

REGION 11

WORKFORCE DEVELOPMENT

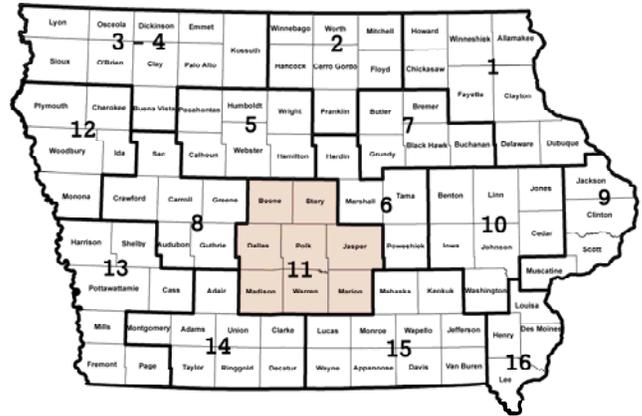
CAREER & EDUCATION OUTLOOK

MEAN HOURLY WAGES BY EDUCATION LEVEL

\$39.79
BACHELOR'S DEGREE OR HIGHER

\$20.36
SOME COLLEGE TO ASSOCIATE'S DEGREE

\$17.06
HIGH SCHOOL OR LOWER



FASTEST GROWING OCCUPATIONS

BACHELOR'S DEGREE OR HIGHER

| Occupational Title | Employment ^[1] | | | Ann Job Openings ^[2] | | | \$ ^[3] | | Career Preparation ^[4] | | | Top Skills ^[5] | | | | | | |
|--|---------------------------|-----------|------------------------|---------------------------------|---------|-------|-------------------|------------------|-----------------------------------|----------|--------------|--------------------------------|----|-----|-----|-----|-----|-----|
| | 2012 Est | 2022 Proj | Annual Growth Rate (%) | New | Replace | Total | 2015 Mean Wage | 2015 Mean Salary | Educ | Work Exp | Job Training | (L-R in order of significance) | | | | | | |
| Interpreters & Translators | 210 | 315 | 5.0 | 10 | 5 | 15 | 18.58 | 38,647 | BA | N | S | B7 | B9 | B2 | B6 | B10 | | |
| Information Security Analysts | 235 | 340 | 4.3 | 10 | 5 | 15 | 35.32 | 73,458 | BA | < 5 | N | B7 | B3 | C1 | B9 | B2 | B10 | |
| Actuaries | 330 | 465 | 4.1 | 15 | 10 | 25 | 45.49 | 94,615 | BA | N | L | B5 | B3 | SY1 | C1 | B7 | | |
| Market Research Analysts & Marketing Specialists | 1,515 | 2,100 | 3.9 | 60 | 20 | 80 | 31.09 | 64,671 | BA | N | N | B7 | B2 | C1 | B3 | SY1 | B9 | B10 |
| Nursing Instructors & Teachers, Postsecondary | 255 | 350 | 3.7 | 10 | 5 | 15 | N.A. | N.A. | MA | < 5 | N | B9 | B7 | B1 | B2 | SO2 | | |
| Health Specialties Teachers, Postsecondary | 545 | 750 | 3.7 | 20 | 10 | 30 | 44.35 | 92,238 | DP | < 5 | N | B9 | B7 | SO2 | B3 | C1 | B4 | B10 |
| Meeting, Convention, & Event Planners | 150 | 205 | 3.7 | 5 | * | 10 | 23.76 | 49,426 | BA | N | N | B2 | B9 | B3 | B7 | R4 | | |
| Operations Research Analysts | 225 | 305 | 3.6 | 10 | 5 | 15 | 34.91 | 72,622 | BA | N | N | B3 | B5 | C1 | B7 | SY1 | SY2 | SY3 |
| Computer Systems Analysts | 3,245 | 4,395 | 3.5 | 115 | 50 | 165 | 38.03 | 79,102 | BA | N | N | B3 | B2 | B7 | B9 | SY2 | | |
| Personal Financial Advisors | 735 | 995 | 3.5 | 25 | 10 | 40 | 38.35 | 79,764 | BA | N | N | B3 | B9 | B7 | SY1 | B10 | | |
| Physician Assistants | 200 | 270 | 3.5 | 5 | 5 | 10 | 40.19 | 83,591 | MA | N | N | B2 | B3 | B9 | B7 | SY1 | B6 | SO6 |
| Occupational Therapists | 315 | 425 | 3.5 | 10 | 5 | 15 | 35.53 | 73,898 | MA | N | N | B2 | B7 | B9 | B3 | SO5 | SO6 | |

SOME COLLEGE TO ASSOCIATE'S DEGREE

| | | | | | | | | | | | | | | | | | | | |
|---|-------|-------|-----|----|----|----|-------|--------|----|---|---|----|-----|-----|-----|-----|----|-----|-----|
| Occupational Therapy Assistants | 110 | 165 | 5.5 | 5 | 5 | 10 | 25.84 | 53,757 | AS | N | N | B7 | B2 | SY1 | SO6 | B9 | R4 | B10 | |
| Diagnostic Medical Sonographers | 270 | 400 | 4.8 | 15 | 5 | 15 | 30.04 | 62,478 | AS | N | N | B9 | B2 | B7 | SO6 | B3 | B6 | B8 | R4 |
| Physical Therapist Assistants | 195 | 275 | 4.1 | 10 | 5 | 10 | 22.65 | 47,111 | AS | N | N | B9 | B2 | SO6 | B6 | SO1 | B3 | B7 | B10 |
| Medical Equipment Repairers | 160 | 220 | 3.8 | 5 | 5 | 10 | 20.86 | 43,398 | AS | N | M | T1 | T9 | T11 | T5 | T8 | | | |
| Massage Therapists | 260 | 345 | 3.1 | 10 | 5 | 10 | 15.77 | 32,792 | PS | N | N | B2 | B9 | SO5 | B3 | SO6 | | | |
| Dental Hygienists | 555 | 715 | 2.9 | 15 | 15 | 30 | 34.01 | 70,747 | AS | N | N | B2 | B9 | B3 | B7 | SO6 | | | |
| Heating, AC, & Refrigeration Mechanics & Installers | 1,160 | 1,475 | 2.7 | 30 | 30 | 60 | 24.91 | 51,818 | PS | N | L | T3 | T11 | T9 | T1 | T5 | | | |
| Computer User Support Specialists | 1,430 | 1,805 | 2.6 | 35 | 20 | 60 | 21.34 | 44,392 | SC | N | M | B2 | B9 | B7 | B3 | B10 | | | |
| Veterinary Technologists & Technicians | 290 | 365 | 2.6 | 10 | 5 | 10 | 16.89 | 35,140 | AS | N | N | B3 | B6 | B2 | B9 | SO5 | | | |
| Medical Assistants | 1,225 | 1,540 | 2.6 | 30 | 25 | 55 | 16.51 | 34,333 | PS | N | N | B2 | B9 | SO6 | B6 | B7 | | | |
| Medical & Clinical Laboratory Technicians | 370 | 465 | 2.6 | 10 | 10 | 20 | 19.14 | 39,809 | AS | N | N | B2 | B3 | B7 | B8 | T5 | B9 | | |

HIGH SCHOOL OR LOWER

| | | | | | | | | | | | | | | | | | | | | | |
|---------------------------------------|-------|-------|-----|-----|----|-----|-------|--------|------|---|---|-----|-----|-----|-----|-----|-----|-----|----|----|----|
| Personal Care Aides | 2,895 | 4,200 | 4.5 | 130 | 20 | 150 | 11.16 | 23,207 | < HS | N | S | SO5 | B2 | SO6 | B3 | B9 | | | | | |
| Home Health Aides | 1,440 | 2,060 | 4.3 | 60 | 25 | 90 | 11.33 | 23,562 | < HS | N | S | B2 | SO5 | B3 | SO6 | B6 | | | | | |
| Brickmasons & Blockmasons | 375 | 505 | 3.5 | 15 | 5 | 15 | 21.11 | 43,901 | HS | N | A | B3 | B6 | SO1 | T8 | R4 | | | | | |
| Medical Secretaries | 1,290 | 1,720 | 3.3 | 45 | 15 | 60 | 15.82 | 32,898 | HS | N | M | B2 | SO5 | B9 | B7 | SO1 | B10 | | | | |
| Painters, Construction & Maintenance | 950 | 1,265 | 3.3 | 30 | 15 | 45 | 19.90 | 41,391 | < HS | N | M | B2 | B3 | SO6 | B7 | R4 | | | | | |
| Carpenters | 2,600 | 3,415 | 3.2 | 80 | 30 | 115 | 20.33 | 42,294 | HS | N | A | B3 | T2 | T5 | B2 | SO1 | SY1 | B5 | B6 | T8 | R4 |
| Cement Masons & Concrete Finishers | 925 | 1,210 | 3.1 | 30 | 10 | 40 | 17.91 | 37,250 | < HS | N | M | B6 | B2 | SO1 | B3 | SY1 | | | | | |
| Industrial Machinery Mechanics | 1,205 | 1,565 | 3.0 | 35 | 35 | 70 | 22.37 | 46,531 | HS | N | L | T9 | T1 | T5 | T11 | T8 | | | | | |
| Structural Iron & Steel Workers | 125 | 160 | 2.8 | 5 | 5 | 10 | 26.76 | 55,663 | HS | N | A | T4 | T5 | SO1 | B3 | SY1 | B6 | B7 | B9 | | |
| Construction Laborers | 2,755 | 3,520 | 2.8 | 75 | 60 | 135 | 16.98 | 35,328 | < HS | N | S | B9 | SO1 | B2 | B3 | T4 | T5 | SO6 | | | |
| Plumbers, Pipefitters, & Steamfitters | 1,410 | 1,805 | 2.8 | 40 | 20 | 55 | 24.24 | 50,417 | HS | N | A | SO1 | R4 | B3 | T5 | B2 | SY1 | B6 | B9 | | |

OCCUPATIONS WITH THE MOST OPENINGS

BACHELOR'S DEGREE OR HIGHER

| Occupational Title | Employment ^[1] | | | Ann Job Openings ^[2] | | | \$ ^[3] | | Career Preparation ^[4] | | | Top Skills ^[5] | | | | | | | | | | |
|---|---------------------------|-----------|------------------------|---------------------------------|---------|-------|-------------------|------------------|-----------------------------------|----------|--------------|--------------------------------|----|-----|-----|-----|----|-----|--|--|--|--|
| | 2012 Est | 2022 Proj | Annual Growth Rate (%) | New | Replace | Total | 2015 Mean Wage | 2015 Mean Salary | Educ | Work Exp | Job Training | (L-R in order of significance) | | | | | | | | | | |
| General & Operations Managers | 5,530 | 6,570 | 1.9 | 105 | 105 | 205 | 50.24 | 104,492 | BA | < 5 | N | B2 | B7 | B9 | B3 | B6 | | | | | | |
| Accountants & Auditors | 3,960 | 4,685 | 1.8 | 75 | 115 | 190 | 32.71 | 68,030 | BA | N | N | B2 | B5 | B7 | B10 | B9 | | | | | | |
| Computer Systems Analysts | 3,245 | 4,395 | 3.5 | 115 | 50 | 165 | 38.03 | 79,102 | BA | N | N | B3 | B2 | B7 | B9 | SY2 | | | | | | |
| Elementary School Teachers, Ex Special Education | 4,530 | 5,130 | 1.3 | 60 | 100 | 160 | 25.52 | 53,075 | BA | N | I | SO2 | B9 | B4 | B2 | B1 | B6 | SO6 | | | | |
| Software Developers, Applications | 2,790 | 3,605 | 2.9 | 80 | 35 | 115 | 39.46 | 82,067 | BA | N | N | C1 | T7 | SY2 | SY1 | SY3 | | | | | | |
| Secondary School Teachers, Ex Special & Career/Technical Educ | 3,405 | 3,615 | 0.6 | 20 | 90 | 115 | 26.57 | 55,258 | BA | N | I | SO2 | B4 | B9 | B2 | SO1 | B3 | | | | | |
| Financial Managers | 2,635 | 3,185 | 2.1 | 55 | 50 | 105 | 59.65 | 124,070 | BA | > 5 | N | C1 | B3 | B2 | B7 | SY1 | B9 | B10 | | | | |
| Market Research Analysts & Marketing Specialists | 1,515 | 2,100 | 3.9 | 60 | 20 | 80 | 31.09 | 64,671 | BA | N | N | B7 | B2 | C1 | B3 | SY1 | B9 | B10 | | | | |
| Management Analysts | 2,135 | 2,605 | 2.2 | 45 | 35 | 80 | 38.75 | 80,596 | BA | < 5 | N | B2 | B7 | B9 | B3 | C1 | | | | | | |
| Loan Officers | 1,725 | 2,175 | 2.6 | 45 | 30 | 75 | 31.01 | 64,510 | BA | N | M | B9 | B2 | SY1 | B7 | B3 | | | | | | |

SOME COLLEGE TO ASSOCIATE'S DEGREE

| | | | | | | | | | | | | | | | | | | | | | | |
|---|-------|-------|-----|-----|-----|-----|-------|--------|----|---|---|-----|-----|-----|----|-----|-----|-----|--|--|--|--|
| Registered Nurses | 7,965 | 9,525 | 2.0 | 155 | 155 | 310 | 27.12 | 56,414 | AS | N | N | SO6 | B2 | SO1 | B9 | B3 | B7 | SO5 | | | | |
| Heavy & Tractor-Trailer Truck Drivers | 6,495 | 7,750 | 1.9 | 125 | 105 | 230 | 21.00 | 43,676 | PS | N | S | T4 | T5 | B6 | B2 | B3 | T8 | | | | | |
| Nursing Assistants | 4,915 | 5,605 | 1.4 | 70 | 95 | 165 | 13.07 | 27,183 | PS | N | N | SO6 | SO5 | B2 | B6 | SO1 | | | | | | |
| Teacher Assistants | 4,170 | 4,505 | 0.8 | 35 | 95 | 130 | 10.86 | 22,585 | SC | N | N | B2 | B9 | SO1 | B6 | SO5 | SO6 | | | | | |
| Hairdressers, Hairstylists, & Cosmetologists | 2,195 | 2,665 | 2.1 | 45 | 50 | 100 | 14.95 | 31,087 | PS | N | N | B2 | SO5 | B3 | B9 | B1 | SY1 | SO6 | | | | |
| Licensed Practical & Licensed Vocational Nurses | 1,375 | 1,700 | 2.4 | 35 | 35 | 65 | 19.54 | 40,638 | PS | N | N | B2 | B9 | B3 | B7 | SO1 | SO5 | | | | | |
| Heating, AC, & Refrigeration Mechanics & Installers | 1,160 | 1,475 | 2.7 | 30 | 30 | 60 | 24.91 | 51,818 | PS | N | L | T3 | T11 | T9 | T1 | T5 | | | | | | |
| Computer User Support Specialists | 1,430 | 1,805 | 2.6 | 35 | 20 | 60 | 21.34 | 44,392 | SC | N | M | B2 | B9 | B7 | B3 | B10 | | | | | | |
| Medical Assistants | 1,225 | 1,540 | 2.6 | 30 | 25 | 55 | 16.51 | 34,333 | PS | N | N | B2 | B9 | SO6 | B6 | B7 | | | | | | |
| Preschool Teachers, Ex Special Education | 905 | 1,040 | 1.5 | 15 | 25 | 40 | 13.40 | 27,876 | AS | N | N | B9 | B4 | SO2 | B2 | SO1 | SO6 | | | | | |

HIGH SCHOOL OR LOWER

| | | | | | | | | | | | | | | | | | | | | | |
|---|--------|--------|------|-----|-----|-----|-------|--------|------|-----|---|----|-----|-----|-----|-----|-----|----|--|--|--|
| Retail Salespersons | 12,235 | 13,700 | 1.2 | 145 | 420 | 565 | 13.35 | 27,758 | < HS | N | S | B2 | SO4 | B9 | SO6 | SO3 | SO6 | | | | |
| Cashiers | 9,845 | 10,680 | 0.8 | 85 | 425 | 510 | 9.27 | 19,272 | < HS | N | S | B2 | SO5 | B9 | B5 | SO6 | | | | | |
| Combined Food Preparation & Serving Workers, Incl Fast Food | 9,040 | 10,495 | 1.6 | 145 | 345 | 490 | 8.87 | 18,447 | < HS | N | S | B2 | SO5 | B9 | SO1 | B6 | SO6 | | | | |
| Customer Service Reps | 9,735 | 11,675 | 2.0 | 195 | 265 | 460 | 16.68 | 34,692 | HS | N | S | B2 | B9 | SO5 | SO4 | B7 | | | | | |
| Waiters & Waitresses | 7,300 | 7,810 | 0.7 | 50 | 350 | 400 | 8.79 | 18,278 | < HS | N | S | B2 | SO5 | SO6 | B9 | SO1 | | | | | |
| Office Clerks, General | 9,710 | 10,725 | 1.0 | 100 | 205 | 305 | 16.01 | 33,295 | HS | N | S | B2 | B7 | B9 | SO6 | R4 | B10 | | | | |
| Farmers, Ranchers, & Other Agricultural Managers | 16,870 | 14,935 | -1.1 | 0 | 270 | 270 | 33.72 | 70,145 | HS | > 5 | N | B3 | B9 | B2 | SY1 | B7 | R4 | | | | |
| Laborers & Freight, Stock, & Material Movers, Hand | 5,505 | 6,440 | 1.7 | 95 | 170 | 265 | 12.93 | 26,900 | < HS | N | S | B2 | B3 | T5 | SO1 | B6 | B7 | B9 | | | |
| Janitors & Cleaners, Ex Maids & Housekeeping Cleaners | 6,920 | 7,970 | 1.5 | 105 | 130 | 235 | 11.72 | 24,375 | < HS | N | S | B3 | B2 | SO1 | SO6 | B9 | R4 | | | | |
| Childcare Workers | 4,525 | 5,370 | 1.9 | 85 | 135 | 215 | 9.54 | 19,851 | HS | N | S | B6 | SO5 | B9 | B3 | SO6 | | | | | |

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 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.