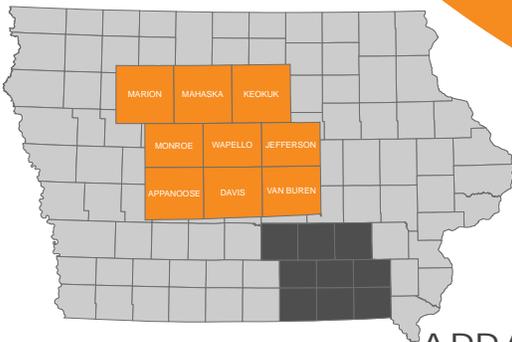


# WORKFORCE NEEDS ASSESSMENT

RELEASED

20  
17



## REGIONAL ANALYSIS

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



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# 2016 IOWA WORKFORCE NEEDS ASSESSMENT SURVEY



## INTRODUCTION

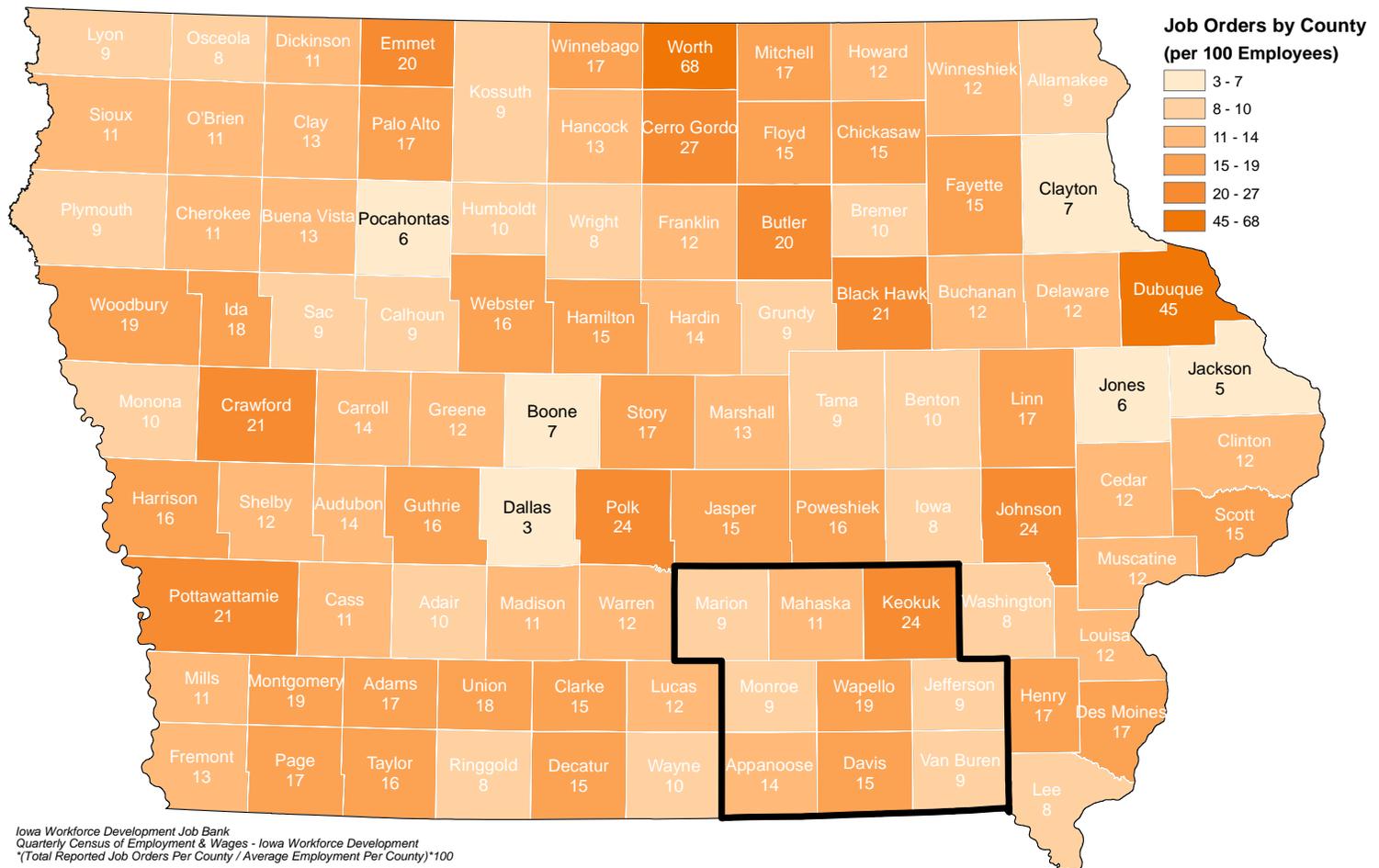
Iowa Workforce Development (IWD) conducted the sixth Workforce Needs Assessment. In addition to vacancy and retirement data, the survey also addressed the demand for workers and skills required in the workforce. Data regarding benefits offered by employers was also collected and is delineated in the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

Beginning in August 2016, 1,212 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 (November 16, 2016), IWD had received 568 responses, yielding a 46.9 percent response rate.



## VACANCY ESTIMATES

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



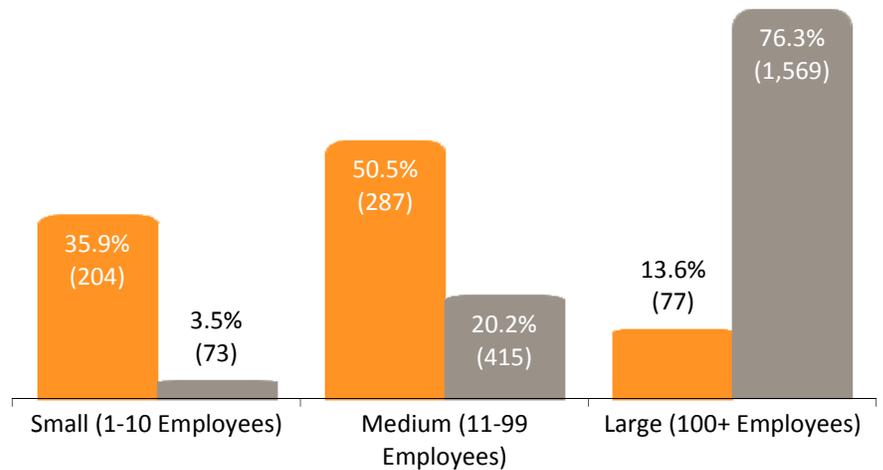
Iowa Workforce Development Job Bank  
 Quarterly Census of Employment & Wages - Iowa Workforce Development  
 \*(Total Reported Job Orders Per County / Average Employment Per County)\*100



## VACANCY ESTIMATES

### Reported Job Vacancies by Workplace Size

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



### Total Number of Job Orders by Occupational Category

Occupational Category	Total Job Orders <sup>1</sup>	Percent of Total Job Orders <sup>1</sup>	Entry Wage <sup>2</sup>	Average Wage <sup>2</sup>	Projected Annual Openings <sup>3</sup>
Healthcare Practitioner & Technical	1,170	15.0%	\$16.81	\$29.72	**
Sales & Related	843	10.8%	\$8.17	\$15.51	**
Transportation & Material Moving	783	10.0%	\$9.90	\$14.75	**
Food Preparation & Serving Related	762	9.8%	\$8.16	\$9.28	**
Office & Administrative Support	708	9.1%	\$9.64	\$14.76	**
Production	482	6.2%	\$9.99	\$15.04	**
Management	397	5.1%	\$19.03	\$37.40	**
Installation, Maintenance & Repair	349	4.5%	\$12.41	\$19.97	**
Architecture & Engineering	322	4.1%	\$19.75	\$31.32	**
Building & Grounds Cleaning & Maintenance	322	4.1%	\$8.20	\$11.23	**
Healthcare Support	318	4.1%	\$10.09	\$13.89	**
Business & Financial Operations	236	3.0%	\$15.42	\$26.16	**
Computer & Mathematical Science	221	2.8%	\$17.54	\$33.95	**
Construction & Extraction	212	2.7%	\$13.32	\$19.83	**
Arts, Design, Entertainment, Sports & Related	150	1.9%	\$8.53	\$16.48	**
Community & Social Services	141	1.8%	\$10.85	\$19.35	**
Education, Training & Library	93	1.2%	\$10.40	\$21.34	**
Personal Care & Service	89	1.1%	\$8.19	\$9.98	**
Protective Service	74	0.9%	\$8.74	\$16.62	**
Life, Physical & Social Science	64	0.8%	\$16.55	\$26.02	**
Farming, Fishing & Forestry	61	0.8%	\$10.24	\$15.45	**
Legal	6	0.1%	\$16.66	\$28.75	**

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

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

<sup>3</sup>Iowa's Long-Term Occupational Projections - Iowa Workforce Development (Only calculated for IWD Regions and the State of Iowa)

\*\*Insufficient data to report



# VACANCY ESTIMATES

## Vacancy Rate by Industry

	Employment <sup>4</sup>	Estimated Vacancies	*Vacancy Rate	New Hire Wage <sup>4</sup>	Projected Annual Openings <sup>3</sup>
Arts, Entertainment & Recreation	314	53	16.9%	**	**
Accommodation & Food Services	3,932	266	6.8%	\$4.19	**
Administrative & Waste Services	1,552	68	4.4%	\$12.26	**
Health Care & Social Assistance	8,097	326	4.0%	\$13.63	**
Construction	1,971	75	3.8%	\$18.11	**
Professional & Technical Services	1,173	33	2.8%	\$12.68	**
Finance, Insurance & Real Estate	2,157	59	2.7%	\$13.25	**
Personal Services	1,297	29	2.2%	\$7.93	**
Manufacturing	16,339	277	1.7%	\$21.49	**
Transportation & Warehousing	1,693	28	1.7%	\$16.02	**
Wholesale & Retail Trade	8,441	133	1.6%	\$8.71	**
Public Administration	1,956	22	1.1%	\$11.22	**
Agriculture, Forestry, Fishing & Mining	618	5	0.8%	\$21.86	**
Educational Services	6,726	36	0.5%	\$13.46	**
Management	251	1	0.4%	\$10.24	**
Information	565	1	0.2%	\$8.53	**
Utilities	398	0	0.0%	\$25.78	**

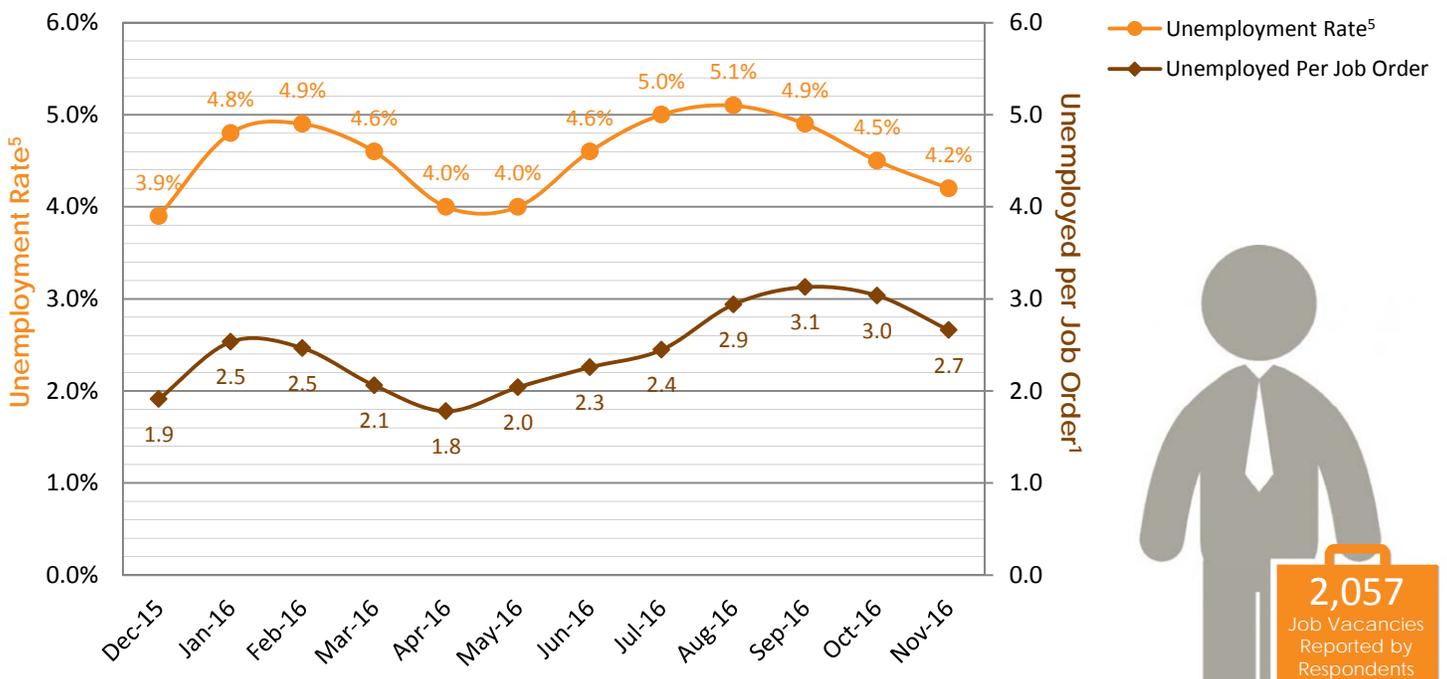
<sup>3</sup>Iowa's Long-Term Industry Projections - Iowa Workforce Development (Only calculated for IWD Regions and the State of Iowa)

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

\*\*Insufficient data to report

\*Vacancy Rate calculations can be found in the Methodology

## Number of Unemployed Persons per Job Order



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

<sup>5</sup>Local Area Unemployment Statistics - Iowa Workforce Development (Data as of February 1, 2017)



## VACANCY ESTIMATES

### Vacancy Rate by Occupational Category

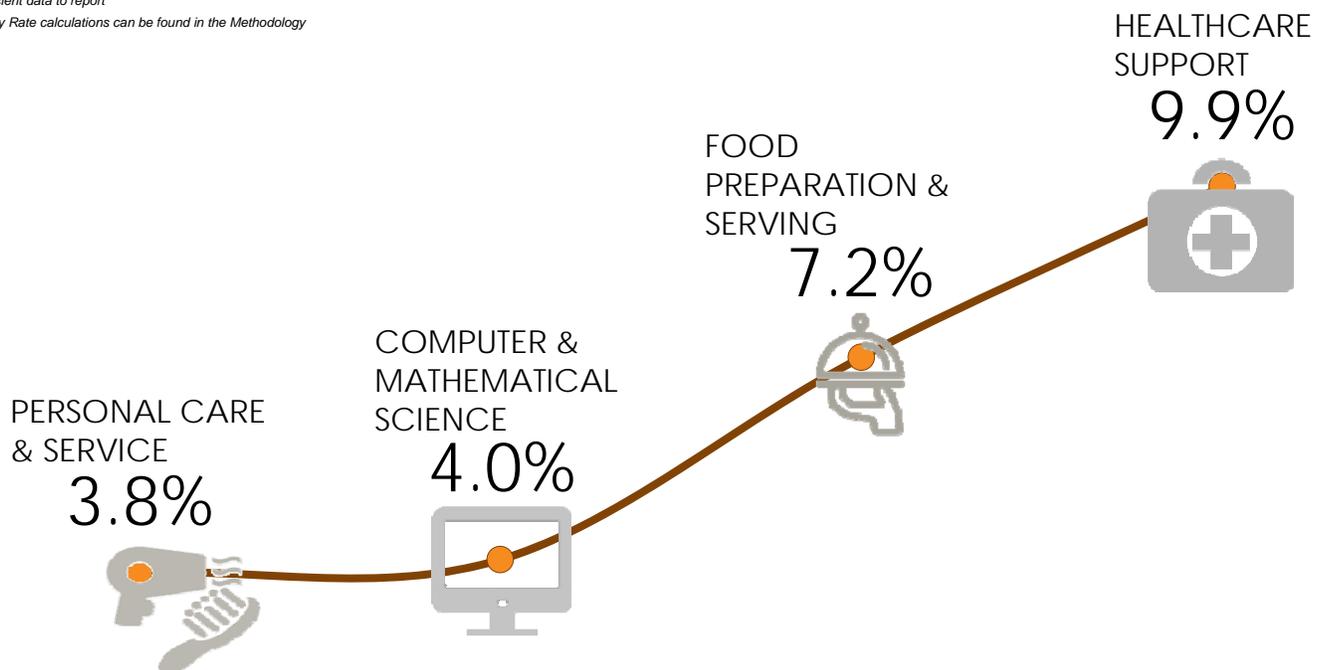
	Employment <sup>2</sup>	Estimated Vacancies	*Vacancy Rate	Entry Wage <sup>2</sup>	Projected Annual Openings <sup>3</sup>
Healthcare Support	1,680	166	9.9%	\$10.09	**
Food Preparation & Serving Related	4,210	303	7.2%	\$8.16	**
Computer & Mathematical Science	710	29	4.0%	\$17.54	**
Personal Care & Service	1,550	58	3.8%	\$8.19	**
Farming, Fishing & Forestry	340	11	3.3%	\$10.24	**
Legal	100	3	3.3%	\$16.66	**
Building & Grounds Cleaning & Maintenance	2,230	72	3.2%	\$8.20	**
Healthcare Practitioner & Technical	3,080	89	2.9%	\$16.81	**
Protective Service	850	25	2.9%	\$8.74	**
Installation, Maintenance & Repair	2,760	71	2.6%	\$12.41	**
Construction & Extraction	1,940	47	2.4%	\$13.32	**
Sales & Related	5,250	106	2.0%	\$8.17	**
Production	10,940	202	1.8%	\$9.99	**
Community & Social Services	820	14	1.6%	\$10.85	**
Architecture & Engineering	1,070	16	1.5%	\$19.75	**
Business & Financial Operations	1,910	23	1.2%	\$15.42	**
Transportation & Material Moving	5,010	57	1.1%	\$9.90	**
Management	3,040	26	0.9%	\$19.03	**
Office & Administrative Support	8,440	67	0.8%	\$9.64	**
Life, Physical & Social Science	300	2	0.7%	\$16.55	**
Education, Training & Library	4,260	16	0.4%	\$10.40	**
Arts, Design, Entertainment, Sports & Related	1,160	3	0.2%	\$8.53	**

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

<sup>3</sup>Iowa's Long-Term Occupational Projections - Iowa Workforce Development (Only calculated for IWD Regions and the State of Iowa)

\*\*Insufficient data to report

\*Vacancy Rate calculations can be found in the Methodology



## TOP VACANCY RATES



## VACANCY ESTIMATES

# HIGH DEMAND OCCUPATIONS

HOTEL, MOTEL, AND RESORT  
DESK CLERKS



\$8.19/HR

REGISTERED NURSES



\$20.68/HR

HEAVY AND TRACTOR-  
TRAILER TRUCK DRIVERS



\$13.26/HR

### Top Reported Total Job Orders

	Total Job Orders <sup>1</sup>	Entry Wage <sup>2</sup>	Average Wage <sup>2</sup>
Hotel, Motel, and Resort Desk Clerks	1,007	\$8.19	\$8.97
Registered Nurses	536	\$20.68	\$25.93
Heavy and Tractor-Trailer Truck Drivers	404	\$13.26	\$16.88
Production Workers, All Other	284	\$13.39	\$16.82
First-Line Supervisors of Food Preparation and Serving Workers	252	\$8.66	\$10.81
Combined Food Preparation and Serving Workers, Including Fast Food	240	\$8.19	\$8.58
Laborers and Freight, Stock, and Material Movers, Hand	230	\$9.68	\$13.51
First-Line Supervisors of Retail Sales Workers	226	\$10.48	\$15.76
Helpers--Production Workers	220	\$10.51	\$14.79
Nursing Aides, Orderlies, and Attendants	209	\$10.14	\$11.57
Customer Service Representatives	187	\$10.82	\$14.68
Retail Salespersons	180	\$8.21	\$13.42
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	152	\$8.21	\$10.69
Healthcare Practitioners and Technical Workers, All Other	126	**	**
Stock Clerks and Order Fillers	120	\$8.31	\$12.17
Building Cleaning Workers, All Other	118	**	**
Maintenance and Repair Workers, General	112	\$12.24	\$17.93
Driver/Sales Workers	111	\$8.39	\$14.55
Licensed Practical and Licensed Vocational Nurses	102	\$16.59	\$19.32
Sales Representatives, Services, All Other	102	**	**
Therapists, All Other	98	**	**
First-Line Supervisors of Production and Operating Workers	96	\$14.38	\$24.13
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	92	**	**
Industrial Engineers	89	\$25.24	\$35.11
Construction Laborers	85	\$12.10	\$14.91
Slaughterers and Meat Packers	83	**	**
Cashiers	81	\$8.15	\$8.83
Merchandise Displayers and Window Trimmers	77	**	**
Social and Human Service Assistants	73	\$8.82	\$15.23
Industrial Machinery Mechanics	72	\$16.17	\$22.12

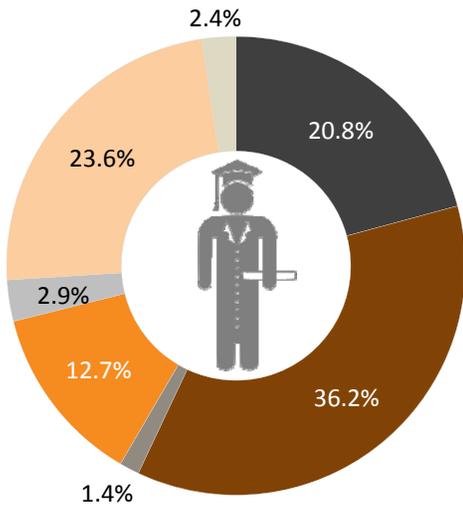
<sup>1</sup>Iowa Workforce Development Job Bank  
<sup>2</sup>Iowa Wage Report - Iowa Workforce Development  
 \*\*Insufficient data to report



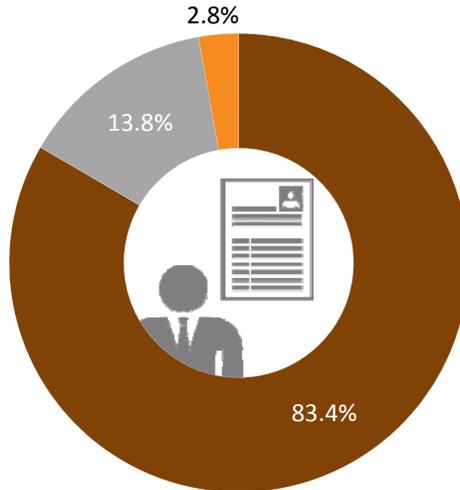
## EDUCATION & EXPERIENCE REQUIREMENTS

Education and experience level requirements, along with on-the-job training for the job orders (7,803 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.

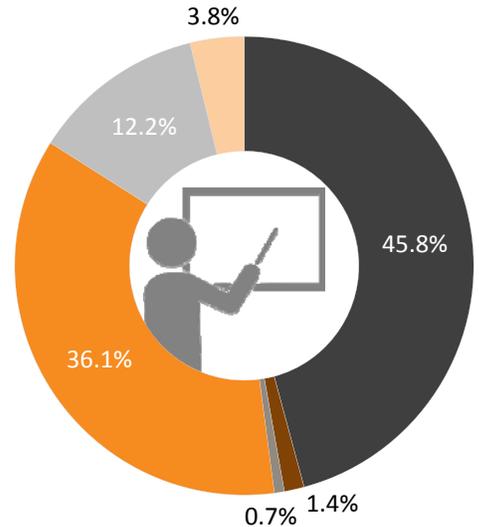
**Education Requirements - Total Job Orders**



**Experience Requirements - Total Job Orders**



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



- Less Than High School - 20.8%
- High School Diploma or Equivalent - 36.2%
- Some College, No Degree - 1.4%
- Postsecondary Non-Degree Award - 12.7%
- Associate Degree - 2.9%
- Undergraduate Degree - 23.6%
- Postgraduate/Professional Degree - 2.4%

- No Experience Required - 83.4%
- Less than 5 Years - 13.8%
- 5 Years of More - 2.8%

- None - 45.8%
- Apprenticeship - 1.4%
- Internship/Residency - 0.7%
- Short-term on-the-job training - 36.1%
- Moderate-term on-the-job training - 12.2%
- Long-term on-the-job training - 3.8%



## 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.

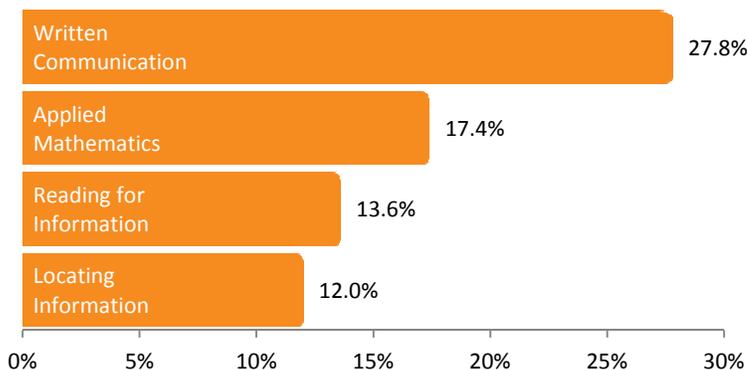
### Perception of Applicants

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Applicants fulfill all necessary requirements for the job.	6.0%	15.4%	36.3%	31.4%	10.9%
Applicants possess the basic skills required for the job.	2.3%	11.9%	30.8%	40.4%	14.6%
Applicants possess the hard, or occupational, skills for the job.	8.3%	22.5%	38.2%	21.9%	9.1%
Applicants possess the soft, or interpersonal, skills for the job.	4.9%	18.1%	42.3%	27.1%	7.6%



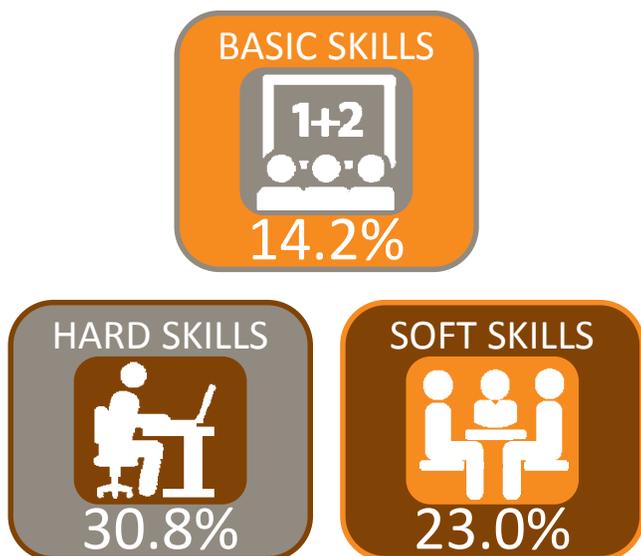
## PERCEPTION OF APPLICANTS

### Basic Skills Lacking in Applicants

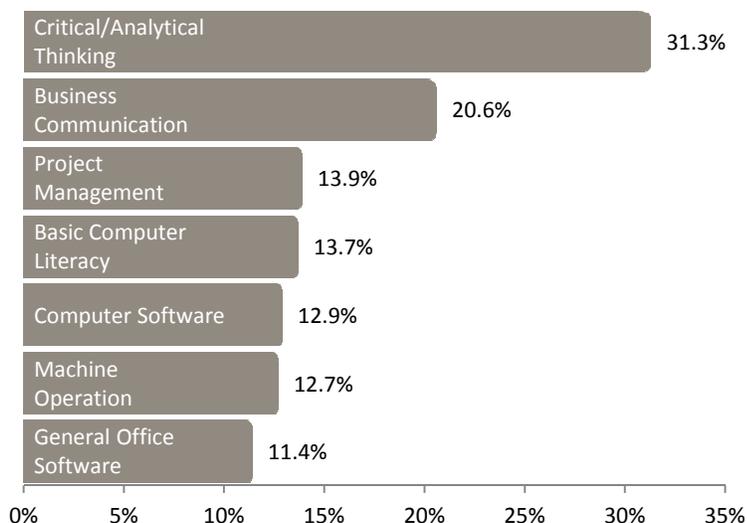


**Basic skills** are those skills developed during the elementary and middle part of an individual's education. These skills include literacy, numeracy (the ability to do arithmetic and reason with numbers), and the abilities to locate and read for information. The Skilled Iowa initiative, through the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

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

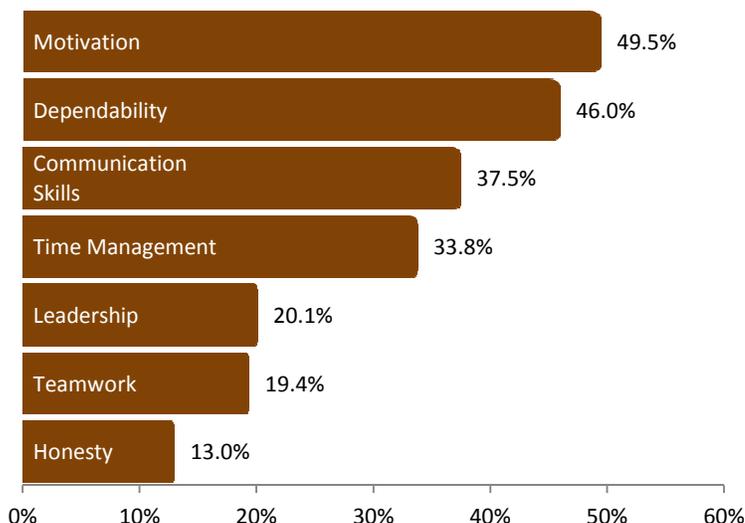


### Occupational "Hard" Skills Lacking in Applicants



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

### Interpersonal "Soft" Skills Lacking in Applicants



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



## TRAINING & CERTIFICATES

In the event that current or newly hired employees are lacking the basic, occupational or soft skills necessary to fill current job vacancies, employers were asked where they send employees to upgrade these skills. Over four-fifths (83.2%) of employers indicated that they offer employee training.

### Where Additional Training is Offered

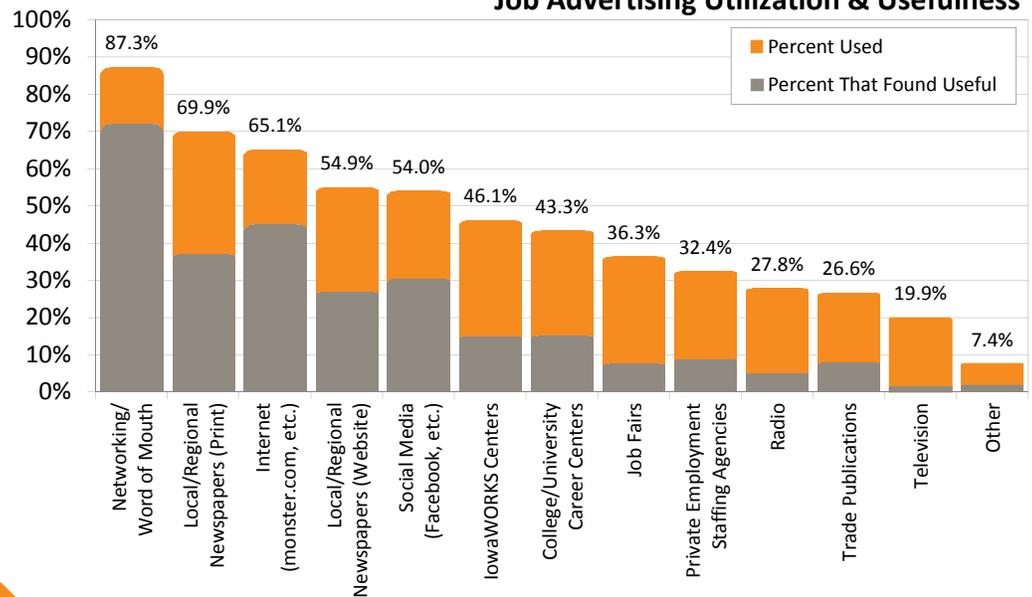
	Percent Offered
In-House Training	66.9%
Online Training	32.4%
Employee Self-Directed Training	19.9%
Commercial Training Provider	14.6%
Other	8.6%
College/University	8.1%
Trade School	5.3%



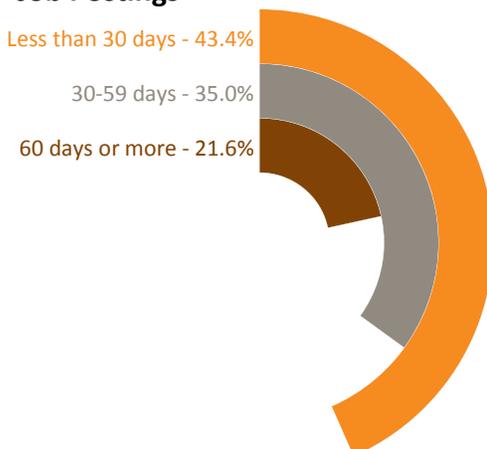
## RECRUITMENT & ADVERTISING

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](http://www.iowaworkforcedevelopment.gov/laborshed).



## RECRUITMENT & ADVERTISING

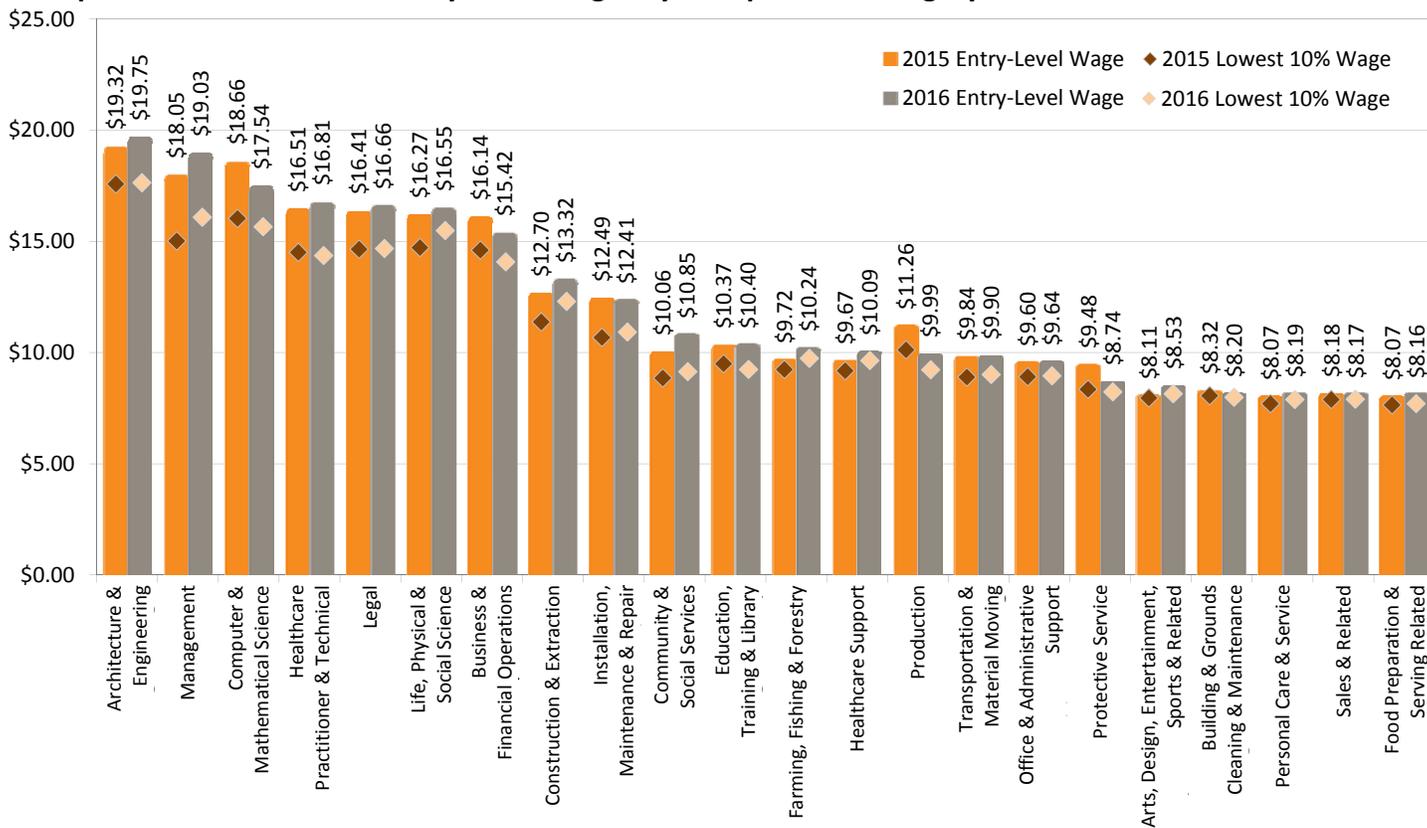
### Difficulties Filling Vacant Positions

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Businesses have difficulty filling a position due to applicant failure to pass a background check.	32.7%	19.7%	32.2%	10.5%	4.9%
Businesses have difficulty filling a position due to applicant failure of controlled substance testing.	45.1%	15.9%	29.8%	6.3%	2.9%
Businesses have difficulty filling a position due to a general lack of applicants.	14.6%	14.7%	29.4%	24.8%	16.5%
Businesses have difficulty filling a position due to a lack of qualified applicants.	10.6%	10.5%	25.5%	30.5%	22.9%
Businesses have difficulty filling a position due to local competition.	27.1%	15.9%	38.2%	13.7%	5.1%
Businesses have difficulty filling a position due to applicant expectations of benefits package offered.	29.3%	17.1%	33.0%	14.7%	5.9%
Businesses have difficulty filling a position due to applicants willingness to accept wages offered.	22.3%	15.7%	35.1%	19.5%	7.4%
Businesses have difficulty filling a position due to the type of work involved.	22.0%	17.4%	34.7%	19.2%	6.7%
Businesses have difficulty filling a position due to the hours or shifts offered.	31.0%	18.3%	32.8%	11.4%	6.5%



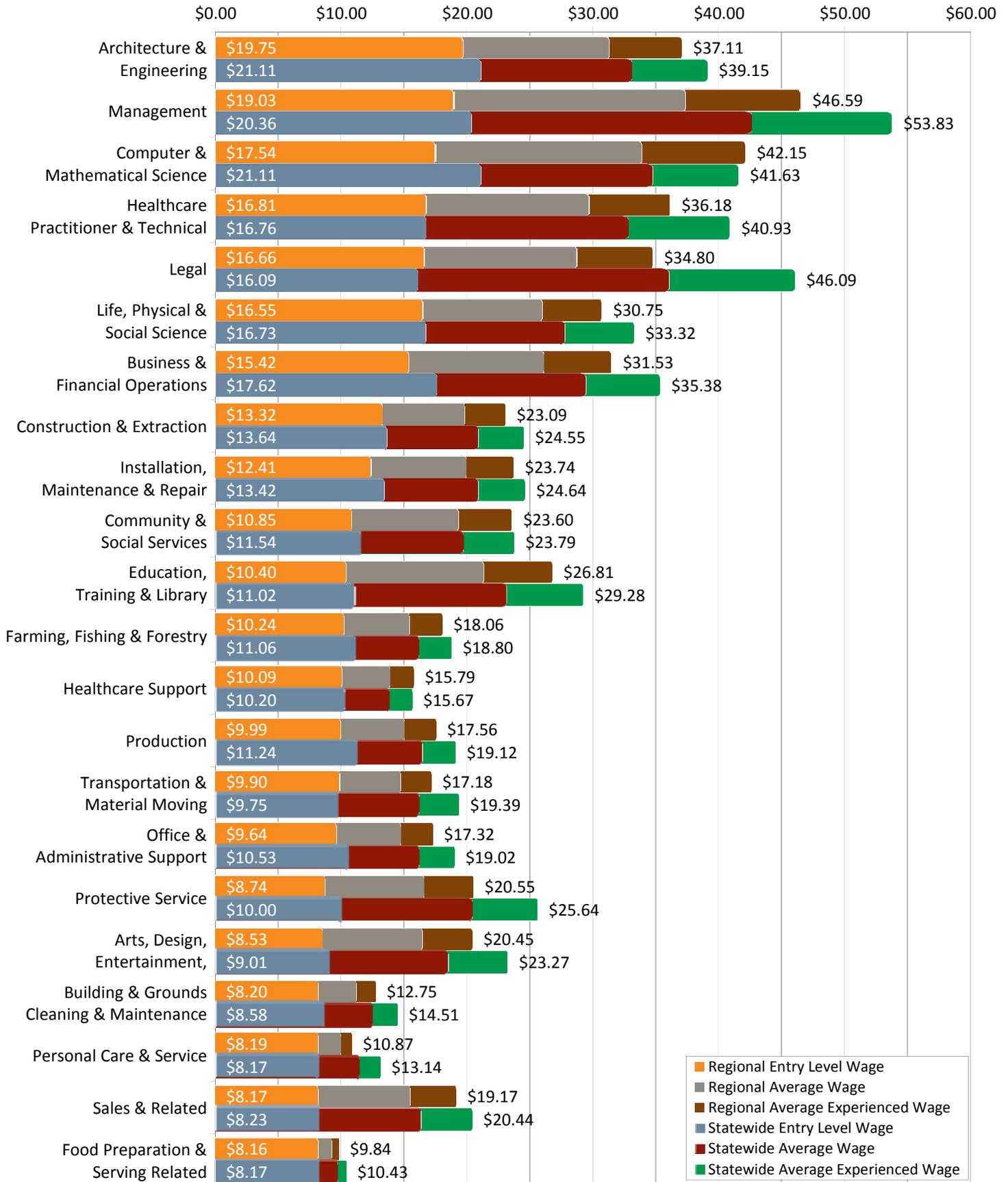
## WAGES

### Comparison of 2015 & 2016 Entry-Level Wages by Occupational Category

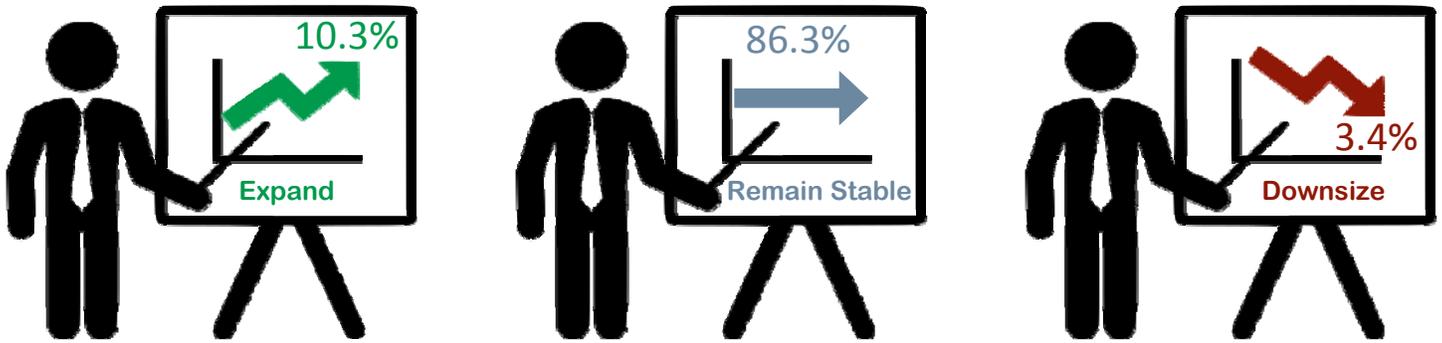




Comparison of 2016 Wage Levels by Occupational Category



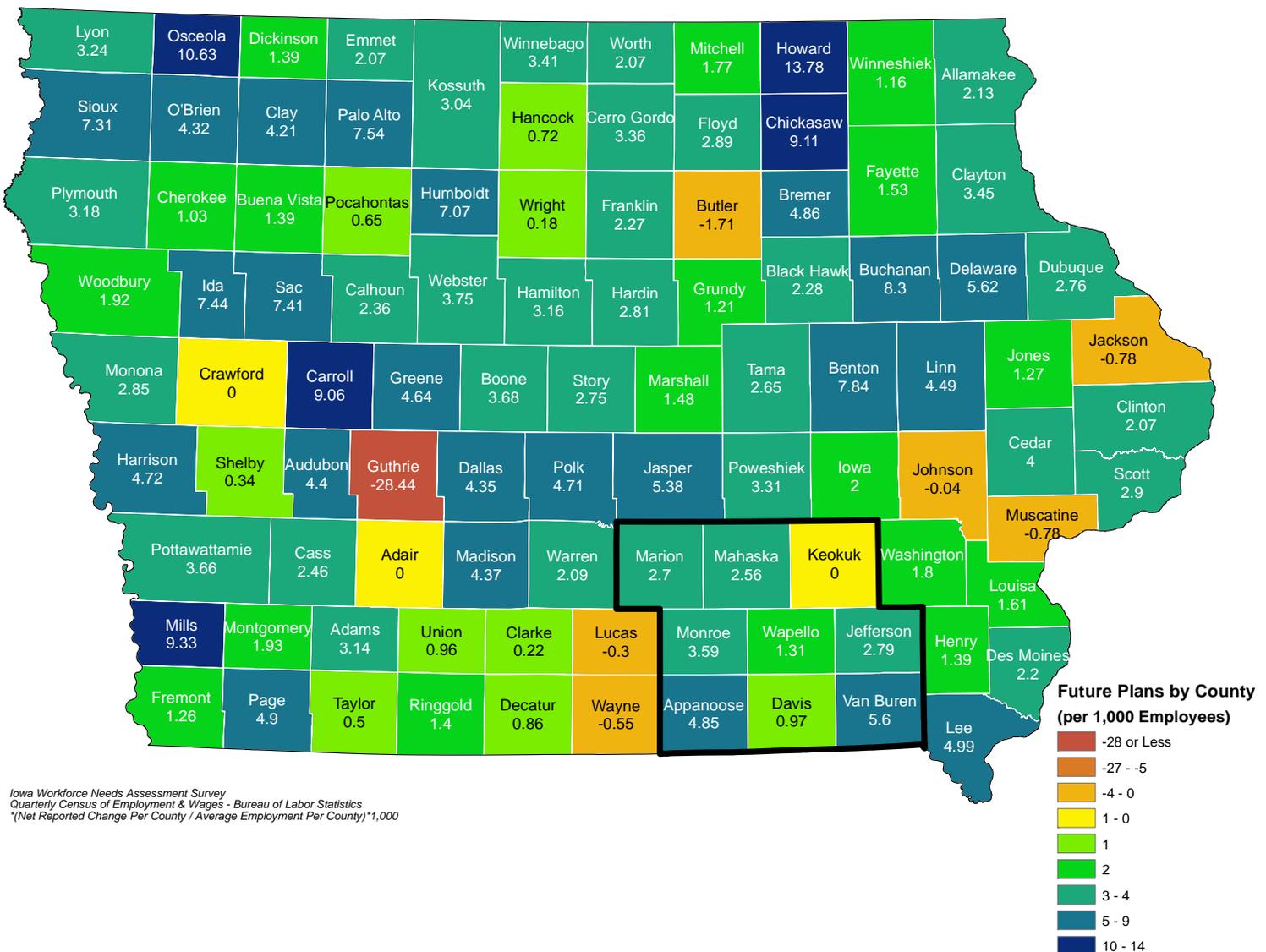
# FUTURE PLANS



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 level. 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)\*

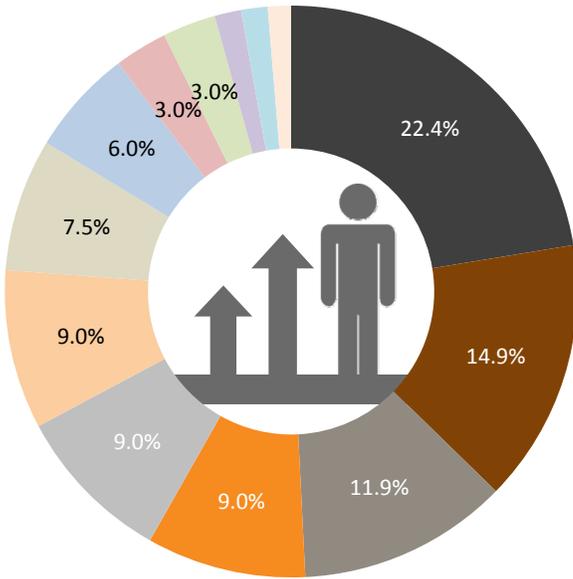


Iowa Workforce Needs Assessment Survey  
 Quarterly Census of Employment & Wages - Bureau of Labor Statistics  
 \*(Net Reported Change Per County / Average Employment Per County)\*1,000

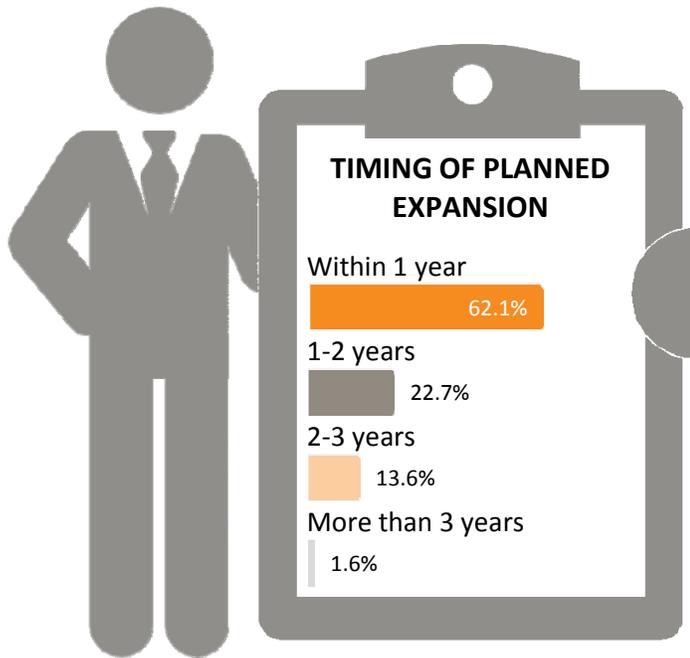
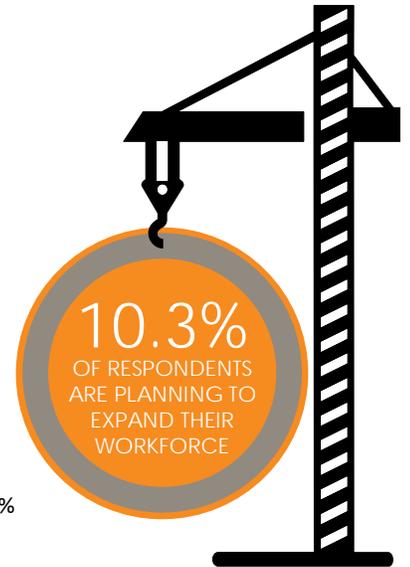


## FUTURE PLANS - EXPANSION

### Percent of Total Planned Expansion by Industry



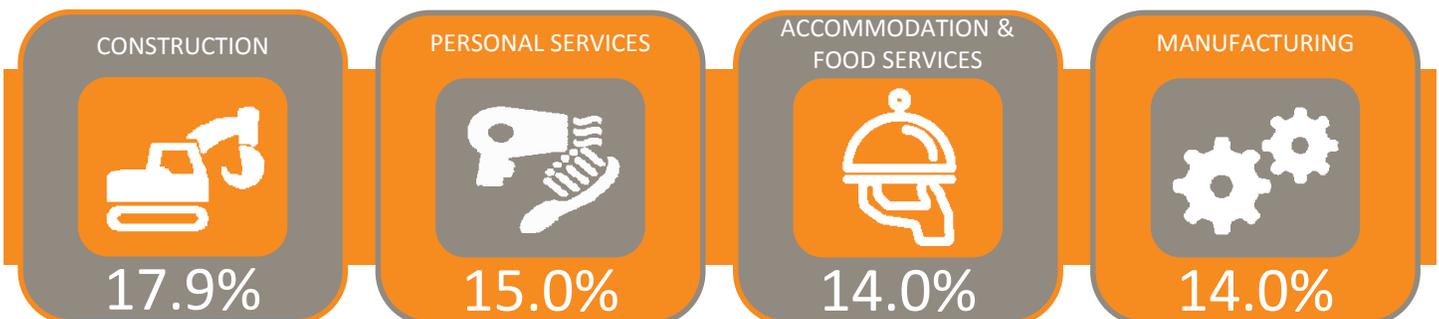
- Wholesale & Retail Trade - 22.4%
- Health Care & Social Assistance - 14.9%
- Manufacturing - 11.9%
- Accommodation & Food Services - 9.0%
- Finance, Insurance & Real Estate - 9.0%
- Personal Services - 9.0%
- Construction - 7.5%
- Professional & Technical Services - 6.0%
- Information - 3.0%
- Transportation & Warehousing - 3.0%
- Administrative & Waste Services - 1.5%
- Arts, Entertainment & Recreation - 1.5%
- Public Administration - 1.3%
- Agriculture, Forestry, Fishing & Mining - 0.0%
- Educational Services - 0.0%
- Management - 0.0%
- Utilities - 0.0%



### Percent within Each Industry with Planned Payroll Expansion

Industry	Percent of Each Industry
Construction	17.9%
Personal Services	15.0%
Accommodation & Food Services	14.0%
Manufacturing	14.0%
Information	11.8%
Wholesale & Retail Trade	11.5%
Finance, Insurance & Real Estate	10.3%
Arts, Entertainment & Recreation	10.0%
Professional & Technical Services	10.0%
Health Care & Social Assistance	9.5%
Administrative & Waste Services	6.3%
Transportation & Warehousing	5.7%
Public Administration	3.7%
Agriculture, Forestry, Fishing & Mining	0.0%
Educational Services	0.0%
Management	0.0%
Utilities	0.0%

## TOP INDUSTRIAL EXPANSION





## FUTURE PLANS - EXPANSION

### Percent of Planned Expansion by Occupational Category

Occupational Category	Percent of Planned Expansion
Production	21.8%
Food Preparation & Serving Related	20.8%
Sales & Related	7.9%
Healthcare Support	7.4%
Healthcare Practitioners & Technical	5.6%
Computer & Mathematical	5.1%
Construction & Extraction	4.2%
Office & Administrative Support	4.2%
Building & Grounds Cleaning & Maintenance	3.7%
Management	3.7%
Business & Financial Operations	3.2%
Installation, Maintenance & Repair	3.2%
Architecture & Engineering	2.8%
Personal Care & Service	2.8%
Transportation & Material Moving	1.9%
Arts, Design, Entertainment, Sports & Media	0.9%
Protective Service	0.5%
Unknown	0.3%
Community & Social Service	0.0%
Education, Training & Library	0.0%
Farming, Fishing & Forestry	0.0%
Legal	0.0%
Life, Physical & Social Science	0.0%

TOP OCCUPATIONAL EXPANSION



### Constraints Preventing Payroll Expansion Ranked by Relative Importance

Impediments to Expansion
Cost of additional labor (wages and benefits)
Expense related to benefits
No desire to expand
Lack of available skilled workforce
Competition within existing markets
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
Planned merger/acquisition or business sale/transfer
Supply chain limitations
Don't know steps/processes needed to expand

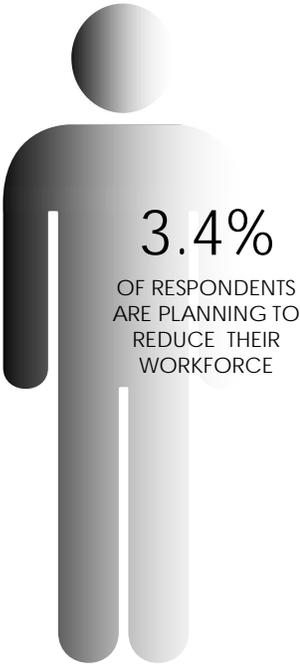
### Reasons for Payroll Expansion Ranked by Relative Importance

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

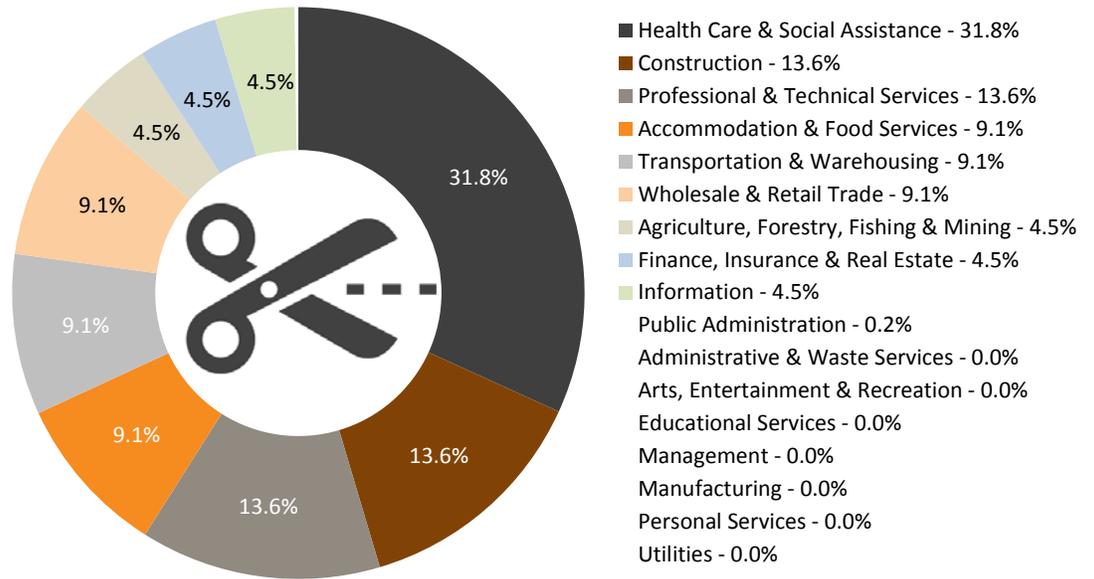




## FUTURE PLANS - REDUCTION



### Percent of Total Planned Reduction by Industry



### Percent within Each Industry with Planned Payroll Reduction

Industry	Percent of Each Industry
Agriculture, Forestry, Fishing & Mining	12.5%
Construction	10.7%
Professional & Technical Services	7.5%
Health Care & Social Assistance	6.7%
Information	5.9%
Transportation & Warehousing	5.7%
Accommodation & Food Services	4.7%
Finance, Insurance & Real Estate	1.7%
Wholesale & Retail Trade	1.5%
Administrative & Waste Services	0.0%
Arts, Entertainment & Recreation	0.0%
Educational Services	0.0%
Management	0.0%
Manufacturing	0.0%
Personal Services	0.0%
Public Administration	0.0%
Utilities	0.0%

### Planned Payroll Reduction by Occupational Category

Occupational Category	Percent of Planned Reduction
Food Preparation & Serving Related	32.8%
Construction & Extraction	29.3%
Office & Administrative Support	10.3%
Computer & Mathematical	5.2%
Healthcare Practitioners & Technical	5.2%
Healthcare Support	5.2%
Installation, Maintenance & Repair	5.2%
Building & Grounds Cleaning & Maintenance	1.7%
Business & Financial Operations	1.7%
Legal	1.7%
Transportation & Material Moving	1.7%
Architecture & Engineering	0.0%
Arts, Design, Entertainment, Sports & Media	0.0%
Community & Social Service	0.0%
Education, Training & Library	0.0%
Farming, Fishing & Forestry	0.0%
Life, Physical & Social Science	0.0%
Management	0.0%
Personal Care & Service	0.0%
Production	0.0%
Protective Service	0.0%
Sales & Related	0.0%
Unknown	0.0%



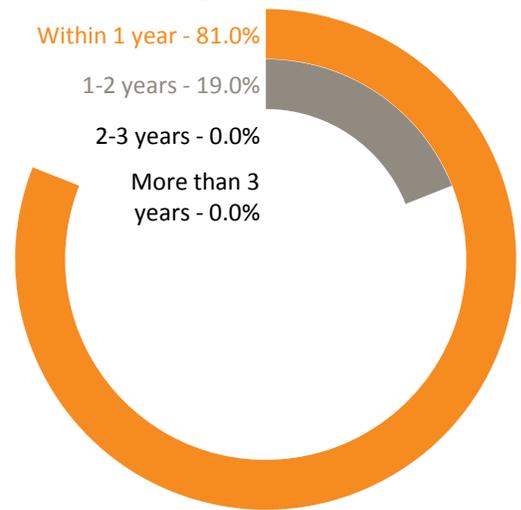


## FUTURE PLANS - REDUCTION

### Reasons for Workforce Reduction Ranked by Relative Importance

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

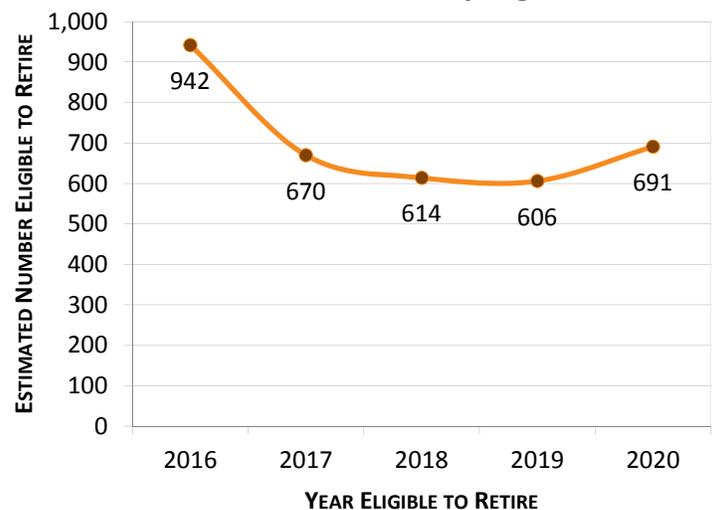
### Timing of Planned Reduction



## RETIREMENTS

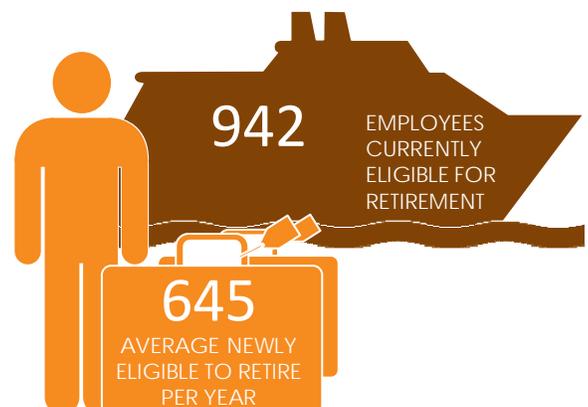


### Estimate of Those Newly Eligible to Retire



### Retirement Eligibility by Industry

Industry	Percent of Total	Percent of Each Industry <sup>4</sup>
Health Care & Social Assistance	16.3%	1.1%
Manufacturing	15.8%	0.6%
Educational Services	15.5%	1.2%
Wholesale & Retail Trade	11.8%	0.8%
Public Administration	10.7%	3.0%
Finance, Insurance & Real Estate	6.3%	1.6%
Professional & Technical Services	4.8%	2.2%
Administrative & Waste Services	4.3%	1.6%
Transportation & Warehousing	3.7%	1.2%
Construction	2.8%	0.8%
Personal Services	1.5%	0.6%
Information	1.3%	1.3%
Utilities	1.3%	1.9%
Accommodation & Food Services	1.2%	0.2%
Arts, Entertainment & Recreation	1.2%	2.0%
Management	1.0%	2.2%
Agriculture, Forestry, Fishing & Mining	0.5%	0.4%



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



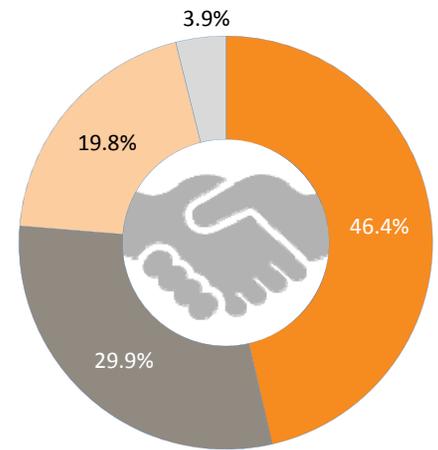
## RETIREMENTS

### Retirement Eligibility within Each Occupational Category

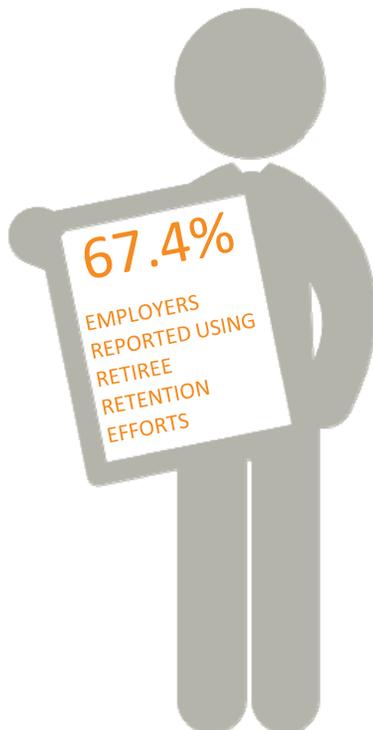
Occupational Category	Percent Affected by Retirements	Percent of Each Occupation <sup>2</sup>
Office & Administrative Support	11.9%	0.8%
Education, Training & Library	11.1%	1.5%
Production	11.1%	0.6%
Business & Financial Operations	9.5%	3.0%
Transportation & Material Moving	8.0%	1.0%
Healthcare Support	6.9%	2.4%
Management	5.9%	1.2%
Construction & Extraction	5.0%	1.5%
Healthcare Practitioners & Technical	5.0%	1.0%
Sales & Related	5.0%	0.6%
Building & Grounds Cleaning & Maintenance	4.7%	1.3%
Food Preparation & Serving Related	3.2%	0.5%
Installation, Maintenance & Repair	3.2%	0.7%
Protective Service	2.0%	1.4%
Community & Social Service	1.2%	0.9%
Computer & Mathematical	1.2%	1.0%
Farming, Fishing & Forestry	1.2%	2.1%
Personal Care & Service	1.0%	0.4%
Arts, Design, Entertainment, Sports & Media	0.8%	0.4%
Legal	0.8%	5.0%
Architecture & Engineering	0.7%	0.4%
Life, Physical & Social Science	0.7%	1.3%

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

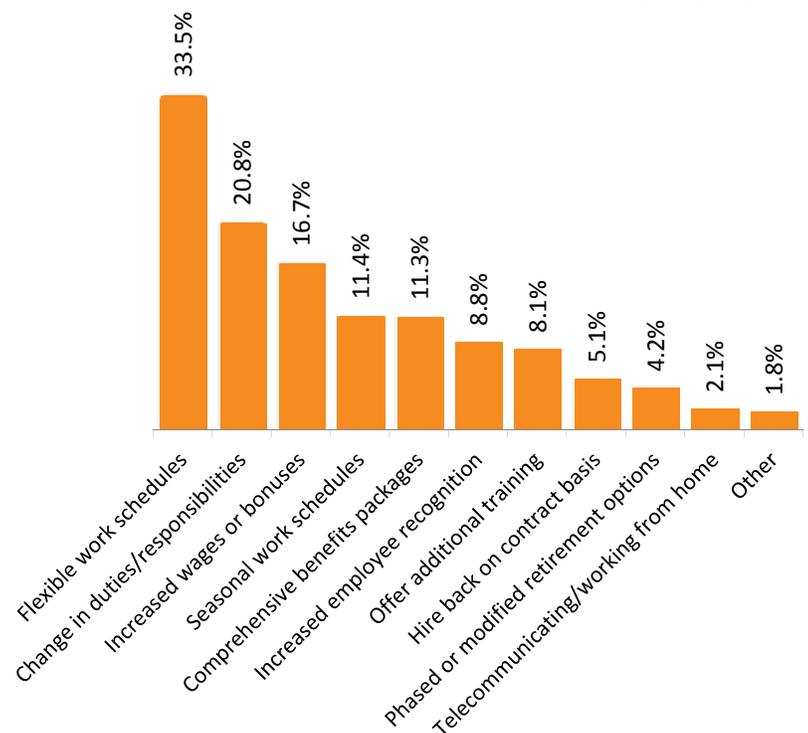
### How Companies Plan to Replace Those Who Retire

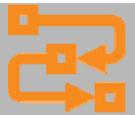


- Both hire new workers and promote from within - 46.4%
- Hire new workers - 29.9%
- Not currently planning to fill these positions - 19.8%
- Promote from within the company - 3.9%



### Retiree Retention Efforts by Employers





## ***Iowa Wage Report - Iowa Workforce Development***

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 (2016) - <https://www.iowaworkforcedevelopment.gov/iowa-wage-report>  
Bureau of Labor Statistics - Occupational Employment Statistics - <https://www.bls.gov/oes>

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

The job order data in this report comes from Iowa Workforce Development's IowaJobs bank ([www.iowajobs.org](http://www.iowajobs.org)). Job orders on IowaJobs are either entered directly by IWD staff or employers on the site or brought in from one of over 1,400 indexed employer websites. The job orders pulled for this report are those that were open at any point between December 1, 2015 and November 30, 2016.

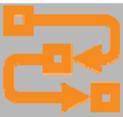
While there are many postings for jobs outside of Iowa within the IowaJobs bank, those are removed from the data for the purposes of this report. This is accomplished by filtering out all postings with a non-Iowa ZIP code. For those postings that did not have a valid ZIP code, the city and state fields 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 (2014-2024) - <https://www.iowaworkforcedevelopment.gov/industry-projections>  
IWD, Long-Term Occupational Projections (2014-2024) - <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.

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 (2015, Quarter 4) - <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 (2016, Quarter 3) - <https://www.iowaworkforcedevelopment.gov/qcew>  
Bureau of Labor Statistics, Quarterly Census of Employment & Wages - <https://www.bls.gov/qcew>

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

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

# APPENDIX



## LIST OF ALL JOB VACANCIES

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

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

Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Hotel, Motel, and Resort Desk Clerks	43-4081	1,007	120	**	\$8.19
Registered Nurses	29-1141	536	1,250	**	\$20.68
Heavy and Tractor-Trailer Truck Drivers	53-3032	404	1,540	**	\$13.26
Undefined Job Title	10-0000	332	**	**	**
Production Workers, All Other	51-9199	284	360	**	\$13.39
First-Line Supervisors of Food Preparation and Serving Workers	35-1012	252	250	**	\$8.66
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	240	1,300	**	\$8.19
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	230	1,440	**	\$9.68
First-Line Supervisors of Retail Sales Workers	41-1011	226	510	**	\$10.48
Helpers--Production Workers	51-9198	220	230	**	\$10.51
Nursing Aides, Orderlies, and Attendants	31-1014	209	980	**	\$10.14
Customer Service Representatives	43-4051	187	710	**	\$10.82
Retail Salespersons	41-2031	180	1,290	**	\$8.21
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37-2011	152	1,190	**	\$8.21
Healthcare Practitioners and Technical Workers, All Other	29-9099	126	**	**	**
Stock Clerks and Order Fillers	43-5081	120	850	**	\$8.31
Building Cleaning Workers, All Other	37-2019	118	**	**	**
Maintenance and Repair Workers, General	49-9071	112	550	**	\$12.24
Driver/Sales Workers	53-3031	111	350	**	\$8.39
Licensed Practical and Licensed Vocational Nurses	29-2061	102	320	**	\$16.59
Sales Representatives, Services, All Other	41-3099	102	**	**	**
Therapists, All Other	29-1129	98	**	**	**
First-Line Supervisors of Production and Operating Workers	51-1011	96	490	**	\$14.38
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	45-2092	92	**	**	**
Industrial Engineers	17-2112	89	230	**	\$25.24
Construction Laborers	47-2061	85	240	**	\$12.10
Slaughterers and Meat Packers	51-3023	83	**	**	**
Cashiers	41-2011	81	1,870	**	\$8.15
Merchandise Displayers and Window Trimmers	27-1026	77	**	**	**
Social and Human Service Assistants	21-1093	73	270	**	\$8.82
Industrial Machinery Mechanics	49-9041	72	310	**	\$16.17
Food Service Managers	11-9051	71	140	**	\$13.41
Cooks, Institution and Cafeteria	35-2012	66	670	**	\$8.21
Computer Support Specialists	15-1151	65	100	**	\$12.92
Food Preparation Workers	35-2021	63	60	**	\$8.23
Mechanical Engineers	17-2141	62	120	**	\$22.72
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	62	660	**	\$16.65
First-Line Supervisors of Office and Administrative Support Workers	43-1011	60	380	**	\$14.52
Electricians	47-2111	59	300	**	\$13.74
Accountants and Auditors	13-2011	55	300	**	\$19.34

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

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

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

\*\*Insufficient data to report



## APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Automotive Service Technicians and Mechanics	49-3023	49	350	**	\$10.65
Security Guards	33-9032	49	170	**	\$8.36
Tellers	43-3071	49	430	**	\$9.79
Managers, All Other	11-9199	48	240	**	\$18.38
Industrial Engineering Technicians	17-3026	47	50	**	\$19.08
Light Truck or Delivery Services Drivers	53-3033	46	260	**	\$8.55
Machinists	51-4041	46	710	**	\$11.14
Chief Executives	11-1011	44	80	**	\$19.68
Business Operations Specialists, All Other	13-1199	41	260	**	\$12.54
Home Health Aides	31-1011	40	**	**	**
Sales Engineers	41-9031	37	**	**	**
Network and Computer Systems Administrators	15-1142	36	140	**	\$17.39
Cooks, Restaurant	35-2014	35	300	**	\$8.11
First-Line Supervisors of Non-Retail Sales Workers	41-1012	35	20	**	\$18.36
Material Moving Workers, All Other	53-7199	35	**	**	**
Plumbers, Pipefitters, and Steamfitters	47-2152	35	**	**	**
Taxi Drivers and Chauffeurs	53-3041	35	70	**	\$8.19
Transportation Attendants, Except Flight Attendants and Baggage Porters	53-6061	35	**	**	**
Bookkeeping, Accounting, and Auditing Clerks	43-3031	33	930	**	\$9.70
General and Operations Managers	11-1021	33	820	**	\$16.88
Medical and Health Services Managers	11-9111	33	220	**	\$26.40
Office Clerks, General	43-9061	33	1,030	**	\$9.52
Personal Care Aides	39-9021	33	610	**	\$8.66
Computer Software Engineers, Applications	15-1131	32	70	**	\$20.90
Maintenance Workers, Machinery	49-9043	32	**	**	**
Sales Managers	11-2022	31	100	**	\$26.34
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	35-3022	30	140	**	\$8.17
Medical and Clinical Laboratory Technologists	29-2011	30	30	**	\$25.34
Surgical Technologists	29-2055	30	**	**	**
Welders, Cutters, Solderers, and Brazers	51-4121	30	630	**	\$12.36
Computer Systems Analysts	15-1121	29	80	**	\$26.67
Sales and Related Workers, All Other	41-9099	29	**	**	**
Installation, Maintenance, and Repair Workers, All Other	49-9099	28	60	**	\$10.53
Medical Assistants	31-9092	27	160	**	\$11.02
Pharmacy Technicians	29-2052	27	80	**	\$10.14
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	49-9021	26	160	**	\$15.14
Marketing Managers	11-2021	26	100	**	\$27.93
Production, Planning, and Expediting Clerks	43-5061	26	110	**	\$13.46
Carpenters	47-2031	25	190	**	\$16.38
Emergency Medical Technicians and Paramedics	29-2041	25	110	**	\$10.91
Receptionists and Information Clerks	43-4171	25	410	**	\$9.73
Training and Development Specialists	13-1151	25	150	**	\$15.18
Educational, Guidance, School, and Vocational Counselors	21-1012	24	130	**	\$13.06
Electrical and Electronic Engineering Technicians	17-3023	24	20	**	\$15.41
Maids and Housekeeping Cleaners	37-2012	24	560	**	\$8.13
Tax Preparers	13-2082	24	**	**	**
Computer Specialists, All Other	15-1199	22	40	**	\$14.15
Medical Secretaries	43-6013	22	110	**	\$10.11
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	51-4072	22	220	**	\$8.39
Residential Advisors	39-9041	22	**	**	**
Sheet Metal Workers	47-2211	22	90	**	\$14.56
Landscaping and Groundskeeping Workers	37-3011	21	270	**	\$8.24

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

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

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

\*\*Insufficient data to report



## APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Office and Administrative Support Workers, All Other	43-9199	21	120	**	\$8.25
Dishwashers	35-9021	20	**	**	**
Electrical and Electronics Repairers, Commercial and Industrial Equipment	49-2094	20	**	**	**
Telecommunications Equipment Installers and Repairers, Except Line Installers	49-2022	20	50	**	\$15.92
Waiters and Waitresses	35-3031	20	560	**	\$8.09
Dietetic Technicians	29-2051	19	**	**	**
Engineers, All Other	17-2199	19	250	**	\$26.63
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	53-1031	19	60	**	\$12.85
Market Research Analysts	13-1161	19	140	**	\$14.05
Police and Sheriff's Patrol Officers	33-3051	19	260	**	\$15.90
Executive Secretaries and Executive Administrative Assistants	43-6011	18	310	**	\$14.19
Financial Managers	11-3031	18	310	**	\$26.95
Foundry Mold and Coremakers	51-4071	18	**	**	**
Media and Communication Workers, All Other	27-3099	18	**	**	**
Social Workers, All Other	21-1029	18	**	**	**
First-Line Supervisors of Construction Trades and Extraction Workers	47-1011	17	100	**	\$18.84
Recreation Workers	39-9032	17	120	**	\$8.91
Securities, Commodities, and Financial Services Sales Agents	41-3031	17	**	**	**
Administrative Services Managers	11-3011	16	70	**	\$23.60
Electrical Engineers	17-2071	16	60	**	\$20.85
Preschool Teachers, Except Special Education	25-2011	16	120	**	\$12.99
Agricultural Engineers	17-2021	15	**	**	**
Agricultural Inspectors	45-2011	15	90	**	\$10.33
Bus and Truck Mechanics and Diesel Engine Specialists	49-3031	15	130	**	\$12.86
Coaches and Scouts	27-2022	15	370	**	\$16,973
Computer Programmers	15-1021	15	70	**	\$20.90
First-Line Supervisors of Housekeeping and Janitorial Workers	37-1011	15	70	**	\$13.64
First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011	15	120	**	\$17.91
Industrial Truck and Tractor Operators	53-7051	15	250	**	\$12.44
Logisticians	13-1081	15	60	**	\$23.90
Cleaners of Vehicles and Equipment	53-7061	14	80	**	\$8.87
Graduate Teaching Assistants	25-1191	14	**	**	**
Human Resources Managers	11-3121	14	60	**	\$26.35
Management Analysts	13-1111	14	120	**	\$14.63
Public Relations Specialists	27-3031	14	50	**	\$13.73
Assemblers and Fabricators, All Other	51-2099	13	310	**	\$10.27
Food Preparation and Serving Related Workers, All Other	35-9099	13	**	**	**
Food Servers, Nonrestaurant	35-3041	13	320	**	\$8.22
Personal Financial Advisors	13-2052	13	**	**	**
Agricultural Equipment Operators	45-2091	12	**	**	**
Bus Drivers, School or Special Client	53-3022	12	310	**	\$10.52
Clinical, Counseling, and School Psychologists	19-3031	12	10	**	\$24.90
Human Resources Assistants, Except Payroll and Timekeeping	43-4161	12	50	**	\$12.14
Occupational Therapists	29-1122	12	**	**	**
Vocational Education Teachers, Postsecondary	25-1194	12	50	**	\$8.27
Demonstrators and Product Promoters	41-9011	11	20	**	\$8.17
Dietitians and Nutritionists	29-1031	11	10	**	\$20.42
Medical Records and Health Information Technicians	29-2071	11	40	**	\$13.06
Producers and Directors	27-2012	11	20	**	\$10.39
Property, Real Estate, and Community Association Managers	11-9141	11	**	**	**
Billing and Posting Clerks	43-3021	10	120	**	\$13.04
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51-9121	10	270	**	\$10.80

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## APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Computer and Information Systems Managers	11-3021	10	60	**	\$29.99
Computer, Automated Teller, and Office Machine Repairers	49-2011	10	**	**	**
Cooks, All Other	35-2019	10	**	**	**
Dental Hygienists	29-2021	10	140	**	\$31.46
Diagnostic Medical Sonographers	29-2032	10	20	**	\$25.74
First-Line Supervisors of Farming, Fishing, and Forestry Workers	45-1011	10	20	**	\$13.26
Molders, Shapers, and Casters, Except Metal and Plastic	51-9195	10	**	**	**
Painters, Transportation Equipment	51-9122	10	20	**	\$13.47
Pharmacists	29-1051	10	70	**	\$52.23
Physical Therapists	29-1123	10	**	**	**
Physicians and Surgeons, All Other	29-1069	10	**	**	**
Respiratory Therapists	29-1126	10	30	**	\$19.90
Speech-Language Pathologists	29-1127	10	50	**	\$25.45
Agricultural and Food Science Technicians	19-4011	9	**	**	**
Cement Masons and Concrete Finishers	47-2051	9	**	**	**
Chefs and Head Cooks	35-1011	9	30	**	\$10.68
Computer Software Engineers, Systems Software	15-1133	9	40	**	\$23.35
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011	9	160	**	\$15.99
Dining Room and Cafeteria Attendants and Bartender Helpers	35-9011	9	30	**	\$8.21
Grinding and Polishing Workers, Hand	51-9022	9	**	**	**
Health Technologists and Technicians, All Other	29-2099	9	30	**	\$10.42
Healthcare Social Workers	21-1022	9	30	**	\$18.50
Life, Physical, and Social Science Technicians, All Other	19-4099	9	**	**	**
Tree Trimmers and Pruners	37-3013	9	**	**	**
Automotive Body and Related Repairers	49-3021	8	70	**	\$9.54
Claims Adjusters, Examiners, and Investigators	13-1031	8	**	**	**
Industrial Production Managers	11-3051	8	180	**	\$27.76
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	8	340	**	\$11.70
Loan Officers	13-2072	8	240	**	\$22.48
Mechanical Drafters	17-3013	8	60	**	\$17.59
Packers and Packagers, Hand	53-7064	8	230	**	\$8.31
Physician Assistants	29-1071	8	30	**	\$31.11
Social and Community Service Managers	11-9151	8	100	**	\$15.66
Telecommunications Line Installers and Repairers	49-9052	8	**	**	**
Transportation, Storage, and Distribution Managers	11-3071	8	20	**	\$25.70
Amusement and Recreation Attendants	39-3091	7	**	**	**
Graphic Designers	27-1024	7	60	**	\$11.92
Grounds Maintenance Workers, All Other	37-3019	7	**	**	**
Insurance Sales Agents	41-3021	7	330	**	\$12.93
Laundry and Dry-Cleaning Workers	51-6011	7	40	**	\$8.27
Nurse Practitioners	29-1171	7	60	**	\$35.21
Operating Engineers and Other Construction Equipment Operators	47-2073	7	130	**	\$16.34
Purchasing Managers	11-3061	7	20	**	\$26.05
Shipping, Receiving, and Traffic Clerks	43-5071	7	330	**	\$10.89
Tool Grinders, Filers, and Sharpeners	51-4194	7	**	**	**
Child, Family, and School Social Workers	21-1021	6	130	**	\$12.60
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	51-4012	6	60	**	\$17.13
Data Entry Keyers	43-9021	6	60	**	\$9.42
Dental Assistants	31-9091	6	100	**	\$15.14
Door-To-Door Sales Workers, News and Street Vendors, and Related Workers	41-9091	6	**	**	**
English Language and Literature Teachers, Postsecondary	25-1123	6	**	**	**
Farmworkers, Farm, Ranch, and Aquacultural Animals	45-2093	6	**	**	**

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# APPENDIX - LIST OF ALL JOB VACANCIES



Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Marriage and Family Therapists	21-1013	6	**	**	**
Medical and Clinical Laboratory Technicians	29-2012	6	60	**	\$13.19
Nursing Instructors and Teachers, Postsecondary	25-1072	6	**	**	**
Occupational Health and Safety Specialists	29-9011	6	20	**	\$24.69
Operations Research Analysts	15-2031	6	**	**	**
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	6	100	**	\$15.78
Slot Supervisors	39-1012	6	**	**	**
Advertising Sales Agents	41-3011	5	150	**	\$12.31
Architectural and Civil Drafters	17-3011	5	40	**	\$11.73
Audiologists	29-1121	5	**	**	**
Childcare Workers	39-9011	5	210	**	\$8.21
Crossing Guards	33-9091	5	**	**	**
Electro-Mechanical Technicians	17-3024	5	**	**	**
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	51-4021	5	70	**	\$15.66
Family and General Practitioners	29-1062	5	**	**	**
Financial Analysts	13-2051	5	30	**	\$21.66
Health Diagnosing and Treating Practitioners, All Other	29-1199	5	**	**	**
Human Resources, Training, and Labor Relations Specialists, All Other	13-1071	5	150	**	\$14.74
Logging Equipment Operators	45-4022	5	**	**	**
Order Clerks	43-4151	5	90	**	\$11.51
Parts Salespersons	41-2022	5	70	**	\$10.21
Personal Care and Service Workers, All Other	39-9099	5	30	**	\$8.14
Veterinarians	29-1131	5	**	**	**
Athletic Trainers	29-9091	4	**	**	**
Bartenders	35-3011	4	400	**	\$8.12
Chemical Equipment Operators and Tenders	51-9011	4	**	**	**
Computer Science Teachers, Postsecondary	25-1021	4	**	**	**
Construction Managers	11-9021	4	50	**	\$20.12
Counter and Rental Clerks	41-2021	4	50	**	\$8.81
Credit Analysts	13-2041	4	**	**	**
Education Teachers, Postsecondary	25-1081	4	20	**	\$44,010
Engineering Technicians, Except Drafters, All Other	17-3029	4	40	**	\$20.09
Environmental Engineers	17-2081	4	**	**	**
Financial Examiners	13-2061	4	**	**	**
Interviewers, Except Eligibility and Loan	43-4111	4	70	**	\$10.79
Lawyers	23-1011	4	30	**	\$24.93
Mechanical Engineering Technicians	17-3027	4	90	**	\$13.31
Metal Workers and Plastic Workers, All Other	51-4199	4	**	**	**
Packaging and Filling Machine Operators and Tenders	51-9111	4	390	**	\$9.92
Painters, Construction and Maintenance	47-2141	4	30	**	\$11.92
Payroll and Timekeeping Clerks	43-3051	4	80	**	\$14.92
Power Plant Operators	51-8013	4	**	**	**
Special Education Teachers, Secondary School	25-2054	4	**	**	**
Structural Metal Fabricators and Fitters	51-2041	4	80	**	\$11.62
Teacher Assistants	25-9041	4	1,050	**	\$17,141
Training and Development Managers	11-3131	4	**	**	**
Agricultural Workers, All Other	45-2099	3	**	**	**
Architectural and Engineering Managers	11-9041	3	60	**	\$43.68
Bakers	51-3011	3	140	**	\$10.21
Biological Technicians	19-4021	3	**	**	**
Cardiovascular Technologists and Technicians	29-2031	3	**	**	**
Compliance Officers	13-1041	3	90	**	\$14.39

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## APPENDIX - LIST OF ALL JOB VACANCIES

Job Title	SOC Code	Total Job Orders <sup>1</sup>	Estimated Employment <sup>2</sup>	Annual Job Openings <sup>3</sup>	Entry Wage <sup>2</sup>
Conservation Scientists	19-1031	3	20	**	\$19.56
Construction and Building Inspectors	47-4011	3	**	**	**
Construction and Related Workers, All Other	47-4099	3	**	**	**
Cooks, Short Order	35-2015	3	**	**	**
Directors, Religious Activities and Education	21-2021	3	**	**	**
Dispatchers, Except Police, Fire, and Ambulance	43-5032	3	70	**	\$14.97
Drafters, All Other	17-3019	3	10	**	\$16.98
Earth Drillers, Except Oil and Gas	47-5021	3	**	**	**
Education Administrators, Postsecondary	11-9033	3	90	**	\$19.83
Electrical and Electronics Drafters	17-3012	3	20	**	\$17.06
Electrical Power-Line Installers and Repairers	49-9051	3	**	**	**
Engine and Other Machine Assemblers	51-2031	3	**	**	**
Farm, Ranch, and Other Agricultural Managers	11-9013	3	**	**	**
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	37-1012	3	20	**	\$9.91
Gaming Supervisors	39-1011	3	**	**	**
Health Specialties Teachers, Postsecondary	25-1071	3	**	**	**
Helpers--Electricians	47-3013	3	**	**	**
Internists, General	29-1063	3	**	**	**
Medical Equipment Repairers	49-9062	3	**	**	**
Network Systems and Data Communications Analysts	15-1143	3	10	**	\$21.36
New Accounts Clerks	43-4141	3	100	**	\$14.09
Pesticide Handlers, Sprayers, and Applicators, Vegetation	37-3012	3	**	**	**
Pharmacy Aides	31-9095	3	**	**	**
Radiologic Technologists	29-2034	3	110	**	\$16.42
Recreational Therapists	29-1125	3	**	**	**
Refuse and Recyclable Material Collectors	53-7081	3	**	**	\$10.66
Social Science Research Assistants	19-4061	3	**	**	**
Team Assemblers	51-2092	3	1,930	**	\$11.29
Veterinary Assistants and Laboratory Animal Caretakers	31-9096	3	50	**	\$8.29
Advertising and Promotions Managers	11-2011	2	**	**	**
Aircraft Launch and Recovery Officers	55-1012	2	**	**	**
Aircraft Mechanics and Service Technicians	49-3011	2	**	**	**
Automotive Glass Installers and Repairers	49-3022	2	**	**	**
Brickmasons and Blockmasons	47-2021	2	**	**	**
Business Teachers, Postsecondary	25-1011	2	**	**	**
Chemical Technicians	19-4031	2	**	**	**
Chemists	19-2031	2	**	**	**
Civil Engineers	17-2051	2	20	**	\$25.35
Community Health Workers	21-1094	2	**	**	**
Compensation, Benefits, and Job Analysis Specialists	13-1141	2	**	**	**
Cooks, Fast Food	35-2011	2	**	**	**
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	2	**	**	**
Database Administrators	15-1141	2	20	**	\$18.09
Education Administrators, Preschool and Childcare Center/Program	11-9031	2	**	**	**
Electric Motor, Power Tool, and Related Repairers	49-2092	2	**	**	**
Electrical and Electronics Installers and Repairers, Transportation Equipment	49-2093	2	**	**	**
Electronics Engineers, Except Computer	17-2072	2	**	**	**
Fitness Trainers and Aerobics Instructors	39-9031	2	130	**	\$8.22
Hairdressers, Hairstylists, and Cosmetologists	39-5012	2	**	**	**
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	17-2111	2	20	**	\$31.81
Highway Maintenance Workers	47-4051	2	210	**	\$16.88
Insulation Workers, Floor, Ceiling, and Wall	47-2131	2	**	**	**

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## APPENDIX - LIST OF ALL JOB VACANCIES

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Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4034	2	20	**	\$16.02
Law Clerks	23-2011	2	40	**	\$15.00
Librarians	25-4021	2	60	**	\$12.60
Materials Engineers	17-2131	2	**	**	**
Meeting, Convention, and Event Planners	13-1121	2	30	**	\$11.45
Mental Health Counselors	21-1014	2	60	**	\$12.03
Motor Vehicle Operators, All Other	53-3099	2	**	**	**
Occupational Health and Safety Technicians	29-9012	2	**	**	**
Occupational Therapy Assistants	31-2011	2	**	**	**
Paper Goods Machine Setters, Operators, and Tenders	51-9196	2	**	**	**
Public Relations and Fundraising Managers	11-2031	2	30	**	\$25.48
Rail-Track Laying and Maintenance Equipment Operators	47-4061	2	**	**	**
Roofers	47-2181	2	**	**	**
Secondary School Teachers, Except Special and Career/Technical Education	25-2031	2	350	**	\$37,242
Sewing Machine Operators	51-6031	2	80	**	\$8.06
Software Developers, Applications	15-1132	2	120	**	\$25.68
Structural Iron and Steel Workers	47-2221	2	**	**	**
Survey Researchers	19-3022	2	**	**	**
Teachers and Instructors, All Other	25-3099	2	**	**	**
Tool and Die Makers	51-4111	2	30	**	\$21.75
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	43-5111	2	**	**	**
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	51-7042	2	**	**	**
Administrative Law Judges, Adjudicators, and Hearing Officers	23-1021	1	**	**	**
Adult Basic and Secondary Education and Literacy Teachers and Instructors	25-3011	1	**	**	**
Aerospace Engineering and Operations Technicians	17-3021	1	**	**	**
Atmospheric and Space Scientists	19-2021	1	**	**	**
Audio and Video Equipment Technicians	27-4011	1	20	**	\$10.66
Bill and Account Collectors	43-3011	1	20	**	\$10.76
Biological Science Teachers, Postsecondary	25-1042	1	**	**	**
Brokerage Clerks	43-4011	1	**	**	**
Bus Drivers, Transit and Intercity	53-3021	1	70	**	\$10.80
Butchers and Meat Cutters	51-3021	1	70	**	\$8.31
Career/Technical Education Teachers, Secondary School	25-2032	1	**	**	**
Chemical Engineers	17-2041	1	**	**	**
Chemical Plant and System Operators	51-8091	1	**	**	**
Chiropractors	29-1011	1	**	**	**
Civil Engineering Technicians	17-3022	1	20	**	\$19.77
Commercial Pilots	53-2012	1	20	**	\$35,193
Communications Equipment Operators, All Other	43-2099	1	**	**	**
Communications Teachers, Postsecondary	25-1122	1	**	**	**
Community and Social Service Specialists, All Other	21-1099	1	**	**	**
Computer Hardware Engineers	17-2061	1	**	**	**
Computer Network Support Specialists	15-1152	1	50	**	\$19.02
Cooks, Private Household	35-2013	1	**	**	**
Court, Municipal, and License Clerks	43-4031	1	**	**	**
Criminal Justice and Law Enforcement Teachers, Postsecondary	25-1111	1	**	**	**
Dental Laboratory Technicians	51-9081	1	**	**	**
Designers, All Other	27-1029	1	**	**	**
Electrical and Electronic Equipment Assemblers	51-2022	1	**	**	**
Electromechanical Equipment Assemblers	51-2023	1	**	**	**
Elementary School Teachers, Except Special Education	25-2021	1	1,010	**	\$39,035
Elevator Installers and Repairers	47-4021	1	**	**	**

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## APPENDIX - LIST OF ALL JOB VACANCIES

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Eligibility Interviewers, Government Programs	43-4061	1	30	**	\$24.02
Engineering Teachers, Postsecondary	25-1032	1	**	**	**
Environmental Engineering Technicians	17-3025	1	**	**	**
Environmental Science and Protection Technicians, Including Health	19-4091	1	**	**	**
Environmental Scientists and Specialists, Including Health	19-2041	1	**	**	**
Farm Equipment Mechanics and Service Technicians	49-3041	1	**	**	**
Fence Erectors	47-4031	1	**	**	**
File Clerks	43-4071	1	30	**	\$12.90
Financial Specialists, All Other	13-2099	1	30	**	\$19.35
Fine Artists, Including Painters, Sculptors, and Illustrators	27-1013	1	20	**	\$14.99
Firefighters	33-2011	1	60	**	\$9.60
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	53-1021	1	30	**	\$16.31
First-Line Supervisors of Personal Service Workers	39-1021	1	100	**	\$10.47
First-Line Supervisors of Protective Service Workers, All Other	33-1099	1	20	**	\$9.12
Floor Sanders and Finishers	47-2043	1	**	**	**
Floral Designers	27-1023	1	**	**	**
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	51-3091	1	**	**	**
Food Processing Workers, All Other	51-3099	1	**	**	**
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4033	1	**	**	**
Health Educators	21-1091	1	20	**	\$19.29
Helpers--Carpenters	47-3012	1	**	**	**
Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	47-3015	1	**	**	**
History Teachers, Postsecondary	25-1125	1	**	**	**
Information Security Analysts	15-1122	1	**	**	**
Instructional Coordinators	25-9031	1	**	**	**
Insurance Claims and Policy Processing Clerks	43-9041	1	50	**	\$13.52
Interpreters and Translators	27-3091	1	**	**	**
Kindergarten Teachers, Except Special Education	25-2012	1	80	**	\$33,301
Legal Secretaries	43-6012	1	**	**	**
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	33-9092	1	150	**	\$8.20
Loan Interviewers and Clerks	43-4131	1	160	**	\$13.11
Mathematical Science Teachers, Postsecondary	25-1022	1	**	**	**
Medical Equipment Preparers	31-9093	1	**	**	**
Medical Scientists, Except Epidemiologists	19-1042	1	**	**	**
Metal-Refining Furnace Operators and Tenders	51-4051	1	**	**	**
Meter Readers, Utilities	43-5041	1	20	**	\$17.12
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	51-4035	1	20	**	\$13.32
Multimedia Artists and Animators	27-1014	1	**	**	**
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4081	1	170	**	\$13.34
Musicians and Singers	27-2042	1	**	**	**
Natural Sciences Managers	11-9121	1	**	**	**
Nonfarm Animal Caretakers	39-2021	1	90	**	\$8.10
Nuclear Medicine Technologists	29-2033	1	**	**	**
Paving, Surfacing, and Tamping Equipment Operators	47-2071	1	**	**	**
Petroleum Engineers	17-2171	1	**	**	**
Phlebotomists	31-9097	1	50	**	\$11.27
Physical Therapist Assistants	31-2021	1	**	**	**
Political Science Teachers, Postsecondary	25-1065	1	**	**	**
Psychiatric Technicians	29-2053	1	**	**	**
Psychology Teachers, Postsecondary	25-1066	1	**	**	**
Radio and Television Announcers	27-3011	1	60	**	\$8.18
Railroad Yard Workers	53-4021	1	**	**	**

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## APPENDIX - LIST OF ALL JOB VACANCIES

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Recreational Vehicle Service Technicians	49-3092	1	**	**	**
Rehabilitation Counselors	21-1015	1	50	**	\$13.90
Reporters and Correspondents	27-3022	1	**	**	**
Respiratory Therapy Technicians	29-2054	1	**	**	**
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	51-4023	1	**	**	**
Sawing Machine Setters, Operators, and Tenders, Wood	51-7041	1	**	**	**
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	51-9012	1	**	**	**
Shoe Machine Operators and Tenders	51-6042	1	**	**	**
Substance Abuse and Behavioral Disorder Counselors	21-1011	1	**	**	**
Technical Writers	27-3042	1	40	**	\$17.08
Telemarketers	41-9041	1	20	**	\$10.63
Textile Cutting Machine Setters, Operators, and Tenders	51-6062	1	**	**	**
Transportation Inspectors	53-6051	1	**	**	**
Urban and Regional Planners	19-3051	1	**	**	**
Veterinary Technologists and Technicians	29-2056	1	**	**	**
Water and Wastewater Treatment Plant and System Operators	51-8031	1	100	**	\$12.71
Writers and Authors	27-3043	1	20	**	\$10.75

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

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

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

\*\*Insufficient data to report



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