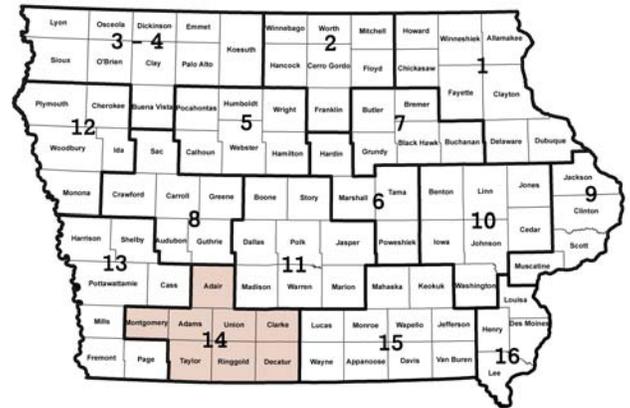
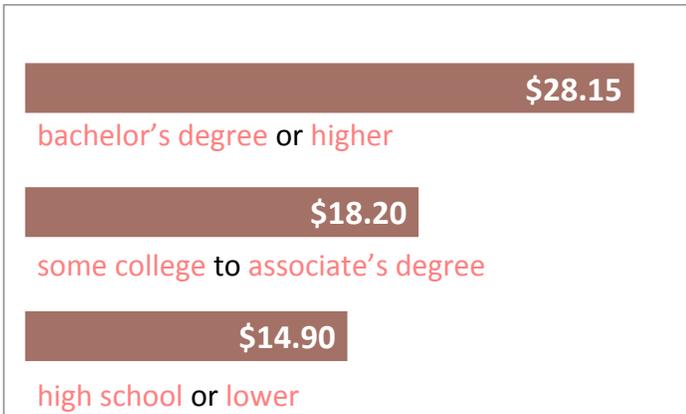


mean hourly wages by education level



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)										
Loan Officers	85	105	2.4	*		5	*	10	33.47	69,625	BA	N	M	B2	B9	SY1	B7	B3	SO5	SO6	B10	B1	C1
Financial Mgrs	100	115	2.0	*		5	*	10	43.51	90,511	BA	>5	N	B3	SY1	C1	R1	B7	B9	B2	B5	B10	SO1
Social & Community Service Mgrs	75	90	2.0	5		5	*	10	22.41	46,606	BA	<5	N	SO5	SO6	B1	B2	C1	SO1	B3	SY1	R3	B6
Coaches & Scouts	80	90	1.3	5		5	*	10	N.A.	N.A.	BA	N	N	SO2	B9	R3	B6	SY1	B4	B2	C1	SO1	B3
Registered Nurses	525	580	1.0	15		10	5	35	26.46	55,037	BA	N	N	B2	SO6	SO5	B9	SO1	B3	B7	SY1	B6	B10
General & Operations Mgrs	255	275	1.0	5		15	*	25	N.A.	N.A.	BA	>5	N	B2	SO1	B6	SO6	B9	B3	B7	R4	SO3	B1
Medical & Health Services Mgrs	105	115	1.0	5		5	*	10	N.A.	N.A.	BA	<5	N	B9	B3	B2	SO1	SY1	B7	R4	B10	B1	SO6
Substitute Teachers	115	125	0.9	5		5	*	15	N.A.	N.A.	BA	N	N	N.A.									
Accountants & Auditors	140	150	0.7	5		10	*	15	23.37	48,600	BA	N	N	B2	B3	B5	B7	B9	B10	SY1	B6	C1	SY2
Elementary School Teachers	400	425	0.6	15		15	*	30	N.A.	N.A.	BA	N	N	SO2	B9	B4	B2	B3	B7	SO1	B6	SO6	B10
Secondary School Teachers	410	435	0.6	15		15	*	30	N.A.	N.A.	BA	N	N	SO2	B9	B2	B4	B7	B3	B6	SO6	SY1	B10

some college to associate's degree

Medical Assistants	90	110	2.2	5		5	*	10	N.A.	N.A.	PS	N	N	B2	B2	B7	SO6	B6	C1	SO1	B10	SO5	B1
Hairdressers, Hairstylists, & Cosmetologists	125	140	1.2	10		5	*	15	9.37	19,494	PS	N	N	B2	B9	SO5	B3	B1	SY1	SO6	C1	B6	B7
Preschool Teachers, Ex Special Educ	100	110	1.0	5		5	*	10	N.A.	N.A.	AS	N	N	B9	B4	SO2	B2	SO1	SO6	B3	B6	B7	SO5
Heavy & Tractor-Trailer Truck Drivers	765	840	1.0	35		50	10	90	27.57	57,341	PS	N	S	T4	T5	R4	B3	B6	B7	B9	T11	B2	C1
Teacher Assistants	400	425	0.6	25		20	5	45	10.89	22,643	SC	N	N	B2	B9	SO2	SO6	SO1	B4	B7	B1	B3	SY1
Nursing Assistants	520	555	0.6	35		25	5	65	12.73	26,480	PS	N	N	SO5	B2	SO6	SO1	B6	B9	C1	B7	SY1	R4
Automotive Service Techs & Mechanics	125	130	0.4	5		10	0	10	21.11	43,913	PS	N	S	T9	T1	T5	T11	B3	T4	T8	T2	C1	B2

high school or lower

Personal Care Aides	195	260	3.3	20		15	5	40	11.26	23,425	HS	N	S	SO5	SO6	B2	B9	B6	SO1	B3	SO2	SY1	R4
Home Health Aides	250	310	2.4	15		15	5	35	N.A.	N.A.	HS	N	S	B2	SO5	SO6	B3	B6	B7	SO2	SO4	B9	R4
Agricultural Equipment Operators	135	165	1.9	5		15	5	25	N.A.	N.A.	<HS	N	M	T4	T5	T8	T9	T11	B2	SO6	B3	T1	B9
Nonfarm Animal Caretakers	55	65	1.8	5		5	*	10	N.A.	N.A.	HS	N	S	B2	B6	SO5	SY1	B7	B9	SO1	R4	C1	SO6
Insurance Sales Agents	110	135	1.8	5		5	*	15	N.A.	N.A.	HS	N	M	B7	B2	B9	B3	SO4	B10	R4	SO5	SO3	SO6
Hotel, Motel, & Resort Desk Clerks	55	65	1.8	5		5	*	10	N.A.	N.A.	HS	N	S	SO6	B9	SO5	B2	SO1	C1	SY1	R3	B6	B7
Social & Human Service Assistants	130	155	1.5	5		10	*	20	16.14	33,571	HS	N	S	B2	SO5	SO6	B9	B10	B6	B7	SO1	B3	SO4
Cement Masons & Concrete Finishers	65	75	1.5	5		5	*	10	N.A.	N.A.	<HS	N	M	B6	SO1	T8	B9	R4	B2	C1	B3	SY1	T4
Combined Food Preparation & Serving Wkrs	415	475	1.4	40		40	5	85	10.87	22,613	<HS	N	S	B2	SO5	B9	SO1	B6	SO6	SY1	B3	SO2	B4
Amusement & Recreation Attendants	35	40	1.4	5		5	0	10	N.A.	N.A.	<HS	N	S	B9	B2	SO5	SO6	SO1	B6	B3	SY1	SO4	T4

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)									
Registered Nurses	525	580	1.0	15	10	5	35	26.46	55,037	BA	N	N	B2	S06	S05	B9	S01	B3	B7	SY1	B6	B10
Elementary School Teachers	400	425	0.6	15	15	*	30	N.A.	N.A.	BA	N	N	S02	B9	B4	B2	B3	B7	S01	B6	S06	B10
Secondary School Teachers	410	435	0.6	15	15	*	30	N.A.	N.A.	BA	N	N	S02	B9	B2	B4	B7	B3	B6	S06	SY1	B10
General & Operations Mgrs	255	275	1.0	5	15	*	25	N.A.	N.A.	BA	> 5	N	B2	S01	B6	S06	B9	B3	B7	R4	S03	B1
Substitute Teachers	115	125	0.9	5	5	*	15	N.A.	N.A.	BA	N	N	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Accountants & Auditors	140	150	0.7	5	10	*	15	23.37	48,600	BA	N	N	B2	B3	B5	B7	B9	B10	SY1	B6	C1	SY2
Social & Community Service Mgrs	75	90	2.0	5	5	*	10	22.41	46,606	BA	< 5	N	S05	S06	B1	B2	C1	S01	B3	SY1	R3	B6
Loan Officers	85	105	2.4	*	5	*	10	33.47	69,625	BA	N	M	B2	B9	SY1	B7	B3	S05	S06	B10	B1	C1
Financial Mgrs	100	115	2.0	*	5	*	10	43.51	90,511	BA	> 5	N	B3	SY1	C1	R1	B7	B9	B2	B5	B10	SO1
Coaches & Scouts	80	90	1.3	5	5	*	10	N.A.	N.A.	BA	N	N	S02	B9	R3	B6	SY1	B4	B2	C1	S01	B3
Medical & Health Services Mgrs	105	115	1.0	5	5	*	10	N.A.	N.A.	BA	< 5	N	B9	B3	B2	S01	SY1	B7	R4	B10	B1	SO6

some college to associate's degree

Heavy & Tractor-Trailer Truck Drivers	765	840	1.0	35	50	10	90	27.57	57,341	PS	N	S	T4	T5	R4	B3	B6	B7	B9	T11	B2	C1
Nursing Assistants	520	555	0.6	35	25	5	65	12.73	26,480	PS	N	N	S05	B2	S06	S01	B6	B9	C1	B7	SY1	R4
Bookkeeping, Accounting, & Auditing Clerks	540	515	-0.4	35	25	*	55	16.42	34,158	SC	N	M	B5	B2	B3	B7	B9	B10	B6	R4	C1	SO1
Teacher Assistants	400	425	0.6	25	20	5	45	10.89	22,643	SC	N	N	B2	B9	S02	S06	S01	B4	B7	B1	B3	SY1
Hairdressers, Hairstylists, & Cosmetologists	125	140	1.2	10	5	*	15	9.37	19,494	PS	N	N	B2	B9	S05	B3	B1	SY1	S06	C1	B6	B7
Licensed Practical/Vocational Nurses	200	195	-0.3	5	5	0	15	19.69	40,957	PS	N	N	S05	B2	S01	B6	B7	S06	B9	R4	B3	SY1
Medical Assistants	90	110	2.2	5	5	*	10	N.A.	N.A.	PS	N	N	B9	B2	B7	S06	B6	C1	S01	B10	S05	B1
Preschool Teachers, Ex Special Educ	100	110	1.0	5	5	*	10	N.A.	N.A.	AS	N	N	B9	B4	S02	B2	S01	S06	B3	B6	B7	SO5
Automotive Service Techs & Mechanics	125	130	0.4	5	10	0	10	21.11	43,913	PS	N	S	T9	T1	T5	T11	B3	T4	T8	T2	C1	B2
Library Technicians	60	65	0.0	5	5	0	10	N.A.	N.A.	PS	N	N	B7	B2	B9	S05	S01	B3	B4	S06	B1	SY1

high school or lower

Cashiers	1,225	1,270	0.4	115	115	5	235	9.06	18,835	<HS	N	S	S05	B2	B9	B5	S06	S01	B3	SY1	B6	B7
Farmers, Ranchers, & Other Agricultural Mgrs	2,810	2,815	0.0	165	40	*	205	N.A.	N.A.	HS	> 5	N	B3	SY1	B9	S01	B6	B2	R4	C1	T5	SO4
Combined Food Preparation & Serving Wrks	415	475	1.4	40	40	5	85	10.87	22,613	<HS	N	S	B2	S05	B9	S01	B6	S06	SY1	B3	S02	B4
Retail Salespersons	440	460	0.5	30	35	*	65	12.31	25,609	<HS	N	S	S04	B2	S05	B9	S03	S06	B3	B1	S01	B6
Laborers & Freight, Stock, & Material Movers	450	470	0.4	25	40	*	65	15.83	32,918	<HS	N	S	S01	B3	T4	B2	T5	B7	B9	B6	SY1	R4
Waiters & Waitresses	320	330	0.3	25	35	*	60	9.30	19,334	<HS	N	S	B2	S05	B9	S06	S01	B6	B1	C1	B3	SY1
Packers & Packagers, Hand	310	350	1.3	20	25	5	55	N.A.	N.A.	<HS	N	S	B6	B2	S01	B3	B9	B7	SY1	S05	S06	R4
Janitors & Cleaners, Ex Maids & Housekeepers	385	425	1.0	25	25	5	55	11.71	24,363	<HS	N	S	B2	S01	B3	S06	B9	R4	B1	B6	S05	B7
Cooks, Restaurant	380	405	0.8	25	30	5	55	11.27	23,444	<HS	< 5	M	B6	B2	S01	B3	B9	R4	SY1	B7	S06	B1
Office Clerks, General	485	475	-0.2	30	25	*	55	14.70	30,570	HS	N	S	B2	B7	B9	B10	S01	B3	S05	S06	R4	B6

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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