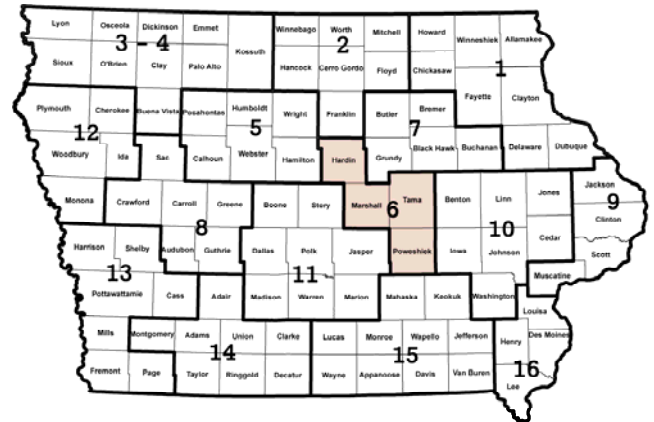
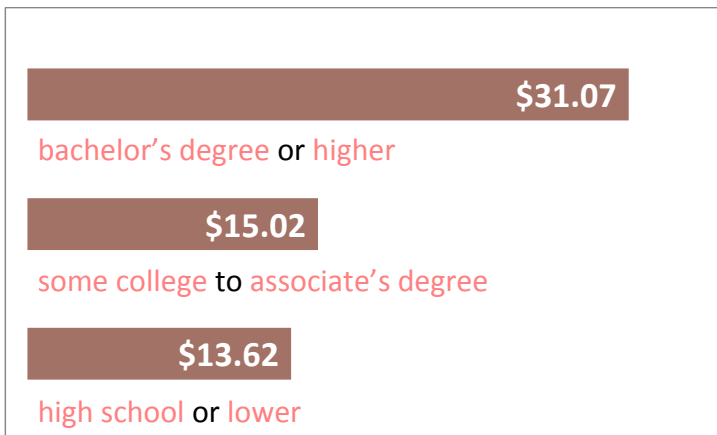


mean hourly wages by education level



fastest growing occupations

bachelor's degree or higher

Occupational Title	Employment ⁽¹⁾			Annual Job Openings ⁽²⁾			Wage ⁽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	750	880	1.7	15	20	30	25.56	53,166	BA	N	N	SO6 B2 SO1 B9 B3 B7 SO5
General and Operations Managers	565	610	0.8	5	15	20	38.38	79,823	BA	> 5	N	B2 B7 B9 B3 B6
Secondary School Teachers, Except Special and Career/Technical Education	275	290	0.7	*	5	10	N.A.	N.A.	BA	N	I	SO2 B4 B9 B2 SO1 B3
Elementary School Teachers, Except Special Education	820	875	0.7	5	20	25	N.A.	N.A.	BA	N	I	SO2 B9 B4 B2 B1 B6 SO6
Middle School Teachers, Except Special and Career/Technical Education	315	335	0.6	*	5	10	N.A.	N.A.	BA	N	I	SO2 B2 B7 B4 SO6 B10

some college to associate's degree

Nursing Assistants	920	1,035	1.3	10	20	35	12.87	26,767	PS	N	N	SO6 SO5 B2 B6 SO1
Licensed Practical and Licensed Vocational Nurses	365	410	1.2	5	10	15	20.12	41,847	PS	N	N	B2 B9 B3 B7 SO1 SO5
Hairdressers, Hairstylists, and Cosmetologists	220	240	1.1	*	5	10	10.67	22,193	PS	N	N	B2 SO5 B3 B9 B1 SY1 SO6
Automotive Service Technicians and Mechanics	240	255	0.8	*	5	10	18.13	37,701	PS	N	S	T1 T9 T11 T2 T8
Heavy and Tractor-Trailer Truck Drivers	1,100	1,190	0.8	10	20	30	17.43	36,263	PS	N	S	T4 T5 B6 B2 B3 T8
Teacher Assistants	530	565	0.8	5	15	15	10.66	22,181	SC	N	N	B2 B9 SO1 B6 SO5 SO6

high school or lower

Home Health Aides	250	330	3.2	10	5	15	11.21	23,309	NE	N	S	B2 SO5 B3 SO6 B6
Machinists	215	250	1.6	5	5	10	19.51	40,584	HS	N	L	T5 T8 T4 T11 B3 B6
Construction Laborers	355	405	1.4	5	5	10	21.60	44,925	NE	N	S	B9 SO1 B2 B3 T4 T5 SO6
Maids and Housekeeping Cleaners	435	490	1.3	5	10	15	9.94	20,676	NE	N	S	B2 SO5 SO6 R4 B3 B6 B9
Combined Food Preparation and Serving Workers, Including Fast Food	755	850	1.3	10	25	35	8.86	18,421	NE	N	S	B2 SO5 B9 SO1 B6 SO6
Social and Human Service Assistants	240	270	1.3	5	5	10	18.57	38,617	HS	N	S	B2 SO5 SO6 B9 B10
Cooks, Restaurant	285	320	1.2	5	10	10	N.A.	N.A.	NE	< 5	M	SO1 B6 B2 B3 SY1 T8 B9
Team Assemblers	690	765	1.1	5	15	20	15.28	31,777	HS	N	M	SO1 B6 T8 B2 B3 B9 R4
First-Line Supervisors of Food Preparation and Serving Workers	240	265	1.0	*	5	10	13.18	27,423	HS	< 5	N	B9 B2 SO1 SO5 R3 B6
Cooks, Institution and Cafeteria	255	280	1.0	5	5	10	11.17	23,232	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]			Wage ^[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	750	880	1.7	15	20	30	25.56	53,166	BA	N	N	SO6 B2 SO1 B9 B3 B7 SO5
Elementary School Teachers, Except Special Education	820	875	0.7	5	20	25	N.A.	N.A.	BA	N	I	SO2 B9 B4 B2 B1 B6 SO6
General and Operations Managers	565	610	0.8	5	15	20	38.38	79,823	BA	> 5	I	B2 B7 B9 B3 B6
Secondary School Teachers, Except Special and Career/Technical Education	275	290	0.7	*	5	10	N.A.	N.A.	BA	N	I	SO2 B4 B9 B2 SO1 B3
Middle School Teachers, Except Special and Career/Technical Education	315	335	0.6	*	5	10	N.A.	N.A.	BA	N	I	SO2 B2 B7 B4 SO6 B10

some college to associate's degree

Nursing Assistants	920	1,035	1.3	10	20	35	12.87	26,767	PS	N	N	SO6 SO5 B2 B6 SO1
Heavy and Tractor-Trailer Truck Drivers	1,100	1,190	0.8	10	20	30	17.43	36,263	PS	N	S	T4 T5 B6 B2 B3 T8
Licensed Practical and Licensed Vocational Nurses	365	410	1.2	5	10	15	20.12	41,847	PS	N	N	B2 B9 B3 B7 SO1 SO5
Teacher Assistants	530	565	0.8	5	15	15	10.66	22,181	SC	N	N	B2 B9 SO1 B6 SO5 SO6
Hairdressers, Hairstylists, and Cosmetologists	220	240	1.1	*	5	10	10.67	22,193	PS	N	N	B2 SO5 B3 B9 B1 SY1 SO6
Automotive Service Technicians and Mechanics	240	255	0.8	*	5	10	18.13	37,701	PS	N	S	T1 T9 T11 T2 T8

high school or lower

Cashiers	1,245	1,295	0.4	5	55	60	8.86	18,425	NE	N	S	B2 SO5 B9 B5 SO6
Farmers, Ranchers, and Other Agricultural Managers	3,100	3,095	0.0	0	55	55	N.A.	N.A.	HS	> 5	N	B3 B9 B2 SY1 B7 R4
Retail Salespersons	1,020	1,100	0.8	10	35	45	11.02	22,928	NE	N	S	B2 SO4 B9 SO6 SO3 SO6
Combined Food Preparation and Serving Workers, Including Fast Food	755	850	1.3	10	25	35	8.86	18,421	NE	N	S	B2 SO5 B9 SO1 B6 SO6
Waiters and Waitresses	565	585	0.4	*	25	30	10.77	22,410	NE	N	S	B2 SO5 SO6 B9 SO1
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	885	950	0.7	5	20	25	13.14	27,333	NE	N	S	B3 B2 SO1 SO6 B9 R4
Laborers and Freight, Stock, and Material Movers, Hand	730	770	0.5	5	20	25	13.47	28,025	NE	N	S	B2 B3 T5 SO1 B6 B7 B9
Team Assemblers	690	765	1.1	5	15	20	15.28	31,777	HS	N	M	SO1 B6 T8 B2 B3 B9 R4
Office Clerks, General	800	845	0.6	5	15	20	14.61	30,392	HS	N	S	B2 B7 B9 SO6 R4 B10
Home Health Aides	250	330	3.2	10	5	15	11.21	23,309	NE	N	S	B2 SO5 B3 SO6 B6
Maids and Housekeeping Cleaners	435	490	1.3	5	10	15	9.94	20,676	NE	N	S	B2 SO5 SO6 R4 B3 B6 B9
Bartenders	285	315	0.9	5	10	15	9.07	18,866	NE	N	S	B2 SO5 SO6 B9 B3
Maintenance and Repair Workers, General	465	505	0.9	5	10	15	16.37	34,048	HS	N	L	T9 T1 T11 B3 C1 T2 B6 T5 T8 B7 R4
First-Line Supervisors of Retail Sales Workers	470	500	0.6	5	10	15	15.94	33,159	HS	< 5	N	B2 SO1 B3 B6 SO5 B9
Stock Clerks and Order Fillers	410	430	0.5	*	15	15	12.27	25,521	NE	N	S	B9 B2 SO5 SO6 SO1 R4
Landscaping and Groundskeeping Workers	675	700	0.4	5	10	15	14.98	31,165	NE	N	S	T4 B2 B3 B9 T5 R4
Slaughterers and Meat Packers	705	725	0.4	*	15	15	N.A.	N.A.	NE	N	S	B2 B9 SO1 SO6 B3 T5 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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