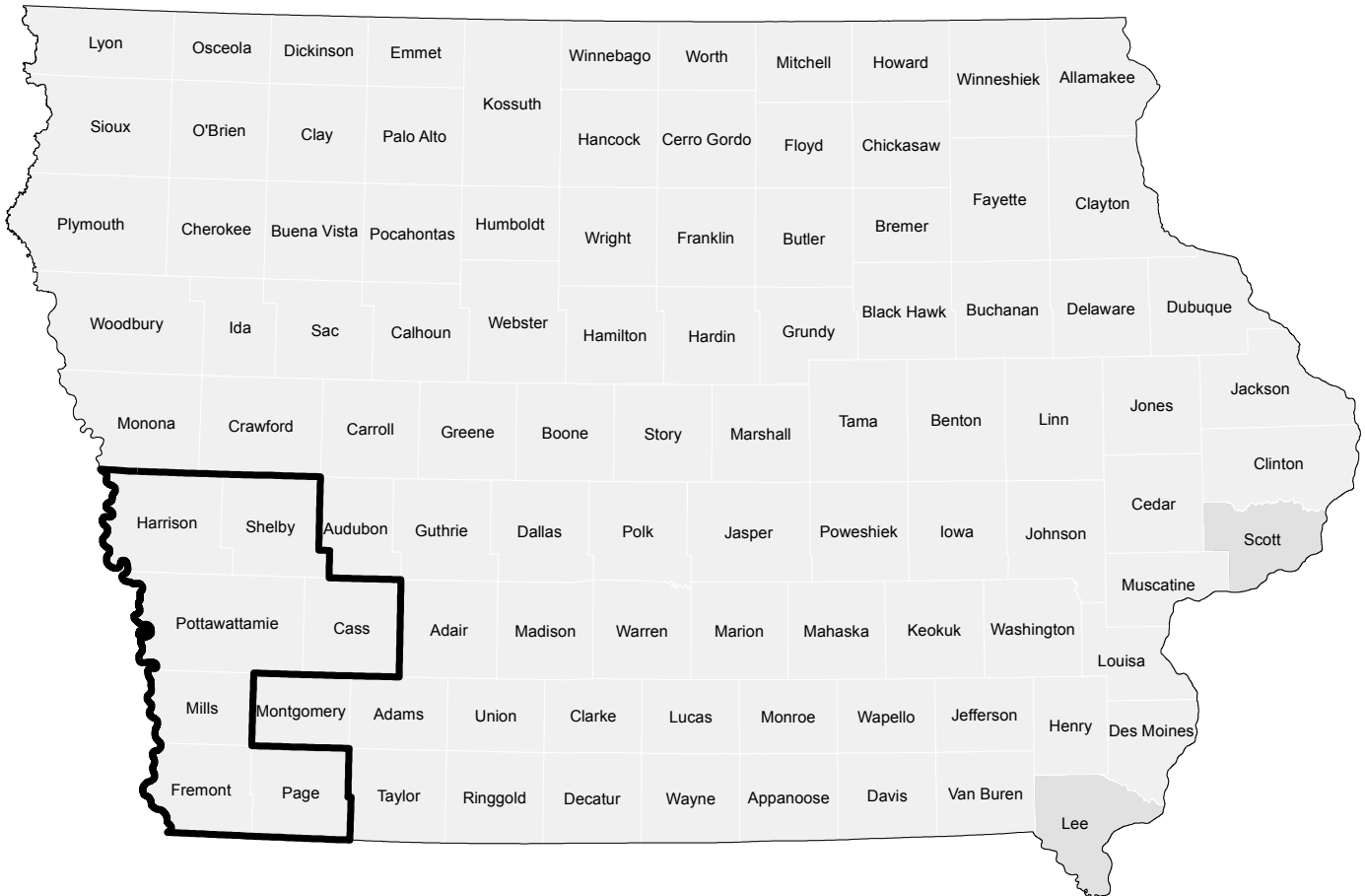


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Note: Sections marked as “Insufficient Data to Report” did not receive enough survey responses to allow for reporting.

2018 IOWA WORKFORCE NEEDS ASSESSMENT SURVEY



INTRODUCTION

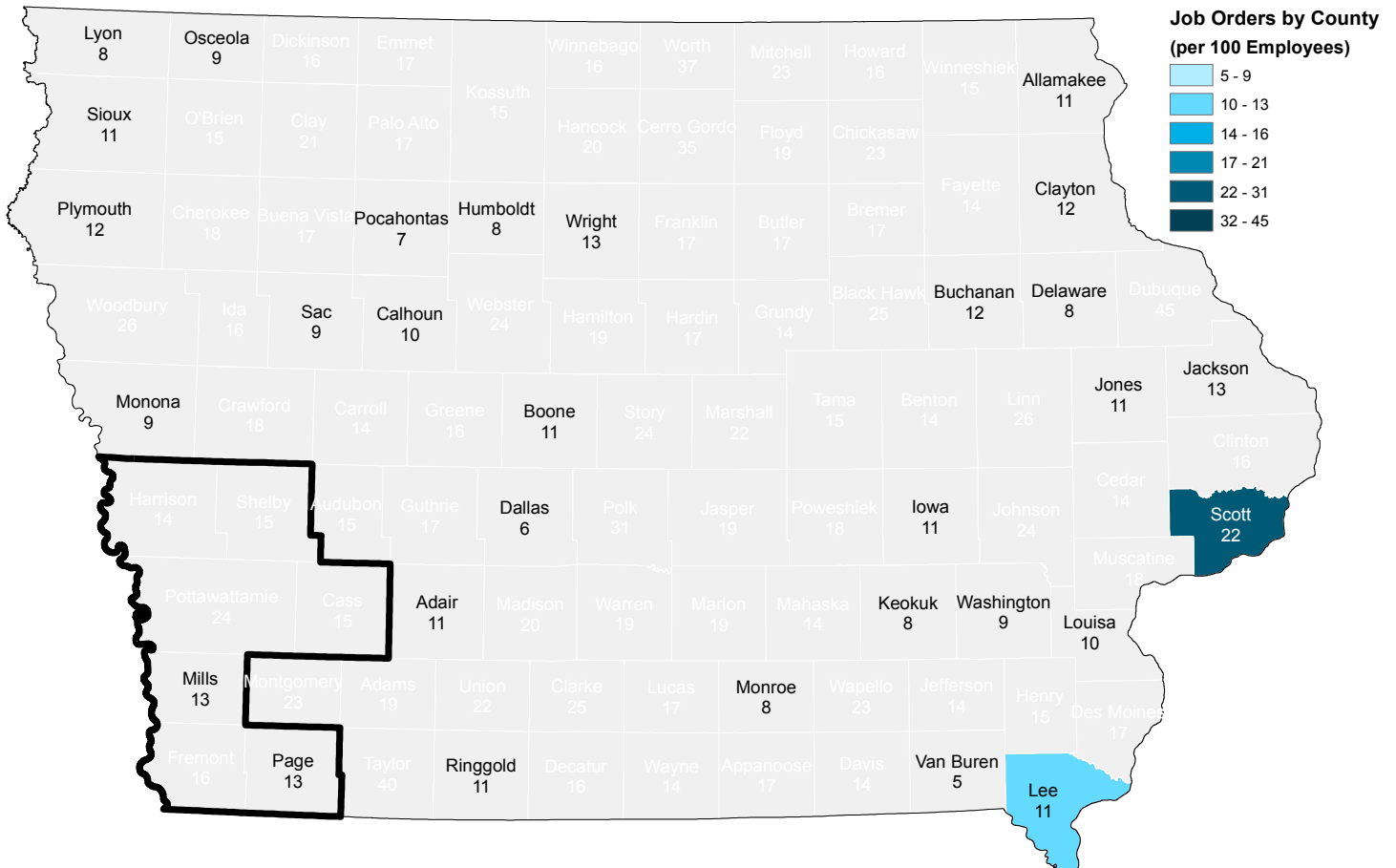
Iowa Workforce Development (IWD) conducted the sixth Workforce Needs Assessment. In addition to vacancy and retirement data, the survey also addressed the demand for workers and skills required in the workforce. Data regarding benefits offered by employers was also collected and is delineated in the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

Beginning in July 2018, 1,616 employers operating 1,989 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 578 responses, yielding a 35.8 percent response rate.



VACANCY ESTIMATES

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

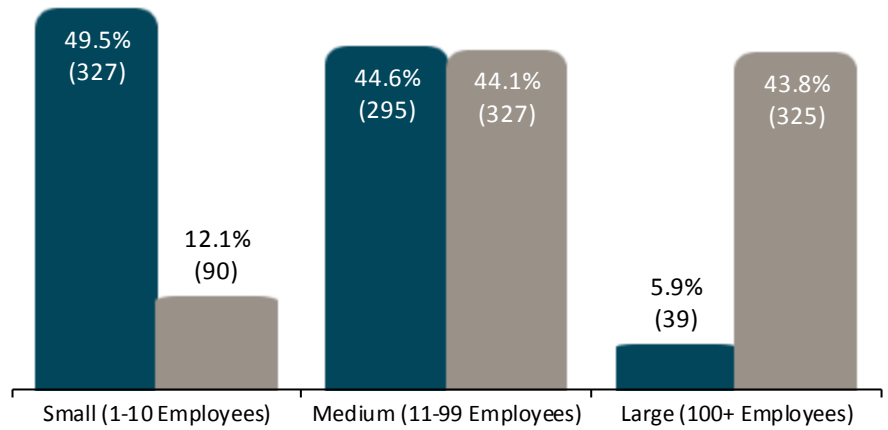


Iowa Workforce Development Job Bank
 Quarterly Census of Employment & Wages - Iowa Workforce Development
 *(Total Reported Job Orders Per County / Average Employment Per County)*100



Reported Job Vacancies by Workplace Size

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



33.5%
Of Respondents
Reported Current
Job Vacancies

**We're
HIRING**

Total Number of Job Orders by Occupational Category

Occupational Category	Total Job Orders ¹	Percent of Total Job Orders ¹	Entry Wage ²	Average Wage ²	Projected Annual Openings ³
Sales & Related	1,570	13.3%	\$8.46	\$15.88	1,195
Transportation & Material Moving	1,482	12.6%	\$10.92	\$16.15	970
Healthcare Practitioner & Technical	1,452	12.3%	\$17.86	\$32.94	275
Office & Administrative Support	1,222	10.4%	\$10.13	\$16.19	1,130
Food Preparation & Serving Related	876	7.4%	\$8.41	\$10.55	1,235
Production	729	6.2%	\$11.89	\$16.84	830
Management	596	5.1%	\$20.68	\$38.62	690
Business & Financial Operations	588	5.0%	\$16.94	\$28.31	220
Installation, Maintenance & Repair	537	4.6%	\$13.10	\$21.65	395
Healthcare Support	470	4.0%	\$11.38	\$15.73	330
Architecture & Engineering	342	2.9%	\$21.41	\$33.25	30
Building & Grounds Cleaning & Maintenance	276	2.3%	\$8.61	\$12.47	455
Community & Social Services	273	2.3%	\$11.75	\$19.16	230
Protective Service	261	2.2%	\$11.20	\$22.23	175
Computer & Mathematical Science	230	2.0%	\$18.63	\$31.93	50
Construction & Extraction	204	1.7%	\$14.36	\$22.29	440
Personal Care & Service	188	1.6%	\$8.73	\$13.25	625
Education, Training & Library	149	1.3%	\$11.92	\$20.79	445
Arts, Design, Entertainment, Sports & Related	124	1.1%	\$9.49	\$16.43	95
Farming, Fishing & Forestry	124	1.1%	\$11.82	\$15.06	185
Life, Physical & Social Science	61	0.5%	\$15.54	\$25.78	40
Legal	10	0.1%	\$17.81	\$29.18	30

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



VACANCY ESTIMATES

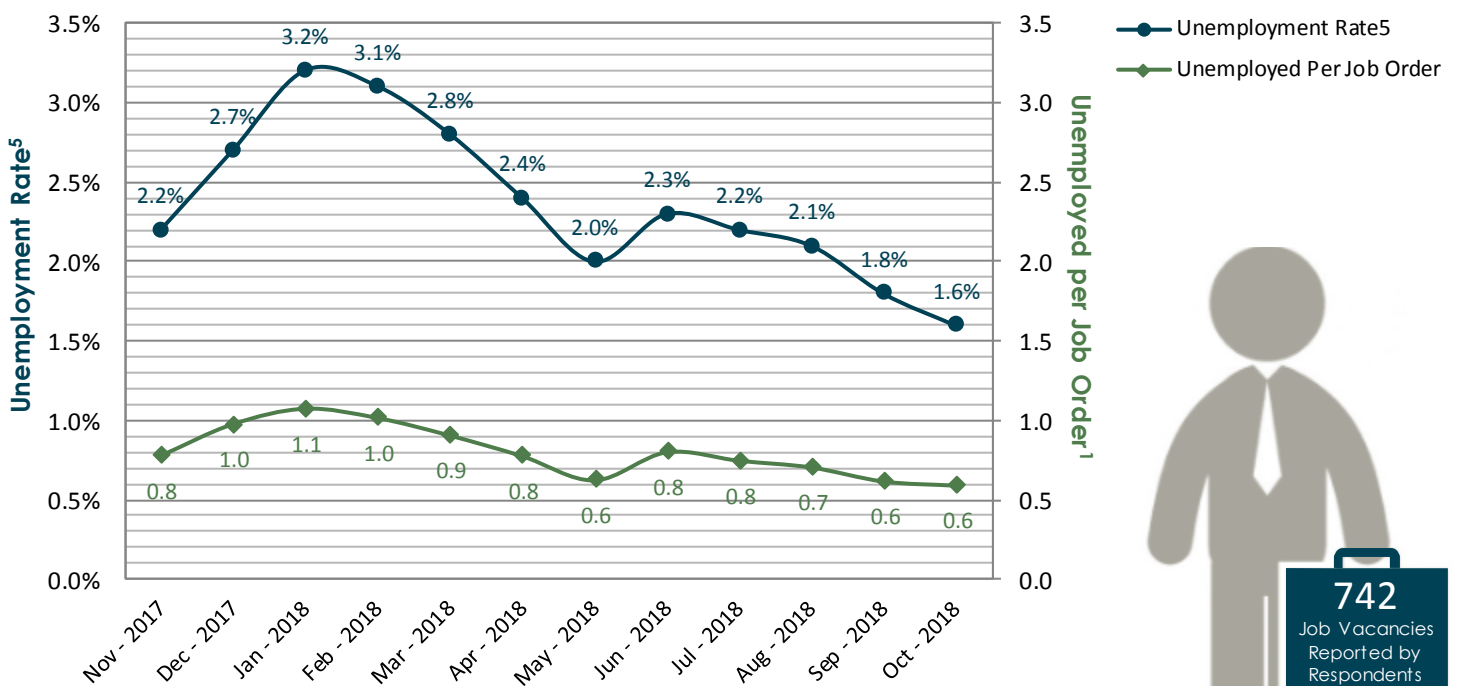
Vacancy Rate by Industry

	Employment ⁴	Estimated Vacancies	*Vacancy Rate	New Hire Wage ⁴	Projected Annual Openings ³
Administrative & Waste Services	2,079	112	5.4%	\$11.92	41
Health Care & Social Assistance	10,323	480	4.6%	\$15.64	163
Accommodation & Food Services	7,165	288	4.0%	\$6.77	65
Construction	2,939	115	3.9%	\$18.98	45
Transportation & Warehousing	2,798	76	2.7%	\$14.92	46
Educational Services	4,706	123	2.6%	\$10.38	46
Personal Services	1,640	37	2.3%	\$11.07	19
Professional & Technical Services	1,227	18	1.5%	\$18.56	14
Agriculture, Forestry, Fishing & Mining	548	7	1.3%	\$11.93	3
Wholesale & Retail Trade	11,304	146	1.3%	\$10.65	56
Manufacturing	7,976	55	0.7%	\$17.08	41
Information	879	5	0.6%	\$10.94	2
Finance, Insurance & Real Estate	2,191	12	0.5%	\$16.60	19
Public Administration	3,189	2	0.1%	\$12.73	6
Arts, Entertainment & Recreation	549	0	0.0%	\$6.11	4
Management	215	0	0.0%	\$30.20	6
Utilities	512	0	0.0%	\$24.46	1

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



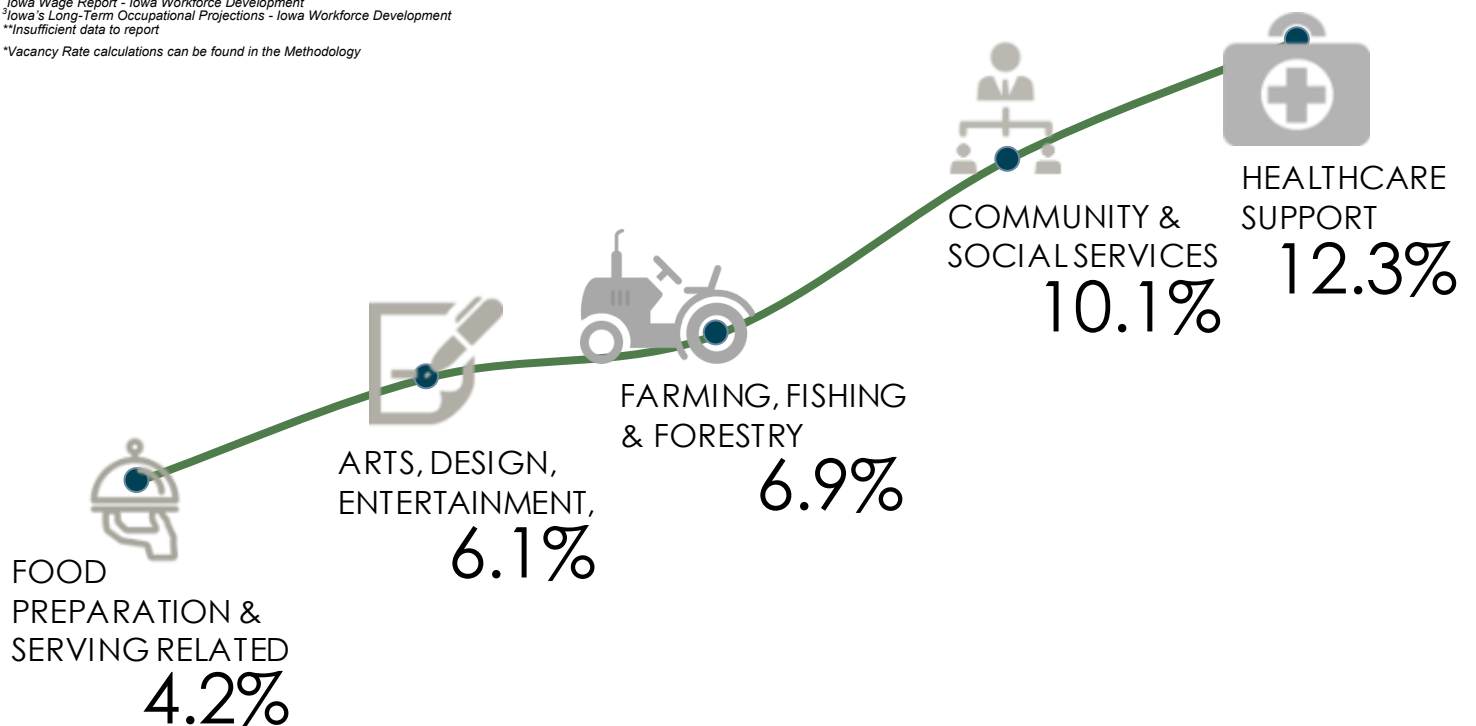
¹Iowa Workforce Development Job Bank
²Local Area Unemployment Statistics - Iowa Workforce Development (Data as of November 1, 2018, Numbers Not Seasonally Adjusted)



Vacancy Rate by Occupational Category

	Employment ²	Estimated Vacancies	*Vacancy Rate	Entry Wage ²	Projected Annual Openings ³
Healthcare Support	2,090	256	12.3%	\$11.38	330
Community & Social Services	1,260	128	10.1%	\$11.75	230
Farming, Fishing & Forestry	240	17	6.9%	\$11.82	185
Arts, Design, Entertainment, Sports & Related	480	29	6.1%	\$9.49	95
Food Preparation & Serving Related	6,390	269	4.2%	\$8.41	1,235
Construction & Extraction	3,090	126	4.1%	\$14.36	440
Production	6,270	166	2.7%	\$11.89	830
Healthcare Practitioner & Technical	3,460	59	1.7%	\$17.86	275
Education, Training & Library	6,280	99	1.6%	\$11.92	445
Legal	270	4	1.6%	\$17.81	30
Building & Grounds Cleaning & Maintenance	2,420	32	1.3%	\$8.61	455
Installation, Maintenance & Repair	3,090	40	1.3%	\$13.10	395
Sales & Related	5,910	76	1.3%	\$8.46	1,195
Transportation & Material Moving	5,800	73	1.3%	\$10.92	970
Business & Financial Operations	1,560	18	1.1%	\$16.94	220
Management	3,050	31	1.0%	\$20.68	690
Architecture & Engineering	360	3	0.8%	\$21.41	30
Protective Service	1,450	11	0.8%	\$11.20	175
Personal Care & Service	3,070	8	0.3%	\$8.73	625
Office & Administrative Support	8,520	18	0.2%	\$10.13	1,130
Computer & Mathematical Science	520	0	0.0%	\$18.63	50
Life, Physical & Social Science	240	0	0.0%	\$15.54	40

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	806	\$15.36	\$19.78
First-Line Supervisors of Retail Sales Workers	547	\$13.66	\$20.14
Retail Salespersons	411	\$8.34	\$12.67
Cashiers	375	\$8.25	\$9.68
Stock Clerks and Order Fillers	317	\$9.35	\$12.98
Customer Service Representatives	294	\$11.28	\$16.54
Registered Nurses	286	\$21.06	\$28.40
Combined Food Preparation and Serving Workers, Including Fast Food	225	\$8.38	\$9.76
Helpers--Production Workers	224	\$10.80	\$13.57
Healthcare Practitioners and Technical Workers, All Other	211	\$14.77	\$22.70
First-Line Supervisors of Food Preparation and Serving Workers	209	\$10.51	\$16.36
Laborers and Freight, Stock, and Material Movers, Hand	207	\$11.55	\$14.86
First-Line Supervisors of Office and Administrative Support Workers	166	\$16.45	\$28.12
Security Guards	162	\$9.72	\$13.41
Business Operations Specialists, All Other	156	\$14.96	\$25.36
Social and Human Service Assistants	151	\$9.79	\$15.17
First-Line Supervisors of Production and Operating Workers	149	\$18.08	\$29.00
Healthcare Support Workers, All Other	145	**	**
Licensed Practical and Licensed Vocational Nurses	145	\$16.80	\$21.49
Maintenance and Repair Workers, General	141	\$12.89	\$18.75
Automotive Service Technicians and Mechanics	124	\$10.82	\$23.27
Food Service Managers	119	\$14.68	\$22.41
Production Workers, All Other	119	\$10.67	\$16.75
Accountants and Auditors	114	\$20.40	\$31.24
Financial Specialists, All Other	112	\$20.91	\$35.39
Nursing Assistants	102	\$10.94	\$13.52
Light Truck or Delivery Services Drivers	98	\$10.25	\$15.45
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	94	\$9.25	\$12.55
Nursing Aides, Orderlies, and Attendants	92	**	**
Driver/Sales Workers	90	\$8.22	\$13.25

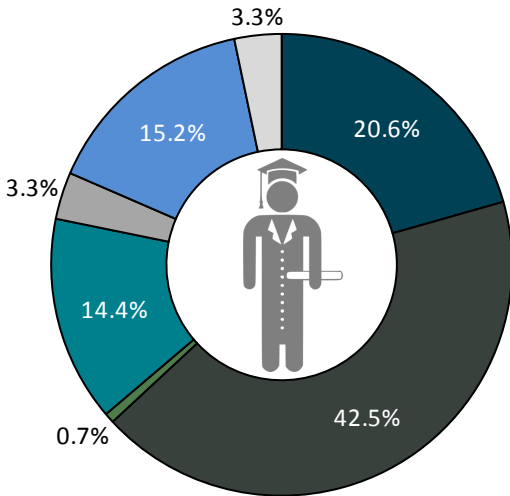
¹Iowa Workforce Development Job Bank
²Iowa Wage Report - Iowa Workforce Development
 **Insufficient data to report



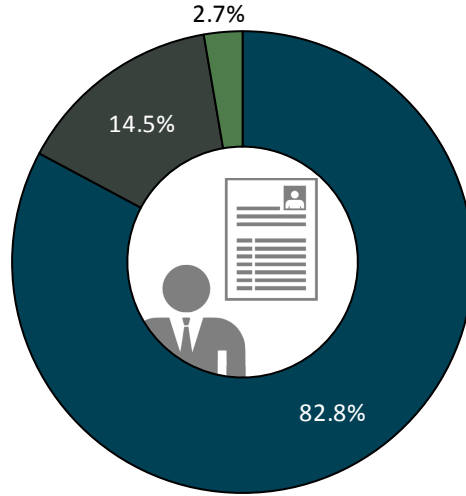
EDUCATION & EXPERIENCE REQUIREMENTS

Education and experience levels required and on-the-job training for the job orders (13,012 total) within the Iowa Workforce Development job bank are shown below. These requirements are based on the typical levels needed to enter an occupation according to data reported by the Bureau of Labor Statistics and does not reflect expected levels indicated by survey respondents.

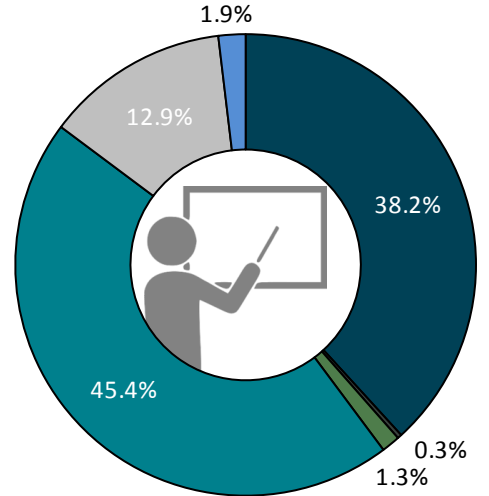
Education Requirements - Total Job Orders



Experience Requirements - Total Job Orders



On-The-Job Training - Total Job Orders



- No Formal Educational Credential - 20.6%
- High School Diploma or Equivalent - 42.5%
- Some College, No Degree - 0.7%
- Postsecondary Non-Degree Award - 14.4%
- Associate Degree - 3.3%
- Undergraduate Degree - 15.2%
- Postgraduate/Professional Degree - 3.3%

- No Experience Required - 82.8%
- Less than 5 Years - 14.5%
- 5 Years of More - 2.7%

- None - 38.2%
- Apprenticeship - 0.3%
- Internship/Residency - 1.3%
- Short-term on-the-job training - 45.4%
- Moderate-term on-the-job training - 12.9%
- Long-term on-the-job training - 1.9%



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.

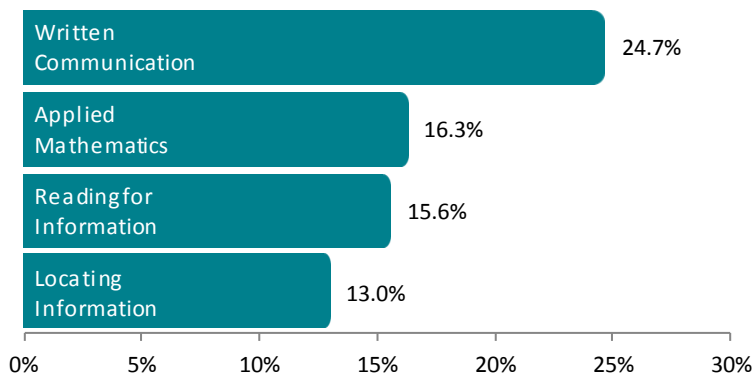
Perception of Applicants

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Applicants fulfill all necessary requirements for the job.	6.8%	19.7%	34.2%	29.3%	10.0%
Applicants possess the basic skills required for the job.	2.7%	9.0%	32.3%	39.7%	16.3%
Applicants possess the hard, or occupational, skills for the job.	10.9%	25.0%	35.8%	19.9%	8.4%
Applicants possess the soft, or interpersonal, skills for the job.	4.7%	18.6%	40.2%	28.3%	8.2%



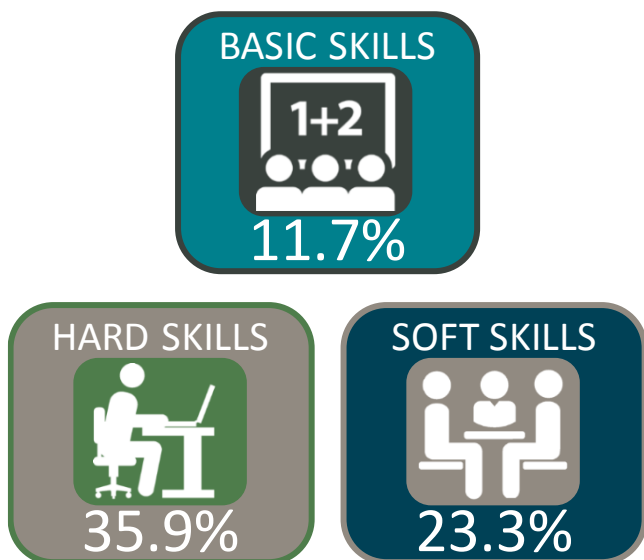
PERCEPTION OF APPLICANTS

Basic Skills Lacking in Applicants

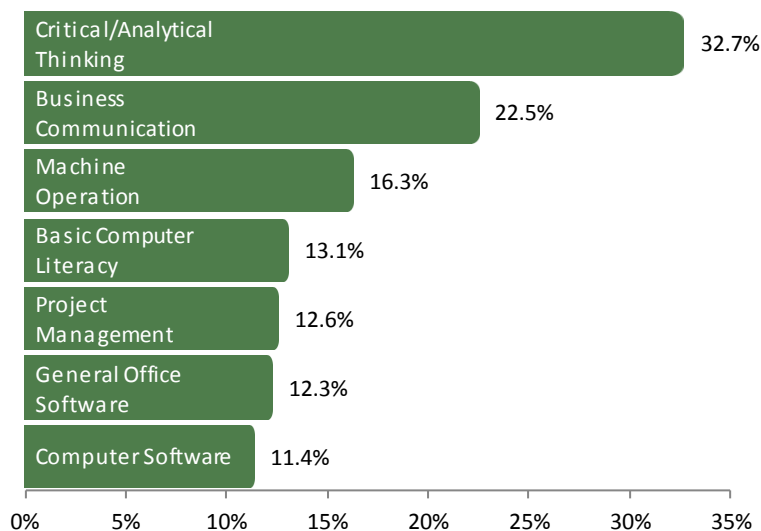


Basic skills are those skills developed during the elementary and middle part of an individual's education. These skills include literacy, numeracy (the ability to do arithmetic and reason with numbers), and the abilities to locate and read for information. The Skilled Iowa initiative, through the National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

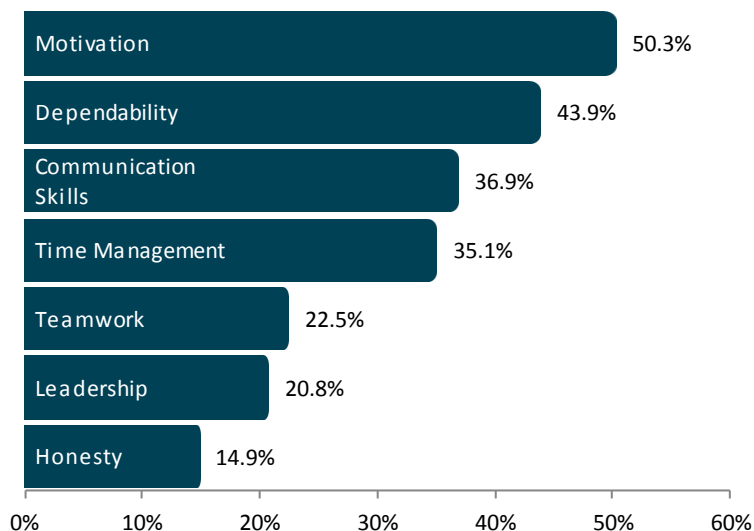


Occupational "Hard" Skills Lacking in Applicants



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 (84.3%) of employers indicated that they offer employee training.

Where Additional Training is Offered

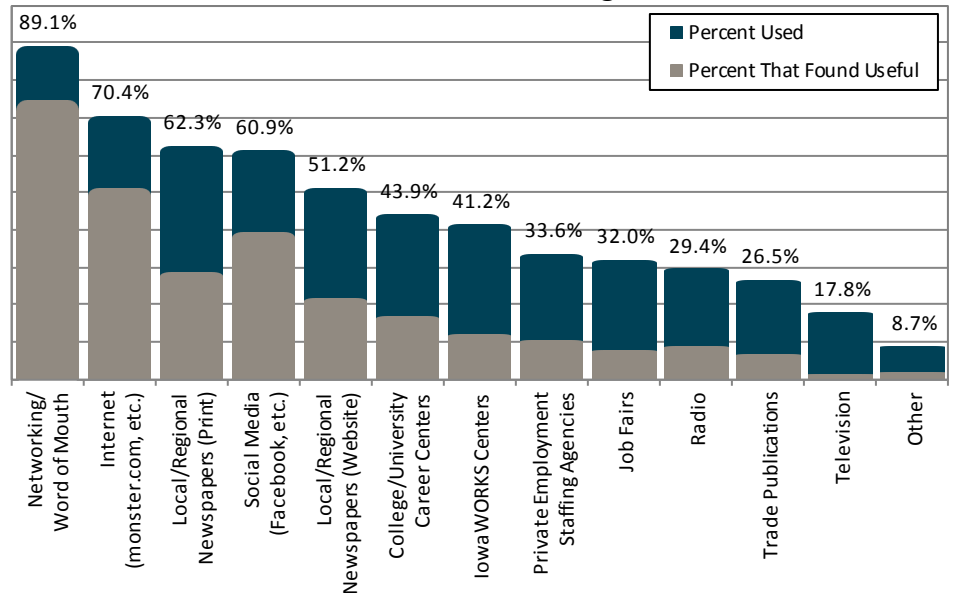
	Percent Offered
In-House Training	68.0%
Online Training	34.8%
Employee Self-Directed Training	22.1%
Commercial Training Provider	15.9%
Other	8.8%
College/University	7.6%
Trade School	5.7%



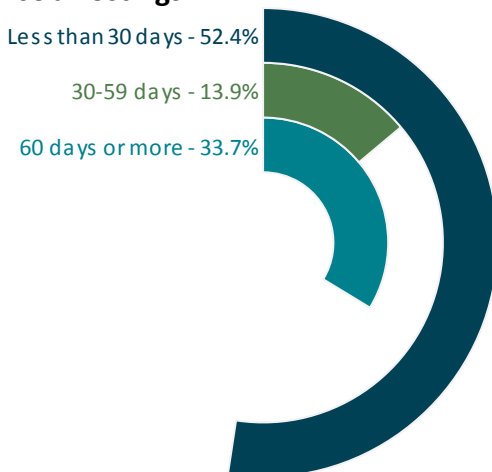
RECRUITMENT & ADVERTISING

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

Job Advertising Utilization & Usefulness



Recruitment Period for Job Postings



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

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



RECRUITMENT & ADVERTISING

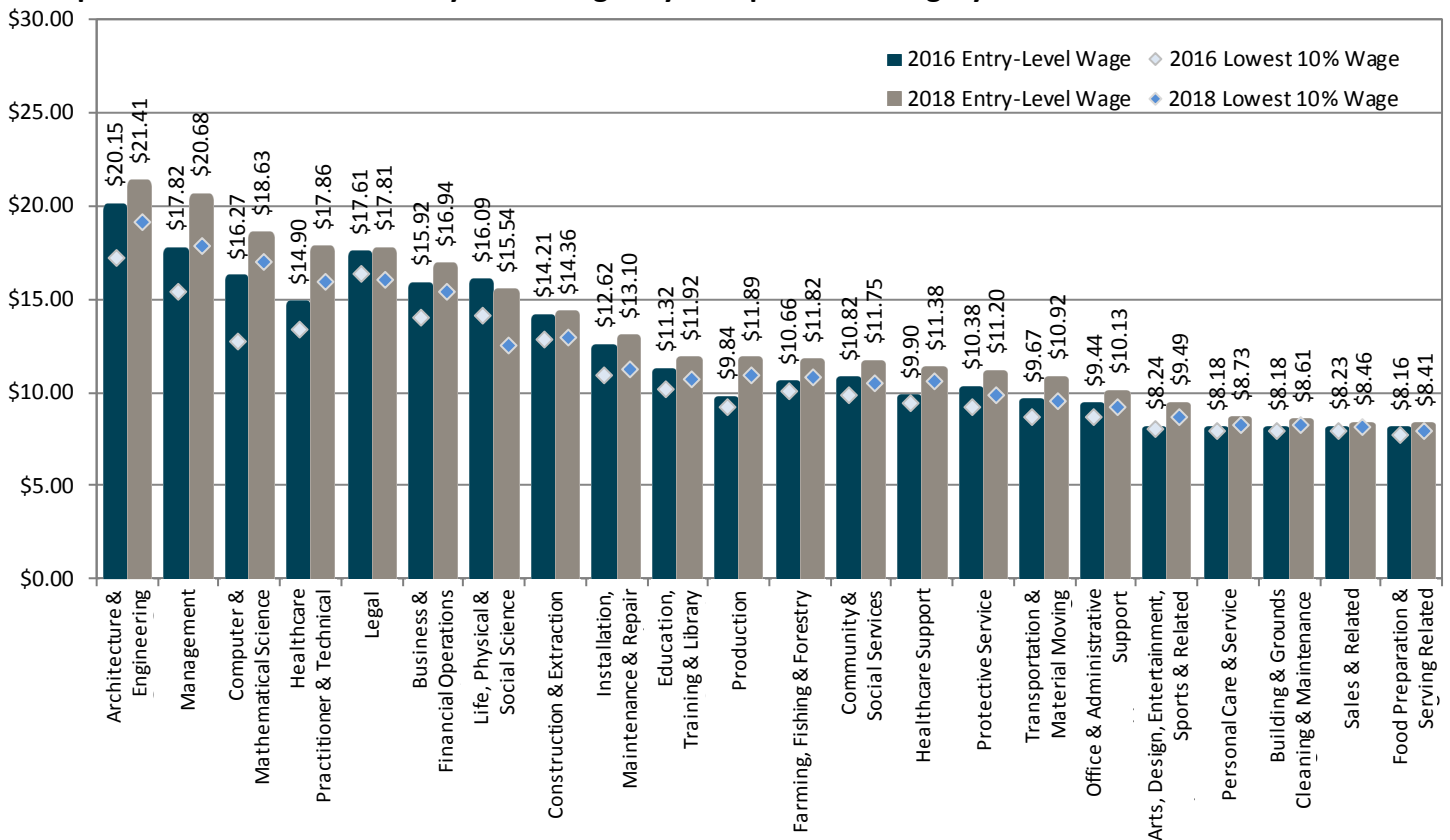
Difficulties Filling Vacant Positions

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Businesses have difficulty filling a position due to applicant failure to pass a background check.	33.2%	19.7%	34.5%	9.0%	3.6%
Businesses have difficulty filling a position due to applicant failure of controlled substance testing.	43.2%	18.0%	30.5%	5.8%	2.5%
Businesses have difficulty filling a position due to a general lack of applicants.	11.9%	10.8%	29.2%	28.1%	20.0%
Businesses have difficulty filling a position due to a lack of qualified applicants.	7.7%	9.0%	26.8%	31.7%	24.8%
Businesses have difficulty filling a position due to local competition.	24.2%	14.5%	38.9%	16.7%	5.7%
Businesses have difficulty filling a position due to applicant expectations of benefits package offered.	30.7%	16.9%	30.7%	14.9%	6.8%
Businesses have difficulty filling a position due to applicants willingness to accept wages offered.	18.2%	16.7%	35.8%	21.6%	7.7%
Businesses have difficulty filling a position due to the type of work involved.	17.5%	15.5%	31.1%	26.2%	9.7%
Businesses have difficulty filling a position due to the hours or shifts offered.	31.1%	18.6%	29.9%	13.7%	6.7%



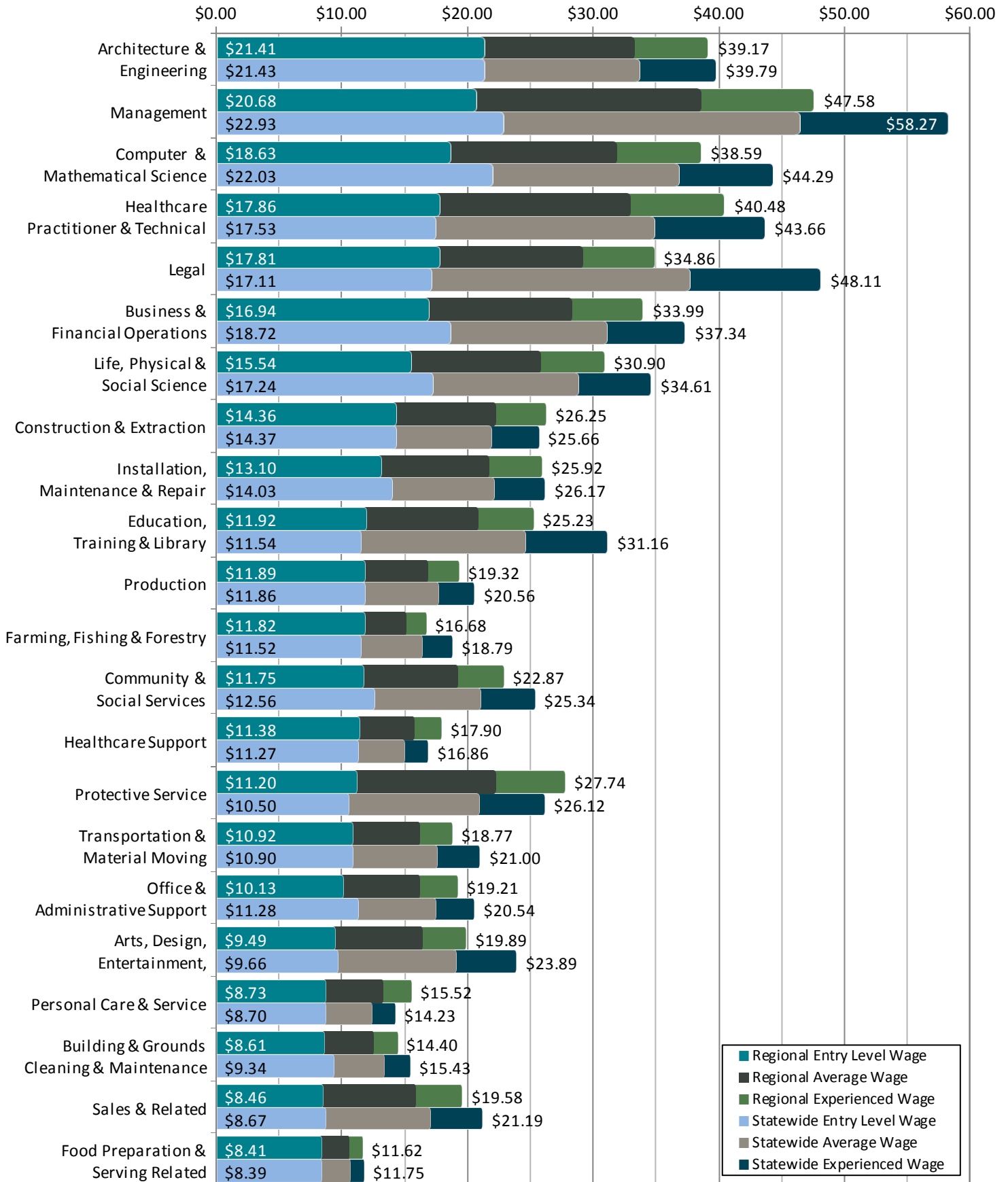
WAGES

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



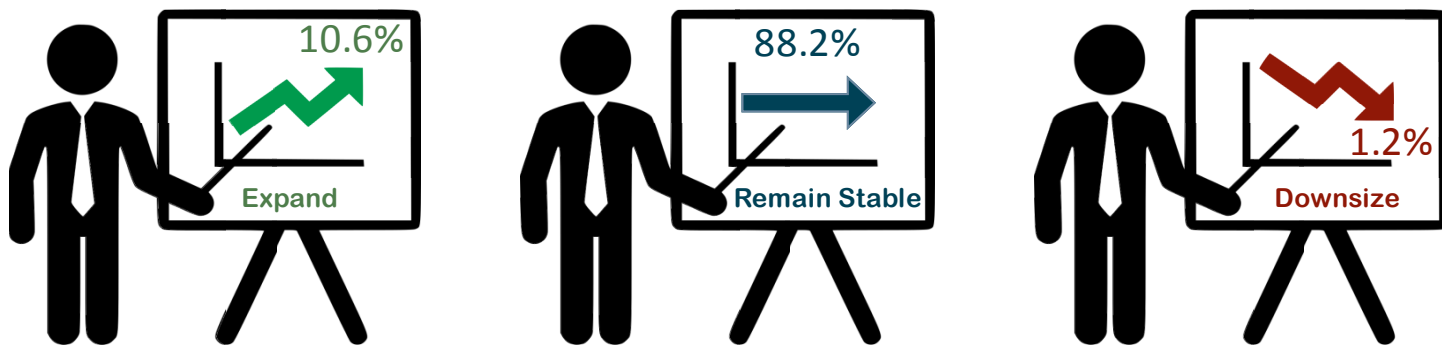


Comparison of 2018 Wage Levels by Occupational Category





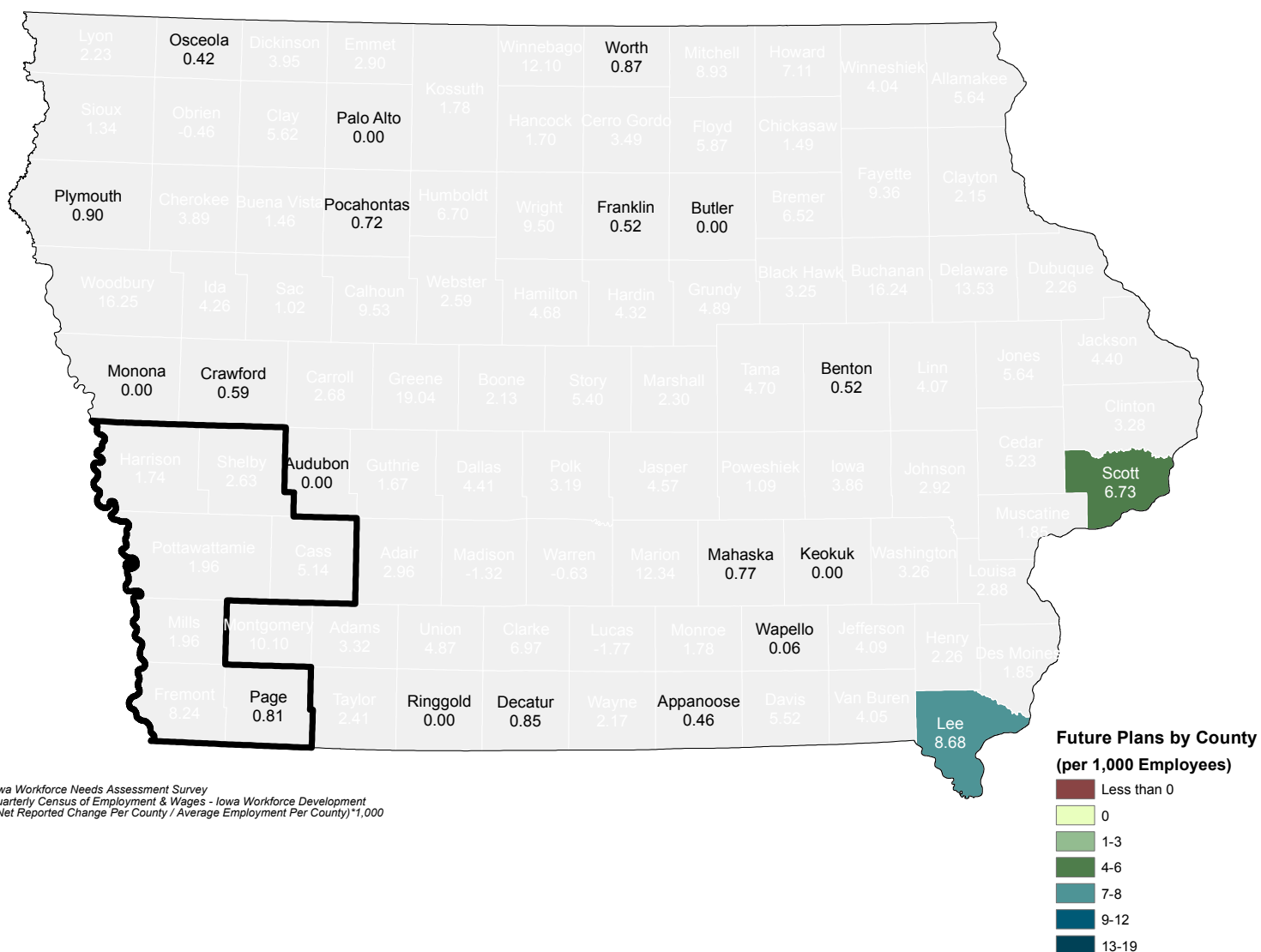
FUTURE PLANS



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)*

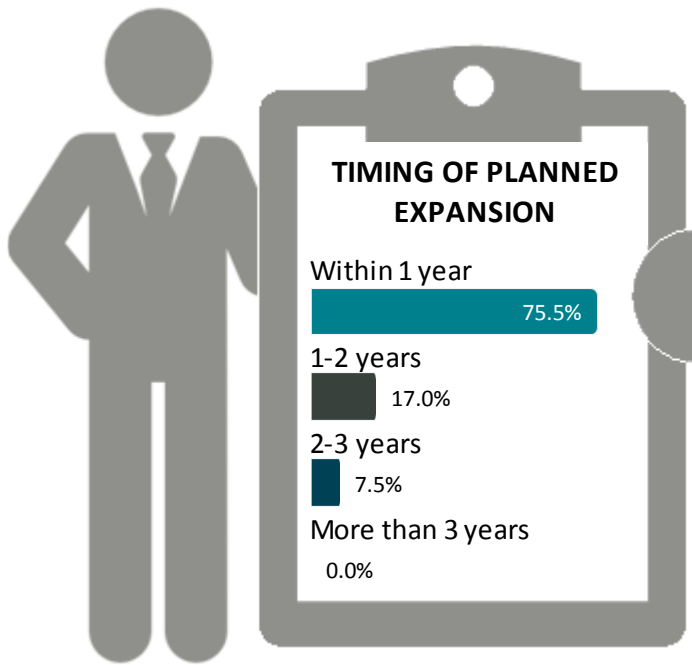
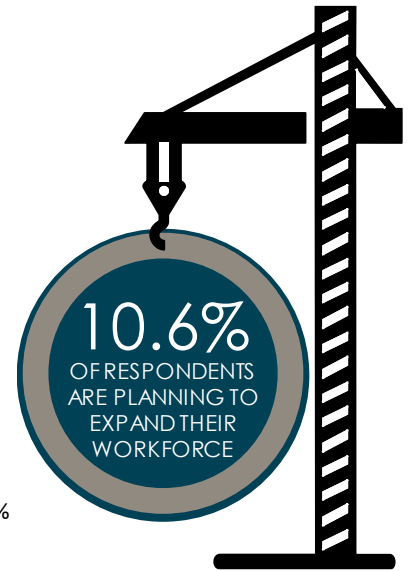
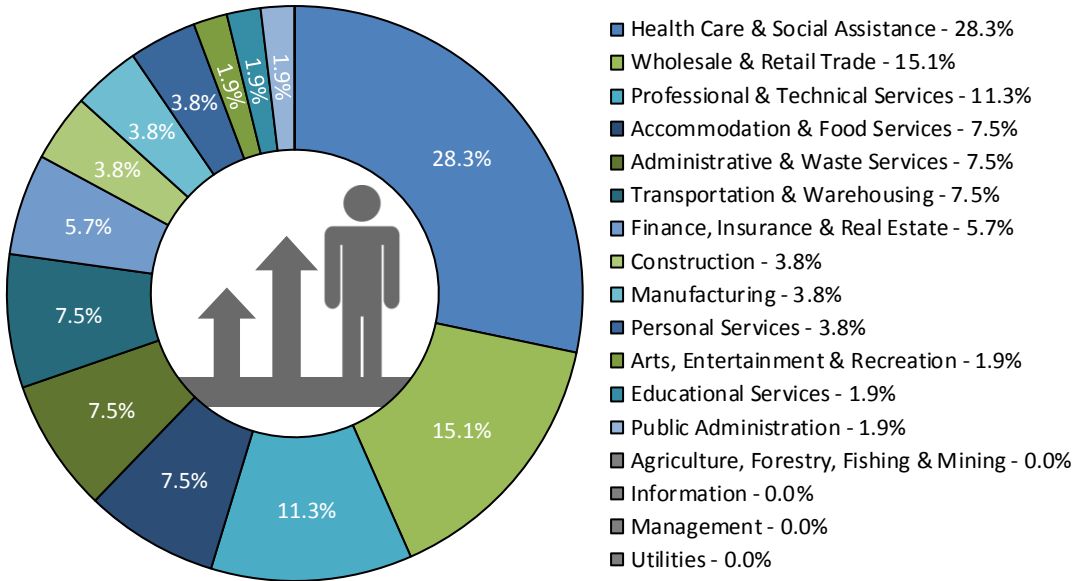


Iowa Workforce Needs Assessment Survey
 Quarterly Census of Employment & Wages - Iowa Workforce Development
 *(Net Reported Change Per County / Average Employment Per County)*1,000



FUTURE PLANS - EXPANSION

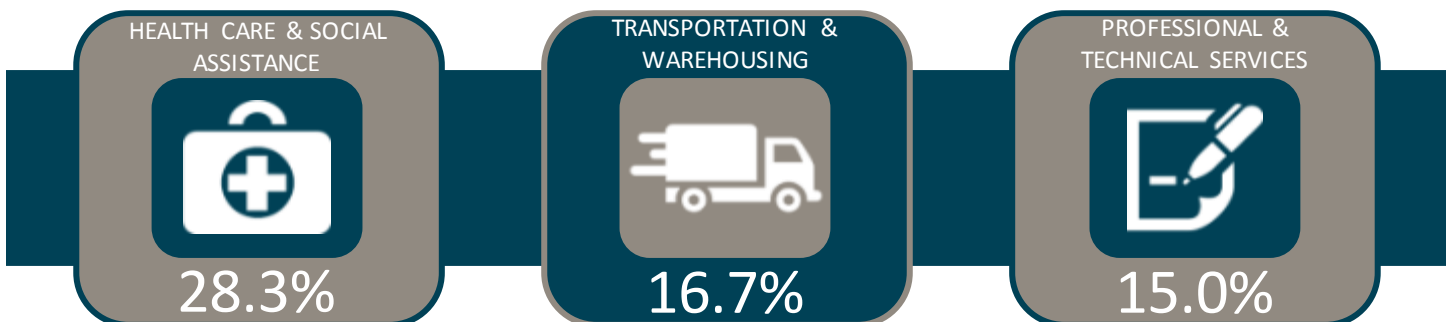
Percent of Total Planned Expansion by Industry



Percent within Each Industry with Planned Payroll Expansion

Industry	Percent of Each Industry
Health Care & Social Assistance	28.3%
Transportation & Warehousing	16.7%
Professional & Technical Services	15.0%
Administrative & Waste Services	12.9%
Finance, Insurance & Real Estate	11.5%
Arts, Entertainment & Recreation	11.1%
Accommodation & Food Services	9.5%
Personal Services	9.5%
Wholesale & Retail Trade	8.1%
Manufacturing	6.5%
Construction	5.0%
Educational Services	4.5%
Public Administration	2.9%
Agriculture, Forestry, Fishing & Mining	0.0%
Information	0.0%
Management	0.0%
Utilities	0.0%

TOP INDUSTRIAL EXPANSION



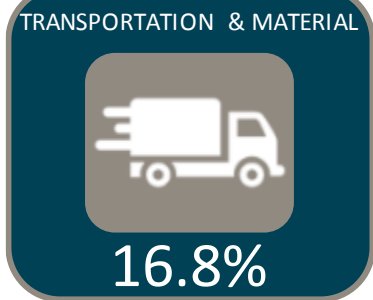


FUTURE PLANS - EXPANSION

Percent of Planned Expansion by Occupational Category

Occupational Category	Percent of Planned Expansion
Transportation & Material Moving	16.8%
Healthcare Support	16.0%
Healthcare Practitioners & Technical	14.4%
Community & Social Service	12.8%
Installation, Maintenance & Repair	8.8%
Food Preparation & Serving Related	8.0%
Office & Administrative Support	6.4%
Production	4.8%
Sales & Related	4.8%
Business & Financial Operations	1.6%
Construction & Extraction	1.6%
Legal	1.6%
Architecture & Engineering	0.8%
Farming, Fishing & Forestry	0.8%
Management	0.8%
Arts, Design, Entertainment, Sports & Media	0.0%
Building & Grounds Cleaning & Maintenance	0.0%
Computer & Mathematical	0.0%
Education, Training & Library	0.0%
Life, Physical & Social Science	0.0%
Personal Care & Service	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
Expense related to benefits
Competition within existing markets
No desire to expand
Uncertainty in current market demands
Barriers to entering new markets
Tax or regulatory issues
Limited access to capital
Insufficient space at current location/inability to find appropriate new location
Planned merger/acquisition or business sale/transfer
Supply chain limitations
Don't know steps/processes needed to expand

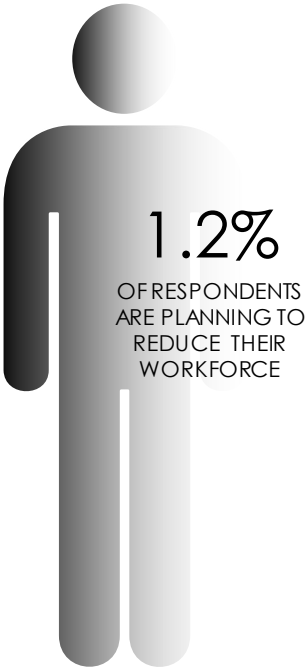
Reasons for Payroll Expansion Ranked by Relative Importance

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

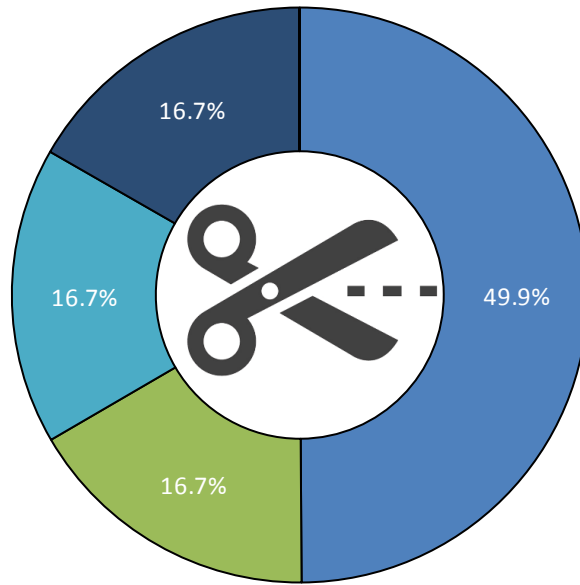




FUTURE PLANS - REDUCTION



Percent of Total Planned Reduction by Industry



- Wholesale & Retail Trade - 49.9%
- Construction - 16.7%
- Educational Services - 16.7%
- Information - 16.7%
- Accommodation & Food Services - 0.0%
- Administrative & Waste Services - 0.0%
- Agriculture, Forestry, Fishing & Mining - 0.0%
- Arts, Entertainment & Recreation - 0.0%
- Finance, Insurance & Real Estate - 0.0%
- Health Care & Social Assistance - 0.0%
- Management - 0.0%
- Manufacturing - 0.0%
- Personal Services - 0.0%
- Professional & Technical Services - 0.0%
- Public Administration - 0.0%
- Transportation & Warehousing - 0.0%
- Utilities - 0.0%

Percent within Each Industry with Planned Payroll Reduction

Industry	Percent of Each Industry
Information	5.9%
Educational Services	4.5%
Wholesale & Retail Trade	3.0%
Construction	2.5%
Accommodation & Food Services	0.0%
Administrative & Waste Services	0.0%
Agriculture, Forestry, Fishing & Mining	0.0%
Arts, Entertainment & Recreation	0.0%
Finance, Insurance & Real Estate	0.0%
Health Care & Social Assistance	0.0%
Management	0.0%
Manufacturing	0.0%
Personal Services	0.0%
Professional & Technical Services	0.0%
Public Administration	0.0%
Transportation & Warehousing	0.0%
Utilities	0.0%

Planned Payroll Reduction by Occupational Category

Occupational Category	Percent of Planned Reduction
Food Preparation & Serving Related	33.3%
Sales & Related	33.3%
Office & Administrative Support	16.7%
Life, Physical & Social Science	8.3%
Production	8.3%
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%
Healthcare Support	0.0%
Installation, Maintenance & Repair	0.0%
Legal	0.0%
Management	0.0%
Personal Care & Service	0.0%
Protective Service	0.0%
Transportation & Material Moving	0.0%
Unknown	0.1%



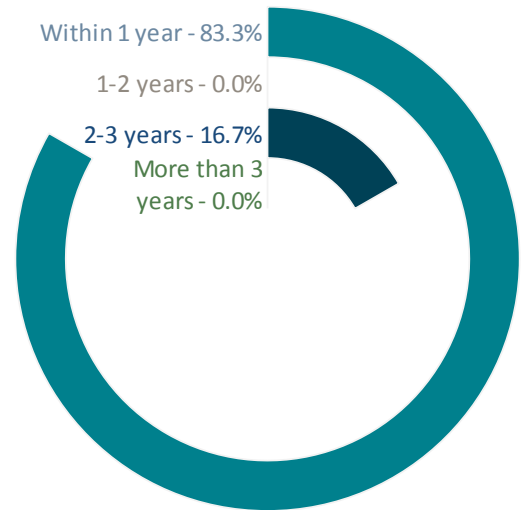


FUTURE PLANS - REDUCTION

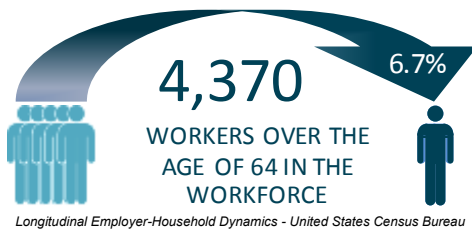
Reasons for Workforce Reduction Ranked by Relative Importance

Reasons for Reduction
Reduced profits from current operations
Response to reduced market demand
Reduced share of existing market
Expenses related to benefits
Business sale or closure
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
Changes in tax or regulatory laws

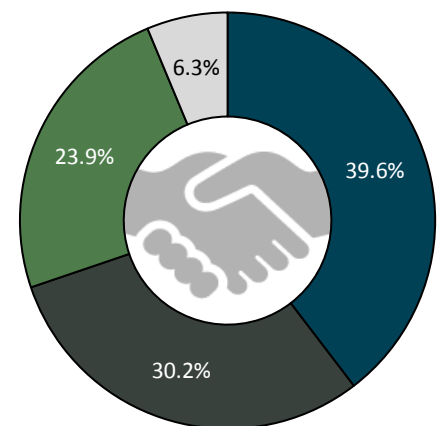
Timing of Planned Reduction



RETIREMENTS



How Companies Plan to Replace Those Who Retire

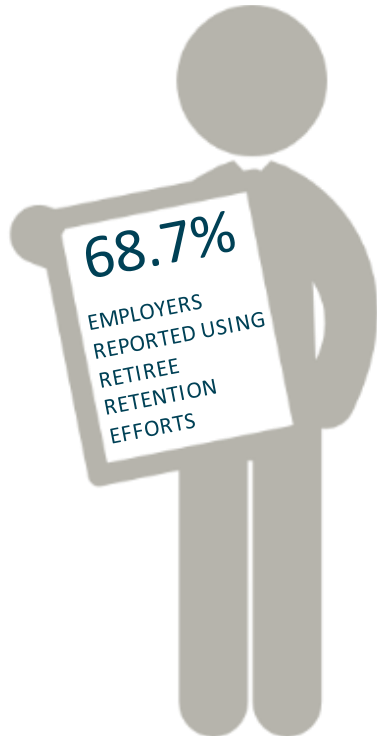


Workers Over the Age of 64 in the Workplace by Industry

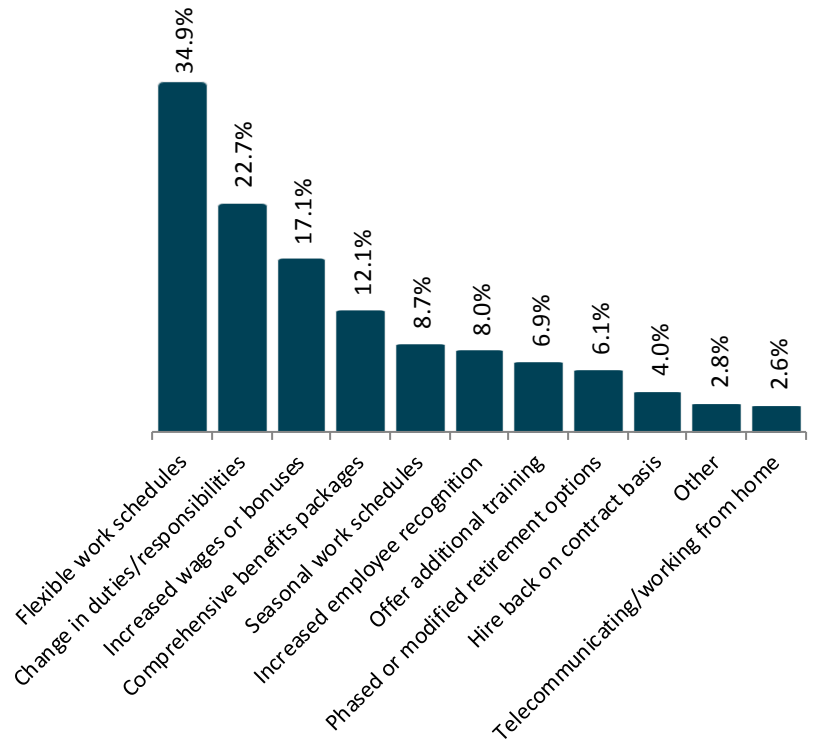
Industry	Percent of Total ⁴	Percent of Each Industry ⁴
Wholesale & Retail Trade	21.0%	7.5%
Health Care & Social Assistance	15.3%	6.1%
Educational Services	9.5%	8.1%
Manufacturing	8.7%	4.5%
Accommodation & Food Services	8.4%	4.9%
Public Administration	6.6%	8.3%
Transportation & Warehousing	5.8%	8.3%
Finance, Insurance & Real Estate	5.2%	9.4%
Personal Services	3.5%	8.5%
Construction	3.4%	4.8%
Professional & Technical Services	3.2%	10.2%
Administrative & Waste Services	2.8%	5.6%
Agriculture, Forestry, Fishing & Mining	1.7%	11.9%
Information	1.5%	7.0%
Arts, Entertainment & Recreation	1.4%	10.0%
Management	0.4%	6.9%
Utilities	0.3%	2.8%

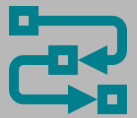
- Both hire new workers and promote from within - 39.6%
- Hire new workers - 30.2%
- Not currently planning to fill these positions - 23.9%
- Promote from within the company - 6.3%

⁴Longitudinal 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). 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.

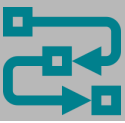
While there are many postings for jobs outside of Iowa within the IowaJobs bank, those are removed from the data for the purposes of this report. This is accomplished by filtering out all postings with a non-Iowa ZIP code. For those postings that did not have a valid ZIP code, the city and state fields 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	806	1,440	230	\$15.36
First-Line Supervisors of Retail Sales Workers	41-1011	547	580	115	\$13.66
Retail Salespersons	41-2031	411	1,480	300	\$8.34
Cashiers	41-2011	375	2,020	445	\$8.25
Stock Clerks and Order Fillers	43-5081	317	880	140	\$9.35
Customer Service Representatives	43-4051	294	710	90	\$11.28
Registered Nurses	29-1141	286	1,390	95	\$21.06
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	225	2,000	375	\$8.38
Helpers—Production Workers	51-9198	224	880	55	\$10.80
Healthcare Practitioners and Technical Workers, All Other	29-9099	211	60	**	\$14.77
First-Line Supervisors of Food Preparation and Serving Workers	35-1012	209	420	70	\$10.51
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	207	1,590	275	\$11.55
First-Line Supervisors of Office and Administrative Support Workers	43-1011	166	400	40	\$16.45
Security Guards	33-9032	162	370	55	\$9.72
Business Operations Specialists, All Other	13-1199	156	150	25	\$14.96
Social and Human Service Assistants	21-1093	151	280	35	\$9.79
First-Line Supervisors of Production and Operating Workers	51-1011	149	390	45	\$18.08
Healthcare Support Workers, All Other	31-9099	145	**	**	**
Licensed Practical and Licensed Vocational Nurses	29-2061	145	300	35	\$16.80
Maintenance and Repair Workers, General	49-9071	141	710	75	\$12.89
Automotive Service Technicians and Mechanics	49-3023	124	480	50	\$10.82
Food Service Managers	11-9051	119	110	20	\$14.68
Production Workers, All Other	51-9199	119	180	65	\$10.67
Accountants and Auditors	13-2011	114	300	40	\$20.40
Financial Specialists, All Other	13-2099	112	20	10	\$20.91
Nursing Assistants	31-1014	102	840	150	\$10.94
Light Truck or Delivery Services Drivers	53-3033	98	250	40	\$10.25
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37-2011	94	1,290	205	\$9.25
Nursing Aides, Orderlies, and Attendants	31-1012	92	**	**	**
Driver/Sales Workers	53-3031	90	120	15	\$8.22
Chief Executives	11-1011	85	90	10	\$14.09
Agricultural Inspectors	45-2011	79	**	**	**
Transportation Attendants, Except Flight Attendants	53-6061	78	**	**	**
Tellers	43-3071	77	300	40	\$10.70
Computer and Information Research Scientists	15-1111	74	**	**	**
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	35-3022	70	260	50	\$8.27
Cooks, Restaurant	35-2014	68	560	105	\$8.51
Maids and Housekeeping Cleaners	37-2012	68	580	140	\$8.40
Therapists, All Other	29-1129	68	**	**	**
General and Operations Managers	11-1021	66	930	60	\$19.12
Industrial Engineering Technicians	17-3026	66	**	**	**
Pharmacy Technicians	29-2052	66	200	25	\$11.88
Construction Laborers	47-2061	62	730	75	\$12.09
Personal Care Aides	39-9021	62	1,250	200	\$10.18

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
Waiters and Waitresses	35-3031	58	1,100	250	\$8.43
Office and Administrative Support Workers, All Other	43-9199	56	**	15	**
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	17-2111	55	**	**	**
Physical Therapists	29-1123	55	80	10	\$28.87
Emergency Medical Technicians and Paramedics	29-2041	54	60	**	\$15.96
Managers, All Other	11-9199	51	50	45	\$26.66
Speech-Language Pathologists	29-1127	51	50	**	\$23.71
Packaging and Filling Machine Operators and Tenders	51-9111	49	680	45	\$12.04
Building Cleaning Workers, All Other	37-2019	48	**	**	**
Demonstrators and Product Promoters	41-9011	48	30	15	\$9.10
First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011	45	220	25	\$18.52
Parts Salespersons	41-2022	44	180	25	\$12.31
Teacher Assistants	25-9041	43	1,310	105	\$20,686
Engineers, All Other	17-2199	42	**	**	**
Merchandise Displayers and Window Trimmers	27-1026	42	**	**	**
Pharmacists	29-1051	41	130	10	\$46.36
Media and Communication Workers, All Other	27-3099	40	**	**	**
Industrial Production Managers	11-3051	38	110	**	\$28.99
Preschool Teachers, Except Special Education	25-2011	38	70	20	\$9.60
Sales Representatives, Services, All Other	41-3099	38	170	35	\$13.04
Food Preparation Workers	35-2021	37	310	50	\$8.34
Highway Maintenance Workers	47-4051	37	230	20	\$16.38
Chefs and Head Cooks	35-1011	36	50	10	\$12.58
Medical and Health Services Managers	11-9111	36	270	25	\$23.91
Medical Secretaries	43-6013	36	240	30	\$12.30
Police and Sheriff's Patrol Officers	33-3051	36	300	20	\$22.01
Claims Adjusters, Examiners, and Investigators	13-1031	35	80	**	\$17.65
Bus and Truck Mechanics and Diesel Engine Specialists	49-3031	33	250	35	\$11.60
Tax Preparers	13-2082	33	30	10	\$9.16
Aerospace Engineering and Operations Technicians	17-3021	32	**	**	**
Cooks, Institution and Cafeteria	35-2012	32	420	70	\$10.12
Nurse Practitioners	29-1171	32	80	**	\$25.68
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	43-6014	32	940	100	\$9.94
Computer Support Specialists	15-1041	31	**	**	**
Electrical and Electronic Engineering Technicians	17-3023	31	20	**	\$21.17
Receptionists and Information Clerks	43-4171	31	340	50	\$9.03
Office Clerks, General	43-9061	30	1,030	150	\$10.38
Occupational Therapy Assistants	31-2011	29	**	**	\$18.39
Sales Managers	11-2022	29	70	10	\$31.69
Health Technologists and Technicians, All Other	29-2099	28	40	**	\$13.30
Material Moving Workers, All Other	53-7199	28	**	**	**
Child, Family, and School Social Workers	21-1021	27	120	20	\$14.71
Dishwashers	35-9021	27	190	35	\$8.43
Financial Managers	11-3031	27	240	25	\$27.12
Gaming Supervisors	39-1011	26	**	25	**
Maintenance Workers, Machinery	49-9043	26	**	**	**
Advertising and Promotions Managers	11-2011	25	**	**	**
Industrial Engineers	17-2112	25	60	**	\$27.06
Machinists	51-4041	25	130	15	\$12.94
Network and Computer Systems Administrators	15-1142	25	90	**	\$23.17
Dining Room and Cafeteria Attendants and Bartender Helpers	35-9011	24	90	20	\$8.36
Electro-Mechanical Technicians	17-3024	24	**	**	**

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
Home Health Aides	31-1011	24	640	85	\$11.41
Industrial Truck and Tractor Operators	53-7051	24	270	45	\$13.25
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	53-1031	23	**	15	**
Computer Occupations, All Other	15-1199	22	30	**	\$24.76
First-Line Supervisors of Protective Service Workers, All Other	33-1099	22	**	**	\$13.81
Medical and Clinical Laboratory Technicians	29-2012	22	**	**	**
Sales and Related Workers, All Other	41-9099	22	40	50	\$12.15
Mental Health Counselors	21-1014	21	**	10	**
First-Line Supervisors of Housekeeping and Janitorial Workers	37-1011	20	70	10	\$16.32
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35-9031	20	250	35	\$8.44
Hotel, Motel, and Resort Desk Clerks	43-4081	20	400	55	\$8.36
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	33-9092	20	**	20	**
Medical Assistants	31-9092	20	220	30	\$11.54
Occupational Therapists	29-1122	20	40	**	\$32.40
Social and Community Service Managers	11-9151	20	140	15	\$20.37
Bus Drivers, School or Special Client	53-3022	19	440	45	\$9.02
Community and Social Service Specialists, All Other	21-1099	19	60	50	\$14.11
First-Line Supervisors of Construction Trades and Extraction Workers	47-1011	19	330	30	\$22.62
Installation, Maintenance, and Repair Workers, All Other	49-9099	19	**	25	\$10.15
Loan Officers	13-2072	19	120	20	\$19.85
Payroll and Timekeeping Clerks	43-3051	19	50	**	\$13.09
Physical Therapist Assistants	31-2021	19	50	10	\$20.10
Teachers and Instructors, All Other	25-3099	19	**	**	**
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	43-5111	19	30	**	\$11.65
Bus Drivers, Transit and Intercity	53-3021	18	**	10	**
Excavating and Loading Machine and Dragline Operators	53-7032	18	**	**	**
Fitness Trainers and Aerobics Instructors	39-9031	18	100	40	\$8.95
Insurance Sales Agents	41-3021	18	390	30	\$10.59
Carpenters	47-2031	17	350	50	\$16.14
Construction and Building Inspectors	47-4011	17	30	**	\$24.35
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	49-9021	17	100	15	\$15.91
Human Resources Assistants, Except Payroll and Timekeeping	43-4161	17	40	**	\$11.48
Landscaping and Groundskeeping Workers	37-3011	17	300	65	\$8.74
Property, Real Estate, and Community Association Managers	11-9141	17	60	10	\$11.57
Construction and Related Workers, All Other	47-4099	16	**	20	**
Cooks, All Other	35-2019	16	**	**	**
First-Line Supervisors of Non-Retail Sales Workers	41-1012	16	70	15	\$20.68
Industrial Machinery Mechanics	49-9041	16	320	30	\$17.13
Management Analysts	13-1111	16	40	10	**
Mental Health and Substance Abuse Social Workers	21-1023	16	60	10	\$18.57
Radiologic Technologists	29-2034	16	70	**	\$20.97
Aircraft Mechanics and Service Technicians	49-3011	15	**	**	**
Childcare Workers	39-9011	15	370	120	\$8.41
Electrical and Electronics Repairers, Commercial and Industrial Equipment	49-2094	15	**	**	**
Bartenders	35-3011	14	420	80	\$8.42
Clinical, Counseling, and School Psychologists	19-3031	14	30	**	\$25.42
Cooks, Fast Food	35-2011	14	**	40	\$8.37
Entertainment Attendants and Related Workers, All Other	39-3099	14	**	**	**
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	45-2092	14	**	15	**
Psychiatric Technicians	29-2053	14	**	**	**
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	14	510	65	\$13.74
Agricultural Equipment Operators	45-2091	13	110	25	\$13.79

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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
Computer Specialists, All Other	15-1099	13	**	**	**
Data Entry Keyers	43-9021	13	100	**	\$10.42
Grounds Maintenance Workers, All Other	37-3019	13	**	**	**
Helpers--Installation, Maintenance, and Repair Workers	49-9098	13	**	**	\$11.04
New Accounts Clerks	43-4141	13	**	**	\$13.58
Occupational Therapy Aides	31-2012	13	**	**	**
Pharmacy Aides	31-9095	13	**	**	**
Production, Planning, and Expediting Clerks	43-5061	13	90	10	\$13.70
Taxi Drivers and Chauffeurs	53-3041	13	100	10	\$8.38
Telecommunications Equipment Installers and Repairers, Except Line Installers	49-2022	13	30	**	\$15.95
Commercial Pilots	53-2012	12	**	**	**
Construction Managers	11-9021	12	140	15	\$16.81
Farmworkers, Farm, Ranch, and Aquacultural Animals	45-2093	12	50	45	\$11.99
Food Servers, Nonrestaurant	35-3041	12	120	15	\$9.23
Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	51-9051	12	**	**	**
Human Resources Managers	11-3121	12	40	**	\$29.01
Medical and Clinical Laboratory Technologists	29-2011	12	**	**	**
Recreation Workers	39-9032	12	170	40	\$9.86
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	12	**	15	\$22.46
Training and Development Specialists	13-1151	12	100	10	\$11.99
Welders, Cutters, Solderers, and Brazers	51-4121	12	360	40	\$15.81
Diagnostic Medical Sonographers	29-2032	11	20	**	\$28.31
Dietitians and Nutritionists	29-1031	11	30	**	\$21.96
Food Cooking Machine Operators and Tenders	51-3093	11	**	10	**
Health Diagnosing and Treating Practitioners, All Other	29-1199	11	**	**	**
Logisticians	13-1081	11	40	**	\$17.63
Market Research Analysts and Marketing Specialists	13-1161	11	70	10	\$17.41
Personal Care and Service Workers, All Other	39-9099	11	**	15	**
Assemblers and Fabricators, All Other	51-2099	10	**	25	**
Bookkeeping, Accounting, and Auditing Clerks	43-3031	10	860	130	\$9.92
Civil Engineering Technicians	17-3022	10	20	**	\$19.91
Conservation Scientists	19-1031	10	30	**	\$20.22
Electrical Engineers	17-2071	10	40	**	\$28.99
Engineering Technicians, Except Drafters, All Other	17-3029	10	**	**	\$21.07
Gaming Dealers	39-3011	10	**	45	**
Securities, Commodities, and Financial Services Sales Agents	41-3031	10	30	**	\$18.74
Surgical Technologists	29-2055	10	30	**	\$16.37
Tree Trimmers and Pruners	37-3013	10	**	**	\$10.99
Administrative Services Managers	11-3011	9	70	**	\$26.06
Coaches and Scouts	27-2022	9	**	25	\$17,199
Coin, Vending, and Amusement Machine Servicers and Repairers	49-9091	9	**	**	**
Computer Programmers	15-1131	9	10	**	\$25.87
Food Preparation and Serving Related Workers, All Other	35-9099	9	**	20	**
Mixing and Blending Machine Setters, Operators, and Tenders	51-9023	9	200	20	\$14.59
Nonfarm Animal Caretakers	39-2021	9	70	15	\$8.35
Producers and Directors	27-2012	9	**	**	**
Respiratory Therapists	29-1126	9	50	**	\$20.29
Stationary Engineers and Boiler Operators	51-8021	9	20	**	\$20.00
Transportation, Storage, and Distribution Managers	11-3071	9	120	10	\$24.35
Correctional Officers and Jailers	33-3012	8	380	20	\$17.50
Crane and Tower Operators	53-7021	8	20	**	\$21.45
Gaming Change Persons and Booth Cashiers	41-2012	8	**	10	**

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Insurance Claims and Policy Processing Clerks	43-9041	8	**	**	\$12.73
Laundry and Dry-Cleaning Workers	51-6011	8	100	20	\$8.29
Parking Lot Attendants	53-6021	8	**	15	**
Physician Assistants	29-1071	8	50	**	\$37.01
Architectural and Civil Drafters	17-3011	7	**	**	**
Biological Technicians	19-4021	7	**	**	**
Clergy	21-2011	7	10	**	\$18.86
Education Administrators, Preschool and Childcare Center/Program	11-9031	7	30	**	\$13.37
Education, Training, and Library Workers, All Other	25-9099	7	**	**	**
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	51-3091	7	**	**	**
Healthcare Social Workers	21-1022	7	60	10	\$17.99
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	7	190	30	\$14.88
Insurance Underwriters	13-2053	7	**	**	**
Life, Physical, and Social Science Technicians, All Other	19-4099	7	10	**	\$20.99
Locomotive Engineers	53-4011	7	**	10	**
Medical Equipment Repairers	49-9062	7	30	**	\$13.14
Secondary School Teachers, Except Special and Career/Technical Education	25-2031	7	910	55	\$33,944
Social Workers, All Other	21-1029	7	20	**	\$27.85
Special Education Teachers, All Other	25-2059	7	**	**	**
Team Assemblers	51-2092	7	**	50	**
Agricultural and Food Science Technicians	19-4011	6	30	**	\$12.09
Civil Engineers	17-2051	6	60	**	\$28.49
Court, Municipal, and License Clerks	43-4031	6	160	15	\$8.81
Credit Analysts	13-2041	6	**	**	**
Educational, Guidance, School, and Vocational Counselors	21-1012	6	80	10	\$15.65
Electricians	47-2111	6	210	30	\$17.72
Executive Secretaries and Executive Administrative Assistants	43-6011	6	160	25	\$16.08
Floral Designers	27-1023	6	90	**	\$8.66
Human Resources Specialists	13-1071	6	200	15	\$14.61
Market Research Analysts	19-3021	6	**	**	**
Medical Records and Health Information Technicians	29-2071	6	110	**	\$14.65
Middle School Teachers, Except Special and Career/Technical Education	25-2022	6	490	40	\$42,093
Pesticide Handlers, Sprayers, and Applicators, Vegetation	37-3012	6	90	**	\$12.13
Phlebotomists	31-9097	6	30	**	\$11.81
Plant and System Operators, All Other	51-8099	6	**	10	**
Self-Enrichment Education Teachers	25-3021	6	80	10	**
Surveyors	17-1022	6	**	**	\$18.71
Air Crew Members	55-3011	5	**	**	**
Architects, Except Landscape and Naval	17-1011	5	**	**	**
Bill and Account Collectors	43-3011	5	20	**	\$11.20
Buyers and Purchasing Agents, Farm Products	13-1021	5	**	**	**
Cleaners of Vehicles and Equipment	53-7061	5	200	40	\$8.60
Computer and Information Systems Managers	11-3021	5	40	**	\$36.60
Computer User Support Specialists	15-1151	5	140	10	\$13.89
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011	5	40	**	\$12.68
Cooks, Short Order	35-2015	5	**	10	\$8.64
Counter and Rental Clerks	41-2021	5	150	20	\$8.16
Dental Hygienists	29-2021	5	60	**	\$28.89
Dietetic Technicians	29-2051	5	**	**	**
Emergency Management Directors	11-9161	5	**	**	**
Family and General Practitioners	29-1062	5	90	**	\$66.07
Food Processing Workers, All Other	51-3099	5	10	85	\$10.02

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Gaming Surveillance Officers and Gaming Investigators	33-9031	5	**	**	**
Graphic Designers	27-1024	5	40	**	\$14.19
Occupational Health and Safety Specialists	29-9011	5	40	**	\$18.85
Optometrists	29-1041	5	30	**	\$51.44
Painters, Construction and Maintenance	47-2141	5	70	15	\$17.00
Paper Goods Machine Setters, Operators, and Tenders	51-9196	5	**	**	**
Paralegals and Legal Assistants	23-2011	5	90	10	\$16.57
Plumbers, Pipefitters, and Steamfitters	47-2152	5	220	45	\$13.22
Recreational Therapists	29-1125	5	20	**	\$19.67
Armored Assault Vehicle Officers	55-1013	4	**	**	**
Automotive Body and Related Repairers	49-3021	4	100	15	\$13.16
Billing and Posting Clerks	43-3021	4	110	20	\$12.93
Compliance Officers	13-1041	4	70	**	\$17.09
Computer Operators	43-9011	4	**	**	**
Conveyor Operators and Tenders	53-7011	4	70	10	\$13.42
Counselors, All Other	21-1019	4	**	**	**
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	51-9021	4	20	**	\$12.76
Dental Assistants	31-9091	4	150	10	\$14.20
Eligibility Interviewers, Government Programs	43-4061	4	110	**	\$20.74
Environmental Engineers	17-2081	4	**	**	**
Film and Video Editors	27-4032	4	**	**	**
Food Batchmakers	51-3092	4	**	10	\$14.55
Interior Designers	27-1025	4	**	**	**
Lawyers	23-1011	4	70	10	\$25.00
Lodging Managers	11-9081	4	50	**	\$13.55
Mail Clerks and Mail Machine Operators, Except Postal Service	43-9051	4	**	10	\$9.96
Mobile Heavy Equipment Mechanics, Except Engines	49-3042	4	90	10	\$15.34
Operating Engineers and Other Construction Equipment Operators	47-2073	4	370	30	\$15.54
Operations Research Analysts	15-2031	4	**	**	**
Paving, Surfacing, and Tamping Equipment Operators	47-2071	4	**	**	**
Private Detectives and Investigators	33-9021	4	**	**	**
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	4	**	**	**
Shipping, Receiving, and Traffic Clerks	43-5071	4	300	30	\$12.08
Water and Wastewater Treatment Plant and System Operators	51-8031	4	100	10	\$16.19
Wholesale and Retail Buyers, Except Farm Products	13-1022	4	**	**	**
Airline Pilots, Copilots, and Flight Engineers	53-2011	3	**	**	**
Architectural and Engineering Managers	11-9041	3	30	**	\$46.33
Bakers	51-3011	3	50	10	\$9.93
Budget Analysts	13-2031	3	**	**	**
Cement Masons and Concrete Finishers	47-2051	3	120	25	\$14.49
Chemical Technicians	19-4031	3	20	**	\$16.59
Computer Software Engineers, Applications	15-1031	3	**	**	**
Computer Systems Analysts	15-1121	3	**	**	\$26.47
Crop and Livestock Managers	11-9011	3	**	**	**
Cutting and Slicing Machine Setters, Operators, and Tenders	51-9032	3	**	10	**
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	3	**	10	\$15.97
Education Administrators, Elementary and Secondary School	11-9032	3	210	15	\$77,357
Electrical and Electronic Equipment Assemblers	51-2022	3	**	**	**
Gaming Managers	11-9071	3	**	**	**
Hairdressers, Hairstylists, and Cosmetologists	39-5012	3	90	45	\$9.03
Helpers—Painters, Paperhangers, Plasterers, and Stucco Masons	47-3014	3	**	**	**
Insurance Appraisers, Auto Damage	13-1032	3	**	**	**

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Loan Interviewers and Clerks	43-4131	3	70	10	\$9.87
Museum Technicians and Conservators	25-4013	3	**	**	**
Outdoor Power Equipment and Other Small Engine Mechanics	49-3053	3	**	**	**
Public Relations Specialists	27-3031	3	50	**	\$16.85
Rail Car Repairers	49-3043	3	**	**	**
Special Education Teachers, Secondary School	25-2054	3	100	**	\$43,360
Substance Abuse and Behavioral Disorder Counselors	21-1011	3	**	45	**
Surveying and Mapping Technicians	17-3031	3	**	**	**
Actuaries	15-2011	2	**	**	**
Animal Trainers	39-2011	2	**	**	**
Athletic Trainers	29-9091	2	30	**	\$43,033
Automotive and Watercraft Service Attendants	53-6031	2	**	**	\$8.33
Community Health Workers	21-1094	2	**	**	\$8.38
Compensation, Benefits, and Job Analysis Specialists	13-1141	2	**	**	**
Computer Hardware Engineers	17-2061	2	**	**	**
Computer Network Support Specialists	15-1152	2	30	**	\$16.65
Cooling and Freezing Equipment Operators and Tenders	51-9193	2	**	**	**
Database Administrators	15-1141	2	10	**	\$27.59
Dispatchers, Except Police, Fire, and Ambulance	43-5032	2	80	10	\$20.17
Education Teachers, Postsecondary	25-1081	2	**	**	**
Electrical Power-Line Installers and Repairers	49-9051	2	90	**	\$27.39
Electromechanical Equipment Assemblers	51-2023	2	**	**	**
Electronic Home Entertainment Equipment Installers and Repairers	49-2097	2	**	**	**
Elementary School Teachers, Except Special Education	25-2021	2	1,630	75	\$38,767
Environmental Science and Protection Technicians, Including Health	19-4091	2	**	**	**
Financial Analysts	13-2051	2	20	**	\$21.56
First-Line Supervisors of Farming, Fishing, and Forestry Workers	45-1011	2	**	10	**
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	53-1021	2	**	15	**
Forest and Conservation Workers	45-4011	2	**	**	**
Gaming Cage Workers	43-3041	2	**	15	**
Gaming Service Workers, All Other	39-3019	2	**	**	**
Meat, Poultry, and Fish Cutters and Trimmers	51-3022	2	**	45	**
Mechanical Engineers	17-2141	2	**	**	\$24.12
Medical Equipment Preparers	31-9093	2	**	**	**
Medical Scientists, Except Epidemiologists	19-1042	2	**	**	**
Nuclear Medicine Technologists	29-2033	2	**	**	**
Obstetricians and Gynecologists	29-1064	2	**	**	**
Packers and Packers, Hand	53-7064	2	710	105	\$9.25
Physicians and Surgeons, All Other	29-1069	2	60	**	\$51.83
Prepress Technicians and Workers	51-5111	2	**	**	**
Printing Press Operators	51-5112	2	40	**	\$8.55
Recreational Vehicle Service Technicians	49-3092	2	**	**	**
Refuse and Recyclable Material Collectors	53-7081	2	30	10	\$8.12
Rehabilitation Counselors	21-1015	2	**	20	\$9.60
Sales Engineers	41-9031	2	**	**	**
Service Unit Operators, Oil, Gas, and Mining	47-5013	2	**	**	**
Shoe and Leather Workers and Repairers	51-6041	2	**	**	**
Telecommunications Line Installers and Repairers	49-9052	2	**	**	**
Tire Repairers and Changers	49-3093	2	80	10	\$10.59
Transportation Inspectors	53-6051	2	**	**	**
Adhesive Bonding Machine Operators and Tenders	51-9191	1	**	**	**
Adult Basic and Secondary Education and Literacy Teachers and Instructors	25-3011	1	**	**	**

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Agricultural Workers, All Other	45-2099	1	**	70	**
Ambulance Drivers and Attendants, Except Emergency Medical Technicians	53-3011	1	**	**	**
Animal Control Workers	33-9011	1	**	**	**
Appraisers and Assessors of Real Estate	13-2021	1	30	**	\$19.88
Artillery and Missile Crew Members	55-3014	1	**	**	**
Artillery and Missile Officers	55-1014	1	**	**	**
Audio-Visual and Multimedia Collections Specialists	25-9011	1	**	**	**
Baggage Porters and Bellhops	39-6011	1	**	**	**
Career/Technical Education Teachers, Middle School	25-2023	1	**	**	**
Chemical Plant and System Operators	51-8091	1	**	**	**
Chemists	19-2031	1	**	**	**
Chiropractors	29-1011	1	20	**	\$20.33
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	51-9192	1	**	**	**
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51-9121	1	20	**	\$14.07
Compensation and Benefits Managers	11-3111	1	**	**	**
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	51-4012	1	**	**	**
Computer Software Engineers, Systems Software	15-1032	1	**	**	**
Crossing Guards	33-9091	1	**	**	**
Dental Laboratory Technicians	51-9081	1	**	**	**
Dentists, General	29-1021	1	50	**	\$58.75
Detectives and Criminal Investigators	33-3021	1	**	**	**
Farm Equipment Mechanics and Service Technicians	49-3041	1	240	25	\$15.28
Farmers, Ranchers, and Other Agricultural Managers	11-9013	1	**	375	\$26.83
Fence Erectors	47-4031	1	**	**	**
Financial Clerks, All Other	43-3099	1	**	**	**
First-Line Supervisors of Personal Service Workers	39-1021	1	220	15	\$13.43
Forest and Conservation Technicians	19-4093	1	40	**	\$10.62
Foresters	19-1032	1	**	**	**
Graders and Sorters, Agricultural Products	45-2041	1	**	**	**
Grinding and Polishing Workers, Hand	51-9022	1	**	**	**
Helpers—Pipelayers, Plumbers, Pipefitters, and Steamfitters	47-3015	1	**	**	**
Interviewers, Except Eligibility and Loan	43-4111	1	90	10	\$9.42
Legal Support Workers, All Other	23-2099	1	60	**	\$16.21
Library Assistants, Clerical	43-4121	1	60	**	\$8.39
Machine Feeders and Offbearers	53-7063	1	50	15	\$9.40
Marketing Managers	11-2021	1	40	**	\$32.56
Mechanical Drafters	17-3013	1	10	**	\$15.92
Mechanical Engineering Technicians	17-3027	1	**	**	**
Media and Communication Equipment Workers, All Other	27-4099	1	**	**	**
Millwrights	49-9044	1	40	**	\$26.20
Natural Sciences Managers	11-9121	1	**	**	**
Nursing Instructors and Teachers, Postsecondary	25-1072	1	**	**	**
Occupational Health and Safety Technicians	29-9012	1	**	**	**
Order Clerks	43-4151	1	20	10	\$12.59
Painters, Transportation Equipment	51-9122	1	90	**	\$12.60
Personal Financial Advisors	13-2052	1	**	**	\$29.49
Photographers	27-4021	1	**	**	**
Physical Therapist Aides	31-2022	1	10	**	\$10.67
Postal Service Clerks	43-5051	1	80	**	\$15.83
Postal Service Mail Carriers	43-5052	1	240	10	\$17.05
Postal Service Mail Sorters, Processors, and Processing Machine Operators	43-5053	1	**	**	**
Power Plant Operators	51-8013	1	**	**	**

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Print Binding and Finishing Workers	51-5113	1	**	**	**
Printing Press Machine Operators and Tenders	51-5023	1	**	**	**
Probation Officers and Correctional Treatment Specialists	21-1092	1	**	**	**
Protective Service Workers, All Other	33-9099	1	**	25	**
Public Relations and Fundraising Managers	11-2031	1	10	**	\$32.91
Purchasing Managers	11-3061	1	10	**	\$31.54
Radio, Cellular, and Tower Equipment Installers and Repairers	49-2021	1	**	**	**
Rail-Track Laying and Maintenance Equipment Operators	47-4061	1	**	**	**
Sawing Machine Setters, Operators, and Tenders, Wood	51-7041	1	**	**	**
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	51-9012	1	**	**	**
Septic Tank Servicers and Sewer Pipe Cleaners	47-4071	1	20	**	\$8.80
Slot Supervisors	39-1012	1	**	**	**
Software Developers, Applications	15-1132	1	90	**	\$18.66
Special Education Teachers, Preschool	25-2051	1	**	**	**
Special Education Teachers, Preschool, Kindergarten, and Elementary School	25-2041	1	**	**	**
Tax Examiners and Collectors, and Revenue Agents	13-2081	1	**	**	**
Tour Guides and Escorts	39-7011	1	**	**	**
Traffic Technicians	53-6041	1	**	**	**
Training and Development Managers	11-3131	1	10	**	\$32.04
Veterinary Technologists and Technicians	29-2056	1	20	**	\$12.95
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51-4122	1	**	**	**
Zoologists and Wildlife Biologists	19-1023	1	**	**	**

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