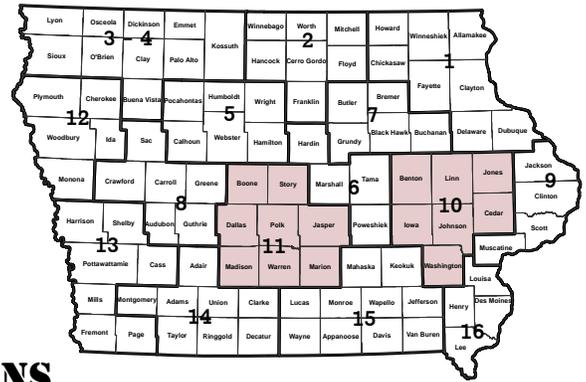


# REGIONS 10, 11

## HOT JOBS



### HIGH-DEMAND, HIGH-SALARY OCCUPATIONS

#### REGION 10

Occupational Title	Employment <sup>[1]</sup>			\$ <sup>[2]</sup>		Career Preparation <sup>[3]</sup>			Top Skills <sup>[4]</sup>				
	2012 Est	2022 Proj	Annual Growth Rate (%)	2015 Mean Wage	2015 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)				
Family & General Practitioners	340	395	1.6	108.23	225,108	DP	N	I	B2	B3	B9	B8	SO6
Dentists, General	225	265	2.0	98.05	203,947	DP	N	N	B3	SY1	B2	B6	SO6 B9
Computer & Information Systems Managers	570	665	1.7	57.20	118,983	BA	> 5	N	B7	B2	B3	C1	B6 B10
Financial Managers	1,035	1,190	1.5	56.56	117,654	BA	> 5	N	C1	B3	B2	B7	SY1 B9 B10
Pharmacists	685	800	1.7	49.92	103,827	DP	N	N	B2	B7	B1	B3	B9
Physician Assistants	170	225	3.2	49.12	102,175	M	N	N	B2	B3	B9	B7	SY1 B6 SO6
Nurse Practitioners	230	295	2.8	44.60	92,774	M	N	N	B2	B7	B8	B9	B3 B6 SO6
Personal Financial Advisors	195	260	3.3	42.20	87,766	BA	N	N	B3	B9	B7	SY1	B10
Management Analysts	740	885	2.0	41.74	86,809	BA	< 5	N	B2	B7	B9	B3	C1
Medical & Health Services Managers	1,020	1,210	1.9	39.84	82,858	BA	N	N	B7	B9	B2	B3	SY1
Computer Systems Analysts	625	785	2.6	36.81	76,555	BA	N	N	B3	B2	B7	B9	SY2
Loan Officers	545	655	2.0	36.56	76,048	BA	N	M	B9	B2	SY1	B7	B3
Civil Engineers	370	450	2.2	36.49	75,890	BA	N	N	C1	B3	SY1	B5	T6 B7
Nursing Instructors & Teachers, Postsecondary	235	315	3.4	35.92	74,706	M	< 5	N	B9	B7	B1	B2	SO2
Operations Research Analysts	240	280	1.7	35.54	73,932	BA	N	N	B3	B5	C1	B7	SY1 SY2 SY3
Occupational Therapists	195	255	3.1	34.90	72,588	M	N	N	B2	B7	B9	B3	SO5 SO6
Physical Therapists	325	430	3.2	34.61	71,982	DP	N	N	B2	B9	B7	B3	SO6 R4
Construction Managers	395	480	2.2	34.23	71,201	BA	N	M	R4	B2	B3	R3	B9
Speech-Language Pathologists	245	300	2.2	34.17	71,076	M	N	N	B2	SO6	B9	B3	B7 B10
Dental Hygienists	365	480	3.2	32.37	67,330	AS	N	N	B2	B9	B3	B7	SO6
Actuaries	110	160	4.5	31.61	65,755	BA	N	L	B5	B3	SY1	C1	B7
Diagnostic Medical Sonographers	130	195	5.0	30.16	62,743	AS	N	N	B9	B2	B7	SO6	B3 B6 B8 R4
Accountants & Auditors	2,055	2,390	1.6	29.61	61,581	BA	N	N	B2	B5	B7	B10	B9
First-Line Supervisors of Construction Trades & Extraction Wkrs	770	955	2.4	28.73	59,748	HS	> 5	N	B2	SO1	B3	B9	R4
Training & Development Specialists	440	515	1.7	28.49	59,252	BA	< 5	N	B9	SO2	B4	B7	B2
Cost Estimators	340	410	2.1	28.32	58,906	BA	N	N	B5	B3	B9	B2	SY1
Registered Nurses	6,070	7,090	1.7	27.61	57,432	AS	N	N	SO6	B2	SO1	B9	B3 B7 SO5
Social & Community Service Managers	400	490	2.3	27.56	57,334	BA	> 5	N	B2	B9	R4	SO1	B3 SY1 R3 SO6
Claims Adjusters, Examiners, & Investigators	355	415	1.7	27.30	56,791	HS	N	L	B7	B10	B2	B3	B9
Electricians	1,345	1,645	2.2	27.02	56,192	HS	N	A	T11	T9	B2	B3	T5 T8
Heating, Air Conditioning, & Refrigeration Mechanics & Installers	415	515	2.4	26.63	55,391	PS	N	L	T3	T11	T9	T1	T5
Insurance Sales Agents	765	960	2.5	26.25	54,596	HS	N	M	B2	B7	B9	B10	B3 SO4 R4
Structural Iron & Steel Workers	155	190	2.3	25.97	54,022	HS	N	A	T4	T5	SO1	B3	SY1 B6 B7 B9
Property, Real Estate, & Community Association Managers	425	500	1.8	25.50	53,037	HS	< 5	N	B9	B2	SO3	SO1	B7
Market Research Analysts & Marketing Specialists	620	830	3.5	25.03	52,054	BA	N	N	B7	B2	C1	B3	SY1 B9 B10
Healthcare Social Workers	245	290	2.0	25.01	52,018	M	N	N	B2	SO6	B9	SO5	B7
Plumbers, Pipefitters, & Steamfitters	1,160	1,450	2.5	24.93	51,864	HS	N	A	SO1	R4	B3	T5	B2 SY1 B6 B9
First-Line Supvs of Trans & Material-Moving Machine Operators	385	450	1.7	24.82	51,635	HS	< 5	N	B2	R3	B9	B3	R4
Mental Health Counselors	260	340	3.1	24.52	51,006	M	N	I	B2	SO6	SO5	B9	B6
Respiratory Therapists	240	280	1.7	24.32	50,595	AS	N	N	B2	B3	B6	B9	B1 SO5 SO6
Industrial Machinery Mechanics	835	1,050	2.6	24.05	50,029	HS	N	L	T9	T1	T5	T11	T8
Radiologic Technologists	370	430	1.6	23.48	48,838	AS	N	N	B9	B2	T4	SO5	SO1 B6 T5 SO6
Operating Engineers & Other Construction Equipment Operators	690	805	1.7	23.23	48,313	HS	N	M	T4	T5	B2	B6	B9
Comp Numeric Control Machine Tool Programmers, Metal/Plastic	200	230	1.5	23.11	48,072	HS	N	L	T7	C1	B6	T5	B3
Physical Therapist Assistants	165	235	4.2	22.68	47,181	AS	N	N	B9	B2	SO6	B6	SO1 B3 B7 B10
Inspectors, Testers, Sorters, Samplers, & Weighers	660	765	1.6	21.91	45,565	HS	N	M	B3	B2	B9	B7	B6 T5
Self-Enrichment Education Teachers	345	405	1.7	21.77	45,279	HS	< 5	N	B2	SO6	B9	B3	SO2 B4
Brickmasons & Blockmasons	275	365	3.3	21.70	45,140	HS	N	A	B3	B6	SO1	T8	R4
Paralegals & Legal Assistants	440	505	1.5	21.45	44,618	AS	N	N	B7	B2	B9	B10	B3
Heavy & Tractor-Trailer Truck Drivers	11,160	13,980	2.5	21.33	44,366	PS	N	S	T4	T5	B6	B2	B3 T8

# REGION 11

Occupational Title	Employment <sup>[1]</sup>			\$ <sup>[2]</sup>		Career Preparation <sup>[3]</sup>			Top Skills <sup>[4]</sup>								
	2012 Est	2022 Proj	Annual Growth Rate (%)	2015 Mean Wage	2015 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)								
Optometrists	165	205	2.4	72.81	151,449	DP	N	N	B8	B2	B3	B9	SO1	B7	SO5		
Financial Managers	2,635	3,185	2.1	59.65	124,070	BA	> 5	N	C1	B3	B2	B7	SY1	B9	B10		
Marketing Managers	695	840	2.1	58.87	122,441	BA	> 5	N	B2	SO4	SO6	B9					
Computer & Information Systems Managers	1,185	1,490	2.6	57.91	120,463	BA	> 5	N	B7	B2	B3	C1	B6	B10			
Sales Managers	970	1,135	1.7	56.45	117,417	BA	< 5	N	B9	B2	SO6	SO4	SO3	B6	SO5		
Human Resources Managers	355	455	2.7	50.53	105,094	BA	> 5	N	B2	R3	SO6	B9	SO1	B3	B7		
General & Operations Managers	5,530	6,570	1.9	50.24	104,492	BA	< 5	N	B2	B7	B9	B3	B6				
Software Developers, Systems Software	765	985	2.9	49.11	102,140	BA	N	N	B3	B2	T7	B7	C1				
Nurse Practitioners	320	430	3.4	45.75	95,166	MA	N	N	B2	B7	B8	B9	B3	B6	SO6		
Actuaries	330	465	4.1	45.49	94,615	BA	N	L	B5	B3	SY1	C1	B7				
Computer Network Architects	490	595	2.0	45.36	94,351	BA	> 5	N	B2	T6	SY2	B1	C1				
Health Specialties Teachers, Postsecondary	545	750	3.7	44.35	92,238	DP	< 5	N	B7	B9	SO2	B3	B2	C1	B4	B10	
Pharmacists	1,000	1,170	1.8	43.54	90,566	DP	N	N	B2	B7	B1	B3	B9				
Database Administrators	410	520	2.7	41.95	87,264	BA	< 5	N	C1	B3	B6	B1	B2	B7			
Biological Science Teachers, Postsecondary	275	330	2.0	41.77	86,878	DP	N	N	B9	B4	B7	B10	B2	SO2	B8		
Physician Assistants	200	270	3.5	40.19	83,591	MA	N	N	B2	B3	B9	B7	SY1	B6	SO6		
Medical & Health Services Managers	1,220	1,515	2.4	39.97	83,132	BA	N	N	B7	B9	B2	B3	SY1				
Software Developers, Applications	2,790	3,605	2.9	39.46	82,067	BA	N	N	C1	T7	SY2	SY1	SY3				
Securities, Commodities, & Financial Services Sales Agents	1,380	1,685	2.2	39.41	81,970	BA	N	M	B9	B2	B3	SO4	B7	SY2			
Public Relations & Fundraising Managers	200	240	1.8	39.23	81,596	BA	> 5	N	B9	B2	B7	SO6	B10				
Management Analysts	2,135	2,605	2.2	38.75	80,596	BA	< 5	N	B2	B7	B9	B3	C1				
Administrative Services Managers	910	1,070	1.8	38.68	80,449	BA	< 5	N	B9	B2	SO1	B7	R4	B10			
Personal Financial Advisors	735	995	3.5	38.35	79,764	BA	N	N	B3	B9	B7	SY1	B10				
Computer Systems Analysts	3,245	4,395	3.5	38.03	79,102	BA	N	N	B3	B2	B7	B9	SY2				
Financial Analysts	1,285	1,555	2.1	37.96	78,953	BA	N	N	B3	B7	B10	B2	C1				
Civil Engineers	885	1,070	2.1	37.52	78,037	BA	N	N	C1	B3	SY1	B5	T6	B7			
Credit Analysts	825	1,020	2.4	37.33	77,638	BA	N	N	B3	B1	B2	SY1	B7	B9			
Construction Managers	860	1,085	2.6	37.04	77,039	BA	N	M	R4	B2	B3	R3	B9				
Physical Therapists	460	610	3.3	36.80	76,539	DP	N	N	B2	B9	B7	B3	SO6	R4			
Occupational Therapists	315	425	3.5	35.53	73,898	MA	N	N	B2	B7	B9	B3	SO5	SO6			
Information Security Analysts	235	340	4.3	35.32	73,458	BA	< 5	N	B7	B3	C1	B9	B2	B10			
Operations Research Analysts	225	305	3.6	34.91	72,622	BA	N	N	B3	B5	C1	B7	SY1	SY2	SY3		
Network & Computer Systems Administrators	1,410	1,695	2.1	34.14	71,021	BA	N	N	B3	B7	SY2	C1	SY1	B6	SY3		
Dental Hygienists	555	715	2.9	34.01	70,747	AS	N	N	B2	B9	B3	B7	SO6				
Architects, Ex Landscape & Naval	355	425	2.0	33.29	69,233	BA	N	I	B2	B3	C1	B9	SY1	B7			
Accountants & Auditors	3,960	4,685	1.8	32.71	68,030	BA	N	N	B2	B5	B7	B10	B9				
Food Scientists & Technologists	185	220	1.9	32.44	67,475	BA	N	N	B2	B7	B10	B1	B3	B9			
Speech-Language Pathologists	275	360	3.1	32.26	67,096	MA	N	N	B2	SO6	B9	B3	B7	B10			
Web Developers	440	550	2.5	31.97	66,488	AS	N	N	T7	B3	T6	B2	C1	B7			
Logisticians	315	405	2.9	31.46	65,446	BA	N	N	B3	B2	C1	B6	B7				
Art, Drama, & Music Teachers, Postsecondary	285	330	1.8	31.33	65,165	MA	N	N	SO2	B9	B4	B7	B2	B3	B6	B10	
Market Research Analysts & Marketing Specialists	1,515	2,100	3.9	31.09	64,671	BA	N	N	B7	B2	C1	B3	SY1	B9	B10		
Loan Officers	1,725	2,175	2.6	31.01	64,510	BA	N	M	B9	B2	SY1	B7	B3				
Diagnostic Medical Sonographers	270	400	4.8	30.04	62,478	AS	N	N	B9	B2	B7	SO6	B3	B6	B8	R4	
Cost Estimators	485	600	2.4	29.24	60,824	BA	N	N	B5	B3	B9	B2	SY1				
Sheet Metal Workers	370	460	2.4	28.62	59,526	HS	N	A	B3	SY1	R4	B5	B2	SO1	B6	B7	B9
Training & Development Specialists	1,020	1,205	1.8	28.51	59,294	BA	< 5	N	B9	SO2	B4	B7	B2				
Public Relations Specialists	1,090	1,280	1.7	28.45	59,171	BA	N	N	B9	B2	B3	B7	B10				
First-Line Supervisors of Construction Trades & Extraction Wkrs	1,340	1,700	2.7	27.93	58,085	HS	> 5	N	B2	SO1	B3	B9	R4				
Insurance Sales Agents	1,835	2,300	2.5	27.91	58,054	HS	N	M	B2	B7	B9	B10	B3	SO4	R4		

### 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 10's 1.2% average (or Region 11's 1.4%) and also have a higher salary than Region 10's mean midpoint of \$43,588 (or Region 11's \$43,740). 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 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.