

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***
Family and General Practitioners	210	250	2.1	\$106.45	\$221,416	1	B2, B3, B9, B8, SO6
Computer and Information Systems Managers	735	855	1.6	52.99	110,226	4	B7, B2, B3, C1, B6, B10
Construction Managers	485	575	1.9	47.96	99,775	5	R4, B2, B3, R3, B9
Pharmacists	530	615	1.6	47.41	98,626	1	B2, B7, B1, B3, B9
Sales Managers	470	555	1.7	47.08	97,931	4	B9, B2, SO6, SO4, SO1, B3, B6, SO5
Administrative Services Managers	600	695	1.6	43.10	89,651	4	B9, B2, SO1, B7, R4, B10
Securities, Commodities, and Financial Services Sales Agents	390	465	1.9	36.19	75,290	5	B9, B2, B3, SO4, B7, SY2
Civil Engineers	310	395	2.7	35.89	74,664	5	C1, B3, SY1, B5, T6, B7
Industrial Engineers	495	585	1.8	34.18	71,104	5	B7, B2, C1, B3, B10
Physical Therapists	285	360	2.6	33.90	70,516	3	B2, B9, B7, B3, SO6, R4
Management Analysts	585	715	2.2	33.06	68,759	4	B2, B7, B9, B3, C1
Computer Systems Analysts	725	910	2.6	32.38	67,348	5	B3, B2, B7, B9, SY2
Computer Software Engineers, Applications	1,990	2,540	2.8	31.92	66,401	5	C1, T7, SY2, SY1, SY3
Occupational Therapists	190	240	2.9	31.70	65,927	3	B2, B7, B9, B3, SO5, SO6
Network Systems and Data Communications Analysts	695	1,055	5.3	30.84	64,146	5	SY2, B1, B2, C1, B3, B6, T6, B9, SY3
Network and Computer Systems Administrators	590	710	2.0	30.84	64,146	5	B3, B7, SY2, C1, SY1, B6, SY3
Dental Hygienists	260	355	3.7	30.57	63,593	6	B2, B9, B3, B7, SO6
Financial Analysts	430	495	1.5	29.97	62,335	5	B3, B7, B10, B2, C1
Accountants and Auditors	2,025	2,500	2.3	27.76	57,742	5	B2, B5, B7, B10, B9
Insurance Sales Agents	825	1,055	2.8	27.34	56,854	7	B2, B7, B9, B10, B3, SO4, R4
Cost Estimators	315	400	2.7	26.93	56,026	5	B5, B3, B9, B2, SY1
Claims Adjusters, Examiners, and Investigators	400	475	1.9	26.85	55,852	9	B7, B10, B2, B3, B9
Loan Officers	620	755	2.3	26.71	55,562	10	B9, B2, SY1, B7, B3
Registered Nurses	6,005	7,370	2.3	26.39	54,897	6	SO6, B2, SO1, B9, B3, B7, SO5
Employment, Recruitment, and Placement Specialists	295	390	3.2	26.24	54,588	5	B2, B7, B9, SO6, B10
First-Line Supervisors/Managers of Office and Administrative Support Workers	1,710	1,965	1.5	25.88	53,828	8	B2, B9, SO1, SO6, B3, R3
Purchasing Agents, Except Wholesale, Retail, and Farm Products	500	580	1.6	25.83	53,714	9	B9, B2, B3, SY1, B6, SO3, B7
Electricians	1,000	1,150	1.5	25.44	52,922	9	T11, T9, B2, B3, T5, T8
Compliance Officers, Except Ag, Const, Health and Safety, and Trans	280	375	3.4	25.09	52,193	9	B1, B3, B9, C1, B7
Market Research Analysts	505	600	2.0	24.63	51,233	5	B7, B2, C1, B3, SY1, B9, B10
Training and Development Specialists	395	495	2.5	24.26	50,464	5	B9, SO2, B4, B7, B2
Writers and Authors	230	270	1.5	24.00	49,907	5	B7, B10, B2, B9, B3
Plumbers, Pipefitters, and Steamfitters	935	1,125	2.0	23.87	49,653	9	SO1, R4, B3, T5, B2, SY1, B6, B9
Social and Community Service Managers	220	255	1.6	23.61	49,120	5	B2, B9, R4, SO1, B3, SY1, R3, SO6
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	430	600	4.1	23.43	48,726	9	T3, T11, T9, T1, T5
Production, Planning, and Expediting Clerks	695	900	2.9	23.16	48,172	10	B7, B2, B3, B9, R4
Kindergarten Teachers, Except Special Education	345	400	1.6	N.A.	48,134	5	SO2, B2, SO6, B9, SO1, B4, B6
Radiologic Technologists and Technicians	370	420	1.5	22.77	47,341	6	B9, B2, T4, SO5, SO1, B6, T5, SO6
Special Education Teachers, Preschool, Kindergarten, and Elementary School	435	520	2.0	N.A.	46,895	5	SO2, B4, SO6, B9, B2
Medical and Public Health Social Workers	335	450	3.6	22.45	46,693	5	B2, SO6, B9, SO5, B7
Public Relations Specialists	495	595	2.0	22.22	46,200	5	B9, B2, B3, B7, B10
Educational, Vocational, and School Counselors	570	655	1.5	21.80	45,337	3	B2, B9, B7, SO6, B3, B10
Special Education Teachers, Secondary School	265	305	1.5	N.A.	45,045	5	SO2, B4, B2, B6, SO5, B9
Child, Family, and School Social Workers	640	740	1.6	21.01	43,715	5	B2, B9, B7, SO6, B3, B6, SO5
Elementary School Teachers, Except Special Education	4,075	4,785	1.8	N.A.	43,153	5	SO2, B9, B4, B2, B1, B6, SO6
Middle School Teachers, Except Special and Vocational Education	1,215	1,420	1.7	N.A.	42,788	5	SO2, B2, B7, B4, SO6, B10
Water and Liquid Waste Treatment Plant and System Operators	215	260	1.9	20.39	42,422	9	T4, T5, B6, T8, B2, T1, B7, T11
Paralegals and Legal Assistants	300	385	2.8	20.14	41,886	6	B7, B2, B9, B10, B3
Graphic Designers	650	745	1.5	19.71	41,001	5	B2, T6, B9, B10, B3, B7
Compensation, Benefits, and Job Analysis Specialists	345	455	3.0	19.35	40,244	5	B2, B3, B7, B9, C1, SY2, B10

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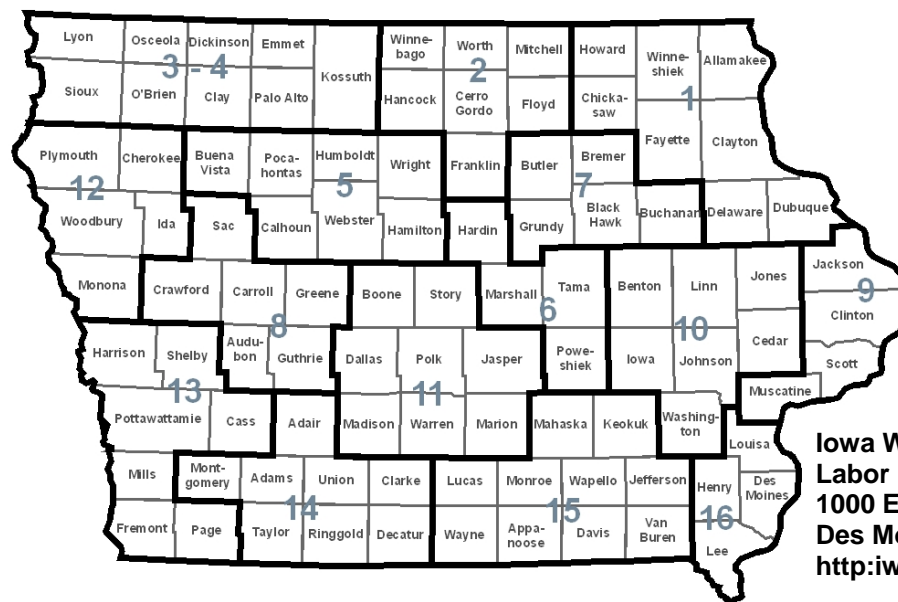
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Legend/Methodology/Selection Criteria:

Occupations were selected based on the annual growth rate from Region 10'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 10's 1.4% average and also have a higher salary than the regional mean midpoint of \$38,626. 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.