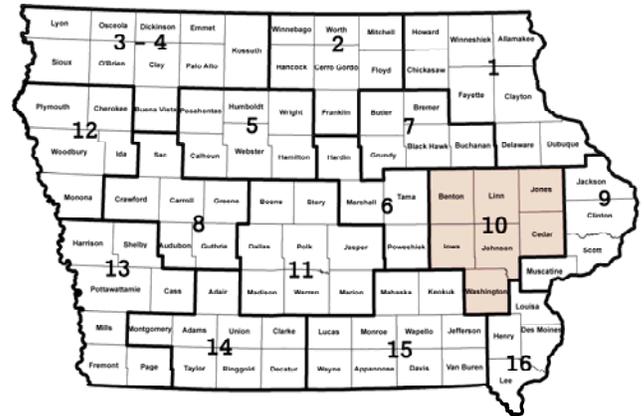


REGION 10

WORKFORCE DEVELOPMENT

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 Preparation <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 Training	(L-R in order of significance)														
Actuaries	110	160	4.55	5	5	10	31.85	66,250	BA	N	L	B5	B3	SY1	C1	B7										
Health Specialties Teachers, Postsec	1,850	2,510	3.59	65	30	95	N.A.	N.A.	DP	< 5	N	B7	B9	SO2	B3	B2	C1	B4	B10							
Mkt Research Analysts/Mkt Specialists	620	830	3.47	20	10	30	24.53	51,014	BA	N	N	B7	B2	C1	B3	SY1	B9	B10								
Nursing Instructors/Teachers, Postsec	235	315	3.40	10	5	10	N.A.	N.A.	MA	< 5	N	B9	B7	B1	B2	SO2										
Personal Financial Advisors	195	260	3.33	5	5	10	43.99	91,503	BA	N	N	B3	B9	B7	SY1	B10										
Physician Assistants	170	225	3.24	5	5	10	44.17	91,871	MA	N	N	B2	B3	B9	B7	SY1	B6	SO6								
Physical Therapists	325	430	3.23	10	10	20	37.41	77,822	DP	N	N	B2	B9	B7	B3	SO6	R4									
Occupational Therapists	195	255	3.08	5	5	10	36.67	76,267	MA	N	N	B2	B7	B9	B3	SO5	SO6									
Mental Health Counselors	260	340	3.08	10	5	15	16.99	35,333	MA	N	I	B2	SO6	SO5	B9	B6										
Nurse Practitioners	230	295	2.83	5	5	10	42.13	87,630	MA	N	N	B2	B7	B8	B9	B3	B6	SO6								

SOME COLLEGE TO ASSOCIATE'S DEGREE

Diagnostic Medical Sonographers	130	195	5.00	5	*	10	29.18	60,685	AS	N	N	B9	B2	B7	SO6	B3	B6	B8	R4						
Physical Therapist Assistants	165	235	4.24	5	5	10	23.56	49,006	AS	N	N	B9	B2	SO6	B6	SO1	B3	B7	B10						
Dental Hygienists	365	480	3.15	10	10	20	33.33	69,327	AS	N	N	B2	B9	B3	B7	SO6									
Phlebotomists	240	310	2.92	5	5	10	13.90	28,911	PS	N	N	N.A.	N.A.	N.A.	N.A.	N.A.									
Medical Assistants	685	860	2.55	20	15	30	15.43	32,088	PS	N	N	B2	B9	SO6	B6	B7									
Heavy/Tractor-Trailer Truck Drivers	11,160	13,980	2.53	280	180	460	20.78	43,223	PS	N	S	T4	T5	B6	B2	B3	T8								
Licensed Practical/Vocational Nurses	820	1,025	2.50	20	20	40	18.75	38,995	PS	N	N	B2	B9	B3	B7	SO1	SO5								
Heat/A C/Refrig Mechanics	415	515	2.41	10	10	20	25.02	52,036	PS	N	L	T3	T11	T9	T1	T5									
Computer User Support Specialists	735	910	2.38	20	10	30	21.85	45,453	SC	N	M	B2	B9	B7	B3	B10									
Medical/Clinical Laboratory Techs	265	325	2.26	5	5	15	22.47	46,732	AS	N	N	B2	B3	B7	B8	T5	B9								

HIGH SCHOOL OR LOWER

Personal Care Aides	1,620	2,260	3.92	65	10	75	10.62	22,080	< HS	N	S	SO5	B2	SO6	B3	B9									
Home Health Aides	1,395	1,900	3.62	50	25	75	11.83	24,598	< HS	N	S	B2	SO5	B3	SO6	B6									
Medical Secretaries	550	735	3.36	20	5	25	15.32	31,875	HS	N	M	B2	SO5	B9	B7	SO1	B10								
Brickmasons and Blockmasons	275	365	3.27	10	5	10	23.39	48,653	HS	N	A	B3	B6	SO1	T8	R4									
Painters, Construction and Maint	635	830	3.07	20	10	30	18.01	37,452	< HS	N	M	B2	B3	SO6	B7	R4									
Carpenters	1,600	2,060	2.88	45	20	65	19.70	40,966	HS	N	A	B3	T2	T5	B2	SO1	SY1	B5	B6	T8	R4				
Cement Masons/Concrete Finishers	640	815	2.73	15	5	25	19.17	39,884	< HS	N	M	B6	B2	SO1	B3	SY1									
Industrial Machinery Mechanics	835	1,050	2.63	20	25	45	23.18	48,213	HS	N	L	T9	T1	T5	T11	T8									
Insurance Sales Agents	765	960	2.55	20	20	40	26.47	55,050	HS	N	M	B2	B7	B9	B10	B3	SO4	R4							
Plumbers/Pipefitters/Steamfitters	1,160	1,450	2.54	30	15	45	24.38	50,706	HS	N	A	SO1	R4	B3	T5	B2	SY1	B6	B9						

# 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 Preparation <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 Training	(L-R in order of significance)							
Health Specialties Teachers, Postsec	1,850	2,510	3.59	65	30	95	N.A.	N.A.	DP	< 5	N	B7	B9	SO2	B3	B2	C1	B4	
Accountants and Auditors	2,055	2,390	1.61	35	60	95	28.72	59,738	BA	N	N	B2	B5	B7	B10	B9			
Elementary School Teachers, Ex Special Edu	2,660	2,985	1.22	30	60	90	24.76	51,491	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6	
General and Operations Mgrs	2,585	2,930	1.33	35	50	85	45.37	94,369	BA	< 5	N	B2	B7	B9	B3	B6			
Sec School Teachers, Ex Special/Career/Tech	2,655	2,800	0.55	15	70	85	22.97	47,773	BA	N	I	SO2	B4	B9	B2	SO1	B3		
Software Developers, Applications	1,920	2,175	1.33	25	25	50	37.28	77,543	BA	N	N	C1	T7	SY2	SY1	SY3			
Medical and Health Services Mgrs	1,020	1,210	1.86	20	25	45	38.23	79,515	BA	N	N	B7	B9	B2	B3	SY1			
Biological Technicians	1,040	1,175	1.30	15	30	45	N.A.	N.A.	BA	N	N	B7	B2	B3	B8	C1			
Substitute Teachers	1,910	2,055	0.73	15	35	45	13.48	28,039	BA	N	I	N.A.	N.A.	N.A.	N.A.	N.A.			
Coaches and Scouts	810	945	1.73	15	25	40	19.38	40,307	BA	N	N	SO2	B9	R3	SY1	B6			

## SOME COLLEGE TO ASSOCIATE'S DEGREE

Heavy and Tractor-Trailer Truck Drivers	11,160	13,980	2.53	280	180	460	20.78	43,223	PS	N	S	T4	T5	B6	B2	B3	T8	
Registered Nurses	6,070	7,090	1.68	100	120	220	27.56	57,320	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5
Teacher Assistants	3,260	3,505	0.75	25	75	100	12.09	25,149	SC	N	N	B2	B9	SO1	B6	SO5	SO6	
Nursing Assistants	2,535	2,940	1.62	40	50	90	12.56	26,125	PS	N	N	SO6	SO5	B2	B6	SO1		
Hairdressers/Hairstylists/Cosmetologists	1,135	1,370	2.07	25	25	50	12.03	25,029	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6
Licensed Practical/Vocational Nurses	820	1,025	2.50	20	20	40	18.75	38,995	PS	N	N	B2	B9	B3	B7	SO1	SO5	
Medical Assistants	685	860	2.55	20	15	30	15.43	32,088	PS	N	N	B2	B9	SO6	B6	B7		
Computer User Support Specialists	735	910	2.38	20	10	30	21.85	45,453	SC	N	M	B2	B9	B7	B3	B10		
Preschool Teachers, Ex Special Educ	555	655	1.80	10	15	25	13.02	27,371	AS	N	N	B9	B4	SO2	B2	SO1	SO6	
Dental Hygienists	365	480	3.15	10	10	20	33.33	69,327	AS	N	N	B2	B9	B3	B7	SO6		
Heat/A C/Refrig Mechanics	415	515	2.41	10	10	20	25.02	52,036	PS	N	L	T3	T11	T9	T1	T5		
Dental Assistants	515	625	2.14	10	10	20	18.44	38,361	PS	N	N	B9	B2	B7	SO5	B3		
First-Line Supvs of Prod/Operating Wkrs	1,130	1,185	0.44	5	15	20	27.48	57,151	PS	< 5	N	B3	R4	B2	B9	SO1	R3	B9

## HIGH SCHOOL OR LOWER

Retail Salespersons	8,035	8,795	0.95	75	275	350	12.59	26,194	< HS	N	S	B2	SO4	B9	SO6	SO3	SO6	
Combined Food Prep/Serv Wkrs, Incl Fast Food	5,920	6,840	1.55	90	225	320	8.78	18,253	< HS	N	S	B2	SO5	B9	SO1	B6	SO6	
Cashiers	6,020	6,555	0.89	55	260	315	8.89	18,487	< HS	N	S	B2	SO5	B9	B5	SO6		
Customer Service Representatives	5,060	5,980	1.82	90	140	230	15.45	32,131	HS	N	S	B2	B9	SO5	SO4	B7		
Waiters and Waitresses	3,710	3,985	0.74	25	180	205	9.05	18,832	< HS	N	S	B2	SO5	SO6	B9	SO1		
Farmers, Ranchers, and Other Agricultural Mgrs	11,430	10,160	-1.12	0	185	185	N.A.	N.A.	HS	> 5	N	B3	B9	B2	SY1	B7	R4	
Office Clerks, General	5,030	5,350	0.65	30	105	140	15.56	32,374	HS	N	S	B2	B7	B9	SO4	R4	B10	
Childcare Wkrs	2,725	3,335	2.26	60	80	140	8.71	18,109	HS	N	S	B6	SO5	B9	B3	SO6		
Laborers & Freight/Stock/Material Movers, Hand	2,825	3,210	1.36	40	90	125	13.26	27,588	< HS	N	S	B2	B3	T5	SO1	B6	B7	B9
Janitors/Cleaners, Ex Maids House Cleaners	4,005	4,440	1.09	45	75	120	13.01	27,059	< 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**: 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.