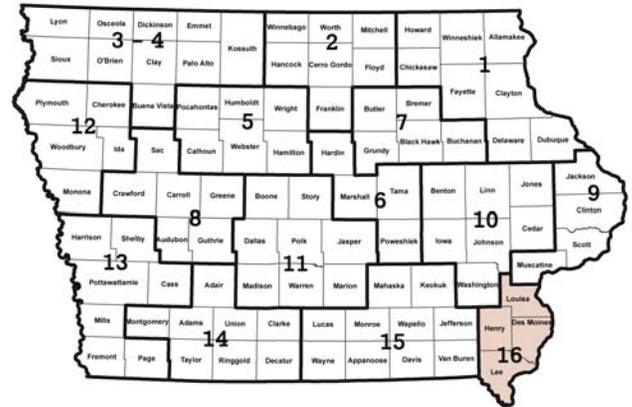
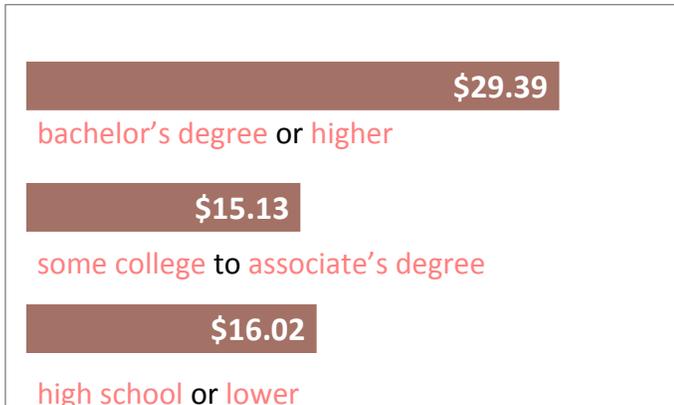


## mean hourly wages by education level



## fastest growing occupations

### bachelor's degree or higher

Occupational Title	Employment <sup>[1]</sup>			Annual Job Separations/Opening <sup>[2]</sup>				\$ <sup>[3]</sup>		Career Preparation <sup>[4]</sup>			Top Skills <sup>[5]</sup>											
	2016 Estimated	2026 Projected	Annual Growth Rate (%)	Exits [a]	Transfers [b]	New (Growth) [c]	Total [a+b+c]	2018 Mean Wage	2018 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)											
Loan Officers	105	130	2.4	5	5	*	10	27.88	57,993	BA	N	M	B2 B9 SY1 B7 B3 SO5 SO6 B10 B1 C1											
Financial Mgrs	190	235	2.4	5	10	5	20	49.06	102,036	BA	> 5	N	B3 SY1 C1 R1 B7 B9 B2 B5 B10 SO1											
Market Research Analysts & Mkg Specialists	75	95	2.0	*	5	*	10	22.36	46,505	BA	N	N	B3 B7 B10 B2 C1 B9 SY1 B1 B5 B6											
Medical & Health Services Mgrs	130	155	1.9	5	5	5	15	38.58	80,244	BA	< 5	N	B9 B3 B2 SO1 SY1 B7 R4 B10 B1 SO6											
Industrial Engineers	110	125	1.8	5	5	*	10	38.62	80,322	BA	N	N	B7 B2 C1 B3 B10 B9 B6 SY1 B1 SO1											
Coaches & Scouts	260	290	1.3	15	20	5	40	12.88	26,784	BA	N	N	SO2 B9 R3 B6 SY1 B4 B2 C1 SO1 B3											
Management Analysts	75	90	1.3	5	5	*	10	35.73	74,327	BA	< 5	N	B2 B3 B7 SY1 B9 SY3 B10 C1 B6 SO6											
Registered Nurses	945	1,070	1.3	30	20	10	65	27.85	57,933	BA	N	N	B2 SO6 SO5 B9 SO1 B3 B7 SY1 B6 B10											
Human Resources Specialists	115	125	1.3	5	10	*	15	22.94	47,708	BA	N	N	B2 B9 B7 C1 B10 SO1 SY1 SO6 B1 B6											
Construction Mgrs	125	140	1.2	5	5	*	10	40.32	83,873	BA	N	M	B2 B3 B9 C1 SO1 R3 B7 R4 B1 B6											
Training & Development Specialists	85	100	1.2	5	5	*	10	22.31	46,413	BA	< 5	N	SO2 B4 B2 B9 B6 B7 SO6 B3 B10 SO1											

### some college to associate's degree

Medical Assistants	255	335	2.9	15	20	10	40	14.14	29,411	PS	N	N	B9 B2 B7 SO6 B6 C1 SO1 B10 SO5 B1
Emergency Medical Technicians/Paramedics	155	185	1.9	5	5	5	15	15.45	32,134	PS	N	N	B3 B2 SO1 B9 SO5 SO6 B1 C1 B7 B4
Dental Assistants	85	100	1.8	5	5	*	10	16.02	33,312	PS	N	N	B2 B7 B9 B3 SO5 B1 B6 SO6 C1 SO1
Heavy & Tractor-Trailer Truck Drivers	1,850	2,090	1.3	85	125	25	230	17.45	36,293	PS	N	S	T4 T5 R4 B3 B6 B7 B9 T11 B2 C1
Hairdressers, Hairstylists, & Cosmetologists	280	315	1.3	20	15	5	40	11.82	24,580	PS	N	N	B2 B9 SO5 B3 B1 SY1 SO6 C1 B6 B7
Heating/A C/Refrigeration Mechanics	105	115	1.0	5	10	*	10	24.85	51,687	PS	N	L	T1 T3 T8 T11 T5 T9 B2 B3 T4 B7
Automotive Service Technicians & Mechanics	245	265	0.8	10	15	*	25	N.A.	N.A.	PS	N	S	T9 T1 T5 T11 B3 T4 T8 T2 C1 B2
Nursing Assistants	950	1,025	0.8	60	50	5	115	12.17	25,308	PS	N	N	SO5 B2 SO6 SO1 B6 B9 C1 B7 SY1 R4
Teacher Assistants	715	755	0.6	40	35	5	80	10.52	21,891	SC	N	N	B2 B9 SO2 SO6 SO1 B4 B7 B1 B3 SY1
Licensed Practical & Licensed Vocational Nurses	340	355	0.6	10	10	*	25	18.39	38,261	PS	N	N	SO5 B2 SO1 B6 B7 SO6 B9 R4 B3 SY1

### high school or lower

Personal Care Aides	540	725	3.4	50	40	20	105	11.02	22,929	HS	N	S	SO5 SO6 B2 B9 B6 SO1 B3 SO2 SY1 R4
Medical Secretaries	120	150	2.5	5	5	5	15	15.82	32,911	HS	N	M	B9 B2 SO5 B7 SO1 SO6 R4 B10 C1 B3
Home Health Aides	220	270	2.3	15	10	5	30	N.A.	N.A.	HS	N	S	B2 SO5 SO6 B3 B6 B7 SO2 SO4 B9 R4
First-Line Supvs of Housekeeping/Janitorial Wkrs	75	90	2.0	5	5	*	10	23.95	49,806	HS	< 5	N	R3 B6 SO6 B9 R4 SO1 B2 B3 SY1 B4
Fitness Trainers & Aerobics Instructors	50	60	2.0	5	5	*	10	14.79	30,754	HS	N	S	SO2 SO5 SO6 B9 B2 B6 SO1 B3 SY1 R4
Landscaping & Groundskeeping Wkrs	370	440	1.9	20	30	5	55	10.73	22,315	< HS	N	S	T4 B3 B9 B2 SO1 T5 R4 SY1 B6 SO5
Bakers	80	95	1.9	5	5	*	15	12.99	27,025	< HS	N	L	B6 B1 B2 SO1 B3 SY1 B9 R4 T5 T8
Self-Enrichment Educ Teachers	60	70	1.7	5	5	*	10	N.A.	N.A.	HS	< 5	N	B9 B2 SO2 SO6 B4 B6 B7 SO1 B3 B1
Insurance Claims & Policy Processing Clerks	90	105	1.7	5	5	*	10	21.27	44,244	HS	N	M	B2 B7 B9 B3 B10 SO5 SO6 B1 C1 SY1
Helpers--Plumbers, Pipefitters, & Steamfitters	60	70	1.7	5	5	*	10	N.A.	N.A.	HS	N	S	B2 B3 SY1 B6 SO1 B1 C1 T9 SO6 B9
Roofers	90	105	1.7	5	5	*	10	N.A.	N.A.	< HS	N	M	SO1 B2 B3 B6 T4 T5 B9 R4 C1 SY1

# occupations with the most openings

## bachelor's degree or higher

Occupational Title	Employment <sup>[1]</sup>			Annual Job Separations/Opening <sup>[2]</sup>				Wage <sup>[3]</sup>		Career Preparation <sup>[4]</sup>			Top Skills <sup>[5]</sup>									
	2016 Estimated	2026 Projected	Annual Growth Rate (%)	Exits [a]	Transfers [b]	New (Growth) [c]	Total [a+b+c]	2018 Mean Wage	2018 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)									
Registered Nurses	945	1,070	1.3	30	20	10	65	27.85	57,933	BA	N	N	B2	SO6	SO5	B9	SO1	B3	B7	SY1	B6	B10
Substitute Teachers	455	490	0.8	30	20	5	55	13.70	28,500	BA	N	N	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
General & Operations Mgrs	495	530	0.7	10	30	5	45	46.43	96,577	BA	> 5	N	B2	SO1	B6	SO6	B9	B3	B7	R4	SO3	B1
Coaches & Scouts	260	290	1.3	15	20	5	40	12.88	26,784	BA	N	N	SO2	B9	R3	B6	SY1	B4	B2	C1	SO1	B3
Elementary School Teachers	450	475	0.6	15	15	*	35	25.37	52,777	BA	N	N	SO2	B9	B4	B2	B3	B7	SO1	B6	SO6	B10
Accountants & Auditors	230	250	0.9	5	15	*	25	30.38	63,186	BA	N	N	B2	B3	B5	B7	B9	B10	SY1	B6	C1	SY2
Secondary School Teachers	335	355	0.6	10	15	*	25	25.08	52,157	BA	N	N	SO2	B9	B2	B4	B7	B3	B6	SO6	SY1	B10
Financial Mgrs	190	235	2.4	5	10	5	20	49.06	102,036	BA	> 5	N	B3	SY1	C1	R1	B7	B9	B2	B5	B10	SO1
Medical & Health Services Mgrs	130	155	1.9	5	5	5	15	38.58	80,244	BA	< 5	N	B9	B3	B2	SO1	SY1	B7	R4	B10	B1	SO6
Human Resources Specialists	115	125	1.3	5	10	*	15	22.94	47,708	BA	N	N	B2	B9	B7	B3	B10	SO1	SY1	SO6	B1	B6

## some college to associate's degree

Heavy & Tractor-Trailer Truck Drivers	1,850	2,090	1.3	85	125	25	230	17.45	36,293	PS	N	S	T4	T5	R4	B3	B6	B7	B9	T11	B2	C1
Nursing Assistants	950	1,025	0.8	60	50	5	115	12.17	25,308	PS	N	N	SO5	B2	SO6	SO1	B6	B9	C1	B7	SY1	R4
Bookkeeping, Accounting, & Auditing Clerks	905	900	0.0	55	45	0	100	15.93	33,134	SC	N	M	B5	B2	B3	B7	B9	B10	B6	R4	C1	SO1
Teacher Assistants	715	755	0.6	40	35	5	80	10.52	21,891	SC	N	N	B2	B9	SO2	SO6	SO1	B4	B7	B1	B3	SY1
Medical Assistants	255	335	2.9	15	20	10	40	14.14	29,411	PS	N	N	B9	B2	B7	SO6	B6	C1	SO1	B10	SO5	B1
Hairdressers, Hairstylists, & Cosmetologists	280	315	1.3	20	15	5	40	11.82	24,580	PS	N	N	B2	B9	SO5	B3	B1	SY1	SO6	C1	B6	B7
Automotive Service Technicians & Mechanics	245	265	0.8	10	15	*	25	N.A.	N.A.	PS	N	S	T9	T1	T5	T11	B3	T4	T8	T2	C1	B2
Licensed Practical/Vocational Nurses	340	355	0.6	10	10	*	25	18.39	38,261	PS	N	N	SO5	B2	SO1	B6	B7	SO6	B9	R4	B3	SY1
Emergency Medical Technicians/Paramedics	155	185	1.9	5	5	5	15	15.45	32,134	PS	N	N	B3	B2	SO1	B9	SO5	SO6	B1	C1	B7	B4
Dental Assistants	85	100	1.8	5	5	*	10	16.02	33,312	PS	N	N	B2	B7	B9	B3	SO5	B1	B6	SO6	C1	SO1
Heating/A/C/Refrigeration Mechanics	105	115	1.0	5	10	*	10	24.85	51,687	PS	N	L	T1	T3	T8	T11	T5	T9	B2	B3	T4	B7

## high school or lower

Cashiers	1,745	1,785	0.2	165	160	5	330	9.86	20,504	< HS	N	S	SO5	B2	B9	B5	SO6	SO1	B3	SY1	B6	B7
Farmers, Ranchers, & Other Agricultural Mgrs	3,175	3,170	0.0	185	45	0	235	N.A.	N.A.	HS	> 5	N	B3	SY1	B9	SO1	B6	B2	R4	C1	T5	SO4
Combined Food Preparation & Serving Wrks	1,125	1,270	1.3	105	110	15	230	9.13	18,994	< HS	N	S	B2	SO5	B9	SO1	B6	SO6	SY1	B3	SO2	B4
Retail Salespersons	1,360	1,420	0.4	90	110	5	205	13.06	27,170	< HS	N	S	SO4	B2	SO5	B9	SO3	SO6	B3	B1	SO1	B6
Laborers & Freight, Stock, & Material Movers	1,230	1,380	1.2	65	110	15	190	15.35	31,927	< HS	N	S	SO1	B3	T4	B2	T5	B7	B9	B6	SY1	R4
Waiters & Waitresses	635	660	0.3	50	75	*	125	9.55	19,868	< HS	N	S	B2	SO5	B9	SO6	SO1	B6	B1	C1	B3	SY1
Office Clerks, General	945	940	-0.1	55	55	*	110	15.97	33,221	HS	N	S	B2	B7	B9	B10	SO1	B3	SO5	SO6	R4	B6
Personal Care Aides	540	725	3.4	50	40	20	105	11.02	22,929	HS	N	S	SO5	SO6	B2	B9	B6	SO1	B3	SO2	SY1	R4
Team Assemblers	975	940	-0.4	40	70	-5	105	N.A.	N.A.	HS	N	M	SO1	B6	T8	B2	B3	B9	R4	R3	T5	B7
Stock Clerks & Order Fillers	725	785	0.8	40	55	5	100	13.86	28,833	HS	N	S	B9	B2	SO5	SO1	B3	B6	SO6	B1	SY1	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; NE = No formal Education 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 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**: 2018 Iowa Wage Survey estimates (based on 2017 2<sup>nd</sup> quarter occupational wage data updated to 2018 2<sup>nd</sup> quarter using Employment Cost Index), Labor Market and Workforce Information Division, Iowa Workforce Development.

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