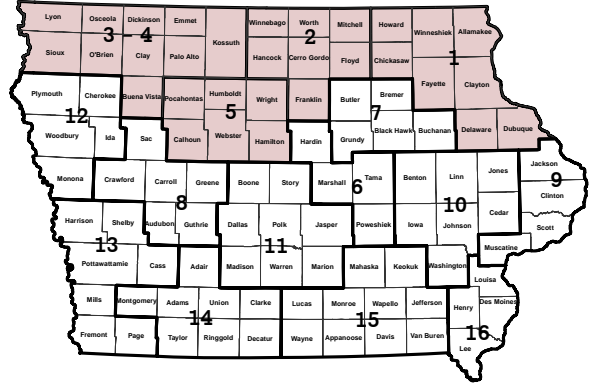


REGIONS 1, 2, 3-4, 5

HOT JOBS



HIGH-DEMAND, HIGH-SALARY OCCUPATIONS

REGION 1

Occupational Title	Employment <sup>[1]</sup>			(\$) <sup>[2]</sup>		Career Preparation <sup>[3]</sup>			Top Skills <sup>[4]</sup> (L-R in order of significance)
	2012 Est	2022 Proj	Annual Growth Rate (%)	2014 Mean Wage	2014 Mean Salary	Educ	Work Exp	Job Training	
Pharmacists	215	250	1.6	52.71	109,640	DP	N	N	B2 B7 B1 B3 B9
Financial Managers	390	445	1.4	49.59	103,156	BA	> 5	N	C1 B3 B2 B7 SY1 B9 B10
Software Developers, Applications	355	450	2.5	36.58	76,085	BA	N	N	C1 T7 SY2 SY1 SY3
Securities, Commodities, & Fin Svcs Sales Agents	220	250	1.4	33.28	69,231	BA	N	M	B9 B2 B3 SO4 B7 SY2
Medical & Health Services Managers	195	235	1.8	33.25	69,160	BA	N	N	B7 B9 B2 B3 SY1
Personal Financial Advisors	270	345	2.8	32.85	68,324	BA	N	N	B3 B9 B7 SY1 B10
Dental Hygienists	200	240	2.0	30.39	63,203	AS	N	N	B2 B9 B3 B7 SO6
Loan Officers	265	315	1.9	30.25	62,922	BA	N	M	B9 B2 SY1 B7 B3
Insurance Sales Agents	325	395	2.2	26.03	54,138	HS	N	M	B2 B7 B9 B10 B3 SO4 R4
Market Research Analysts & Mktg Specialists	175	230	3.1	24.94	51,876	BA	N	N	B7 B2 C1 B3 SY1 B9 B10
First-Line Supvs of Const Trades/Extract Wkrs	340	415	2.2	24.66	51,298	HS	> 5	N	B2 SO1 B3 B9 R4
Registered Nurses	2,150	2,480	1.5	24.30	50,542	AS	N	N	SO6 B2 SO1 B9 B3 B7 SO5
Social & Community Service Managers	200	245	2.3	23.51	48,904	BA	> 5	N	B2 B9 R4 SO1 B3 SY1 R3 SO6
Plumbers, Pipefitters, & Steamfitters	290	345	1.7	22.33	46,455	HS	N	A	SO1 R4 B3 T5 B2 SY1 B6 B9
Computer User Support Specialists	500	625	2.6	22.30	46,385	SC	N	M	B2 B9 B7 B3 B10
Electricians	590	690	1.7	21.91	45,571	HS	N	A	T11 T9 B2 B3 T5 T8
Industrial Machinery Mechanics	520	640	2.3	21.61	44,956	HS	N	L	T9 T1 T5 T11 T8
First-Line Supvs of Office/Admin Support Workers	610	690	1.3	21.53	44,774	HS	< 5	N	B2 B9 SO1 SO6 B3 R3
Operating Engineers & Other Const Equip Operators	635	770	2.1	21.47	44,652	HS	N	M	T4 T5 B2 B6 B9
Child, Family, & School Social Workers	455	540	2.0	21.01	43,693	BA	N	N	B2 B9 B7 SO6 B3 B6 SO5
Brickmasons & Blockmasons	215	290	3.5	20.58	42,815	HS	N	A	B3 B6 SO1 T8 R4
Heating/A C/Refrig Mechanics & Installers	175	215	2.3	19.89	41,365	PS	N	L	T3 T11 T9 T1 T5
Carpenters	690	900	3.0	19.05	39,633	HS	N	A	B3 T2 T5 B2 SO1 SY1 B5 B6 T8 R4
Licensed Practical & Licensed Vocational Nurses	535	650	2.1	18.65	38,801	PS	N	N	B2 B9 B3 B7 SO1 SO5
Heavy & Tractor-Trailer Truck Drivers	3,015	3,425	1.4	18.28	38,024	PS	N	S	T4 T5 B6 B2 B3 T8
Machinists	465	540	1.7	17.79	36,994	HS	N	L	T5 T8 T4 T11 B3 B6
Comp-Controlled Mach Tool Operators, Metal/Plastic	1,020	1,230	2.1	17.77	36,957	HS	N	M	B6 T5 B3 T8 T4
First-Line Supvs of Trans/Mat-Moving Mach Operators	215	245	1.4	17.69	36,797	HS	< 5	N	B2 B3 B9 B3 R4
Cement Masons & Concrete Finishers	320	410	2.7	17.42	36,227	< HS	N	M	B6 R2 SO1 B3 SY1
Painters, Construction & Maintenance	245	325	3.3	17.05	35,455	< HS	N	M	B2 B3 SO6 B7 R4
Production, Planning, & Expediting Clerks	305	350	1.5	16.62	34,570	HS	N	M	B7 B2 B3 B9 R4
Dental Assistants	225	255	1.3	16.45	34,221	PS	N	N	B9 B2 B7 SO5 B3
Construction Laborers	1,185	1,495	2.6	15.44	32,105	< HS	N	S	B9 SO1 B2 B3 T4 T5 SO6

REGION 2

Dental Hygienists	185	220	1.9	33.63	69,942	AS	N	N	B2 B9 B3 B7 SO6
Accountants & Auditors	295	330	1.2	27.55	57,313	BA	N	N	B2 B5 B7 B10 B9
Registered Nurses	1,350	1,530	1.4	26.27	54,647	AS	N	N	SO6 B2 SO1 B9 B3 B7 SO5
Insurance Sales Agents	240	290	2.3	23.05	47,953	HS	N	M	B2 B7 B9 B10 B3 SO4 R4
First-Line Supvs of Office/Admin Support Workers	325	360	1.1	22.17	46,111	HS	< 5	N	B2 B9 B10 SO6 B3 R3
Carpenters	385	510	3.2	20.58	42,797	HS	N	A	B3 T2 T5 B2 SO1 SY1 B5 B6 T8 R4
Industrial Machinery Mechanics	190	240	2.6	20.22	42,053	HS	N	L	T9 T1 T5 T11 T8
Operating Engineers & Other Const Equip Operators	200	250	2.3	19.30	40,145	HS	N	M	T4 T5 B2 B6 B9
Mix/Blend Machine Setters, Operators, & Tenders	295	345	1.7	18.06	37,560	HS	N	M	T5 T4 B6 B7 B2 T8
Licensed Practical & Licensed Vocational Nurses	305	360	2.0	17.42	36,228	PS	N	N	B2 B9 B3 B7 SO1 SO5
First-Line Supvs of Food Prep/Serving Workers	310	350	1.3	16.35	34,010	HS	< 5	N	B9 B2 SO1 SO5 R3 B6
Team Assemblers	1,590	1,795	1.3	14.88	30,954	HS	N	M	SO1 B2 B3 B9 B6 B7
Bill & Account Collectors	180	210	1.7	14.60	30,373	HS	N	M	B2 B9 SO6 SO4 B3 SO3 B7

# HIGH-DEMAND, HIGH-SALARY OCCUPATIONS

## REGION 3-4

Occupational Title	Employment <sup>[1]</sup>			(\$) <sup>[2]</sup>		Career Preparation <sup>[3]</sup>			Top Skills <sup>[4]</sup>											
	2012 Est	2022 Proj	Annual Growth Rate (%)	2014 Mean Wage	2014 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)											
Industrial Engineers	265	300	1.3	31.42	65,362	BA	N	N	B7	B2	C1	B3	B10							
Insurance Sales Agents	340	405	1.9	26.95	56,062	HS	N	M	B2	B7	B9	B10	B3	SO4	R4					
Accountants & Auditors	535	610	1.3	25.68	53,408	BA	N	N	B2	B5	B7	B10	B9							
Registered Nurses	1,390	1,560	1.2	23.65	49,195	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5					
First-Line Supvss of Const Trades/Extract Wkrs	250	300	1.8	23.28	48,417	HS	> 5	N	B2	SO1	B3	B9	R4							
Electricians	285	320	1.4	21.49	44,701	HS	N	A	T11	T9	B2	B3	T5	T8						
Elem School Teachers, Ex Special Educ	1,310	1,455	1.1	21.14	43,977	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6					
Social & Community Service Managers	260	305	1.7	20.97	43,610	BA	> 5	N	B2	B9	R4	SO1	B3	SY1	R3	SO6				
Industrial Machinery Mechanics	645	785	2.2	18.39	38,251	HS	N	L	T9	T1	T5	T11	T8							
Cement Masons & Concrete Finishers	470	580	2.4	17.52	36,435	< HS	N	M	B6	B2	SO1	B3	SY1							
Licensed Practical/Vocational Nurses	310	345	1.1	16.98	35,313	PS	N	N	B2	B9	B3	B7	SO1	SO5						
Heavy & Tractor-Trailer Truck Drivers	2,490	2,820	1.3	16.75	34,834	PS	N	S	T4	T5	B6	B2	B3	T8						
Operating Engineers/Other Const Equip Operators	305	355	1.6	16.56	34,439	HS	N	M	T4	T5	B2	B6	B9							
Painters, Construction & Maintenance	205	265	2.9	16.28	33,865	< HS	N	M	B2	B3	SO6	B7	R4							
Customer Service Representatives	855	970	1.3	16.20	33,706	HS	N	S	B2	B9	SO5	SO4	B7							
Machinists	565	630	1.1	15.82	32,896	HS	N	L	T5	T8	T4	T11	B3	B6						
Carpenters	405	510	2.6	15.61	32,468	HS	N	A	B3	T2	T5	B2	SO1	SY1	B5	B6	T8			

## REGION 5

Registered Nurses	990	1,160	1.7	23.29	48,452	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5					
Heavy & Tractor-Trailer Truck Drivers	1,480	1,735	1.7	22.39	46,569	PS	N	S	T4	T5	B6	B2	B3	T8						
Industrial Machinery Mechanics	340	425	2.5	20.55	42,746	HS	N	L	T9	T1	T5	T11	T8							
Mix/Blend Machine Setters & Operators	255	295	1.6	19.79	41,165	HS	N	M	T5	T4	B6	B7	B2	T8						
Electricians	385	460	1.9	19.42	40,396	HS	N	A	T11	T9	B2	B3	T5	T8						
Carpenters	280	365	3.0	19.09	39,702	HS	N	A	B3	T2	T5	B2	SO1	SY1	B5	B6	T8			
Licensed Practical/Vocational Nurses	265	325	2.3	16.67	34,681	PS	N	N	B2	B9	B3	B7	SO1	SO5						
Maintenance & Repair Workers, General	395	455	1.5	16.29	33,888	HS	N	L	T9	T1	T11	B3	C1	T2	B6	T5	T8			
First-Line Supvss of Food Prep/Serving Wkrs	200	230	1.3	14.83	30,855	HS	< 5	N	B9	B2	SO1	SO5	R3	B6						
Team Assemblers	420	470	1.2	14.23	29,599	HS	N	M	SO1	B2	B3	B9	B6	B7						
Medical Secretaries	215	275	2.8	13.97	29,059	HS	N	M	B2	SO5	B9	B7	SO1	B10						

### Legend/Methodology/Selection Criteria:

Occupations were selected based on their annual growth rate and mean annual salary (residual or undefined occupations were not included). To be considered a high demand, high salary occupation required that occupations achieve a higher annual growth rate than Region 1's 1.3% average (or Region 2's 1.1%, Region 3-4's 1.1%, and Region 5's 1.2%) and also have a higher salary than Region 1's mean midpoint of \$31,833 (or Region 2's \$29,435, Region 3-4's \$30,869, and Region 5's \$29,059). From this process, the top occupations became the **Hot Jobs**.

- [1] **Employment** includes: **Estimated** = Estimation of labor force by occupation (rounded); **Projected** = Projection of future labor force by occupation (rounded); and **Annual Growth Rate (%)** = Ten year growth rate (not shown) divided by ten.
- [2] **Mean (Average) Wage & Salary (\$)** = dividing the estimated total pay for an occupation by its weighted employment. Pay provided in wage (hourly) and salary (annual) formats; Missing pay data may be derived from calculation or proration of reported wage/salary data if available (i.e., legislator pay based on 4-months service, education and coaching pay based on 12-months service); Occupations with limited or no compensation data (which inhibits either wage or salary calculated derivations) are subsequently omitted from any methodological calculations.
- [3] **Career Preparation** determined by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). Alternative employment pathways may exist as well as differing educational, training, or licensing requirements per state. Iowa requirements are used in this publication when available. Career Preparation areas/levels include: **Education** (typical education level needed to enter an occupation): DP = Doctoral or Professional degree; MA = Master's degree; BA = Bachelor's degree; AS = Associate's degree; PS = Postsecondary non-degree award; SC = Some college, no degree; HS = High school diploma or equivalent; < HS = Less than high school; **Work Experience** (typical work experience level commonly considered necessary for entry into an occupation, or substitutable for formal types of training): > 5 = 5 years or more; < 5 = Less than 5 years; N = None; and **Job Training** (typical on-the-job training level needed to attain occupational competency): I = Internship/residency; A = Apprenticeship; L = Long-term on-the-job training; M = Moderate-term on-the-job training; S = Short-term on-the-job training; None = N.
- [4] **Top Skills** refers to the the top five (or more if tied) most important skills for a particular occupation as identified by sampled workers' questionnaire responses conducted by occupational analysts of the U.S. Department of Labor's Occupational Information Network (O\*NET). These include: **Basic Skills**: B1 = Active Learning; B2 = Active Listening; B3 = Critical Thinking; B4 = Learning Strategies; B5 = Mathematics; B6 = Monitoring; B7 = Reading Comprehension; B8 = Science; B9 = Speaking; B10 = Writing; **Complex Problem Solving Skills**: C1 = Complex Problem Solving; **Resource Management Skills**: R1 = Management of Financial Resources; R2 = Management of Material Resources; R3 = Management of Personnel Resources; R4 = Time Management; **Social Skills**: SO1 = Coordination; SO2 = Instructing; SO3 = Negotiation; SO4 = Persuasion; SO5 = Service Orientation; SO6 = Social Perceptiveness; **Systems Skills**: SY1 = Judgment and Decision Making; SY2 = Systems Analysis; SY3 = Systems Evaluation; and **Technical Skills**: T1 = Equipment Maintenance; T2 = Equipment Selection; T3 = Installation; T4 = Operation and Control; T5 = Operation Monitoring; T6 = Operations Analysis; T7 = Programming; T8 = Quality Control Analysis; T9 = Repairing; T10 = Technology Design; T11 = Troubleshooting. N.A. = Not Available.

### Sources:

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