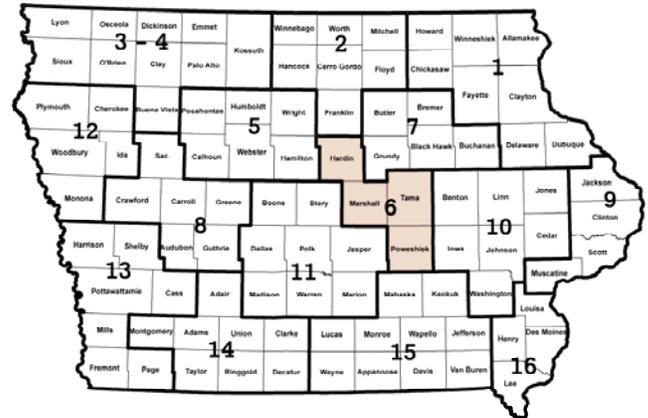
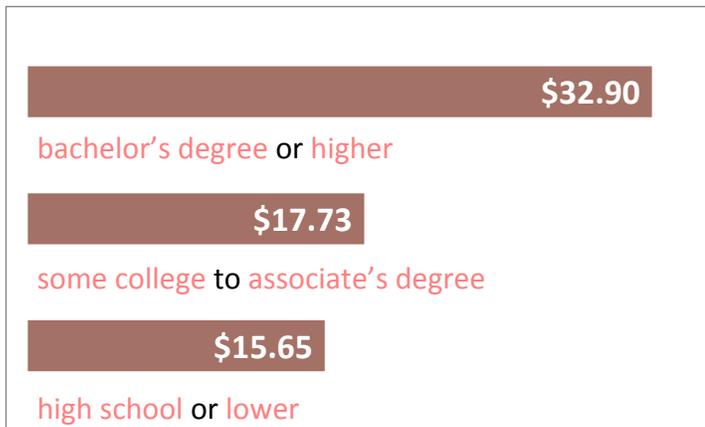


mean hourly wages by education level



fastest growing occupations

bachelor's degree or higher

Occupational Title	Employment ^[1]			Annual Job Separations/Opening ^[2]				\$ ^[3]		Career Preparation ^[4]			Top Skills ^[5]											
	2016 Estimated	2026 Projected	Annual Growth Rate (%)	Exits [a]	Transfers [b]	New (Growth) [c]	Total [a+b+c]	2019 Mean Wage	2019 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)											
Medical & Health Services Mgrs	165	200	2.1	5	10	5	15	36.59	76117	BA	< 5	N	B9 B3 B2 SO1 SY1 B7 R4 B10 B1 SO6											
Child, Family, & School Social Wrks	145	175	2.1	5	10	5	20	22.21	46202	BA	N	N	B2 B9 B3 SO6 SY1 B7 SO5 C1 B6 SO1											
Social & Community Service Mgrs	85	100	1.8	5	5	*	10	27.98	58199	BA	< 5	N	SO5 SO6 B1 B2 C1 SO1 B3 SY1 R3 B6											
Construction Mgrs	115	135	1.7	5	5	*	10	42.06	87492	BA	N	M	B2 B3 B9 C1 SO1 R3 B7 R4 B1 B6											
Financial Mgrs	210	250	1.7	5	10	5	20	41.84	87023	BA	> 5	N	B3 SY1 C1 R1 B7 B9 B2 B5 B10 SO1											
Loan Officers	90	105	1.7	*	5	*	10	N.A.	N.A.	BA	N	M	B2 B9 SY1 B7 B3 SO5 SO6 B10 B1 C1											
Software Developers, Applications	90	105	1.7	*	5	*	10	37.45	77903	BA	N	N	T7 SY2 SY3 SY1 C1 B3 T6 B9 B2 B7											
Market Research Analysts/Specialists	65	75	1.5	*	5	*	10	22.73	47288	BA	N	N	B3 B7 B10 B2 C1 B9 SY1 B1 B5 B6											
Educational/Guidance/School/Vocational Counselors	90	100	1.1	5	5	*	10	26.61	55350	MA	N	N	B2 SO6 B9 B7 SO5 B3 B10 B1 C1 SO1											
General & Operations Mgrs	555	615	1.1	10	35	5	55	45.63	94909	BA	> 5	N	B2 SO1 B6 SO6 B9 B3 B7 R4 SO3 B1											

some college to associate's degree

Medical Assistants	100	120	2.5	5	5	*	15	16.78	34896	PS	N	N	B9 B2 B7 SO6 B6 C1 SO1 B10 SO5 B1
Heating/AC/Refrigeration Mechanics	200	240	1.8	5	15	5	25	23.35	48560	PS	N	L	T1 T3 T8 T11 T5 T9 B2 B3 T4 B7
Preschool Teachers, Ex Special Educ	120	135	1.3	5	5	*	15	22.78	47383	AS	N	N	B9 B4 SO2 B2 SO1 SO6 B3 B6 B7 SO5
Hairdressers, Hairstylists, & Cosmetologists	185	205	1.1	15	10	*	25	N.A.	N.A.	PS	N	N	B2 B9 SO5 B3 B1 SY1 SO6 C1 B6 B7
Licensed Practical/Vocational Nurses	425	460	0.9	15	15	5	35	22.20	46176	PS	N	N	SO5 B2 SO1 B6 B7 SO6 B9 R4 B3 SY1
Library Technicians	55	60	0.9	5	5	0	10	15.67	32599	PS	N	N	B7 B2 B9 SO5 SO1 B3 B4 SO6 B1 SY1
Heavy & Tractor-Trailer Truck Drivers	1,085	1,180	0.9	50	70	10	130	17.85	37127	PS	N	S	T4 T5 R4 B3 B6 B7 B9 T11 B2 C1
Automotive Service Technicians & Mechanics	230	250	0.9	10	15	*	25	16.52	34354	PS	N	S	T9 T1 T5 T11 B3 T4 T8 T2 C1 B2
Teacher Assistants	460	495	0.8	25	20	5	50	11.46	23828	SC	N	N	B7 B9 SO2 SO6 SO1 B4 B7 B1 B3 SY1
Nursing Assistants	1,060	1,120	0.6	65	55	5	125	16.42	34150	PS	N	N	SO5 B2 SO6 SO1 B6 B9 C1 B7 SY1 R4

high school or lower

Personal Care Aides	165	225	3.3	15	10	5	35	11.30	23494	HS	N	S	SO5 SO6 B2 B9 B6 SO1 B3 SO2 SY1 R4
Farm Equipment Mechanics/Service Technicians	115	150	3.0	5	10	5	15	N.A.	N.A.	HS	N	L	T1 T9 T11 T4 B3 T5 T8 C1 T2 SY1
Home Health Aides	310	400	2.9	20	20	10	50	12.92	26864	HS	N	S	B2 SO5 SO6 B3 B6 B7 SO2 SO4 B9 R4
Social & Human Service Assistants	185	225	1.9	10	15	5	30	18.30	38057	HS	N	S	B2 SO5 SO6 B9 B10 B6 B7 SO1 B3 SO4
Nonfarm Animal Caretakers	60	70	1.7	5	5	*	10	N.A.	N.A.	HS	N	S	B2 B6 SO5 SY1 B7 B9 SO1 R4 C1 SO6
Medical Secretaries	90	105	1.7	5	5	*	10	15.46	32152	HS	N	M	B9 B2 SO5 B7 SO1 SO6 R4 B10 C1 B3
Refuse & Recyclable Material Collectors	60	70	1.7	5	5	*	10	N.A.	N.A.	< HS	N	S	T4 SO1 B3 T1 T5 B9 B2 SY1 B7 SO6
Agricultural Equipment Operators	125	145	1.6	5	15	*	25	N.A.	N.A.	< HS	N	M	T4 T5 T8 T9 T11 B2 SO6 B3 T1 B9
Insurance Claims & Policy Processing Clerks	70	80	1.4	5	5	*	10	22.42	46637	HS	N	M	B2 B7 B9 B3 B10 SO5 SO6 B1 C1 SY1
Food Servers, Nonrestaurant	140	155	1.4	10	10	*	25	10.61	22072	< HS	N	S	B6 SO5 B9 SO6 SO1 B6 B1 C1 B3 SY1
Helpers--Production Wrks	220	250	1.4	10	20	5	35	N.A.	N.A.	HS	N	S	B2 B6 B3 T5 B9 SO1 T4 T8 B7 SO6
Janitors & Cleaners	880	1,000	1.4	60	60	10	130	12.93	26900	< HS	N	S	B2 SO1 B3 SO6 B9 R4 B1 B6 SO5 B7
Industrial Machinery Mechanics	185	210	1.4	5	10	*	20	23.53	48946	HS	N	L	T1 T9 T5 T11 T4 T8 B3 T2 B2 C1

occupations with the most openings

bachelor's degree or higher

Occupational Title	Employment ^[1]			Annual Job Separations/Opening ^[2]				\$ ^[3]		Career Preparation ^[4]			Top Skills ^[5]									
	2016 Estimated	2026 Projected	Annual Growth Rate (%)	Exits	Transfers	New (Growth)	Total	2019 Mean Wage	2019 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)									
				[a]	[b]	[c]	[a+b+c]															
Elementary School Teachers	740	795	0.7	25	30	5	60	25.97	54020	BA	N	N	SO2 B9 B4 B2 B3 B7 SO1 B6 SO6 B10									
General & Operations Mgrs	555	615	1.1	10	35	5	55	45.63	94909	BA	> 5	N	B2 SO1 B6 SO6 B9 B3 B7 R4 SO3 B1									
Registered Nurses	755	835	1.0	25	15	10	50	28.72	59736	BA	N	N	B2 SO6 SO5 B9 SO1 B3 B7 SY1 B6 B10									
Middle School Teachers	425	455	0.7	15	15	5	35	N.A.	N.A.	BA	N	N	SO2 B9 B2 B4 B7 SO6 B10 B6 R4 B1									
Secondary School Teachers	360	385	0.7	10	15	5	30	N.A.	N.A.	BA	N	N	SO2 B9 B2 B4 B7 B3 B6 SO6 SY1 B10									
Financial Mgrs	210	250	1.7	5	10	5	20	41.84	87023	BA	> 5	N	B3 SY1 C1 R1 B7 B9 B2 B5 B10 SO1									
Accountants & Auditors	215	230	0.7	5	15	*	20	31.52	65572	BA	N	N	B2 B3 B5 B7 B9 B10 SY1 B6 C1 SY2									
Child, Family, & School Social Wrks	145	175	2.1	5	10	5	20	22.21	46202	BA	N	N	B2 B9 B3 SO6 SY1 B7 SO5 C1 B6 SO1									
Medical & Health Services Mgrs	165	200	2.1	5	10	5	15	36.59	76117	BA	< 5	N	B9 B3 B2 SO1 SY1 B7 R4 B10 B1 SO6									
Coaches & Scouts	120	130	0.8	5	10	*	15	N.A.	N.A.	BA	N	N	SO2 B9 R3 B6 SY1 B4 B2 C1 SO1 B3									

some college to associate's degree

Heavy & Tractor-Trailer Truck Drivers	1,085	1,180	0.9	50	70	10	130	17.85	37127	PS	N	S	T4 T5 R4 B3 B6 B7 B9 T11 B2 C1
Nursing Assistants	1,060	1,120	0.6	65	55	5	125	16.42	34150	PS	N	N	SO5 B2 SO6 SO1 B6 B9 C1 B7 SY1 R4
Bookkeeping, Accounting, & Auditing Clerks	705	685	-0.3	45	35	*	75	19.13	39800	SC	N	M	B5 B2 B3 B7 B9 B10 B6 R4 C1 SO1
Teacher Assistants	460	495	0.8	25	20	5	50	11.46	23828	SC	N	N	B2 B9 SO2 SO6 SO1 B4 B7 B1 B3 SY1
Licensed Practical & Licensed Vocational Nurses	425	460	0.9	15	15	5	35	22.20	46176	PS	N	N	SO5 B2 SO1 B6 B7 SO6 B9 R4 B3 SY1
Heating/AC/Refrigeration Mechanics	200	240	1.8	5	15	5	25	23.35	48560	PS	N	L	T1 T3 T8 T11 T5 T9 B2 B3 T4 B7
Hairdressers, Hairstylists, & Cosmetologists	185	205	1.1	15	10	*	25	N.A.	N.A.	PS	N	N	B2 B9 SO5 B3 B1 SY1 SO6 C1 B6 B7
Automotive Service Technicians & Mechanics	230	250	0.9	10	15	*	25	16.52	34354	PS	N	S	T9 T1 T5 T11 B3 T4 T8 T2 C1 B2
Medical Assistants	100	120	2.5	5	5	*	15	16.78	34896	PS	N	N	B9 B2 B7 SO6 B6 C1 SO1 B10 SO5 B1
Preschool Teachers, Ex Special Educ	120	135	1.3	5	5	*	15	22.78	47383	AS	N	N	B9 B4 SO2 B2 SO1 SO6 B6 B7 SO5

high school or lower

Farmers, Ranchers, & Other Agricultural Mgrs	3,120	3,115	0.0	180	45	0	230	N.A.	N.A.	HS	> 5	N	B3 SY1 B9 SO1 B6 B2 R4 C1 T5 SO4
Combined Food Prep/Serving Wrks, Incl Fast Food	1,035	1,155	1.2	95	100	10	210	11.27	23440	< HS	N	S	B2 SO5 B9 SO1 B6 SO6 SY1 B3 SO2 B4
Cashiers	1,120	1,140	0.2	105	105	*	210	10.27	21369	< HS	N	S	SO5 B2 B9 B5 SO6 SO1 B3 SY1 B6 B7
Retail Salespersons	930	960	0.3	60	75	5	140	10.87	22618	< HS	N	S	SO4 B2 SO5 B9 SO3 SO6 B3 B1 SO1 B6
Janitors & Cleaners	880	1,000	1.4	60	60	10	130	12.93	26900	< HS	N	S	B2 SO1 B3 SO6 B9 B4 B1 B6 SO5 B7
Laborers & Freight/Stock/Material Movers, Hand	760	835	1.0	40	70	10	115	16.53	34385	< HS	N	S	SO1 B3 T4 B2 T5 B7 B9 B6 SY1 R4
Waiters & Waitresses	525	550	0.5	40	60	*	105	9.46	19675	< HS	N	S	B2 SO5 B9 SO6 SO1 B6 B1 C1 B3 SY1
Office Clerks, General	855	860	0.1	50	50	0	100	15.21	31630	HS	N	S	B2 B7 B9 B10 SO1 B3 SO5 SO6 R4 B6
Team Assemblers	695	655	-0.6	30	50	-5	75	16.33	33959	HS	N	M	SO1 B6 T8 B2 B3 B9 R4 R3 T5 B7
Slaughterers & Meat Packers	535	575	0.7	25	40	5	70	N.A.	N.A.	< HS	N	S	B9 B2 B3 SO6 B6 T5 T4 T8 T11 B1

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. N.A. = Not Available. Due to occupational code realignment some occupations will have the same wage structure. These include: 13-1020 (13-1021, 13-1022, 13-1023), 15-2090 (15-2091, 15-2099), 21-1018 (21-1011, 21-1014), 29-2010 (29-2011, 29-2012), 39-1010 (39-1011, 39-1012), 39-7010 (39-7011, 39-7012), 47-4090 (47-4091, 47-4099), 51-2028 (51-2022, 51-2023), 51-2098 (51-2092, 51-2099), 53-1048 (53-1021, 53-1031)

[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; NE = No formal Educational credential; **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 the top ten 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**: 2016-2026 Occupational Projections estimates based on 2016 annual industry employment data and 2017 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**: 2019 Iowa Wage Survey estimates (based on 2018 2nd quarter occupational wage data updated to 2019 2nd quarter using Employment Cost Index), Labor Market and Workforce Information Division, Iowa Workforce Development.

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