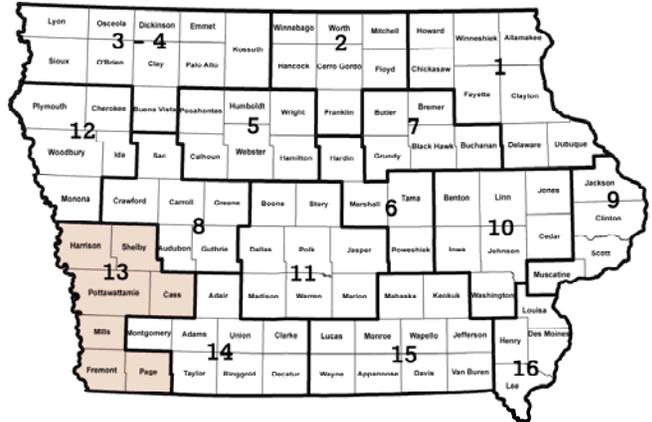
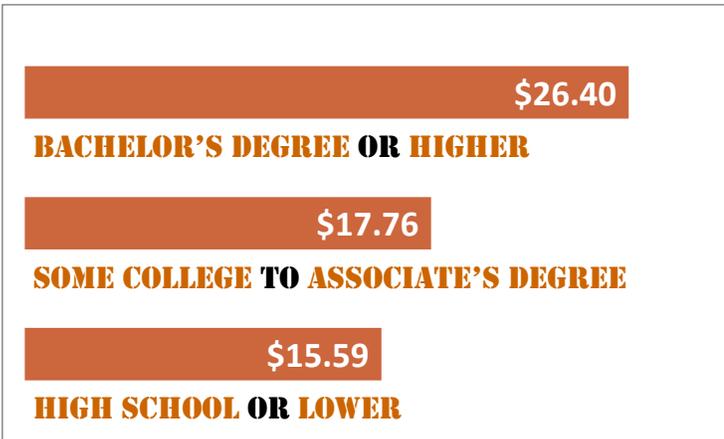


REGION 13

WORKFORCE
DEVELOPMENT

CAREER & EDUCATION OUTLOOK

MEAN HOURLY WAGES BY EDUCATION LEVEL



FASTEST GROWING OCCUPATIONS

BACHELOR'S DEGREE OR HIGHER

Occupational Title	Employment ^[1]			Ann Job Openings ^[2]			\$ ^[3]		Career Preparation ^[4]			Top Skills ^[5]							
	2012 Est	2022 Proj	Annual Growth Rate (%)	New	Replace	Total	Mean Wage	Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)							
Child, Family, & School Social Workers	220	260	1.8	5	5	10	17.55	36,503	BA	N	N	B2	B9	B7	SO6	B3	B6	SO5	
Accountants & Auditors	380	435	1.6	5	10	15	31.38	65,269	BA	N	N	B2	B5	B7	B10	B9			
General & Operations Managers	735	835	1.4	10	15	25	33.38	69,431	BA	< 5	N	B2	B7	B9	B3	B6			
Pharmacists	230	255	1.3	5	5	10	43.81	91,123	DP	N	N	B2	B7	B1	B3	B9			
Middle School Teachers, Ex Special & Career/Technical Educ	235	260	1.3	5	5	10	N.A.	N.A.	BA	N	I	SO2	B2	B7	B4	SO6	B10		
Elementary School Teachers, Ex Special Education	975	1,090	1.2	10	20	30	22.71	47,233	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6	
Substitute Teachers	495	530	0.7	5	10	10	18.06	37,555	BA	N	I	N.A.	N.A.	N.A.	N.A.	N.A.			
Secondary School Teachers, Ex Special & Career/Technical Educ	745	780	0.5	5	20	25	24.58	51,129	BA	N	I	SO2	B4	B9	B2	SO1	B3		

SOME COLLEGE TO ASSOCIATE'S DEGREE

Heating, AC, & Refrigeration Mechanics & Installers	205	265	2.9	5	5	10	17.55	36,509	PS	N	L	T3	T11	T9	T1	T5		
Hairdressers, Hairstylists, & Cosmetologists	425	520	2.1	10	10	20	10.89	22,649	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6
Licensed Practical & Licensed Vocational Nurses	505	595	1.8	10	10	20	18.47	38,410	PS	N	N	B2	B9	B3	B7	SO1	SO5	
Heavy & Tractor-Trailer Truck Drivers	1,815	2,125	1.7	30	30	60	19.04	39,604	PS	N	S	T4	T5	B6	B2	B3	T8	
Registered Nurses	1,395	1,590	1.4	20	25	45	26.42	54,958	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5
Nursing Assistants	1,455	1,615	1.1	15	30	45	12.82	26,657	PS	N	N	SO6	SO5	B2	B6	SO1		
Preschool Teachers, Ex Special Education	205	225	1.0	*	5	10	11.44	23,803	AS	N	N	B9	B4	SO2	B2	SO1	SO6	
First-Line Supervisors of Production & Operating Workers	405	430	0.7	5	5	10	24.79	51,571	PS	< 5	N	B3	R4	B2	B9	SO1	R3	B9
Teacher Assistants	925	990	0.6	5	20	25	11.06	23,010	SC	N	N	B2	B9	SO1	B6	SO5	SO6	

HIGH SCHOOL OR LOWER

Personal Care Aides	835	1,135	3.6	30	5	35	10.60	22,039	< HS	N	S	SO5	B2	SO6	B3	B9		
Painters, Construction & Maintenance	185	250	3.5	5	5	10	17.14	35,644	< HS	N	M	B2	B3	SO6	B7	R4		
Cement Masons & Concrete Finishers	270	350	3.1	10	5	10	15.47	32,182	< HS	N	M	B6	B2	SO1	B3	SY1		
Carpenters	405	525	2.8	10	5	15	19.59	40,741	HS	N	A	B3	T2	T5	B2	SO1	SY1	B5
Industrial Machinery Mechanics	230	295	2.8	5	5	15	19.49	40,537	HS	N	L	T9	T1	T5	T11	T8		
Medical Secretaries	260	330	2.7	5	5	10	15.11	31,421	HS	N	M	B2	SO5	B9	B7	SO1	B10	
Cargo & Freight Agents	135	175	2.6	5	5	10	N.A.	N.A.	HS	N	S	B9	B2	B3	SO3	R4		
Construction Laborers	620	775	2.6	15	15	30	15.51	32,266	< HS	N	S	B9	SO1	B2	B3	T4	T5	SO6
Plumbers, Pipefitters, & Steamfitters	255	320	2.5	5	5	10	24.38	50,707	HS	N	A	SO1	R4	B2	T5	B2	SY1	B6
Hotel, Motel, & Resort Desk Clerks	215	265	2.3	5	10	15	8.95	18,611	HS	N	S	SO6	SO5	B9	B2	SO1		
Electricians	195	240	2.3	5	5	10	27.47	57,146	HS	N	A	T11	T9	B2	B3	T5	T8	

OCCUPATIONS WITH THE MOST OPENINGS

BACHELOR'S DEGREE OR HIGHER

Occupational Title	Employment ^[1]			Ann Job Openings ^[2]			\$ ^[3]		Career Preparation ^[4]			Top Skills ^[5]							
	2012 Est	2022 Proj	Annual Growth Rate (%)	New	Replace	Total	2015 Mean Wage	2015 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)							
Elementary School Teachers, Ex Special Education	975	1,090	1.2	10	20	30	22.71	47,233	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6	
General & Operations Managers	735	835	1.4	10	15	25	33.38	69,431	BA	< 5	N	B2	B7	B9	B3	B6			
Secondary School Teachers, Ex Special & Career/Technical Educ	745	780	0.5	5	20	25	24.58	51,129	BA	N	I	SO2	B4	B9	B2	SO1	B3		
Accountants & Auditors	380	435	1.6	5	10	15	31.38	65,269	BA	N	N	B2	B5	B7	B10	B9			
Child, Family, & School Social Workers	220	260	1.8	5	5	10	17.55	36,503	BA	N	N	B2	B9	B7	SO6	B3	B6	SO5	
Pharmacists	230	255	1.3	5	5	10	43.81	91,123	DP	N	N	B2	B7	B1	B3	B9			
Middle School Teachers, Ex Special & Career/Technical Educ	235	260	1.3	5	5	10	N.A.	N.A.	BA	N	I	SO2	B2	B7	B4	SO6	B10		
Substitute Teachers	495	530	0.7	5	10	10	18.06	37,555	BA	N	I	N.A.	N.A.	N.A.	N.A.	N.A.			

SOME COLLEGE TO ASSOCIATE'S DEGREE

Heavy & Tractor-Trailer Truck Drivers	1,815	2,125	1.7	30	30	60	19.04	39,604	PS	N	S	T4	T5	B6	B2	B3	T8	
Registered Nurses	1,395	1,590	1.4	20	25	45	26.42	54,958	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5
Nursing Assistants	1,455	1,615	1.1	15	30	45	12.82	26,657	PS	N	N	SO6	SO5	B2	B6	SO1		
Teacher Assistants	925	990	0.6	5	20	25	11.06	23,010	SC	N	N	B2	B9	SO1	B6	SO5	SO6	
Hairdressers, Hairstylists, & Cosmetologists	425	520	2.1	10	10	20	10.89	22,649	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6
Licensed Practical & Licensed Vocational Nurses	505	595	1.8	10	10	20	18.47	38,410	PS	N	N	B2	B9	B3	B7	SO1	SO5	
Heating, AC, & Refrigeration Mechanics & Installers	205	265	2.9	5	5	10	17.55	36,509	PS	N	L	T3	T11	T9	T1	T5		
Preschool Teachers, Ex Special Education	205	225	1.0	-	5	10	11.44	23,803	AS	N	N	B9	B4	SO2	B2	SO1	SO6	
First-Line Supervisors of Production & Operating Workers	405	430	0.7	5	5	10	24.79	51,571	PS	< 5	N	B3	R4	B2	B9	SO1	R3	B9

HIGH SCHOOL OR LOWER

Combined Food Preparation & Serving Workers, Incl Fast Food	2,360	2,630	1.1	25	90	115	8.70	18,094	< HS	N	S	B2	SO5	B9	SO1	B6	SO6	
Cashiers	2,035	2,200	0.8	15	90	105	8.94	18,604	< HS	N	S	B2	SO5	B9	B5	SO6		
Retail Salespersons	2,310	2,530	0.9	20	80	100	11.25	23,403	< HS	N	S	B2	SO4	B9	SO6	SO3	SO6	
Laborers & Freight, Stock, & Material Movers, Hand	1,945	2,305	1.8	35	60	95	12.66	26,330	< HS	N	S	B2	B3	T5	SO1	B6	B7	B9
Farmers, Ranchers, & Other Agricultural Managers	5,100	4,595	-1.0	0	80	80	33.25	69,159	HS	> 5	N	B3	B9	B2	SY1	B7	R4	
Waiters & Waitresses	1,400	1,480	0.6	10	70	75	8.51	17,705	< HS	N	S	B2	SO5	SO6	B9	SO1		
Janitors & Cleaners, Ex Maids & Housekeeping Cleaners	1,345	1,530	1.4	20	25	45	11.20	23,291	< HS	N	S	B2	SO1	B3	R3	B6	B9	
Office Clerks, General	1,460	1,560	0.7	10	30	40	13.74	28,572	HS	N	S	B2	B7	B9	SO6	R4	B10	
Personal Care Aides	835	1,135	3.6	30	5	35	10.60	22,039	< HS	N	S	SO5	B2	SO6	B3	B9		
Childcare Workers	655	800	2.1	15	20	35	8.31	17,277	HS	N	S	B6	SO5	B9	B3	SO6		
Home Health Aides	965	1,155	2.0	20	20	35	10.60	22,054	< HS	N	S	B2	SO5	B3	SO6	B6		
Maids & Housekeeping Cleaners	860	1,020	1.9	15	15	35	9.52	19,808	< HS	N	S	B2	SO5	SO6	R4	B3	B6	B9
Team Assemblers	1,115	1,270	1.4	15	20	35	12.62	26,258	HS	N	M	SO1	B2	B3	B9	B6	B7	

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; < 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.

[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**: 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.iowami.gov to obtain the latest workforce data and trends including this document. Published 11/2015.