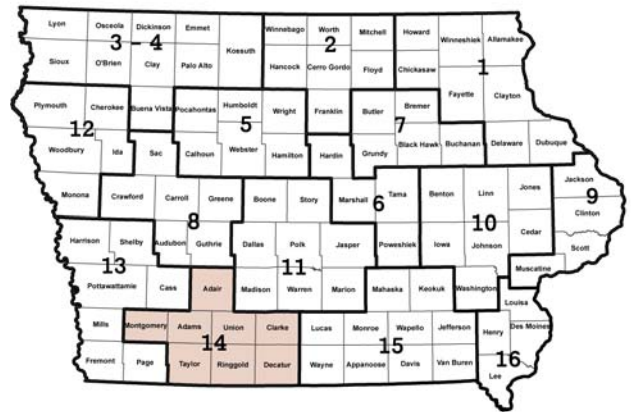
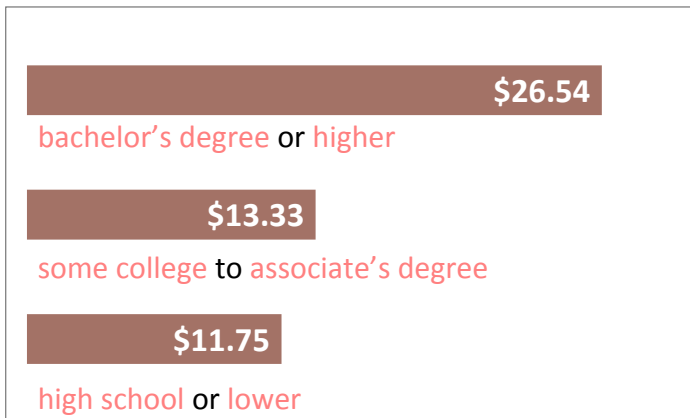


## mean hourly wages by education level



## fastest growing occupations

### bachelor's degree or higher

Occupational Title	Employment <sup>[1]</sup>			Annual Job Openings <sup>[2]</sup>			\$ <sup>[3]</sup>		Career Preparation <sup>[4]</sup>			Top Skills <sup>[5]</sup> (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	475	535	1.3	5	10	15	25.16	52,340	BA	N	N	SO6 B2 SO1 B9 B3 B7 SO5
General & Operations Managers	305	325	0.7	*	10	10	33.61	69,909	BA	>5	N	B1 SO1 B6 SO6 B9
Elementary School Teachers, Ex Special Education	325	340	0.5	*	5	10	24.45	50,849	BA	N	I	SO2 B9 B4 B2 B1 B6 SO6
Secondary School Teachers, Ex Special & Career/Technical Educ	450	470	0.3	*	10	15	24.72	51,420	BA	N	I	SO2 B4 B9 B2 SO1 B3

### some college to associate's degree

Heavy & Tractor-Trailer Truck Drivers	790	880	1.1	10	15	20	15.21	31,645	PS	N	S	T4 T5 B6 B2 B3 T8
Nursing Assistants	565	620	1.0	5	15	20	12.25	25,479	PS	N	N	SO6 SO5 B2 B6 SO1
Teacher Assistants	435	455	0.5	*	10	10	11.31	23,518	SC	N	N	B2 B9 SO1 B6 SO5 SO6

### high school or lower

Home Health Aides	275	335	2.2	5	5	10	10.51	21,856	NE	N	S	B2 SO5 SO6 B3 B6 B7
Cooks, Restaurant	300	340	1.3	5	10	10	8.75	18,199	NE	<5	M	SO1 B6 B2 B3 SY1 T8 B9
Combined Food Preparation & Serving Workers, Incl Fast Food	470	525	1.2	5	15	20	10.28	21,378	NE	N	S	B2 SO5 B9 SO1 B6 SO6
Childcare Workers	355	395	1.1	5	10	15	8.29	17,252	HS	N	S	B6 SO5 B9 B3 SO6
Helpers--Production Workers	275	310	1.1	5	10	10	13.15	27,356	NE	N	S	B2 B6 B3 T5 B9
Packers & Packagers, Hand	285	310	0.9	5	10	10	11.40	23,709	NE	N	S	B9 B2 B3 SY1 B6 T8
Stock Clerks & Order Fillers	235	250	0.9	*	5	10	11.68	24,303	NE	N	S	B9 B2 SO5 SO1 B3 B6 SO6
Team Assemblers	550	595	0.8	5	10	15	N.A.	N.A.	HS	N	M	SO1 B2 B3 B9 B6 B7
Janitors & Cleaners, Ex Maids & Housekeeping Cleaners	435	465	0.8	5	10	10	11.63	24,180	NE	N	S	B3 B2 SO1 SO6 B9 R4
Retail Salespersons	435	470	0.8	5	15	20	9.76	20,296	NE	N	S	B2 SO4 B9 SO6 SO3 SO6
First-Line Supervisors of Retail Sales Workers	320	345	0.8	*	5	10	13.55	28,179	HS	<5	N	B2 SO1 B3 B6 SO5 B9

# occupations with the most openings

## bachelor's degree or higher

Occupational Title	Employment <sup>[1]</sup>			Annual Job Openings <sup>[2]</sup>			\$ <sup>[3]</sup>		Career Preparation <sup>[4]</sup>			Top Skills <sup>[5]</sup> (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												
Secondary School Teachers, Ex Special & Career/Technical Educ	450	470	0.3	*	10	15	24.72	51,420	BA	N	I	SO2	B4	B9	B2	SO1	B3						
Registered Nurses	475	535	1.3	5	10	15	25.16	52,340	BA	N	N	SO6	B2	SO1	B9	B3	B7	SO5					
General & Operations Managers	305	325	0.7	*	10	10	33.61	69,909	BA	>5	N	B1	SO1	B6	SO6	B9							
Elementary School Teachers, Ex Special Education	325	340	0.5	*	5	10	24.45	50,849	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6					

## some college to associate's degree

Heavy & Tractor-Trailer Truck Drivers	790	880	1.1	10	15	20	15.21	31,645	PS	N	S	T4	T5	B6	B2	B3	T8						
Nursing Assistants	565	620	1.0	5	15	20	12.25	25,479	PS	N	N	SO6	SO5	B2	B6	SO1							
Teacher Assistants	435	455	0.5	*	10	10	11.31	23,518	SC	N	N	B2	B9	SO1	B6	SO5	SO6						

## high school or lower

Cashiers	1,100	1,145	0.4	5	45	50	9.01	18,737	NE	N	S	B2	SO5	B9	B5	SO6							
Farmers, Ranchers, & Other Agricultural Managers	2,755	2,700	-0.2	0	45	45	N.A.	N.A.	HS	>5	N	B3	B9	B2	SY1	B7	R4						
Combined Food Preparation & Serving Workers, Incl Fast Food	470	525	1.2	5	15	20	10.28	21,378	NE	N	S	B2	SO5	B9	SO1	B6	SO6						
Retail Salespersons	435	470	0.8	5	15	20	9.76	20,296	NE	N	S	B2	SO4	B9	SO6	SO3	SO6						
Waiters & Waitresses	400	410	0.3	*	20	20	8.69	18,077	NE	N	S	B2	SO5	SO6	B9	SO1							
Childcare Workers	355	395	1.1	5	10	15	8.29	17,252	HS	N	S	B6	SO5	B9	B3	SO6							
Team Assemblers	550	595	0.8	5	10	15	N.A.	N.A.	HS	N	M	SO1	B2	B3	B9	B6	B7						
Laborers & Freight, Stock, & Material Movers, Hand	485	510	0.5	5	15	15	13.20	27,456	NE	N	S	B2	B3	T5	SO1	B6	B7	B9					
Packaging & Filling Machine Operators & Tenders	335	355	0.4	*	10	15	N.A.	N.A.	HS	N	M	B6	T5	B2	SO1	T8							
Home Health Aides	275	335	2.2	5	5	10	10.51	21,856	NE	N	S	B2	SO5	SO6	B3	B6	B7						
Cooks, Restaurant	300	340	1.3	5	10	10	8.75	18,199	NE	<5	M	SO1	B6	B2	B3	SY1	T8	B9					
Helpers--Production Workers	275	310	1.1	5	10	10	13.15	27,356	NE	N	S	B2	B6	B3	T5	B9							
Packers & Packers, Hand	285	310	0.9	5	10	10	11.40	23,709	NE	N	S	B9	B2	B3	SY1	B6	T8						
Stock Clerks & Order Fillers	235	250	0.9	*	5	10	11.68	24,303	NE	N	S	B9	B2	SO5	SO1	B3	B6	SO6					
Janitors & Cleaners, Ex Maids & Housekeeping Cleaners	435	465	0.8	5	10	10	11.63	24,180	NE	N	S	B3	B2	SO1	SO6	B9	R4						
First-Line Supervisors of Retail Sales Workers	320	345	0.8	*	5	10	13.55	28,179	HS	<5	N	B2	SO1	B3	B6	SO5	B9						
Cooks, Institution & Cafeteria	230	245	0.7	*	5	10	10.28	21,386	NE	N	S	R4	B6	SY1	T5	T8	B7	SO5	B9				
Maintenance & Repair Workers, General	315	335	0.6	*	10	10	17.20	35,777	HS	N	L	T9	T1	T11	B3	C1	T2	B6	T5	T8	B7	R4	
Sales Reps, Wholesale & Mfg, Ex Technical & Scientific Products	295	310	0.5	*	5	10	27.15	56,463	HS	N	M	B9	B2	SO4	SO6	B3	SO3						
Office Clerks, General	405	415	0.2	*	10	10	13.76	28,631	HS	N	S	B2	B7	B9	SO6	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**: 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 2<sup>nd</sup> 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 2<sup>nd</sup> quarter occupational wage data updated to 2016 2<sup>nd</sup> 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](http://www.iowalmi.gov) to obtain the latest workforce data and trends including this document. Published 10/2016.