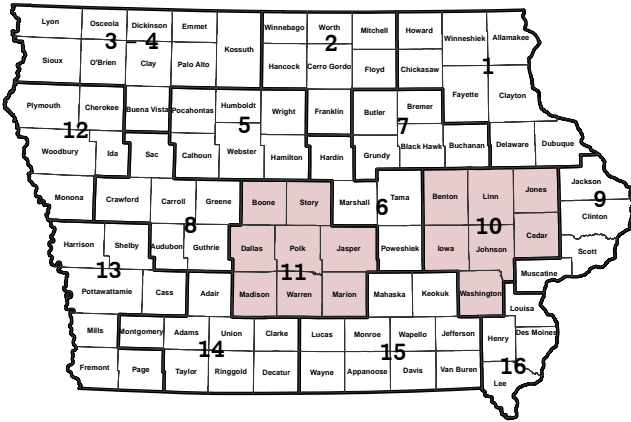


regions' 10 & 11 hot jobs

2014-2024

october 2016



high-demand, high-salary occupations

region 10

Occupational Title	Employment ^[1]			\$ ^[2]		Career Preparation ^[3]			Top Skills ^[4]								
	2014 Estimated	2024 Projected	Annual Growth Rate (%)	2016 Mean Wage	2016 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)								
Financial Managers	1,065	1,195	1.2	53.25	110,751	BA	> 5	N	C1	B3	B2	B7	SY1	B9	B10		
Lawyers	530	595	1.2	45.78	95,216	DP	N	N	B2	B9	B3	B7	C1	SY1	B10		
Human Resources Managers	225	255	1.3	45.38	94,386	BA	> 5	N	B2	R3	SO6	B9	SO1	B3	B7		
Nurse Practitioners	270	345	2.8	45.17	93,953	MA	N	N	B7	B7	B8	B9	B3	B6	SO6		
Medical & Health Services Managers	1,040	1,205	1.6	40.52	84,287	BA	< 5	N	B2	B7	B2	B3	SY1				
Management Analysts	765	905	1.8	40.02	83,249	BA	< 5	N	B2	B7	B9	B3	C1				
Administrative Services Managers	695	775	1.2	39.30	81,744	BA	< 5	N	B9	B2	SO1	B7	R4	B10			
Information Security Analysts	325	370	1.4	38.91	80,936	BA	< 5	N	B7	B3	C1	B9	B2	B10			
Software Developers, Applications	2,115	2,595	2.2	38.76	80,614	BA	N	N	C1	T7	SY2	SY1	SY3				
Database Administrators	250	280	1.4	37.18	77,332	BA	< 5	N	C1	B3	B6	B1	B2	B7			
Computer Systems Analysts	725	895	2.3	37.00	76,961	BA	N	N	B3	B2	B7	B9	SY2				
Physical Therapists	280	360	2.9	35.77	74,409	DP	N	N	B2	B9	B7	B3	SO6	R4			
Loan Officers	600	710	1.8	35.61	74,065	BA	N	M	B9	B2	SY1	B7	B3				
Civil Engineers	350	400	1.4	35.41	73,650	BA	N	N	B3	B7	B2	C1	B5	T6	B9	SY2	
Occupational Therapists	195	255	3.1	34.41	71,571	MA	N	N	B6	SO5	B2	B3	SY1	B7	SO6	B9	
Credit Analysts	130	145	1.2	33.22	69,094	BA	N	N	B3	B1	B2	SY1	B7	B9			
Dental Hygienists	380	435	1.4	32.17	66,922	AS	N	N	B9	B2	B3	SY1	B6	SO5	SO6		
Speech-Language Pathologists	255	320	2.5	31.71	65,955	MA	N	N	B2	B3	B4	B7	SO5	SO6	B9		
Accountants & Auditors	1,895	2,195	1.6	31.45	65,409	BA	N	N	B2	B5	B7	B10	B9				
Securities, Commodities, & Financial Services Sales Agents	285	330	1.6	30.87	64,217	BA	N	M	B2	B3	SO4	B7	B9				
Social & Community Service Managers	315	370	1.9	28.45	59,184	BA	> 5	N	B2	B9	R4	SO1	B3	SY1	R3	SO6	
Registered Nurses	5,980	6,915	1.6	28.15	58,558	BA	N	N	SO6	B2	SO1	B9	B3	B7	SO5		
Electricians	1,325	1,615	2.2	28.06	58,362	HS	N	A	T11	T9	B2	B3	T5	T8			
First-Line Supervisors of Construction Trades & Extraction Wkrs	855	965	1.3	28.04	58,324	HS	> 5	N	B2	SO1	B3	B9	R4				
Industrial Machinery Mechanics	820	1,030	2.5	27.55	57,308	HS	N	L	T9	T1	T5	T11	T8				
Training & Development Specialists	500	560	1.2	27.46	57,126	BA	< 5	N	SO2	B4	B2	B9	B6	B7	SO6		
Insurance Sales Agents	900	1,090	2.2	27.37	56,926	HS	N	M	B2	B7	B9	B10	B3	SO4	R4		
Medical & Clinical Laboratory Technologists	280	320	1.4	27.19	56,545	BA	N	N	B2	B3	B7	B8	T5				
Heating, Air Conditioning, & Refrigeration Mechanics & Installers	510	600	1.8	25.84	53,741	PS	N	L	T3	T11	T9	T1	T5				
Claims Adjusters, Examiners, & Investigators	340	390	1.5	25.56	53,156	HS	N	L	B7	B10	B2	B3	B9				
Sheet Metal Wkrs	350	400	1.3	25.44	52,922	HS	N	A	B3	SO1	SY1	B5	B6	B7	B9	R4	
Market Research Analysts & Marketing Specialists	580	715	2.3	25.16	52,335	BA	N	N	B7	B2	C1	B3	SY1	B9	B10		
Respiratory Therapists	260	295	1.3	25.12	52,253	AS	N	N	B2	B3	B6	B9	B1	B7	SO5	SO6	
Millwrights	235	305	2.8	24.20	50,331	HS	N	A	T3	T1	T5	B3	T9	T11			
Plumbers, Pipefitters, & Steamfitters	1,150	1,320	1.5	23.95	49,821	HS	N	A	SO1	R4	B3	T5	B2	SY1	B6	B9	
Substance Abuse & Behavioral Disorder Counselors	225	275	2.2	23.46	48,798	BA	N	N	B2	SO6	B9	B3	B7				
Mental Health Counselors	295	375	2.7	23.26	48,377	MA	N	I	B2	SO6	SO5	B9	B6				
First-Line Supervisors of Office & Administrative Support Wkrs	1,765	1,980	1.2	22.99	47,826	HS	< 5	N	B2	B9	SO1	SO6	B3	R3			
Property, Real Estate, & Community Association Managers	345	400	1.6	22.26	46,297	HS	< 5	N	B9	B2	SO3	SO1	B7				
Paralegals & Legal Assistants	390	440	1.4	21.98	45,711	AS	N	N	B7	B2	B9	B10	B3				
Machinists	400	460	1.5	21.77	45,278	HS	N	L	T5	B3	T4	B2	SO1	B6	B7		
Healthcare Social Wkrs	250	285	1.4	21.76	45,255	MA	N	N	B2	SO6	B9	B3	SO1	B7			
Self-Enrichment Education Teachers	415	490	1.9	21.70	45,128	HS	< 5	N	B2	SO6	B9	B3	SO2	B4			
Medical Records & Health Information Technicians	430	475	1.2	21.67	45,066	PS	N	N	B7	B2	B3	B9	B10				
Medical & Clinical Laboratory Technicians	315	370	1.6	21.36	44,424	AS	N	N	B2	B7	B3	B9	B8				
Computer User Support Specialists	715	815	1.4	21.12	43,932	SC	N	N	B2	B9	B7	B3	B10				

high-demand, high-salary occupations

region 11

Occupational Title	Employment ^[1]			\$ ^[2]		Career Preparation ^[3]			Top Skills ^[4]											
	2014 Estimated	2024 Projected	Annual Growth Rate (%)	2016 Mean Wage	2016 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)											
Dentists, General	320	360	1.3	85.04	176,878	DP	N	N	B3	SY1	B2	B6	SO6	B9						
Optometrists	130	160	2.3	71.92	149,604	DP	N	N	B8	B2	B3	B9	SO1	B7	SO5					
Financial Managers	2,685	3,100	1.5	59.11	122,956	BA	> 5	N	C1	B3	B2	B7	SY1	B9	B10					
Sales Managers	1,105	1,260	1.4	58.68	122,061	BA	< 5	N	B9	B2	SO6	SO4	SO1	B3	B6	SO5				
Computer & Information Systems Managers	1,240	1,555	2.5	58.60	121,884	BA	> 5	N	B7	B2	B3	C1	B6	B10						
Lawyers	1,690	1,910	1.3	57.72	120,065	DP	N	N	B2	B9	B3	B7	C1	SY1	B10					
Marketing Managers	625	740	1.8	56.23	116,965	BA	> 5	N	B2	SO4	SO6	B9								
Architectural & Engineering Managers	285	320	1.2	54.41	113,174	BA	> 5	N	B2	B7	B9	B10	C1	SO1	R3	B6	T6	R4		
Engineering Teachers, Postsecondary	390	445	1.5	53.24	110,744	DP	N	N	SO2	B2	B7	B3	SY1	B4	B6	B10				
Human Resources Managers	365	430	1.8	48.49	100,865	BA	> 5	N	B2	R3	SO6	B9	SO1	B3	B7					
Actuaries	280	365	3.0	47.26	98,303	BA	N	L	B5	B3	SY1	C1	B7							
Veterinarians	380	430	1.3	46.36	96,428	DP	N	N	B8	B2	B3	B9	SY1	B7						
Nurse Practitioners	310	400	2.9	46.20	96,106	MA	N	N	B2	B7	B8	B9	B3	B6	SO6					
Health Specialties Teachers, Postsecondary	480	580	2.1	45.36	94,352	DP	< 5	N	B7	B9	SO2	B3	B2	C1	B4	B10				
Software Developers, Systems Software	825	1,020	2.4	43.81	91,132	BA	N	N	B3	B2	T7	B7	C1							
Public Relations & Fundraising Managers	195	225	1.8	43.80	91,102	BA	> 5	N	B9	B2	B7	SO6	B10							
Computer Network Architects	1,000	1,175	1.8	42.78	88,973	BA	> 5	N	B2	T6	SY2	B1	C1							
Software Developers, Applications	2,905	3,775	3.0	41.75	86,850	BA	N	N	C1	T7	SY2	SY1	SY3							
Biological Science Teachers, Postsecondary	290	340	1.7	41.63	86,583	DP	N	N	B9	B4	B7	B10	B2	SO2	B8					
Physician Assistants	310	385	2.6	41.57	86,463	MA	N	N	B2	B3	B9	B7	SY1	B6	SO6					
Database Administrators	490	600	2.2	41.56	86,445	BA	< 5	N	C1	B3	B6	B1	B2	B7						
Medical & Health Services Managers	1,345	1,575	1.7	40.88	85,030	BA	< 5	N	B7	B9	B2	B3	SY1							
Administrative Services Managers	930	1,080	1.6	40.67	84,588	BA	< 5	N	B9	B2	SO1	B7	R4	B10						
Securities, Commodities, & Financial Services Sales Agents	1,105	1,255	1.4	40.61	84,463	BA	N	M	B9	B2	B3	SO4	B7	SY2						
Computer Systems Analysts	3,615	4,680	2.9	39.56	82,293	BA	N	N	B3	B2	B7	B9	SY2							
Management Analysts	2,205	2,670	2.1	39.49	82,147	BA	< 5	N	B2	B7	B9	B3	C1							
Transportation, Storage, & Distribution Managers	375	420	1.2	38.67	80,426	HS	> 5	N	B7	B9	B2	SO1	B3	R4						
Civil Engineers	895	1,020	1.4	38.32	79,708	BA	N	N	C1	B3	SY1	B5	T6	B7						
Physical Therapists	490	615	2.6	37.99	79,025	DP	N	N	B2	B9	B7	B3	SO6	R4						
Clinical, Counseling, & School Psychologists	280	320	1.6	37.87	78,763	DP	N	I	B2	B7	SO6	B9	B10							
Mathematical Science Teachers, Postsecondary	210	250	1.9	37.83	78,677	DP	N	N	B5	B3	SO2	B7	B9	B10						
Construction Managers	1,085	1,235	1.4	37.26	77,508	BA	N	M	R4	B2	B3	R3	B9							
Occupational Therapists	330	425	2.9	36.32	75,547	MA	N	N	B2	B7	B9	B3	SO5	SO6						
Personal Financial Advisors	715	915	2.8	35.38	73,600	BA	N	L	B3	B9	B7	SY1	B10							
Network & Computer Systems Administrators	1,440	1,680	1.6	35.23	73,283	BA	N	N	B3	B7	SY2	C1	SY1	B6	SY3					
Compensation, Benefits, & Job Analysis Specialists	335	395	1.8	35.22	73,261	BA	< 5	N	B2	B3	B7	B9	C1	SY2	B10					
Information Security Analysts	730	880	2.1	35.03	72,859	BA	< 5	N	B7	B3	C1	B9	B2	B10						
Sales Reps, Wholesale & Mfg, Ex Technical & Scientific Products	5,335	5,980	1.2	33.81	70,329	HS	N	M	B9	B2	SO4	SO6	B3	SO3						
Sales Reps, Wholesale & Mfg, Technical & Scientific Products	1,140	1,305	1.4	33.78	70,257	BA	N	M	B9	SO4	B2	SO6	SO3	B7	SO5					
Architects, Ex Landscape & Naval	320	365	1.4	33.51	69,699	BA	N	I	B2	B3	C1	B9	SY1	B7						
Speech-Language Pathologists	335	405	2.1	33.24	69,148	MA	N	N	B2	SO6	B9	B3	B7	B10						
Operations Research Analysts	220	325	4.5	33.13	68,908	BA	N	N	B3	B5	C1	B7	SY1	SY2	SY3					
Market Research Analysts & Marketing Specialists	1,680	2,095	2.5	32.27	67,115	BA	N	N	B7	B2	C1	B3	SY1	B9	B10					
Accountants & Auditors	4,015	4,725	1.8	31.96	66,486	BA	N	N	B2	B5	B7	B10	B9							
Environmental Scientists & Specialists, Incl Health	290	325	1.2	30.96	64,394	BA	N	N	B8	B3	B7	B9	B2	B10						
Occupational Health & Safety Specialists	230	260	1.3	30.59	63,620	BA	N	N	B2	B9	B3	C1	SY1	SO6	B10					
Diagnostic Medical Sonographers	190	235	2.4	30.42	63,275	AS	N	N	B9	B2	B7	SO6	B3	B6	B8	R4				
Loan Officers	1,950	2,285	1.7	30.28	62,986	BA	N	M	B9	B2	SY1	B7	B3							
Electrical Power-Line Installers & Repairers	275	320	1.8	30.16	62,726	HS	N	L	B2	B6	B3	T11	B1	C1	SY1	T4	T5	T8	T9	
Web Developers	405	555	3.6	29.62	61,602	AS	N	N	T7	B3	T6	B2	C1	B7						

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 10's 1.1% average (or Region 11's 1.1%,) **and** also have a higher salary than Region 10's mean midpoint of \$43,065 (or Region 11's \$45,341). 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:** 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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