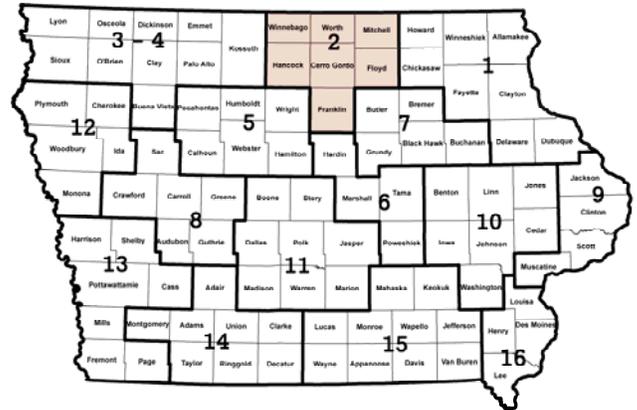
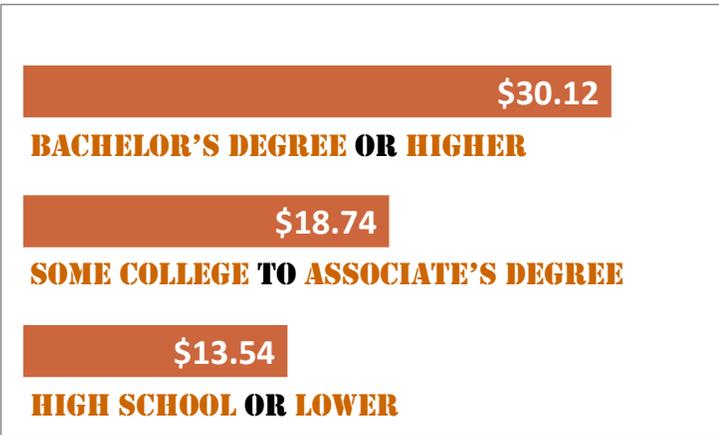


REGION 2

WORKFORCE DEVELOPMENT

CAREER & EDUCATION OUTLOOK

MEAN HOURLY WAGES BY EDUCATION



FASTEST GROWING OCCUPATIONS

BACHELOR'S DEGREE OR HIGHER

Occupational Title	Employment <sup>(1)</sup>			Ann Job Openings <sup>(2)</sup>			\$ <sup>(3)</sup>		Career Prep <sup>(4)</sup>			Top Skills <sup>(5)</sup>								
	2012 Est	2022 Proj	Annual Growth Rate (%)	New	Replace	Total	2015 Mean Wage	2015 Mean Salary	Educ	Work Exp	Job Trng	(L-R in order of significance)								
Accountants & Auditors	295	330	1.2	5	10	15	27.71	57,635	BA	N	N	B2	B5	B7	B10	B9				
Elementary School Teachers, Ex Special Educ	390	420	0.9	5	10	10	23.12	48,080	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6		
Middle School Teachers, Ex Special & Career/Technical Educ	570	615	0.9	5	10	15	N.A.	N.A.	BA	N	I	SO2	B2	B7	B4	SO6	B10			
General & Operations Managers	605	645	0.7	5	10	15	35.81	74,479	BA	< 5	N	B2	B7	B9	B3	B6				

SOME COLLEGE TO ASSOCIATE'S DEGREE

Hairdressers, Hairstylists, & Cosmetologists	330	395	2.0	5	10	15	10.17	21,154	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6		
Licensed Practical & Licensed Vocational Nurses	305	360	2.0	5	5	15	18.13	37,713	PS	N	N	B2	B9	B3	B7	SO1	SO5			
Dental Hygienists	185	220	1.9	5	5	10	33.15	68,954	AS	N	N	B2	B9	B3	B7	SO6				
Registered Nurses	1,350	1,530	1.4	20	25	45	24.98	51,961	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5		
Nursing Assistants	910	1,020	1.2	10	15	30	11.79	24,520	PS	N	N	SO6	SO5	B2	B6	SO1				
Heavy & Tractor-Trailer Truck Drivers	1,540	1,710	1.1	15	25	40	19.63	40,840	PS	N	S	T4	T5	B6	B2	B3	T8			
Teacher Assistants	685	735	0.7	5	15	20	10.57	21,993	SC	N	N	B2	B9	SO1	B6	SO5	SO6			
First-Line Supervisors of Production & Operating Wkrs	410	425	0.4	*	5	10	24.75	51,477	PS	< 5	N	B3	R4	B2	B9	SO1	R3	B9		

HIGH SCHOOL OR LOWER

Carpenters	385	510	3.2	15	5	20	18.47	38,409	HS	N	A	B3	T2	T5	B2	SO1	SY1	B5	B6	T8	R4
Construction Laborers	770	1,000	3.0	25	15	40	14.46	30,070	< HS	N	S	B9	SO1	B2	B3	T4	T5	SO6			
Childcare Wkrs	380	485	2.6	10	10	20	8.44	17,556	HS	N	S	B6	SO5	B9	B3	SO6					
Industrial Machinery Mechanics	190	240	2.6	5	5	10	20.69	43,036	HS	N	L	T9	T1	T5	T11	T8					
Food Servers, Nonrestaurant	185	230	2.4	5	5	10	10.63	22,103	< HS	N	S	B2	SO5	SO6	B9	SO1					
Insurance Sales Agents	240	290	2.3	5	5	10	22.08	45,925	HS	N	M	B2	B7	B9	B10	B3	SO4	R4			
Operating Engineers & Other Const Equipment Operators	200	250	2.3	5	5	10	20.19	41,986	HS	N	M	T4	T5	B2	B6	B9					
Home Health Aides	490	595	2.1	10	10	20	10.95	22,777	< HS	N	S	B2	SO5	B3	SO6	B6					
Personal Care Aides	570	685	2.0	10	5	15	N.A.	N.A.	< HS	N	S	SO5	B2	SO6	B3	B9					
Automotive Body & Related Repairers	255	300	1.8	5	5	10	N.A.	N.A.	HS	N	M	T9	B2	C1	B6	T4	B9				

# OCCUPATIONS WITH THE MOST OPENINGS

## BACHELOR'S DEGREE OR HIGHER

Occupational Title	Employment <sup>(1)</sup>			Ann Job Openings <sup>(2)</sup>			\$ <sup>(3)</sup>		Career Prep <sup>(4)</sup>			Top Skills <sup>(5)</sup>										
	2012 Est	2022 Proj	Annual Growth Rate (%)	New	Replace	Total	2015 Mean Wage	2015 Mean Salary	Educ	Work Exp	Job Trng	(L-R in order of significance)										
Accountants & Auditors	295	330	1.2	5	10	15	27.71	57,635	BA	N	N	B2	B5	B7	B10	B9						
Middle School Teachers, Ex Special & Career/Technical Educ	570	615	0.9	5	10	15	N.A.	N.A.	BA	N	I	SO2	B2	B7	B4	SO6	B10					
General & Operations Managers	605	645	0.7	5	10	15	35.81	74,479	BA	< 5	N	B2	B7	B9	B3	B6						
Elementary School Teachers, Ex Special Educ	390	420	0.9	5	10	10	23.12	48,080	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6				

## SOME COLLEGE TO ASSOCIATE'S DEGREE

Registered Nurses	1,350	1,530	1.4	20	25	45	24.98	51,961	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5				
Heavy & Tractor-Trailer Truck Drivers	1,540	1,710	1.1	15	25	40	19.63	40,840	PS	N	S	T4	T5	B6	B2	B3	T8					
Nursing Assistants	910	1,020	1.2	10	15	30	11.79	24,520	PS	N	N	SO6	SO5	B2	B6	SO1						
Teacher Assistants	685	735	0.7	5	15	20	10.57	21,993	SC	N	N	B2	B9	SO1	B6	SO5	SO6					
Hairdressers, Hairstylists, & Cosmetologists	330	395	2.0	5	10	15	10.17	21,154	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6				
Licensed Practical & Licensed Vocational Nurses	305	360	2.0	5	5	15	18.13	37,713	PS	N	N	B2	B9	B3	B7	SO1	SO5					
Dental Hygienists	185	220	1.9	5	5	10	33.15	68,954	AS	N	N	B2	B9	B3	B7	SO6						
First-Line Supervisors of Production & Operating Wkrs	410	425	0.4	*	5	10	24.75	51,477	PS	< 5	N	B3	R4	B2	B9	SO1	R3	B9				

## HIGH SCHOOL OR LOWER

Cashiers	1,900	1,980	0.4	10	80	90	8.81	18,320	< HS	N	S	B2	SO5	B9	B5	SO6				
Combined Food Preparation & Serving Wkrs, Incl Fast Food	1,480	1,670	1.3	20	55	75	8.36	17,379	< HS	N	S	B2	SO5	B9	SO1	B6	SO6			
Retail Salespersons	1,590	1,675	0.6	10	55	65	12.44	25,884	< HS	N	S	B2	SO4	B9	SO6	SO3	SO6			
Farmers, Ranchers, & Other Agricultural Managers	4,180	3,830	-0.8	0	65	65	N.A.	N.A.	HS	> 5	N	B3	B9	B2	SY1	B7	R4			
Team Assemblers	1,590	1,795	1.3	20	25	45	14.54	30,233	HS	N	M	SO1	B2	B3	B9	B6	B7			
Construction Laborers	770	1,000	3.0	25	15	40	14.46	30,070	< HS	N	S	B9	SO1	B2	B3	T4	T5	SO6		
Waiters & Waitresses	615	650	0.5	5	30	35	8.09	16,828	< HS	N	S	B2	SO5	SO6	B9	SO1				
Laborers & Freight, Stock, & Material Movers, Hand	800	850	0.6	5	25	30	13.43	27,943	< HS	N	S	B2	B3	T5	SO1	B6	B7	B9		
Office Clerks, General	1,140	1,175	0.3	5	25	30	13.83	28,766	HS	N	S	B2	B7	B9	SO6	R4	B10			
Maids & Housekeeping Cleaners	640	745	1.6	10	15	25	9.28	19,303	< HS	N	S	B2	SO5	SO6	R4	B3	B6	B9		
Secretaries & Admin Assistants, Ex Legal, Medical, & Executive	1,205	1,320	1.0	10	15	25	13.54	28,166	HS	N	S	B9	B2	R4	SO5	B10				
Welders, Cutters, Solderers, & Brazers	780	840	0.8	5	20	25	15.48	32,207	HS	N	M	B3	B2	B6	SY1	T4	T5			
First-Line Supervisors of Retail Sales Wkrs	765	820	0.7	5	15	25	14.68	30,534	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 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 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**: 2015 Iowa Wage Survey estimates (based on 2014 2<sup>nd</sup> quarter occupational wage data updated to 2015 2<sup>nd</sup> 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](http://www.iowalmi.gov) to obtain the latest workforce data and trends including this document. Published 11/2015.