

WORKFORCE NEEDS ASSESSMENT IOWA WORKFORCE DEVELOPMENT REGION 14 RELEASED 2019

ADAIR, ADAMS, CLARKE, DECATUR, MONTGOMERY,
RINGGOLD, TAYLOR AND UNION COUNTIES



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IOWA
WORKFORCE
DEVELOPMENT

Counties within Iowa Workforce Development Region 14 included within this analysis:

- Adair
- Adams
- Clarke
- Decatur
- Montgomery
- Ringgold
- Taylor
- Union

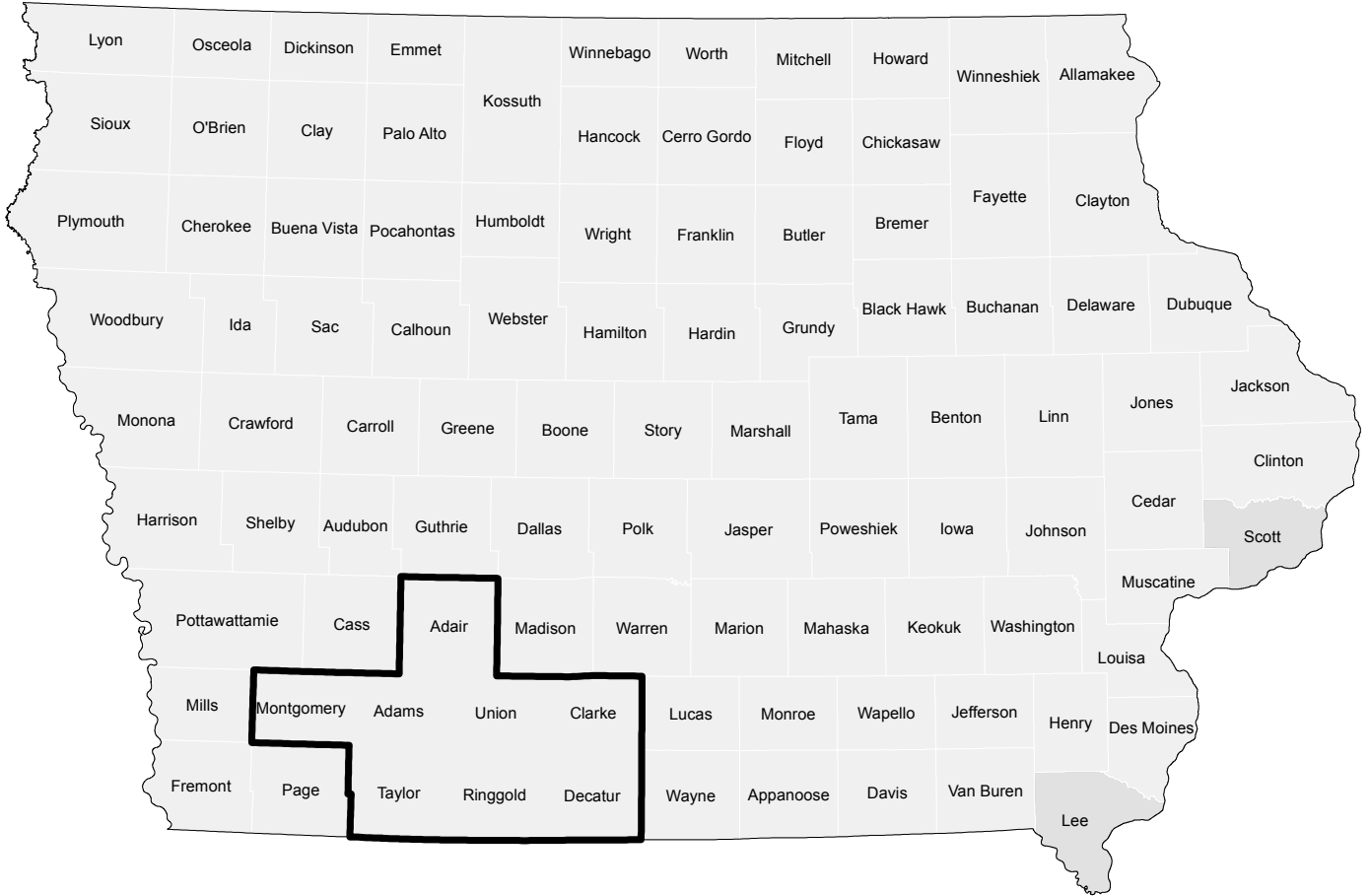


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Note: Sections marked as "Insufficient Data to Report" did not receive enough survey responses to allow for reporting.

2018 IOWA WORKFORCE NEEDS ASSESSMENT SURVEY



INTRODUCTION

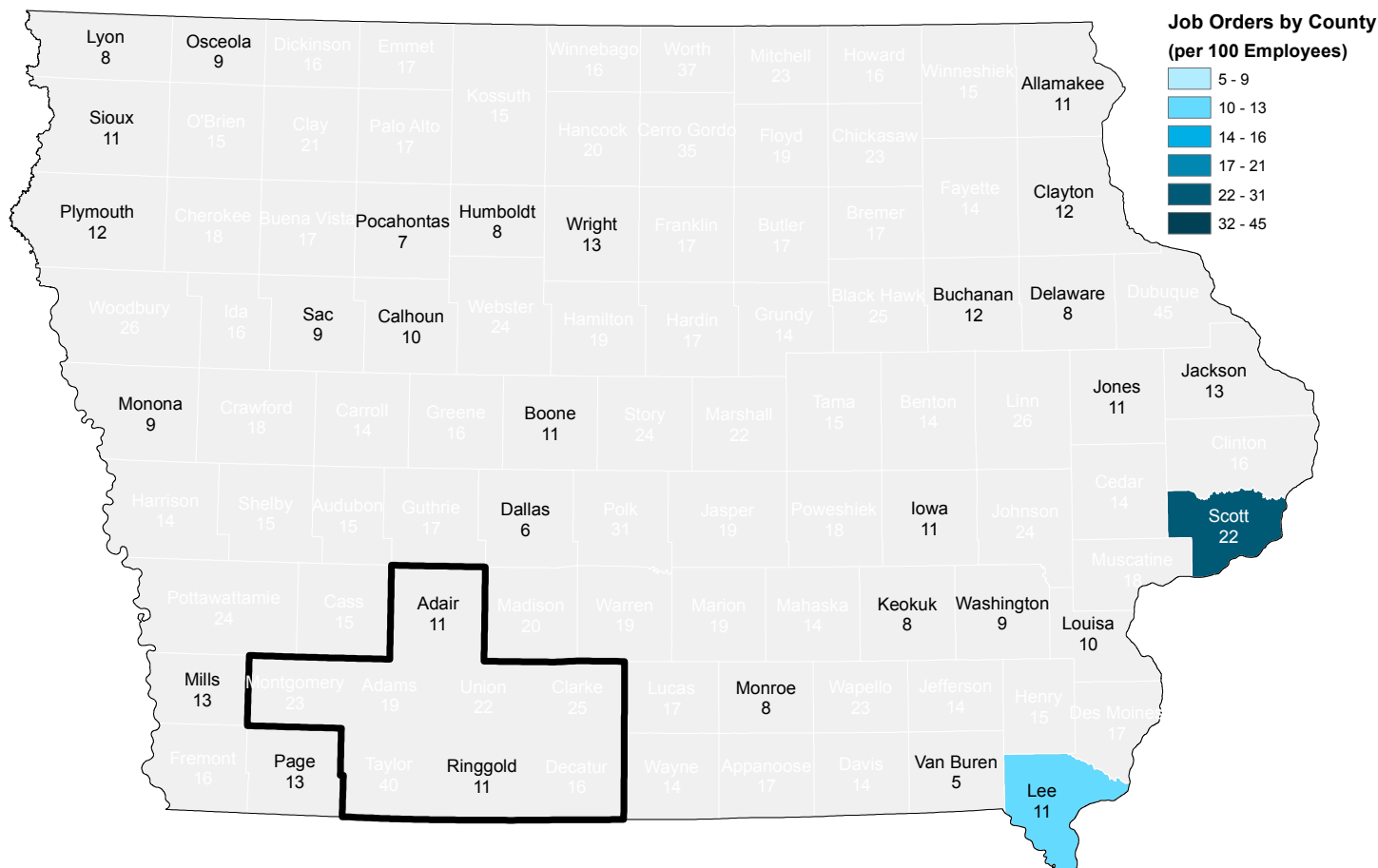
Iowa Workforce Development (IWD) conducted the sixth Workforce Needs Assessment. In addition to vacancy and retirement data, the survey also addressed the demand for workers and skills required in the workforce. Data regarding benefits offered by employers was also collected and is delineated in the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

Beginning in July 2018, 630 employers operating 803 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 276 responses, yielding a 43.8 percent response rate.



VACANCY ESTIMATES

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

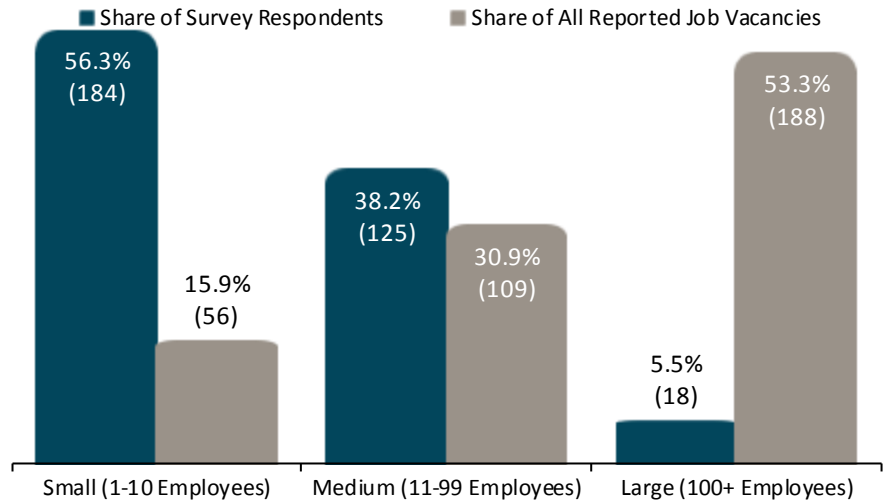


Iowa Workforce Development Job Bank
 Quarterly Census of Employment & Wages - Iowa Workforce Development
 *(Total Reported Job Orders Per County / Average Employment Per County)*100



VACANCY ESTIMATES

Reported Job Vacancies by Workplace Size



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
Transportation & Material Moving	912	17.8%	\$11.85	\$19.29	375
Healthcare Practitioner & Technical	656	12.8%	\$17.12	\$30.66	95
Sales & Related	554	10.8%	\$8.22	\$13.51	450
Food Preparation & Serving Related	477	9.3%	\$8.31	\$10.64	385
Production	425	8.3%	\$12.09	\$17.71	470
Office & Administrative Support	360	7.0%	\$9.77	\$15.56	395
Installation, Maintenance & Repair	265	5.2%	\$12.63	\$21.42	150
Management	215	4.2%	\$16.00	\$35.48	335
Architecture & Engineering	211	4.1%	\$18.36	\$29.30	15
Building & Grounds Cleaning & Maintenance	201	3.9%	\$8.89	\$12.34	140
Healthcare Support	167	3.3%	\$10.67	\$13.49	135
Construction & Extraction	117	2.3%	\$14.88	\$20.42	140
Personal Care & Service	110	2.1%	\$8.46	\$11.19	160
Farming, Fishing & Forestry	77	1.5%	\$9.74	\$14.41	155
Business & Financial Operations	76	1.5%	\$13.84	\$25.33	90
Arts, Design, Entertainment, Sports & Related	69	1.3%	\$8.39	\$12.60	35
Community & Social Services	60	1.2%	\$12.24	\$19.45	65
Computer & Mathematical Science	54	1.1%	\$17.41	\$29.42	25
Life, Physical & Social Science	49	1.0%	\$16.35	\$25.44	15
Protective Service	44	0.9%	\$11.34	\$20.69	55
Education, Training & Library	29	0.6%	\$9.14	\$21.98	200
Legal	8	0.2%	\$13.45	\$25.46	10

¹Iowa Workforce Development Job Bank

²Iowa Wage Report - Iowa Workforce Development

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



VACANCY ESTIMATES

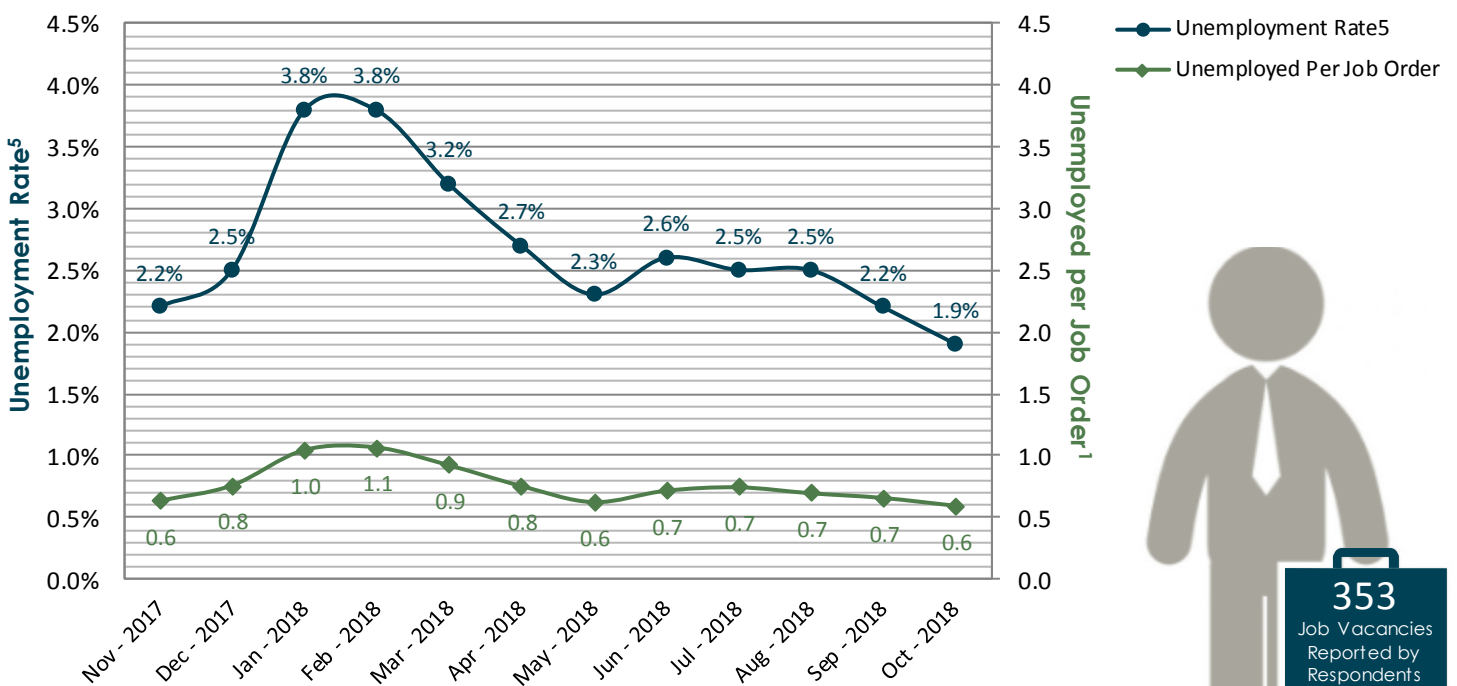
Vacancy Rate by Industry

	Employment ⁴	Estimated Vacancies	*Vacancy Rate	New Hire Wage ⁴	Projected Annual Openings ³
Accommodation & Food Services	1,572	219	13.9%	\$5.42	15
Manufacturing	4,495	228	5.1%	\$18.81	16
Professional & Technical Services	266	11	4.1%	\$11.91	4
Transportation & Warehousing	766	31	4.0%	\$13.64	11
Construction	840	31	3.7%	\$18.36	10
Educational Services	1,504	48	3.2%	\$11.94	17
Personal Services	461	12	2.6%	\$8.52	4
Health Care & Social Assistance	3,389	74	2.2%	\$12.33	48
Utilities	192	3	1.6%	\$11.91	1
Administrative & Waste Services	576	6	1.0%	\$13.70	10
Wholesale & Retail Trade	3,394	25	0.7%	\$9.14	21
Public Administration	1,191	6	0.5%	\$9.74	1
Finance, Insurance & Real Estate	599	1	0.2%	\$17.87	13
Agriculture, Forestry, Fishing & Mining	896	0	0.0%	\$14.09	4
Arts, Entertainment & Recreation	197	0	0.0%	\$4.92	2
Information	346	0	0.0%	\$9.70	-5
Management	6	0	0.0%	**	2

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

*Vacancy Rate calculations can be found in the Methodology

Number of Unemployed Persons per Job Order



¹Iowa Workforce Development Job Bank
⁵Local Area Unemployment Statistics - Iowa Workforce Development (Data as of November 1, 2018, Numbers Not Seasonally Adjusted)



VACANCY ESTIMATES

Vacancy Rate by Occupational Category

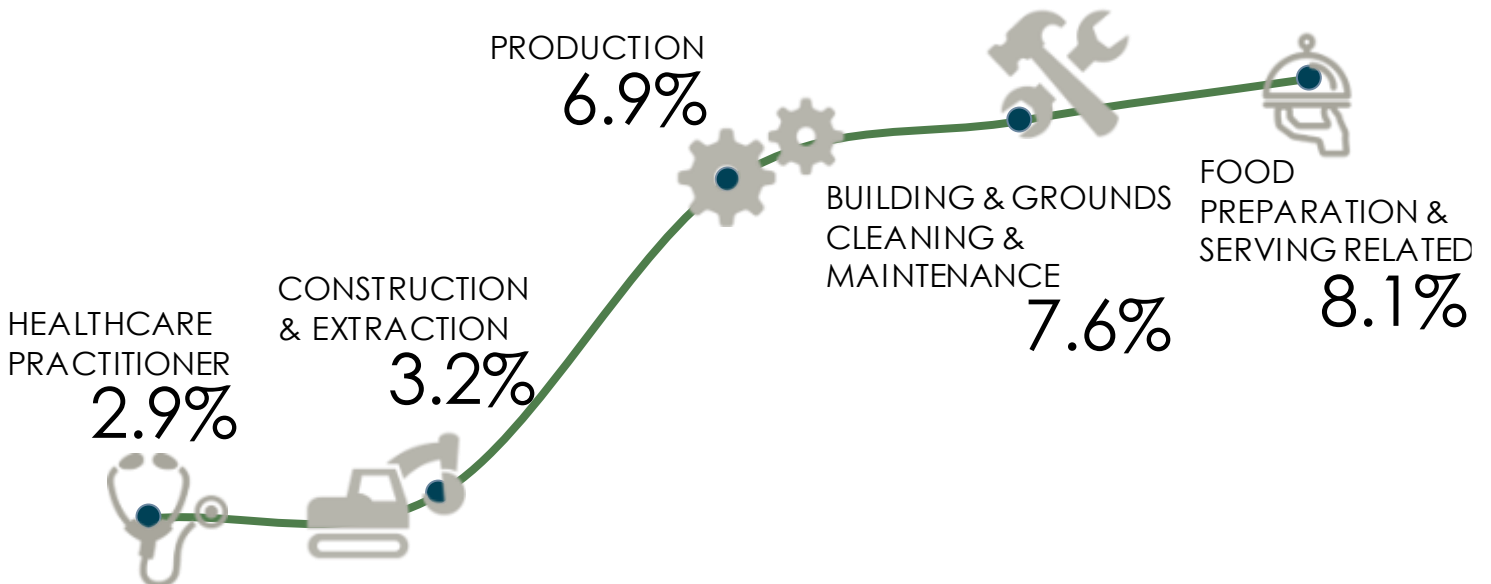
	Employment ²	Estimated Vacancies	*Vacancy Rate	Entry Wage ²	Projected Annual Openings ³
Food Preparation & Serving Related	2,040	166	8.1%	\$8.31	385
Building & Grounds Cleaning & Maintenance	620	47	7.6%	\$8.89	140
Production	3,380	232	6.9%	\$12.09	470
Construction & Extraction	860	27	3.2%	\$14.88	140
Healthcare Practitioner & Technical	1,530	45	2.9%	\$17.12	95
Management	1,020	20	2.0%	\$16.00	335
Education, Training & Library	1,590	30	1.9%	\$9.14	200
Healthcare Support	890	15	1.7%	\$10.67	135
Installation, Maintenance & Repair	1,170	19	1.6%	\$12.63	150
Business & Financial Operations	620	9	1.5%	\$13.84	90
Community & Social Services	310	4	1.4%	\$12.24	65
Transportation & Material Moving	2,110	30	1.4%	\$11.85	375
Architecture & Engineering	160	2	1.0%	\$18.36	15
Protective Service	330	3	0.9%	\$11.34	55
Arts, Design, Entertainment, Sports & Related	240	2	0.8%	\$8.39	35
Sales & Related	2,170	18	0.8%	\$8.22	450
Personal Care & Service	860	4	0.5%	\$8.46	160
Office & Administrative Support	3,120	13	0.4%	\$9.77	395
Computer & Mathematical Science	340	0	0.0%	\$17.41	25
Farming, Fishing & Forestry	250	0	0.0%	\$9.74	155
Legal	80	0	0.0%	\$13.45	10
Life, Physical & Social Science	90	0	0.0%	\$16.35	15

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	616	\$15.15	\$27.57
First-Line Supervisors of Retail Sales Workers	255	\$10.14	\$14.83
Cashiers	136	\$8.21	\$9.06
Production Workers, All Other	130	\$12.84	\$16.52
Combined Food Preparation and Serving Workers, Including Fast Food	128	\$8.37	\$10.87
Healthcare Practitioners and Technical Workers, All Other	124	**	**
Retail Salespersons	110	\$8.26	\$12.31
Nursing Assistants	100	\$10.56	\$12.73
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	98	\$8.54	\$11.71
First-Line Supervisors of Food Preparation and Serving Workers	96	\$8.57	\$13.10
Laborers and Freight, Stock, and Material Movers, Hand	91	\$12.08	\$15.83
First-Line Supervisors of Production and Operating Workers	84	\$15.88	\$23.81
Food Service Managers	70	\$10.83	\$17.64
Customer Service Representatives	66	\$8.09	\$13.27
Stock Clerks and Order Fillers	65	\$8.87	\$12.54
Maintenance Workers, Machinery	64	**	**
Personal Care Aides	63	\$9.43	\$11.26
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	62	**	**
First-Line Supervisors of Office and Administrative Support Workers	61	\$14.74	\$21.85
Licensed Practical and Licensed Vocational Nurses	57	\$16.84	\$19.69
Driver/Sales Workers	55	**	**
Merchandise Displayers and Window Trimmers	53	**	**
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	50	**	**
Nurse Practitioners	46	\$31.75	\$46.01
Maintenance and Repair Workers, General	41	\$10.02	\$16.66
Registered Nurses	41	\$20.87	\$26.46
Building Cleaning Workers, All Other	40	**	**
Cooks, All Other	38	**	**
Engineers, All Other	38	**	**
Maids and Housekeeping Cleaners	38	\$8.61	\$10.41

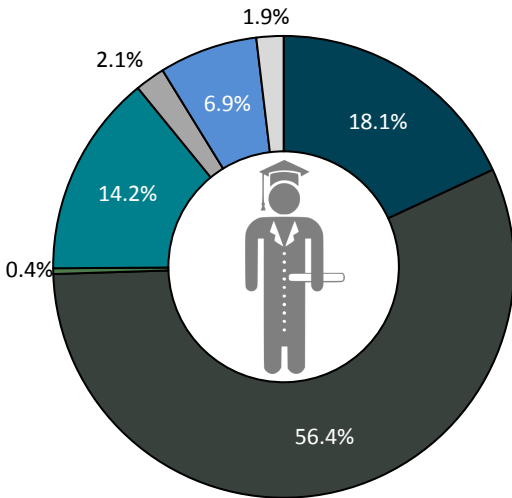
¹Iowa Workforce Development Job Bank
²Iowa Wage Report - Iowa Workforce Development
 **Insufficient data to report



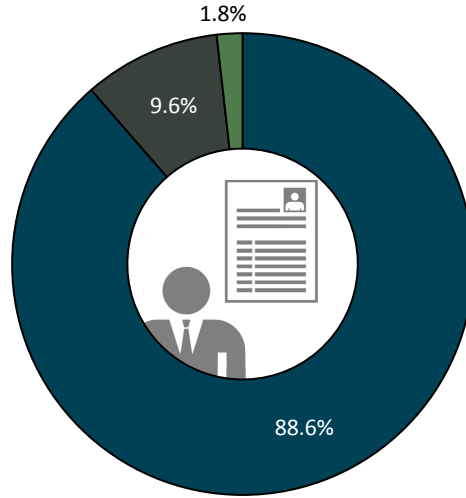
EDUCATION & EXPERIENCE REQUIREMENTS

Education and experience levels required and on-the-job training for the job orders (5,208 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.

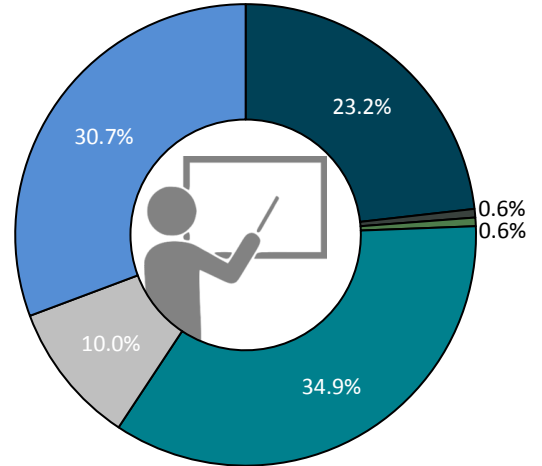
Education Requirements - Total Job Orders



Experience Requirements - Total Job Orders



On-The-Job Training - Total Job Orders



- No Formal Educational Credential - 18.1%
- High School Diploma or Equivalent - 56.4%
- Some College, No Degree - 0.4%
- Postsecondary Non-Degree Award - 14.2%
- Associate Degree - 2.1%
- Undergraduate Degree - 6.9%
- Postgraduate/Professional Degree - 1.9%

- No Experience Required - 88.6%
- Less than 5 Years - 9.6%
- 5 Years of More - 1.8%

- None - 23.2%
- Apprenticeship - 0.6%
- Internship/Residency - 0.6%
- Short-term on-the-job training - 34.9%
- Moderate-term on-the-job training - 10.0%
- Long-term on-the-job training - 30.7%



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.

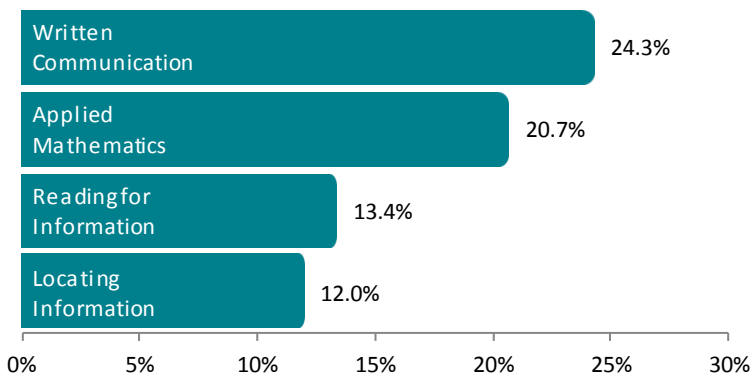
Perception of Applicants

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Applicants fulfill all necessary requirements for the job.	5.3%	20.9%	33.5%	31.6%	8.7%
Applicants possess the basic skills required for the job.	3.4%	8.6%	29.7%	42.5%	15.8%
Applicants possess the hard, or occupational, skills for the job.	7.9%	24.4%	36.2%	22.9%	8.6%
Applicants possess the soft, or interpersonal, skills for the job.	4.9%	19.1%	39.3%	28.5%	8.2%



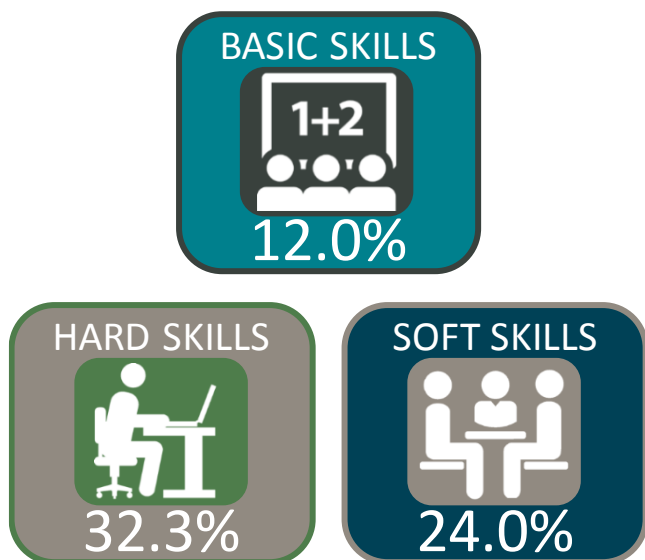
PERCEPTION OF APPLICANTS

Basic Skills Lacking in Applicants

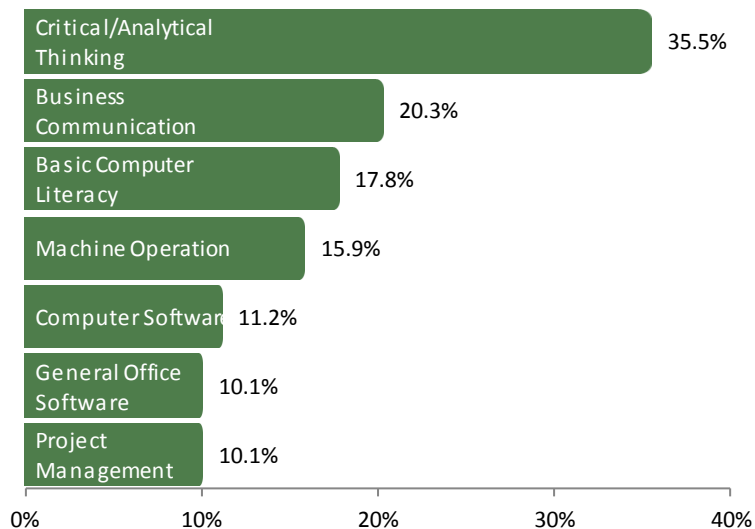


Basic skills are those skills developed during the elementary and middle part of an individual's education. These skills include literacy, numeracy (the ability to do arithmetic and reason with numbers), and the abilities to locate and read for information. The Skilled Iowa initiative, through the National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

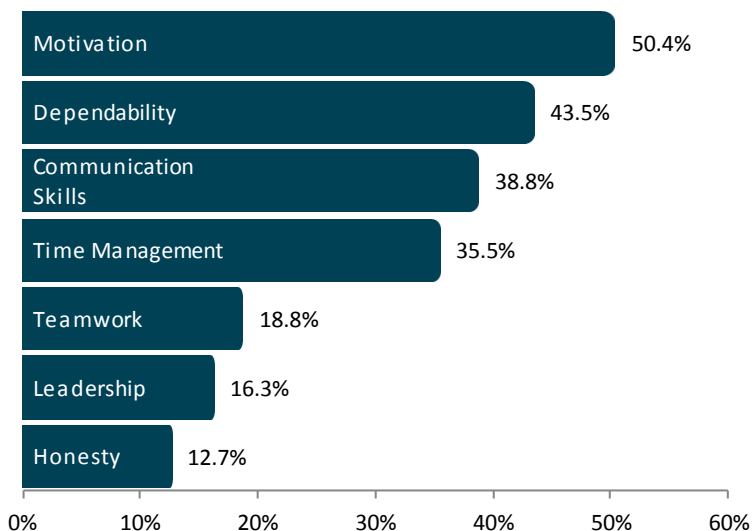


Occupational "Hard" Skills Lacking in Applicants



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 (86.9%) of employers indicated that they offer employee training.

Where Additional Training is Offered

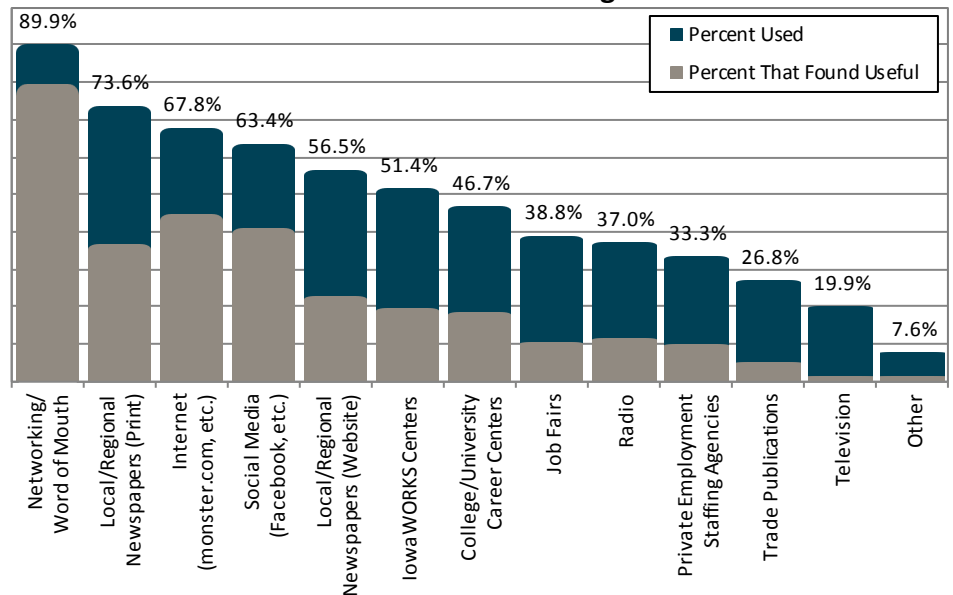
	Percent Offered
In-House Training	68.8%
Online Training	42.4%
Employee Self-Directed Training	27.5%
Commercial Training Provider	19.6%
College/University	7.6%
Other	7.6%
Trade School	3.6%



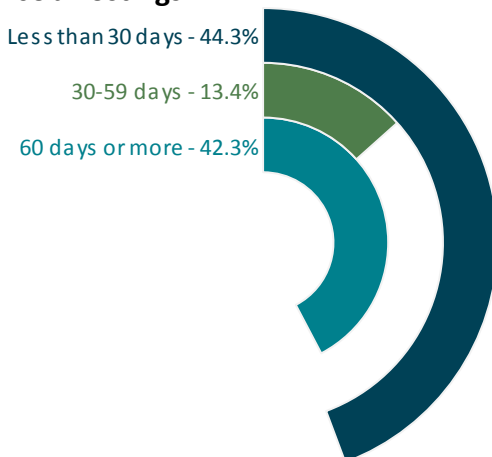
RECRUITMENT & ADVERTISING

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

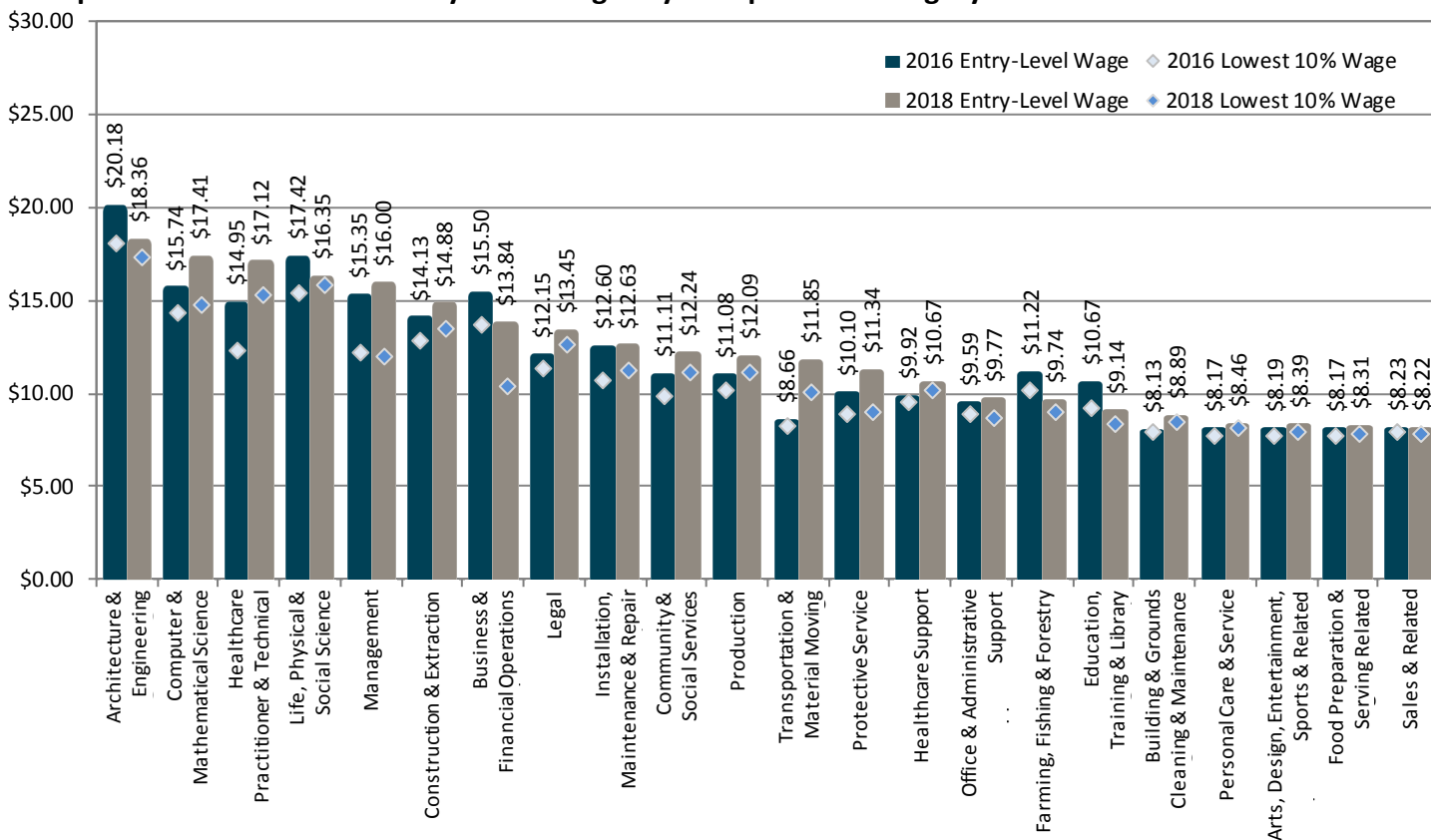
Difficulties Filling Vacant Positions

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Businesses have difficulty filling a position due to applicant failure to pass a background check.	40.8%	16.5%	30.2%	8.8%	3.7%
Businesses have difficulty filling a position due to applicant failure of controlled substance testing.	48.9%	14.4%	27.1%	5.9%	3.7%
Businesses have difficulty filling a position due to a general lack of applicants.	10.3%	11.8%	30.3%	26.9%	20.7%
Businesses have difficulty filling a position due to a lack of qualified applicants.	8.5%	6.6%	24.1%	33.9%	26.9%
Businesses have difficulty filling a position due to local competition.	24.8%	16.3%	37.4%	14.1%	7.4%
Businesses have difficulty filling a position due to applicant expectations of benefits package offered.	30.9%	19.5%	33.4%	10.3%	5.9%
Businesses have difficulty filling a position due to applicants willingness to accept wages offered.	18.5%	16.2%	36.6%	21.0%	7.7%
Businesses have difficulty filling a position due to the type of work involved.	19.5%	15.4%	33.4%	23.2%	8.5%
Businesses have difficulty filling a position due to the hours or shifts offered.	30.0%	14.8%	33.7%	16.3%	5.2%



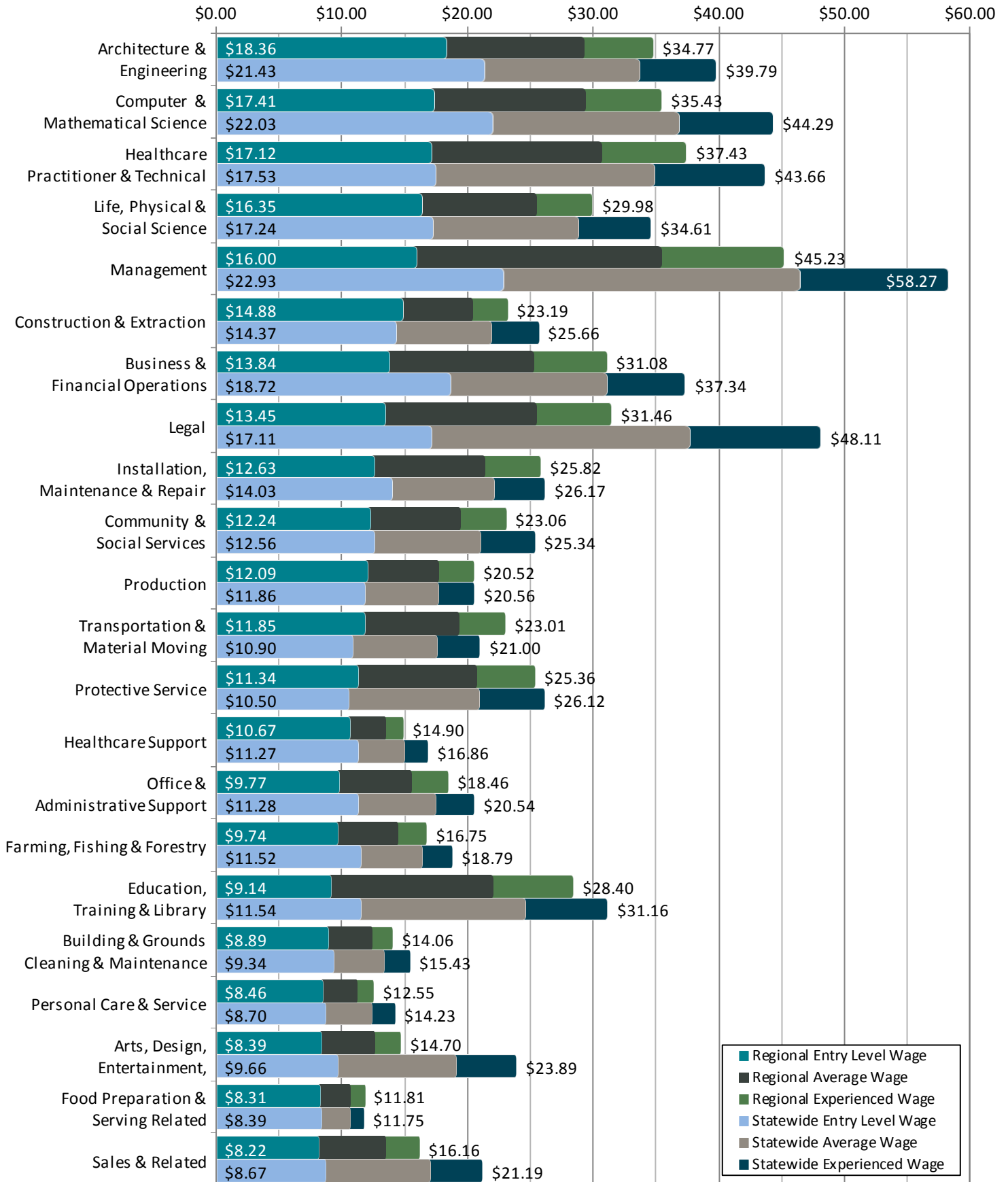
WAGES

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



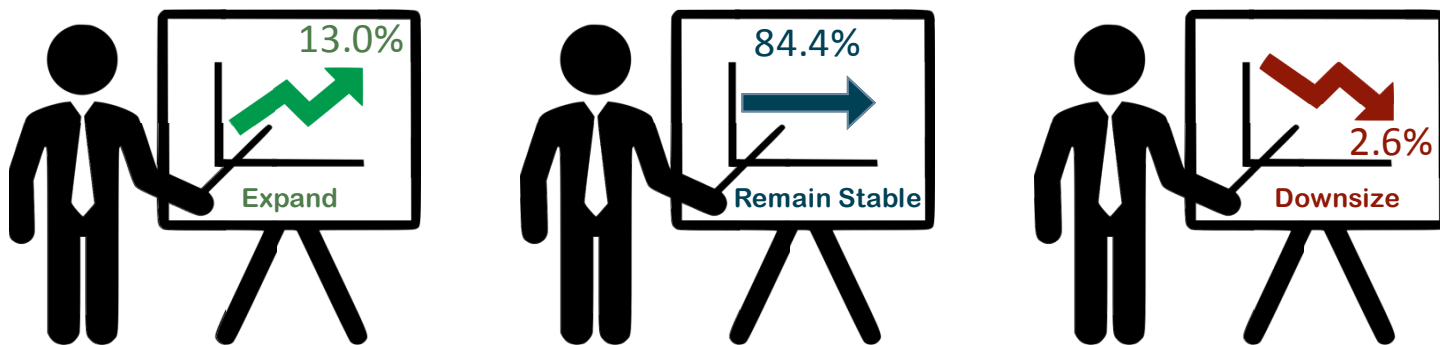


Comparison of 2018 Wage Levels by Occupational Category





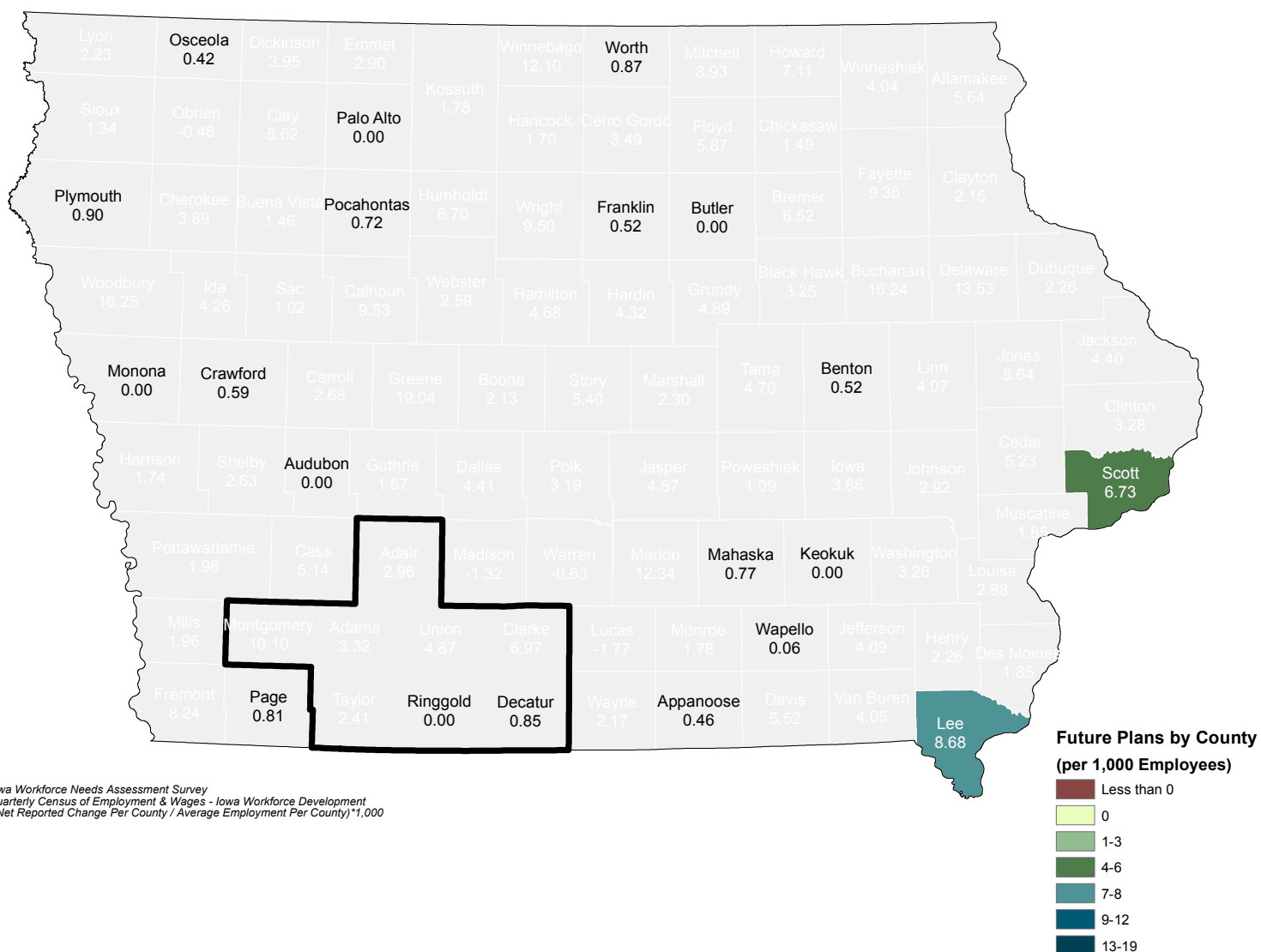
FUTURE PLANS



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)*

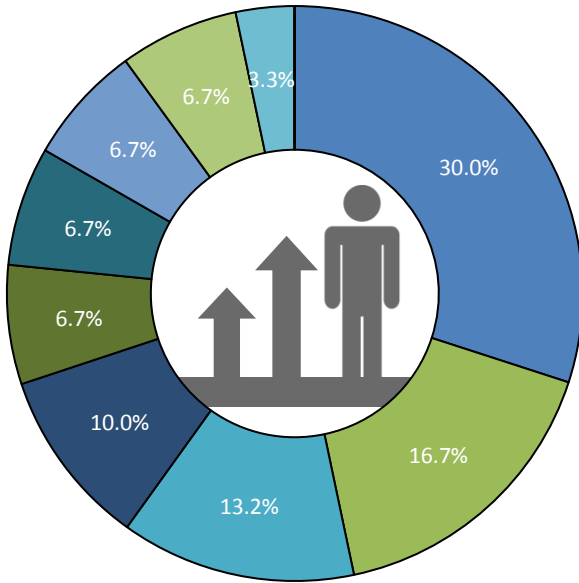


Iowa Workforce Needs Assessment Survey
 Quarterly Census of Employment & Wages - Iowa Workforce Development
 *(Net Reported Change Per County / Average Employment Per County)*1,000

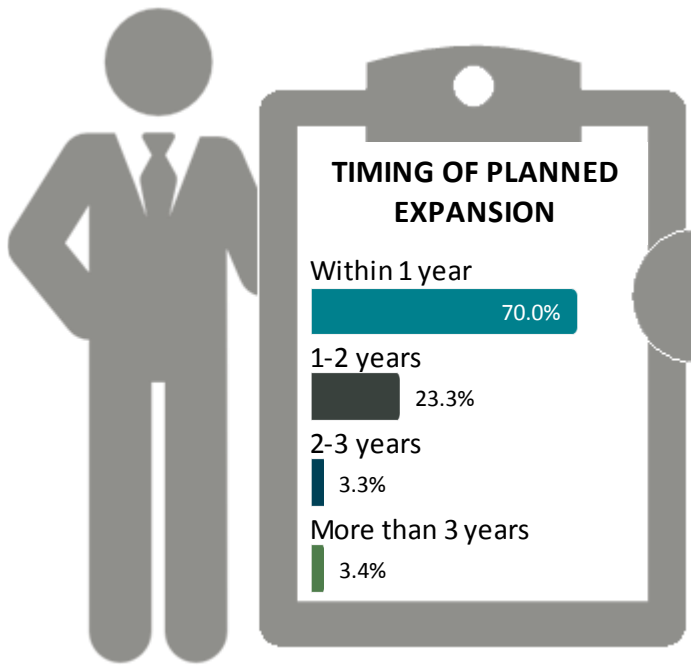
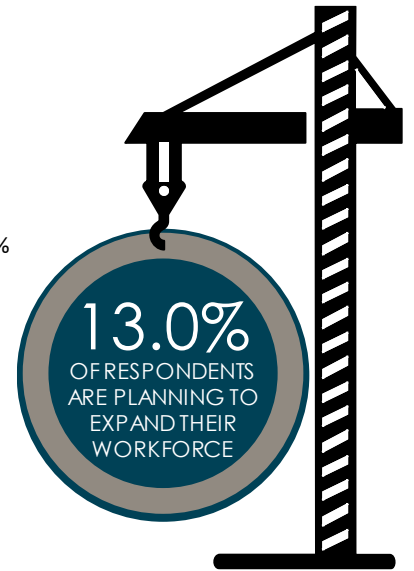


FUTURE PLANS - EXPANSION

Percent of Total Planned Expansion by Industry



- Health Care & Social Assistance - 30.0%
- Wholesale & Retail Trade - 16.7%
- Construction - 13.2%
- Accommodation & Food Services - 10.0%
- Administrative & Waste Services - 6.7%
- Agriculture, Forestry, Fishing & Mining - 6.7%
- Personal Services - 6.7%
- Professional & Technical Services - 6.7%
- Manufacturing - 3.3%
- Arts, Entertainment & Recreation - 0.0%
- Educational Services - 0.0%
- Finance, Insurance & Real Estate - 0.0%
- Information - 0.0%
- Management - 0.0%
- Public Administration - 0.0%
- Transportation & Warehousing - 0.0%
- Utilities - 0.0%



Percent within Each Industry with Planned Payroll Expansion

Industry	Percent of Each Industry
Administrative & Waste Services	100.0%
Health Care & Social Assistance	30.0%
Accommodation & Food Services	23.1%
Construction	21.1%
Agriculture, Forestry, Fishing & Mining	18.2%
Personal Services	18.2%
Professional & Technical Services	15.4%
Wholesale & Retail Trade	13.5%
Manufacturing	7.1%
Arts, Entertainment & Recreation	0.0%
Educational Services	0.0%
Finance, Insurance & Real Estate	0.0%
Information	0.0%
Management	0.0%
Public Administration	0.0%
Transportation & Warehousing	0.0%
Utilities	0.0%

TOP INDUSTRIAL EXPANSION



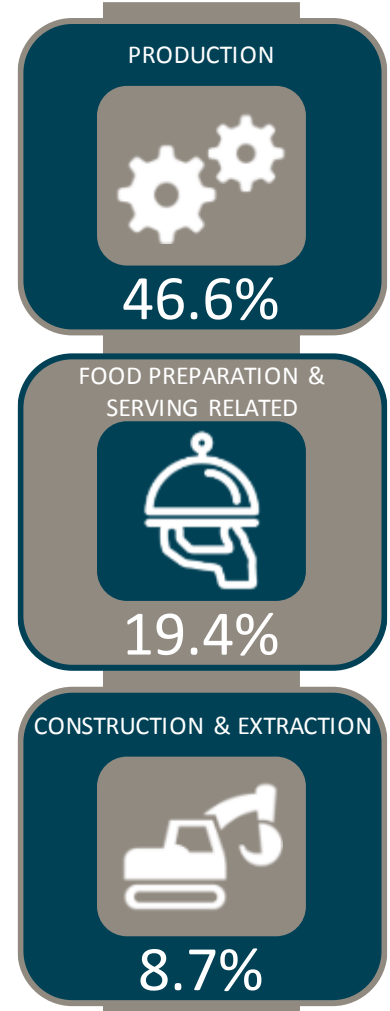


FUTURE PLANS - EXPANSION

Percent of Planned Expansion by Occupational Category

Occupational Category	Percent of Planned Expansion
Production	46.6%
Food Preparation & Serving Related	19.4%
Construction & Extraction	8.7%
Education, Training & Library	7.8%
Office & Administrative Support	3.9%
Personal Care & Service	3.9%
Farming, Fishing & Forestry	1.9%
Healthcare Support	1.9%
Management	1.9%
Business & Financial Operations	1.0%
Installation, Maintenance & Repair	1.0%
Sales & Related	1.0%
Transportation & Material Moving	1.0%
Architecture & Engineering	0.0%
Arts, Design, Entertainment, Sports & Media	0.0%
Building & Grounds Cleaning & Maintenance	0.0%
Community & Social Service	0.0%
Computer & Mathematical	0.0%
Healthcare Practitioners & Technical	0.0%
Legal	0.0%
Life, Physical & Social Science	0.0%
Protective Service	0.0%
Unknown	0.4%

TOP OCCUPATIONAL EXPANSION



Constraints Preventing Payroll Expansion Ranked by Relative Importance

Impediments to Expansion
Cost of additional labor (wages and benefits)
Lack of available skilled workforce
Expense related to benefits
No desire to expand
Competition within existing markets
Limited access to capital
Uncertainty in current market demands
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



0.9%

OF RESPONDENTS
ARE PLANNING TO
REDUCE THEIR
WORKFORCE



Percent of Total Planned Reduction by Industry

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

TO REPORT

Percent within Each Industry with Planned Payroll Reduction

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

INSUFFICIENT

Planned Payroll Reduction by Occupational Category

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

DATA





FUTURE PLANS - REDUCTION

Reasons for Workforce Reduction Ranked by Relative Importance

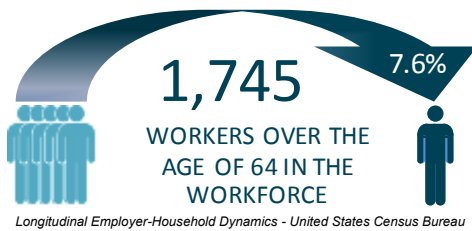
Reasons for Reduction
Business sale or closure
Changes in tax or regulatory laws
Closing an existing location
Exit from existing markets or business division closing
Expenses related to benefits
Outsourcing of specific business operations
Reduced profits from current operations
Reduced share of market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

Timing of Planned Reduction

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

INSUFFICIENT DATA TO REPORT

RETIREMENTS

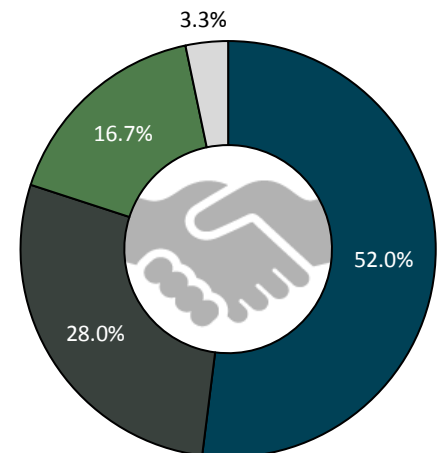


Workers Over the Age of 64 in the Workplace by Industry

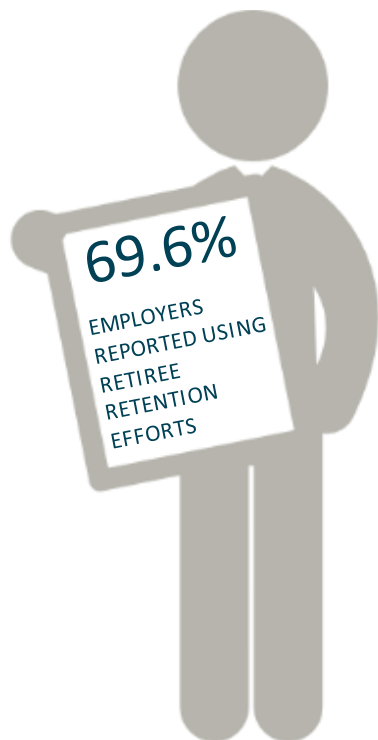
Industry	Percent of Total ⁴	Percent of Each Industry ⁴
Wholesale & Retail Trade	17.4%	8.2%
Health Care & Social Assistance	15.1%	7.2%
Educational Services	10.4%	10.7%
Manufacturing	9.1%	3.4%
Public Administration	7.6%	10.0%
Transportation & Warehousing	6.4%	12.7%
Accommodation & Food Services	6.1%	6.4%
Agriculture, Forestry, Fishing & Mining	4.4%	7.9%
Personal Services	4.1%	13.3%
Finance, Insurance & Real Estate	3.7%	9.8%
Professional & Technical Services	2.6%	14.7%
Construction	2.5%	5.0%
Arts, Entertainment & Recreation	1.5%	11.7%
Administrative & Waste Services	1.3%	3.7%
Information	0.9%	4.2%
Utilities	0.9%	7.7%
Management	0.0%	0.0%

⁴Longitudinal Employer-Household Dynamics - United States Census Bureau

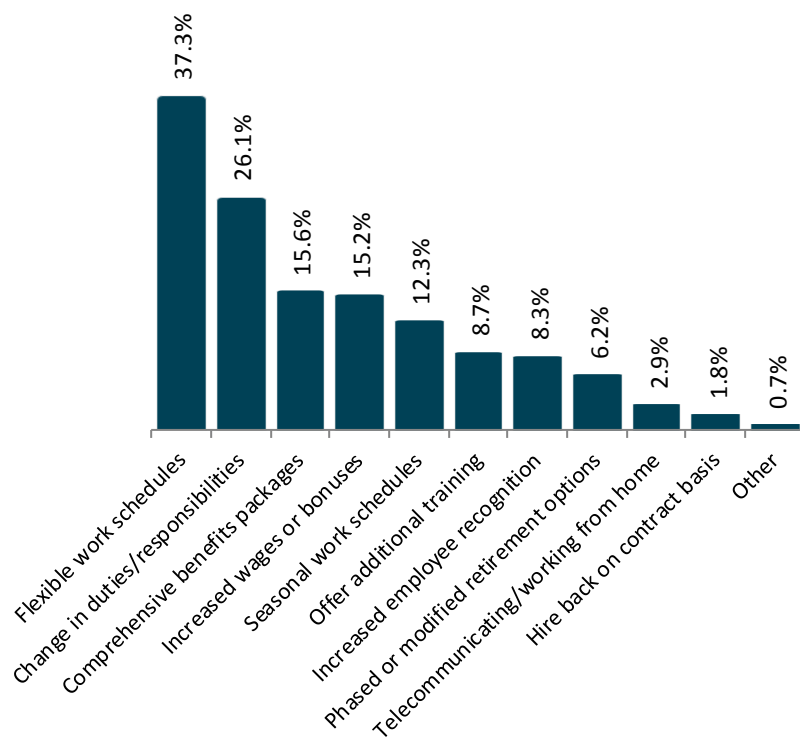
How Companies Plan to Replace Those Who Retire

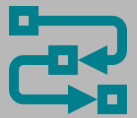


- Both hire new workers and promote from within - 52.0%
- Hire new workers - 28.0%
- Not currently planning to fill these positions - 16.7%
- Promote from within the company - 3.3%



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.

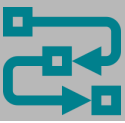
While there are many postings for jobs outside of Iowa within the IowaJobs bank, those are removed from the data for the purposes of this report. This is accomplished by filtering out all postings with a non-Iowa ZIP code. For those postings that did not have a valid ZIP code, the city and state fields 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	616	420	90	\$15.15
First-Line Supervisors of Retail Sales Workers	41-1011	255	150	35	\$10.14
Cashiers	41-2011	136	1,190	235	\$8.21
Production Workers, All Other	51-9199	130	**	15	\$12.84
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	128	360	85	\$8.37
Healthcare Practitioners and Technical Workers, All Other	29-9099	124	**	**	**
Retail Salespersons	41-2031	110	290	65	\$8.26
Nursing Assistants	31-1014	100	670	65	\$10.56
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37-2011	98	210	55	\$8.54
First-Line Supervisors of Food Preparation and Serving Workers	35-1012	96	120	15	\$8.57
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	91	260	65	\$12.08
First-Line Supervisors of Production and Operating Workers	51-1011	84	200	25	\$15.88
Food Service Managers	11-9051	70	20	**	\$10.83
Customer Service Representatives	43-4051	66	270	30	\$8.09
Stock Clerks and Order Fillers	43-5081	65	170	35	\$8.87
Maintenance Workers, Machinery	49-9043	64	**	**	**
Personal Care Aides	39-9021	63	410	40	\$9.43
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	35-3022	62	**	25	**
First-Line Supervisors of Office and Administrative Support Workers	43-1011	61	120	15	\$14.74
Licensed Practical and Licensed Vocational Nurses	29-2061	57	260	15	\$16.84
Driver/Sales Workers	53-3031	55	**	10	**
Merchandise Displayers and Window Trimmers	27-1026	53	**	**	**
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	17-2111	50	**	**	**
Nurse Practitioners	29-1171	46	30	**	\$31.75
Maintenance and Repair Workers, General	49-9071	41	320	40	\$10.02
Registered Nurses	29-1141	41	540	35	\$20.87
Building Cleaning Workers, All Other	37-2019	40	**	**	**
Cooks, All Other	35-2019	38	**	**	**
Engineers, All Other	17-2199	38	**	**	**
Maids and Housekeeping Cleaners	37-2012	38	210	40	\$8.61
Light Truck or Delivery Services Drivers	53-3033	37	110	20	\$9.45
Construction Laborers	47-2061	35	110	25	\$12.47
General and Operations Managers	11-1021	34	320	25	\$15.05
Industrial Engineers	17-2112	34	40	**	\$16.96
Chefs and Head Cooks	35-1011	31	**	**	**
Accountants and Auditors	13-2011	30	90	15	\$16.09
Office and Administrative Support Workers, All Other	43-9199	30	**	10	**
Industrial Engineering Technicians	17-3026	29	**	**	**
Farmworkers, Farm, Ranch, and Aquacultural Animals	45-2093	28	**	35	\$8.08
Helpers—Production Workers	51-9198	28	130	25	\$14.22
Security Guards	33-9032	27	**	**	**
Telecommunications Equipment Installers and Repairers, Except Line Installers	49-2022	27	80	**	\$15.25
Electrical and Electronic Engineering Technicians	17-3023	26	**	**	\$24.63
Welders, Cutters, Solderers, and Brazers	51-4121	26	290	20	\$14.56

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
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	45-2092	25	100	15	\$9.84
Food Processing Workers, All Other	51-3099	25	**	50	**
Transportation Attendants, Except Flight Attendants	53-6061	25	**	**	**
Carpenters	47-2031	24	140	15	\$14.99
Childcare Workers	39-9011	24	**	35	\$8.47
Home Health Aides	31-1011	24	**	35	\$10.93
Office Clerks, General	43-9061	24	510	55	\$9.72
Chief Executives	11-1011	22	20	**	\$10.46
Industrial Production Managers	11-3051	22	50	**	\$27.65
Nursing Aides, Orderlies, and Attendants	31-1012	22	**	**	**
First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011	21	80	10	\$21.54
Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	51-9051	21	**	**	**
Food Preparation Workers	35-2021	20	**	20	\$8.15
Tellers	43-3071	20	150	15	\$11.16
Waiters and Waitresses	35-3031	20	260	60	\$8.31
Agricultural and Food Science Technicians	19-4011	19	**	**	**
Cooks, Restaurant	35-2014	19	190	55	\$8.67
Social and Human Service Assistants	21-1093	19	90	20	\$10.99
Electricians	47-2111	18	160	10	\$13.74
Hotel, Motel, and Resort Desk Clerks	43-4081	18	**	10	**
Parts Salespersons	41-2022	18	60	10	\$8.39
Automotive Service Technicians and Mechanics	49-3023	17	40	10	\$17.63
Cooks, Institution and Cafeteria	35-2012	17	200	35	\$10.08
Industrial Truck and Tractor Operators	53-7051	16	250	15	\$16.54
Bus and Truck Mechanics and Diesel Engine Specialists	49-3031	15	150	10	\$12.59
Installation, Maintenance, and Repair Workers, All Other	49-9099	15	**	**	**
Operating Engineers and Other Construction Equipment Operators	47-2073	15	150	15	\$15.87
Receptionists and Information Clerks	43-4171	15	80	15	\$10.09
Agricultural Inspectors	45-2011	14	**	**	**
Bookkeeping, Accounting, and Auditing Clerks	43-3031	14	340	55	\$10.31
Industrial Machinery Mechanics	49-9041	14	140	15	\$21.56
Material Moving Workers, All Other	53-7199	14	**	**	**
Medical Secretaries	43-6013	14	90	10	\$11.30
Mental Health and Substance Abuse Social Workers	21-1023	14	**	**	**
Computer and Information Research Scientists	15-1111	13	**	**	**
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	53-1031	13	**	**	**
Pharmacy Technicians	29-2052	13	**	**	\$12.08
Dietitians and Nutritionists	29-1031	12	**	**	**
Radiologic Technologists	29-2034	12	**	**	**
Cooks, Fast Food	35-2011	11	**	10	**
Dishwashers	35-9021	11	**	**	\$8.43
Emergency Medical Technicians and Paramedics	29-2041	11	100	**	\$12.53
Food Cooking Machine Operators and Tenders	51-3093	11	**	15	**
Highway Maintenance Workers	47-4051	11	140	15	\$18.86
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	11	190	15	\$16.44
Managers, All Other	11-9199	11	30	25	\$19.22
Network and Computer Systems Administrators	15-1142	11	30	**	\$23.30
Taxi Drivers and Chauffeurs	53-3041	11	**	**	**
Bus Drivers, School or Special Client	53-3022	10	**	50	\$11.02
Coaches and Scouts	27-2022	10	**	10	\$17,482
Engineering Technicians, Except Drafters, All Other	17-3029	10	**	**	**
Farm Equipment Mechanics and Service Technicians	49-3041	10	**	10	**

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
Machinists	51-4041	10	**	10	\$15.22
Police and Sheriff's Patrol Officers	33-3051	10	90	**	\$19.81
Sales Representatives, Services, All Other	41-3099	10	**	**	**
Food Scientists and Technologists	19-1012	9	**	**	**
Life, Physical, and Social Science Technicians, All Other	19-4099	9	**	**	**
Logisticians	13-1081	9	10	**	\$26.43
Medical and Health Services Managers	11-9111	9	150	10	\$27.93
Pharmacists	29-1051	9	20	**	\$55.53
Respiratory Therapists	29-1126	9	50	**	\$21.48
Healthcare Social Workers	21-1022	8	20	**	\$17.17
Medical and Clinical Laboratory Technologists	29-2011	8	**	**	**
Paving, Surfacing, and Tamping Equipment Operators	47-2071	8	**	**	**
Recreational Therapists	29-1125	8	**	**	**
Teacher Assistants	25-9041	8	270	45	\$17,247
Agricultural Equipment Operators	45-2091	7	**	25	**
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	51-4012	7	**	**	**
Computer Systems Analysts	15-1121	7	50	**	\$21.76
Court Reporters	23-2091	7	**	**	**
Dining Room and Cafeteria Attendants and Bartender Helpers	35-9011	7	170	15	\$8.39
Financial Managers	11-3031	7	90	10	\$23.26
Financial Specialists, All Other	13-2099	7	**	**	**
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	51-3091	7	**	**	**
Medical and Clinical Laboratory Technicians	29-2012	7	**	**	**
Plant and System Operators, All Other	51-8099	7	**	**	**
Sawing Machine Setters, Operators, and Tenders, Wood	51-7041	7	**	**	**
Social and Community Service Managers	11-9151	7	60	10	\$17.31
Automotive Body and Related Repairers	49-3021	6	30	**	\$15.39
Bus Drivers, Transit and Intercity	53-3021	6	**	**	**
Electrical Power-Line Installers and Repairers	49-9051	6	110	10	\$26.49
First-Line Supervisors of Housekeeping and Janitorial Workers	37-1011	6	30	**	\$13.28
Gaming Supervisors	39-1011	6	**	**	**
Grounds Maintenance Workers, All Other	37-3019	6	**	**	**
Healthcare Support Workers, All Other	31-9099	6	**	10	**
Human Resources Assistants, Except Payroll and Timekeeping	43-4161	6	**	**	**
Marketing Managers	11-2021	6	**	**	**
Physical Therapist Assistants	31-2021	6	20	**	\$15.34
Rehabilitation Counselors	21-1015	6	10	**	\$10.81
Sales and Related Workers, All Other	41-9099	6	**	10	**
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	43-6014	6	410	50	\$10.18
Speech-Language Pathologists	29-1127	6	**	**	**
Surgical Technologists	29-2055	6	**	**	**
Team Assemblers	51-2092	6	**	50	**
Water and Wastewater Treatment Plant and System Operators	51-8031	6	80	**	\$16.11
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	51-7042	6	**	**	**
Adult Basic and Secondary Education and Literacy Teachers and Instructors	25-3011	5	**	**	**
Chemical Engineers	17-2041	5	**	**	**
Conservation Scientists	19-1031	5	20	**	\$17.28
Cooks, Short Order	35-2015	5	**	15	**
Fitness Trainers and Aerobics Instructors	39-9031	5	30	10	\$8.49
Food Servers, Nonrestaurant	35-3041	5	**	**	**
Health Technologists and Technicians, All Other	29-2099	5	30	**	\$17.86
Human Resources Specialists	13-1071	5	70	**	\$17.15

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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
Landscaping and Groundskeeping Workers	37-3011	5	**	25	\$10.26
Laundry and Dry-Cleaning Workers	51-6011	5	90	10	\$9.05
Loan Officers	13-2072	5	90	10	\$23.05
Meter Readers, Utilities	43-5041	5	**	**	\$14.19
Nurse Anesthetists	29-1151	5	**	**	**
Physical Therapists	29-1123	5	10	**	\$38.60
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	5	180	35	\$16.03
Aircraft Launch and Recovery Officers	55-1012	4	**	**	**
Bartenders	35-3011	4	190	10	\$8.23
Computer Support Specialists	15-1041	4	**	**	**
Computer User Support Specialists	15-1151	4	**	**	\$15.93
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011	4	**	**	**
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	4	**	**	**
Elementary School Teachers, Except Special Education	25-2021	4	**	30	**
Gaming Surveillance Officers and Gaming Investigators	33-9031	4	**	**	**
Mental Health Counselors	21-1014	4	**	**	**
Occupational Therapists	29-1122	4	**	**	\$32.83
Recreation Workers	39-9032	4	60	10	\$9.66
Refuse and Recyclable Material Collectors	53-7081	4	70	**	\$9.60
Residential Advisors	39-9041	4	**	**	**
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	4	**	**	**
Ambulance Drivers and Attendants, Except Emergency Medical Technicians	53-3011	3	**	**	**
Automotive and Watercraft Service Attendants	53-6031	3	**	**	**
Business Operations Specialists, All Other	13-1199	3	90	20	\$9.04
Civil Engineering Technicians	17-3022	3	**	**	**
Cleaners of Vehicles and Equipment	53-7061	3	50	10	\$8.33
Computer and Information Systems Managers	11-3021	3	10	**	\$35.11
Computer Hardware Engineers	17-2061	3	**	**	**
Computer Occupations, All Other	15-1199	3	**	**	\$16.53
Computer Programmers	15-1131	3	**	**	**
Demonstrators and Product Promoters	41-9011	3	**	**	**
Dental Assistants	31-9091	3	**	**	**
Electromechanical Equipment Assemblers	51-2023	3	**	**	**
Emergency Management Directors	11-9161	3	**	**	**
Executive Secretaries and Executive Administrative Assistants	43-6011	3	50	**	\$15.56
Farm and Home Management Advisors	25-9021	3	**	**	**
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	37-1012	3	**	**	**
First-Line Supervisors of Non-Retail Sales Workers	41-1012	3	**	**	**
First-Line Supervisors of Personal Service Workers	39-1021	3	20	**	\$11.30
Food Preparation and Serving Related Workers, All Other	35-9099	3	**	10	**
Helpers—Installation, Maintenance, and Repair Workers	49-9098	3	**	**	**
Human Resources Managers	11-3121	3	20	**	\$26.86
Medical Records and Health Information Technicians	29-2071	3	30	**	\$13.60
Metal-Refining Furnace Operators and Tenders	51-4051	3	**	**	**
Occupational Health and Safety Technicians	29-9012	3	**	**	**
Occupational Therapy Assistants	31-2011	3	**	**	**
Pesticide Handlers, Sprayers, and Applicators, Vegetation	37-3012	3	**	**	\$12.36
Production, Planning, and Expediting Clerks	43-5061	3	50	**	\$15.10
Sales Managers	11-2022	3	10	**	\$27.73
Tax Preparers	13-2082	3	**	**	**
Training and Development Specialists	13-1151	3	**	**	**
Administrative Services Managers	11-3011	2	20	**	\$20.69

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Aerospace Engineering and Operations Technicians	17-3021	2	**	**	**
Aerospace Engineers	17-2011	2	**	**	**
Animal Breeders	45-2021	2	**	**	**
Assemblers and Fabricators, All Other	51-2099	2	**	**	**
Athletic Trainers	29-9091	2	**	**	**
Budget Analysts	13-2031	2	**	**	**
Buyers and Purchasing Agents, Farm Products	13-1021	2	**	**	**
Chemical Plant and System Operators	51-8091	2	**	**	**
Child, Family, and School Social Workers	21-1021	2	80	**	\$14.45
Computer Software Engineers, Applications	15-1031	2	**	**	**
Construction Managers	11-9021	2	**	**	\$24.18
Database Administrators	15-1141	2	**	**	**
Education Administrators, Postsecondary	11-9033	2	**	**	**
Education Administrators, Preschool and Childcare Center/Program	11-9031	2	**	**	\$13.33
Educational, Guidance, School, and Vocational Counselors	21-1012	2	30	**	\$13.01
Electrical and Electronics Repairers, Commercial and Industrial Equipment	49-2094	2	**	**	**
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	49-2095	2	**	**	**
Environmental Engineers	17-2081	2	**	**	**
Environmental Scientists and Specialists, Including Health	19-2041	2	**	**	**
First-Line Supervisors of Construction Trades and Extraction Workers	47-1011	2	50	10	\$19.78
Gaming Change Persons and Booth Cashiers	41-2012	2	**	**	**
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	33-9092	2	30	15	\$8.39
Management Analysts	13-1111	2	**	**	**
Mechanical Engineering Technicians	17-3027	2	**	**	**
Media and Communication Workers, All Other	27-3099	2	**	**	**
Natural Sciences Managers	11-9121	2	**	**	**
Occupational Health and Safety Specialists	29-9011	2	**	**	**
Pest Control Workers	37-2021	2	**	**	**
Preschool Teachers, Except Special Education	25-2011	2	**	10	\$8.24
Probation Officers and Correctional Treatment Specialists	21-1092	2	**	**	**
Producers and Directors	27-2012	2	**	**	**
Property, Real Estate, and Community Association Managers	11-9141	2	**	**	**
Railroad Conductors and Yardmasters	53-4031	2	**	**	**
Rail-Track Laying and Maintenance Equipment Operators	47-4061	2	**	**	**
Securities, Commodities, and Financial Services Sales Agents	41-3031	2	**	**	**
Therapists, All Other	29-1129	2	**	**	**
Anthropologists and Archeologists	19-3091	1	**	**	**
Appraisers and Assessors of Real Estate	13-2021	1	20	**	\$8.20
Architects, Except Landscape and Naval	17-1011	1	**	**	**
Armored Assault Vehicle Crew Members	55-3013	1	**	**	**
Bakers	51-3011	1	**	**	**
Bill and Account Collectors	43-3011	1	**	**	**
Billing and Posting Clerks	43-3021	1	60	10	\$13.15
Business Teachers, Postsecondary	25-1011	1	**	**	**
Butchers and Meat Cutters	51-3021	1	**	15	**
Chemical Technicians	19-4031	1	**	**	**
Chemistry Teachers, Postsecondary	25-1052	1	**	**	**
Civil Engineers	17-2051	1	10	**	\$26.59
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	51-9192	1	**	**	**
Clinical, Counseling, and School Psychologists	19-3031	1	**	**	**
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51-9121	1	**	**	**
Community Health Workers	21-1094	1	20	**	\$15.27

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Computer Network Support Specialists	15-1152	1	40	**	\$17.27
Cost Estimators	13-1051	1	**	**	\$17.69
Counselors, All Other	21-1019	1	**	**	**
Data Entry Keyers	43-9021	1	**	**	**
Dentists, General	29-1021	1	**	**	**
Diagnostic Medical Sonographers	29-2032	1	**	**	**
Dispatchers, Except Police, Fire, and Ambulance	43-5032	1	30	**	\$12.34
Economists	19-3011	1	**	**	**
Electrical Engineers	17-2071	1	**	**	**
Electro-Mechanical Technicians	17-3024	1	**	**	**
Eligibility Interviewers, Government Programs	43-4061	1	20	**	\$18.93
Engine and Other Machine Assemblers	51-2031	1	**	10	**
Environmental Science and Protection Technicians, Including Health	19-4091	1	**	**	**
Excavating and Loading Machine and Dragline Operators	53-7032	1	**	**	**
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	51-9041	1	**	10	**
Farmers, Ranchers, and Other Agricultural Managers	11-9013	1	**	205	**
Financial Clerks, All Other	43-3099	1	**	**	**
First-Line Supervisors of Protective Service Workers, All Other	33-1099	1	**	**	**
Fishers and Related Fishing Workers	45-3011	1	**	**	**
Food Batchmakers	51-3092	1	**	10	**
Gaming Dealers	39-3011	1	**	10	**
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	49-9021	1	**	**	**
Instructional Coordinators	25-9031	1	**	**	**
Internists, General	29-1063	1	**	**	**
Interviewers, Except Eligibility and Loan	43-4111	1	40	**	\$12.77
Layout Workers, Metal and Plastic	51-4192	1	**	**	**
Library Technicians	25-4031	1	**	10	\$8.47
Loan Interviewers and Clerks	43-4131	1	40	**	\$10.26
Lodging Managers	11-9081	1	**	**	**
Mechanical Engineers	17-2141	1	**	**	**
Medical Assistants	31-9092	1	**	10	\$12.69
Medical Equipment Preparers	31-9093	1	**	**	**
Packers and Packagers, Hand	53-7064	1	**	55	**
Painters, Construction and Maintenance	47-2141	1	**	**	**
Paralegals and Legal Assistants	23-2011	1	**	**	**
Patternmakers, Metal and Plastic	51-4062	1	**	**	**
Payroll and Timekeeping Clerks	43-3051	1	10	**	\$18.24
Pharmacy Aides	31-9095	1	**	**	**
Physicians and Surgeons, All Other	29-1069	1	**	**	\$35.65
Plumbers, Pipefitters, and Steamfitters	47-2152	1	**	10	**
Postal Service Mail Carriers	43-5052	1	130	**	\$16.92
Printing Press Operators	51-5112	1	**	**	**
Psychology Teachers, Postsecondary	25-1066	1	**	**	**
Public Relations Specialists	27-3031	1	20	**	\$13.74
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	1	**	**	**
Reporters and Correspondents	27-3022	1	**	**	**
Special Education Teachers, Preschool	25-2051	1	**	**	**
Statisticians	15-2041	1	**	**	**
Substance Abuse and Behavioral Disorder Counselors	21-1011	1	**	**	**
Tank Car, Truck, and Ship Loaders	53-7121	1	**	**	**
Teachers and Instructors, All Other	25-3099	1	**	**	**
Tire Repairers and Changers	49-3093	1	**	**	**

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Transportation, Storage, and Distribution Managers	11-3071	1	**	**	**

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