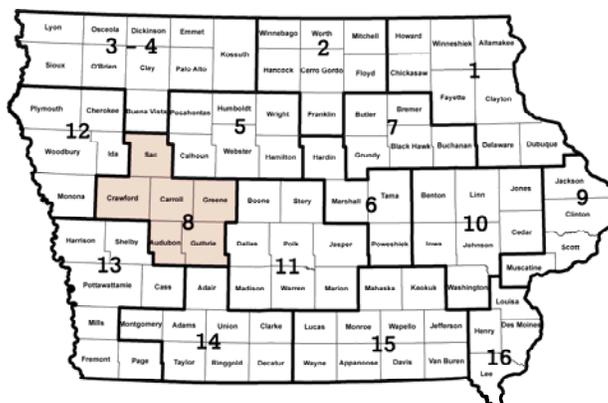


REGION 8

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 Preparation ^[4]			Top Skills ^[5]						
	2012 Est	2022 Proj	Annual Growth Rate (%)	New	Replace	Total	Mean Wage	Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)						
Elem Sch Teachers, Ex Special	525	580	1.05	5	10	20	N.A.	N.A.	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6
Mid Sch Teachers, Ex Spec/Career/Tech	305	340	0.98	5	5	10	N.A.	N.A.	BA	N	I	SO2	B2	B7	B4	SO6	B10	
General & Operations Mgrs	375	400	0.67	*	5	10	48.49	100,863	BA	< 5	N	B2	B7	B9	B3	B6		
Sec Sch Teachers, Ex Spec/Career/Tech	295	305	0.51	*	10	10	N.A.	N.A.	BA	N	I	SO2	B4	B9	B2	SO1	B3	

SOME COLLEGE TO ASSOCIATE'S DEGREE

Registered Nurses	725	865	1.93	15	15	30	23.77	49,443	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5
Licensed Practical/Vocational Nurses	225	265	1.78	5	5	10	17.94	37,318	PS	N	N	B2	B9	B3	B7	SO1	SO5	
Nursing Assistants	550	640	1.64	10	10	20	11.54	23,994	PS	N	N	SO6	SO5	B2	B6	SO1		
Heavy/Tractor-Trailer Truck Drivers	1,405	1,575	1.21	15	20	40	17.19	35,762	PS	N	S	T4	T5	B6	B2	B3	T8	
Teacher Assistants	470	490	0.43	*	10	15	10.60	22,048	SC	N	N	B2	B9	SO1	B6	SO5	SO6	

HIGH SCHOOL OR LOWER

Personal Care Aides	625	830	3.36	20	5	25	10.16	21,129	< HS	N	S	SO5	B2	SO6	B3	B9		
Industrial Machinery Mechanics	220	275	2.50	5	5	10	17.90	37,222	HS	N	L	T9	T1	T5	T11	T8		
Carpenters	285	350	2.28	5	5	10	14.82	30,818	HS	N	A	B3	T2	T5	B2	SO1	SY1	B5
Food Servers, Nonrestaurant	220	275	2.27	5	5	10	9.71	20,204	< HS	N	S	B2	SO5	SO6	B9	SO1		
Childcare Wrks	345	415	2.03	5	10	15	N.A.	N.A.	HS	N	S	B6	SO5	B9	B3	SO6		
Construction Laborers	380	455	1.97	5	10	15	13.92	28,955	< HS	N	S	B9	SO1	B2	B3	T4	T5	SO6
Insurance Sales Agents	520	620	1.92	10	10	20	17.29	35,973	HS	N	M	B2	B7	B9	B10	B3	SO4	R4
Packaging/Filling Machine Operators	240	285	1.88	5	5	10	12.53	26,069	HS	N	M	B6	T5	B2	SO1	T8		
Maids & Housekeeping Cleaners	395	460	1.65	5	10	15	10.51	21,869	< HS	N	S	B2	SO5	SO6	R4	B3	B6	B9
Comb Food Prep/Serv Wrks, Inc Fast Food	725	840	1.59	10	30	40	8.25	17,164	< HS	N	S	B2	SO5	B9	SO1	B6	SO6	

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							
Elem School Teachers, Ex Special Educ	525	580	1.05	5	10	20	N.A.	N.A.	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6
Mid School Teachers, Ex Special/Career/Tech	305	340	0.98	5	5	10	N.A.	N.A.	BA	N	I	SO2	B2	B7	B4	SO6	B10	
General & Operations Mgrs	375	400	0.67	*	5	10	48.49	100,863	BA	< 5	N	B2	B7	B9	B3	B6		
Sec School Teachers, Ex Special/Career/Tech	295	305	0.51	*	10	10	N.A.	N.A.	BA	N	I	SO2	B4	B9	B2	SO1	B3	

SOME COLLEGE TO ASSOCIATE'S DEGREE

Heavy & Tractor-Trailer Truck Drivers	1,405	1,575	1.21	15	20	40	17.19	35,762	PS	N	S	T4	T5	B6	B2	B3	T8	
Registered Nurses	725	865	1.93	15	15	30	23.77	49,443	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5
Nursing Assistants	550	640	1.64	10	10	20	11.54	23,994	PS	N	N	SO6	SO5	B2	B6	SO1		
Teacher Assistants	470	490	0.43	*	10	15	10.60	22,048	SC	N	N	B2	B9	SO1	B6	SO5	SO6	
Licensed Practical/Vocational Nurses	225	265	1.78	5	5	10	17.94	37,318	PS	N	N	B2	B9	B3	B7	SO1	SO5	

HIGH SCHOOL OR LOWER

Cashiers	1,350	1,490	1.04	15	60	70	8.83	18,362	< HS	N	S	B2	SO5	B9	B5	SO6		
Farmers, Ranchers, & Other Ag Mgrs	3,035	2,805	-0.76	0	50	50	N.A.	N.A.	HS	> 5	N	B3	B9	B2	SY1	B7	R4	
Comb Food Prep/Serv Wkrs, Incl Fast Food	725	840	1.59	10	30	40	8.25	17,164	< HS	N	S	B2	SO5	B9	SO1	B6	SO6	
Laborers & Freight/Stock/Mat Movers, Hand	1,110	1,180	0.63	5	35	40	12.40	25,791	< HS	N	S	B2	B3	T5	SO1	B6	B7	B9
Meat, Poultry, & Fish Cutters & Trimmers	805	910	1.30	10	20	30	N.A.	N.A.	< HS	N	S	B2	SO1	B3	B6	B9		
Personal Care Aides	625	830	3.36	20	5	25	10.16	21,129	< HS	N	S	SO5	B2	SO6	B3	B9		
Insurance Sales Agents	520	620	1.92	10	10	20	17.29	35,973	HS	N	M	B2	B7	B9	B10	B3	SO4	R4
Retail Salespersons	430	465	0.81	5	15	20	11.97	24,899	< HS	N	S	B2	SO4	B9	SO6	SO3	SO6	
Childcare Wkrs	345	415	2.03	5	10	15	N.A.	N.A.	HS	N	S	B6	SO5	B9	B3	SO6		
Construction Laborers	380	455	1.97	5	10	15	13.92	28,955	< HS	N	S	B9	SO1	B2	B3	T4	T5	SO6
Maids & Housekeeping Cleaners	395	460	1.65	5	10	15	10.51	21,869	< HS	N	S	B2	SO5	SO6	R4	B3	B6	B9
Landscaping & Groundskeeping Wkrs	315	360	1.43	5	10	15	10.96	22,788	< HS	N	S	T4	B2	B3	B9	T5	R4	
Team Assemblers	520	595	1.35	5	10	15	13.56	28,200	HS	N	M	SO1	B2	B3	B9	B6	B7	
First-Line Supervisors of Retail Sales Wkrs	435	485	1.15	5	10	15	17.03	35,412	HS	< 5	N	B2	SO1	B3	B6	SO5	B9	
Secretaries/Admin Assts, Ex Legal/Med/Exec	705	780	1.06	5	10	15	13.44	27,965	HS	N	S	B9	B2	R4	SO5	B10		
Customer Service Representatives	385	425	1.04	5	10	15	13.91	28,940	HS	N	S	B2	B9	SO5	SO4	B7		
Janitors/Cleaners, Ex Maids/House Cleaners	560	615	0.98	5	10	15	12.81	26,649	< HS	N	S	B3	B2	SO1	SO6	B9	R4	
Stock Clerks & Order Fillers	405	440	0.74	5	10	15	11.13	23,152	< HS	N	S	B9	B2	SO5	SO6	SO1	R4	
Office Clerks, General	635	650	0.24	*	15	15	13.45	27,969	HS	N	S	B2	B7	B9	SO6	R4	B10	

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.