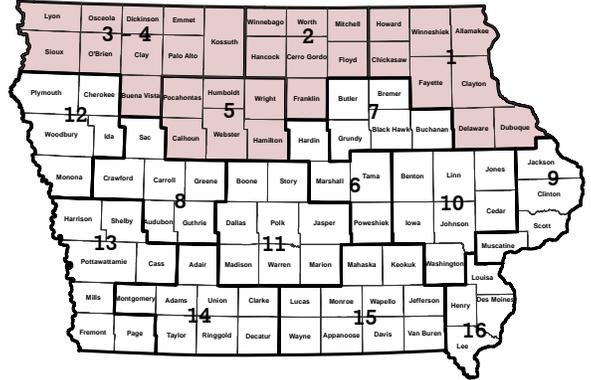


REGIONS 1, 2, 3-4, 5

HOT JOBS



HIGH-DEMAND, HIGH-SALARY OCCUPATIONS

REGION 1

Occupational Title	Employment ^[1]			\$ ^[2]		Career Prep ^[3]			Top Skills ^[4]					
	2012 Est	2022 Proj	Annual Growth Rate (%)	2015 Mean Wage	2015 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)					
Pharmacists	215	250	1.6	43.54	90,566	DP	N	N	B2	B7	B1	B3	B9	
Medical & Health Services Managers	195	235	1.8	39.97	83,132	BA	N	N	B7	B9	B2	B3	SY1	
Software Developers, Applications	355	450	2.5	39.46	82,067	BA	N	N	C1	T7	SY2	SY1	SY3	
Personal Financial Advisors	270	345	2.8	38.35	79,764	BA	N	N	B3	B9	B7	SY1	B10	
Dental Hygienists	200	240	2.0	34.01	70,747	AS	N	N	B2	B9	B3	B7	SO6	
Market Research Analysts & Marketing Specialists	175	230	3.1	31.09	64,671	BA	N	N	B7	B2	C1	B3	SY1	B9 B10
Loan Officers	265	315	1.9	31.01	64,510	BA	N	M	B9	B2	SY1	B7	B3	
First-Line Supervisors of Const Trades & Extraction Wkrs	340	415	2.2	27.93	58,085	HS	> 5	N	B2	SO1	B3	B9	R4	
Insurance Sales Agents	325	395	2.2	27.91	58,054	HS	N	M	B2	B7	B9	B10	B3	SO4 R4
Social & Community Service Managers	200	245	2.3	27.13	56,421	BA	> 5	N	B2	B9	R4	SO1	B3	SY1 R3 SO6
Registered Nurses	2,150	2,480	1.5	27.12	56,414	AS	N	N	SO6	B2	SO1	B9	B3	B7 SO5
Electricians	590	690	1.7	26.11	54,303	HS	N	A	T11	T9	B2	B3	T5	T8
Heating, AC, & Refrigeration Mechanics & Installers	175	215	2.3	24.91	51,818	PS	N	L	T3	T11	T9	T1	T5	
Plumbers, Pipefitters, & Steamfitters	290	345	1.7	24.24	50,417	HS	N	A	SO1	R4	B3	T5	B2	SY1 B6 B9
Rehabilitation Counselors	270	320	1.7	23.57	49,030	MA	N	N	B2	B9	SO6	SO1	B6	
Operating Engineers & Other Const Equipment Operators	635	770	2.1	22.69	47,191	HS	N	M	T4	T5	B2	B6	B9	
Industrial Machinery Mechanics	520	640	2.3	22.37	46,531	HS	N	L	T9	T1	T5	T11	T8	
Computer User Support Specialists	500	625	2.6	21.34	44,392	SC	N	M	B2	B9	B7	B3	B10	
Child, Family, & School Social Wkrs	455	540	2.0	21.31	44,320	BA	N	N	B2	B9	B7	SO6	B3	B6 SO5
Brickmasons & Blockmasons	215	290	3.5	21.11	43,901	HS	N	A	B3	B6	SO1	T8	R4	
Carpenters	690	900	3.0	20.33	42,294	HS	N	A	B3	T2	T5	B2	SO1	SY1 B5 B6 T8 R4
Painters, Const & Maintenance	245	325	3.3	19.90	41,391	< HS	N	M	B2	B3	SO6	B7	R4	
Licensed Practical & Licensed Vocational Nurses	535	650	2.1	19.54	40,638	PS	N	N	B2	B9	B3	B7	SO1	SO5
Emergency Medical Technicians & Paramedics	265	310	1.7	19.13	39,784	PS	N	N	B3	SO5	B2	SO6	B9	
Machinists	465	540	1.7	18.82	39,153	HS	N	L	T5	T8	T4	T11	B3	B6
Cement Masons & Concrete Finishers	320	410	2.7	17.91	37,250	< HS	N	M	B6	B2	SO1	B3	SY1	
Production, Planning, & Expediting Clerks	305	350	1.5	17.64	36,690	HS	N	M	B7	B2	B3	B9	R4	
Const Laborers	1,185	1,495	2.6	16.98	35,328	< HS	N	S	B9	SO1	B2	B3	T4	T5 SO6

REGION 2

Dental Hygienists	185	220	1.9	33.15	68,954	AS	N	N	B2	B9	B3	B7	SO6	
Accountants & Auditors	295	330	1.2	27.71	57,635	BA	N	N	B2	B5	B7	B10	B9	
Registered Nurses	1,350	1,530	1.4	24.98	51,961	AS	N	N	SO6	B2	SO1	B9	B3	B7 SO5
Insurance Sales Agents	240	290	2.3	22.08	45,925	HS	N	M	B2	B7	B9	B10	B3	SO4 R4
Industrial Machinery Mechanics	190	240	2.6	20.69	43,036	HS	N	L	T9	T1	T5	T11	T8	
Operating Engineers & Other Const Equipment Operators	200	250	2.3	20.19	41,986	HS	N	M	T4	T5	B2	B6	B9	
Mixing & Blending Machine Setters, Operators, & Tenders	295	345	1.7	19.10	39,729	HS	N	M	T5	T4	B6	B7	B2	T8
Carpenters	385	510	3.2	18.47	38,409	HS	N	A	B3	T2	T5	B2	SO1	SY1 B5 B6 T8 R4
Licensed Practical & Licensed Vocational Nurses	305	360	2.0	18.13	37,713	PS	N	N	B2	B9	B3	B7	SO1	SO5
Light Truck or Delivery Services Drivers	420	470	1.2	16.58	34,494	HS	N	S	B2	B9	B3	B6	T4	SO6

HIGH-DEMAND, HIGH-SALARY OCCUPATIONS

REGION 3-4

Occupational Title	Employment ^[1]			\$ ^[2]		Career Preparation ^[3]			Top Skills ^[4]									
	2012 Est	2022 Proj	Annual Growth Rate (%)	2015 Mean Wage	2015 Mean Salary	Educ	Work Exp	Job Training	(L-R in order of significance)									
Industrial Engineers	265	300	1.3	32.95	68,531	BA	N	N	B7	B2	C1	B3	B10					
Social & Community Service Managers	260	305	1.7	26.97	56,102	BA	> 5	N	B2	B9	R4	SO1	B3	SY1	R3	SO6		
First-Line Supervisors of Const Trades & Extraction Workers	250	300	1.8	24.88	51,741	HS	> 5	N	B2	SO1	B3	B9	R4					
Accountants & Auditors	535	610	1.3	24.50	50,958	BA	N	N	B2	B5	B7	B10	B9					
Insurance Sales Agents	340	405	1.9	24.29	50,515	HS	N	M	B2	B7	B9	B10	B3	SO4	R4			
Registered Nurses	1,390	1,560	1.2	24.09	50,106	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5			
Electricians	285	320	1.4	20.97	43,617	HS	N	A	T11	T9	B2	B3	T5	T8				
Industrial Machinery Mechanics	645	785	2.2	19.31	40,174	HS	N	L	T9	T1	T5	T11	T8					
Operating Engineers & Other Construction Equipment Operators	305	355	1.6	17.57	36,535	HS	N	M	T4	T5	B2	B6	B9					
Carpenters	405	510	2.6	17.29	35,957	HS	N	A	B3	T2	T5	B2	SO1	SY1	B5	B6	T8	R4
Heavy & Tractor-Trailer Truck Drivers	2,490	2,820	1.3	16.64	34,602	PS	N	S	T4	T5	B6	B2	B3	T8				
Customer Service Reps	855	970	1.3	16.62	34,574	HS	N	S	B2	B9	SO5	SO4	B7					
Medical Secretaries	260	315	2.1	15.86	32,980	HS	N	M	B2	SO5	B9	B7	SO1	B10				
Painters, Construction & Maintenance	205	265	2.9	15.51	32,271	< HS	N	M	B2	B3	SO6	B7	R4					

REGION 5

Registered Nurses	990	1,160	1.7	23.81	49,531	AS	N	N	SO6	B2	SO1	B9	B3	B7	SO5			
Heavy & Tractor-Trailer Truck Drivers	1,480	1,735	1.7	23.27	48,400	PS	N	S	T4	T5	B6	B2	B3	T8				
Industrial Machinery Mechanics	340	425	2.5	21.45	44,606	HS	N	L	T9	T1	T5	T11	T8					
Electricians	385	460	1.9	18.70	38,904	HS	N	A	T11	T9	B2	B3	T5	T8				
Mixing & Blending Machine Setters, Operators, & Tenders	255	295	1.6	18.16	37,777	HS	N	M	T5	T4	B6	B7	B2	T8				
Licensed Practical & Licensed Vocational Nurses	265	325	2.3	17.92	37,283	PS	N	N	B2	B9	B3	B7	SO1	SO5				
Carpenters	280	365	3.0	17.08	35,531	HS	N	A	B3	T2	T5	B2	SO1	SY1	B5	B6	T8	R4
Maintenance & Repair Workers, General	395	455	1.5	16.03	33,343	HS	N	L	T9	T1	T11	B3	C1	T2	B6	T5	T8	B7
First-Line Supervisors of Food Preparation & Serving Workers	200	230	1.3	15.36	31,951	HS	< 5	N	B9	B2	SO1	SO5	R3	B6				
Medical Secretaries	215	275	2.8	14.81	30,811	HS	N	M	B2	SO5	B9	B7	SO1	B10				
Construction Laborers	375	470	2.5	14.27	29,679	< HS	N	S	B9	SO1	B2	B3	T4	T5	SO6			

Legend/Methodology/Selection Criteria:

Occupations were selected based on their annual growth rate and mean annual salary (residual or undefined occupations were not included). To be considered a high demand, high salary occupation required that occupations achieve a higher annual growth rate than Region 1's 1.0% average (or Region 2's 0.8%, Region 3-4's 0.8%, and Region 5's 0.9%) and also have a higher salary than Region 1's mean midpoint of \$34,978 (or Region 2's \$32,207, Region 3-4's \$31,885, and Region 5's \$29,679). From this process, the top occupations became the **Hot Jobs**.

[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] 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.

[3] 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.

[4] Top Skills refers to 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 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:** 2015 Iowa Wage Survey estimates (based on 2014 2nd quarter occupational wage data updated to 2015 2nd 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 to obtain the latest workforce data and trends including this document. Published 11/2015.