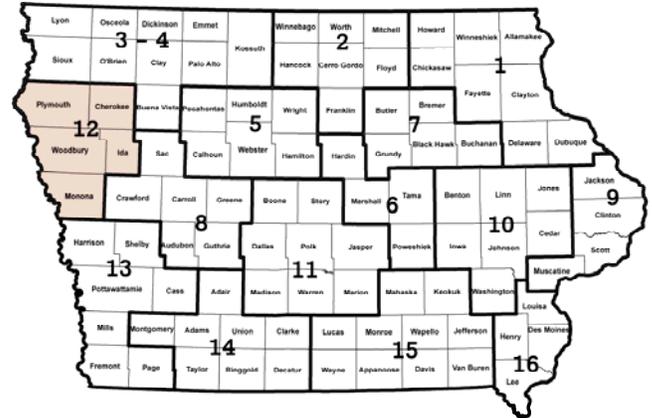


REGION 12

WORKFORCE
DEVELOPMENT

CAREER & EDUCATION OUTLOOK

MEAN HOURLY WAGES BY EDUCATION LEVEL



FASTEST GROWING OCCUPATIONS

BACHELOR'S DEGREE OR HIGHER

Occupational Title	Employment ⁽¹⁾		Annual Growth Rate (%)	Ann Job Openings ⁽²⁾			Wage ⁽³⁾		Career Preparation ⁽⁴⁾			Top Skills ⁽⁵⁾							
	2012 Est	2022 Proj		New	Replace	Total	2015 Mean Wage	2015 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)							
Health Specialties Teachers, Postsecondary	165	220	3.3	5	*	10	N.A.	N.A.	DP	< 5	N	B7	B9	SO2	B3	B2	C1	B4	B10
Mental Health & Substance Abuse Social Workers	240	300	2.5	5	5	10	22.11	45,981	BA	N	N	SO6	B2	B9	SO5	B3	B7		
Child, Family, & School Social Workers	235	280	2.1	5	5	10	19.81	41,208	BA	N	N	B2	B9	B7	SO6	B3	B6	SO5	
Coaches & Scouts	250	290	1.6	5	5	10	11.87	24,684	BA	N	N	SO2	B9	R3	SY1	B6			
Accountants & Auditors	420	475	1.3	5	10	15	26.43	54,975	BA	N	N	B2	B5	B7	B10	B9			
General & Operations Managers	850	955	1.2	10	15	25	41.82	86,976	BA	< 5	N	B2	B7	B9	B3	B6			
Middle School Teachers, Ex Special & Career/Technical Educ	500	550	1.1	5	10	15	25.21	52,442	BA	N	I	SO2	B2	B7	B4	SO6	B10		
Elementary School Teachers, Ex Special Education	640	705	1.0	5	15	20	23.59	49,062	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6	
Financial Managers	255	280	1.0	5	5	10	40.95	85,178	BA	> 5	N	C1	B3	B2	B7	SY1	B9	B10	
Recreation Workers	390	425	0.9	5	5	10	11.90	24,749	BA	N	N	B2	SO1	SO5	SO6	B9			

SOME COLLEGE TO ASSOCIATE'S DEGREE

Medical Assistants	245	305	2.7	5	5	10	13.47	28,013	PS	N	N	B2	B9	SO6	B6	B7			
Heating, AC, & Refrigeration Mechanics & Installers	210	260	2.4	5	5	10	22.59	46,981	PS	N	L	T3	T11	T9	T1	T5			
Licensed Practical & Licensed Vocational Nurses	255	315	2.4	5	5	10	18.68	38,854	PS	N	N	B2	B9	B3	B7	SO1	SO5		
Computer User Support Specialists	410	490	2.0	10	5	15	21.10	43,882	SC	N	M	B2	B9	B7	B3	B10			
Hairdressers, Hairstylists, & Cosmetologists	500	595	1.9	10	10	20	10.35	21,535	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6	
Registered Nurses	1,890	2,215	1.7	30	35	70	24.09	50,109	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5	
Heavy & Tractor-Trailer Truck Drivers	2,345	2,730	1.6	40	40	75	20.16	41,924	PS	N	S	T4	T5	B6	B2	B3	T8		
Nursing Assistants	1,110	1,255	1.3	15	20	35	12.02	24,992	PS	N	N	SO6	SO5	B2	B6	SO1			
First-Line Supervisors of Production & Operating Workers	445	470	0.7	5	5	10	27.71	57,646	PS	< 5	N	B3	R4	B2	B9	SO1	R3	B9	
Teacher Assistants	505	535	0.6	5	10	15	11.79	24,516	SC	N	N	B2	B9	SO1	B6	SO5	SO6		

HIGH SCHOOL OR LOWER

Painters, Construction & Maintenance	170	230	3.5	5	5	10	16.26	33,811	< HS	N	M	B2	B3	SO6	B7	R4			
Home Health Aides	410	530	2.9	10	10	20	N.A.	N.A.	< HS	N	S	B2	SO5	B3	SO6	B6			
Carpenters	500	645	2.9	15	5	20	17.30	35,990	HS	N	A	B3	T2	T5	B2	SO1	SY1	B5	B6
Medical Secretaries	405	520	2.8	10	5	15	15.03	31,265	HS	N	M	B2	SO5	B9	B7	SO1	B10		
Industrial Machinery Mechanics	310	395	2.7	10	10	20	21.46	44,641	HS	N	L	T9	T1	T5	T11	T8			
Construction Laborers	815	1,030	2.6	20	20	40	13.73	28,551	< HS	N	S	B9	SO1	B2	B3	T4	T5	SO6	
Plumbers, Pipefitters, & Steamfitters	475	585	2.3	10	5	15	20.85	43,367	HS	N	A	SO1	R4	B3	T5	B2	SY1	B6	B9
Childcare Workers	710	860	2.1	15	20	35	8.56	17,798	HS	N	S	B6	SO5	B9	B3	SO6			
First-Line Supervisors of Construction Trades & Extraction Wkrs	310	375	2.1	5	5	10	25.63	53,308	HS	> 5	N	B2	SO1	B3	B9	R4			
Billing & Posting Clerks	210	250	1.9	5	5	10	16.24	33,785	HS	N	S	B2	B7	R4	B3	B9			
Food Servers, Nonrestaurant	160	190	1.9	5	5	10	9.85	20,494	< HS	N	S	B2	SO5	SO6	B9	SO1			
Team Assemblers	1,095	1,300	1.9	20	15	35	14.73	30,645	HS	N	M	SO1	B2	B3	B9	B6	B7		

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]							
	2012 Est	2022 Proj	Annual Growth Rate (%)	New	Replace	Total	2015 Mean Wage	2015 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)							
General & Operations Managers	850	955	1.2	10	15	25	41.82	86,976	BA	< 5	N	B2	B7	B9	B3	B6			
Elementary School Teachers, Ex Special Education	640	705	1.0	5	15	20	23.59	49,062	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6	
Secondary School Teachers, Ex Special & Career/Technical Educ	650	675	0.4	5	20	20	21.53	44,778	BA	N	I	SO2	B4	B9	B2	SO1	B3		
Accountants & Auditors	420	475	1.3	5	10	15	26.43	54,975	BA	N	N	B2	B5	B7	B10	B9			
Middle School Teachers, Ex Special & Career/Technical Educ	500	550	1.1	5	10	15	25.21	52,442	BA	N	I	SO2	B2	B7	B4	SO6	B10		
Mental Health & Substance Abuse Social Workers	240	300	2.5	5	5	10	22.11	45,981	BA	N	N	SO6	B2	B9	SO5	B3	B7		
Child, Family, & School Social Workers	235	280	2.1	5	5	10	19.81	41,208	BA	N	N	B2	B9	B7	SO6	B3	B6	SO5	
Coaches & Scouts	250	290	1.6	5	5	10	11.87	24,684	BA	N	N	SO2	B9	R3	SY1	B6			
Financial Managers	255	280	1.0	5	5	10	40.95	85,178	BA	> 5	N	C1	B3	B2	B7	SY1	B9	B10	
Recreation Workers	390	425	0.9	5	5	10	11.90	24,749	BA	N	N	B2	SO1	SO5	SO6	B9			
Substitute Teachers	515	545	0.6	5	10	10	13.43	27,941	BA	N	I	N.A.	N.A.	N.A.	N.A.	N.A.			
Health Specialties Teachers, Postsecondary	165	220	3.3	5	*	10	N.A.	N.A.	DP	< 5	N	B7	B9	SO2	B3	B2	C1	B4	B10

SOME COLLEGE TO ASSOCIATE'S DEGREE

Heavy & Tractor-Trailer Truck Drivers	2,345	2,730	1.6	40	40	75	20.16	41,924	PS	N	S	T4	T5	B6	B2	B3	T8	
Registered Nurses	1,890	2,215	1.7	30	35	70	24.09	50,109	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5
Nursing Assistants	1,110	1,255	1.3	15	20	35	12.02	24,992	PS	N	N	SO6	SO5	B2	B6	SO1		
Hairdressers, Hairstylists, & Cosmetologists	500	595	1.9	10	10	20	10.35	21,535	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6
Computer User Support Specialists	410	490	2.0	10	5	15	21.10	43,882	SC	N	M	B2	B9	B7	B3	B10		
Teacher Assistants	505	535	0.6	5	10	15	11.79	24,516	SC	N	N	B2	B9	SO1	B6	SO5	SO6	
Medical Assistants	245	305	2.7	5	5	10	13.47	28,013	PS	N	N	B2	B9	SO6	B6	B7		
Heating, AC, & Refrigeration Mechanics & Installers	210	260	2.4	5	5	10	22.59	46,981	PS	N	L	T3	T11	T9	T1	T5		
Licensed Practical & Licensed Vocational Nurses	255	315	2.4	5	5	10	18.68	38,854	PS	N	N	B2	B9	B3	B7	SO1	SO5	
First-Line Supervisors of Production & Operating Workers	445	470	0.7	5	5	10	27.71	57,646	PS	< 5	N	B3	R4	B2	B9	SO1	R3	B9

HIGH SCHOOL OR LOWER

Retail Salespersons	3,160	3,450	0.9	30	110	135	11.28	23,471	< HS	N	S	B2	SO4	B9	SO6	SO3	SO6	
Cashiers	2,615	2,825	0.8	20	115	135	9.26	19,264	< HS	N	S	B2	SO5	B9	B5	SO6		
Combined Food Preparation & Serving Workers, Incl Fast Food	2,110	2,415	1.4	30	80	110	8.65	17,994	< HS	N	S	B2	SO5	B9	SO1	B6	SO6	
Laborers & Freight, Stock, & Material Movers, Hand	1,695	1,905	1.2	20	50	75	13.46	27,999	< HS	N	S	B2	B3	T5	SO1	B6	B7	B9
Farmers, Ranchers, & Other Agricultural Managers	4,745	4,240	-1.1	0	75	75	38.56	80,206	HS	> 5	N	B3	B9	B2	SY1	B7	R4	
Waiters & Waitresses	1,225	1,290	0.5	5	60	65	9.18	19,085	< HS	N	S	B2	SO5	SO6	B9	SO1		
Construction Laborers	815	1,030	2.6	20	20	40	13.73	28,551	< HS	N	S	B9	SO1	B2	B3	T4	T5	SO6
Stock Clerks & Order Fillers	990	1,070	0.8	10	30	40	11.63	24,183	< HS	N	S	B9	B2	SO5	SO6	SO1	R4	
Childcare Workers	710	860	2.1	15	20	35	8.56	17,798	HS	N	S	B6	SO5	B9	B3	SO6		
Team Assemblers	1,095	1,300	1.9	20	15	35	14.73	30,645	HS	N	M	SO1	B2	B3	B9	B6	B7	
First-Line Supervisors of Retail Sales Workers	1,130	1,245	1.0	10	25	35	16.62	34,565	HS	< 5	N	B2	SO1	B3	B6	SO5	B9	
Office Clerks, General	1,250	1,335	0.7	10	25	35	14.18	29,484	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**: 2015 Iowa Wage Survey estimates (based on 2014 2nd quarter occupational wage data updated to 2015 2nd quarter using Employment Cost Index), Labor Market and Workforce Information Division, Iowa Workforce Development. This workforce product was funded by a grant awarded by the U.S. Department of Labor's Employment and Training Administration. The product was created by the recipient and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This product is copyrighted by the institution that created it. Internal use by an organization and/or personal use by an individual for non-commercial purposes is permissible. All other uses require the prior authorization of the copyright owner. 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 www.iowalmi.gov to obtain the latest workforce data and trends including this document. Published 11/2015.