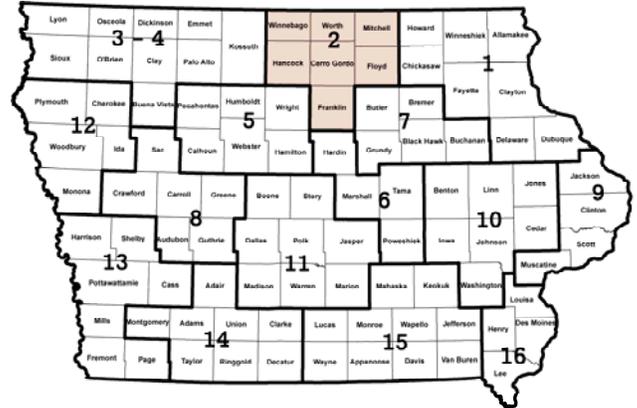
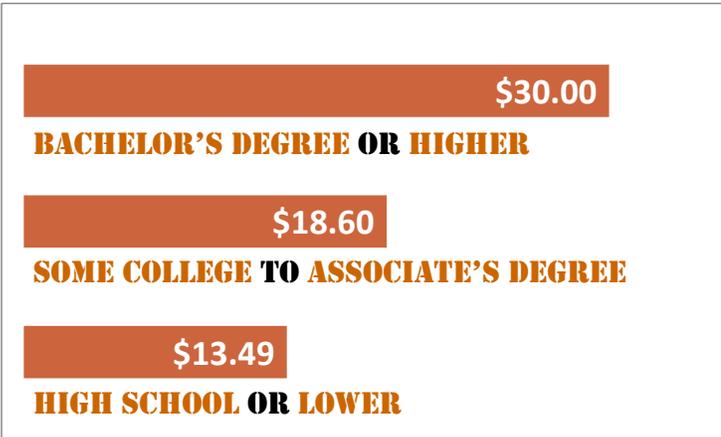


REGION 2

WORKFORCE  
DEVELOPMENT

CAREER & EDUCATION OUTLOOK

MEAN HOURLY WAGES BY EDUCATION



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	2014 Mean Wage	2014 Mean Salary	Educ	Work Exp	Job Trng	(L-R in order of significance)										
Accountants & Auditors	295	330	1.19	5	10	15	27.55	57,313	BA	N	N	B2	B5	B7	B10	B9						
Elementary School Teachers, Ex Special	390	420	0.90	5	10	10	22.95	47,742	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6				
Middle School Teachers, Ex Spec/Career/Tech	570	615	0.88	5	10	15	N.A.	N.A.	BA	N	I	SO2	B2	B7	B4	SO6	B10					
General & Operations Managers	605	645	0.66	5	10	15	35.73	74,318	BA	< 5	N	B2	B7	B9	B3	B6						

SOME COLLEGE TO ASSOCIATE'S DEGREE

Hairdressers/Hairstylists/Cosmetologists	330	395	1.97	5	10	15	10.82	22,513	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5				
Licensed Practical/Vocational Nurses	305	360	1.97	5	5	15	17.42	36,228	AS	N	N	B2	B9	B3	B7	SO6						
Dental Hygienists	185	220	1.89	5	5	10	33.63	69,942	PS	N	N	B2	B9	B3	B7	SO1	SO5					
Registered Nurses	1,350	1,530	1.37	20	25	45	26.27	54,647	PS	N	N	SO6	SO5	B2	B6	SO1						
Nursing Assistants	910	1,020	1.21	10	15	30	11.62	24,177	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6				
Heavy & Tractor-Trailer Truck Drivers	1,540	1,710	1.07	15	25	40	18.64	38,765	PS	< 5	N	B3	R4	B2	B9	SO1	R3	B9				
Teacher Assistants	685	735	0.73	5	15	20	9.86	20,518	PS	N	S	T4	T5	B6	B2	B3	T8					
First-Line Supvs of Prod/Operating Wkrs	410	425	0.37	*	5	10	23.59	49,057	SC	N	N	B2	B9	SO1	B6	SO5	SO6					

HIGH SCHOOL OR LOWER

Carpenters	385	510	3.25	15	5	20	20.58	42,797	HS	N	M	B2	B3	B6	SO6	B9						
Construction Laborers	770	1,000	2.99	25	15	40	13.58	28,239	HS	< 5	N	B9	B2	SO1	SO5	R3	B6					
Childcare Wkrs	380	485	2.63	10	10	20	8.39	17,447	HS	N	S	B6	SO5	B9	B3	SO6						
Industrial Machinery Mechanics	190	240	2.63	5	5	10	20.22	42,053	HS	< 5	N	B2	SO1	B3	B6	SO5	B9					
Food Servers, Nonrestaurant	185	230	2.43	5	5	10	10.12	21,053	HS	N	M	B2	B7	B9	B10	B3	SO4	R4				
Insurance Sales Agents	240	290	2.29	5	5	10	23.05	47,953	HS	N	M	B9	B2	SO4	SO6	B3	SO3					
Operating Engineers/Const Equip Operators	200	250	2.25	5	5	10	19.30	40,145	HS	< 5	N	B2	B9	SO1	SO6	B3	R3					
Home Health Aides	490	595	2.14	10	10	20	12.31	25,613	HS	N	M	B2	B9	SO6	SO4	B3	SO3	B7				
Personal Care Aides	570	685	2.02	10	5	15	N.A.	N.A.	HS	N	M	B2	B7	B9	B3	B5	B6	R4	B10			
Automotive Body & Related Repairers	255	300	1.76	5	5	10	N.A.	N.A.	HS	N	S	B2	B9	B3	B5	B7	SO5					

# 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	2014 Mean Wage	2014 Mean Salary	Educ	Work Exp	Job Trng	(L-R in order of significance)										
Accountants & Auditors	295	330	1.19	5	10	15	27.55	57,313	BA	N	N	B2	B5	B7	B10	B9						
Middle School Teachers, Ex Special/Career/Tech	570	615	0.88	5	10	15	N.A.	N.A.	BA	N	I	SO2	B2	B7	B4	SO6	B10					
General & Operations Mgrs	605	645	0.66	5	10	15	35.73	74,318	BA	< 5	N	B2	B7	B9	B3	B6						
Elementary School Teachers, Ex Special educ	390	420	0.90	5	10	10	22.95	47,742	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6				

## SOME COLLEGE TO ASSOCIATE'S DEGREE

Registered Nurses	1,350	1,530	1.37	20	25	45	26.27	54,647	PS	N	N	SO6	SO5	B2	B6	SO1						
Heavy & Tractor-Trailer Truck Drivers	1,540	1,710	1.07	15	25	40	18.64	38,765	PS	< 5	N	B3	R4	B2	B9	SO1	R3	B9				
Nursing Assistants	910	1,020	1.21	10	15	30	11.62	24,177	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6				
Teacher Assistants	685	735	0.73	5	15	20	9.86	20,518	PS	N	S	T4	T5	B6	B2	B3	T8					
Hairdressers, Hairstylists, & Cosmetologists	330	395	1.97	5	10	15	10.82	22,513	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5				
Licensed Practical/Vocational Nurses	305	360	1.97	5	5	15	17.42	36,228	AS	N	N	B2	B9	B3	B7	SO6						
Dental Hygienists	185	220	1.89	5	5	10	33.63	69,942	PS	N	N	B2	B9	B3	B7	SO1	SO5					
First-Line Supvs of Prod & Operating Wkrs	410	425	0.37	*	5	10	23.59	49,057	SC	N	N	B2	B9	SO1	B6	SO5	SO6					

## HIGH SCHOOL OR LOWER

Cashiers	1,900	1,980	0.42	10	80	90	8.62	17,938	< HS	N	S	T4	B2	B3	B9	T5	R4					
Comb Food Prep/Serving Wkrs, Incl Fast Food	1,480	1,670	1.28	20	55	75	8.29	17,238	HS	N	L	T9	T1	T11	T8	B3	T4	T5				
Retail Salespersons	1,590	1,675	0.57	10	55	65	12.10	25,178	< HS	N	S	B2	SO5	SO6	B9	SO1						
Farmers, Ranchers, & Other Agricultural Mgrs	4,180	3,830	-0.83	0	65	65	N.A.	N.A.	< HS	N	S	B9	B2	B3	SY1	B6	T8					
Team Assemblers	1,590	1,795	1.29	20	25	45	14.88	30,954	HS	N	L	T1	T9	T11	T2	T8						
Construction Laborers	770	1,000	2.99	25	15	40	13.58	28,239	HS	< 5	N	B9	B2	SO1	SO5	R3	B6					
Waiters & Waitresses	615	650	0.49	5	30	35	8.96	18,627	< HS	N	S	B3	B2	SO1	SO6	B9	R4					
Laborers & Freight/Stock/Material Movers, Hand	800	850	0.56	5	25	30	13.03	27,108	< HS	N	N	B2	B9	SO5	SO6	SO1	SO4					
Office Clerks, General	1,140	1,175	0.31	5	25	30	13.72	28,542	< HS	N	S	B2	SO5	B9	B5	SO6						
Maids & Housekeeping Cleaners	640	745	1.64	10	15	25	9.73	20,248	HS	N	S	B9	B2	SO5	B7	SO1	SO6					
Secretaries/Admin Assts, Ex Legal/Med/Exec	1,205	1,320	1.00	10	15	25	13.90	28,917	HS	N	M	B6	T5	B2	SO1	T8						
Welders, Cutters, Solderers, & Brazers	780	840	0.77	5	20	25	14.99	31,173	< HS	N	S	B2	B6	B9	SO1	R4						
First-Line Supvs of Retail Sales Wkrs	765	820	0.72	5	15	25	14.83	30,841	< HS	N	S	B2	SO5	SO6	B9	B3						

### 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**: 2014 Iowa Wage Survey estimates (based on 2013 2<sup>nd</sup> quarter occupational wage data updated from 2014 2<sup>nd</sup> 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.