

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]						
	2014 Estimated	2024 Projected	Annual Growth Rate (%)	New	Replace	Total	2016 Mean Wage	2016 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)						
Registered Nurses	1,100	1,245	1.3	15	25	40	26.27	54,637	BA	N	N	SO6	B2	SO1	B9	B3	B7	SO5
General & Operations Managers	690	755	0.9	5	20	25	50.02	104,043	BA	>5	N	B2	B7	B9	B3	B6		
Elementary School Teachers, Ex Special Education	730	780	0.8	5	15	20	25.13	52,271	BA	N	I	SO2	B9	B4	B2	B1	B6	SO6
Accountants & Auditors	340	385	1.5	5	10	15	31.67	65,864	BA	N	N	B2	B5	B7	B10	B9		
Coaches & Scouts	330	355	0.8	5	10	15	11.79	24,516	BA	N	N	SO2	B9	R3	B6	SY1	B4	
Secondary School Teachers, Ex Special & Career/Tech Educ	545	585	0.7	5	15	15	N.A.	N.A.	BA	N	I	SO2	B4	B9	B2	SO1	B3	

some college to associate's degree

Heavy & Tractor-Trailer Truck Drivers	2,130	2,445	1.5	30	35	70	16.54	34,399	PS	N	S	T4	T5	B6	B2	B3	T8		
Nursing Assistants	865	970	1.2	10	20	30	11.53	23,986	PS	N	N	SO6	SO5	B2	B6	SO1			
Teacher Assistants	745	805	0.8	5	20	25	9.28	19,310	SC	N	N	B2	B9	SO1	B6	SO5	SO6		
Hairdressers, Hairstylists, & Cosmetologists	340	375	1.0	5	10	15	N.A.	N.A.	PS	N	N	B2	SO5	B3	B9	B1	SY1	SO6	
Automotive Service Technicians & Mechanics	305	330	0.7	*	10	10	13.70	28,505	PS	N	S	T1	T9	T11	T2	T8			
Licensed Practical & Licensed Vocational Nurses	250	265	0.6	*	5	10	19.23	40,003	PS	N	N	SO5	B2	SO1	B6	B7	SO6	B9	R4
Bookkeeping, Accounting, & Auditing Clerks	1,225	1,140	-0.7	0	10	10	14.43	30,013	SC	N	M	B2	B7	B9	B3	B5	B6	R4	B10

high school or lower

Cashiers	2,035	2,160	0.6	10	85	100	8.79	18,286	NE	N	S	B2	SO5	B9	B5	SO6						
Farmers, Ranchers, & Other Agricultural Managers	4,855	4,820	-0.1	0	85	85	N.A.	N.A.	HS	>5	N	B3	B9	B2	SY1	B7	R4					
Retail Salespersons	1,630	1,770	0.9	15	55	70	12.38	25,745	NE	N	S	B2	SO4	B9	SO6	SO3	SO6					
Combined Food Preparation & Serving Wkrs, Incl Fast Food	1,240	1,370	1.0	15	40	55	8.58	17,851	NE	N	S	B2	SO5	B9	SO1	B6	SO6					
Stock Clerks & Order Fillers	920	1,010	0.9	10	30	40	11.86	24,665	NE	N	S	B9	B2	SO5	SO6	SO1	R4					
Laborers & Freight, Stock, & Material Movers, Hand	880	965	1.0	10	25	35	13.55	28,175	NE	N	S	B2	B3	T5	SO1	B6	B7	B9				
Janitors & Cleaners, Ex Maids & Housekeeping Cleaners	1,205	1,320	0.9	10	25	35	10.73	22,321	NE	N	S	B3	B2	SO1	SO6	B9	R4					
Office Clerks, General	1,070	1,130	0.6	5	25	30	13.28	27,614	HS	N	S	B2	B7	B9	SO6	R4	B10					
Waiters & Waitresses	560	570	0.2	*	25	30	9.13	18,998	NE	N	S	B2	SO5	SO6	B9	SO1						
Maintenance & Repair Wkrs, General	785	855	0.9	5	20	25	18.03	37,494	HS	N	L	T9	T1	T11	B3	C1	T2	B6	T5	T8	B7	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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