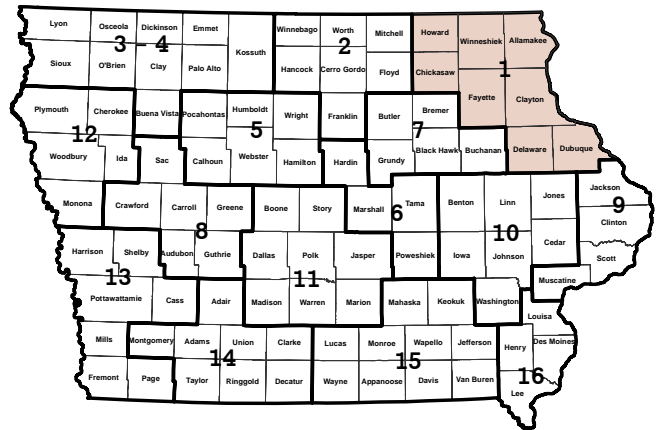
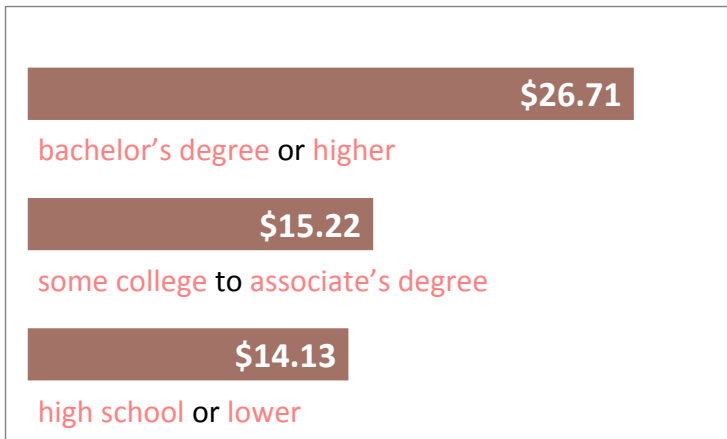


## mean hourly wages by education level



## fastest growing occupations

### bachelor's degree or higher

Occupational Title	Employment <sup>[1]</sup>			Annual Job Openings <sup>[2]</sup>			\$ <sup>[3]</sup>		Career Preparation <sup>[4]</sup>			Top Skills <sup>[5]</sup> (L-R in order of significance)
	2014 Estimated	2024 Projected	Annual Growth Rate (%)	New	Replace	Total	2016 Mean Wage	2016 Mean Salary	Educ	Work Exp	Job Training	
Computer Systems Analysts	465	580	2.6	10	5	20	33.17	68,996	BA	N	N	B3 B2 B7 B9 SY2
Software Developers, Applications	365	455	2.5	10	5	15	35.92	74,715	BA	N	N	C1 T7 SY2 SY1 SY3
Software Developers, Systems Software	460	570	2.4	10	5	20	41.83	87,008	BA	N	N	B3 B2 T7 B7 C1
Registered Nurses	2,220	2,635	1.9	40	50	95	24.64	51,244	BA	N	N	SO6 B2 SO1 B9 B3 B7 SO5
Medical & Health Services Managers	300	350	1.7	5	10	15	36.32	75,555	BA	<5	N	B7 B9 B2 B3 SY1
Loan Officers	280	320	1.4	5	5	10	35.42	73,677	BA	N	M	B9 B2 SY1 B7 B3
Accountants & Auditors	840	945	1.3	10	20	35	28.30	58,865	BA	N	N	B2 B5 B7 B10 B9
Financial Managers	420	470	1.2	5	10	15	47.25	98,276	BA	>5	N	C1 B3 B2 B7 SY1 B9 B10
General & Operations Managers	1,555	1,725	1.1	15	40	55	35.88	74,633	BA	>5	N	B2 B7 B9 B3 B6
Rehabilitation Counselors	275	305	1.1	5	5	10	14.21	29,562	MA	N	N	B2 B9 SO6 SO1 B6

### some college to associate's degree

Emergency Medical Technicians & Paramedics	315	370	1.9	5	5	10	13.24	27,540	PS	N	N	B3 SO5 B2 SO6 B9
Medical Assistants	340	400	1.8	5	5	15	14.82	30,827	PS	N	N	B2 B9 SO6 B6 B7
Computer User Support Specialists	420	490	1.7	5	5	10	20.53	42,701	SC	N	N	B2 B9 B7 B3 B10
Nursing Assistants	1,935	2,200	1.3	25	45	70	12.19	25,348	PS	N	N	SO6 SO5 B2 B6 SO1
Licensed Practical & Licensed Vocational Nurses	540	610	1.3	5	15	20	19.64	40,847	PS	N	N	B2 B9 B3 B7 SO1 SO5
Automotive Service Technicians & Mechanics	655	730	1.1	5	20	25	17.65	36,707	PS	N	S	T1 T9 T11 T2 T8
Hairdressers, Hairstylists, & Cosmetologists	475	525	1.1	5	10	15	11.02	22,913	PS	N	N	B2 SO5 B3 B9 B1 SY1 SO6
Dental Assistants	245	270	1.0	5	5	10	16.92	35,192	PS	N	N	B9 B2 B7 SO5 B3
Heavy & Tractor-Trailer Truck Drivers	2,920	3,215	1.0	30	50	80	17.84	37,117	PS	N	S	T4 T5 B6 B2 B3 T8
Teacher Assistants	1,610	1,745	0.8	15	40	55	10.65	22,142	SC	N	N	B2 B9 SO1 B6 SO5 SO6

### high school or lower

Personal Care Aides	680	850	2.6	15	5	25	10.59	22,032	NE	N	S	SO5 B2 SO6 B3 B9
Industrial Machinery Mechanics	525	660	2.6	15	15	25	21.52	44,756	HS	N	L	T9 T1 T5 T11 T8
Home Health Aides	470	590	2.6	10	10	25	11.57	24,056	NE	N	S	B2 SO5 B3 SO6 B6
Insurance Sales Agents	360	450	2.5	10	10	20	23.20	48,246	HS	N	M	B2 B7 B9 B10 B3 SO4 R4
Insurance Claims & Policy Processing Clerks	175	215	2.3	5	5	10	17.94	37,308	HS	N	M	B2 B7 B9 B3 B10
Claims Adjusters, Examiners, & Investigators	190	225	2.1	5	5	10	27.88	57,994	HS	N	L	B7 B10 B2 B3 B9
Computer-Controlled Machine Tool Operators, Metal & Plastic	820	990	2.1	15	25	40	17.09	35,551	HS	N	M	B6 T5 B3 T8 T4
Bus & Truck Mechanics & Diesel Engine Specialists	290	345	1.9	5	5	10	20.18	41,974	HS	N	L	T9 T11 T1 T4 T5
Machinists	470	560	1.8	10	15	25	18.29	38,049	HS	N	L	T5 T8 T4 T11 B3 B6
Electricians	450	525	1.8	10	5	15	23.15	48,153	HS	N	A	T11 T9 B2 B3 T5 T8
Construction Laborers	900	1,060	1.8	15	20	35	15.98	33,247	NE	N	S	B9 SO1 B2 B3 T4 T5 SO6

# occupations with the most openings

## bachelor's degree or higher

Occupational Title	Employment <sup>[1]</sup>			Annual Job Openings <sup>[2]</sup>			\$ <sup>[3]</sup>		Career Preparation <sup>[4]</sup>			Top Skills <sup>[5]</sup>						
	2014 Estimated	2024 Projected	Annual Growth Rate (%)	New	Replace	Total	2016 Mean Wage	2016 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)						
Registered Nurses	2,220	2,635	1.9	40	50	95	24.64	51,244	BA	N	N	S06	B2	S01	B9	B3	B7	S05
General & Operations Managers	1,555	1,725	1.1	15	40	55	35.88	74,633	BA	>5	N	B2	B7	B9	B3	B6		
Secondary School Teachers, Ex Special & Career/Tech Educ	1,450	1,560	0.8	10	35	45	23.85	49,599	BA	N	I	S02	B4	B9	B2	S01	B3	
Elementary School Teachers, Ex Special Education	1,300	1,400	0.8	10	30	40	22.49	46,786	BA	N	I	S02	B9	B4	B2	B1	B6	S06
Accountants & Auditors	840	945	1.3	10	20	35	28.30	58,865	BA	N	N	B2	B5	B7	B10	B9		
Coaches & Scouts	830	885	0.7	5	30	35	11.10	23,085	BA	N	N	S02	B9	R3	SY1	B6		
Substitute Teachers	1,055	1,150	0.9	10	20	30	12.15	25,265	BA	N	I							
Computer Systems Analysts	465	580	2.6	10	5	20	33.17	68,996	BA	N	N	B3	B2	B7	B9	SY2		
Software Developers, Systems Software	460	570	2.4	10	5	20	41.83	87,008	BA	N	N	B3	B2	T7	B7	C1		
Software Developers, Applications	365	455	2.5	10	5	15	35.92	74,715	BA	N	N	C1	T7	SY2	SY1	SY3		
Medical & Health Services Managers	300	350	1.7	5	10	15	36.32	75,555	BA	<5	N	B7	B9	B2	B3	SY1		
Financial Managers	420	470	1.2	5	10	15	47.25	98,276	BA	>5	N	C1	B3	B2	B7	SY1	B9	B10
Child, Family, & School Social Wrks	415	450	0.8	5	10	15	20.54	42,731	BA	N	N	B2	B9	B7	S06	B3	B6	S05

## some college to associate's degree

Heavy & Tractor-Trailer Truck Drivers	2,920	3,215	1.0	30	50	80	17.84	37,117	PS	N	S	T4	T5	B6	B2	B3	T8		
Nursing Assistants	1,935	2,200	1.3	25	45	70	12.19	25,348	PS	N	N	S06	S05	B2	B6	S01			
Teacher Assistants	1,610	1,745	0.8	15	40	55	10.65	22,142	SC	N	N	B2	B9	S01	B6	S05	S06		
Automotive Service Technicians & Mechanics	655	730	1.1	5	20	25	17.65	36,707	PS	N	S	T1	T9	T11	T2	T8			
Licensed Practical & Licensed Vocational Nurses	540	610	1.3	5	15	20	19.64	40,847	PS	N	N	B2	B9	B3	B7	S01	S05		
Bookkeeping, Accounting, & Auditing Clerks	1,975	1,855	-0.6	0	20	20	16.17	33,633	SC	N	M	B2	B7	B9	B3	B5	B6	R4	B10
Medical Assistants	340	400	1.8	5	5	15	14.82	30,827	PS	N	N	B2	B9	S06	B6	B7			
Hairdressers, Hairstylists, & Cosmetologists	475	525	1.1	5	10	15	11.02	22,913	PS	N	N	B2	S05	B3	B9	B1	SY1	S06	
Emergency Medical Technicians & Paramedics	315	370	1.9	5	5	10	13.24	27,540	PS	N	N	B3	S05	B2	S06	B9			
Computer User Support Specialists	420	490	1.7	5	5	10	20.53	42,701	SC	N	N	B2	B9	B7	B3	B10			
Dental Assistants	245	270	1.0	5	5	10	16.92	35,192	PS	N	N	B9	B2	B7	S05	B3			
Library Technicians	150	155	0.7	*	5	10	13.96	29,030	PS	N	N	B6	B9	B2	S05	B3	S06		

## high school or lower

Retail Salespersons	3,265	3,575	1.0	30	115	145	12.42	25,827	NE	N	S	B2	S04	B9	S06	S03	S06	
Cashiers	2,965	3,135	0.6	15	125	145	9.34	19,433	NE	N	S	B2	S05	B9	B5	S06		
Farmers, Ranchers, & Other Agricultural Managers	7,245	7,215	0.0	0	125	125	N.A.	N.A.	HS	>5	N	B3	B9	B2	SY1	B7	R4	
Combined Food Preparation & Serving Wrks, Incl Fast Food	2,360	2,665	1.3	30	75	105	9.14	19,021	NE	N	S	B2	S05	B9	S01	B6	S06	
Waiters & Waitresses	1,615	1,690	0.4	5	80	85	8.69	18,082	NE	N	S	B2	S05	S06	B9	S01		
Laborers & Freight, Stock, & Material Movers, Hand	1,745	1,890	0.8	15	50	65	14.27	29,691	NE	N	S	B2	B3	T5	S01	B6	B7	B9
Customer Service Reps	1,445	1,685	1.7	25	35	60	15.17	31,548	HS	N	S	B2	B9	S05	S04	B7		
Team Assemblers	2,255	2,355	0.4	10	50	60	14.97	31,135	HS	N	M	S01	B2	B3	B9	B6	B7	
Stock Clerks & Order Fillers	1,295	1,410	0.9	10	40	55	11.81	24,555	NE	N	S	B9	B2	S05	S06	S01	R4	
Office Clerks, General	2,045	2,145	0.5	10	45	55	14.08	29,277	HS	N	S	B2	B7	B9	S06	R4	B10	

### 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; NE = No formal Educational credential; **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**: 2014-2024 Occupational Projections estimates based on 2014 annual industry employment data and 2015 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**: 2016 Iowa Wage Survey estimates (based on 2015 2<sup>nd</sup> quarter occupational wage data updated to 2016 2<sup>nd</sup> quarter using Employment Cost Index), Labor Market and Workforce Information Division, Iowa Workforce Development.

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