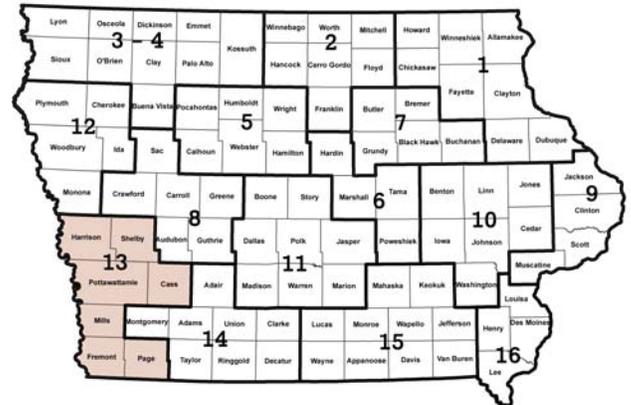
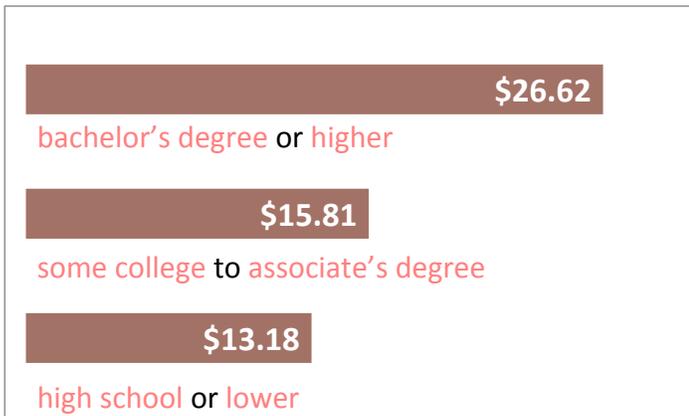


mean hourly wages by education level



fastest growing occupations

bachelor's degree or higher

Occupational Title	Employment ^[1]			Annual Job Openings ^[2]			\$ ^[3]		Career Preparation ^[4]			Top Skills ^[5]						
	2014 Estimated	2024 Projected	Annual Growth Rate (%)	New	Replace	Total	2016 Mean Wage	201 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)						
Healthcare Social Workers	215	255	1.6	5	5	10	23.05	47,944	MA	N	N	B2	SO6	B9	B3	SO1	B7	
Medical and Health Services Managers	215	250	1.6	5	5	10	34.03	70,777	BA	<5	N	B7	B9	B2	B3	SY1		
Registered Nurses	1,480	1,715	1.6	25	35	60	27.13	56,421	BA	N	N	SO6	B2	SO1	B9	B3	B7	SO5
Accountants and Auditors	355	410	1.4	5	10	15	31.56	65,638	BA	N	N	B2	B5	B7	B10	B9		
Child, Family, and School Social Workers	230	255	1.1	*	5	10	18.21	37,886	BA	N	N	B2	B9	B7	SO6	B3	B6	SO5
General and Operations Managers	785	865	1.0	10	20	30	34.17	71,065	BA	>5	N	B2	B7	B9	B3	B6		
Substitute Teachers	320	345	0.9	5	5	10	18.09	37,633	BA	N	I	N.A.	N.A.	N.A.	N.A.	N.A.		
Elementary School Teachers, Except Special Education	1,090	1,170	0.8	10	25	30	23.90	49,717	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6
Secondary School Teachers, Except Special and Career/Technical Education	675	725	0.7	5	15	20	24.21	50,355	BA	N	I	SO2	B4	B9	B2	SO1	B3	

some college to associate's degree

Medical Assistants	195	230	1.8	5	5	10	13.68	28,462	PS	N	N	B9	B2	B7	SO6	B6	
Nursing Assistants	1,130	1,325	1.7	20	25	45	13.06	27,170	PS	N	N	SO6	SO5	B2	B6	SO1	
Heavy and Tractor-Trailer Truck Drivers	1,830	2,095	1.4	25	30	60	18.95	39,407	PS	N	S	T4	T5	B6	B2	B3	T8
Hairdressers, Hairstylists, and Cosmetologists	370	415	1.1	5	10	15	9.98	20,756	PS	N	N	B2	SO5	B3	B9	B1	SY1
Teacher Assistants	1,025	1,110	0.8	10	25	30	11.89	24,731	SC	N	N	B2	B9	SO1	B6	SO5	SO6
Licensed Practical and Licensed Vocational Nurses	535	575	0.7	5	15	20	19.08	39,682	PS	N	N	B2	B9	B3	B7	SO1	SO5
Automotive Service Technicians and Mechanics	505	540	0.7	5	15	15	21.42	44,559	PS	N	S	T1	T9	T11	T2	T8	

high school or lower

Personal Care Aides	990	1,285	3.0	30	10	40	10.76	22,383	NE	N	S	SO5	B2	SO6	B3	B9		
Industrial Machinery Mechanics	280	355	2.5	5	5	15	19.76	41,110	HS	N	L	T9	T1	T5	T11	T8		
Home Health Aides	520	625	2.0	10	10	25	10.47	21,781	NE	N	S	B2	SO5	B3	SO6	B6		
Bus and Truck Mechanics and Diesel Engine Specialists	305	365	2.0	5	5	10	16.21	33,713	HS	N	L	T9	T11	T4	T5	B3	T1	T8
Social and Human Service Assistants	240	280	1.9	5	5	10	11.96	24,879	HS	N	S	B2	SO5	SO6	B9	B10		
Construction Laborers	535	640	1.9	10	10	20	15.44	32,126	NE	N	S	B9	SO1	B2	B3	T4	T5	SO6
Insurance Sales Agents	220	260	1.8	5	5	10	18.69	38,881	HS	N	M	B2	B7	B9	B10	B3	SO4	R4
Cement Masons and Concrete Finishers	270	315	1.7	5	5	10	17.33	36,050	NE	N	M	B6	B2	SO1	B3	SY1		
Hotel, Motel, and Resort Desk Clerks	255	295	1.6	5	15	15	9.35	19,443	HS	N	S	SO6	SO5	B9	B2	SO1		
Cooks, Restaurant	580	665	1.5	10	15	25	10.35	21,525	NE	<5	M	SO1	B6	B2	B3	SY1	T8	B9

occupations with the most openings

bachelor's degree or higher

Occupational Title	Employment ^[1]			Annual Job Openings ^[2]			\$ ^[3]		Career Preparation ^[4]			Top Skills ^[5] (L-R in order of significance)						
	2014 Estimated	2024 Projected	Annual Growth Rate (%)	New	Replace	Total	2016 Mean Wage	2016 Mean Salary	Educ	Work Exp	Job Training							
Registered Nurses	1,480	1,715	1.6	25	35	60	27.13	56,421	BA	N	N	S06	B2	S01	B9	B3	B7	S05
General and Operations Managers	785	865	1.0	10	20	30	34.17	71,065	BA	>5	N	B2	B7	B9	B3	B6		
Elementary School Teachers, Except Special Education	1,090	1,170	0.8	10	25	30	23.90	49,717	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6
Secondary School Teachers, Except Special and Career/Technical Education	675	725	0.7	5	15	20	24.21	50,355	BA	N	I	SO2	B4	B9	B2	SO1	B3	
Accountants and Auditors	355	410	1.4	5	10	15	31.56	65,638	BA	N	N	B2	B5	B7	B10	B9		
Healthcare Social Workers	215	255	1.6	5	5	10	23.05	47,944	MA	N	N	B2	SO6	B9	B3	SO1	B7	
Medical and Health Services Managers	215	250	1.6	5	5	10	34.03	70,777	BA	<5	N	B7	B9	B2	B3	SY1		
Child, Family, and School Social Workers	230	255	1.1	*	5	10	18.21	37,886	BA	N	N	B2	B9	B7	SO6	B3	B6	SO5
Substitute Teachers	320	345	0.9	5	5	10	18.09	37,633	BA	N	I	N.A.	N.A.	N.A.	N.A.	N.A.		

some college to associate's degree

Heavy and Tractor-Trailer Truck Drivers	1,830	2,095	1.4	25	30	60	18.95	39,407	PS	N	S	T4	T5	B6	B2	B3	T8		
Nursing Assistants	1,130	1,325	1.7	20	25	45	13.06	27,170	PS	N	N	SO6	SO5	B2	B6	SO1			
Teacher Assistants	1,025	1,110	0.8	10	25	30	11.89	24,731	SC	N	N	B2	B9	SO1	B6	SO5	SO6		
Licensed Practical and Licensed Vocational Nurses	535	575	0.7	5	15	20	19.08	39,682	PS	N	N	B2	B9	B3	B7	SO1	SO5		
Hairdressers, Hairstylists, and Cosmetologists	370	415	1.1	5	10	15	9.98	20,756	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6	
Automotive Service Technicians and Mechanics	505	540	0.7	5	15	15	21.42	44,559	PS	N	S	T1	T9	T11	T2	T8			
Medical Assistants	195	230	1.8	5	5	10	13.68	28,462	PS	N	N	B9	B2	B7	SO6	B6			
Bookkeeping, Accounting, and Auditing Clerks	985	925	-0.6	0	10	10	15.19	31,601	SC	N	M	B2	B7	B9	B3	B5	B6	R4	B10

high school or lower

Cashiers	2,515	2,620	0.4	10	105	115	9.17	19,066	NE	N	S	B2	SO5	B9	B5	SO6		
Laborers and Freight, Stock, and Material Movers, Hand	2,290	2,500	0.9	20	70	90	13.56	28,211	NE	N	S	B2	B3	T5	SO1	B6	B7	B9
Retail Salespersons	2,130	2,300	0.8	15	75	90	11.11	23,105	NE	N	S	B2	SO4	B9	SO6	SO3	SO6	
Farmers, Ranchers, and Other Agricultural Managers	5,130	5,165	0.1	5	85	90	N.A.	N.A.	HS	>5	N	B3	B9	B2	SY1	B7	R4	
Combined Food Preparation and Serving Workers, Including Fast Food	1,875	2,115	1.3	25	60	85	8.86	18,426	NE	N	S	B2	SO5	B9	SO1	B6	SO6	
Waiters and Waitresses	1,310	1,370	0.5	5	65	70	8.73	18,153	NE	N	S	B2	SO5	SO6	B9	SO1		
Personal Care Aides	990	1,285	3.0	30	10	40	10.76	22,383	NE	N	S	SO5	B2	SO6	B3	B9		
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,350	1,485	1.0	15	25	40	11.62	24,174	NE	N	S	B2	SO1	B3	SO6	B9	R4	
Office Clerks, General	1,325	1,405	0.6	10	30	35	14.35	29,854	HS	N	S	B2	B7	B9	SO6	R4	B10	
Maids and Housekeeping Cleaners	850	970	1.4	10	20	30	9.73	20,237	NE	N	S	B2	SO5	SO6	R4	B3	B6	B9
First-Line Supervisors of Retail Sales Workers	985	1,040	0.6	5	20	30	16.91	35,183	HS	<5	N	B2	SO1	B3	B6	SO5	B9	
Stock Clerks and Order Fillers	830	870	0.5	5	25	30	12.44	25,871	NE	N	S	B9	B2	SO5	SO6	SO1	R4	

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; 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 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:** 2014-2024 Occupational Projections estimates based on 2014 annual industry employment data and 2015 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:** 2016 Iowa Wage Survey estimates (based on 2015 2nd quarter occupational wage data updated to 2016 2nd quarter using Employment Cost Index), Labor Market and Workforce Information Division, Iowa Workforce Development.

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