

WORKFORCE NEEDS ASSESSMENT IOWA WORKFORCE DEVELOPMENT REGION 16 RELEASED 2019

DES MOINES, HENRY, LEE AND LOUISA COUNTIES



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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

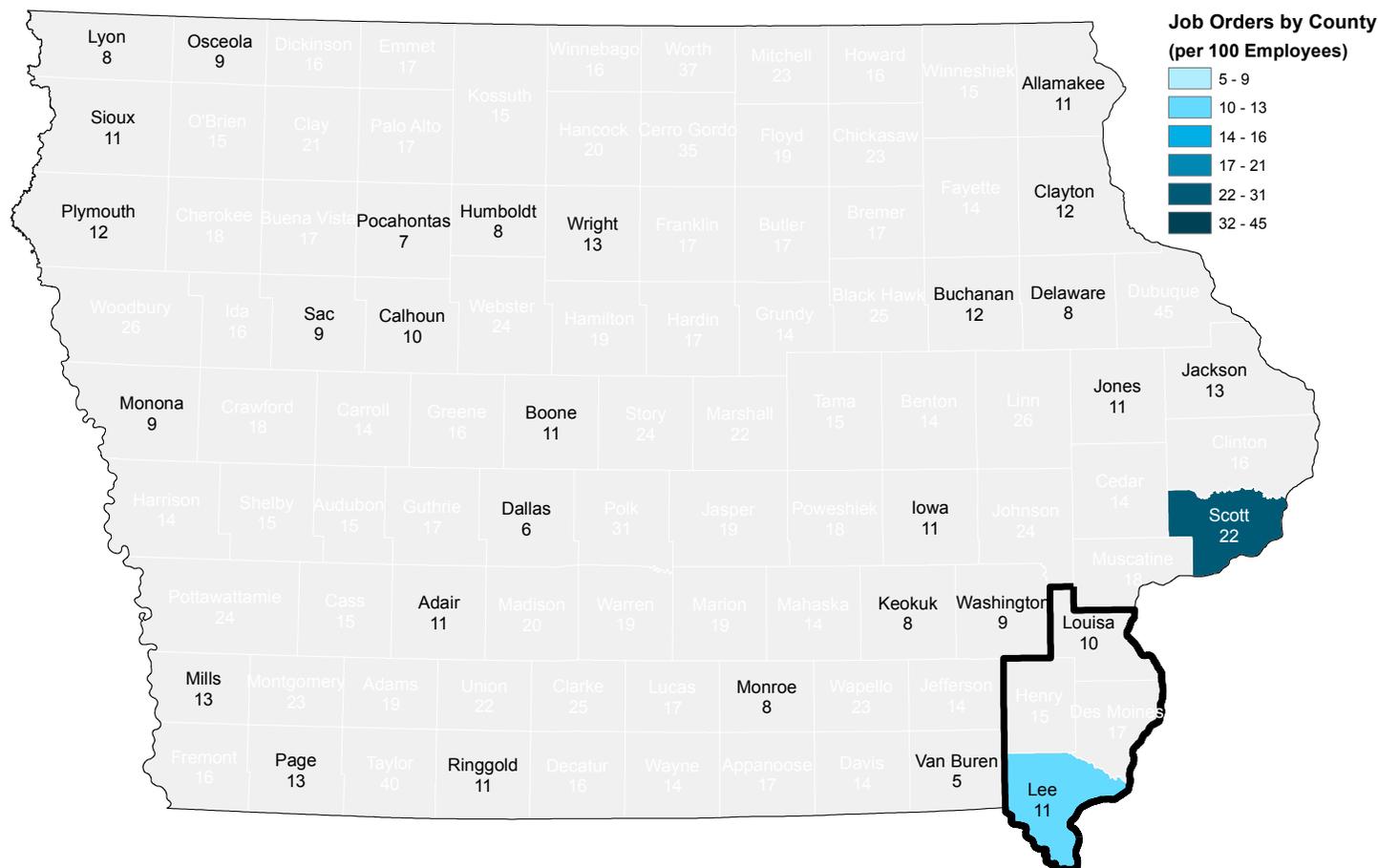
Iowa Workforce Development (IWD) conducted the sixth Workforce Needs Assessment. In addition to vacancy and retirement data, the survey also addressed the demand for workers and skills required in the workforce. Data regarding benefits offered by employers was also collected and is delineated in the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

Beginning in July 2018, 1,128 employers operating 1,403 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 464 responses, yielding a 41.1 percent response rate.



VACANCY ESTIMATES

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

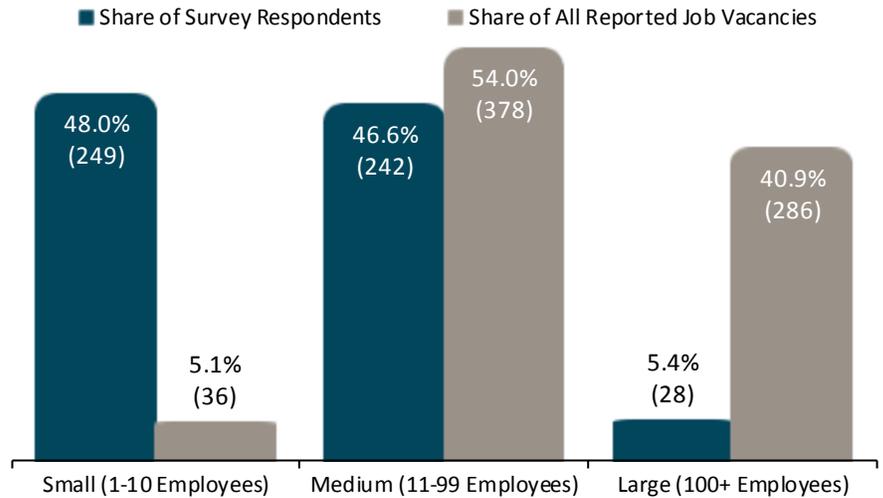


Iowa Workforce Development Job Bank
 Quarterly Census of Employment & Wages - Iowa Workforce Development
 *(Total Reported Job Orders Per County / Average Employment Per County)*100



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
Sales & Related	1,020	15.6%	\$8.43	\$15.24	825
Transportation & Material Moving	874	13.4%	\$9.99	\$16.28	860
Production	800	12.3%	\$12.06	\$17.93	1,020
Office & Administrative Support	781	12.0%	\$10.84	\$16.57	815
Healthcare Practitioner & Technical	518	7.9%	\$16.34	\$36.53	200
Food Preparation & Serving Related	396	6.1%	\$8.46	\$9.83	675
Management	328	5.0%	\$18.01	\$40.99	460
Architecture & Engineering	314	4.8%	\$23.97	\$36.59	60
Installation, Maintenance & Repair	291	4.5%	\$14.19	\$22.63	320
Building & Grounds Cleaning & Maintenance	176	2.7%	\$8.60	\$12.71	240
Protective Service	150	2.3%	\$12.52	\$24.04	125
Construction & Extraction	141	2.2%	\$12.95	\$20.35	415
Business & Financial Operations	138	2.1%	\$15.90	\$26.39	160
Community & Social Services	119	1.8%	\$11.24	\$21.76	90
Healthcare Support	115	1.8%	\$10.63	\$13.41	240
Arts, Design, Entertainment, Sports & Related	92	1.4%	\$8.38	\$15.10	90
Computer & Mathematical Science	77	1.2%	\$19.21	\$30.91	35
Personal Care & Service	61	0.9%	\$8.29	\$10.72	345
Education, Training & Library	48	0.7%	\$10.99	\$19.89	280
Life, Physical & Social Science	41	0.6%	\$16.62	\$29.21	30
Farming, Fishing & Forestry	34	0.5%	\$10.28	\$15.13	105
Legal	7	0.1%	\$19.85	\$33.53	10

¹Iowa Workforce Development Job Bank

²Iowa Wage Report - Iowa Workforce Development

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



VACANCY ESTIMATES

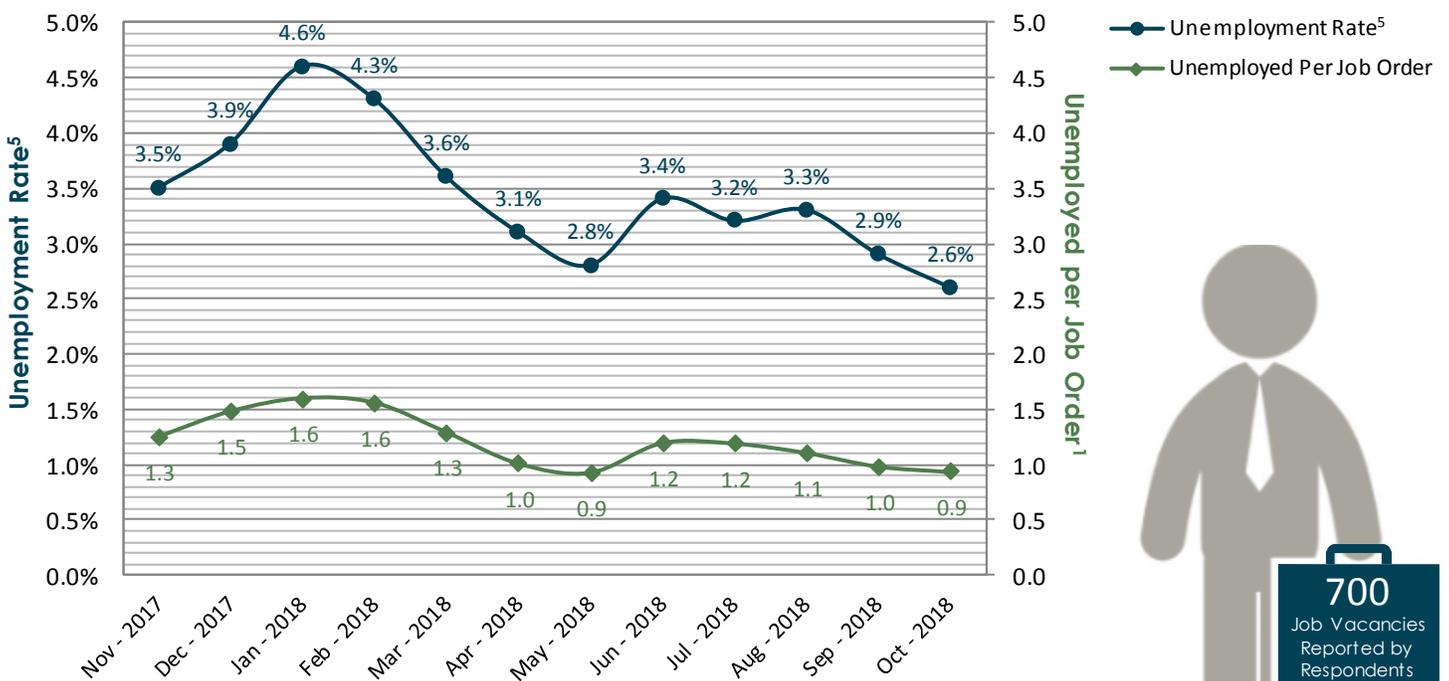
Vacancy Rate by Industry

	Employment ⁴	Estimated Vacancies	*Vacancy Rate	New Hire Wage ⁴	Projected Annual Openings ³
Administrative & Waste Services	2,156	95	4.4%	\$11.76	46
Transportation & Warehousing	2,473	86	3.5%	\$15.70	42
Manufacturing	12,039	394	3.3%	\$18.43	-8
Personal Services	1,220	39	3.2%	\$8.29	16
Health Care & Social Assistance	6,846	205	3.0%	\$14.37	101
Educational Services	3,008	76	2.5%	\$6.51	22
Accommodation & Food Services	3,343	64	1.9%	\$4.91	21
Professional & Technical Services	872	16	1.8%	\$21.09	9
Information	322	5	1.6%	\$10.27	-4
Construction	2,467	36	1.5%	\$24.15	36
Agriculture, Forestry, Fishing & Mining	299	3	1.0%	\$15.05	4
Finance, Insurance & Real Estate	1,428	7	0.5%	\$11.57	18
Wholesale & Retail Trade	6,659	31	0.5%	\$9.66	31
Public Administration	2,245	9	0.4%	\$11.78	1
Arts, Entertainment & Recreation	902	0	0.0%	\$5.70	7
Management	111	0	0.0%	\$9.05	4
Utilities	270	0	0.0%	\$41.67	1

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

*Vacancy Rate calculations can be found in the Methodology

Number of Unemployed Persons per Job Order



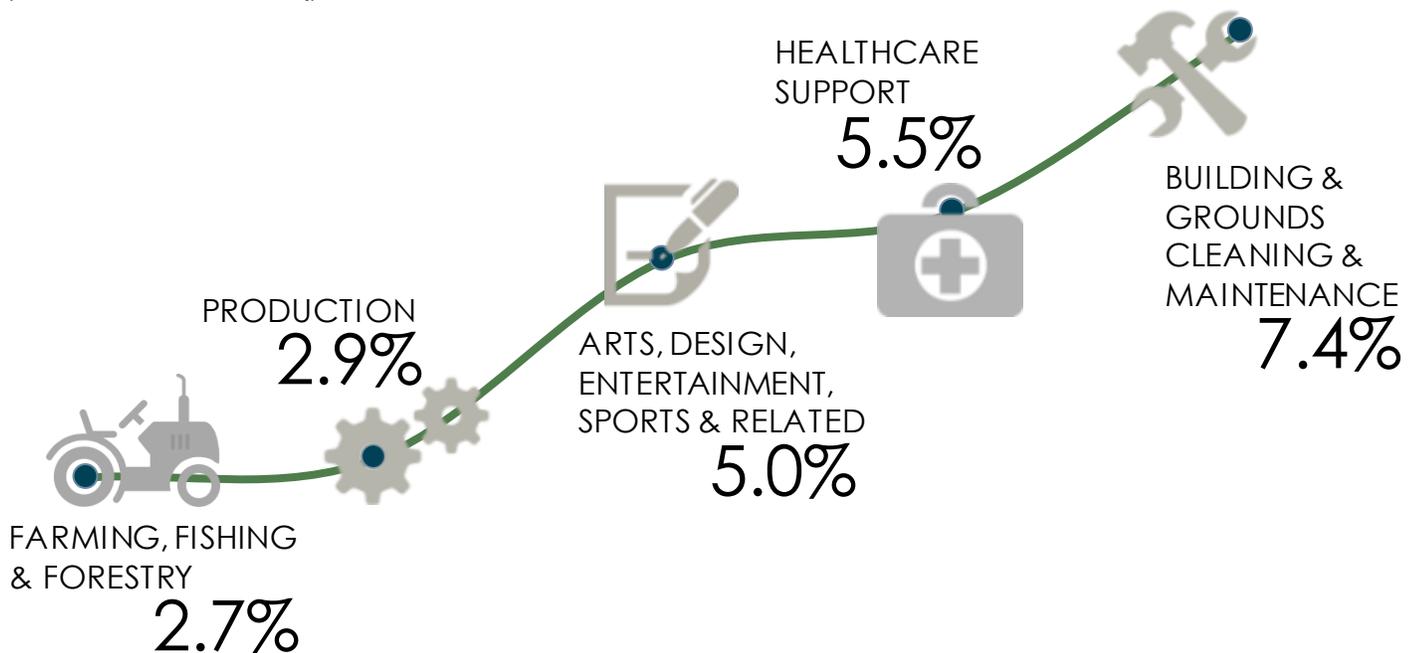
¹Iowa Workforce Development Job Bank
²Local Area Unemployment Statistics - Iowa Workforce Development (Data as of November 1, 2018, Numbers Not Seasonally Adjusted)



Vacancy Rate by Occupational Category

	Employment ²	Estimated Vacancies	*Vacancy Rate	Entry Wage ²	Projected Annual Openings ³
Building & Grounds Cleaning & Maintenance	1,050	78	7.4%	\$8.60	240
Healthcare Support	1,830	101	5.5%	\$10.63	240
Arts, Design, Entertainment, Sports & Related	620	31	5.0%	\$8.38	90
Production	9,190	266	2.9%	\$12.06	1,020
Farming, Fishing & Forestry	100	3	2.7%	\$10.28	105
Transportation & Material Moving	4,570	119	2.6%	\$9.99	860
Food Preparation & Serving Related	3,670	93	2.5%	\$8.46	675
Healthcare Practitioner & Technical	3,210	66	2.1%	\$16.34	200
Installation, Maintenance & Repair	2,840	56	2.0%	\$14.19	320
Education, Training & Library	4,270	82	1.9%	\$10.99	280
Computer & Mathematical Science	330	6	1.8%	\$19.21	35
Management	2,810	47	1.7%	\$18.01	460
Construction & Extraction	2,690	30	1.1%	\$12.95	415
Legal	140	2	1.1%	\$19.85	10
Architecture & Engineering	780	8	1.0%	\$23.97	60
Sales & Related	4,160	30	0.7%	\$8.43	825
Business & Financial Operations	1,390	5	0.4%	\$15.90	160
Office & Administrative Support	7,280	33	0.4%	\$10.84	815
Community & Social Services	760	2	0.3%	\$11.24	90
Personal Care & Service	1,260	4	0.3%	\$8.29	345
Protective Service	1,140	2	0.2%	\$12.52	125
Life, Physical & Social Science	280	0	0.0%	\$16.62	30

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	420	\$11.38	\$17.45
First-Line Supervisors of Retail Sales Workers	375	\$11.16	\$20.77
Retail Salespersons	276	\$8.28	\$13.06
Production Workers, All Other	275	\$12.99	\$22.01
Stock Clerks and Order Fillers	260	\$9.72	\$13.86
Cashiers	221	\$8.22	\$9.86
Healthcare Practitioners and Technical Workers, All Other	172	**	**
Customer Service Representatives	170	\$11.14	\$15.86
First-Line Supervisors of Production and Operating Workers	140	\$18.57	\$30.42
Combined Food Preparation and Serving Workers, Including Fast Food	136	\$8.45	\$9.13
First-Line Supervisors of Food Preparation and Serving Workers	119	\$9.14	\$13.74
Engineers, All Other	118	\$31.50	\$42.43
Food Service Managers	103	\$13.53	\$21.67
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	91	\$9.05	\$12.63
Laborers and Freight, Stock, and Material Movers, Hand	87	\$10.60	\$15.35
Driver/Sales Workers	85	\$8.48	\$10.17
Helpers--Production Workers	79	\$12.68	\$14.14
Security Guards	77	\$8.64	\$11.61
First-Line Supervisors of Office and Administrative Support Workers	71	\$14.14	\$24.10
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scient	68	\$14.13	\$25.79
Registered Nurses	67	\$21.20	\$27.85
Therapists, All Other	63	**	**
Social and Human Service Assistants	59	\$10.54	\$14.81
Light Truck or Delivery Services Drivers	56	\$9.65	\$17.93
Maintenance and Repair Workers, General	56	\$12.35	\$19.68
Chief Executives	54	\$14.51	\$55.02
Industrial Engineers	52	\$30.16	\$38.62
Merchandise Displayers and Window Trimmers	50	\$10.03	\$13.84
Industrial Truck and Tractor Operators	49	\$12.79	\$15.76
Electrical and Electronic Engineering Technicians	47	\$22.26	\$29.55

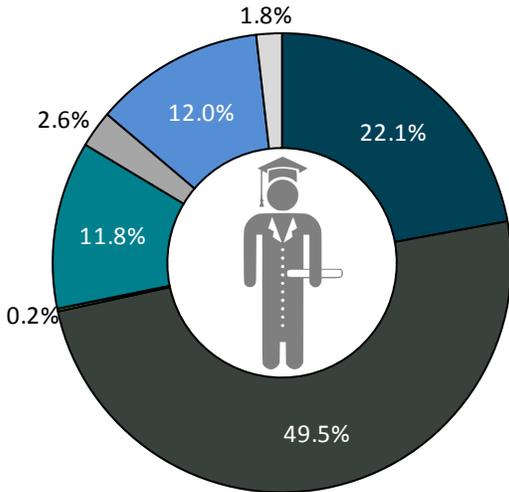
¹Iowa Workforce Development Job Bank
²Iowa Wage Report - Iowa Workforce Development
 **Insufficient data to report



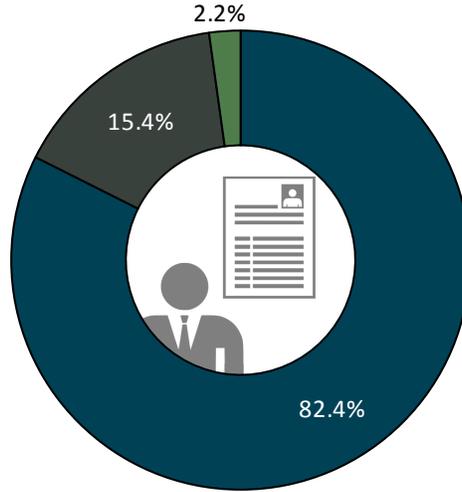
EDUCATION & EXPERIENCE REQUIREMENTS

Education and experience levels required and on-the-job training for the job orders (7,149 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.

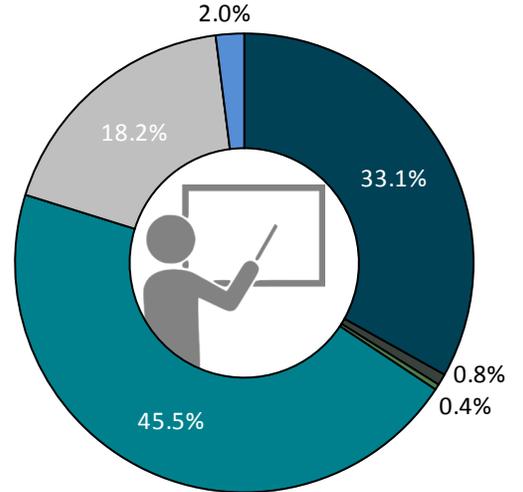
Education Requirements - Total Job Orders



Experience Requirements - Total Job Orders



On-The-Job Training - Total Job Orders



- No Formal Educational Credential - 22.1%
- High School Diploma or Equivalent - 49.5%
- Some College, No Degree - 0.2%
- Postsecondary Non-Degree Award - 11.8%
- Associate Degree - 2.6%
- Undergraduate Degree - 12.0%
- Postgraduate/Professional Degree - 1.8%

- No Experience Required - 82.4%
- Less than 5 Years - 15.4%
- 5 Years of More - 2.2%

- None - 33.1%
- Apprenticeship - 0.8%
- Internship/Residency - 0.4%
- Short-term on-the-job training - 45.5%
- Moderate-term on-the-job training - 18.2%
- Long-term on-the-job training - 2.0%

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.

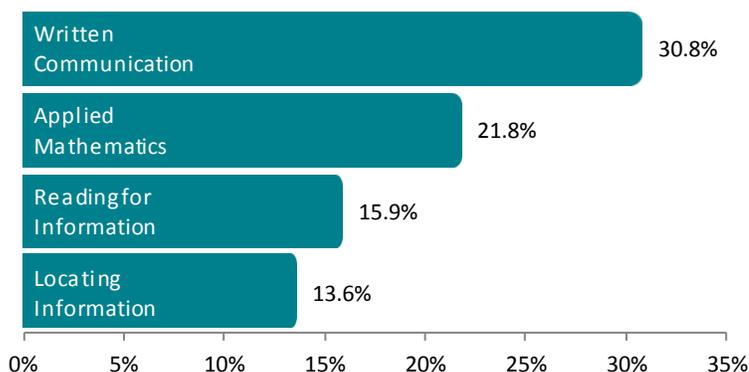
Perception of Applicants

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Applicants fulfill all necessary requirements for the job.	7.7%	19.3%	37.7%	26.5%	8.8%
Applicants possess the basic skills required for the job.	2.7%	12.2%	38.5%	33.8%	12.8%
Applicants possess the hard, or occupational, skills for the job.	11.3%	20.7%	41.6%	18.7%	7.7%
Applicants possess the soft, or interpersonal, skills for the job.	4.1%	19.6%	45.2%	23.9%	7.2%



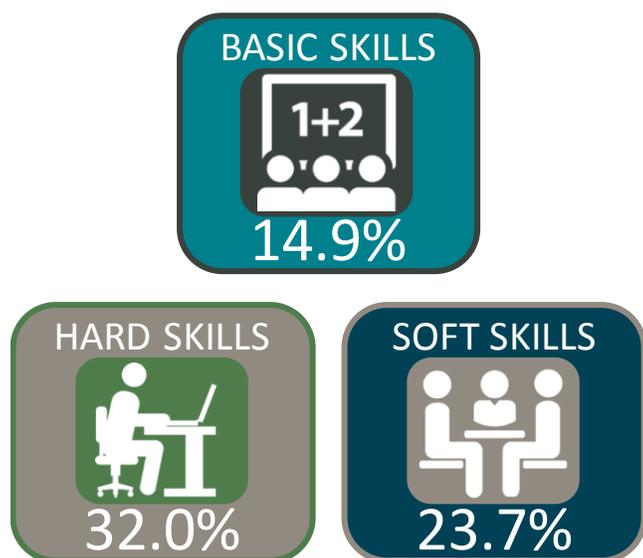
PERCEPTION OF APPLICANTS

Basic Skills Lacking in Applicants

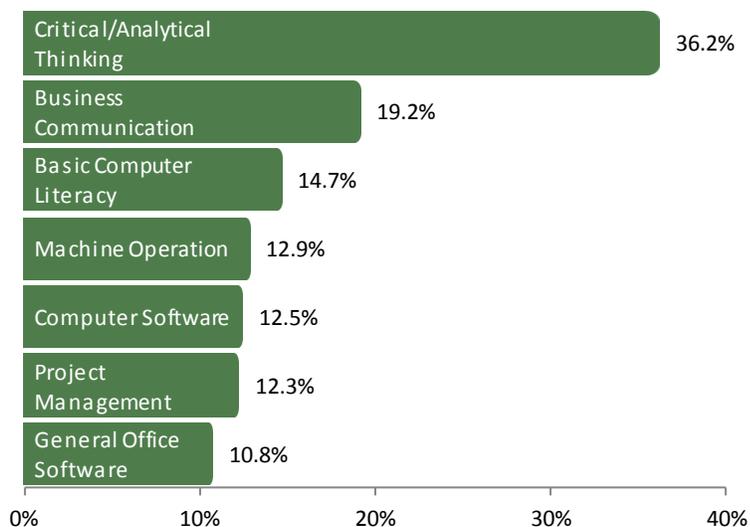


Basic skills are those skills developed during the elementary and middle part of an individual's education. These skills include literacy, numeracy (the ability to do arithmetic and reason with numbers), and the abilities to locate and read for information. The Skilled Iowa initiative, through the National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

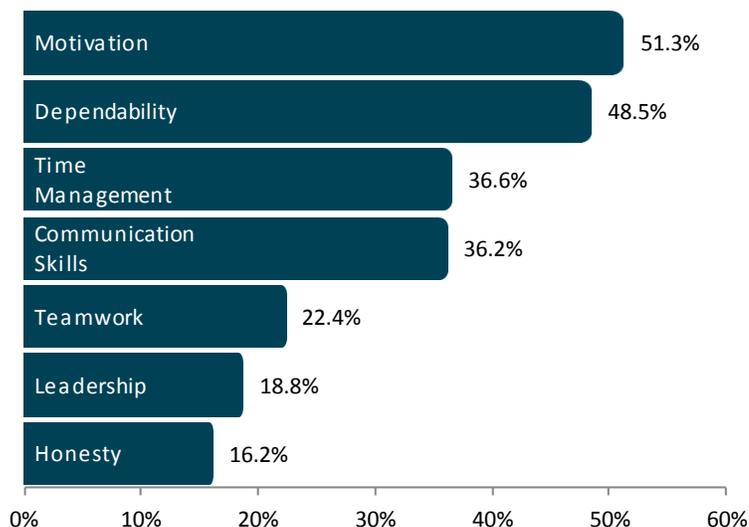


Occupational "Hard" Skills Lacking in Applicants



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. Nearly four-fifths (79.1%) of employers indicated that they offer employee training.

Where Additional Training is Offered

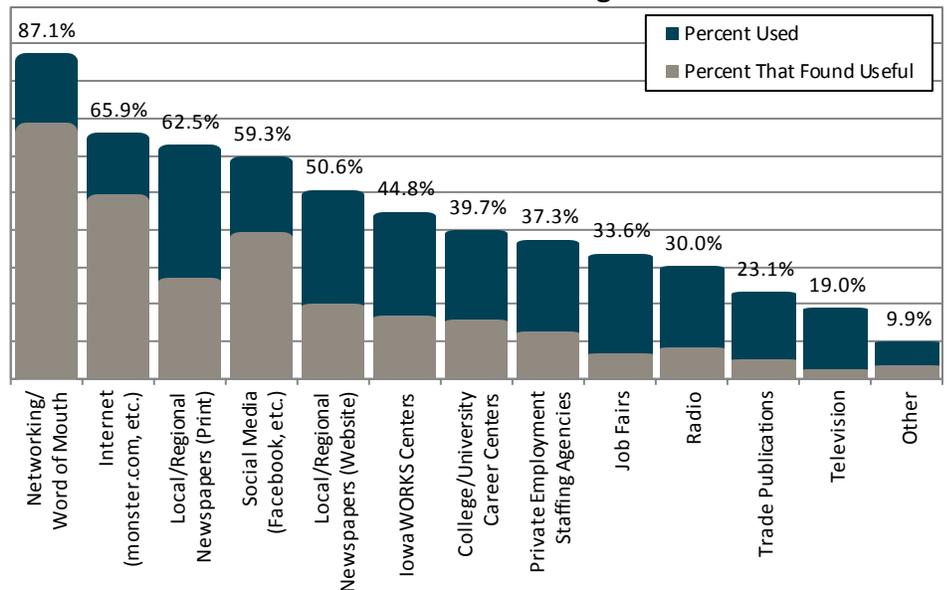
	Percent Offered
In-House Training	63.1%
Online Training	35.8%
Employee Self-Directed Training	21.8%
Commercial Training Provider	16.2%
College/University	7.1%
Other	6.5%
Trade School	5.0%



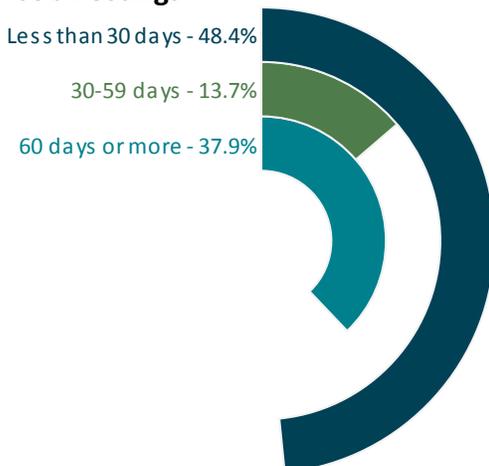
RECRUITMENT & ADVERTISING

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

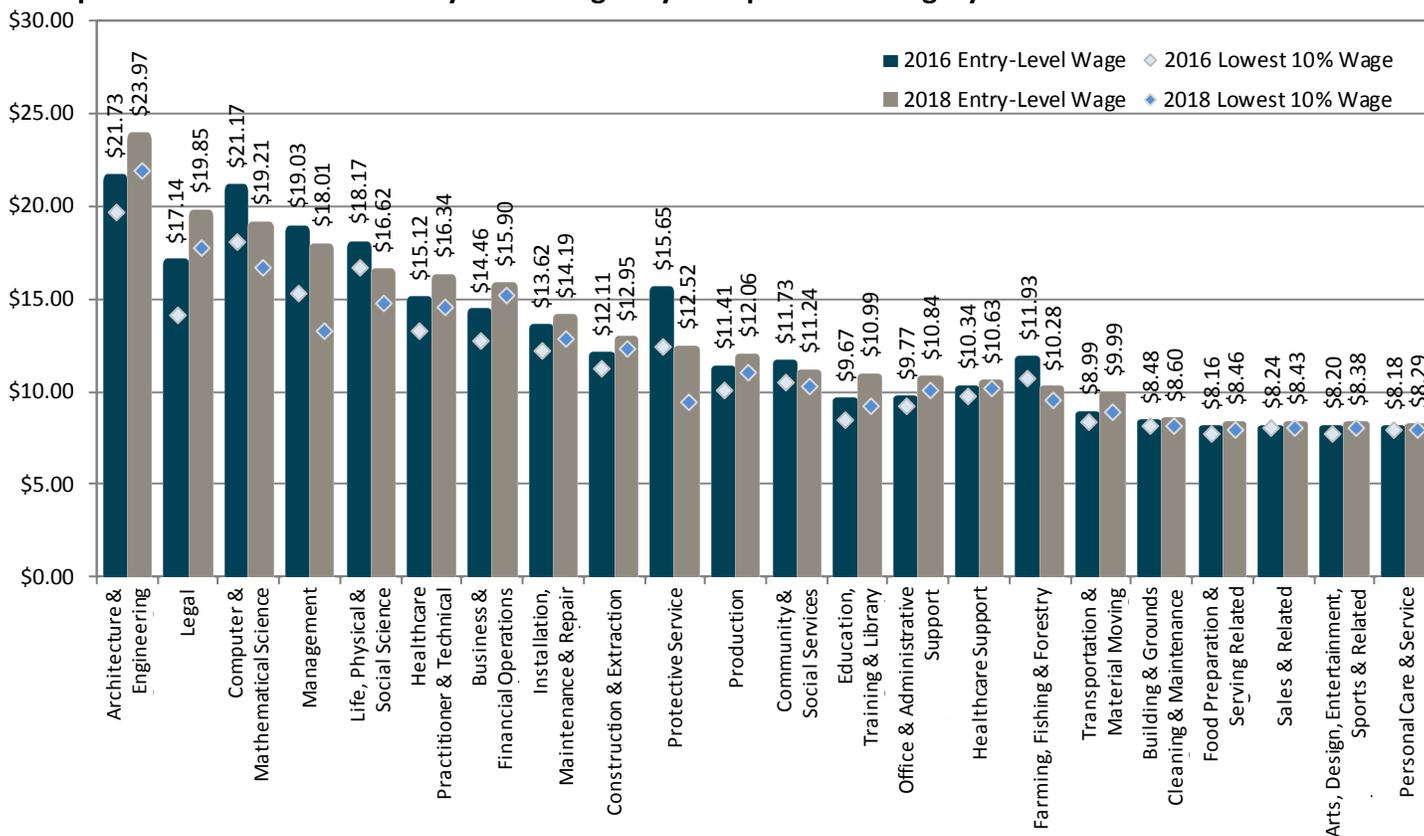
Difficulties Filling Vacant Positions

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Businesses have difficulty filling a position due to applicant failure to pass a background check.	31.0%	18.5%	34.7%	9.9%	5.9%
Businesses have difficulty filling a position due to applicant failure of controlled substance testing.	39.5%	14.9%	35.0%	6.4%	4.2%
Businesses have difficulty filling a position due to a general lack of applicants.	12.5%	12.7%	28.9%	23.4%	22.5%
Businesses have difficulty filling a position due to a lack of qualified applicants.	10.8%	8.1%	21.6%	30.4%	29.1%
Businesses have difficulty filling a position due to local competition.	23.0%	14.3%	38.0%	15.2%	9.5%
Businesses have difficulty filling a position due to applicant expectations of benefits package offered.	29.7%	18.0%	34.7%	11.9%	5.7%
Businesses have difficulty filling a position due to applicants willingness to accept wages offered.	20.1%	17.0%	35.9%	20.1%	6.9%
Businesses have difficulty filling a position due to the type of work involved.	20.7%	14.8%	33.3%	23.3%	7.9%
Businesses have difficulty filling a position due to the hours or shifts offered.	28.0%	17.8%	27.8%	19.6%	6.8%



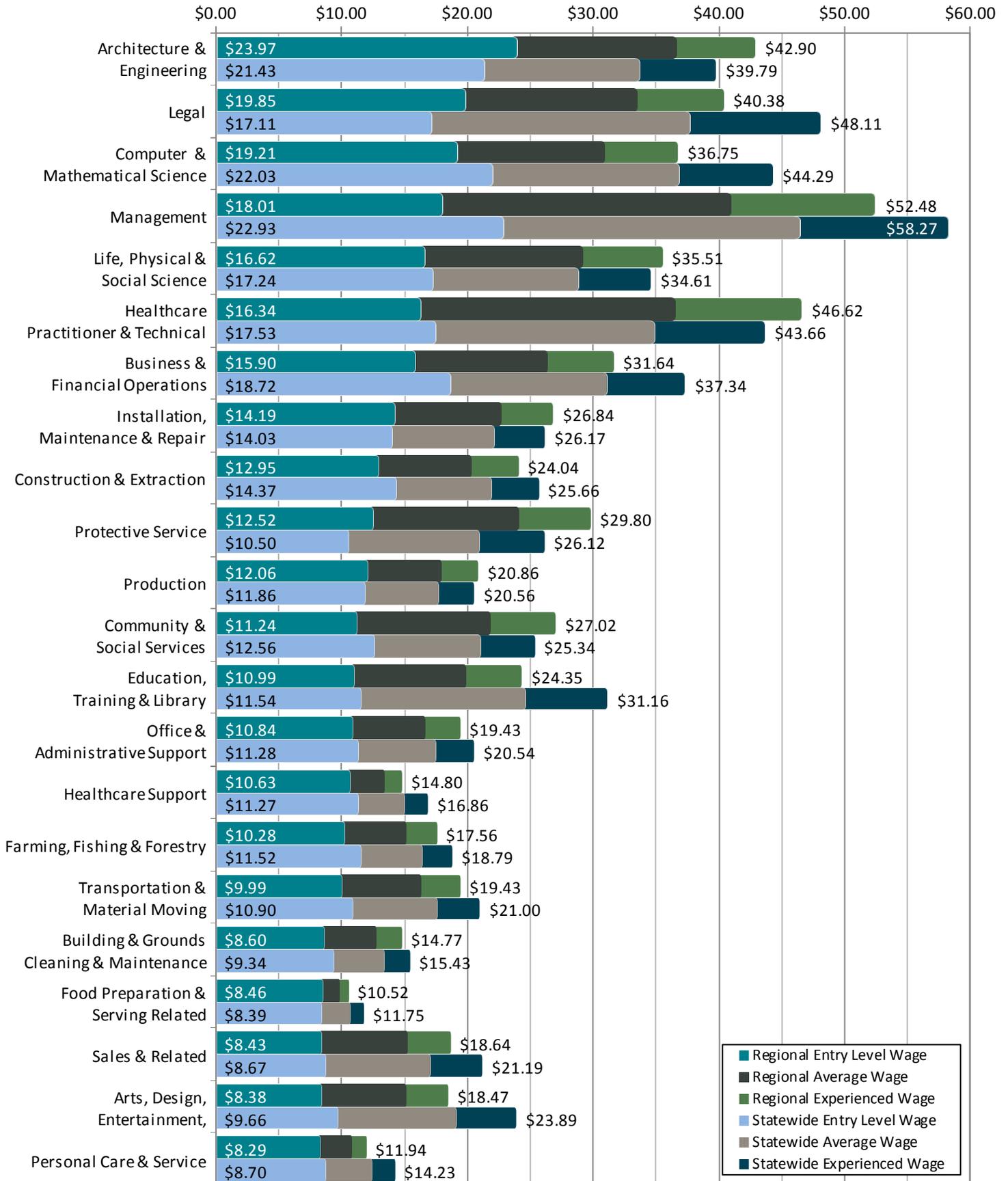
WAGES

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



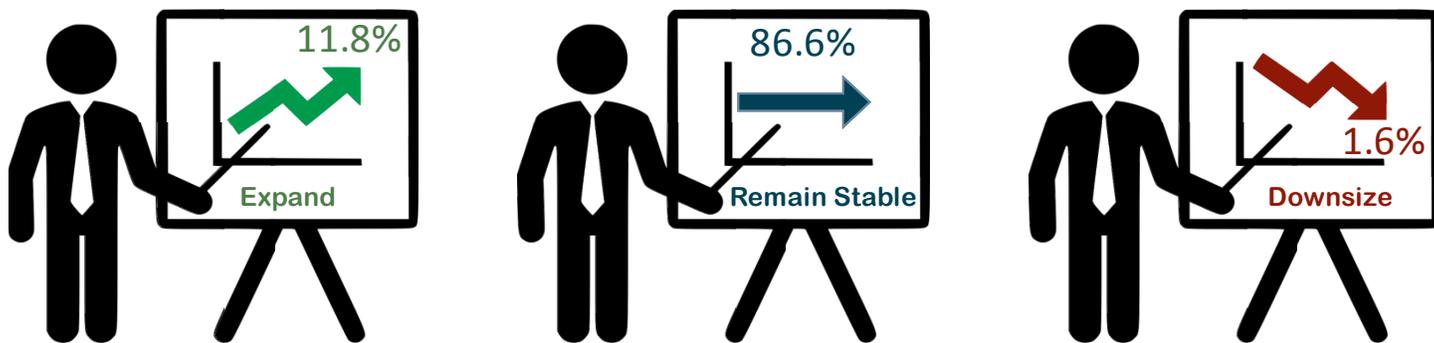


Comparison of 2018 Wage Levels by Occupational Category





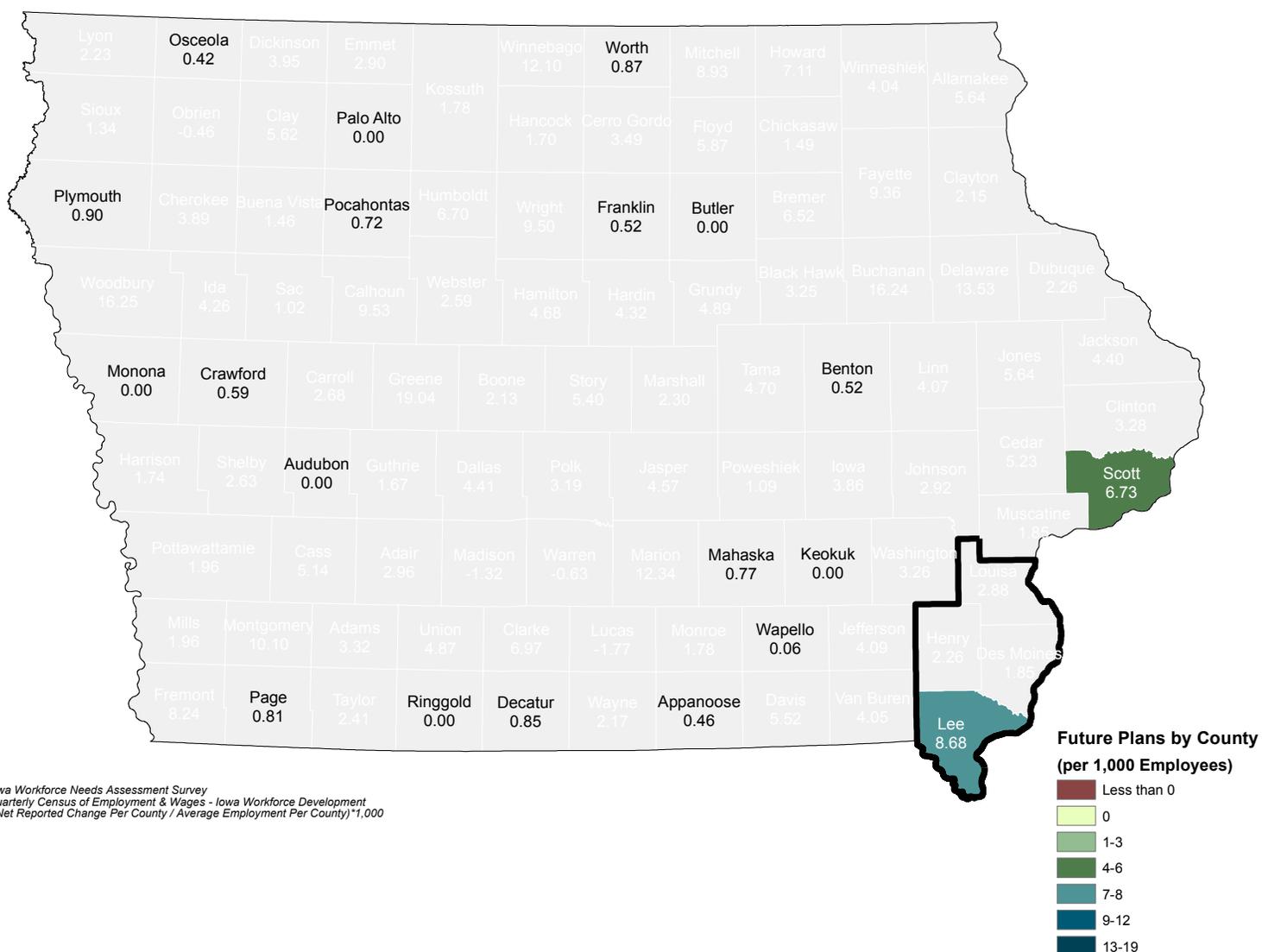
FUTURE PLANS



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)*

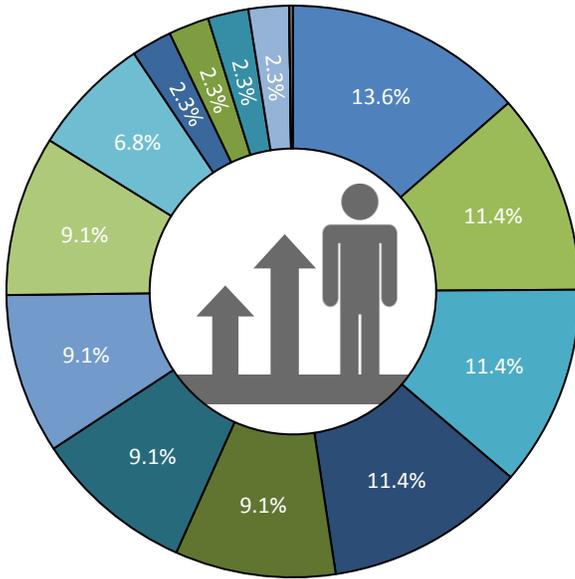


Iowa Workforce Needs Assessment Survey
 Quarterly Census of Employment & Wages - Iowa Workforce Development
 *(Net Reported Change Per County / Average Employment Per County)*1,000

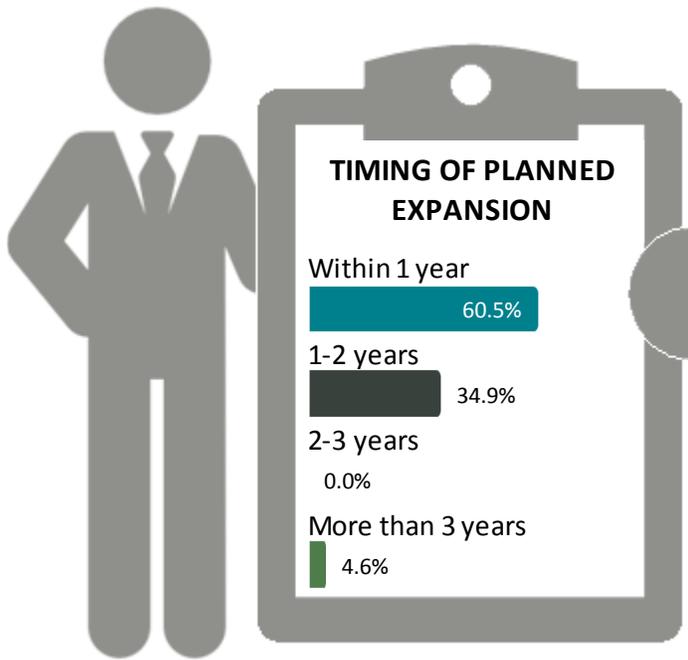
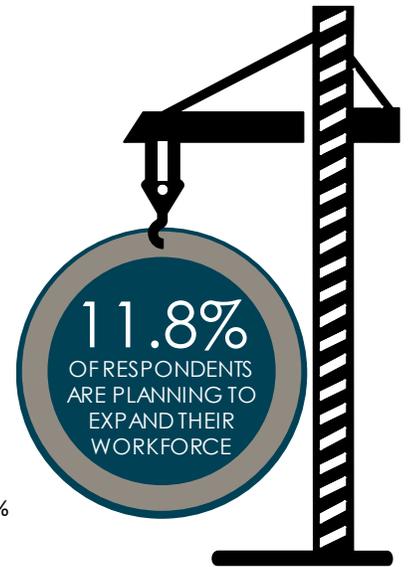


FUTURE PLANS - EXPANSION

Percent of Total Planned Expansion by Industry



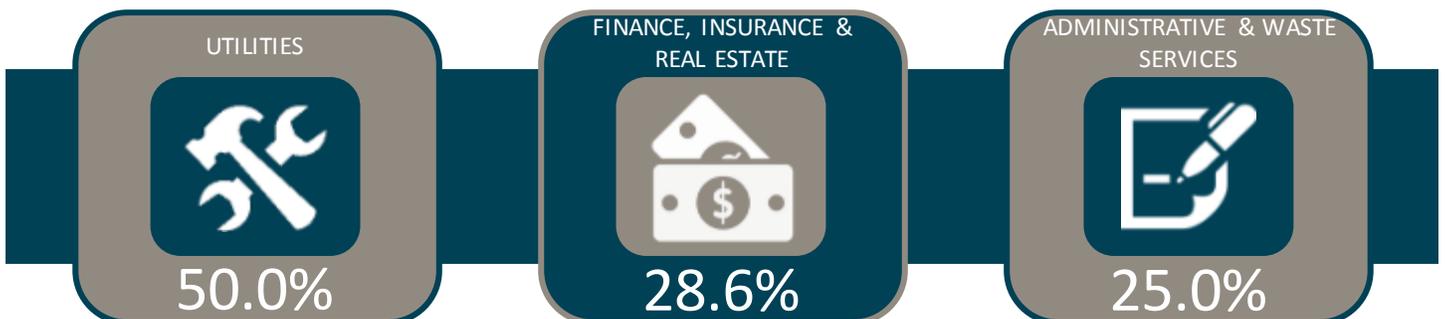
- Finance, Insurance & Real Estate - 13.6%
- Construction - 11.4%
- Manufacturing - 11.4%
- Transportation & Warehousing - 11.4%
- Administrative & Waste Services - 9.1%
- Health Care & Social Assistance - 9.1%
- Professional & Technical Services - 9.1%
- Wholesale & Retail Trade - 9.1%
- Accommodation & Food Services - 6.8%
- Arts, Entertainment & Recreation - 2.3%
- Information - 2.3%
- Personal Services - 2.3%
- Utilities - 2.3%
- Agriculture, Forestry, Fishing & Mining - 0.0%
- Educational Services - 0.0%
- Management - 0.0%
- Public Administration - -0.2%



Percent within Each Industry with Planned Payroll Expansion

Industry	Percent of Each Industry
Utilities	50.0%
Finance, Insurance & Real Estate	28.6%
Administrative & Waste Services	25.0%
Transportation & Warehousing	25.0%
Professional & Technical Services	17.4%
Construction	12.8%
Manufacturing	12.8%
Arts, Entertainment & Recreation	12.5%
Information	12.5%
Health Care & Social Assistance	11.1%
Accommodation & Food Services	9.1%
Wholesale & Retail Trade	5.6%
Personal Services	2.8%
Agriculture, Forestry, Fishing & Mining	0.0%
Educational Services	0.0%
Management	0.0%
Public Administration	0.0%

TOP INDUSTRIAL EXPANSION



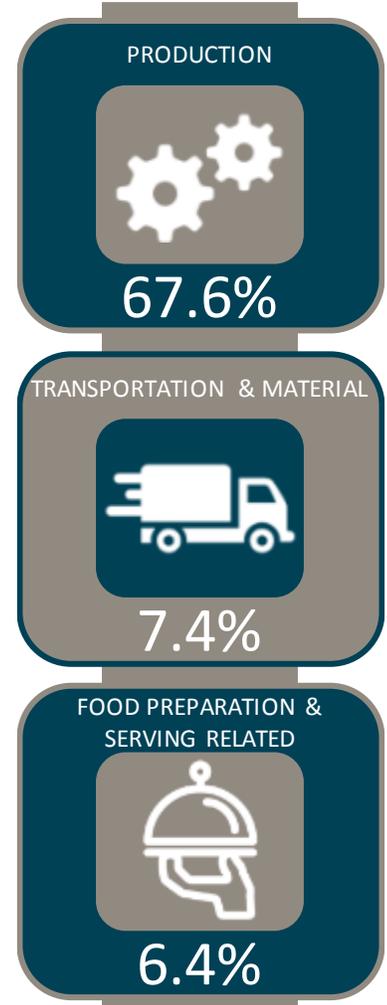


FUTURE PLANS - EXPANSION

Percent of Planned Expansion by Occupational Category

Occupational Category	Percent of Planned Expansion
Production	67.6%
Transportation & Material Moving	7.4%
Food Preparation & Serving Related	6.4%
Office & Administrative Support	3.7%
Sales & Related	3.7%
Healthcare Practitioners & Technical	2.1%
Business & Financial Operations	1.6%
Construction & Extraction	1.6%
Installation, Maintenance & Repair	1.6%
Management	1.6%
Architecture & Engineering	1.1%
Education, Training & Library	1.1%
Arts, Design, Entertainment, Sports & Media	0.5%
Building & Grounds Cleaning & Maintenance	0.0%
Community & Social Service	0.0%
Computer & Mathematical	0.0%
Farming, Fishing & Forestry	0.0%
Healthcare Support	0.0%
Legal	0.0%
Life, Physical & Social Science	0.0%
Personal Care & Service	0.0%
Protective Service	0.0%
Unknown	0.4%

TOP OCCUPATIONAL EXPANSION



Constraints Preventing Payroll Expansion Ranked by Relative Importance

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

Reasons for Payroll Expansion Ranked by Relative Importance

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





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%
 3-5 years - 0.0%
 More than 5 years - 0.0%

INSUFFICIENT DATA TO REPORT

RETIREMENTS

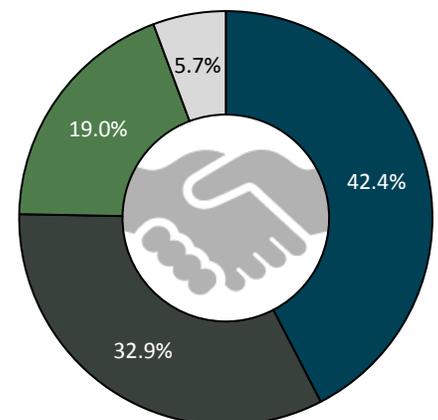


Workers Over the Age of 64 in the Workplace by Industry

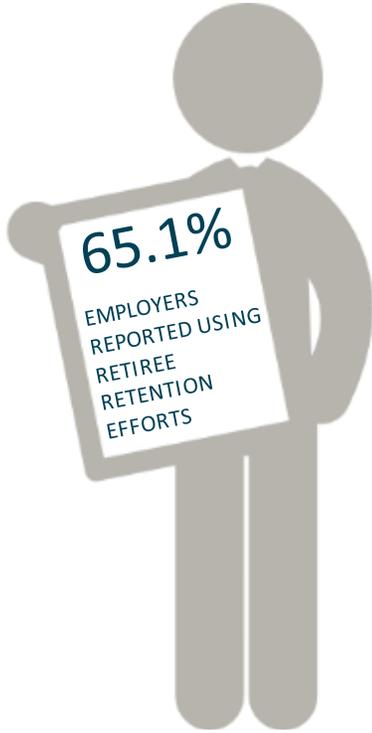
Industry	Percent of Total ⁴	Percent of Each Industry ⁴
Wholesale & Retail Trade	20.2%	8.6%
Manufacturing	14.8%	3.6%
Health Care & Social Assistance	13.7%	5.8%
Educational Services	10.4%	9.7%
Transportation & Warehousing	7.7%	8.8%
Personal Services	4.7%	10.7%
Finance, Insurance & Real Estate	4.4%	8.6%
Public Administration	4.3%	5.6%
Construction	4.1%	4.9%
Accommodation & Food Services	3.8%	3.4%
Administrative & Waste Services	3.1%	4.3%
Arts, Entertainment & Recreation	3.0%	9.3%
Professional & Technical Services	2.4%	7.7%
Information	1.5%	12.3%
Agriculture, Forestry, Fishing & Mining	0.6%	6.3%
Management	0.2%	5.9%
Utilities	0.1%	1.5%

⁴Longitudinal Employer-Household Dynamics - United States Census Bureau

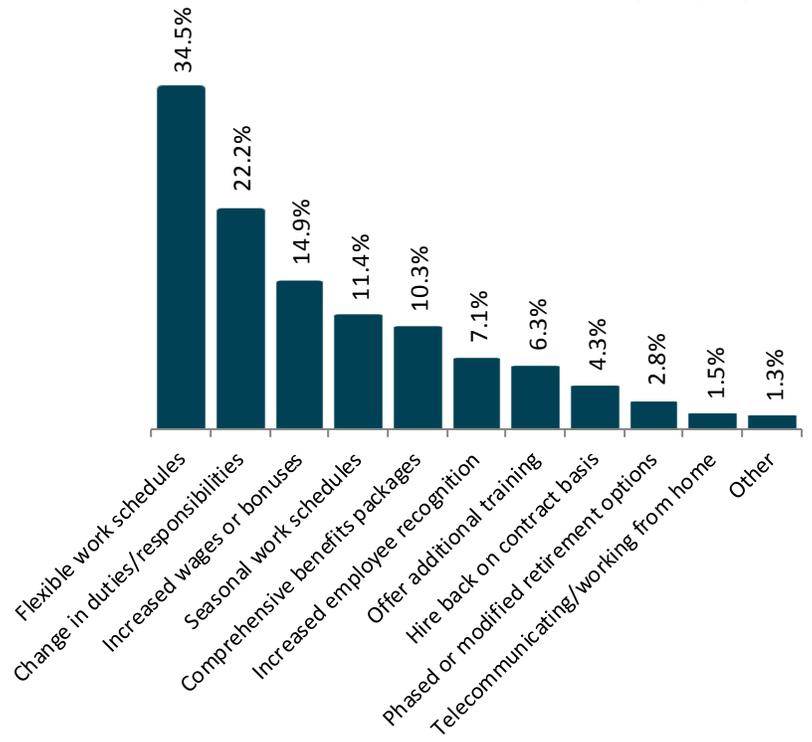
How Companies Plan to Replace Those Who Retire

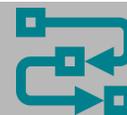


- Both hire new workers and promote from within - 42.4%
- Hire new workers - 32.9%
- Not currently planning to fill these positions - 19.0%
- Promote from within the company - 5.7%



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.

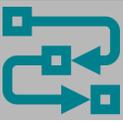
While there are many postings for jobs outside of Iowa within the IowaJobs bank, those are removed from the data for the purposes of this report. This is accomplished by filtering out all postings with a non-Iowa ZIP code. For those postings that did not have a valid ZIP code, the city and state fields 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	420	1,360	230	\$11.38
First-Line Supervisors of Retail Sales Workers	41-1011	375	390	85	\$11.16
Retail Salespersons	41-2031	276	1,510	205	\$8.28
Production Workers, All Other	51-9199	275	**	60	\$12.99
Stock Clerks and Order Fillers	43-5081	260	820	100	\$9.72
Cashiers	41-2011	221	1,230	330	\$8.22
Healthcare Practitioners and Technical Workers, All Other	29-9099	172	**	**	**
Customer Service Representatives	43-4051	170	680	60	\$11.14
First-Line Supervisors of Production and Operating Workers	51-1011	140	560	55	\$18.57
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	136	1,120	230	\$8.45
First-Line Supervisors of Food Preparation and Serving Workers	35-1012	119	280	40	\$9.14
Engineers, All Other	17-2199	118	50	**	\$31.50
Food Service Managers	11-9051	103	130	20	\$13.53
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37-2011	91	470	80	\$9.05
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	87	910	190	\$10.60
Driver/Sales Workers	53-3031	85	160	20	\$8.48
Helpers—Production Workers	51-9198	79	**	70	\$12.68
Security Guards	33-9032	77	100	10	\$8.64
First-Line Supervisors of Office and Administrative Support Workers	43-1011	71	350	30	\$14.14
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	68	560	55	\$14.13
Registered Nurses	29-1141	67	1,040	65	\$21.20
Therapists, All Other	29-1129	63	**	**	**
Social and Human Service Assistants	21-1093	59	160	25	\$10.54
Light Truck or Delivery Services Drivers	53-3033	56	360	40	\$9.65
Maintenance and Repair Workers, General	49-9071	56	590	85	\$12.35
Chief Executives	11-1011	54	40	**	\$14.51
Industrial Engineers	17-2112	52	160	10	\$30.16
Merchandise Displayers and Window Trimmers	27-1026	50	50	**	\$10.03
Industrial Truck and Tractor Operators	53-7051	49	310	35	\$12.79
Electrical and Electronic Engineering Technicians	17-3023	47	**	**	\$22.26
Healthcare Support Workers, All Other	31-9099	47	**	**	**
First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011	43	230	20	\$25.36
Building Cleaning Workers, All Other	37-2019	40	**	**	**
Maintenance Workers, Machinery	49-9043	38	**	10	\$13.47
Nursing Aides, Orderlies, and Attendants	31-1012	38	**	**	**
Assemblers and Fabricators, All Other	51-2099	36	**	20	**
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51-9121	36	100	10	\$11.91
Electricians	47-2111	36	450	35	\$17.09
Production, Planning, and Expediting Clerks	43-5061	34	120	15	\$15.88
Tellers	43-3071	34	180	25	\$10.64
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	35-3022	33	**	30	**
General and Operations Managers	11-1021	33	850	45	\$20.24
Machinists	51-4041	32	290	20	\$12.79
Police and Sheriff's Patrol Officers	33-3051	32	220	15	\$13.41

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
Transportation Attendants, Except Flight Attendants	53-6061	30	**	**	**
Managers, All Other	11-9199	29	**	30	\$10.63
Business Operations Specialists, All Other	13-1199	27	170	30	\$15.96
Office Clerks, General	43-9061	27	820	110	\$10.27
Personal Care Aides	39-9021	27	350	105	\$9.69
Accountants and Auditors	13-2011	26	230	25	\$18.13
Welders, Cutters, Solderers, and Brazers	51-4121	26	320	35	\$12.10
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	25	**	15	\$10.93
Food Preparation Workers	35-2021	24	**	45	\$8.40
Telecommunications Equipment Installers and Repairers, Except Line Installers	49-2022	24	110	**	\$21.22
Sales Representatives, Services, All Other	41-3099	23	60	10	\$18.23
Licensed Practical and Licensed Vocational Nurses	29-2061	21	380	25	\$16.33
Construction Laborers	47-2061	20	570	55	\$11.26
Parts Salespersons	41-2022	20	100	20	\$9.36
Cleaners of Vehicles and Equipment	53-7061	19	210	35	\$8.30
Computer and Information Research Scientists	15-1111	19	**	**	**
First-Line Supervisors of Construction Trades and Extraction Workers	47-1011	19	200	20	\$21.36
Industrial Machinery Mechanics	49-9041	19	550	45	\$16.58
Computer Occupations, All Other	15-1199	18	20	**	\$20.71
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	17-2111	18	**	**	\$27.52
Maids and Housekeeping Cleaners	37-2012	18	240	75	\$8.49
Sales Managers	11-2022	18	90	**	\$29.71
Financial Specialists, All Other	13-2099	17	**	**	**
Industrial Production Managers	11-3051	17	220	10	\$34.74
Team Assemblers	51-2092	17	**	105	**
Cooks, Restaurant	35-2014	16	**	60	\$8.52
Engine and Other Machine Assemblers	51-2031	16	**	10	**
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	53-1031	16	**	15	**
Material Moving Workers, All Other	53-7199	16	**	**	**
Office and Administrative Support Workers, All Other	43-9199	16	**	25	\$8.60
Pharmacy Technicians	29-2052	16	90	10	\$11.27
Shipping, Receiving, and Traffic Clerks	43-5071	16	230	25	\$10.95
Producers and Directors	27-2012	15	**	**	**
Receptionists and Information Clerks	43-4171	15	260	40	\$9.22
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	43-6014	15	780	70	\$11.41
Correctional Officers and Jailers	33-3012	14	480	30	\$20.20
Executive Secretaries and Executive Administrative Assistants	43-6011	14	160	15	\$15.84
Human Resources Managers	11-3121	14	50	**	\$36.69
Waiters and Waitresses	35-3031	14	580	125	\$8.52
Automotive Service Technicians and Mechanics	49-3023	13	**	25	\$11.36
Bus Drivers, Transit and Intercity	53-3021	13	**	**	**
Electrical and Electronics Repairers, Commercial and Industrial Equipment	49-2094	13	100	**	\$23.01
Electrical Engineers	17-2071	13	60	**	\$26.54
Crane and Tower Operators	53-7021	12	70	**	\$12.16
Demonstrators and Product Promoters	41-9011	12	**	**	**
First-Line Supervisors of Protective Service Workers, All Other	33-1099	12	30	**	\$8.24
Mechanical Engineers	17-2141	12	140	10	\$29.24
Packaging and Filling Machine Operators and Tenders	51-9111	12	420	60	\$10.93
Postal Service Mail Carriers	43-5052	12	150	10	\$17.12
Adult Basic and Secondary Education and Literacy Teachers and Instructors	25-3011	11	**	**	**
Automotive and Watercraft Service Attendants	53-6031	11	**	**	**
Carpenters	47-2031	11	**	35	\$14.67

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
Cooks, Institution and Cafeteria	35-2012	11	200	30	\$9.56
Educational, Guidance, School, and Vocational Counselors	21-1012	11	80	**	\$16.48
Industrial Engineering Technicians	17-3026	11	30	**	\$26.95
Preschool Teachers, Except Special Education	25-2011	11	160	**	\$13.45
Printing Press Operators	51-5112	11	100	**	\$12.19
Agricultural Workers, All Other	45-2099	10	**	35	**
Bus and Truck Mechanics and Diesel Engine Specialists	49-3031	10	250	20	\$15.16
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	45-2092	10	**	10	\$9.10
Financial Managers	11-3031	10	200	20	\$29.94
Healthcare Social Workers	21-1022	10	50	**	\$18.13
Human Resources Specialists	13-1071	10	130	15	\$14.74
Interviewers, Except Eligibility and Loan	43-4111	10	**	**	\$10.72
Metal Workers and Plastic Workers, All Other	51-4199	10	**	10	\$14.10
Nursing Assistants	31-1014	10	1,050	115	\$10.52
Tax Preparers	13-2082	10	**	**	**
Aerospace Engineering and Operations Technicians	17-3021	9	**	**	**
Agricultural Inspectors	45-2011	9	20	**	\$12.95
Bartenders	35-3011	9	210	40	\$8.38
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011	9	110	**	\$10.49
Cooks, Fast Food	35-2011	9	**	25	**
Dentists, General	29-1021	9	**	**	\$84.94
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	49-9021	9	50	10	\$18.72
Helpers—Installation, Maintenance, and Repair Workers	49-9098	9	**	**	**
Human Resources Assistants, Except Payroll and Timekeeping	43-4161	9	90	**	\$13.60
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	9	370	40	\$13.10
Landscaping and Groundskeeping Workers	37-3011	9	200	55	\$8.25
Life, Physical, and Social Science Technicians, All Other	19-4099	9	20	**	\$23.82
Postal Service Clerks	43-5051	9	50	**	\$15.98
Agricultural and Food Science Technicians	19-4011	8	70	**	\$14.39
Amusement and Recreation Attendants	39-3091	8	70	15	\$8.10
Child, Family, and School Social Workers	21-1021	8	270	10	\$10.29
Computer Support Specialists	15-1041	8	**	**	**
Computer Systems Analysts	15-1121	8	60	**	\$24.95
First-Line Supervisors of Housekeeping and Janitorial Workers	37-1011	8	30	10	\$13.53
Home Health Aides	31-1011	8	**	30	\$11.63
Logisticians	13-1081	8	50	**	\$23.01
Meter Readers, Utilities	43-5041	8	**	**	**
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	51-4072	8	100	15	\$14.45
Pharmacists	29-1051	8	60	**	\$45.86
Administrative Services Managers	11-3011	7	80	**	\$29.26
Childcare Workers	39-9011	7	260	75	\$8.28
Civil Engineers	17-2051	7	10	**	\$30.00
Coaches and Scouts	27-2022	7	360	40	\$17,411
Environmental Science and Protection Technicians, Including Health	19-4091	7	**	**	**
Environmental Scientists and Specialists, Including Health	19-2041	7	20	**	**
Helpers—Electricians	47-3013	7	**	10	**
Highway Maintenance Workers	47-4051	7	160	15	\$17.61
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35-9031	7	**	15	**
Hotel, Motel, and Resort Desk Clerks	43-4081	7	**	25	\$9.86
Installation, Maintenance, and Repair Workers, All Other	49-9099	7	30	**	\$16.73
Order Clerks	43-4151	7	40	**	\$14.73
Outdoor Power Equipment and Other Small Engine Mechanics	49-3053	7	**	**	**

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Job Title	SOC Code	Total Job Orders ¹	Estimated Employment ²	Annual Job Openings ³	Entry Wage ²
Plumbers, Pipefitters, and Steamfitters	47-2152	7	380	35	\$15.12
Social Workers, All Other	21-1029	7	**	**	**
Bakers	51-3011	6	110	15	\$9.24
Bookkeeping, Accounting, and Auditing Clerks	43-3031	6	890	100	\$11.47
Community and Social Service Specialists, All Other	21-1099	6	**	20	**
Conveyor Operators and Tenders	53-7011	6	**	10	\$13.85
Cooks, Short Order	35-2015	6	**	**	**
Gaming Change Persons and Booth Cashiers	41-2012	6	**	**	**
Management Analysts	13-1111	6	40	10	\$25.83
Medical and Health Services Managers	11-9111	6	170	15	\$26.28
Packers and Packagers, Hand	53-7064	6	210	70	\$9.16
Painting, Coating, and Decorating Workers	51-9123	6	**	**	**
Physical Therapists	29-1123	6	**	**	**
Private Detectives and Investigators	33-9021	6	**	**	**
Railroad Conductors and Yardmasters	53-4031	6	**	15	**
Refuse and Recyclable Material Collectors	53-7081	6	10	**	\$19.55
Securities, Commodities, and Financial Services Sales Agents	41-3031	6	**	**	**
Billing and Posting Clerks	43-3021	5	170	20	\$13.12
Buyers and Purchasing Agents, Farm Products	13-1021	5	**	**	**
Cement Masons and Concrete Finishers	47-2051	5	**	15	**
Civil Engineering Technicians	17-3022	5	30	**	\$18.21
Construction and Related Workers, All Other	47-4099	5	**	65	**
Court, Municipal, and License Clerks	43-4031	5	80	**	\$12.40
Dining Room and Cafeteria Attendants and Bartender Helpers	35-9011	5	**	10	\$8.38
Health Diagnosing and Treating Practitioners, All Other	29-1199	5	**	**	**
Health Educators	21-1091	5	**	**	**
Loan Officers	13-2072	5	80	10	\$19.04
Medical Records and Health Information Technicians	29-2071	5	60	**	\$13.47
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4081	5	**	15	\$15.38
Optometrists	29-1041	5	30	**	**
Property, Real Estate, and Community Association Managers	11-9141	5	60	**	**
Rehabilitation Counselors	21-1015	5	60	**	\$12.52
Tree Trimmers and Pruners	37-3013	5	**	**	**
Architectural and Civil Drafters	17-3011	4	10	**	\$17.55
Bus Drivers, School or Special Client	53-3022	4	180	25	\$8.55
Cardiovascular Technologists and Technicians	29-2031	4	**	**	**
Compliance Officers	13-1041	4	**	**	\$16.23
Construction Managers	11-9021	4	120	10	\$29.14
Data Entry Keyers	43-9021	4	70	**	\$12.94
Diagnostic Medical Sonographers	29-2032	4	20	**	\$26.30
Engineering Technicians, Except Drafters, All Other	17-3029	4	30	**	\$20.97
Environmental Engineers	17-2081	4	**	**	**
First-Line Supervisors of Non-Retail Sales Workers	41-1012	4	20	10	\$22.28
Floral Designers	27-1023	4	**	**	\$13.80
Gaming Dealers	39-3011	4	**	20	**
Hairdressers, Hairstylists, and Cosmetologists	39-5012	4	180	40	\$8.31
Health Technologists and Technicians, All Other	29-2099	4	50	**	\$14.39
Interpreters and Translators	27-3091	4	**	**	**
Machine Feeders and Offbearers	53-7063	4	150	35	\$11.01
Medical and Clinical Laboratory Technologists	29-2011	4	**	**	**
Medical Secretaries	43-6013	4	170	15	\$12.88
Mine Cutting and Channeling Machine Operators	47-5042	4	**	**	**

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APPENDIX - LIST OF ALL JOB VACANCIES

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Painters, Construction and Maintenance	47-2141	4	120	15	\$13.03
Power Plant Operators	51-8013	4	**	**	**
Purchasing Managers	11-3061	4	10	**	\$27.14
Recreational Therapists	29-1125	4	**	**	**
Roofers	47-2181	4	**	10	**
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	51-9012	4	**	**	**
Social and Community Service Managers	11-9151	4	140	**	\$16.62
Structural Metal Fabricators and Fitters	51-2041	4	**	25	**
Switchboard Operators, Including Answering Service	43-2011	4	20	**	\$10.76
Training and Development Specialists	13-1151	4	80	10	\$15.57
Transportation Workers, All Other	53-6099	4	**	35	**
Transportation, Storage, and Distribution Managers	11-3071	4	**	**	\$27.84
Aerospace Engineers	17-2011	3	**	**	**
Bridge and Lock Tenders	53-6011	3	**	**	**
Business Teachers, Postsecondary	25-1011	3	**	**	**
Chefs and Head Cooks	35-1011	3	**	**	**
Counter and Rental Clerks	41-2021	3	100	15	\$8.29
Court Reporters	23-2091	3	**	**	**
Database Administrators	15-1141	3	**	**	**
Dishwashers	35-9021	3	130	15	\$8.27
Education Teachers, Postsecondary	25-1081	3	**	**	**
Emergency Medical Technicians and Paramedics	29-2041	3	110	15	\$9.66
Excavating and Loading Machine and Dragline Operators	53-7032	3	40	10	\$13.53
Family and General Practitioners	29-1062	3	**	**	**
First-Line Supervisors of Farming, Fishing, and Forestry Workers	45-1011	3	**	**	**
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	53-1021	3	**	10	**
Graphic Designers	27-1024	3	50	10	\$10.60
Grounds Maintenance Workers, All Other	37-3019	3	**	**	**
Helpers—Carpenters	47-3012	3	**	**	**
Internists, General	29-1063	3	**	**	**
Lawyers	23-1011	3	60	**	\$27.98
Legal Secretaries	43-6012	3	80	**	\$16.93
Medical and Clinical Laboratory Technicians	29-2012	3	**	**	**
Mental Health Counselors	21-1014	3	**	**	**
New Accounts Clerks	43-4141	3	**	**	\$13.59
Nurse Practitioners	29-1171	3	40	**	\$44.42
Occupational Therapy Assistants	31-2011	3	**	**	**
Operations Research Analysts	15-2031	3	**	**	**
Paper Goods Machine Setters, Operators, and Tenders	51-9196	3	220	10	\$12.77
Physical Therapist Assistants	31-2021	3	30	**	\$19.71
Physicians and Surgeons, All Other	29-1069	3	210	**	**
Plant and System Operators, All Other	51-8099	3	**	**	**
Rail Yard Engineers, Dinkey Operators, and Hostlers	53-4013	3	**	**	**
Taxi Drivers and Chauffeurs	53-3041	3	**	**	\$8.68
Vocational Education Teachers, Postsecondary	25-1194	3	**	**	**
Animal Control Workers	33-9011	2	**	**	**
Architects, Except Landscape and Naval	17-1011	2	**	**	**
Art, Drama, and Music Teachers, Postsecondary	25-1121	2	**	**	**
Automotive Body and Related Repairers	49-3021	2	**	10	**
Chemical Engineers	17-2041	2	50	**	\$35.22
Chemists	19-2031	2	**	**	\$23.00
Clinical, Counseling, and School Psychologists	19-3031	2	**	**	\$22.77

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Coin, Vending, and Amusement Machine Servicers and Repairers	49-9091	2	20	**	\$12.17
Community Health Workers	21-1094	2	**	**	**
Computer Network Support Specialists	15-1152	2	20	**	\$17.10
Computer Programmers	15-1131	2	10	**	**
Computer Software Engineers, Applications	15-1031	2	**	**	**
Computer Specialists, All Other	15-1099	2	**	**	**
Control and Valve Installers and Repairers, Except Mechanical Door	49-9012	2	**	**	**
Dental Assistants	31-9091	2	140	10	\$13.04
Dental Hygienists	29-2021	2	160	**	\$27.27
Education Administrators, All Other	11-9039	2	**	**	**
Education Administrators, Preschool and Childcare Center/Program	11-9031	2	**	**	**
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	49-2095	2	**	**	**
Fiberglass Laminators and Fabricators	51-2091	2	**	**	**
Firefighters	33-2011	2	**	**	**
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	37-1012	2	**	**	\$8.08
First-Line Supervisors of Personal Service Workers	39-1021	2	50	10	\$13.24
Fundraisers	13-1131	2	**	**	**
Gaming Service Workers, All Other	39-3019	2	**	**	**
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4033	2	**	10	\$12.69
Information and Record Clerks, All Other	43-4199	2	**	**	\$14.16
Insurance Sales Agents	41-3021	2	**	20	**
Laundry and Dry-Cleaning Workers	51-6011	2	80	10	\$9.54
Library Assistants, Clerical	43-4121	2	30	**	\$8.69
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	33-9092	2	90	40	\$8.44
Loan Interviewers and Clerks	43-4131	2	80	**	\$13.73
Market Research Analysts and Marketing Specialists	13-1161	2	70	10	\$15.76
Meat, Poultry, and Fish Cutters and Trimmers	51-3022	2	**	35	**
Mental Health and Substance Abuse Social Workers	21-1023	2	**	**	\$15.16
Musicians and Singers	27-2042	2	**	**	**
Nursing Instructors and Teachers, Postsecondary	25-1072	2	**	**	**
Occupational Therapists	29-1122	2	**	**	**
Painters, Transportation Equipment	51-9122	2	**	**	**
Parking Lot Attendants	53-6021	2	**	**	**
Personal Care and Service Workers, All Other	39-9099	2	**	**	**
Public Relations Specialists	27-3031	2	30	**	\$15.83
Radiologic Technologists	29-2034	2	**	**	**
Reservation and Transportation Ticket Agents and Travel Clerks	43-4181	2	**	**	**
Respiratory Therapists	29-1126	2	**	**	\$20.22
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	2	**	10	**
Septic Tank Servicers and Sewer Pipe Cleaners	47-4071	2	**	**	**
Sewing Machine Operators	51-6031	2	**	**	**
Tank Car, Truck, and Ship Loaders	53-7121	2	**	**	**
Teachers and Instructors, All Other	25-3099	2	**	**	**
Tire Repairers and Changers	49-3093	2	**	**	**
Urban and Regional Planners	19-3051	2	**	**	**
Water and Wastewater Treatment Plant and System Operators	51-8031	2	100	**	\$15.17
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51-4122	2	110	10	\$13.91
Advertising and Promotions Managers	11-2011	1	**	**	**
Advertising Sales Agents	41-3011	1	**	**	\$8.47
Agricultural Equipment Operators	45-2091	1	**	25	**
Aircraft Launch and Recovery Officers	55-1012	1	**	**	**
Aircraft Launch and Recovery Specialists	55-3012	1	**	**	**

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Animal Breeders	45-2021	1	**	**	**
Area, Ethnic, and Cultural Studies Teachers, Postsecondary	25-1062	1	**	**	**
Automotive Glass Installers and Repairers	49-3022	1	**	**	**
Biological Science Teachers, Postsecondary	25-1042	1	**	**	**
Biological Technicians	19-4021	1	**	**	**
Broadcast Technicians	27-4012	1	**	**	**
Budget Analysts	13-2031	1	20	**	\$27.88
Captains, Mates, and Pilots of Water Vessels	53-5021	1	20	**	\$18.98
Cargo and Freight Agents	43-5011	1	**	**	**
Carpet Installers	47-2041	1	**	**	**
Chemical Technicians	19-4031	1	30	**	\$19.50
Chemistry Teachers, Postsecondary	25-1052	1	**	**	**
Commercial Pilots	53-2012	1	**	**	**
Compensation, Benefits, and Job Analysis Specialists	13-1141	1	**	**	**
Computer User Support Specialists	15-1151	1	70	**	\$16.82
Construction and Building Inspectors	47-4011	1	10	**	\$20.91
Credit Analysts	13-2041	1	**	**	\$16.90
Criminal Justice and Law Enforcement Teachers, Postsecondary	25-1111	1	**	**	**
Crossing Guards	33-9091	1	**	**	**
Designers, All Other	27-1029	1	**	**	**
Dietetic Technicians	29-2051	1	**	**	**
Dietitians and Nutritionists	29-1031	1	**	**	\$8.35
Dispatchers, Except Police, Fire, and Ambulance	43-5032	1	40	**	\$14.20
Education Administrators, Postsecondary	11-9033	1	**	**	**
Electromechanical Equipment Assemblers	51-2023	1	**	**	**
Electro-Mechanical Technicians	17-3024	1	**	**	**
Electronics Engineers, Except Computer	17-2072	1	**	**	**
First-Line Supervisors of Police and Detectives	33-1012	1	50	**	\$22.49
Food Servers, Nonrestaurant	35-3041	1	50	**	\$8.45
Furniture Finishers	51-7021	1	**	**	**
Gaming Surveillance Officers and Gaming Investigators	33-9031	1	**	**	**
Glaziers	47-2121	1	**	**	**
Helpers, Construction Trades, All Other	47-3019	1	**	**	**
Helpers—Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	47-3011	1	**	10	**
Home Appliance Repairers	49-9031	1	**	**	**
Instructional Coordinators	25-9031	1	40	**	\$23.53
Insulation Workers, Floor, Ceiling, and Wall	47-2131	1	**	**	**
Insurance Claims and Policy Processing Clerks	43-9041	1	40	10	\$14.97
Interior Designers	27-1025	1	**	**	**
Labor Relations Specialists	13-1075	1	**	**	\$22.49
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4034	1	**	**	**
Library Technicians	25-4031	1	50	**	\$8.28
Locker Room, Coatroom, and Dressing Room Attendants	39-3093	1	**	**	**
Lodging Managers	11-9081	1	**	**	**
Market Research Analysts	19-3021	1	**	**	**
Marketing Managers	11-2021	1	30	**	\$28.83
Mechanical Engineering Technicians	17-3027	1	**	**	**
Media and Communication Workers, All Other	27-3099	1	**	**	**
Medical Appliance Technicians	51-9082	1	**	**	**
Medical Assistants	31-9092	1	220	40	\$10.94
Mobile Heavy Equipment Mechanics, Except Engines	49-3042	1	50	**	\$16.68
Network and Computer Systems Administrators	15-1142	1	40	**	\$25.43

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Nonfarm Animal Caretakers	39-2021	1	**	**	\$8.42
Occupational Health and Safety Specialists	29-9011	1	30	**	\$21.36
Opticians, Dispensing	29-2081	1	70	**	\$12.00
Paralegals and Legal Assistants	23-2011	1	**	**	\$17.09
Payroll and Timekeeping Clerks	43-3051	1	80	**	\$17.12
Pharmacy Aides	31-9095	1	**	**	**
Philosophy and Religion Teachers, Postsecondary	25-1126	1	**	**	**
Phlebotomists	31-9097	1	50	**	\$10.86
Physician Assistants	29-1071	1	10	**	\$35.47
Police, Fire, and Ambulance Dispatchers	43-5031	1	30	**	**
Postsecondary Teachers, All Other	25-1199	1	**	**	**
Prepress Technicians and Workers	51-5111	1	20	**	\$10.88
Psychiatric Aides	31-1013	1	**	**	**
Psychology Teachers, Postsecondary	25-1066	1	**	**	**
Pump Operators, Except Wellhead Pumps	53-7072	1	**	**	**
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	1	**	10	**
Radio, Cellular, and Tower Equipment Installers and Repairers	49-2021	1	**	**	**
Railroad Brake, Signal, and Switch Operators	53-4021	1	**	10	**
Recreation Workers	39-9032	1	60	40	\$8.41
Residential Advisors	39-9041	1	**	**	**
Sailors and Marine Oilers	53-5011	1	**	**	**
Sales and Related Workers, All Other	41-9099	1	**	30	**
Self-Enrichment Education Teachers	25-3021	1	**	10	\$14.08
Social Science Research Assistants	19-4061	1	**	**	**
Social Work Teachers, Postsecondary	25-1113	1	**	**	**
Software Developers, Applications	15-1132	1	20	**	\$26.41
Speech-Language Pathologists	29-1127	1	**	**	**
Stationary Engineers and Boiler Operators	51-8021	1	**	**	**
Statisticians	15-2041	1	**	**	**
Structural Iron and Steel Workers	47-2221	1	**	**	**
Substance Abuse and Behavioral Disorder Counselors	21-1011	1	**	**	**
Surgical Technologists	29-2055	1	**	**	**
Technical Writers	27-3042	1	**	**	**
Timing Device Assemblers and Adjusters	51-2093	1	**	**	**
Tool and Die Makers	51-4111	1	70	**	\$19.48
Tour Guides and Escorts	39-7011	1	**	**	**
Wholesale and Retail Buyers, Except Farm Products	13-1022	1	**	**	**

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

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