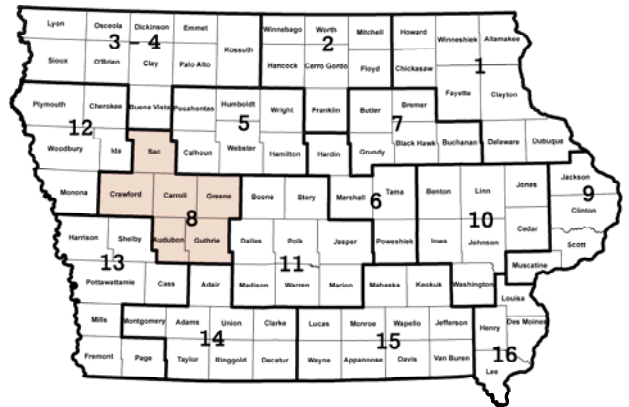
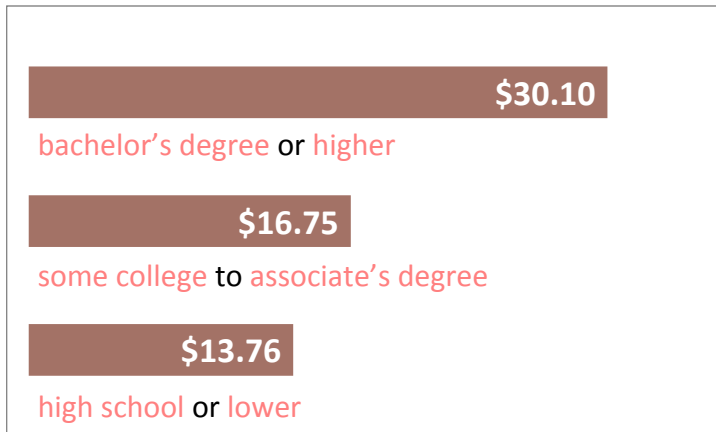


mean hourly wages by education level



fastest growing occupations

bachelor's degree or higher

Occupational Title	Employment ⁽¹⁾			Annual Job Openings ⁽²⁾			\$ ⁽³⁾		Career Preparation ⁽⁴⁾			Top Skills ⁽⁵⁾ (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	
Registered Nurses	720	820	1.4	10	15	25	25.01	52,019	BA	N	N	SO6 B2 SO1 B9 B3 B7 SO5
General & Operations Managers	430	470	0.9	5	10	15	38.62	80,339	BA	> 5	N	B2 B7 B9 B3 B6
Elementary School Teachers, Ex Special Education	670	710	0.6	5	15	20	N.A.	N.A.	BA	N	I	SO2 B9 B4 B2 B1 B6 SO6

some college to associate's degree

Nursing Assistants	575	660	1.5	10	15	20	12.33	25,654	PS	N	N	SO6 SO5 B2 B6 SO1
Heavy & Tractor-Trailer Truck Drivers	1,280	1,365	0.7	10	20	30	18.73	38,956	PS	N	S	T4 T5 B6 B2 B3 T8
Teacher Assistants	495	530	0.6	5	10	15	N.A.	N.A.	SC	N	N	B2 B9 SO1 B6 SO5 SO6

high school or lower

Personal Care Aides	420	560	3.3	15	5	15	10.56	21,963	NE	N	S	SO5 B2 SO6 B3 B9
Industrial Machinery Mechanics	195	240	2.3	5	5	10	20.68	43,019	HS	N	L	T9 T1 T5 T11 T8
Insurance Sales Agents	180	215	1.9	5	5	10	27.96	58,159	HS	N	M	B2 B7 B9 B10 B3 SO4 R4
Bartenders	155	180	1.9	5	5	10	8.50	17,674	NE	N	S	B2 SO5 SO6 B9 B3
Waiters & Waitresses	245	290	1.8	5	10	15	N.A.	N.A.	NE	N	S	B2 SO5 SO6 B9 SO1
Construction Laborers	255	295	1.6	5	5	10	14.13	29,395	NE	N	S	B9 SO1 B2 B3 T4 T5 SO6
Community Health Workers	235	270	1.5	5	5	10	N.A.	N.A.	HS	N	S	B2 SO6 B9 B10 B7 SO5
Combined Food Preparation & Serving Workers, Incl Fast Food	650	735	1.3	10	20	30	8.70	18,089	NE	N	S	B2 SO5 B9 SO1 B6 SO6
Maids & Housekeeping Cleaners	350	395	1.3	5	10	10	10.62	22,083	NE	N	S	B2 SO5 SO6 R4 B3 B6 B9
Childcare Workers	355	400	1.3	5	10	15	8.38	17,420	HS	N	S	B6 SO5 B9 B3 SO6

occupations with the most openings

bachelor's degree or higher

Occupational Title	Employment ^[1]			Annual Job Openings ^[2]			\$ ^[3]		Career Preparation ^[4]			Top Skills ^[5]					
	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	720	820	1.4	10	15	25	25.01	52,019	BA	N	N	S06 B2	S01 B9	B3 B7	S05		
Elementary School Teachers, Ex Special Education	670	710	0.6	5	15	20	N.A.	N.A.	BA	N	I	S02 B9	B4 B2	B1 B6	S06		
General & Operations Managers	430	470	0.9	5	10	15	38.62	80,339	BA	> 5	N	B2 B7	B9 B3	B6			

some college to associate's degree

Heavy & Tractor-Trailer Truck Drivers	1,280	1,365	0.7	10	20	30	18.73	38,956	PS	N	S	T4 T5	B6 B2	B3 T8
Nursing Assistants	575	660	1.5	10	15	20	12.33	25,654	PS	N	N	S06 S05	B2 B6	S01
Teacher Assistants	495	530	0.6	5	10	15	N.A.	N.A.	SC	N	N	B2 B9	S01 B6	S05 S06

high school or lower

Farmers, Ranchers, & Other Agricultural Managers	3,075	3,035	-0.1	0	50	50	N.A.	N.A.	HS	> 5	N	B3 B9	B2 SY1	B7 R4
Cashiers	935	980	0.5	5	40	45	9.19	19,118	NE	N	S	B2 S05	B9 B5	S06
Laborers & Freight, Stock, & Material Movers, Hand	1,050	1,095	0.4	5	30	35	14.28	29,699	NE	N	S	B2 B3	T5 S01	B6 B7 B9
Combined Food Preparation & Serving Workers, Incl Fast Food	650	735	1.3	10	20	30	8.70	18,089	NE	N	S	B2 S05	B9 S01	B6 S06
Retail Salespersons	620	665	0.8	5	20	25	11.49	23,892	NE	N	S	B2 S04	B9 S06	S03 S06
Office Clerks, General	740	765	0.3	*	15	20	14.10	29,322	HS	N	S	B2 B7	B9 S06	R4 B10
Personal Care Aides	420	560	3.3	15	5	15	10.56	21,963	NE	N	S	S05 B2	S06 B3	B9
Waiters & Waitresses	245	290	1.8	5	10	15	N.A.	N.A.	NE	N	S	B2 S05	S06 B9	S01
Childcare Workers	355	400	1.3	5	10	15	8.38	17,420	HS	N	S	B6 S05	B9 B3	S06
Maintenance & Repair Workers, General	400	440	0.9	5	10	15	17.05	35,458	HS	N	L	T9 T1	T11 B3	C1 T2 B6 T5 T8 B7 R4
Janitors & Cleaners, Ex Maids & Housekeeping Cleaners	575	620	0.8	5	10	15	12.96	26,967	NE	N	S	B3 B2	S01 S06	B9 R4
Stock Clerks & Order Fillers	400	425	0.6	*	15	15	N.A.	N.A.	NE	N	S	B9 B2	S05 S06	S01 R4
Sales Reps Wholesale & Mfg, Ex Technical & Scientific Products	525	550	0.5	5	10	15	27.82	57,869	HS	N	M	B9 B2	S04 S06	B3 S03
Meat, Poultry, & Fish Cutters & Trimmers	835	845	0.1	*	15	15	13.41	27,884	NE	N	S	B2 S01	B3 B6	B9

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 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:** 2016 Iowa Wage Survey estimates (based on 2015 2nd quarter occupational wage data updated to 2016 2nd quarter using Employment Cost Index), Labor Market and Workforce Information Division, Iowa Workforce Development.

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