

2008-2018 REGION 3-4 OCCUPATIONAL PROJECTIONS, LISTED BY MAJOR OCCUPATIONAL GROUPS WITH WAGES AND TOP SKILLS

Standard Occupational Classification (SOC)	Occupational Title	2008 Estimated Employment	2008 Projected Employment	2008-18 Employment Change	Annual % Growth Rate	Annual New Jobs	Annual Replacements	Total Annual Openings	2011 Median Hourly Wage	2011 Median Salary	2011 Entry Wage	2011 Entry Salary	2011 Median Wage	2011 Median Salary	2011 Experienced Wage	2011 Experienced Annual Salary	Education/Training Req**	Top Skills**
00-0000	Total, All Occupations	81,515	87,025	5,510	0.7	635	1,715	2,350										
11-0000	Management Occupations	10,945	10,925	-20	0.0	20	115	135										
11-1021	General and Operations Managers	425	410	-15	-0.4	0	10	10	\$41.61	\$86,560	\$22.73	\$47,267	\$36.21	\$75,323	\$51.06	\$106,207	4	B2, B7, B9, B3, B6
11-9012	Farmers and Ranchers	8,195	8,030	-170	-0.2	0	50	50	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	9	T4, T5, SY1, B3, T1, B6, T8, T11
11-9151	Social and Community Service Managers	220	255	30	1.4	5	5	10	18.81	39,116	11.90	24,743	15.01	31,215	22.26	46,303	5	B2, B9, R4, SO1, B3, SY1, R3, SO6
11-9199	Managers, All Other	215	230	15	0.7	*	*	10	22.46	46,716	8.65	17,987	16.39	34,086	29.36	61,081	8	
13-0000	Business and Financial Operations Occupations	1,910	2,225	315	1.6	30	35	70										
13-1199	Business Operations Specialists, All Other	305	350	45	1.5	5	5	10	22.27	46,330	16.79	34,927	21.80	45,351	25.01	52,033	5	
13-2011	Accountants and Auditors	410	515	100	2.4	10	5	15	25.42	52,871	16.66	34,667	23.75	49,418	29.80	61,973	5	B2, B5, B7, B10, B9
13-2072	Loan Officers	330	370	45	1.4	5	5	10	28.32	58,900	15.91	33,086	26.88	55,907	34.52	71,807	10	B9, B2, SY1, B7, B3
15-0000	Computer and Mathematical Occupations	355	370	15	0.4	5	5	10										
17-0000	Architecture and Engineering Occupations	580	635	50	0.9	5	15	20										
19-0000	Life, Physical, and Social Science Occupations	630	710	80	1.3	10	20	30										
21-0000	Community and Social Services Occupations	950	1,060	110	1.2	10	20	30										
25-0000	Education, Training, and Library Occupations	4,980	5,640	660	1.3	65	115	180										
25-2021	Elementary School Teachers, Except Special Education	705	815	110	1.6	10	15	25	N.A.	34,575	N.A.	23,994	N.A.	33,005	N.A.	39,867	5	SO2, B9, B4, B2, B1, B6, SO6
25-2022	Middle School Teachers, Except Special and Vocational Education	440	505	65	1.5	5	10	15	N.A.	46,476	N.A.	27,147	N.A.	40,797	N.A.	56,140	5	SO2, B2, B7, B4, SO6, B10
25-2031	Secondary School Teachers, Except Special and Vocational Education	635	695	60	0.9	5	20	25	N.A.	39,535	N.A.	28,893	N.A.	40,028	N.A.	44,858	5	SO2, B4, B9, B2, SO1, B3
25-9041	Teacher Assistants	1,130	1,235	105	0.9	10	25	35	N.A.	22,358	N.A.	18,685	N.A.	22,819	N.A.	24,194	11	B2, B9, SO1, B6, SO5, SO6
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	1,000	1,105	105	1.1	10	25	35										
29-0000	Healthcare Practitioners and Technical Occupations	3,130	3,650	520	1.7	50	65	115										
29-1111	Registered Nurses	1,220	1,470	250	2.0	25	20	45	25.22	52,449	19.97	41,521	24.76	51,509	27.84	57,912	6	SO6, B2, SO1, B9, B3, B7, SO5
29-2061	Licensed Practical and Licensed Vocational Nurses	330	385	55	1.7	5	10	15	17.48	36,372	15.17	31,561	17.59	36,575	18.64	38,778	7	B2, B9, B3, B7, SO1, SO5
31-0000	Healthcare Support Occupations	2,670	3,310	635	2.4	65	30	90										
31-1012	Nursing Aides, Orderlies, and Attendants	1,205	1,405	200	1.7	20	10	30	12.16	25,293	10.68	22,219	11.75	24,455	12.90	26,830	7	SO6, SO5, B2, B6, SO1
33-0000	Protective Service Occupations	540	570	30	0.6	5	15	20										
35-0000	Food Preparation and Serving Related Occupations	5,890	6,330	440	0.7	45	195	240										
35-2011	Cooks, Fast Food	355	375	20	0.6	*	*	10	8.64	17,973	8.07	16,782	8.43	17,529	8.93	18,568	11	B2, B9, SO1, SO5, B3, SO6
35-2012	Cooks, Institution and Cafeteria	615	680	65	1.1	5	15	25	10.49	21,822	8.83	18,357	10.58	22,001	11.32	23,553	10	R4, B2, B3, B6, B7, SO5
35-2014	Cooks, Restaurant	400	425	25	0.6	*	*	10	9.85	20,486	8.30	17,254	9.64	20,044	10.63	22,102	9	SO1, B6, B2, B3, SY1, T8, B9
35-3011	Bartenders	320	345	25	0.8	*	*	15	9.09	18,897	8.06	16,761	8.53	17,756	9.60	19,965	11	B2, SO5, SO6, B9, B3
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,350	1,520	170	1.3	15	30	45	8.69	18,084	8.03	16,686	8.45	17,574	9.03	18,782	11	B2, SO5, B9, SO1, B6, SO6
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	235	250	15	0.6	*	*	20	8.67	18,043	8.19	17,035	8.55	17,798	8.92	18,547	11	B2, SO5, SO6, B9, B3, B7
35-3031	Waiters and Waitresses	860	900	35	0.4	5	50	50	8.59	17,880	8.01	16,656	8.34	17,349	8.89	18,492	11	B2, SO5, SO6, B9, SO1
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	170	180	5	0.3	*	*	10	8.64	17,975	8.38	17,427	8.61	17,916	8.78	18,249	11	SO5, SO6, B2, SO1, B6
35-9021	Dishwashers	295	320	25	0.8	5	10	15	8.55	17,784	8.05	16,732	8.40	17,483	8.81	18,309	11	R4, B2, SO1, B6, B3, T4, T5, T8, SO6
37-0000	Building and Grounds Cleaning and Maintenance Occupations	2,660	2,825	165	0.6	15	45	60										
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,055	1,085	30	0.3	5	20	25	11.56	24,041	8.47	17,613	10.91	22,695	13.10	27,255	11	B3, B2, SO1, SO6, B9, R4
37-2012	Maids and Housekeeping Cleaners	745	755	10	0.1	*	*	15	9.14	19,001	8.31	17,275	8.97	18,652	9.55	19,864	11	B2, SO5, SO6, R4, B3, B6, B9
37-3011	Landscaping and Groundskeeping Workers	690	795	100	1.4	10	10	20	10.56	21,959	8.44	17,567	9.91	20,619	11.61	24,155	11	T4, B2, B3, B9, T5, R4
39-0000	Personal Care and Service Occupations	2,210	2,510	300	1.4	30	50	80										
39-5012	Hairdressers, Hairstylists, and Cosmetologists	385	425	35	0.9	5	5	10	11.69	24,323	7.81	16,252	10.31	21,435	13.64	28,358	7	B2, SO5, B3, B9, B1, SY1, SO6
39-9011	Child Care Workers	530	580	50	0.9	5	15	20	8.21	17,066	8.01	16,647	8.32	17,295	8.31	17,276	11	B6, SO5, B9, B3, SO6
39-9032	Recreation Workers	495	575	80	1.6	10	10	15	10.39	21,597	8.20	17,043	9.16	19,062	11.48	23,873	11	B2, SO1, SO5, SO6, B9
41-0000	Sales and Related Occupations	7,485	7,830	345	0.5	40	225	265										
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	925	975	45	0.5	5	20	25	16.44	34,199	10.70	22,256	13.93	28,972	19.32	40,171	8	B2, SO1, B3, B6, B6, SO5, B9
41-2011	Cashiers	1,845	1,930	80	0.4	10	85	90	8.66	18,009	8.12	16,900	8.59	17,878	8.93	18,564	11	B2, SO5, B9, B5, SO6
41-2022	Parts Salespersons	230	230	0	0.0	0	10	10	17.25	35,890	12.98	26,997	14.63	30,422	19.39	40,337	10	B2, B9, SO5, B7, SO6
41-2031	Retail Salespersons	1,765	1,850	85	0.5	10	50	60	11.05	22,990	8.30	17,262	9.74	20,259	12.43	25,855	11	B2, SO4, B9, SO6, SO3, SO6
41-3021	Insurance Sales Agents	305	365	55	1.8	5	5	15	22.91	47,650	14.13	29,404	20.73	43,126	27.30	56,774	7	B2, B7, B9, B10, B3, SO4, R4
41-3099	Sales Representatives, Services, All Other	250	285	35	1.4	5	5	10	20.92	43,519	11.17	23,235	17.18	35,736	25.80	53,662	8	
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1,005	1,040	40	0.4	5	25	25	27.31	56,798	13.80	28,698	24.56	51,092	34.06	70,847	8	B9, B2, SO4, SO6, B3, SO3
43-0000	Office and Administrative Support Occupations	9,600	10,150	550	0.6	70	195	265										
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	280	295	15	0.5	*	*	10	20.73	43,112	14.28	29,721	19.55	40,671	23.95	49,807	8	B2, B9, SO1, SO6, B3, R3
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,320	1,410	90	0.7	10	15	25	13.72	28,544	9.52	19,804	13.25	27,569	15.82	32,915	10	B2, B7, B9, B3, B5, B6, R4, B10
43-3071	Tellers	490	530	40	0.8	5	20	25	11.64	24,221	9.91	20,620	11.38	23,676	12.51	26,022	11	B2, B9, B3, B5, B7, SO5
43-4051	Customer Service Representatives	555	645	90	1.6	10	15	25	12.56	26,121	8.19	17,028	11.80	24,528	14.74	30,667	10	B2, B9, SO5, SO4, B7

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43-4081	Hotel, Motel, and Resort Desk Clerks	295	340	45	1.5	5	10	15	8.60	17,898	7.92	16,482	8.46	17,606	8.94	18,606	11	SO6, SO5, B9, B2, SO1
43-4171	Receptionists and Information Clerks	400	445	45	1.1	5	10	15	11.06	22,999	8.42	17,515	10.85	22,553	12.38	25,740	11	B9, B2, SO5, B7, SO1, SO6
43-5071	Shipping, Receiving, and Traffic Clerks	325	290	-35	-1.1	0	10	10	12.36	25,698	9.44	19,640	12.20	25,387	13.81	28,729	11	B7, B2, SY1, B6, R4
43-5081	Stock Clerks and Order Fillers	770	800	30	0.4	5	20	20	9.90	20,593	7.96	16,566	8.83	18,374	10.87	22,605	11	B9, B2, SO5, SO6, SO1, R4
43-6014	Secretaries, Except Legal, Medical, and Executive	1,275	1,355	85	0.7	10	15	25	12.32	25,611	8.62	17,910	11.45	23,805	14.16	29,461	10	B9, B2, R4, SO5, B10
43-9061	Office Clerks, General	1,555	1,715	160	1.0	15	20	35	12.13	25,240	9.02	18,762	11.58	24,089	13.69	28,479	11	B2, B7, B9, SO6, R4, B10
45-0000	Farming, Fishing, and Forestry Occupations	2,415	2,395	-20	-0.1	5	65	70										
47-0000	Construction and Extraction Occupations	3,805	4,170	360	0.9	35	70	105										
47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction Workers	315	355	35	1.1	5	5	10	21.85	45,451	13.36	27,784	20.76	43,180	26.09	54,284	8	B2, SO1, B3, B9, R4
47-2031	Carpenters	910	990	80	0.9	10	10	20	14.09	29,297	11.21	23,304	13.93	28,987	15.53	32,294	9	B3, T2, T5, B2, SO1, SY1, B5, B6, T8, R4
47-2051	Cement Masons and Concrete Finishers	555	630	75	1.4	10	15	20	20.94	43,553	18.17	37,802	20.67	42,992	22.32	46,429	10	B6, B2, SO1, B3, SY1
47-2061	Construction Laborers	450	505	55	1.2	5	5	10	13.77	28,647	10.25	21,326	13.42	27,913	15.54	32,307	10	B9, SO1, B2, B3, T4, T5, SO6
47-4051	Highway Maintenance Workers	390	405	15	0.4	*	*	10	18.49	38,455	15.16	31,541	18.32	38,089	20.15	41,913	10	T4, T5, B2, T1, B6, B9, T11
49-0000	Installation, Maintenance, and Repair Occupations	3,365	3,640	275	0.8	30	65	95										
49-3023	Automotive Service Technicians and Mechanics	365	380	15	0.4	*	*	10	17.94	37,322	12.05	25,073	17.32	36,028	20.89	43,446	7	T1, T9, T11, T2, T8
49-9041	Industrial Machinery Mechanics	255	295	40	1.6	5	5	10	18.58	38,649	15.97	33,219	18.24	37,932	19.88	41,364	9	T9, T1, T5, T11, T8
49-9042	Maintenance and Repair Workers, General	615	655	40	0.7	5	10	15	17.54	36,487	12.23	25,446	16.98	35,311	20.20	42,006	10	T1, T9, B3, T2, T11
49-9051	Electrical Power-Line Installers and Repairers	150	185	35	2.3	5	5	10	25.14	52,290	21.55	44,827	25.77	53,596	26.94	56,021	9	B2, B6, B3, T11, B1, C1, SY1, T4, T5, T8, T9
51-0000	Production Occupations	10,785	11,075	285	0.3	55	225	280										
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	550	565	15	0.3	*	*	10	21.99	45,740	14.32	29,801	21.09	43,873	25.82	53,711	8	B3, R4, B2, B9, SO1, R3, B9
51-2092	Team Assemblers	1,155	1,250	95	0.8	10	25	35	14.70	30,567	11.58	24,068	14.38	29,926	16.26	33,817	10	SO1, B2, B3, B9, B6, B7
51-3021	Butchers and Meat Cutters	240	250	10	0.4	*	*	10	11.55	24,013	8.59	17,851	10.88	22,617	13.03	27,093	9	B6, B2, B3, SO4, SO6, B9
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	220	235	15	0.7	*	*	10	12.11	25,187	9.42	19,599	12.47	25,942	13.45	27,981	11	B2, SO1, B3, B6, B9
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	320	370	45	1.4	5	5	10	15.53	32,308	12.36	25,695	15.40	32,024	17.12	35,614	10	B6, T5, B3, T8, T4
51-4121	Welders, Cutters, Solderers, and Brazers	395	410	15	0.4	*	*	15	17.32	36,039	13.71	28,537	16.79	34,913	19.13	39,790	7	B3, B2, B6, SY1, T4, T5
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	245	240	-5	-0.2	0	10	10	17.16	35,697	14.02	29,156	16.24	33,785	18.73	38,967	7	T5, B2, B3, B6, T4, B9
51-8031	Water and Liquid Waste Treatment Plant and System Operators	240	275	30	1.3	5	5	10	18.33	38,124	14.13	29,385	18.97	39,442	20.42	42,493	9	T4, T5, B6, T8, B2, T1, B7, T11
51-9198	Helpers—Production Workers	435	425	-10	-0.2	0	10	10	13.05	27,124	8.41	17,500	12.91	26,867	15.36	31,937	11	B2, B3, B6, B7, SO6, B9
51-9199	Production Workers, All Other	525	525	0	0.0	0	10	10	13.76	28,608	10.85	22,549	13.65	28,406	15.21	31,638	10	
53-0000	Transportation and Material Moving Occupations	5,410	5,700	290	0.5	40	120	155										
53-3032	Truck Drivers, Heavy and Tractor-Trailer	2,290	2,575	285	1.2	30	40	70	17.36	36,109	12.43	25,858	15.86	32,995	19.82	41,234	11	T4, T5, B6, B2, B3, T8
53-3033	Truck Drivers, Light or Delivery Services	455	475	20	0.4	*	*	10	14.55	30,258	9.28	19,323	12.70	26,410	17.17	35,726	11	B2, B9, B3, B6, T4, SO6
53-7051	Industrial Truck and Tractor Operators	245	255	10	0.4	*	*	10	12.99	27,021	9.35	19,432	12.78	26,566	14.81	30,816	11	T4, T5, SO1, T1, B2, B3, B6
53-7061	Cleaners of Vehicles and Equipment	190	195	5	0.3	*	*	10	10.80	22,462	8.25	17,149	10.53	21,899	12.07	25,118	11	T4, T5, T8, B9, R4
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	765	720	-40	-0.5	0	25	25	12.72	26,458	9.56	19,889	12.31	25,603	14.30	29,742	11	B2, B3, T5, SO1, B6, B7, B9

Legend:

Entry Wage = Average of the lowest third of reported wages for the occupation; **Experienced Wage** = Average of the upper two-thirds of reported wages for the occupation; **Mean Wage** = Average wage computed by dividing the estimated total wage for an occupation by its weighted employment; **Median Wage** = The point at which 50% of the employment was below this wage and 50% was above; **N.A.** = Not Available; Compensation data based on 2011 Iowa Wage Survey unless otherwise noted; Wages for *Meat, Poultry, and Fish Cutters and Trimmers* based on 2010 OES data; Missing compensation data may be derived from calculation or proration of reported wage/salary data if available.

***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 ten total annual openings).

****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 occupational 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.