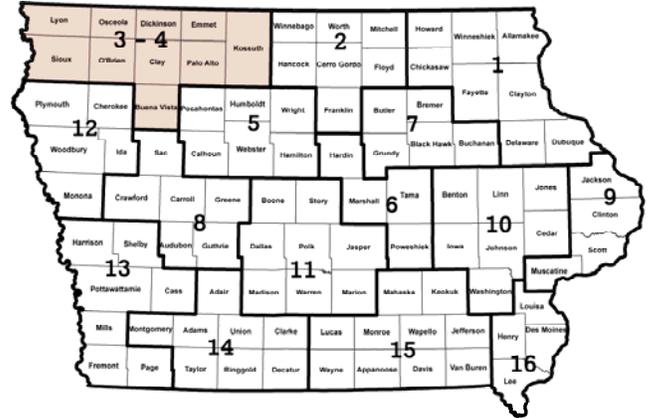
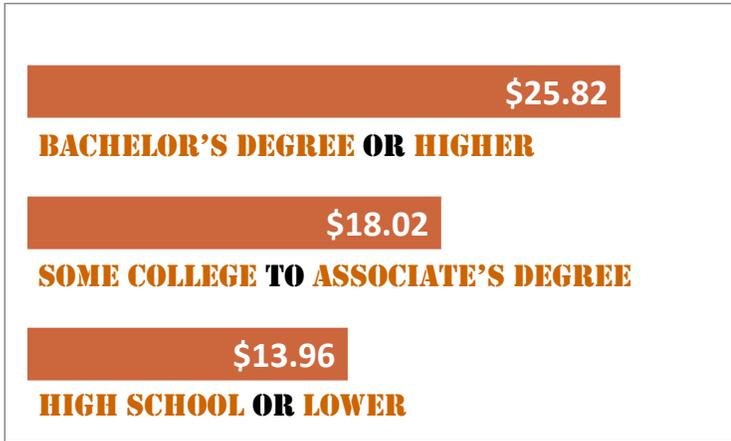


REGION 3-4

WORKFORCE DEVELOPMENT

CAREER & EDUCATION OUTLOOK

MEAN HOURLY WAGES BY EDUCATION



FASTEST GROWING OCCUPATIONS

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	2015 Mean Wage	2015 Mean Salary	Educ	Work Exp	Job Trng	(L-R in order of significance)										
Social & Community Service Managers	260	305	1.7	5	5	10	26.97	56,102	BA	< 5	N	B2	B7	B9	B3	B6						
Coaches & Scouts	300	345	1.7	5	10	15	13.71	28,509	BA	> 5	N	C1	B3	B2	B7	SY1	B9	B10				
Industrial Engineers	265	300	1.3	5	10	10	32.95	68,531	BA	> 5	N	B2	B9	R4	SO1	B3	SY1	R3	SO6			
Accountants & Auditors	535	610	1.3	5	15	25	24.50	50,958	BA	N	N	B2	B5	B7	B10	B9						
Elementary School Teachers, Ex Special Educ	1,310	1,455	1.1	15	30	45	21.00	43,688	BA	N	M	B9	B2	SY1	B7	B3						
Loan Officers	285	315	1.1	5	5	10	32.36	67,317	BA	N	N	B7	B2	C1	B3	B10						
Financial Managers	325	355	0.9	5	5	10	39.06	81,242	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6				
General & Operations Managers	905	980	0.8	5	15	25	37.14	77,256	BA	N	I	SO2	B4	B9	B2	SO1	B3					
Substitute Teachers	345	370	0.7	*	5	10	11.89	24,738	BA	N	I	N.A.	N.A.	N.A.	N.A.	N.A.						
Secondary School Teachers, Ex Special & Career/Technical Educ	640	665	0.4	5	15	20	20.95	43,566	BA	N	N	SO2	B9	R3	SY1	B6						

SOME COLLEGE TO ASSOCIATE'S DEGREE

Hairdressers, Hairstylists, & Cosmetologists	435	520	2.1	10	10	20	10.86	22,579	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5				
Heavy & Tractor-Trailer Truck Drivers	2,490	2,820	1.3	35	40	75	16.64	34,602	PS	N	N	B6	B9	B2	SO5	B3	SO6					
Registered Nurses	1,390	1,560	1.2	15	25	45	24.09	50,106	PS	N	N	B2	B9	B3	B7	SO1	SO5					
Nursing Assistants	1,350	1,515	1.2	15	25	40	N.A.	N.A.	PS	N	N	SO6	SO5	B2	SO1							
Licensed Practical & Licensed Vocational Nurses	310	345	1.1	5	10	10	17.30	35,983	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6				
Library Technicians	130	140	0.8	*	5	10	14.25	29,646	PS	< 5	N	B3	R4	B2	B9	SO1	R3	B9				
Teacher Assistants	910	960	0.5	5	20	25	11.49	23,905	PS	N	S	T4	T5	B6	B2	B3	T8					
First-Line Supervisors of Production & Operating Workers	660	680	0.3	*	10	10	25.20	52,422	SC	N	N	B2	B9	SO1	B6	SO5	SO6					

HIGH SCHOOL OR LOWER

Painters, Construction & Maintenance	205	265	2.9	5	5	10	15.51	32,271	HS	N	S	SO5	SO6	B2	B9	B7	B10					
Carpenters	405	510	2.6	10	5	15	17.29	35,957	HS	N	M	B2	B3	B6	SO6	B9						
Cement Masons & Concrete Finishers	470	580	2.4	10	5	15	N.A.	N.A.	HS	N	S	SY1	B3	B6	SO6	B9						
Home Health Aides	945	1,165	2.3	20	20	40	10.33	21,491	HS	< 5	N	B9	B2	SO1	SO5	R3	B6					
Food Servers, Nonrestaurant	215	265	2.3	5	5	10	9.73	20,245	HS	N	S	B6	SO5	B9	B3	SO6						
Industrial Machinery Mechanics	645	785	2.2	15	20	35	19.31	40,174	HS	< 5	N	B2	SO1	B3	B6	SO5	B9					
Social & Human Service Assistants	605	735	2.1	15	15	30	14.50	30,151	HS	N	M	B2	B7	B9	B10	B3	SO4	R4				
Medical Secretaries	260	315	2.1	5	5	10	15.86	32,980	HS	N	M	B9	B2	SO4	SO6	B3	SO3					
Construction Laborers	875	1,060	2.1	20	20	40	14.52	30,195	HS	< 5	N	B2	B9	SO1	SO6	B3	R3					
Childcare Workers	800	960	2.1	15	25	40	8.33	17,333	HS	N	M	B2	B7	B9	B3	B5	B6	R4	B10			

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] (L-R in order of significance)				
	2012 Est	2022 Proj	Annual Growth Rate (%)	New	Replace	Total	2015 Mean Wage	2015 Mean Salary	Educ	Work Exp	Job Trng					
Elementary School Teachers, Ex Special Educ	1,310	1,455	1.1	15	30	45	21.00	43,688	BA	N	M	B9	B2	SY1	B7	B3
Accountants & Auditors	535	610	1.3	5	15	25	24.50	50,958	BA	N	N	B2	B5	B7	B10	B9
General & Operations Managers	905	980	0.8	5	15	25	37.14	77,256	BA	N	I	SO2	B4	B9	B2	SO1 B3
Secondary School Teachers, Ex Special & Career/Technical Educ	640	665	0.4	5	15	20	20.95	43,566	BA	N	N	SO2	B9	R3	SY1	B6
Coaches & Scouts	300	345	1.7	5	10	15	13.71	28,509	BA	> 5	N	C1	B3	B2	B7	SY1 B9 B10
Social & Community Service Managers	260	305	1.7	5	5	10	26.97	56,102	BA	< 5	N	B2	B7	B9	B3	B6
Industrial Engineers	265	300	1.3	5	10	10	32.95	68,531	BA	> 5	N	B2	B9	R4	SO1 B3	SY1 R3 SO6
Loan Officers	285	315	1.1	5	5	10	32.36	67,317	BA	N	N	B7	B2	C1	B3	B10
Financial Managers	325	355	0.9	5	5	10	39.06	81,242	BA	N	I	SO2	B9	B4	B2	B1 B6 SO6
Substitute Teachers	345	370	0.7	*	5	10	11.89	24,738	BA	N	I	N.A.	N.A.	N.A.	N.A.	N.A.

SOME COLLEGE TO ASSOCIATE'S DEGREE

Heavy & Tractor-Trailer Truck Drivers	2,490	2,820	1.3	35	40	75	16.64	34,602	PS	N	N	B6	B9	B2	SO5 B3	SO6
Registered Nurses	1,390	1,560	1.2	15	25	45	24.09	50,106	PS	N	N	B2	B9	B3	B7	SO1 SO5
Nursing Assistants	1,350	1,515	1.2	15	25	40	N.A.	N.A.	PS	N	N	SO6	SO5	B2	B6	SO1
Teacher Assistants	910	960	0.5	5	20	25	11.49	23,905	PS	N	S	T4	T5	B6	B2	B3 T8
Hairdressers, Hairstylists, & Cosmetologists	435	520	2.1	10	10	20	10.86	22,579	AS	N	N	SO6	B2	SO1	B9	B3 B7 SO5
Licensed Practical & Licensed Vocational Nurses	310	345	1.1	5	10	10	17.30	35,983	PS	N	N	B2	SO5	B3	B9	B1 SY1 SO6
Library Technicians	130	140	0.8	*	5	10	14.25	29,646	PS	< 5	N	B3	R4	B2	B9	SO1 R3 B9
First-Line Supervisors of Production & Operating Workers	660	680	0.3	*	10	10	25.20	52,422	SC	N	N	B2	B9	SO1	B6	SO5 SO6

HIGH SCHOOL OR LOWER

Cashiers	2,615	2,835	0.8	20	115	135	9.15	19,026	< HS	N	S	R4	B2	B3	B6	B7	SO5
Farmers, Ranchers, & Other Agricultural Managers	6,485	5,945	-0.8	0	105	105	N.A.	N.A.	HS	> 5	N	B3	B9	B2	SY1	B7	R4
Combined Food Preparation & Serving Workers, Incl Fast Food	1,795	2,040	1.4	25	70	95	8.70	18,092	HS	N	M	B2	SO5	B9	B7	SO1 B10	
Retail Salespersons	2,200	2,405	0.9	20	75	95	12.50	25,992	HS	N	L	T4	T5	B6	T8	B2 T1 B7 T11	
Laborers & Freight, Stock, & Material Movers, Hand	1,900	1,980	0.4	10	60	65	13.72	28,547	< HS	N	S	B2	SO4	B9	SO6	SO3 SO6	
Waiters & Waitresses	970	1,010	0.4	5	45	50	8.69	18,081	< HS	N	S	B9	B2	SO5	SO6	SO1 R4	
Secretaries & Admin Assistants, Ex Legal, Medical, & Executive	1,945	2,170	1.1	20	25	45	13.75	28,590	HS	N	L	T1	T9	T11	T2	T8	
Home Health Aides	945	1,165	2.3	20	20	40	10.33	21,491	HS	< 5	N	B9	B2	SO1	SO5	R3 B6	
Construction Laborers	875	1,060	2.1	20	20	40	14.52	30,195	HS	< 5	N	B2	B9	SO1	SO6	B3 R3	
Childcare Workers	800	960	2.1	15	25	40	8.33	17,333	HS	N	M	B2	B7	B9	B3	B5 B6 R4 B10	
Janitors & Cleaners, Ex Maids & Housekeeping Cleaners	1,375	1,540	1.2	15	25	40	11.92	24,784	HS	< 5	N	R3	B6	SO1	B3	R4	
Office Clerks, General	1,760	1,805	0.3	5	35	40	14.08	29,282	< HS	N	M	B6	B2	SO1	B3	SY1	

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 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**: 2015 Iowa Wage Survey estimates (based on 2014 2nd quarter occupational wage data updated to 2015 2nd 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 to obtain the latest workforce data and trends including this document. Published 11/2015.