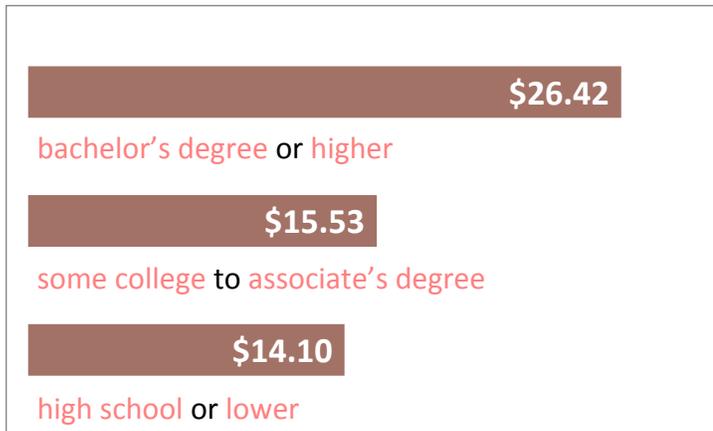


mean hourly wages by education level



fastest growing occupations

bachelor's degree or higher

| Occupational Title | Employment ⁽¹⁾ | | | Annual Job Openings ⁽²⁾ | | | \$ ⁽³⁾ | | Career Preparation ⁽⁴⁾ | | | Top Skills ⁽⁵⁾ | | | | | | | | | | | |
|--|---------------------------|----------------|------------------------|------------------------------------|---------|-------|-------------------|------------------|-----------------------------------|----------|--------------|--------------------------------|------|------|------|------|-----|-----|--|--|--|--|--|
| | 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) | | | | | | | | | | | |
| Substance Abuse & Behavioral Disorder Counselors | 255 | 310 | 2.0 | 5 | 5 | 10 | 15.81 | 32,894 | BA | N | N | B2 | SO6 | B9 | B3 | B7 | | | | | | | |
| Accountants & Auditors | 485 | 550 | 1.4 | 5 | 15 | 20 | 24.57 | 51,102 | BA | N | N | B2 | B5 | B7 | B10 | B9 | | | | | | | |
| Registered Nurses | 1,450 | 1,655 | 1.4 | 20 | 35 | 55 | 24.26 | 50,469 | BA | N | N | SO6 | B2 | SO1 | B9 | B3 | B7 | SO5 | | | | | |
| Financial Managers | 380 | 420 | 1.1 | 5 | 10 | 15 | 40.20 | 83,625 | BA | > 5 | N | C1 | B3 | B2 | B7 | SY1 | B9 | B10 | | | | | |
| General & Operations Managers | 1,350 | 1,465 | 0.9 | 10 | 35 | 45 | 36.81 | 76,574 | BA | > 5 | N | B2 | B7 | B9 | B3 | B6 | | | | | | | |
| Substitute Teachers | 405 | 430 | 0.7 | 5 | 10 | 10 | 11.80 | 24,551 | BA | N | I | N.A. | N.A. | N.A. | N.A. | N.A. | | | | | | | |
| Secondary School Teachers, Ex Special & Career/Tech Educ | 580 | 615 | 0.7 | 5 | 15 | 20 | 22.93 | 47,694 | BA | N | I | SO2 | B4 | B9 | B2 | SO1 | B3 | | | | | | |
| Coaches & Scouts | 315 | 330 | 0.6 | * | 10 | 15 | 12.45 | 25,897 | BA | N | N | SO2 | B9 | R3 | SY1 | B6 | | | | | | | |
| Middle School Teachers, Ex Special & Career/Tech Educ | 405 | 430 | 0.6 | 5 | 10 | 10 | 25.99 | 54,066 | BA | N | I | SO2 | B2 | B7 | B4 | SO6 | B10 | | | | | | |
| Elementary School Teachers, Ex Special Education | 1,315 | 1,395 | 0.6 | 10 | 30 | 35 | N.A. | N.A. | BA | N | I | SO2 | B9 | B4 | B2 | B1 | B6 | SO6 | | | | | |

some college to associate's degree

| | | | | | | | | | | | | | | | | | | | | | | | |
|---|-------|-------|------|----|----|----|-------|--------|----|---|---|-----|-----|-----|----|-----|-----|-----|--|--|--|--|--|
| Wind Turbine Service Technicians | 100 | 235 | 13.5 | 15 | * | 15 | N.A. | N.A. | SC | N | L | T9 | T11 | T1 | B3 | T5 | | | | | | | |
| Heavy & Tractor-Trailer Truck Drivers | 2,585 | 2,870 | 1.1 | 30 | 45 | 75 | 18.36 | 38,183 | PS | N | S | T4 | T5 | B6 | B2 | B3 | T8 | | | | | | |
| Nursing Assistants | 1,480 | 1,635 | 1.0 | 15 | 35 | 50 | 12.26 | 25,501 | PS | N | N | SO6 | SO5 | B2 | B6 | SO1 | | | | | | | |
| Automotive Service Technicians & Mechanics | 570 | 625 | 1.0 | 5 | 15 | 20 | 18.41 | 38,285 | PS | N | S | T1 | T9 | T11 | T2 | T8 | | | | | | | |
| Hairdressers, Hairstylists, & Cosmetologists | 475 | 515 | 0.9 | 5 | 10 | 15 | 11.56 | 24,035 | PS | N | N | B2 | SO5 | B3 | B9 | B1 | SY1 | SO6 | | | | | |
| Teacher Assistants | 1,010 | 1,075 | 0.7 | 5 | 25 | 30 | 12.00 | 24,955 | SC | N | N | B2 | B9 | SO6 | B3 | SO2 | SO5 | | | | | | |
| Licensed Practical & Licensed Vocational Nurses | 295 | 300 | 0.2 | * | 10 | 10 | 18.00 | 37,432 | PS | N | N | B2 | B9 | B3 | B7 | SO1 | SO5 | | | | | | |

high school or lower

| | | | | | | | | | | | | | | | | | | | | | | | |
|---|-----|-------|-----|----|----|----|-------|--------|----|---|---|-----|-----|-----|-----|-----|-----|-----|--|--|--|--|--|
| Industrial Machinery Mechanics | 480 | 610 | 2.7 | 15 | 10 | 25 | 20.78 | 43,226 | HS | N | L | T9 | T1 | T5 | T11 | T8 | | | | | | | |
| Computer-Controlled Machine Tool Operators, Metal & Plastic | 175 | 220 | 2.6 | 5 | 5 | 10 | 15.23 | 31,671 | HS | N | M | B6 | T5 | B3 | T8 | T4 | | | | | | | |
| Insurance Sales Agents | 335 | 410 | 2.4 | 10 | 10 | 15 | 26.94 | 56,030 | HS | N | M | B2 | B7 | B9 | B10 | B3 | SO4 | R4 | | | | | |
| Personal Care Aides | 550 | 670 | 2.2 | 10 | 5 | 15 | 10.88 | 22,636 | NE | N | S | SO5 | SO6 | B2 | B9 | B6 | | | | | | | |
| Electricians | 355 | 430 | 2.0 | 5 | 5 | 10 | 21.04 | 43,770 | HS | N | A | T11 | T9 | B2 | B3 | T5 | T8 | | | | | | |
| Construction Laborers | 840 | 985 | 1.7 | 15 | 15 | 30 | 15.10 | 31,401 | NE | N | S | B9 | SO1 | B2 | B3 | T4 | T5 | SO6 | | | | | |
| Machinists | 580 | 680 | 1.7 | 10 | 15 | 25 | 16.76 | 34,851 | HS | N | L | T5 | T8 | T4 | T11 | B3 | B6 | | | | | | |
| Home Health Aides | 930 | 1,085 | 1.7 | 15 | 20 | 35 | 10.40 | 21,633 | NE | N | S | B2 | SO5 | B3 | SO6 | B6 | | | | | | | |
| Cement Masons & Concrete Finishers | 345 | 400 | 1.6 | 5 | 5 | 10 | 18.22 | 37,900 | NE | N | M | B6 | B2 | SO1 | B3 | SY1 | | | | | | | |
| Hotel, Motel, & Resort Desk Clerks | 215 | 240 | 1.4 | 5 | 10 | 15 | 9.32 | 19,383 | HS | N | S | SO6 | SO5 | B9 | B2 | SO1 | | | | | | | |

occupations with the most openings

bachelor's degree or higher

| Occupational Title | Employment ^[1] | | | Annual Job Openings ^[2] | | | \$ ^[3] | | Career Preparation ^[4] | | | Top Skills ^[5] | | | | | | |
|--|---------------------------|----------------|------------------------|------------------------------------|---------|-------|-------------------|------------------|-----------------------------------|----------|--------------|--------------------------------|------|------|------|------|-----|-----|
| | 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 | 1,450 | 1,655 | 1.4 | 20 | 35 | 55 | 24.26 | 50,469 | BA | N | N | SO6 | B2 | SO1 | B9 | B3 | B7 | SO5 |
| General & Operations Managers | 1,350 | 1,465 | 0.9 | 10 | 35 | 45 | 36.81 | 76,574 | BA | >5 | N | B2 | B7 | B9 | B3 | B6 | | |
| Elementary School Teachers, Ex Special Education | 1,315 | 1,395 | 0.6 | 10 | 30 | 35 | N.A. | N.A. | BA | N | I | SO2 | B9 | B4 | B2 | B1 | B6 | SO6 |
| Accountants & Auditors | 485 | 550 | 1.4 | 5 | 15 | 20 | 24.57 | 51,102 | BA | N | N | B2 | B5 | B7 | B10 | B9 | | |
| Secondary School Teachers, Ex Special & Career/Tech Educ | 580 | 615 | 0.7 | 5 | 15 | 20 | 22.93 | 47,694 | BA | N | I | SO2 | B4 | B9 | B2 | SO1 | B3 | |
| Financial Managers | 380 | 420 | 1.1 | 5 | 10 | 15 | 40.20 | 83,625 | BA | >5 | N | C1 | B3 | B2 | B7 | SY1 | B9 | B10 |
| Coaches & Scouts | 315 | 330 | 0.6 | * | 10 | 15 | 12.45 | 25,897 | BA | N | N | SO2 | B9 | R3 | SY1 | B6 | | |
| Substance Abuse & Behavioral Disorder Counselors | 255 | 310 | 2.0 | 5 | 5 | 10 | 15.81 | 32,894 | BA | N | N | B2 | SO6 | B9 | B3 | B7 | | |
| Substitute Teachers | 405 | 430 | 0.7 | 5 | 10 | 10 | 11.80 | 24,551 | BA | N | I | N.A. | N.A. | N.A. | N.A. | N.A. | | |
| Middle School Teachers, Ex Special & Career/Tech Educ | 405 | 430 | 0.6 | 5 | 10 | 10 | 25.99 | 54,066 | BA | N | I | SO2 | B2 | B7 | B4 | SO6 | B10 | |

some college to associate's degree

| | | | | | | | | | | | | | | | | | | | |
|---|-------|-------|------|----|----|----|-------|--------|----|---|---|-----|-----|-----|----|-----|-----|-----|-----|
| Heavy & Tractor-Trailer Truck Drivers | 2,585 | 2,870 | 1.1 | 30 | 45 | 75 | 18.36 | 38,183 | PS | N | S | T4 | T5 | B6 | B2 | B3 | T8 | | |
| Nursing Assistants | 1,480 | 1,635 | 1.0 | 15 | 35 | 50 | 12.26 | 25,501 | PS | N | N | SO6 | SO5 | B2 | B6 | SO1 | | | |
| Teacher Assistants | 1,010 | 1,075 | 0.7 | 5 | 25 | 30 | 12.00 | 24,955 | SC | N | N | B2 | B9 | SO6 | B3 | SO2 | SO5 | | |
| Automotive Service Technicians & Mechanics | 570 | 625 | 1.0 | 5 | 15 | 20 | 18.41 | 38,285 | PS | N | S | T1 | T9 | T11 | T2 | T8 | | | |
| Wind Turbine Service Technicians | 100 | 235 | 13.5 | 15 | * | 15 | N.A. | N.A. | SC | N | L | T9 | T11 | T1 | B3 | T5 | | | |
| Hairdressers, Hairstylists, & Cosmetologists | 475 | 515 | 0.9 | 5 | 10 | 15 | 11.56 | 24,035 | PS | N | N | B2 | SO5 | B3 | B9 | B1 | SY1 | SO6 | |
| Bookkeeping, Accounting, & Auditing Clerks | 1,405 | 1,295 | -0.8 | 0 | 15 | 15 | 15.96 | 33,196 | SC | N | M | B2 | B7 | B9 | B3 | B5 | B6 | R4 | B10 |
| Licensed Practical & Licensed Vocational Nurses | 295 | 300 | 0.2 | * | 10 | 10 | 18.00 | 37,432 | PS | N | N | B2 | B9 | B3 | B7 | SO1 | SO5 | | |

high school or lower

| | | | | | | | | | | | | | | | | | | |
|--|-------|-------|------|----|-----|-----|-------|--------|----|----|---|-----|-----|-----|-----|-----|-----|----|
| Cashiers | 2,430 | 2,515 | 0.3 | 10 | 105 | 110 | 9.26 | 19,270 | NE | N | S | B2 | SO5 | B9 | B5 | SO6 | | |
| Farmers, Ranchers, & Other Agricultural Managers | 6,300 | 6,230 | -0.1 | 0 | 105 | 105 | N.A. | N.A. | HS | >5 | N | B3 | B9 | B2 | SY1 | B7 | R4 | |
| Retail Salespersons | 2,230 | 2,420 | 0.9 | 20 | 75 | 95 | 12.26 | 25,508 | NE | N | S | B2 | SO4 | B9 | SO6 | SO3 | SO6 | |
| Combined Food Preparation & Serving Wkrs, Incl Fast Food | 1,475 | 1,615 | 0.9 | 15 | 50 | 60 | 8.78 | 18,266 | NE | N | S | B2 | SO5 | B9 | SO1 | B6 | SO6 | |
| Waiters & Waitresses | 1,105 | 1,120 | 0.1 | * | 55 | 55 | 8.59 | 17,866 | NE | N | S | B2 | SO5 | SO6 | B9 | SO1 | | |
| Office Clerks, General | 1,810 | 1,860 | 0.3 | 5 | 40 | 45 | 14.88 | 30,959 | HS | N | S | B2 | B7 | B9 | SO6 | R4 | B10 | |
| Team Assemblers | 1,370 | 1,455 | 0.6 | 10 | 30 | 40 | 14.42 | 29,989 | HS | N | M | SO1 | B2 | B3 | B9 | B6 | B7 | |
| Laborers & Freight, Stock, & Material Movers, Hand | 1,160 | 1,230 | 0.6 | 5 | 35 | 40 | 13.81 | 28,725 | NE | N | S | B2 | B3 | T5 | SO1 | B6 | B7 | B9 |
| Home Health Aides | 930 | 1,085 | 1.7 | 15 | 20 | 35 | 10.40 | 21,633 | NE | N | S | B2 | SO5 | B3 | SO6 | B6 | | |
| Janitors & Cleaners, Ex Maids & Housekeeping Cleaners | 1,265 | 1,360 | 0.8 | 10 | 25 | 35 | 12.03 | 25,028 | NE | 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; 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 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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