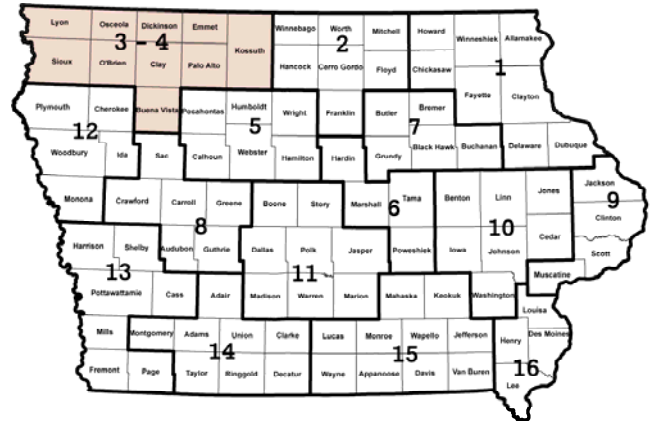
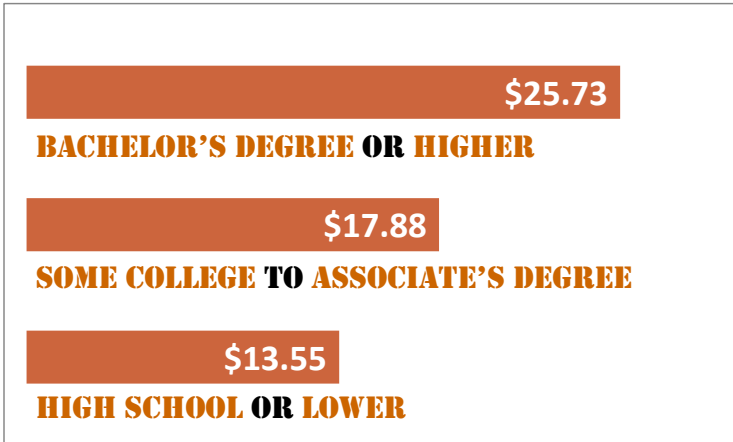


REGION 3-4

WORKFORCE
DEVELOPMENT

CAREER & EDUCATION OUTLOOK

MEAN HOURLY WAGES BY EDUCATION



FASTEST GROWING OCCUPATIONS

BACHELOR'S DEGREE OR HIGHER

Occupational Title	Employment ^[1]			Ann Job Openings ^[2]			\$ ^[3]		Career Prep ^[4]			Top Skills ^[5]							
	2012 Est	2022 Proj	Annual Growth Rate (%)	New	Replace	Total	2014 Mean Wage	2014 Mean Salary	Educ	Work Exp	Job Trng	(L-R in order of significance)							
Social & Community Service Mgrs	260	305	1.73	5	5	10	20.97	43,610	BA	> 5	N	B2	B9	R4	SO1	B3	SY1	R3	SO6
Coaches & Scouts	300	345	1.67	5	10	15	12.14	25,260	BA	N	N	SO2	B9	R3	SY1	B6			
Industrial Engineers	265	300	1.32	5	10	10	31.42	65,362	BA	N	N	B7	B2	C1	B3	B10			
Accountants & Auditors	535	610	1.31	5	15	25	25.68	53,408	BA	N	N	B2	B5	B7	B10	B9			
Elem School Teachers, Ex Special	1,310	1,455	1.11	15	30	45	21.14	43,977	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6	
Loan Officers	285	315	1.05	5	5	10	33.00	68,643	BA	N	M	B9	B2	SY1	B7	B3			
Financial Mgrs	325	355	0.92	5	5	10	41.10	85,479	BA	> 5	N	C1	B3	B2	B7	SY1	B9	B10	
General & Operations Mgrs	905	980	0.83	5	15	25	37.68	78,376	BA	< 5	N	B2	B7	B9	B3	B6			
Substitute Teachers	345	370	0.72	*	5	10	12.03	25,015	BA	N	I	N.A.	N.A.	N.A.	N.A.	N.A.			
Sec Sch Teachers, Ex Spec/Career/Tech	640	665	0.39	5	15	20	20.52	42,680	BA	N	I	SO2	B4	B9	B2	SO1	B3		

SOME COLLEGE TO ASSOCIATE'S DEGREE

Hairdressers/Stylists/Cosmetologists	435	520	2.07	10	10	20	13.67	28,443	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6	
Heavy & Tractor-Trailer Truck Drivers	2,490	2,820	1.33	35	40	75	16.75	34,834	PS	N	S	T4	T5	B6	B2	B3	T8		
Registered Nurses	1,390	1,560	1.22	15	25	45	23.65	49,195	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5	
Nursing Assistants	1,350	1,515	1.22	15	25	40	N.A.	N.A.	PS	N	N	SO6	SO5	B2	B6	SO1			
Licensed Practical/Vocational Nurses	310	345	1.13	5	10	10	16.98	35,313	PS	N	N	B2	B9	B3	B7	SO1	SO5		
Library Technicians	130	140	0.77	*	5	10	12.07	25,107	PS	N	N	B6	B9	B2	SO5	B3	SO6		
Teacher Assistants	910	960	0.55	5	20	25	10.81	22,479	SC	N	N	B2	B9	SO1	B6	SO5	SO6		
First-Line Supvs of Prod/Operating Wkrs	660	680	0.30	*	10	10	24.12	50,159	PS	< 5	N	B3	R4	B2	B9	SO1	R3	B9	

HIGH SCHOOL OR LOWER

Painters, Construction & Maintenance	205	265	2.93	5	5	10	16.28	33,865	< HS	N	M	B2	B3	SO6	B7	R4			
Carpenters	405	510	2.59	10	5	15	15.61	32,468	HS	N	A	B3	T2	T5	B2	SO1	SY1	B5	B6
Cement Masons & Concrete Finishers	470	580	2.45	10	5	15	17.52	36,435	< HS	N	M	B6	B2	SO1	B3	SY1			
Home Health Aides	945	1,165	2.33	20	20	40	10.44	21,722	< HS	N	S	B2	SO5	B3	SO6	B6			
Food Servers, Nonrestaurant	215	265	2.33	5	5	10	8.74	18,173	< HS	N	S	B2	SO5	SO6	B9	SO1			
Industrial Machinery Mechanics	645	785	2.17	15	20	35	18.39	38,251	HS	N	L	T9	T1	T5	T11	T8			
Social & Human Service Assistants	605	735	2.15	15	15	30	13.83	28,771	HS	N	S	SO5	SO6	B2	B9	B7	B10		
Medical Secretaries	260	315	2.12	5	5	10	13.50	28,077	HS	N	M	B2	SO5	B9	B7	SO1	B10		
Construction Laborers	875	1,060	2.11	20	20	40	13.52	28,112	< HS	N	S	B9	SO1	B2	B3	T4	T5	SO6	
Childcare Wkrs	800	960	2.06	15	25	40	8.36	17,397	HS	N	S	B6	SO5	B9	B3	SO6			

FASTEST GROWING OCCUPATIONS

BACHELOR'S DEGREE OR HIGHER

Occupational Title	Employment ^[1]			Ann Job Openings ^[2]			\$ ^[3]		Career Prep ^[4]			Top Skills ^[5]							
	2012 Est	2022 Proj	Annual Growth Rate (%)	New	Replace	Total	2014 Mean Wage	2014 Mean Salary	Educ	Work Exp	Job Trng	(L-R in order of significance)							
Elem School Teachers, Ex Special Educ	1,310	1,455	1.11	15	30	45	21.14	43,977	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6	
Accountants & Auditors	535	610	1.31	5	15	25	25.68	53,408	BA	N	N	B2	B5	B7	B10	B9			
General & Operations Mgrs	905	980	0.83	5	15	25	37.68	78,376	BA	< 5	N	B2	B7	B9	B3	B6			
Sec School Teachers, Ex Spec/Career/Tech	640	665	0.39	5	15	20	20.52	42,680	BA	N	I	SO2	B4	B9	B2	SO1	B3		
Coaches & Scouts	300	345	1.67	5	10	15	12.14	25,260	BA	N	N	SO2	B9	R3	SY1	B6			
Social & Community Service Mgrs	260	305	1.73	5	5	10	20.97	43,610	BA	> 5	N	B2	B9	R4	SO1	B3	SY1	R3	SO6
Industrial Engineers	265	300	1.32	5	10	10	31.42	65,362	BA	N	N	B7	B2	C1	B3	B10			
Loan Officers	285	315	1.05	5	5	10	33.00	68,643	BA	N	M	B9	B2	SY1	B7	B3			
Financial Mgrs	325	355	0.92	5	5	10	41.10	85,479	BA	> 5	N	C1	B3	B2	B7	SY1	B9	B10	
Substitute Teachers	345	370	0.72	*	5	10	12.03	25,015	BA	N	I	N.A.	N.A.	N.A.	N.A.	N.A.			

SOME COLLEGE TO ASSOCIATE'S DEGREE

Heavy & Tractor-Trailer Truck Drivers	2,490	2,820	1.33	35	40	75	16.75	34,834	PS	N	S	T4	T5	B6	B2	B3	T8	
Registered Nurses	1,390	1,560	1.22	15	25	45	23.65	49,195	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5
Nursing Assistants	1,350	1,515	1.22	15	25	40	N.A.	N.A.	PS	N	N	SO6	SO5	B2	B6	SO1		
Teacher Assistants	910	960	0.55	5	20	25	10.81	22,479	SC	N	N	B2	B9	SO1	B6	SO5	SO6	
Hairdressers, Hairstylists, & Cosmetologists	435	520	2.07	10	10	20	13.67	28,443	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6
Licensed Practical/Vocational Nurses	310	345	1.13	5	10	10	16.98	35,313	PS	N	N	B2	B9	B3	B7	SO1	SO5	
Library Technicians	130	140	0.77	*	5	10	12.07	25,107	PS	N	N	B6	B9	B2	SO5	B3	SO6	
First-Line Supvs of Prod/Operating Wkrs	660	680	0.30	*	10	10	24.12	50,159	PS	< 5	N	B3	R4	B2	B9	SO1	R3	B9

HIGH SCHOOL OR LOWER

Cashiers	2,615	2,835	0.84	20	115	135	8.85	18,399	< HS	N	S	B2	SO5	B9	B5	SO6		
Farmers, Ranchers, & Other Ag Mgrs	6,485	5,945	-0.83	0	105	105	N.A.	N.A.	HS	> 5	N	B3	B9	B2	SY1	B7	R4	
Comb Food Prep/Serv Wkrs, Incl Fast Food	1,795	2,040	1.36	25	70	95	8.54	17,768	< HS	N	S	B2	SO5	B9	SO1	B6	SO6	
Retail Salespersons	2,200	2,405	0.91	20	75	95	11.76	24,471	< HS	N	S	B2	SO4	B9	SO6	SO3	SO6	
Laborers & Freight/Stock/Material Movers, Hand	1,900	1,980	0.42	10	60	65	12.96	26,958	< HS	N	S	B2	B3	T5	SO1	B6	B7	B9
Waiters & Waitresses	970	1,010	0.41	5	45	50	9.20	19,135	< HS	N	S	B2	SO5	SO6	B9	SO1		
Secretaries/Admin Assts, Ex Legal/Med/Exec	1,945	2,170	1.13	20	25	45	13.03	27,093	HS	N	S	B9	B2	R4	SO5	B10		
Home Health Aides	945	1,165	2.33	20	20	40	10.44	21,722	< HS	N	S	B2	SO5	B3	SO6	B6		
Construction Laborers	875	1,060	2.11	20	20	40	13.52	28,112	< HS	N	S	B9	SO1	B2	B3	T4	T5	SO6
Childcare Wkrs	800	960	2.06	15	25	40	8.36	17,397	HS	N	S	B6	SO5	B9	B3	SO6		

Legend:

Occupations were selected based on their education level, annual growth rate, total annual openings, and wages (residual or undefined occupations were not included).

[1] Employment includes: **Estimated** = Estimation of labor force by occupation (rounded); **Projected** = Projection of future labor force by occupation (rounded); and **Annual Growth Rate (%)** = Ten year growth rate (not shown) divided by ten.

[2] Annual Job Openings include: **New Jobs/Replacements** = Ten year projection (not shown) divided by ten (rounded) and **Total Openings** = Annual New Jobs plus Annual Replacements (rounded). * = Employment data suppression (Occupational employment data may not add up or equal occupational group totals due to rounding and/or suppression of occupations with less than twenty rounded total annual openings).

[3] Mean (Average) Wage & Salary (\$) = dividing the estimated total pay for an occupation by its weighted employment. Pay provided in wage (hourly) and salary (annual) formats; Missing pay data may be derived from calculation or proration of reported wage/salary data if available (i.e., legislator pay based on 4-months service, education and coaching pay based on 12-months service); Occupations with limited or no compensation data (which inhibits either wage or salary calculated derivations) are subsequently omitted from any methodological calculations.

[4] Career Preparation determined by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). Alternative employment pathways may exist as well as differing educational, training, or licensing requirements per state. Iowa requirements are used in this publication when available. Career Preparation areas/levels include:

Education (typical education level needed to enter an occupation): DP = Doctoral or Professional degree; MA = Master's degree; BA = Bachelor's degree; AS = Associate's degree; PS = Postsecondary non-degree award; SC = Some college, no degree; HS = High school diploma or equivalent; < HS = Less than high school; **Work Experience** (typical work experience level commonly considered necessary for entry into an occupation, or substitutable for formal types of training): > 5 = 5 years or more; < 5 = Less than 5 years; N = None; and **Job Training** (typical on-the-job training level needed to attain occupational competency): I = Internship/residency; A = Apprenticeship; L = Long-term on-the-job training; M = Moderate-term on-the-job training; S = Short-term on-the-job training; None = N.

[5] Top Skills refers to the top five (or more if tied) most important skills for a particular occupation as identified by sampled workers' questionnaire responses conducted by occupational analysts of the U.S. Department of Labor's Occupational Information Network (O*NET). These include: **Basic Skills:** B1 = Active Learning; B2 = Active Listening; B3 = Critical Thinking; B4 = Learning Strategies; B5 = Mathematics; B6 = Monitoring; B7 = Reading Comprehension; B8 = Science; B9 = Speaking; B10 = Writing; **Complex Problem Solving Skills:** C1 = Complex Problem Solving; **Resource Management Skills:** R1 = Management of Financial Resources; R2 = Management of Material Resources; R3 = Management of Personnel Resources; R4 = Time Management; **Social Skills:** SO1 = Coordination; SO2 = Instructing; SO3 = Negotiation; SO4 = Persuasion; SO5 = Service Orientation; SO6 = Social Perceptiveness; **Systems Skills:** SY1 = Judgment and Decision Making; SY2 = Systems Analysis; SY3 = Systems Evaluation; and **Technical Skills:** T1 = Equipment Maintenance; T2 = Equipment Selection; T3 = Installation; T4 = Operation and Control; T5 = Operation Monitoring; T6 = Operations Analysis; T7 = Programming; T8 = Quality Control Analysis; T9 = Repairing; T10 = Technology Design; T11 = Troubleshooting. N.A. = Not Available.

Sources:

Education/Work Experience/Job Training: Bureau of Labor Statistics, U.S. Department of Labor; **Employment:** 2012-2022 Occupational Projections estimates based on 2012 annual industry employment data and 2013 2nd quarter occupational staffing pattern data, Labor Market and Workforce Information Division, Iowa Workforce Development; **Skills:** Occupational Information Network (O*NET), Employment and Training Administration, U.S. Department of Labor; **Wages:** 2014 Iowa Wage Survey estimates (based on 2013 2nd quarter occupational wage data updated from 2014 2nd quarter using Employment Cost Index), Labor Market and Workforce Information Division, Iowa Workforce Development.

This publication was produced by the Labor Market and Workforce Information Division of Iowa Workforce Development. Revisions and/or corrections made when necessary. Inquiries may be directed to Brent Paulson at 515.281.3439 or Brent.Paulson@iwd.iowa.gov. Visit <http://iwin.iowaworkforce.org> to obtain the latest workforce data and trends including this document under the **Publications** tab. Published 10/2014.