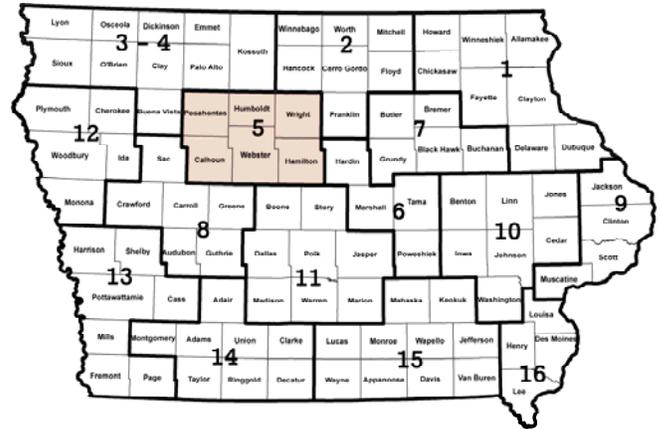


REGION 5

**WORKFORCE
DEVELOPMENT**

CAREER & EDUCATION OUTLOOK

MEAN HOURLY WAGES BY EDUCATION



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)								
General & Operations Managers	375	415	1.07	5	5	10	36.40	75,705	BA	< 5	N	B2	B7	B9	B3	B6				
Elem School Teachers, Ex Special	500	550	1.10	5	10	15	23.22	48,307	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6		
Sec School Teachers, Ex Spec/Career/Tech	250	265	0.40	*	5	10	20.96	43,601	BA	N	I	SO2	B4	B9	B2	SO1	B3			

SOME COLLEGE TO ASSOCIATE'S DEGREE

Licensed Practical/Vocational Nurses	265	325	2.26	5	5	10	16.67	34,681	PS	N	N	B2	B9	B3	B7	SO1	SO5			
Hairdressers/Stylists/Cosmetologists	255	310	1.96	5	5	10	N.A.	N.A.	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6		
Registered Nurses	990	1,160	1.72	15	20	35	23.29	48,452	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5		
Heavy & Tractor-Trailer Truck Drivers	1,480	1,735	1.72	25	25	50	22.39	46,569	PS	N	S	T4	T5	B6	B2	B3	T8			
Nursing Assistants	880	990	1.25	10	15	30	11.61	24,139	PS	N	N	SO6	SO5	B2	B6	SO1				
Library Technicians	135	145	0.74	*	5	10	10.93	22,743	PS	N	N	B6	B9	B2	SO5	B3	SO6			
Teacher Assistants	560	590	0.45	5	15	15	10.25	21,319	SC	N	N	B2	B9	SO1	B6	SO5	SO6			

HIGH SCHOOL OR LOWER

Personal Care Aides	205	280	3.90	10	*	10	9.46	19,686	< HS	N	S	SO5	B2	SO6	B3	B9				
Carpenters	280	365	3.04	10	5	10	19.09	39,702	HS	N	A	B3	T2	T5	B2	SO1	SY1	B5	B6	T8
Medical Secretaries	215	275	2.79	5	5	10	13.97	29,059	HS	N	M	B2	SO5	B9	B7	SO1	B10			
Childcare Wkrs	245	310	2.65	5	5	15	N.A.	N.A.	HS	N	S	B6	SO5	B9	B3	SO6				
Home Health Aides	190	240	2.63	5	5	10	10.67	22,199	< HS	N	S	B2	SO5	B3	SO6	B6				
Construction Laborers	375	470	2.53	10	10	20	13.31	27,684	< HS	N	S	B9	SO1	B2	B3	T4	T5	SO6		
Industrial Machinery Mechanics	340	425	2.50	10	10	20	20.55	42,746	HS	N	L	T9	T1	T5	T11	T8				
Food Servers, Nonrestaurant	160	200	2.19	5	5	10	8.61	17,908	< HS	N	S	B2	SO5	SO6	B9	SO1				
Electricians	385	460	1.95	10	5	15	19.42	40,396	HS	N	A	T11	T9	B2	B3	T5	T8			
Landscaping & Grounds Wkrs	300	355	1.83	5	10	15	N.A.	N.A.	< HS	N	S	T4	B2	B3	B9	T5	R4			

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] (L-R in order of significance)						
	2012 Est	2022 Proj	Annual Growth Rate (%)	New	Replace	Total	2014 Mean Wage	2014 Mean Salary	Educ	Work Exp	Job Training							
Elementary School Teachers, Ex Special Educ	500	550	1.10	5	10	15	23.22	48307	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6
General & Operations Managers	375	415	1.07	5	5	10	36.40	75705	BA	< 5	N	B2	B7	B9	B3	B6		
Secondary School Teachers, Ex Spec/Career/Tech	250	265	0.40	*	5	10	20.96	43601	BA	N	I	SO2	B4	B9	B2	SO1	B3	

SOME COLLEGE TO ASSOCIATE'S DEGREE

Heavy & Tractor-Trailer Truck Drivers	1480	1735	1.72	25	25	50	22.39	46569	PS	N	S	T4	T5	B6	B2	B3	T8	
Registered Nurses	990	1160	1.72	15	20	35	23.29	48452	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5
Nursing Assistants	880	990	1.25	10	15	30	11.61	24139	PS	N	N	SO6	SO5	B2	B6	SO1		
Teacher Assistants	560	590	0.45	5	15	15	10.25	21319	SC	N	N	B2	B9	SO1	B6	SO5	SO6	
Licensed Practical & Licensed Vocational Nurses	265	325	2.26	5	5	10	16.67	34681	PS	N	N	B2	B9	B3	B7	SO1	SO5	
Hairdressers, Hairstylists, & Cosmetologists	255	310	1.96	5	5	10	N.A.	N.A.	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6
Library Technicians	135	145	0.74	*	5	10	10.93	22743	PS	N	N	B6	B9	B2	SO5	B3	SO6	

HIGH SCHOOL OR LOWER

Cashiers	1245	1320	0.60	5	55	60	8.86	18425	< HS	N	S	B2	SO5	B9	B5	SO6		
Farmers, Ranchers, & Other Agricultural Managers	3535	3250	-0.82	0	55	55	N.A.	N.A.	HS	> 5	N	B3	B9	B2	SY1	B7	R4	
Retail Salespersons	1115	1190	0.67	5	40	45	15.10	31398	< HS	N	S	B2	SO4	B9	SO6	SO3	SO6	
Combined Food Prep/Serving Wkrs, Incl Fast Food	625	715	1.44	10	25	35	8.24	17144	< HS	N	S	B2	B6	B9	SO1	R4		
Laborers & Freight, Stock, & Material Movers, Hand	865	955	0.98	10	25	35	13.09	27233	< HS	N	S	B2	B3	T5	SO1	B6	B7	B9
Waiters & Waitresses	675	710	0.52	5	30	35	8.17	16999	< HS	N	S	B2	SO5	SO6	B9	SO1		
Office Clerks, General	935	1015	0.86	10	20	30	13.09	27236	HS	N	S	B2	B7	B9	SO6	R4	B10	
Secretaries/Admin Assts, Ex Legal/Med/Exec	1020	1140	1.18	10	10	25	13.45	27974	HS	N	S	B9	B2	R4	SO5	B10		
Construction Laborers	375	470	2.53	10	10	20	13.31	27684	< HS	N	S	B9	SO1	B2	B3	T4	T5	SO6
Industrial Machinery Mechanics	340	425	2.50	10	10	20	20.55	42746	HS	N	L	T9	T1	T5	T11	T8		
Maids & Housekeeping Cleaners	490	575	1.73	10	10	20	9.63	20028	< HS	N	S	B2	SO5	SO6	R4	B3	B6	B9
Janitors/Cleaners, Ex Maids/House Cleaners	620	695	1.21	10	10	20	12.13	25226	< HS	N	S	B3	B2	SO1	SO6	B9	R4	
Sales Reps, Wholesale & Mfg, Ex Tech/Scientific	670	725	0.82	5	15	20	24.13	50196	HS	N	M	B9	B2	SO4	SO6	B3	SO3	

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.