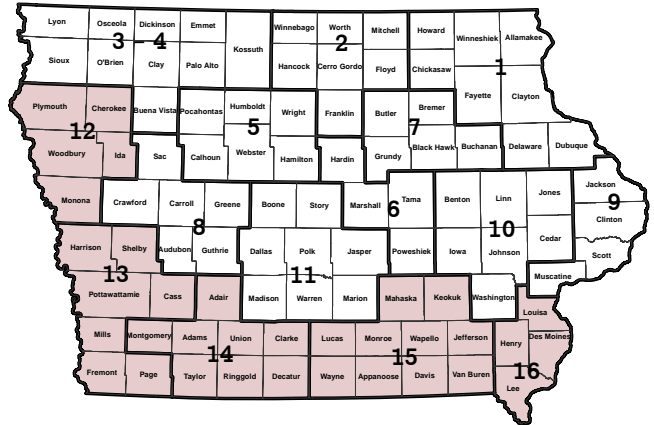


REGIONS 12, 13, 14, 15, 16

HOT JOBS



HIGH-DEMAND, HIGH-SALARY OCCUPATIONS

REGION 12

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)
First-Line Supvs of Trans/Mat-Moving Mach Operators	190	220	1.6	27.01	56,187	HS	< 5	N	B2 R3 B9 B3 R4
Accountants & Auditors	420	475	1.3	26.32	54,746	BA	N	N	B2 B5 B7 B10 B9
First-Line Supvs of Const Trades/Extract Wkrs	310	375	2.1	24.49	50,943	HS	> 5	N	B2 SO1 B3 B9 R4
Registered Nurses	1,890	2,215	1.7	23.24	48,349	AS	N	N	SO6 B2 SO1 B9 B3 B7 SO5
Electricians	270	315	1.7	22.25	46,272	HS	N	A	T11 T9 B2 B3 T5 T8
Heat/A C/Refrig Mechanics & Installers	210	260	2.4	21.96	45,672	PS	N	L	T3 T11 T9 T1 T5
Plumbers, Pipefitters, & Steamfitters	475	585	2.3	20.69	43,033	HS	N	A	SO1 R4 B3 T5 B2 SY1 B6 B9
Industrial Machinery Mechanics	310	395	2.7	20.36	42,353	HS	N	L	T9 T1 T5 T11 T8
Insurance Sales Agents	210	240	1.4	20.26	42,134	HS	N	M	B2 B7 B9 B10 B3 SO4 R4
Operating Engineers & Other Const Equip Operators	430	495	1.5	19.67	40,920	HS	N	M	T4 T5 B2 B6 B9
Mental Health & Substance Abuse Social Wkrs	240	300	2.5	19.58	40,732	BA	N	N	SO6 B2 B9 SO5 B3 B7
Heavy & Tractor-Trailer Truck Drivers	2,345	2,730	1.6	19.27	40,079	PS	N	S	T4 T5 B6 B2 B3 T8
Licensed Practical/Vocational Nurses	255	315	2.4	19.04	39,597	PS	N	N	B2 B9 B3 B7 SO1 SO5
Child, Family, & School Social Wkrs	235	280	2.1	18.79	39,081	BA	N	N	B2 B9 B7 SO6 B3 B6 SO5
Self-Enrichment Education Teachers	295	335	1.4	17.55	36,500	HS	< 5	N	B2 SO6 B9 B3 SO2 B4
Carpenters	500	645	2.9	17.34	36,067	HS	N	A	B3 T2 T5 B2 SO1 SY1 B5 B6 T8 R4
Painters, Construction & Maintenance	170	230	3.5	16.87	35,091	< HS	N	M	B2 B3 SO6 B7 R4
Inspectors, Testers, Sorters, Samplers, & Weighers	285	335	1.8	16.00	33,274	HS	N	M	B3 B2 B9 B7 B6 T5
Light Truck or Delivery Services Drivers	700	795	1.3	15.87	33,016	HS	N	S	B2 B9 B3 B6 T4 SO6
Billing & Posting Clerks	210	250	1.9	15.03	31,264	HS	N	S	B2 B7 R4 B3 B9
Bookkeeping, Accounting, & Auditing Clerks	1,440	1,635	1.4	14.96	31,110	HS	N	M	B2 B7 B9 B3 B5 B6 R4 B10
Order Clerks	180	210	1.7	14.76	30,705	HS	N	S	B2 B9 B7 SO5 SO6
Medical Secretaries	405	520	2.8	14.52	30,202	HS	N	M	B2 SO5 B9 B7 SO1 B10
Customer Service Representatives	700	790	1.3	14.39	29,924	HS	N	S	B2 B9 SO5 SO4 B7

REGION 13

Pharmacists	230	255	1.3	45.37	94,370	DP	N	N	B2 B7 B1 B3 B9
Accountants & Auditors	380	435	1.6	34.50	71,766	BA	N	N	B2 B5 B7 B10 B9
General & Operations Managers	735	835	1.4	34.35	71,450	BA	< 5	N	B2 B7 B9 B3 B6
Registered Nurses	1,395	1,590	1.4	26.25	54,607	AS	N	N	SO6 B2 SO1 B9 B3 B7 SO5
First-Line Supvs of Trans/Mat-Moving Mach Operators	190	220	1.6	24.62	51,217	HS	< 5	N	B2 R3 B9 B3 R4
Insurance Sales Agents	270	330	2.2	21.08	43,838	HS	N	M	B2 B7 B9 B10 B3 SO4 R4
Electricians	195	240	2.3	20.62	42,884	HS	N	A	T11 T9 B2 B3 T5 T8
Operating Engineers & Other Const Equip Operators	210	250	1.9	20.52	42,681	HS	N	M	T4 T5 B2 B6 B9
Licensed Practical & Licensed Vocational Nurses	505	595	1.8	18.79	39,087	PS	N	N	B2 B9 B3 B7 SO1 SO5
Heavy & Tractor-Trailer Truck Drivers	1,815	2,125	1.7	18.41	38,284	PS	N	S	T4 T5 B6 B2 B3 T8
Child, Family, & School Social Wkrs	220	260	1.8	18.12	37,698	BA	N	N	B2 B9 B7 SO6 B3 B6 SO5
Industrial Machinery Mechanics	230	295	2.8	18.01	37,461	HS	N	L	T9 T1 T5 T11 T8
Carpenters	405	525	2.8	17.84	37,113	HS	N	A	B3 T2 T5 B2 SO1 SY1 B5 B6 T8 R4
Cement Masons & Concrete Finishers	270	350	3.1	17.78	36,983	< HS	N	M	B6 B2 SO1 B3 SY1
Plumbers, Pipefitters, & Steamfitters	255	320	2.5	17.53	36,454	HS	N	A	SO1 R4 B3 T5 B2 SY1 B6 B9
Heat/A C/Refrig Mechanics & Installers	205	265	2.9	16.46	34,233	PS	N	L	T3 T11 T9 T1 T5
Painters, Construction & Maintenance	185	250	3.5	15.38	31,986	< HS	N	M	B2 B3 SO6 B7 R4
Inspectors, Testers, Sorters, Samplers, & Weighers	295	345	1.7	15.23	31,675	HS	N	M	B3 B2 B9 B7 B6 T5
Construction Laborers	620	775	2.6	14.93	31,046	< HS	N	S	B9 SO1 B2 B3 T4 T5 SO6
Medical Secretaries	260	330	2.7	14.75	30,672	HS	N	M	B2 SO5 B9 B7 SO1 B10

REGION 14

Registered Nurses	455	520	1.3	24.05	50,022	AS	N	N	SO6 B2 SO1 B9 B3 B7 SO5
Heavy & Tractor-Trailer Truck Drivers	870	975	1.2	22.47	46,743	PS	N	S	T4 T5 B6 B2 B3 T8
Licensed Practical/Vocational Nurses	270	335	2.4	18.86	39,223	PS	N	N	B2 B9 B3 B7 SO1 SO5
Maintenance & Repair Wkrs, General	335	370	1.0	18.10	37,642	HS	N	L	T9 T1 T11 B3 C1 T2 B6 T5 T8 B7 R4
Secretaries/Admin Assts, Ex Legal/Med/Exec	600	665	1.1	12.38	25,748	HS	N	S	B9 B2 R4 SO5 B10

# HIGH-DEMAND, HIGH-SALARY OCCUPATIONS

## REGION 15

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)										
Insurance Sales Agents	230	275	2.0	25.63	53,305	HS	N	M	B2	B7	B9	B10	B3	SO4	R4				
Registered Nurses	1,145	1,320	1.5	23.79	49,485	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5				
Elem School Teachers, Ex Special Educ	700	785	1.1	23.00	47,842	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6				
Plumbers, Pipefitters, & Steamfitters	260	315	2.1	21.98	45,713	HS	N	A	SO1	R4	B3	T5	B2	SY1	B6	B9			
Operating Engineers & Other Const Equip Operators	345	405	1.7	19.96	41,517	HS	N	M	T4	T5	B2	B6	B9						
First-Line Supvs of Office & Admin Support Wkrs	280	315	1.3	19.82	41,230	HS	< 5	N	B2	B9	SO1	SO6	B3	R3					
Industrial Machinery Mechanics	185	230	2.4	19.01	39,534	HS	N	L	T9	T1	T11	T8	B3	T4	T5				
Heavy & Tractor-Trailer Truck Drivers	1,730	1,925	1.1	15.90	33,066	PS	N	S	T4	T5	B6	B2	B3	T8					
Light Truck or Delivery Services Drivers	360	410	1.3	14.99	31,174	HS	N	S	B2	B9	B3	B6	T4	SO6					
Packers & Packers, Hand	240	280	1.7	14.59	30,339	< HS	N	S	B9	B2	B3	SY1	B6	T8					
Construction Laborers	270	330	2.2	14.14	29,414	< HS	N	S	B9	SO1	B2	B3	T4	T5	SO6				

## REGION 16

Sheet Metal Wkrs	250	305	2.2	26.70	55,531	HS	N	A	B3	SY1	R4	B5	B2	SO1	B6	B7	B9		
Registered Nurses	1,085	1,245	1.5	26.21	54,519	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5				
Electricians	205	245	1.7	23.94	49,804	HS	N	A	T11	T9	B2	B3	T5	T8					
Industrial Machinery Mechanics	300	365	2.2	22.32	46,426	HS	N	L	T9	T1	T5	T11	T8						
Elem School Teachers, Ex Special Educ	685	760	1.1	22.28	46,351	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6				
First-Line Supvs of Office/Admin Support Wkrs	305	335	1.1	20.36	42,354	HS	< 5	N	B2	B9	SO1	SO6	B3	R3					
Weld/Solder/Braze Machine Operators	190	240	2.6	19.71	40,988	HS	N	M	T5	B2	B3	B6	T4	B9					
Machinists	215	240	1.2	17.48	36,351	HS	N	L	T5	T8	T4	T11	B3	B6					
Licensed Practical/Vocational Nurses	395	480	2.0	17.36	36,105	PS	N	N	B2	B9	B3	B7	SO1	SO5					
Construction Laborers	265	340	2.8	15.92	33,114	< HS	N	S	B9	SO1	B2	B3	T4	T5	SO6				
Automotive Service Technicians & Mechanics	525	585	1.1	15.58	32,402	HS	N	L	T1	T9	T11	T2	T8						
Heavy & Tractor-Trailer Truck Drivers	1,525	1,870	2.3	15.47	32,188	PS	N	S	T4	T5	B6	B2	B3	T8					

### 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 12's 1.3% average (or Region 13's 1.2%, Region 14's 1.0%, Region 15's 1.1%, and Region 16's 1.1%) and also have a higher salary than Region 12's mean midpoint of \$29,924 (or Region 13's \$29,763, Region 14's \$25,614, Region 15's \$29,185, and Region 16's \$29,608). 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.