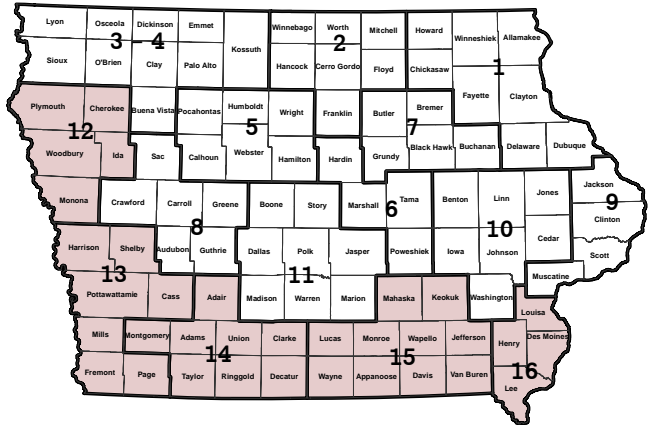


REGIONS 12, 13, 14, 15, 16

HOT JOBS



HIGH-DEMAND, HIGH-SALARY OCCUPATIONS

REGION 12

Occupational Title	Employment ^[1]			\$ ^[2]		Career Preparation ^[3]			Top Skills ^[4]										
	2012 Est	2022 Proj	Annual Growth Rate (%)	2015 Mean Wage	2015 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)										
First-Line Supvs of Trans & Material-Moving Machine Operators	190	220	1.6	29.32	60,980	HS	< 5	N	B2	R3	B9	B3	R4						
First-Line Supervisors of Construction Trades & Extraction Wrks	310	375	2.1	25.63	53,308	HS	> 5	N	B2	SO1	B3	B9	R4						
Registered Nurses	1,890	2,215	1.7	24.09	50,109	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5				
Heating, AC, & Refrigeration Mechanics & Installers	210	260	2.4	22.59	46,981	PS	N	L	T3	T11	T9	T1	T5						
Self-Enrichment Education Teachers	295	335	1.4	22.12	46,007	HS	< 5	N	B2	SO6	B9	B3	SO2	B4					
Mental Health & Substance Abuse Social Workers	240	300	2.5	22.11	45,981	BA	N	N	SO6	B2	B9	SO5	B3	B7					
Insurance Sales Agents	210	240	1.4	21.77	45,272	HS	N	M	B2	B7	B9	B10	B3	SO4	R4				
Industrial Machinery Mechanics	310	395	2.7	21.46	44,641	HS	N	L	T9	T1	T5	T11	T8						
Computer User Support Specialists	410	490	2.0	21.10	43,882	SC	N	M	B2	B9	B7	B3	B10						
Plumbers, Pipefitters, & Steamfitters	475	585	2.3	20.85	43,367	HS	N	A	SO1	R4	B3	T5	B2	SY1	B6	B9			
Heavy & Tractor-Trailer Truck Drivers	2,345	2,730	1.6	20.16	41,924	PS	N	S	T4	T5	B6	B2	B3	T8					
Child, Family, & School Social Workers	235	280	2.1	19.81	41,208	BA	N	N	B2	B9	B7	SO6	B3	B6	SO5				
Operating Engineers & Other Construction Equipment Operators	430	495	1.5	18.71	38,917	HS	N	M	T4	T5	B2	B6	B9						
Licensed Practical & Licensed Vocational Nurses	255	315	2.4	18.68	38,854	PS	N	N	B2	B9	B3	B7	SO1	SO5					
Carpenters	500	645	2.9	17.30	35,990	HS	N	A	B3	T2	T5	B2	SO1	SY1	B5	B6	T8	R4	
Painters, Construction & Maintenance	170	230	3.5	16.26	33,811	< HS	N	M	B2	B3	SO6	B7	R4						
Billing & Posting Clerks	210	250	1.9	16.24	33,785	HS	N	S	B2	B7	R4	B3	B9						
Bookkeeping, Accounting, & Auditing Clerks	1,440	1,635	1.4	15.82	32,916	HS	N	M	B2	B7	B9	B3	B5	B6	R4	B10			
Order Clerks	180	210	1.7	15.77	32,808	HS	N	S	B2	B9	B7	SO5	SO6						
Inspectors, Testers, Sorters, Samplers, & Weighers	285	335	1.8	15.15	31,515	HS	N	M	B3	B2	B9	B7	B6	T5					
Medical Secretaries	405	520	2.8	15.03	31,265	HS	N	M	B2	SO5	B9	B7	SO1	B10					

REGION 13

Pharmacists	230	255	1.3	43.81	91,123	DP	N	N	B2	B7	B1	B3	B9						
General & Operations Managers	735	835	1.4	33.38	69,431	BA	< 5	N	B2	B7	B9	B3	B6						
Accountants & Auditors	380	435	1.6	31.38	65,269	BA	N	N	B2	B5	B7	B10	B9						
Electricians	195	240	2.3	27.47	57,146	HS	N	A	T11	T9	B2	B3	T5	T8					
First-Line Supervisors of Trans & Material-Moving Machine Operators	190	220	1.6	27.01	56,184	HS	< 5	N	B2	R3	B9	B3	R4						
Registered Nurses	1,395	1,590	1.4	26.42	54,958	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5				
Plumbers, Pipefitters, & Steamfitters	255	320	2.5	24.38	50,707	HS	N	A	SO1	R4	B3	T5	B2	SY1	B6	B9			
Insurance Sales Agents	270	330	2.2	24.29	50,523	HS	N	M	B2	B7	B9	B10	B3	SO4	R4				
Operating Engineers & Other Construction Equipment Operators	210	250	1.9	21.50	44,722	HS	N	M	T4	T5	B2	B6	B9						
Carpenters	405	525	2.8	19.59	40,741	HS	N	A	B3	T2	T5	B2	SO1	SY1	B5	B6	T8	R4	
Industrial Machinery Mechanics	230	295	2.8	19.49	40,537	HS	N	L	T9	T1	T5	T11	T8						
Heavy & Tractor-Trailer Truck Drivers	1,815	2,125	1.7	19.04	39,604	PS	N	S	T4	T5	B6	B2	B3	T8					
Licensed Practical & Licensed Vocational Nurses	505	595	1.8	18.47	38,410	PS	N	N	B2	B9	B3	B7	SO1	SO5					
Heating, AC, & Refrigeration Mechanics & Installers	205	265	2.9	17.55	36,509	PS	N	L	T3	T11	T9	T1	T5						
Child, Family, & School Social Workers	220	260	1.8	17.55	36,503	BA	N	N	B2	B9	B7	SO6	B3	B6	SO5				
Painters, Construction & Maintenance	185	250	3.5	17.14	35,644	< HS	N	M	B2	B3	SO6	B7	R4						
Construction Laborers	620	775	2.6	15.51	32,266	< HS	N	S	B9	SO1	B2	B3	T4	T5	SO6				
Cement Masons & Concrete Finishers	270	350	3.1	15.47	32,182	< HS	N	M	B6	B2	SO1	B3	SY1						
Medical Secretaries	260	330	2.7	15.11	31,421	HS	N	M	B2	SO5	B9	B7	SO1	B10					
Inspectors, Testers, Sorters, Samplers, & Weighers	295	345	1.7	14.34	29,823	HS	N	M	B3	B2	B9	B7	B6	T5					

REGION 14

Registered Nurses	455	520	1.3	24.40	50,762	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5				
Heavy & Tractor-Trailer Truck Drivers	870	975	1.2	23.33	48,530	PS	N	S	T4	T5	B6	B2	B3	T8					
Licensed Practical & Licensed Vocational Nurses	270	335	2.4	19.39	40,339	PS	N	N	B2	B9	B3	B7	SO1	SO5					
Construction Laborers	165	200	2.1	18.71	38,920	< HS	N	S	B9	SO1	B2	B3	T4	T5	SO6				
Secretaries & Admin Assistants, Ex Legal, Medical, & Executive	600	665	1.1	13.42	27,912	HS	N	S	B9	B2	R4	SO5	B10						
Laborers & Freight, Stock, & Material Movers, Hand	425	470	1.1	12.79	26,599	< HS	N	S	B2	B3	T5	SO1	B6	B7	B9				

HIGH-DEMAND, HIGH-SALARY OCCUPATIONS

REGION 15

Occupational Title	Employment ^[1]			\$ ^[2]		Career Preparation ^[3]			Top Skills ^[4]										
	2012 Est	2022 Proj	Annual Growth Rate (%)	2015 Mean Wage	2015 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)										
Insurance Sales Agents	230	275	2.0	24.61	51,191	HS	N	M	B2	B7	B9	B10	B3	SO4	R4				
Registered Nurses	1,145	1,320	1.5	24.51	50,974	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5				
Carpenters	340	440	2.8	20.38	42,391	HS	N	A	B3	T2	T5	B2	SO1	SY1	B5	B6	T8	R4	
First-Line Supervisors of Office & Admin Support Workers	280	315	1.3	20.36	42,349	HS	< 5	N	B2	B9	SO1	SO6	B3	R3					
Industrial Machinery Mechanics	185	230	2.4	19.77	41,122	HS	N	L	T9	T1	T11	T8	B3	T4	T5				
Operating Engineers & Other Construction Equipment Operators	345	405	1.7	18.64	38,762	HS	N	M	T4	T5	B2	B6	B9						
Packers & Packagers, Hand	240	280	1.7	14.77	30,712	< HS	N	S	B9	B2	B3	SY1	B6	T8					
Construction Laborers	270	330	2.2	14.29	29,728	< HS	N	S	B9	SO1	B2	B3	T4	T5	SO6				
Light Truck or Delivery Services Drivers	360	410	1.3	14.09	29,301	HS	N	S	B2	B9	B3	B6	T4	SO6					

REGION 16

Registered Nurses	1,085	1,245	1.5	27.06	56,286	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5				
Elementary School Teachers, Ex Special Education	685	760	1.1	23.69	49,283	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6				
Electricians	205	245	1.7	23.64	49,179	HS	N	A	T11	T9	B2	B3	T5	T8					
Industrial Machinery Mechanics	300	365	2.2	21.87	45,497	HS	N	L	T9	T1	T5	T11	T8						
First-Line Supervisors of Office & Admin Support Workers	305	335	1.1	21.25	44,201	HS	< 5	N	B2	B9	SO1	SO6	B3	R3					
Weld/Solder/Braze Machine Setters, Operators, & Tenders	190	240	2.6	20.05	41,695	HS	N	M	T5	B2	B3	B6	T4	B9					
Licensed Practical & Licensed Vocational Nurses	395	480	2.0	17.45	36,303	PS	N	N	B2	B9	B3	B7	SO1	SO5					
Machinists	215	240	1.2	17.22	35,822	HS	N	L	T5	T8	T4	T11	B3	B6					
Helpers--Production Workers	340	405	1.9	16.36	34,031	< HS	N	S	B2	B3	B6	B7	SO6	B9					
Construction Laborers	265	340	2.8	16.31	33,931	< HS	N	S	B9	SO1	B2	B3	T4	T5	SO6				
Automotive Service Technicians & Mechanics	525	585	1.1	16.06	33,413	HS	N	L	T1	T9	T11	T2	T8						
Heavy & Tractor-Trailer Truck Drivers	1,525	1,870	2.3	15.97	33,222	PS	N	S	T4	T5	B6	B2	B3	T8					
Secretaries & Admin Assistants, Ex Legal, Medical, & Executive	805	900	1.2	14.59	30,353	HS	N	S	B9	B2	R4	SO5	B10						

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 1.1% average (or Region 13's 1.1%, Region 14's 0.8%, Region 15's 0.8%, and Region 16's 0.9%) and also have a higher salary than Region 12's mean midpoint of \$31,265 (or Region 13's \$29,823, Region 14's \$26,599, Region 15's \$29,301 and Region 16's \$29,979). 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:** 2015 Iowa Wage Survey estimates (based on 2014 2nd quarter occupational wage data updated to 2015 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 11/2015.