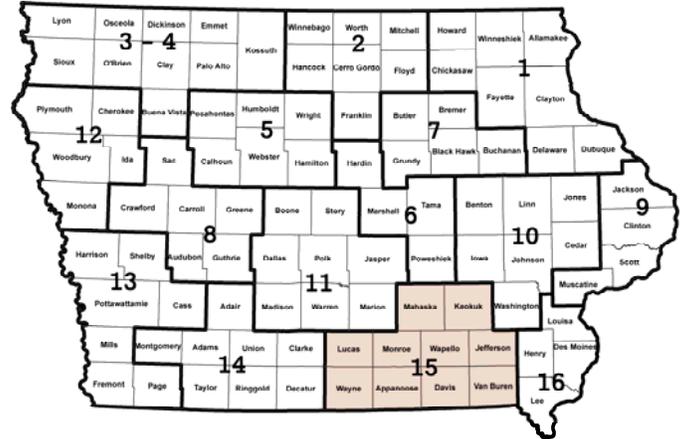


REGION 15

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 Prep ⁽⁴⁾			Top Skills ⁽⁵⁾ (L-R in order of significance)							
	2012 Est	2022 Proj	Annual Growth Rate (%)	New	Replace	Total	2015 Mean Wage	2015 Mean Salary	Educ	Work Exp	Job Trng								
Elementary School Teachers, Ex Special Educ	700	785	1.1	10	15	25	23.43	48,736	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6	
Accountants & Auditors	350	375	0.7	5	10	15	24.08	50,079	BA	N	N	B2	B5	B7	B10	B9			
Secondary School Teachers, Ex Special & Career/Technical Educ	865	910	0.5	5	25	30	22.17	46,120	BA	N	I	SO2	B4	B9	B2	SO1	B3		

SOME COLLEGE TO ASSOCIATE'S DEGREE

Hairdressers, Hairstylists, & Cosmetologists	255	320	2.5	5	5	10	N.A.	N.A.	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6	
Registered Nurses	1,145	1,320	1.5	20	20	40	24.51	50,974	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5	
Nursing Assistants	840	960	1.4	10	15	30	11.15	23,190	PS	N	N	SO6	SO5	B2	B6	SO1			
Heavy & Tractor-Trailer Truck Drivers	1,730	1,925	1.1	20	30	50	16.67	34,664	PS	N	S	T4	T5	B6	B2	B3	T8		
Preschool Teachers, Ex Special Education	220	245	1.1	*	5	10	N.A.	N.A.	AS	N	N	B9	B4	SO2	B2	SO1	SO6		
Teacher Assistants	815	865	0.6	5	20	25	10.12	21,043	SC	N	N	B2	B9	SO1	B6	SO5	SO6		
First-Line Supervisors of Production & Operating Workers	520	540	0.4	*	5	10	23.10	48,044	PS	< 5	N	B3	R4	B2	B9	SO1	R3	B9	

HIGH SCHOOL OR LOWER

Personal Care Aides	570	750	3.2	20	5	20	9.55	19,854	< HS	N	S	SO5	B2	SO6	B3	B9					
Carpenters	340	440	2.8	10	5	15	20.38	42,391	HS	N	A	B3	T2	T5	B2	SO1	SY1	B5	B6	T8	R4
Industrial Machinery Mechanics	185	230	2.4	5	5	10	19.77	41,122	HS	N	L	T9	T1	T11	T8	B3	T4	T5			
Construction Laborers	270	330	2.2	5	5	10	14.29	29,728	< HS	N	S	B9	SO1	B2	B3	T4	T5	SO6			
Childcare Workers	445	540	2.1	10	15	25	N.A.	N.A.	HS	N	S	B6	SO5	B9	B3	SO6					
Plumbers, Pipefitters, & Steamfitters	260	315	2.1	5	5	10	N.A.	N.A.	HS	N	A	SO1	R4	B3	T5	B2	SY1	B6	B9		
Insurance Sales Agents	230	275	2.0	5	5	10	24.61	51,191	HS	N	M	B2	B7	B9	B10	B3	SO4	R4			
Landscaping & Groundskeeping Workers	370	435	1.8	5	10	15	12.30	25,594	< HS	N	S	T4	B2	B3	B9	T5	R4				
Operating Engineers & Other Construction Equipment Operators	345	405	1.7	5	10	15	18.64	38,762	HS	N	M	T4	T5	B2	B6	B9					
Social & Human Service Assistants	205	240	1.7	5	5	10	11.99	24,939	HS	N	S	SO5	SO6	B2	B9	B7	B10				
Packers & Packagers, Hand	240	280	1.7	5	5	10	14.77	30,712	< HS	N	S	B9	B2	B3	SY1	B6	T8				
Dining Room & Cafeteria Attendants & Bartender Helpers	190	220	1.6	5	10	10	N.A.	N.A.	< HS	N	S	SO5	SO6	B2	SO1	B6					
Farmworkers & Laborers, Crop, Nursery, & Greenhouse	255	295	1.6	5	10	10	N.A.	N.A.	< HS	N	S	SO6	SO1	B3	B6	B2	T4	SO5	B9		

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)						
Secondary School Teachers, Ex Special & Career/Technical Educ	865	910	0.5	5	25	30	22.17	46,120	BA	N	I	SO2	B4	B9	B2	SO1	B3	
Elementary School Teachers, Ex Special Educ	700	785	1.1	10	15	25	23.43	48,736	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6
General & Operations Managers	580	630	0.8	5	10	15	36.17	75,244	BA	< 5	N	B2	B7	B9	B3	B6		
Accountants & Auditors	350	375	0.7	5	10	15	24.08	50,079	BA	N	N	B2	B5	B7	B10	B9		

SOME COLLEGE TO ASSOCIATE'S DEGREE

Heavy & Tractor-Trailer Truck Drivers	1,730	1,925	1.1	20	30	50	16.67	34,664	PS	N	S	T4	T5	B6	B2	B3	T8	
Registered Nurses	1,145	1,320	1.5	20	20	40	24.51	50,974	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5
Nursing Assistants	840	960	1.4	10	15	30	11.15	23,190	PS	N	N	SO6	SO5	B2	B6	SO1		
Teacher Assistants	815	865	0.6	5	20	25	10.12	21,043	SC	N	N	B2	B9	SO1	B6	SO5	SO6	
Preschool Teachers, Ex Special Education	220	245	1.1	*	5	10	N.A.	N.A.	AS	N	N	B9	B4	SO2	B2	SO1	SO6	
Hairdressers, Hairstylists, & Cosmetologists	255	320	2.5	5	5	10	N.A.	N.A.	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6
First-Line Supervisors of Production & Operating Workers	520	540	0.4	*	5	10	23.10	48,044	PS	< 5	N	B3	R4	B2	B9	SO1	R3	B9

HIGH SCHOOL OR LOWER

Cashiers	2,275	2,465	0.8	20	100	115	8.47	17,625	< HS	N	S	B2	SO5	B9	B5	SO6		
Farmers, Ranchers, & Other Agricultural Managers	4,945	4,525	-0.8	0	80	80	N.A.	N.A.	HS	> 5	N	B3	B9	B2	SY1	B7	R4	
Retail Salespersons	1,710	1,875	0.9	15	60	75	10.87	22,613	< HS	N	S	B2	SO4	B9	SO6	SO3	SO6	
Combined Food Preparation & Serving Workers, Incl Fast Food	950	1,055	1.1	10	35	45	8.31	17,293	< HS	N	S	B2	SO5	B9	SO1	B6	SO6	
Office Clerks, General	1,455	1,545	0.6	10	30	40	12.98	26,996	HS	N	S	B2	B7	B9	SO6	R4	B10	
Stock Clerks & Order Fillers	840	950	1.3	10	25	35	11.73	24,395	< HS	N	S	B9	B2	SO5	SO6	SO1	R4	
Laborers & Freight, Stock, & Material Movers, Hand	740	835	1.3	10	25	35	12.61	26,232	< HS	N	S	B2	B3	T5	SO1	B6	B7	B9
Janitors & Cleaners, Ex Maids & Housekeeping Cleaners	1,130	1,270	1.2	15	20	35	10.81	22,492	< HS	N	S	B3	B2	SO1	SO6	B9	R4	
Waiters & Waitresses	580	595	0.3	*	30	30	9.33	19,416	< HS	N	S	B2	SO5	SO6	B9	SO1		
Childcare Workers	445	540	2.1	10	15	25	N.A.	N.A.	HS	N	S	B6	SO5	B9	B3	SO6		
Meat, Poultry, & Fish Cutters & Trimmers	635	710	1.3	10	15	25	N.A.	N.A.	< HS	N	S	B2	SO1	B3	B6	B9		
Secretaries & Admin Assistants, Ex Legal, Medical, & Executive	970	1,075	1.1	10	10	25	14.38	29,902	HS	N	S	B9	B2	R4	SO5	B10		
First-Line Supervisors of Retail Sales Workers	755	825	0.9	5	15	25	15.95	33,171	HS	< 5	N	B2	SO1	B3	B6	SO5	B9	

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.