

mean hourly wages by education level



fastest growing occupations

bachelor's degree or higher

Occupational Title	Employment ^[1]			Annual Job Separations/Opening ^[2]				\$ ^[3]		Career Preparation ^[4]			Top Skills ^[5]															
	2016 Estimated	2026 Projected	Annual Growth Rate (%)	Exits [a]	Transfers [b]	New (Growth) [c]	Total [a+b+c]	2018 Mean Wage	2018 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)															
Mental Health Counselors	120	150	2.5	5	10	5	15	N.A.	N.A.	MA	N	I	B2	SO6	SO5	B9	B3	SY1	B6	B10	B7	SO4						
Loan Officers	275	330	2.2	5	15	5	30	33.05	68,745	BA	N	M	B2	B9	SY1	B7	B3	SO5	SO6	B10	B1	C1						
Financial Mgrs	395	475	2.0	10	20	10	40	41.93	87,210	BA	> 5	N	B3	SY1	C1	R1	B7	B9	B2	B5	B10	SO1						
Social & Community Service Mgrs	150	180	2.0	5	10	5	15	24.12	50,178	BA	< 5	N	SO5	SO6	B1	B2	C1	SO1	B3	SY1	R3	B6						
Market Research Analysts & Marketing Specialists	165	195	1.8	5	10	5	20	22.36	46,510	BA	N	N	B3	B7	B10	B2	C1	B9	SY1	B1	B5	B6						
Rehabilitation Counselors	95	110	1.6	5	5	5	10	13.91	28,943	MA	N	N	B2	SO6	B6	B9	B3	SO1	SO5	B10	B7	R4						
Medical & Health Services Mgrs	240	275	1.5	5	10	5	20	36.97	76,901	BA	< 5	N	B9	B3	B2	SO1	SY1	B7	R4	B10	B1	SO6						
Coaches & Scouts	325	365	1.4	20	25	5	50	15.19	31,587	BA	N	N	SO2	B9	R3	B6	SY1	B4	B2	C1	SO1	B3						
Training & Development Specialists	110	125	1.4	5	10	5	15	19.57	40,713	BA	< 5	N	SO2	B4	B2	B9	B6	B7	SO6	B3	B10	SO1						
Public Relations & Fundraising Mgrs	115	130	1.3	5	5	5	10	38.22	79,501	BA	> 5	N	SO6	B2	B7	B9	B10	C1	SO4	SY1	SO1	B3						
Construction Mgrs	160	180	1.3	5	10	5	15	38.28	79,622	BA	N	M	B2	B3	B9	C1	SO1	R3	B7	R4	B1	B6						

some college to associate's degree

Wind Turbine Service Technicians	120	230	9.2	5	10	10	25	N.A.	N.A.	PS	N	L	T9	T11	T1	B3	T5	C1	B2	B6	B7	B9
Medical Assistants	150	185	2.7	5	10	5	20	14.07	29,255	PS	N	N	B9	B2	B7	SO6	B6	C1	SO1	B10	SO5	B1
Dental Assistants	75	85	2.0	5	5	5	10	20.99	43,652	PS	N	N	B2	B7	B9	B3	SO5	B1	B6	SO6	C1	SO1
Heating/A C/Refrigeration Mechanics & Installers	135	155	1.5	5	10	5	15	22.39	46,576	PS	N	L	T1	T3	T8	T11	T5	T9	B2	B3	T4	B7
Hairdressers, Hairstylists, & Cosmetologists	420	470	1.1	30	20	5	55	14.83	30,839	PS	N	N	B2	B9	SO5	B3	B1	SY1	SO6	C1	B6	B7
Library Technicians	155	165	1.0	15	10	5	20	11.56	24,046	PS	N	N	B7	B2	B9	SO5	SO1	B3	B4	SO6	B1	SY1
Preschool Teachers, Ex Special Educ	105	115	1.0	5	5	5	10	13.73	28,549	AS	N	N	B9	B4	SO2	B2	SO1	SO6	B3	B6	B7	SO5
Heavy & Tractor-Trailer Truck Drivers	2,590	2,825	0.9	115	170	25	310	19.29	40,133	PS	N	S	T4	T5	R4	B3	B6	B7	B9	T11	B2	C1
Nursing Assistants	1,165	1,260	0.8	75	60	10	145	13.82	28,754	PS	N	N	SO5	B2	SO6	SO1	B6	B9	C1	B7	SY1	R4
Emergency Medical Technicians & Paramedics	130	140	0.8	5	5	5	10	15.84	32,943	PS	N	N	B3	B2	SO1	B9	SO5	SO6	B1	C1	B7	B4
Computer User Support Specialists	130	140	0.8	5	5	5	10	19.86	41,317	SC	N	N	B2	B7	B9	C1	B3	B10	SY1	B1	SY2	SO2

high school or lower

Personal Care Aides	560	785	4.0	55	40	25	115	11.35	23,610	HS	N	S	SO5	SO6	B2	B9	B6	SO1	B3	SO2	SY1	R4
Home Health Aides	725	905	2.5	50	40	20	110	N.A.	N.A.	HS	N	S	B2	SO5	SO6	B3	B6	B7	SO2	SO4	B9	R4
Insurance Sales Agents	360	440	2.2	15	20	10	45	42.14	87,655	HS	N	M	B7	B2	B9	B3	SO4	B10	R4	SO5	SO3	SO6
Loan Interviewers & Clerks	90	110	2.2	5	5	5	10	17.11	35,591	HS	N	S	B2	B9	B7	B3	B10	C1	B1	SY1	SO6	R4
Woodworking Machine Setters & Operators	90	110	2.2	5	5	5	15	N.A.	N.A.	HS	N	M	T5	T4	T8	B6	B3	T1	B9	T11	B2	T2
Agricultural Equipment Operators	390	475	2.2	15	50	10	75	16.17	33,631	< HS	N	M	T4	T5	T8	T9	T11	B2	SO6	B3	T1	B9
Pipelayers	70	85	2.1	5	5	5	10	N.A.	N.A.	< HS	N	S	T4	B2	T5	SO1	B3	T8	B6	B7	T9	SO6
Social & Human Service Assistants	295	355	2.0	15	25	5	45	16.81	34,972	HS	N	S	B2	SO5	SO6	B9	B10	B6	B7	SO1	B3	SO4
Painters, Transportation Equipment	75	90	2.0	5	5	5	10	N.A.	N.A.	HS	N	M	B6	T4	T5	SO1	B3	T8	SY1	R4	B2	T1
Helpers--Electricians	55	60	1.8	5	5	5	10	N.A.	N.A.	HS	N	S	B2	T8	B3	T9	B9	T11	C1	SO1	T1	T3
Taxi Drivers & Chauffeurs	110	125	1.8	5	5	5	15	10.70	22,246	< HS	N	S	B2	T4	B6	T5	SO5	SO6	B9	R4	SO1	SY1

occupations with the most openings

bachelor's degree or higher

Occupational Title	Employment ^[1]			Annual Job Separations/Opening ^[2]				\$ ^[3]		Career Preparation ^[4]			Top Skills ^[5]															
	2016 Estimated	2026 Projected	Annual Growth Rate (%)	Exits [a]	Transfers [b]	New (Growth) [c]	Total [a+b+c]	2018 Mean Wage	2018 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)															
General & Operations Mgrs	1,335	1,460	0.9	30	85	15	125	41.92	87,193	BA	> 5	N	B2	S01	B6	S06	B9	B3	B7	R4	S03	B1						
Registered Nurses	1,570	1,765	1.2	50	35	20	105	26.88	55,903	BA	N	N	B2	S06	S05	B9	S01	B3	B7	SY1	B6	B10						
Elementary School Teachers, Ex Special Educ	1,155	1,230	0.6	40	45	10	90	21.83	45,410	BA	N	N	S02	B9	B4	B2	B3	B7	S01	B6	S06	B10						
Accountants & Auditors	495	550	1.1	15	30	5	50	28.03	58,299	BA	N	N	B2	B3	B5	B7	B9	B10	SY1	B6	C1	SY2						
Coaches & Scouts	325	365	1.4	20	25	5	50	15.19	31,587	BA	N	N	S02	B9	R3	B6	SY1	B4	B2	C1	S01	B3						
Substitute Teachers	365	400	1.0	25	20	5	45	12.83	26,685	BA	N	N	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.						
Financial Mgrs	395	475	2.0	10	20	10	40	41.93	87,210	BA	> 5	N	B3	SY1	C1	R1	B7	B9	B2	B5	B10	S01						
Secondary School Teachers	495	530	0.7	15	20	5	40	22.99	47,817	BA	N	N	S02	B9	B2	B4	B7	B3	B6	S06	SY1	B10						
Loan Officers	275	330	2.2	5	15	5	30	33.05	68,745	BA	N	M	B2	B9	SY1	B7	B3	S05	S06	B10	B1	C1						
Middle School Teachers	390	415	0.6	15	15	*	30	N.A.	N.A.	BA	N	N	S02	B9	B2	B4	B7	S06	B10	B6	R4	B1						

some college to associate's degree

Heavy & Tractor-Trailer Truck Drivers	2,590	2,825	0.9	115	170	25	310	19.29	40,133	PS	N	S	T4	T5	R4	B3	B6	B7	B9	T11	B2	C1
Bookkeeping, Accounting, & Auditing Clerks	1,455	1,425	-0.2	90	70	-5	155	16.40	34,113	SC	N	M	B5	B2	B3	B7	B9	B10	B6	R4	C1	S01
Nursing Assistants	1,165	1,260	0.8	75	60	10	145	13.82	28,754	PS	N	N	S05	B2	S06	S01	B6	B9	C1	B7	SY1	R4
Teacher Assistants	995	1,060	0.7	55	45	5	110	10.68	22,213	SC	N	N	B2	B9	S02	S06	S01	B4	B7	B1	B3	SY1
Automotive Service Technicians & Mechanics	615	650	0.6	20	40	5	60	16.33	33,966	PS	N	S	T9	T1	T5	T11	B3	T4	T8	T2	C1	B2
Hairdressers, Hairstylists, & Cosmetologists	420	470	1.1	30	20	5	55	14.83	30,839	PS	N	N	B2	B9	S05	B3	B1	SY1	S06	C1	B6	B7
Wind Turbine Service Technicians	120	230	9.2	5	10	10	25	N.A.	N.A.	PS	N	L	T9	T11	T1	B3	T5	C1	B2	B6	B7	B9
Medical Assistants	150	185	2.7	5	10	5	20	14.07	29,255	PS	N	N	B9	B2	B7	S06	B6	C1	S01	B10	S05	B1
Licensed Practical & Licensed Vocational Nurses	270	265	-0.2	10	10	0	20	18.74	38,985	PS	N	N	S05	B2	S01	B6	B7	S06	B9	R4	B3	SY1
Library Technicians	155	165	1.0	15	10	*	20	11.56	24,046	PS	N	N	B7	B2	B9	S05	S01	B3	B4	S06	B1	SY1

high school or lower

Cashiers	2,620	2,725	0.4	250	245	10	505	10.06	20,921	< HS	N	S	S05	B2	B9	B5	S06	S01	B3	SY1	B6	B7
Farmers, Ranchers, & Other Agricultural Mgrs	6,390	6,380	0.0	375	95	*	465	N.A.	N.A.	HS	> 5	N	B3	SY1	B9	S01	B6	B2	R4	C1	T5	S04
Combined Food Preparation & Serving Wkrs	1,775	2,005	1.3	165	175	25	365	9.70	20,169	< HS	N	S	B2	S05	B9	S01	B6	S06	SY1	B3	S02	B4
Retail Salespersons	2,295	2,380	0.4	150	185	10	345	12.18	25,325	< HS	N	S	S04	B2	S05	B9	S03	S06	B3	B1	S01	B6
Office Clerks, General	1,855	1,830	-0.1	110	105	-5	210	15.91	33,089	HS	N	S	B2	B7	B9	B10	S01	B3	S05	S06	R4	B6
Janitors & Cleaners, Ex Maids & Housekeepers	1,420	1,605	1.3	100	95	20	210	13.31	27,675	< HS	N	S	B2	S01	B3	S06	B9	R4	B1	B6	S05	B7
Laborers & Freight, Stock, & Material Movers	1,355	1,465	0.8	70	120	10	200	15.31	31,842	< HS	N	S	S01	B3	T4	B2	T5	B7	B9	B6	SY1	R4
Secretaries & Admin Assistants	1,825	1,720	-0.6	95	95	-10	180	14.13	29,390	HS	N	S	B10	B2	B7	B9	R4	S05	S01	B3	SY1	B6
Waiters & Waitresses	865	910	0.5	65	100	5	170	8.79	18,280	< HS	N	S	B2	S05	B9	S06	S01	B6	B1	C1	B3	SY1
FarmWkrs, Farm, Ranch, & Aquacultural Animals	900	1,030	1.4	35	110	15	160	17.01	35,386	< HS	N	S	B2	B3	B6	S01	T4	T5	C1	B9	T2	SY1

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 substitute 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 ten 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**: 2016-2026 Occupational Projections estimates based on 2016 annual industry employment data and 2017 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**: 2018 Iowa Wage Survey estimates (based on 2017 2nd quarter occupational wage data updated to 2018 2nd quarter using Employment Cost Index), Labor Market and Workforce Information Division, Iowa Workforce Development.

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