

OCCUPATIONS WITH THE MOST OPENINGS

BACHELOR'S DEGREE OR HIGHER

Occupational Title	Employment ^[1]			Ann Job Openings ^[2]			\$ ^[3]		Career Prep ^[4]			Top Skills ^[5]							
	2012 Est	2022 Proj	Annual Growth Rate (%)	New	Replace	Total	Mean Wage	Mean Salary	Educ	Work Exp	Job Trng	(L-R in order of significance)							
Elem School Teachers, Ex Special	1,305	1,455	1.15	15	30	45	24.31	50,560	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6	
General & Operations Mgrs	1,030	1,150	1.17	10	20	30	43.48	90,445	BA	< 5	N	B2	B7	B9	B3	B6			
Accountants & Auditors	605	690	1.40	10	20	25	28.37	59,012	BA	N	N	B2	B5	B7	B10	B9			
Sec School Teachers, Ex Spec/Career/Tech	845	880	0.47	5	25	25	22.05	45,860	BA	N	I	SO2	B4	B9	B2	SO1	B3		
Child, Family, & School Social Wrks	500	595	1.90	10	10	20	18.60	38,689	BA	N	N	B2	B9	B7	SO6	B3	B6	SO5	
Substitute Teachers	850	910	0.71	5	15	20	11.71	24,358	BA	N	I	N.A.	N.A.	N.A.	N.A.	N.A.			
Medical & Health Services Mgrs	340	400	1.76	5	10	15	38.53	80,138	BA	N	N	B7	B9	B2	B3	SY1			
Coaches & Scouts	300	350	1.67	5	10	15	14.21	29,552	BA	N	N	SO2	B9	R3	SY1	B6			
Mid School Teachers, Ex Spec/Career/Tech	500	555	1.20	5	10	15	25.75	53,552	BA	N	I	SO2	B2	B7	B4	SO6	B10		
Physical Therapists	145	190	2.76	5	5	10	36.75	76,430	DP	N	N	B2	B9	B7	B3	SO6	R4		
Market Research Analysts/Mkt Specialists	220	280	2.73	5	5	10	23.53	48,933	BA	N	N	B7	B2	C1	B3	SY1	B9	B10	
Mental Health Counselors	210	260	2.38	5	5	10	15.90	33,062	MA	N	I	B2	SO6	SO5	B9	B6			
Computer Systems Analysts	225	270	2.00	5	5	10	N.A.	N.A.	BA	N	N	B3	B2	B7	B9	SY2			
Cost Estimators	155	185	1.94	5	5	10	29.43	61,206	BA	N	N	B5	B3	B9	B2	SY1			
Social & Community Service Mgrs	245	290	1.84	5	5	10	22.28	46,351	BA	> 5	N	B2	B9	R4	SO1	B3	SY1	R3	SO6
Construction Mgrs	225	265	1.78	5	5	10	37.33	77,637	BA	N	M	R4	B2	B3	R3	B9			
Recreation Wrks	375	425	1.33	5	5	10	9.60	19,968	BA	N	N	B2	SO1	SO5	SO6	B9			
Loan Officers	340	380	1.18	5	5	10	33.45	69,582	BA	N	M	B9	B2	SY1	B7	B3			
Graduate Teaching Assistants	305	335	0.98	5	5	10	N.A.	N.A.	BA	N	N	B7	B2	SO2	B9	SO6	B10		
Financial Mgrs	340	370	0.88	5	5	10	44.82	93,223	BA	> 5	N	C1	B3	B2	B7	SY1	B9	B10	
Mechanical Engineers	200	215	0.75	*	5	10	31.76	66,059	BA	N	N	C1	B3	B2	SY1	B5	B7		
Industrial Engineers	245	250	0.20	*	5	10	33.17	68,988	BA	N	N	B7	B2	C1	B3	B10			

SOME COLLEGE TO ASSOCIATE'S DEGREE

Registered Nurses	2,070	2,420	1.69	35	40	75	26.04	54,163	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5
Heavy & Tractor-Trailer Truck Drivers	2,150	2,510	1.70	35	35	70	18.30	38,071	PS	N	S	T4	T5	B6	B2	B3	T8	
Nursing Assistants	1,430	1,600	1.19	15	25	45	12.37	25,732	PS	N	N	SO6	SO5	B2	B6	SO1		
Teacher Assistants	1,285	1,360	0.58	5	30	35	10.10	21,012	SC	N	N	B2	B9	SO1	B6	SO5	SO6	
Licensed Practical/Vocational Nurses	550	640	1.64	10	15	25	17.87	37,161	PS	N	N	B2	B9	B3	B7	SO1	SO5	
Hairdressers/Hairstylists/Cosmetologists	425	530	2.47	10	10	20	12.34	25,669	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6
Preschool Teachers, Ex Special Educ	330	385	1.67	5	10	15	N.A.	N.A.	AS	N	N	B9	B4	SO2	B2	SO1	SO6	
First-Line Supvs of Prod/Operating Wrks	750	775	0.40	5	10	15	24.39	50,737	PS	< 5	N	B3	R4	B2	B9	SO1	R3	B9
Medical & Clinical Laboratory Technicians	175	215	2.29	5	5	10	19.68	40,927	AS	N	N	B2	B3	B7	B8	T5	B9	
Heat/A C/Refrigg Mechanics/Installers	235	285	2.13	5	5	10	20.29	42,201	PS	N	L	T3	T11	T9	T1	T5		
Medical Assistants	280	330	1.96	5	5	10	13.91	28,943	PS	N	N	B2	B9	SO6	B6	B7		
Library Technicians	175	190	0.86	*	10	10	11.55	24,014	PS	N	N	B6	B9	B2	SO5	B3	SO6	

BACHELOR'S DEGREE OR HIGHER

Comb Food Prep/Serv Wrks, Incl Fast Food	2,850	3,270	1.49	40	110	150	8.76	18,226	< HS	N	S	B2	SO5	B9	SO1	B6	SO6	
Cashiers	2,815	3,000	0.66	20	120	140	9.02	18,752	< HS	N	S	B2	SO5	B9	B5	SO6		
Retail Salespersons	2,975	3,220	0.82	25	100	125	13.23	27,527	< HS	N	S	B2	SO4	B9	SO6	SO3	SO6	
Laborers & Freight/Stock/Material Movers, Hand	2,085	2,475	1.89	40	65	105	13.49	28,065	< HS	N	S	B2	B3	T5	SO1	B6	B7	B9
Waiters & Waitresses	1,710	1,805	0.56	10	80	90	10.11	21,035	< HS	N	S	B2	SO5	SO6	B9	SO1		
Farmers, Ranchers, & Other Ag Mgrs	5,585	4,995	-1.07	0	90	90	N.A.	N.A.	HS	> 5	N	B3	B9	B2	SY1	B7	R4	
Childcare Wrks	1,450	1,710	1.79	25	45	70	8.38	17,440	HS	N	S	B6	SO5	B9	B3	SO6		
Customer Service Representatives	1,245	1,435	1.49	20	35	55	14.37	29,880	HS	N	S	B2	B9	SO5	SO4	B7		
Janitors/Cleaners, Ex Maids/House Cleaners	1,935	2,130	1.01	20	35	55	11.31	23,531	< HS	N	S	B3	B2	SO1	SO6	B9	R4	
First-Line Supvs of Retail Sales Wrks	1,415	1,535	0.88	10	30	45	16.83	35,008	HS	< 5	N	B2	SO1	B3	B6	SO5	B9	
Office Clerks, General	1,710	1,820	0.67	10	35	45	13.91	28,941	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; < 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.

[5] **Top Skills** refers to 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**: 2012-2022 Occupational Projections estimates based on 2012 annual industry employment data and 2013 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**: 2014 Iowa Wage Survey estimates (based on 2013 2nd quarter occupational wage data updated from 2014 2nd quarter using Employment Cost Index), Labor Market and Workforce Information Division, Iowa Workforce Development. This publication was produced by the Labor Market and Workforce Information Division of Iowa Workforce Development. Revisions and/or corrections made when necessary. Inquiries may be directed to Brent Paulson at 515.281.3439 or Brent.Paulson@iwd.iowa.gov. Visit <http://iwin.iowaworkforce.org/> to obtain the latest workforce data and trends including this document under the **Publications** tab. Published 10/2014.