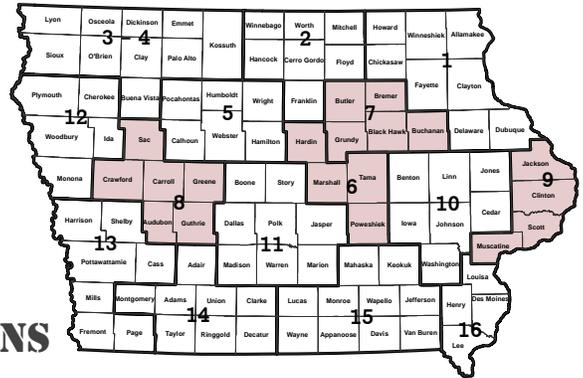


REGIONS 6, 7, 8, 9

HOT JOBS



HIGH-DEMAND, HIGH-SALARY OCCUPATIONS

REGION 6

Occupational Title	Employment ^[1]			\$ ^[2]		Career Preparation ^[3]			Top Skills ^[4]											
	2012 Est	2022 Proj	Annual Growth Rate (%)	2015 Mean Wage	2015 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)											
Electricians	230	265	1.5	28.63	59,541	HS	N	A	T11	T9	B2	B3	T5	T8						
Registered Nurses	730	840	1.5	25.64	53,326	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5					
Industrial Machinery Mechanics	160	205	2.8	20.95	43,570	HS	N	L	T9	T1	T5	T11	T8							
Operating Engineers & Other Construction Equipment Operators	215	250	1.4	20.50	42,637	HS	N	M	T4	T5	B2	B6	B9							
Licensed Practical & Licensed Vocational Nurses	375	440	1.6	18.25	37,961	PS	N	N	B2	B9	B3	B7	SO1	SO5						
Heavy & Tractor-Trailer Truck Drivers	965	1,115	1.6	15.86	32,990	PS	N	S	T4	T5	B6	B2	B3	T8						
Landscaping & Groundskeeping Workers	335	385	1.5	15.83	32,925	< HS	N	S	T4	B2	B3	B9	T5	R4						
Construction Laborers	325	375	1.7	15.23	31,671	< HS	N	S	B9	SO1	B2	B3	T4	T5	SO6					
Team Assemblers	710	840	1.8	14.83	30,856	HS	N	M	SO1	B2	B3	B9	B6	B7						
Secretaries & Admin Assistants, Ex Legal, Medical, & Executive	715	800	1.2	14.13	29,398	HS	N	S	B9	B2	R4	SO5	B10							

REGION 7

Medical & Health Services Managers	340	400	1.8	38.27	79,595	B	N	N	B7	B9	B2	B3	SY1							
Physical Therapists	145	190	2.8	38.10	79,252	DP	N	N	B2	B9	B7	B3	SO6	R4						
Construction Managers	225	265	1.8	35.05	72,909	B	N	M	R4	B2	B3	R3	B9							
Computer Systems Analysts	225	270	2.0	34.96	72,707	B	N	N	B3	B2	B7	B9	SY2							
Accountants & Auditors	605	690	1.4	29.73	61,835	B	N	N	B2	B5	B7	B10	B9							
Cost Estimators	155	185	1.9	27.03	56,232	B	N	N	B5	B3	B9	B2	SY1							
Registered Nurses	2,070	2,420	1.7	25.72	53,487	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5					
First-Line Supervisors of Construction Trades & Extraction Wkrs	310	375	2.1	24.31	50,562	HS	> 5	N	B2	SO1	B3	B9	R4							
Operating Engineers & Other Construction Equipment Operators	575	675	1.7	24.30	50,553	HS	N	M	T4	T5	B2	B6	B9							
Market Research Analysts & Marketing Specialists	220	280	2.7	24.15	50,230	B	N	N	B7	B2	C1	B3	SY1	B9	B10					
Social & Community Service Managers	245	290	1.8	23.54	48,964	B	> 5	N	B2	B9	R4	SO1	B3	SY1	R3	SO6				
First-Line Supervisors of Office & Administrative Support Workers	560	630	1.3	23.07	47,986	HS	< 5	N	B2	B9	SO1	SO6	B3	R3						
Insurance Sales Agents	490	555	1.3	22.69	47,187	HS	N	M	B2	B7	B9	B10	B3	SO4	R4					
Industrial Machinery Mechanics	555	690	2.4	21.53	44,793	HS	N	L	T9	T1	T5	T11	T8							
Child, Family, & School Social Workers	500	595	1.9	21.48	44,685	B	N	N	B2	B9	B7	SO6	B3	B6	SO5					
Painters, Construction & Maintenance	265	340	3.0	20.71	43,077	< HS	N	M	B2	B3	SO6	B7	R4							
Heating, AC, & Refrigeration Mechanics & Installers	235	285	2.1	20.64	42,935	PS	N	L	T3	T11	T9	T1	T5							
Electricians	375	425	1.3	20.57	42,788	HS	N	A	T11	T9	B2	B3	T5	T8						
Heavy & Tractor-Trailer Truck Drivers	2,150	2,510	1.7	18.72	38,935	PS	N	S	T4	T5	B6	B2	B3	T8						
Farm Equipment Mechanics & Service Technicians	270	300	1.3	18.70	38,906	HS	N	L	T9	T1	T11	T8	B3	T4	T5					
Plumbers, Pipefitters, & Steamfitters	465	560	2.0	18.63	38,752	HS	N	A	SO1	R4	B3	T5	B2	SY1	B6	B9				
Cement Masons & Concrete Finishers	260	330	2.5	18.04	37,530	< HS	N	M	B6	B2	SO1	B3	SY1							
Licensed Practical & Licensed Vocational Nurses	550	640	1.6	17.82	37,059	PS	N	N	B2	B9	B3	B7	SO1	SO5						
Computer-Controlled Machine Tool Operators, Metal/Plastic	315	365	1.6	17.71	36,843	HS	N	M	B6	T5	B3	T8	T4							
Mental Health Counselors	210	260	2.4	16.98	35,311	MA	N	I	B2	SO6	SO5	B9	B6							
Carpenters	640	805	2.6	16.39	34,087	HS	N	A	B3	T2	T5	B2	SO1	SY1	B5	B6	T8	R4		
Bill & Account Collectors	400	475	1.9	15.97	33,222	HS	N	M	B2	B9	SO6	SO4	B3	SO3	B7					
Construction Laborers	885	1,090	2.3	15.95	33,180	< HS	N	S	B9	SO1	B2	B3	T4	T5	SO6					
Medical Secretaries	440	555	2.6	15.65	32,546	HS	N	M	B2	SO5	B9	B7	SO1	B10						
Billing & Posting Clerks	395	460	1.8	15.38	31,996	HS	N	S	B2	B7	R4	B3	B9							

REGION 8

Insurance Sales Agents	520	620	1.92	28.23	58,713	HS	N	M	B2	B7	B9	B10	B3	SO4	R4					
Registered Nurses	725	865	1.93	24.21	50,348	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5					
Heavy & Tractor-Trailer Truck Drivers	1,405	1,575	1.21	18.94	39,400	PS	N	S	T4	T5	B6	B2	B3	T8						
Licensed Practical & Licensed Vocational Nurses	225	265	1.78	18.04	37,528	PS	N	N	B2	B9	B3	B7	SO1	SO5						
Industrial Machinery Mechanics	220	275	2.50	17.90	37,231	HS	N	L	T9	T1	T5	T11	T8							
Maintenance & Repair Workers, General	345	385	1.16	16.48	34,273	HS	N	L	T9	T1	T11	B3	C1	T2	B6	T5	T8	B7	R4	
Farm Equipment Mechanics & Service Technicians	190	215	1.32	16.00	33,278	HS	N	L	T9	T1	T11	T8	B3	T4	T5					
Carpenters	285	350	2.28	15.55	32,337	HS	N	A	B3	T2	T5	B2	SO1	SY1	B5	B6	T8	R4		
Team Assemblers	520	595	1.35	14.19	29,507	HS	N	M	SO1	B2	B3	B9	B6	B7						

HIGH-DEMAND, HIGH-SALARY OCCUPATIONS

REGION 9

Occupational Title	Employment ^[1]			\$ ^[2]		Career Preparation ^[3]			Top Skills ^[4]									
	2012 Est	2022 Proj	Annual Growth Rate (%)	2015 Mean Wage	2015 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)									
Sales Managers	270	310	1.5	44.36	92,277	BA	< 5	N	B9	B2	SO6	SO4	SO1	B3	B6	SO5		
General & Operations Managers	1,650	1,890	1.5	44.19	91,912	BA	< 5	N	B2	B7	B9	B3	B6					
Nurse Practitioners	190	240	2.6	43.89	91,288	MA	N	N	B2	B7	B8	B9	B3	B6	SO6			
Medical & Health Services Managers	450	555	2.4	39.29	81,730	BA	N	N	B7	B9	B2	B3	SY1					
Computer Systems Analysts	165	220	3.3	38.37	79,814	BA	N	N	B3	B2	B7	B9	SY2					
Software Developers, Applications	195	260	3.3	37.69	78,400	BA	N	N	C1	T7	SY2	SY1	SY3					
Civil Engineers	230	285	2.4	36.47	75,851	BA	N	N	C1	B3	SY1	B5	T6	B7				
Physical Therapists	215	285	3.3	36.21	75,320	DP	N	N	B2	B9	B7	B3	SO6	R4				
First-Line Supervisors of Construction Trades & Extraction Wkrs	555	675	2.3	32.65	67,906	HS	> 5	N	B2	SO1	B3	B9	R4					
Dental Hygienists	320	400	2.5	31.38	65,276	AS	N	N	B2	B9	B3	B7	SO6					
Cost Estimators	205	250	2.0	30.95	64,366	BA	N	N	B5	B3	B9	B2	SY1					
Loan Officers	340	395	1.6	29.20	60,736	BA	N	M	B9	B2	SY1	B7	B3					
Accountants & Auditors	895	1,055	1.8	29.03	60,392	BA	N	N	B2	B5	B7	B10	B9					
Insurance Sales Agents	515	625	2.1	28.96	60,235	HS	N	M	B2	B7	B9	B10	B3	SO4	R4			
Electricians	775	905	1.7	28.94	60,201	HS	N	A	T11	T9	B2	B3	T5	T8				
Diagnostic Medical Sonographers	160	235	4.7	28.05	58,344	AS	N	N	B9	B2	B7	SO6	B3	B6	B8	R4		
Structural Iron & Steel Workers	150	180	1.7	27.50	57,193	HS	N	A	T4	T5	SO1	B3	SY1	B6	B7	B9		
First-Line Supvs of Trans & Material-Moving Machine Operators	320	365	1.6	25.16	52,327	HS	< 5	N	B2	R3	B9	B3	R4					
Registered Nurses	2,985	3,580	2.0	24.36	50,677	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5			
Market Research Analysts & Marketing Specialists	290	390	3.4	23.91	49,738	BA	N	N	B7	B2	C1	B3	SY1	B9	B10			
Plumbers, Pipefitters, & Steamfitters	750	890	1.9	23.37	48,601	HS	N	A	SO1	R4	B3	T5	B2	SY1	B6	B9		
Social & Community Service Managers	290	345	1.9	23.24	48,337	BA	> 5	N	B2	B9	R4	SO1	B3	SY1	R3	SO6		
Radiologic Technologists	315	380	2.1	23.13	48,113	AS	N	N	B9	B2	T4	SO5	SO1	B6	T5	SO6		
First-Line Supvs of Helpers, Laborers, & Material Movers, Hand	200	245	2.3	22.49	46,786	HS	< 5	N	B2	B3	B9	SO1	R3					
Industrial Machinery Mechanics	635	810	2.8	21.92	45,583	HS	N	L	T9	T1	T5	T11	T8					
Painters, Construction & Maintenance	345	450	3.0	21.63	44,981	< HS	N	M	B2	B3	SO6	B7	R4					
Child, Family, & School Social Workers	450	515	1.6	21.20	44,099	BA	N	N	B2	B9	B7	SO6	B3	B6	SO5			
Operating Engineers & Other Construction Equipment Operators	320	390	2.2	20.87	43,418	HS	N	M	T4	T5	B2	B6	B9					
Carpenters	910	1,195	3.1	20.58	42,816	HS	N	A	B3	T2	T5	B2	SO1	SY1	B5	B6	T8	R4
Heavy & Tractor-Trailer Truck Drivers	3,065	3,645	1.9	20.19	41,999	PS	N	S	T4	T5	B6	B2	B3	T8				
Computer User Support Specialists	445	570	2.8	18.83	39,164	SC	N	M	B2	B9	B7	B3	B10					
Licensed Practical & Licensed Vocational Nurses	385	475	2.3	18.72	38,933	PS	N	N	B2	B9	B3	B7	SO1	SO5				
Dispatchers, Ex Police, Fire, & Ambulance	160	205	2.8	18.65	38,786	HS	N	M	B2	B9	SO1	B7	R4					
Computer-Controlled Machine Tool Operators, Metal & Plastic	295	365	2.4	17.67	36,762	HS	N	M	B6	T5	B3	T8	T4					
Cement Masons & Concrete Finishers	580	715	2.3	16.40	34,118	< HS	N	M	B6	B2	SO1	B3	SY1					
Graphic Designers	205	235	1.5	16.20	33,696	BA	N	N	B2	T6	B9	B10	B3	B7				
Medical & Clinical Laboratory Technicians	205	270	3.2	16.08	33,448	AS	N	N	B2	B3	B7	B8	T5	B9				

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 6's 0.8% average (or Region 7's 1.0%, Region 8's 0.9%, and Region 9's 1.2%) and also have a higher salary than Region 6's mean midpoint of \$29,068 (or Region 7's \$31,996, Region 8's \$28,697, and Region 9's \$33,448). 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 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**: 2015 Iowa Wage Survey estimates (based on 2014 2nd quarter occupational wage data updated to 2015 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 11/2015.