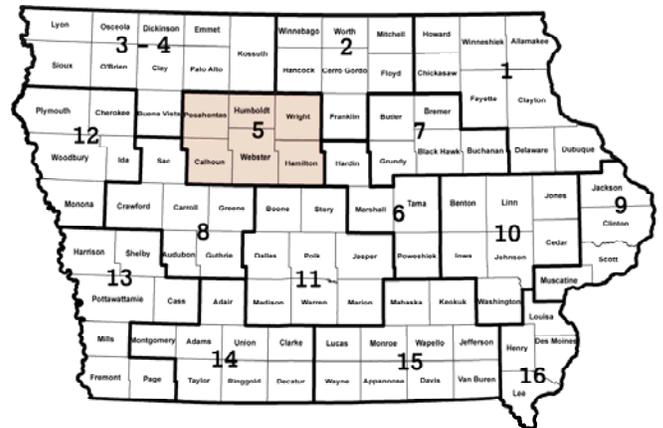


mean hourly wages by education level



fastest growing occupations

bachelor's degree or higher

Occupational Title	Employment ^[1]			Annual Job Openings ^[2]			Wage ^[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	1,055	1,220	1.6	15	25	40	24.39	50,724	BA	N	N	S06	B2	S01	B9	B3	B7	S05
General & Operations Managers	475	505	0.6	5	10	15	35.65	74,146	BA	>5	N	B2	B7	B9	B3	B6		
Elementary School Teachers, Ex Special Education	480	505	0.5	5	10	15	24.85	51,694	BA	N	I	S02	B9	B4	B2	B1	B6	S06
Secondary School Teachers, Ex Special & Career/Tech Educ	480	505	0.5	5	10	15	23.26	48,371	BA	N	I	S02	B4	B9	B2	S01	B3	

some college to associate's degree

Nursing Assistants	875	1,005	1.5	15	20	35	12.16	25,287	PS	N	N	S06	S05	B2	B6	S01		
Heavy & Tractor-Trailer Truck Drivers	1,670	1,860	1.1	20	30	45	18.32	38,108	PS	N	S	T4	T5	B6	B2	B3	T8	
Licensed Practical & Licensed Vocational Nurses	260	285	1.0	5	5	10	17.84	37,105	PS	N	N	B2	B9	B3	B7	S01	S05	
Teacher Assistants	550	590	0.6	5	15	15	10.95	22,777	SC	N	N	B2	B9	S01	B6	S05	S06	
Automotive Service Technicians & Mechanics	295	310	0.5	*	10	10	20.56	42,772	PS	N	S	T1	T9	T11	T2	T8		

high school or lower

Home Health Aides	180	230	2.8	5	5	10	12.03	25,015	NE	N	S	B2	S05	B3	S06	B6		
Personal Care Aides	320	395	2.3	10	5	10	11.14	23,163	NE	N	S	S05	B2	S06	B3	B9		
Electricians	300	360	2.0	5	5	10	19.09	39,708	HS	N	A	T11	T9	B2	B3	T5	T8	
Industrial Machinery Mechanics	255	310	2.0	5	5	10	21.02	43,720	HS	N	L	T9	T1	T5	T11	T8		
Construction Laborers	380	440	1.7	5	10	15	14.84	30,877	NE	N	S	B9	S01	B2	B3	T4	T5	S06
Agricultural Equipment Operators	205	235	1.7	5	5	10	N.A.	N.A.	NE	N	S	T4	T5	T8	T9	T11		
Packers & Packagers, Hand	300	345	1.5	5	10	10	12.70	26,421	NE	N	S	B9	B2	B3	SY1	B6	T8	
Industrial Truck & Tractor Operators	305	345	1.3	5	10	10	13.28	27,623	NE	N	S	T4	T5	T8	B9	R4		
Cooks, Restaurant	295	330	1.2	5	10	10	N.A.	N.A.	NE	<5	M	S01	B6	B2	B3	SY1	T8	B9
Maids & Housekeeping Cleaners	495	550	1.1	5	10	15	10.86	22,594	NE	N	S	B2	S05	S06	R4	B3	B6	B9
Cooks, Institution & Cafeteria	410	455	1.1	5	10	15	11.26	23,428	NE	N	S	R4	B2	B3	B6	B7	S05	

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	1,055	1,220	1.6	15	25	40	24.39	50,724	BA	N	N	SO6	B2	SO1	B9	B3	B7	SO5
General & Operations Managers	475	505	0.6	5	10	15	35.65	74,146	BA	> 5	N	B2	B7	B9	B3	B6		
Elementary School Teachers, Ex Special Education	480	505	0.5	5	10	15	24.85	51,694	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6
Secondary School Teachers, Ex Special & Career/Tech Educ	480	505	0.5	5	10	15	23.26	48,371	BA	N	I	SO2	B4	B9	B2	SO1	B3	

some college to associate's degree

Heavy & Tractor-Trailer Truck Drivers	1,670	1,860	1.1	20	30	45	18.32	38,108	PS	N	S	T4	T5	B6	B2	B3	T8		
Nursing Assistants	875	1,005	1.5	15	20	35	12.16	25,287	PS	N	N	SO6	SO5	B2	B6	SO1			
Teacher Assistants	550	590	0.6	5	15	15	10.95	22,777	SC	N	N	B2	B9	SO1	B6	SO5	SO6		
Licensed Practical & Licensed Vocational Nurses	260	285	1.0	5	5	10	17.84	37,105	PS	N	N	B2	B9	B3	B7	SO1	SO5		
Automotive Service Technicians & Mechanics	295	310	0.5	*	10	10	20.56	42,772	PS	N	S	T1	T9	T11	T2	T8			
Bookkeeping, Accounting, & Auditing Clerks	920	850	-0.8	0	10	10	16.06	33,407	SC	N	M	B2	B7	B9	B3	B5	B6	R4	B10

high school or lower

Cashiers	1,485	1,560	0.5	10	65	70	8.75	18,197	NE	N	S	B2	SO5	B9	B5	SO6		
Farmers, Ranchers, & Other Agricultural Managers	3,695	3,660	-0.1	0	65	65	N.A.	N.A.	HS	> 5	N	B3	B9	B2	SY1	B7	R4	
Retail Salespersons	1,035	1,085	0.5	5	35	40	11.74	24,418	NE	N	S	B2	SO4	B9	SO6	SO3	SO6	
Combined Food Preparation & Serving Wkrs, Incl Fast Food	685	750	0.9	5	20	30	N.A.	N.A.	NE	N	S	B2	B6	B9	SO1	R4		
Laborers & Freight, Stock, & Material Movers, Hand	805	825	0.2	*	25	25	13.90	28,914	NE	N	S	B2	B3	T5	SO1	B6	B7	B9
Waiters & Waitresses	550	555	0.1	*	25	25	N.A.	N.A.	NE	N	S	B2	SO5	SO6	B9	SO1		
Office Clerks, General	780	830	0.6	5	15	20	15.04	31,281	HS	N	S	B2	B7	B9	SO6	R4	B10	
Construction Laborers	380	440	1.7	5	10	15	14.84	30,877	NE	N	S	B9	SO1	B2	B3	T4	T5	SO6
Maids & Housekeeping Cleaners	495	550	1.1	5	10	15	10.86	22,594	NE	N	S	B2	SO5	SO6	R4	B3	B6	B9
Cooks, Institution & Cafeteria	410	455	1.1	5	10	15	11.26	23,428	NE	N	S	R4	B2	B3	B6	B7	SO5	
Janitors & Cleaners, Ex Maids & Housekeeping Cleaners	615	670	0.9	5	10	15	13.00	27,043	NE	N	S	B3	B2	SO1	SO6	B9	R4	
Stock Clerks & Order Fillers	435	460	0.7	5	15	15	11.85	24,658	NE	N	S	B9	B2	SO5	SO6	SO1	R4	
Maintenance & Repair Wkrs, General	440	465	0.7	5	10	15	N.A.	N.A.	HS	N	L	T9	T1	T11	B3	C1	T2	B6
First-Line Supervisors of Retail Sales Wkrs	475	505	0.6	5	10	15	20.10	41,808	HS	< 5	N	B2	SO1	B3	B6	SO5	B9	
Secretaries & Admin Assistants, Ex Legal, Medical, & Executive	970	1,005	0.4	5	10	15	14.47	30,094	HS	N	S	B9	B2	R4	SO5	B10		
Sales Reps, Wholesale & Mfg, Ex Technical & Scientific Products	605	620	0.2	*	10	15	24.57	51,111	HS	N	M	B9	B2	SO4	SO6	B3	SO3	

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.

This workforce product was funded by a grant awarded by the U.S. Department of Labor's Employment and Training Administration. The product was created by the recipient and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This product is copyrighted by the institution that created it. Internal use by an organization and/or personal use by an individual for non-commercial purposes is permissible. All other uses require the prior authorization of the copyright owner. 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 www.iowalmi.gov to obtain the latest workforce data and trends including this document. Published 10/2016.