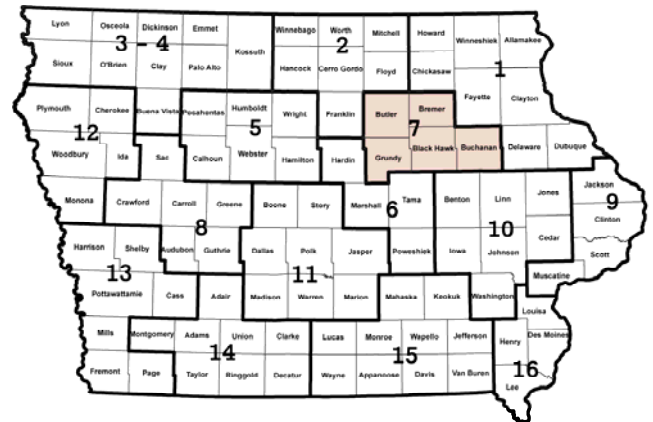
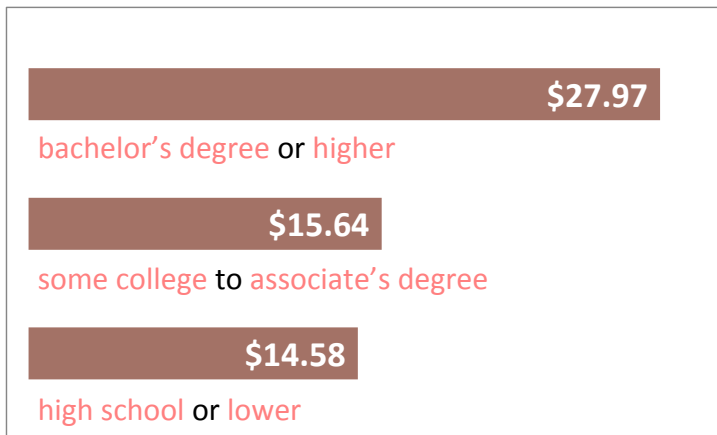


## mean hourly wages by education level



## fastest growing occupations

### bachelor's degree or higher

Occupational Title	Employment <sup>(1)</sup>			Annual Job Openings <sup>(2)</sup>			\$ <sup>(3)</sup>		Career Preparation <sup>(4)</sup>			Top Skills <sup>(5)</sup> (L-R in order of significance)
	2014 Estimated	2024 Projected	Annual Growth Rate (%)	New	Replace	Total	2016 Mean Wage	2016 Mean Salary	Educ	Work Exp	Job Training	
Market Research Analysts and Marketing Specialists	230	280	2.2	5	5	10	23.65	49,183	BA	> 5	N	B2 B7 B9 B3 B6
Management Analysts	210	255	2.1	5	5	10	31.34	65,181	BA	> 5	N	C1 B3 B2 B7 SY1 B9 B10
Registered Nurses	2,100	2,465	1.7	35	50	85	25.88	53,823	BA	< 5	N	B7 B9 B2 B3 SY1
Accountants and Auditors	585	675	1.5	10	15	25	28.93	60,164	BA	> 5	N	B2 B9 R4 SO1 B3 SY1 R3 SO6
Social and Community Service Managers	200	230	1.5	5	5	10	24.60	51,163	BA	< 5	N	B2 B7 B9 B3 C1
Medical and Health Services Managers	315	360	1.4	5	10	10	39.04	81,194	BA	N	N	B7 B2 C1 B3 SY1 B9 B10
Child, Family, and School Social Workers	365	410	1.2	5	10	15	19.84	41,268	BA	N	N	B2 B5 B7 B10 B9
Loan Officers	320	355	1.1	5	5	10	28.28	58,827	BA	N	M	B9 B2 SY1 B7 B3
Substitute Teachers	780	840	0.8	5	15	20	13.42	27,922	BA	N	N	B7 B2 C1 B3 B10
Financial Managers	330	355	0.8	5	10	10	49.41	102,775	BA	N	N	C1 B3 B2 SY1 B5 B7
Coaches and Scouts	330	355	0.8	*	10	15	14.24	29,625	BA	N	N	B2 B9 B7 SO6 B3 B6 SO5

### some college to associate's degree

Medical Assistants	280	325	1.6	5	5	10	14.07	29,260	AS	N	N	B9 B4 SO2 B2 SO1 SO6
Preschool Teachers, Except Special Education	375	435	1.6	5	10	15	23.07	47,983	PS	N	N	B2 B9 B3 B7 SO1 SO5
Nursing Assistants	1,565	1,795	1.5	25	35	60	12.56	26,127	PS	N	N	SO6 SO5 B2 B6 SO1
Hairdressers, Hairstylists, and Cosmetologists	455	515	1.3	5	10	20	11.52	23,958	PS	N	N	B2 B7 B9 B3 SO5
Dental Assistants	240	270	1.3	5	5	10	16.28	33,860	PS	N	N	B2 B9 SO6 B6 B7
Heavy and Tractor-Trailer Truck Drivers	2,090	2,315	1.1	20	35	60	19.76	41,107	PS	N	N	B2 SO5 B3 B9 B1 SY1 SO6
Licensed Practical and Licensed Vocational Nurses	595	645	0.9	5	15	20	18.40	38,262	PS	N	S	T1 T9 T11 T2 T8
Automotive Service Technicians and Mechanics	665	725	0.9	5	20	25	17.36	36,104	PS	N	S	T4 T5 B6 B2 B3 T8
Teacher Assistants	1,290	1,390	0.8	10	30	40	10.64	22,121	SC	N	N	B2 B9 SO1 B6 SO5 SO6

### high school or lower

Home Health Aides	590	800	3.6	20	15	35	11.69	24,316	NE	N	S	B2 SO5 B3 SO6 B6
Personal Care Aides	565	700	2.5	15	5	20	10.65	22,154	NE	N	S	SO5 B2 SO6 B3 B9
Industrial Machinery Mechanics	555	690	2.4	15	15	30	22.00	45,769	HS	N	L	T9 T1 T5 T11 T8
Computer-Controlled Machine Tool Operators, Metal and Plastic	315	385	2.2	5	10	15	17.91	37,251	HS	N	M	B6 T5 B3 T8 T4
Taxi Drivers and Chauffeurs	205	250	2.0	5	5	10	11.79	24,526	NE	N	S	B2 SO5 T4 B9 SO6 R4
Construction Laborers	635	745	1.7	10	15	25	16.18	33,644	NE	N	S	B9 SO1 B2 B3 T4 T5 SO6
Social and Human Service Assistants	390	455	1.7	5	10	15	12.12	25,208	HS	N	S	SO5 SO6 B2 B9 B7 B10
Electricians	435	500	1.6	5	5	15	21.23	44,155	HS	N	A	T11 T9 B2 B3 T5 T8
Billing and Posting Clerks	345	395	1.6	5	5	10	15.63	32,517	HS	N	M	B2 B7 R4 B3 B9
Recreation Workers	320	370	1.6	5	5	10	11.33	23,566	HS	N	S	B2 SO1 SO5 SO6 B9

# occupations with the most openings

## bachelor's degree or higher

Occupational Title	Employment <sup>[1]</sup>			Annual Job Openings <sup>[2]</sup>			\$ <sup>[3]</sup>		Career Preparation <sup>[4]</sup>			Top Skills <sup>[5]</sup>										
	2014 Estimated	2024 Projected	Annual Growth Rate (%)	New	Replace	Total	2016 Mean Wage	2016 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)										
Registered Nurses	2,100	2,465	1.7	35	50	85	25.88	53,823	BA	< 5	N	B7	B9	B2	B3	SY1						
Elementary School Teachers, Except Special Education	1,310	1,400	0.7	10	30	40	25.10	52,205	BA	N	I	SO2	B2	B7	B4	SO6	B10					
General and Operations Managers	1,080	1,165	0.7	10	25	35	39.35	81,848	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6				
Accountants and Auditors	585	675	1.5	10	15	25	28.93	60,164	BA	> 5	N	B2	B9	R4	SO1	B3	SY1	R3	SO6			
Secondary School Teachers, Except Special and Career/Technical Education	820	875	0.7	5	20	25	23.33	48,519	BA	N	I	SO2	B4	B9	B2	SO1	B3					
Substitute Teachers	780	840	0.8	5	15	20	13.42	27,922	BA	N	N	B7	B2	C1	B3	B10						
Child, Family, and School Social Workers	365	410	1.2	5	10	15	19.84	41,268	BA	N	N	B2	B5	B7	B10	B9						
Coaches and Scouts	330	355	0.8	*	10	15	14.24	29,625	BA	N	N	B2	B9	B7	SO6	B3	B6	SO5				
Middle School Teachers, Except Special and Career/Technical Education	455	485	0.7	5	10	15	34.09	70,905	BA	N	I	N.A.	N.A.	N.A.	N.A.	N.A.						
Mechanical Engineers	460	460	-0.1	0	15	15	34.78	72,349	BA	N	N	SO6	B2	SO1	B9	B3	B7	SO5				

## some college to associate's degree

Nursing Assistants	1,565	1,795	1.5	25	35	60	12.56	26,127	PS	N	N	SO6	SO5	B2	B6	SO1						
Heavy and Tractor-Trailer Truck Drivers	2,090	2,315	1.1	20	35	60	19.76	41,107	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6				
Teacher Assistants	1,290	1,390	0.8	10	30	40	10.64	22,121	SC	N	N	B2	B9	SO1	B6	SO5	SO6					
Automotive Service Technicians and Mechanics	665	725	0.9	5	20	25	17.36	36,104	PS	N	S	T4	T5	B6	B2	B3	T8					
Hairdressers, Hairstylists, and Cosmetologists	455	515	1.3	5	10	20	11.52	23,958	PS	N	N	B2	B7	B9	B3	SO5						
Licensed Practical and Licensed Vocational Nurses	595	645	0.9	5	15	20	18.40	38,262	PS	N	S	T1	T9	T11	T2	T8						
Preschool Teachers, Except Special Education	375	435	1.6	5	10	15	23.07	47,983	PS	N	N	B2	B9	B3	B7	SO1	SO5					
Bookkeeping, Accounting, and Auditing Clerks	1,725	1,615	-0.6	0	15	15	15.21	31,632	SC	N	M	B2	B7	B9	B3	B5	B6	R4	B10			
Medical Assistants	280	325	1.6	5	5	10	14.07	29,260	AS	N	N	B9	B4	SO2	B2	SO1	SO6					
Dental Assistants	240	270	1.3	5	5	10	16.28	33,860	PS	N	N	B2	B9	SO6	B6	B7						

## high school or lower

Retail Salespersons	3,155	3,415	0.8	25	110	135	12.10	25,161	NE	N	S	B2	SO4	B9	SO6	SO3	SO6					
Combined Food Preparation and Serving Workers, Including Fast Food	2,575	2,880	1.2	30	85	115	10.01	20,824	NE	N	S	B2	SO5	B9	SO1	B6	SO6					
Cashiers	2,390	2,490	0.4	10	100	110	9.53	19,818	NE	N	S	B2	SO5	B9	B5	SO6						
Farmers, Ranchers, and Other Agricultural Managers	5,590	5,685	0.2	10	95	105	N.A.	N.A.	HS	> 5	N	B3	B9	B2	SY1	B7	R4					
Laborers and Freight, Stock, and Material Movers, Hand	2,040	2,295	1.3	25	60	85	14.32	29,776	NE	N	S	B2	B3	T5	SO1	B6	B7	B9				
Waiters and Waitresses	1,435	1,500	0.5	5	70	75	9.05	18,831	NE	N	S	B2	SO5	SO6	B9	SO1						
Office Clerks, General	2,125	2,250	0.6	10	45	60	15.66	32,566	HS	N	S	B2	B7	B9	SO6	R4	B10					
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,975	2,160	0.9	20	40	55	12.29	25,562	NE	N	S	B3	B2	SO1	SO6	B9	R4					
Customer Service Representatives	1,395	1,530	1.0	15	35	50	15.48	32,199	HS	N	S	B2	B9	SO5	SO4	B7						
Childcare Workers	1,255	1,380	1.0	15	35	50	8.40	17,476	HS	N	S	B6	SO5	B9	B3	SO6						
Stock Clerks and Order Fillers	1,290	1,395	0.8	10	40	50	12.83	26,683	NE	N	S	B9	B2	SO5	SO6	SO1	R4					

### 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; NE = No formal Educational credential; **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 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**: 2014-2024 Occupational Projections estimates based on 2014 annual industry employment data and 2015 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**: 2016 Iowa Wage Survey estimates (based on 2015 2<sup>nd</sup> quarter occupational wage data updated to 2016 2<sup>nd</sup> quarter using Employment Cost Index), Labor Market and Workforce Information Division, Iowa Workforce Development.

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