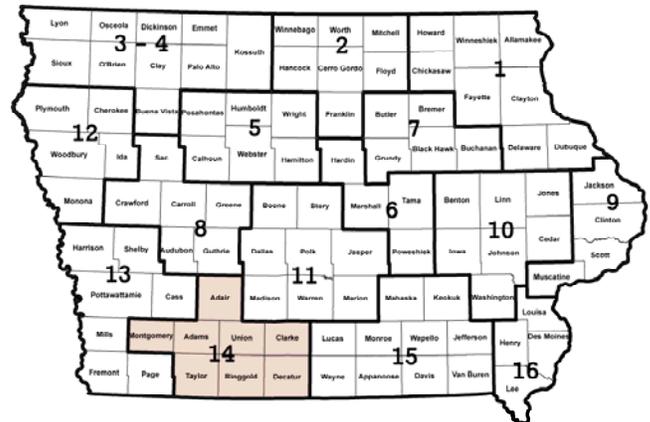
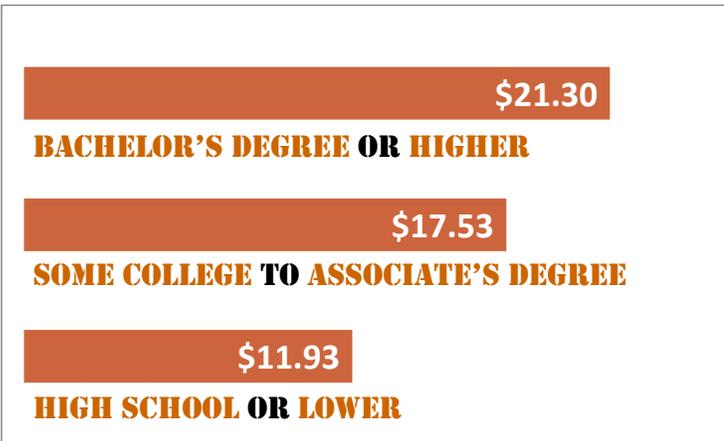


REGION 14

**WORKFORCE
DEVELOPMENT**

CAREER & EDUCATION OUTLOOK

MEAN HOURLY WAGES BY EDUCATION LEVEL



FASTEST GROWING OCCUPATIONS

BACHELOR'S DEGREE OR HIGHER

Occupational Title	Employment ^[1]			Ann Job Openings ^[2]			\$ ^[3]		Career Prep ^[4]			Top Skills ^[5]						
	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 Sch Teach, Ex Spec	300	335	1.00	5	5	10	20.49	42,615	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6
Sec Sch Teach, Ex Spec/Career/Tech	395	410	0.38	*	10	15	21.91	45,581	BA	N	I	SO2	B4	B9	B2	SO1	B3	

SOME COLLEGE TO ASSOCIATE'S DEGREE

Licensed Practical/Vocational Nurses	270	335	2.41	5	5	15	18.86	39,223	PS	N	N	B2	B9	B3	B7	SO1	SO5	
Registered Nurses	455	520	1.32	5	10	15	24.05	50,022	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5
Nursing Assistants	655	740	1.30	10	10	20	10.98	22,838	PS	N	N	SO6	SO5	B2	B6	SO1		
Heavy/Tractor-Trailer Truck Drivers	870	975	1.21	10	15	25	22.47	46,743	PS	N	S	T4	T5	B6	B2	B3	T8	
Teacher Assistants	450	475	0.56	5	10	15	10.13	21,066	SC	N	N	B2	B9	SO1	B6	SO5	SO6	

HIGH SCHOOL OR LOWER

Personal Care Aides	200	290	4.50	10	*	10	9.86	20,501	< HS	N	S	SO5	B2	SO6	B3	B9					
Construction Laborers	165	200	2.12	5	5	10	N.A.	N.A.	< HS	N	S	B9	SO1	B2	B3	T4	T5	SO6			
Childcare Wkrs	265	315	1.89	5	10	15	8.38	17,427	HS	N	S	B6	SO5	B9	B3	SO6					
Maids & Housekeeping Cleaners	290	340	1.72	5	5	10	10.22	21,267	< HS	N	S	B2	SO5	SO6	R4	B3	B6	B9			
Comb Food Prep/Serv Wkrs, Incl Fast Food	480	560	1.67	10	20	25	8.66	18,006	< HS	N	S	B2	SO5	B9	SO1	B6	SO6				
Cooks, Restaurant	260	295	1.35	5	5	10	9.22	19,168	< HS	< 5	M	SO1	B6	B2	B3	SY1	T8	B9			
Landscaping/Groundskeeping Wkrs	230	260	1.30	5	5	10	11.59	24,109	< HS	N	S	T4	B2	B3	B9	T5	R4				
Sec/Admin Assts, Ex Legal/Med/Exec	600	665	1.08	5	5	15	12.38	25,748	HS	N	S	B9	B2	R4	SO5	B10					
Laborers & Freight/Stock/Mat Movers, Hand	425	470	1.06	5	15	15	12.13	25,221	< HS	N	S	B2	B3	T5	SO1	B6	B7	B9			
Maintenance & Repair Wkrs, General	335	370	1.04	5	5	10	18.10	37,642	HS	N	L	T9	T1	T11	B3	C1	T2	B6			
																		T5	T8	B7	R4

OCCUPATIONS WITH THE MOST OPENINGS

BACHELOR'S DEGREE OR HIGHER

Occupational Title	Employment ^[1]			Ann Job Openings ^[2]			\$ ^[3]		Career Prep ^[4]			Top Skills ^[5]						
	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)						
Sec Sch Teach, Ex Special/Career/Tech	395	410	0.38	*	10	15	21.91	45,581	BA	N	I	SO2	B4	B9	B2	SO1	B3	
Elem Sch Teach, Ex Special	300	335	1.00	5	5	10	20.49	42,615	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6

SOME COLLEGE TO ASSOCIATE'S DEGREE

Heavy & Tractor-Trailer Truck Drivers	870	975	1.21	10	15	25	22.47	46,743	PS	N	S	T4	T5	B6	B2	B3	T8	
Nursing Assistants	655	740	1.30	10	10	20	10.98	22,838	PS	N	N	SO6	SO5	B2	B6	SO1		
Licensed Practical/Vocational Nurses	270	335	2.41	5	5	15	18.86	39,223	PS	N	N	B2	B9	B3	B7	SO1	SO5	
Registered Nurses	455	520	1.32	5	10	15	24.05	50,022	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5
Teacher Assistants	450	475	0.56	5	10	15	10.13	21,066	SC	N	N	B2	B9	SO1	B6	SO5	SO6	

HIGH SCHOOL OR LOWER

Cashiers	1,050	1,140	0.86	10	45	55	8.87	18,442	< HS	N	S	B2	SO5	B9	B5	SO6						
Farmers, Ranchers, & Other Ag Mgrs	2,885	2,690	-0.68	0	45	45	N.A.	N.A.	HS	> 5	N	B3	B9	B2	SY1	B7	R4					
Comb Food Prep/Serv Wkrs, Incl Fast Food	480	560	1.67	10	20	25	8.66	18,006	< HS	N	S	B2	SO5	B9	SO1	B6	SO6					
Retail Salespersons	415	450	0.84	5	15	20	8.94	18,597	< HS	N	S	B2	SO4	B9	SO6	SO3	SO6					
Waiters & Waitresses	340	365	0.74	*	15	20	8.25	17,156	< HS	N	S	B2	SO5	SO6	B9	SO1						
Childcare Wkrs	265	315	1.89	5	10	15	8.38	17,427	HS	N	S	B6	SO5	B9	B3	SO6						
Sec/Admin Assts, Ex Legal/Med/Exec	600	665	1.08	5	5	15	12.38	25,748	HS	N	S	B9	B2	R4	SO5	B10						
Laborers/Freight/Stock/Mat Movers, Hand	425	470	1.06	5	15	15	12.13	25,221	< HS	N	S	B2	B3	T5	SO1	B6	B7	B9				
Personal Care Aides	200	290	4.50	10	*	10	9.86	20,501	< HS	N	S	SO5	B2	SO6	B3	B9						
Construction Laborers	165	200	2.12	5	5	10	N.A.	N.A.	< HS	N	S	B9	SO1	B2	B3	T4	T5	SO6				
Maids & Housekeeping Cleaners	290	340	1.72	5	5	10	10.22	21,267	< HS	N	S	B2	SO5	SO6	R4	B3	B6	B9				
Cooks, Restaurant	260	295	1.35	5	5	10	9.22	19,168	< HS	< 5	M	SO1	B6	B2	B3	SY1	T8	B9				
Landscaping & Groundskeeping Wkrs	230	260	1.30	5	5	10	11.59	24,109	< HS	N	S	T4	B2	B3	B9	T5	R4					
Maintenance & Repair Wkrs, General	335	370	1.04	5	5	10	18.10	37,642	HS	N	L	T9	T1	T11	B3	C1	T2	B6	T5	T8	B7	R4
First-Line Supvs of Retail Sales Wkrs	310	345	0.97	5	5	10	15.77	32,807	HS	< 5	N	B2	SO1	B3	B6	SO5	B9					
Janitors/Cleaners, Ex Maids/House	400	430	0.88	5	10	10	11.86	24,675	< HS	N	S	B3	B2	SO1	SO6	B9	R4					
Customer Service Representatives	290	315	0.86	5	10	10	15.91	33,085	HS	N	S	B2	B9	SO5	SO4	B7						
Team Assemblers	485	525	0.82	5	10	10	13.40	27,866	HS	N	M	SO1	B2	B3	B9	B6	B7					
Sales Reps, Wholesale/Mfg, Ex Tech/Sci	310	325	0.48	*	5	10	23.11	48,063	HS	N	M	B9	B2	SO4	SO6	B3	SO3					
Packaging/Filling Machine Operators	335	350	0.45	*	10	10	15.39	32,014	HS	N	M	T5	T8	T4	B6	B3	T11					
Packers & Packagers, Hand	275	285	0.36	*	5	10	10.06	20,922	< HS	N	S	B9	B2	B3	SY1	B6	T8					
Tellers	200	210	0.25	*	10	10	12.91	26,853	HS	N	S	B2	B9	B3	B5	B7	SO5					
Office Clerks, General	410	420	0.24	*	10	10	12.31	25,614	HS	N	S	B2	B7	B9	SO6	R4	B10					
FarmWkrs, Farm/Ranch/Aqua Animals	260	255	-0.19	0	10	10	N.A.	N.A.	< HS	N	S	B2	B7	B6	T4	T5						

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 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**: 2014 Iowa Wage Survey estimates (based on 2013 2nd quarter occupational wage data updated from 2014 2nd 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.