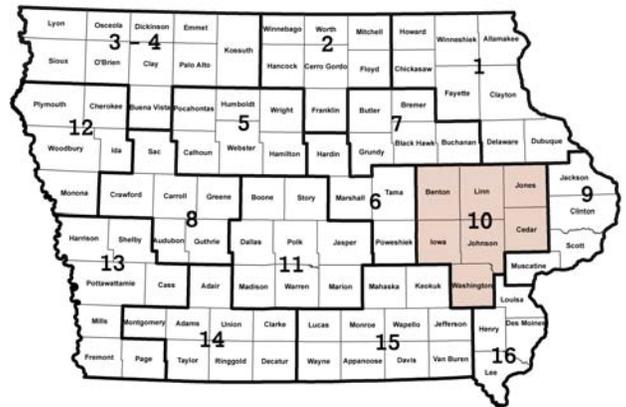
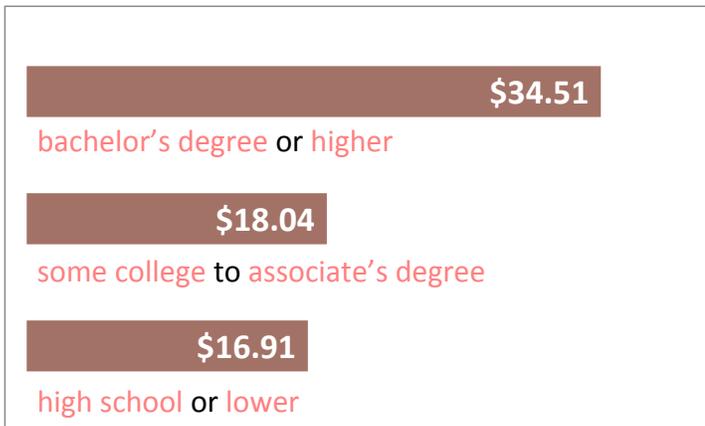


mean hourly wages by education level



fastest growing occupations

bachelor's degree or higher

Occupational Title	Employment ^[1]			Annual Job Openings ^[2]			\$ ^[3]		Career Preparation ^[4]			Top Skills ^[5] (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	
Occupational Therapists	195	255	3.1	5	5	10	34.41	71,571	MA	N	N	B6 SO5 B2 B3 SY1 B7 SO6 B9
Physical Therapists	280	360	2.9	10	5	15	35.77	74,409	DP	N	N	B2 B9 B7 B3 SO6 R4
Nurse Practitioners	270	345	2.8	10	5	15	45.17	93,953	MA	N	N	B2 B7 B8 B9 B3 B6 SO6
Mental Health Counselors	295	375	2.7	10	5	15	23.26	48,377	MA	N	I	B2 SO6 SO5 B9 B6
Speech-Language Pathologists	255	320	2.5	5	5	15	31.71	65,955	MA	N	N	B2 B3 B4 B7 SO5 SO6 B9
Computer Systems Analysts	725	895	2.3	15	10	25	37.00	76,961	BA	N	N	B3 B2 B7 B9 SY2
Market Research Analysts & Marketing Specialists	580	715	2.3	15	5	20	25.16	52,335	BA	N	N	B7 B2 C1 B3 SY1 B9 B10
Software Developers, Applications	2,115	2,595	2.2	50	30	80	38.76	80,614	BA	N	N	C1 T7 SY2 SY1 SY3
Substance Abuse & Behavioral Disorder Counselors	225	275	2.2	5	5	10	23.46	48,798	BA	N	N	B2 SO6 B9 B3 B7
Health Specialties Teachers, Postsecondary	1,810	2,185	2.1	40	30	70	N.A.	N.A.	DP	< 5	N	B7 B9 SO2 B3 B2 C1 B4 B10

some college to associate's degree

Physical Therapist Assistants	125	175	4.0	5	5	10	20.29	42,213	AS	N	N	B2 B6 SO6 B9 SO5
Phlebotomists	285	370	3.0	10	5	15	13.90	28,911	PS	N	N	B1 SO5 SO6 B9 B3
Emergency Medical Technicians & Paramedics	365	460	2.6	10	5	15	14.87	30,937	PS	N	N	B3 SO5 B2 SO6 B9
Medical Assistants	745	890	2.0	15	15	30	16.17	33,628	PS	N	N	B2 B9 SO6 B6 B7
Preschool Teachers, Ex Special Education	670	800	1.9	15	20	35	12.47	25,935	AS	N	N	B9 B4 SO2 B2 SO1 SO6
Heavy & Tractor-Trailer Truck Drivers	10,220	12,075	1.8	185	175	360	19.79	41,169	PS	N	S	T4 T5 B6 B2 B3 T8
Heating, Air Conditioning, & Refrigeration Mechanics & Installers	510	600	1.8	10	10	15	25.84	53,741	PS	N	L	T3 T11 T9 T1 T5
Nursing Assistants	2,705	3,180	1.8	45	60	110	12.59	26,179	PS	N	N	SO6 SO5 B2 B6 SO1
Medical & Clinical Laboratory Technicians	315	370	1.6	5	10	15	21.36	44,424	AS	N	N	B2 B7 B3 B9 B8
Dental Assistants	505	585	1.6	10	10	20	19.94	41,482	PS	N	N	B9 B2 B7 SO5 B3

high school or lower

Home Health Aides	1,190	1,630	3.7	45	25	70	12.53	26,072	NE	N	S	B2 SO5 B3 SO6 B6
Millwrights	235	305	2.8	5	5	10	24.20	50,331	HS	N	A	T3 T1 T5 B3 T9 T11
Personal Care Aides	1,600	2,025	2.7	45	15	55	11.03	22,943	NE	N	S	SO5 B2 SO6 B3 B9
Opticians, Dispensing	170	215	2.6	5	5	10	13.65	28,384	HS	N	L	B9 B2 B7 B3 SO5
Industrial Machinery Mechanics	820	1,030	2.5	20	20	40	27.55	57,308	HS	N	L	T9 T1 T5 T11 T8
Computer-Controlled Machine Tool Operators, Metal & Plastic	245	295	2.2	5	5	10	19.86	41,310	HS	N	M	T5 B6 B7 T8 T4
Insurance Sales Agents	900	1,090	2.2	20	25	45	27.37	56,926	HS	N	M	B2 B7 B9 B10 B3 SO4 R4
Electricians	1,325	1,615	2.2	30	20	50	28.06	58,362	HS	N	A	T11 T9 B2 B3 T5 T8
Bus & Truck Mechanics & Diesel Engine Specialists	665	795	2.0	15	10	25	19.56	40,684	HS	N	L	T9 T11 T1 T4 T5
Self-Enrichment Education Teachers	415	490	1.9	10	10	15	21.70	45,128	HS	< 5	N	B2 SO6 B9 B3 SO2 B4
Insurance Claims & Policy Processing Clerks	365	435	1.9	5	10	15	16.85	35,056	HS	N	M	B2 B7 B9 B3 B10
First-Line Supervisors of Personal Service Wkrs	265	310	1.9	5	5	10	15.45	32,138	HS	< 5	N	B2 B3 R3 SO6 B9
Taxi Drivers & Chauffeurs	375	450	1.9	5	5	15	11.59	24,098	NE	N	S	B2 SO5 T4 B9 SO6 R4

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	5,980	6,915	1.6	95	140	235	28.15	58,558	BA	N	N	SO6 B2	SO1 B9	B3 B7	SO5	
General & Operations Managers	2,480	2,725	1.0	25	65	85	42.32	88,026	BA	> 5	N	B2 B7	B9 B3	B6		
Software Developers, Applications	2,115	2,595	2.2	50	30	80	38.76	80,614	BA	N	N	C1 T7	SY2 SY1	SY3		
Accountants & Auditors	1,895	2,195	1.6	30	50	80	31.45	65,409	BA	N	N	B2 B5	B7 B10	B9		
Secondary School Teachers, Ex Special & Career/Tech Educ	2,585	2,775	0.7	20	60	80	25.19	52,404	BA	N	I	SO2 B4	B9 B2	SO1 B3		
Elementary School Teachers, Ex Special Education	2,665	2,860	0.7	20	60	80	25.35	52,721	BA	N	I	SO2 B9	B4 B2	B1 B6	SO6	
Health Specialties Teachers, Postsecondary	1,810	2,185	2.1	40	30	70	N.A.	N.A.	DP	< 5	N	B7 B9	SO2 B3	B2 C1	B4 B10	
Substitute Teachers	1,885	2,045	0.8	15	35	50	13.92	28,959	BA	N	I	N.A. N.A.	N.A. N.A.			
Medical & Health Services Managers	1,040	1,205	1.6	15	25	40	40.52	84,287	BA	< 5	N	B7 B9	B2 B3	SY1		
Financial Managers	1,065	1,195	1.2	15	25	40	53.25	110,751	BA	> 5	N	C1 B3	B2 B7	SY1 B9	B10	
Coaches & Scouts	970	1,045	0.8	10	35	40	18.91	39,324	BA	N	N	SO2 B9	R3	SY1 B6		

some college to associate's degree

Heavy & Tractor-Trailer Truck Drivers	10,220	12,075	1.8	185	175	360	19.79	41,169	PS	N	S	T4 T5	B6 B2	B3 T8	
Nursing Assistants	2,705	3,180	1.8	45	60	110	12.59	26,179	PS	N	N	SO6 SO5	B2 B6	SO2	
Teacher Assistants	3,165	3,445	0.9	30	75	105	12.23	25,447	SC	N	N	B2 B9	SO6 B3	SO1 SO5	
Automotive Service Technicians & Mechanics	1,345	1,455	0.8	10	35	45	18.31	38,083	PS	N	S	T1 T9	T11 T2	T8	
Hairdressers, Hairstylists, & Cosmetologists	1,105	1,230	1.1	10	30	40	11.63	24,182	PS	N	N	B2 SO5	B3 B9	B1 SY1	SO6
Preschool Teachers, Ex Special Education	670	800	1.9	15	20	35	12.47	25,935	AS	N	N	B9 B4	SO2 B2	SO1 SO6	
Medical Assistants	745	890	2.0	15	15	30	16.17	33,628	PS	N	N	B2 B9	SO6 B6	B7	
Licensed Practical & Licensed Vocational Nurses	765	855	1.2	10	20	30	19.84	41,263	PS	N	N	B2 B9	B3 B7	SO1 SO5	
Bookkeeping, Accounting, & Auditing Clerks	2,850	2,690	-0.6	0	30	30	16.83	35,000	SC	N	M	B2 B7	B9 B3	B5 B6	R4 B10
Dental Assistants	505	585	1.6	10	10	20	19.94	41,482	PS	N	N	B9 B2	B7 SO5	B3	
Computer User Support Specialists	715	815	1.4	10	10	20	21.12	43,932	SC	N	N	B2 B9	B7 B3	B10	

high school or lower

Retail Salespersons	7,865	8,570	0.9	70	275	345	11.61	24,147	NE	N	S	B2 SO4	B9 SO6	SO3 SO6	
Combined Food Preparation & Serving Wkrs, Incl Fast Food	6,135	7,005	1.4	85	200	285	9.08	18,888	NE	N	S	B2 SO5	B9 SO1	B6 SO6	
Cashiers	5,525	5,950	0.8	40	235	275	9.20	19,137	NE	N	S	B2 SO5	B9 B5	SO6	
Farmers, Ranchers, & Other Agricultural Managers	11,505	11,760	0.2	25	195	220	32.21	67,003	HS	> 5	N	B3 B9	B2 SY1	B7 R4	
Waiters & Waitresses	3,995	4,225	0.6	25	190	215	9.29	19,316	NE	N	S	B2 SO5	SO6 B9	SO1	
Customer Service Reps	4,730	5,560	1.8	85	115	200	15.86	32,981	HS	N	S	B2 B9	SO5 SO4	B7	
Packers & Packagers, Hand	3,755	4,415	1.8	65	100	165	9.64	20,058	NE	N	S	B9 B2	B3 SY1	B6 T8	
Office Clerks, General	5,525	5,835	0.6	30	120	150	16.82	34,996	HS	N	S	B2 B7	B9 SO6	R4 B10	
Laborers & Freight, Stock, & Material Movers, Hand	3,655	3,960	0.8	30	110	140	13.60	28,288	NE	N	S	B2 B3	T5 SO1	B6 B7	B9
Stock Clerks & Order Fillers	2,845	3,145	1.1	30	90	120	12.14	25,245	NE	N	S	B9 B2	SO5 SO6	SO1 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.

This workforce product was funded by a grant awarded by the U.S. Department of Labor's Employment and Training Administration. The product was created by the recipient and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This product is copyrighted by the institution that created it. Internal use by an organization and/or personal use by an individual for non-commercial purposes is permissible. All other uses require the prior authorization of the copyright owner. This publication was produced by the Labor Market and Workforce Information Division of Iowa Workforce Development. Revisions and/or corrections made when necessary. Inquiries may be directed to Brent Paulson at 515.281.3439 or Brent.Paulson@iwd.iowa.gov. Visit www.iowalmi.gov to obtain the latest workforce data and trends including this document. Published 10/2016.