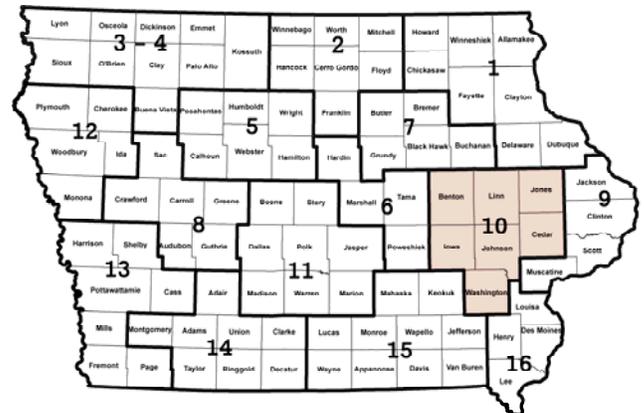
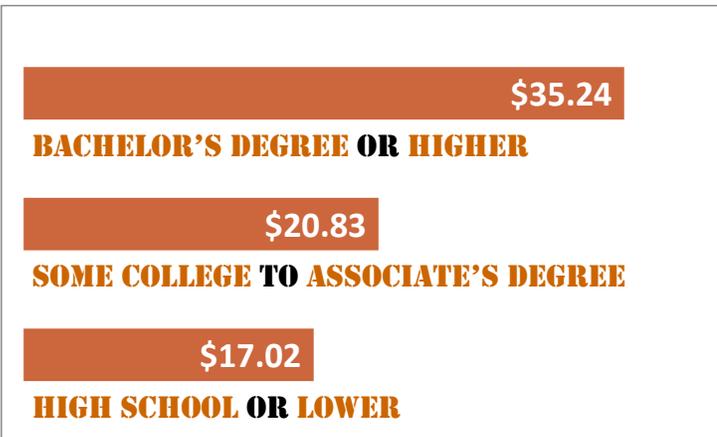


REGION 10

WORKFORCE DEVELOPMENT

CAREER & EDUCATION OUTLOOK

MEAN HOURLY WAGES BY EDUCATION LEVEL



FASTEST GROWING OCCUPATIONS

BACHELOR'S DEGREE OR HIGHER

Occupational Title	Employment <sup>(1)</sup>			Ann Job Openings <sup>(2)</sup>			\$ <sup>(3)</sup>		Career Preparation <sup>(4)</sup>			Top Skills <sup>(5)</sup>										
	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)										
Actuaries	110	160	4.5	5	5	10	31.61	65,755	BA	N	L	B5	B3	SY1	C1	B7						
Health Specialties Teachers, Postsec	1,850	2,510	3.6	65	30	95	N.A.	N.A.	DP	< 5	N	B7	B9	SO2	B3	B2	C1	B4	B10			
Nursing Instructors & Teachers, Postsec	235	315	3.4	10	5	10	35.92	74,706	M	< 5	N	B9	B7	B1	B2	SO2						
Personal Financial Advisors	195	260	3.3	5	5	10	42.20	87,766	BA	N	N	B3	B9	B7	SY1	B10						
Physician Assistants	170	225	3.2	5	5	10	49.12	102,175	M	N	N	B2	B3	B9	B7	SY1	B6	SO6				
Physical Therapists	325	430	3.2	10	10	20	34.61	71,982	DP	N	N	B2	B9	B7	B3	SO6	R4					
Mental Health Counselors	260	340	3.1	10	5	15	24.52	51,006	M	N	I	B2	SO6	SO5	B9	B6						
Occupational Therapists	195	255	3.1	5	5	10	34.90	72,588	M	N	N	B2	B7	B9	B3	SO5	SO6					
Nurse Practitioners	230	295	2.8	5	5	10	44.60	92,774	M	N	N	B2	B7	B8	B9	B3	B6	SO6				
Computer Systems Analysts	625	785	2.6	15	10	25	36.81	76,555	BA	N	N	B3	B2	B7	B9	SY2						

SOME COLLEGE TO ASSOCIATE'S DEGREE

Diagnostic Medical Sonographers	130	195	5.0	5	*	10	30.16	62,743	AS	N	N	B9	B2	B7	SO6	B3	B6	B8	R4			
Physical Therapist Assistants	165	235	4.2	5	5	10	22.68	47,181	AS	N	N	B9	B2	SO6	B6	SO1	B3	B7	B10			
Dental Hygienists	365	480	3.2	10	10	20	32.37	67,330	AS	N	N	B2	B9	B3	B7	SO6						
Phlebotomists	240	310	2.9	5	5	10	13.35	27,758	PS	N	N	N.A.	N.A.	N.A.	N.A.	N.A.						
Medical Assistants	685	860	2.6	20	15	30	16.31	33,932	PS	N	N	B2	B9	SO6	B6	B7						
Heavy & Tractor-Trailer Truck Drivers	11,160	13,980	2.5	280	180	460	21.33	44,366	PS	N	S	T4	T5	B6	B2	B3	T8					
Licensed Practical & Licensed Vocational Nurse	820	1,025	2.5	20	20	40	19.17	39,877	PS	N	N	B2	B9	B3	B7	SO1	SO5					
Heating, Air Conditioning, & Refrigeration Mechanics and Installers	415	515	2.4	10	10	20	26.63	55,391	PS	N	L	T3	T11	T9	T1	T5						
Computer User Support Specialists	735	910	2.4	20	10	30	21.15	43,991	SC	N	M	B2	B9	B7	B3	B10						
Medical & Clinical Laboratory Technicians	265	325	2.3	5	5	15	20.76	43,187	AS	N	N	B2	B3	B7	B8	T5	B9					

HIGH SCHOOL OR LOWER

Personal Care Aides	1,620	2,260	3.9	65	10	75	11.07	23,033	< HS	N	S	SO5	B2	SO6	B3	B9						
Home Health Aides	1,395	1,900	3.6	50	25	75	11.14	23,163	< HS	N	S	B2	SO5	B3	SO6	B6						
Medical Secretaries	550	735	3.4	20	5	25	16.53	34,386	HS	N	M	B2	SO5	B9	B7	SO1	B10					
Brickmasons & Blockmasons	275	365	3.3	10	5	10	21.70	45,140	HS	N	A	B3	B6	SO1	T8	R4						
Painters, Construction & Maintenance	635	830	3.1	20	10	30	18.47	38,409	< HS	N	M	B2	B3	SO6	B7	R4						
Carpenters	1,600	2,060	2.9	45	20	65	19.73	41,037	HS	N	A	B3	T2	T5	B2	SO1	SY1	B5	B6	T8	R4	
Cement Masons & Concrete Finishers	640	815	2.7	15	5	25	19.68	40,933	< HS	N	M	B6	B2	SO1	B3	SY1						
Industrial Machinery Mechanics	835	1,050	2.6	20	25	45	24.05	50,029	HS	N	L	T9	T1	T5	T11	T8						
Insurance Sales Agents	765	960	2.5	20	20	40	26.25	54,596	HS	N	M	B2	B7	B9	B10	B3	SO4	R4				
Plumbers, Pipefitters, & Steamfitters	1,160	1,450	2.5	30	15	45	24.93	51,864	HS	N	A	SO1	R4	B3	T5	B2	SY1	B6	B9			
Construction Laborers	1,700	2,125	2.5	45	35	80	16.50	34,316	< HS	N	S	B9	SO1	B2	B3	T4	T5	SO6				

# OCCUPATIONS WITH THE MOST OPENINGS

## BACHELOR'S DEGREE OR HIGHER

Occupational Title	Employment <sup>(1)</sup>			Ann Job Openings <sup>(2)</sup>			\$ <sup>(3)</sup>		Career Preparation <sup>(4)</sup>			Top Skills <sup>(5)</sup>						
	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)						
Health Specialties Teachers, Postsecondary	1,850	2,510	3.6	65	30	95	N.A.	N.A.	DP	< 5	N	B7	B9	SO2	B3	B2	C1	B4
Accountants & Auditors	2,055	2,390	1.6	35	60	95	29.61	61,581	BA	N	N	B2	B5	B7	B10	B9		
Elementary School Teachers, Ex Special Education	2,660	2,985	1.2	30	60	90	24.99	51,983	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6
General & Operations Managers	2,585	2,930	1.3	35	50	85	44.04	91,602	BA	< 5	N	B2	B7	B9	B3	B6		
Secondary School Teachers, Ex Special & Career/Technical Educ	2,655	2,800	0.5	15	70	85	24.61	51,199	BA	N	I	SO2	B4	B9	B2	SO1	B3	
Software Developers, Applications	1,920	2,175	1.3	25	25	50	37.41	77,818	BA	N	N	C1	T7	SY2	SY1	SY3		
Medical & Health Services Managers	1,020	1,210	1.9	20	25	45	39.84	82,858	BA	N	N	B7	B9	B2	B3	SY1		
Biological Technicians	1,040	1,175	1.3	15	30	45	N.A.	N.A.	BA	N	N	B7	B2	B3	B8	C1		
Substitute Teachers	1,910	2,055	0.7	15	35	45	13.95	29,009	BA	N	I	N.A.	N.A.	N.A.	N.A.	N.A.		
Coaches & Scouts	810	945	1.7	15	25	40	17.87	37,173	BA	N	N	SO2	B9	R3	SY1	B6		

## SOME COLLEGE TO ASSOCIATE'S DEGREE

Heavy & Tractor-Trailer Truck Drivers	11,160	13,980	2.5	280	180	460	21.33	44,366	PS	N	S	T4	T5	B6	B2	B3	T8	
Registered Nurses	6,070	7,090	1.7	100	120	220	27.61	57,432	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5
Teacher Assistants	3,260	3,505	0.8	25	75	100	12.42	25,836	SC	N	N	B2	B9	SO1	B6	SO5	SO6	
Nursing Assistants	2,535	2,940	1.6	40	50	90	12.31	25,613	PS	N	N	SO6	SO5	B2	B6	SO1		
Hairdressers, Hairstylists, & Cosmetologists	1,135	1,370	2.1	25	25	50	13.10	27,255	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6
Licensed Practical & Licensed Vocational Nurses	820	1,025	2.5	20	20	40	19.17	39,877	PS	N	N	B2	B9	B3	B7	SO1	SO5	
Medical Assistants	685	860	2.6	20	15	30	16.31	33,932	PS	N	N	B2	B9	SO6	B6	B7		
Computer User Support Specialists	735	910	2.4	20	10	30	21.15	43,991	SC	N	M	B2	B9	B7	B3	B10		
Preschool Teachers, Ex Special Education	555	655	1.8	10	15	25	12.77	26,565	AS	N	N	B9	B4	SO2	B2	SO1	SO6	
Dental Hygienists	365	480	3.2	10	10	20	32.37	67,330	AS	N	N	B2	B9	B3	B7	SO6		
Heating, Air Conditioning, & Refrigeration Mechanics & Installers	415	515	2.4	10	10	20	26.63	55,391	PS	N	L	T3	T11	T9	T1	T5		
Dental Assistants	515	625	2.1	10	10	20	19.55	40,671	PS	N	N	B9	B2	B7	SO5	B3		
First-Line Supervisors of Production & Operating Workers	1,130	1,185	0.4	5	15	20	28.23	58,719	PS	< 5	N	B3	R4	B2	B9	SO1	R3	B9

## HIGH SCHOOL OR LOWER

Retail Salespersons	8,035	8,795	0.9	75	275	350	12.11	25,180	< HS	N	S	B2	SO4	B9	SO6	SO3	SO6	
Combined Food Preparation & Serving Workers, Incl Fast Food	5,920	6,840	1.6	90	225	320	8.92	18,564	< HS	N	S	B2	SO5	B9	SO1	B6	SO6	
Cashiers	6,020	6,555	0.9	55	260	315	9.12	18,978	< HS	N	S	B2	SO5	B9	B5	SO6		
Customer Service Reps	5,060	5,980	1.8	90	140	230	15.36	31,943	HS	N	S	B2	B9	SO5	SO4	B7		
Waiters & Waitresses	3,710	3,985	0.7	25	180	205	8.92	18,560	< HS	N	S	B2	SO5	SO6	B9	SO1		
Farmers, Ranchers, & Other Agricultural Managers	11,430	10,160	-1.1	0	185	185	34.31	71,371	HS	> 5	N	B3	B9	B2	SY1	B7	R4	
Childcare Workers	2,725	3,335	2.3	60	80	140	9.06	18,847	HS	N	S	B6	SO5	B9	B3	SO6		
Office Clerks, General	5,030	5,350	0.6	30	105	140	16.43	34,166	HS	N	S	B2	B7	B9	SO6	R4	B10	
Laborers & Freight, Stock, & Material Movers, Hand	2,825	3,210	1.4	40	90	125	13.51	28,106	< HS	N	S	B2	B3	T5	SO1	B6	B7	B9
Janitors & Cleaners, Ex Maids & Housekeeping Cleaners	4,005	4,440	1.1	45	75	120	13.97	29,062	< 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 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 2<sup>nd</sup> 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 2<sup>nd</sup> quarter occupational wage data updated to 2015 2<sup>nd</sup> 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](http://www.iowalmi.gov) to obtain the latest workforce data and trends including this document. Published 11/2015.