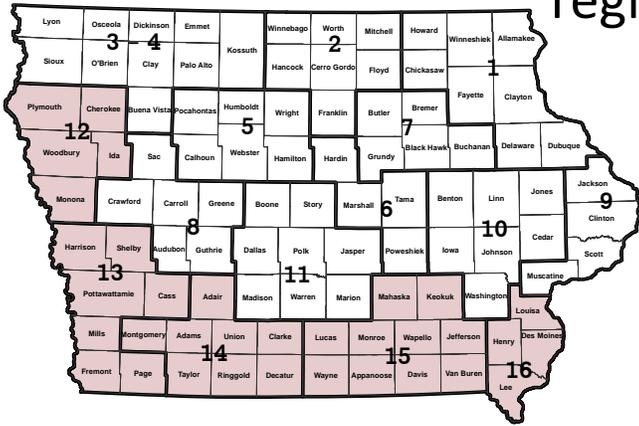


regions' 12, 13, 14, 15, & 16 hot jobs



2014-2024

october 2016



high-demand, high-salary occupations

region 12

Occupational Title	Employment ^[1]			\$ ^[2]		Career Preparation ^[3]			Top Skills ^[4]										
	2014 Estimated	2024 Projected	Annual Growth Rate (%)	2016 Mean Wage	2016 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)										
Financial Managers	275	305	1.1	48.93	101,779	BA	> 5	N	C1	B3	B2	B7	SY1	B9	B10				
Medical & Health Services Managers	270	315	1.7	45.57	94,778	BA	< 5	N	B7	B9	B2	B3	SY1						
Accountants & Auditors	510	580	1.4	28.12	58,485	BA	N	N	B2	B5	B7	B10	B9						
Registered Nurses	1,850	2,145	1.6	24.63	51,220	BA	N	N	SO6	B2	SO1	B9	B3	B7	SO5				
Electricians	300	350	1.7	23.36	48,579	HS	N	A	T11	T9	B2	B3	T5	T8					
Industrial Machinery Mechanics	335	420	2.5	23.30	48,466	HS	N	L	T9	T1	T5	T11	T8						
Insurance Sales Agents	190	230	2.1	22.51	46,829	HS	N	M	B2	B7	B9	B10	B3	SO4	R4				
Plumbers, Pipefitters, & Steamfitters	470	535	1.4	22.26	46,292	HS	N	A	SO1	R4	B3	T5	B2	SY1	B6	B9			
Operating Engineers & Other Construction Equipment Operators	490	540	1.0	21.12	43,922	HS	N	M	T4	T5	B2	B6	B9						
Heavy & Tractor-Trailer Truck Drivers	2,600	2,905	1.2	20.87	43,420	P	N	S	T4	T5	B6	B2	B3	T8					
Carpenters	555	605	1.0	20.70	43,058	HS	N	A	B3	T2	T5	B2	SO1	SY1	B5	B6	T8	R4	
Child, Family, & School Social Wrks	235	260	1.1	17.67	36,748	BA	N	N	B2	B9	B7	SO6	B3	B6	SO5				
Bus & Truck Mechanics & Diesel Engine Specialists	315	375	1.9	17.62	36,642	HS	N	L	T9	T11	T1	T4	T5						
Packers & Packers, Hand	560	615	1.0	15.15	31,518	NE	N	S	B9	B2	B3	SY1	B6	T8					
Medical Secretaries	320	370	1.4	14.71	30,587	HS	N	M	B2	SO5	B9	B7	SO1	B10					

region 13

Industrial Machinery Mechanics	280	355	2.5	19.76	41,110	HS	N	L	T9	T1	T5	T11	T8						
Bus and Truck Mechanics and Diesel Engine Specialists	305	365	2.0	16.21	33,713	HS	N	L	T9	T11	T4	T5	B3	T1	T8				
Construction Laborers	535	640	1.9	15.44	32,126	NE	N	S	B9	SO1	B2	B3	T4	T5	SO6				
Insurance Sales Agents	220	260	1.8	18.69	38,881	HS	N	M	B2	B7	B9	B10	B3	SO4	R4				
Medical Assistants	195	230	1.8	13.68	28,462	PS	N	N	B9	B2	B7	SO6	B6						
Cement Masons and Concrete Finishers	270	315	1.7	17.33	36,050	NE	N	M	B6	B2	SO1	B3	SY1						
Medical and Health Services Managers	215	250	1.6	34.03	70,777	BA	< 5	N	B7	B9	B2	B3	SY1						
Healthcare Social Workers	215	255	1.6	23.05	47,944	MA	N	N	B2	SO6	B9	B3	SO1	B7					
Registered Nurses	1,480	1,715	1.6	27.13	56,421	BA	N	N	SO6	B2	SO1	B9	B3	B7	SO5				
Heavy and Tractor-Trailer Truck Drivers	1,830	2,095	1.4	18.95	39,407	PS	N	S	T4	T5	B6	B2	B3	T8					
Accountants and Auditors	355	410	1.4	31.56	65,638	BA	N	N	B2	B5	B7	B10	B9						
Operating Engineers and Other Construction Equipment Operators	370	420	1.4	21.65	45,039	HS	N	M	T4	T5	B2	B6	B9						
First-Line Supervisors of Food Preparation and Serving Workers	455	500	1.1	14.92	31,027	HS	< 5	N	B9	B2	SO1	SO5	R3	B6					
Child, Family, and School Social Workers	230	255	1.1	18.21	37,886	BA	N	N	B2	B9	B7	SO6	B3	B6	SO5				
Maintenance and Repair Workers, General	715	790	1.0	16.69	34,709	HS	N	L	T9	T1	T11	B3	C1	T2	B6	T5	T8	B7	R4
First-Line Supervisors of Office and Administrative Support Workers	340	380	1.0	22.22	46,226	HS	< 5	N	B2	B9	SO1	SO6	B3	R3					
General and Operations Managers	785	865	1.0	34.17	71,065	BA	> 5	N	B2	B7	B9	B3	B6						

region 14

Registered Nurses	475	535	1.3	25.16	52,340	BA	N	N	SO6	B2	SO1	B9	B3	B7	SO5				
Heavy & Tractor-Trailer Truck Drivers	790	880	1.1	15.21	31,645	PS	N	S	T4	T5	B6	B2	B3	T8					
Helpers--Production Workers	275	310	1.1	13.15	27,356	NE	N	S	B2	B6	B3	T5	B9						
Nursing Assistants	565	620	1.0	12.25	25,479	PS	N	N	SO6	SO5	B2	B6	SO1						

high-demand, high-salary occupations

region 15

Occupational Title	Employment ^[1]			\$ ^[2]		Career Preparation ^[3]			Top Skills ^[4]											
	2014 Estimated	2024 Projected	Annual Growth Rate (%)	2016 Mean Wage	2016 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)											
General & Operations Managers	690	755	0.9	50.02	104,043	BA	> 5	N	B2	B7	B9	B3	B6							
Accountants & Auditors	340	385	1.5	31.67	65,864	BA	N	N	B2	B5	B7	B10	B9							
Registered Nurses	1,100	1,245	1.3	26.27	54,637	BA	N	N	SO6	B2	SO1	B9	B3	B7	SO5					
Industrial Machinery Mechanics	140	180	2.9	22.90	47,635	HS	N	L	T1	T9	T5	T11	T4	T8						
Insurance Sales Agents	195	225	1.8	22.88	47,599	HS	N	M	B2	B7	B9	B10	B3	SO4	R4					
Maintenance & Repair Wkrs, General	785	855	0.9	18.03	37,494	HS	N	L	T9	T1	T11	B3	C1	T2	B6	T5	T8	B7	R4	
Heavy & Tractor-Trailer Truck Drivers	2,130	2,445	1.5	16.54	34,399	PS	N	S	T4	T5	B6	B2	B3	T8						
Machinists	325	395	2.2	16.08	33,449	HS	N	L	T5	T8	T4	T11	B3	B6						
Light Truck or Delivery Services Drivers	435	485	1.0	15.36	31,949	HS	N	S	B2	B9	B3	B6	T4	SO6						
Packers & Packers, Hand	485	550	1.3	15.25	31,719	NE	N	S	B9	B2	B3	SV1	B6	T8						

region 16

Insurance Sales Agents	195	230	1.5	33.34	69,347	HS	N	M	B2	B7	B9	B10	B3	SO4	R4					
Registered Nurses	1,095	1,265	1.6	27.39	56,978	BA	N	N	SO6	B2	SO1	B9	B3	B7	SO5					
Accountants & Auditors	265	285	0.9	27.12	56,412	BA	N	N	B2	B5	B7	B10	B9							
Industrial Machinery Mechanics	395	490	2.5	23.39	48,650	HS	N	L	T9	T1	T5	T11	T8							
First-Line Supervisors of Office & Administrative Support Wkrs	310	340	1.0	22.93	47,688	HS	< 5	N	B2	B9	SO1	SO6	B3	R3						
Heavy & Tractor-Trailer Truck Drivers	1,610	1,845	1.5	17.76	36,944	PS	N	S	T4	T5	B6	B2	B3	T8						
Licensed Practical & Licensed Vocational Nurses	325	355	0.9	17.67	36,762	PS	N	N	B2	B9	B3	B7	SO1	SO5						
Agricultural Equipment Operators	215	235	0.9	16.27	33,840	NE	N	S	T4	T5	T8	T9	T11							
Construction Laborers	470	560	2.0	15.09	31,377	NE	N	S	B9	SO1	B2	B3	T4	T5	SO6					
Emergency Medical Technicians & Paramedics	175	225	2.9	14.36	29,873	PS	N	N	B3	B2	SO1	B9	SO5	SO6						

Legend/Methodology/Selection Criteria:

Occupations were selected based on their annual growth rate and mean annual salary (residual or undefined occupations were not included). To be considered a high demand, high salary occupation required that occupations achieve a higher annual growth rate than Region 12's .9% average (or Region 13's .9, Region 14's .8%, Region 15's .8%, and Region 16's .8%) and also have a higher salary than Region 12's mean midpoint of \$30,587 (or Region 13's \$28,462, Region 14's \$25,479, Region 15's \$28,505, and Region 16's \$29,873). From this process, the top occupations became the **Hot Jobs**.

[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] 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. **[3] 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; < HS = Less than high school; **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. **[4] 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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