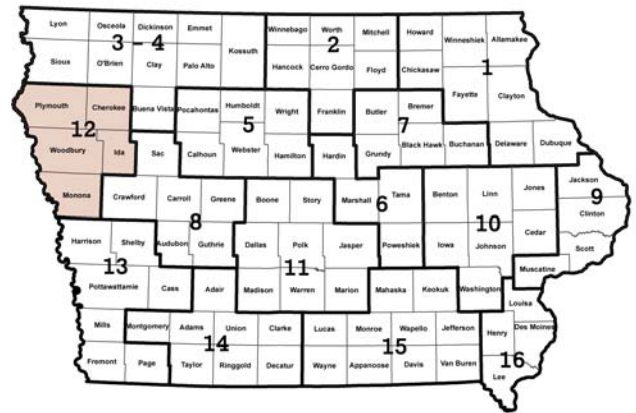
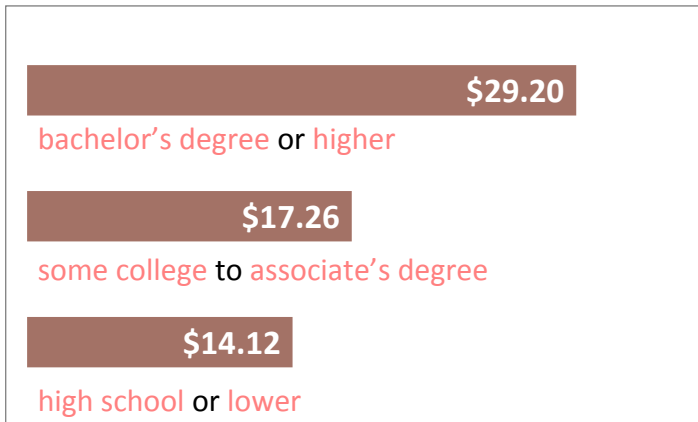


mean hourly wages by education level



fastest growing occupations

bachelor's degree or higher

Occupational Title	Employment ^[1]			Annual Job Openings ^[2]			Salary ^[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	
Mental Health & Substance Abuse Social Wrks	145	180	2.4	5	5	10	N.A.	N.A.	BA	N	N	SO6 B2 B9 SO5 B3 B7
Medical & Health Services Managers	270	315	1.7	5	5	10	45.57	94,778	BA	<5	N	B7 B9 B2 B3 SY1
Registered Nurses	1,850	2,145	1.6	30	45	75	24.63	51,220	BA	N	N	SO6 B2 SO1 B9 B3 B7 SO5
Accountants & Auditors	510	580	1.4	5	15	20	28.12	58,485	BA	N	N	B2 B5 B7 B10 B9
Financial Managers	275	305	1.1	5	5	10	48.93	101,779	BA	>5	N	C1 B3 B2 B7 SY1 B9 B10
Child, Family, & School Social Wrks	235	260	1.1	*	5	10	17.67	36,748	BA	N	N	B2 B9 B7 SO6 B3 B6 SO5
General & Operations Managers	930	1,010	0.9	10	25	30	40.78	84,813	BA	>5	N	B2 B7 B9 B3 B6
Substitute Teachers	335	355	0.7	*	5	10	N.A.	N.A.	BA	N	I	N.A. N.A. N.A.
Teachers & Instructors, All Other, Ex Substitute Teachers	605	645	0.7	5	10	15	N.A.	N.A.	BA	N	I	
Elementary School Teachers, Ex Special Education	620	655	0.6	5	15	20	N.A.	N.A.	BA	N	I	SO2 B9 B4 B2 B1 B6 SO6
Secondary School Teachers, Ex Special & Career/Tech Education	625	660	0.6	5	15	20	23.14	48,122	BA	N	I	SO2 B4 B9 B2 SO1 B3
Middle School Teachers, Ex Special & Career/Tech Education	450	475	0.6	5	10	15	25.49	53,025	BA	N	I	SO2 B2 B7 B4 SO6 B10

some college to associate's degree

Heavy & Tractor-Trailer Truck Drivers	2,600	2,905	1.2	30	45	75	20.87	43,420	PS	N	S	T4 T5 B6 B2 B3 T8
Nursing Assistants	1,130	1,260	1.2	15	25	40	12.16	25,283	PS	N	N	SO6 SO5 B2 B6 SO1
Hairdressers, Hairstylists, & Cosmetologists	515	570	1.0	5	15	20	10.56	21,969	PS	N	N	B2 SO5 B3 B9 B1 SY1 SO6
Licensed Practical & Licensed Vocational Nurses	320	345	0.8	5	10	10	18.63	38,761	PS	N	N	B2 B9 B3 B7 SO1 SO5
Teacher Assistants	640	685	0.7	5	15	20	N.A.	N.A.	SC	N	N	B2 B9 SO1 B6 SO5 SO6
Automotive Service Technicians & Mechanics	555	585	0.5	5	15	20	18.46	38,392	PS	N	S	T1 T9 T11 T2 T8

high school or lower

Home Health Aides	400	510	2.8	10	10	20	11.18	23,244	NE	N	S	B2 SO5 B3 SO6 B6
Industrial Machinery Mechanics	335	420	2.5	10	10	15	23.30	48,466	HS	N	L	T9 T1 T5 T11 T8
Personal Care Aides	315	385	2.4	5	*	10	12.81	26,639	NE	N	S	SO5 SO6 B2 B9 B6
Insurance Sales Agents	190	230	2.1	5	5	10	22.51	46,829	HS	N	M	B2 B7 B9 B10 B3 SO4 R4
Bus & Truck Mechanics & Diesel Engine Specialists	315	375	1.9	5	5	10	17.62	36,642	HS	N	L	T9 T11 T1 T4 T5
Construction Laborers	685	805	1.8	10	15	25	14.49	30,142	NE	N	S	B9 SO1 B2 B3 T4 T5 SO6
Taxi Drivers & Chauffeurs	195	230	1.8	5	5	10	11.80	24,535	NE	N	S	B2 SO5 T4 B9 SO6 R4
Electricians	300	350	1.7	5	5	10	23.36	48,579	HS	N	A	T11 T9 B2 B3 T5 T8
Medical Secretaries	320	370	1.4	5	5	10	14.71	30,587	HS	N	M	B2 SO5 B9 B7 SO1 B10
Plumbers, Pipefitters, & Steamfitters	470	535	1.4	5	5	10	22.26	46,292	HS	N	A	SO1 R4 B3 T5 B2 SY1 B6 B9

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	1,850	2,145	1.6	30	45	75	24.63	51,220	BA	N	N	SO6	B2	SO1	B9	B3	B7	SO5
General & Operations Managers	930	1,010	0.9	10	25	30	40.78	84,813	BA	>5	N	B2	B7	B9	B3	B6		
Accountants & Auditors	510	580	1.4	5	15	20	28.12	58,485	BA	N	N	B2	B5	B7	B10	B9		
Elementary School Teachers, Ex Special Education	620	655	0.6	5	15	20	N.A.	N.A.	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6
Secondary School Teachers, Ex Special & Career/Tech Education	625	660	0.6	5	15	20	23.14	48,122	BA	N	I	SO2	B4	B9	B2	SO1	B3	
Teachers & Instructors, All Other, Ex Substitute Teachers	605	645	0.7	5	10	15	N.A.	N.A.	BA	N	I							
Middle School Teachers, Ex Special & Career/Tech Education	450	475	0.6	5	10	15	25.49	53,025	BA	N	I	SO2	B2	B7	B4	SO6	B10	
Mental Health & Substance Abuse Social Wrks	145	180	2.4	5	5	10	N.A.	N.A.	BA	N	N	SO6	B2	B9	SO5	B3	B7	
Medical & Health Services Managers	270	315	1.7	5	5	10	45.57	94,778	BA	<5	N	B7	B9	B2	B3	SY1		
Financial Managers	275	305	1.1	5	5	10	48.93	101,779	BA	>5	N	C1	B3	B2	B7	SY1	B9	B10
Child, Family, & School Social Wrks	235	260	1.1	*	5	10	17.67	36,748	BA	N	N	B2	B9	B7	SO6	B3	B6	SO5
Substitute Teachers	335	355	0.7	*	5	10	N.A.	N.A.	BA	N	I	N.A.	N.A.	N.A.	N.A.	N.A.		
Coaches & Scouts	220	235	0.5	*	10	10	13.68	28,444	BA	N	N	SO2	B9	R3	SY1	B6		

some college to associate's degree

Heavy & Tractor-Trailer Truck Drivers	2,600	2,905	1.2	30	45	75	20.87	43,420	PS	N	S	T4	T5	B6	B2	B3	T8		
Nursing Assistants	1,130	1,260	1.2	15	25	40	12.16	25,283	PS	N	N	SO6	SO5	B2	B6	SO1			
Hairdressers, Hairstylists, & Cosmetologists	515	570	1.0	5	15	20	10.56	21,969	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6	
Teacher Assistants	640	685	0.7	5	15	20	N.A.	N.A.	SC	N	N	B2	B9	SO1	B6	SO5	SO6		
Automotive Service Technicians & Mechanics	555	585	0.5	5	15	20	18.46	38,392	PS	N	S	T1	T9	T11	T2	T8			
Bookkeeping, Accounting, & Auditing Clerks	1,345	1,265	-0.6	0	15	15	16.32	33,941	SC	N	M	B2	B7	B9	B3	B5	B6	R4	B10
Licensed Practical & Licensed Vocational Nurses	320	345	0.8	5	10	10	18.63	38,761	PS	N	N	B2	B9	B3	B7	SO1	SO5		

high school or lower

Retail Salespersons	3,050	3,255	0.7	20	105	125	11.85	24,647	NE	N	S	B2	SO4	B9	SO6	SO3	SO6	
Cashiers	2,250	2,345	0.4	10	95	105	9.77	20,323	NE	N	S	B2	SO5	B9	B5	SO6		
Combined Food Preparation & Serving Wrks, Incl Fast Food	2,105	2,290	0.9	20	70	85	8.75	18,192	NE	N	S	B2	SO5	B9	SO1	B6	SO6	
Farmers, Ranchers, & Other Agricultural Managers	4,685	4,750	0.1	5	80	85	N.A.	N.A.	HS	>5	N	B3	B9	B2	SY1	B7	R4	
Laborers & Freight, Stock, & Material Movers, Hand	1,485	1,630	1.0	15	45	60	13.91	28,922	NE	N	S	B2	B3	T5	SO1	B6	B7	B9
Waiters & Waitresses	1,110	1,115	0.0	*	55	55	8.62	17,927	NE	N	S	B2	SO5	SO6	B9	SO1		
Childcare Wrks	800	895	1.2	10	25	35	8.43	17,532	HS	N	S	B6	SO5	B9	B3	SO6		
Janitors & Cleaners, Ex Maids & Housekeeping Cleaners	1,185	1,285	0.8	10	25	35	13.48	28,043	NE	N	S	B3	B2	SO1	SO6	B9	R4	
Stock Clerks & Order Fillers	970	1,030	0.6	5	30	35	12.70	26,410	NE	N	S	B9	B2	SO5	SO6	SO1	R4	
Office Clerks, General	1,450	1,505	0.4	5	30	35	13.99	29,100	HS	N	S	B2	B7	B9	SO6	R4	B10	

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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