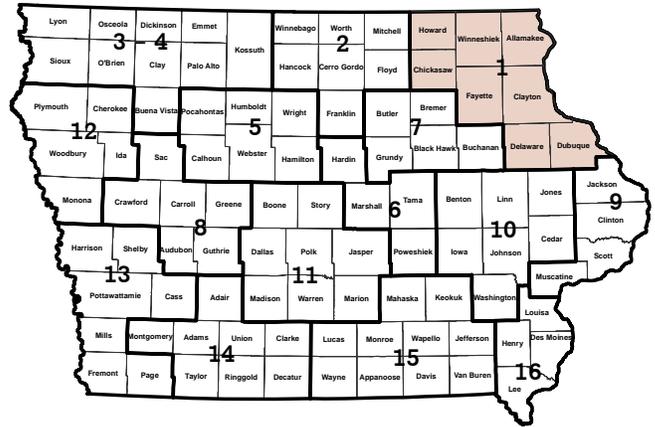


REGION 1

CAREER & EDUCATION OUTLOOK

MEAN HOURLY WAGES BY EDUCATION LEVEL



FASTEST GROWING OCCUPATIONS

BACHELOR'S DEGREE OR HIGHER

Occupational Title	Employment <sup>[1]</sup>			Ann Job Openings <sup>[2]</sup>			\$ <sup>[3]</sup>		Career Prep <sup>[4]</sup>			Top Skills <sup>[5]</sup>						
	2012 Est	2022 Proj	Annual Growth Rate (%)	New	Replace	Total	2015 Mean Wage	2015 Mean Salary	Educ	Work Exp	Job Trng	(L-R in order of significance)						
Market Research Analysts & Marketing Specialists	175	230	3.1	5	*	10	31.09	64,671	BA	N	N	B7	B2	C1	B3	SY1	B9	B10
Personal Financial Advisors	270	345	2.8	5	5	10	38.35	79,764	BA	N	N	B3	B9	B7	SY1	B10		
Software Developers, Systems Software	460	585	2.7	15	5	20	N.A.	N.A.	BA	N	N	B3	B2	T7	B7	C1		
Computer Systems Analysts	655	825	2.6	15	10	25	N.A.	N.A.	BA	N	N	B3	B2	B7	B9	SY2		
Software Developers, Applications	355	450	2.5	10	5	15	39.46	82,067	BA	N	N	C1	T7	SY2	SY1	SY3		
Social & Community Service Managers	200	245	2.3	5	5	10	27.13	56,421	BA	> 5	N	B2	B9	R4	SO1	B3	SY1	R3
Child, Family, & School Social Wkrs	455	540	2.0	10	10	20	21.31	44,320	BA	N	N	B2	B9	B7	SO6	B3	B6	SO5
Loan Officers	265	315	1.9	5	5	10	31.01	64,510	BA	N	M	B9	B2	SY1	B7	B3		
Medical & Health Services Managers	195	235	1.8	5	5	10	39.97	83,132	BA	N	N	B7	B9	B2	B3	SY1		
Coaches & Scouts	650	770	1.8	10	20	30	14.03	29,187	BA	N	N	SO2	B9	R3	SY1	B6		

SOME COLLEGE TO ASSOCIATE'S DEGREE

Computer User Support Specialists	500	625	2.6	15	10	20	21.34	44,392	SC	N	M	B2	B9	B7	B3	B10		
Heating, AC, & Refrigeration Mechanics & Installers	175	215	2.3	5	5	10	24.91	51,818	PS	N	L	T3	T11	T9	T1	T5		
Hairdressers, Hairstylists, & Cosmetologists	490	600	2.2	10	10	25	14.95	31,087	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6
Licensed Practical & Licensed Vocational Nurses	535	650	2.1	10	15	25	19.54	40,638	PS	N	N	B2	B9	B3	B7	SO1	SO5	
Dental Hygienists	200	240	2.0	5	5	10	34.01	70,747	AS	N	N	B2	B9	B3	B7	SO6		
Medical Assistants	325	385	1.8	5	5	10	16.51	34,333	PS	N	N	B2	B9	SO6	B6	B7		
Emergency Medical Technicians & Paramedics	265	310	1.7	5	5	10	19.13	39,784	PS	N	N	B3	SO5	B2	SO6	B9		
Registered Nurses	2,150	2,480	1.5	35	40	75	27.12	56,414	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5
Heavy & Tractor-Trailer Truck Drivers	3,015	3,425	1.4	40	50	90	21.00	43,676	PS	N	S	T4	T5	B6	B2	B3	T8	
Dental Assistants	225	255	1.3	5	5	10	18.55	38,588	PS	N	N	B9	B2	B7	SO5	B3		
Preschool Teachers, Ex Special Educ	230	260	1.3	5	5	10	46.41	96,525	AS	N	N	B9	B4	SO2	B2	SO1	SO6	

HIGH SCHOOL OR LOWER

Brickmasons & Blockmasons	215	290	3.5	10	*	10	21.11	43,901	HS	N	A	B3	B6	SO1	T8	R4		
Personal Care Aides	545	730	3.5	20	5	25	11.16	23,207	< HS	N	S	SO5	B2	SO6	B3	B9		
Painters, Const & Maintenance	245	325	3.3	10	5	10	19.90	41,391	< HS	N	M	B2	B3	SO6	B7	R4		
Home Health Aides	370	485	3.0	10	5	20	11.33	23,562	< HS	N	S	B2	SO5	B3	SO6	B6		
Carpenters	690	900	3.0	20	10	30	20.33	42,294	HS	N	A	B3	T2	T5	B2	SO1	SY1	B5
Cement Masons & Concrete Finishers	320	410	2.7	10	5	15	17.91	37,250	< HS	N	M	B6	B2	SO1	B3	SY1		
Const Laborers	1,185	1,495	2.6	30	25	55	16.98	35,328	< HS	N	S	B9	SO1	B2	B3	T4	T5	SO6
Pharmacy Technicians	320	405	2.5	10	5	10	14.24	29,628	HS	N	M	B2	B7	B9	B3	SO5	SO6	
Food Servers, Nonrestaurant	245	305	2.4	5	5	15	10.48	21,801	< HS	N	S	B2	SO5	SO6	B9	SO1		
Medical Secretaries	310	385	2.4	5	5	10	15.82	32,898	HS	N	M	B2	SO5	B9	B7	SO1	B10	

# OCCUPATIONS WITH THE MOST OPENINGS

## BACHELOR'S DEGREE OR HIGHER

Occupational Title	Employment <sup>[1]</sup>			Ann Job Openings <sup>[2]</sup>			\$ <sup>[3]</sup>		Career Prep <sup>[4]</sup>			Top Skills <sup>[5]</sup>							
	2012 Est	2022 Proj	Annual Growth Rate (%)	New	Replace	Total	2015 Mean Wage	2015 Mean Salary	Educ	Work Exp	Job Trng	(L-R in order of significance)							
Elementary School Teachers, Ex Special Educ	1,120	1,260	1.3	15	25	40	35.83	74,529	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6	
General & Operations Managers	1,205	1,350	1.2	15	25	40	50.24	104,492	BA	< 5	N	B2	B7	B9	B3	B6			
Secondary School Teachers, Ex Special & Career/Tech Educ	1,240	1,310	0.6	5	35	40	26.57	55,258	BA	N	I	SO2	B4	B9	B2	SO1	B3		
Coaches & Scouts	650	770	1.8	10	20	30	14.03	29,187	BA	N	N	SO2	B9	R3	SY1	B6			
Computer Systems Analysts	655	825	2.6	15	10	25	N.A.	N.A.	BA	N	N	B3	B2	B7	B9	SY2			
Accountants & Auditors	590	655	1.1	5	15	25	32.71	68,030	BA	N	N	B2	B5	B7	B10	B9			
Software Developers, Systems Software	460	585	2.7	15	5	20	N.A.	N.A.	BA	N	N	B3	B2	T7	B7	C1			
Child, Family, & School Social Wkrs	455	540	2.0	10	10	20	21.31	44,320	BA	N	N	B2	B9	B7	SO6	B3	B6	SO5	
Substitute Teachers	770	835	0.8	5	15	20	13.76	28,624	BA	N	I								
Software Developers, Applications	355	450	2.5	10	5	15	39.46	82,067	BA	N	N	C1	T7	SY2	SY1	SY3			
Financial Managers	390	445	1.4	5	5	15	59.65	124,070	BA	> 5	N	C1	B3	B2	B7	SY1	B9	B10	
Middle School Teachers, Ex Special & Career/Tech Educ	415	465	1.2	5	10	15	36.94	76,827	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	21.00	43,676	PS	N	S	T4	T5	B6	B2	B3	T8	
Registered Nurses	2,150	2,480	1.5	35	40	75	27.12	56,414	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5
Nursing Assistants	1,860	2,075	1.2	20	35	55	13.07	27,183	PS	N	N	SO6	SO5	B2	B6	SO1		
Teacher Assistants	1,605	1,720	0.7	10	35	50	10.86	22,585	SC	N	N	B2	B9	SO1	B6	SO5	SO6	
Hairdressers, Hairstylists, & Cosmetologists	490	600	2.2	10	10	25	14.95	31,087	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6
Licensed Practical & Licensed Vocational Nurses	535	650	2.1	10	15	25	19.54	40,638	PS	N	N	B2	B9	B3	B7	SO1	SO5	
Computer User Support Specialists	500	625	2.6	15	10	20	21.34	44,392	SC	N	M	B2	B9	B7	B3	B10		
First-Line Supervisors of Production & Operating Wkrs	650	690	0.5	5	10	15	25.38	52,793	PS	< 5	N	B3	R4	B2	B9	SO1	R3	B9
Heating, AC, & Refrigeration Mechanics & Installers	175	215	2.3	5	5	10	24.91	51,818	PS	N	L	T3	T11	T9	T1	T5		
Dental Hygienists	200	240	2.0	5	5	10	34.01	70,747	AS	N	N	B2	B9	B3	B7	SO6		
Medical Assistants	325	385	1.8	5	5	10	16.51	34,333	PS	N	N	B2	B9	SO6	B6	B7		
Emergency Medical Technicians & Paramedics	265	310	1.7	5	5	10	19.13	39,784	PS	N	N	B3	SO5	B2	SO6	B9		
Dental Assistants	225	255	1.3	5	5	10	18.55	38,588	PS	N	N	B9	B2	B7	SO5	B3		
Preschool Teachers, Ex Special Educ	230	260	1.3	5	5	10	46.41	96,525	AS	N	N	B9	B4	SO2	B2	SO1	SO6	
Library Technicians	160	170	0.9	*	10	10	15.07	31,349	PS	N	N	B6	B9	B2	SO5	B3	SO6	

## HIGH SCHOOL OR LOWER

Cashiers	2,945	3,120	0.6	15	125	145	9.27	19,272	< HS	N	S	B2	SO5	B9	B5	SO6		
Retail Salespersons	3,185	3,470	0.9	30	110	140	13.35	27,758	< HS	N	S	B2	SO4	B9	SO6	SO3	SO6	
Combined Food Prep & Serving Wkrs, Incl Fast Food	2,360	2,700	1.4	35	90	125	8.87	18,447	< HS	N	S	B2	SO5	B9	SO1	B6	SO6	
Farmers, Ranchers, & Other Agricultural Managers	7,195	6,555	-0.9	0	115	115	N.A.	N.A.	HS	> 5	N	B3	B9	B2	SY1	B7	R4	
Waiters & Waitresses	1,615	1,725	0.7	10	80	90	8.79	18,278	< HS	N	S	B2	SO5	SO6	B9	SO1		
Laborers & Freight, Stock, & Material Movers, Hand	1,920	2,135	1.1	20	60	80	12.93	26,900	< HS	N	S	B2	B3	T5	SO1	B6	B7	B9
Childcare Wkrs	1,165	1,410	2.1	25	35	60	9.54	19,851	HS	N	S	B6	SO5	B9	B3	SO6		
Office Clerks, General	2,220	2,330	0.5	10	45	60	16.01	33,295	HS	N	S	B2	B7	B9	SO6	R4	B10	
Const Laborers	1,185	1,495	2.6	30	25	55	16.98	35,328	< HS	N	S	B9	SO1	B2	B3	T4	T5	SO6
Janitors & Cleaners, Ex Maids & Housekeeping Cleaners	1,830	2,035	1.1	20	35	55	11.72	24,375	< HS	N	S	B3	B2	SO1	SO6	B9	R4	

### 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 2<sup>nd</sup> 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**: 2015 Iowa Wage Survey estimates (based on 2014 2<sup>nd</sup> quarter occupational wage data updated to 2015 2<sup>nd</sup> quarter using Employment Cost Index), Labor Market and Workforce Information Division, Iowa Workforce Development. This workforce product was funded by a grant awarded by the U.S. Department of Labor's Employment and Training Administration. The product was created by the recipient and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This product is copyrighted by the institution that created it. Internal use by an organization and/or personal use by an individual for non-commercial purposes is permissible. All other uses require the prior authorization of the copyright owner. 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 [www.iowalmi.gov](http://www.iowalmi.gov) to obtain the latest workforce data and trends including this document. Published 11/2015.