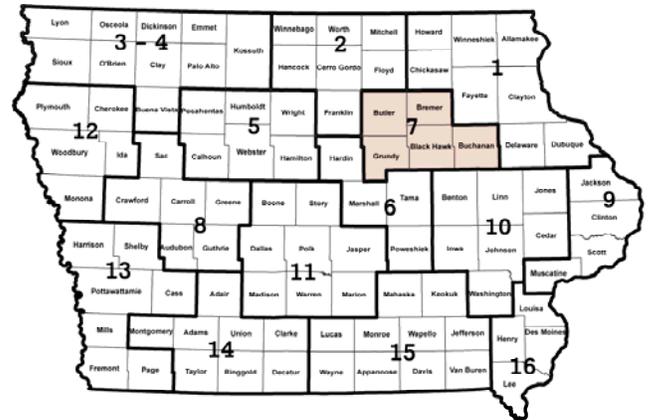
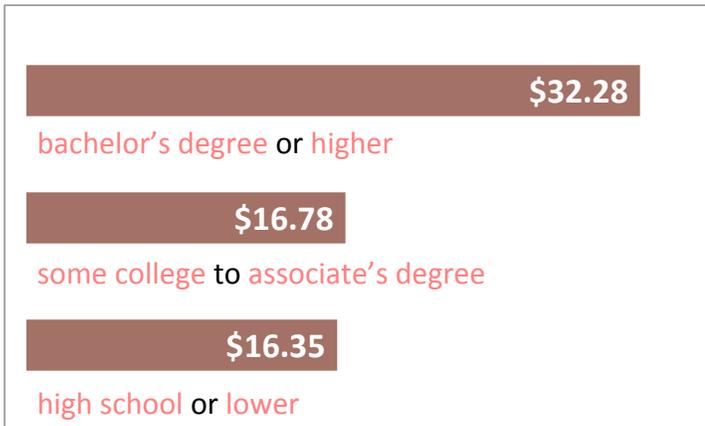


## mean hourly wages by education level



## fastest growing occupations

### bachelor's degree or higher

Occupational Title	Employment <sup>[1]</sup>			Annual Job Separations/Opening <sup>[2]</sup>				\$ <sup>[3]</sup>		Career Preparation <sup>[4]</sup>			Top Skills <sup>[5]</sup> (L-R in order of significance)															
	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																
Software Developers, Applications	150	215	4.3	*	10	5	15	39.00	81,128	BA	N	N	T7	SY2	SY3	SY1	C1	B3	T6	B9	B2	B7						
Nurse Practitioners	105	145	3.8	*	5	5	10	52.44	109,078	MA	N	N	B1	B2	B3	B7	SO6	B9	C1	SY1	B6	B8						
Loan Officers	210	275	2.9	5	15	5	25	35.99	74,866	BA	N	M	B2	B9	SY1	B7	B3	SO5	SO6	B10	B1	C1						
Industrial Engineers	355	455	2.8	10	15	10	35	42.64	88,684	BA	N	N	B7	B2	C1	B3	B10	B9	B6	SY1	B1	SO1						
Physical Therapists	130	165	2.7	5	5	5	10	39.04	81,208	DP	N	N	B7	B3	B9	B2	B6	SO5	SO6	B10	SY1	R4						
Market Research Analysts/Specialists	260	325	2.7	10	20	5	35	24.08	50,087	BA	N	N	B3	B7	B10	B2	C1	B9	SY1	B1	B5	B6						
Financial Mgrs	370	465	2.6	10	20	10	40	47.76	99,349	BA	> 5	N	B3	SY1	C1	R1	B7	B9	B2	B5	B10	SO1						
Mental Health Counselors	120	150	2.5	5	10	5	15	22.93	47,694	MA	N	I	B2	SO6	SO5	B9	B3	SY1	B6	B10	B7	SO4						
Health Specialties Teachers, Postsecondary	145	180	2.4	5	5	5	15	N.A.	N.A.	DP	< 5	N	B9	SO2	B7	B1	B2	B3	B4	B10	C1	B6						
Computer Network Architects	105	125	2.4	*	5	*	10	41.24	85,776	BA	> 5	N	B3	B2	C1	B7	SY1	B9	SY2	SY3	B10	SO1						
Personal Financial Advisors	85	105	2.4	*	5	*	10	35.69	74,235	BA	N	L	B2	B3	SY1	B7	B9	SO5	C1	B10	SO5	SO6						

### some college to associate's degree

Physical Therapist Assistants	65	85	3.1	5	5	*	10	26.70	55,532	AS	N	N	B2	B6	SO6	B9	SO5	SO1	B3	B7	B1	SO2
Phlebotomists	55	70	2.7	5	5	*	10	14.48	30,115	PS	N	N	B1	SO5	SO6	B9	B3	B7	B10	SO1	SO2	B6
Paralegals & Legal Assistants	185	230	2.4	5	15	5	25	15.40	32,029	AS	N	N	B7	B2	B9	B10	B3	B1	C1	SO1	SY1	B6
Medical Assistants	275	340	2.4	15	20	5	40	16.07	33,425	PS	N	N	B9	B2	B7	SO6	B6	C1	SO1	B10	SO5	B1
Computer Network Support Specialists	110	130	1.8	*	5	*	10	25.96	53,999	AS	N	N	B3	B2	SY1	B7	B1	C1	B6	B9	SY2	T11
Heating/AC/Refrigeration Mechanics	225	260	1.6	5	15	5	25	25.56	53,156	PS	N	L	T1	T3	T8	T11	T5	T9	B2	B3	T4	B7
Dental Assistants	230	265	1.5	15	15	5	30	18.00	37,443	PS	N	N	B2	B7	B9	B3	SO5	B1	B6	SO6	C1	SO1
Dental Hygienists	100	115	1.5	5	*	*	10	30.96	64,402	AS	N	N	B9	B2	B3	SY1	B6	SO5	SO6	B10	B1	SO1
Hairdressers, Hairstylists, & Cosmetologists	425	485	1.4	30	25	5	60	12.63	26,276	PS	N	N	B2	B9	SO5	B3	B1	SY1	SO6	C1	B6	B7
Computer User Support Specialists	200	225	1.3	5	10	5	20	22.30	46,387	SC	N	N	B2	B7	B9	C1	B3	B10	SY1	B1	SY2	SO2
Computer User Support Specialists	200	225	1.3	5	10	5	20	22.30	46,387	SC	N	N	B2	B7	B9	C1	B3	B10	SY1	B1	SY2	SO2

### high school or lower

Personal Care Aides	625	840	3.4	60	45	20	125	12.16	25,288	HS	N	S	SO5	SO6	B2	B9	B6	SO1	B3	SO2	SY1	R4
Home Health Aides	535	710	3.3	40	30	20	85	12.89	26,806	HS	N	S	B2	SO5	SO6	B3	B6	B7	SO2	SO4	B9	R4
Loan Interviewers & Clerks	185	235	2.7	10	10	5	25	17.74	36,893	HS	N	S	B2	B9	B7	B3	B10	C1	B1	SY1	SO6	R4
Nonfarm Animal Caretakers	120	150	2.5	10	10	5	25	10.19	21,193	HS	N	S	B2	B6	SO5	SY1	B7	B9	SO1	R4	C1	SO6
Chefs & Head Cooks	45	55	2.2	*	5	*	10	19.12	39,780	HS	> 5	N	B6	SO1	B9	R3	SO6	R4	B2	B3	SY1	B1
Tree Trimmers & Pruners	70	85	2.1	5	5	*	10	N.A.	N.A.	HS	N	S	T4	T5	B3	C1	B6	SO1	SO2	B9	B2	
Property/Real Estate/Community Assoc Mgrs	75	90	2.0	5	5	*	10	N.A.	N.A.	HS	< 5	N	B9	B2	SO1	B7	SO3	B3	SO4	SO6	B10	SY1
Veterinary Assts/Lab Animal Caretakers	50	60	2.0	5	5	*	10	12.60	26,212	HS	N	S	B2	B6	SO5	B1	C1	SO1	B3	B7	SO6	B9
Medical Secretaries	370	445	1.9	20	20	5	50	16.22	33,745	HS	N	M	B9	B2	SO5	B7	SO1	SO6	R4	B10	C1	B3
Painters, Transportation Equipment	55	65	1.8	*	5	*	10	18.41	38,300	HS	N	M	B6	T4	T5	SO1	B3	T8	SY1	R4	B2	T1

# occupations with the most openings

## bachelor's degree or higher

Occupational Title	Employment <sup>[1]</sup>		Annual Job Separations/Opening <sup>[2]</sup>				\$ <sup>[3]</sup>		Career Preparation <sup>[4]</sup>			Top Skills <sup>[5]</sup>										
	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)									
Registered Nurses	2,275	2,635	1.6	70	55	35	160	26.89	55,925	BA	N	N	B2	SO6	SO5	B9	SO1	B3	B7	SY1	B6	B10
Elementary School Teachers, Ex Special Educ	1,420	1,515	0.7	50	55	10	110	26.55	55,224	BA	N	N	SO2	B9	B4	B2	B3	B7	SO1	B6	SO6	B10
General & Operations Mgrs	910	1,010	1.1	20	55	10	85	47.86	99,542	BA	> 5	N	B2	SO1	B6	SO6	B9	B3	B7	R4	SO3	B1
Substitute Teachers	650	715	1.0	40	30	5	80	14.09	29,313	BA	N	N	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Accountants & Auditors	630	715	1.3	20	40	10	70	28.80	59,911	BA	N	N	B2	B3	B5	B7	B9	B10	SY1	B6	C1	SY2
Secondary School Teachers	770	825	0.7	25	30	5	60	26.97	56,103	BA	N	N	SO2	B9	B2	B4	B7	B3	B6	SO6	SY1	B10
Coaches & Scouts	315	355	1.4	20	25	5	50	13.30	27,672	BA	N	N	SO2	B9	R3	B6	SY1	B4	B2	C1	SO1	B3
Financial Mgrs	370	465	2.6	10	20	10	40	47.76	99,349	BA	> 5	N	B3	SY1	C1	R1	B7	B9	B2	B5	B10	SO1
Mechanical Engineers	465	540	1.6	10	20	10	40	N.A.	N.A.	BA	N	N	B2	B3	B5	B7	B8	C1	SY1	T6	B1	SY3
Child, Family, & School Social Wrks	355	395	1.1	15	25	5	40	18.28	38,028	BA	N	N	B2	B9	B3	SO6	SY1	B7	SO5	C1	B6	SO1

## some college to associate's degree

Heavy & Tractor-Trailer Truck Drivers	2,110	2,295	0.9	95	140	20	250	20.09	41,780	PS	N	S	T4	T5	R4	B3	B6	B7	B9	T11	B2	C1
Nursing Assistants	1,475	1,645	1.2	95	80	15	190	13.75	28,601	PS	N	N	SO5	B2	SO6	SO1	B6	B9	C1	B7	SY1	R4
Bookkeeping, Accounting, & Auditing Clerks	1,590	1,615	0.2	100	75	5	180	16.95	35,253	SC	N	M	B5	B2	B3	B7	B9	B10	B6	R4	C1	SO1
Bookkeeping, Accounting, & Auditing Clerks	1,590	1,615	0.2	100	75	5	180	16.95	35,253	SC	N	M	B5	B2	B3	B7	B9	B10	B6	R4	C1	SO1
Teacher Assistants	1,465	1,575	0.8	85	70	10	165	12.12	25,217	SC	N	N	B2	B9	SO2	SO6	SO1	B4	B7	B1	B3	SY1
Teacher Assistants	1,465	1,575	0.8	85	70	10	165	12.12	25,217	SC	N	N	B2	B9	SO2	SO6	SO1	B4	B7	B1	B3	SY1
Automotive Service Technicians & Mechanics	665	720	0.8	20	40	5	70	18.98	39,479	PS	N	S	T9	T1	T5	T11	B3	T4	T8	T2	C1	B2
Hairdressers, Hairstylists, & Cosmetologists	425	485	1.4	30	25	5	60	12.63	26,276	PS	N	N	B2	B9	SO5	B3	B1	SY1	SO6	C1	B6	B7
Medical Assistants	275	340	2.4	15	20	5	40	16.07	33,425	PS	N	N	B9	B2	B7	SO6	B6	C1	SO1	B10	SO5	B1
Licensed Practical/Vocational Nurses	520	560	0.9	20	20	5	40	19.73	41,033	PS	N	N	SO5	B2	SO1	B6	B7	SO6	B9	R4	B3	SY1

## high school or lower

Cashiers	3,005	3,120	0.4	290	280	10	580	10.46	21,763	< HS	N	S	SO5	B2	B9	B5	SO6	SO1	B3	SY1	B6	B7
Combined Food Prep/Serving Wrks	2,605	2,985	1.5	250	260	40	545	10.05	20,902	< HS	N	S	B2	SO5	B9	SO1	B6	SO6	SY1	B3	SO2	B4
Retail Salespersons	2,985	3,120	0.5	195	240	15	450	11.23	23,362	< HS	N	S	SO4	B2	SO5	B9	SO3	SO6	B3	B1	SO1	B6
Farmers, Ranchers, & Other Agricultural Mgrs	5,505	5,490	0.0	320	80	*	400	N.A.	N.A.	HS	> 5	N	B3	SY1	B9	SO1	B6	B2	R4	C1	T5	SO4
Laborers & Freight/Stock/Material Movers, Hand	2,295	2,600	1.3	120	210	30	360	17.05	35,455	< HS	N	S	SO1	B3	T4	B2	T5	B7	B9	B6	SY1	R4
Waiters & Waitresses	1,550	1,640	0.5	120	180	10	310	10.04	20,883	< HS	N	S	B2	SO5	B9	SO6	SO1	B6	B1	C1	B3	SY1
Janitors & Cleaners	1,880	2,160	1.5	130	125	30	285	13.31	27,691	< HS	N	S	B2	SO1	B3	SO6	B9	R4	B1	B6	SO5	B7
Office Clerks, General	2,095	2,115	0.1	125	120	*	245	16.64	34,606	HS	N	S	B2	B7	B9	B10	SO1	B3	SO5	SO6	R4	B6
Customer Service Reps	1,610	1,790	1.1	85	125	20	230	17.06	35,490	HS	N	S	B2	B9	SO5	B7	B3	SO4	B1	B6	SO6	R4
Stock Clerks & Order Fillers	1,180	1,280	0.8	65	90	10	165	14.10	29,330	HS	N	S	B9	B2	SO5	SO1	B3	B6	SO6	B1	SY1	R4
Helpers--Production Wrks	1,020	1,095	0.7	55	100	10	165	13.35	27,769	HS	N	S	B2	B6	B3	T5	B9	SO1	T4	T8	B7	SO6

### 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 2<sup>nd</sup> 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 2<sup>nd</sup> quarter occupational wage data updated to 2019 2<sup>nd</sup> quarter using Employment Cost Index), Labor Market and Workforce Information Division, Iowa Workforce Development.

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