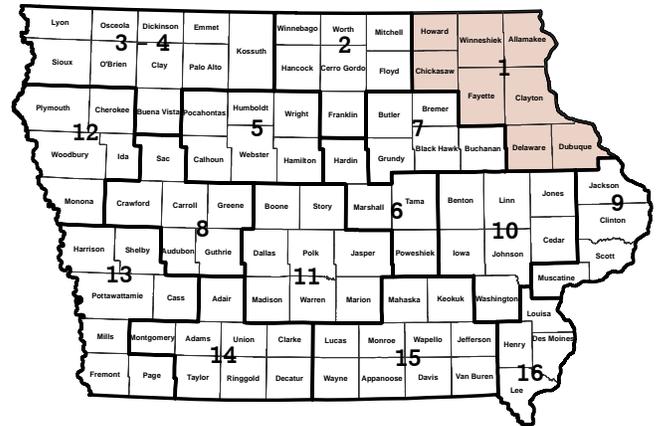
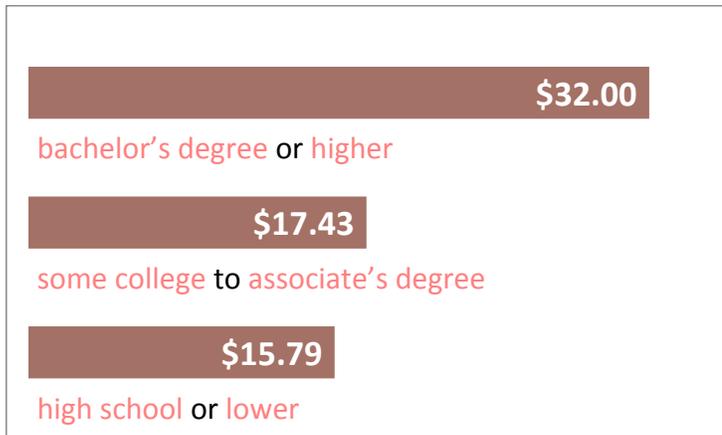


mean hourly wages by education level



fastest growing occupations

bachelor's degree or higher

Occupational Title	Employment ^[1]			Annual Job Separations/Opening ^[2]				\$ ^[3]		Career Preparation ^[4]			Top Skills ^[5] (L-R in order of significance)									
	2016 Estimated	2026 Projected	Annual Growth Rate (%)	Exits [a]	Transfers [b]	New (Growth) [c]	Total [a+b+c]	2019 Mean Wage	2019 Mean Salary	Educ	Work Exp	Job Training										
Software Developers, Applications	305	420	3.8	5	20	10	35	38.00	79,049	BA	N	N	T7	SY2	SY3	SY1	C1	B3	T6	B9	B2	B7
Subst Abuse/Behavioral Disorder Counselors	50	70	3.0	*	5	*	10	17.53	36,469	BA	N	N	B2	SO6	B9	B3	B7	SO5	B1	SY1	B6	B10
Financial Mgrs	570	710	2.5	15	30	15	60	50.38	104,780	BA	> 5	N	B3	SY1	C1	R1	B7	B9	B2	B5	B10	SO1
Personal Financial Advisors	140	175	2.5	5	10	5	15	49.61	103,185	BA	N	L	B2	B3	SY1	B7	B9	SO5	C1	B10	SO5	SO6
Market Research Analysts/Specialists	225	280	2.4	5	15	5	30	29.04	60,398	BA	N	N	B3	B7	B10	B2	C1	B9	SY1	B1	B5	B6
Mental Health Counselors	110	135	2.3	5	10	*	15	17.53	36,469	MA	N	I	B2	SO6	SO5	B9	B3	SY1	B6	B10	B7	SO4
Loan Officers	290	355	2.2	10	20	5	30	33.28	69,217	BA	N	M	B2	B9	SY1	B7	B3	SO5	SO6	B10	B1	C1
Mental Health/Substance Abuse Social Wkrs	90	110	2.2	5	5	*	10	18.94	39,391	MA	N	I	B2	SO6	B9	B7	SO1	B3	B6	SO5	B10	C1
Social & Community Service Mgrs	145	180	2.1	5	10	5	15	27.85	57,933	BA	< 5	N	SO5	SO6	B1	B2	C1	SO1	B3	SY1	R3	B6
Industrial Engineers	200	235	2.0	5	10	5	20	40.91	85,091	BA	N	N	B7	B2	C1	B3	B10	B9	B6	SY1	B1	SO1

some college to associate's degree

Physical Therapist Assistants	55	70	2.7	5	5	*	10	21.73	45,206	AS	N	N	B2	B6	SO6	B9	SO5	SO1	B3	B7	B1	SO2
Massage Therapists	65	80	2.3	5	5	*	10	N.A.	N.A.	PS	N	N	B2	B9	SO6	SO5	B3	SY1	B10	C1	B7	B1
Medical Assistants	325	400	2.3	15	20	10	45	16.27	33,848	PS	N	N	B9	B2	B7	SO6	B6	C1	SO1	B10	SO5	B1
Computer User Support Specialists	340	400	1.8	10	20	5	35	22.97	47,768	SC	N	N	B2	B7	B9	C1	B3	B10	SY1	B1	SY2	SO2
Paralegals & Legal Assistants	90	110	1.7	5	5	*	10	18.39	38,253	AS	N	N	B7	B2	B9	B10	B3	B1	C1	SO1	SY1	B6
Computer Network Support Specialists	95	115	1.6	*	5	*	10	26.05	54,194	AS	N	N	B3	B2	SY1	B7	B1	C1	B6	B9	SY2	T11
Heating/AC/Refrigeration Mechanics/Installers	225	260	1.6	5	15	5	25	19.77	41,131	PS	N	L	T1	T3	T8	T11	T5	T9	B2	B3	T4	B7
Dental Hygienists	215	245	1.4	10	5	5	15	31.75	66,043	AS	N	N	B9	B2	B3	SY1	B6	SO5	SO6	B10	B1	SO1
Hairdressers, Hairstylists, & Cosmetologists	480	545	1.4	35	25	5	65	13.90	28,906	PS	N	N	B2	B9	SO5	B3	B1	SY1	SO6	C1	B6	B7
Preschool Teachers, Ex Special Educ	300	340	1.3	15	15	5	35	12.28	25,549	AS	N	N	B9	B4	SO2	B2	SO1	SO6	B3	B6	B7	SO5
Medical Records & Health Information Techs	150	175	1.3	5	5	*	10	16.36	34,024	PS	N	N	B7	B2	B3	B9	B10	SY1	B6	R4	C1	SO6
Dental Assistants	280	315	1.3	15	15	5	35	20.02	41,651	PS	N	N	B2	B7	B9	B3	SO5	B1	B6	SO6	C1	SO1

high school or lower

Home Health Aides	305	425	3.9	20	20	10	50	12.39	25,768	HS	N	S	B2	SO5	SO6	B3	B6	B7	SO2	SO4	B9	R4
Personal Care Aides	900	1,145	2.7	80	60	25	165	12.24	25,451	HS	N	S	SO5	SO6	B2	B9	B6	SO1	B3	SO2	SY1	R4
Woodworking Machine Operators, Ex Sawing	80	100	2.5	5	5	*	10	14.25	29,644	HS	N	M	T5	T4	T8	B6	B3	T1	B9	T11	B2	T2
Loan Interviewers & Clerks	105	130	2.4	5	5	5	15	17.74	36,900	HS	N	S	B2	B9	B7	B3	B10	C1	B1	SY1	SO6	R4
Taxi Drivers & Chauffeurs	110	130	2.3	5	5	*	15	9.89	20,573	< HS	N	S	B2	T4	B6	T5	SO5	SO6	B9	R4	SO1	SY1
Sawing Machine Operators, Wood	90	110	2.2	5	10	*	15	N.A.	N.A.	HS	N	M	T4	T5	B3	B6	T8	T11	B2	T11	SY1	R4
Medical Secretaries	350	415	1.9	20	20	5	45	15.58	32,407	HS	N	M	B9	B2	SO5	B7	SO1	SO6	R4	B10	C1	B3
Pharmacy Technicians	275	325	1.8	10	15	5	30	13.64	28,371	HS	N	M	B2	B7	B9	B3	B6	SO5	SO6	R4	C1	SO1
First-Line Supvs of Personal Service Wkrs	165	195	1.8	10	10	5	20	17.18	35,733	HS	< 5	N	B2	B3	R3	SO6	B9	SO1	R4	SO4	B7	SO5
Veterinary Assts & Lab Animal Caretakers	85	100	1.8	5	10	*	15	11.78	24,498	HS	N	S	B2	B6	SO5	B1	C1	SO1	B3	B7	SO6	B9

occupations with the most openings

bachelor's degree or higher

Occupational Title	Employment ^[1]			Annual Job Separations/Opening ^[2]				Wage ^[3]		Career Preparation ^[4]			Top Skills ^[5]									
	2016 Estimated	2026 Projected	Annual Growth Rate (%)	Exits [a]	Transfers [b]	New (Growth) [c]	Total [a+b+c]	2019 Mean Wage	2019 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)									
Registered Nurses	2,310	2,610	1.3	70	55	30	155	26.56	55,248	BA	N	N	B2	S06	S05	B9	S01	B3	B7	SY1	B6	B10
General & Operations Mgrs	1,485	1,645	1.1	30	95	15	140	40.58	84,413	BA	> 5	N	B2	S01	B6	S06	B9	B3	B7	R4	S03	B1
Secondary School Teachers	1,510	1,635	0.8	50	60	10	120	26.66	55,460	BA	N	N	S02	B9	B2	B4	B7	B3	B6	S06	SY1	B10
Elementary School Teachers, Ex Special Educ	1,295	1,400	0.8	45	50	10	105	25.90	53,874	BA	N	N	S02	B9	B4	B2	B3	B7	S01	B6	S06	B10
Coaches & Scouts	630	720	1.5	40	50	10	100	14.27	29,686	BA	N	N	S02	B9	R3	B6	SY1	B4	B2	C1	S01	B3
Accountants & Auditors	850	955	1.2	25	50	10	90	29.35	61,052	BA	N	N	B2	B3	B5	B7	B9	B10	SY1	B6	C1	SY2
Substitute Teachers	710	785	1.1	45	35	10	90	12.10	25,163	BA	N	N	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Financial Mgrs	570	710	2.5	15	30	15	60	50.38	104,780	BA	> 5	N	B3	SY1	C1	R1	B7	B9	B2	B5	B10	S01
Child, Family, & School Social Wrks	380	415	1.1	15	25	5	45	16.28	33,863	BA	N	N	B2	B9	B3	S06	SY1	B7	S05	C1	B6	S01
Middle School Teachers	470	510	0.7	15	20	5	40	N.A.	N.A.	BA	N	N	S02	B9	B2	B4	B7	S06	B10	B6	R4	B1

some college to associate's degree

Heavy & Tractor-Trailer Truck Drivers	2,880	3,115	0.8	125	190	25	340	21.82	45,378	PS	N	S	T4	T5	R4	B3	B6	B7	B9	T11	B2	C1
Nursing Assistants	1,950	2,070	0.6	120	100	10	235	13.40	27,863	PS	N	N	S05	B2	S06	S01	B6	B9	C1	B7	SY1	R4
Teacher Assistants	1,690	1,845	0.9	95	80	15	195	11.79	24,520	SC	N	N	B2	B9	S02	S06	S01	B4	B7	B1	B3	SY1
Bookkeeping, Accounting, & Auditing Clerks	1,780	1,760	-0.1	110	85	*	195	17.40	36,202	SC	N	M	B5	B2	B3	B7	B9	B10	B6	R4	C1	SY1
Automotive Service Technicians & Mechanics	700	755	0.8	25	45	5	75	19.69	40,956	PS	N	S	T9	T1	T5	T11	B3	T4	T8	T2	C1	B2
Hairdressers, Hairstylists, & Cosmetologists	480	545	1.4	35	25	5	65	13.90	28,906	PS	N	N	B2	B9	S05	B3	B1	SY1	S06	C1	B6	B7
Medical Assistants	325	400	2.3	15	20	10	45	16.27	33,848	PS	N	N	B9	B2	B7	S06	B6	C1	S01	B10	S05	B1
Licensed Practical/Vocational Nurses	505	555	1.0	20	20	5	40	20.27	42,157	PS	N	N	S05	B2	S01	B6	B7	S06	B9	R4	B3	SY1
Computer User Support Specialists	340	400	1.8	10	20	5	35	22.97	47,768	SC	N	N	B2	B7	B9	C1	B3	B10	SY1	B1	SY2	S02
Preschool Teachers, Ex Special Educ	300	340	1.3	15	15	5	35	12.28	25,549	AS	N	N	B9	B4	S02	B2	S01	S06	B3	B6	B7	S05
Dental Assistants	280	315	1.3	15	15	5	35	20.02	41,651	PS	N	N	B2	B7	B9	B3	S05	B1	B6	S06	C1	S01

high school or lower

Farmers, Ranchers, & Other Agricultural Mgrs	7,315	7,330	0.0	430	110	*	540	N.A.	N.A.	HS	> 5	N	B3	SY1	B9	S01	B6	B2	R4	C1	T5	S04
Retail Salespersons	3,110	3,260	0.5	200	255	15	470	12.87	26,762	< HS	N	S	S04	B2	S05	B9	S03	S06	B3	B1	S01	B6
Combined Food Prep/Serving Wrks, Incl Fast Food	2,235	2,550	1.4	210	220	30	465	9.67	20,118	< HS	N	S	B2	S05	B9	S01	B6	S06	SY1	B3	S02	B4
Waiters & Waitresses	1,620	1,730	0.7	125	190	10	325	9.73	20,237	< HS	N	S	B2	S05	B9	S06	S01	B6	B1	C1	B3	SY1
Office Clerks, General	2,365	2,400	0.1	140	135	5	280	15.41	32,050	HS	N	S	B2	B7	B9	B10	S01	B3	S05	S06	R4	B6
Janitors & Cleaners	1,690	1,905	1.3	115	115	20	250	13.58	28,253	< HS	N	S	B2	S01	B3	S06	B9	R4	B1	B6	S05	B7
Laborers & Freight/Stock/Material Movers, Hand	1,600	1,750	0.9	85	145	15	240	15.44	32,119	< HS	N	S	S01	B3	T4	B2	T5	B7	B9	B6	SY1	R4
Team Assemblers	2,265	2,045	-1.0	90	155	-20	225	16.51	34,333	HS	N	M	S01	B6	T8	B2	B3	B9	R4	R3	T5	B7
Lifeguards/Ski Patrol/Rec Protective Svce Wrks	750	810	0.8	110	80	5	195	9.33	19,403	< HS	N	S	B6	B9	B2	SY1	S05	B3	S06	S01	B4	B1

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. N.A. = Not Available. Due to occupational code realignment some occupations will have the same wage structure. These include: 13-1020 (13-1021, 13-1022, 13-1023), 15-2090 (15-2091, 15-2099), 21-1018 (21-1011, 21-1014), 29-2010 (29-2011, 29-2012), 39-1010 (39-1011, 39-1012), 39-7010 (39-7011, 39-7012), 47-4090 (47-4091, 47-4099), 51-2028 (51-2022, 51-2023), 51-2098 (51-2092, 51-2099), 53-1048 (53-1021, 53-1031) **[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 top ten 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:** 2016-2026 Occupational Projections estimates based on 2016 annual industry employment data and 2017 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:** 2019 Iowa Wage Survey estimates (based on 2018 2nd quarter occupational wage data updated to 2019 2nd quarter using Employment Cost Index), Labor Market and Workforce Information Division, Iowa Workforce Development.

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