

high-demand, high-salary occupations

region 9

Occupational Title	Employment ^[1]			\$ ^[2]		Career Preparation ^[3]			Top Skills ^[4]									
	2014 Estimated	2024 Projected	Annual Growth Rate (%)	2016 Mean Wage	2016 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)									
Marketing Managers	195	235	2.1	53.00	110,248	BA	>5	N	B1	B2	B3	B7	S06	B9				
Financial Managers	470	530	1.3	48.83	101,572	BA	>5	N	C1	B3	B2	B7	SY1	B9	B10			
Medical & Health Services Managers	400	490	2.3	41.82	86,992	BA	<5	N	B7	B9	B2	B3	SY1					
Computer Systems Analysts	280	350	2.7	38.15	79,355	BA	N	N	B3	B2	B7	B9	SY2					
Physical Therapists	220	280	2.7	37.50	78,008	DP	N	N	B2	B9	B7	B3	S06	R4				
Speech-Language Pathologists	200	260	2.8	37.09	77,151	MA	N	N	B2	B3	B4	B7	S05	S06	B9			
Civil Engineers	180	205	1.4	35.97	74,812	BA	N	N	C1	B3	SY1	B5	T6	B7				
Dental Hygienists	315	355	1.3	33.57	69,817	AS	N	N	B2	B9	B3	B7	S06					
Cost Estimators	230	260	1.3	31.07	64,616	BA	N	N	B5	B3	B9	B2	SY1					
Loan Officers	295	340	1.5	30.53	63,504	BA	N	M	B9	B2	SY1	B7	B3					
First-Line Supervisors of Construction Trades & Extraction Wkrs	500	575	1.5	30.51	63,469	HS	>5	N	B2	S01	B3	B9	R4					
Accountants & Auditors	825	945	1.4	29.93	62,246	BA	N	N	B2	B5	B7	B10	B9					
Electricians	810	950	1.7	28.06	58,372	HS	N	A	T11	T9	B2	B3	T5	T8				
Insurance Sales Agents	395	460	1.6	26.71	55,567	HS	N	M	B2	B7	B9	B10	B3	S04	R4			
Registered Nurses	2,555	3,000	1.8	26.26	54,618	BA	N	N	S06	B2	S01	B9	B3	B7	S05			
First-Line Supvs of Trans & Material-Moving Vehicle Operators	270	300	1.1	25.62	53,283	HS	<5	N	B2	R3	B9	B3	R4					
Plumbers, Pipefitters, & Steamfitters	780	885	1.4	23.70	49,292	HS	N	A	S01	R4	B3	T5	B2	SY1	B6	B9		
Social & Community Service Managers	240	275	1.5	23.68	49,259	BA	>5	N	B2	B9	R4	S01	B3	SY1	R3	S06		
Industrial Machinery Mechanics	330	410	2.4	23.46	48,787	HS	N	L	T9	T1	T5	T11	T8					
First-Line Supervisors of Office & Administrative Support Wkrs	955	1,070	1.2	21.10	43,889	HS	<5	N	B2	B9	S01	S06	B3	R3				
Crane & Tower Operators	190	215	1.3	20.65	42,960	HS	<5	M	B6	T8	S01	B3	T5					
Heavy & Tractor-Trailer Truck Drivers	3,015	3,375	1.2	20.32	42,263	PS	N	S	T4	T5	B6	B2	B3	T8				
Roofers	230	270	1.7	20.04	41,680	NE	N	M	S01	B2	B3	B6	T4	T5	B9	R4		
Carpenters	890	1,000	1.3	19.99	41,587	HS	N	A	B3	T2	T5	B2	S01	SY1	B5	B6	T8	R4
Bus & Truck Mechanics & Diesel Engine Specialists	360	420	1.7	19.61	40,796	HS	N	L	T9	T11	T1	T4	T5					
Machinists	415	485	1.8	19.55	40,663	HS	N	L	T5	T8	T4	T11	B3	B6				
Licensed Practical & Licensed Vocational Nurses	405	470	1.5	18.76	39,018	PS	N	N	B2	B9	B3	B7	S01	S05				
Computer User Support Specialists	390	460	1.7	18.65	38,797	SC	N	N	B2	B9	B7	B3	B10					
Medical & Clinical Laboratory Technicians	190	230	2.4	17.27	35,919	AS	N	N	B2	B3	B7	B8	T5	B9				
Computer-Controlled Machine Tool Operators, Metal & Plastic	365	455	2.6	17.14	35,645	HS	N	M	B6	T5	B3	T8	T4					
Dental Assistants	255	290	1.4	16.24	33,789	PS	N	N	B9	B2	B7	S05	B3					

Legend/Methodology/Selection Criteria:

Occupations were selected based on their annual growth rate and mean annual salary (residual or undefined occupations were not included). To be considered a high demand, high salary occupation required that occupations achieve a higher annual growth rate than Region 6's .8% average (or Region 7's .9%, Region 8's .9%, and Region 9's 1.0%) and also have a higher salary than Region 6's mean midpoint of \$29,518 (or Region 7's \$33,005, Region 8's \$29,322, and Region 9's \$33,363). From this process, the top occupations became the **Hot Jobs**.

[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] 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. **[3] 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. **[4] 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**: 2014-2024 Occupational Projections estimates based on 2014 annual industry employment data and 2015 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**: 2016 Iowa Wage Survey estimates (based on 2015 2nd quarter occupational wage data updated to 2016 2nd quarter using Employment Cost Index), Labor Market and Workforce Information Division, Iowa Workforce Development.

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