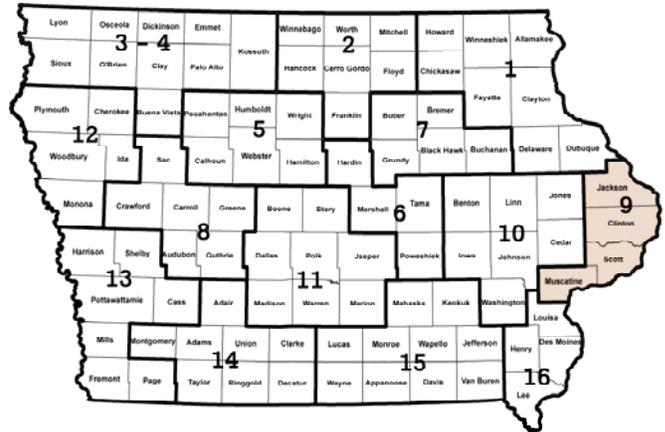
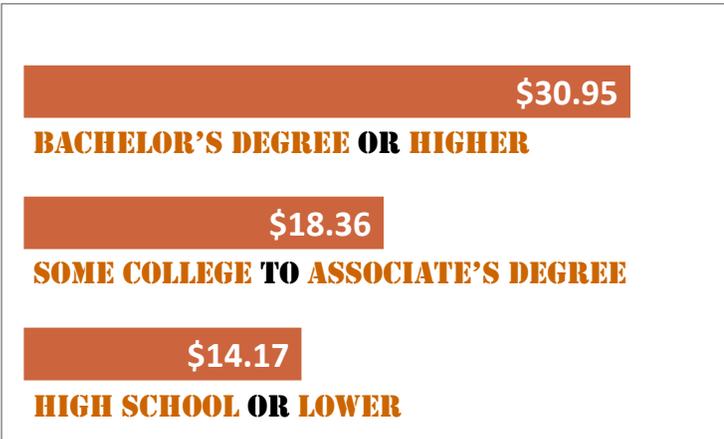


REGION 9

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	2014 Mean Wage	2014 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)							
Mkt Research Analysts/Specialists	290	390	3.45	10	5	15	23.46	48,797	BA	N	N	B7	B2	B3	SY1	B9	B10		
Computer Systems Analysts	165	220	3.33	5	5	10	37.63	78,275	BA	N	N	B3	B2	C7	B9	SY2			
Software Developers, Applications	195	260	3.33	5	*	10	34.81	72,396	BA	N	N	C1	T7	SY2	SY1	SY3			
Physical Therapists	215	285	3.26	5	5	10	39.05	81,226	DP	N	N	B2	B9	B7	B3	SO6	R4		
Nurse Practitioners	190	240	2.63	5	5	10	N.A.	N.A.	MA	N	N	B2	B7	B8	B9	B3	B6	SO6	
Medical & Health Services Mgrs	450	555	2.44	10	10	20	39.53	82,220	BA	N	N	B7	B9	B2	B3	SY1			
Civil Engineers	230	285	2.39	5	5	10	N.A.	N.A.	BA	N	N	C1	B3	SY1	B5	T6	B7		
Cost Estimators	205	250	1.95	5	5	10	30.77	63,993	BA	N	N	B5	B3	B9	B2	SY1			
Social & Community Service Mgrs	290	345	1.90	5	5	10	23.28	48,422	BA	> 5	N	B2	B9	R4	SO1	B3	SY1	R3	SO6
Accountants & Auditors	895	1,055	1.79	15	25	40	29.43	61,216	BA	N	N	B2	B5	B7	B10	B9			

SOME COLLEGE TO ASSOCIATE'S DEGREE

Diagnostic Medical Sonographers	160	235	4.69	10	*	10	N.A.	N.A.	AS	N	N	B9	B2	B7	SO6	B3	B6	B8	R4
Medical & Clinical Laboratory Techs	205	270	3.17	5	5	10	N.A.	N.A.	AS	N	N	B2	B3	B7	B8	T5	B9		
Computer User Support Specialists	445	570	2.81	10	5	20	16.64	34,610	SC	N	M	B2	B9	B7	B3	B10			
Emergency Med Techs/Paramedics	170	210	2.65	5	5	10	13.88	28,871	PS	N	N	B3	SO5	B2	SO6	B9			
Dental Hygienists	320	400	2.50	10	10	15	30.07	62,539	AS	N	N	B2	B9	B3	B7	SO6			
Licensed Practical/Vocational Nurses	385	475	2.34	10	10	20	19.14	39,813	PS	N	N	B2	B9	B3	B7	SO1	SO5		
Medical Assistants	505	615	2.18	10	10	20	12.59	26,187	PS	N	N	B2	B9	SO6	B6	B7			
Hairdressers/Stylists/Cosmetologists	700	845	2.07	15	15	30	10.82	22,510	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6	
Radiologic Technologists	315	380	2.06	5	5	10	22.45	46,704	AS	N	N	B9	B2	T4	SO5	SO1	B6	T5	SO6
Medical Records & Health Info Techs	170	205	2.06	5	5	10	15.05	31,297	PS	N	N	B2	B7	B9	B3	B6	R4		

HIGH SCHOOL OR LOWER

Personal Care Aides	1,075	1,550	4.37	45	10	55	9.62	20,005	< HS	N	S	SO5	B2	SO6	B3	B9					
Home Health Aides	630	855	3.57	20	10	35	10.35	21,520	< HS	N	S	B2	SO5	B3	SO6	B6					
Medical Secretaries	785	1,060	3.50	30	10	35	13.16	27,368	HS	N	M	B2	SO5	B9	B7	SO1	B10				
Carpenters	910	1,195	3.13	30	10	40	19.20	39,944	HS	N	A	B3	T2	T5	B2	SO1	SY1	B5	B6	T8	R4
Painters, Construction & Maint	345	450	3.04	10	5	15	20.20	42,014	< HS	N	M	B2	B3	SO6	B7	R4					
Dispatchers, Ex Police/Fire/Amb	160	205	2.81	5	5	10	16.93	35,207	HS	N	M	B2	B9	SO1	B7	R4					
Industrial Machinery Mechanics	635	810	2.76	20	20	35	21.13	43,951	HS	N	L	T9	T1	T5	T11	T8					
Construction Laborers	800	990	2.44	20	15	35	14.32	29,782	< HS	N	S	B9	SO1	B2	B3	T4	T5	SO6			
Comp-Controlled Mach Operators	295	365	2.37	5	10	15	17.54	36,487	HS	N	M	B6	T5	B3	T8	T4					
Cement Masons/Concrete Finishers	580	715	2.33	15	5	20	17.20	35,769	< 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)									
General & Operations Managers	1,650	1,890	1.45	25	30	55	42.86	89,157	BA	< 5	N	B2	B7	B9	B3	B6					
Accountants & Auditors	895	1,055	1.79	15	25	40	29.43	61,216	BA	N	N	B2	B5	B7	B10	B9					
Elementary School Teachers, Ex Spec Educ	1,115	1,240	1.12	10	25	35	N.A.	N.A.	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6			
Middle School Teachers, Ex Spec/Career/Tech	1,100	1,220	1.09	10	25	35	N.A.	N.A.	BA	N	I	SO2	B2	B7	B4	SO6	B10				
Second School Teachers, Ex Spec/Career/Tech	1,010	1,050	0.45	5	25	30	22.34	46,477	BA	N	I	SO2	B4	B9	B2	SO1	B3				
Coaches & Scouts	535	620	1.59	10	15	25	10.55	21,940	BA	N	N	SO2	B9	R3	SY1	B6					
Medical & Health Services Managers	450	555	2.44	10	10	20	39.53	82,220	BA	N	N	B7	B9	B2	B3	SY1					
Mkt Research Analysts & Mkt Specialists	290	390	3.45	10	5	15	23.46	48,797	BA	N	N	B7	B2	C1	B3	SY1	B9	B10			
Child, Family, & School Social Wrks	450	515	1.56	5	10	15	20.67	42,987	BA	N	N	B2	B9	B7	SO6	B3	B6	SO5			
Financial Managers	410	465	1.34	5	10	15	48.37	100,613	BA	> 5	N	C1	B3	B2	B7	SY1	B9	B10			
Mechanical Engineers	360	400	1.11	5	10	15	33.12	68,885	BA	N	N	C1	B3	B2	SY1	B5	B7				
Substitute Teachers	670	710	0.67	5	10	15	12.83	26,691	BA	N	I	N.A.	N.A.	N.A.	N.A.	N.A.					

SOME COLLEGE TO ASSOCIATE'S DEGREE

Registered Nurses	2,985	3,580	1.99	60	60	115	24.89	51,771	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5			
Heavy & Tractor-Trailer Truck Drivers	3,065	3,645	1.89	60	50	105	19.41	40,382	PS	N	S	T4	T5	B6	B2	B3	T8				
Nursing Assistants	1,655	1,880	1.36	20	30	55	11.44	23,793	PS	N	N	SO6	SO5	B2	B6	SO1					
Teacher Assistants	1,380	1,455	0.54	10	30	40	11.43	23,783	SC	N	N	B2	B9	SO1	B6	SO5	SO6				
Hairdressers, Hairstylists, & Cosmetologists	700	845	2.07	15	15	30	10.82	22,510	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6			
First-Line Supvs of Prod/Operating Wrks	1,195	1,295	0.88	10	15	25	23.92	49,756	PS	< 5	N	B3	R4	B2	B9	SO1	R3	B9			
Computer User Support Specialists	445	570	2.81	10	5	20	16.64	34,610	SC	N	M	B2	B9	B7	B3	B10					
Licensed Practical/Vocational Nurses	385	475	2.34	10	10	20	19.14	39,813	PS	N	N	B2	B9	B3	B7	SO1	SO5				
Medical Assistants	505	615	2.18	10	10	20	12.59	26,187	PS	N	N	B2	B9	SO6	B6	B7					
Dental Hygienists	320	400	2.50	10	10	15	30.07	62,539	AS	N	N	B2	B9	B3	B7	SO6					
Preschool Teachers, Ex Spec Educ	430	475	1.16	5	10	15	13.61	28,304	AS	N	N	B9	B4	SO2	B2	SO1	SO6				

HIGH SCHOOL OR LOWER

Retail Salespersons	5,040	5,510	0.92	45	170	220	12.39	25,763	< HS	N	S	B2	SO4	B9	SO6	SO3	SO6				
Comb Food Prep/Serving Wrks, Incl Fast Food	3,915	4,450	1.37	55	150	200	8.50	17,686	< HS	N	S	B2	SO5	B9	SO1	B6	SO6				
Cashiers	3,940	4,230	0.74	30	170	200	9.00	18,725	< HS	N	S	B2	SO5	B9	B5	SO6					
Waiters & Waitresses	2,670	2,825	0.58	15	130	145	10.18	21,165	< HS	N	S	B2	SO5	SO6	B9	SO1					
Laborers & Freight/Stock/Material Movers, Hand	2,400	2,760	1.48	35	75	110	12.42	25,835	< HS	N	S	B2	B3	T5	SO1	B6	B7	B9			
Farmers, Ranchers, & Other Agricultural Mgrs	6,970	6,160	-1.17	0	110	110	N.A.	N.A.	HS	> 5	N	B3	B9	B2	SY1	B7	R4				
Customer Service Representatives	2,295	2,705	1.79	40	60	105	13.49	28,052	HS	N	S	B2	B9	SO5	SO4	B7					
Janitors/Cleaners, Ex Maids/House Cleaners	2,595	2,915	1.23	30	50	80	11.33	23,575	< HS	N	S	B3	B2	SO1	SO6	B9	R4				
Team Assemblers	2,570	2,890	1.25	30	40	75	15.82	32,916	HS	N	M	SO1	B2	B3	B9	B6	B7				
Office Clerks, General	2,590	2,805	0.83	20	55	75	13.85	28,799	HS	N	S	B2	B7	B9	SO6	R4	B10				

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 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.