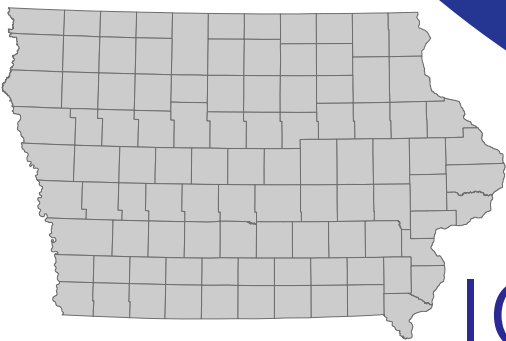




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IOWA ANALYSIS



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# VACANCIES



## INTRODUCTION

Iowa Workforce Development (IWD) conducted the fifth annual Workforce Needs Assessment from July 2014 through October 2014. 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 Fringe Benefits Analysis. The results of the survey were analyzed on both a statewide and regional basis. This is the statewide report for Iowa.

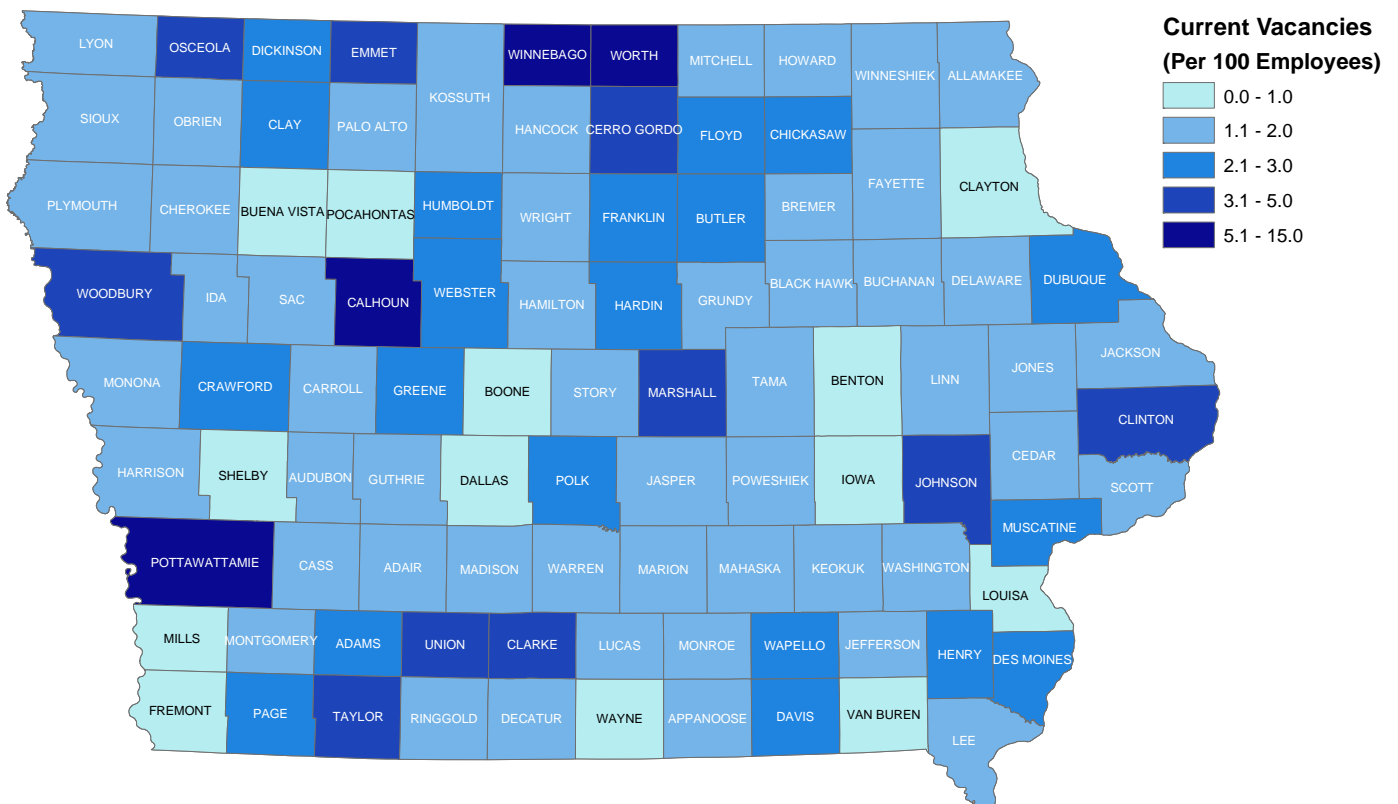
Beginning in July 2014, 39,996 employers in the state were contacted either by mail or email and asked to complete the survey. By the end of the survey period (October 31, 2014), IWD had received 9,754 responses, yielding a 24.4 percent response rate.



## STATEWIDE VACANCY ESTIMATES

**Figure 1** shows the number of vacancies by county throughout the State on a per 100 employee basis. The vacancy data comes from Iowa Workforce Development’s job bank ([www.iowajobs.org](http://www.iowajobs.org)) and covers the timeframe of November 2013 through October 2014. The counties with the greatest number of vacancies per 100 employees within the state include Calhoun, Pottawattamie, Winnebago and Worth.

**Figure 1**  
Vacancies by ZIP Code per 100 Employees





**Figure 2** shows reported vacancies by occupational category. The vacancy data within this table is derived from IWD's job bank and reflects data captured between October 31, 2013 and November 30, 2014. The majority of vacancies are within the sales & related, office & administrative support; transportation & material moving; healthcare practitioner & technical; production; and food preparation & serving related occupational categories. The occupational categories are clustered using the Standard Occupational Classification (SOC) system. Each broad category includes detailed occupations requiring similar job duties, skills, education or experience.

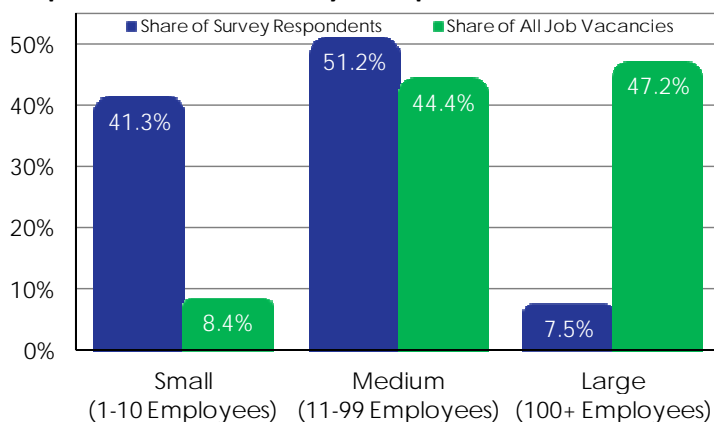
Among the employers that responded to the survey, 2,984 (31.0%) reported having one or more current or anticipated job vacancy, while 6,643 respondents (69.0%) reported having no job vacancies. There is an average of 34,378 job vacancies per day reported by employers throughout Iowa.

**Figure 2**  
Current Vacancies by Occupational Category

	Percent of Total Vacancies	Average Vacancies per Day
Sales & Related	11.6%	3,994
Office & Administrative Support	11.0%	3,779
Transportation & Material Moving	10.6%	3,643
Healthcare Practitioner & Technical	8.3%	2,847
Production	7.5%	2,593
Food Preparation & Serving Related	6.8%	2,333
Computer & Mathematical Science	5.5%	1,887
Building & Grounds Cleaning & Maintenance	4.9%	1,696
Management	4.8%	1,640
Installation, Maintenance & Repair	4.3%	1,480
Business & Financial Operations	3.7%	1,287
Construction & Extraction	3.6%	1,221
Healthcare Support	3.5%	1,205
Architecture & Engineering	3.0%	1,047
Community & Social Science	2.1%	720
Farming, Fishing & Forestry	2.0%	683
Education, Training & Library	1.9%	639
Arts, Design, Entertainment, Sports & Related	1.5%	504
Protective Service	1.1%	386
Personal Care & Service	1.1%	366
Life, Physical & Social Science	1.0%	355
Legal	0.1%	45
Military Specific	0.1%	28
<b>Total</b>	<b>100%</b>	<b>34,378</b>

*Iowa Workforce Development's job bank  
Totals may vary due to rounding methods*

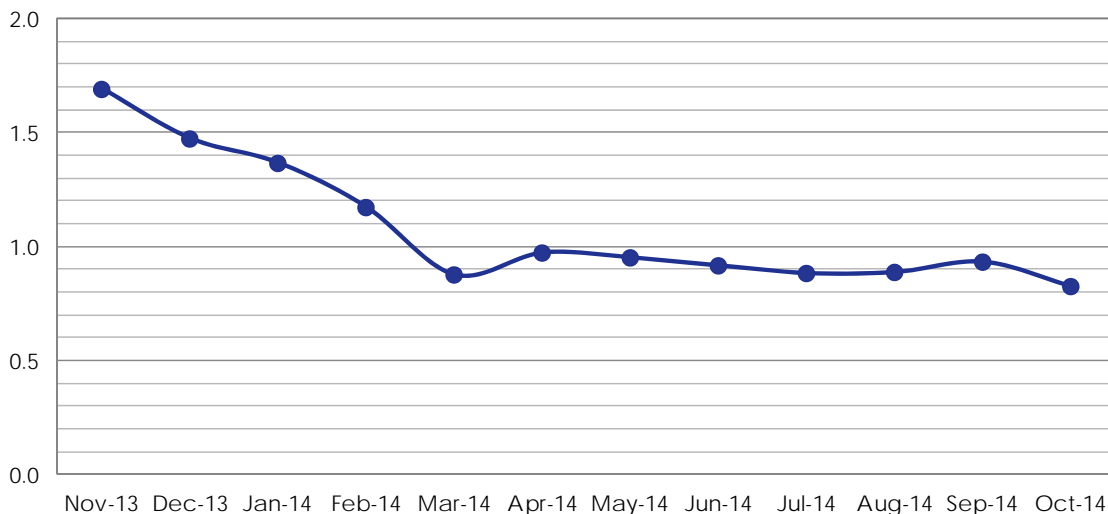
**Figure 3**  
Reported Job Vacancies by Workplace Size



**Figure 3** shows the breakdown of job vacancies by employer size. Of employers that responded with job vacancies, 41.3 percent were businesses with 10 or fewer employees, 51.2 percent had between 11 and 99 employees and 7.5 percent had 100 employees or more. The share of all survey responses for each employer size category is shown next to the respective percentage share of reported job vacancies. While large employers only accounted for 7.5 percent of the survey responses, they reported nearly half (47.2%) of the total job vacancies in the state.



**Figure 4**  
**Number of Unemployed Persons per Job Vacancy**



**Figure 4** shows the average number of vacancies in the state per unemployed person by month. In November 2013, there were an estimated 44,472 total job vacancies and a total of 75,270 unemployed persons<sup>1</sup>. Therefore, the ratio was 1.7 unemployed persons for every vacant position.

Bureau of Labor Statistics and Iowa Workforce Development job bank

**Figure 5** shows the vacancy rate, or how many jobs are available per 100 filled positions by industry. The industries within the state with the highest vacancy rates are management (8.6%); accommodation & food services (5.5%); arts, entertainment & recreation (4.8%); construction (4.1%); healthcare & social services (4.1%) and transportation & warehousing (4.1%). These industries currently have relatively more vacant positions when compared to the size of their workforce. When looking at vacancy rates it is important to note the difference between the number of vacant positions and the vacancy rate. An industry may have a low vacancy rate but have many vacant positions. This is because, when compared to their total workforce, the number of vacant positions is small.

**Figure 5**  
**Vacancy Rate by Industry**

Industry	State Employment	Vacancy Rate
Management	17,656	8.6%
Accommodation & Food Services	112,163	5.5%
Arts, Entertainment & Recreation	15,841	4.8%
Construction	66,159	4.1%
Healthcare & Social Services	205,165	4.1%
Transportation & Warehousing	53,646	4.1%
Administrative & Waste Services	66,898	3.3%
Manufacturing	216,074	2.9%
Professional & Technical Services	45,986	2.9%
Public Administration	58,803	2.4%
Personal Services	41,442	2.3%
Wholesale & Retail Trade	231,248	2.3%
Information	25,459	1.8%
Finance, Insurance & Real Estate	97,678	1.7%
Agriculture & Mining	18,759	1.4%
Educational Services	143,639	1.3%
Utilities	7,654	0.7%

Annual 2014 total regional employment data from IWD  
 Totals may vary due to rounding methods

**Figure 6**, on the next page, breaks down the vacancy rate by occupational category. The categories with the highest vacancy rates are farming, fishing & forestry (12.2%); computer & mathematical science (6.0%); and architecture & engineering (5.7%). Total employment by occupational category may differ from total employment by industry because of confidentiality issues in employer surveys.

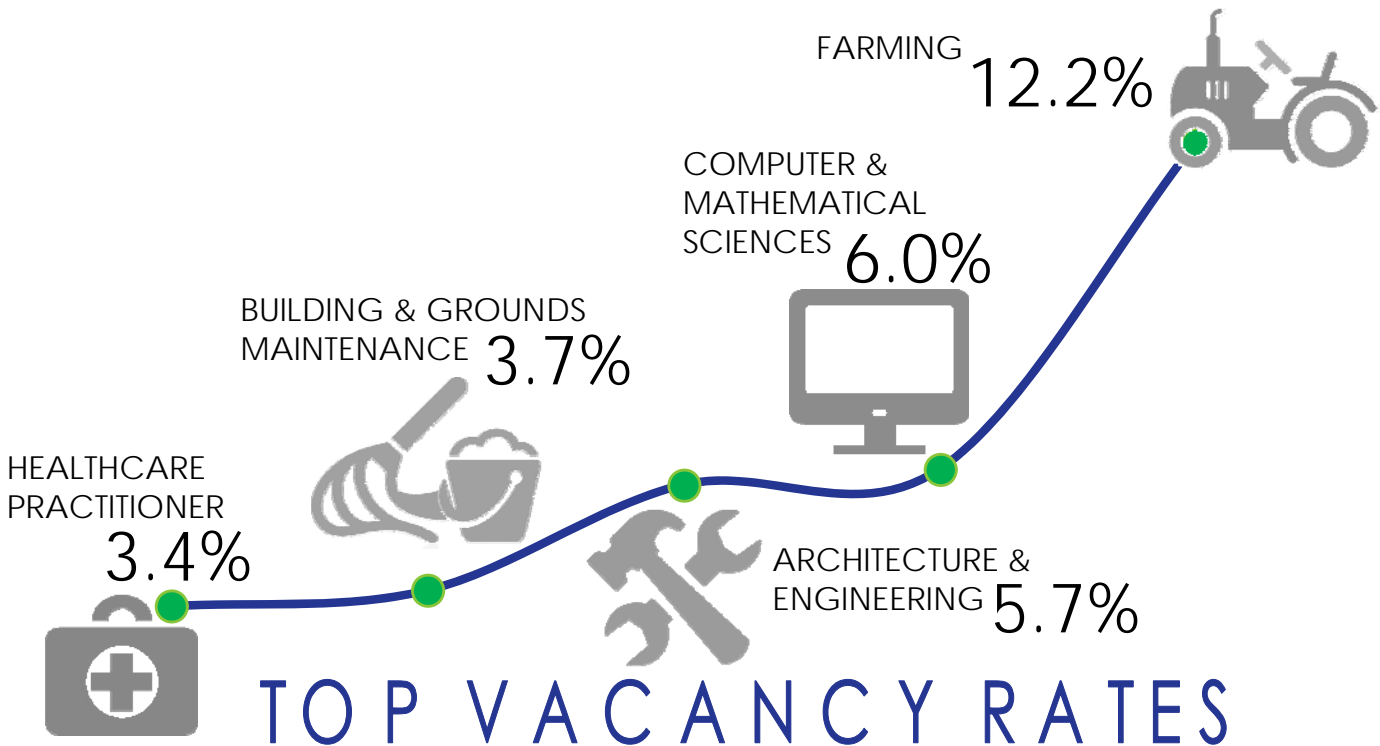
<sup>1</sup>Bureau of Labor Statistics, Local Area Unemployment Statistics



**Figure 6**  
**Vacancy Rate by Occupational Category**

	State Employment	Vacancy Rate
Farming, Fishing & Forestry	5,610	12.2%
Computer & Mathematical Science	31,650	6.0%
Architecture & Engineering	18,320	5.7%
Building & Grounds Cleaning & Maintenance	46,320	3.7%
Healthcare Practitioner & Technical	83,660	3.4%
Community & Social Science	23,060	3.1%
Life, Physical & Social Science	12,290	2.9%
Transportation & Material Moving	125,940	2.9%
Arts, Design, Entertainment, Sports & Related	18,790	2.7%
Healthcare Support	45,180	2.7%
Sales & Related	152,990	2.6%
Installation, Maintenance & Repair	64,600	2.3%
Management	74,010	2.2%
Business & Financial Operations	62,200	2.1%
Construction & Extraction	58,510	2.1%
Food Preparation & Serving Related	127,070	1.8%
Office & Administrative Support	215,720	1.8%
Protective Service	21,470	1.8%
Production	154,370	1.7%
Personal Care & Service	43,030	0.9%
Education, Training & Library	98,470	0.6%
Legal	7,580	0.6%

*Totals may vary due to rounding methods  
Iowa Local Employment Dynamics.*







**Figure 7** presents the top vacancies in the state by occupation. Truck drivers, heavy & tractor-trailer are in the greatest demand in the state with 1,442 average daily vacancies. This is followed by registered nurses (1,343) customer service representatives (1,213), retail salespersons (973), and drivers/sales workers (966). A complete listing of estimated vacancies as reported by the Iowa Workforce Development job bank within the state can be found in the **Appendix** beginning on page 20 of this report.

**Figure 7**  
**Top Occupations by Vacancies and Average Entry Level Wage**

	SOC Code	Average Daily Vacancies	Entry-Level Hourly Wage
Heavy and Tractor-Trailer Truck Drivers	53-3032	1,442	\$ 13.03
Registered Nurses	29-1111	1,343	\$ 19.69
Customer Service Representatives	43-4051	1,213	\$ 10.49
Retail Salespersons	41-2031	973	\$ 8.14
Driver/Sales Workers	53-3031	966	\$ 8.10
Stock Clerks and Order Fillers	43-5081	951	\$ 8.14
Landscaping and Groundskeeping Workers	37-3011	930	\$ 8.16
Helpers--Production Workers	51-9198	735	\$ 8.62
First-Line Supervisors of Retail Sales Workers	41-1011	687	\$ 11.54
Nursing Assistants	31-1012	574	\$ 9.90
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	549	\$ 8.07
Cashiers	41-2011	519	\$ 8.13
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	45-2092	464	\$ 8.11
First-Line Supervisors of Food Preparation and Serving Workers	35-1012	417	\$ 9.19
Sales Representatives, Services, All Other	41-3099	405	\$ 12.94
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37-2011	392	\$ 8.14
Maintenance and Repair Workers, General	49-9042	369	\$ 11.63
Not Classified	99-9999	368	*
Accountants and Auditors	13-2011	367	\$ 19.22
Production Workers, All Other	51-9199	351	\$ 9.65
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	332	\$ 9.39
Food Preparation Workers	35-2021	322	\$ 8.06

*Iowa Workforce Development's job bank  
 2014 Iowa Wage Survey estimates*



# HIGH DEMAND OCCUPATIONS



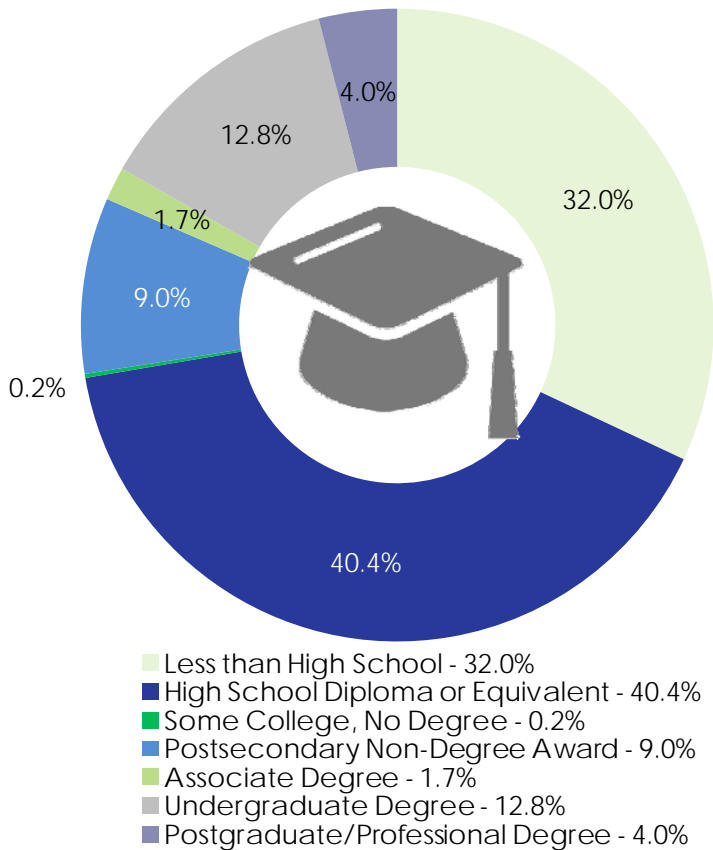
# REQUIREMENTS, SKILLS & TRAINING

## EDUCATION & EXPERIENCE

Figures 8 and 9 break out the education and experience levels required by current vacancies within the Iowa Workforce Development job bank. These requirements are based on the typical levels needed to enter an occupation according to data reported by the Bureau of Labor Statistics. This data does not reflect expected levels indicated by survey respondents, it does reflect the vacancies within the IWD job bank.

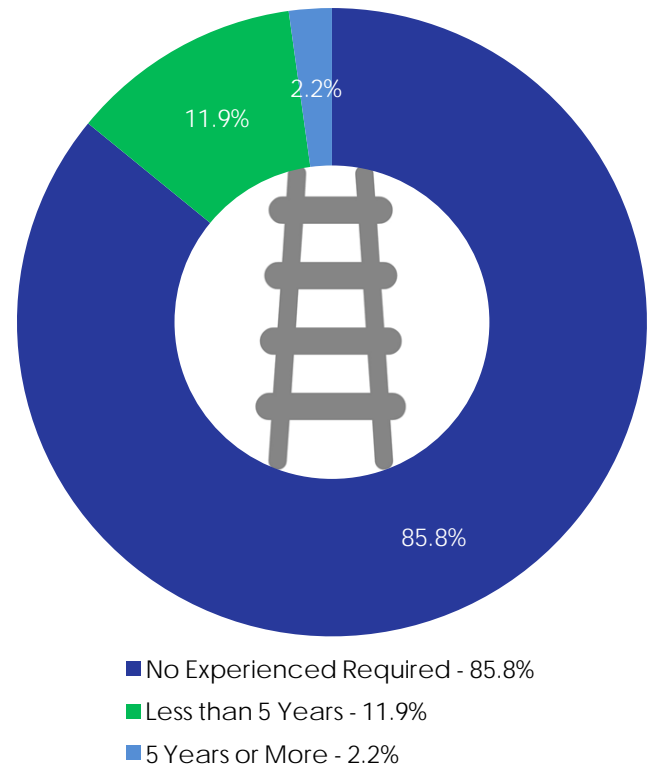
**Figure 8**

**Education Required - Current Vacancies**



**Figure 9**

**Experience Required - Current Vacancies**



## SKILL LEVEL

Employers that responded to the survey were asked their perceptions on the degree to which job applicants possessed soft, basic and occupational skills. In addition, employers were asked if applicants, who may or may not possess the necessary skills for the job vacancy, were being disqualified due to the results of controlled substance testing or background checks. The results for all employers are shown below in **Figure 10**.

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.

**Figure 10**

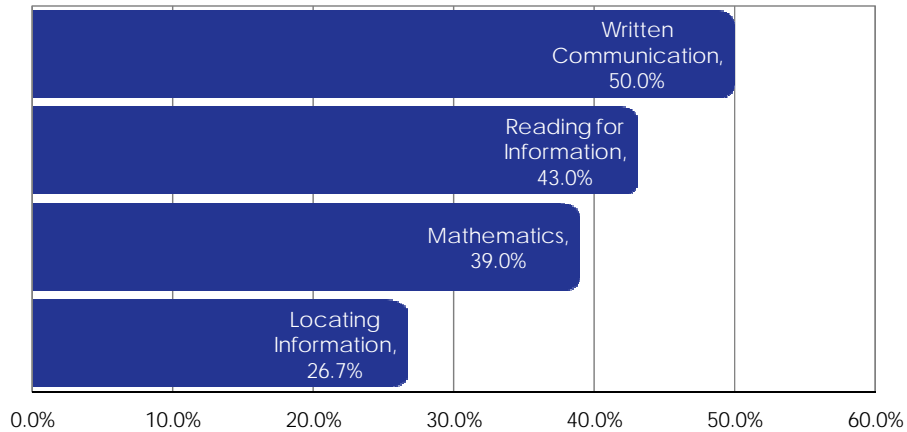
**Perception of Applicants**

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Applicants fulfill all necessary requirements for the job	8.8%	23.5%	32.9%	28.3%	6.5%
Applicants possess the basic skills required for the job	4.1%	16.8%	32.1%	36.0%	11.0%
Applicants possess the soft skills required for the job	6.9%	23.0%	38.3%	26.0%	5.8%
Applicants possess the occupational skills required for the job	11.7%	25.4%	34.5%	22.3%	6.1%
Applicants are often disqualified due to controlled substance testing	44.7%	18.1%	27.9%	6.5%	2.8%
Applicants are often disqualified for failure to pass a background check	32.7%	20.2%	25.9%	14.3%	6.9%



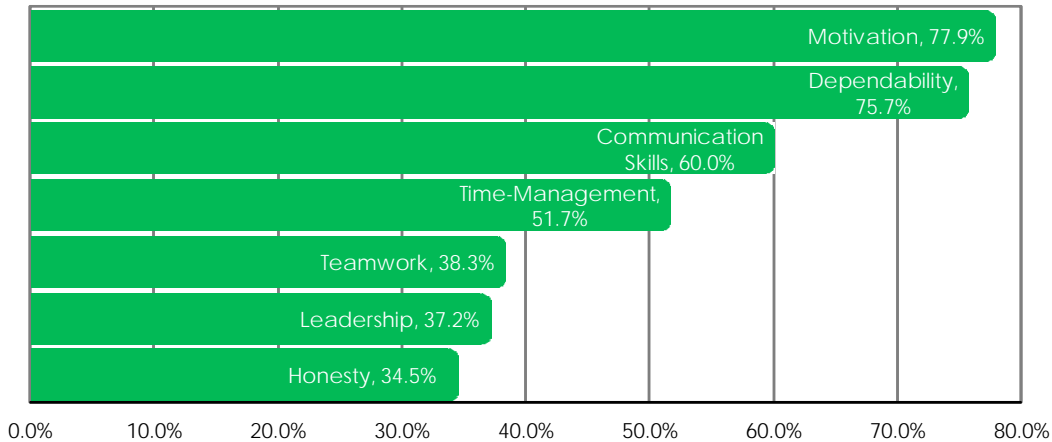
Figures 11, 12 and 13 break down the basic, soft and occupational (or hard) skills that employers reported were lacking by applicants for open positions.

**Figure 11**  
**Basic Skills Lacked by 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. More than one-fifth (20.9%) of employers surveyed feel that applicants lack basic skills needed for the job. 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).

**Figure 12**  
**Soft Skills Lacked by Applicants**



**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. Less than one-third (29.9%) of employers surveyed feel that applicants lack soft skills needed for the job.

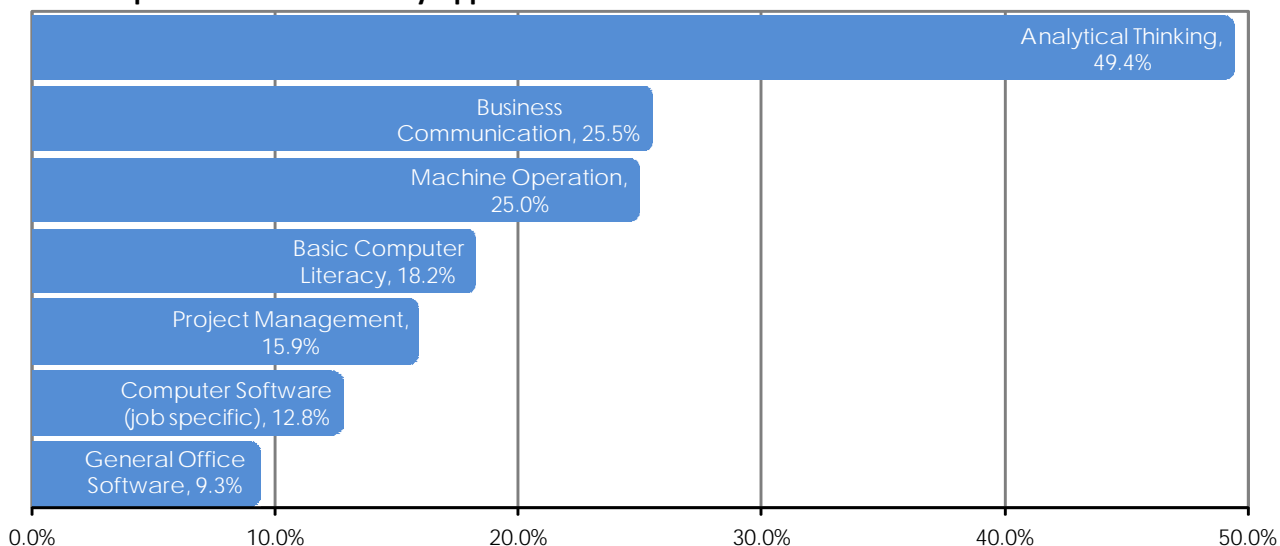
**Percentage of Employers That Perceive A Lack of Skills Among Applicants Across All Categories**





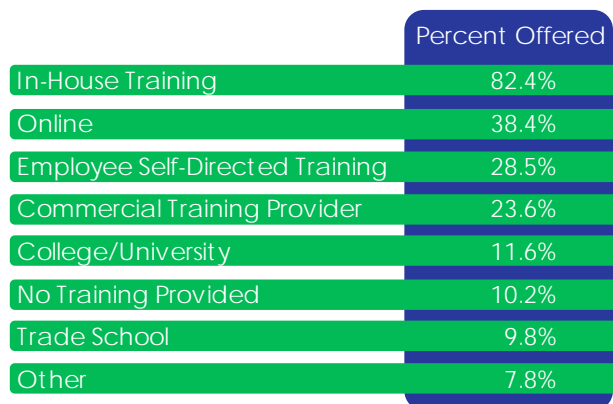
**Occupational skills** are the technical and know-how skills that apply directly to a job. Occupational skills are often referred to as “hard skills” and are primarily job-specific. In general, occupational skills include analytical skills, managerial ability, physical ability, knowledge and experience. The exact definition of these skills varies, depending on the job in question. Nearly two-fifths (37.1%) of employers surveyed feel that applicants lack occupational skills needed for the job.

**Figure 13**  
**Occupational Skills Lacked by Applicants**



In the event that current or newly hired employees are lacking the soft, basic and occupational skills necessary to fill current job vacancies, employers were asked where they send employees to upgrade these skills. **Figure 14** indicates where employers are sending their employees for training to satisfy job requirements.

**Figure 14**  
**Where Additional Training is Offered**



When training is provided, most employers are currently using in-house training or online training.

In regards to their hiring processes, nearly half (46.1%) of the employers reported giving preference to applicants that had obtained certifications for the vacant position. In addition, 38.7 percent of respondents indicated that they give applicants with veteran status preference during the hiring process.



## AVAILABILITY & ADVERTISING

The time span from when a job posting opens to when it closes is referred to as the recruitment period. **Figure 15** details the length of time between when a job order is opened in IWD’s job bank and when it is closed.

Employers who have a clear understanding of the job search resources used by workers in their respective industry will maximize their effectiveness and efficiency in attracting qualified applicants. Understanding and utilizing traditional and non-traditional job search resources will provide employers with a more focused and effective recruitment tool. Residents living in the region 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 in the area.

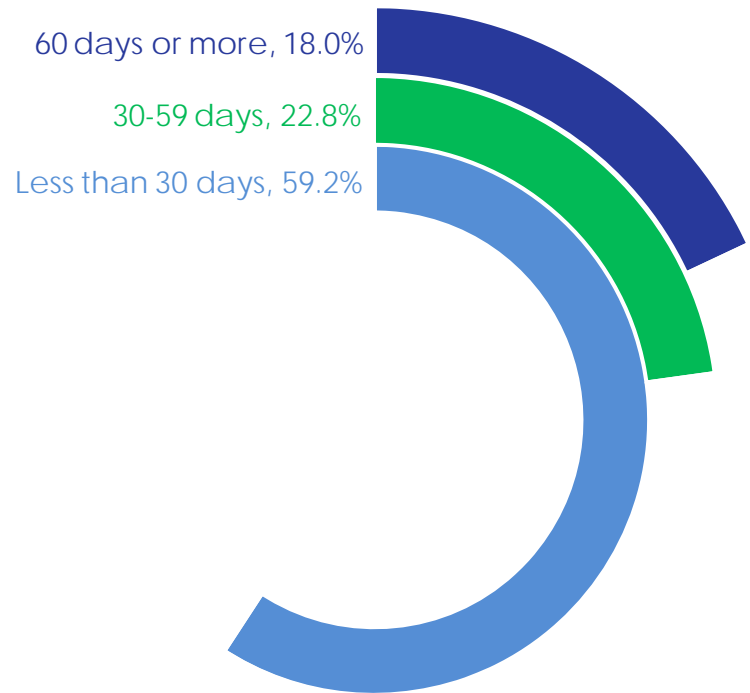
**Figure 16** details employer use of job advertising outlets for recruitment purposes.

Employers utilized a variety of outlets to recruit potential employees. Respondents indicated that the most used resource was networking, followed by the internet, print editions of newspapers, electronic editions of newspapers, college/university career centers, IowaWORKS centers and social media.

Potential employees, on the other hand, were most likely to go first to the internet, followed by newspapers, networking, IowaWORKS centers and private employment agencies when looking for job opportunities.

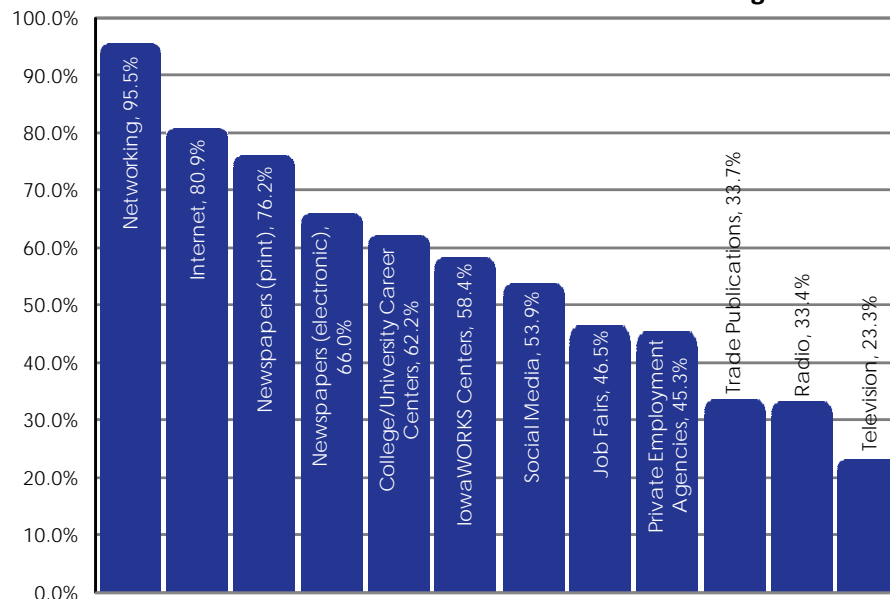
These mismatches in advertising outlets versus job search usage can increase recruitment time periods and cost. More information on employee job search resource usage can be found in the Statewide Laborshed report which can be found here: [www.iowaworkforcedevelopment.gov/laborshed-studies](http://www.iowaworkforcedevelopment.gov/laborshed-studies).

**Figure 15**  
Recruitment Period for Job Openings



*Iowa Workforce Development's job bank*

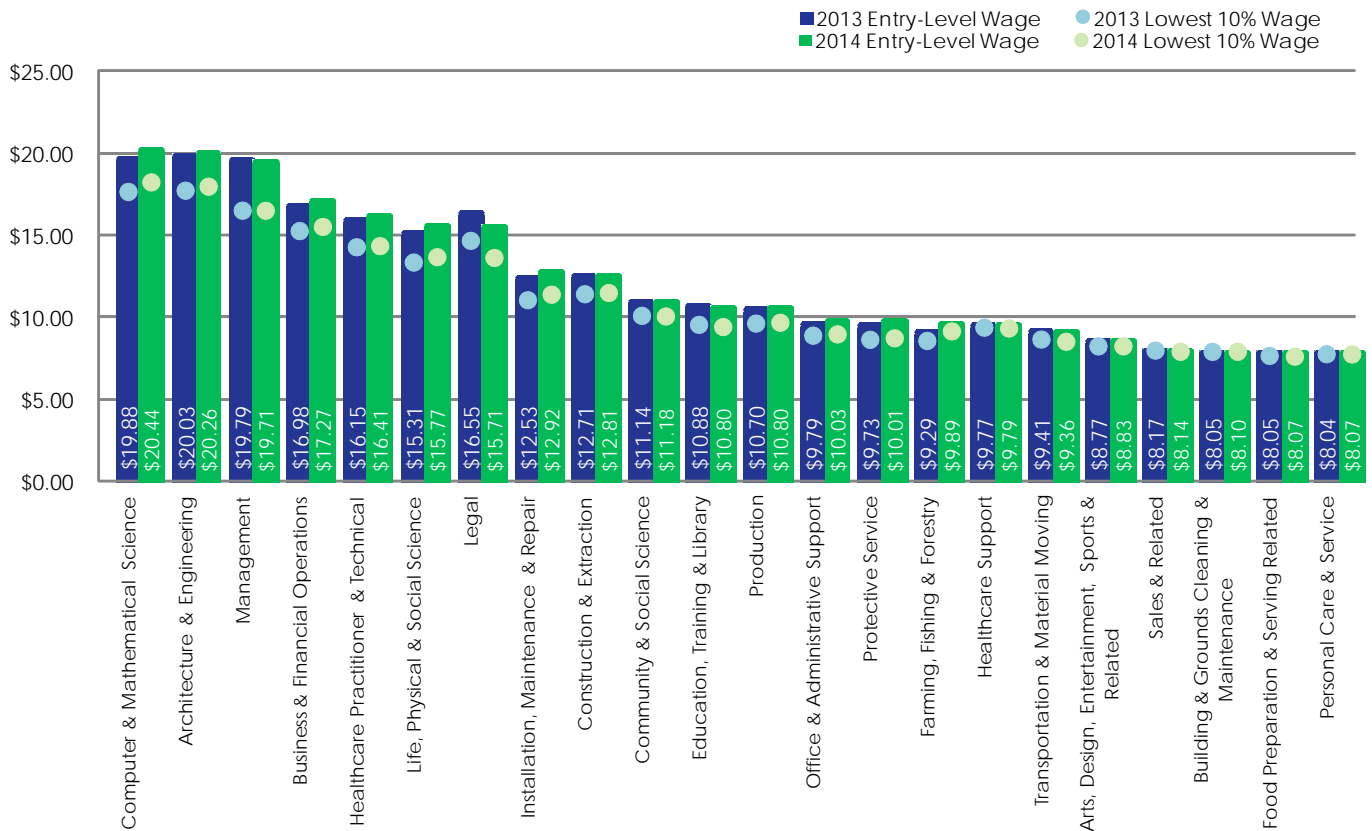
**Figure 16**  
Job Advertising Utilization





## WAGES

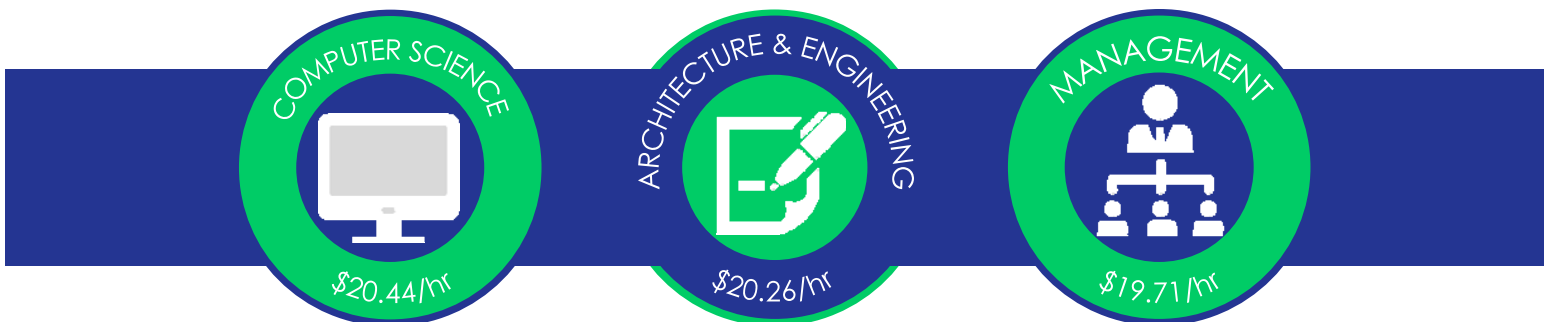
**Figure 17**  
**Hourly Wages by Occupational Category**



Iowa Wage Survey estimates

**Figure 17** shows the 2013 and 2014 entry-level hourly wages by occupational category for the state as reported by the Iowa Wage Survey. The chart also indicates the hourly wage of the lowest 10.0 percent by occupational category for each year. From the chart, we see that the computer & mathematical science; architecture & engineering; management; and business & financial operations occupational categories pay the highest entry-level wages in the state. Conversely, the lowest entry-level wages in the state are found in the personal care & social services; food preparation & serving related; and sales and related occupational categories. **Figure 18**, on the next page, provides more wage information, including a statewide entry-level, average and average experienced wages.

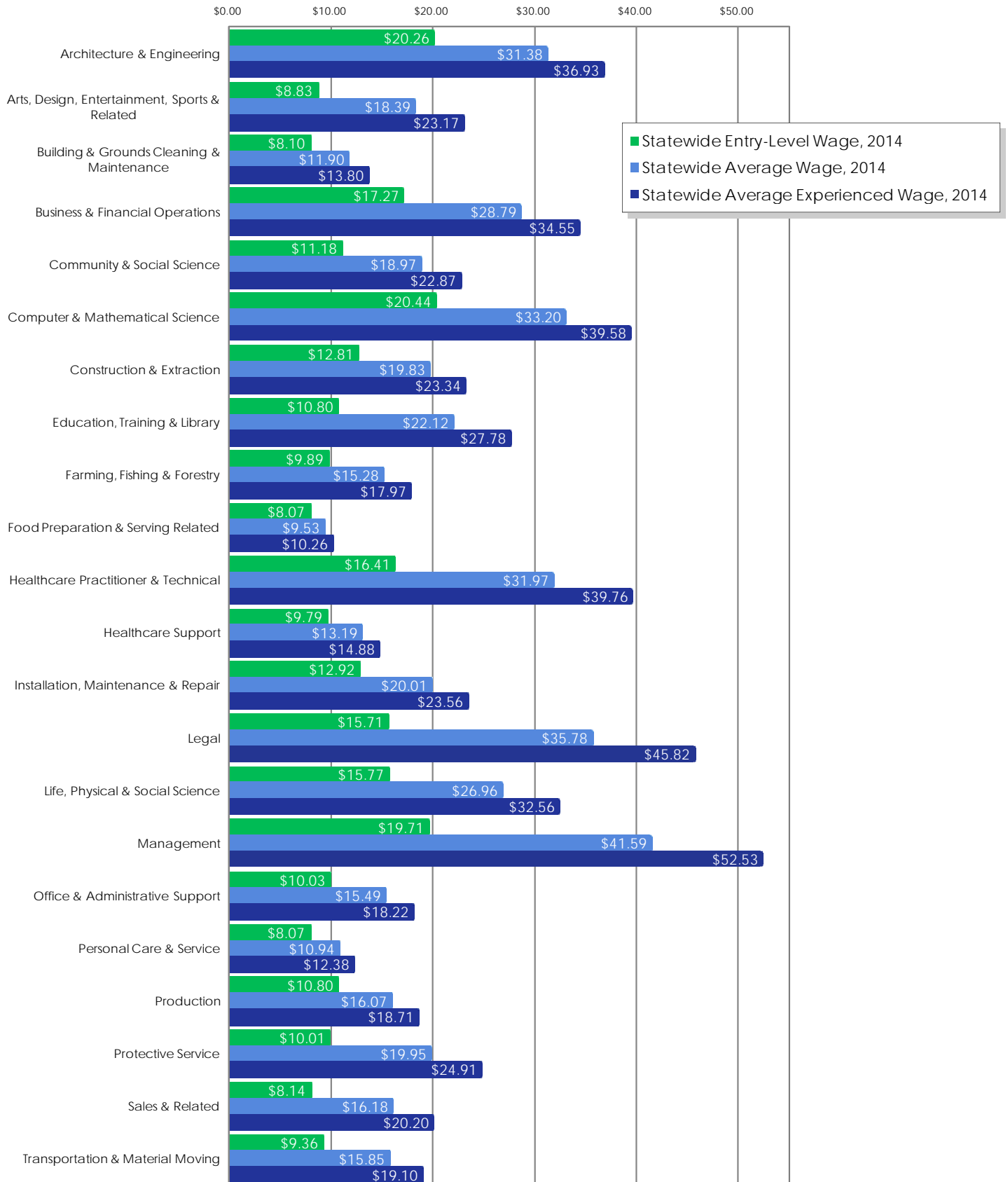
### Top 3 Occupational Fields by 2014 Entry-Level Hourly Wage





**Figure 18**

**Comparison of Statewide Wages by Occupational Category**



*Iowa Wage Survey estimates*

# FUTURE PLANS



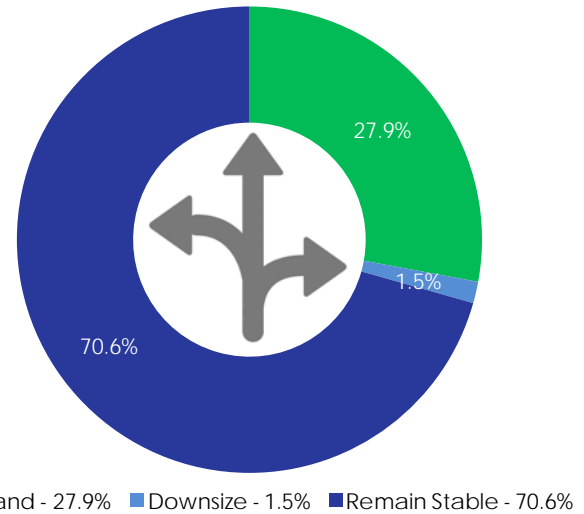
Employers were asked a series of questions about their plans for future payroll changes. They were asked whether they planned on increasing or decreasing the number of workers on payroll or if they planned to keep their workforce at its current strength. Questions regarding timeframe for any change, 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.

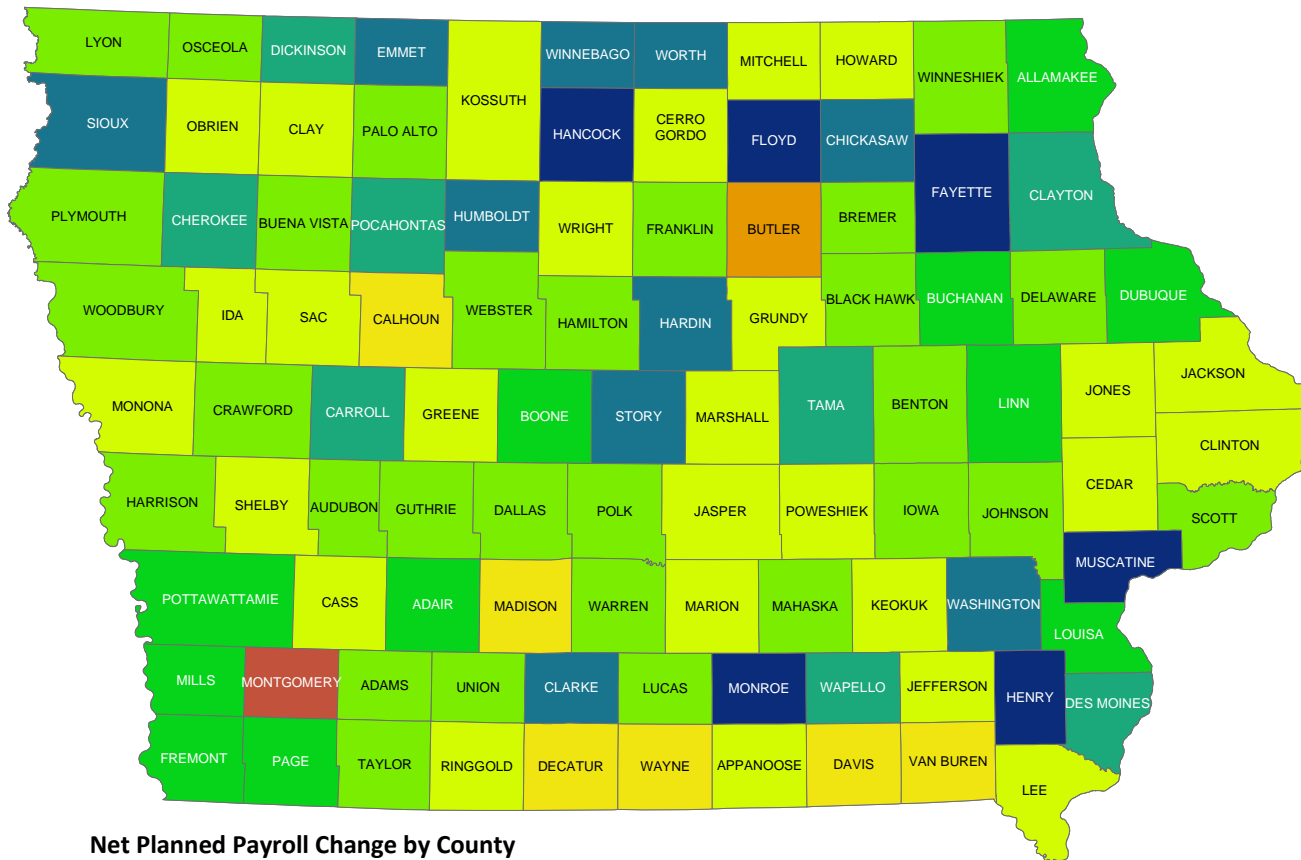
**Figure 19** shows the proportion of employers planning to expand, reduce or maintain the size of their workforce. Over two-thirds (70.6%) of employers are planning to keep the size of their workforce steady while 27.9 percent of employers plan to expand their workforce. Only 1.5 percent plan to reduce their workforce.

**Figure 20** shows the net planned payroll change per 1,000 employees in each county in terms of total jobs to be created or reduced. Only Montgomery and Butler counties show a net planned job reduction. Fayette, Floyd, Hancock, Henry, Monroe and Muscatine counties reported the most planned workforce expansion. Calhoun, Davis, Decatur, Madison, Van Buren and Wayne counties reported no net change in planned payroll.

**Figure 19**  
Future Workforce Plans



**Figure 20**  
Net Planned Payroll Change by County (per 1,000 Employees)



**Net Planned Payroll Change by County (per 1,000 Employees)**



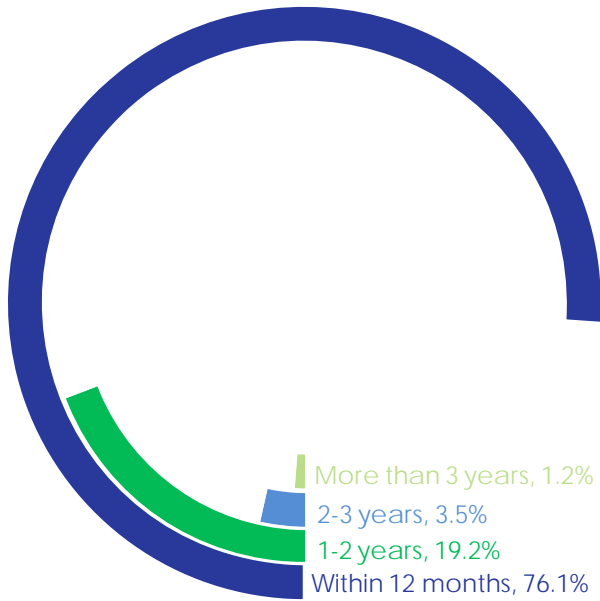
Bureau of Labor Statistics, Local Area Unemployment Statistics





## PLANNED WORKFORCE EXPANSION

**Figure 21**  
Timing of Planned Expansion



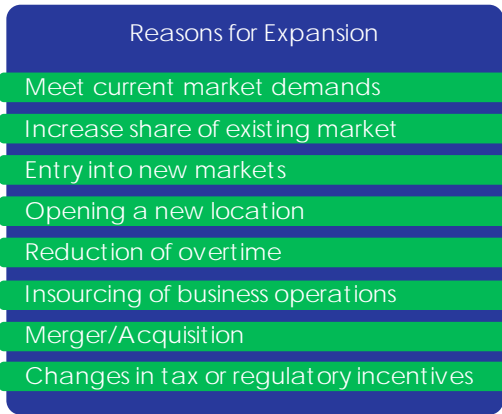
Over one-fourth (27.9%) of the employers surveyed plan to expand their workforce in the future. Of those, 76.1 percent plan to do so within the next 12 months followed by 19.2 percent that have plans for expansion within the next 1-2 years (**Figure 21**).

Respondents were asked to rank, in order of significance, possible reasons for expanding the size of their workforce as well as constraints that may prevent expansion.

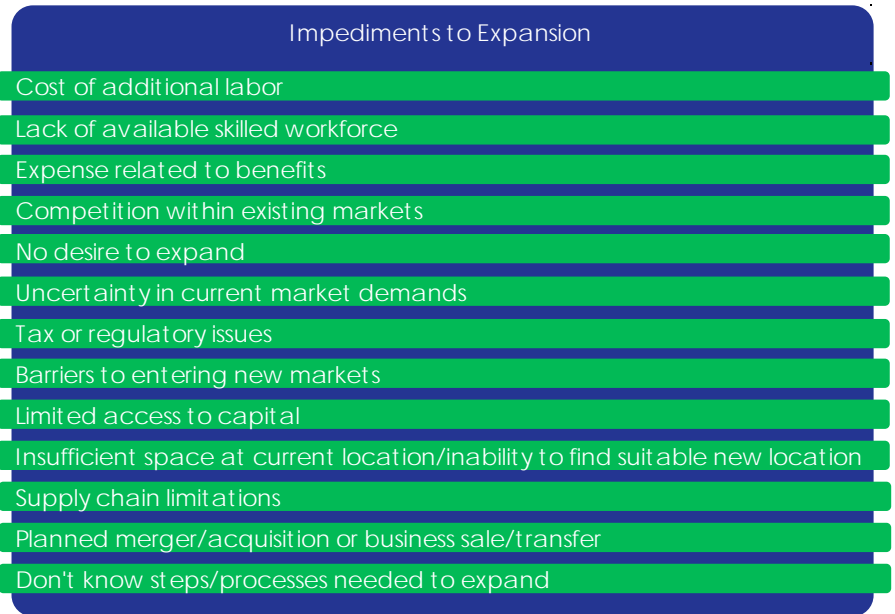
**Figure 22** compares employers' stated reasons for planning to increase the size of their workforce. The reasons indicated as being of the greatest importance in deciding to expand include meeting current market demands, plans to increase their share of existing markets and entering new markets.

**Figure 23** compares employers' stated constraints to increasing the size of their workforce. The reasons indicated as being of the greatest importance in preventing expansion include cost of additional labor, lack of available skilled workforce and expense related to benefits.

**Figure 22**  
Reasons for Payroll Expansion  
Ranked by Relative Importance

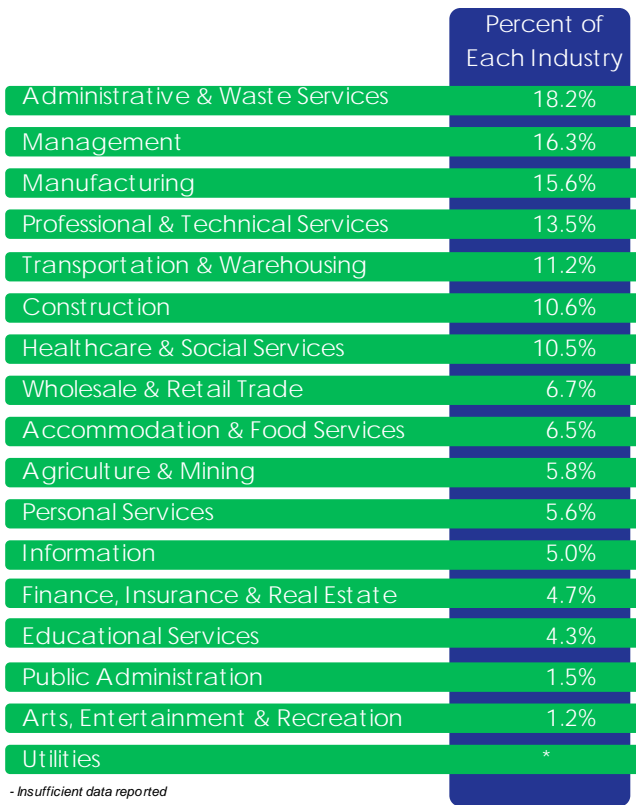


**Figure 23**  
Constraints Preventing Payroll Expansion  
Ranked by Relative Importance

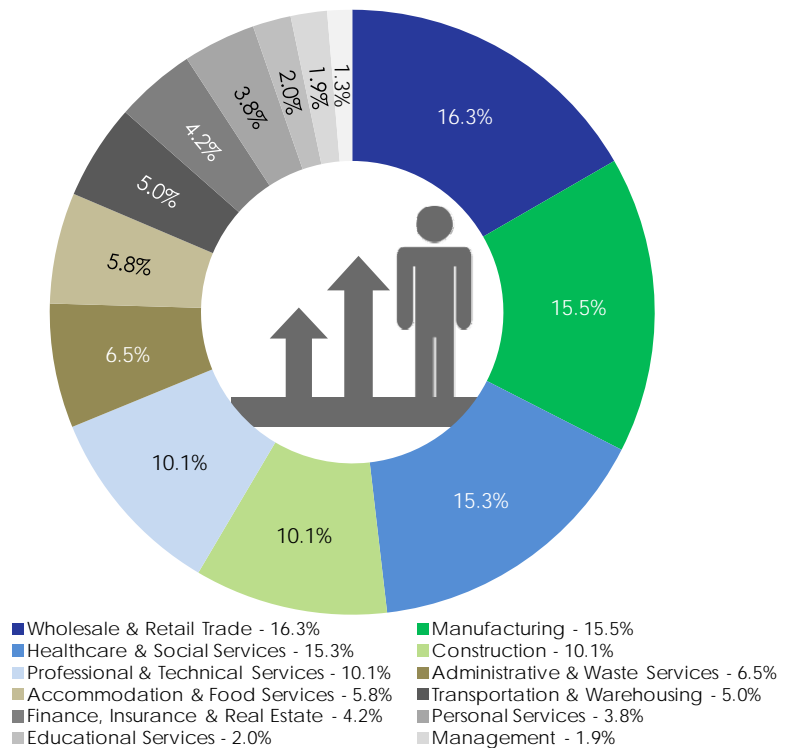




**Figure 24**  
Percent within Each Industry with Planned Payroll Expansion



**Figure 25**  
Percent of Total Planned Expansion by Industry



**Figure 24** shows those employers who are planning to expand by industry. The “Percent of Each Industry” column shows what percentage of employers in each industry are planning to expand their payroll. **Figure 25** shows what percentage of all businesses planning to expand their payroll is accounted for by each industry. For example, 6.7 percent of all businesses in the wholesale & retail trade industry are planning to expand their payroll in the future. Those businesses within the wholesale & retail trade industry make up 16.3 percent of all the businesses in the survey that are planning to expand their payrolls.

**Figure 26**, on the next page, shows the percent of planned expansion by occupational category. Office & administrative support represents one of the largest categories among average daily vacancies (**Figure 2**, page 2) while the category accounts for just 4.5 percent of the planned payroll expansion positions. Production occupations, on the other hand, represent only 7.5 percent of average daily vacancies but employers planning to expand their payrolls indicated they plan on increasing payroll most frequently within this category. The occupational categories that will be most affected by expansion are: production; food preparation & serving related; healthcare support; sales & related; construction & extraction; and transportation & material moving.

**Top 3 Industries by Percentage of Total Planned Expansion**





**Figure 26**  
**Planned Payroll Expansion by Occupational Category**

	Percent of Planned Expansion
Production	21.7%
Food Preparation & Serving Related	12.5%
Healthcare Support	10.1%
Sales & Related	9.3%
Construction & Extraction	6.0%
Transportation & Material Moving	5.2%
Office & Administrative Support	4.5%
Installation, Maintenance & Repair	3.7%
Healthcare Practitioner & Technical	3.4%
Architecture & Engineering	3.2%
Management	3.1%
Building & Grounds Cleaning & Maintenance	2.9%
Business & Financial Operations	2.6%
Computer & Mathematical Science	2.6%
Personal Care & Service	2.6%
Education, Training & Library	2.1%
Community & Social Science	1.7%
Farming, Fishing & Forestry	1.0%
Arts, Design, Entertainment, Sports & Related	0.6%
Protective Service	0.5%
Legal	0.3%
Life, Physical & Social Science	0.3%



**PLANNED WORKFORCE REDUCTION**

Very few (1.5%) of the employers surveyed are planning to reduce their workforce in the future. Of those employers planning on reducing their workforce, nearly three-fourths (71.0%) indicated they were planning to do so within 12 months, 19.4 percent are planning to do reduce their workforce within 1-2 years, and 9.7 percent plan to do so within 2-3 years.

Respondents were asked to rank, in order of significance, possible reasons for reducing the size of their workforce. **Figure 27** compares employers’ stated reasons for planning to reduce the size of their workforce. The reasons indicated as being of greatest importance in deciding to reduce the size of workforces include closing of an existing location, reduced profits from current operations, business sale or closure, changes in tax or regulatory burdens and reduced shares of existing markets.

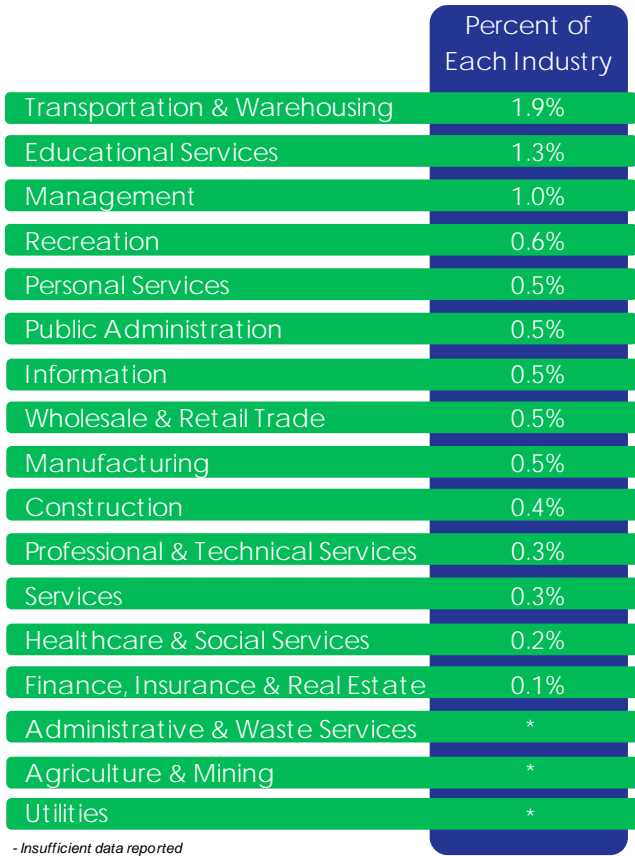
**Figure 27**  
**Reasons for Workforce Reduction**  
**Ranked by Relative Importance**



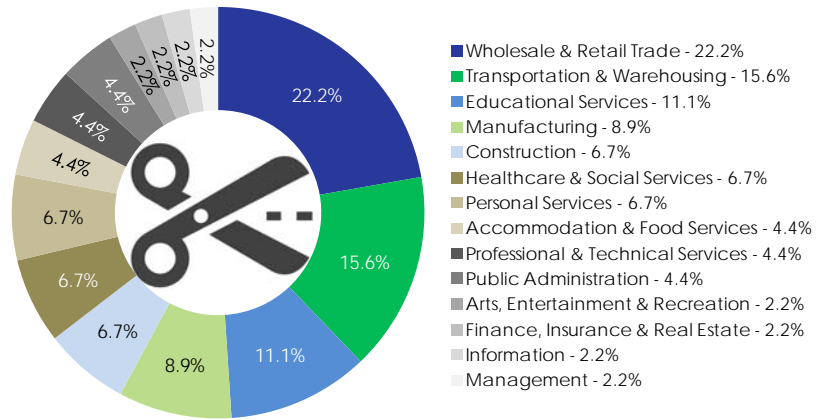


The “Percent of Each Industry” column in **Figure 28** shows what percentage of each industry is planning to reduce their payroll in the future. **Figure 29** shows what percentage of all businesses planning to reduce their payroll is accounted for by each industry. For example, 0.5 percent of all businesses in the wholesale & retail industry are planning to reduce their payroll in the future. Those businesses within the wholesale & retail industry make up 22.2 percent of all the businesses in the survey that are planning to reduce their payrolls.

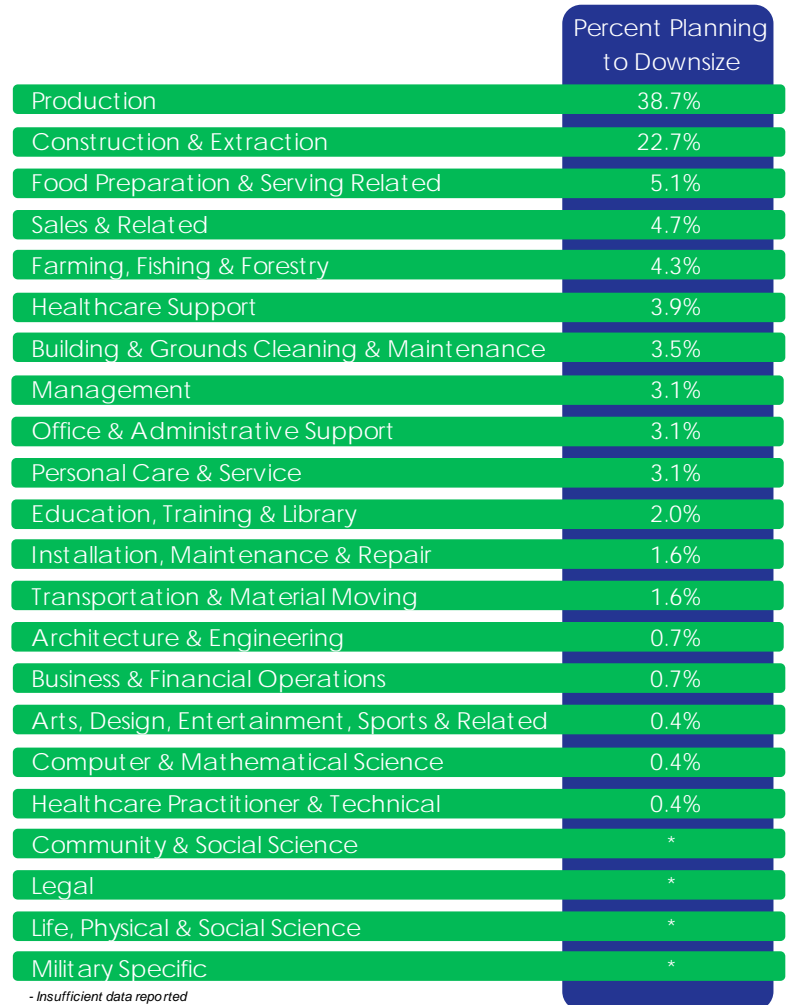
**Figure 28**  
Percent within Each Industry with Planned Payroll Reduction



**Figure 29**  
Percent of Total Planned Reduction by Industry



**Figure 30**  
Planned Payroll Reduction by Occupational Category



**Figure 30** shows the percent of planned payroll reduction by occupational category. The sales & related category represents the largest occupational category among average daily vacancies (**Figure 2**, page 2) and as might be expected a small portion (4.7%) of the employers plan on downsizing their payroll in the category in the near future. Production occupations currently represent 7.5 percent of average daily vacancies and employers planning to reduce their payrolls indicated that they plan on doing so most frequently within this category. The occupational categories that will be most affected are: production; and construction & extraction.



## ELIGIBILITY

The 2014 Iowa Local Employment Dynamics data reported 80,569 individuals over the age of 64 working throughout the state. They represent approximately 5.7 percent of the total workforce. The educational services (8.8%); agriculture & mining (8.0%); arts, entertainment & recreation (7.9%); and personal services (7.9%) industries have the highest percentage of their workforce over the age of 64. There are more males than females in this portion of the workforce, with 51.1 and 48.9 percent respectively.

Of those employees eligible to retire, almost all (94.2%) of them meet the current skill requirements of the positions they occupy.



While the number of retirees can be somewhat hard for employers to gauge as they look toward the future, **Figure 31** presents the annual estimated number of eligible retirees through 2018. Recognizing that some employees will not retire the year that they first become eligible, employers were asked not to double count employees

who were eligible to retire in subsequent years.

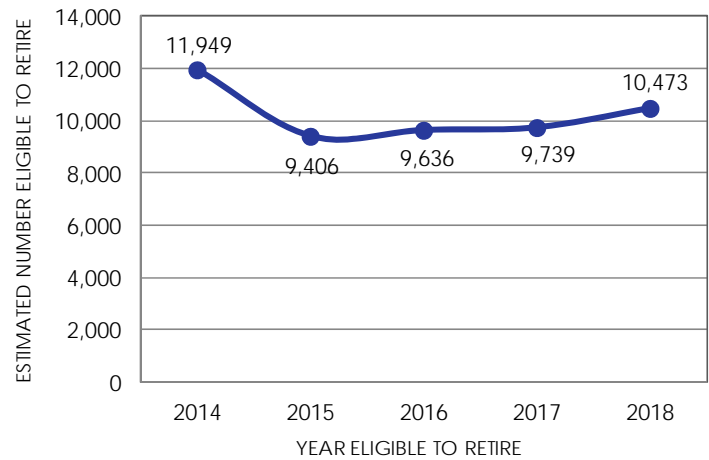
**Figure 32**  
Retirement Eligibility by Industry

Industry	Percent of Expected Retirements
Manufacturing	23.2%
Healthcare & Social Services	22.3%
Wholesale & Retail Trade	11.7%
Educational Services	8.2%
Public Administration	6.3%
Transportation & Warehousing	4.7%
Finance, Insurance & Real Estate	4.6%
Management	4.5%
Professional & Technical Services	3.6%
Construction	3.1%
Administrative & Waste Services	1.9%
Personal Services	1.9%
Information	1.1%
Accommodation & Food Services	1.0%
Agriculture & Mining	1.0%
Arts, Entertainment & Recreation	0.4%
Utilities	0.4%

healthcare & social services; wholesale & retail trade; education; and public administration industries.

**Figure 31**

Estimate of Those Newly Eligible to Retire



There are an estimated 11,949 employees already eligible to retire within the state.

These retirement-eligible employees may be choosing to remain in the workforce due to their employer's retention efforts or due to personal reasons. According to the survey, an average of 1.2 percent of the state's workforce becomes eligible for retirement each year (465 divided by total employment of about 39,147 workers). Future analysis of trend data will help us understand how many retirement eligible workers are remaining in the workforce and for how long.

The future year estimates in subsequent reports will reflect employees who did not retire in the year they actually were eligible as they may choose to continue their employment.

**Figure 32** shows the estimated percentage of potential worker loss due to retirement by industry. In the next five years, there will be a significant number of workers eligible for retirement from the manufacturing;



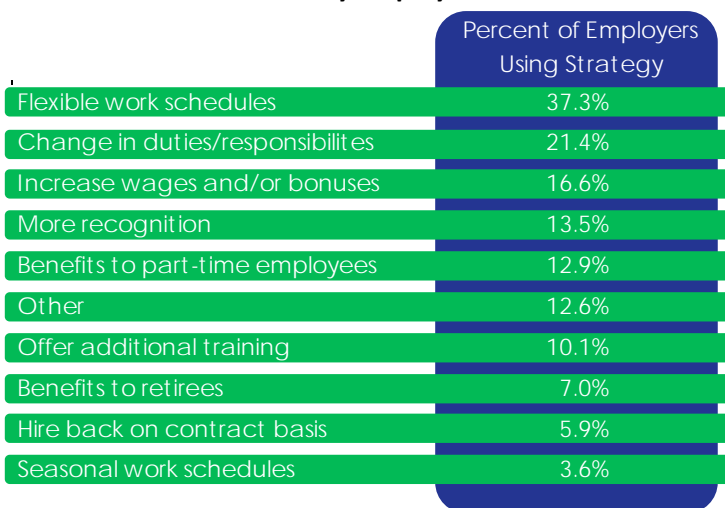


**Figure 33** shows the percent of those eligible to retire within each occupational category. Production positions represent the fifth largest occupational category among current vacancies (7.5%) (**Figure 2**, page 2) and is the largest occupational category among jobs potentially affected by retiring workers. While food preparation & serving related occupations make up 6.8 percent of the state's current vacancies (**Figure 2**, page 2), they are not significantly affected by workers potentially retiring (3.7%). The occupational categories that will potentially be the most affected are: production; management; office & administrative support; transportation & material moving; healthcare practitioner & technical; and education, training & library.

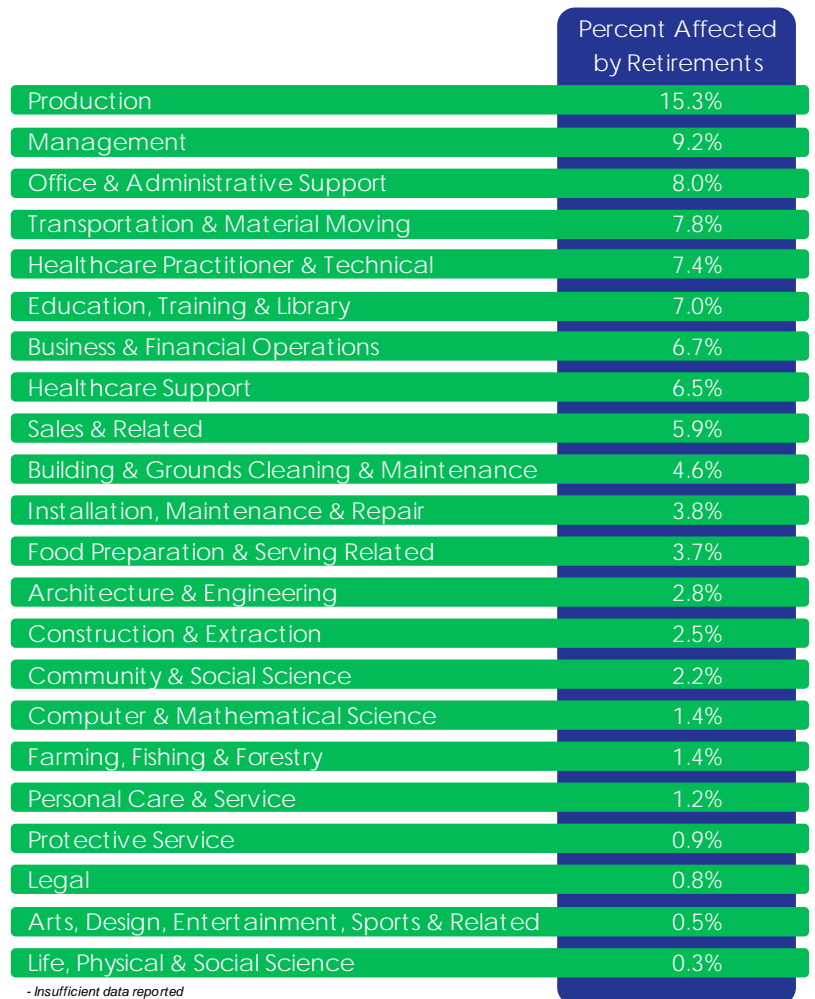
### RETENTION EFFORTS

Nearly two-thirds (66.4%) of employers indicated that they are engaged in retiree retention efforts. **Figure 34** details employer responses regarding the strategies used to retain retirees. Nearly two-fifths (37.3%) of the employers are offering retirees flexible work schedules; followed by a change in duties/responsibilities; increasing wages and/or benefits; more recognition for work done; benefits to part-time employees; other efforts; additional training to upgrade their skills; benefits to retirees; hiring back on contract basis; and seasonal work schedules.

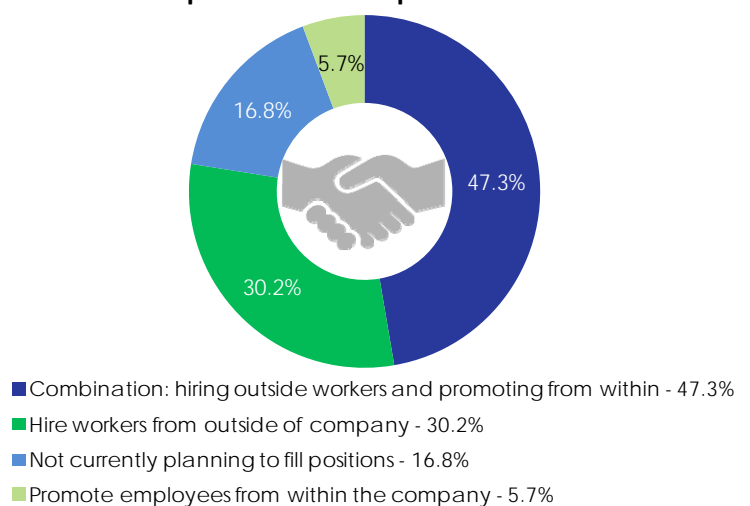
**Figure 34**  
Retiree Retention Efforts by Employers



**Figure 33**  
Retirement Eligibility within Each Occupational Category



**Figure 35**  
How Companies Plan to Replace Those Who Retire



**Figure 35** shows how companies plan to fill vacant positions left behind from those who have retired. Of those who reported, 47.3 percent plan to use a combination of hiring outside workers along with promoting from within the company, 30.2 percent plan only to hire workers from outside the company, 16.8 percent do not currently plan on filling these positions and 5.7 percent plan on only promoting from within the company.





The job openings 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 1,100 indexed employer websites. The job orders pulled for this report are those that were open sometime between November 1, 2013 and October 31, 2014.

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.

Throughout the report, job openings are reported in two different methods:

- **Total Openings** - This measure should be interpreted as the total number of openings that were active at some point within the specified period of time (either monthly or annual). Note this is the number of openings, so if a job order lists more than one opening, all openings are 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.
- **Average Daily Openings** - This measure should be interpreted as the number of openings that should be expected to be active at any given time during the year. For each day, the number of active openings was counted, and the Average Daily Openings is simply the average of those counts.

The crosswalk used to classify each job opening into a Career Cluster (O\*NET code to Career Cluster) was obtained from O\*NET Online<sup>1</sup>. The occupational codes within the IowaJobs bank are outdated (they follow the 2000 guidelines instead of the 2010 guidelines), though, so another crosswalk (2000 occupational codes to 2010 occupational codes) had to be used. This crosswalk was obtained from the Bureau of Labor Statistics<sup>2</sup>. If an occupational code split into multiple codes in the 2010 guidelines, the Career Cluster of the first code was used for the purposes of this report (with the logic that new codes stemming from the same original code would rarely be in separate Career Clusters). Also, note that since occupational codes can be in multiple Career Clusters, job openings in those codes will be counted in all related Career Clusters (and therefore be counted more than once in that portion of the analysis).

<sup>1</sup> <http://www.onetonline.org/find/career?c=0&g=Go>

<sup>2</sup> <http://www.bls.gov/soc/soccrosswalks.htm>



## JOB VACANCIES

The following section shows estimated vacancies for each reported job title utilizing data from Iowa Workforce Development’s job bank: [www.iowajobs.org](http://www.iowajobs.org).

For more information use O\*Net ([www.onetonline.org](http://www.onetonline.org)), which provides information on the following 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	Estimated Employment	Average Vacancies per Day	Entry-Level Wage
Truck Drivers, Heavy and Tractor-Trailer	53-3032	37,610	1,442	\$ 13.03
Registered Nurses	29-1111	32,100	1,343	\$ 19.69
Customer Service Representatives	43-4051	23,190	1,213	\$ 10.49
Retail Salespersons	41-2031	46,150	973	\$ 8.14
Driver/Sales Workers	53-3031	3,720	966	\$ 8.10
Stock Clerks and Order Fillers	43-5081	18,190	951	\$ 8.14
Landscaping and Groundskeeping Workers	37-3011	7,210	930	\$ 8.16
Helpers--Production Workers	51-9198	3,550	735	\$ 8.62
First-Line Supervisors/Managers of Retail Sales Workers	41-1011	13,050	687	\$ 11.54
Nursing Aides, Orderlies, and Attendants	31-1012	23,680	574	\$ 9.90
Combined Food Preparation and Serving Workers, Including Fast Food	35-3021	37,570	549	\$ 8.07
Cashiers	41-2011	41,190	519	\$ 8.13
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	45-2092	990	464	\$ 8.11
First-Line Supervisors/Managers of Food Preparation and Serving Workers	35-1012	7,950	417	\$ 9.19
Sales Representatives, Services, All Other	41-3099	5,090	405	\$ 12.94
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37-2011	24,220	392	\$ 8.14
Maintenance and Repair Workers, General	49-9042	14,140	369	\$ 11.63
Not Classified	99-9999	*	368	*
Accountants and Auditors	13-2011	9,530	367	\$ 19.22
Production Workers, All Other	51-9199	9,140	351	\$ 9.65
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	26,240	332	\$ 9.39
Food Preparation Workers	35-2021	6,340	322	\$ 8.06
Computer Specialists, All Other	15-1099	*	307	*
Construction Laborers	47-2061	11,940	307	\$ 10.84
Computer Software Engineers, Applications	15-1031	6,790	304	\$ 27.37
Computer Systems Analysts	15-1051	5,760	302	\$ 25.91
Social and Human Service Assistants	21-1093	4,560	300	\$ 9.63
Industrial Engineers	17-2112	2,530	292	\$ 25.63
First-Line Supervisors/Managers of Production and Operating Workers	51-1011	8,370	286	\$ 16.88
Computer Support Specialists	15-1041	3,840	271	\$ 11.41
Network and Computer Systems Administrators	15-1071	3,820	257	\$ 22.23
Security Guards	33-9032	5,970	249	\$ 9.29
Licensed Practical and Licensed Vocational Nurses	29-2061	6,500	237	\$ 15.35
Computer Programmers	15-1021	1,840	225	\$ 20.51
Managers, All Other	11-9199	2,570	223	\$ 20.84
First-Line Supervisors/Managers of Office and Administrative Support Workers	43-1011	9,500	222	\$ 14.75
Maids and Housekeeping Cleaners	37-2012	10,570	218	\$ 8.08
Merchandise Displayers and Window Trimmers	27-1026	1,100	213	\$ 9.19
Assemblers and Fabricators, All Other	51-2099	6,260	209	\$ 9.45
Welders, Cutters, Solderers and Brazers	51-4121	8,570	205	\$ 12.92
Truck Drivers, Light or Delivery Services	53-3033	8,600	194	\$ 8.86
Waiters and Waitresses	35-3031	24,720	194	\$ 8.06
Automotive Service Technicians and Mechanics	49-3023	7,190	193	\$ 11.62

Table Continued, Next Page



Job Title	SOC Code	Estimated Employment	Average Vacancies per Day	Entry-Level Wage
Medical Assistants	31-9092	4,780	193	\$ 11.27
Medical and Health Services Managers	11-9111	4,980	186	\$ 24.26
Carpenters	47-2031	5,960	184	\$ 13.17
Insurance Sales Agents	41-3021	5,810	180	\$ 12.08
Securities, Commodities, and Financial Services Sales Agents	41-3031	2,530	178	\$ 14.82
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	16,940	171	\$ 15.39
Food Preparation and Serving Related Workers, All Other	35-9099	170	170	\$ 8.09
Food Service Managers	11-9051	3,370	169	\$ 12.97
Cooks, Restaurant	35-2014	12,110	166	\$ 8.07
Home Health Aides	31-1011	6,360	162	\$ 9.04
Industrial Truck and Tractor Operators	53-7051	8,400	158	\$ 11.45
Electricians	47-2111	6,590	157	\$ 16.25
Tellers	43-3071	8,370	153	\$ 9.75
Bus and Truck Mechanics and Diesel Engine Specialists	49-3031	3,630	149	\$ 12.99
Counselors, All Other	21-1019	270	149	\$ 11.22
Financial Managers	11-3031	6,470	149	\$ 28.37
First-Line Supervisors/Managers of Non-Retail Sales Workers	41-1012	2,130	147	\$ 18.34
Healthcare Support Workers, All Other	31-9099	840	146	\$ 9.91
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	2,370	144	\$ 20.21
Sales Managers	11-2022	2,940	141	\$ 28.75
General and Operations Managers	11-1021	19,790	133	\$ 19.88
Office Clerks, General	43-9061	27,160	131	\$ 9.91
Management Analysts	13-1111	3,230	127	\$ 22.04
Business Operations Specialists, All Other	13-1199	10,640	121	\$ 16.44
Marketing Managers	11-2021	1,420	120	\$ 28.27
Mechanical Engineers	17-2141	2,350	118	\$ 23.78
Packers and Packers, Hand	53-7064	12,400	118	\$ 8.07
First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	49-1011	4,310	115	\$ 18.82
Industrial Engineering Technicians	17-3026	950	111	\$ 16.54
Bookkeeping, Accounting, and Auditing Clerks	43-3031	19,280	105	\$ 10.39
Physical Therapists	29-1123	1,920	105	\$ 30.31
Market Research Analysts	19-3021	3,280	100	\$ 15.09
Secretaries, Except Legal, Medical, and Executive	43-6014	20,950	100	\$ 9.93
Tax Preparers	13-2082	490	98	\$ 8.74
Machinists	51-4041	4,540	97	\$ 13.53
Real Estate Sales Agents	41-9022	970	96	\$ 10.67
Pharmacy Technicians	29-2052	4,410	95	\$ 10.75
Cement Masons and Concrete Finishers	47-2051	2,760	94	\$ 11.86
Personal and Home Care Aides	39-9021	12,270	94	\$ 8.58
Demonstrators and Product Promoters	41-9011	950	93	\$ 9.31
Engineers, All Other	17-2199	1,390	91	\$ 22.31
Telemarketers	41-9041	5,200	90	\$ 8.19
Electrical Engineers	17-2071	1,120	86	\$ 26.75
Medical Secretaries	43-6013	5,180	85	\$ 11.32
Bill and Account Collectors	43-3011	3,190	83	\$ 11.89
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	49-9021	3,080	82	\$ 14.95
Plumbers, Pipefitters, and Steamfitters	47-2152	4,490	81	\$ 14.26
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	6,620	80	\$ 11.39
Bartenders	35-3011	7,440	79	\$ 8.05
Cooks, Institution and Cafeteria	35-2012	8,440	79	\$ 8.48
First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	53-1031	2,530	79	\$ 14.55
Mail Clerks and Mail Machine Operators, Except Postal Service	43-9051	1,940	79	\$ 8.64
Occupational Therapists	29-1122	970	79	\$ 27.62
Sales and Related Workers, All Other	41-9099	970	79	\$ 8.43
Executive Secretaries and Administrative Assistants	43-6011	10,490	74	\$ 14.28
Health Specialties Teachers, Postsecondary	25-1071	3,030	74	\$ 49,473.00
Dining Room and Cafeteria Attendants and Bartender Helpers	35-9011	2,470	73	\$ 8.10
Pharmacists	29-1051	3,730	72	\$ 35.97
Dishwashers	35-9021	3,480	71	\$ 8.08
Loan Officers	13-2072	5,090	70	\$ 17.96
Therapists, All Other	29-1129	50	70	\$ 18.65
Training and Development Specialists	13-1073	2,500	70	\$ 16.04
Civil Engineers	17-2051	2,020	69	\$ 25.06
First-Line Supervisors/Managers of Construction Trades and Extraction Workers	47-1011	4,510	69	\$ 17.35
Agricultural Equipment Operators	45-2091	2,070	68	\$ 12.02

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Job Title	SOC Code	Estimated Employment	Average Vacancies per Day	Entry-Level Wage
Hotel, Motel, and Resort Desk Clerks	43-4081	3,180	67	\$ 8.13
Maintenance Workers, Machinery	49-9043	730	67	\$ 14.01
Team Assemblers	51-2092	18,120	67	\$ 10.62
Child Care Workers	39-9011	8,060	66	\$ 8.07
Advertising Sales Agents	41-3011	1,720	65	\$ 11.77
Medical Records and Health Information Technicians	29-2071	1,700	64	\$ 12.24
Medical Scientists, Except Epidemiologists	19-1042	1,280	63	\$ 20.16
Family and General Practitioners	29-1062	1,700	62	\$ 65.33
Operating Engineers and Other Construction Equipment Operators	47-2073	4,970	62	\$ 14.64
Counter and Rental Clerks	41-2021	3,350	61	\$ 8.18
Financial Analysts	13-2051	1,940	61	\$ 23.01
Industrial Machinery Mechanics	49-9041	7,150	61	\$ 15.20
Computer Software Engineers, Systems Software	15-1032	2,280	60	\$ 31.06
Farmworkers, Farm and Ranch Animals	45-2093	1,050	60	\$ 9.14
Vocational Education Teachers Postsecondary	25-1194	1,690	60	\$ 13.29
Emergency Medical Technicians and Paramedics	29-2041	2,320	59	\$ 10.95
Material Moving Workers, All Other	53-7199	70	58	\$ 9.66
Database Administrators	15-1061	1,050	57	\$ 21.54
Employment, Recruitment, and Placement Specialists	13-1071	3,860	57	\$ 16.75
Installation, Maintenance, and Repair Workers, All Other	49-9099	1,560	56	\$ 11.23
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	35-3022	3,850	55	\$ 8.09
Healthcare Practitioners and Technical Workers, All Other	29-9099	510	54	\$ 12.33
Telecommunications Equipment Installers and Repairers, Except Line Installers	49-2022	1,920	54	\$ 16.46
Food Servers, Nonrestaurant	35-3041	3,530	53	\$ 8.09
Teacher Assistants	25-9041	17,810	52	\$ 16,956.00
First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	37-1011	1,820	50	\$ 10.23
Human Resources Managers	11-3040	1,190	50	\$ 27.18
Physician Assistants	29-1071	920	50	\$ 33.77
Receptionists and Information Clerks	43-4171	8,710	50	\$ 9.32
Taxi Drivers and Chauffeurs	53-3041	1,600	49	\$ 8.13
Construction and Related Workers, All Other	47-4099	340	47	\$ 11.62
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35-9031	3,020	47	\$ 8.08
Millwrights	49-9044	1,060	47	\$ 16.00
Public Relations Specialists	27-3031	1,730	47	\$ 17.10
Industrial Production Managers	11-3051	2,990	46	\$ 25.67
Surgical Technologists	29-2055	700	46	\$ 15.15
Computer and Information Systems Managers	11-3021	3,070	45	\$ 37.82
Construction Managers	11-9021	2,940	44	\$ 19.03
Educational, Vocational, and School Counselors	21-1012	2,700	44	\$ 16.68
Electrical and Electronic Engineering Technicians	17-3023	980	44	\$ 20.38
Speech-Language Pathologists	29-1127	1,160	44	\$ 23.91
Agricultural Workers, All Other	45-2099	290	43	\$ 10.01
Claims Adjusters, Examiners, and Investigators	13-1031	3,360	43	\$ 17.24
Fitness Trainers and Aerobics Instructors	39-9031	2,810	43	\$ 8.09
Office and Administrative Support Workers, All Other	43-9199	2,010	43	\$ 10.26
Packaging and Filling Machine Operators and Tenders	51-9111	7,870	43	\$ 9.79
Shipping, Receiving, and Traffic Clerks	43-5071	5,190	42	\$ 10.67
Building Cleaning Workers, All Other	37-2019	220	41	\$ 8.52
Bus Drivers, Transit and Intercity	53-3021	1,610	41	\$ 10.02
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	17-2111	140	41	\$ 21.09
Medical and Clinical Laboratory Technicians	29-2012	1,500	41	\$ 14.28
Production, Planning, and Expediting Clerks	43-5061	2,880	41	\$ 14.09
Coaches and Scouts	27-2022	3,810	40	\$ 16,915.00
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	33-9092	1,850	40	\$ 8.08
Cleaners of Vehicles and Equipment	53-7061	4,290	39	\$ 8.09
Community and Social Service Specialists, All Other	21-1099	1,250	39	\$ 7.78
Electrical and Electronics Repairers, Commercial and Industrial Equipment	49-2094	610	39	\$ 18.16
Mental Health and Substance Abuse Social Workers	21-1023	960	39	\$ 13.62
Personal Financial Advisors	13-2052	1,210	39	\$ 20.49
Physicians and Surgeons, All Other	29-1069	2,070	39	\$ 72.80
Preschool Teachers, Except Special Education	25-2011	3,610	39	\$ 9.28
Medical and Clinical Laboratory Technologists	29-2011	1,290	38	\$ 19.73
Purchasing Managers	11-3061	550	38	\$ 27.69
Operations Research Analysts	15-2031	450	37	\$ 23.57
Recreation Workers	39-9032	3,650	37	\$ 8.09

Table Continued, Next Page

Job Title	SOC Code	Estimated Employment	Average Vacancies per Day	Entry-Level Wage
Respiratory Therapists	29-1126	960	37	\$ 19.92
Door-To-Door Sales Workers, News and Street Vendors, and Related Workers	41-9091	*	36	*
Logisticians	13-1081	1,180	36	\$ 22.59
Purchasing Agents, Except Wholesale, Retail, and Farm Products	13-1023	2,360	36	\$ 17.87
Chief Executives	11-1011	2,590	35	\$ 33.13
Data Entry Keyers	43-9021	1,300	35	\$ 9.68
Photographic Process Workers	51-9131	*	35	*
Social and Community Service Managers	11-9151	2,250	35	\$ 16.71
Child, Family, and School Social Workers	21-1021	4,370	34	\$ 12.30
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011	3,030	34	\$ 14.18
Helpers - Installation, Maintenance, and Repair Workers	49-9098	720	34	\$ 8.16
Actuaries	15-2011	390	33	\$ 28.33
Biological Technicians	19-4021	1,110	33	\$ 14.02
Bus Drivers, School	53-3022	5,990	33	\$ 9.41
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	2,970	33	\$ 13.23
Producers and Directors	27-2012	520	33	\$ 12.95
Education Administrators, Postsecondary	11-9033	1,870	32	\$ 25.50
Interviewers, Except Eligibility and Loan	43-4111	1,700	32	\$ 10.50
Nursing Instructors and Teachers, Postsecondary	25-1072	650	32	\$ 42,515.00
Health Technologists and Technicians, All Other	29-2099	730	31	\$ 13.13
Farm Equipment Mechanics	49-3041	3,060	30	\$ 12.79
Postal Service Mail Carriers	43-5052	3,710	30	\$ 18.23
Bakers	51-3011	1,510	29	\$ 8.50
Internists, General	29-1063	290	29	\$ 59.62
Radiologic Technologists and Technicians	29-2034	2,360	29	\$ 17.90
Sales Engineers	41-9031	330	29	\$ 30.35
Loan Interviewers and Clerks	43-4131	3,740	28	\$ 12.79
Dental Assistants	31-9091	2,720	27	\$ 13.16
Roofers	47-2181	1,370	27	\$ 10.57
Occupational Therapist Assistants	31-2011	390	26	\$ 19.74
Agricultural and Food Science Technicians	19-4011	1,330	25	\$ 11.22
Electronics Engineers, Except Computer	17-2072	180	25	\$ 27.59
Engineering Managers	11-9041	1,710	25	\$ 42.03
Medical and Public Health Social Workers	21-1022	1,670	25	\$ 16.10
Medical Equipment Preparers	31-9093	590	25	\$ 12.12
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	51-4072	2,320	25	\$ 9.36
Physical Therapist Assistants	31-2021	970	25	\$ 17.18
Postsecondary Teachers, All Other	25-1199	3,020	25	\$ 28,186.00
Social Workers, All Other	21-1029	440	25	\$ 15.50
Mobile Heavy Equipment Mechanics, Except Engines	49-3042	1,120	24	\$ 15.70
Painters, Construction and Maintenance	47-2141	1,450	24	\$ 12.69
Printing Machine Operators	51-5023	2,380	24	\$ 10.64
Teachers and Instructors, All Other	25-3099	1,170	24	\$ 20,162.00
Transportation, Storage, and Distribution Managers	11-3071	1,280	24	\$ 22.39
Chefs and Head Cooks	35-1011	680	23	\$ 11.58
First-Line Supervisors/Managers of Farming, Fishing, and Forestry Workers	45-1011	350	23	\$ 15.60
Grounds Maintenance Workers, All Other	37-3019	60	23	\$ 8.55
Hairdressers, Hairstylists, and Cosmetologists	39-5012	4,070	23	\$ 8.08
Parts Salespersons	41-2022	3,280	23	\$ 10.59
Police and Sheriffs Patrol Officers	33-3051	4,960	23	\$ 18.39
Administrative Services Managers	11-3011	2,620	22	\$ 21.34
Automotive Body and Related Repairers	49-3021	1,990	22	\$ 11.92
Environmental Science and Protection Technicians, Including Health	19-4091	320	22	\$ 14.33
Human Resources Assistants, Except Payroll and Timekeeping	43-4161	1,270	22	\$ 12.60
Umpires, Referees, and Other Sports Officials	27-2023	200	22	\$ 16,880.00
Dietitians and Nutritionists	29-1031	590	21	\$ 19.14
Engineering Teachers, Postsecondary	25-1032	480	21	\$ 63,488.00
Human Resources, Training, and Labor Relations Specialists, All Other	13-1079	*	21	*
Property, Real Estate, and Community Association Managers	11-9141	1,760	21	\$ 11.12
Protective Service Workers, All Other	33-9099	340	21	\$ 9.73
Electrical and Electronic Equipment Assemblers	51-2022	2,550	20	\$ 12.17
Gaming Dealers	39-3011	1,400	20	\$ 8.05
Graphic Designers	27-1024	1,860	20	\$ 11.92
Health Diagnosing and Treating Practitioners, All Other	29-1199	510	20	\$ 24.52
Interpreters and Translators	27-3091	400	20	\$ 11.57

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Job Title	SOC Code	Estimated Employment	Average Vacancies per Day	Entry-Level Wage
Lawyers	23- 1011	3,270	20	\$ 25.41
Network Systems and Data Communications Analysts	15- 1081	890	20	\$ 27.16
Occupational Health and Safety Specialists	29- 9011	590	20	\$ 21.41
Surgeons	29- 1067	680	20	\$ 82.22
Tire Repairers and Changers	49- 3093	1,180	20	\$ 9.03
Billing and Posting Clerks and Machine Operators	43- 3021	4,120	19	\$ 12.46
Dispatchers, Except Police, Fire, and Ambulance	43- 5032	1,720	19	\$ 12.25
Environmental Engineers	17- 2081	160	19	\$ 29.94
Mechanical Drafters	17- 3013	960	19	\$ 16.33
Service Station Attendants	53- 6031	760	19	\$ 8.09
Art, Drama, and Music Teachers, Postsecondary	25- 1121	850	18	\$ 39,421.00
Insurance Claims and Policy Processing Clerks	43- 9041	3,840	18	\$ 13.50
Psychiatric Technicians	29- 2053	680	18	\$ 12.31
Substance Abuse and Behavioral Disorder Counselors	21- 1011	1,170	18	\$ 12.37
Agricultural Engineers	17- 2021	370	17	\$ 28.15
Business Teachers, Postsecondary	25- 1011	1,100	17	\$ 39,895.00
Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	13- 1041	1,700	17	\$ 21.36
Mental Health Counselors	21- 1014	1,300	17	\$ 11.26
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51- 4122	1,320	17	\$ 14.36
Biological Science Teachers, Postsecondary	25- 1042	640	16	\$ 45,971.00
Cooks, Short Order	35- 2015	1,610	16	\$ 8.10
Credit Analysts	13- 2041	860	16	\$ 20.26
Electrical Power- Line Installers and Repairers	49- 9051	1,830	16	\$ 19.35
English Language and Literature Teachers, Postsecondary	25- 1123	650	16	\$ 34,725.00
Financial Examiners	13- 2061	760	16	\$ 21.17
Machine Feeders and Offbearers	53- 7063	1,370	16	\$ 10.39
Meat, Poultry, and Fish Cutters and Trimmers	51- 3022	5,730	16	\$ 10.63
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51- 4081	4,900	16	\$ 12.77
Parking Lot Attendants	53- 6021	690	16	\$ 8.12
Pest Control Workers	37- 2021	430	16	\$ 12.01
Public Relations Managers	11- 2031	580	16	\$ 24.07
Structural Iron and Steel Workers	47- 2221	570	16	\$ 19.25
Tool and Die Makers	51- 4111	1,000	16	\$ 18.05
Civil Engineering Technicians	17- 3022	860	15	\$ 17.22
Cost Estimators	13- 1051	1,940	15	\$ 18.41
Financial Specialists, All Other	13- 2099	1,440	15	\$ 16.75
Order Clerks	43- 4151	2,290	15	\$ 9.74
Paralegals and Legal Assistants	23- 2011	2,530	15	\$ 14.83
Purchasing Agents and Buyers, Farm Products	13- 1021	370	15	\$ 14.82
Chemists	19- 2031	580	14	\$ 22.56
Elementary School Teachers, Except Special Education	25- 2021	16,220	14	\$ 35,280.00
Natural Sciences Managers	11- 9121	290	14	\$ 35.61
Paving, Surfacing, and Tamping Equipment Operators	47- 2071	600	14	\$ 13.15
Slaughterers and Meat Packers	51- 3023	3,920	14	\$ 9.69
Technical Writers	27- 3042	490	14	\$ 17.59
Aircraft Mechanics and Service Technicians	49- 3011	410	13	\$ 20.14
Cardiovascular Technologists and Technicians	29- 2031	340	13	\$ 14.40
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51- 9121	2,100	13	\$ 11.58
Cooks, Fast Food	35- 2011	3,630	13	\$ 8.07
Diagnostic Medical Sonographers	29- 2032	590	13	\$ 23.51
Environmental Scientists and Specialists, Including Health	19- 2041	570	13	\$ 21.28
Excavating and Loading Machine and Dragline Operators	53- 7032	860	13	\$ 12.18
First-Line Supervisors/Managers, Protective Service Workers, All Other	33- 1099	390	13	\$ 12.44
Highway Maintenance Workers	47- 4051	3,450	13	\$ 14.97
Infantry	55- 3016	*	13	*
Laundry and Dry-Cleaning Workers	51- 6011	2,070	13	\$ 8.12
Mathematical Science Teachers, Postsecondary	25- 1022	540	13	\$ 42,590.00
Media and Communication Workers, All Other	27- 3099	140	13	\$ 10.93
Railroad Conductors and Yardmasters	53- 4031	730	13	\$ 22.69
Reporters and Correspondents	27- 3022	1,330	13	\$ 8.59
Sewing Machine Operators	51- 6031	1,090	13	\$ 8.82
Special Education Teachers, Preschool, Kindergarten, and Elementary School	25- 2041	2,070	13	\$ 36,294.00
Artillery and Missile Crew Members	55- 3014	*	12	*
Brickmasons and Blockmasons	47- 2021	720	12	\$ 15.49
Crossing Guards	33- 9091	360	12	\$ 9.60

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Job Title	SOC Code	Estimated Employment	Average Vacancies per Day	Entry-Level Wage
Gaming Service Workers, All Other	39-3019	*	12	*
Graduate Teaching Assistants	25-1191	550	12	\$ 21,430.00
Insurance Underwriters	13-2053	1,760	12	\$ 19.57
Sheet Metal Workers	47-2211	1,270	12	\$ 15.09
Transportation Workers, All Other	53-6099	100	12	\$ 8.60
Travel Agents	41-3041	380	12	\$ 9.96
Architectural and Civil Drafters	17-3011	760	11	\$ 15.80
Compensation, Benefits, and Job Analysis Specialists	13-1072	640	11	\$ 20.27
Economics Teachers, Postsecondary	25-1063	170	11	\$ 69,528.00
Electronic Home Entertainment Equipment Installers and Repairers	49-2097	470	11	\$ 11.77
Farm, Ranch, and Other Agricultural Managers	11-9011	260	11	\$ 21.78
Farmers and Ranchers	11-9012	*	11	*
First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	53-1021	1,740	11	\$ 14.28
Home Appliance Repairers	49-9031	530	11	\$ 11.07
Instructional Coordinators	25-9031	1,250	11	\$ 23.15
Librarians	25-4021	1,610	11	\$ 12.75
Medical Equipment Repairers	49-9062	470	11	\$ 15.46
Recreational Therapists	29-1125	330	11	\$ 16.42
Rehabilitation Counselors	21-1015	2,100	11	\$ 10.72
Training and Development Managers	11-3042	200	11	\$ 26.71
Tree Trimmers and Pruners	37-3013	140	11	\$ 11.22
Adult Literacy, Remedial Education, and GED Teachers and Instructors	25-3011	270	10	\$ 12.56
Chemical Technicians	19-4031	500	10	\$ 14.51
Clergy	21-2011	300	10	\$ 15.55
Clinical, Counseling, and School Psychologists	19-3031	730	10	\$ 21.91
Computer and Information Scientists, Research	15-1011	*	10	*
Computer Operators	43-9011	650	10	\$ 11.09
Computer Science Teachers, Postsecondary	25-1021	350	10	\$ 40,735.00
First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping Workers	37-1012	820	10	\$ 13.55
Graders and Sorters, Agricultural Products	45-2041	270	10	\$ 8.88
Mixing and Blending Machine Setters, Operators, and Tenders	51-9023	2,210	10	\$ 12.29
Opticians, Dispensing	29-2081	920	10	\$ 10.24
Painters, Transportation Equipment	51-9122	760	10	\$ 12.25
Plant and System Operators, All Other	51-8099	*	10	*
Psychiatrists	29-1066	200	10	\$ 52.94
Psychology Teachers, Postsecondary	25-1066	440	10	\$ 42,535.00
Aerospace Engineers	17-2011	*	9	*
Butchers and Meat Cutters	51-3021	2,720	9	\$ 8.44
Cargo and Freight Agents	43-5011	530	9	\$ 10.34
Computer Hardware Engineers	17-2061	170	9	\$ 28.64
Drywall and Ceiling Tile Installers	47-2081	650	9	\$ 12.59
Education Administrators, Preschool and Child Care Center/Program	11-9031	710	9	\$ 11.30
Engine and Other Machine Assemblers	51-2031	1,050	9	\$ 14.55
Engineering Technicians, Except Drafters, All Other	17-3029	710	9	\$ 17.49
Gaming Cage Workers	43-3041	280	9	\$ 9.81
Gaming Supervisors	39-1011	590	9	\$ 16.37
Interior Designers	27-1025	380	9	\$ 11.95
Legal Secretaries	43-6012	1,660	9	\$ 12.23
Life, Physical, and Social Science Technicians, All Other	19-4099	650	9	\$ 12.17
Metal Workers and Plastic Workers, All Other	51-4199	530	9	\$ 11.35
Residential Advisors	39-9041	520	9	\$ 9.48
Secondary School Teachers, Except Special and Vocational Education	25-2031	11,710	9	\$ 32,875.00
Self-Enrichment Education Teachers	25-3021	1,190	9	\$ 9.87
Ushers, Lobby Attendants, and Ticket Takers	39-3031	830	9	\$ 8.05
Audio and Video Equipment Technicians	27-4011	340	8	\$ 9.74
Chemical Plant and System Operators	51-8091	710	8	\$ 17.32
Communications Teachers, Postsecondary	25-1122	580	8	\$ 40,301.00
Dentists, General	29-1021	820	8	\$ 39.22
Detectives and Criminal Investigators	33-3021	360	8	\$ 24.29
Dietetic Technicians	29-2051	180	8	\$ 8.57
Foreign Language and Literature Teachers, Postsecondary	25-1124	240	8	\$ 44,950.00
Nonfarm Animal Caretakers	39-2021	1,780	8	\$ 8.05
Paper Goods Machine Setters, Operators, and Tenders	51-9196	1,030	8	\$ 10.80
Pharmacy Aides	31-9095	450	8	\$ 8.11
Photographers	27-4021	610	8	\$ 8.15

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Job Title	SOC Code	Estimated Employment	Average Vacancies per Day	Entry-Level Wage
Rail- Track Laying and Maintenance Equipment Operators	47-4061	90	8	\$ 19.33
Social Science Research Assistants	19-4061	130	8	\$ 11.67
Telecommunications Line Installers and Repairers	49-9052	1,120	8	\$ 15.17
Agricultural Inspectors	45-2011	330	7	\$ 17.58
Agricultural Sciences Teachers, Postsecondary	25-1041	*	7	*
Baggage Porters and Bellhops	39-6011	70	7	\$ 8.09
Broadcast Technicians	27-4012	250	7	\$ 8.68
Compensation and Benefits Managers	11-3041	*	7	*
Construction and Building Inspectors	47-4011	690	7	\$ 17.69
Cooks, All Other	35-2019	60	7	\$ 8.01
Crane and Tower Operators	53-7021	540	7	\$ 17.20
Dental Hygienists	29-2021	2,270	7	\$ 27.74
Editors	27-3041	1,380	7	\$ 12.59
Helpers - Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	47-3011	280	7	\$ 10.82
Helpers - Electricians	47-3013	430	7	\$ 10.10
Insulation Workers, Mechanical	47-2132	270	7	\$ 14.21
Massage Therapists	31-9011	730	7	\$ 8.40
Materials Engineers	17-2131	90	7	\$ 25.19
Meter Readers, Utilities	43-5041	320	7	\$ 9.54
Middle School Teachers, Except Special and Vocational Education	25-2022	6,330	7	\$ 36,773.00
Payroll and Timekeeping Clerks	43-3051	1,430	7	\$ 12.37
Reservation and Transportation Ticket Agents and Travel Clerks	43-4181	250	7	\$ 8.09
Special Education Teachers, Secondary School	25-2043	1,120	7	\$ 38,446.00
Structural Metal Fabricators and Fitters	51-2041	1,410	7	\$ 13.56
Survey Researchers	19-3022	20	7	\$ 14.18
Water and Liquid Waste Treatment Plant and System Operators	51-8031	1,990	7	\$ 12.70
Wholesale and Retail Buyers, Except Farm Products	13-1022	870	7	\$ 13.70
Woodworkers, All Other	51-7099	*	7	*
Advertising and Promotions Managers	11-2011	180	6	\$ 18.63
Amusement and Recreation Attendants	39-3091	2,110	6	\$ 8.07
Athletic Trainers	29-9091	500	6	\$ 30,660.00
Correctional Officers and Jailers	33-3012	3,200	6	\$ 15.87
Couriers and Messengers	43-5021	540	6	\$ 9.39
Criminal Justice and Law Enforcement Teachers, Postsecondary	25-1111	160	6	\$ 45,219.00
Drafters, All Other	17-3019	190	6	\$ 14.21
Education Teachers, Postsecondary	25-1081	550	6	\$ 35,896.00
Gaming Change Persons and Booth Cashiers	41-2012	*	6	*
Meeting and Convention Planners	13-1121	460	6	\$ 13.80
New Accounts Clerks	43-4141	1,000	6	\$ 12.91
Outdoor Power Equipment and Other Small Engine Mechanics	49-3053	400	6	\$ 9.44
Pediatricians, General	29-1065	250	6	\$ 57.27
Pesticide Handlers, Sprayers, and Applicators, Vegetation	37-3012	820	6	\$ 12.21
Petroleum Engineers	17-2171	*	6	*
Physical Therapist Aides	31-2022	320	6	\$ 9.66
Physics Teachers, Postsecondary	25-1054	160	6	\$ 57,134.00
Postal Service Mail Sorters, Processors, and Processing Machine Operators	43-5053	1,560	6	\$ 13.80
Recreational Vehicle Service Technicians	49-3092	130	6	\$ 11.32
Soil and Plant Scientists	19-1013	1,900	6	\$ 22.66
Statisticians	15-2041	120	6	\$ 25.08
Architects, Except Landscape and Naval	17-1011	570	5	\$ 22.30
Audiologists	29-1121	170	5	\$ 25.19
Cabinetmakers and Bench Carpenters	51-7011	1,250	5	\$ 11.88
Chemistry Teachers, Postsecondary	25-1052	240	5	\$ 50,574.00
Coin, Vending, and Amusement Machine Servicers and Repairers	49-9091	420	5	\$ 10.79
Dental Laboratory Technicians	51-9081	400	5	\$ 11.34
Education Administrators, All Other	11-9039	310	5	\$ 22.41
Electro-Mechanical Technicians	17-3024	40	5	\$ 18.91
Emergency Management Specialists	13-1061	250	5	\$ 18.32
Environmental Science Teachers, Postsecondary	25-1053	90	5	\$ 46,876.00
Food Cooking Machine Operators and Tenders	51-3093	370	5	\$ 11.68
Food Scientists and Technologists	19-1012	420	5	\$ 16.72
Helpers, Construction Trades, All Other	47-3019	120	5	\$ 10.30
Helpers - Carpenters	47-3012	180	5	\$ 10.03
Library Assistants, Clerical	43-4121	1,480	5	\$ 8.13
Lodging Managers	11-9081	450	5	\$ 11.79

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Job Title	SOC Code	Estimated Employment	Average Vacancies per Day	Entry-Level Wage
Mechanical Engineering Technicians	17-3027	300	5	\$ 16.77
Painting, Coating, and Decorating Workers	51-9123	200	5	\$ 8.61
Pipelayers	47-2151	670	5	\$ 13.01
Postal Service Clerks	43-5051	1,110	5	\$ 11.91
Refuse and Recyclable Material Collectors	53-7081	1,470	5	\$ 9.10
Security and Fire Alarm Systems Installers	49-2098	340	5	\$ 14.57
Switchboard Operators, Including Answering Service	43-2011	760	5	\$ 9.44
Automotive Glass Installers and Repairers	49-3022	180	4	\$ 11.39
Broadcast News Analysts	27-3021	*	4	*
Camera Operators, Television, Video, and Motion Picture	27-4031	20	4	\$ 10.25
Chemical Engineers	17-2041	160	4	\$ 31.74
Chemical Equipment Operators and Tenders	51-9011	730	4	\$ 15.68
Computer, Automated Teller, and Office Machine Repairers	49-2011	1,260	4	\$ 11.38
Conservation Scientists	19-1031	280	4	\$ 18.32
Cutting and Slicing Machine Setters, Operators, and Tenders	51-9032	1,070	4	\$ 11.50
Earth Drillers, Except Oil and Gas	47-5021	140	4	\$ 13.90
Education Administrators, Elementary and Secondary School	11-9032	2,250	4	\$ 65,165.00
Electrical and Electronics Drafters	17-3012	140	4	\$ 14.89
Electromechanical Equipment Assemblers	51-2023	1,070	4	\$ 12.85
Environmental Engineering Technicians	17-3025	*	4	*
First-Line Supervisors/Managers of Personal Service Workers	39-1021	1,630	4	\$ 11.11
Floral Designers	27-1023	770	4	\$ 8.22
Gaming Surveillance Officers and Gaming Investigators	33-9031	*	4	*
Grinding and Polishing Workers, Hand	51-9022	140	4	\$ 11.33
Health Educators	21-1091	490	4	\$ 18.51
Insulation Workers, Floor, Ceiling, and Wall	47-2131	420	4	\$ 11.48
Mechanical Door Repairers	49-9011	*	4	*
Obstetricians and Gynecologists	29-1064	120	4	\$ 94.32
Personal Care and Service Workers, All Other	39-9099	860	4	\$ 8.08
Philosophy and Religion Teachers, Postsecondary	25-1126	300	4	\$ 44,483.00
Power Plant Operators	51-8013	680	4	\$ 24.12
Private Detectives and Investigators	33-9021	60	4	\$ 13.68
Radiation Therapists	29-1124	110	4	\$ 26.40
Sailors and Marine Oilers	53-5011	100	4	\$ 10.72
Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	51-9012	870	4	\$ 12.46
Social Work Teachers, Postsecondary	25-1113	100	4	\$ 44,295.00
Sociology Teachers, Postsecondary	25-1067	240	4	\$ 43,462.00
Statistical Assistants	43-9111	110	4	\$ 17.40
Surveying and Mapping Technicians	17-3031	230	4	\$ 14.39
Surveyors	17-1022	310	4	\$ 15.02
Veterinarians	29-1131	1,060	4	\$ 25.65
Veterinary Technologists and Technicians	29-2056	780	4	\$ 11.13
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	43-5111	1,110	4	\$ 9.93
Word Processors and Typists	43-9022	660	4	\$ 11.93
Writers and Authors	27-3043	420	4	\$ 12.37
Anthropology and Archeology Teachers, Postsecondary	25-1061	60	3	\$ 52,957.00
Architecture Teachers, Postsecondary	25-1031	70	3	\$ 46,395.00
Bindery Workers	51-5011	1,000	3	\$ 11.14
Commercial Pilots	53-2012	200	3	\$ 44,418.00
Court Reporters	23-2091	220	3	\$ 21.41
Credit Authorizers, Checkers, and Clerks	43-4041	650	3	\$ 9.91
Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4032	440	3	\$ 14.81
Education, Training, and Library Workers, All Other	25-9099	840	3	\$ 11.07
Elevator Installers and Repairers	47-4021	200	3	\$ 19.02
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	51-9041	740	3	\$ 11.22
Farm Labor Contractors	45-2031	*	3	*
Fire Inspectors and Investigators	33-2021	30	3	\$ 22.25
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	51-3091	370	3	\$ 10.58
Foundry Mold and Coremakers	51-4071	380	3	\$ 13.27
Gaming Managers	11-9071	130	3	\$ 23.24
Glaziers	47-2121	380	3	\$ 13.42
Helpers - Extraction Workers	47-5081	90	3	\$ 11.73
Helpers - Pipelayers, Plumbers, Pipefitters, and Steamfitters	47-3015	220	3	\$ 11.23
Helpers - Roofers	47-3016	120	3	\$ 9.27
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4034	470	3	\$ 12.82

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Job Title	SOC Code	Estimated Employment	Average Vacancies per Day	Entry-Level Wage
Legal Support Workers, All Other	23-2099	280	3	\$ 9.97
Locker Room, Coatroom, and Dressing Room Attendants	39-3093	100	3	\$ 8.07
Molders, Shapers, and Casters, Except Metal and Plastic	51-9195	450	3	\$ 8.94
Nuclear Engineers	17-2161	*	3	*
Occupational Health and Safety Technicians	29-9012	280	3	\$ 18.28
Optometrists	29-1041	440	3	\$ 33.63
Police, Fire, and Ambulance Dispatchers	43-5031	880	3	\$ 13.80
Political Science Teachers, Postsecondary	25-1065	170	3	\$ 45,554.00
Psychologists, All Other	19-3039	50	3	\$ 37.18
Septic Tank Servicers and Sewer Pipe Cleaners	47-4071	270	3	\$ 10.74
Special Education Teachers, Middle School	25-2042	1,030	3	\$ 36,437.00
Stationary Engineers and Boiler Operators	51-8021	440	3	\$ 18.34
Tile and Marble Setters	47-2044	270	3	\$ 12.45
Veterinary Assistants and Laboratory Animal Caretakers	31-9096	470	3	\$ 8.05
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	51-7042	890	3	\$ 10.87
Ambulance Drivers and Attendants, Except Emergency Medical Technicians	53-3011	170	2	\$ 8.04
Area, Ethnic, and Cultural Studies Teachers, Postsecondary	25-1062	30	2	\$ 48,138.00
Atmospheric and Space Scientists	19-2021	100	2	\$ 25.22
Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary	25-1051	60	2	\$ 48,199.00
Biological Scientists	19-1020	*	2	*
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	51-9192	340	2	\$ 9.67
Commercial and Industrial Designers	27-1021	370	2	\$ 17.47
Communications Equipment Operators, All Other	43-2099	60	2	\$ 11.63
Cooling and Freezing Equipment Operators and Tenders	51-9193	530	2	\$ 12.35
Court, Municipal, and License Clerks	43-4031	1,720	2	\$ 13.28
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	51-9021	1,020	2	\$ 12.26
Directors, Religious Activities and Education	21-2021	130	2	\$ 12.00
Electric Motor, Power Tool, and Related Repairers	49-2092	210	2	\$ 14.38
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	49-2095	180	2	\$ 21.88
Electronic Equipment Installers and Repairers, Motor Vehicles	49-2096	70	2	\$ 12.36
Entertainment Attendants and Related Workers, All Other	39-3099	*	2	*
Epidemiologists	19-1041	90	2	\$ 21.54
Fence Erectors	47-4031	430	2	\$ 11.27
File Clerks	43-4071	850	2	\$ 9.48
Fire Fighters	33-2011	1,790	2	\$ 9.39
Fishers and Related Fishing Workers	45-3011	*	2	*
Forest and Conservation Technicians	19-4093	470	2	\$ 14.31
Furniture Finishers	51-7021	260	2	\$ 10.56
Geological and Petroleum Technicians	19-4041	*	2	*
Hazardous Materials Removal Workers	47-4041	290	2	\$ 12.78
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	51-4191	200	2	\$ 14.04
History Teachers, Postsecondary	25-1125	240	2	\$ 44,284.00
Human Resources Managers, All Other	11-3049	1,190	2	\$ 27.18
Information and Record Clerks, All Other	43-4199	920	2	\$ 12.44
Logging Equipment Operators	45-4022	*	2	*
Manicurists and Pedicurists	39-5092	170	2	\$ 9.43
Marriage and Family Therapists	21-1013	240	2	\$ 11.90
Medical Transcriptionists	31-9094	1,190	2	\$ 12.64
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	51-4035	380	2	\$ 12.37
Multi-Media Artists and Animators	27-1014	50	2	\$ 17.51
Nuclear Medicine Technologists	29-2033	190	2	\$ 26.69
Numerical Tool and Process Control Programmers	51-4012	430	2	\$ 16.05
Ophthalmic Laboratory Technicians	51-9083	310	2	\$ 10.20
Petroleum Pump System Operators, Refinery Operators, and Gaugers	51-8093	100	2	\$ 28.43
Prepress Technicians and Workers	51-5022	570	2	\$ 10.38
Pressers, Textile, Garment, and Related Materials	51-6021	350	2	\$ 8.10
Probation Officers and Correctional Treatment Specialists	21-1092	540	2	\$ 22.49
Procurement Clerks	43-3061	480	2	\$ 13.33
Psychiatric Aides	31-1013	460	2	\$ 12.54
Radio and Television Announcers	27-3011	510	2	\$ 8.28
Rail Car Repairers	49-3043	200	2	\$ 16.99
Recreation and Fitness Studies Teachers, Postsecondary	25-1193	230	2	\$ 37,862.00
Sawing Machine Setters, Operators, and Tenders, Wood	51-7041	340	2	\$ 8.97
Skin Care Specialists	39-5094	170	2	\$ 8.28
Slot Key Persons	39-1012	220	2	\$ 10.56

Table Continued, Next Page



Job Title	SOC Code	Estimated Employment	Average Vacancies per Day	Entry-Level Wage
Title Examiners, Abstractors, and Searchers	23-2093	860	2	\$ 11.38
Tour Guides and Escorts	39-6021	270	2	\$ 8.08
Urban and Regional Planners	19-3051	290	2	\$ 17.64
Vocational Education Teachers, Secondary School	25-2032	770	2	\$ 37,351.00
Aerospace Engineering and Operations Technicians	17-3021	*	1	*
Agents and Business Managers of Artists, Performers, and Athletes	13-1011	*	1	*
Aircraft Cargo Handling Supervisors	53-1011	30	1	\$ 15.98
Airfield Operations Specialists	53-2022	30	1	\$ 14.08
Airline Pilots, Copilots, and Flight Engineers	53-2011	40	1	\$ 78,366.00
Animal Breeders	45-2021	60	1	\$ 11.95
Animal Control Workers	33-9011	90	1	\$ 8.06
Anthropologists and Archeologists	19-3091	40	1	\$ 19.15
Appraisers and Assessors of Real Estate	13-2021	810	1	\$ 16.85
Archivists	25-4011	30	1	\$ 12.44
Art Directors	27-1011	120	1	\$ 19.12
Avionics Technicians	49-2091	*	1	*
Bicycle Repairers	49-3091	50	1	\$ 8.47
Biochemists and Biophysicists	19-1021	60	1	\$ 20.97
Biological Scientists, All Other	19-1029	230	1	\$ 11.27
Biomedical Engineers	17-2031	40	1	\$ 26.38
Boilermakers	47-2011	110	1	\$ 23.87
Budget Analysts	13-2031	270	1	\$ 24.15
Carpet Installers	47-2041	210	1	\$ 11.74
Cementing and Gluing Machine Operators and Tenders	51-9191	90	1	\$ 13.13
Command and Control Center Specialists	55-3015	*	1	*
Concierges	39-6012	40	1	\$ 9.14
Control and Valve Installers and Repairers, Except Mechanical Door	49-9012	470	1	\$ 17.53
Craft Artists	27-1012	*	1	*
Curators	25-4012	100	1	\$ 12.86
Dentists, All Other Specialists	29-1029	*	1	*
Designers, All Other	27-1029	70	1	\$ 11.59
Desktop Publishers	43-9031	190	1	\$ 10.09
Economists	19-3011	70	1	\$ 25.11
Electrical and Electronics Installers and Repairers, Transportation Equipment	49-2093	160	1	\$ 16.61
Eligibility Interviewers, Government Programs	43-4061	1,220	1	\$ 18.14
Explosives Workers, Ordnance Handling Experts, and Blasters	47-5031	140	1	\$ 16.98
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	51-4021	490	1	\$ 11.06
Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	51-6091	*	1	*
Farm and Home Management Advisors	25-9021	260	1	\$ 13.00
First-Line Supervisors/Managers of Fire Fighting and Prevention Workers	33-1021	410	1	\$ 23.52
First-Line Supervisors/Managers of Police and Detectives	33-1012	690	1	\$ 23.35
Floor Sanders and Finishers	47-2043	60	1	\$ 11.59
Food Batchmakers	51-3092	3,270	1	\$ 10.88
Forestry and Conservation Science Teachers, Postsecondary	25-1043	*	1	*
Gas Compressor and Gas Pumping Station Operators	53-7071	30	1	\$ 27.36
Gas Plant Operators	51-8092	200	1	\$ 24.11
Geography Teachers, Postsecondary	25-1064	30	1	\$ 47,637.00
Geoscientists, Except Hydrologists and Geographers	19-2042	50	1	\$ 22.31
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and	51-4033	1,740	1	\$ 10.47
Helpers - Painters, Paperhangers, Plasterers, and Stucco Masons	47-3014	50	1	\$ 11.60
Home Economics Teachers, Postsecondary	25-1192	70	1	\$ 43,711.00
Industrial-Organizational Psychologists	19-3032	*	1	*
Insurance Appraisers, Auto Damage	13-1032	30	1	\$ 26.26
Landscape Architects	17-1012	160	1	\$ 16.42
Law Teachers, Postsecondary	25-1112	90	1	\$ 85,672.00
Library Science Teachers, Postsecondary	25-1082	50	1	\$ 53,461.00
Library Technicians	25-4031	1,630	1	\$ 8.46
Life Scientists, All Other	19-1099	*	1	*
Loading Machine Operators, Underground Mining	53-7033	*	1	*
Loan Counselors	13-2071	300	1	\$ 12.25
Locksmiths and Safe Repairers	49-9094	110	1	\$ 9.39
Locomotive Engineers	53-4011	*	1	*
Manufactured Building and Mobile Home Installers	49-9095	60	1	\$ 12.76
Materials Scientists	19-2032	*	1	*
Media and Communication Equipment Workers, All Other	27-4099	*	1	*

Table Continued, Next Page



Job Title	SOC Code	Estimated Employment	Average Vacancies per Day	Entry-Level Wage
Microbiologists	19-1022	190	1	\$ 24.90
Military Enlisted Tactical Operations and Air/Weapons Specialists and Crew Members, All Other	55-3019	*	1	*
Mine Cutting and Channeling Machine Operators	47-5042	*	1	*
Mining Machine Operators, All Other	47-5049	*	1	*
Motor Vehicle Operators, All Other	53-3099	530	1	\$ 8.10
Museum Technicians and Conservators	25-4013	110	1	\$ 9.09
Music Directors and Composers	27-2041	550	1	\$ 14.24
Musical Instrument Repairers and Tuners	49-9063	180	1	\$ 10.12
Musicians and Singers	27-2042	*	1	*
Nuclear Technicians	19-4051	*	1	*
Office Machine Operators, Except Computer	43-9071	1,030	1	\$ 9.78
Physicists	19-2012	50	1	\$ 27.15
Pourers and Casters, Metal	51-4052	300	1	\$ 11.65
Precision Instrument and Equipment Repairers, All Other	49-9069	300	1	\$ 13.48
Proofreaders and Copy Markers	43-9081	220	1	\$ 11.16
Rail Transportation Workers, All Other	53-4099	*	1	*
Railroad Brake, Signal, and Switch Operators	53-4021	760	1	\$ 24.90
Reinforcing Iron and Rebar Workers	47-2171	130	1	\$ 21.26
Respiratory Therapy Technicians	29-2054	100	1	\$ 15.56
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	51-4023	490	1	\$ 13.32
Service Unit Operators, Oil, Gas, and Mining	47-5013	*	1	*
Social Sciences Teachers, Postsecondary, All Other	25-1069	60	1	\$ 41,669.00
Sound Engineering Technicians	27-4014	50	1	\$ 14.62
Tailors, Dressmakers, and Custom Sewers	51-6052	330	1	\$ 8.82
Tank Car, Truck, and Ship Loaders	53-7121	*	1	*
Telephone Operators	43-2021	130	1	\$ 12.69
Textile, Apparel, and Furnishings Workers, All Other	51-6099	130	1	\$ 8.22
Tire Builders	51-9197	*	1	*
Tool Grinders, Filers, and Sharpeners	51-4194	200	1	\$ 11.55
Traffic Technicians	53-6041	60	1	\$ 14.58
Transportation Attendants, Except Flight Attendants and Baggage Porters	39-6032	*	1	*
Transportation Inspectors	53-6051	160	1	\$ 24.99
Upholsterers	51-6093	40	1	\$ 8.08
<b>Estimated Totals</b>		<b>1,448,390</b>	<b>34,752</b>	

Totals may vary due to rounding methods

\* Insufficient data to report

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