

WORKFORCE NEEDS ASSESSMENT IOWA WORKFORCE DEVELOPMENT REGION 15 RELEASED 2019

APPANOOSE, DAVIS, JEFFERSON, KEOKUK, LUCAS,
MAHASKA, MONROE, VAN BUREN AND WAPELLO COUNTIES



Counties within Iowa Workforce Development Region 15 included within this analysis:

- Appanoose
- Davis
- Jefferson
- Keokuk
- Lucas
- Mahaska
- Monroe
- Van Buren
- Wapello

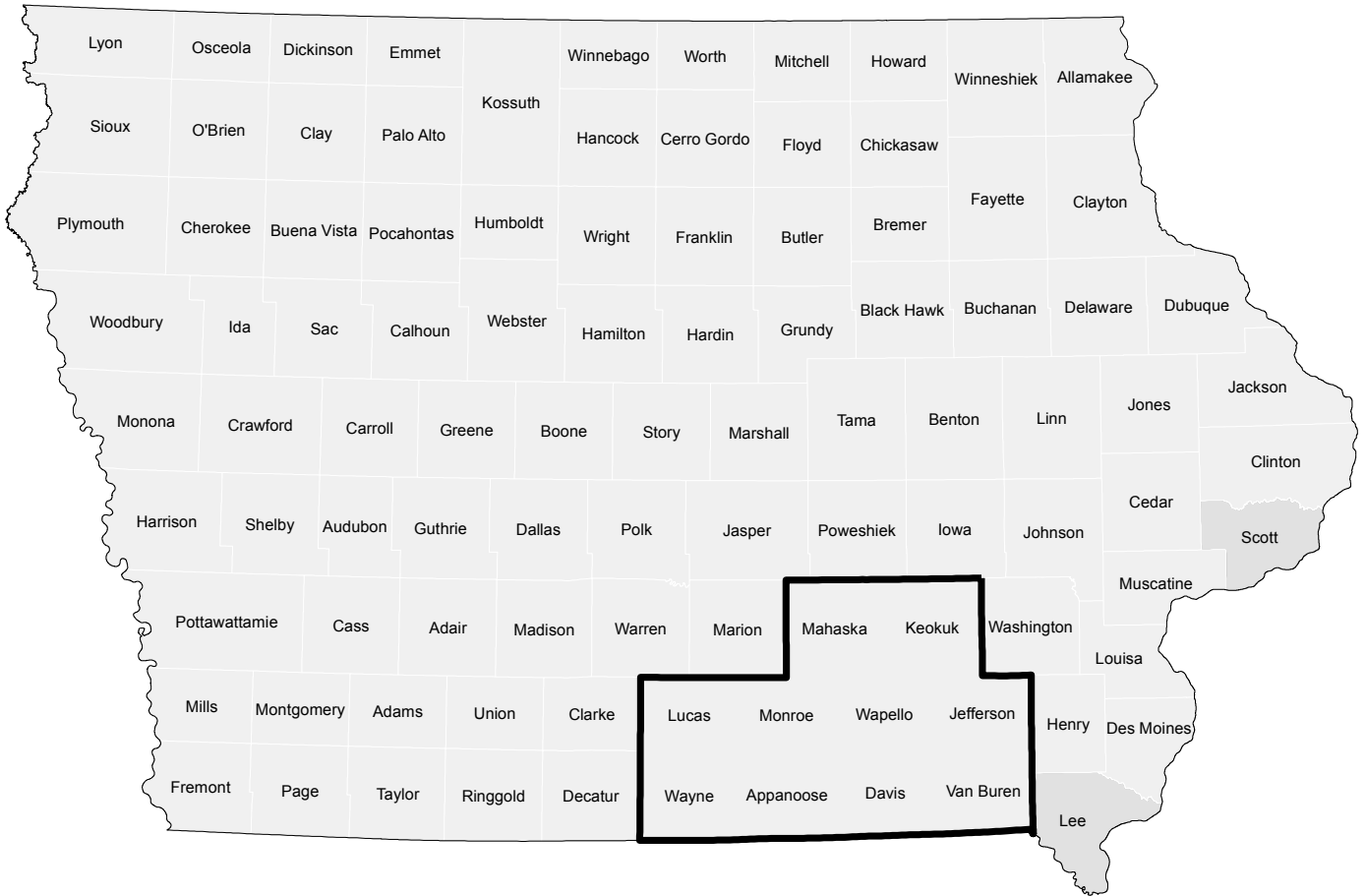


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Note: Sections marked as "Insufficient Data to Report" did not receive enough survey responses to allow for reporting.

2018 IOWA WORKFORCE NEEDS ASSESSMENT SURVEY



INTRODUCTION

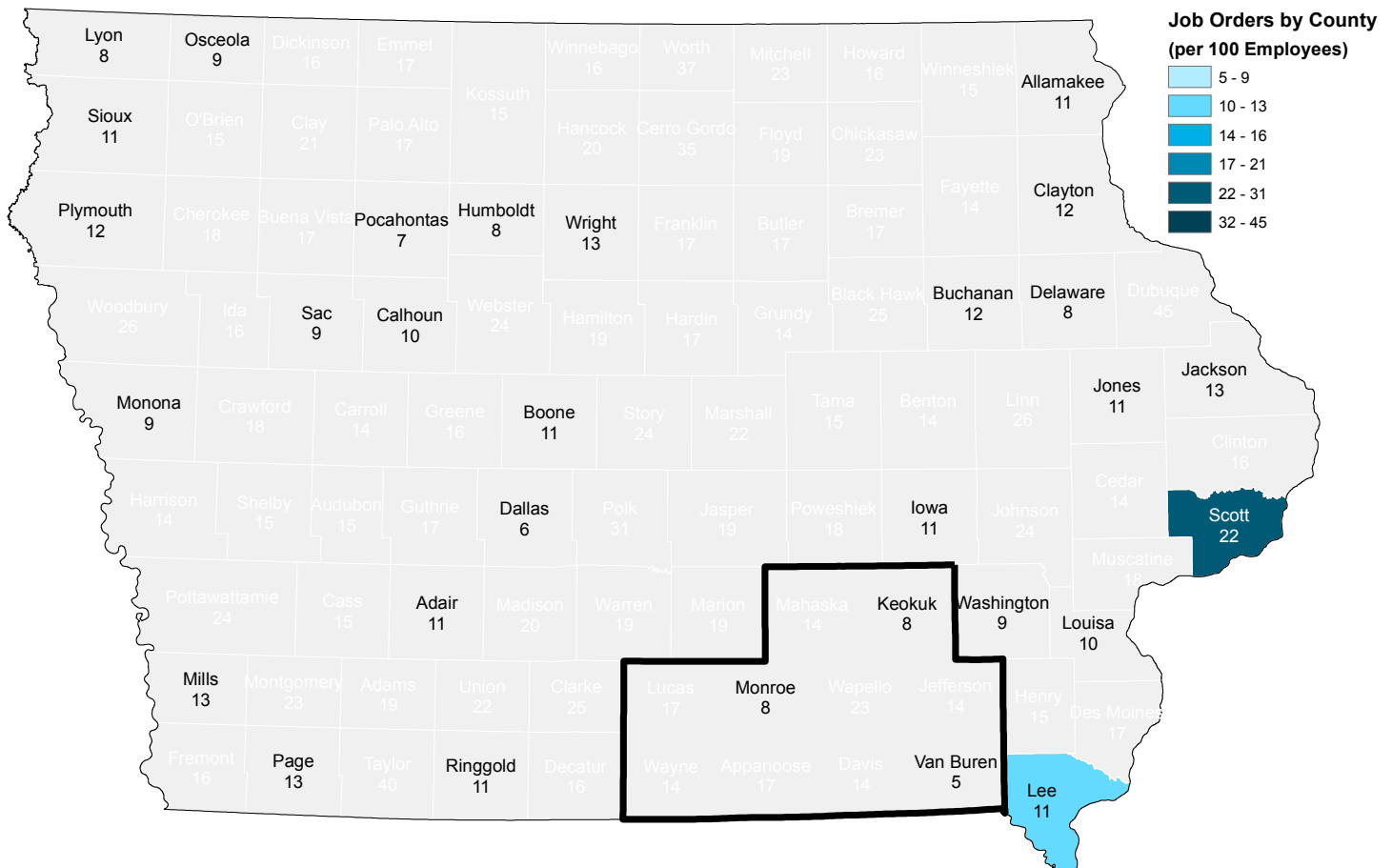
Iowa Workforce Development (IWD) conducted the sixth Workforce Needs Assessment. In addition to vacancy and retirement data, the survey also addressed the demand for workers and skills required in the workforce. Data regarding benefits offered by employers was also collected and is delineated in the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

Beginning in July 2018, 1,253 employers operating 1,540 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 513 responses, yielding a 40.9 percent response rate.



VACANCY ESTIMATES

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



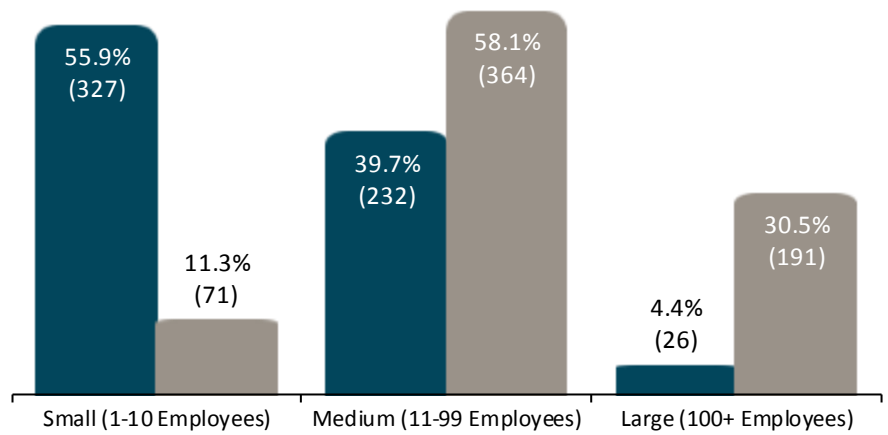
Iowa Workforce Development Job Bank
 Quarterly Census of Employment & Wages - Iowa Workforce Development
 *(Total Reported Job Orders Per County / Average Employment Per County)*100



VACANCY ESTIMATES

Reported Job Vacancies by Workplace Size

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



36.5%

Of Respondents
Reported Current
Job Vacancies

We're
HIRING

Total Number of Job Orders by Occupational Category

	Total Job Orders ¹	Percent of Total Job Orders ¹	Entry Wage ²	Average Wage ²	Projected Annual Openings ³
Sales & Related	1,059	14.2%	\$8.22	\$13.97	995
Transportation & Material Moving	1,024	13.7%	\$11.45	\$16.75	685
Healthcare Practitioner & Technical	880	11.8%	\$16.64	\$34.54	180
Office & Administrative Support	780	10.4%	\$10.22	\$16.67	940
Production	588	7.9%	\$10.81	\$16.29	905
Food Preparation & Serving Related	534	7.1%	\$8.33	\$9.76	760
Management	359	4.8%	\$21.29	\$39.81	610
Installation, Maintenance & Repair	327	4.4%	\$13.74	\$21.81	275
Building & Grounds Cleaning & Maintenance	321	4.3%	\$9.08	\$12.94	345
Business & Financial Operations	306	4.1%	\$15.46	\$26.20	195
Architecture & Engineering	239	3.2%	\$18.77	\$30.23	45
Construction & Extraction	188	2.5%	\$13.75	\$20.07	285
Healthcare Support	161	2.2%	\$11.48	\$17.62	195
Arts, Design, Entertainment, Sports & Related	123	1.6%	\$9.11	\$16.18	120
Community & Social Services	108	1.4%	\$12.12	\$20.98	140
Computer & Mathematical Science	107	1.4%	\$17.15	\$29.94	60
Farming, Fishing & Forestry	94	1.3%	\$11.67	\$16.92	215
Life, Physical & Social Science	86	1.1%	\$17.11	\$25.44	35
Protective Service	77	1.0%	\$11.32	\$18.53	65
Education, Training & Library	57	0.8%	\$11.12	\$20.41	365
Personal Care & Service	52	0.7%	\$8.53	\$10.82	370
Legal	13	0.2%	\$13.94	\$25.38	10

¹Iowa Workforce Development Job Bank

²Iowa Wage Report - Iowa Workforce Development

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



VACANCY ESTIMATES

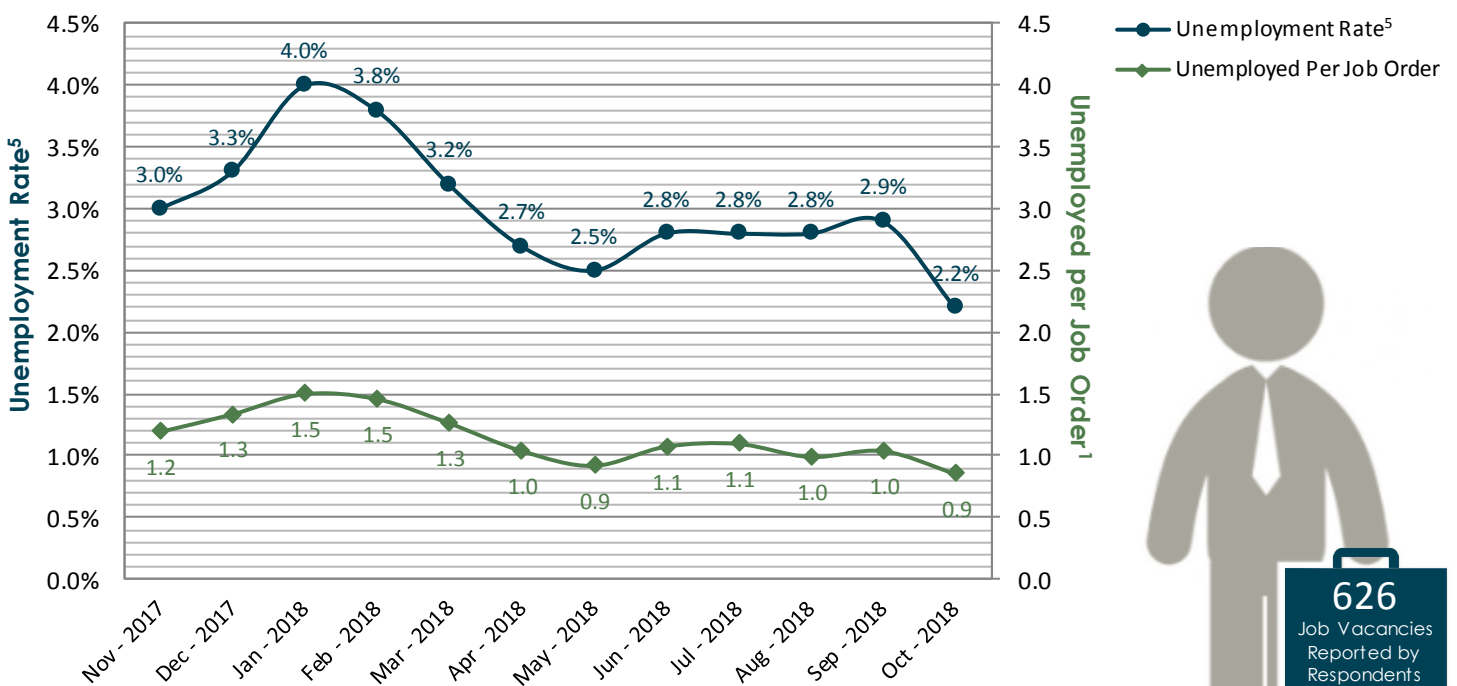
Vacancy Rate by Industry

	Employment ⁴	Estimated Vacancies	*Vacancy Rate	New Hire Wage ⁴	Projected Annual Openings ³
Transportation & Warehousing	2,615	141	5.4%	\$14.53	49
Accommodation & Food Services	3,126	162	5.2%	\$4.72	21
Administrative & Waste Services	1,542	73	4.7%	\$10.71	21
Manufacturing	9,721	397	4.1%	\$20.37	1
Construction	2,016	70	3.5%	\$20.48	17
Personal Services	1,187	34	2.9%	\$7.96	11
Management	195	5	2.6%	\$10.58	4
Health Care & Social Assistance	6,700	169	2.5%	\$13.42	87
Professional & Technical Services	933	17	1.8%	\$14.48	6
Wholesale & Retail Trade	7,424	93	1.3%	\$8.52	33
Educational Services	4,479	30	0.7%	\$7.93	43
Information	519	3	0.6%	\$6.97	-4
Public Administration	2,235	10	0.4%	\$10.35	7
Agriculture, Forestry, Fishing & Mining	469	0	0.0%	\$14.83	5
Arts, Entertainment & Recreation	333	0	0.0%	\$4.87	3
Finance, Insurance & Real Estate	2,122	0	0.0%	\$13.27	34
Utilities	390	0	0.0%	**	0

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

*Vacancy Rate calculations can be found in the Methodology

Number of Unemployed Persons per Job Order



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

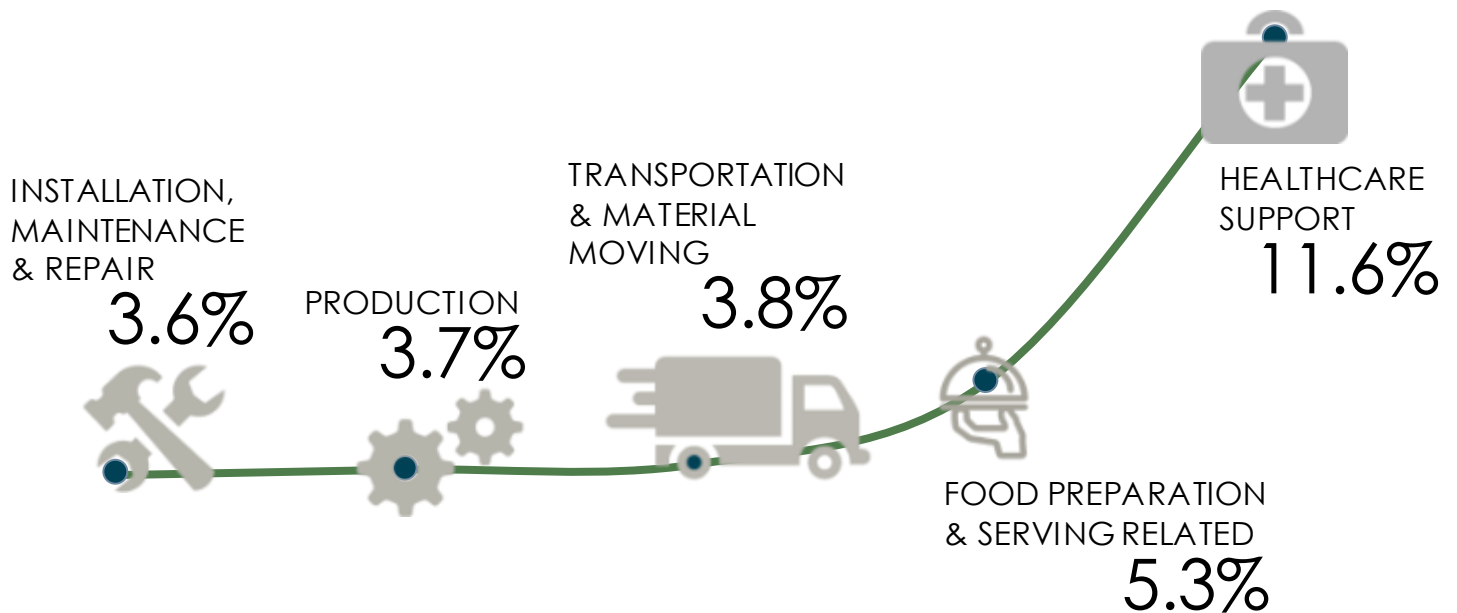


VACANCY ESTIMATES

Vacancy Rate by Occupational Category

	Employment ²	Estimated Vacancies	*Vacancy Rate	Entry Wage ²	Projected Annual Openings ³
Healthcare Support	660	77	11.6%	\$11.48	195
Food Preparation & Serving Related	3,310	174	5.3%	\$8.33	760
Transportation & Material Moving	3,730	142	3.8%	\$11.45	685
Production	8,680	321	3.7%	\$10.81	905
Installation, Maintenance & Repair	2,360	85	3.6%	\$13.74	275
Construction & Extraction	1,340	45	3.3%	\$13.75	285
Healthcare Practitioner & Technical	2,270	68	3.0%	\$16.64	180
Architecture & Engineering	490	14	2.9%	\$18.77	45
Arts, Design, Entertainment, Sports & Related	710	20	2.8%	\$9.11	120
Building & Grounds Cleaning & Maintenance	1,780	49	2.7%	\$9.08	345
Computer & Mathematical Science	530	11	2.1%	\$17.15	60
Sales & Related	5,370	73	1.4%	\$8.22	995
Protective Service	650	8	1.3%	\$11.32	65
Farming, Fishing & Forestry	410	5	1.2%	\$11.67	215
Personal Care & Service	1,380	17	1.2%	\$8.53	370
Business & Financial Operations	1,480	16	1.1%	\$15.46	195
Management	2,120	13	0.6%	\$21.29	610
Office & Administrative Support	6,790	43	0.6%	\$10.22	940
Community & Social Services	800	4	0.5%	\$12.12	140
Education, Training & Library	4,070	10	0.2%	\$11.12	365
Legal	180	0	0.0%	\$13.94	10
Life, Physical & Social Science	380	0	0.0%	\$17.11	35

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



TOP VACANCY RATES



VACANCY ESTIMATES

HIGH DEMAND OCCUPATIONS



Top Reported Total Job Orders

	Total Job Orders ¹	Entry Wage ²	Average Wage ²
Heavy and Tractor-Trailer Truck Drivers	579	\$13.91	\$18.06
First-Line Supervisors of Retail Sales Workers	493	\$10.77	\$17.07
Stock Clerks and Order Fillers	300	\$9.08	\$15.46
Cashiers	181	\$8.23	\$9.03
Healthcare Practitioners and Technical Workers, All Other	180	**	**
First-Line Supervisors of Production and Operating Workers	169	\$17.91	\$26.04
Retail Salespersons	165	\$8.20	\$11.60
Business Operations Specialists, All Other	161	\$13.63	\$22.33
Customer Service Representatives	149	\$10.82	\$16.19
Building Cleaning Workers, All Other	137	\$11.02	\$12.89
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	134	\$8.27	\$9.29
Production Workers, All Other	134	\$10.92	\$17.42
Food Service Managers	110	\$16.03	\$21.04
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	105	\$9.38	\$12.66
Registered Nurses	104	\$20.63	\$27.47
First-Line Supervisors of Food Preparation and Serving Workers	95	\$9.85	\$12.90
Driver/Sales Workers	91	\$10.09	\$16.85
Industrial Engineers	87	\$27.60	\$36.17
Helpers--Production Workers	82	\$10.40	\$14.24
Transportation Attendants, Except Flight Attendants	82	**	**
Laborers and Freight, Stock, and Material Movers, Hand	80	\$11.05	\$14.83
Therapists, All Other	77	**	**
Combined Food Preparation and Serving Workers, Including Fast Food	75	\$8.26	\$9.14
Pharmacy Technicians	70	\$12.17	\$15.57
Light Truck or Delivery Services Drivers	68	\$8.30	\$12.78
Security Guards	64	\$9.98	\$12.57
Social and Human Service Assistants	61	\$10.42	\$18.48
First-Line Supervisors of Office and Administrative Support Workers	59	\$16.12	\$24.90
First-Line Supervisors of Mechanics, Installers, and Repairers	58	\$22.06	\$42.37
Nursing Aides, Orderlies, and Attendants	57	**	**

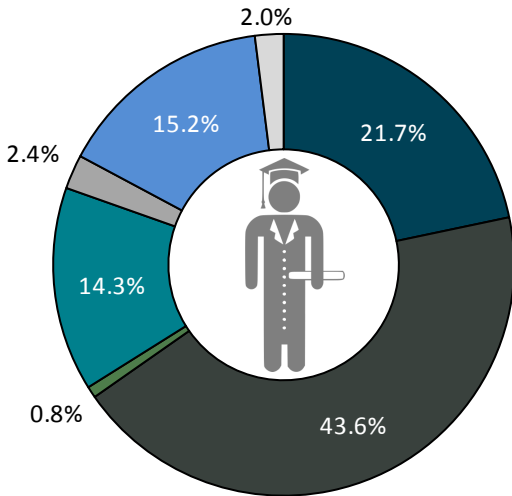
¹Iowa Workforce Development Job Bank
²Iowa Wage Report - Iowa Workforce Development
 **Insufficient data to report



EDUCATION & EXPERIENCE REQUIREMENTS

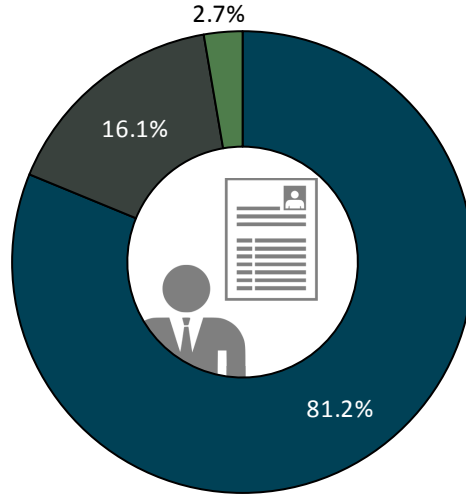
Education and experience levels required and on-the-job training for the job orders (8,167 total) within the Iowa Workforce Development job bank are shown below. These requirements are based on the typical levels needed to enter an occupation according to data reported by the Bureau of Labor Statistics and does not reflect expected levels indicated by survey respondents.

Education Requirements - Total Job Orders



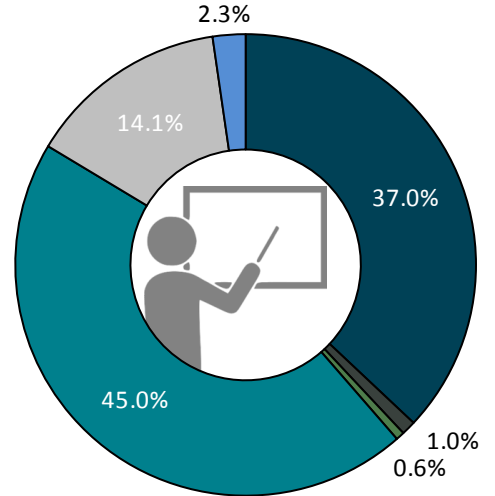
- No Formal Educational Credential - 21.7%
- High School Diploma or Equivalent - 43.6%
- Some College, No Degree - 0.8%
- Postsecondary Non-Degree Award - 14.3%
- Associate Degree - 2.4%
- Undergraduate Degree - 15.2%
- Postgraduate/Professional Degree - 2.0%

Experience Requirements - Total Job Orders



- No Experience Required - 81.2%
- Less than 5 Years - 16.1%
- 5 Years of More - 2.7%

On-The-Job Training - Total Job Orders



- None - 37.0%
- Apprenticeship - 1.0%
- Internship/Residency - 0.6%
- Short-term on-the-job training - 45.0%
- Moderate-term on-the-job training - 14.1%
- Long-term on-the-job training - 2.3%



PERCEPTION OF APPLICANTS

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

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

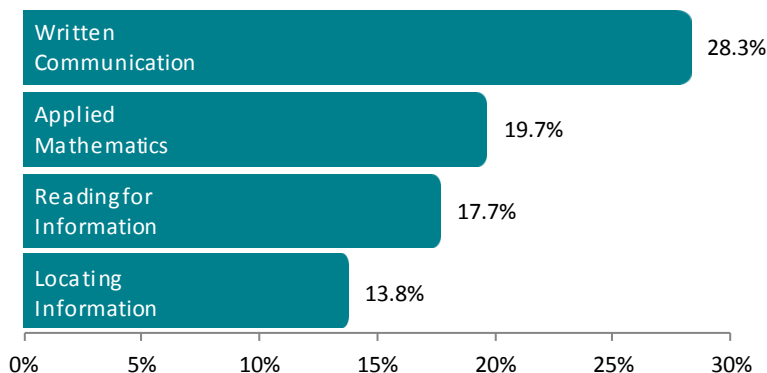
Perception of Applicants

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Applicants fulfill all necessary requirements for the job.	7.9%	18.4%	35.0%	29.4%	9.3%
Applicants possess the basic skills required for the job.	4.2%	11.7%	33.2%	34.9%	16.0%
Applicants possess the hard, or occupational, skills for the job.	10.1%	25.1%	32.1%	23.8%	8.9%
Applicants possess the soft, or interpersonal, skills for the job.	6.1%	19.0%	38.9%	27.3%	8.7%



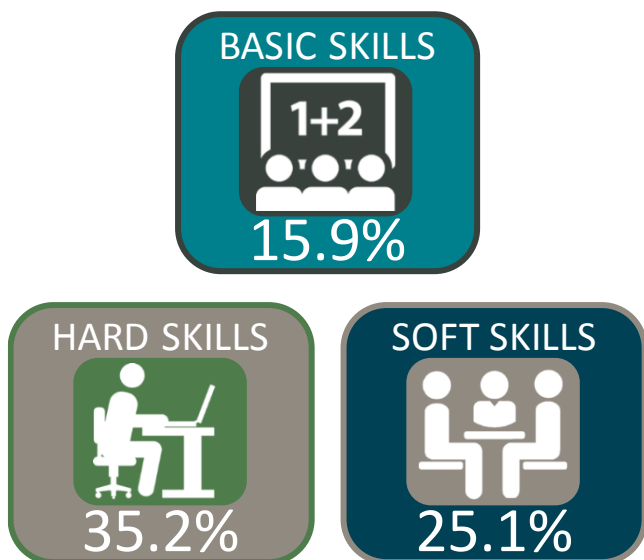
PERCEPTION OF APPLICANTS

Basic Skills Lacking in Applicants

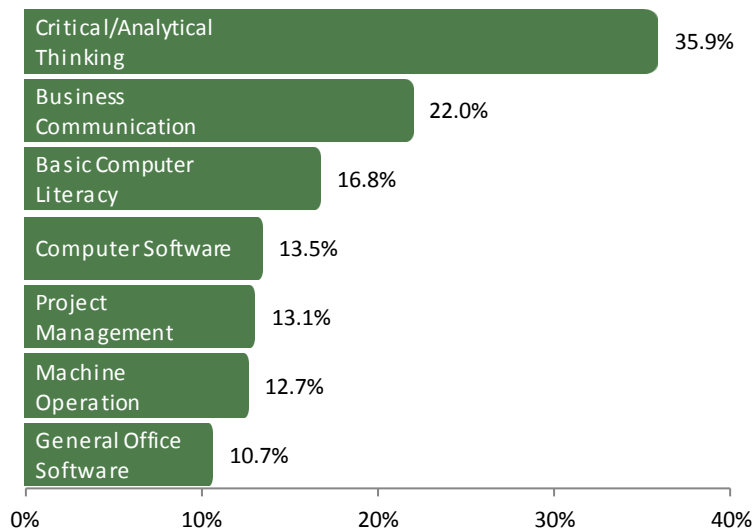


Basic skills are those skills developed during the elementary and middle part of an individual's education. These skills include literacy, numeracy (the ability to do arithmetic and reason with numbers), and the abilities to locate and read for information. The Skilled Iowa initiative, through the National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



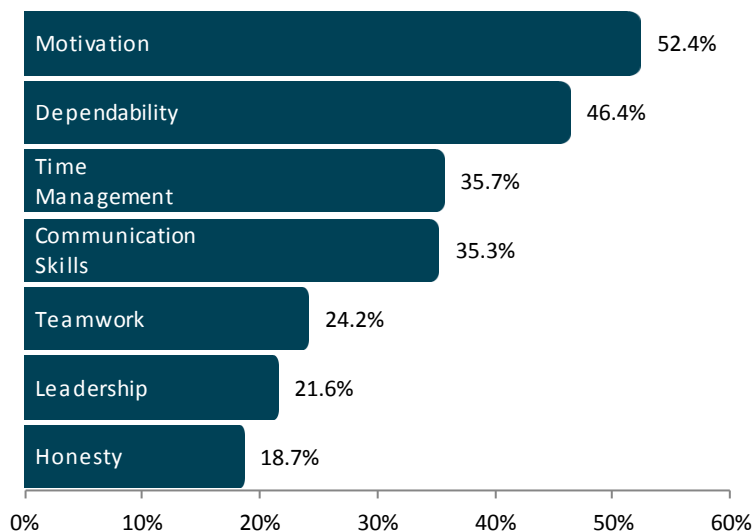
Occupational "Hard" Skills Lacking in Applicants



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 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.

Interpersonal "Soft" Skills Lacking in Applicants



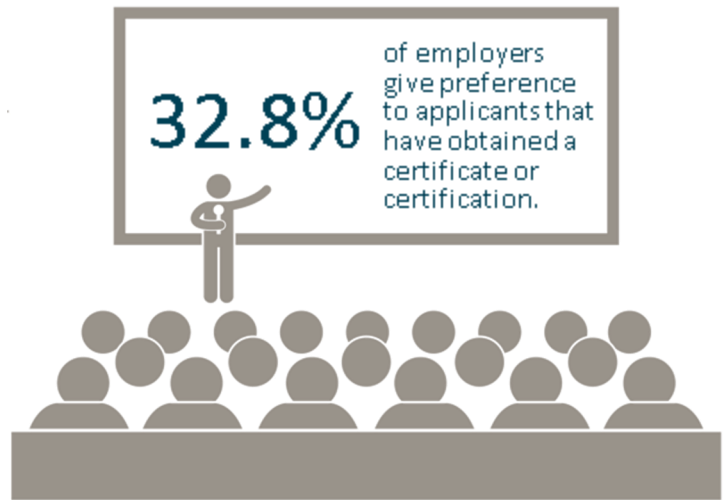


TRAINING & CERTIFICATES

In the event that current or newly hired employees are lacking the basic, occupational or soft skills necessary to fill current job vacancies, employers were asked where they send employees to upgrade these skills. Over four-fifths (81.0%) of employers indicated that they offer employee training.

Where Additional Training is Offered

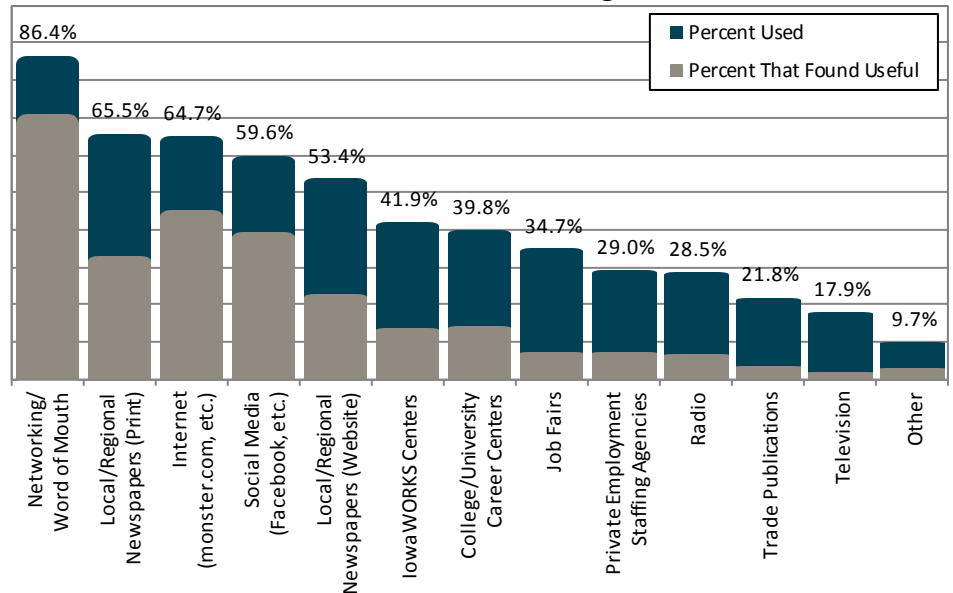
	Percent Offered
In-House Training	66.9%
Online Training	36.1%
Employee Self-Directed Training	24.4%
Commercial Training Provider	17.3%
College/University	8.4%
Other	6.2%
Trade School	4.3%



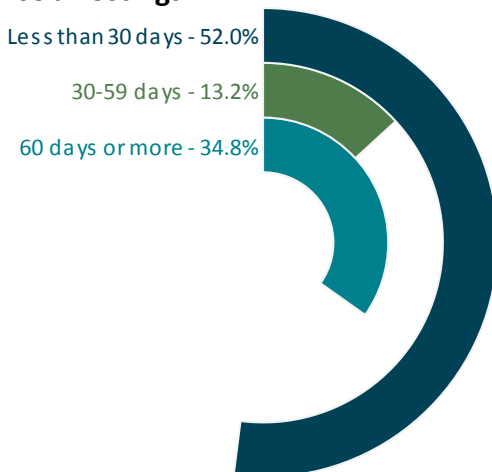
RECRUITMENT & ADVERTISING

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

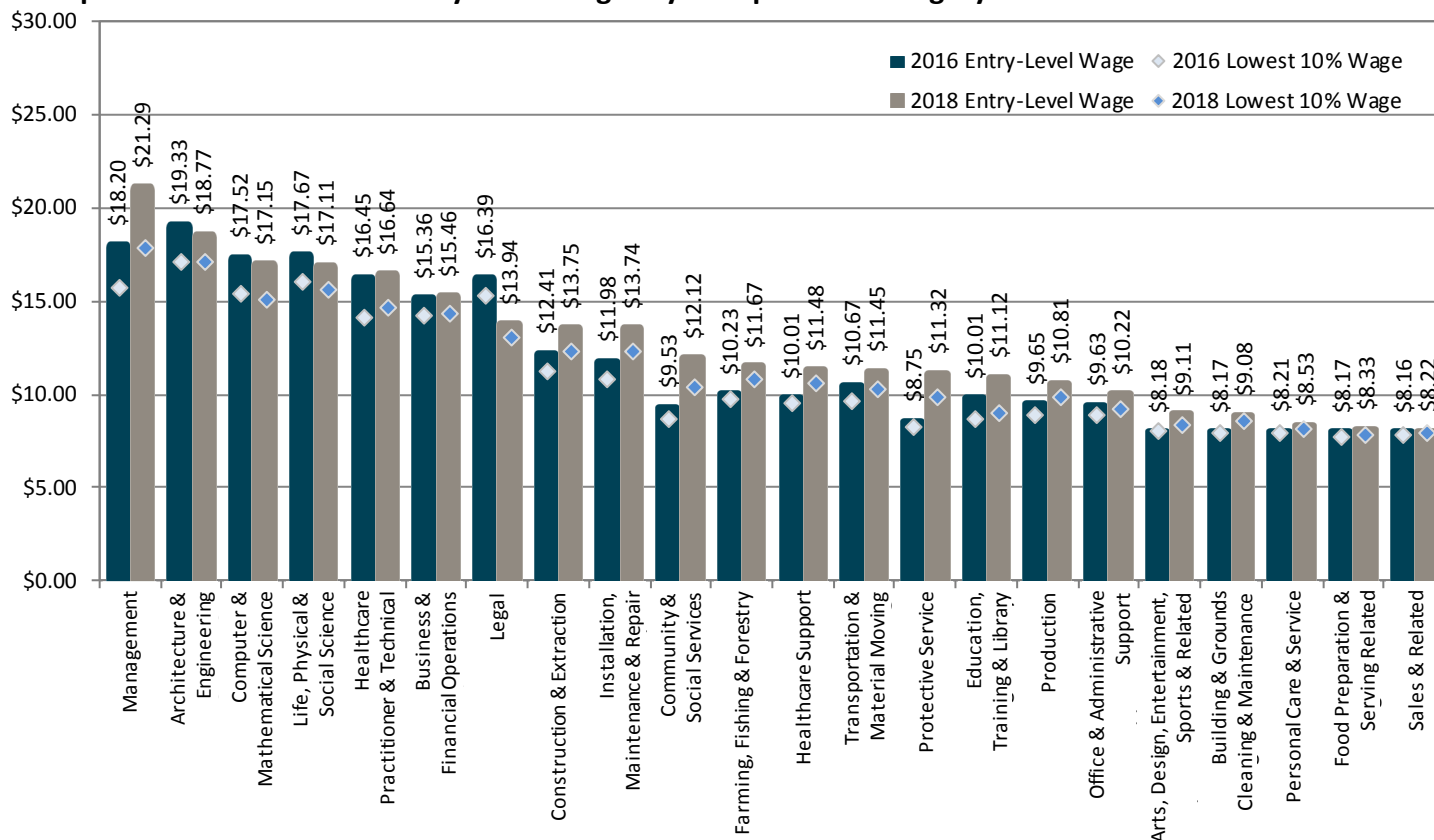
Difficulties Filling Vacant Positions

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Businesses have difficulty filling a position due to applicant failure to pass a background check.	30.7%	18.3%	34.0%	12.0%	5.0%
Businesses have difficulty filling a position due to applicant failure of controlled substance testing.	40.4%	16.7%	31.7%	7.4%	3.8%
Businesses have difficulty filling a position due to a general lack of applicants.	12.1%	11.3%	25.2%	25.6%	25.8%
Businesses have difficulty filling a position due to a lack of qualified applicants.	8.7%	9.5%	24.0%	29.0%	28.8%
Businesses have difficulty filling a position due to local competition.	22.1%	16.5%	38.7%	13.3%	9.4%
Businesses have difficulty filling a position due to applicant expectations of benefits package offered.	23.5%	24.9%	30.3%	13.7%	7.6%
Businesses have difficulty filling a position due to applicants willingness to accept wages offered.	17.4%	20.0%	32.8%	21.8%	8.0%
Businesses have difficulty filling a position due to the type of work involved.	21.4%	16.6%	29.8%	21.2%	11.0%
Businesses have difficulty filling a position due to the hours or shifts offered.	31.6%	17.2%	28.0%	15.4%	7.8%



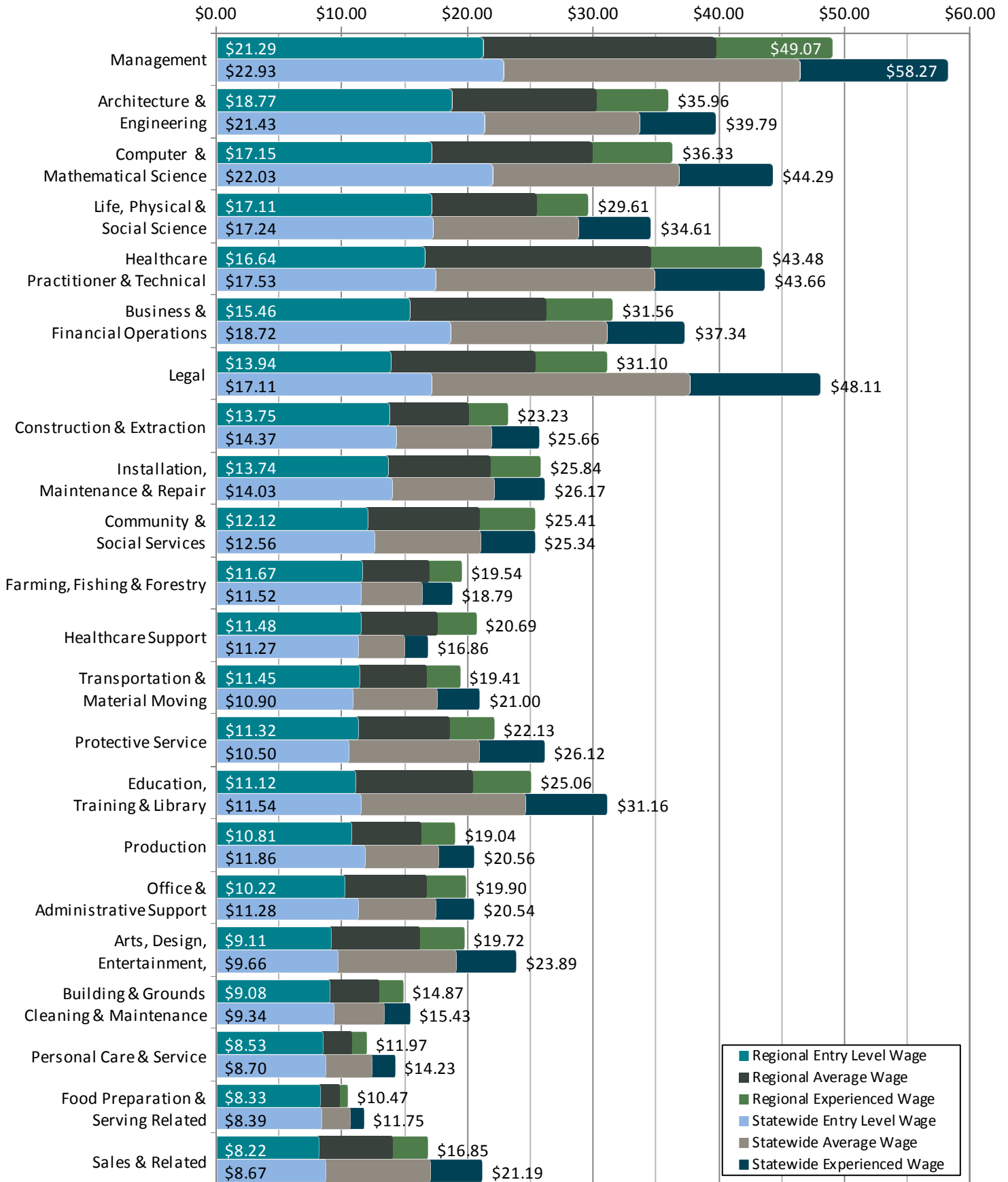
WAGES

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

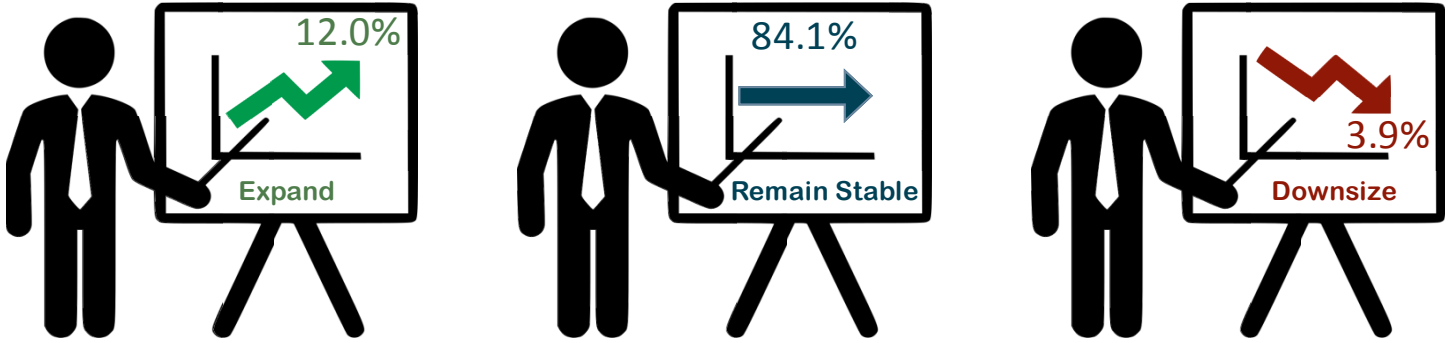




Comparison of 2018 Wage Levels by Occupational Category



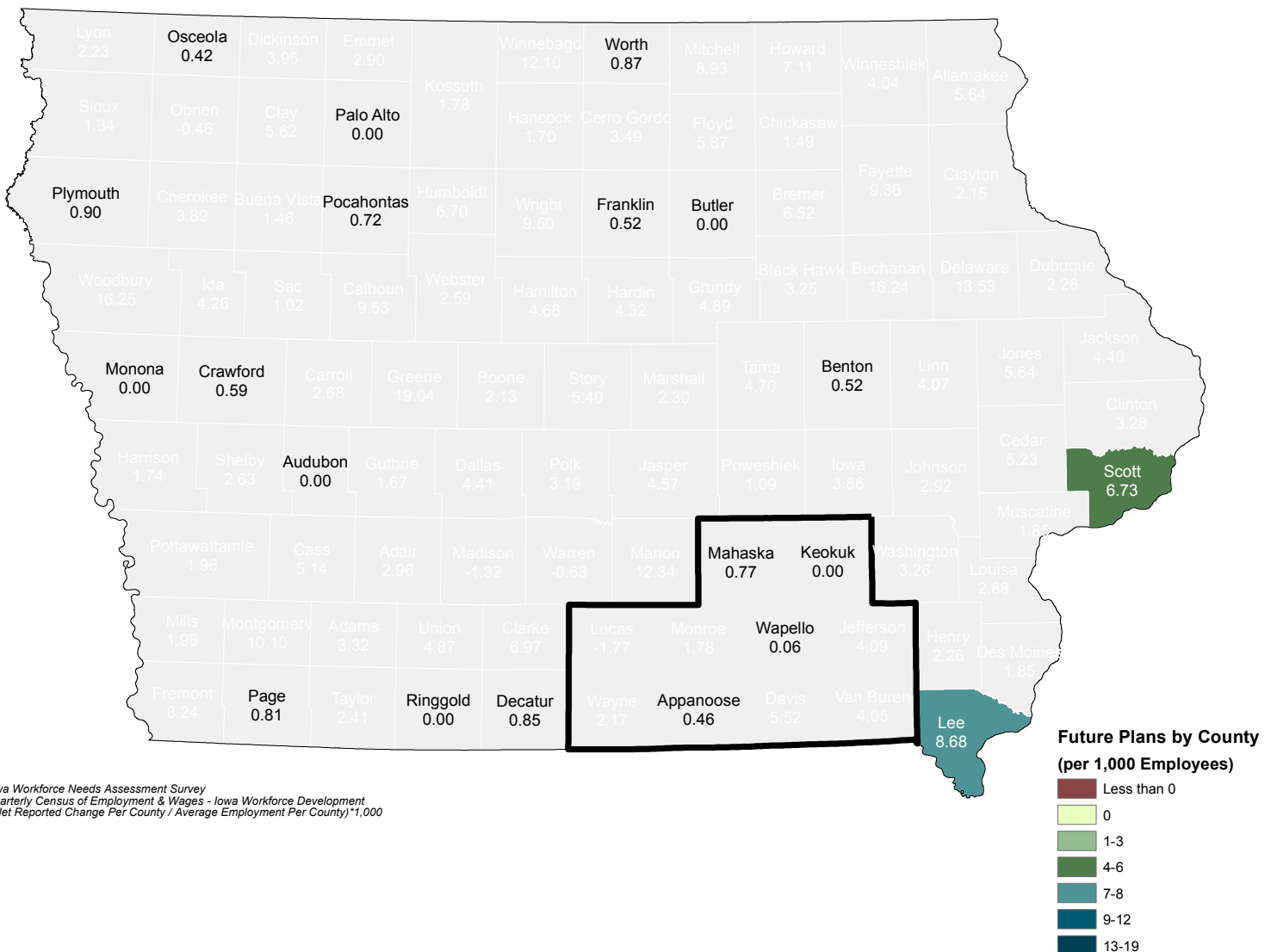
FUTURE PLANS



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)*

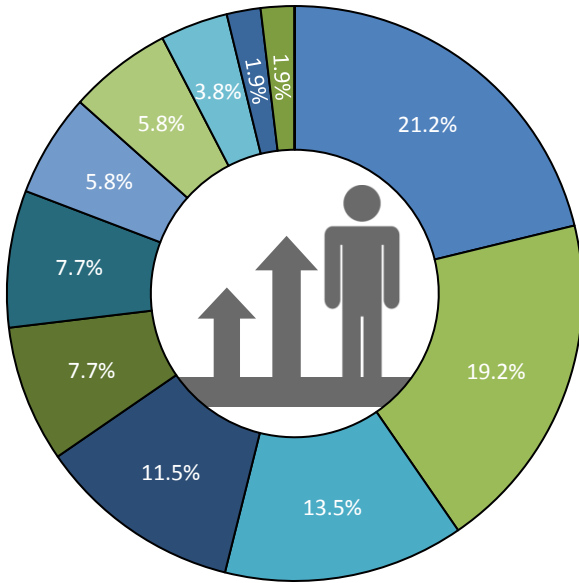


Iowa Workforce Needs Assessment Survey
 Quarterly Census of Employment & Wages - Iowa Workforce Development
 *(Net Reported Change Per County / Average Employment Per County)*1,000

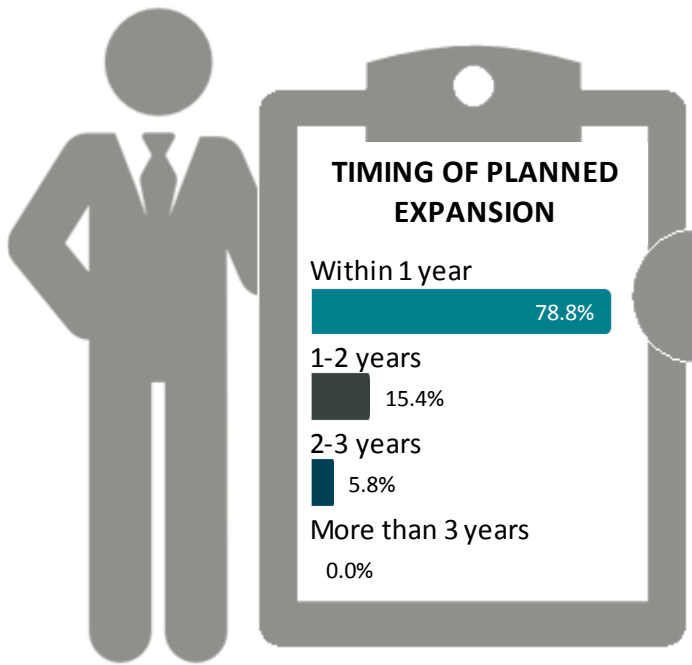
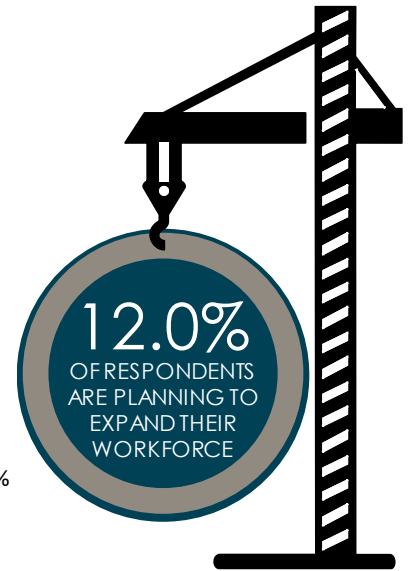


FUTURE PLANS - EXPANSION

Percent of Total Planned Expansion by Industry



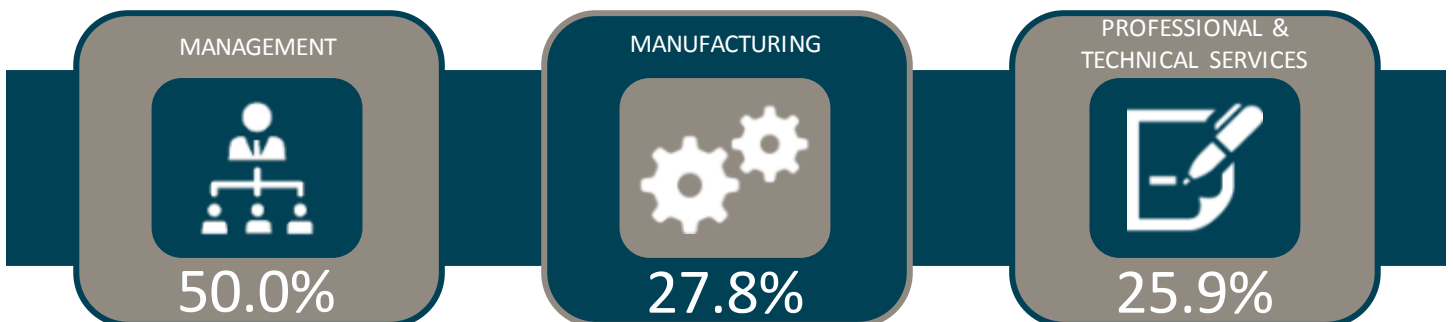
- Wholesale & Retail Trade - 21.2%
- Manufacturing - 19.2%
- Professional & Technical Services - 13.5%
- Health Care & Social Assistance - 11.5%
- Construction - 7.7%
- Personal Services - 7.7%
- Accommodation & Food Services - 5.8%
- Transportation & Warehousing - 5.8%
- Finance, Insurance & Real Estate - 3.8%
- Information - 1.9%
- Management - 1.9%
- Administrative & Waste Services - 0.0%
- Agriculture, Forestry, Fishing & Mining - 0.0%
- Arts, Entertainment & Recreation - 0.0%
- Educational Services - 0.0%
- Public Administration - 0.0%
- Utilities - 0.0%



Percent within Each Industry with Planned Payroll Expansion

Industry	Percent of Each Industry
Management	50.0%
Manufacturing	27.8%
Professional & Technical Services	25.9%
Construction	15.4%
Personal Services	12.9%
Wholesale & Retail Trade	12.8%
Accommodation & Food Services	12.0%
Transportation & Warehousing	11.5%
Health Care & Social Assistance	9.1%
Finance, Insurance & Real Estate	8.0%
Information	7.7%
Administrative & Waste Services	0.0%
Agriculture, Forestry, Fishing & Mining	0.0%
Arts, Entertainment & Recreation	0.0%
Educational Services	0.0%
Public Administration	0.0%
Utilities	0.0%

TOP INDUSTRIAL EXPANSION



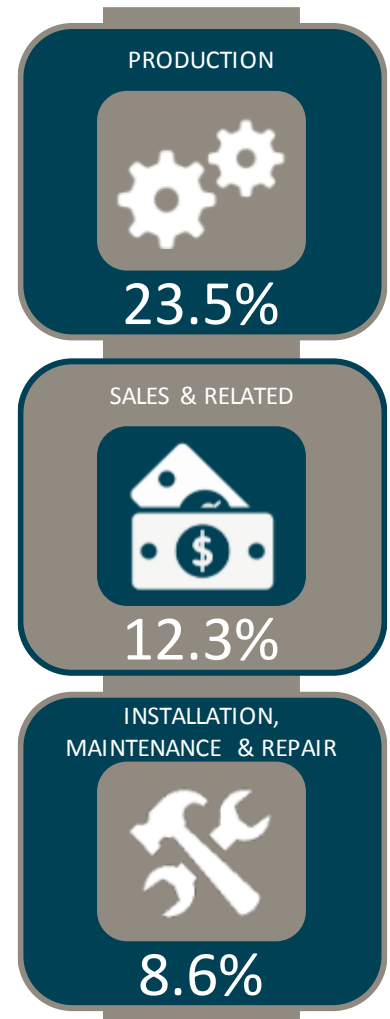


FUTURE PLANS - EXPANSION

Percent of Planned Expansion by Occupational Category

Occupational Category	Percent of Planned Expansion
Production	23.5%
Sales & Related	12.3%
Installation, Maintenance & Repair	8.6%
Business & Financial Operations	7.4%
Construction & Extraction	7.4%
Transportation & Material Moving	7.4%
Education, Training & Library	6.2%
Healthcare Practitioners & Technical	6.2%
Office & Administrative Support	4.9%
Architecture & Engineering	3.7%
Management	3.7%
Protective Service	3.7%
Legal	2.5%
Computer & Mathematical	1.2%
Healthcare Support	1.2%
Arts, Design, Entertainment, Sports & Media	0.0%
Building & Grounds Cleaning & Maintenance	0.0%
Community & Social Service	0.0%
Farming, Fishing & Forestry	0.0%
Food Preparation & Serving Related	0.0%
Life, Physical & Social Science	0.0%
Personal Care & Service	0.0%
Unknown	0.4%

TOP OCCUPATIONAL EXPANSION



Constraints Preventing Payroll Expansion Ranked by Relative Importance

Impediments to Expansion
Lack of available skilled workforce
Cost of additional labor (wages and benefits)
Expense related to benefits
No desire to expand
Competition within existing markets
Uncertainty in current market demands
Limited access to capital
Tax or regulatory issues
Barriers to entering new markets
Insufficient space at current location/inability to find appropriate new location
Planned merger/acquisition or business sale/transfer
Supply chain limitations
Don't know steps/processes needed to expand

Reasons for Payroll Expansion Ranked by Relative Importance

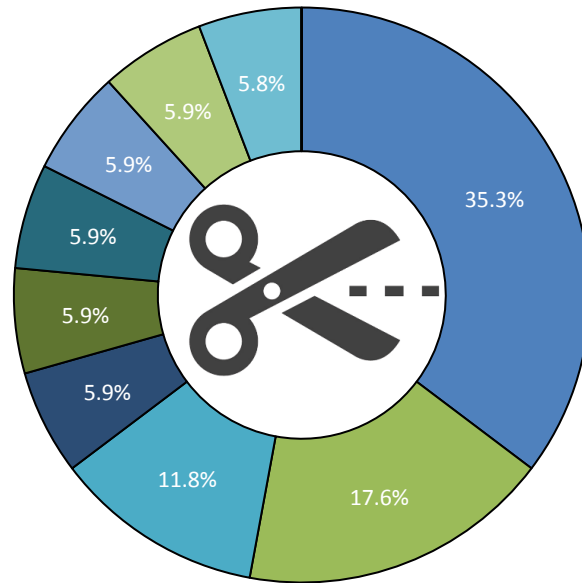
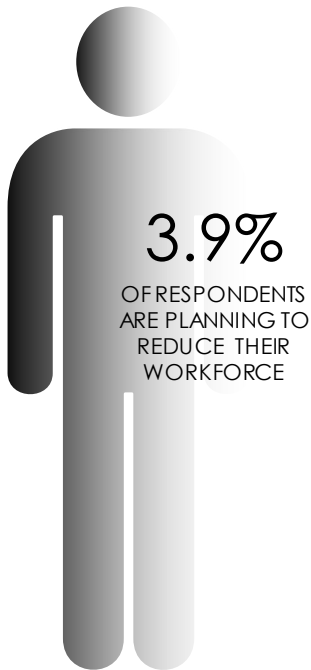
Reasons for Expansion
Meet current market demands
Increase share of existing market
Entry into new markets
Opening a new location
Changes in tax or regulatory incentives
Reduction of overtime
Moving specific business operations in-house
Relocation of assets to a new location
Merger/acquisition
Relocation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





FUTURE PLANS - REDUCTION

Percent of Total Planned Reduction by Industry



- Educational Services - 35.3%
- Health Care & Social Assistance - 17.6%
- Accommodation & Food Services - 11.8%
- Manufacturing - 5.9%
- Personal Services - 5.9%
- Transportation & Warehousing - 5.9%
- Utilities - 5.9%
- Wholesale & Retail Trade - 5.9%
- Public Administration - 5.8%
- Administrative & Waste Services - 0.0%
- Agriculture, Forestry, Fishing & Mining - 0.0%
- Arts, Entertainment & Recreation - 0.0%
- Construction - 0.0%
- Finance, Insurance & Real Estate - 0.0%
- Information - 0.0%
- Management - 0.0%
- Professional & Technical Services - 0.0%

Percent within Each Industry with Planned Payroll Reduction

Industry	Percent of Each Industry
Educational Services	37.5%
Utilities	20.0%
Accommodation & Food Services	8.0%
Public Administration	4.8%
Health Care & Social Assistance	4.5%
Transportation & Warehousing	3.8%
Personal Services	3.2%
Manufacturing	2.8%
Wholesale & Retail Trade	1.2%
Administrative & Waste Services	0.0%
Agriculture, Forestry, Fishing & Mining	0.0%
Arts, Entertainment & Recreation	0.0%
Construction	0.0%
Finance, Insurance & Real Estate	0.0%
Information	0.0%
Management	0.0%
Professional & Technical Services	0.0%

Planned Payroll Reduction by Occupational Category

Occupational Category	Percent of Planned Reduction
Healthcare Practitioners & Technical	61.5%
Education, Training & Library	7.7%
Food Preparation & Serving Related	7.7%
Office & Administrative Support	7.7%
Building & Grounds Cleaning & Maintenance	3.8%
Healthcare Support	3.8%
Management	3.8%
Transportation & Material Moving	3.8%
Architecture & Engineering	0.0%
Arts, Design, Entertainment, Sports & Media	0.0%
Business & Financial Operations	0.0%
Community & Social Service	0.0%
Computer & Mathematical	0.0%
Construction & Extraction	0.0%
Farming, Fishing & Forestry	0.0%
Installation, Maintenance & Repair	0.0%
Legal	0.0%
Life, Physical & Social Science	0.0%
Personal Care & Service	0.0%
Production	0.0%
Protective Service	0.0%
Sales & Related	0.0%
Unknown	0.2%



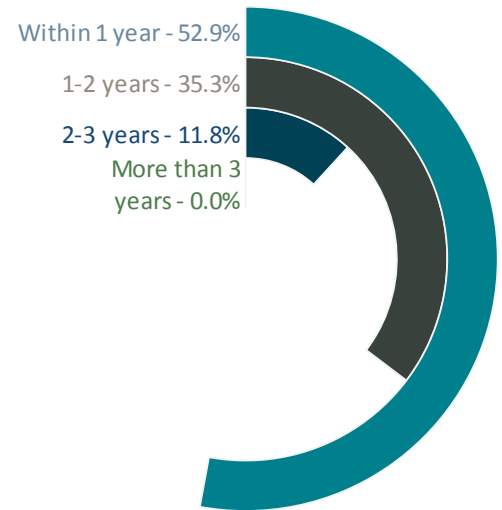


FUTURE PLANS - REDUCTION

Reasons for Workforce Reduction Ranked by Relative Importance

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

Timing of Planned Reduction



RETIREMENTS

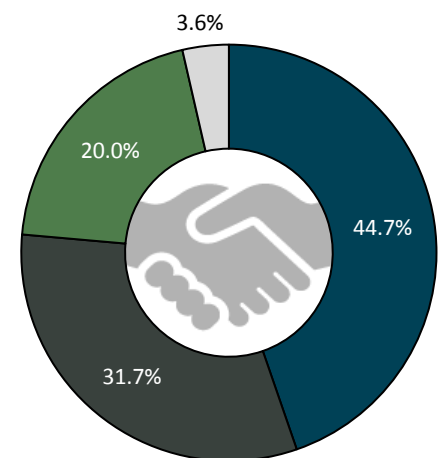


Workers Over the Age of 64 in the Workplace by Industry

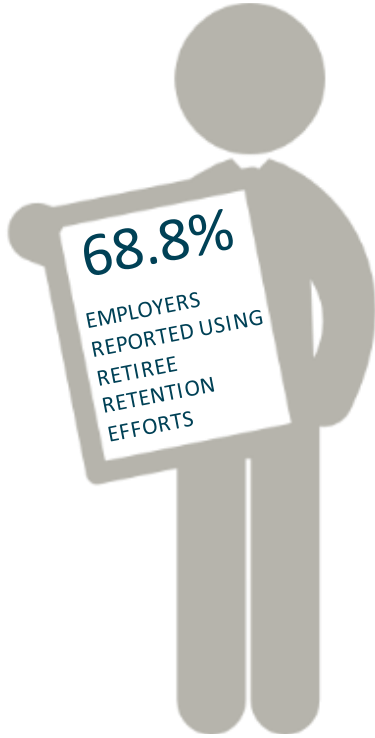
Industry	Percent of Total ⁴	Percent of Each Industry ⁴
Wholesale & Retail Trade	18.8%	8.0%
Educational Services	15.4%	10.6%
Health Care & Social Assistance	13.5%	6.5%
Manufacturing	10.3%	3.5%
Transportation & Warehousing	6.3%	7.6%
Finance, Insurance & Real Estate	5.6%	8.3%
Public Administration	5.1%	7.2%
Personal Services	4.8%	12.2%
Accommodation & Food Services	4.0%	4.3%
Professional & Technical Services	3.9%	12.6%
Administrative & Waste Services	2.7%	5.6%
Construction	2.5%	4.1%
Information	1.5%	9.1%
Agriculture, Forestry, Fishing & Mining	1.0%	7.1%
Arts, Entertainment & Recreation	1.0%	9.3%
Management	0.6%	9.3%
Utilities	0.6%	4.6%

⁴Longitudinal Employer-Household Dynamics - United States Census Bureau

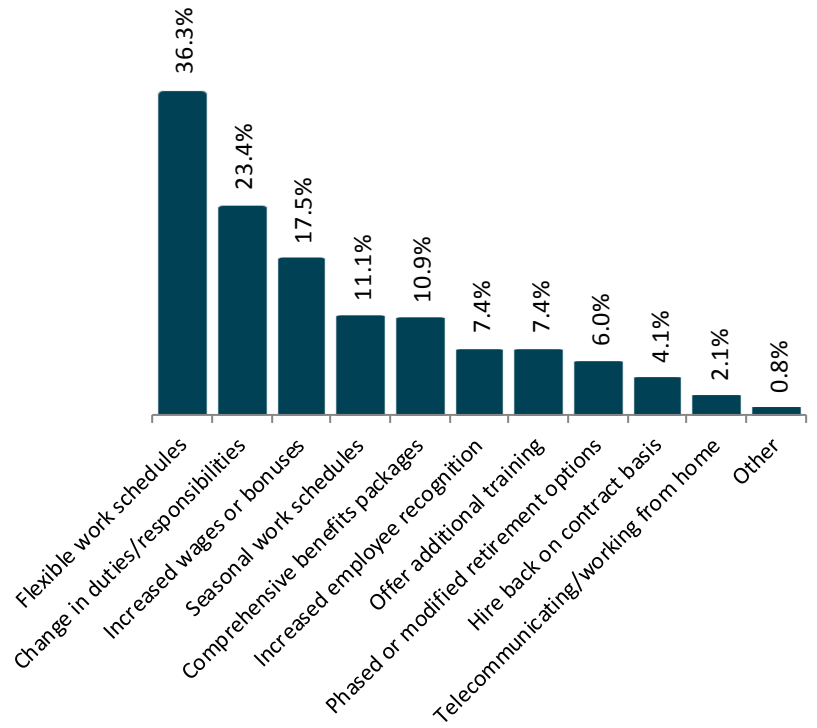
How Companies Plan to Replace Those Who Retire

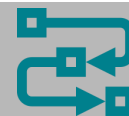


- Both hire new workers and promote from within - 44.7%
- Hire new workers - 31.7%
- Not currently planning to fill these positions - 20.0%
- Promote from within the company - 3.6%



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.

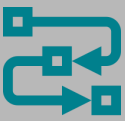
While there are many postings for jobs outside of Iowa within the IowaJobs bank, those are removed from the data for the purposes of this report. This is accomplished by filtering out all postings with a non-Iowa ZIP code. For those postings that did not have a valid ZIP code, the city and state fields 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
- Education
- Employment - State/National
- Interests
- Job Tasks
- Job Zone
- Knowledge
- Related Occupations
- Skills
- Tools & Technology Used
- Wages - Hourly/Annually
- Work Activities
- Work Context
- Work Styles
- 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	579	1,800	230	\$13.91
First-Line Supervisors of Retail Sales Workers	41-1011	493	390	80	\$10.77
Stock Clerks and Order Fillers	43-5081	300	1,090	145	\$9.08
Cashiers	41-2011	181	1,920	390	\$8.23
Healthcare Practitioners and Technical Workers, All Other	29-9099	180	**	**	**
First-Line Supervisors of Production and Operating Workers	51-1011	169	450	45	\$17.91
Retail Salespersons	41-2031	165	1,580	225	\$8.20
Business Operations Specialists, All Other	13-1199	161	180	25	\$13.63
Customer Service Representatives	43-4051	149	590	65	\$10.82
Building Cleaning Workers, All Other	37-2019	137	20	10	\$11.02
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	35-3022	134	120	10	\$8.27
Production Workers, All Other	51-9199	134	**	30	\$10.92
Food Service Managers	11-9051	110	40	10	\$16.03
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37-2011	105	1,200	180	\$9.38
Registered Nurses	29-1141	104	880	65	\$20.63
First-Line Supervisors of Food Preparation and Serving Workers	35-1012	95	290	35	\$9.85
Driver/Sales Workers	53-3031	91	**	20	\$10.09
Industrial Engineers	17-2112	87	50	**	\$27.60
Helpers—Production Workers	51-9198	82	**	40	\$10.40
Transportation Attendants, Except Flight Attendants	53-6061	82	**	**	**
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	80	670	135	\$11.05
Therapists, All Other	29-1129	77	**	**	**
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	75	1,200	270	\$8.26
Pharmacy Technicians	29-2052	70	70	10	\$12.17
Light Truck or Delivery Services Drivers	53-3033	68	**	40	\$8.30
Security Guards	33-9032	64	160	15	\$9.98
Social and Human Service Assistants	21-1093	61	190	30	\$10.42
First-Line Supervisors of Office and Administrative Support Workers	43-1011	59	270	30	\$16.12
First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011	58	160	15	\$22.06
Nursing Aides, Orderlies, and Attendants	31-1012	57	**	**	**
Parts Salespersons	41-2022	57	80	15	\$13.48
Maintenance and Repair Workers, General	49-9071	56	560	70	\$13.25
Merchandise Displayers and Window Trimmers	27-1026	52	**	**	**
Agricultural Inspectors	45-2011	51	80	10	**
Licensed Practical and Licensed Vocational Nurses	29-2061	50	120	20	\$15.82
Food Preparation Workers	35-2021	46	**	60	\$8.28
Tellers	43-3071	44	220	30	\$10.72
Cooks, Restaurant	35-2014	43	180	90	\$8.48
Chief Executives	11-1011	41	40	10	\$16.40
General and Operations Managers	11-1021	40	640	60	\$18.73
Accountants and Auditors	13-2011	37	260	35	\$18.58
Sales Representatives, Services, All Other	41-3099	37	50	10	\$16.67
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	37	470	55	\$13.91
Production, Planning, and Expediting Clerks	43-5061	36	120	10	\$15.75

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
Bookkeeping, Accounting, and Auditing Clerks	43-3031	33	540	120	\$11.56
Construction Laborers	47-2061	33	260	35	\$11.57
Landscaping and Groundskeeping Workers	37-3011	31	120	45	\$9.59
Industrial Engineering Technicians	17-3026	30	**	**	**
Construction and Building Inspectors	47-4011	27	20	**	\$22.97
Healthcare Support Workers, All Other	31-9099	27	**	25	**
Managers, All Other	11-9199	27	110	40	\$24.09
Nursing Assistants	31-1014	27	230	90	\$10.90
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	43-6014	27	640	80	\$9.27
Securities, Commodities, and Financial Services Sales Agents	41-3031	27	40	**	**
Management Analysts	13-1111	26	110	15	\$15.48
Automotive Service Technicians and Mechanics	49-3023	25	220	30	\$14.88
Electrical Engineers	17-2071	25	**	**	**
Emergency Medical Technicians and Paramedics	29-2041	25	130	**	\$12.35
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	53-1031	25	**	**	**
Maintenance Workers, Machinery	49-9043	25	40	**	\$15.78
Telecommunications Equipment Installers and Repairers, Except Line Installers	49-2022	25	70	**	\$13.28
Electrical and Electronic Engineering Technicians	17-3023	24	30	**	\$17.06
Bus and Truck Mechanics and Diesel Engine Specialists	49-3031	23	**	25	\$12.72
Highway Maintenance Workers	47-4051	23	170	20	\$17.94
Maids and Housekeeping Cleaners	37-2012	23	330	75	\$8.53
Chefs and Head Cooks	35-1011	22	10	**	\$10.60
Cleaners of Vehicles and Equipment	53-7061	22	90	15	\$8.38
Machinists	51-4041	21	280	30	\$14.50
Welders, Cutters, Solderers, and Brazers	51-4121	21	550	50	\$13.68
Industrial Truck and Tractor Operators	53-7051	20	230	55	\$13.29
Office and Administrative Support Workers, All Other	43-9199	20	10	30	\$11.66
Office Clerks, General	43-9061	20	940	145	\$10.67
Physical Therapists	29-1123	20	**	**	\$18.80
Cooks, Institution and Cafeteria	35-2012	19	330	70	\$8.39
Sales Managers	11-2022	19	40	**	\$24.40
Waiters and Waitresses	35-3031	19	640	80	\$8.36
Computer Support Specialists	15-1041	18	**	**	**
Cooks, Fast Food	35-2011	18	**	30	**
Logisticians	13-1081	18	20	**	\$25.01
Carpenters	47-2031	17	50	30	\$14.82
Computer Programmers	15-1131	17	10	**	\$27.53
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011	17	180	15	\$17.22
Dishwashers	35-9021	17	**	25	\$8.55
First-Line Supervisors of Construction Trades and Extraction Workers	47-1011	17	140	20	\$20.60
Recreation Workers	39-9032	17	60	20	\$8.49
Sales and Related Workers, All Other	41-9099	17	20	75	\$8.90
Chemists	19-2031	16	**	**	**
Coaches and Scouts	27-2022	16	160	50	\$16,991
Electricians	47-2111	16	70	20	\$17.38
Engineers, All Other	17-2199	16	80	10	\$28.79
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	45-2092	16	**	20	**
Financial Managers	11-3031	16	230	25	\$28.41
Personal Care Aides	39-9021	16	740	115	\$9.58
Agricultural and Food Science Technicians	19-4011	15	140	**	\$19.67
Healthcare Social Workers	21-1022	15	50	**	\$18.13
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	49-9021	15	**	**	**

¹Iowa Workforce Development Job Bank

²Iowa Wage Report - IWD

³Iowa's Long-Term Projections - IWD

**Insufficient data to report

APPENDIX - LIST OF ALL JOB VACANCIES



Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
Pharmacists	29-1051	15	50	**	\$49.10
Producers and Directors	27-2012	15	30	**	\$12.36
Receptionists and Information Clerks	43-4171	15	390	60	\$9.16
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51-9121	14	150	15	\$12.96
Food Processing Workers, All Other	51-3099	14	**	120	\$8.64
Helpers—Installation, Maintenance, and Repair Workers	49-9098	14	20	**	**
Home Health Aides	31-1011	14	40	15	\$11.00
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	14	**	**	**
Administrative Services Managers	11-3011	13	50	**	\$24.23
Farm Equipment Mechanics and Service Technicians	49-3041	13	150	15	\$14.83
Life, Physical, and Social Science Technicians, All Other	19-4099	13	**	**	\$15.48
Medical and Health Services Managers	11-9111	13	140	15	\$27.56
Respiratory Therapists	29-1126	13	20	**	\$21.44
Bakers	51-3011	12	20	**	\$10.27
Cooks, All Other	35-2019	12	**	**	**
Material Moving Workers, All Other	53-7199	12	**	10	**
Nurse Practitioners	29-1171	12	50	**	\$37.37
Residential Advisors	39-9041	12	30	**	\$9.73
Surgical Technologists	29-2055	12	20	**	\$14.74
Training and Development Specialists	13-1151	12	120	10	\$12.94
Computer Occupations, All Other	15-1199	11	20	**	\$11.79
Installation, Maintenance, and Repair Workers, All Other	49-9099	11	30	10	\$14.70
Sheet Metal Workers	47-2211	11	**	10	**
Bartenders	35-3011	10	260	15	\$8.52
Civil Engineers	17-2051	10	80	**	\$17.40
Court Reporters	23-2091	10	**	**	**
Dietitians and Nutritionists	29-1031	10	20	**	\$16.57
Floral Designers	27-1023	10	**	10	**
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	17-2111	10	**	**	**
Human Resources Specialists	13-1071	10	100	10	\$16.31
Marketing Managers	11-2021	10	70	**	\$33.50
Medical Secretaries	43-6013	10	70	10	\$11.83
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	51-4072	10	90	15	\$15.36
New Accounts Clerks	43-4141	10	50	**	\$15.53
Social and Community Service Managers	11-9151	10	150	15	\$16.82
Biological Technicians	19-4021	9	20	**	\$13.15
Bus Drivers, Transit and Intercity	53-3021	9	**	**	**
Electrical Power-Line Installers and Repairers	49-9051	9	**	10	**
First-Line Supervisors of Housekeeping and Janitorial Workers	37-1011	9	30	10	\$19.06
Industrial Machinery Mechanics	49-9041	9	**	25	\$16.22
Industrial Production Managers	11-3051	9	130	10	\$32.32
Medical and Clinical Laboratory Technicians	29-2012	9	**	**	**
Medical Assistants	31-9092	9	110	15	\$10.66
Network and Computer Systems Administrators	15-1142	9	90	10	\$16.66
Plumbers, Pipefitters, and Steamfitters	47-2152	9	60	30	\$15.76
Printing Press Machine Operators and Tenders	51-5023	9	**	**	**
Tree Trimmers and Pruners	37-3013	9	**	**	**
Agricultural Equipment Operators	45-2091	8	**	20	\$15.45
Biochemists and Biophysicists	19-1021	8	**	**	**
Computer Systems Analysts	15-1121	8	70	**	\$17.15
Demonstrators and Product Promoters	41-9011	8	**	10	**
Human Resources Assistants, Except Payroll and Timekeeping	43-4161	8	20	**	\$14.28

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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
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	8	350	25	\$12.86
Packers and Packagers, Hand	53-7064	8	90	65	\$10.69
Radiologic Technologists	29-2034	8	60	**	\$20.16
Shipping, Receiving, and Traffic Clerks	43-5071	8	270	35	\$11.95
Software Developers, Systems Software	15-1133	8	40	**	\$18.68
Compliance Officers	13-1041	7	70	**	\$15.59
Court, Municipal, and License Clerks	43-4031	7	80	**	\$12.12
Dining Room and Cafeteria Attendants and Bartender Helpers	35-9011	7	**	20	**
Food Servers, Nonrestaurant	35-3041	7	80	10	\$8.65
Health Technologists and Technicians, All Other	29-2099	7	50	**	\$11.54
Human Resources Managers	11-3121	7	30	**	\$30.11
Loan Officers	13-2072	7	180	20	\$21.97
Media and Communication Workers, All Other	27-3099	7	**	**	**
Occupational Health and Safety Specialists	29-9011	7	40	**	\$26.35
Occupational Therapists	29-1122	7	**	**	\$40.34
Rehabilitation Counselors	21-1015	7	**	10	\$12.91
Architectural and Engineering Managers	11-9041	6	20	**	\$44.04
Automotive Body and Related Repairers	49-3021	6	30	**	\$11.49
Civil Engineering Technicians	17-3022	6	50	**	\$16.96
Computer Software Engineers, Applications	15-1031	6	**	**	**
Dental Assistants	31-9091	6	**	**	**
Educational, Guidance, School, and Vocational Counselors	21-1012	6	90	15	\$11.10
Farmworkers, Farm, Ranch, and Aquacultural Animals	45-2093	6	**	50	**
First-Line Supervisors of Non-Retail Sales Workers	41-1012	6	**	15	\$20.19
Health Specialties Teachers, Postsecondary	25-1071	6	**	**	**
Hotel, Motel, and Resort Desk Clerks	43-4081	6	**	15	\$8.50
Insurance Sales Agents	41-3021	6	350	30	\$13.07
Mechanical Engineers	17-2141	6	30	**	\$21.32
Occupational Health and Safety Technicians	29-9012	6	30	**	\$16.30
Pharmacy Aides	31-9095	6	**	**	**
Social Workers, All Other	21-1029	6	**	**	**
Advertising Sales Agents	41-3011	5	130	10	\$11.25
Agricultural Workers, All Other	45-2099	5	**	90	**
Billing and Posting Clerks	43-3021	5	100	10	\$12.84
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	51-4012	5	**	**	\$16.57
Conservation Scientists	19-1031	5	20	**	\$18.02
Construction Managers	11-9021	5	20	**	\$21.89
Counter and Rental Clerks	41-2021	5	170	30	\$8.19
Education Administrators, Preschool and Childcare Center/Program	11-9031	5	10	**	\$14.72
Environmental Engineers	17-2081	5	**	**	**
Environmental Scientists and Specialists, Including Health	19-2041	5	**	**	**
Health Diagnosing and Treating Practitioners, All Other	29-1199	5	**	**	**
Market Research Analysts	19-3021	5	**	**	**
Medical Records and Health Information Technicians	29-2071	5	70	**	\$12.97
Millwrights	49-9044	5	30	**	**
Packaging and Filling Machine Operators and Tenders	51-9111	5	470	35	\$10.55
Physician Assistants	29-1071	5	20	**	\$31.42
Preschool Teachers, Except Special Education	25-2011	5	90	20	\$8.22
Rail-Track Laying and Maintenance Equipment Operators	47-4061	5	**	**	**
Software Developers, Applications	15-1132	5	90	10	\$26.12
Tax Preparers	13-2082	5	**	10	**
Taxi Drivers and Chauffeurs	53-3041	5	**	10	\$8.67

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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
Teacher Assistants	25-9041	5	960	90	\$17.167
Team Assemblers	51-2092	5	**	70	**
Transportation, Storage, and Distribution Managers	11-3071	5	30	**	\$16.57
Veterinary Assistants and Laboratory Animal Caretakers	31-9096	5	**	10	**
Assemblers and Fabricators, All Other	51-2099	4	**	25	**
Athletic Trainers	29-9091	4	**	**	**
Brickmasons and Blockmasons	47-2021	4	**	**	**
Cement Masons and Concrete Finishers	47-2051	4	**	10	\$11.17
Child, Family, and School Social Workers	21-1021	4	120	15	\$12.08
Construction and Related Workers, All Other	47-4099	4	**	15	**
Diagnostic Medical Sonographers	29-2032	4	**	**	\$25.21
First-Line Supervisors of Farming, Fishing, and Forestry Workers	45-1011	4	**	10	\$14.07
Food Preparation and Serving Related Workers, All Other	35-9099	4	**	10	**
Graphic Designers	27-1024	4	70	10	\$12.84
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35-9031	4	**	10	**
Market Research Analysts and Marketing Specialists	13-1161	4	160	15	\$15.25
Painters, Construction and Maintenance	47-2141	4	30	10	\$16.09
Physicians and Surgeons, All Other	29-1069	4	**	**	**
Public Relations Specialists	27-3031	4	40	10	\$10.75
Rail Transportation Workers, All Other	53-4099	4	**	**	**
Sewing Machine Operators	51-6031	4	**	**	\$8.47
Teachers and Instructors, All Other	25-3099	4	**	**	**
Adult Basic and Secondary Education and Literacy Teachers and Instructors	25-3011	3	**	**	**
Advertising and Promotions Managers	11-2011	3	**	**	**
Aerospace Engineering and Operations Technicians	17-3021	3	**	**	**
Architects, Except Landscape and Naval	17-1011	3	**	**	**
Architectural and Civil Drafters	17-3011	3	**	**	**
Bus Drivers, School or Special Client	53-3022	3	160	20	\$9.27
Career/Technical Education Teachers, Secondary School	25-2032	3	**	**	**
Childcare Workers	39-9011	3	210	70	\$8.29
Computer Network Support Specialists	15-1152	3	40	**	\$19.96
Computer Specialists, All Other	15-1099	3	**	**	**
Correctional Officers and Jailers	33-3012	3	110	**	\$15.03
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	3	120	15	\$10.53
Database Administrators	15-1141	3	**	**	**
Education Administrators, Postsecondary	11-9033	3	70	**	\$24.38
Electronic Equipment Installers and Repairers, Motor Vehicles	49-2096	3	**	**	**
Environmental Science and Protection Technicians, Including Health	19-4091	3	**	**	**
Excavating and Loading Machine and Dragline Operators	53-7032	3	**	**	**
Executive Secretaries and Executive Administrative Assistants	43-6011	3	140	25	\$15.93
Family and General Practitioners	29-1062	3	**	**	**
Farm and Home Management Advisors	25-9021	3	**	**	**
Financial Analysts	13-2051	3	20	**	\$20.54
Financial Examiners	13-2061	3	**	**	**
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	51-3091	3	**	**	**
Foundry Mold and Coremakers	51-4071	3	80	**	\$15.35
Graduate Teaching Assistants	25-1191	3	**	**	**
Grounds Maintenance Workers, All Other	37-3019	3	**	**	**
Laundry and Dry-Cleaning Workers	51-6011	3	30	15	\$10.25
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	33-9092	3	20	15	\$8.33
Mechanical Engineering Technicians	17-3027	3	**	**	**
Mental Health and Substance Abuse Social Workers	21-1023	3	20	**	\$19.02

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Metal Workers and Plastic Workers, All Other	51-4199	3	**	10	**
Mixing and Blending Machine Setters, Operators, and Tenders	51-9023	3	60	20	\$13.83
Mobile Heavy Equipment Mechanics, Except Engines	49-3042	3	40	10	\$17.65
Nonfarm Animal Caretakers	39-2021	3	**	25	\$8.41
Occupational Therapy Assistants	31-2011	3	**	10	\$28.34
Operating Engineers and Other Construction Equipment Operators	47-2073	3	180	20	\$16.12
Paving, Surfacing, and Tamping Equipment Operators	47-2071	3	**	**	**
Pest Control Workers	37-2021	3	**	**	**
Physical Therapist Assistants	31-2021	3	**	**	\$19.18
Power Plant Operators	51-8013	3	**	**	**
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	3	**	**	**
Radio and Television Announcers	27-3011	3	**	**	**
Refuse and Recyclable Material Collectors	53-7081	3	**	15	\$8.09
Reporters and Correspondents	27-3022	3	70	**	\$13.18
Slaughterers and Meat Packers	51-3023	3	**	60	**
Special Education Teachers, Kindergarten and Elementary School	25-2052	3	**	10	\$42,363
Technical Writers	27-3042	3	**	**	**
Vocational Education Teachers, Postsecondary	25-1194	3	110	**	\$22.21
Animal Breeders	45-2021	2	**	**	**
Automotive and Watercraft Service Attendants	53-6031	2	**	**	**
Bill and Account Collectors	43-3011	2	30	**	\$10.71
Brokerage Clerks	43-4011	2	**	**	**
Business Teachers, Postsecondary	25-1011	2	**	**	**
Chemical Technicians	19-4031	2	20	**	\$11.78
Computer Software Engineers, Systems Software	15-1032	2	**	**	**
Computer User Support Specialists	15-1151	2	100	10	\$14.63
Cooks, Short Order	35-2015	2	**	15	**
Data Entry Keyers	43-9021	2	**	**	\$9.37
Dental Hygienists	29-2021	2	**	**	**
Drafters, All Other	17-3019	2	**	**	**
Education Administrators, All Other	11-9039	2	**	**	**
Education Administrators, Elementary and Secondary School	11-9032	2	110	**	\$69,914
Engineering Teachers, Postsecondary	25-1032	2	**	**	**
Engineering Technicians, Except Drafters, All Other	17-3029	2	40	**	\$18.42
English Language and Literature Teachers, Postsecondary	25-1123	2	**	**	**
Fence Erectors	47-4031	2	**	**	**
First-Line Supervisors of Protective Service Workers, All Other	33-1099	2	20	**	\$13.86
Grinding and Polishing Workers, Hand	51-9022	2	**	**	**
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4033	2	**	**	**
Health Educators	21-1091	2	20	**	\$10.67
Helpers—Electricians	47-3013	2	**	**	**
Home Appliance Repairers	49-9031	2	**	**	**
Human Resources, Training, and Labor Relations Specialists, All Other	13-1079	2	**	**	**
Loan Interviewers and Clerks	43-4131	2	100	10	\$15.80
Machine Feeders and Offbearers	53-7063	2	100	10	\$9.60
Mathematical Science Teachers, Postsecondary	25-1022	2	**	**	**
Mathematicians	15-2021	2	**	**	**
Medical and Clinical Laboratory Technologists	29-2011	2	**	**	**
Meter Readers, Utilities	43-5041	2	**	**	**
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	51-4035	2	**	**	**
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4081	2	180	10	\$13.58
Nurse Anesthetists	29-1151	2	**	**	**

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Operations Research Analysts	15-2031	2	**	**	\$39.20
Order Clerks	43-4151	2	20	**	\$13.31
Painting, Coating, and Decorating Workers	51-9123	2	**	**	**
Paralegals and Legal Assistants	23-2011	2	**	**	**
Payroll and Timekeeping Clerks	43-3051	2	30	**	\$14.51
Personal Financial Advisors	13-2052	2	30	**	\$13.52
Phlebotomists	31-9097	2	50	**	\$12.30
Police and Sheriff's Patrol Officers	33-3051	2	180	10	\$15.93
Postal Service Mail Carriers	43-5052	2	210	10	\$17.12
Railroad Conductors and Yardmasters	53-4031	2	**	**	**
Sawing Machine Setters, Operators, and Tenders, Wood	51-7041	2	**	**	**
Secondary School Teachers, Except Special and Career/Technical Education	25-2031	2	810	50	\$37,522
Self-Enrichment Education Teachers	25-3021	2	60	10	\$12.00
Speech-Language Pathologists	29-1127	2	**	**	\$32.64
Structural Metal Fabricators and Fitters	51-2041	2	**	**	\$17.34
Transportation Workers, All Other	53-6099	2	**	**	**
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51-4122	2	**	**	**
Animal Control Workers	33-9011	1	**	**	**
Artists and Related Workers, All Other	27-1019	1	**	**	**
Atmospheric and Space Scientists	19-2021	1	**	**	**
Audio and Video Equipment Technicians	27-4011	1	20	**	\$9.82
Broadcast News Analysts	27-3021	1	**	**	**
Butchers and Meat Cutters	51-3021	1	110	15	\$9.69
Career/Technical Education Teachers, Middle School	25-2023	1	**	**	**
Cargo and Freight Agents	43-5011	1	**	**	**
Clinical, Counseling, and School Psychologists	19-3031	1	**	**	**
Community and Social Service Specialists, All Other	21-1099	1	60	35	\$10.56
Community Health Workers	21-1094	1	**	**	**
Compensation and Benefits Managers	11-3111	1	**	**	**
Computer and Information Systems Managers	11-3021	1	30	**	\$34.23
Conveyor Operators and Tenders	53-7011	1	**	**	\$13.07
Couriers and Messengers	43-5021	1	**	**	**
Crane and Tower Operators	53-7021	1	**	10	**
Credit Analysts	13-2041	1	**	**	**
Crop and Livestock Managers	11-9011	1	**	**	**
Crossing Guards	33-9091	1	**	**	**
Cutting and Slicing Machine Setters, Operators, and Tenders	51-9032	1	**	**	**
Dentists, General	29-1021	1	**	**	**
Dispatchers, Except Police, Fire, and Ambulance	43-5032	1	40	**	\$13.88
Economics Teachers, Postsecondary	25-1063	1	**	**	**
Education Teachers, Postsecondary	25-1081	1	**	**	**
Education, Training, and Library Workers, All Other	25-9099	1	**	**	**
Electrical and Electronic Equipment Assemblers	51-2022	1	**	**	**
Electrical and Electronics Drafters	17-3012	1	**	**	**
Electrical and Electronics Repairers, Commercial and Industrial Equipment	49-2094	1	30	**	\$19.52
Electromechanical Equipment Assemblers	51-2023	1	**	**	**
Electronics Engineers, Except Computer	17-2072	1	**	**	**
Elementary School Teachers, Except Special Education	25-2021	1	850	65	\$34,265
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	51-4021	1	**	**	**
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	51-9041	1	**	**	**
Fallers	45-4021	1	**	**	**
Farm Labor Contractors	13-1074	1	**	**	**

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Farmers, Ranchers, and Other Agricultural Managers	11-9013	1	**	360	**
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	37-1012	1	10	**	\$8.65
Food Batchmakers	51-3092	1	60	45	\$8.81
Food Cooking Machine Operators and Tenders	51-3093	1	**	**	**
Food Scientists and Technologists	19-1012	1	**	**	**
Forest and Conservation Workers	45-4011	1	**	**	**
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	51-4191	1	20	**	**
Helpers, Construction Trades, All Other	47-3019	1	**	**	**
Helpers—Painters, Paperhangers, Plasterers, and Stucco Masons	47-3014	1	**	**	**
Internists, General	29-1063	1	**	**	**
Interpreters and Translators	27-3091	1	**	**	**
Interviewers, Except Eligibility and Loan	43-4111	1	50	**	\$10.68
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4034	1	**	**	**
Lawyers	23-1011	1	**	**	\$18.38
Librarians	25-4021	1	20	**	\$13.29
Magnetic Resonance Imaging Technologists	29-2035	1	**	**	**
Mathematical Science Occupations, All Other	15-2099	1	**	**	**
Mathematical Technicians	15-2091	1	**	**	**
Mechanical Door Repairers	49-9011	1	**	**	**
Mechanical Drafters	17-3013	1	**	**	**
Medical Transcriptionists	31-9094	1	10	**	\$16.61
Meeting, Convention, and Event Planners	13-1121	1	20	**	\$15.96
Mental Health Counselors	21-1014	1	**	10	**
Multimedia Artists and Animators	27-1014	1	**	**	**
Natural Sciences Managers	11-9121	1	10	**	\$43.99
Nuclear Medicine Technologists	29-2033	1	**	**	**
Parking Enforcement Workers	33-3041	1	**	**	**
Personal Care and Service Workers, All Other	39-9099	1	**	45	**
Petroleum Engineers	17-2171	1	**	**	**
Photographic Process Workers and Processing Machine Operators	51-9151	1	**	**	**
Printing Press Operators	51-5112	1	50	**	\$12.90
Psychiatric Aides	31-1013	1	**	**	**
Purchasing Managers	11-3061	1	10	**	\$33.54
Radio Operators	27-4013	1	**	**	**
Rail Car Repairers	49-3043	1	**	**	**
Recreation and Fitness Studies Teachers, Postsecondary	25-1193	1	**	**	**
Roofers	47-2181	1	**	**	**
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	51-9012	1	**	**	**
Solar Photovoltaic Installers	47-2231	1	**	**	**
Substance Abuse and Behavioral Disorder Counselors	21-1011	1	**	**	**
Survey Researchers	19-3022	1	**	**	**
Telemarketers	41-9041	1	**	15	**
Training and Development Managers	11-3131	1	**	**	\$26.25
Water and Wastewater Treatment Plant and System Operators	51-8031	1	70	**	\$14.18
Zoologists and Wildlife Biologists	19-1023	1	**	**	**

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