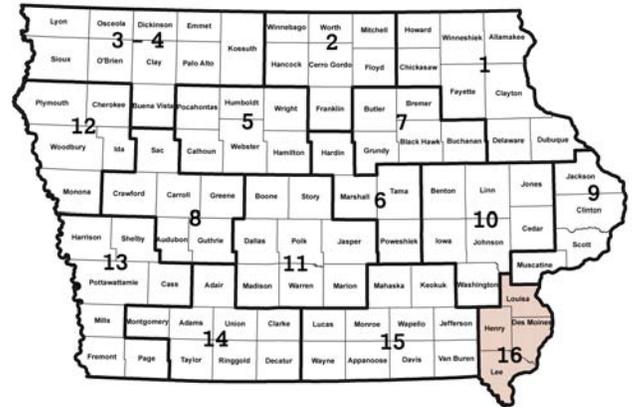
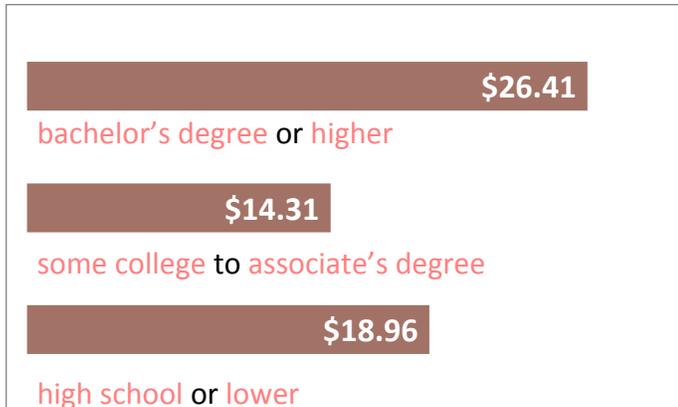


mean hourly wages by education level



fastest growing occupations

bachelor's degree or higher

Occupational Title	Employment ⁽¹⁾			Annual Job Openings ⁽²⁾			W ⁽³⁾		Career Preparation ⁽⁴⁾			Top Skills ⁽⁵⁾						
	2014 Estimated	2024 Projected	Annual Growth Rate (%)	New	Replace	Total	2016 Mean Wage	2016 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)						
Registered Nurses	1,095	1,265	1.6	15	25	45	27.39	56,978	BA	N	N	SO6	B2	SO1	B9	B3	B7	SO5
Accountants & Auditors	265	285	0.9	*	5	10	27.12	56,412	BA	N	N	B2	B5	B7	B10	B9		
General & Operations Managers	440	475	0.8	5	10	15	41.51	86,333	BA	> 5	N	B2	B7	B9	B3	B6		
Substitute Teachers	385	415	0.8	5	5	10	13.73	28,557	BA	N	I	N.A.	N.A.	N.A.	N.A.			
Secondary School Teachers, Ex Special & Career/Tech Educ	390	410	0.6	*	10	10	22.70	47,226	BA	N	I	SO2	B4	B9	B2	SO1	B3	
Elementary School Teachers, Ex Special Education	650	690	0.6	5	15	20	23.97	49,862	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6

some college to associate's degree

Emergency Medical Technicians & Paramedics	175	225	2.9	5	5	10	14.36	29,873	PS	N	N	B3	B2	SO1	B9	SO5	SO6	
Medical Assistants	250	290	1.6	5	5	10	13.91	28,933	PS	N	N	B2	B9	SO6	B6	B7		
Heavy & Tractor-Trailer Truck Drivers	1,610	1,845	1.5	25	25	50	17.76	36,944	PS	N	S	T4	T5	B6	B2	B3	T8	
Nursing Assistants	1,175	1,345	1.4	15	25	45	11.68	24,305	PS	N	N	SO6	SO5	B2	B6	SO1		
Hairdressers, Hairstylists, & Cosmetologists	260	285	1.2	5	5	10	11.59	24,115	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6
Licensed Practical & Licensed Vocational Nurses	325	355	0.9	5	10	10	17.67	36,762	PS	N	N	B2	B9	B3	B7	SO1	SO5	
Automotive Service Technicians & Mechanics	305	335	0.8	5	10	10	17.32	36,033	PS	N	S	T1	T9	T11	T2	SO8		
Teacher Assistants	775	825	0.6	5	20	25	9.59	19,956	SC	N	N	B2	B9	SO1	B6	SO5	SO6	

high school or lower

Home Health Aides	310	420	3.5	10	5	20	11.59	24,113	NE	N	S	B2	SO5	B3	SO6	B6					
Industrial Machinery Mechanics	395	490	2.5	10	10	20	23.39	48,650	HS	N	L	T9	T1	T5	T11	T8					
Personal Care Aides	560	690	2.3	15	5	15	10.67	22,189	NE	N	S	SO5	B2	SO6	B3	B9					
Construction Laborers	470	560	2.0	10	10	20	15.09	31,377	NE	N	S	B9	SO1	B2	B3	T4	T5	SO6			
Insurance Sales Agents	195	230	1.5	5	5	10	33.34	69,347	HS	N	M	B2	B7	B9	B10	B3	SO4	R4			
Cooks, Restaurant	410	475	1.5	5	10	15	N.A.	N.A.	NE	< 5	M	SO1	B6	B2	B3	SY1	T8	B9			
Carpenters	335	375	1.2	5	5	10	N.A.	N.A.	HS	N	A	B3	T2	T5	B2	SO1	SY1	B5	B6	T8	R4
Combined Food Preparation & Serving Wkrs, Incl Fast Food	930	1,035	1.1	10	30	40	8.36	17,389	NE	N	S	B2	SO5	B9	SO1	B6	SO6				
Bartenders	240	260	1.0	*	10	10	9.24	19,221	NE	N	S	B2	SO5	SO6	B9	B3					
Retail Salespersons	1,465	1,610	1.0	15	50	65	13.02	27,091	NE	N	S	B2	SO4	B9	SO6	SO3	SO6				
First-Line Supervisors of Office & Administrative Support Wkrs	310	340	1.0	5	5	10	22.93	47,688	HS	< 5	N	B2	B9	SO1	SO6	B3	R3				

occupations with the most openings

bachelor's degree or higher

Occupational Title	Employment ^[1]			Annual Job Openings ^[2]			\$ ^[3]		Career Preparation ^[4]			Top Skills ^[5]						
	2014 Estimated	2024 Projected	Annual Growth Rate (%)	New	Replace	Total	2016 Mean Wage	2016 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)						
Registered Nurses	1,095	1,265	1.6	15	25	45	27.39	56,978	BA	N	N	SO6	B2	SO1	B9	B3	B7	SO5
Elementary School Teachers, Ex Special Education	650	690	0.6	5	15	20	23.97	49,862	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6
General & Operations Managers	440	475	0.8	5	10	15	41.51	86,333	BA	>5	N	B2	B7	B9	B3	B6		
Accountants & Auditors	265	285	0.9	*	5	10	27.12	56,412	BA	N	N	B2	B5	B7	B10	B9		
Substitute Teachers	385	415	0.8	5	5	10	13.73	28,557	BA	N	I	N.A.	N.A.	N.A.	N.A.	N.A.		
Secondary School Teachers, Ex Special & Career/Tech Educ	390	410	0.6	*	10	10	22.70	47,226	BA	N	I	SO2	B4	B9	B2	SO1	B3	

some college to associate's degree

Heavy & Tractor-Trailer Truck Drivers	1,610	1,845	1.5	25	25	50	17.76	36,944	PS	N	S	T4	T5	B6	B2	B3	T8	
Nursing Assistants	1,175	1,345	1.4	15	25	45	11.68	24,305	PS	N	N	SO6	SO5	B2	B6	SO1		
Teacher Assistants	775	825	0.6	5	20	25	9.59	19,956	SC	N	N	B2	B9	SO1	B6	SO5	SO6	
Emergency Medical Technicians & Paramedics	175	225	2.9	5	5	10	14.36	29,873	PS	N	N	B3	B2	SO1	B9	SO5	SO6	
Medical Assistants	250	290	1.6	5	5	10	13.91	28,933	PS	N	N	B2	B9	SO6	B6	B7		
Hairdressers, Hairstylists, & Cosmetologists	260	285	1.2	5	5	10	11.59	24,115	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6
Licensed Practical & Licensed Vocational Nurses	325	355	0.9	5	10	10	17.67	36,762	PS	N	N	B2	B9	B3	B7	SO1	SO5	
Automotive Service Technicians & Mechanics	305	335	0.8	5	10	10	17.32	36,033	PS	N	S	T1	T9	T11	T2	T8		

high school or lower

Cashiers	1,530	1,605	0.5	5	65	70	9.20	19,137	NE	N	S	B2	SO5	B9	B5	SO6		
Retail Salespersons	1,465	1,610	1.0	15	50	65	13.02	27,091	NE	N	S	B2	SO4	B9	SO6	SO3	SO6	
Farmers, Ranchers, & Other Agricultural Managers	3,210	3,255	0.1	5	55	60	50.91	105,894	HS	>5	N	B3	B9	B2	SY1	B7	R4	
Laborers & Freight, Stock, & Material Movers, Hand	1,415	1,530	0.8	10	40	55	13.36	27,788	NE	N	S	B2	B3	T5	SO1	B6	B7	B9
Combined Food Preparation & Serving Wkrs, Incl Fast Food	930	1,035	1.1	10	30	40	8.36	17,389	NE	N	S	B2	SO5	B9	SO1	B6	SO6	
Waiters & Waitresses	800	825	0.4	5	40	40	10.11	21,025	NE	N	S	B2	SO5	SO6	B9	SO1		
Stock Clerks & Order Fillers	890	950	0.6	5	30	35	12.46	25,923	NE	N	S	B9	B2	SO5	SO6	SO1	R4	
Office Clerks, General	1,165	1,220	0.5	5	25	30	13.31	27,692	HS	N	S	B2	B7	B9	SO6	R4	B10	
Maids & Housekeeping Cleaners	770	825	0.7	5	20	25	10.28	21,391	NE	N	S	B2	SO5	SO6	R4	B3	B6	B9
First-Line Supervisors of Retail Sales Wkrs	790	845	0.7	5	20	25	18.94	39,398	HS	<5	N	B2	SO1	B3	B6	SO5	B9	
Maintenance & Repair Wkrs, General	740	790	0.7	5	20	25	18.33	38,133	HS	N	L	T9	T1	T11	B3	C1	T2	B6
Packaging & Filling Machine Operators & Tenders	620	635	0.2	*	20	25	17.36	36,116	HS	N	M	B6	T5	B2	SO1	T8		

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; NE = No formal Educational credential; **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:** 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.

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 10/2016.