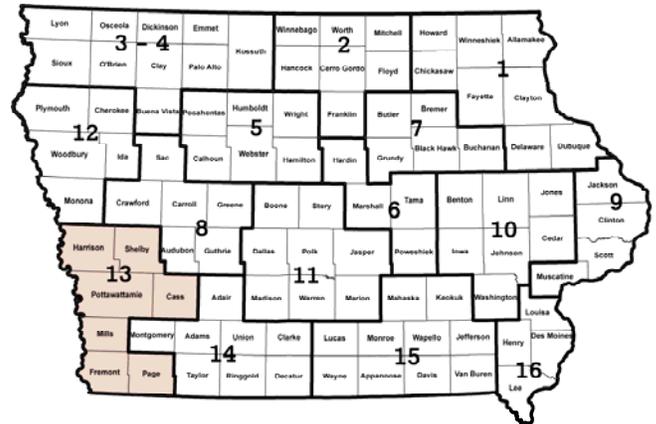
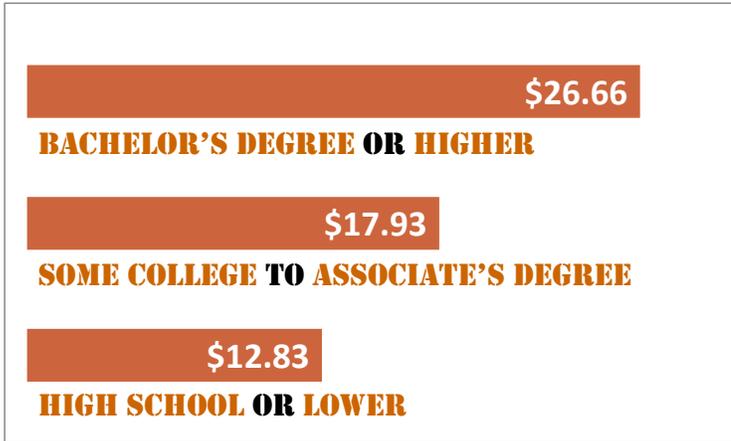


**REGION 13**

**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	Mean Wage	Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)							
Child, Family, & School Social Wkrs	220	260	1.82	5	5	10	18.12	37,698	BA	N	N	B2	B9	B7	SO6	B3	B6	SO5	
Accountants & Auditors	380	435	1.58	5	10	15	34.50	71,766	BA	N	N	B2	B5	B7	B10	B9			
General & Operations Managers	735	835	1.36	10	15	25	34.35	71,450	BA	< 5	N	B2	B7	B9	B3	B6			
Pharmacists	230	255	1.30	5	5	10	45.37	94,370	DP	N	N	B2	B7	B1	B3	B9			
Mid Sch Teach, Ex Spec/Career/Tech	235	260	1.28	5	5	10	N.A.	N.A.	BA	N	I	SO2	B2	B7	B4	SO6	B10		
Elem Sch Teach, Ex Special Educ	975	1,090	1.18	10	20	30	22.16	46,092	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6	
Substitute Teachers	495	530	0.71	5	10	10	17.87	37,173	BA	N	I	N.A.	N.A.	N.A.	N.A.	N.A.			
Sub Sch Teach, Ex Spec/Career/Tech	745	780	0.47	5	20	25	23.56	49,008	BA	N	I	SO2	B4	B9	B2	SO1	B3		

**SOME COLLEGE TO ASSOCIATE'S DEGREE**

Heat/A C/Refrig Mechanics	205	265	2.93	5	5	10	16.46	34,233	PS	N	L	T3	T11	T9	T1	T5		
Hairdressers/Stylists/Cosmetologists	425	520	2.12	10	10	20	10.66	22,180	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6
Licensed Practical/Vocational Nurses	505	595	1.78	10	10	20	18.79	39,087	PS	N	N	B2	B9	B3	B7	SO1	SO5	
Heavy/Tractor-Trailer Truck Drivers	1,815	2,125	1.74	30	30	60	18.41	38,284	PS	N	S	T4	T5	B6	B2	B3	T8	
Registered Nurses	1,395	1,590	1.43	20	25	45	26.25	54,607	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5
Nursing Assistants	1,455	1,615	1.10	15	30	45	14.76	30,695	PS	N	N	SO6	SO5	B2	B6	SO1		
Preschool Teachers, Ex Spec	205	225	0.98	*	5	10	13.13	27,310	AS	N	N	B9	B4	SO2	B2	SO1	SO6	
First-Line Supvs of Prod/Oper Wkrs	405	430	0.74	5	5	10	25.00	51,999	PS	< 5	N	B3	R4	B2	B9	SO1	R3	B9
Teacher Assistants	925	990	0.65	5	20	25	10.59	22,022	SC	N	N	B2	B9	SO1	B6	SO5	SO6	

**HIGH SCHOOL OR LOWER**

Personal Care Aides	835	1,135	3.59	30	5	35	10.25	21,323	< HS	N	S	SO5	B2	SO6	B3	B9		
Painters, Construction & Maint	185	250	3.51	5	5	10	15.38	31,986	< HS	N	M	B2	B3	SO6	B7	R4		
Cement Masons/Concrete Finishers	270	350	3.15	10	5	10	17.78	36,983	< HS	N	M	B6	B2	SO1	B3	SY1		
Carpenters	405	525	2.84	10	5	15	17.84	37,113	HS	N	A	B3	T2	T5	B2	SO1	SY1	B5
Industrial Machinery Mechanics	230	295	2.83	5	5	15	18.01	37,461	HS	N	L	T9	T1	T5	T11	T8		
Medical Secretaries	260	330	2.69	5	5	10	14.75	30,672	HS	N	M	B2	SO5	B9	B7	SO1	B10	
Cargo & Freight Agents	135	175	2.59	5	5	10	N.A.	N.A.	HS	N	S	B9	B2	B3	SO3	R4		
Construction Laborers	620	775	2.58	15	15	30	14.93	31,046	< HS	N	S	B9	SO1	B2	B3	T4	T5	SO6
Plumbers/Pipefitters/Steamfitters	255	320	2.55	5	5	10	17.53	36,454	HS	N	A	SO1	R4	B3	T5	B2	SY1	B6
Hotel, Motel, & Resort Desk Clerks	215	265	2.33	5	10	15	8.65	17,997	HS	N	S	SO6	SO5	B9	B2	SO1		

# 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	Mean Wage	Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)							
Elem Sch Teach, Ex Special	975	1,090	1.18	10	20	30	22.16	46,092	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6	
General & Operations Mgrs	735	835	1.36	10	15	25	34.35	71,450	BA	< 5	N	B2	B7	B9	B3	B6			
Sec Sch Teach, Ex Spec/Career/Tech	745	780	0.47	5	20	25	23.56	49,008	BA	N	I	SO2	B4	B9	B2	SO1	B3		
Accountants & Auditors	380	435	1.58	5	10	15	34.50	71,766	BA	N	N	B2	B5	B7	B10	B9			
Child, Family, & School Social Wrks	220	260	1.82	5	5	10	18.12	37,698	BA	N	N	B2	B9	B7	SO6	B3	B6	SO5	
Pharmacists	230	255	1.30	5	5	10	45.37	94,370	DP	N	N	B2	B7	B1	B3	B9			
Mid Sch Teach, Ex Spec/Career/Tech	235	260	1.28	5	5	10	N.A.	N.A.	BA	N	I	SO2	B2	B7	B4	SO6	B10		
Substitute Teachers	495	530	0.71	5	10	10	17.87	37,173	BA	N	I	N.A.	N.A.	N.A.	N.A.	N.A.			

## SOME COLLEGE TO ASSOCIATE'S DEGREEE

Heavy/Tractor-Trailer Truck Drivers	1,815	2,125	1.74	30	30	60	18.41	38,284	PS	N	S	T4	T5	B6	B2	B3	T8	
Registered Nurses	1,395	1,590	1.43	20	25	45	26.25	54,607	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5
Nursing Assistants	1,455	1,615	1.10	15	30	45	14.76	30,695	PS	N	N	SO6	SO5	B2	B6	SO1		
Teacher Assistants	925	990	0.65	5	20	25	10.59	22,022	SC	N	N	B2	B9	SO1	B6	SO5	SO6	
Hairdressers/Stylists/Cosmetologists	425	520	2.12	10	10	20	10.66	22,180	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6
Licensed Practical/Vocational Nurses	505	595	1.78	10	10	20	18.79	39,087	PS	N	N	B2	B9	B3	B7	SO1	SO5	
Heat/A C/Refrig Mechanics	205	265	2.93	5	5	10	16.46	34,233	PS	N	L	T3	T11	T9	T1	T5		
Preschool Teachers, Ex Special Educ	205	225	0.98	*	5	10	13.13	27,310	AS	N	N	B9	B4	SO2	B2	SO1	SO6	
First-Line Supvs of Prod/Operating Wrks	405	430	0.74	5	5	10	25.00	51,999	PS	< 5	N	B3	R4	B2	B9	SO1	R3	B9

## HIGH SCHOOL OR LOWER

Comb Food Prep/Serv Wrks, Incl Fast Food	2,360	2,630	1.12	25	90	115	8.94	18,589	< HS	N	S	B2	SO5	B9	SO1	B6	SO6	
Cashiers	2,035	2,200	0.81	15	90	105	9.02	18,756	< HS	N	S	B2	SO5	B9	B5	SO6		
Retail Salespersons	2,310	2,530	0.93	20	80	100	11.21	23,310	< HS	N	S	B2	SO4	B9	SO6	SO3	SO6	
Laborers & Freight/Stock/Mat Movers, Hand	1,945	2,305	1.83	35	60	95	12.43	25,848	< HS	N	S	B2	B3	T5	SO1	B6	B7	B9
Farmers, Ranchers, & Other Ag Mgrs	5,100	4,595	-0.99	0	80	80	N.A.	N.A.	HS	> 5	N	B3	B9	B2	SY1	B7	R4	
Waiters & Waitresses	1,400	1,480	0.57	10	70	75	8.73	18,165	< HS	N	S	B2	SO5	SO6	B9	SO1		
Janitors/Cleaners, Ex Maids/House Cleaners	1,345	1,530	1.38	20	25	45	11.12	23,127	< HS	N	S	B2	SO1	B3	R3	B6	B9	
Office Clerks, General	1,460	1,560	0.68	10	30	40	12.82	26,665	HS	N	S	B2	B7	B9	SO6	R4	B10	
Personal Care Aides	835	1,135	3.59	30	5	35	10.25	21,323	< HS	N	S	SO5	B2	SO6	B3	B9		
Childcare Wrks	655	800	2.14	15	20	35	8.27	17,207	HS	N	S	B6	SO5	B9	B3	SO6		
Home Health Aides	965	1,155	1.97	20	20	35	10.01	20,825	< HS	N	S	B2	SO5	B3	SO6	B6		
Maids & Housekeeping Cleaners	860	1,020	1.86	15	15	35	9.48	19,724	< HS	N	S	B2	SO5	SO6	R4	B3	B6	B9
Team Assemblers	1,115	1,270	1.43	15	20	35	13.03	27,097	HS	N	M	SO1	B2	B3	B9	B6	B7	

### 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.