

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	230	270	1.7	\$46.87	\$97,508	1	B2, B7, B1, B3, B9
Sales Managers	380	465	2.2	42.77	88,966	4	B9, B2, SO6, SO4, SO1, B3, B6, SO5
Computer Software Engineers, Applications	285	395	3.9	42.25	87,891	5	C1, T7, SY2, SY1, SY3
Management Analysts	340	410	2.1	40.70	84,667	4	B2, B7, B9, B3, C1
Construction Managers	330	380	1.5	38.82	80,753	5	R4, B2, B3, R3, B9
Computer Systems Analysts	265	320	2.1	37.00	76,971	5	B3, B2, B7, B9, SY2
Physical Therapists	235	310	3.2	36.92	76,787	3	B2, B9, B7, B3, SO6, R4
Industrial Engineers	360	440	2.2	34.20	71,150	5	B7, B2, C1, B3, B10
Administrative Services Managers	265	300	1.3	33.83	70,363	4	B9, B2, SO1, B7, R4, B10
Medical and Health Services Managers	375	435	1.6	33.43	69,525	4	B7, B9, B2, B3, SY1
Personal Financial Advisors	160	220	3.8	31.36	65,232	5	B3, B9, B7, SY1, B10
Accountants and Auditors	1,465	1,810	2.4	30.95	64,376	5	B2, B5, B7, B10, B9
Dental Hygienists	280	370	3.2	30.47	63,381	6	B2, B9, B3, B7, SO6
Cost Estimators	280	350	2.5	30.11	62,626	5	B5, B3, B9, B2, SY1
Loan Officers	415	500	2.0	29.72	61,822	10	B9, B2, SY1, B7, B3
Plumbers, Pipefitters, and Steamfitters	755	850	1.3	28.94	60,211	9	SO1, R4, B3, T5, B2, SY1, B6, B9
Insurance Sales Agents	650	745	1.5	27.11	56,393	7	B2, B7, B9, B10, B3, SO4, R4
Network Systems and Data Communications Analysts	120	180	4.6	26.66	55,468	5	SY2, B1, B2, C1, B3, B6, T6, B9, SY3
Securities, Commodities, and Financial Services Sales Agents	215	260	2.1	25.23	52,480	5	B9, B2, B3, SO4, B7, SY2
Medical and Clinical Laboratory Technologists	190	230	2.1	25.15	52,312	5	B2, B8, B3, B7, SY1, B6, T8, B9
Purchasing Agents, Except Wholesale, Retail, and Farm Products	300	355	1.8	24.85	51,694	9	B9, B2, B3, SY1, B6, SO3, B7
Registered Nurses	2,575	3,215	2.5	24.34	50,626	6	SO6, B2, SO1, B9, B3, B7, SO5
Special Education Teachers, Preschool, Kindergarten, and Elementary School	205	240	1.5	N.A.	48,396	5	SO2, B4, SO6, B9, B2
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	270	350	3.0	22.15	46,079	9	T3, T11, T9, T1, T5
Market Research Analysts	165	200	2.1	21.81	45,367	5	B7, B2, C1, B3, SY1, B9, B10
Middle School Teachers, Except Special and Vocational Education	795	890	1.2	N.A.	43,578	5	SO2, B2, B7, B4, SO6, B10
Industrial Machinery Mechanics	465	540	1.6	20.51	42,673	9	T9, T1, T5, T11, T8
Training and Development Specialists	235	295	2.6	20.50	42,649	5	B9, SO2, B4, B7, B2
First-Line Supervisors/Managers of Office and Administrative Support Workers	1,000	1,140	1.5	20.50	42,646	8	B2, B9, SO1, SO6, B3, R3
Computer Support Specialists	420	490	1.7	18.89	39,292	6	B2, B9, B7, B3, B10
Elementary School Teachers, Except Special Education	1,265	1,420	1.2	N.A.	38,375	5	SO2, B9, B4, B2, B1, B6, SO6
Executive Secretaries and Administrative Assistants	1,020	1,145	1.2	18.27	37,998	8	B2, B7, B9, SO5, B10
Truck Drivers, Heavy and Tractor-Trailer	3,310	3,750	1.3	17.52	36,453	11	T4, T5, B6, B2, B3, T8
Licensed Practical and Licensed Vocational Nurses	625	780	2.5	16.71	34,763	7	B2, B9, B3, B7, SO1, SO5
Construction Laborers	1,110	1,330	1.9	16.35	33,995	10	B9, SO1, B2, B3, T4, T5, SO6

Iowa Workforce Development Regional Offices

Region 1 (Dubuque)

680 Main St, 2nd Fl
Dubuque, IA 52001
563.556.5800; Fax 563.556.0154
Region1.Web@iwd.iowa.gov

Region 2 (Mason City)

600 S Pierce
Mason City, IA 50401-4836
641.422.1524; Fax 641.422.1543
Region2.Web@iwd.iowa.gov

Region 3-4 (Spencer)

217 W Fifth St, PO Box 1087
Spencer, IA 51301
712.262.1971; Fax 712.262.1963
Region3&4.Web@iwd.iowa.gov

Region 5 (Fort Dodge)

Three Triton Circle
Fort Dodge, IA 50501-5729
515.576.3131; Fax 515.955.1420
Region5.Web@iwd.iowa.gov

Region 6 (Marshalltown)

3405 S Center St, PO Box 497
Marshalltown, IA 50158-0497
641.754.1400; Fax 641.754.1443
Region6.Web@iwd.iowa.gov

Region 7 (Waterloo)

3420 University Ave, Ste G
Waterloo, IA 50701
319.235.2123; Fax 319.235.1068
Region7.Web@iwd.iowa.gov

Region 8 (Carroll)

619 N Carroll St
Carroll, IA 51401-2332
712.792.2685; Fax 712.792.6605
Region8.Web@iwd.iowa.gov

Region 9 (Davenport)

902 W Kimberly Rd, Ste 51
Davenport, IA 52806-5783
563.445.3200; Fax 563.445.3240
Region9.Web@iwd.iowa.gov

Region 10 (Cedar Rapids)

4444 First Avenue NE, Ste 436
Cedar Rapids, IA 52402
319.365.9474; Fax 319.365.9270
Region10.Web@iwd.iowa.gov

Region 11 (Des Moines)

430 E Grand Ave
Des Moines, IA 50309-1920
515.281.9619; Fax 515.281.9640
Region11.Web@iwd.iowa.gov

Region 12 (Sioux City)

2508 4th St
Sioux City, IA 51101-2298
712.233.9030; Fax 712.277.8438
Region12.Web@iwd.iowa.gov

Region 13 (Council Bluffs)

300 W Broadway, Ste 13
Council Bluffs, IA 51503-9030
712.242.2100; Fax 712.242.2155
Region13.Web@iwd.iowa.gov

Region 14 (Creston)

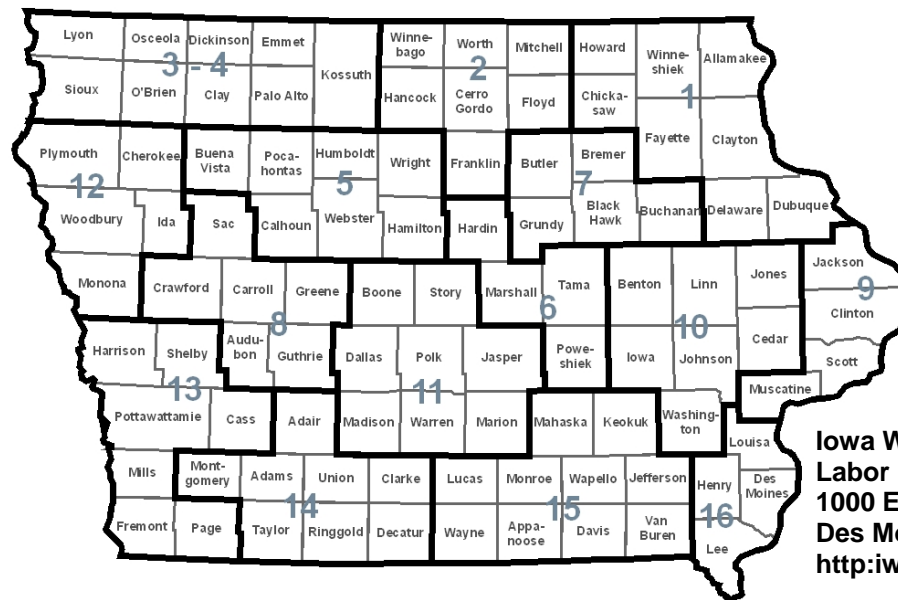
215 N Elm St
Creston, IA 50801
641.782.2119; fax 641.782.7060
Region14.Web@iwd.iowa.gov

Region 15 (Ottumwa)

310 W Main, PO Box 717
Ottumwa, IA 52501-0717
641.684-5401; Fax 641.684.4351
Region15.Web@iwd.iowa.gov

Region 16 (Burlington)

1000 N Roosevelt, PO Box 609
Burlington, IA 52601-0609
319.753.1671; Fax 319.753.5881
Region16.Web@iwd.iowa.gov



Iowa Workforce Development
Labor Market and Workforce Information Division
1000 E Grand Ave
Des Moines, IA 50319-0209
<http://iwin.iowaworkforce.org>

Legend/Methodology/Selection Criteria:

Occupations were selected based on the annual growth rate from Region 9'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 9's 1.1% average **and** also have a higher salary than the regional mean midpoint of \$33,224. 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.