

HIGH-DEMAND, HIGH-SALARY OCCUPATIONS

REGION 9

Occupational Title	Employment ^[1]			(\$) ^[2]		Career Preparation ^[3]			Top Skills ^[4]							
	2012 Est	2022 Proj	Annual Growth Rate (%)	2014 Mean Wage	2014 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)							
Sales Managers	270	310	1.5	47.57	98,949	BA	< 5	N	B9	B2	SO6	SO4	SO1	B3	B6	SO5
General & Operations Managers	1,650	1,890	1.5	42.86	89,157	BA	< 5	N	B2	B7	B9	B3	B6			
Medical & Health Services Managers	450	555	2.4	39.53	82,220	BA	N	N	B7	B9	B2	B3	SY1			
Physical Therapists	215	285	3.3	39.05	81,226	DP	N	N	B2	B9	B7	B3	SO6	R4		
Computer Systems Analysts	165	220	3.3	37.63	78,275	BA	N	N	B3	B2	B7	B9	SY2			
Software Developers, Applications	195	260	3.3	34.81	72,396	BA	N	N	C1	T7	SY2	SY1	SY3			
Cost Estimators	205	250	2.0	30.77	63,993	BA	N	N	B5	B3	B9	B2	SY1			
First-Line Supvs of Const Trades/Extract Workers	555	675	2.3	30.75	63,968	HS	> 5	N	B2	SO1	B3	B9	R4			
Loan Officers	340	395	1.6	30.25	62,912	BA	N	M	B9	B2	SY1	B7	B3			
Dental Hygienists	320	400	2.5	30.07	62,539	AS	N	N	B2	B9	B3	B7	SO6			
Network & Computer Systems Administrators	390	445	1.4	29.80	61,981	BA	N	N	B3	B7	SY2	C1	SY1	B6	SY3	
Accountants & Auditors	895	1,055	1.8	29.43	61,216	BA	N	N	B2	B5	B7	B10	B9			
Insurance Sales Agents	515	625	2.1	28.73	59,749	HS	N	M	B2	B7	B9	B10	B3	SO4	R4	
Electricians	775	905	1.7	28.33	58,932	HS	N	A	T11	T9	B2	B3	T5	T8		
Structural Iron & Steel Workers	150	180	1.7	27.37	56,932	HS	N	A	T4	T5	SO1	B3	SY1	B6	B7	B9
Plumbers, Pipefitters, & Steamfitters	750	890	1.9	25.99	54,057	HS	N	A	SO1	R4	B3	T5	B2	SY1	B6	B9
Sheet Metal Workers	215	255	1.9	25.18	52,375	HS	N	A	B3	SY1	R4	B5	B2	SO1	B6	B7
Registered Nurses	2,985	3,580	2.0	24.89	51,771	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5	
First-Line Supvs of Trans/Mat-Moving Mach Operators	320	365	1.6	24.03	49,978	HS	< 5	N	B2	R3	B9	B3	R4			
First-Line Supvs of Helpers/Laborers/Mat Movers, Hand	200	245	2.3	23.77	49,435	HS	< 5	N	B2	B3	B9	SO1	R3			
Market Research Analysts & Marketing Specialists	290	390	3.4	23.46	48,797	BA	N	N	B7	B2	C1	B3	SY1	B9	B10	
Social & Community Service Managers	290	345	1.9	23.28	48,422	BA	> 5	N	B2	B9	R4	SO1	B3	SY1	R3	SO6
Radiologic Technologists	315	380	2.1	22.45	46,704	AS	N	N	B9	B2	T4	SO5	SO1	B6	T5	SO6
Industrial Machinery Mechanics	635	810	2.8	21.13	43,951	HS	N	L	T9	T1	T5	T11	T8			
Child, Family, & School Social Workers	450	515	1.6	20.67	42,987	BA	N	N	B2	B9	B7	SO6	B3	B6	SO5	
Painters, Construction & Maintenance	345	450	3.0	20.20	42,014	< HS	N	M	B2	B3	SO6	B7	R4			
Machinists	520	595	1.4	19.53	40,629	HS	N	L	T5	T8	T4	T11	B3	B6		
Heavy & Tractor-Trailer Truck Drivers	3,065	3,645	1.9	19.41	40,382	PS	N	S	T4	T5	B6	B2	B3	T8		
Carpenters	910	1,195	3.1	19.20	39,944	HS	N	A	B3	T2	T5	B2	SO1	SY1	B5	B6
Licensed Practical & Licensed Vocational Nurses	385	475	2.3	19.14	39,813	PS	N	N	B2	B9	B3	B7	SO1	SO5		
Operating Engineers & Other Const Equip Operators	320	390	2.2	19.05	39,628	HS	N	M	T4	T5	B2	B6	B9			
Production, Planning, & Expediting Clerks	280	320	1.4	18.70	38,900	HS	N	M	B7	B2	B3	B9	R4			
Comp-Controlled Mach Tool Operators, Metal/Plastic	295	365	2.4	17.54	36,487	HS	N	M	B6	T5	B3	T8	T4			
Cement Masons & Concrete Finishers	580	715	2.3	17.20	35,769	< HS	N	M	B6	B2	SO1	B3	SY1			
Dispatchers, Ex Police, Fire, & Ambulance	160	205	2.8	16.93	35,207	HS	N	M	B2	B9	SO1	B7	R4			
Computer User Support Specialists	445	570	2.8	16.64	34,610	SC	N	M	B2	B9	B7	B3	B10			
Graphic Designers	205	235	1.5	16.49	34,305	BA	N	N	B2	T6	B9	B10	B3	B7		
First-Line Supvs of Housekeeping & Janitorial Wkrs	225	260	1.6	16.08	33,438	HS	< 5	N	SO6	B9	SO1	R3	B6	R4		

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 6's 1.0% average (or Region 7's 1.3%, Region 8's 1.2%, and Region 9's 1.4%) and also have a higher salary than Region 6's mean midpoint of \$28,911 (or Region 7's \$33,062, Region 8's \$27,969, and Region 9's \$33,056). 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 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**: 2012-2022 Occupational Projections estimates based on 2012 annual industry employment data and 2013 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**: 2014 Iowa Wage Survey estimates (based on 2013 2nd quarter occupational wage data updated to 2014 2nd quarter using Employment Cost Index), Labor Market and Workforce Information Division, Iowa Workforce Development.

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 <http://iwin.iowaworkforce.org/> to obtain the latest workforce data and trends including this document under the **Publications** tab. Published 10/2014.