

OCCUPATIONS WITH THE MOST OPENINGS

BACHELOR'S DEGREE OR HIGHER

Occupational Title	Employment ^[1]			Ann Job Openings ^[2]			\$ ^[3]		Career Prep ^[4]			Top Skills ^[5]						
	2012 Est	2022 Proj	Annual Growth Rate (%)	New	Replace	Total	2014 Mean Wage	2014 Mean Salary	Educ	Work Exp	Job Trng	(L-R in order of significance)						
Elem School Teachers, Ex Special Educ	1,120	1,260	1.3	15	25	40	22.65	47,105	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6
General & Operations Mgrs	1,205	1,350	1.2	15	25	40	38.23	79,528	BA	< 5	N	B2	B7	B9	B3	B6		
Secondary School Teachers, Ex Spec/Career/Tech	1,240	1,310	0.6	5	35	40	21.98	45,720	BA	N	I	SO2	B4	B9	B2	SO1	B3	
Coaches & Scouts	650	770	1.8	10	20	30	11.89	24,737	BA	N	N	SO2	B9	R3	SY1	B6		
Computer Systems Analysts	655	825	2.6	15	10	25	0.00	N.A.	BA	N	N	B3	B2	B7	B9	SY2		
Accountants & Auditors	590	655	1.1	5	15	25	29.12	60,560	BA	N	N	B2	B5	B7	B10	B9		
Software Developers, Systems Software	460	585	2.7	15	5	20	0.00	N.A.	BA	N	N	B3	B2	T7	B7	C1		
Child, Family, & School Social Wrks	455	540	2.0	10	10	20	21.01	43,693	BA	N	N	B2	B9	B7	SO6	B3	B6	SO5
Substitute Teachers	770	835	0.8	5	15	20	12.63	26,261	BA	N	I	N.A.	N.A.	N.A.	N.A.	N.A.		
Software Developers, Applications	355	450	2.5	10	5	15	36.58	76,085	BA	N	N	C1	T7	SY2	SY1	SY3		
Financial Mgrs	390	445	1.4	5	5	15	49.59	103,156	BA	> 5	N	C1	B3	B2	B7	SY1	B9	B10
Middle School Teachers, Ex Spec/Career/Tech Educ	415	465	1.2	5	10	15	22.58	46,970	BA	N	I	SO2	B2	B7	B4	SO6	B10	

SOME COLLEGE TO ASSOCIATE'S DEGREE

Heavy & Tractor-Trailer Truck Drivers	3,015	3,425	1.4	40	50	90	18.28	38,024	PS	N	S	T4	T5	B6	B2	B3	T8	
Registered Nurses	2,150	2,480	1.5	35	40	75	24.30	50,542	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5
Nursing Assistants	1,860	2,075	1.2	20	35	55	11.20	23,287	PS	N	N	SO6	SO5	B2	B6	SO1		
Teacher Assistants	1,605	1,720	0.7	10	35	50	11.10	23,090	SC	N	N	B2	B9	SO1	B6	SO5	SO6	
Hairdressers, Hairstylists, & Cosmetologists	490	600	2.2	10	10	25	11.90	24,749	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6
Licensed Practical/Vocational Nurses	535	650	2.1	10	15	25	18.65	38,801	PS	N	N	B2	B9	B3	B7	SO1	SO5	
Computer User Support Specialists	500	625	2.6	15	10	20	22.30	46,385	SC	N	M	B2	B9	B7	B3	B10		
First-Line Supvs of Prod/Operating Wkrs	650	690	0.5	5	10	15	24.49	50,941	PS	< 5	N	B3	R4	B2	B9	SO1	R3	B9
Heat/A C/Refrig Mechanics/Installers	175	215	2.3	5	5	10	19.89	41,365	PS	N	L	T3	T11	T9	T1	T5		
Dental Hygienists	200	240	2.0	5	5	10	30.39	63,203	AS	N	N	B2	B9	B3	B7	SO6		
Medical Assistants	325	385	1.8	5	5	10	14.73	30,648	PS	N	N	B2	B9	SO6	B6	B7		
Emergency Medical Technicians & Paramedics	265	310	1.7	5	5	10	12.78	26,575	PS	N	N	B3	SO5	B2	SO6	B9		
Dental Assistants	225	255	1.3	5	5	10	16.45	34,221	PS	N	N	B9	B2	B7	SO5	B3		
Preschool Teachers, Ex Special Educ	230	260	1.3	5	5	10	13.66	28,421	AS	N	N	B9	B4	SO2	B2	SO1	SO6	
Library Technicians	160	170	0.9	*	10	10	13.64	28,361	PS	N	N	B6	B9	B2	SO5	B3	SO6	

HIGH SCHOOL OR LOWER

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Legend:

Occupations were selected based on their education level, annual growth rate, total annual openings, and wages (residual or undefined occupations were not included).

[1] **Employment** includes: **Estimated** = Estimation of labor force by occupation (rounded); **Projected** = Projection of future labor force by occupation (rounded); and **Annual Growth Rate (%)** = Ten year growth rate (not shown) divided by ten.

[2] **Annual Job Openings** include: **New Jobs/Replacements** = Ten year projection (not shown) divided by ten (rounded) and **Total Openings** = Annual New Jobs plus Annual Replacements (rounded). * = Employment data suppression (Occupational employment data may not add up or equal occupational group totals due to rounding and/or suppression of occupations with less than twenty rounded total annual openings.).

[3] **Mean (Average) Wage & Salary (\$)** = dividing the estimated total pay for an occupation by its weighted employment. Pay provided in wage (hourly) and salary (annual) formats; Missing pay data may be derived from calculation or proration of reported wage/salary data if available (i.e., legislator pay based on 4-months service, education and coaching pay based on 12-months service); Occupations with limited or no compensation data (which inhibits either wage or salary calculated derivations) are subsequently omitted from any methodological calculations.

[4] **Career Preparation** determined by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). Alternative employment pathways may exist as well as differing educational, training, or licensing requirements per state. Iowa requirements are used in this publication when available. Career Preparation areas/levels include:

Education (typical education level needed to enter an occupation): DP = Doctoral or Professional degree; MA = Master's degree; BA = Bachelor's degree; AS = Associate's degree; PS = Postsecondary non-degree award; SC = Some college, no degree; HS = High school diploma or equivalent; < HS = Less than high school; **Work Experience** (typical work experience level commonly considered necessary for entry into an occupation, or substitutable for formal types of training): > 5 = 5 years or more; < 5 = Less than 5 years; N = None; and **Job Training** (typical on-the-job training level needed to attain occupational competency): I = Internship/residency; A = Apprenticeship; L = Long-term on-the-job training; M = Moderate-term on-the-job training; S = Short-term on-the-job training; None = N.

[5] **Top Skills** refers to the top five (or more if tied) most important skills for a particular occupation as identified by sampled workers' questionnaire responses conducted by occupational analysts of the U.S. Department of Labor's Occupational Information Network (O*NET). These include: **Basic Skills**: B1 = Active Learning; B2 = Active Listening; B3 = Critical Thinking; B4 = Learning Strategies; B5 = Mathematics; B6 = Monitoring; B7 = Reading Comprehension; B8 = Science; B9 = Speaking; B10 = Writing; **Complex Problem Solving Skills**: C1 = Complex Problem Solving; **Resource Management Skills**: R1 = Management of Financial Resources; R2 = Management of Material Resources; R3 = Management of Personnel Resources; R4 = Time Management; **Social Skills**: SO1 = Coordination; SO2 = Instructing; SO3 = Negotiation; SO4 = Persuasion; SO5 = Service Orientation; SO6 = Social Perceptiveness; **Systems Skills**: SY1 = Judgment and Decision Making; SY2 = Systems Analysis; SY3 = Systems Evaluation; and **Technical Skills**: T1 = Equipment Maintenance; T2 = Equipment Selection; T3 = Installation; T4 = Operation and Control; T5 = Operation Monitoring; T6 = Operations Analysis; T7 = Programming; T8 = Quality Control Analysis; T9 = Repairing; T10 = Technology Design; T11 = Troubleshooting. N.A. = Not Available.

Sources:

Education/Work Experience/Job Training: Bureau of Labor Statistics, U.S. Department of Labor; **Employment**: 2012-2022 Occupational Projections estimates based on 2012 annual industry employment data and 2013 2nd quarter occupational staffing pattern data, Labor Market and Workforce Information Division, Iowa Workforce Development; **Skills**: Occupational Information Network (O*NET), Employment and Training Administration, U.S. Department of Labor; **Wages**: 2014 Iowa Wage Survey estimates (based on 2013 2nd quarter occupational wage data updated from 2014 2nd quarter using Employment Cost Index), Labor Market and Workforce Information Division, Iowa Workforce Development. This publication was produced by the Labor Market and Workforce Information Division of Iowa Workforce Development. Revisions and/or corrections made when necessary. Inquiries may be directed to Brent Paulson at 515.281.3439 or Brent.Paulson@iwd.iowa.gov. Visit <http://iwin.iowaworkforce.org> to obtain the latest workforce data and trends including this document under the **Publications** tab. Published 10/2014.