

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***
Network Systems and Data Communications Analysts	1,100	1,690	5.4	\$33.55	\$69,788	5	SY2, B1, B2, C1, B3, B6, T6, B9, SY3
Financial Examiners	280	395	4.3	37.43	77,845	5	B3, B7, B9, B1, B2, SO2, SY1, R4, B10
Computer Software Engineers, Systems Software	735	1,050	4.2	36.93	76,821	5	B3, B2, T7, B7, C1
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1,085	1,535	4.2	23.06	47,978	9	T3, T11, T9, T1, T5
Physician Assistants	220	310	4.1	41.37	86,039	3	B2, B3, B9, B7, SY1, B6, SO6
Personal Financial Advisors	700	975	3.9	36.13	75,141	5	B3, B9, B7, SY1, B10
Medical Equipment Repairers	255	360	3.9	25.00	52,000	6	T1, T9, T11, T5, T8
Computer Software Engineers, Applications	1,620	2,230	3.8	36.93	76,821	5	C1, T7, SY2, SY1, SY3
Dental Hygienists	495	665	3.4	31.81	66,164	6	B2, B9, B3, B7, SO6
Optometrists	120	160	3.3	57.13	118,827	1	B8, B2, B3, B9, SO1, B7, SO5
Physical Therapists	465	620	3.2	33.88	70,464	3	B2, B9, B7, B3, SO6, R4
Industrial Engineers	500	655	3.1	35.31	73,457	5	B7, B2, C1, B3, B10
Compliance Officers, Except Ag, Const, Health and Safety, and Trans	805	1,050	3.0	29.70	61,777	9	B1, B3, B9, C1, B7
Veterinarians	240	310	2.9	31.46	65,422	1	B8, B2, B3, B9, SY1, B7
Paralegals and Legal Assistants	620	805	2.9	21.65	45,015	6	B7, B2, B9, B10, B3
Credit Analysts	330	425	2.9	31.49	65,489	5	B3, B1, B2, SY1, B7, B9
Cost Estimators	680	875	2.9	26.82	55,794	5	B5, B3, B9, B2, SY1
Compensation, Benefits, and Job Analysis Specialists	905	1,150	2.7	25.48	53,009	5	B2, B3, B7, B9, C1, SY2, B10
Training and Development Specialists	1,095	1,390	2.7	24.82	51,628	5	B9, SO2, B4, B7, B2
Environmental Scientists and Specialists, Including Health	300	380	2.7	32.03	66,606	3	B8, B3, B7, B9, B2, B10
Medical and Public Health Social Workers	350	440	2.6	21.66	45,035	5	B2, SO6, B9, SO5, B7
Computer Systems Analysts	3,560	4,465	2.5	35.85	74,579	5	B3, B2, B7, B9, SY2
Employment, Recruitment, and Placement Specialists	630	785	2.5	26.09	54,279	5	B2, B7, B9, SO6, B10
Market Research Analysts	1,070	1,345	2.5	25.94	53,943	5	B7, B2, C1, B3, SY1, B9, B10
Occupational Therapists	220	280	2.5	30.47	63,370	3	B2, B7, B9, B3, SO5, SO6
Registered Nurses	7,955	9,880	2.4	27.40	56,980	6	SO6, B2, SO1, B9, B3, B7, SO5
Accountants and Auditors	4,220	5,240	2.4	32.11	66,782	5	B2, B5, B7, B10, B9
Family and General Practitioners	600	745	2.4	104.32	216,987	1	B2, B3, B9, B8, SO6
Financial Analysts	1,160	1,435	2.4	35.86	74,606	5	B3, B7, B10, B2, C1
Logisticians	190	230	2.4	30.11	62,641	5	B3, B2, C1, B6, B7
Loan Officers	1,980	2,445	2.3	30.72	63,898	10	B9, B2, SY1, B7, B3
Securities, Commodities, and Financial Services Sales Agents	1,775	2,190	2.3	30.15	62,730	5	B9, B2, B3, SO4, B7, SY2
Network and Computer Systems Administrators	1,380	1,705	2.3	33.55	69,788	5	B3, B7, SY2, C1, SY1, B6, SY3
Actuaries	410	505	2.3	48.86	101,634	4	B5, B3, SY1, C1, B7
Radiologic Technologists and Technicians	670	820	2.3	24.04	49,995	6	B9, B2, T4, SO5, SO1, B6, T5, SO6
Computer and Information Systems Managers	955	1,175	2.3	53.83	111,956	4	B7, B2, B3, C1, B6, B10
Public Relations Specialists	680	835	2.3	24.78	51,535	5	B9, B2, B3, B7, B10
Purchasing Agents, Except Wholesale, Retail, and Farm Products	720	875	2.2	25.41	52,859	9	B9, B2, B3, SY1, B6, SO3, B7
Insurance Sales Agents	1,615	1,960	2.1	23.93	49,775	7	B2, B7, B9, B10, B3, SO4, R4
Architects, Except Landscape and Naval	450	545	2.1	33.76	70,222	5	B2, B3, C1, B9, SY1, B7
First-Line Supvs/Mgrs of Landscaping, Lawn Service, and Groundskeeping Workers	290	350	2.1	24.04	49,985	8	B2, SO1, B3, R3, B6, B9
Civil Engineers	750	905	2.1	38.48	80,028	5	C1, B3, SY1, B5, T6, B7
Pipelayers	320	385	2.0	21.03	43,758	11	T5, B2, T4, B3, T8
Special Education Teachers, Preschool, Kindergarten, and Elementary School	885	1,055	2.0	N.A.	53,421	5	SO2, B4, SO6, B9, B2
Instructional Coordinators	560	670	2.0	32.91	68,451	3	B7, B9, B4, B10, B1, B2, B6
Construction Managers	950	1,140	1.9	38.89	80,903	5	R4, B2, B3, R3, B9
Sales Managers	775	925	1.9	50.11	104,224	4	B9, B2, SO6, SO4, SO1, B3, B6, SO5
Legal Secretaries	620	740	1.9	20.11	41,823	6	B10, B7, B2, B9, B3
Interior Designers	235	280	1.9	22.84	47,506	6	B2, B9, B7, SO5, SO6
Water and Liquid Waste Treatment Plant and System Operators	315	375	1.9	21.96	45,675	9	T4, T5, B6, T8, B2, T1, B7, T11

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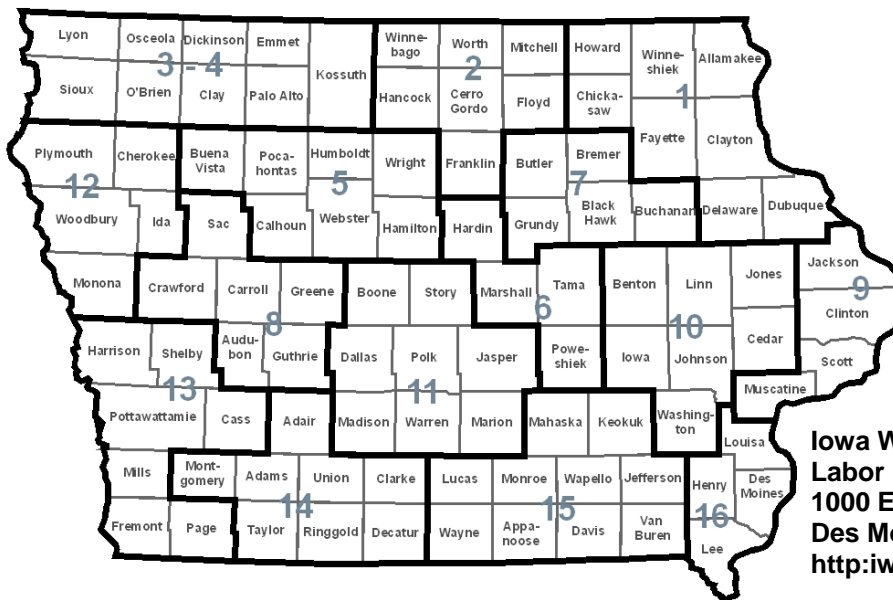
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Legend/Methodology/Selection Criteria:

Occupations were selected based on the annual growth rate from Region 11'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 11's 1.4% average **and** also have a higher salary than the regional mean midpoint of \$41,457. 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.