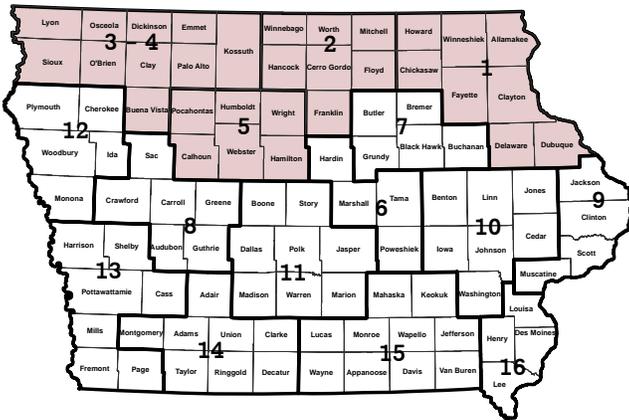


regions' 1, 2, 3-4, & 5 hot jobs

2014-2024

october 2016



high-demand, high-salary occupations

region 1

Occupational Title	Employment ^[1]			§ ^[2]		Career Preparation ^[3]			Top Skills ^[4]							
	2014 Estimated	2024 Projected	Annual Growth Rate (%)	2016 Mean Wage	2016 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)							
Financial Managers	420	470	1.2	47.25	98,276	BA	> 5	N	C1 B3 B2 B7 SY1 B9 B10							
Software Developers, Systems Software	460	570	2.4	41.83	87,008	BA	N	N	B3 B2 T7 B7 C1							
Medical & Health Services Managers	300	350	1.7	36.32	75,555	BA	< 5	N	B7 B9 B2 B3 SY1							
Software Developers, Applications	365	455	2.5	35.92	74,715	BA	N	N	C1 T7 SY2 SY1 SY3							
General & Operations Managers	1,555	1,725	1.1	35.88	74,633	BA	> 5	N	B2 B7 B9 B3 B6							
Loan Officers	280	320	1.4	35.42	73,677	BA	N	M	B9 B2 SY1 B7 B3							
Computer Systems Analysts	465	580	2.6	33.17	68,996	BA	N	N	B3 B2 B7 B9 SY2							
Electrical Power-Line Installers & Repairers	135	155	1.1	29.39	61,124	HS	N	L	B2 B6 B3 T5 T11							
Accountants & Auditors	840	945	1.3	28.30	58,865	BA	N	N	B2 B5 B7 B10 B9							
Claims Adjusters, Examiners, & Investigators	190	225	2.1	27.88	57,994	HS	N	L	B7 B10 B2 B3 B9							
First-Line Supervisors of Mechanics, Installers, & Repairers	320	355	1.1	26.25	54,607	HS	< 5	N	R3 B6 SO1 B3 R4							
Registered Nurses	2,220	2,635	1.9	24.64	51,244	BA	N	N	SO6 B2 SO1 B9 B3 B7 SO5							
First-Line Supervisors of Office & Administrative Support Wkrs	510	575	1.3	23.96	49,828	HS	< 5	N	B2 B9 SO1 SO6 B3 R3							
Insurance Sales Agents	360	450	2.5	23.20	48,246	HS	N	M	B2 B7 B9 B10 B3 SO4 R4							
Electricians	450	525	1.8	23.15	48,153	HS	N	A	T11 T9 B2 B3 T5 T8							
Industrial Machinery Mechanics	525	660	2.6	21.52	44,756	HS	N	L	T9 T1 T5 T11 T8							
Computer User Support Specialists	420	490	1.7	20.53	42,701	SC	N	N	B2 B9 B7 B3 B10							
Bus & Truck Mechanics & Diesel Engine Specialists	290	345	1.9	20.18	41,974	HS	N	L	T9 T11 T1 T4 T5							
Production, Planning, & Expediting Clerks	255	290	1.4	19.79	41,167	HS	N	M	B7 B2 B3 B9 R4							
Carpenters	730	815	1.2	19.70	40,976	HS	N	A	B3 T2 T5 B2 SO1 SY1 B5 B6 T8 R4							
Farm Equipment Mechanics & Service Technicians	350	395	1.3	19.69	40,951	HS	N	L	T9 T1 T11 T8 B3 T4 T5							
Licensed Practical & Licensed Vocational Nurses	540	610	1.3	19.64	40,847	PS	N	N	B2 B9 B3 B7 SO1 SO5							
Parts Salespersons	265	300	1.3	18.80	39,113	NE	N	M	B2 B9 SO5 B7 SO6							
Machinists	470	560	1.8	18.29	38,049	HS	N	L	T5 T8 T4 T11 B3 B6							
Insurance Claims & Policy Processing Clerks	175	215	2.3	17.94	37,308	HS	N	M	B2 B7 B9 B3 B10							
Automotive Service Technicians & Mechanics	655	730	1.1	17.65	36,707	PS	N	S	T1 T9 T11 T2 T8							
Computer-Controlled Machine Tool Operators, Metal & Plastic	820	990	2.1	17.09	35,551	HS	N	M	B6 T5 B3 T8 T4							
Billing & Posting Clerks	230	270	1.7	16.57	34,459	HS	N	M	B2 B7 B3 B9 SO5							
Cement Masons & Concrete Finishers	300	340	1.3	16.55	34,423	NE	N	M	B6 B2 SO1 B3 SY1							
Construction Laborers	900	1,060	1.8	15.98	33,247	NE	N	S	B9 SO1 B2 B3 T4 T5 SO6							

region 2

Medical & Health Services Managers	180	215	1.9	31.46	65,434	BA	< 5	N	B7 B9 B2 B3 SY1
Wind Turbine Service Technicians	100	180	8.0	30.16	62,732	SC	N	L	T9 T11 T1 B3 T5
Accountants & Auditors	350	395	1.3	27.29	56,761	BA	N	N	B2 B5 B7 B10 B9
Registered Nurses	1,110	1,290	1.6	24.98	51,954	BA	N	N	SO6 B2 SO1 B9 B3 B7 SO5
Insurance Sales Agents	320	385	2.0	24.43	50,819	HS	N	M	B2 B7 B9 B10 B3 SO4 R4
Industrial Machinery Mechanics	220	260	1.8	22.35	46,482	HS	N	L	T9 T1 T5 T11 T8
Mixing & Blending Machine Setters, Operators, & Tenders	270	315	1.7	17.85	37,136	HS	N	M	T5 T4 B6 B7 B2 T8
Maintenance & Repair Workers, General	495	545	1.0	17.31	35,995	HS	N	L	T9 T1 T11 B3 C1 T2 B6 T5 T8 B7 R4
Construction Laborers	645	750	1.6	15.42	32,071	NE	N	S	B9 SO1 B2 B3 T4 T5 SO6

high-demand, high-salary occupations

region 3-4

Occupational Title	Employment ^[1]			\$ ^[2]		Career Preparation ^[3]			Top Skills ^[4]									
	2014 Estimated	2024 Projected	Annual Growth Rate (%)	2016 Mean Wage	2016 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)									
Financial Managers	380	420	1.1	40.20	83,625	BA	> 5	N	C1	B3	B2	B7	SY1	B9	B10			
General & Operations Managers	1,350	1,465	0.9	36.81	76,574	BA	> 5	N	B2	B7	B9	B3	B6					
Insurance Sales Agents	335	410	2.4	26.94	56,030	HS	N	M	B2	B7	B9	B10	B3	SO4	R4			
Accountants & Auditors	485	550	1.4	24.57	51,102	BA	N	N	B2	B5	B7	B10	B9					
Registered Nurses	1,450	1,655	1.4	24.26	50,469	BA	N	N	SO6	B2	SO1	B9	B3	B7	SO5			
Electricians	355	430	2.0	21.04	43,770	HS	N	A	T11	T9	B2	B3	T5	T8				
Industrial Machinery Mechanics	480	610	2.7	20.78	43,226	HS	N	L	T9	T1	T5	T11	T8					
Farm Equipment Mechanics & Service Technicians	400	435	0.9	19.52	40,610	HS	N	L	T9	T1	T11	T8	B3	T4	T5			
Automotive Service Technicians & Mechanics	570	625	1.0	18.41	38,285	PS	N	S	T1	T9	T11	T2	T8					
Heavy & Tractor-Trailer Truck Drivers	2,585	2,870	1.1	18.36	38,183	PS	N	S	T4	T5	B6	B2	B3	T8				
Cement Masons & Concrete Finishers	345	400	1.6	18.22	37,900	NE	N	M	B6	B2	SO1	B3	SY1					
Carpenters	590	655	1.1	17.90	37,238	HS	N	A	B3	T2	T5	B2	SO1	SY1	B5	B6	T8	R4
Agricultural Equipment Operators	305	335	1.0	17.70	36,807	NE	N	S	T4	T5	T8	T9	T11					
Machinists	580	680	1.7	16.76	34,851	HS	N	L	T5	T8	T4	T11	B3	B6				
Customer Service Reps	550	600	0.9	16.42	34,149	HS	N	S	B2	B9	SO5	SO4	B7					
Billing & Posting Clerks	245	275	1.2	15.95	33,186	HS	N	M	B2	B7	B3	B9	SO5					
Substance Abuse & Behavioral Disorder Counselors	255	310	2.0	15.81	32,894	BA	N	N	B2	SO6	B9	B3	B7					
Computer-Controlled Machine Tool Operators, Metal & Plastic	175	220	2.6	15.23	31,671	HS	N	M	B6	T5	B3	T8	T4					
Construction Laborers	840	985	1.7	15.10	31,401	NE	N	S	B9	SO1	B2	B3	T4	T5	SO6			

region 5

General & Operations Managers	475	505	0.6	35.65	74,146	BA	> 5	N	B2	B7	B9	B3	B6				
Elementary School Teachers, Ex Special Education	480	505	0.5	24.85	51,694	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6		
Registered Nurses	1,055	1,220	1.6	22.49	50,724	BA	N	N	SO6	B2	SO1	B9	B3	B7	SO5		
Machinists	295	320	0.8	22.43	46,648	HS	N	L	T5	B3	T4	B2	SO1	B6	B7		
Industrial Machinery Mechanics	255	310	2.0	21.02	43,720	HS	N	L	T9	T1	T5	T11	T8				
Electricians	300	360	2.0	19.09	39,708	HS	N	A	T11	T9	B2	B3	T5	T8			
Heavy & Tractor-Trailer Truck Drivers	1,670	1,860	1.1	18.32	38,108	PS	N	S	T4	T5	B6	B2	B3	T8			
Licensed Practical & Licensed Vocational Nurses	260	285	1.0	17.84	37,105	PS	N	N	B2	B9	B3	B7	SO1	SO5			
First-Line Supervisors of Food Preparation & Serving Wkrs	235	255	0.9	16.89	35,130	HS	< 5	N	B9	B2	SO1	SO5	R3	B6			
Construction Laborers	380	440	1.7	14.84	30,877	NE	N	S	B9	SO1	B2	B3	T4	T5	SO6		

Legend/Methodology/Selection Criteria:

Occupations were selected based on their annual growth rate and mean annual salary (residual or undefined occupations were not included). To be considered a high demand, high salary occupation required that occupations achieve a higher annual growth rate than Region 1's 1.0% average (or Region 2's .9, Region 3-4's .8%, and Region 5's .7%) and also have a higher salary than Region 1's mean midpoint of \$32,146 (or Region 2's \$29,850, Region 3-4's \$30,959, and Region 5's \$30,877). From this process, the top occupations became the **Hot Jobs**.

[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] 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. **[3] 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. **[4] 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**: 2014-2024 Occupational Projections estimates based on 2014 annual industry employment data and 2015 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**: 2016 Iowa Wage Survey estimates (based on 2015 2nd quarter occupational wage data updated to 2016 2nd quarter using Employment Cost Index), Labor Market and Workforce Information Division, Iowa Workforce Development.

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