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Middle-Skill Jobs in Iowa



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Introduction



During the past three years, Iowa has managed to regain a large number of the jobs that were lost due to the severe recession of 2007-2009. Many of these jobs were classified as “middle-skill” jobs, and a disproportionate number of them were concentrated in the construction and manufacturing industries. Middle-skill jobs currently represent about 56 percent of the jobs that make up Iowa’s economy. They are generally defined as those that require education and training beyond high school, but less than a bachelor’s degree. These jobs can be found in all of the state’s industries.

The postsecondary education or training requirements that qualify an individual for a middle-skill job can include an associate’s degree or vocational certificate, an apprenticeship program, military training, on-the-job training, or “some college” less than a bachelor’s degree. Middle-skill jobs encompass a wide range of occupations from computer support specialists and radiation therapists to carpenters and machinists. The demand for middle-skilled professionals is particularly acute in healthcare, an industry that continued to add jobs throughout the recession.

Middle-skill jobs also provide an opportunity for upward mobility. The opportunities serve an important role, strengthening the middle class to the benefit of the entire economy. This is why we need to prepare youth and adults for middle-skill jobs that are in high demand in the labor market. Many of the middle-skill jobs offer relatively high pay. Recent studies have shown that two-year degree holders, especially in high-demand occupations, can earn salaries that surpass those of college graduates. This is particularly true for individuals who have completed two-year degrees in the STEM subjects (science, technology, engineering and math).

There will also be a large number of job openings in the goods-producing industries like construction, manufacturing and natural resources. Although future growth rates may not be as strong in these industries as some others, shortages will occur simply because of the need to replace retiring baby boomers. Additionally, the state’s manufacturing sector led the economic recovery in the state, leaving many companies with shortages of skilled production workers, machinists and welders. To help close the growing skills gap, the Iowa Association of Business and Industry, in collaboration with manufacturers and schools, is leading an effort to encourage the use of the National Association of Manufacturers (NAM) Skills Certification System. This system of nationally portable, industry-recognized credentials validates the skills that are required to be successful in today’s advanced manufacturing environment.

To create an awareness of how the middle-skill occupations can provide a better life for many individuals, there needs to be a better network of pathways to reach career goals. Our current system emphasizes a single pathway to success which involves attending and graduating from a four-year college after completing high school. This leaves far too many people left behind without a clear conception of the career they want to pursue, or how to get there. We need to follow the lead of other countries that have for some time broadened the range of high-quality pathways that are provided to youth, beginning in high school. This strategy will help to increase the percentage of individuals who earn a post-secondary degree or credential that prepares them for a meaningful career.

Iowa's Jobs and Workers by Skill Level

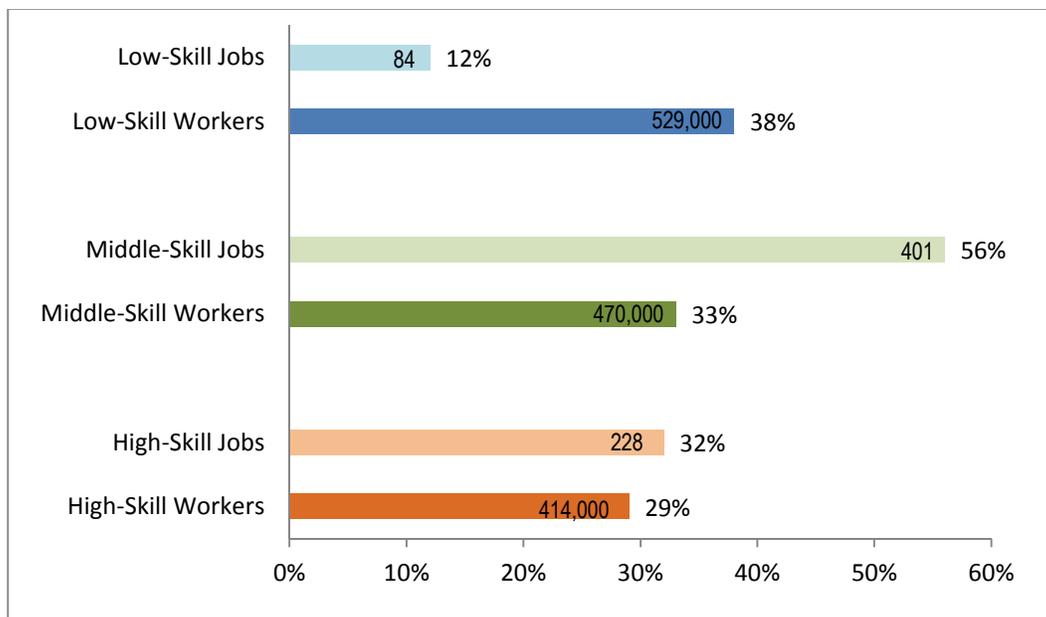
Data for the jobs by skill level was obtained from the 2012 Occupational Employment Statistics (OES) Wage Survey. OES is a federal-state cooperative program that uses a semi-annual survey of employers to create occupational employment and wage estimates for the state, metropolitan statistical areas (MSAs) and balance of state areas for over 800 occupations. The occupations from the OES were assigned an education level by the Bureau of Labor Statistics (BLS), and then grouped into three skill categories--low, middle and high. Low-skill jobs are those that need less than a high school education; middle-skill jobs require a high school education, but less than a four-year degree; and high-skill jobs call for a four-year degree or more. The number of different jobs at each skill level was divided by the total number of jobs to calculate the percent of jobs.

Information for workers was obtained from the 2011 Current Population Survey (CPS), employment and status of the civilian noninstitutional population 25 years and over, by educational attainment. The CPS is sponsored jointly by the U.S. Census Bureau and the U.S. Bureau of Labor Statistics to produce labor force statistics for the United States. The CPS reported four educational levels for the civilian labor force, which were rolled into three skill levels. The number of workers in each skill level was divided by the total civilian labor force to calculate the percentage of workers.

The major difference between the data sources is that jobs include a count of all occupations regardless of age. Workers include people who are 25 years of age and older who may be either employed or unemployed.

Fifty-six percent of the jobs in Iowa are middle-skill, while only 33 percent of workers possess middle-skills, making it difficult for many employers to fill these positions. In Iowa, only 12 percent of the jobs are low-skill; however, there's an abundance of low-skill workers, at nearly 40 percent. Clearly, there exists a mismatch between the number of jobs and workers at these skill levels. The imbalances show that Iowa has an opportunity to train low-skill workers so they can qualify for middle-skill jobs which will provide them with a rewarding career and higher pay. Middle-skill jobs can be found across all of Iowa's industries, and many require the use of state-of-the-art technology and prior work-related experiences as a prerequisite for employment.

Figure 1. Iowa's Jobs and Workers by Skill Level



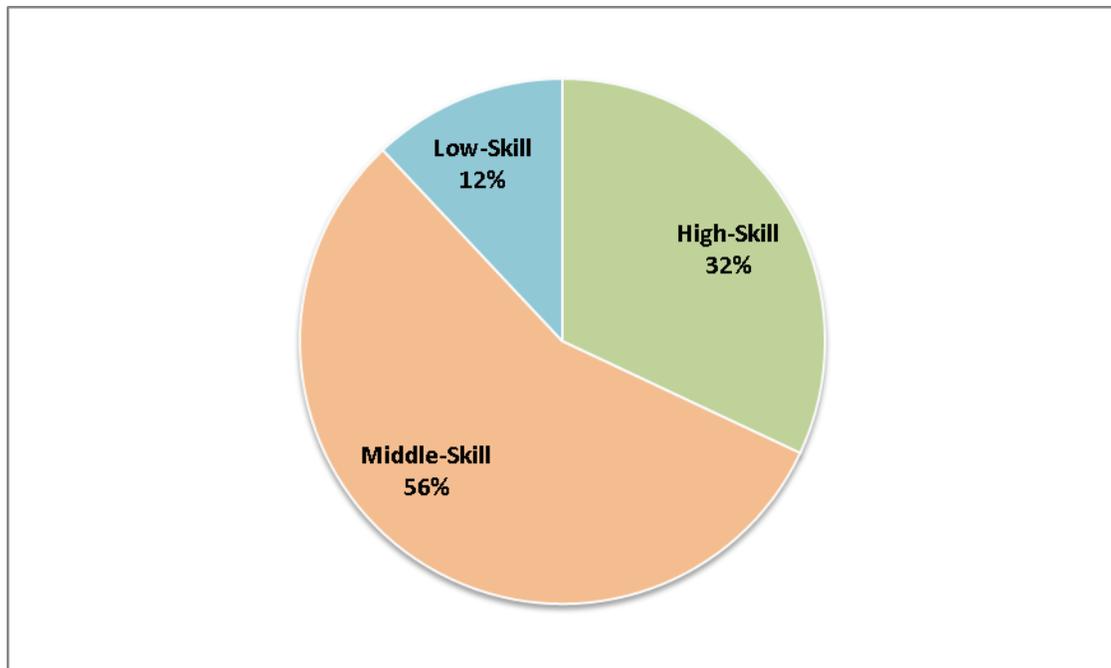
Source: Labor Force and Occupational Analysis Bureau, Iowa Workforce Development
2012 CPS data will be released by the end of the 2013 summer

Iowa's Job Openings by Skill Level

The 2012 OES data was used to create Figure 2, which displays the distribution of Iowa's job openings by skill level. The demand for middle-skills jobs will remain strong, particularly as baby boomers continue to retire. According to researchers at the Brookings Institution, jobs in the areas of healthcare and protective services lack the ability to be outsourced and the skill sets of immigrant workers remain as either high or low. Over half of the job openings will be in middle-skill occupations, followed by high-skill at 32 percent and low-skill at 12 percent. Many of the middle-skill jobs with 200 or more annual openings can be found in Office and Administrative Support, Construction and Extraction and Production occupations. Most of the fast-growing middle-skill occupations can also be found within these same major occupational groups. Examples of the occupations include: managers of office and administrative support workers, customer service representatives, managers of construction trades and extraction workers, operating engineers and other construction equipment operators, welders, cutters, solderers, brazers and machinists.

The mean annual wage for middle-skill occupations predominantly falls between \$35,000 and \$60,000, a good paying wage. Occupations at the higher-end of pay can be found in the areas of managers-general and operations, administrative services, and construction; business and finance- loan officers, appraisers and assessors, and purchasing agents; and sales- real estate brokers, sale representatives, and insurance sales agents.

Figure 2. Iowa's Jobs by Skill Level - 2012



Source: Labor Force and Occupational Analysis Bureau, Iowa Workforce Development

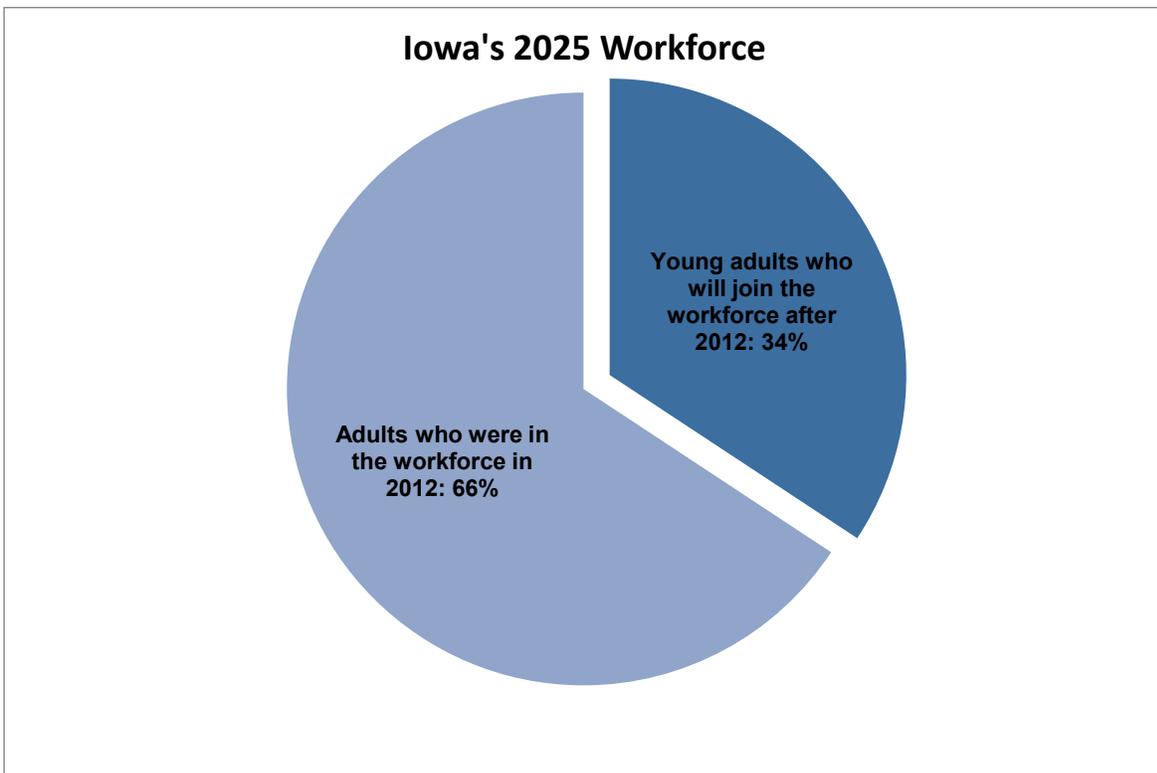
Iowa's 2025 Workforce

Employers continue to have difficulty filling positions with qualified candidates that require middle-skills. This may be due to some jobs requiring specific technical skills and/or several years of direct job experience that many workers have not acquired. Businesses have raised concerns about potential candidates since some do not have basic skills such as reading, writing, math and spelling. Other applicants may be unable to qualify for positions due to criminal history, lack of a clean driving record, or failing to pass company required drug tests.

Opportunities are available which will allow incumbent workers, high school students, unskilled workers and those seeking a career change to procure middle-skills. Skills can be acquired through programs provided by apprenticeships, community colleges, career and technical education programs and employers. Apprenticeships offer a combination of classroom training and hands-on learning. Community colleges provide additional workforce and skills training via associate degrees, certificates, and non-certificate programs to students in areas where job openings exist. Career and technical programs combine academic occupational skills training to prepare participants for the workforce. Employers can work in partnership with business leaders, unions and educational institutions to create sector-based organizations that provide training for specific industries

Data for the 2025 workforce was obtained from Woods and Poole Economics, Inc. state population projections. The 2025 population for the 20-34 age group was divided by the total population ages 20-64 (working age). This provided the percent of young people who will join the workforce. The remaining percent represented the adults who were in the workforce in 2012.

Figure 3. Iowa's 2025 Workforce



Source: Labor Force and Occupational Analysis Bureau, Iowa Workforce Development.

Iowa's Middle-Skill Occupations, 2010-2020

Standard Occupational Classification (SOC)	Occupational Title	Employment			Annual Growth Rate (%)	Total Annual Openings	2012 Mean Hourly Wage	2012 Mean Annual Salary
		2010 Estimated	2020 Projected	2010-20 Change				
11-0000	Management Occupations	155,660	161,350	5,690	0.4	4,005	\$42.50	\$88,400
11-1021	General & Operations Mgrs	9,995	10,530	535	0.5	240	47.77	99,354
11-3011	Administrative Services Mgrs	2,915	3,290	370	1.3	110	39.39	81,938
11-3071	Transportation, Storage, & Distribution Mgrs	1,050	1,220	170	1.6	40	37.04	77,045
11-9013	Farmers, Ranchers, & Other Agricultural Mgrs	91,170	88,990	-2,180	-0.2	1,780	40.08	83,359
11-9021	Construction Mgrs	3,450	4,240	790	2.3	100	37.63	78,281
11-9051	Food Service Mgrs	2,985	2,950	-35	-0.1	55	22.08	45,923
11-9081	Lodging Mgrs	1,055	1,245	190	1.8	50	18.52	38,518
11-9141	Property, Real Estate, & Community Association Mgrs	1,685	1,890	200	1.2	55	24.37	50,695
11-9199	Mgrs, All Other	3,930	4,560	630	1.6	150	41.54	86,403
13-0000	Business & Financial Operations Occupations	69,835	83,665	13,830	2.0	2,850	27.75	57,718
13-1022	Wholesale & Retail Buyers, Ex Farm Products	1,475	1,650	175	1.2	55	25.32	52,677
13-1023	Purchasing Agents, Ex Wholesale, Retail, & Farm Products	2,685	3,100	415	1.5	115	25.64	53,319
13-1031	Claims Adjusters, Examiners, & Investigators	3,945	4,565	620	1.6	165	25.17	52,353
13-1199	Business Operations Specialists, All Other	11,000	12,225	1,225	1.1	335	26.63	55,390
13-2021	Appraisers & Assessors of Real Estate	1,915	2,090	175	0.9	60	27.95	58,139
13-2072	Loan Officers	5,310	6,615	1,300	2.4	265	29.66	61,700
13-2082	Tax Preparers	875	970	95	1.1	30	13.70	28,495
15-0000	Computer & Mathematical Occupations	28,995	36,285	7,290	2.5	1,300	31.98	66,531
15-1151	Computer Support Specialists	4,820	5,860	1,045	2.2	230	21.54	44,791
17-0000	Architecture & Engineering Occupations	17,940	20,570	2,630	1.5	670	31.94	66,438
17-3011	Architectural & Civil Drafters	860	930	70	0.8	25	22.72	47,272
17-3013	Mechanical Drafters	955	1,130	175	1.8	35	21.70	45,127
17-3022	Civil Engineering Technicians	725	805	80	1.1	20	23.50	48,894
17-3023	Electrical & Electronic Engineering Technicians	1,195	1,230	30	0.3	25	23.93	49,776
17-3026	Industrial Engineering Technicians	640	760	120	1.9	25	24.82	51,632
17-3027	Mechanical Engineering Technicians	565	650	85	1.5	20	22.39	46,568
19-0000	Life, Physical, & Social Science Occupations	11,655	13,080	1,420	1.2	510	26.24	54,567
19-4011	Agricultural & Food Science Technicians	1,080	1,185	100	0.9	45	15.93	33,151
19-4091	Environmental Science & Protection Technicians, Incl Health	455	515	60	1.3	25	23.84	49,579
19-4093	Forest & Conservation Technicians	475	480	5	0.1	20	18.24	37,942
19-4099	Life, Physical, & Social Science Technicians, All Other	480	505	25	0.5	25	21.92	45,607
21-0000	Community & Social Services Occupations	24,865	30,295	5,435	2.2	1,090	18.02	37,480
21-1011	Substance Abuse & Behavioral Disorder Counselors	1,385	1,765	375	2.7	70	21.31	44,343
21-1093	Social & Human Service Assistants	5,055	5,870	815	1.6	190	13.33	27,734
23-0000	Legal Occupations	8,475	9,335	865	1.0	240	33.46	69,600
23-1022	Arbitrators, Mediators, & Conciliators	1,540	1,900	355	2.3	60	34.90	72,593
25-0000	Education, Training, & Library Occupations	109,520	120,515	11,000	1.0	3,565	21.86	45,470
25-2011	Preschool Teachers, Ex Special Education	4,215	4,975	760	1.8	185	13.67	28,429
25-3021	Self-Enrichment Education Teachers	1,810	2,155	345	1.9	65	16.78	34,884
25-9041	Teacher Assistants	15,095	16,535	1,440	1.0	485	10.59	22,033
27-0000	Arts, Design, Entertainment, Sports, & Media Occupations	26,525	30,770	4,245	1.6	1,140	18.31	38,077
27-1023	Floral Designers	1,335	1,230	-105	-0.8	40	11.30	23,493
27-1026	Merchandise Displayers & Window Trimmers	975	1,130	155	1.6	45	12.85	26,722
27-2022	Coaches & Scouts	5,235	6,680	1,440	2.8	275	13.17	27,389
27-2032	Choreographers	325	395	70	2.2	20	26.68	55,506
27-2042	Musicians & Singers	610	645	35	0.6	20	16.48	34,278
27-4021	Photographers	2,165	2,585	420	1.9	65	13.10	27,246
29-0000	Healthcare Practitioners & Technical Occupations	81,850	100,305	18,455	2.3	3,500	31.16	64,824
29-1126	Respiratory Therapists	915	1,145	230	2.5	40	23.03	47,896
29-1141	Registered Nurses	32,455	40,115	7,660	2.4	1,355	25.95	53,991
29-2012	Medical & Clinical Laboratory Technicians	1,440	1,585	150	1.0	45	19.11	39,748
29-2021	Dental Hygienists	1,960	2,535	570	2.9	95	32.02	66,603
29-2032	Diagnostic Medical Sonographers	535	760	225	4.2	30	28.21	58,686
29-2034	Radiologic Technologists & Technicians	2,600	3,235	635	2.4	105	22.56	46,919
29-2052	Pharmacy Technicians	3,575	4,625	1,050	2.9	165	13.48	28,045
29-2056	Veterinary Technologists & Technicians	640	945	305	4.8	40	14.50	30,160
29-2081	Opticians, Dispensing	960	1,170	210	2.2	40	13.49	28,070

Iowa's Middle-Skill Occupations, 2010-2020								
Standard Occupational Classification (SOC)	Occupational Title	Employment			Annual Growth Rate (%)	Total Annual Openings	2012 Mean Hourly Wage	2012 Mean Annual Salary
		2010 Estimated	2020 Projected	2010-20 Change				
31-0000	Healthcare Support Occupations	47,955	60,000	12,045	2.5	1,875	12.83	26,704
31-2021	Physical Therapist Assistants	780	1,070	290	3.7	40	21.18	44,051
31-2022	Physical Therapist Aides	740	905	165	2.2	30	12.03	25,010
31-9092	Medical Assistants	3,475	4,320	845	2.4	135	14.31	29,755
31-9096	Veterinary Assistants & Laboratory Animal Caretakers	805	910	105	1.3	20	11.55	24,024
31-9099	Healthcare Support Wkrs, All Other	960	1,090	130	1.4	30	14.11	29,336
33-0000	Protective Service Occupations	21,640	23,555	1,915	0.9	790	18.35	38,166
33-1012	First-Line Supvs/Mgrs of Police & Detectives	700	695	-5	-0.1	25	33.36	69,375
33-3012	Correctional Officers & Jailers	3,110	3,040	-70	-0.2	55	20.70	43,056
33-3051	Police & Sheriff's Patrol Officers	4,600	4,790	190	0.4	155	23.71	49,311
33-9032	Security Guards	6,550	7,740	1,190	1.8	225	12.55	26,115
33-9092	Lifeguards, Ski Patrol, & Other Recreational Protective Svce Wkrs	1,975	2,225	250	1.3	150	8.99	18,706
33-9099	Protective Service Wkrs, All Other	440	540	100	2.3	40	14.46	30,068
35-0000	Food Preparation & Serving-Related Occupations	131,865	144,810	12,945	1.0	5,920	9.66	20,084
35-1012	First-Line Supvs/Mgrs of Food Prep & Serving Wkrs	8,540	9,375	835	1.0	265	14.49	30,140
37-0000	Building & Grounds Cleaning & Maintenance Occupations	58,600	65,625	7,025	1.2	1,760	11.71	24,351
37-1011	First-Line Supvs/Mgrs of Housekeeping & Janitorial Wkrs	2,350	2,375	25	0.1	35	16.57	34,478
37-1012	First-Line Supvs/Mgrs of Landscaping & Groundskeeping Wkrs	1,375	1,535	160	1.2	35	20.60	42,865
37-2021	Pest Control Wkrs	540	695	160	3.0	40	16.46	34,238
37-3012	Pesticide Handlers, Sprayers, & Applicators, Vegetation	1,010	1,145	135	1.3	30	13.89	28,905
37-3013	Tree Trimmers & Pruners	800	1,010	210	2.6	35	15.81	32,889
39-0000	Personal Care & Service Occupations	53,410	66,145	12,735	2.4	2,680	11.30	23,507
39-1011	Gaming Supvs	680	795	115	1.7	25	20.54	42,731
39-1021	First-Line Supvs/Mgrs of Personal Service Wkrs	1,330	1,530	200	1.5	50	19.59	40,748
39-3011	Gaming Dealers	1,580	1,965	390	2.5	105	11.32	23,550
39-3099	Entertainment Attendants & Related Wkrs, All Other	305	395	90	3.0	25	N.A.	N.A.
39-4021	Funeral Attendants	605	625	20	0.3	30	10.23	21,262
39-4031	Funeral Service Mgrs, Directors, Morticians, & Undertakers	535	625	90	1.7	20	30.05	62,510
39-9011	Child Care Wkrs	17,190	20,630	3,440	2.0	885	9.20	19,120
39-9031	Fitness Trainers & Aerobics Instructors	2,550	3,115	570	2.2	100	11.25	23,398
39-9041	Residential Advisors	405	485	85	2.1	25	14.99	31,173
41-0000	Sales & Related Occupations	178,595	199,995	21,400	1.2	7,660	15.91	33,092
41-1011	First-Line Supvs/Mgrs of Retail Sales Wkrs	21,585	24,100	2,520	1.2	755	18.43	38,345
41-1012	First-Line Supvs/Mgrs of Non-Retail Sales Wkrs	5,375	5,895	515	1.0	185	32.68	67,980
41-2012	Gaming Change Persons & Booth Cashiers	500	460	-40	-0.8	25	12.90	26,823
41-3011	Advertising Sales Agents	2,065	2,340	275	1.3	90	24.45	50,859
41-3021	Insurance Sales Agents	6,305	8,560	2,255	3.6	370	24.65	51,267
41-3041	Travel Agents	630	745	115	1.8	20	15.57	32,370
41-3099	Sales Reps, Services, All Other	3,685	4,415	730	2.0	180	25.97	54,015
41-4012	Sales Reps, Wholesale & Mfg, Ex Technical & Scientific Products	17,685	20,075	2,390	1.4	655	28.06	58,368
41-9011	Demonstrators & Product Promoters	1,520	1,700	175	1.2	60	9.88	20,555
41-9021	Real Estate Brokers	705	805	105	1.5	25	28.81	59,924
41-9022	Real Estate Sales Agents	1,620	1,895	275	1.7	65	17.74	36,905
41-9091	Door-to-Door Sales Wkrs/News & Street Vendors/Related Wkrs	1,945	1,910	-30	-0.2	45	16.08	33,440
41-9099	Sales & Related Wkrs, All Other	1,635	1,940	305	1.9	70	18.82	39,146
43-0000	Office & Administrative Support Occupations	243,880	270,490	26,610	1.1	8,160	15.27	31,768
43-1011	First-Line Supvs/Mgrs of Office & Admin Support Wkrs	10,210	11,865	1,655	1.6	440	23.53	48,957
43-2011	Switchboard Operators, Incl Answering Service	1,335	1,055	-280	-2.1	25	12.59	26,201
43-3011	Bill & Account Collectors	3,800	4,460	660	1.7	140	14.97	31,137
43-3021	Billing & Posting Clerks & Machine Operators	5,230	6,090	855	1.6	175	15.81	32,874
43-3031	Bookkeeping, Accounting, & Auditing Clerks	25,300	28,540	3,240	1.3	600	15.44	32,114
43-3051	Payroll & Timekeeping Clerks	1,365	1,505	140	1.0	40	17.32	36,028
43-3061	Procurement Clerks	550	605	55	1.0	30	17.29	35,966
43-3071	Tellers	8,690	9,705	1,010	1.2	460	12.12	25,193
43-4031	Court, Municipal, & License Clerks	1,345	1,390	45	0.3	45	17.24	35,858
43-4041	Credit Authorizers, Checkers, & Clerks	475	525	50	1.1	20	15.96	33,205
43-4051	Customer Service Representatives	25,020	30,050	5,030	2.0	1,215	14.62	30,414
43-4061	Eligibility Interviewers, Government Programs	980	945	-35	-0.4	25	21.13	43,956
43-4071	File Clerks	1,580	1,460	-120	-0.8	40	12.86	26,732
43-4081	Hotel, Motel, & Resort Desk Clerks	3,080	3,670	585	1.9	180	9.21	19,142
43-4111	Interviewers, Ex Eligibility & Loan	1,530	1,810	275	1.8	60	13.37	27,822

Iowa's Middle-Skill Occupations, 2010-2020

Standard Occupational Classification (SOC)	Occupational Title	Employment			Annual Growth Rate (%)	Total Annual Openings	2012 Mean Hourly Wage	2012 Mean Annual Salary
		2010 Estimated	2020 Projected	2010-20 Change				
43-4121	Library Assistants, Clerical	1,870	1,975	105	0.6	95	12.20	25,379
43-4131	Loan Interviewers & Clerks	3,415	3,560	145	0.4	75	15.73	32,720
43-4141	New Accounts Clerks	695	780	85	1.2	25	17.17	35,700
43-4151	Order Clerks	2,575	2,790	210	0.8	95	15.06	31,321
43-4161	Human Resources Assistants, Ex Payroll & Timekeeping	1,265	1,430	165	1.3	50	17.95	37,336
43-4171	Receptionists & Information Clerks	11,365	13,685	2,320	2.0	575	12.60	26,214
43-4199	Information & Record Clerks, All Other	1,965	2,020	55	0.3	60	17.80	37,035
43-5011	Cargo & Freight Agents	280	390	110	3.9	20	20.02	41,621
43-5021	Couriers & Messengers	1,060	1,195	135	1.3	40	11.79	24,537
43-5031	Police, Fire, & Ambulance Dispatchers	860	910	50	0.6	20	18.05	37,546
43-5032	Dispatchers, Ex Police, Fire, & Ambulance	1,755	2,140	385	2.2	70	17.89	37,194
43-5041	Meter Readers, Utilities	610	605	-5	-0.1	20	18.45	38,385
43-5052	Postal Service Mail Carriers	3,710	3,405	-305	-0.8	120	24.62	51,196
43-5061	Production, Planning, & Expediting Clerks	3,160	3,550	385	1.2	120	21.54	44,802
43-5071	Shipping, Receiving, & Traffic Clerks	6,750	6,865	115	0.2	185	14.49	30,148
43-5111	Weighers, Measurers, Checkers, & Samplers, Recordkeeping	915	980	60	0.7	40	13.77	28,634
43-6011	Executive Secretaries & Administrative Assistants	13,245	14,885	1,640	1.2	340	20.19	41,998
43-6012	Legal Secretaries	2,290	2,435	145	0.6	45	17.55	36,516
43-6013	Medical Secretaries	3,955	5,380	1,420	3.6	195	14.13	29,405
43-6014	Secretaries, Ex Legal, Medical, & Executive	20,875	21,410	535	0.3	335	14.28	29,686
43-9021	Data Entry Keyers	2,180	1,950	-230	-1.1	40	13.27	27,611
43-9041	Insurance Claims & Policy Processing Clerks	2,965	3,545	585	2.0	145	16.58	34,485
43-9051	Mail Clerks & Mail Machine Operators, Ex Postal Service	2,290	2,705	415	1.8	85	12.15	25,255
43-9061	Office Clerks, General	33,915	39,420	5,505	1.6	1,150	13.93	28,983
43-9071	Office Machine Operators, Ex Computer	950	900	-50	-0.5	25	14.61	30,394
43-9199	Office & Administrative Support Wkrs, All Other	1,365	1,550	190	1.4	50	13.13	27,311
45-0000	Farming, Fishing, & Forestry Occupations	14,405	15,045	635	0.4	495	14.79	30,774
45-1011	First-Line Supvs/Mgrs of Farming/Fishing/Forestry Wkrs	1,090	1,125	35	0.3	35	24.90	51,789
45-2021	Animal Breeders	500	545	45	0.9	20	14.06	29,248
47-0000	Construction & Extraction Occupations	74,650	90,830	16,180	2.2	3,240	19.50	40,561
47-1011	First-Line Supvs/Mgrs of Const Trades & Extraction Wkrs	5,795	7,195	1,405	2.4	275	26.76	55,640
47-2021	Brickmasons & Blockmasons	1,680	2,345	665	4.0	100	21.98	45,731
47-2031	Carpenters	10,510	12,760	2,250	2.1	450	18.52	38,523
47-2071	Paving, Surfacing, & Tamping Equipment Operators	865	1,065	200	2.3	40	17.89	37,212
47-2073	Operating Engineers & Other Construction Equipment Operators	4,825	5,745	920	1.9	205	19.74	41,062
47-2111	Electricians	7,200	8,700	1,500	2.1	345	22.75	47,309
47-2121	Glaziers	445	600	160	3.6	35	20.51	42,665
47-2132	Insulation Wkrs, Mechanical	330	425	95	2.9	25	17.29	35,972
47-2151	Pipelayers	875	1,105	230	2.6	50	22.39	46,584
47-2152	Plumbers, Pipefitters, & Steamfitters	6,240	7,750	1,505	2.4	330	24.27	50,485
47-2211	Sheet Metal Wkrs	2,060	2,405	350	1.7	70	22.35	46,493
47-2221	Structural Iron & Steel Wkrs	845	985	140	1.7	30	24.62	51,216
47-3013	Helpers--Electricians	755	940	185	2.5	40	14.25	29,635
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, & Steamfitters	520	740	220	4.2	35	12.38	25,736
47-4011	Construction & Building Inspectors	715	820	110	1.5	30	22.70	47,213
47-4031	Fence Erectors	600	715	115	1.9	30	17.10	35,570
47-4041	Hazardous Materials Removal Wkrs	375	455	80	2.1	20	17.70	36,830
47-4051	Highway Maintenance Wkrs	3,550	3,665	115	0.3	105	18.41	38,291
49-0000	Installation, Maintenance, & Repair Occupations	66,265	76,185	9,925	1.5	2,470	19.59	40,742
49-1011	First-Line Supvs/Mgrs of Mechanics, Installers, & Repairers	4,020	4,515	495	1.2	155	27.89	58,009
49-3021	Automotive Body & Related Repairers	2,220	2,630	410	1.8	95	18.80	39,107
49-3023	Automotive Service Technicians & Mechanics	9,790	11,415	1,625	1.7	415	17.16	35,690
49-3031	Bus & Truck Mechanics & Diesel Engine Specialists	4,170	4,630	460	1.1	135	18.83	39,158
49-3041	Farm Equipment Mechanics	1,925	2,110	185	1.0	70	17.11	35,573
49-3042	Mobile Heavy Equipment Mechanics, Ex Engines	1,630	1,845	215	1.3	65	21.91	45,581
49-3043	Rail Car Repairers	390	470	80	2.1	20	19.36	40,263
49-3052	Motorcycle Mechanics	400	505	100	2.5	20	14.53	30,221
49-3053	Outdoor Power Equipment & Other Small Engine Mechanics	565	665	100	1.8	25	14.54	30,252
49-3093	Tire Repairers & Changers	1,215	1,425	215	1.8	50	13.02	27,073
49-9041	Industrial Machinery Mechanics	4,075	5,310	1,235	3.0	200	20.94	43,566
49-9043	Maintenance Wkrs, Machinery	1,450	1,560	110	0.8	40	20.00	41,584
49-9051	Electrical Power-Line Installers & Repairers	1,610	1,630	20	0.1	60	26.76	55,660
49-9052	Telecommunications Line Installers & Repairers	1,250	1,375	130	1.0	35	19.37	40,280
49-9062	Medical Equipment Repairers	480	635	155	3.2	30	23.97	49,852

Iowa's Middle-Skill Occupations, 2010-2020

Standard Occupational Classification (SOC)	Occupational Title	Employment			Annual Growth Rate (%)	Total Annual Openings	2012 Mean Hourly Wage	2012 Mean Annual Salary
		2010 Estimated	2020 Projected	2010-20 Change				
49-9071	Maintenance & Repair Wkrs, General	14,320	15,885	1,565	1.1	420	17.61	36,626
49-9091	Coin, Vending, & Amusement Machine Servicers & Repairers	610	785	175	2.9	30	15.20	31,626
49-9098	Helpers--Installation, Maintenance, & Repair Wkrs	635	725	90	1.4	40	11.44	23,798
49-9099	Installation, Maintenance, & Repair Wkrs, All Other	1,395	1,605	210	1.5	45	17.43	36,249
51-0000	Production Occupations	158,740	178,615	19,875	1.3	5,455	15.88	33,032
51-2022	Electrical & Electronic Equipment Assemblers	1,290	1,385	100	0.8	30	16.22	33,746
51-2031	Engine & Other Machine Assemblers	1,610	1,800	190	1.2	50	17.57	36,552
51-2041	Structural Metal Fabricators & Fitters	1,945	2,350	405	2.1	75	16.28	33,870
51-2092	Team Assemblers	21,670	25,455	3,785	1.7	805	15.14	31,492
51-2099	Assemblers & Fabricators, All Other	3,185	3,720	535	1.7	115	13.01	27,045
51-3092	Food Batchmakers	2,285	2,380	95	0.4	75	18.12	37,686
51-3093	Food Cooking Machine Operators & Tenders	1,025	1,065	40	0.4	35	12.80	26,627
51-4011	Computer-Controlled Machine Tool Operators, Metal & Plastic	2,715	3,585	870	3.2	140	17.59	36,587
51-4021	Extruding & Drawing Machine Setters/Operators, Metal & Plastic	530	650	115	2.2	20	15.92	33,101
51-4023	Rolling Machine Setters, Operators, & Tenders, Metal & Plastic	830	1,000	175	2.1	35	17.74	36,887
51-4031	Cutting/Punching/Press Machine Setters & Operators, Metal/Plastic	3,970	4,395	425	1.1	70	16.43	34,165
51-4033	Grinding/Lapping/Polishing/Buffering Mach Tool Wkrs, Metal/Plastic	980	1,075	95	1.0	25	15.66	32,559
51-4034	Lathe/Turning Mach Tool Setters & Operators, Metal & Plastic	520	595	70	1.3	25	16.05	33,387
51-4035	Milling/Planing Mach Setters, Operators, & Tenders, Metal/Plastic	715	805	90	1.3	25	14.95	31,114
51-4041	Machinists	5,725	6,715	990	1.7	205	17.43	36,261
51-4072	Molding/Coremaking/Casting Mach Setters/Operators, Metal/Plastic	2,420	2,710	290	1.2	70	14.42	29,981
51-4081	Multiple Machine Tool Setters/Operators/Tenders, Metal & Plastic	1,735	1,940	205	1.2	55	17.02	35,385
51-4111	Tool & Die Makers	1,415	1,530	115	0.8	20	22.20	46,185
51-4121	Welders, Cutters, Solderers, & Brazers	8,365	10,110	1,740	2.1	395	16.70	34,735
51-4122	Welding/Soldering/Brazing Machine Setters, Operators, & Tenders	1,590	1,820	230	1.4	65	17.26	35,907
51-4191	Heat Treating Equip Setters, Operators, & Tenders, Metal & Plastic	430	495	65	1.5	40	17.31	36,001
51-4193	Plating/Coating Mach Setters & Operators, Metal & Plastic	465	540	75	1.6	20	15.00	31,194
51-5112	Printing Press Operators	3,455	3,450	-5	0.0	70	15.64	32,533
51-5113	Print Binding & Finishing Wkrs	880	845	-35	-0.4	30	14.39	29,920
51-7011	Cabinetmakers & Bench Carpenters	1,615	2,025	410	2.5	80	15.41	32,053
51-7041	Sawing Machine Setters, Operators, & Tenders, Wood	690	895	200	2.9	35	13.30	27,661
51-7042	Woodworking Machine Setters, Operators, & Tenders, Ex Sawing	810	1,115	305	3.8	40	14.22	29,590
51-8013	Power Plant Operators	695	655	-45	-0.6	25	25.11	52,215
51-8031	Water & Liquid Waste Treatment Plant & System Operators	1,980	2,160	180	0.9	70	19.19	39,913
51-8091	Chemical Plant & System Operators	930	920	-10	-0.1	30	24.15	50,247
51-9012	Separating/Filtering/Clarifying/Precipitating/Still Mach Setters	1,275	1,385	110	0.9	30	16.22	33,746
51-9021	Crushing/Grinding/Polishing Machine Setters, Operators, & Tenders	730	795	65	0.9	30	15.48	32,212
51-9023	Mixing & Blending Machine Setters, Operators, & Tenders	1,905	2,005	100	0.5	65	16.51	34,328
51-9032	Cutting & Slicing Machine Setters, Operators, & Tenders	795	805	5	0.1	20	15.13	31,464
51-9041	Extruding/Forming/Pressing/Compacting Machine Setters/Operators	660	695	35	0.5	20	15.42	32,081
51-9061	Inspectors, Testers, Sorters, Samplers, & Weighers	5,500	6,425	925	1.7	210	16.89	35,148
51-9083	Ophthalmic Laboratory Technicians	425	480	55	1.3	20	13.57	28,228
51-9111	Packaging & Filling Machine Operators & Tenders	4,635	4,980	345	0.7	110	14.92	31,037
51-9121	Coating/Painting/Spraying Machine Setters, Operators, & Tenders	2,025	2,385	360	1.8	80	16.24	33,789
51-9195	Molders, Shapers, & Casters, Ex Metal & Plastic	805	885	75	0.9	40	14.04	29,203
51-9197	Tire Builders	1,220	1,210	-15	-0.1	50	N.A.	N.A.
51-9199	Production Wkrs, All Other	8,185	9,385	1,200	1.5	335	14.20	29,540
53-0000	Transportation & Material Moving Occupations	131,700	151,235	19,535	1.5	5,155	15.56	32,364
53-1021	First-Line Supvs/Mgrs of Helpers/Laborers/Material Movers, Hand	1,730	2,290	560	3.2	90	22.18	46,137
53-1031	First-Line Supvs/Mgrs of Trans/Material-Moving Mach Operators	2,720	3,240	525	1.9	110	24.66	51,311
53-3021	Bus Drivers, Transit & Intercity	1,840	1,995	150	0.8	50	15.42	32,074
53-3022	Bus Drivers, School	5,670	5,715	45	0.1	115	15.02	31,236
53-3031	Driver/Sales Wkrs	4,135	4,425	285	0.7	110	13.54	28,169
53-3032	Truck Drivers, Heavy & Tractor-Trailer	42,670	50,795	8,125	1.9	1,660	18.39	38,251
53-3033	Truck Drivers, Light or Delivery Services	10,325	12,070	1,745	1.7	380	14.36	29,871
53-3099	Motor Vehicle Operators, All Other	695	785	90	1.3	25	13.20	27,463
53-4011	Locomotive Engineers	795	825	30	0.4	30	N.A.	N.A.
53-4021	Railroad Brake, Signal, & Switch Operators	510	525	10	0.2	20	N.A.	N.A.
53-4031	Railroad Conductors & Yardmasters	625	650	20	0.3	20	N.A.	N.A.
	Middle-skill jobs require more than a high school diploma or equivalent, but not a four-year degree.							
	Source: Iowa Workforce Development, Labor Force and Occupational Analysis Bureau							

Iowa's Employment by Industry

The Iowa economy has undergone significant changes over the past couple of decades. Several factors have led to change, including industrial and corporate restructuring, less unionization, rapid technological change and globalization. An important consequence of technological change and globalization is increasing economic returns associated with higher levels of education and skills. These factors have widened the gap between employees who have higher levels of skills and education and those who lack them. Over the past twenty years, the number of high-paying jobs for low-skill workers has decreased substantially.

The manufacturing industry is just one example of how technology and globalization have transformed the way in which work is performed. The changes in manufacturing processes have created a need for highly skilled employees and the elimination of thousands of low-skill assembly line jobs. Advances in computers and robotics enable machines to perform many routine tasks that once required human labor. Modern manufacturing plants also have state-of-the art inventory systems that can supply needed parts "just in time" for assembly. They have developed computer links to their suppliers and customers. Suppliers can track progress on the production line via technology and can arrange to ship parts and materials to the right place at the right time, minimizing inventories and downtime.

The percentage distributions displayed on Figure 4 show how Iowa's major industry sectors have changed in their proportions to total nonfarm employment since 1990. For example, manufacturing accounted for 17.8 percent of nonfarm employment in 1990. The sector's proportion dropped to 13.6 percent in 2010 due to the effects of the recession, and then rose to 14.3 percent in 2012 as the state's economy picked up momentum. On the other hand, several service-providing sectors have significantly increased their proportions. These sectors include financial activities, professional and business services, and education and health services

Figure 4. Iowa's Employment Trends by Industry, 1990-2012

	1990	2000	2010	2012
Total Nonfarm Employment	1,226,600	1,478,500	1,469,400	1,508,700
Natural Resources and Mining	0.2	0.1	0.1	0.1
Construction	3.7	4.3	4.2	4.4
Manufacturing	17.8	17.0	13.6	14.3
Trade, Transportation and Utilities	22.0	21.4	20.4	20.9
Information	2.4	2.7	2.0	1.8
Financial Activities	5.7	6.1	6.9	6.9
Professional and Business Services	5.6	7.3	8.3	8.8
Education and Health Services	12.0	12.3	14.6	15.0
Leisure and Hospitality	8.3	8.5	8.8	9.1
Other Services	4.5	3.8	3.9	3.9
Government	17.9	16.5	17.2	17.3

Source: Labor Force and Occupational Analysis Bureau, Iowa Workforce Development.

Middle-Skill Occupations in Science, Technology, Engineering and Math (STEM)

STEM is an acronym for the fields of study in the categories of science, technology, engineering and mathematics. Workers in the STEM occupations drive our nation's innovation and competitiveness by generating new ideas, new companies and new industries. In addition to earning higher wages, workers employed in these occupations tend to experience lower unemployment rates and a smaller salary gap between men and women compared to other occupations.

According to the Department of Labor's Bureau of Labor Statistics, the STEM fields have the greatest potential for job growth in the 21st century and will pay higher wages than non-STEM occupations. In Iowa, the STEM occupations pay a mean hourly wage of \$26.89 compared to \$18.14 for the non-STEM occupations. Iowa's STEM occupations that require middle skills range from a low of \$11.55 an hour (\$24,024) to a high of \$37.63 an hour (\$78,281).

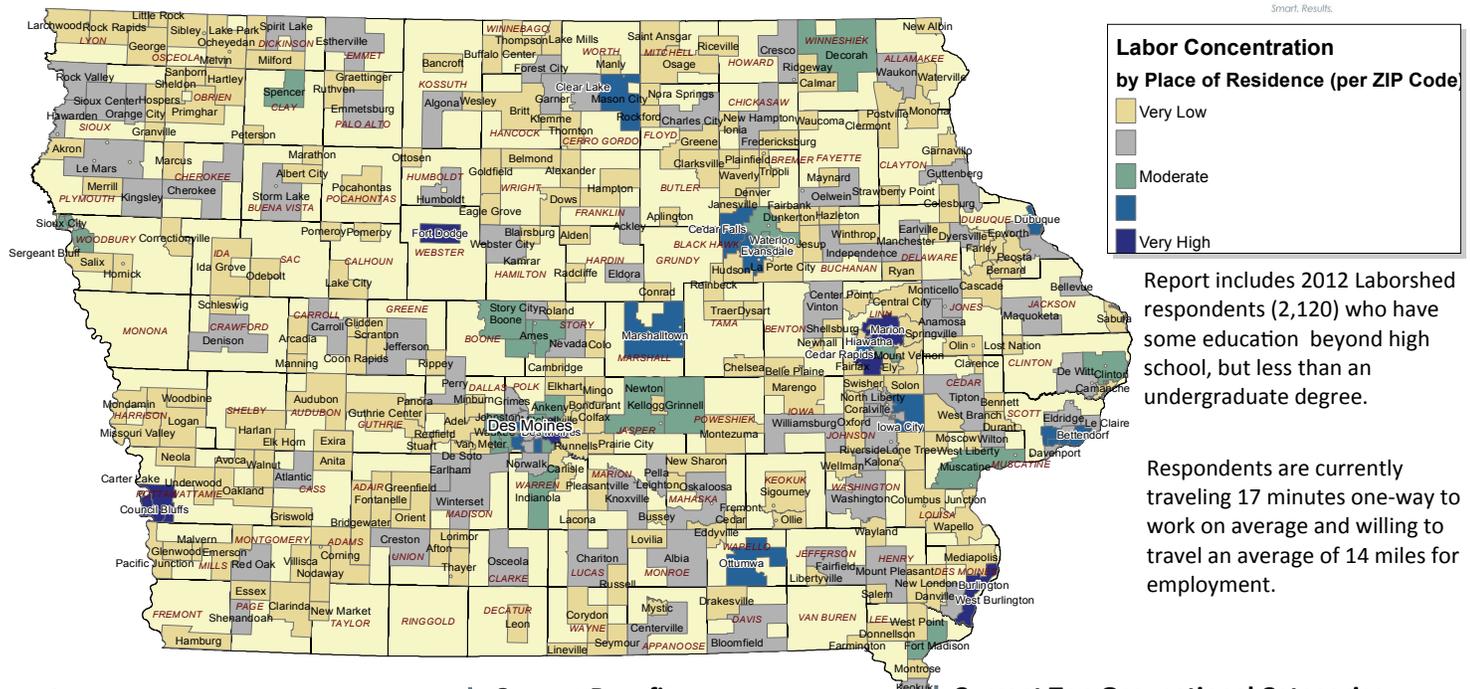
Currently, 67 percent of Iowa's STEM occupations have a growth rate that exceeds the state's annual growth rate of 1.3 percent for all occupations. About 16 percent of Iowa's workforce is employed in the STEM occupations, and about 40 percent of these occupations are concentrated in healthcare. In fact, Iowa's current list of STEM occupations that are in the middle-skill category is dominated by a wide range of healthcare technicians. The occupations included on the list often require an associate degree and training in the use of scientific equipment along with the ability to collect and analyze data. Outside of healthcare, the state's STEM occupations also include such occupations as Veterinary Technologists and Technicians; Plumbers, Pipefitters and Steamfitters; Construction Managers, Computer Support Specialists and Computer-Controlled Machine Tool Operators. Figure 5 below shows five middle-skill occupations in the STEM fields that have annual growth rates that exceed 3.0 percent:

Figure 5. Middle-skill Occupations in STEM that are Fast-Growing, 2010-2020

Occupational Title	Employment		Annual Growth Rate (%)	2012 Mean Wage	2012 Mean Salary
	2010 Estimated	2020 Projected			
Veterinary Technologists & Technicians	640	945	4.8	\$14.50	\$30,160
Diagnostic Medical Sonographers	535	760	4.2	28.21	58,686
Physical Therapist Assistants	780	1,070	3.7	21.18	44,051
Heating, A C, & Refrigeration Mechanics & Installers	3,250	4,450	3.7	22.39	46,577
Computer-Controlled Machine Tool Operators, Metal & Plastic	2,715	3,585	3.2	17.59	36,587
Pharmacy Technicians	3,575	4,625	2.9	13.48	28,045
Dental Hygienists	1,960	2,535	2.9	32.02	66,603
Commercial Pilots	280	355	2.9	34.14	71,002
Respiratory Therapists	915	1,145	2.5	23.03	47,896
Motorcycle Mechanics	400	505	2.5	14.53	30,221
Radiologic Technologists & Technicians	2,600	3,235	2.4	22.56	46,919
Medical Assistants	3,475	4,320	2.4	14.31	29,755
Plumbers, Pipefitters, & Steamfitters	6,240	7,750	2.4	24.27	50,485
Registered Nurses	32,455	40,115	2.4	25.95	53,991
Emergency Medical Technicians & Paramedics	2,225	2,750	2.4	15.79	32,851
Construction Managers	3,450	4,240	2.3	37.63	78,281
Dental Assistants	2,855	3,505	2.3	17.34	36,066
Physical Therapist Aides	740	905	2.2	12.03	25,010
Opticians, Dispensing	960	1,170	2.2	13.49	28,070
Massage Therapists	805	980	2.2	16.79	34,933
Computer Support Specialists	4,820	5,860	2.2	21.54	44,791

Source: Labor Force and Occupational Analysis Bureau, Iowa Workforce Development.

Labor Characteristics Middle-Skills Iowa Statewide Laborshed Survey



Labor Concentration by Place of Residence (per ZIP Code)

- Very Low
- Moderate
- Very High

Report includes 2012 Laborshed respondents (2,120) who have some education beyond high school, but less than an undergraduate degree.

Respondents are currently traveling 17 minutes one-way to work on average and willing to travel an average of 14 miles for employment.

Employment Status:

76.0% Employed

- 27.8% of the employed are willing to change employment

8.8% Unemployed

- 63.1% of the unemployed are willing to accept employment

6.2% Voluntarily Not Employed, Not Retired

- 41.7% of voluntarily not employed, not retired are willing to accept employment

9.0% Retired

- 23.2% of retirees are willing to accept employment

Education Levels:

- 11.3% Trade certified
- 5.6% Vocational training
- 38.3% Associate degree

Flexibility in the Workplace:

(by percent of interest)

- Cross-training - 75.6%
- Job teams - 76.0%
- Job sharing - 43.3%
- Varied shifts (2nd, 3rd, & split) - 33.2%
- Telecommuting - 13.0%
- Temporary work - 45.0%

Underemployment:

Total Underemployment - 6.1%

- Low hours - 2.4%
- Mismatch of skills - 3.6%
- Low Income - 1.4%

(IWD only counts individuals once when estimating Total Underemployment.)

Current Benefits:

- Health/medical insurance - 88.8%
- Pension/Retirement/401K - 64.8%
- Dental coverage - 52.3%
- Paid vacation - 46.2%
- Vision coverage - 32.7%
- Life insurance - 27.2%
- Paid sick leave - 24.8%
- Paid holidays - 24.0%
- Disability insurance - 16.8%
- Prescription Drugs - 8.2%
- Paid time off - 7.1%

Desired Benefits:

(by percent of interest)

- Health/medical insurance - 82.7%
- Pension/retirement/401K - 43.0%
- Dental coverage - 39.9%
- Paid vacation - 34.6%
- Vision coverage - 26.1%
- Paid sick leave - 14.5%
- Life insurance - 13.2%
- Paid holidays - 12.9%
- Disability insurance - 9.2%
- Prescription Drugs - 7.5%
- Paid time off - 6.5%

Top Advertising Media:

(for those seeking employment opportunities)

- The Internet (42.9%)
- Local/Regional Newspapers (27.8%)
- Networking through family, friends, & acquaintances (12.1%)
- Local IowaWORKS Centers (10.1%)
- Private Employment Services (2.2%)

Current Top Occupational Categories:

- Clerical & Administrative Support Services - 19.9%
- Management - 15.5%
- Healthcare Practitioner & Technical - 10.2%
- Production, Construction & Material Handling - 8.4%
- Sales - 6.2%
- Business & Financial Operations - 4.5%

Top Industry Categories:

- Health Care & Social Services - 18.0%
- Manufacturing - 13.9%
- Wholesale & Retail - 11.2%
- Education - 8.6%
- Finance, Insurance & Real Estate - 8.2%
- Transportation, Communications & Public Utilities - 7.7%
- Public Administration & Government - 7.7%
- Personal Services - 7.1%
- Professional Services - 5.5%
- Construction - 4.1%

Other Facts:

- 9.7% are veterans
- 67.1% paid an hourly wage
- 71.2% are/were employed full-time
- 15.8% are/were employed part-time
- 10.2% are/were self-employed
- 14.3% work two or more jobs
- Work an average of 41 hours/week

A Laborshed is defined as the area or region from which an employment center draws its commuting workers. The information contained within this summary is based on aggregated data from the annual statewide Laborshed of 6,000 completed household surveys.

There were an estimated 1,944 respondents in 2011 that were considered by definition to be middle-skill respondents and 1,692 considered low-skill. In 2012, the number of middle-skill respondents increased to 2,120 and low-skill respondents decreased (1,615).

In 2012, just over three-fourths (76.0%) of the respondents that have some education beyond high school, but less than an undergraduate degree, are employed. These respondents are working or have experience in all industries, but the top three industries are health care & social services (18.0%), manufacturing (13.9%) and wholesale and retail (11.2%). They can also be found in all occupational categories, but are mostly working in clerical & administrative support (19.9%), management (15.5%) and healthcare practitioner and technical (10.2%) occupations.

Source: Statewide Laborshed Data 2012

Middle-Skill Workers Local Employment Dynamics (LED)

The Local Employment Dynamics (LED) program is a partnership between Iowa Workforce Development and the U.S. Census Bureau. LED provides demographic information about Iowa's workforce, labor market conditions and communities through the use of Quarterly Workforce Indicators (QWI). Ten indicators provide measurements on gender, employment, job flows, job creation, turnover, new hires, separations and average earnings for industries. In 2012, additional indicators were added that contribute data on race/ethnicity and educational attainment of workers 25 years of age and older.

Educational attainment of workers data from the April 1, 2011 to March 31, 2012 period showed that 64 percent have a high school diploma/equivalent and some college or an associate's degree. Males and females are equally represented in the middle-skill educational group. Also, nine percent of workers had less than a high school diploma, of those 61 percent were male and 39 percent female. Twenty-six percent of the workers received a bachelor's degree or above, 48 percent were male and 52 percent were female.

The total employment of 1,225,579, measures the number of workers in Iowa's industries who were employed by the same employer in both the current and previous quarter. There were nearly 800,000 middle-skill workers, which represented 65 percent of total workers.

Job creation provides the number of jobs gained by new businesses, or the increase of employment by existing firms. Sixty percent of the middle-skill jobs created employed male workers, while forty percent employed females.

Middle-skill worker new hires, the number of workers with a new employer, represented 65 percent of total workers. More male workers than female workers were hired during the April 2011 to March 2012 time period. A detailed table of LED data can be found in the technical notes.

Figure 6. Iowa's Local Employment Dynamics (LED)

QWI Quick Facts - ALL High School or equivalent and some college or associate's degree	Iowa Average (April 1, 2011-March 31, 2012)
Total Employment	790,844
Job Creation	35,294
New Hires	73,933

Source: Local Employment Dynamics (LED), U.S. Census Bureau

Skilled Iowa Initiative

Focused on bridging skills gap within Iowa, Governor Terry Branstad introduced the Skilled Iowa Initiative on June 11, 2012. This public/private initiative is designed to provide assurances to employers and potential employers that local workforces have the skills and abilities to fill job openings.

Skilled Iowa promotes ACT[®]'s National Career Readiness Certificate (NCRC) testing to potential job seekers, encourages businesses to hire certified workers when applicable, and provides resources to those looking to improve their skills.

The NCRC is a portable, nationally recognized credential that is now recommended for many career pathways, and employers across the country are recommending the NCRC. It consists of assessing three core workplace employability skills: Applied Mathematics, Locating Information, and Reading for Information. Each measures skills employers have identified as being critical to on-the-job success.

Employers are using the scores to help select the most qualified candidates for the job. Individuals may earn one of four levels – platinum, gold, silver or bronze – to show employers their qualifications for job opportunities and career advancements.

Skilled Iowa credentialing is a service offered to PROMISE JOBS and Food Assistance Employment and Training program participants. Program participants utilize KeyTrain to prepare to sit for the NCRC. KeyTrain is an interactive tool that provides training for the National Career Readiness Certificate.

Skilled Iowa and NCRC in Iowa High Schools

All Iowa public high schools are integrating Skilled Iowa and NCRC with their career and college planning discussions with students. The NCRC is being used to educate students on the type of employment opportunities in Iowa and the skill sets needed for those opportunities.

Many schools offer NCRC testing in conjunction with the mandatory Iowa Assessments. Students are benchmarked, and then re-tested a year or two later to determine growth, and identify curriculum needs.

The NCRC will be an accompaniment to a high school diploma. The diploma is a credential of academic preparation and the NCRC is a credential of skill application. Together they will prepare students to enter the world of work, continue their education/training or both.

Skilled Iowa Internship Program

The Skilled Iowa Internship program, sponsored by Iowa Workforce Development (IWD), is targeted at individuals who collect unemployment insurance benefits, but is available to any Iowa resident. Individuals may elect to participate in an internship opportunity to build their skills while looking for permanent employment.

Participating companies provide job-skills training to unemployed workers for up to eight weeks and twenty-four hours each week. The works continue to receive their unemployment benefits while at the company.

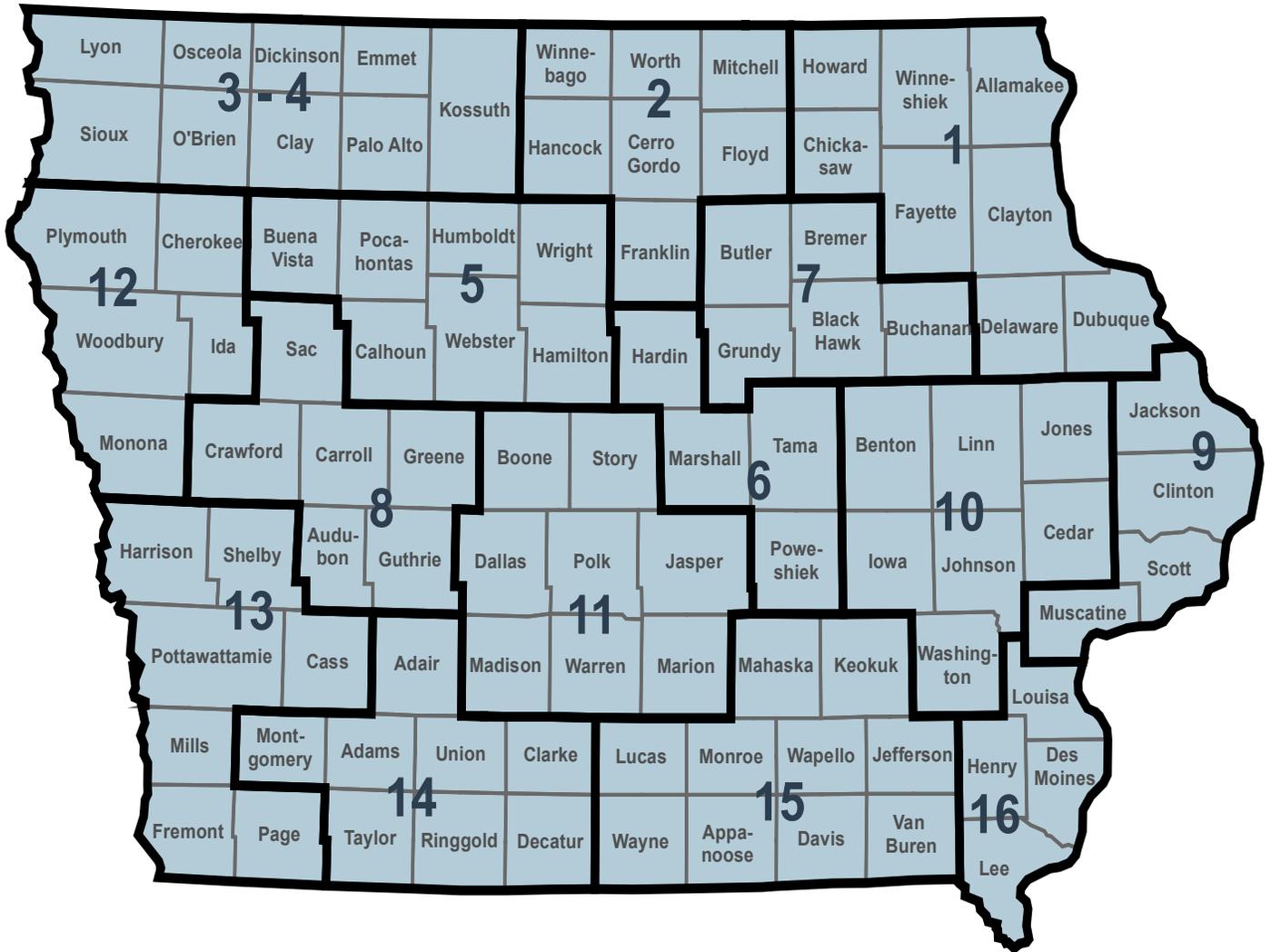
The internship program is available to all Iowa businesses. IWD works closely with each business to define and develop training plans and to provide screened, eligible candidates. Skilled Iowa internships offer a lower training expense with lower risk to participating companies.

Skilled Iowa Communities

Skilled Iowa Communities will improve the job training and marketability of Iowa's workforce and drive future economic growth for the state. Similar initiatives throughout the country have changed the landscape of local economies through programs that incorporate the NCRC assessment system.

Communities earning the Skilled Iowa designation benefit by having a tool to attract new businesses to the area and by being able to demonstrate their community has a skilled workforce to fill current and future jobs.

Iowa Workforce Development Regions



Source: Iowa Workforce Development.

Iowa Workforce Development Region 1 Middle-Skill Occupations, 2010-2020								
Standard Occupational Classification (SOC)	Occupational Title	Employment			Annual Growth Rate (%)	Total Annual Openings	2012 Mean Hourly Wage	2012 Mean Annual Salary
		2010 Estimated	2020 Projected	2010-20 Change				
11-0000	Management Occupations	11,950	12,220	270	0.2	295	\$38.97	\$81,053
11-1021	General and Operations Managers	820	850	30	0.4	20	45.40	94,436
11-9013	Farmers, Ranchers, and Other Agricultural Managers	7,605	7,400	-205	-0.3	150	N.A.	N.A.
11-9199	Managers, All Other	610	705	95	1.6	25	36.48	75,878
13-0000	Business and Financial Operations Occupations	3,380	4,055	675	2.0	135	25.21	52,454
13-1199	Business Operations Specialists, All Other	520	595	75	1.4	15	23.01	47,862
13-2072	Loan Officers	250	310	60	2.4	10	27.29	56,751
15-0000	Computer and Mathematical Occupations	2,225	2,925	700	3.1	110	33.35	69,355
15-1151	Computer Support Specialists	420	515	95	2.3	20	22.55	46,896
21-0000	Community and Social Service Occupations	1,995	2,395	400	2.0	85	16.88	35,113
21-1093	Social and Human Service Assistants	210	245	40	1.9	10	11.39	23,678
25-0000	Education, Training, and Library Occupations	8,510	9,215	700	0.8	255	19.80	41,203
25-2011	Preschool Teachers, Except Special Education	270	310	35	1.3	10	12.26	25,502
25-4031	Library Technicians	165	175	10	0.6	10	13.59	28,273
25-9041	Teacher Assistants	1,365	1,470	105	0.8	40	11.69	24,313
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	1,580	1,805	230	1.5	65	16.52	34,373
27-2022	Coaches and Scouts	420	525	105	2.5	20	13.49	28,055
29-0000	Healthcare Practitioners and Technical Occupations	5,795	7,025	1,230	2.1	240	29.29	60,910
29-1141	Registered Nurses	2,225	2,700	475	2.1	90	25.27	52,562
29-2021	Dental Hygienists	175	220	45	2.6	10	30.65	63,765
29-2041	Emergency Medical Technicians and Paramedics	265	335	65	2.5	10	12.60	26,215
29-2052	Pharmacy Technicians	325	425	100	3.1	15	12.51	26,015
29-2061	Licensed Practical and Licensed Vocational Nurses	580	685	100	1.7	25	18.67	38,842
31-0000	Healthcare Support Occupations	3,515	4,335	820	2.3	130	12.19	25,359
31-1014	Nursing Aides, Orderlies, and Attendants	1,815	2,140	325	1.8	55	11.30	23,502
31-9091	Dental Assistants	235	280	45	1.9	10	15.72	32,711
31-9092	Medical Assistants	265	320	55	2.1	10	13.64	28,371
33-0000	Protective Service Occupations	1,335	1,460	125	0.9	55	17.53	36,474
33-3051	Police and Sheriff's Patrol Officers	280	295	15	0.5	10	22.90	47,637
33-9032	Security Guards	370	430	60	1.6	10	12.89	26,822
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	255	280	25	1.0	20	8.82	18,341
35-0000	Food Preparation and Serving Related Occupations	8,870	9,845	975	1.1	405	9.34	19,420
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	535	590	55	1.0	15	13.15	27,350
39-0000	Personal Care and Service Occupations	4,065	4,890	825	2.0	195	10.40	21,620
39-3011	Gaming Dealers	145	200	55	3.8	10	8.15	16,963
39-5012	Hairdressers, Hairstylists, and Cosmetologists	550	650	100	1.8	20	11.55	24,031
39-9011	Childcare Workers	1,485	1,710	225	1.5	70	8.50	17,685
39-9031	Fitness Trainers and Aerobics Instructors	230	280	50	2.2	10	9.53	19,812
41-0000	Sales and Related Occupations	11,755	13,165	1,410	1.2	505	14.85	30,890
41-1011	First-Line Supervisors of Retail Sales Workers	1,295	1,415	120	0.9	40	19.00	39,514
41-1012	First-Line Supervisors of Non-Retail Sales Workers	400	450	45	1.1	15	27.69	57,596
41-3021	Insurance Sales Agents	310	415	105	3.4	15	29.80	61,999
41-3099	Sales Representatives, Services, All Other	290	360	70	2.4	15	24.85	51,683
41-4012	Sales Representatives, Wholesale and Mfg, Except Technical and Scientific Products	1,465	1,625	160	1.1	50	26.87	55,890
41-9099	Sales and Related Workers, All Other	260	305	50	1.9	10	16.83	35,004

Iowa Workforce Development Region 1 Middle-Skill Occupations, 2010-2020								
Standard Occupational Classification (SOC)	Occupational Title	Employment			Annual Growth Rate (%)	Total Annual Openings	2012 Mean Hourly Wage	2012 Mean Annual Salary
		2010 Estimated	2020 Projected	2010-20 Change				
43-0000	Office and Administrative Support Occupations	15,570	16,970	1,405	0.9	490	14.17	29,490
43-1011	First-Line Supervisors of Office and Administrative Support Workers	590	670	80	1.4	25	21.29	44,281
43-3011	Bill and Account Collectors	185	235	50	2.7	10	15.35	31,933
43-3021	Billing and Posting Clerks	285	325	35	1.2	10	14.58	30,336
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,835	2,050	215	1.2	40	14.30	29,738
43-3071	Tellers	740	815	75	1.0	40	12.83	26,683
43-4051	Customer Service Representatives	995	1,140	140	1.4	40	15.09	31,388
43-4081	Hotel, Motel, and Resort Desk Clerks	210	265	55	2.6	15	8.75	18,204
43-4171	Receptionists and Information Clerks	620	735	115	1.9	30	11.65	24,235
43-4199	Information and Record Clerks, All Other	410	505	95	2.3	20	17.64	36,694
43-5052	Postal Service Mail Carriers	270	235	-35	-1.3	10	24.63	51,228
43-5061	Production, Planning, and Expediting Clerks	260	295	35	1.3	10	18.61	38,705
43-5071	Shipping, Receiving, and Traffic Clerks	535	550	15	0.3	15	13.60	28,280
43-6011	Executive Secretaries and Executive Administrative Assistants	455	515	60	1.3	10	18.71	38,908
43-6013	Medical Secretaries	280	360	80	2.9	10	13.71	28,520
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,810	1,800	-5	0.0	25	13.51	28,094
43-9061	Office Clerks, General	2,220	2,515	295	1.3	70	12.66	26,336
43-9199	Office and Administrative Support Workers, All Other	185	235	50	2.7	10	15.48	32,197
47-0000	Construction and Extraction Occupations	5,450	6,575	1,125	2.1	225	19.03	39,591
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	335	405	70	2.1	15	27.05	56,259
47-2021	Brickmasons and Blockmasons	185	250	70	3.8	10	25.11	52,227
47-2031	Carpenters	655	795	140	2.1	30	16.92	35,190
47-2073	Operating Engineers and Other Construction Equipment Operators	595	765	165	2.8	30	22.08	45,923
47-2111	Electricians	530	630	100	1.9	25	22.52	46,833
47-2152	Plumbers, Pipefitters, and Steamfitters	170	205	35	2.1	10	20.28	42,184
47-4051	Highway Maintenance Workers	330	340	10	0.3	10	18.62	38,731
49-0000	Installation, Maintenance, and Repair Occupations	5,010	5,905	895	1.8	200	18.71	38,916
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	265	295	35	1.3	10	25.53	53,104
49-3023	Automotive Service Technicians and Mechanics	520	620	100	1.9	25	18.32	38,122
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	405	445	40	1.0	15	17.85	37,131
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	335	450	115	3.4	20	19.01	39,558
49-9041	Industrial Machinery Mechanics	340	490	155	4.6	20	21.48	44,667
49-9071	Maintenance and Repair Workers, General	1,195	1,345	155	1.3	35	16.63	34,591
49-9099	Installation, Maintenance, and Repair Workers, All Other	200	245	45	2.3	10	18.70	38,902
51-0000	Production Occupations	13,090	14,900	1,810	1.4	465	15.69	32,631
51-1011	First-Line Supervisors of Production and Operating Workers	680	745	65	1.0	15	25.87	53,808
51-2092	Team Assemblers	2,335	2,715	385	1.6	85	16.16	33,614
51-2099	Assemblers and Fabricators, All Other	320	365	45	1.4	10	13.99	29,107
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	590	760	170	2.9	30	18.09	37,622
51-4023	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	235	285	50	2.1	10	N.A.	N.A.
51-4041	Machinists	420	515	95	2.3	15	17.38	36,149
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	265	300	35	1.3	10	17.79	36,991
51-4121	Welders, Cutters, Solderers, and Brazers	865	1,075	210	2.4	45	15.38	31,994
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	215	250	35	1.6	10	12.68	26,384
51-7099	Woodworkers, All Other	220	280	60	2.7	10	N.A.	N.A.
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	390	455	65	1.7	15	16.48	34,265
51-9199	Production Workers, All Other	545	630	85	1.6	25	14.96	31,131
53-0000	Transportation and Material Moving Occupations	9,885	11,040	1,155	1.2	355	15.60	32,451
53-1031	First-Line Supvs of Transportation and Material-Moving Machine and Vehicle Operators	195	230	35	1.8	10	22.31	46,417
53-3022	Bus Drivers, School or Special Client	595	590	-10	-0.2	10	13.29	27,640
53-3031	Driver/Sales Workers	375	390	15	0.4	10	13.49	28,063
53-3032	Heavy and Tractor-Trailer Truck Drivers	3,215	3,665	450	1.4	110	19.06	39,636
53-3033	Light Truck or Delivery Services Drivers	755	865	110	1.5	25	12.05	25,054
Middle-skill jobs require more than a high school diploma or equivalent, but not a four-year degree.								
Source: Iowa Workforce Development, Labor Force and Occupational Analysis Bureau								

Iowa Workforce Development Region 2 Middle-Skill Occupations, 2010-2020								
Standard Occupational Classification (SOC)	Occupational Title	Employment			Annual Growth Rate (%)	Total Annual Openings	2012 Mean Hourly Wage	2012 Mean Annual Salary
		2010 Estimated	2020 Projected	2010-20 Change				
11-0000	Management Occupations	7,230	7,345	115	0.2	175	38.76	80,620
11-1021	General and Operations Managers	390	405	15	0.4	10	43.63	90,751
11-9013	Farmers, Ranchers, and Other Agricultural Managers	4,985	4,845	-145	-0.3	95	N.A.	N.A.
11-9199	Managers, All Other	315	370	55	1.7	15	39.16	81,459
13-0000	Business and Financial Operations Occupations	1,820	2,125	305	1.7	70	25.90	53,879
13-1199	Business Operations Specialists, All Other	450	520	70	1.6	15	27.57	57,347
25-0000	Education, Training, and Library Occupations	3,450	3,790	340	1.0	115	18.44	38,349
25-9041	Teacher Assistants	365	415	45	1.2	15	10.35	21,518
29-0000	Healthcare Practitioners and Technical Occupations	3,265	3,815	550	1.7	120	31.74	66,020
29-1111	Registered Nurses	1,340	1,585	245	1.8	50	26.19	54,463
29-2061	Licensed Practical and Licensed Vocational Nurses	345	385	35	1.0	15	17.56	36,506
31-0000	Healthcare Support Occupations	2,520	3,100	580	2.3	95	12.82	26,665
31-1012	Nursing Aides, Orderlies, and Attendants	1,005	1,120	115	1.1	25	11.70	24,334
33-0000	Protective Service Occupations	740	755	15	0.2	30	19.40	40,366
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	235	240	10	0.4	15	N.A.	N.A.
39-0000	Personal Care and Service Occupations	1,660	1,985	325	2.0	80	11.59	24,113
39-5012	Hairdressers, Hairstylists, and Cosmetologists	295	335	45	1.5	10	N.A.	N.A.
39-9011	Childcare Workers	500	630	130	2.6	30	8.70	18,098
41-0000	Sales and Related Occupations	6,190	6,810	620	1.0	260	14.56	30,287
41-1011	First-Line Supervisors of Retail Sales Workers	685	740	55	0.8	20	16.13	33,546
41-3021	Insurance Sales Agents	155	195	45	2.9	10	N.A.	N.A.
41-4012	Sales Reps, Wholesale and Mfg, Ex Technical and Scientific Products	755	835	80	1.1	25	29.59	61,551
43-0000	Office and Administrative Support Occupations	7,940	8,515	575	0.7	235	14.22	29,571
43-1011	First-Line Supervisors of Office and Administrative Support Workers	340	380	40	1.2	15	23.14	48,137
43-3031	Bookkeeping, Accounting, and Auditing Clerks	895	980	80	0.9	20	14.58	30,329
43-3071	Tellers	275	285	15	0.5	10	11.79	24,526
43-4051	Customer Service Representatives	535	600	65	1.2	20	15.50	32,249
43-4171	Receptionists and Information Clerks	240	275	40	1.7	10	11.90	24,762
43-6013	Medical Secretaries	170	225	55	3.2	10	14.23	29,589
43-6014	Secretaries and Admin Assistants, Except Legal, Medical, and Executive	1,035	1,055	20	0.2	15	13.28	27,635
43-9061	Office Clerks, General	1,235	1,405	175	1.4	40	13.21	27,476
47-0000	Construction and Extraction Occupations	2,665	3,245	580	2.2	115	17.43	36,251
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	195	250	55	2.8	10	23.66	49,212
47-2031	Carpenters	715	885	170	2.4	30	17.97	37,388
47-2073	Operating Engineers and Other Construction Equipment Operators	225	290	65	2.9	10	18.53	38,529
49-0000	Installation, Maintenance, and Repair Occupations	2,505	2,845	340	1.4	90	19.01	39,538
49-3023	Automotive Service Technicians and Mechanics	190	220	30	1.6	10	13.83	28,770
49-9071	Maintenance and Repair Workers, General	415	460	50	1.2	15	18.02	37,482
49-9799	Installation, Maintenance, and Repair Workers, All Other	330	390	65	2.0	10	21.04	43,771
51-0000	Production Occupations	6,600	7,665	1,065	1.6	245	15.52	32,291
51-1011	First-Line Supervisors of Production and Operating Workers	440	505	65	1.5	10	22.36	46,508
51-2092	Team Assemblers	1,605	1,955	355	2.2	65	13.75	28,589
51-2099	Assemblers and Fabricators, All Other	260	325	65	2.5	10	16.06	33,416
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	160	215	60	3.8	10	20.49	42,609
51-4121	Welders, Cutters, Solderers, and Brazers	340	445	100	2.9	20	16.19	33,683
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	225	255	30	1.3	10	17.38	36,158
51-9399	Production Workers, All Other	270	320	50	1.9	10	13.84	28,773
53-0000	Transportation and Material Moving Occupations	5,185	5,775	590	1.1	185	14.50	30,172
53-3032	Heavy and Tractor-Trailer Truck Drivers	1,895	2,120	225	1.2	60	16.19	33,671
53-3033	Light Truck or Delivery Services Drivers	370	455	80	2.2	15	13.81	28,728
	Middle-skill jobs require more than a high school diploma or equivalent, but not a four-year degree.							
	Source: Iowa Workforce Development, Labor Force and Occupational Analysis Bureau							

Iowa Workforce Development Region 3-4 Middle-Skill Occupations, 2010-2020								
Standard Occupational Classification (SOC)	Occupational Title	Employment			Annual Growth Rate (%)	Total Annual Openings	2012 Mean Hourly Wage	2012 Mean Annual Salary
		2010 Estimated	2020 Projected	2010-20 Change				
11-0000	Management Occupations	10,695	10,835	140	0.1	235	\$36.73	\$76,410
11-1021	General and Operations Managers	565	565	0	0.0	10	40.76	84,766
11-9013	Farmers, Ranchers, and Other Agricultural Managers	8,065	8,020	-45	-0.1	155	N.A.	N.A.
11-9199	Managers, All Other	210	240	30	1.4	10	27.67	57,546
13-0000	Business and Financial Operations Occupations	2,260	2,585	325	1.4	80	25.18	52,381
13-1199	Business Operations Specialists, All Other	365	415	50	1.4	10	17.15	35,672
13-2072	Loan Officers	265	300	35	1.3	10	30.08	62,555
19-0000	Life, Physical, and Social Science Occupations	720	780	60	0.8	30	21.60	44,915
19-4099	Life, Physical, and Social Science Technicians, All Other	180	215	35	1.9	10	20.29	42,203
21-0000	Community and Social Service Occupations	1,925	2,340	415	2.2	85	14.12	29,363
21-1093	Social and Human Service Assistants	535	695	160	3.0	30	10.31	21,444
25-0000	Education, Training, and Library Occupations	4,790	5,280	490	1.0	160	18.45	38,372
25-9041	Teacher Assistants	1,020	1,110	90	0.9	30	11.08	23,052
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	895	1,020	125	1.4	35	14.14	29,406
27-2022	Coaches and Scouts	160	210	50	3.1	10	9.68	20,143
29-0000	Healthcare Practitioners and Technical Occupations	3,160	3,790	625	2.0	125	30.80	64,064
29-1141	Registered Nurses	1,205	1,500	295	2.4	50	24.89	51,766
29-2061	Licensed Practical and Licensed Vocational Nurses	365	400	35	1.0	15	17.84	37,105
31-0000	Healthcare Support Occupations	2,540	3,230	690	2.7	105	11.31	23,530
31-1014	Nursing Aides, Orderlies, and Attendants	840	945	105	1.3	20	11.61	24,156
33-0000	Protective Service Occupations	550	570	20	0.4	20	16.33	33,958
35-0000	Food Preparation and Serving Related Occupations	5,365	5,790	425	0.8	230	9.39	19,519
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	370	405	30	0.8	10	12.62	26,252
39-0000	Personal Care and Service Occupations	1,855	2,215	355	1.9	80	10.29	21,406
39-5012	Hairdressers, Hairstylists, and Cosmetologists	355	405	55	1.5	10	12.45	25,901
39-9011	Childcare Workers	575	700	125	2.2	30	8.35	17,357
41-0000	Sales and Related Occupations	7,455	8,220	760	1.0	310	15.38	32,004
41-1011	First-Line Supervisors of Retail Sales Workers	810	880	75	0.9	25	17.69	36,799
41-3021	Insurance Sales Agents	350	455	105	3.0	20	24.19	50,318
41-4012	Sales Reps, Wholesale and Manufacturing, Except Technical and Scientific Products	970	1,050	80	0.8	30	29.55	61,468
43-0000	Office and Administrative Support Occupations	11,075	11,570	495	0.4	315	13.59	28,253
43-1011	First-Line Supervisors of Office and Administrative Support Workers	300	335	35	1.2	10	21.47	44,648
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,410	1,560	150	1.1	30	13.34	27,753
43-3071	Tellers	465	470	10	0.2	20	11.94	24,845
43-4051	Customer Service Representatives	875	655	-220	-2.5	25	12.95	26,935
43-4081	Hotel, Motel, and Resort Desk Clerks	205	250	45	2.2	10	8.93	18,576
43-4171	Receptionists and Information Clerks	365	420	55	1.5	15	11.82	24,584
43-5071	Shipping, Receiving, and Traffic Clerks	325	310	-10	-0.3	10	14.00	29,128
43-6011	Executive Secretaries and Executive Administrative Assistants	485	530	45	0.9	10	16.26	33,820
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,170	1,190	25	0.2	20	12.34	25,673
43-9061	Office Clerks, General	2,050	2,270	220	1.1	60	12.56	26,139
43-9799	Office and Administrative Support Workers, All Other	610	710	100	1.6	25	14.74	30,668
47-0000	Construction and Extraction Occupations	3,375	4,025	650	1.9	135	16.13	33,545
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	240	290	50	2.1	10	21.71	45,166
47-2031	Carpenters	655	805	150	2.3	30	14.64	30,460
47-2111	Electricians	270	315	45	1.7	10	21.14	43,953
47-4051	Highway Maintenance Workers	280	290	10	0.4	10	18.61	38,704

Iowa Workforce Development Region 3-4 Middle-Skill Occupations, 2010-2020								
Standard Occupational Classification (SOC)	Occupational Title	Employment			Annual Growth Rate (%)	Total Annual Openings	2012 Mean Hourly Wage	2012 Mean Annual Salary
		2010 Estimated	2020 Projected	2010-20 Change				
49-0000	Installation, Maintenance, and Repair Occupations	3,730	4,175	445	1.2	130	18.52	38,516
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	240	270	25	1.0	10	25.16	52,337
49-3021	Automotive Body and Related Repairers	150	190	40	2.7	10	N.A.	N.A.
49-3023	Automotive Service Technicians and Mechanics	375	420	45	1.2	15	16.84	35,039
49-3041	Farm Equipment Mechanics and Service Technicians	320	345	25	0.8	10	17.18	35,739
49-9041	Industrial Machinery Mechanics	200	255	55	2.8	10	17.52	36,437
49-9071	Maintenance and Repair Workers, General	605	660	55	0.9	15	17.15	35,677
49-9099	Installation, Maintenance, and Repair Workers, All Other	735	800	65	0.9	20	18.21	37,873
51-0000	Production Occupations	7,550	8,305	755	1.0	245	15.42	32,068
51-1011	First-Line Supervisors of Production and Operating Workers	495	535	40	0.8	10	21.40	44,505
51-2092	Team Assemblers	495	560	60	1.2	15	15.06	31,315
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	185	220	35	1.9	10	15.67	32,584
51-4041	Machinists	425	470	45	1.1	10	15.50	32,247
51-4121	Welders, Cutters, Solderers, and Brazers	525	610	90	1.7	25	17.31	36,004
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	175	205	25	1.4	10	19.66	40,888
51-9199	Production Workers, All Other	380	425	50	1.3	15	13.80	28,694
53-0000	Transportation and Material Moving Occupations	5,375	5,950	575	1.1	190	15.08	31,368
53-3032	Heavy and Tractor-Trailer Truck Drivers	2,170	2,405	235	1.1	65	18.28	38,020
53-3033	Light Truck or Delivery Services Drivers	395	460	65	1.6	15	14.46	30,091
	Middle-skill jobs require more than a high school diploma or equivalent, but not a four-year degree.							
	Source: Iowa Workforce Development, Labor Force and Occupational Analysis Bureau							

Iowa Workforce Development Region 5 Middle-Skill Occupations, 2010-2020								
Standard Occupational Classification (SOC)	Occupational Title	Employment			Annual Growth Rate (%)	Total Annual Openings	2012 Mean Hourly Wage	2012 Mean Annual Salary
		2010 Estimated	2020 Projected	2010-20 Change				
11-0000	Management Occupations	8,265	8,270	5	0.0	185	35.30	73,424
11-1021	General and Operations Managers	390	400	10	0.3	10	42.38	88,138
11-9013	Farmers, Ranchers, and Other Agricultural Managers	6,140	6,010	-125	-0.2	120	N.A.	N.A.
11-9199	Managers, All Other	250	265	15	0.6	10	32.97	68,589
13-0000	Business and Financial Operations Occupations	1,660	1,845	190	1.1	55	24.10	50,131
13-1199	Business Operations Specialists, All Other	370	395	25	0.7	10	21.00	43,671
25-0000	Education, Training, and Library Occupations	3,570	3,805	235	0.7	110	19.24	40,015
25-4031	Library Technicians	165	175	10	0.6	10	10.30	21,439
25-9041	Teacher Assistants	520	550	30	0.6	15	10.30	21,419
29-0000	Healthcare Practitioners and Technical Occupations	2,600	3,085	485	1.9	105	27.76	57,731
29-1111	Registered Nurses	1,055	1,280	225	2.1	40	24.15	50,243
29-2061	Licensed Practical and Licensed Vocational Nurses	300	335	30	1.0	10	17.27	35,920
31-0000	Healthcare Support Occupations	2,040	2,365	325	1.6	60	11.75	24,435
31-1012	Nursing Aides, Orderlies, and Attendants	1,300	1,435	130	1.0	30	11.66	24,266
33-0000	Protective Service Occupations	1,085	1,160	75	0.7	50	18.58	38,652
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	360	425	65	1.8	30	8.48	17,631
39-0000	Personal Care and Service Occupations	1,825	2,125	305	1.7	75	11.05	22,989
39-9011	Childcare Workers	740	875	135	1.8	35	N.A.	N.A.
41-0000	Sales and Related Occupations	5,880	6,435	555	0.9	240	16.21	33,703
41-1011	First-Line Supervisors of Retail Sales Workers	685	730	45	0.7	20	18.05	37,534
41-4012	Sales Reps, Wholesale and Manufacturing, Except Technical and Scientific Products	665	730	65	1.0	20	26.48	55,090
43-0000	Office and Administrative Support Occupations	8,145	8,775	630	0.8	245	13.93	28,985
43-1011	First-Line Supervisors of Office and Administrative Support Workers	285	305	20	0.7	10	21.34	44,394
43-3031	Bookkeeping, Accounting, and Auditing Clerks	975	1,090	115	1.2	25	13.95	29,019
43-3071	Tellers	260	260	5	0.2	10	12.93	26,886
43-4051	Customer Service Representatives	390	430	40	1.0	15	13.74	28,581
43-4171	Receptionists and Information Clerks	295	355	60	2.0	15	11.71	24,351
43-6011	Executive Secretaries and Executive Administrative Assistants	325	375	50	1.5	10	17.33	36,037
43-6013	Medical Secretaries	155	215	60	3.9	10	11.98	24,930
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	795	805	10	0.1	10	13.20	27,459
43-9061	Office Clerks, General	1,470	1,660	190	1.3	45	12.88	26,778
47-0000	Construction and Extraction Occupations	2,415	2,860	445	1.8	95	17.78	36,988
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	185	230	50	2.7	10	24.52	51,005
47-2031	Carpenters	510	625	115	2.3	20	19.73	41,031
47-2111	Electricians	185	215	30	1.6	10	19.28	40,105
49-0000	Installation, Maintenance, and Repair Occupations	2,640	3,010	370	1.4	95	18.88	39,272
49-3023	Automotive Service Technicians and Mechanics	260	315	50	1.9	10	15.34	31,922
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	290	325	35	1.2	10	18.56	38,592
49-9041	Industrial Machinery Mechanics	300	370	70	2.3	15	18.98	39,477
49-9071	Maintenance and Repair Workers, General	525	575	50	1.0	15	16.85	35,063
51-0000	Production Occupations	6,555	7,110	550	0.8	210	15.27	31,756
51-1011	First-Line Supervisors of Production and Operating Workers	440	460	20	0.5	10	23.37	48,609
51-2092	Team Assemblers	810	805	-10	-0.1	15	14.57	30,294
51-4121	Welders, Cutters, Solderers, and Brazers	285	305	20	0.7	10	15.56	32,367
53-0000	Transportation and Material Moving Occupations	5,655	6,210	555	1.0	190	16.21	33,716
53-3032	Heavy and Tractor-Trailer Truck Drivers	2,225	2,540	315	1.4	75	21.14	43,966
53-3033	Light Truck or Delivery Services Drivers	245	280	35	1.4	10	13.18	27,423
	Middle-skill jobs require more than a high school diploma or equivalent, but not a four-year degree.							
	Source: Iowa Workforce Development, Labor Force and Occupational Analysis Bureau							

Iowa Workforce Development Region 6 Middle-Skill Occupations, 2010-2020

Standard Occupational Classification (SOC)	Occupational Title	Employment			Annual Growth Rate (%)	Total Annual Openings	2012 Mean Hourly Wage	2012 Mean Annual Salary
		2010 Estimated	2020 Projected	2010-20 Change				
11-0000	Management Occupations	5,655	5,675	20	0.0	130	\$37.06	\$77,079
11-9013	Farmers, Ranchers, and Other Agricultural Managers	3,890	3,790	-105	-0.3	75	N.A.	N.A.
13-0000	Business and Financial Operations Occupations	1,910	2,175	265	1.4	65	26.08	54,247
13-1199	Business Operations Specialists, All Other	405	480	75	1.9	15	24.52	50,983
21-0000	Community and Social Service Occupations	1,290	1,400	115	0.9	45	17.40	36,202
21-1093	Social and Human Service Assistants	655	620	-35	-0.5	15	14.97	31,148
29-0000	Healthcare Practitioners and Technical Occupations	2,080	2,460	380	1.8	85	27.22	56,625
29-1141	Registered Nurses	805	965	160	2.0	30	23.86	49,629
29-2061	Licensed Practical and Licensed Vocational Nurses	310	355	45	1.5	15	18.19	37,835
31-0000	Healthcare Support Occupations	1,525	1,850	325	2.1	55	11.56	24,052
31-1014	Nursing Aides, Orderlies, and Attendants	720	840	120	1.7	20	10.89	22,666
31-9099	Healthcare Support Workers, All Other	270	320	50	1.9	10	11.69	24,321
39-0000	Personal Care and Service Occupations	1,130	1,300	170	1.5	50	11.61	24,156
39-9011	Childcare Workers	295	350	55	1.9	15	N.A.	N.A.
41-0000	Sales and Related Occupations	4,270	4,610	340	0.8	170	13.53	28,138
41-1011	First-Line Supervisors of Retail Sales Workers	515	555	40	0.8	15	17.70	36,821
41-4012	Sales Reps, Wholesale and Manufacturing, Except Technical and Scientific Products	475	510	30	0.6	15	29.22	60,759
43-0000	Office and Administrative Support Occupations	6,630	7,065	430	0.6	200	14.52	30,193
43-1011	First-Line Supervisors of Office and Administrative Support Workers	255	285	25	1.0	10	22.96	47,749
43-3031	Bookkeeping, Accounting, and Auditing Clerks	680	740	60	0.9	15	14.86	30,927
43-3071	Tellers	250	255	5	0.2	10	11.75	24,438
43-4051	Customer Service Representatives	315	355	40	1.3	15	14.02	29,158
43-4171	Receptionists and Information Clerks	235	275	35	1.5	10	11.97	24,910
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	495	520	20	0.4	10	12.72	26,470
43-9061	Office Clerks, General	1,010	1,150	140	1.4	30	13.11	27,268
43-9199	Office and Administrative Support Workers, All Other	455	505	50	1.1	15	N.A.	N.A.
47-0000	Construction and Extraction Occupations	1,890	2,200	310	1.6	70	17.92	37,283
47-2031	Carpenters	315	375	60	1.9	15	16.56	34,445
47-2111	Electricians	175	205	30	1.7	10	21.62	44,968
49-0000	Installation, Maintenance, and Repair Occupations	2,110	2,415	305	1.4	75	19.38	40,310
49-3023	Automotive Service Technicians and Mechanics	265	305	40	1.5	10	15.32	31,873
49-9041	Industrial Machinery Mechanics	125	180	55	4.4	10	19.10	39,734
49-9071	Maintenance and Repair Workers, General	420	470	50	1.2	15	18.19	37,843
51-0000	Production Occupations	5,410	6,220	810	1.5	195	14.77	30,734
51-1011	First-Line Supervisors of Production and Operating Workers	470	540	65	1.4	15	24.63	51,231
51-2092	Team Assemblers	510	640	130	2.5	25	15.83	32,927
51-4041	Machinists	275	325	45	1.6	10	N.A.	N.A.
51-4121	Welders, Cutters, Solderers, and Brazers	260	310	50	1.9	10	16.77	34,883
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	195	235	40	2.1	10	15.37	31,974
51-9199	Production Workers, All Other	175	220	45	2.6	10	11.94	24,836
53-0000	Transportation and Material Moving Occupations	3,815	4,220	405	1.1	130	14.83	30,838
53-3032	Heavy and Tractor-Trailer Truck Drivers	1,265	1,405	140	1.1	40	16.01	33,305
53-3033	Light Truck or Delivery Services Drivers	275	320	45	1.6	10	11.94	24,821
	Middle-skill jobs require more than a high school diploma or equivalent, but not a four-year degree.							
	Source: Iowa Workforce Development, Labor Force and Occupational Analysis Bureau							

Iowa Workforce Development Region 7 Middle-Skill Occupations, 2010-2020								
Standard Occupational Classification (SOC)	Occupational Title	Employment			Annual Growth Rate (%)	Total Annual Openings	2012 Mean Hourly Wage	2012 Mean Annual Salary
		2010 Estimated	2020 Projected	2010-20 Change				
11-0000	Management Occupations	9,135	9,570	440	0.5	245	\$40.17	\$83,557
11-1021	General and Operations Managers	755	780	25	0.3	15	50.27	104,567
11-9013	Farmers, Ranchers, and Other Agricultural Managers	4,695	4,575	-115	-0.2	90	N.A.	N.A.
11-9021	Construction Managers	240	295	55	2.3	10	36.64	76,204
11-9199	Managers, All Other	465	535	70	1.5	15	43.26	89,962
13-0000	Business and Financial Operations Occupations	4,125	4,760	635	1.5	150	26.20	54,502
13-1199	Business Operations Specialists, All Other	665	775	110	1.7	25	23.73	49,351
13-2072	Loan Officers	340	380	40	1.2	15	29.24	60,819
15-0000	Computer and Mathematical Occupations	1,380	1,620	240	1.7	50	30.41	63,246
15-1151	Computer Support Specialists	275	320	40	1.5	10	21.86	45,471
21-0000	Community and Social Service Occupations	1,995	2,530	535	2.7	100	17.52	36,421
21-1093	Social and Human Service Assistants	315	395	80	2.5	15	12.65	26,322
25-0000	Education, Training, and Library Occupations	7,675	8,880	1,205	1.6	285	20.83	43,312
25-2011	Preschool Teachers, Except Special Education	200	250	50	2.5	10	13.23	27,517
25-9041	Teacher Assistants	975	1,130	150	1.5	35	9.67	20,106
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	1,435	1,680	245	1.7	65	16.96	35,272
27-2022	Coaches and Scouts	255	340	85	3.3	15	13.50	28,085
29-0000	Healthcare Practitioners and Technical Occupations	5,570	6,880	1,310	2.4	245	29.72	61,821
29-1141	Registered Nurses	2,030	2,570	540	2.7	90	25.85	53,777
29-2021	Dental Hygienists	130	175	45	3.5	10	30.23	62,877
29-2052	Pharmacy Technicians	265	315	50	1.9	10	13.75	28,599
29-2061	Licensed Practical and Licensed Vocational Nurses	585	675	90	1.5	25	17.89	37,220
31-0000	Healthcare Support Occupations	2,835	3,505	670	2.4	105	13.11	27,253
31-1014	Nursing Aides, Orderlies, and Attendants	1,365	1,585	220	1.6	40	11.81	24,566
31-9091	Dental Assistants	210	275	60	2.9	10	19.31	40,160
31-9092	Medical Assistants	205	255	50	2.4	10	13.75	28,602
33-0000	Protective Service Occupations	1,090	1,155	65	0.6	40	18.50	38,485
33-3051	Police and Sheriff's Patrol Officers	305	315	10	0.3	10	22.34	46,467
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	155	165	5	0.3	10	8.46	17,588
35-0000	Food Preparation and Serving Related Occupations	9,025	10,055	1,030	1.1	415	9.60	19,971
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	535	585	55	1.0	15	13.48	28,029
39-0000	Personal Care and Service Occupations	3,975	4,930	955	2.4	195	10.48	21,794
39-5012	Hairdressers, Hairstylists, and Cosmetologists	695	830	135	1.9	25	11.59	24,102
39-9011	Childcare Workers	1,575	1,920	345	2.2	85	8.67	18,023
41-0000	Sales and Related Occupations	11,045	12,210	1,170	1.1	460	16.15	33,592
41-1011	First-Line Supervisors of Retail Sales Workers	1,200	1,300	100	0.8	40	19.06	39,647
41-1012	First-Line Supervisors of Non-Retail Sales Workers	260	280	20	0.8	10	31.34	65,173
41-3011	Advertising Sales Agents	175	205	30	1.7	10	22.38	46,561
41-3021	Insurance Sales Agents	260	315	55	2.1	10	23.57	49,029
41-3099	Sales Representatives, Services, All Other	385	450	60	1.6	15	23.03	47,910
41-4012	Sales Reps, Wholesale and Mfg, Ex Technical and Scientific Products	1,155	1,285	130	1.1	40	25.97	54,015
43-0000	Office and Administrative Support Occupations	16,015	17,740	1,725	1.1	535	14.64	30,453
43-1011	First-Line Supervisors of Office and Administrative Support Workers	565	655	90	1.6	25	21.52	44,743
43-3011	Bill and Account Collectors	450	625	175	3.9	25	N.A.	N.A.
43-3021	Billing and Posting Clerks	255	300	40	1.6	10	15.13	31,466
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,645	1,840	195	1.2	40	15.87	32,997
43-3071	Tellers	725	730	5	0.1	30	11.01	22,903

Iowa Workforce Development Region 7 Middle-Skill Occupations, 2010-2020								
Standard Occupational Classification (SOC)	Occupational Title	Employment			Annual Growth Rate (%)	Total Annual Openings	2012 Mean Hourly Wage	2012 Mean Annual Salary
		2010 Estimated	2020 Projected	2010-20 Change				
43-4051	Customer Service Representatives	1,140	1,320	180	1.6	50	13.56	28,205
43-4081	Hotel, Motel, and Resort Desk Clerks	150	180	30	2.0	10	8.84	18,391
43-4171	Receptionists and Information Clerks	750	925	175	2.3	40	11.98	24,920
43-4199	Information and Record Clerks, All Other	540	625	85	1.6	25	16.48	34,281
43-5052	Postal Service Mail Carriers	240	205	-35	-1.5	10	24.99	51,989
43-5071	Shipping, Receiving, and Traffic Clerks	500	520	20	0.4	15	13.94	28,992
43-6011	Executive Secretaries and Executive Administrative Assistants	730	830	100	1.4	20	18.34	38,145
43-6013	Medical Secretaries	390	535	145	3.7	20	14.66	30,498
43-6014	Secretaries and Admin Assistants, Except Legal, Medical, and Executive	1,430	1,465	35	0.2	20	13.91	28,944
43-9061	Office Clerks, General	2,180	2,525	345	1.6	70	13.66	28,412
43-9199	Office and Administrative Support Workers, All Other	730	845	115	1.6	25	14.09	29,321
47-0000	Construction and Extraction Occupations	4,720	5,535	815	1.7	185	18.32	38,092
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	320	385	70	2.2	15	25.45	52,918
47-2031	Carpenters	760	915	155	2.0	30	16.34	33,985
47-2073	Operating Engineers and Other Construction Equipment Operators	555	615	60	1.1	20	21.90	45,554
47-2111	Electricians	395	465	70	1.8	20	22.10	45,981
47-2152	Plumbers, Pipefitters, and Steamfitters	325	385	60	1.8	15	20.67	43,007
49-0000	Installation, Maintenance, and Repair Occupations	5,300	6,115	815	1.5	200	19.35	40,237
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	250	270	25	1.0	10	29.32	60,976
49-3023	Automotive Service Technicians and Mechanics	715	795	80	1.1	25	16.48	34,272
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	345	390	45	1.3	10	19.14	39,797
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	240	315	75	3.1	10	21.12	43,938
49-9041	Industrial Machinery Mechanics	220	305	80	3.6	10	24.02	49,958
49-9071	Maintenance and Repair Workers, General	1,260	1,435	175	1.4	40	17.49	36,375
49-9098	Helpers--Installation, Maintenance, and Repair Workers	160	190	30	1.9	10	10.10	21,010
49-9099	Installation, Maintenance, and Repair Workers, All Other	695	815	120	1.7	25	19.59	40,746
51-0000	Production Occupations	12,010	13,760	1,745	1.5	440	16.85	35,052
51-1011	First-Line Supervisors of Production and Operating Workers	725	805	80	1.1	20	29.08	60,480
51-2092	Team Assemblers	1,170	1,385	220	1.9	45	N.A.	N.A.
51-2099	Assemblers and Fabricators, All Other	335	415	75	2.2	15	14.35	29,828
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	290	385	95	3.3	15	17.76	36,944
51-4041	Machinists	730	850	115	1.6	25	17.51	36,430
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	250	300	50	2.0	10	N.A.	N.A.
51-4121	Welders, Cutters, Solderers, and Brazers	1,075	1,315	240	2.2	55	17.06	35,480
51-7011	Cabinetmakers and Bench Carpenters	390	510	120	3.1	20	14.21	29,561
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	385	435	50	1.3	15	N.A.	N.A.
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	195	285	90	4.6	10	15.33	31,893
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	380	435	50	1.3	15	20.21	42,044
51-9199	Production Workers, All Other	250	275	25	1.0	10	12.24	25,473
53-0000	Transportation and Material Moving Occupations	8,510	9,815	1,305	1.5	340	15.50	32,225
53-1031	First-Line Supvs of Trans & Material-Moving Machine & Vehicle Operators	205	250	45	2.2	10	26.88	55,905
53-3032	Heavy and Tractor-Trailer Truck Drivers	1,925	2,185	260	1.4	65	17.59	36,574
53-3033	Light Truck or Delivery Services Drivers	860	960	105	1.2	25	14.26	29,653
53-6099	Transportation Workers, All Other	255	255	0	0.0	10	N.A.	N.A.
	Middle-skill jobs require more than a high school diploma or equivalent, but not a four-year degree.							
	Source: Iowa Workforce Development, Labor Force and Occupational Analysis Bureau							

Iowa Workforce Development Region 8 Middle-Skill Occupations, 2010-2020								
Standard Occupational Classification (SOC)	Occupational Title	Employment			Annual Growth Rate (%)	Total Annual Openings	2012 Mean Hourly Wage	2012 Mean Annual Salary
		2010 Estimated	2020 Projected	2010-20 Change				
11-0000	Management Occupations	6,815	6,720	-90	-0.1	145	36.66	76,262
11-9013	Farmers, Ranchers, and Other Agricultural Managers	5,515	5,335	-175	-0.3	110	N.A.	N.A.
13-0000	Business and Financial Operations Occupations	1,180	1,365	185	1.6	45	26.27	54,637
13-1199	Business Operations Specialists, All Other	300	335	35	1.2	10	22.74	47,289
25-0000	Education, Training, and Library Occupations	1,925	2,015	90	0.5	55	19.76	41,112
25-9041	Teacher Assistants	305	310	5	0.2	10	9.88	20,550
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	490	560	70	1.4	20	12.83	26,691
27-2022	Coaches and Scouts	160	205	45	2.8	10	N.A.	N.A.
29-0000	Healthcare Practitioners and Technical Occupations	1,600	1,930	330	2.1	65	30.08	62,569
29-1141	Registered Nurses	775	955	180	2.3	30	24.38	50,716
31-0000	Healthcare Support Occupations	1,635	1,985	345	2.1	60	12.54	26,075
31-1014	Nursing Aides, Orderlies, and Attendants	630	720	85	1.3	15	11.41	23,736
31-9099	Healthcare Support Workers, All Other	405	480	75	1.9	15	N.A.	N.A.
39-0000	Personal Care and Service Occupations	1,105	1,365	255	2.3	50	11.24	23,368
39-9011	Childcare Workers	315	360	45	1.4	15	8.07	16,803
41-0000	Sales and Related Occupations	3,825	4,200	380	1.0	160	14.97	31,135
41-1011	First-Line Supervisors of Retail Sales Workers	430	455	30	0.7	15	15.42	32,065
41-3021	Insurance Sales Agents	130	185	55	4.2	10	15.23	31,677
41-4012	Sales Reps, Wholesale and Manufacturing, Except Technical and Scientific Products	435	460	25	0.6	10	32.42	67,435
43-0000	Office and Administrative Support Occupations	5,350	5,720	370	0.7	155	13.77	28,631
43-3031	Bookkeeping, Accounting, and Auditing Clerks	555	610	55	1.0	10	13.77	28,648
43-3071	Tellers	255	265	10	0.4	10	13.67	28,422
43-4051	Customer Service Representatives	310	335	30	1.0	10	13.65	28,397
43-9061	Office Clerks, General	1,395	1,575	185	1.3	45	12.65	26,330
47-0000	Construction and Extraction Occupations	1,730	2,080	350	2.0	70	16.36	34,033
47-2031	Carpenters	335	410	70	2.1	15	13.80	28,688
49-0000	Installation, Maintenance, and Repair Occupations	1,640	1,825	190	1.2	55	17.95	37,335
49-3023	Automotive Service Technicians and Mechanics	215	245	30	1.4	10	18.51	38,503
49-9071	Maintenance and Repair Workers, General	325	360	35	1.1	10	15.83	32,929
49-9099	Installation, Maintenance, and Repair Workers, All Other	380	405	25	0.7	10	16.99	35,329
51-0000	Production Occupations	4,000	4,430	430	1.1	140	13.56	28,219
51-4121	Welders, Cutters, Solderers, and Brazers	225	260	35	1.6	10	17.09	35,548
53-0000	Transportation and Material Moving Occupations	2,915	3,160	240	0.8	95	15.04	31,283
53-3032	Heavy and Tractor-Trailer Truck Drivers	825	930	105	1.3	25	18.81	39,125
53-3033	Light Truck or Delivery Services Drivers	325	360	35	1.1	10	12.04	25,034
	Middle-skill jobs require more than a high school diploma or equivalent, but not a four-year degree.							
	Source: Iowa Workforce Development, Labor Force and Occupational Analysis Bureau							

Iowa Workforce Development Region 9 Middle-Skill Occupations, 2010-2020								
Standard Occupational Classification (SOC)	Occupational Title	Employment			Annual Growth Rate (%)	Total Annual Openings	2012 Mean Hourly Wage	2012 Mean Annual Salary
		2010 Estimated	2020 Projected	2010-20 Change				
11-0000	Management Occupations	9,345	9,870	525	0.6	270	41.54	86,399
11-1021	General and Operations Managers	1,135	1,195	55	0.5	25	47.08	97,926
11-9013	Farmers, Ranchers, and Other Agricultural Managers	3,790	3,585	-205	-0.5	75	N.A.	N.A.
11-9021	Construction Managers	350	425	75	2.1	10	35.34	73,511
11-9199	Managers, All Other	455	510	55	1.2	15	43.85	91,219
13-0000	Business and Financial Operations Occupations	5,160	6,235	1,075	2.1	215	27.97	58,182
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	285	335	50	1.8	15	23.66	49,214
13-1199	Business Operations Specialists, All Other	800	900	105	1.3	25	30.34	63,115
13-2072	Loan Officers	440	515	75	1.7	20	30.35	63,131
15-0000	Computer and Mathematical Occupations	1,820	2,440	620	3.4	100	28.87	60,056
15-1151	Computer Support Specialists	460	590	130	2.8	25	18.52	38,514
21-0000	Community and Social Service Occupations	1,690	2,090	400	2.4	75	17.69	36,789
21-1093	Social and Human Service Assistants	250	300	50	2.0	10	11.39	23,683
25-0000	Education, Training, and Library Occupations	8,720	9,545	825	0.9	280	20.56	42,782
25-2011	Preschool Teachers, Except Special Education	445	505	65	1.5	20	11.38	23,662
25-9041	Teacher Assistants	1,345	1,460	115	0.9	40	9.71	20,205
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	1,765	1,985	220	1.2	70	15.99	33,260
27-2022	Coaches and Scouts	265	330	65	2.5	15	12.37	25,734
29-0000	Healthcare Practitioners and Technical Occupations	7,920	9,820	1,900	2.4	350	30.26	62,945
29-1141	Registered Nurses	2,865	3,610	745	2.6	125	25.00	51,998
29-2021	Dental Hygienists	260	335	75	2.9	15	30.97	64,405
29-2034	Radiologic Technologists and Technicians	260	325	70	2.7	10	22.43	46,656
29-2052	Pharmacy Technicians	380	475	95	2.5	15	12.97	26,961
29-2061	Licensed Practical and Licensed Vocational Nurses	625	730	105	1.7	30	17.66	36,737
29-2071	Medical Records and Health Information Technicians	195	235	40	2.1	10	14.63	30,435
29-2099	Health Technologists and Technicians, All Other	235	295	60	2.6	10	16.54	34,405
31-0000	Healthcare Support Occupations	4,265	5,725	1,455	3.4	205	12.65	26,319
31-1014	Nursing Aides, Orderlies, and Attendants	1,395	1,645	250	1.8	45	11.41	23,736
31-9091	Dental Assistants	250	305	60	2.4	10	15.74	32,749
31-9092	Medical Assistants	375	470	95	2.5	15	12.97	26,996
31-9099	Healthcare Support Workers, All Other	445	535	90	2.0	15	13.40	27,871
33-0000	Protective Service Occupations	2,175	2,470	295	1.4	95	18.93	39,369
33-3051	Police and Sheriff's Patrol Officers	495	525	30	0.6	20	25.95	53,968
33-9032	Security Guards	715	870	155	2.2	25	12.86	26,767
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	285	355	65	2.3	25	8.83	18,363
35-0000	Food Preparation and Serving Related Occupations	13,090	14,490	1,400	1.1	605	9.63	20,022
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	775	850	75	1.0	25	13.82	28,755
37-0000	Building and Grounds Cleaning and Maintenance Occupations	7,130	8,125	995	1.4	230	11.61	24,159
37-2019	Building Cleaning Workers, All Other	575	630	60	1.0	15	14.64	30,466
39-0000	Personal Care and Service Occupations	4,695	5,715	1,020	2.2	215	10.94	22,767
39-3011	Gaming Dealers	140	175	35	2.5	10	10.33	21,483
39-5012	Hairdressers, Hairstylists, and Cosmetologists	760	865	110	1.4	25	10.51	21,851
39-9011	Childcare Workers	1,195	1,420	225	1.9	60	8.71	18,118
39-9031	Fitness Trainers and Aerobics Instructors	245	280	35	1.4	10	10.96	22,799
39-9099	Personal Care and Service Workers, All Other	385	420	35	0.9	10	N.A.	N.A.
41-0000	Sales and Related Occupations	16,865	18,775	1,915	1.1	710	16.01	33,304
41-1011	First-Line Supervisors of Retail Sales Workers	1,790	1,950	160	0.9	60	18.59	38,685
41-1012	First-Line Supervisors of Non-Retail Sales Workers	465	495	30	0.6	15	32.06	66,676
41-3011	Advertising Sales Agents	160	190	25	1.6	10	17.12	35,605
41-3021	Insurance Sales Agents	585	765	180	3.1	30	26.48	55,082
41-3099	Sales Representatives, Services, All Other	475	545	70	1.5	20	22.96	47,757
41-4012	Sales Reps, Wholesale and Mfg, Ex Technical and Scientific Products	1,800	2,055	255	1.4	65	30.34	63,112
41-9099	Sales and Related Workers, All Other	285	330	40	1.4	10	14.48	30,129
43-0000	Office and Administrative Support Occupations	21,580	24,465	2,885	1.3	775	14.53	30,212
43-1011	First-Line Supervisors of Office and Administrative Support Workers	915	1,050	135	1.5	40	22.29	46,349
43-3011	Bill and Account Collectors	405	520	115	2.8	20	15.28	31,791
43-3021	Billing and Posting Clerks	425	505	80	1.9	15	14.88	30,951

Iowa Workforce Development Region 9 Middle-Skill Occupations, 2010-2020								
Standard Occupational Classification (SOC)	Occupational Title	Employment			Annual Growth Rate (%)	Total Annual Openings	2012 Mean Hourly Wage	2012 Mean Annual Salary
		2010 Estimated	2020 Projected	2010-20 Change				
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,905	2,180	275	1.4	50	15.69	32,617
43-3071	Tellers	700	730	30	0.4	30	11.33	23,568
43-4051	Customer Service Representatives	2,220	2,720	500	2.3	115	13.19	27,431
43-4081	Hotel, Motel, and Resort Desk Clerks	240	280	40	1.7	15	8.85	18,415
43-4151	Order Clerks	465	520	55	1.2	20	15.38	31,984
43-4171	Receptionists and Information Clerks	900	1,125	225	2.5	50	12.62	26,264
43-4199	Information and Record Clerks, All Other	405	485	80	2.0	20	17.70	36,825
43-5032	Dispatchers, Except Police, Fire, and Ambulance	200	260	60	3.0	10	15.05	31,307
43-5052	Postal Service Mail Carriers	310	270	-40	-1.3	10	25.26	52,533
43-5061	Production, Planning, and Expediting Clerks	215	245	25	1.2	10	19.82	41,230
43-5071	Shipping, Receiving, and Traffic Clerks	635	625	-10	-0.2	15	14.24	29,609
43-6011	Executive Secretaries and Executive Administrative Assistants	1,165	1,360	195	1.7	35	19.15	39,849
43-6013	Medical Secretaries	385	520	135	3.5	20	14.30	29,731
43-6014	Secretaries and Admin Assistants, Except Legal, Medical, and Executive	1,745	1,820	75	0.4	30	13.56	28,198
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	195	235	40	2.1	10	14.15	29,433
43-9061	Office Clerks, General	2,960	3,510	555	1.9	105	13.37	27,822
43-9199	Office and Administrative Support Workers, All Other	820	1,000	180	2.2	35	15.79	32,830
47-0000	Construction and Extraction Occupations	6,640	8,105	1,465	2.2	290	21.17	44,031
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	550	695	140	2.5	25	27.96	58,154
47-2031	Carpenters	915	1,130	215	2.3	40	18.21	37,858
47-2073	Operating Engineers and Other Construction Equipment Operators	250	290	45	1.8	10	21.48	44,679
47-2111	Electricians	725	860	135	1.9	35	24.48	50,912
47-2152	Plumbers, Pipefitters, and Steamfitters	640	795	155	2.4	35	29.82	62,026
49-0000	Installation, Maintenance, and Repair Occupations	7,790	8,795	1,005	1.3	275	19.43	40,410
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	415	450	35	0.8	15	28.72	59,734
49-3023	Automotive Service Technicians and Mechanics	875	1,020	145	1.7	40	17.70	36,812
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	305	350	50	1.6	10	19.02	39,568
49-3093	Tire Repairers and Changers	200	225	25	1.3	10	11.79	24,529
49-9041	Industrial Machinery Mechanics	455	590	135	3.0	20	21.67	45,070
49-9043	Maintenance Workers, Machinery	370	410	40	1.1	10	19.31	40,161
49-9071	Maintenance and Repair Workers, General	2,040	2,260	220	1.1	60	18.00	37,438
49-9098	Helpers--Installation, Maintenance, and Repair Workers	340	365	25	0.7	20	10.42	21,672
49-9099	Installation, Maintenance, and Repair Workers, All Other	690	760	70	1.0	20	21.01	43,697
51-0000	Production Occupations	16,875	18,765	1,890	1.1	550	16.42	34,139
51-1011	First-Line Supervisors of Production and Operating Workers	1,095	1,205	110	1.0	25	26.00	54,088
51-2092	Team Assemblers	2,720	3,170	450	1.7	100	15.44	32,109
51-2099	Assemblers and Fabricators, All Other	415	470	55	1.3	15	13.40	27,879
51-3091	Food Batchmakers	315	310	-5	-0.2	10	N.A.	N.A.
51-3092	Computer-Controlled Machine Tool Operators, Metal and Plastic	475	605	130	2.7	20	15.83	32,925
51-3093	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	380	430	50	1.3	10	13.78	28,658
51-4031	Cutting/Punching/Press Mach Setters, Operators, & Tenders, Metal/Plastic	445	505	60	1.3	10	16.54	34,396
51-4041	Machinists	525	590	70	1.3	15	17.33	36,051
51-4051	Metal-Refining Furnace Operators and Tenders	150	195	45	3.0	10	N.A.	N.A.
51-4121	Welders, Cutters, Solderers, and Brazers	755	905	150	2.0	35	16.55	34,419
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	280	330	50	1.8	10	15.33	31,879
51-4193	Plating and Coating Machine Setters, Operators, and Tenders, Metal/Plastic	185	235	50	2.7	10	N.A.	N.A.
51-7011	Cabinetmakers and Bench Carpenters	150	190	40	2.7	10	14.94	31,085
51-8091	Chemical Plant and System Operators	420	420	0	0.0	15	N.A.	N.A.
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	710	780	70	1.0	20	18.07	37,599
51-9111	Packaging and Filling Machine Operators and Tenders	750	790	40	0.5	15	16.17	33,645
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	205	240	35	1.7	10	13.61	28,313
51-9199	Production Workers, All Other	515	550	35	0.7	15	15.95	33,172
53-0000	Transportation and Material Moving Occupations	13,585	15,655	2,070	1.5	545	15.22	31,663
53-1021	First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	185	255	65	3.5	10	24.76	51,482
53-1031	First-Line Supvs of Trans and Material-Moving Machine/Vehicle Operators	265	310	45	1.7	10	25.28	52,586
53-3022	Bus Drivers, School or Special Client	400	410	10	0.3	10	15.55	32,345
53-3031	Driver/Sales Workers	450	475	25	0.6	10	9.98	20,767
53-3032	Heavy and Tractor-Trailer Truck Drivers	3,060	3,710	650	2.1	125	18.02	37,482
53-3033	Light Truck or Delivery Services Drivers	1,095	1,285	190	1.7	40	15.64	32,527
53-6099	Transportation Workers, All Other	570	660	90	1.6	25	N.A.	N.A.
	Middle-skill jobs require more than a high school diploma or equivalent, but not a four-year degree.							
	Source: Iowa Workforce Development, Labor Force and Occupational Analysis Bureau							

Iowa Workforce Development Region 10 Middle-Skill Occupations, 2010-2020

Standard Occupational Classification (SOC)	Occupational Title	Employment			Annual Growth Rate (%)	Total Annual Openings	2012 Mean Hourly Wage	2012 Mean Annual Salary
		2010 Estimated	2020 Projected	2010-20 Change				
11-0000	Management Occupations	20,730	21,980	1,245	0.6	170	\$44.78	\$93,150
11-1021	General and Operations Managers	2,060	2,180	120	0.6	10	49.23	102,405
11-3011	Administrative Services Managers	615	695	80	1.3	10	44.68	92,931
11-9013	Farmers, Ranchers, and Other Agricultural Managers	7,020	6,630	-395	-0.6	0	N.A.	N.A.
11-9021	Construction Managers	525	635	115	2.2	10	45.30	94,215
11-9051	Food Service Managers	535	510	-25	-0.5	0	22.61	47,043
11-9141	Property, Real Estate, and Community Association Managers	410	455	45	1.1	5	24.29	50,535
11-9199	Managers, All Other	920	1,040	120	1.3	10	39.34	81,827
13-0000	Business and Financial Operations Occupations	10,695	12,845	2,150	2.0	215	27.20	56,572
13-1022	Wholesale and Retail Buyers, Except Farm Products	250	270	25	1.0	*	24.26	50,458
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	485	540	50	1.0	5	26.61	55,350
13-1031	Claims Adjusters, Examiners, and Investigators	395	475	80	2.0	10	26.17	54,452
13-1199	Business Operations Specialists, All Other	1,495	1,705	205	1.4	20	25.93	53,927
13-2072	Loan Officers	575	730	155	2.7	15	29.38	61,104
15-0000	Computer and Mathematical Occupations	9,185	11,025	1,840	2.0	185	32.31	67,204
15-1151	Computer Support Specialists	1,145	1,370	225	2.0	20	23.22	48,293
17-0000	Architecture and Engineering Occupations	5,560	6,055	495	0.9	50	34.13	70,995
17-3021	Aerospace Engineering and Operations Technicians	360	370	10	0.3	*	N.A.	N.A.
17-3023	Electrical and Electronics Engineering Technicians	510	530	20	0.4	*	21.45	44,610
21-0000	Community and Social Service Occupations	3,940	4,925	980	2.5	100	18.56	38,596
21-1093	Social and Human Service Assistants	305	395	90	3.0	10	12.38	25,755
23-0000	Legal Occupations	1,220	1,365	145	1.2	15	32.47	67,523
23-1021	Paralegals and Legal Assistants	315	390	70	2.2	5	18.66	38,807
25-0000	Educ, Training, and Library Occupations	19,840	21,955	2,110	1.1	210	26.96	56,069
25-2011	Preschool Teachers, Except Special Educ	700	815	115	1.6	10	14.32	29,790
25-3021	Self-Enrichment Educ Teachers	455	540	90	2.0	10	16.82	34,978
25-4031	Library Technicians	305	320	15	0.5	*	15.16	31,542
25-9041	Teacher Assistants	2,270	2,520	250	1.1	25	11.58	24,084
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	4,330	5,070	740	1.7	75	19.24	40,016
27-1026	Merchandise Displayers and Window Trimmers	185	200	20	1.1	*	13.87	28,849
27-2022	Coaches and Scouts	970	1,265	295	3.0	30	16.23	33,752
29-0000	Healthcare Practitioners and Technical Occupations	14,590	18,020	3,425	2.3	345	34.34	71,435
29-1126	Respiratory Therapists	165	210	50	3.0	5	23.71	49,328
29-1141	Registered Nurses	6,135	7,690	1,550	2.5	155	27.27	56,725
29-2012	Medical and Clinical Laboratory Technicians	280	315	35	1.3	5	19.76	41,101
29-2021	Dental Hygienists	260	345	85	3.3	10	32.63	67,872
29-2034	Radiologic Technologists and Technicians	440	555	115	2.6	10	22.52	46,838
29-2041	Emergency Medical Technicians and Paramedics	325	410	85	2.6	10	14.63	30,426
29-2052	Pharmacy Technicians	480	605	125	2.6	10	14.64	30,439
29-2061	Licensed Practical and Licensed Vocational Nurses	950	1,160	215	2.3	20	18.04	37,526
29-2071	Medical Records and Health Information Technicians	325	385	60	1.8	5	18.48	38,437
29-2081	Opticians, Dispensing	185	250	65	3.5	5	14.28	29,703
29-2099	Health Technologists and Technicians, All Other	315	385	70	2.2	5	20.64	42,921
31-0000	Healthcare Support Occupations	6,525	8,050	1,520	2.3	150	13.81	28,743
31-1014	Nursing Aides, Orderlies, and Attendants	2,800	3,245	445	1.6	45	12.84	26,711
31-9091	Dental Assistants	470	585	115	2.4	10	18.56	38,603
31-9092	Medical Assistants	405	510	105	2.6	10	14.75	30,693
31-9094	Medical Transcriptionists	500	505	5	0.1	*	15.25	31,719
31-9099	Healthcare Support Workers, All Other	455	520	65	1.4	5	15.45	32,138

Iowa Workforce Development Region 10 Middle-Skill Occupations, 2010-2020

Standard Occupational Classification (SOC)	Occupational Title	Employment			Annual Growth Rate (%)	Total Annual Openings	2012 Mean Hourly Wage	2012 Mean Annual Salary
		2010 Estimated	2020 Projected	2010-20 Change				
33-0000	Protective Service Occupations	3,450	3,805	355	1.0	35	17.64	36,692
33-1012	Correctional Officers and Jailers	565	550	-15	-0.3	0	36.47	75,850
33-3051	Police and Sheriff's Patrol Officers	650	675	25	0.4	*	23.82	49,534
33-9032	Security Guards	1,020	1,240	220	2.2	20	10.85	22,582
33-9092	Lifeguards, Ski Patrol, & Other Recreational Protective Service Wrkrs	285	345	60	2.1	5	8.66	18,003
33-9099	Protective Service Workers, All Other	235	265	30	1.3	5	17.38	36,158
35-0000	Food Preparation and Serving Related Occupations	20,985	23,280	2,295	1.1	230	9.73	20,251
35-1011	First-Line Supvs of Food Preparation and Serving Workers	1,450	1,610	160	1.1	15	15.00	31,194
37-0000	Building and Grounds Cleaning and Maintenance Occupations	8,470	9,545	1,075	1.3	110	12.40	25,797
37-2019	Building Cleaning Workers, All Other	270	310	35	1.3	5	N.A.	N.A.
39-0000	Personal Care and Service Occupations	8,325	10,200	1,875	2.3	190	11.37	23,645
39-1021	First-Line Supvs of Personal Service Workers	245	295	50	2.0	5	17.33	36,056
39-5012	Hairdressers, Hairstylists, and Cosmetologists	1,295	1,480	185	1.4	20	11.94	24,841
39-9011	Childcare Workers	3,040	3,635	595	2.0	60	9.15	19,026
39-9031	Fitness Trainers and Aerobics Instructors	415	575	160	3.9	15	13.54	28,173
39-9099	Personal Care and Service Workers, All Other	550	595	40	0.7	5	9.05	18,835
41-0000	Sales and Related Occupations	27,355	30,810	3,455	1.3	345	16.00	33,296
41-1011	First-Line Supvs of Retail Sales Workers	3,090	3,405	315	1.0	30	19.52	40,597
41-1012	First-Line Supvs of Non-Retail Sales Workers	630	670	40	0.6	5	30.25	62,931
41-3011	Advertising Sales Agents	330	370	40	1.2	5	20.76	43,173
41-3021	Insurance Sales Agents	780	1,090	310	4.0	30	28.50	59,283
41-3099	Sales Representatives, Services, All Other	1,125	1,315	190	1.7	20	27.19	56,561
41-4012	Sales Reps, Wholesale and Mfg, ExTechnical and Scientific Products	2,720	3,205	485	1.8	50	26.45	55,031
41-9022	Real Estate Sales Agents	225	260	35	1.6	5	14.53	30,222
41-9099	Sales and Related Workers, All Other	1,070	1,235	165	1.5	15	18.49	38,461
43-0000	Office and Administrative Support Occupations	42,375	47,745	5,370	1.3	565	16.26	33,825
43-1011	First-Line Supvs of Office and Administrative Support Workers	1,825	2,095	270	1.5	25	26.99	56,136
43-3011	Bill and Account Collectors	285	340	55	1.9	5	16.63	34,580
43-3021	Billing and Posting Clerks	840	1,020	180	2.1	20	16.86	35,082
43-3031	Bookkeeping, Accounting, and Auditing Clerks	3,715	4,270	560	1.5	55	16.08	33,440
43-3051	Payroll and Timekeeping Clerks	295	335	40	1.4	5	18.24	37,935
43-3071	Tellers	855	975	120	1.4	10	12.07	25,099
43-4051	Customer Service Representatives	6,120	7,395	1,275	2.1	130	14.82	30,842
43-4081	Hotel, Motel, and Resort Desk Clerks	365	470	105	2.9	10	9.96	20,719
43-4111	Interviewers, Except Eligibility and Loan	220	265	45	2.0	5	13.40	27,878
43-4121	Library Assistants, Clerical	295	315	25	0.8	*	14.99	31,170
43-4151	Order Clerks	620	685	65	1.0	5	14.52	30,201
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	195	225	25	1.3	5	18.92	39,344
43-4171	Receptionists and Information Clerks	1,605	1,940	335	2.1	35	13.41	27,897
43-4199	Information and Record Clerks, All Other	975	1,110	135	1.4	15	18.48	38,443
43-5032	Dispatchers, Except Police, Fire, and Ambulance	325	395	70	2.2	5	17.37	36,127
43-5052	Postal Service Mail Carriers	480	440	-40	-0.8	0	24.84	51,677
43-5061	Production, Planning, and Expediting Clerks	680	750	75	1.1	5	23.67	49,234
43-5071	Shipping, Receiving, and Traffic Clerks	1,195	1,210	10	0.1	*	15.06	31,315
43-6011	Executive Secretaries and Executive Administrative Assistants	2,135	2,390	255	1.2	25	19.78	41,151
43-6013	Medical Secretaries	725	1,015	290	4.0	30	14.57	30,309
43-6014	Secretaries & Admin Assistants, Except Legal, Medical, & Executive	3,325	3,490	165	0.5	15	15.63	32,513
43-9041	Insurance Claims and Policy Processing Clerks	295	370	75	2.5	10	15.97	33,221
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	295	355	60	2.0	5	12.82	26,667
43-9061	Office Clerks, General	6,145	7,040	895	1.5	90	15.32	31,861
43-9199	Office and Administrative Support Workers, All Other	2,170	2,540	370	1.7	35	11.29	23,481
47-0000	Construction and Extraction Occupations	10,465	12,750	2,290	2.2	230	20.68	43,016
47-1011	First-Line Supvs of Construction Trades and Extraction Workers	685	840	160	2.3	15	28.48	59,225
47-2021	Brickmasons and Blockmasons	185	260	75	4.1	5	22.21	46,196
47-2031	Carpenters	1,550	1,865	315	2.0	30	18.90	39,312
47-2073	Operating Engineers and Other Construction Equipment Operators	580	685	105	1.8	10	19.12	39,772
47-2111	Electricians	1,310	1,595	285	2.2	30	25.80	53,665
47-2152	Plumbers, Pipefitters, and Steamfitters	830	1,045	215	2.6	20	26.41	54,945
47-2211	Sheet Metal Workers	230	275	40	1.7	5	22.58	46,952
47-4051	Highway Maintenance Workers	330	335	5	0.2	*	18.72	38,934
47-4099	Construction and Related Workers, All Other	445	540	95	2.1	10	20.02	41,633

Iowa Workforce Development Region 10 Middle-Skill Occupations, 2010-2020

Standard Occupational Classification (SOC)	Occupational Title	Employment			Annual Growth Rate (%)	Total Annual Openings	2012 Mean Hourly Wage	2012 Mean Annual Salary
		2010 Estimated	2020 Projected	2010-20 Change				
49-0000	Installation, Maintenance, and Repair Occupations	10,015	11,430	1,415	1.4	145	20.95	43,578
49-1011	First-Line Supvs of Mechanics, Installers, and Repairers	545	600	55	1.0	5	28.80	59,900
49-2022	Telecom Equipment Installers and Repairers, Except Line Installers	255	295	40	1.6	5	26.23	54,566
49-3021	Automotive Body and Related Repairers	330	380	50	1.5	5	17.70	36,802
49-3023	Automotive Service Technicians and Mechanics	1,160	1,320	160	1.4	15	18.43	38,321
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	500	570	70	1.4	5	19.45	40,451
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	415	580	165	4.0	15	23.75	49,398
49-9041	Industrial Machinery Mechanics	710	885	175	2.5	20	22.51	46,830
49-9071	Maintenance and Repair Workers, General	2,215	2,510	295	1.3	30	18.67	38,837
49-9098	Helpers--Installation, Maintenance, and Repair Workers	300	330	30	1.0	5	12.67	26,345
49-9099	Installation, Maintenance, and Repair Workers, All Other	925	1,060	135	1.5	15	14.71	30,610
51-0000	Production Occupations	16,475	17,875	1,400	0.8	145	17.22	35,819
51-1011	First-Line Supvs of Production and Operating Workers	1,175	1,245	70	0.6	5	27.58	57,380
51-2092	Team Assemblers	2,655	2,845	190	0.7	20	16.35	33,992
51-2099	Assemblers and Fabricators, All Other	550	650	100	1.8	10	12.34	25,665
51-3092	Food Batchmakers	410	425	10	0.2	*	N.A.	N.A.
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	335	460	125	3.7	10	18.69	38,870
51-4041	Machinists	350	395	50	1.4	5	18.64	38,772
51-4121	Welders, Cutters, Solderers, and Brazers	690	810	120	1.7	10	17.05	35,460
51-4191	Heat Treating Equipment Setters, Operators, & Tenders, Metal/Plastic	120	130	10	0.8	*	19.07	39,666
51-5112	Printing Press Operators	670	715	45	0.7	5	14.63	30,433
51-9012	Separating/Filtering/Clarifying/Precipitating/Still Machine Workers	545	565	20	0.4	*	15.78	32,812
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	915	1,045	130	1.4	15	17.98	37,392
51-9111	Packaging and Filling Machine Operators and Tenders	720	740	25	0.3	*	18.09	37,639
51-9199	Production Workers, All Other	610	680	70	1.1	5	12.43	25,840
53-0000	Transportation and Material Moving Occupations	23,770	28,480	4,710	2.0	480	16.33	33,967
53-1021	First-Line Supvs of Helpers, Laborers, and Material Movers, Hand	175	220	45	2.6	5	21.76	45,260
53-1031	First-Line Supvs of Trans & Material-Moving Mach/Vehicle Operators	405	485	80	2.0	10	24.32	50,585
53-3022	Bus Drivers, School or Special Client	1,125	1,060	-65	-0.6	0	14.26	29,661
53-3031	Driver/Sales Workers	580	625	45	0.8	5	13.72	28,536
53-3032	Heavy and Tractor-Trailer Truck Drivers	11,025	14,330	3,305	3.0	330	17.89	37,218
53-3033	Light Truck or Delivery Services Drivers	1,355	1,580	225	1.7	20	13.96	29,036
53-3099	Motor Vehicle Operators, All Other	270	295	25	0.9	5	12.44	25,874
53-6099	Transportation Workers, All Other	745	840	95	1.3	10	N.A.	N.A.
	Middle-skill jobs require more than a high school diploma or equivalent, but not a four-year degree.							
	Source: Iowa Workforce Development, Labor Force and Occupational Analysis Bureau							

Iowa Workforce Development Region 11 Middle-Skill Occupations, 2010-2020

Standard Occupational Classification (SOC)	Occupational Title	Employment			Annual Growth Rate (%)	Total Annual Openings	2012 Mean Hourly Wage	2012 Mean Annual Salary
		2010 Estimated	2020 Projected	2010-20 Change				
11-0000	Management Occupations	30,255	33,400	3,145	1.0	1,010	\$47.13	\$98,034
11-1021	General and Operations Managers	3,485	3,835	355	1.0	100	54.15	112,625
11-3011	Administrative Services Managers	1,205	1,370	165	1.4	45	42.69	88,793
11-9013	Farmers, Ranchers, and Other Agricultural Managers	7,515	7,100	-415	-0.6	145	54.42	113,196
11-9021	Construction Managers	1,075	1,340	265	2.5	35	38.52	80,123
11-9051	Food Service Managers	685	695	10	0.1	15	20.76	43,196
11-9141	Property, Real Estate, and Community Association Managers	625	705	85	1.4	20	28.42	59,114
11-9199	Managers, All Other	2,260	2,610	350	1.5	85	45.30	94,214
13-0000	Business and Financial Operations Occupations	27,325	33,800	6,470	2.4	1,225	29.46	61,283
13-1011	Wholesale and Retail Buyers, Except Farm Products	400	450	50	1.3	15	N.A.	N.A.
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	640	755	115	1.8	30	26.42	54,941
13-1031	Claims Adjusters, Examiners, and Investigators	2,205	2,645	435	2.0	100	25.02	52,041
13-1199	Business Operations Specialists, All Other	3,040	3,430	390	1.3	95	28.86	60,043
13-2072	Loan Officers	1,830	2,390	565	3.1	105	30.43	63,290
15-0000	Computer and Mathematical Occupations	15,270	19,660	4,390	2.9	745	33.83	70,375
15-1151	Computer Support Specialists	1,950	2,420	465	2.4	100	23.47	48,831
19-0000	Life, Physical, and Social Science Occupations	4,205	4,790	580	1.4	205	28.15	58,566
19-4011	Agricultural and Food Science Technicians	440	525	85	1.9	25	17.87	37,166
19-4091	Environmental Science and Protection Technicians, Including Health	225	255	30	1.3	15	24.52	50,984
19-4099	Life, Physical, and Social Science Technicians, All Other	475	550	75	1.6	25	24.44	50,855
21-0000	Community and Social Service Occupations	7,740	9,525	1,790	2.3	350	18.57	38,631
21-1093	Social and Human Service Assistants	1,395	1,590	190	1.4	50	13.79	28,673
23-0000	Legal Occupations	3,470	3,830	365	1.1	100	43.01	89,476
23-2011	Paralegals and Legal Assistants	555	695	140	2.5	20	23.25	48,365
25-0000	Education, Training, and Library Occupations	26,445	29,325	2,880	1.1	870	24.27	50,492
25-2011	Preschool Teachers, Except Special Education	1,480	1,775	295	2.0	70	15.36	31,939
25-3021	Self-Enrichment Education Teachers	785	945	160	2.0	30	18.48	38,438
25-4031	Library Technicians	560	590	30	0.5	25	14.42	29,979
25-9041	Teacher Assistants	3,645	4,015	370	1.0	120	10.82	22,500
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	8,435	9,760	1,325	1.6	365	21.42	44,547
27-1026	Merchandise Displayers and Window Trimmers	515	605	90	1.7	25	12.64	26,298
27-2022	Coaches and Scouts	940	1,175	240	2.6	50	13.32	27,709
29-0000	Healthcare Practitioners and Technical Occupations	20,585	25,660	5,080	2.5	930	32.60	67,799
29-1141	Registered Nurses	7,470	9,470	2,000	2.7	335	27.52	57,257
29-2012	Medical and Clinical Laboratory Technicians	395	450	55	1.4	15	18.81	39,126
29-2021	Dental Hygienists	535	710	175	3.3	30	32.47	67,537
29-2034	Radiologic Technologists and Technicians	600	765	165	2.8	25	23.60	49,087
29-2041	Emergency Medical Technicians and Paramedics	485	585	95	2.0	20	18.08	37,622
29-2052	Pharmacy Technicians	860	1,145	285	3.3	45	13.85	28,800
29-2056	Veterinary Technologists and Technicians	205	300	95	4.6	15	14.20	29,543
29-2061	Licensed Practical and Licensed Vocational Nurses	1,385	1,685	300	2.2	65	18.18	37,814
29-2071	Medical Records and Health Information Technicians	485	590	105	2.2	20	16.05	33,379
29-2099	Health Technologists and Technicians, All Other	630	740	110	1.7	25	18.10	37,663
31-0000	Healthcare Support Occupations	10,060	12,820	2,760	2.7	420	13.73	28,554
31-1014	Nursing Aides, Orderlies, and Attendants	4,190	4,960	770	1.8	130	12.71	26,451
31-9091	Dental Assistants	660	830	170	2.6	30	18.32	38,100
31-9092	Medical Assistants	845	1,060	220	2.6	35	15.88	33,018
31-9094	Medical Transcriptionists	625	680	55	0.9	15	15.31	31,836
31-9099	Healthcare Support Workers, All Other	1,190	1,355	165	1.4	35	14.83	30,865
33-0000	Protective Service Occupations	6,250	6,920	670	1.1	225	18.20	37,852
33-2011	Firefighters	495	520	30	0.6	15	16.20	33,687
33-3051	Police and Sheriff's Patrol Officers	1,310	1,370	60	0.5	45	24.48	50,932
33-9032	Security Guards	2,400	2,870	470	2.0	85	12.87	26,781
33-9092	Lifeguards, Ski Patrol, & Other Recreational Protective Service Wrks	245	280	35	1.4	20	10.13	21,058

Iowa Workforce Development Region 11 Middle-Skill Occupations, 2010-2020

Standard Occupational Classification (SOC)	Occupational Title	Employment			Annual Growth Rate (%)	Total Annual Openings	2012 Mean Hourly Wage	2012 Mean Annual Salary
		2010 Estimated	2020 Projected	2010-20 Change				
35-0000	Food Preparation and Serving Related Occupations	31,750	35,225	3,475	1.1	1,485	9.99	20,777
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	2,265	2,480	215	0.9	70	16.14	33,561
39-0000	Personal Care and Service Occupations	14,325	17,935	3,610	2.5	740	12.22	25,418
39-1021	First-Line Supervisors of Personal Service Workers	355	415	55	1.5	15	22.31	46,418
39-3011	Gaming Dealers	210	285	75	3.6	15	N.A.	N.A.
39-3019	Gaming Service Workers, All Other	325	410	85	2.6	20	N.A.	N.A.
39-5012	Hairdressers, Hairstylists, and Cosmetologists	2,475	2,930	460	1.9	95	12.82	26,681
39-9011	Childcare Workers	3,905	4,820	915	2.3	215	10.04	20,902
39-9031	Fitness Trainers and Aerobics Instructors	840	1,030	190	2.3	35	11.32	23,535
39-9099	Personal Care and Service Workers, All Other	955	1,020	65	0.7	30	10.40	21,636
41-0000	Sales and Related Occupations	46,650	53,965	7,310	1.6	2,135	18.27	37,990
41-1011	First-Line Supervisors of Retail Sales Workers	4,830	5,410	580	1.2	170	19.03	39,577
41-1012	First-Line Supervisors of Non-Retail Sales Workers	1,425	1,585	155	1.1	50	38.25	79,559
41-3011	Advertising Sales Agents	540	630	90	1.7	25	39.66	82,500
41-3021	Insurance Sales Agents	1,545	2,150	605	3.9	95	24.71	51,383
41-3099	Sales Representatives, Services, All Other	1,740	2,125	385	2.2	90	28.46	59,196
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	4,785	5,830	1,045	2.2	215	30.04	62,483
41-9011	Demonstrators and Product Promoters	440	475	30	0.7	15	10.44	21,719
41-9021	Real Estate Sales Agents	510	600	90	1.8	20	35.28	73,369
41-9099	Sales and Related Workers, All Other	1,685	1,980	295	1.8	75	21.79	45,329
43-0000	Office and Administrative Support Occupations	74,835	85,745	10,910	1.5	2,780	16.48	34,264
43-1011	First-Line Supervisors of Office and Administrative Support Workers	3,830	4,580	750	2.0	175	24.38	50,701
43-3011	Bill and Account Collectors	1,835	2,145	310	1.7	65	15.63	32,526
43-3021	Billing and Posting Clerks	1,615	1,990	380	2.4	65	17.71	36,845
43-3031	Bookkeeping, Accounting, and Auditing Clerks	6,770	8,010	1,240	1.8	200	17.07	35,513
43-3051	Payroll and Timekeeping Clerks	410	485	75	1.8	15	19.31	40,153
43-3071	Tellers	2,200	2,575	375	1.7	125	12.39	25,776
43-4051	Customer Service Representatives	9,315	11,495	2,180	2.3	485	15.66	32,573
43-4081	Hotel, Motel, and Resort Desk Clerks	755	870	115	1.5	40	9.35	19,445
43-4111	Interviewers, Except Eligibility and Loan	815	990	180	2.2	35	13.52	28,119
43-4121	Library Assistants, Clerical	350	380	25	0.7	20	13.76	28,612
43-4131	Loan Interviewers and Clerks	1,620	1,760	145	0.9	45	N.A.	N.A.
43-4151	Order Clerks	765	840	75	1.0	30	15.95	33,177
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	425	475	55	1.3	15	19.53	40,617
43-4171	Receptionists and Information Clerks	2,750	3,470	720	2.6	155	13.13	27,302
43-4199	Information and Record Clerks, All Other	1,235	1,360	125	1.0	45	18.44	38,361
43-5021	Couriers and Messengers	370	410	40	1.1	15	12.39	25,775
43-5032	Dispatchers, Except Police, Fire, and Ambulance	485	585	95	2.0	20	19.82	41,229
43-5052	Postal Service Mail Carriers	815	800	-15	-0.2	25	25.45	52,940
43-5061	Production, Planning, and Expediting Clerks	800	955	155	1.9	35	21.00	43,675
43-5071	Shipping, Receiving, and Traffic Clerks	1,190	1,225	35	0.3	35	15.36	31,959
43-6011	Executive Secretaries and Executive Administrative Assistants	4,165	4,795	630	1.5	120	22.28	46,335
43-6012	Legal Secretaries	640	680	35	0.5	15	20.63	42,910
43-6013	Medical Secretaries	1,080	1,515	430	4.0	55	15.22	31,651
43-6014	Secretaries and Admin Assistants, Ex Legal, Medical, and Executive	4,770	5,070	300	0.6	95	16.30	33,906
43-9041	Insurance Claims and Policy Processing Clerks	1,690	2,085	395	2.3	90	17.21	35,797
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	980	1,195	215	2.2	40	12.31	25,607
43-9061	Office Clerks, General	9,545	11,425	1,880	2.0	355	14.68	30,531
43-9199	Office and Administrative Support Workers, All Other	1,715	2,025	305	1.8	65	13.40	27,878
47-0000	Construction and Extraction Occupations	17,715	22,220	4,505	2.5	850	20.78	43,225
47-1011	First-Line Supervisors of Const Trades and Extraction Workers	1,225	1,570	345	2.8	65	28.47	59,220
47-2021	Brickmasons and Blockmasons	245	340	100	4.1	15	21.39	44,494
47-2031	Carpenters	2,655	3,310	655	2.5	120	20.30	42,224
47-2073	Operating Engineers and Other Construction Equipment Operators	1,090	1,415	325	3.0	60	20.21	42,046
47-2111	Electricians	2,055	2,615	565	2.7	110	21.99	45,735
47-2121	Glaziers	195	280	85	4.4	15	21.02	43,722
47-2152	Plumbers, Pipefitters, and Steamfitters	1,140	1,480	340	3.0	65	23.65	49,193
47-2221	Structural Iron and Steel Workers	250	325	75	3.0	15	24.54	51,045
47-4051	Highway Maintenance Workers	535	555	20	0.4	15	20.03	41,652
47-4099	Construction and Related Workers, All Other	950	1,095	145	1.5	45	24.20	50,321

Iowa Workforce Development Region 11 Middle-Skill Occupations, 2010-2020

Standard Occupational Classification (SOC)	Occupational Title	Employment			Annual Growth Rate (%)	Total Annual Openings	2012 Mean Hourly Wage	2012 Mean Annual Salary
		2010 Estimated	2020 Projected	2010-20 Change				
49-0000	Installation, Maintenance, and Repair Occupations	16,285	19,390	3,110	1.9	665	20.44	42,530
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	1,055	1,220	165	1.6	45	30.26	62,945
49-2011	Computer, Automated Teller, and Office Machine Repairers	550	600	50	0.9	20	19.95	41,491
49-2022	Telecom Equip Installers and Repairers, Except Line Installers	850	965	115	1.4	25	21.66	45,056
49-3021	Automotive Body and Related Repairers	640	780	145	2.3	30	21.71	45,166
49-3023	Automotive Service Technicians and Mechanics	2,110	2,565	455	2.2	100	18.33	38,137
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	1,285	1,505	220	1.7	50	19.92	41,418
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	415	500	85	2.0	20	22.52	46,840
49-9021	Heating, Air Conditioning, & Refrigeration Mechanics and Installers	1,095	1,560	465	4.2	65	23.79	49,480
49-9041	Industrial Machinery Mechanics	735	990	260	3.5	40	22.16	46,078
49-9071	Maintenance and Repair Workers, General	3,225	3,725	500	1.6	110	17.66	36,739
49-9099	Installation, Maintenance, and Repair Workers, All Other	965	1,085	125	1.3	30	17.62	36,668
51-0000	Production Occupations	25,965	29,515	3,545	1.4	925	16.03	33,352
51-1011	First-Line Supervisors of Production and Operating Workers	1,545	1,730	185	1.2	40	27.56	57,332
51-2092	Team Assemblers	3,060	3,700	640	2.1	125	14.01	29,151
51-2099	Assemblers and Fabricators, All Other	1,285	1,600	315	2.5	55	13.09	27,213
51-3092	Food Batchmakers	575	610	35	0.6	20	12.48	25,955
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	590	795	205	3.5	30	17.41	36,213
51-4041	Machinists	785	875	90	1.1	25	19.05	39,608
51-4121	Welders, Cutters, Solderers, and Brazers	1,460	1,820	360	2.5	75	18.28	38,029
51-5112	Printing Press Operators	1,100	1,105	5	0.0	20	17.48	36,361
51-5113	Print Binding and Finishing Workers	410	390	-20	-0.5	15	14.10	29,335
51-7011	Cabinetmakers and Bench Carpenters	350	410	60	1.7	15	17.20	35,779
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	920	1,085	165	1.8	35	16.01	33,301
51-9111	Packaging and Filling Machine Operators and Tenders	925	1,055	125	1.4	30	14.68	30,532
51-9121	Coating/Painting/Spraying Machine Setters, Operators, and Tenders	505	585	80	1.6	20	19.60	40,774
51-9197	Tire Builders	995	1,025	35	0.4	45	N.A.	N.A.
51-9199	Production Workers, All Other	825	970	145	1.8	35	14.46	30,066
53-0000	Transportation and Material Moving Occupations	31,990	37,285	5,295	1.7	1,305	16.17	33,631
53-1021	First-Line Supvs of Helpers, Laborers, & Material Movers, Hand	395	535	145	3.7	20	20.15	41,905
53-1031	First-Line Supvs of Trans/Material-Moving Mach/Vehicle Operators	590	705	115	1.9	25	26.91	55,959
53-3022	Bus Drivers, School or Special Client	1,430	1,470	40	0.3	30	17.36	36,113
53-3031	Driver/Sales Workers	1,215	1,375	160	1.3	40	13.42	27,905
53-3032	Heavy and Tractor-Trailer Truck Drivers	7,895	9,530	1,635	2.1	320	20.31	42,258
53-3033	Light Truck or Delivery Services Drivers	2,395	2,865	470	2.0	95	14.99	31,174
53-3099	Motor Vehicle Operators, All Other	695	690	-10	-0.1	15	15.07	31,354
53-6099	Transportation Workers, All Other	1,630	1,970	345	2.1	85	N.A.	N.A.
	Middle-skill jobs require more than a high school diploma or equivalent, but not a four-year degree.							
	Source: Iowa Workforce Development, Labor Force and Occupational Analysis Bureau							

Iowa Workforce Development Region 12 Middle-Skill Occupations, 2010-2020								
Standard Occupational Classification (SOC)	Occupational Title	Employment			Annual Growth Rate (%)	Total Annual Openings	2012 Mean Hourly Wage	2012 Mean Annual Salary
		2010 Estimated	2020 Projected	2010-20 Change				
11-0000	Management Occupations	7,660	7,865	205	0.3	185	\$39.64	\$82,435
11-1021	General and Operations Managers	615	630	20	0.3	15	42.64	88,697
11-9013	Farmers, Ranchers, and Other Agricultural Managers	4,855	4,750	-105	-0.2	95	N.A.	N.A.
11-9199	Managers, All Other	240	280	35	1.5	10	42.98	89,396
13-0000	Business and Financial Operations Occupations	2,755	3,155	405	1.5	95	26.44	54,997
13-1199	Business Operations Specialists, All Other	520	560	40	0.8	15	24.26	50,472
13-2072	Loan Officers	210	240	30	1.4	10	29.23	60,805
25-0000	Education, Training, and Library Occupations	4,420	4,705	285	0.6	130	19.24	40,017
25-2011	Preschool Teachers, Except Special Education	195	220	30	1.5	10	12.59	26,193
25-9041	Teacher Assistants	550	590	40	0.7	15	10.15	21,120
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	1,010	1,155	150	1.5	45	14.72	30,622
27-2022	Coaches and Scouts	160	200	40	2.5	10	11.80	24,535
29-0000	Healthcare Practitioners and Technical Occupations	4,695	5,555	860	1.8	180	29.91	62,216
29-1141	Registered Nurses	1,805	2,125	320	1.8	65	22.51	46,823
29-2052	Pharmacy Technicians	225	280	55	2.4	10	12.05	25,075
29-2061	Licensed Practical and Licensed Vocational Nurses	445	520	75	1.7	20	17.89	37,204
31-0000	Healthcare Support Occupations	2,405	3,025	620	2.6	95	11.98	24,938
31-1014	Nursing Aides, Orderlies, and Attendants	1,160	1,335	180	1.6	35	11.59	24,100
33-0000	Protective Service Occupations	1,300	1,405	105	0.8	50	20.81	43,273
33-3051	Police and Sheriff's Patrol Officers	260	270	10	0.4	10	27.45	57,096
33-9032	Security Guards	360	410	50	1.4	10	14.60	30,374
35-0000	Food Preparation and Serving Related Occupations	7,460	8,250	790	1.1	345	9.28	19,296
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	405	445	40	1.0	15	13.45	27,980
39-0000	Personal Care and Service Occupations	2,365	2,850	485	2.1	110	10.70	22,253
39-5012	Hairdressers, Hairstylists, and Cosmetologists	460	540	75	1.6	15	10.29	21,401
39-9011	Childcare Workers	740	870	125	1.7	35	9.25	19,228
41-0000	Sales and Related Occupations	10,020	11,130	1,110	1.1	420	14.00	29,128
41-1011	First-Line Supervisors of Retail Sales Workers	990	1,105	115	1.2	35	19.30	40,156
41-1012	First-Line Supervisors of Non-Retail Sales Workers	300	330	30	1.0	10	26.97	56,095
41-3021	Insurance Sales Agents	320	380	65	2.0	15	26.58	55,286
41-3099	Sales Representatives, Services, All Other	240	275	40	1.7	10	20.16	41,928
41-4012	Sales Reps, Wholesale and Mfg, Except Technical and Scientific Products	895	1,010	115	1.3	35	25.89	53,865
41-9099	Sales and Related Workers, All Other	245	290	45	1.8	10	14.92	31,029
43-0000	Office and Administrative Support Occupations	11,930	13,125	1,195	1.0	390	14.23	29,582
43-1011	First-Line Supervisors of Office and Administrative Support Workers	460	505	50	1.1	15	20.94	43,560
43-3021	Billing and Posting Clerks	235	270	35	1.5	10	14.34	29,831
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,230	1,375	145	1.2	30	14.65	30,465
43-3071	Tellers	460	470	10	0.2	20	11.93	24,825
43-4051	Customer Service Representatives	845	1,010	165	2.0	40	14.15	29,444
43-4081	Hotel, Motel, and Resort Desk Clerks	165	185	20	1.2	10	9.35	19,441
43-4171	Receptionists and Information Clerks	615	720	100	1.6	30	12.26	25,497
43-4199	Information and Record Clerks, All Other	265	300	35	1.3	10	16.83	35,017
43-6011	Executive Secretaries and Executive Administrative Assistants	530	585	55	1.0	10	18.30	38,062
43-6013	Medical Secretaries	320	410	95	3.0	15	13.02	27,075
43-6014	Secretaries and Admin Assistants, Except Legal, Medical, and Executive	875	895	20	0.2	15	13.31	27,691
43-9061	Office Clerks, General	1,940	2,245	300	1.5	65	13.22	27,493
43-9199	Office and Administrative Support Workers, All Other	450	545	95	2.1	20	14.27	29,673

Iowa Workforce Development Region 12 Middle-Skill Occupations, 2010-2020								
Standard Occupational Classification (SOC)	Occupational Title	Employment			Annual Growth Rate (%)	Total Annual Openings	2012 Mean Hourly Wage	2012 Mean Annual Salary
		2010 Estimated	2020 Projected	2010-20 Change				
47-0000	Construction and Extraction Occupations	3,785	4,610	825	2.2	165	18.04	37,531
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	290	360	70	2.4	15	26.26	54,627
47-2021	Brickmasons and Blockmasons	120	180	55	4.6	10	19.96	41,523
47-2031	Carpenters	435	535	100	2.3	20	18.94	39,393
47-2073	Operating Engineers and Other Construction Equipment Operators	270	325	55	2.0	10	20.75	43,159
47-2111	Electricians	245	290	45	1.8	10	21.87	45,493
47-2152	Plumbers, Pipefitters, and Steamfitters	325	410	85	2.6	15	20.64	42,943
47-4099	Construction and Related Workers, All Other	225	275	50	2.2	15	N.A.	N.A.
49-0000	Installation, Maintenance, and Repair Occupations	4,005	4,525	525	1.3	140	19.19	39,900
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	230	245	15	0.7	10	27.53	57,259
49-3023	Automotive Service Technicians and Mechanics	510	585	80	1.6	20	17.70	36,804
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	215	245	30	1.4	10	17.48	36,371
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	155	210	55	3.5	10	26.24	54,584
49-9041	Industrial Machinery Mechanics	290	380	90	3.1	15	17.00	35,357
49-9071	Maintenance and Repair Workers, General	775	840	65	0.8	20	17.33	36,050
49-9099	Installation, Maintenance, and Repair Workers, All Other	555	610	55	1.0	15	14.28	29,703
51-0000	Production Occupations	7,625	8,500	875	1.1	270	14.41	29,968
51-1011	First-Line Supervisors of Production and Operating Workers	520	555	40	0.8	10	24.55	51,062
51-2092	Team Assemblers	695	855	160	2.3	30	9.88	20,539
51-4121	Welders, Cutters, Solderers, and Brazers	430	495	65	1.5	20	14.81	30,807
51-9111	Packaging and Filling Machine Operators and Tenders	400	445	45	1.1	10	15.45	32,132
51-9199	Production Workers, All Other	435	470	35	0.8	15	12.70	26,413
53-0000	Transportation and Material Moving Occupations	8,200	9,365	1,165	1.4	320	14.96	31,105
53-3032	Heavy and Tractor-Trailer Truck Drivers	2,480	2,895	415	1.7	90	18.59	38,675
53-3033	Light Truck or Delivery Services Drivers	735	855	120	1.6	25	13.61	28,306
	Middle-skill jobs require more than a high school diploma or equivalent, but not a four-year degree.							
	Source: Iowa Workforce Development, Labor Force and Occupational Analysis Bureau							

Iowa Workforce Development Region 13 Middle-Skill Occupations, 2010-2020								
Standard Occupational Classification (SOC)	Occupational Title	Employment			Annual Growth Rate (%)	Total Annual Openings	2012 Mean Hourly Wage	2012 Mean Annual Salary
		2010 Estimated	2020 Projected	2010-20 Change				
11-0000	Management Occupations	7,955	8,075	120	0.2	185	\$36.44	\$75,801
11-1021	General and Operations Managers	520	535	15	0.3	10	42.11	87,597
11-9013	Farmers, Ranchers, and Other Agricultural Managers	5,495	5,395	-100	-0.2	105	N.A.	N.A.
13-0000	Business and Financial Operations Occupations	2,165	2,480	315	1.5	75	26.17	54,448
13-1199	Business Operations Specialists, All Other	400	430	30	0.8	10	21.39	44,488
21-0000	Community and Social Service Occupations	1,355	1,600	245	1.8	55	19.36	40,271
21-1093	Social and Human Service Assistants	415	445	30	0.7	10	17.44	36,280
23-0000	Legal Occupations	330	365	35	1.1	10	27.31	56,812
25-0000	Education, Training, and Library Occupations	4,965	5,460	495	1.0	165	18.79	39,095
25-9041	Teacher Assistants	800	885	85	1.1	25	10.13	21,061
29-0000	Healthcare Practitioners and Technical Occupations	4,320	5,085	765	1.8	165	30.89	64,253
29-1111	Registered Nurses	1,480	1,750	270	1.8	55	26.09	54,259
29-2052	Pharmacy Technicians	270	325	50	1.9	10	12.67	26,357
29-2061	Licensed Practical and Licensed Vocational Nurses	515	580	60	1.2	20	18.98	39,489
31-0000	Healthcare Support Occupations	3,450	4,350	900	2.6	135	13.33	27,728
31-1012	Nursing Aides, Orderlies, and Attendants	1,220	1,400	180	1.5	35	11.73	24,394
33-0000	Protective Service Occupations	1,365	1,495	130	1.0	50	18.56	38,606
33-3051	Police and Sheriff's Patrol Officers	235	245	10	0.4	10	25.41	52,853
33-9032	Security Guards	425	510	85	2.0	15	12.15	25,262
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	110	130	20	1.8	10	8.34	17,330
35-0000	Food Preparation and Serving Related Occupations	7,005	7,645	640	0.9	310	9.71	20,204
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	475	515	40	0.8	15	15.62	32,497
39-0000	Personal Care and Service Occupations	3,085	3,800	715	2.3	155	11.21	23,303
39-3011	Gaming Dealers	350	440	90	2.6	25	N.A.	N.A.
39-5012	Hairdressers, Hairstylists, and Cosmetologists	390	445	55	1.4	15	12.12	25,204
39-9011	Childcare Workers	770	930	160	2.1	40	9.33	19,406
41-0000	Sales and Related Occupations	8,880	9,660	780	0.9	360	13.31	27,690
41-1011	First-Line Supervisors of Retail Sales Workers	955	1,030	75	0.8	30	18.23	37,920
41-3021	Insurance Sales Agents	270	335	60	2.2	10	22.27	46,314
41-4012	Sales Reps, Wholesale and Mfg, Except Technical and Scientific Products	735	830	100	1.4	25	22.61	47,042
41-9799	Sales and Related Workers, All Other	415	455	40	1.0	15	13.20	27,451
43-0000	Office and Administrative Support Occupations	10,290	11,010	720	0.7	310	13.91	28,928
43-1011	First-Line Supervisors of Office and Administrative Support Workers	390	435	40	1.0	15	21.00	43,677
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,265	1,375	110	0.9	25	14.03	29,197
43-3071	Tellers	360	370	10	0.3	15	12.15	25,274
43-4051	Customer Service Representatives	860	970	110	1.3	35	11.70	24,342
43-4081	Hotel, Motel, and Resort Desk Clerks	290	340	55	1.9	15	9.07	18,872
43-4171	Receptionists and Information Clerks	435	515	75	1.7	20	12.61	26,243
43-5052	Postal Service Mail Carriers	230	200	-30	-1.3	10	23.72	49,329
43-6013	Medical Secretaries	200	255	60	3.0	10	13.89	28,899
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,055	1,050	-5	0.0	15	13.35	27,770
43-9061	Office Clerks, General	1,475	1,655	185	1.3	45	12.90	26,817
47-0000	Construction and Extraction Occupations	3,055	3,630	575	1.9	125	18.70	38,900
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	210	255	40	1.9	10	27.01	56,178
47-2031	Carpenters	325	380	55	1.7	15	17.11	35,586
47-2073	Operating Engineers and Other Construction Equipment Operators	205	240	35	1.7	10	17.10	35,562
47-2152	Plumbers, Pipefitters, and Steamfitters	215	265	50	2.3	10	26.19	54,481

Iowa Workforce Development Region 13 Middle-Skill Occupations, 2010-2020								
Standard Occupational Classification (SOC)	Occupational Title	Employment			Annual Growth Rate (%)	Total Annual Openings	2012 Mean Hourly Wage	2012 Mean Annual Salary
		2010 Estimated	2020 Projected	2010-20 Change				
49-0000	Installation, Maintenance, and Repair Occupations	3,545	4,030	490	1.4	130	18.63	38,745
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	305	340	35	1.1	10	25.81	53,690
49-3023	Automotive Service Technicians and Mechanics	495	585	95	1.9	20	15.23	31,689
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	310	345	35	1.1	10	17.60	36,619
49-9041	Industrial Machinery Mechanics	225	295	70	3.1	10	17.30	35,977
49-9071	Maintenance and Repair Workers, General	715	800	85	1.2	20	16.22	33,742
51-0000	Production Occupations	6,550	7,445	895	1.4	235	15.20	31,613
51-1011	First-Line Supervisors of Production and Operating Workers	410	450	40	1.0	10	24.81	51,618
51-2092	Team Assemblers	600	690	90	1.5	20	14.55	30,269
51-4041	Machinists	295	370	75	2.5	15	17.14	35,641
51-4121	Welders, Cutters, Solderers, and Brazers	305	365	65	2.1	15	16.64	34,610
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	370	430	60	1.6	15	13.69	28,458
51-9399	Production Workers, All Other	710	785	75	1.1	25	12.77	26,568
53-0000	Transportation and Material Moving Occupations	6,465	7,265	800	1.2	235	14.22	29,575
53-3032	Heavy and Tractor-Trailer Truck Drivers	2,160	2,515	355	1.6	80	17.20	35,771
53-3033	Light Truck or Delivery Services Drivers	345	375	30	0.9	10	12.98	26,993
	Middle-skill jobs require more than a high school diploma or equivalent, but not a four-year degree.							
	Source: Iowa Workforce Development, Labor Force and Occupational Analysis Bureau							

Iowa Workforce Development Region 14 Middle-Skill Occupations, 2010-2020								
Standard Occupational Classification (SOC)	Occupational Title	Employment			Annual Growth Rate (%)	Total Annual Openings	2012 Mean Hourly Wage	2012 Mean Annual Salary
		2010 Estimated	2020 Projected	2010-20 Change				
11-0000	Management Occupations	6,070	6,055	-15	0.0	130	\$32.14	\$66,862
11-9013	Farmers, Ranchers, and Other Agricultural Managers	5,145	5,035	-110	-0.2	100	N.A.	N.A.
13-0000	Business and Financial Operations Occupations	1,000	1,145	145	1.5	35	24.82	51,618
13-1199	Business Operations Specialists, All Other	240	270	30	1.3	10	20.28	42,171
15-0000	Computer and Mathematical Occupations	180	220	45	2.5	10	24.34	50,624
25-0000	Education, Training, and Library Occupations	2,190	2,350	160	0.7	70	16.16	33,607
25-9041	Teacher Assistants	290	315	25	0.9	10	10.14	21,082
29-0000	Healthcare Practitioners and Technical Occupations	1,440	1,740	300	2.1	60	26.61	55,356
29-1141	Registered Nurses	515	630	120	2.3	20	24.14	50,222
29-2061	Licensed Practical and Licensed Vocational Nurses	210	245	35	1.7	10	17.40	36,207
31-0000	Healthcare Support Occupations	1,180	1,450	270	2.3	45	11.07	23,025
31-1014	Nursing Aides, Orderlies, and Attendants	680	790	110	1.6	20	10.97	22,835
39-0000	Personal Care and Service Occupations	955	1,160	210	2.2	45	11.14	23,164
39-9011	Childcare Workers	230	270	40	1.7	10	10.00	20,817
41-0000	Sales and Related Occupations	3,330	3,630	300	0.9	140	13.24	27,552
41-1011	First-Line Supervisors of Retail Sales Workers	440	470	30	0.7	15	14.99	31,184
41-4012	Sales Reps, Wholesale and Manufacturing, Except Technical and Scientific Products	305	325	15	0.5	10	21.12	43,935
41-9099	Sales and Related Workers, All Other	230	255	25	1.1	10	N.A.	N.A.
43-0000	Office and Administrative Support Occupations	4,000	4,280	280	0.7	120	13.79	28,673
43-3031	Bookkeeping, Accounting, and Auditing Clerks	530	590	60	1.1	10	13.01	27,067
43-4051	Customer Service Representatives	240	270	30	1.3	10	13.21	27,481
43-4061	Office Clerks, General	625	730	100	1.6	20	23.03	47,888
49-0000	Installation, Maintenance, and Repair Occupations	1,320	1,490	170	1.3	45	18.60	38,682
49-9071	Maintenance and Repair Workers, General	355	395	45	1.3	10	17.26	35,899
51-0000	Production Occupations	3,005	3,580	570	1.9	120	14.64	30,460
51-2092	Team Assemblers	345	425	80	2.3	15	12.75	26,518
51-4041	Machinists	100	210	110	11.0	15	16.02	33,312
51-4121	Welders, Cutters, Solderers, and Brazers	125	190	65	5.2	10	14.45	30,050
53-0000	Transportation and Material Moving Occupations	1,930	2,295	365	1.9	85	15.38	31,989
53-3032	Heavy and Tractor-Trailer Truck Drivers	525	660	135	2.6	25	19.00	39,512
Middle-skill jobs require more than a high school diploma or equivalent, but not a four-year degree.								
Source: Iowa Workforce Development, Labor Force and Occupational Analysis Bureau								

Iowa Workforce Development Region 15 Middle-Skill Occupations, 2010-2020								
Standard Occupational Classification (SOC)	Occupational Title	Employment			Annual Growth Rate (%)	Total Annual Openings	2012 Mean Hourly Wage	2012 Mean Annual Salary
		2010 Estimated	2020 Projected	2010-20 Change				
11-0000	Management Occupations	8,595	8,610	15	0.0	190	37.78	78,589
11-1021	General and Operations Managers	390	400	10	0.3	10	40.67	84,580
11-9013	Farmers, Ranchers, and Other Agricultural Managers	6,430	6,285	-145	-0.2	125	N.A.	N.A.
11-9199	Managers, All Other	290	320	35	1.2	10	33.64	69,960
13-0000	Business and Financial Operations Occupations	1,820	2,030	210	1.2	60	24.25	50,455
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	70	80	5	0.7	5	23.11	48,072
13-1199	Business Operations Specialists, All Other	425	465	35	0.8	10	24.27	50,478
13-2072	Loan Officers	165	190	25	1.5	5	30.93	64,326
15-0000	Computer and Mathematical Occupations	700	825	125	1.8	25	25.56	53,157
15-1151	Computer Support Specialists	125	140	15	1.2	5	21.93	45,612
19-0000	Life, Physical, and Social Science Occupations	535	545	5	0.1	20	22.92	47,678
19-4011	Agricultural and Food Science Technicians	100	100	0	0.0	5	N.A.	N.A.
21-0000	Community and Social Service Occupations	1,395	1,715	320	2.3	60	18.44	38,355
21-1093	Social and Human Service Assistants	190	235	50	2.6	10	11.02	22,919
25-0000	Education, Training, and Library Occupations	3,800	4,015	215	0.6	105	18.91	39,349
25-2011	Preschool Teachers, Except Special Education	100	120	20	2.0	5	12.71	26,435
25-4031	Library Technicians	70	75	5	0.7	5	12.58	26,168
25-9041	Teacher Assistants	490	520	30	0.6	15	9.89	20,572
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	765	855	95	1.2	30	13.50	28,090
27-2022	Coaches and Scouts	125	155	30	2.4	5	12.62	26,246
27-4021	Photographers	70	85	15	2.1	5	N.A.	N.A.
29-0000	Healthcare Practitioners and Technical Occupations	2,765	3,260	495	1.8	105	27.94	58,105
29-1141	Registered Nurses	1,115	1,315	200	1.8	40	23.55	48,985
29-2021	Dental Hygienists	90	110	20	2.2	5	32.70	68,007
29-2034	Radiologic Technologists and Technicians	85	100	15	1.8	5	18.25	37,963
29-2052	Pharmacy Technicians	135	180	45	3.3	5	13.64	28,352
29-2061	Licensed Practical and Licensed Vocational Nurses	240	270	30	1.3	10	16.65	34,649
31-0000	Healthcare Support Occupations	1,875	2,155	280	1.5	55	12.19	25,347
31-1014	Nursing Aides, Orderlies, and Attendants	1,090	1,240	150	1.4	30	10.17	21,154
31-9092	Medical Assistants	105	125	20	1.9	5	13.42	27,922
31-9099	Healthcare Support Workers, All Other	225	260	35	1.6	5	12.77	26,574
33-0000	Protective Service Occupations	655	685	30	0.5	25	17.25	35,883
33-3051	Police and Sheriff's Patrol Officers	190	195	10	0.5	5	20.85	43,359
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	95	105	10	1.1	5	8.87	18,459
33-9099	Protective Service Workers, All Other	45	50	5	1.1	5	12.46	25,914
35-0000	Food Preparation and Serving Related Occupations	4,095	4,375	280	0.7	170	9.25	19,241
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	120	135	15	1.3	5	12.30	25,570
39-0000	Personal Care and Service Occupations	1,695	1,955	260	1.5	65	11.41	23,739
39-5012	Hairdressers, Hairstylists, and Cosmetologists	460	480	20	0.4	10	N.A.	N.A.
39-9011	Childcare Workers	570	655	85	1.5	25	N.A.	N.A.
39-9031	Fitness Trainers and Aerobics Instructors	100	115	15	1.5	5	8.25	17,152
41-0000	Sales and Related Occupations	6,570	7,105	535	0.8	265	12.87	26,754
41-1011	First-Line Supervisors of Retail Sales Workers	850	915	70	0.8	25	15.27	31,757
41-1012	First-Line Supervisors of Non-Retail Sales Workers	280	315	35	1.3	10	26.21	54,520
41-3011	Advertising Sales Agents	75	85	10	1.3	5	17.14	35,655
41-3021	Insurance Sales Agents	245	320	70	2.9	15	21.53	44,776
41-3099	Sales Representatives, Services, All Other	85	95	10	1.2	5	32.97	68,583
41-4012	Sales Reps, Wholesale and Mfg, Except Technical and Scientific Products	540	580	40	0.7	15	24.89	51,762
41-9011	Demonstrators and Product Promoters	105	105	0	0.0	5	N.A.	N.A.
41-9099	Sales and Related Workers, All Other	220	250	30	1.4	10	23.35	48,564

Iowa Workforce Development Region 15 Middle-Skill Occupations, 2010-2020

Standard Occupational Classification (SOC)	Occupational Title	Employment			Annual Growth Rate (%)	Total Annual Openings	2012 Mean Hourly Wage	2012 Mean Annual Salary
		2010 Estimated	2020 Projected	2010-20 Change				
43-0000	Office and Administrative Support Occupations	8,500	9,135	635	0.7	255	14.27	29,672
43-1011	First-Line Supervisors of Office and Administrative Support Workers	325	355	30	0.9	10	21.25	44,209
43-3021	Billing and Posting Clerks	175	180	10	0.6	5	13.21	27,490
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,075	1,140	65	0.6	20	13.92	28,966
43-3071	Tellers	315	330	15	0.5	15	12.41	25,814
43-4051	Customer Service Representatives	465	485	20	0.4	15	12.59	26,197
43-4081	Hotel, Motel, and Resort Desk Clerks	90	100	10	1.1	5	N.A.	N.A.
43-4121	Library Assistants, Clerical	90	95	5	0.6	5	10.38	21,599
43-4171	Receptionists and Information Clerks	355	400	50	1.4	15	11.47	23,863
43-4199	Information and Record Clerks, All Other	135	135	5	0.4	5	15.44	32,130
43-5052	Postal Service Mail Carriers	215	190	-25	-1.2	5	23.34	48,554
43-5061	Production, Planning, and Expediting Clerks	125	140	15	1.2	5	16.32	33,963
43-5071	Shipping, Receiving, and Traffic Clerks	230	230	-5	-0.2	5	14.46	30,069
43-6011	Executive Secretaries and Executive Administrative Assistants	280	310	25	0.9	5	16.17	33,643
43-6013	Medical Secretaries	160	205	45	2.8	5	12.96	26,951
43-6014	Secretaries and Admin Assistants, Except Legal, Medical, and Executive	515	510	-5	-0.1	5	13.33	27,736
43-9061	Office Clerks, General	1,340	1,490	150	1.1	40	12.90	26,828
43-9199	Office and Administrative Support Workers, All Other	610	735	125	2.0	25	N.A.	N.A.
47-0000	Construction and Extraction Occupations	2,365	2,740	375	1.6	90	19.05	39,619
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	175	200	25	1.4	5	23.50	48,889
47-2021	Brickmasons and Blockmasons	100	140	40	4.0	5	N.A.	N.A.
47-2031	Carpenters	130	145	15	1.2	5	16.74	34,810
47-2073	Operating Engineers and Other Construction Equipment Operators	170	180	10	0.6	5	17.90	37,239
47-2111	Electricians	135	155	20	1.5	5	24.50	50,967
47-2142	Plumbers, Pipefitters, and Steamfitters	195	240	40	2.1	10	N.A.	N.A.
47-2211	Sheet Metal Workers	110	125	10	0.9	5	N.A.	N.A.
47-3015	Helpers--Pipefitters, Plumbers, Pipefitters, and Steamfitters	35	50	15	4.3	5	N.A.	N.A.
47-4051	Highway Maintenance Workers	150	150	0	0.0	5	16.37	34,060
47-4099	Construction and Related Workers, All Other	70	75	5	0.7	5	N.A.	N.A.
49-0000	Installation, Maintenance, and Repair Occupations	2,760	3,075	315	1.1	95	17.89	37,208
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	135	145	10	0.7	5	25.24	52,493
49-3021	Automotive Body and Related Repairers	75	85	15	2.0	5	14.84	30,857
49-3023	Automotive Service Technicians and Mechanics	395	435	40	1.0	15	13.91	28,943
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	155	170	10	0.6	5	14.77	30,742
49-9011	Mechanical Door Repairers	155	185	30	1.9	5	N.A.	N.A.
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	85	115	30	3.5	5	15.45	32,150
49-9041	Industrial Machinery Mechanics	205	255	50	2.4	10	20.52	42,689
49-9051	Electrical Power-Line Installers and Repairers	115	110	-5	-0.4	5	N.A.	N.A.
49-9071	Maintenance and Repair Workers, General	630	680	50	0.8	15	17.62	36,652
49-9099	Installation, Maintenance, and Repair Workers, All Other	220	255	35	1.6	10	13.85	28,818
51-0000	Production Occupations	7,330	8,075	750	1.0	235	15.76	32,770
51-1011	First-Line Supervisors of Production and Operating Workers	460	485	25	0.5	10	22.49	46,783
51-2011	Structural Metal Fabricators and Fitters	75	90	10	1.3	5	N.A.	N.A.
51-2092	Team Assemblers	730	810	80	1.1	20	16.55	34,422
51-3092	Food Batchmakers	120	125	0	0.0	5	N.A.	N.A.
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	75	90	15	2.0	5	N.A.	N.A.
51-4041	Machinists	300	360	60	2.0	10	16.43	34,158
51-4072	Molding/Coremaking/Casting Machine Setters & Operators, Metal/Plastic	210	225	15	0.7	5	12.00	24,968
51-4081	Multiple Machine Tool Setters, Operators, & Tenders, Metal/Plastic	115	140	25	2.2	5	N.A.	N.A.
51-4121	Welders, Cutters, Solderers, and Brazers	330	375	45	1.4	15	18.05	37,553
51-9012	Separating/Filtering/Clarifying/Precipitating/Still Machine Workers	175	190	15	0.9	5	N.A.	N.A.
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	155	165	10	0.6	5	17.10	35,571
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	290	335	45	1.6	10	15.23	31,679
51-9111	Packaging and Filling Machine Operators and Tenders	140	150	10	0.7	5	14.40	29,938
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	110	130	15	1.4	5	15.52	32,291
51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	60	75	15	2.5	5	N.A.	N.A.
51-9199	Production Workers, All Other	400	435	40	1.0	15	N.A.	N.A.
53-0000	Transportation and Material Moving Occupations	5,145	5,860	715	1.4	195	14.04	29,200
53-1021	First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	75	110	30	4.0	5	21.46	44,631
53-1031	First-Line Supvs of Trans & Material-Moving Machine/Vehicle Operators	80	95	15	1.9	5	23.67	49,242
53-3022	Bus Drivers, School or Special Client	210	190	-20	-1.0	5	14.53	30,229
53-3031	Driver/Sales Workers	160	165	5	0.3	5	16.24	33,780
53-3032	Heavy and Tractor-Trailer Truck Drivers	1,120	1,265	145	1.3	35	14.79	30,765
53-3033	Light Truck or Delivery Services Drivers	510	595	85	1.7	20	13.57	28,222
53-6099	Transportation Workers, All Other	90	95	10	1.1	5	N.A.	N.A.
	Middle-skill jobs require more than a high school diploma or equivalent, but not a four-year degree.							
	Source: Iowa Workforce Development, Labor Force and Occupational Analysis Bureau							

Iowa Workforce Development Region 16 Middle-Skill Occupations, 2010-2020								
Standard Occupational Classification (SOC)	Occupational Title	Employment			Annual Growth Rate (%)	Total Annual Openings	2012 Mean Hourly Wage	2012 Mean Annual Salary
		2010 Estimated	2020 Projected	2010-20 Change				
11-0000	Management Occupations	4,410	4,485	70	0.2	110	\$39.20	\$81,542
11-1021	General and Operations Managers	355	365	5	0.1	10	44.67	92,914
11-3011	Administrative Services Managers	85	100	20	2.4	5	32.49	67,566
11-9013	Farmers, Ranchers, and Other Agricultural Managers	2,495	2,390	-105	-0.4	50	N.A.	N.A.
11-9021	Construction Managers	95	115	20	2.1	5	41.81	86,963
11-9199	Managers, All Other	155	170	15	1.0	5	36.99	76,937
13-0000	Business and Financial Operations Occupations	1,870	2,150	280	1.5	65	25.14	52,293
13-1022	Wholesale and Retail Buyers, Except Farm Products	85	95	10	1.2	5	22.77	47,345
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	100	115	10	1.0	5	25.68	53,421
13-1199	Business Operations Specialists, All Other	550	620	70	1.3	15	23.29	48,441
13-2072	Loan Officers	80	90	10	1.3	5	29.05	60,407
15-0000	Computer and Mathematical Occupations	365	450	85	2.3	15	34.04	70,803
15-1151	Computer Support Specialists	75	85	5	0.7	5	18.11	37,681
21-0000	Community and Social Service Occupations	835	1,020	185	2.2	35	18.32	38,101
21-1011	Substance Abuse and Behavioral Disorder Counselors	80	90	10	1.3	5	21.93	45,622
21-1093	Social and Human Service Assistants	165	190	25	1.5	5	12.72	26,467
25-0000	Education, Training, and Library Occupations	3,020	3,280	260	0.9	95	19.23	39,999
25-2011	Preschool Teachers, Except Special Education	65	75	10	1.5	5	13.92	28,945
25-9041	Teacher Assistants	745	800	55	0.7	20	9.66	20,090
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	675	780	105	1.6	30	15.62	32,495
27-2022	Coaches and Scouts	105	135	30	2.9	5	11.14	23,173
29-0000	Healthcare Practitioners and Technical Occupations	3,000	3,560	565	1.9	120	28.38	59,046
29-1141	Registered Nurses	1,155	1,385	230	2.0	45	25.67	53,398
29-2034	Radiologic Technologists and Technicians	95	115	20	2.1	5	20.27	42,154
29-2041	Emergency Medical Technicians and Paramedics	155	195	40	2.6	5	15.76	32,780
29-2052	Pharmacy Technicians	120	135	15	1.3	5	12.77	26,575
29-2061	Licensed Practical and Licensed Vocational Nurses	315	370	55	1.7	15	16.97	35,292
29-2099	Health Technologists and Technicians, All Other	80	100	20	2.5	5	N.A.	N.A.
31-0000	Healthcare Support Occupations	1,880	2,255	370	2.0	65	11.75	24,441
31-1014	Nursing Aides, Orderlies, and Attendants	830	915	85	1.0	20	10.70	22,248
31-9091	Dental Assistants	90	110	20	2.2	5	16.58	34,497
31-9092	Medical Assistants	165	200	35	2.1	5	13.95	29,013
31-9099	Healthcare Support Workers, All Other	175	195	25	1.4	5	12.51	26,029
33-0000	Protective Service Occupations	1,235	1,280	40	0.3	40	19.70	40,979
33-3012	Correctional Officers and Jailers	490	465	-25	-0.5	10	N.A.	N.A.
33-3051	Police and Sheriff's Patrol Officers	155	155	0	0.0	5	23.12	48,095
33-9032	Security Guards	215	250	35	1.6	5	11.55	24,024
33-9092	Lifeguards, Ski Patrol, & Other Recreational Protective Service Workers	155	180	25	1.6	10	8.56	17,804
35-0000	Food Preparation and Serving Related Occupations	4,100	4,315	220	0.5	160	9.50	19,761
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	245	250	10	0.4	5	14.53	30,231
39-0000	Personal Care and Service Occupations	1,685	2,015	325	1.9	80	9.59	19,946
39-3011	Gaming Dealers	65	80	20	3.1	5	N.A.	N.A.
39-3099	Entertainment Attendants and Related Workers, All Other	35	40	5	1.4	5	N.A.	N.A.
39-5012	Hairdressers, Hairstylists, and Cosmetologists	270	310	40	1.5	10	9.78	20,354
39-9011	Childcare Workers	670	855	185	2.8	40	8.35	17,354
39-9031	Fitness Trainers and Aerobics Instructors	115	125	10	0.9	5	10.53	21,904
41-0000	Sales and Related Occupations	5,025	5,485	460	0.9	205	13.76	28,624
41-1011	First-Line Supervisors of Retail Sales Workers	785	855	65	0.8	25	17.43	36,239
41-1012	First-Line Supervisors of Non-Retail Sales Workers	135	145	5	0.4	5	29.36	61,056
41-3021	Insurance Sales Agents	175	205	30	1.7	5	N.A.	N.A.
41-3099	Sales Representatives, Services, All Other	120	125	5	0.4	5	25.09	52,193
41-4012	Sales Reps, Wholesale and Mfg, Except Technical and Scientific Products	385	410	25	0.6	10	23.72	49,347
41-9099	Sales and Related Workers, All Other	65	75	10	1.5	5	19.65	40,874
43-0000	Office and Administrative Support Occupations	7,915	8,535	615	0.8	245	14.53	30,213
43-1011	First-Line Supervisors of Office and Administrative Support Workers	320	355	35	1.1	10	20.79	43,244
43-3021	Billing and Posting Clerks	130	150	20	1.5	5	14.30	29,731
43-3031	Bookkeeping, Accounting, and Auditing Clerks	865	985	120	1.4	20	15.98	33,231
43-3071	Tellers	315	320	10	0.3	15	10.41	21,656

Iowa Workforce Development Region 16 Middle-Skill Occupations, 2010-2020

Standard Occupational Classification (SOC)	Occupational Title	Employment			Annual Growth Rate (%)	Total Annual Openings	2012 Mean Hourly Wage	2012 Mean Annual Salary
		2010 Estimated	2020 Projected	2010-20 Change				
43-4051	Customer Service Representatives	370	400	35	0.9	15	12.69	26,406
43-4081	Hotel, Motel, and Resort Desk Clerks	110	130	20	1.8	5	9.87	20,523
43-4151	Order Clerks	80	90	10	1.3	5	16.76	34,853
43-4171	Receptionists and Information Clerks	290	330	45	1.6	15	11.16	23,219
43-4199	Information and Record Clerks, All Other	240	265	25	1.0	10	16.36	34,047
43-5052	Postal Service Mail Carriers	135	115	-20	-1.5	5	24.77	51,520
43-5061	Production, Planning, and Expediting Clerks	170	195	30	1.8	5	21.47	44,653
43-5071	Shipping, Receiving, and Traffic Clerks	345	350	5	0.1	10	15.25	31,725
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	75	80	5	0.7	5	15.16	31,526
43-6011	Executive Secretaries and Executive Administrative Assistants	260	280	20	0.8	5	18.12	37,683
43-6013	Medical Secretaries	155	200	45	2.9	5	13.01	27,060
43-6014	Secretaries and Admin Assistants, Except Legal, Medical, and Executive	640	660	20	0.3	10	12.33	25,639
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	165	200	35	2.1	5	11.57	24,071
43-9061	Office Clerks, General	1,025	1,165	140	1.4	30	14.00	29,131
43-9199	Office and Administrative Support Workers, All Other	320	365	50	1.6	10	14.97	31,139
47-0000	Construction and Extraction Occupations	2,680	3,135	450	1.7	100	20.91	43,510
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	230	275	45	2.0	10	29.16	60,663
47-2021	Brickmasons and Blockmasons	45	60	15	3.3	5	N.A.	N.A.
47-2031	Carpenters	505	595	90	1.8	20	19.15	39,828
47-2073	Operating Engineers and Other Construction Equipment Operators	120	145	20	1.7	5	19.10	39,729
47-2111	Electricians	190	215	25	1.3	10	23.35	48,568
47-2151	Pipelayers	55	65	10	1.8	5	N.A.	N.A.
47-2152	Plumbers, Pipefitters, and Steamfitters	145	170	25	1.7	5	23.24	48,345
47-2211	Sheet Metal Workers	140	160	20	1.4	5	27.21	56,590
47-4099	Construction and Related Workers, All Other	80	95	10	1.3	5	N.A.	N.A.
49-0000	Installation, Maintenance, and Repair Occupations	2,730	3,100	370	1.4	95	18.61	38,708
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	170	185	15	0.9	5	27.16	56,476
49-2097	Electronic Home Entertainment Equipment Installers and Repairers	80	100	20	2.5	5	11.05	22,986
49-3023	Automotive Service Technicians and Mechanics	320	375	55	1.7	15	14.86	30,909
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	145	165	15	1.0	5	19.03	39,600
49-9041	Industrial Machinery Mechanics	320	390	70	2.2	15	22.64	47,108
49-9043	Maintenance Workers, Machinery	95	105	10	1.1	5	17.06	35,477
49-9071	Maintenance and Repair Workers, General	825	910	85	1.0	25	17.74	36,883
49-9099	Installation, Maintenance, and Repair Workers, All Other	150	165	10	0.7	5	N.A.	N.A.
51-0000	Production Occupations	8,120	9,055	940	1.2	275	15.48	32,213
51-1011	First-Line Supervisors of Production and Operating Workers	495	545	50	1.0	10	25.06	52,128
51-2092	Team Assemblers	1,000	1,165	160	1.6	35	15.40	32,039
51-2099	Assemblers and Fabricators, All Other	240	290	50	2.1	10	9.30	19,338
51-3092	Food Batchmakers	290	295	5	0.2	10	N.A.	N.A.
51-3093	Food Cooking Machine Operators and Tenders	200	205	5	0.3	5	N.A.	N.A.
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	70	100	25	3.6	5	15.76	32,770
51-4031	Cutting/Punching/Press Machine Setters & Operators, Metal/Plastic	220	255	35	1.6	5	18.40	38,264
51-4041	Machinists	180	210	30	1.7	5	16.99	35,324
51-4071	Foundry Mold and Coremakers	50	65	20	4.0	5	N.A.	N.A.
51-4072	Molding/Coremaking/Casting Machine Workers, Metal/Plastic	140	155	15	1.1	5	13.63	28,361
51-4121	Welders, Cutters, Solderers, and Brazers	310	375	65	2.1	15	16.90	35,155
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	70	80	10	1.4	5	16.85	35,063
51-5112	Printing Press Operators	180	180	0	0.0	5	16.44	34,195
51-8031	Water and Wastewater Treatment Plant and System Operators	145	150	5	0.3	5	18.64	38,769
51-8091	Chemical Plant and System Operators	155	180	30	1.9	10	N.A.	N.A.
51-9012	Separating/Filtering/Clarifying/Precipitating/Still Machine Workers	130	140	10	0.8	5	N.A.	N.A.
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	70	75	5	0.7	5	20.04	41,684
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	150	155	5	0.3	5	15.38	31,990
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	260	300	45	1.7	10	15.75	32,751
51-9111	Packaging and Filling Machine Operators and Tenders	90	95	5	0.6	5	12.82	26,680
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	75	85	15	2.0	5	13.56	28,213
51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	280	295	15	0.5	10	12.89	26,824
51-9199	Production Workers, All Other	470	490	20	0.4	15	13.75	28,583
53-0000	Transportation and Material Moving Occupations	5,865	6,715	850	1.4	230	14.98	31,148
53-1031	First-Line Supvs of Trans/Material-Moving Machine & Vehicle Operators	125	150	25	2.0	5	22.78	47,390
53-2011	Bus Drivers, School or Special Client	170	185	20	1.2	5	N.A.	N.A.
53-2012	Driver/Sales Workers	275	305	25	0.9	10	N.A.	N.A.
53-2021	Heavy and Tractor-Trailer Truck Drivers	1,650	2,015	365	2.2	70	N.A.	N.A.
53-2022	Light Truck or Delivery Services Drivers	350	380	30	0.9	10	N.A.	N.A.
53-4011	Locomotive Engineers	135	140	10	0.7	5	N.A.	N.A.
53-4021	Railroad Brake, Signal, and Switch Operators	140	135	-5	-0.4	5	N.A.	N.A.
53-4031	Railroad Conductors and Yardmasters	85	90	5	0.6	5	N.A.	N.A.
53-6099	Transportation Workers, All Other	300	365	70	2.3	15	N.A.	N.A.

Middle-skill jobs require more than a high school diploma or equivalent, but not a four-year degree.
 Source: Iowa Workforce Development, Labor Force and Occupational Analysis Bureau

Technical Notes

In the May 2012 edition, the 2008-2018 titles found in the occupational projections were assigned one of 11 education and training categories, using Bureau of Labor Statistics (BLS) information. Each occupation was assigned a category based on the “most significant source” of education or training, which combined education and work-related experience.

With the release of the 2010-2020 occupational projections, BLS revised their system and assigned each occupation three distinct categories: entry-level education, related work experience, and typical on-the-job training. The new measures for education and training resulted in a shift among the low, middle and high skill occupations in the lowa data. Seventeen occupations left the middle-skill classification, nine were reassigned to the low-skill classification and eight were assigned to high-skill. Also, two low-skill occupations were reassigned to high-skill, and 76 low-skill occupations became middle-skill occupations.

The Occupational Employment Statistics (OES) Wage Survey is an input used to create the occupational projections. OES generally samples the same employer only once every three years and asks for information on the number of occupations and the corresponding wages. The employers sampled for the 2008-2018 occupational projections were not the same employers sampled to create the 2010-2020 occupational projections.

Iowa LED Data

Iowa LED Data					
QWI Quick Facts - All Education Levels	Iowa Average (April 1, 2011-March 31, 2012)	QWI Quick Facts - All Education Levels MALE	Iowa Average (April 1, 2011-March 31, 2012)	QWI Quick Facts - All Education Levels FEMALE	Iowa Average (April 1, 2011-March 31, 2012)
Total Employment	1,225,579	Total Employment	616,948	Total Employment	608,630
Net Job Flows	-1,719	Net Job Flows	595	Net Job Flows	-2,308
Job Creation	50,452	Job Creation	29,880	Job Creation	24,383
New Hires	112,940	New Hires	61,057	New Hires	51,882
Separations	149,125	Separations	80,184	Separations	68,940
Turnover	6.80%	Turnover	7.10%	Turnover	6.50%
Avg Monthly Earnings	\$3,786.25	Avg Monthly Earnings	\$4,604.25	Avg Monthly Earnings	\$2,968.00
Avg New Hire	\$2,469.00	Avg New Hire	\$2,971.75	Avg New Hire Earnings	\$1,925.00
QWI Quick Facts - Less than High School	Iowa Average (April 1, 2011-March 31, 2012)	QWI Quick Facts - Less than High School MALE	Iowa Average (April 1, 2011-March 31, 2012)	QWI Quick Facts - Less than High School FEMALE	Iowa Average (April 1, 2011-March 31, 2012)
Total Employment	110,345	Total Employment	67,398	Total Employment	42,947
Net Job Flows	273	Net Job Flows	309	Net Job Flows	-36
Job Creation	7,405	Job Creation	5,053	Job Creation	2,947
New Hires	15,967	New Hires	10,088	New Hires	5,879
Separations	19,502	Separations	12,406	Separations	7,096
Turnover	9.20%	Turnover	9.50%	Turnover	8.90%
Avg Monthly Earnings	\$2,703.00	Avg Monthly Earnings	\$3,126.50	Avg Monthly Earnings	\$2,047.50
Avg New Hire	\$2,099.25	Avg New Hire	\$2,411.25	Avg New Hire Earnings	\$1,602.75
QWI Quick Facts - High School or Equivalent	Iowa Average (April 1, 2011-March 31, 2012)	QWI Quick Facts - High School or Equivalent MALE	Iowa Average (April 1, 2011-March 31, 2012)	QWI Quick Facts - High School or Equivalent FEMALE	Iowa Average (April 1, 2011-March 31, 2012)
Total Employment	374,114	Total Employment	200,023	Total Employment	174,090
Net Job Flows	-501	Net Job Flows	367	Net Job Flows	-866
Job Creation	17,565	Job Creation	10,955	Job Creation	8,010
New Hires	36,807	New Hires	21,061	New Hires	15,745
Separations	48,153	Separations	27,241	Separations	20,911
Turnover	7.10%	Turnover	7.40%	Turnover	6.90%
Avg Monthly Earnings	\$3,069.00	Avg Monthly Earnings	\$3,706.25	Avg Monthly Earnings	\$2,345.50
Avg New Hire	\$2,226.25	Avg New Hire	\$2,669.50	Avg New Hire Earnings	\$1,681.25
QWI Quick Facts - Some college or associate's degree	Iowa Average (April 1, 2011-March 31, 2012)	QWI Quick Facts - Some college or associate's degree MALE	Iowa Average (April 1, 2011-March 31, 2012)	QWI Quick Facts - Some college or associate's degree FEMALE	Iowa Average (April 1, 2011-March 31, 2012)
Total Employment	416,730	Total Employment	195,345	Total Employment	221,384
Net Job Flows	-628	Net Job Flows	186	Net Job Flows	-811
Job Creation	17,729	Job Creation	9,826	Job Creation	9,347
New Hires	37,126	New Hires	18,669	New Hires	18,457
Separations	48,806	Separations	24,434	Separations	24,372
Turnover	6.60%	Turnover	6.90%	Turnover	6.40%
Avg Monthly Earnings	\$3,544.75	Avg Monthly Earnings	\$4,356.75	Avg Monthly Earnings	\$2,836.50
Avg New Hire	\$2,390.75	Avg New Hire	\$2,932.00	Avg New Hire Earnings	\$1,885.25
QWI Quick Facts - Bachelor's Degree or above	Iowa Average (April 1, 2011-March 31, 2012)	QWI Quick Facts - Bachelor's Degree or above MALE	Iowa Average (April 1, 2011-March 31, 2012)	QWI Quick Facts - Bachelor's degree or above FEMALE	Iowa Average (April 1, 2011-March 31, 2012)
Total Employment	324,387	Total Employment	154,180	Total Employment	170,208
Net Job Flows	-864	Net Job Flows	-268	Net Job Flows	-594
Job Creation	12,658	Job Creation	6,800	Job Creation	6,859
New Hires	23,039	New Hires	11,238	New Hires	11,800
Separations	32,662	Separations	16,102	Separations	16,560
Turnover	5.70%	Turnover	5.70%	Turnover	5.70%
Avg Monthly Earnings	\$5,255.00	Avg Monthly Earnings	\$6,670.00	Avg Monthly Earnings	\$3,986.00
Avg New Hire	\$3,151.75	Avg New Hire	\$3,953.75	Avg New Hire Earnings	\$2,424.00

Source: Local Employment Dynamics (LED), U.S. Census Bureau

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