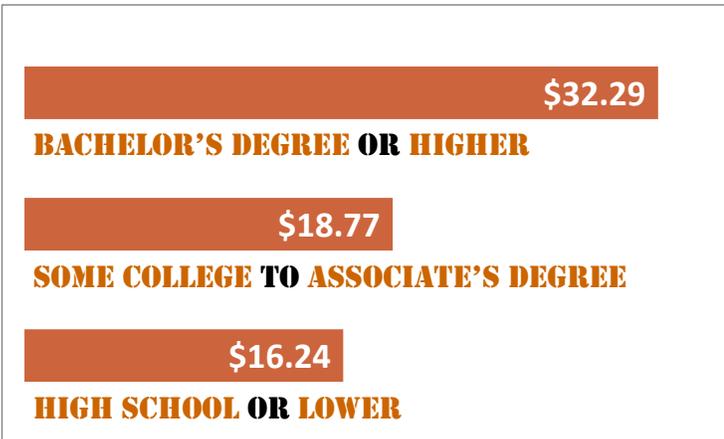


CAREER & EDUCATION OUTLOOK

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] (L-R in order of significance)									
	2012 Est	2022 Proj	Annual Growth Rate (%)	New	Replace	Total	2014 Mean Wage	2014 Mean Salary	Educ	Work Exp	Job Training										
Interpreters & Translators	520	775	4.8	25	5	30	16.98	35,320	BA	N	S	B7	B9	B2	B6	B10					
Information Security Analysts	1,945	2,800	4.4	85	30	115	34.32	71,377	BA	< 5	N	B7	B3	C1	B9	B2	B10				
Meeting, Convention, & Event Planners	435	605	3.9	15	5	25	22.04	45,839	BA	N	N	B2	B9	B3	B7	R4					
Actuaries	540	750	3.9	20	15	35	45.00	93,595	BA	N	L	B5	B3	SY1	C1	B7					
Health Specialties Teachers, Postsec	1,825	2,480	3.6	65	30	95	60.21	125,247	DP	< 5	N	B7	B9	SO2	B3	B2	C1	B4	B10		
Nursing Instructors/Teachers, Postsec	790	1,070	3.5	30	10	40	30.71	63,875	MA	< 5	N	B9	B7	B1	B2	SO2					
Personal Financial Advisors	1,605	2,130	3.3	50	25	80	37.47	77,937	BA	N	N	B3	B9	B7	SY1	B10					
Physical Therapists	1,700	2,240	3.2	55	40	95	38.88	80,875	DP	N	N	B2	B9	B7	B3	SO6	R4				
Physician Assistants	725	955	3.2	25	15	35	43.31	90,094	MA	N	N	B2	B3	B9	B7	SY1	B6	SO6			
Mkt Research Analysts/Mkt Specialists	2,425	3,190	3.2	75	35	110	25.86	53,790	BA	N	N	B7	B2	C1	B3	SY1	B9	B10			

SOME COLLEGE TO ASSOCIATE'S DEGREE

Diagnostic Medical Sonographers	540	780	4.4	25	10	30	28.45	59,167	AS	N	N	B9	B2	B7	SO6	B3	B6	B8	R4
Occupational Therapy Assistants	360	520	4.4	15	10	25	24.84	51,659	AS	N	N	B7	B2	SY1	SO6	B9	R4	B10	
Physical Therapist Assistants	800	1,105	3.8	30	20	50	22.76	47,339	AS	N	N	B9	B2	SO6	B6	SO1	B3	B7	B10
Medical Equipment Repairers	480	645	3.4	15	15	30	22.72	47,258	AS	N	M	T1	T9	T11	T5	T8			
Veterinary Technologists & Technicians	640	825	2.8	20	5	25	14.97	31,137	AS	N	N	B3	B6	B2	B9	SO5			
Massage Therapists	850	1,080	2.7	25	10	30	16.13	33,555	PS	N	N	B2	B9	SO5	B3	SO6			
Dental Hygienists	2,035	2,575	2.7	55	50	105	32.31	67,195	AS	N	N	B2	B9	B3	B7	SO6			
Surgical Technologists	625	780	2.5	15	5	20	18.38	38,236	PS	N	N	B6	SO1	T5	B2	B1	B9		
Medical & Clinical Laboratory Techs	1,460	1,820	2.5	35	40	75	19.54	40,637	AS	N	N	B2	B3	B7	B8	T5	B9		
Heat/A C/Refrig Mechanics & Installers	3,235	4,015	2.4	80	80	160	22.29	46,366	PS	N	L	T3	T11	T9	T1	T5			

HIGH SCHOOL OR LOWER

Insulation Workers, Mechanical	355	505	4.2	15	5	20	18.36	38,185	HS	N	A	SO1	B3	B2	B6	SO6	B9	R4			
Personal Care Aides	6,050	8,315	3.7	225	45	270	10.48	21,793	< HS	N	S	SO5	B2	SO6	B3	B9					
Home Health Aides	10,305	13,720	3.3	340	195	540	10.94	22,754	< HS	N	S	B2	SO5	B3	SO6	B6					
Brickmasons & Blockmasons	1,695	2,245	3.2	55	20	75	21.18	44,054	HS	N	A	B3	B6	SO1	T8	R4					
Painters, Construction & Maintenance	3,730	4,925	3.2	120	55	175	18.52	38,518	< HS	N	M	B2	B3	SO6	B7	R4					
Medical Secretaries	4,170	5,410	3.0	125	50	175	14.67	30,521	HS	N	M	B2	SO5	B9	B7	SO1	B10				
Carpenters	9,980	12,900	2.9	290	125	415	18.90	39,315	HS	N	A	B3	T2	T5	B2	SO1	SY1	B5	B6	T8	R4
Helpers--Electricians	705	910	2.9	20	10	30	13.75	28,602	HS	N	S	B2	SO1	T1	B9	T9					
Physical Therapist Aides	740	950	2.8	20	15	35	12.73	26,481	HS	N	S	B2	SO5	SO1	SO5	B9					
Cement Masons & Concrete Finishers	4,185	5,355	2.8	115	50	165	17.11	35,579	< HS	N	M	B6	B2	SO1	B3	SY1					

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	2014 Mean Wage	2014 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)						
Elementary School Teachers, Ex Special Educ	21,870	24,510	1.2	265	480	745	23.53	48,949	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6
Accountants & Auditors	13,325	15,540	1.7	220	395	615	29.90	62,184	BA	N	N	B2	B5	B7	B10	B9		
Secondary School Teachers, Ex Spec/Career/Tech	14,090	14,830	0.5	75	385	455	22.51	46,816	BA	N	I	SO2	B4	B9	B2	SO1	B3	
Middle School Teachers, Ex Spec/Career/Tech	11,445	12,830	1.2	140	250	390	24.55	51,055	BA	N	I	SO2	B2	B7	B4	SO6	B10	
General & Operations Mgrs	10,360	11,470	1.1	110	195	305	43.39	90,253	BA	< 5	N	B2	B7	B9	B3	B6		
Computer Systems Analysts	5,260	6,910	3.1	165	85	250	37.18	77,326	BA	N	N	B3	B2	B7	B9	SY2		
Coaches & Scouts	5,290	6,170	1.7	90	155	245	13.40	27,881	BA	N	N	SO2	B9	R3	SY1	B6		
Management Analysts	5,365	6,650	2.4	130	85	210	37.62	78,251	BA	< 5	N	B2	B7	B9	B3	C1		
Medical & Health Services Mgrs	4,650	5,600	2.0	95	115	210	37.48	77,968	BA	N	N	B7	B9	B2	B3	SY1		
Loan Officers	5,190	6,230	2.0	105	95	200	30.56	63,572	BA	N	M	B9	B2	SY1	B7	B3		

SOME COLLEGE TO ASSOCIATE'S DEGREE

Registered Nurses	32,490	38,125	1.7	565	630	1,195	25.73	53,524	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5
Nursing Assistants	22,635	25,695	1.4	305	430	735	12.17	25,311	PS	N	N	SO6	SO5	B2	B6	SO1		
Teacher Assistants	15,645	16,775	0.7	115	355	470	10.76	22,389	SC	N	N	B2	B9	SO1	B6	SO5	SO6	
Hairdressers, Hairstylists, & Cosmetologists	8,080	9,815	2.1	175	190	365	12.48	25,949	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6
Licensed Practical & Licensed Vocational Nurses	7,630	9,215	2.1	160	185	345	18.38	38,224	PS	N	N	B2	B9	B3	B7	SO1	SO5	
Computer User Support Specialists	4,850	5,980	2.3	115	75	190	19.53	40,632	SC	N	M	B2	B9	B7	B3	B10		
First-Line Supervisors of Prod/Operating Wkrs	9,580	10,125	0.6	55	135	190	24.88	51,755	PS	< 5	N	B3	R4	B2	B9	SO1	R3	B9
Preschool Teachers, Ex Special Educ	4,215	4,825	1.4	60	120	180	13.01	27,061	AS	N	N	B9	B4	SO2	B2	SO1	SO6	
Heating, A C, & Refrigeration Mechanics	3,235	4,015	2.4	80	80	160	22.29	46,366	PS	N	L	T3	T11	T9	T1	T5		
Medical Assistants	3,600	4,440	2.3	85	70	155	14.72	30,612	PS	N	N	B2	B9	SO6	B6	B7		

HIGH SCHOOL OR LOWER

Cashiers	42,585	45,935	0.8	335	1,840	2,175	8.93	18,572	< HS	N	S	B2	SO5	B9	B5	SO6		
Retail Salespersons	47,025	51,685	1.0	465	1,610	2,075	12.37	25,720	< HS	N	S	B2	SO4	B9	SO6	SO3	SO6	
Combined Food Prep/Serving Wkrs, Incl Fast Food	32,200	37,220	1.6	500	1,230	1,730	8.72	18,131	< HS	N	S	B2	SO5	B9	SO1	B6	SO6	
Farmers, Ranchers, & Other Agricultural Mgrs	89,100	80,180	-1.0	0	1,440	1,440	31.93	66,414	HS	> 5	N	B3	B9	B2	SY1	B7	R4	
Waiters & Waitresses	24,700	26,430	0.7	175	1,190	1,365	9.16	19,057	< HS	N	S	B2	SO5	SO6	B9	SO1		
Laborers & Freight, Stock, & Material Movers, Hand	24,865	28,420	1.4	355	770	1,125	13.02	27,081	< HS	N	S	B2	B3	T5	SO1	B6	B7	B9
Customer Service Reps	24,670	28,855	1.7	420	670	1,090	15.32	31,867	HS	N	S	B2	B9	SO5	SO4	B7		
Office Clerks, General	34,740	37,430	0.8	270	730	1,000	14.47	30,101	HS	N	S	B2	B7	B9	SO6	R4	B10	
Childcare Wkrs	17,045	20,545	2.1	350	500	850	8.82	18,347	HS	N	S	B6	SO5	B9	B3	SO6		
Janitors & Cleaners, Ex Maids & House Cleaners	26,870	30,225	1.2	335	505	840	11.82	24,585	< HS	N	S	B3	B2	SO1	SO6	B9	R4	

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 prororation 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 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 from 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.