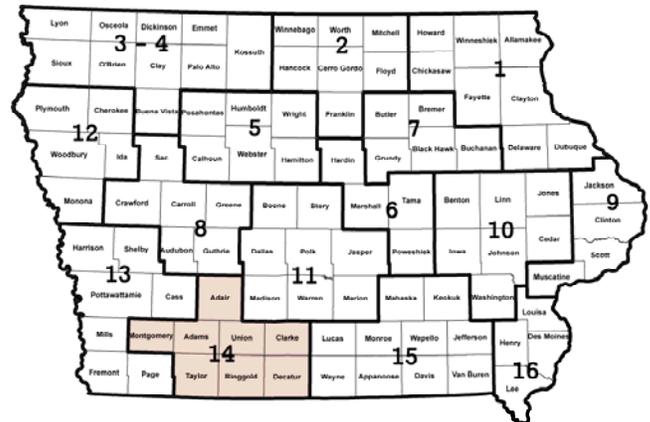
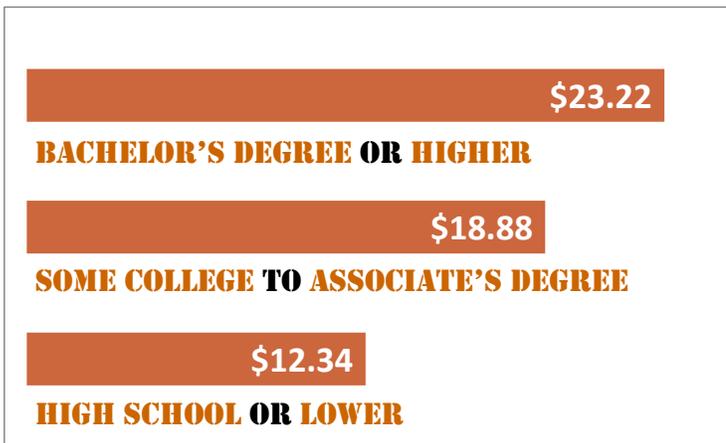


# CAREER & EDUCATION OUTLOOK

## MEAN HOURLY WAGES BY EDUCATION LEVEL



## FASTEST GROWING OCCUPATIONS

### BACHELOR'S DEGREE OR HIGHER

Occupational Title	Employment <sup>(1)</sup>		Annual Growth Rate (%)	Ann Job Openings <sup>(2)</sup>			\$ <sup>(3)</sup>		Career Prep <sup>(4)</sup>			Top Skills <sup>(5)</sup>						
	2012 Est	2022 Proj		New	Replace	Total	2015 Mean Wage	2015 Mean Salary	Educ	Work Exp	Job Trng	(L-R in order of significance)						
Elementary School Teachers, Ex Special Education	300	335	1.0	5	5	10	23.06	47,960	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6
Secondary School Teachers, Ex Special & Career/Technical Educ	395	410	0.4	*	10	15	23.34	48,546	BA	N	I	SO2	B4	B9	B2	SO1	B3	

### SOME COLLEGE TO ASSOCIATE'S DEGREE

Licensed Practical & Licensed Vocational Nurses	270	335	2.4	5	5	15	19.39	40,339	PS	N	N	B2	B9	B3	B7	SO1	SO5	
Registered Nurses	455	520	1.3	5	10	15	24.40	50,762	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5
Nursing Assistants	655	740	1.3	10	10	20	11.43	23,780	PS	N	N	SO6	SO5	B2	B6	SO1		
Heavy & Tractor-Trailer Truck Drivers	870	975	1.2	10	15	25	23.33	48,530	PS	N	S	T4	T5	B6	B2	B3	T8	
Teacher Assistants	450	475	0.6	5	10	15	11.01	22,895	SC	N	N	B2	B9	SO1	B6	SO5	SO6	

### HIGH SCHOOL OR LOWER

Personal Care Aides	200	290	4.5	10	*	10	10.10	21,014	< HS	N	S	SO5	B2	SO6	B3	B9		
Construction Laborers	165	200	2.1	5	5	10	18.71	38,920	< HS	N	S	B9	SO1	B2	B3	T4	T5	SO6
Childcare Workers	265	315	1.9	5	10	15	8.14	16,936	HS	N	S	B6	SO5	B9	B3	SO6		
Maids & Housekeeping Cleaners	290	340	1.7	5	5	10	10.84	22,543	< HS	N	S	B2	SO5	SO6	R4	B3	B6	B9
Combined Food Preparation & Serving Workers, Incl Fast Food	480	560	1.7	10	20	25	8.66	18,021	< HS	N	S	B2	SO5	B9	SO1	B6	SO6	
Cooks, Restaurant	260	295	1.3	5	5	10	8.83	18,365	< HS	< 5	M	SO1	B6	B2	B3	SY1	T8	B9
Landscaping & Groundskeeping Workers	230	260	1.3	5	5	10	12.14	25,247	< HS	N	S	T4	B2	B3	B9	T5	R4	
Secretaries & Admin Assistants, Ex Legal, Medical, & Executive	600	665	1.1	5	5	15	13.42	27,912	HS	N	S	B9	B2	R4	SO5	B10		
Laborers & Freight, Stock, & Material Movers, Hand	425	470	1.1	5	15	15	12.79	26,599	< HS	N	S	B2	B3	T5	SO1	B6	B7	B9
Maintenance & Repair Workers, General	335	370	1.0	5	5	10	18.12	37,699	HS	N	L	T9	T1	T11	B3	C1	T2	B6
First-Line Supervisors of Retail Sales Workers	310	345	1.0	5	5	10	14.41	29,968	HS	< 5	N	B2	SO1	B3	B6	SO5	B9	

# 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 Prep <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 Trng	(L-R in order of significance)						
Secondary School Teachers, Ex Special & Career/Technical Educ	395	410	0.4	*	10	15	23.34	48,546	BA	N	I	SO2	B4	B9	B2	SO1	B3	
Elementary School Teachers, Ex Special Education	300	335	1.0	5	5	10	23.06	47,960	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6

## SOME COLLEGE TO ASSOCIATE'S DEGREE

Heavy & Tractor-Trailer Truck Drivers	870	975	1.2	10	15	25	23.33	48,530	PS	N	S	T4	T5	B6	B2	B3	T8	
Nursing Assistants	655	740	1.3	10	10	20	11.43	23,780	PS	N	N	SO6	SO5	B2	B6	SO1		
Licensed Practical & Licensed Vocational Nurses	270	335	2.4	5	5	15	19.39	40,339	PS	N	N	B2	B9	B3	B7	SO1	SO5	
Registered Nurses	455	520	1.3	5	10	15	24.40	50,762	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5
Teacher Assistants	450	475	0.6	5	10	15	11.01	22,895	SC	N	N	B2	B9	SO1	B6	SO5	SO6	

## HIGH SCHOOL OR LOWER

Cashiers	1,050	1,140	0.9	10	45	55	8.98	18,672	< HS	N	S	B2	SO5	B9	B5	SO6						
Farmers, Ranchers, & Other Agricultural Managers	2,885	2,690	-0.7	0	45	45	N.A.	N.A.	HS	> 5	N	B3	B9	B2	SY1	B7	R4					
Combined Food Preparation & Serving Workers, Incl Fast Food	480	560	1.7	10	20	25	8.66	18,021	< HS	N	S	B2	SO5	B9	SO1	B6	SO6					
Retail Salespersons	415	450	0.8	5	15	20	9.29	19,331	< HS	N	S	B2	SO4	B9	SO6	SO3	SO6					
Waiters & Waitresses	340	365	0.7	*	15	20	8.15	16,959	< HS	N	S	B2	SO5	SO6	B9	SO1						
Childcare Workers	265	315	1.9	5	10	15	8.14	16,936	HS	N	S	B6	SO5	B9	B3	SO6						
Secretaries & Admin Assistants, Ex Legal, Medical, & Executive	600	665	1.1	5	5	15	13.42	27,912	HS	N	S	B9	B2	R4	SO5	B10						
Laborers & Freight, Stock, & Material Movers, Hand	425	470	1.1	5	15	15	12.79	26,599	< HS	N	S	B2	B3	T5	SO1	B6	B7	B9				
Personal Care Aides	200	290	4.5	10	*	10	10.10	21,014	< HS	N	S	SO5	B2	SO6	B3	B9						
Construction Laborers	165	200	2.1	5	5	10	18.71	38,920	< HS	N	S	B9	SO1	B2	B3	T4	T5	SO6				
Maids & Housekeeping Cleaners	290	340	1.7	5	5	10	10.84	22,543	< HS	N	S	B2	SO5	SO6	R4	B3	B6	B9				
Cooks, Restaurant	260	295	1.3	5	5	10	8.83	18,365	< HS	< 5	M	SO1	B6	B2	B3	SY1	T8	B9				
Landscaping & Groundskeeping Workers	230	260	1.3	5	5	10	12.14	25,247	< HS	N	S	T4	B2	B3	B9	T5	R4					
Maintenance & Repair Workers, General	335	370	1.0	5	5	10	18.12	37,699	HS	N	L	T9	T1	T11	B3	C1	T2	B6	T5	T8	B7	R4
First-Line Supervisors of Retail Sales Workers	310	345	1.0	5	5	10	14.41	29,968	HS	< 5	N	B2	SO1	B3	B6	SO5	B9					
Janitors & Cleaners, Ex Maids & Housekeeping Cleaners	400	430	0.9	5	10	10	12.19	25,348	< HS	N	S	B3	B2	SO1	SO6	B9	R4					
Customer Service Reps	290	315	0.9	5	10	10	14.21	29,555	HS	N	S	B2	B9	SO5	SO4	B7						
Team Assemblers	485	525	0.8	5	10	10	14.59	30,342	HS	N	M	SO1	B2	B3	B9	B6	B7					
Sales Reps, Wholesale & Mfg, Ex Technical & Scientific Products	310	325	0.5	*	5	10	24.61	51,183	HS	N	M	B9	B2	SO4	SO6	B3	SO3					
Packaging & Filling Machine Operators & Tenders	335	350	0.4	*	10	10	15.59	32,430	HS	N	M	T5	T8	T4	B6	B3	T11					
Packers & Packagers, Hand	275	285	0.4	*	5	10	10.89	22,651	< HS	N	S	B9	B2	B3	SY1	B6	T8					
Tellers	200	210	0.3	*	10	10	12.53	26,057	HS	N	S	B2	B9	B3	B5	B7	SO5					
Office Clerks, General	410	420	0.2	*	10	10	13.30	27,668	HS	N	S	B2	B7	B9	SO6	R4	B10					
Farmworkers, Farm, Ranch, & Aquacultural Animals	260	255	-0.2	0	10	10	N.A.	N.A.	< HS	N	S	B2	B7	B6	T4	T5						

### 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 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.