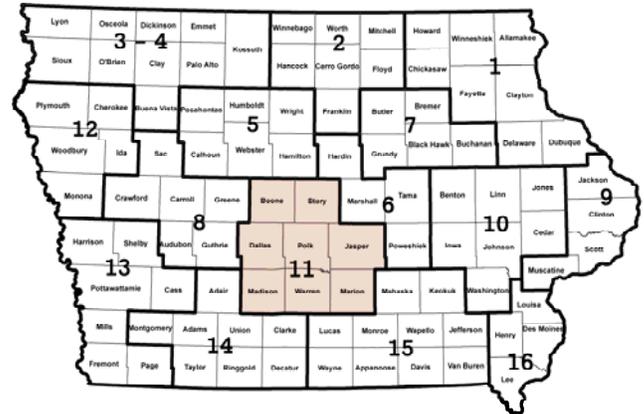


REGION 11

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)										
Interpreters and Translators	210	315	5.00	10	5	15	17.80	37,016	BA	N	S	B7	B9	B2	B6	B10						
Information Security Analysts	235	340	4.26	10	5	15	33.72	70,128	BA	< 5	N	B7	B3	C1	B9	B2	B10					
Actuaries	330	465	4.09	15	10	25	44.33	92,214	BA	N	L	B5	B3	SY1	C1	B7						
Mkt Research Analysts/Mkt Spec	1,515	2,100	3.86	60	20	80	29.06	60,453	BA	N	N	B7	B2	C1	B3	SY1	B9	B10				
Nursing Teachers, Postsec	255	350	3.73	10	5	15	N.A.	N.A.	MA	< 5	N	B9	B7	B1	B2	SO2						
Health Spec Teachers, Postsec	545	750	3.67	20	10	30	42.23	87,846	DP	< 5	N	B7	B9	SO2	B3	B2	C1	B4	B10			
Meeting/Convention/Event Planners	150	205	3.67	5	*	10	25.37	52,777	BA	N	N	B2	B9	B3	B7	R4						
Operations Research Analysts	225	305	3.56	10	5	15	35.41	73,661	BA	N	N	B3	B5	C1	B7	SY1	SY2	SY3				
Computer Systems Analysts	3,245	4,395	3.54	115	50	165	37.28	77,543	BA	N	N	B3	B2	B7	B9	SY2						
Personal Financial Advisors	735	995	3.54	25	10	40	37.46	77,909	BA	N	N	B3	B9	B7	SY1	B10						

SOME COLLEGE TO ASSOCIATE'S DEGREE

Occupational Therapy Assistants	110	165	5.45	5	5	10	25.44	52,913	AS	N	N	B7	B2	SY1	SO6	B9	R4	B10				
Diagnostic Medical Sonographers	270	400	4.81	15	5	15	29.69	61,758	AS	N	N	B9	B2	B7	SO6	B3	B6	B8	R4			
Physical Therapist Assistants	195	275	4.10	10	5	10	23.08	47,997	AS	N	N	B9	B2	SO6	B6	SO1	B3	B7	B10			
Medical Equipment Repairers	160	220	3.75	5	5	10	22.93	47,700	AS	N	M	T1	T9	T11	T5	T8						
Massage Therapists	260	345	3.08	10	5	10	16.71	34,763	PS	N	N	B2	B9	SO5	B3	SO6						
Dental Hygienists	555	715	2.88	15	15	30	33.50	69,685	AS	N	N	B2	B9	B3	B7	SO6						
Heat/A C/Refrig Mechanics	1,160	1,475	2.67	30	30	60	23.71	49,309	PS	N	L	T3	T11	T9	T1	T5						
Computer User Support Specialists	1,430	1,805	2.62	35	20	60	21.37	44,439	SC	N	M	B2	B9	B7	B3	B10						
Veterinary Techs	290	365	2.59	10	5	10	16.32	33,944	AS	N	N	B3	B6	B2	B9	SO5						
Medical Assistants	1,225	1,540	2.57	30	25	55	16.71	34,758	PS	N	N	B2	B9	SO6	B6	B7						
Medical/Clinical Lab Techs	370	465	2.57	10	10	20	19.04	39,595	AS	N	N	B2	B3	B7	B8	T5	B9					

HIGH SCHOOL OR LOWER

Personal Care Aides	2,895	4,200	4.53	130	20	150	10.89	22,652	< HS	N	S	SO5	B2	SO6	B3	B9							
Home Health Aides	1,440	2,060	4.31	60	25	90	11.21	23,314	< HS	N	S	B2	SO5	B3	SO6	B6							
Brickmasons and Blockmasons	375	505	3.47	15	5	15	22.43	46,659	HS	N	A	B3	B6	SO1	T8	R4							
Medical Secretaries	1,290	1,720	3.33	45	15	60	15.61	32,463	HS	N	M	B2	SO5	B9	B7	SO1	B10						
Painters, Const and Maint	950	1,265	3.32	30	15	45	21.46	44,641	< HS	N	M	B2	B3	SO6	B7	R4							
Carpenters	2,600	3,415	3.15	80	30	115	20.33	42,296	HS	N	A	B3	T2	T5	B2	SO1	SY1	B5	B6	T8	R4		
Cement Masons/Concrete Finish	925	1,210	3.14	30	10	40	17.09	35,556	< HS	N	M	B6	B2	SO1	B3	SY1							
Industrial Machinery Mechanics	1,205	1,565	2.99	35	35	70	21.08	43,856	HS	N	L	T9	T1	T5	T11	T8							
Structural Iron and Steel Workers	125	160	2.80	5	5	10	25.22	52,452	HS	N	A	T4	T5	SO1	B3	SY1	B6	B7	B9				
Construction Laborers	2,755	3,520	2.78	75	60	135	16.66	34,644	< HS	N	S	B9	SO1	B2	B3	T4	T5	SO6					

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	Mean Wage	Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)									
General and Operations Mgrs	5,530	6,570	1.88	105	105	205	48.45	100,770	BA	< 5	N	B2	B7	B9	B3	B6					
Accountants and Auditors	3,960	4,685	1.84	75	115	190	32.18	66,941	BA	N	N	B2	B5	B7	B10	B9					
Computer Systems Analysts	3,245	4,395	3.54	115	50	165	37.28	77,543	BA	N	N	B3	B2	B7	B9	SY2					
Elem School Teachers, Ex Special Educ	4,530	5,130	1.32	60	100	160	25.02	52,032	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6			
Software Developers, Applications	2,790	3,605	2.90	80	35	115	37.01	76,985	BA	N	N	C1	T7	SY2	SY1	SY3					
Sec School Teachers, Ex Spec/Career/Teach	3,405	3,615	0.63	20	90	115	25.14	52,289	BA	N	I	SO2	B4	B9	B2	SO1	B3				
Financial Mgrs	2,635	3,185	2.09	55	50	105	56.48	117,468	BA	> 5	N	C1	B3	B2	B7	SY1	B9	B10			
Mkt Research Analysts/Mkt Specialists	1,515	2,100	3.86	60	20	80	29.06	60,453	BA	N	N	B7	B2	C1	B3	SY1	B9	B10			
Management Analysts	2,135	2,605	2.20	45	35	80	35.72	74,294	BA	< 5	N	B2	B7	B9	B3	C1					
Loan Officers	1,725	2,175	2.61	45	30	75	30.08	62,567	BA	N	M	B9	B2	SY1	B7	B3					

SOME COLLEGE TO ASSOCIATE'S DEGREE

Registered Nurses	7,965	9,525	1.96	155	155	310	26.61	55,347	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5			
Heavy/Tractor-Trailer Truck Drivers	6,495	7,750	1.93	125	105	230	20.69	43,026	PS	N	S	T4	T5	B6	B2	B3	T8				
Nursing Assistants	4,915	5,605	1.40	70	95	165	12.94	26,910	PS	N	N	SO6	SO5	B2	B6	SO1					
Teacher Assistants	4,170	4,505	0.80	35	95	130	10.74	22,331	SC	N	N	B2	B9	SO1	B6	SO5	SO6				
Hairdressers/Hairstylists/Cosmetologists	2,195	2,665	2.14	45	50	100	14.96	31,113	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6			
Licensed Practical/Vocational Nurses	1,375	1,700	2.36	35	35	65	19.16	39,850	PS	N	N	B2	B9	B3	B7	SO1	SO5				
Heat/A C/Refrig Mechanics	1,160	1,475	2.67	30	30	60	23.71	49,309	PS	N	L	T3	T11	T9	T1	T5					
Computer User Support Specialists	1,430	1,805	2.62	35	20	60	21.37	44,439	SC	N	M	B2	B9	B7	B3	B10					
Medical Assistants	1,225	1,540	2.57	30	25	55	16.71	34,758	PS	N	N	B2	B9	SO6	B6	B7					
Preschool Teachers, Ex Special Educ	905	1,040	1.49	15	25	40	13.27	27,602	AS	N	N	B9	B4	SO2	B2	SO1	SO6				

HIGH SCHOOL OR LOWER

Retail Salespersons	12,235	13,700	1.19	145	420	565	12.72	26,457	< HS	N	S	B2	SO4	B9	SO6	SO3	SO6				
Cashiers	9,845	10,680	0.84	85	425	510	9.17	19,075	< HS	N	S	B2	SO5	B9	B5	SO6					
Combined Food Prep/Serv Wkrs, Incl Fast Food	9,040	10,495	1.62	145	345	490	9.04	18,809	< HS	N	S	B2	SO5	B9	SO1	B6	SO6				
Customer Service Representatives	9,735	11,675	1.99	195	265	460	16.34	33,985	HS	N	S	B2	B9	SO5	SO4	B7					
Waiters and Waitresses	7,300	7,810	0.70	50	350	400	8.96	18,645	< HS	N	S	B2	SO5	SO6	B9	SO1					
Office Clerks, General	9,710	10,725	1.04	100	205	305	15.35	31,929	HS	N	S	B2	B7	B9	SO6	R4	B10				
Farmers, Ranchers, and Other Ag Mgrs	16,870	14,935	-1.14	0	270	270	29.82	62,035	HS	> 5	N	B3	B9	B2	SY1	B7	R4				
Laborers & Freight/Stock/Material Movers, Hand	5,505	6,440	1.70	95	170	265	13.31	27,694	< HS	N	S	B2	B3	T5	SO1	B6	B7	B9			
Janitors/Cleaners, Ex Maids/House Cleaners	6,920	7,970	1.52	105	130	235	11.67	24,282	< HS	N	S	B3	B2	SO1	SO6	B9	R4				
Childcare Wkrs	4,525	5,370	1.86	85	135	215	9.32	19,393	HS	N	S	B6	SO5	B9	B3	SO6					

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. Low 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.