

HIGH DEMAND and HIGH SALARY OCCUPATIONS

| Occupational Title | 2008 Estimated Employment | 2018 Projected Employment | Annual Growth Rate (%) | 2011 Mean Hourly Wage* | 2011 Mean Annual Salary | Education/Training Level** | Top Skills*** |
|--|---------------------------|---------------------------|------------------------|------------------------|-------------------------|----------------------------|---------------------------------|
| Pharmacists | 200 | 240 | 2.0 | \$45.90 | \$95,476 | 1 | B2, B7, B1, B3, B9 |
| Lawyers | 250 | 315 | 2.8 | 39.98 | 83,175 | 1 | B2, B9, B3, B7, C1, SY1, B10 |
| Computer Software Engineers, Systems Software | 80 | 150 | 8.8 | 31.23 | 64,955 | 5 | B3, B2, T7, B7, C1 |
| Dental Hygienists | 270 | 335 | 2.4 | 30.29 | 62,998 | 6 | B2, B9, B3, B7, SO6 |
| Management Analysts | 210 | 270 | 3.1 | 29.32 | 60,989 | 4 | B2, B7, B9, B3, C1 |
| Accountants and Auditors | 625 | 825 | 3.2 | 28.06 | 58,373 | 5 | B2, B5, B7, B10, B9 |
| Insurance Sales Agents | 585 | 750 | 2.8 | 26.32 | 54,748 | 7 | B2, B7, B9, B10, B3, SO4, R4 |
| Loan Officers | 370 | 435 | 1.8 | 24.38 | 50,718 | 10 | B9, B2, SY1, B7, B3 |
| Claims Adjusters, Examiners, and Investigators | 205 | 245 | 2.0 | 24.24 | 50,420 | 9 | B7, B10, B2, B3, B9 |
| Registered Nurses | 1,955 | 2,345 | 2.0 | 24.10 | 50,127 | 6 | SO6, B2, SO1, B9, B3, B7, SO5 |
| Personal Financial Advisors | 210 | 295 | 4.3 | 23.35 | 48,554 | 5 | B3, B9, B7, SY1, B10 |
| Brickmasons and Blockmasons | 255 | 290 | 1.4 | 23.26 | 48,386 | 9 | B3, B6, SO1, T8, R4 |
| Computer Support Specialists | 220 | 260 | 1.8 | 22.42 | 46,634 | 6 | B2, B9, B7, B3, B10 |
| Cost Estimators | 190 | 245 | 3.2 | 22.12 | 46,015 | 5 | B5, B3, B9, B2, SY1 |
| Market Research Analysts | 145 | 185 | 3.1 | 21.24 | 44,187 | 5 | B7, B2, C1, B3, SY1, B9, B10 |
| First-Line Supervisors/Managers of Office and Administrative Support Workers | 560 | 645 | 1.5 | 21.01 | 43,708 | 8 | B2, B9, SO1, SO6, B3, R3 |
| Special Education Teachers, Preschool, Kindergarten, and Elementary School | 215 | 250 | 1.6 | N.A. | 40,563 | 5 | SO2, B4, SO6, B9, B2 |
| Industrial Machinery Mechanics | 320 | 375 | 1.7 | 19.34 | 40,224 | 9 | T9, T1, T5, T11, T8 |
| Elementary School Teachers, Except Special Education | 1,575 | 1,790 | 1.4 | N.A. | 39,776 | 5 | SO2, B9, B4, B2, B1, B6, SO6 |
| Heating, Air Conditioning, and Refrigeration Mechanics and Installers | 325 | 460 | 4.2 | 19.03 | 39,588 | 9 | T3, T11, T9, T1, T5 |
| Truck Drivers, Heavy and Tractor-Trailer | 2,650 | 2,965 | 1.2 | 18.91 | 39,322 | 11 | T4, T5, B6, B2, B3, T8 |
| Middle School Teachers, Except Special and Vocational Education | 785 | 885 | 1.3 | N.A. | 38,830 | 5 | SO2, B2, B7, B4, SO6, B10 |
| Executive Secretaries and Administrative Assistants | 605 | 690 | 1.4 | 18.64 | 38,758 | 8 | B2, B7, B9, SO5, B10 |
| Water and Liquid Waste Treatment Plant and System Operators | 220 | 250 | 1.4 | 18.54 | 38,556 | 9 | T4, T5, B6, T8, B2, T1, B7, T11 |
| Licensed Practical and Licensed Vocational Nurses | 590 | 680 | 1.6 | 17.98 | 37,410 | 7 | B2, B9, B3, B7, SO1, SO5 |
| Graphic Designers | 235 | 290 | 2.1 | 15.82 | 32,916 | 5 | B2, T6, B9, B10, B3, B7 |
| Cement Masons and Concrete Finishers | 455 | 520 | 1.4 | 15.62 | 32,484 | 10 | B6, B2, SO1, B3, SY1 |
| Dental Assistants | 365 | 450 | 2.3 | 15.60 | 32,455 | 10 | B9, B2, B7, SO5, B3 |
| Computer-Controlled Machine Tool Operators, Metal and Plastic | 450 | 550 | 2.2 | 15.41 | 32,037 | 10 | B6, T5, B3, T8, T4 |
| Customer Service Representatives | 1,620 | 2,085 | 2.9 | 14.98 | 31,159 | 10 | B2, B9, SO5, SO4, B7 |
| Construction Laborers | 735 | 860 | 1.6 | 14.59 | 30,358 | 10 | B9, SO1, B2, B3, T4, T5, SO6 |
| Billing and Posting Clerks and Machine Operators | 290 | 335 | 1.6 | 14.51 | 30,184 | 11 | B2, B7, R4, B3, B9 |

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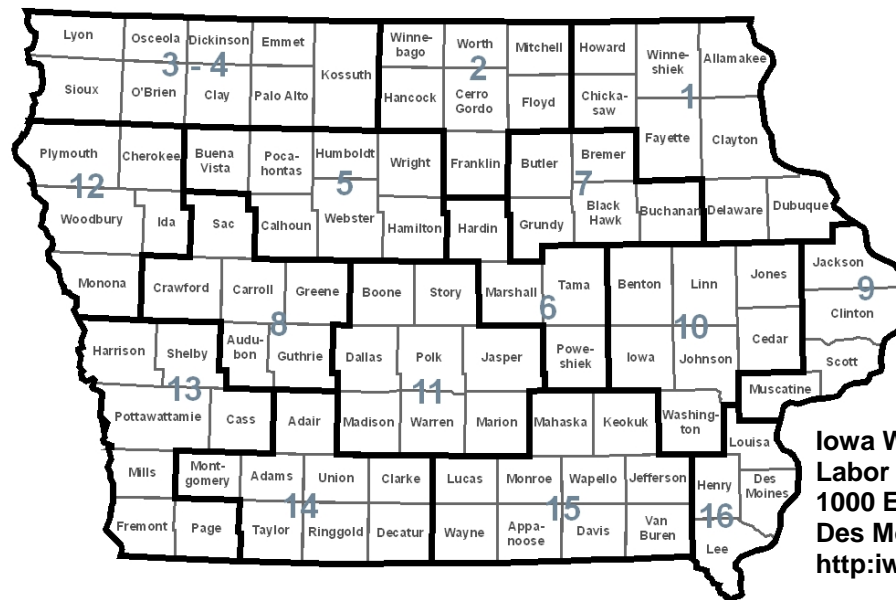
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Legend/Methodology/Selection Criteria:

Occupations were selected based on the annual growth rate from Region 1's 2008-2018 occupational projections and the mean annual salary from the 2011 Iowa Wage Survey (residual or undefined occupations were not included). To be considered a high wage, high demand occupation required that occupations achieve a higher annual growth rate than Region 1's 1.1% average **and** also have a higher salary than the regional mean midpoint of \$30,076. From this process, the top occupations became the **Hot Jobs**.

***Mean Wage**, also known as the average wage, is computed by dividing the estimated total wage for a reported occupation by its weighted employment; N.A. = Not Available; Compensation data based on 2011 Iowa Wage Survey unless otherwise noted; Missing compensation data may be derived from calculation or proration of reported wage/salary data if available; Occupations with limited or no compensation data (which inhibits either wage or salary calculated derivations) are subsequently omitted from any methodological calculations.

****Education/Training Level** provides categorically the most significant education or training pathway to employment for each occupation according to the U.S. Department of Labor's Bureau of Labor Statistics (BLS). There may be alternative pathways into an occupation, however, as well as additional educational, training, or licensing requirements. Iowa Workforce Development (IWD) will use Iowa requirements when available. The levels are as follows: 1 = First Professional degree; 2 = Doctoral degree; 3 = Master's degree; 4 = Bachelor's or higher degree, plus work experience; 5 = Bachelor's degree; 6 = Associate degree; 7 = Postsecondary vocational training; 8 = Work experience in a related occupation; 9 = Long-term on-the-job training; 10 = Moderate-term on-the-job training; 11 = Short-term on-the-job training.

*****Top Skills** refers to those skills identified through questionnaire responses by sampled workers and occupation experts by the U.S. Department of Labor's Occupational Information Network (O*NET) as being the top five (or more if tied) most important for a particular occupation. 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.

Sources:

Education/Training Level: Bureau of Labor Statistics, U.S. Department of Labor; **Employment**: 2008-2018 Occupational Projections (based on 2008 annual employment 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**: 2011 Iowa Wage Survey estimates, Labor Market and Workforce Information Division, Iowa Workforce Development. Estimates developed from the May 2010 Occupational Employment Statistics (OES) Wage Survey updated to the second quarter of 2011 using the Employment Cost Index;

This publication was produced by the Labor Market and Workforce Information Division of Iowa Workforce Development. Inquiries may be directed to Brent Paulson at 515.281.3439 or Brent.Paulson@iwd.iowa.gov. Visit <http://iwin.iowaworkforce.org> to obtain the latest workforce data and trends including this document under the **Publications** tab. Published 12/2011.