mean hourly wages by education level

- bachelor’s degree or higher: $30.10
- some college to associate’s degree: $16.75
- high school or lower: $13.76

fastest growing occupations

bachelor’s degree or higher

<table>
<thead>
<tr>
<th>Occupational Title</th>
<th>Employment 2014 Estimated</th>
<th>2024 Projected</th>
<th>Annual Growth Rate (%)</th>
<th>New</th>
<th>Replace</th>
<th>Total</th>
<th>2016 Mean Salary</th>
<th>2016 Mean Wage</th>
<th>Educ</th>
<th>Work Exp</th>
<th>Job Training</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered Nurses</td>
<td>740</td>
<td>820</td>
<td>1.4</td>
<td>10</td>
<td>15</td>
<td>25</td>
<td>52,019</td>
<td>26,01</td>
<td>BA</td>
<td>N</td>
<td>N</td>
</tr>
<tr>
<td>General &amp; Operations Managers</td>
<td>430</td>
<td>470</td>
<td>0.9</td>
<td>5</td>
<td>10</td>
<td>15</td>
<td>80,339</td>
<td>38,62</td>
<td>BA</td>
<td>&gt; S</td>
<td>N</td>
</tr>
<tr>
<td>Elementary School Teachers, Ex Special Education</td>
<td>670</td>
<td>710</td>
<td>0.8</td>
<td>5</td>
<td>15</td>
<td>20</td>
<td>N.A.</td>
<td>N.A.</td>
<td>BA</td>
<td>N</td>
<td>i</td>
</tr>
</tbody>
</table>

some college to associate’s degree

- Nursing Assistants: 575 | 660 | 1.5 | 10 | 15 | 20 | 12.33 | 25,654 | PS | N | N | SO6 SO5 B2 B6 SD1
- Heavy & Tractor-Trailer Truck Drivers: 1,280 | 1,365 | 0.7 | 10 | 20 | 30 | 18.73 | 38,956 | PS | N | S | T4 T5 T11 T8
- Teacher Assistants: 495 | 530 | 0.9 | 5 | 10 | 15 | N.A. | N.A. | SC | N | N | SO2 B9 B1 B6 SO6

high school or lower

- Personal Care Aides: 420 | 560 | 3.3 | 15 | 5 | 15 | 10.56 | 21,063 | NE | N | S | SO6 B2 SO6 B3 B9
- Industrial Machinery Mechanics: 198 | 240 | 2.3 | 5 | 5 | 10 | 20.68 | 43,019 | HS | N | L | T9 T11 T8
- Insurance Sales Agents: 180 | 215 | 1.9 | 5 | 5 | 10 | 27.96 | 58,159 | HS | N | M | SO4 R4
- Bartenders: 155 | 180 | 1.9 | 5 | 5 | 10 | 8.50 | 17,674 | NE | N | S | SO5 SO6 B9 B3
- Waiters & Waitresses: 245 | 290 | 1.8 | 5 | 10 | 15 | N.A. | N.A. | NE | N | S | SO5 SO6 B9 SO1
- Construction Laborers: 256 | 295 | 1.6 | 5 | 5 | 10 | 14.13 | 29,395 | NE | N | S | SO1 B2 B3 T4 T5 SO6
- Community Health Workers: 235 | 270 | 1.5 | 5 | 5 | 10 | N.A. | N.A. | HS | N | S | SO6 B9 B10 B7 SO5
- Combined Food Preparation & Serving Workers, Incl Fast Food: 650 | 735 | 1.3 | 10 | 20 | 30 | 8.70 | 15,089 | NE | N | S | SO5 SO6 B9 SO1 B6 SO6
- Maids & Housekeeping Cleaners: 350 | 395 | 1.3 | 5 | 10 | 10 | 10.62 | 22,083 | NE | N | S | SO5 SO6 R4 B3 B8 B9
- Childcare Workers: 355 | 400 | 1.3 | 5 | 10 | 15 | 8.38 | 17,420 | HS | N | S | SO6 B9 B3 SO6
occupations with the most openings

bachelor's degree or higher

<table>
<thead>
<tr>
<th>Occupational Title</th>
<th>2014 Estimated</th>
<th>2024 Projected</th>
<th>Annual Growth Rate (%)</th>
<th>New</th>
<th>Replace</th>
<th>Total</th>
<th>2016 Mean Wage</th>
<th>2016 Mean Salary</th>
<th>Education</th>
<th>Work Exp</th>
<th>Job Training</th>
<th>Top Skills</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered Nurses</td>
<td>740</td>
<td>820</td>
<td>1.4</td>
<td>10</td>
<td>19</td>
<td>29</td>
<td>25.91</td>
<td>52.109</td>
<td>BA</td>
<td>N</td>
<td>N</td>
<td>SO6 B6</td>
</tr>
<tr>
<td>Elementary School Teachers, Ex Special Education</td>
<td>670</td>
<td>710</td>
<td>0.8</td>
<td>5</td>
<td>15</td>
<td>20</td>
<td>N.A.</td>
<td>N.A.</td>
<td>N.A.</td>
<td>I</td>
<td>SO2 B9 B4 B2 B1 B6 SO6</td>
<td></td>
</tr>
<tr>
<td>General &amp; Operations Managers</td>
<td>430</td>
<td>470</td>
<td>0.9</td>
<td>5</td>
<td>10</td>
<td>15</td>
<td>38.62</td>
<td>80.339</td>
<td>BA = S</td>
<td>N</td>
<td>B2 B7 B9 B3 B6</td>
<td></td>
</tr>
<tr>
<td>Heavy &amp; Tractor-Trailer Truck Drivers</td>
<td>1,280</td>
<td>1,365</td>
<td>0.7</td>
<td>10</td>
<td>20</td>
<td>30</td>
<td>18.73</td>
<td>38.056</td>
<td>PS N S</td>
<td>T4 T5 B6 B2 T8</td>
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<td></td>
</tr>
<tr>
<td>Stock Clerks &amp; Order Fillers</td>
<td>400</td>
<td>425</td>
<td>0.6</td>
<td>15</td>
<td>15</td>
<td>N.A.</td>
<td>N.A.</td>
<td>NE N S</td>
<td>B9 B2 SO5 SO6 SO1 R4</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Janitors &amp; Cleaners, Ex Maids &amp; Housekeeping Cleaners</td>
<td>575</td>
<td>620</td>
<td>0.8</td>
<td>5</td>
<td>10</td>
<td>15</td>
<td>12.96</td>
<td>26.967</td>
<td>NE N S</td>
<td>B3 B2 SO1 SO6 B9 R4</td>
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</tr>
<tr>
<td>Maintenance &amp; Repair Workers, General</td>
<td>400</td>
<td>440</td>
<td>0.9</td>
<td>5</td>
<td>10</td>
<td>15</td>
<td>17.05</td>
<td>35.458</td>
<td>HS N L</td>
<td>T9 T1 T11 B3 C1 T2 B6 T5 T8 B7 R4</td>
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<td></td>
</tr>
<tr>
<td>Childcare Workers</td>
<td>355</td>
<td>400</td>
<td>1.3</td>
<td>5</td>
<td>10</td>
<td>15</td>
<td>8.38</td>
<td>17.420</td>
<td>HS N S</td>
<td>B6 B9 B3 SO6</td>
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</tr>
<tr>
<td>Retail Salespersons</td>
<td>620</td>
<td>665</td>
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<td>5</td>
<td>20</td>
<td>25</td>
<td>11.49</td>
<td>23.892</td>
<td>NE N S</td>
<td>B2 S04 B9 S06 S03 SO6</td>
<td></td>
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</tr>
<tr>
<td>Laborers &amp; Freight, Stock, &amp; Material Movers, Hand</td>
<td>1,050</td>
<td>1,095</td>
<td>0.4</td>
<td>5</td>
<td>30</td>
<td>35</td>
<td>14.28</td>
<td>29.699</td>
<td>NE N S</td>
<td>B2 B3 T5 SO1 B6 B7 B9</td>
<td></td>
<td></td>
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<td>N</td>
<td>B2 B7 B9 B3 B6</td>
<td></td>
</tr>
</tbody>
</table>

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 round 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 projection 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 top five (or more if tied) most important skills for a particular occupation as identified by sampled persons’ 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 Perceivness; 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:

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