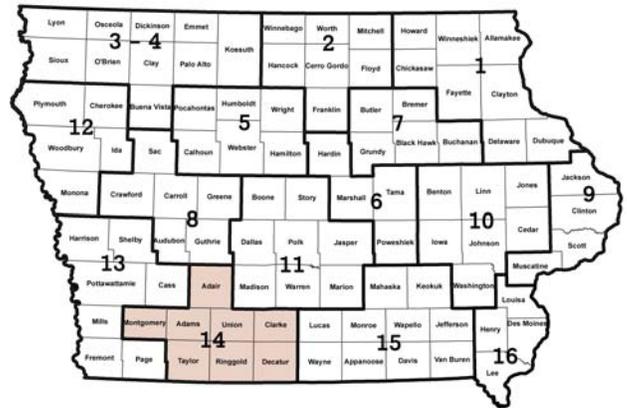
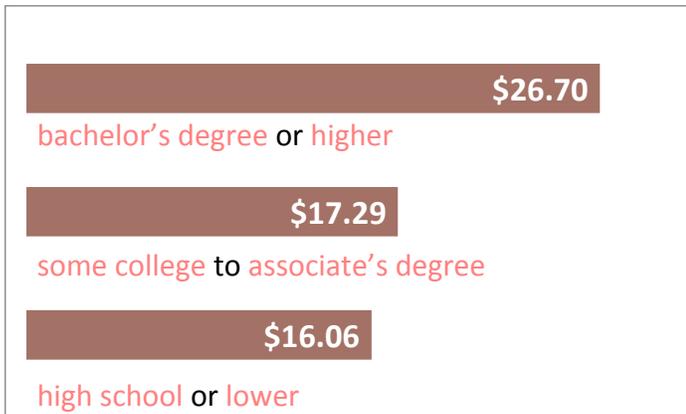


mean hourly wages by education level



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)											
Loan Officers	85	105	2.4	*	5	*	10	33.15	68,960	BA	N	M	B2	B9	SY1	B7	B3	SO5	SO6	B10	B1	C1		
Financial Mgrs	100	115	2.0	*	5	*	10	46.03	95,740	BA	> 5	N	B3	SY1	C1	R1	B7	B9	B2	B5	B10	SO1		
Social & Community Service Mgrs	75	90	2.0	5	5	*	10	23.57	49,032	BA	< 5	N	SO5	SO6	B1	B2	C1	SO1	B3	SY1	R3	B6		
Coaches & Scouts	80	90	1.3	5	5	*	10	10.59	22,031	BA	N	N	SO2	B9	R3	B6	SY1	B4	B2	C1	SO1	B3		
Registered Nurses	525	580	1.0	15	10	5	35	27.07	56,308	BA	N	N	B2	SO6	SO5	B9	SO1	B3	B7	SY1	B6	B10		
Preschool Teachers, Ex Special Educ	100	110	1.0	5	5	*	10	10.67	22,195	AS	N	N	B9	B4	SO2	B2	SO1	SO6	B3	B6	B7	SO5		
General & Operations Mgrs	255	275	1.0	5	15	*	25	31.75	66,047	BA	> 5	N	B2	SO1	B6	SO6	B9	B3	B7	R4	SO3	B1		
Medical & Health Services Mgrs	105	115	1.0	5	5	*	10	37.49	77,970	BA	< 5	N	B9	B3	B2	SO1	SY1	B7	R4	B10	B1	SO6		
Substitute Teachers	115	125	0.9	5	5	*	15	12.42	25,842	BA	N	N	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.		
Accountants & Auditors	140	150	0.7	5	10	*	15	24.41	50,773	BA	N	N	B2	B3	B5	B7	B9	B10	SY1	B6	C1	SY2		

some college to associate's degree

Medical Assistants	90	110	2.2	5	5	*	10	8.85	18,411	PS	N	N	B9	B2	B7	SO6	B6	C1	SO1	B10	SO5	B1
Hairdressers, Hairstylists, & Cosmetologists	125	140	1.2	10	5	*	15	N.A.	N.A.	PS	N	N	B2	B9	SO5	B3	B1	SY1	SO6	C1	B6	B7
Heavy & Tractor-Trailer Truck Drivers	765	840	1.0	35	50	10	90	25.09	52,184	PS	N	S	T4	T5	R4	B3	B6	B7	B9	T11	B2	C1
Teacher Assistants	400	425	0.6	25	20	5	45	10.93	22,739	SC	N	N	B2	B9	SO2	SO6	SO1	B4	B7	B1	B3	SY1
Nursing Assistants	520	555	0.6	35	25	5	65	13.27	27,600	PS	N	N	SO5	B2	SO6	SO1	B6	B9	C1	B7	SY1	R4
Automotive Service Technicians & Mechanics	125	130	0.4	5	10	0	10	N.A.	N.A.	PS	N	S	T9	T1	T5	T11	B3	T4	T8	T2	C1	B2
Library Technicians	60	65	0.0	5	5	0	10	N.A.	N.A.	PS	N	N	B7	B2	B9	SO5	SO3	B3	B4	SO6	B1	SY1
Licensed Practical/Vocational Nurses	200	195	-0.3	5	5	0	15	20.22	42,059	PS	N	N	SO5	B2	SO1	B6	B7	SO6	B9	R4	B3	SY1
Bookkeeping, Accounting, & Auditing Clerks	540	515	-0.4	35	25	*	55	15.12	31,445	SC	N	M	B5	B2	B3	B7	B9	B10	B6	R4	C1	SO1

high school or lower

Personal Care Aides	195	260	3.3	20	15	5	40	11.64	24,210	HS	N	S	SO5	SO6	B2	B9	B6	SO1	B3	SO2	SY1	R4
Home Health Aides	250	310	2.4	15	15	5	35	N.A.	N.A.	HS	N	S	B2	SO5	SO6	B3	B6	B7	SO2	SO4	B9	R4
Agricultural Equipment Operators	135	165	1.9	5	15	5	25	N.A.	N.A.	<HS	N	M	T4	T5	T8	T9	T11	B2	SO6	B3	T1	B9
Nonfarm Animal Caretakers	55	65	1.8	5	5	*	10	N.A.	N.A.	HS	N	S	B2	B6	SO5	SY1	B7	B9	SO1	R4	C1	SO6
Insurance Sales Agents	110	135	1.8	5	5	*	15	N.A.	N.A.	HS	N	M	B7	B2	B9	B3	SO4	B10	R4	SO5	SO3	SO6
Hotel, Motel, & Resort Desk Clerks	55	65	1.8	5	5	*	10	N.A.	N.A.	HS	N	S	SO6	B9	SO5	B2	SO1	C1	SY1	R3	B6	B7
Social & Human Service Assistants	130	155	1.5	5	10	*	20	14.58	30,326	HS	N	S	B2	SO5	SO6	B9	B10	B6	B7	SO1	B3	SO4
Cement Masons & Concrete Finishers	65	75	1.5	5	5	*	10	N.A.	N.A.	<HS	N	M	B6	SO1	T8	B9	R4	B2	C1	B3	SY1	T4
Combined Food Prep/Serving Wkrs, Incl Fast Food	415	475	1.4	40	40	5	85	N.A.	N.A.	<HS	N	S	B2	SO5	B9	SO1	B6	SO6	SY1	B3	SO2	B4
Amusement & Recreation Attendants	35	40	1.4	5	5	0	10	N.A.	N.A.	<HS	N	S	B9	B2	SO5	SO6	SO1	B6	B3	SY1	SO4	T4

occupations with the most openings

bachelor's degree or higher

Occupational Title	Employment ^[1]			Annual Job Separations/Opening ^[2]				Wage ^[3]		Career Preparation ^[4]			Top Skills ^[5] (L-R in order of significance)
	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	
Registered Nurses	525	580	1.0	15	10	5	35	27.07	56,308	BA	N	N	B2 SO6 SO5 B9 SO1 B3 B7 SY1 B6 B10
Elementary School Teachers	400	425	0.6	15	15	*	30	N.A.	N.A.	BA	N	N	SO2 B9 B4 B2 B3 B7 SO1 B6 SO6 B10
Secondary School Teachers	410	435	0.6	15	15	*	30	N.A.	N.A.	BA	N	N	SO2 B9 B2 B4 B7 B3 B6 SO6 SY1 B10
General & Operations Mgrs	255	275	1.0	5	15	*	25	31.75	66,047	BA	> 5	N	B2 SO1 B6 SO6 B9 B3 B7 R4 SO3 B1
Substitute Teachers	115	125	0.9	5	5	*	15	12.42	25,842	BA	N	N	N.A. N.A. N.A. N.A. N.A. N.A. N.A. N.A.
Accountants & Auditors	140	150	0.7	5	10	*	15	24.41	50,773	BA	N	N	B2 B3 B5 B7 B9 B10 SY1 B6 C1 SY2
Loan Officers	85	105	2.4	*	5	*	10	33.15	68,960	BA	N	M	B2 B9 SY1 B7 B3 SO5 SO6 B10 B1 C1
Financial Mgrs	100	115	2.0	*	5	*	10	46.03	95,740	BA	> 5	N	B3 SY1 C1 R1 B7 B9 B2 B5 B10 SO1
Social & Community Service Mgrs	75	90	2.0	5	5	*	10	23.57	49,032	BA	< 5	N	SO5 SO6 B1 B2 C1 SO1 B3 SY1 R3 B6
Coaches & Scouts	80	90	1.3	5	5	*	10	10.59	22,031	BA	N	N	SO2 B9 R3 B6 SY1 B4 B2 C1 SO1 B3
Preschool Teachers, Ex Special Educ	100	110	1.0	5	5	*	10	10.67	22,195	AS	N	N	B9 B4 SO2 B2 SO1 SO6 B3 B6 B7 SO5
Medical & Health Services Mgrs	105	115	1.0	5	5	*	10	37.49	77,970	BA	< 5	N	B9 B3 B2 SO1 SY1 B7 R4 B10 B1 SO6

some college to associate's degree

Heavy & Tractor-Trailer Truck Drivers	765	840	1.0	35	50	10	90	25.09	52,184	PS	N	S	T4 T5 R4 B3 B6 B7 B9 T11 B2 C1
Nursing Assistants	520	555	0.6	35	25	5	65	13.27	27,600	PS	N	N	SO5 B2 SO6 SO1 B6 B9 C1 B7 SY1 R4
Bookkeeping, Accounting, & Auditing Clerks	540	515	-0.4	35	25	*	55	15.12	31,445	SC	N	M	B5 B2 B3 B7 B9 B10 B6 R4 C1 SO1
Teacher Assistants	400	425	0.6	25	20	5	45	10.93	22,739	SC	N	N	B2 B9 SO2 SO6 SO1 B4 B7 B1 B3 SY1
Hairdressers, Hairstylists, & Cosmetologists	125	140	1.2	10	5	*	15	N.A.	N.A.	PS	N	N	B2 B9 SO5 B3 B1 SY1 SO6 C1 B6 B7
Licensed Practical/Vocational Nurses	200	195	-0.3	5	5	0	15	20.22	42,059	PS	N	N	SO5 B2 SO1 B6 B7 SO6 B9 R4 B3 SY1
Medical Assistants	90	110	2.2	5	5	*	10	8.85	18,411	PS	N	N	B9 B2 B7 SO6 B6 C1 SO1 B10 SO5 B1
Automotive Service Technicians & Mechanics	125	130	0.4	5	10	0	10	N.A.	N.A.	PS	N	S	T9 T1 T5 T11 B3 T4 T8 T2 C1 B2
Library Technicians	60	65	0.0	5	5	0	10	N.A.	N.A.	PS	N	N	B7 B2 B9 SO5 SO1 B3 B4 SO6 B1 SY1

high school or lower

Cashiers	1,225	1,270	0.4	115	115	5	235	9.50	19,753	<HS	N	S	SO5 B2 B9 B5 SO6 SO1 B3 SY1 B6 B7
Farmers, Ranchers, & Other Agricultural Mgrs	2,810	2,815	0.0	165	40	*	205	N.A.	N.A.	HS	> 5	N	B3 SY1 B9 SO1 B6 B2 R4 C1 T5 SO4
Combined Food Prep/Serving Wkrs, Incl Fast Food	415	475	1.4	40	40	5	85	N.A.	N.A.	<HS	N	S	B2 SO5 B9 SO1 B6 SO6 SY1 B3 SO2 B4
Retail Salespersons	440	460	0.5	30	35	*	65	12.56	26,122	<HS	N	S	SO4 B2 SO5 B9 SO3 SO6 B3 B1 SO1 B6
Laborers & Freight/Stock/Material Movers, Hand	450	470	0.4	25	40	*	65	16.64	34,613	<HS	N	S	SO1 B3 T4 B2 T5 B7 B9 B6 SY1 R4
Waiters & Waitresses	320	330	0.3	25	35	*	60	8.78	18,272	<HS	N	S	B2 SO5 B9 SO6 SO1 B6 B1 C1 B3 SY1
Packers & Packagers, Hand	310	350	1.3	20	25	5	55	N.A.	N.A.	<HS	N	S	B6 B2 SO1 B3 B9 B7 SY1 SO5 SO6 R4
Janitors & Cleaners	385	425	1.0	25	25	5	55	12.84	26,704	<HS	N	S	B2 SO1 B3 SO6 B9 R4 B1 B6 SO5 B7
Cooks, Restaurant	380	405	0.8	25	30	5	55	13.44	27,946	<HS	< 5	M	B6 B2 SO1 B3 B9 R4 SY1 B7 SO6 B1
Office Clerks, General	485	475	-0.2	30	25	*	55	15.78	32,827	HS	N	S	B2 B7 B9 B10 SO1 B3 SO5 SO6 R4 B6

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 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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