

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***
Loan Officers	330	370	1.4	\$28.32	\$58,900	10	B9, B2, SY1, B7, B3
Accountants and Auditors	410	515	2.4	25.42	52,871	5	B2, B5, B7, B10, B9
Registered Nurses	1,220	1,470	2.0	25.22	52,449	6	SO6, B2, SO1, B9, B3, B7, SO5
Electrical Power-Line Installers and Repairers	150	185	2.3	25.14	52,290	9	B2, B6, B3, T11, B1, C1, SY1, T4, T5, T8, T9
Insurance Sales Agents	305	365	1.8	22.91	47,650	7	B2, B7, B9, B10, B3, SO4, R4
Middle School Teachers, Except Special and Vocational Education	440	505	1.5	N.A.	46,476	5	SO2, B2, B7, B4, SO6, B10
First-Line Supvs/Mgrs of Construction Trades and Extraction Workers	315	355	1.1	21.85	45,451	8	B2, SO1, B3, B9, R4
Cement Masons and Concrete Finishers	555	630	1.4	20.94	43,553	10	B6, B2, SO1, B3, SY1
Secondary School Teachers, Except Special and Vocational Education	635	695	0.9	N.A.	39,535	5	SO2, B4, B9, B2, SO1, B3
Social and Community Service Managers	220	255	1.4	18.81	39,116	5	B2, B9, R4, SO1, B3, SY1, R3, SO6
Industrial Machinery Mechanics	255	295	1.6	18.58	38,649	9	T9, T1, T5, T11, T8
Water and Liquid Waste Treatment Plant and System Operators	240	275	1.3	18.33	38,124	9	T4, T5, B6, T8, B2, T1, B7, T11
Licensed Practical and Licensed Vocational Nurses	330	385	1.7	17.48	36,372	7	B2, B9, B3, B7, SO1, SO5
Truck Drivers, Heavy and Tractor-Trailer	2,290	2,575	1.2	17.36	36,109	11	T4, T5, B6, B2, B3, T8
Elementary School Teachers, Except Special Education	705	815	1.6	N.A.	34,575	5	SO2, B9, B4, B2, B1, B6, SO6
Computer-Controlled Machine Tool Operators, Metal and Plastic	320	370	1.4	15.53	32,308	10	B6, T5, B3, T8, T4
Carpenters	910	990	0.9	14.09	29,297	9	B3, T2, T5, B2, SO1, SY1, B5, B6, T8, R4
Construction Laborers	450	505	1.2	13.77	28,647	10	B9, SO1, B2, B3, T4, T5, SO6

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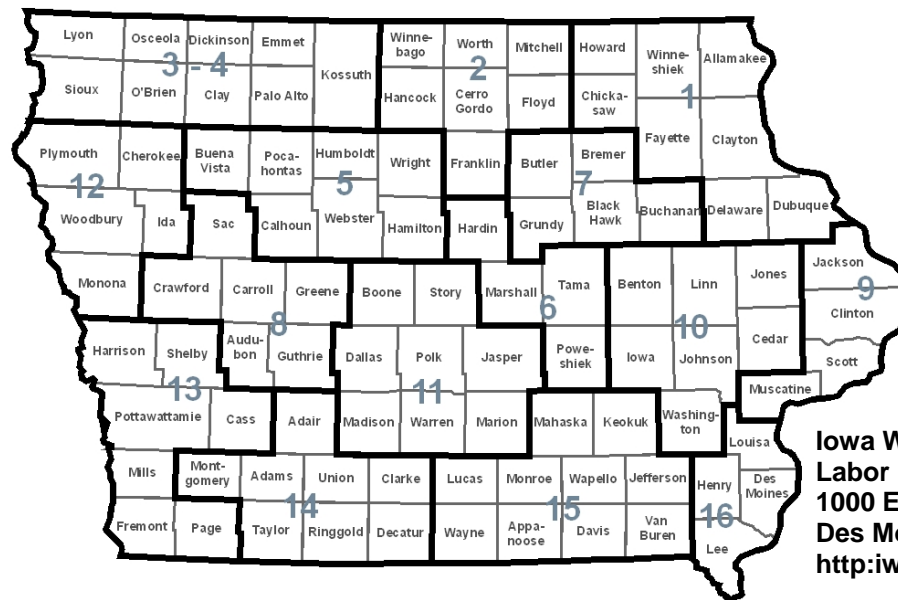
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Legend/Methodology/Selection Criteria:

Occupations were selected based on the annual growth rate from Region 3-4'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 3-4's .8% average **and** also have a higher salary than the regional mean midpoint of \$27,124. 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.