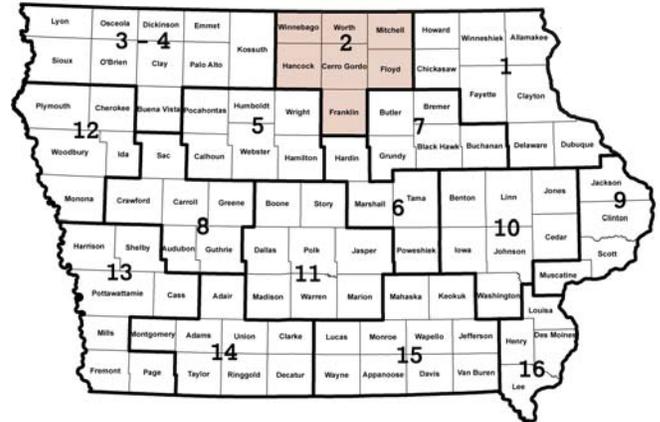
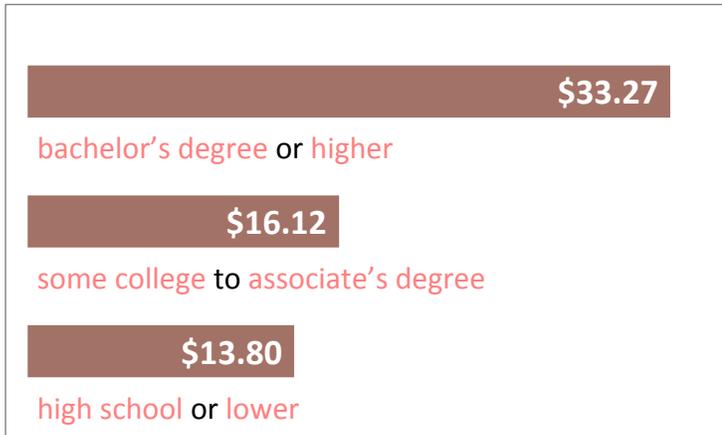


mean hourly wages by education level



fastest growing occupations

bachelor's degree or higher

Occupational Title	Employment ^[1]			Annual Job Openings ^[2]			W ^[3]		Career Preparation ^[4]			Top Skills ^[5] (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	
Medical & Health Services Managers	180	215	1.9	5	5	10	31.46	65,434	BA	<5	N	B7 B9 B2 B3 SY1
Registered Nurses	1,110	1,290	1.6	20	25	45	24.98	51,954	BA	N	N	SO6 B2 SO1 B9 B3 B7 SO5
Accountants & Auditors	350	395	1.3	5	10	15	27.29	56,761	BA	N	N	B2 B5 B7 B10 B9
General & Operations Managers	630	685	0.9	5	15	20	57.89	120,411	BA	>5	N	B2 B7 B9 B3 B6
Elementary School Teachers, Ex Special Education	450	475	0.6	*	10	10	24.60	51,165	BA	N	I	SO2 B9 B4 B2 B1 B6 SO6
Middle School Teachers, Ex Special & Career/Technical Education	460	485	0.5	*	10	10	N.A.	N.A.	BA	N	I	SO2 B2 B7 B4 SO6 B10

some college to associate's degree

Wind Turbine Service Technicians	100	180	8.0	10	*	10	30.16	62,732	SC	N	L	T9 T11 T1 B3 T5
Nursing Assistants	885	1,025	1.6	15	20	35	12.70	26,411	PS	N	N	SO6 SO5 B2 B6 SO1
Hairdressers, Hairstylists, & Cosmetologists	285	310	0.9	*	5	10	N.A.	N.A.	PS	N	N	B2 SO5 B3 B9 B1 SY1 SO6
Teacher Assistants	570	620	0.9	5	15	20	11.26	23,414	SC	N	N	B2 B9 SO1 B6 SO5 SO6
Heavy & Tractor-Trailer Truck Drivers	1,450	1,565	0.8	10	25	35	18.45	38,384	PS	N	S	T4 T5 B6 B2 B3 T8
Automotive Service Technicians & Mechanics	380	410	0.8	5	10	15	16.89	35,125	PS	N	S	T1 T9 T11 T2 T8
Licensed Practical & Licensed Vocational Nurses	280	300	0.7	*	10	10	18.89	39,284	PS	N	N	B2 B9 B3 B7 SO1 SO5

high school or lower

Home Health Aides	560	690	2.4	15	15	25	11.09	23,072	NE	N	S	B2 SO5 B3 SO6 B6
Personal Care Aides	480	595	2.4	10	5	15	11.61	24,153	NE	N	S	SO5 B2 SO6 B3 B9
Packaging & Filling Machine Operators & Tenders	445	540	2.1	10	15	25	N.A.	N.A.	HS	N	M	B6 T5 B2 SO1 T8
Insurance Sales Agents	320	385	2.0	5	10	15	24.43	50,819	HS	N	M	B2 B7 B9 B10 B3 SO4 R4
Industrial Machinery Mechanics	220	260	1.8	5	5	10	22.35	46,482	HS	N	L	T9 T1 T5 T11 T8
Mixing & Blending Machine Setters, Operators, & Tenders	270	315	1.7	5	5	10	17.85	37,136	HS	N	M	T5 T4 B6 B7 B2 T8
Construction Laborers	645	750	1.6	10	15	25	15.42	32,071	NE	N	S	B9 SO1 B2 B3 T4 T5 SO6
Cooks, Restaurant	260	300	1.5	5	5	10	10.04	20,884	NE	<5	M	SO1 B6 B2 B3 SY1 T8 B9
First-Line Supervisors of Food Preparation & Serving Workers	285	320	1.4	5	10	10	12.84	26,710	HS	<5	N	B9 B2 SO1 SO5 R3 B6
Cooks, Institution & Cafeteria	255	290	1.4	5	5	10	11.51	23,931	NE	N	S	R4 B2 B3 B6 B7 SO5

occupations with the most openings

bachelor's degree or higher

Occupational Title	Employment ^[1]			Annual Job Openings ^[2]			Salary ^[3]		Career Preparation ^[4]			Top Skills ^[5] (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	
Registered Nurses	1,110	1,290	1.6	20	25	45	24.98	51,954	BA	N	N	S06 B2 S01 B9 B3 B7 S05
General & Operations Managers	630	685	0.9	5	15	20	57.89	120,411	BA	>5	N	B2 B7 B9 B3 B6
Accountants & Auditors	350	395	1.3	5	10	15	27.29	56,761	BA	N	N	B2 B5 B7 B10 B9
Medical & Health Services Managers	180	215	1.9	5	5	10	31.46	65,434	BA	<5	N	B7 B9 B2 B3 SY1
Elementary School Teachers, Ex Special Education	450	475	0.6	*	10	10	24.60	51,165	BA	N	I	S02 B9 B4 B2 B1 B6 S06
Middle School Teachers, Ex Special & Career/Technical Education	460	485	0.5	*	10	10	N.A.	N.A.	BA	N	I	S02 B2 B7 B4 S06 B10

some college to associate's degree

Nursing Assistants	885	1,025	1.6	15	20	35	12.70	26,411	PS	N	N	S06 S05 B2 B6 S01
Heavy & Tractor-Trailer Truck Drivers	1,450	1,565	0.8	10	25	35	18.45	38,384	PS	N	S	T4 T5 B6 B2 B3 T8
Teacher Assistants	570	620	0.9	5	15	20	11.26	23,414	SC	N	N	B2 B9 S01 B6 S05 S06
Automotive Service Technicians & Mechanics	380	410	0.8	5	10	15	16.89	35,125	PS	N	S	T1 T9 T11 T2 T8
Wind Turbine Service Technicians	100	180	8.0	10	*	10	30.16	62,732	SC	N	L	T9 T11 T1 B3 T5
Hairdressers, Hairstylists, & Cosmetologists	285	310	0.9	*	5	10	N.A.	N.A.	PS	N	N	B2 S05 B3 B9 B1 SY1 S06
Licensed Practical & Licensed Vocational Nurses	280	300	0.7	*	10	10	18.89	39,284	PS	N	N	B2 B9 B3 B7 S01 S05
Bookkeeping, Accounting, & Auditing Clerks	870	800	-0.8	0	10	10	16.05	33,383	SC	N	M	B2 B7 B9 B3 B5 B6 R4 B10

high school or lower

Cashiers	1,755	1,820	0.4	5	75	80	9.18	19,087	NE	N	S	B2 S05 B9 B5 S06
Farmers, Ranchers, & Other Agricultural Managers	4,155	4,140	0.0	0	70	70	N.A.	N.A.	HS	>5	N	B3 B9 B2 SY1 B7 R4
Retail Salespersons	1,550	1,655	0.6	10	55	65	11.99	24,937	NE	N	S	B2 S04 B9 S06 S03 S06
Team Assemblers	1,940	2,080	0.7	15	40	55	15.08	31,360	HS	N	M	S01 B2 B3 B9 B6 B7
Combined Food Preparation & Serving Workers, Incl Fast Food	1,115	1,260	1.3	15	35	50	9.04	18,806	NE	N	S	B2 S05 B9 S01 B6 S06
Laborers & Freight, Stock, & Material Movers, Hand	1,180	1,240	0.5	5	35	40	14.35	29,850	NE	N	S	B2 B3 T5 S01 B6 B7 B9
Welders, Cutters, Solderers, & Brazers	910	975	0.7	5	25	30	17.13	35,624	HS	N	M	B3 B2 B6 SY1 T4 T5
Waiters & Waitresses	565	600	0.5	5	25	30	8.15	16,951	NE	N	S	B2 S05 S06 B9 S01
Home Health Aides	560	690	2.4	15	15	25	11.09	23,072	NE	N	S	B2 S05 B3 S06 B6
Packaging & Filling Machine Operators & Tenders	445	540	2.1	10	15	25	N.A.	N.A.	HS	N	M	B6 T5 B2 S01 T8
Construction Laborers	645	750	1.6	10	15	25	15.42	32,071	NE	N	S	B9 S01 B2 B3 T4 T5 S06
Childcare Workers	590	645	1.0	5	15	25	8.41	17,503	HS	N	S	B6 S05 B9 B3 S06
Office Clerks, General	905	950	0.5	5	20	25	14.93	31,063	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**: S01 = Coordination; S02 = Instructing; S03 = Negotiation; S04 = Persuasion; S05 = Service Orientation; S06 = 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 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**: 2016 Iowa Wage Survey estimates (based on 2015 2nd quarter occupational wage data updated to 2016 2nd quarter using Employment Cost Index), Labor Market and Workforce Information Division, Iowa Workforce Development.

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