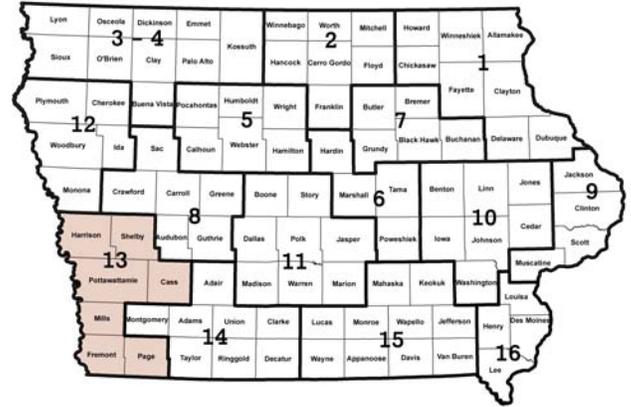
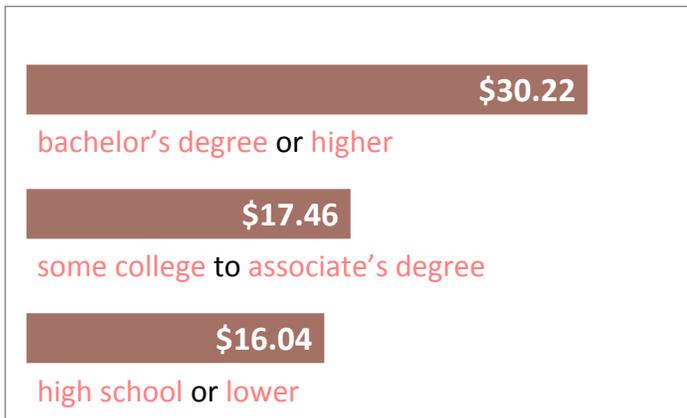


mean hourly wages by education level



fastest growing occupations

bachelor's degree or higher

Occupational Title	Employment ^[1]			Annual Job Separations/Opening ^[2]				\$ ^[3]		Career Preparation ^[4]			Top Skills ^[5]											
	2016 Estimated	2026 Projected	Annual Growth Rate (%)	Exits [a]	Transfers [b]	New (Growth) [c]	Total [a+b+c]	2019 Mean Wage	2019 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)											
Physical Therapists	110	140	2.7	*	5	5	10	41.29	85,874	DP	N	N	B7	B3	B9	B2	B6	S05	S06	B10	SY1	R4		
Market Research Analysts/Specialists	75	95	2.7	*	5	*	10	27.24	56,659	BA	N	N	B3	B7	B10	B2	C1	B9	SY1	B1	B5	B6		
Healthcare Social Wkrs	65	80	2.3	5	5	*	10	24.50	50,959	MA	N	I	B2	S06	B9	B3	S01	B7	S05	B10	C1	SY1		
Financial Mgrs	230	275	2.2	5	10	5	25	42.50	88,406	BA	> 5	N	B3	SY1	C1	R1	B7	B9	B2	B5	B10	S01		
Substance Abuse/Behavioral Disorder Counselors	325	390	2.2	15	25	5	45	20.76	43,180	BA	N	N	B2	S06	B9	B3	B7	S05	B1	SY1	B6	B10		
Social & Community Service Mgrs	140	170	2.1	5	10	5	15	28.00	58,243	BA	< 5	N	S05	S06	B1	B2	C1	S01	B3	SY1	R3	B6		
Mental Health Counselors	75	95	2.0	5	5	*	10	20.76	43,180	MA	N	I	B2	S06	S05	B9	B3	SY1	B6	B10	B7	S04		
Child, Family, & School Social Wkrs	150	175	1.7	5	10	*	20	17.88	37,190	BA	N	N	B2	B9	B3	S06	SY1	B7	S05	B1	C1	B6	S01	
Loan Officers	185	210	1.6	5	10	5	20	27.31	56,805	BA	N	M	B2	B9	SY1	B7	B3	S05	S06	B10	B1	C1		
Medical & Health Services Mgrs	260	300	1.5	10	15	5	25	36.09	75,067	BA	< 5	N	B9	B3	B2	S01	SY1	B7	R4	B10	B1	S06		
Educational/Guidance/School/Vocational Counselors	100	110	1.5	5	5	*	10	25.69	53,445	MA	N	N	B2	S06	B9	B7	S05	B3	B10	B1	C1	S01		

some college to associate's degree

Physical Therapist Assistants	55	75	3.6	5	5	*	10	N.A.	N.A.	AS	N	N	B2	B6	S06	B9	S05	S01	B3	B7	B1	S02
Medical Assistants	210	260	2.4	10	15	5	30	15.71	32,673	PS	N	N	B9	B2	B7	S06	B6	C1	S01	B10	S05	B1
Heating/AC/Refrigeration Mechanics	140	165	1.8	5	10	5	15	18.60	38,689	PS	N	L	T1	T3	T8	T11	T5	T9	B2	B3	T4	B7
Dental Assistants	100	115	1.5	5	5	*	10	19.05	39,626	PS	N	N	B2	B7	B9	B3	S05	B1	B6	S06	C1	S01
Hairdressers, Hairstylists, & Cosmetologists	310	355	1.5	20	15	5	45	12.29	25,556	PS	N	N	B2	B9	S05	B3	B1	SY1	S06	C1	B6	B7
Paralegals & Legal Assistants	105	115	1.4	5	5	*	10	20.78	43,231	AS	N	N	B7	B2	B9	B10	B3	B1	C1	S01	SY1	B6
Computer User Support Specialists	125	140	1.2	5	5	*	10	22.27	46,320	SC	N	N	B2	B7	B9	C1	B3	B10	SY1	B1	SY2	S02
Heavy & Tractor-Trailer Truck Drivers	1,870	2,090	1.2	85	125	20	230	20.93	43,526	PS	N	S	T4	T5	R4	B3	B6	B7	B9	T11	B2	C1
Preschool Teachers, Ex Special Educ	160	175	0.9	5	10	*	20	14.50	30,160	AS	N	N	B9	B4	S02	B2	S01	S06	B3	B6	B7	S05
Teacher Assistants	910	990	0.8	50	45	10	105	12.43	25,846	SC	N	N	B2	B9	S02	S06	S01	B4	B7	B1	B3	SY1
Automotive Service Technicians & Mechanics	495	535	0.8	15	30	5	50	22.45	46,693	PS	N	S	T9	T1	T5	T11	B3	T4	T8	T2	C1	B2
Library Technicians	65	70	0.8	5	5	0	10	16.72	34,771	PS	N	N	B7	B2	B9	S05	S01	B3	B4	S06	B1	SY1

high school or lower

Personal Care Aides	1,035	1,370	3.2	95	70	35	200	12.76	26,538	HS	N	S	S05	S06	B2	B9	B6	S01	B3	S02	SY1	R4
Loan Interviewers & Clerks	70	85	2.1	5	5	*	10	18.37	38,205	HS	N	S	B2	B9	B7	B3	B10	C1	B1	SY1	S06	R4
Helpers--Electricians	50	55	2.0	*	5	*	10	N.A.	N.A.	HS	N	S	B2	T8	B3	T9	B9	T11	C1	S01	T1	T3
Plumbers, Pipefitters, & Steamfitters	355	415	1.8	15	25	5	45	20.54	42,725	HS	N	A	B3	B2	SY1	C1	T5	T8	T9	B9	T11	B1
Cement Masons & Concrete Finishers	195	225	1.8	10	15	5	25	20.52	42,674	< HS	N	M	B6	S01	T8	B9	R4	B2	C1	B3	SY1	T4
Telemarketers	145	170	1.7	10	15	*	25	N.A.	N.A.	< HS	N	S	B9	S04	B2	S05	S06	B7	B3	S03	S01	B6
Chefs & Head Cooks	60	70	1.7	*	5	*	10	19.35	40,246	HS	> 5	N	B6	S01	B9	R3	S06	R4	B2	B3	SY1	B1
Medical Secretaries	245	285	1.6	15	15	5	30	15.81	32,878	HS	N	M	B9	B2	S05	B7	S01	S06	R4	B10	C1	B3
Property, Real Estate, & Community Assoc Mgrs	95	110	1.6	5	5	*	10	31.93	66,417	HS	< 5	N	B9	B2	S01	B7	S03	B3	S04	S06	B10	SY1
Tax Preparers	65	75	1.5	5	5	*	10	15.91	33,085	HS	N	M	B2	B7	B3	B9	C1	SY1	B5	B10	B1	B6
Sheet Metal Wkrs	65	75	1.5	*	5	*	10	N.A.	N.A.	HS	N	A	B3	S01	SY1	B5	B6	B7	B9	R4	B2	C1
Structural Iron & Steel Wkrs	65	75	1.5	*	5	*	10	N.A.	N.A.	HS	N	A	S01	T4	T5	B2	B3	B1	C1	SY1	B6	T8
Demonstrators & Product Promoters	65	75	1.5	5	5	*	15	N.A.	N.A.	< HS	N	S	B2	B9	S04	B7	S05	C1	S01	B3	SY1	B6
Social & Human Service Assistants	230	265	1.5	10	20	5	35	16.26	33,827	< HS	N	S	B2	S05	S06	B9	B10	B6	B7	S01	B3	S04
Combined Food Prep/Serving Wkrs, Incl Fast Food	1,775	2,045	1.5	170	175	25	375	10.14	21,096	< HS	N	S	B2	S05	B9	S01	B6	S06	SY1	B3	S02	B4
First-Line Supvs of Housekeeping/Janitorial Wkrs	100	115	1.5	5	5	*	10	21.35	44,414	HS	< 5	N	R3	B6	S06	B9	R4	S01	B2	B3	SY1	B4
Nonfarm Animal Caretakers	100	115	1.5	5	10	*	15	11.21	23,325	HS	N	S	B2	B6	S05	SY1	B7	B9	S01	R4	C1	S06
Home Health Aides	645	745	1.5	40	35	10	85	N.A.	N.A.	HS	N	S	B2	S05	S06	B3	B6	B7	S02	S04	B9	R4
Bus/Truck Mechanics & Diesel Engine Specialists	340	390	1.5	10	20	5	35	19.68	40,934	HS	N	L	T9	T11	T4	T5	B3	T1	T8	T2	SY1	B9
Hotel, Motel, & Resort Desk Clerks	310	355	1.5	20	35	5	55	N.A.	N.A.	HS	N	S	S06	B9	S05	B2	S03	C1	SY1	R3	B6	B7
Industrial Machinery Mechanics	310	355	1.5	10	15	5	30	25.87	53,812	HS	N	L	T1	T9	T5	T11	T4	T8	B3	T2	B2	C1
Packaging & Filling Machine Operators & Tenders	310	355	1.5	15	20	5	45	14.13	29,396	HS	N	M	T5	B6	B2	S01	T4	B3	T1	T8	B7	S06

occupations with the most openings



bachelor's degree or higher

Occupational Title	Employment ^[1]			Annual Job Separations/Opening ^[2]				\$ ^[3]		Career Preparation ^[4]			Top Skills ^[5]						
	2016 Estimated	2026 Projected	Annual Growth Rate (%)	Exits	Transfers	New (Growth)	Total	2019 Mean Wage	2019 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)						
				[a]	[b]	[c]	[a+b+c]						B2	SO6	SO5	B9	SO1	B3	B7
Registered Nurses	1,385	1,580	1.4	40	30	20	95	27.49	57,178	BA	N	N	B2	SO6	SO5	B9	SO1	B3	B7
Elementary School Teachers, Ex Special Educ	945	1,025	0.8	30	35	10	75	25.34	52,701	BA	N	N	SO2	B9	B4	B2	B3	B7	SO1
General & Operations Mgrs	625	700	1.1	15	40	5	60	40.62	84,488	BA	> 5	N	B2	SO1	B6	SO6	B9	B3	B7
Substitute Teachers	430	480	1.2	30	20	5	55	15.10	31,408	BA	N	N	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Secondary School Teachers	730	790	0.8	25	30	5	55	23.82	49,541	BA	N	N	SO2	B9	B2	B4	B7	B3	B6
Substance Abuse/Behavioral Disorder Counselors	325	390	2.2	15	25	5	45	20.76	43,180	BA	N	N	B2	SO6	B9	B3	B7	SO5	B1
Accountants & Auditors	405	450	1.1	15	25	5	40	33.33	69,335	BA	N	N	B2	B3	B5	B7	B9	B10	SY1
Middle School Teachers	460	500	0.9	15	20	5	40	25.58	53,207	BA	N	N	SO2	B9	B2	B4	B7	SO6	B10
Financial Mgrs	230	275	2.2	5	10	5	25	42.50	88,406	BA	> 5	N	B3	SY1	C1	R1	B7	B9	B2
Medical & Health Services Mgrs	260	300	1.5	10	15	5	25	36.09	75,067	BA	< 5	N	B9	B3	B2	SO1	SY1	B7	R4
Coaches & Scouts	145	165	1.4	10	10	*	25	11.46	23,847	BA	N	N	SO2	B9	R3	B6	SY1	B4	B2

some college to associate's degree

Heavy & Tractor-Trailer Truck Drivers	1,870	2,090	1.2	85	125	20	230	20.93	43,526	PS	N	S	T4	T5	R4	B3	B6	B7	B9
Nursing Assistants	1,215	1,295	0.7	75	65	10	150	13.71	28,525	PS	N	N	SO5	B2	SO6	SO1	B6	B9	C1
Bookkeeping, Accounting, & Auditing Clerks	1,180	1,170	-0.1	75	55	*	130	16.92	35,193	SC	N	M	B5	B2	B3	B7	B9	B10	B6
Teacher Assistants	910	990	0.8	50	45	10	105	12.43	25,846	SC	N	S	B2	B9	SO2	SO6	SO1	B4	B7
Automotive Service Technicians & Mechanics	495	535	0.8	15	30	5	50	22.45	46,693	PS	N	S	T9	T1	T5	T11	B3	T4	T8
Hairdressers, Hairstylists, & Cosmetologists	310	355	1.5	20	15	5	45	12.29	25,556	PS	N	N	B2	B9	SO5	B3	B1	SY1	SO6
Licensed Practical & Licensed Vocational Nurses	455	475	0.4	15	15	*	35	21.94	45,639	PS	N	N	SO5	B2	SO1	B6	B7	SO6	B9
Medical Assistants	210	260	2.4	10	15	5	25	15.71	32,673	PS	N	N	B9	B2	B7	SO6	B6	C1	SO1
Preschool Teachers, Ex Special Educ	160	175	0.9	5	10	*	20	14.50	30,160	AS	N	N	B9	B4	SO2	B2	SO1	SO6	B3
Heating/AC/Refrigeration Mechanics	140	165	1.8	5	10	5	15	18.60	38,689	PS	N	L	T1	T3	T8	T11	T5	T9	B2

high school or lower

Cashiers	2,320	2,395	0.3	220	215	10	445	10.34	21,501	< HS	N	S	SO5	B2	B9	B5	SO6	SO1	B3
Combined Food Prep/Serving Wkrs, Incl Fast Food	1,775	2,045	1.5	170	175	25	375	10.14	21,096	< HS	N	S	B2	SO5	B9	SO1	B6	SO6	SY1
Farmers, Ranchers, & Other Agricultural Mgrs	5,125	5,120	0.0	300	75	0	375	N.A.	N.A.	HS	> 5	N	B3	SY1	B9	SO1	B6	B2	R4
Retail Salespersons	1,990	2,080	0.4	130	160	10	300	12.92	26,866	< HS	N	S	SO4	B2	SO5	B9	SO3	SO6	B3
Laborers & Freight, Stock, & Material Movers, Hand	1,795	2,005	1.2	95	160	20	275	15.27	31,756	< HS	N	S	SO1	B3	T4	B2	T5	B7	B9
Waiters & Waitresses	1,240	1,330	0.7	95	145	10	250	10.37	21,572	< HS	N	S	B2	SO5	B9	SO6	SO1	B6	B1
Janitors & Cleaners	1,370	1,555	1.4	95	90	20	205	13.15	27,360	< HS	N	S	B2	SO1	B3	SO6	B9	R4	B1
Personal Care Aides	1,035	1,370	3.2	95	70	35	200	12.76	26,538	HS	N	S	SO5	SO6	B2	B9	B6	SO1	B3
Office Clerks, General	1,280	1,285	0.0	75	75	0	150	15.97	33,223	HS	N	S	B2	B7	B9	B10	SO1	B3	SO5
Maid & Housekeeping Cleaners	910	1,035	1.3	70	55	10	140	10.13	21,073	< HS	N	S	SO5	SO1	B2	B6	B9	SO6	R4
Stock Clerks & Order Fillers	1,025	1,105	0.8	60	75	10	140	13.90	28,902	HS	N	S	B9	B2	SO5	SO1	B3	B6	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. N.A. = Not Available. Due to occupational code realignment some occupations will have the same wage structure. These include: 13-1020 (13-1021, 13-1022, 13-1023), 15-2090 (15-2091, 15-2099), 21-1018 (21-1011, 21-1014), 29-2010 (29-2011, 29-2012), 39-1010 (39-1011, 39-1012), 39-7010 (39-7011, 39-7012), 47-4090 (47-4091, 47-4099), 51-2028 (51-2022, 51-2023), 51-2098 (51-2092, 51-2099), 53-1048 (53-1021, 53-1031) **[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 top ten 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:** 2016-2026 Occupational Projections estimates based on 2016 annual industry employment data and 2017 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:** 2019 Iowa Wage Survey estimates (based on 2018 2nd quarter occupational wage data updated to 2019 2nd quarter using Employment Cost Index), Labor Market and Workforce Information Division, Iowa Workforce Development.

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