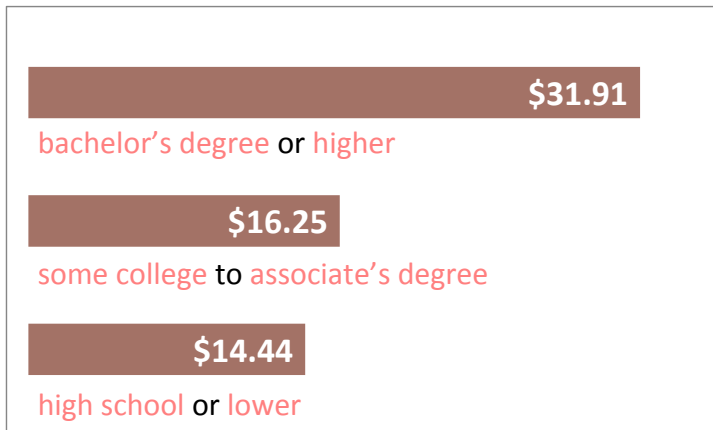


mean hourly wages by education level



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	
Speech-Language Pathologists	200	260	2.8	5	5	10	37.09	77,151	MA	N	N	B2 B3 B4 B7 SO5 SO6 B9
Physical Therapists	220	280	2.7	5	5	10	37.50	78,008	DP	N	N	B2 B9 B7 B3 SO6 R4
Computer Systems Analysts	280	350	2.7	5	5	10	38.15	79,355	BA	N	N	B3 B2 B7 B9 SY2
Medical & Health Services Managers	400	490	2.3	10	10	20	41.82	86,992	BA	<5	N	B7 B9 B2 B3 SY1
Marketing Managers	195	235	2.1	5	5	10	53.00	110,248	BA	>5	N	B1 B2 B3 B7 SO6 B9
Registered Nurses	2,555	3,000	1.8	45	60	105	26.26	54,618	BA	N	N	SO6 B2 SO1 B9 B3 B7 SO5
Loan Officers	295	340	1.5	5	5	10	30.53	63,504	BA	N	M	B9 B2 SY1 B7 B3
Social & Community Service Managers	240	275	1.5	5	5	10	23.68	49,259	BA	>5	N	B2 B9 R4 SO1 B3 SY1 R3 SO6
Accountants & Auditors	825	945	1.4	10	20	35	29.93	62,246	BA	N	N	B2 B5 B7 B10 B9
Civil Engineers	180	205	1.4	5	5	10	35.97	74,812	BA	N	N	C1 B3 SY1 B5 T6 B7

some college to associate's degree

Medical & Clinical Laboratory Technicians	190	230	2.4	5	5	10	17.27	35,919	AS	N	N	B2 B3 B7 B8 T5 B9
Medical Assistants	515	615	1.9	10	10	20	13.62	28,321	PS	N	N	B2 B9 SO6 B6 B7
Computer User Support Specialists	390	460	1.7	5	5	10	18.65	38,797	SC	N	N	B2 B9 B7 B3 B3 B10
Nursing Assistants	1,755	2,025	1.6	25	40	65	11.82	24,584	PS	N	N	SO6 SO5 B2 B6 SO1
Licensed Practical & Licensed Vocational Nurses	405	470	1.5	5	10	20	18.76	39,018	PS	N	N	B2 B9 B3 B7 SO1 SO5
Dental Assistants	255	290	1.4	5	5	10	16.24	33,789	PS	N	N	B9 B2 B7 SO5 B3
Dental Hygienists	315	355	1.3	5	5	10	33.57	69,817	AS	N	N	B2 B9 B3 B7 SO6
Preschool Teachers, Ex Special Education	400	445	1.3	5	10	15	15.03	31,263	AS	N	N	B9 B4 SO2 B2 SO1 SO6
Heavy & Tractor-Trailer Truck Drivers	3,015	3,375	1.2	35	50	85	20.32	42,263	PS	N	S	T4 T5 B6 B2 B3 T8
Hairdressers, Hairstylists, & Cosmetologists	720	800	1.1	10	20	25	11.22	23,337	PS	N	N	B2 SO5 B3 B9 B1 SY1 SO6

high school or lower

Personal Care Aides	1,105	1,470	3.3	35	10	45	10.82	22,495	NE	N	S	SO5 B2 SO6 B3 B9
Home Health Aides	700	910	3.0	20	15	35	10.97	22,820	NE	N	S	B2 SO5 B3 SO6 B6
Computer-Controlled Machine Tool Operators, Metal & Plastic	365	455	2.6	10	10	20	17.14	35,645	HS	N	M	B6 T5 B3 T8 T4
Taxi Drivers & Chauffeurs	220	275	2.5	5	5	10	11.07	23,016	NE	N	S	B2 SO5 T4 B9 SO6 R4
Industrial Machinery Mechanics	330	410	2.4	10	10	15	23.46	48,787	HS	N	L	T9 T1 T5 T11 T8
Medical Secretaries	645	765	1.9	10	5	20	14.07	29,258	HS	N	M	B2 SO5 B9 B7 SO1 B10
Construction Laborers	1,070	1,265	1.8	20	20	40	15.69	32,633	NE	N	S	B9 SO1 B2 B3 T4 T5 SO6
Machinists	415	485	1.8	5	10	20	19.55	40,663	HS	N	L	T5 T8 T4 T11 B3 B6
Roofers	230	270	1.7	5	5	10	20.04	41,680	NE	N	M	SO1 B2 B3 B6 T4 T5 B9 R4
Customer Service Reps	2,340	2,745	1.7	40	60	100	12.62	26,246	HS	N	S	B2 B9 SO5 SO4 B7
Electricians	810	950	1.7	15	10	25	28.06	58,372	HS	N	A	T11 T9 B2 B3 T5 T8
Bus & Truck Mechanics & Diesel Engine Specialists	360	420	1.7	5	5	10	19.61	40,796	HS	N	L	T9 T11 T1 T4 T5

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)									
Accountants & Auditors	825	945	1.4	10	20	35	29.93	62,246	BA	N	N	B2	B5	B7	B10	B9					
Elementary School Teachers, Ex Special Education	1,260	1,340	0.6	10	30	35	24.37	50,682	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6			
Secondary School Teachers, Ex Special & Career/Tech Education	1,240	1,315	0.6	10	30	35	25.05	52,104	BA	N	I	SO2	B4	B9	B2	SO1	B3				
Medical & Health Services Managers	400	490	2.3	10	10	20	41.82	86,992	BA	<5	N	B7	B9	B2	B3	SY1					
Substitute Teachers	700	750	0.7	5	15	20	13.09	27,221	BA	N	I	N.A.	N.A.	N.A.	N.A.	N.A.					
Middle School Teachers, Ex Special & Career/Tech Education	750	800	0.6	5	15	20	28.43	59,134	BA	N	I	SO2	B2	B7	B4	SO6	B10				
Financial Managers	470	530	1.3	5	10	15	48.83	101,572	BA	>5	N	C1	B3	B2	B7	SY1	B9	B10			
Mechanical Engineers	380	415	0.9	5	10	15	42.97	89,384	BA	N	N	C1	B3	B2	SV1	B5	B7				
Industrial Engineers	350	375	0.7	5	10	15	36.14	75,170	BA	N	N	B7	B2	C1	B3	B10					

some college to associate's degree

Heavy & Tractor-Trailer Truck Drivers	3,015	3,375	1.2	35	50	85	20.32	42,263	PS	N	S	T4	T5	B6	B2	B3	T8				
Nursing Assistants	1,755	2,025	1.6	25	40	65	11.82	24,584	PS	N	N	SO6	SO5	B2	B6	SO1					
Teacher Assistants	1,390	1,500	0.8	10	35	45	11.90	24,743	SC	N	N	B2	B9	SO1	B6	SO5	SO6				
Automotive Service Technicians & Mechanics	1,015	1,105	0.9	10	25	35	17.87	37,177	PS	N	S	T1	T9	T11	T2	T8					
Hairdressers, Hairstylists, & Cosmetologists	720	800	1.1	10	20	25	11.22	23,337	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6			
Medical Assistants	515	615	1.9	10	10	20	13.62	28,321	PS	N	N	B2	B9	SO6	B6	B7					
Licensed Practical & Licensed Vocational Nurses	405	470	1.5	5	10	20	18.76	39,018	PS	N	N	B2	B9	B3	B7	SO1	SO5				
Bookkeeping, Accounting, & Auditing Clerks	1,795	1,690	-0.6	0	20	20	15.04	31,288	SC	N	M	B2	B7	B9	B3	B5	B6	R4	B10		
Preschool Teachers, Ex Special Education	400	445	1.3	5	10	15	15.03	31,263	AS	N	N	B9	B4	SO2	B2	SO1	SO6				
Medical & Clinical Laboratory Technicians	190	230	2.4	5	5	10	17.27	35,919	AS	N	N	B2	B3	B7	B8	T5	B9				
Computer User Support Specialists	390	460	1.7	5	5	10	18.65	38,797	SC	N	N	B2	B9	B7	B3	B10					
Dental Assistants	255	290	1.4	5	5	10	16.24	33,789	PS	N	N	B9	B2	B7	SO5	B3					
Dental Hygienists	315	355	1.3	5	5	10	33.57	69,817	AS	N	N	B2	B9	B3	B7	SO6					

high school or lower

Retail Salespersons	4,935	5,250	0.6	30	170	200	13.27	27,609	NE	N	S	B2	SO4	B9	SO6	SO3	SO6				
Combined Food Preparation & Serving Wkrs, Incl Fast Food	4,085	4,600	1.3	50	130	185	8.72	18,136	NE	N	S	B2	SO5	B9	SO1	B6	SO6				
Cashiers	3,695	3,835	0.4	15	155	170	9.40	19,556	NE	N	S	B2	SO5	B9	B5	SO6					
Laborers & Freight, Stock, & Material Movers, Hand	3,690	4,060	1.0	35	110	145	14.01	29,134	NE	N	S	B2	B3	T5	SO1	B6	B7	B9			
Waiters & Waitresses	2,635	2,755	0.5	10	125	140	9.87	20,527	NE	N	S	B2	SO5	SO6	B9	SO1					
Farmers, Ranchers, & Other Agricultural Managers	6,980	7,175	0.3	20	120	140	N.A.	N.A.	HS	>5	N	B3	B9	B2	SV1	B7	R4				
Customer Service Reps	2,340	2,745	1.7	40	60	100	12.62	26,246	HS	N	S	B2	B9	SO5	SO4	B7					
Office Clerks, General	2,730	2,915	0.7	20	60	75	14.74	30,649	HS	N	S	B2	B7	B9	SO6	R4	B10				
Janitors & Cleaners, Ex Maids & Housekeeping Cleaners	2,425	2,625	0.8	20	50	70	12.09	25,138	NE	N	S	B3	B2	SO1	SO6	B9	R4				
Stock Clerks & Order Fillers	1,810	1,930	0.7	10	55	70	11.99	24,933	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 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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