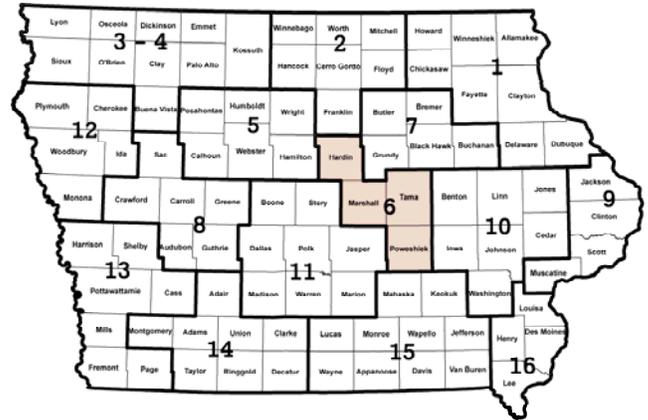


**REGION 6**

**WORKFORCE  
DEVELOPMENT**

**CAREER & EDUCATION OUTLOOK**

**MEAN HOURLY WAGES BY EDUCATION LEVEL**



**FASTEST GROWING OCCUPATIONS**

**BACHELOR'S DEGREE OR HIGHER**

Occupational Title	Employment <sup>[1]</sup>			Ann Job Openings <sup>[2]</sup>			\$ <sup>[3]</sup>		Career Prep <sup>[4]</sup>			Top Skills <sup>[5]</sup>						
	2012 Est	2022 Proj	Annual Growth Rate (%)	New	Replace	Total	2014 Mean Wage	2014 Mean Salary	Educ	Work Exp	Job Trng	(L-R in order of significance)						
Elem School Teachers, Ex Special	1,050	1,155	0.95	10	25	35	21.85	45,454	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6
General & Operations Managers	540	590	0.93	5	10	15	38.51	80,111	BA	< 5	N	B2	B7	B9	B3	B6		
Sec Sch Teachers, Ex Spec/Career/Tech	270	280	0.37	*	5	10	N.A.	N.A.	BA	N	I	SO2	B4	B9	B2	SO1	B3	

**SOME COLLEGE TO ASSOCIATE'S DEGREE**

Hairdressers/Hairstylists/Cosmetologists	245	290	1.84	5	5	10	N.A.	N.A.	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6
Licensed Practical/Vocational Nurses	375	440	1.60	5	10	15	17.75	36,920	PS	N	N	B2	B9	B3	B7	SO1	SO5	
Heavy & Tractor-Trailer Truck Drivers	965	1,115	1.55	15	15	30	15.19	31,595	PS	N	S	T4	T5	B6	B2	B3	T8	
Registered Nurses	730	840	1.51	10	15	25	25.40	52,823	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5
Nursing Assistants	1,085	1,205	1.15	10	20	35	12.35	25,693	PS	N	N	SO6	SO5	B2	B6	SO1		
Teacher Assistants	740	765	0.34	5	15	20	9.57	19,910	SC	N	N	B2	B9	SO1	B6	SO5	SO6	

**BACHELOR'S DEGREE OR HIGHER**

Home Health Aides	245	335	3.67	10	5	15	10.58	21,996	< HS	N	S	B2	SO5	B3	SO6	B6		
Childcare Wkrs	160	215	3.44	5	5	10	N.A.	N.A.	HS	N	S	B6	SO5	B9	B3	SO6		
Industrial Machinery Mechanics	160	205	2.81	5	5	10	17.18	35,725	HS	N	L	T9	T1	T5	T11	T8		
Carpenters	265	330	2.45	5	5	10	16.03	33,349	HS	N	A	B3	T2	T5	B2	SO1	SY1	B5
Agricultural Equipment Operators	330	390	1.97	5	10	15	16.70	34,744	< HS	N	S	T4	T5	T8	T9	T11		B6
Team Assemblers	710	840	1.83	15	10	25	14.26	29,657	HS	N	M	SO1	B2	B3	B9	B6	B7	
Construction Laborers	325	375	1.69	5	5	10	14.91	31,022	< HS	N	S	B9	SO1	B2	B3	T4	T5	SO6
Meat/Poultry/Fish Cutters & Trimmers	525	605	1.52	10	15	20	N.A.	N.A.	< HS	N	S	B2	SO1	B3	B6	B9		
Electricians	230	265	1.52	5	5	10	24.43	50,817	HS	N	A	T11	T9	B2	B3	T5	T8	
Landscaping & Groundskeeping Wkrs	335	385	1.49	5	10	15	13.07	27,193	< HS	N	S	T4	B2	B3	B9	T5	R4	

# OCCUPATIONS WITH THE MOST OPENINGS

## BACHELOR'S DEGREE OR HIGHER

Occupational Title	Employment <sup>[1]</sup>			Ann Job Openings <sup>[2]</sup>			\$ <sup>[3]</sup>		Career Prep <sup>[4]</sup>			Top Skills <sup>[5]</sup> (L-R in order of significance)						
	2012 Est	2022 Proj	Annual Growth Rate (%)	New	Replace	Total	2014 Mean Wage	2014 Mean Salary	Educ	Work Exp	Job Trng							
Elem School Teachers, Ex Special	1,050	1,155	0.95	10	25	35	21.85	45,454	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6
General & Operations Mgrs	540	590	0.93	5	10	15	38.51	80,111	BA	< 5	N	B2	B7	B9	B3	B6		
Sec Sch Teachers, Ex Spec/Career/Tech Educ	270	280	0.37	*		5	N.A.	N.A.	BA	N	I	SO2	B4	B9	B2	SO1	B3	

## SOME COLLEGE TO ASSOCIATE'S DEGREE

Nursing Assistants	1,085	1,205	1.15	10	20	35	12.35	25,693	PS	N	N	SO6	SO5	B2	B6	SO1		
Heavy & Tractor-Trailer Truck Drivers	965	1,115	1.55	15	15	30	15.19	31,595	PS	N	S	T4	T5	B6	B2	B3	T8	
Registered Nurses	730	840	1.51	10	15	25	25.40	52,823	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5
Teacher Assistants	740	765	0.34	5	15	20	9.57	19,910	SC	N	N	B2	B9	SO1	B6	SO5	SO6	
Licensed Practical/Vocational Nurses	375	440	1.60	5	10	15	17.75	36,920	PS	N	N	B2	B9	B3	B7	SO1	SO5	
Hairdressers/Hairstylists/Cosmetologists	245	290	1.84	5	5	10	N.A.	N.A.	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6

## BACHELOR'S DEGREE OR HIGHER

Cashiers	1,520	1,625	0.69	10	65	75	8.71	18,125	< HS	N	S	B2	SO5	B9	B5	SO6		
Retail Salespersons	1,150	1,245	0.83	10	40	50	12.04	25,052	< HS	N	S	B2	SO4	B9	SO6	SO3	SO6	
Farmers, Ranchers, & Other Agricultural Mgrs	3,110	2,820	-0.93	0	50	50	56.70	117,937	HS	> 5	N	B3	B9	B2	SY1	B7	R4	
Waiters & Waitresses	680	710	0.44	5	35	35	11.00	22,878	< HS	N	S	B2	SO5	SO6	B9	SO1		
Comb Food Prep/Serv Wkrs, Incl Fast Food	595	675	1.34	10	25	30	8.88	18,475	< HS	N	S	B2	SO5	B9	SO1	B6	SO6	
Laborers & Freight/Stock/Material Movers, Hand	735	815	1.09	10	25	30	13.01	27,068	< HS	N	S	B2	B3	T5	SO1	B6	B7	B9
Janitors/Cleaners, Ex Maids/House Cleaners	940	1,040	1.06	10	20	30	10.77	22,396	< HS	N	S	B3	B2	SO1	SO6	B9	R4	
Bartenders	635	700	0.94	5	25	30	8.94	18,601	< HS	N	S	B2	SO5	SO6	B9	B3		
Team Assemblers	710	840	1.83	15	10	25	14.26	29,657	HS	N	M	SO1	B2	B3	B9	B6	B7	
Meat, Poultry, & Fish Cutters & Trimmers	525	605	1.52	10	15	20	N.A.	N.A.	< HS	N	S	B2	SO1	B3	B6	B9		
Secretarie/Admin Assts, Ex Legal/Med/Exec	715	800	1.19	10	10	20	13.90	28,911	HS	N	S	B9	B2	R4	SO5	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 projection (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 2<sup>nd</sup> 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 2<sup>nd</sup> quarter occupational wage data updated from 2014 2<sup>nd</sup> 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.