



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***
Accountants and Auditors	625	760	2.2	\$29.85	\$62,089	5	B2, B5, B7, B10, B9
Middle School Teachers, Except Special and Vocational Education	390	430	1.0	N.A.	46,754	5	SO2, B2, B7, B4, SO6, B10
Registered Nurses	1,730	2,075	2.0	22.24	46,243	6	SO6, B2, SO1, B9, B3, B7, SO5
Electricians	245	275	1.2	22.21	46,200	9	T11, T9, B2, B3, T5, T8
Plumbers, Pipefitters, and Steamfitters	685	770	1.2	21.25	44,185	9	SO1, R4, B3, T5, B2, SY1, B6, B9
Child, Family, and School Social Workers	250	280	1.2	20.40	42,445	5	B2, B9, B7, SO6, B3, B6, SO5
Elementary School Teachers, Except Special Education	745	825	1.1	N.A.	41,921	5	SO2, B9, B4, B2, B1, B6, SO6
First-Line Supervisors/Managers of Office and Administrative Support Workers	390	430	1.0	19.27	40,080	8	B2, B9, SO1, SO6, B3, R3
Truck Drivers, Heavy and Tractor-Trailer	2,665	2,955	1.1	18.41	38,291	11	T4, T5, B6, B2, B3, T8
Executive Secretaries and Administrative Assistants	450	490	0.9	18.32	38,100	8	B2, B7, B9, SO5, B10
Licensed Practical and Licensed Vocational Nurses	555	665	2.0	17.83	37,095	7	B2, B9, B3, B7, SO1, SO5
Automotive Service Technicians and Mechanics	525	565	0.9	16.67	34,672	7	T1, T9, T11, T2, T8
Rehabilitation Counselors	235	280	1.9	16.41	34,135	3	B2, B9, SO6, SO1, B6
Mental Health and Substance Abuse Social Workers	200	245	2.3	15.09	31,385	3	SO6, B2, B9, SO5, B3, B7
Billing and Posting Clerks and Machine Operators	275	310	1.1	14.79	30,763	11	B2, B7, R4, B3, B9
Industrial Truck and Tractor Operators	705	795	1.3	14.70	30,583	11	T4, T5, SO1, T1, B2, B3, B6
Construction Laborers	580	665	1.5	13.64	28,377	10	B9, SO1, B2, B3, T4, T5, SO6

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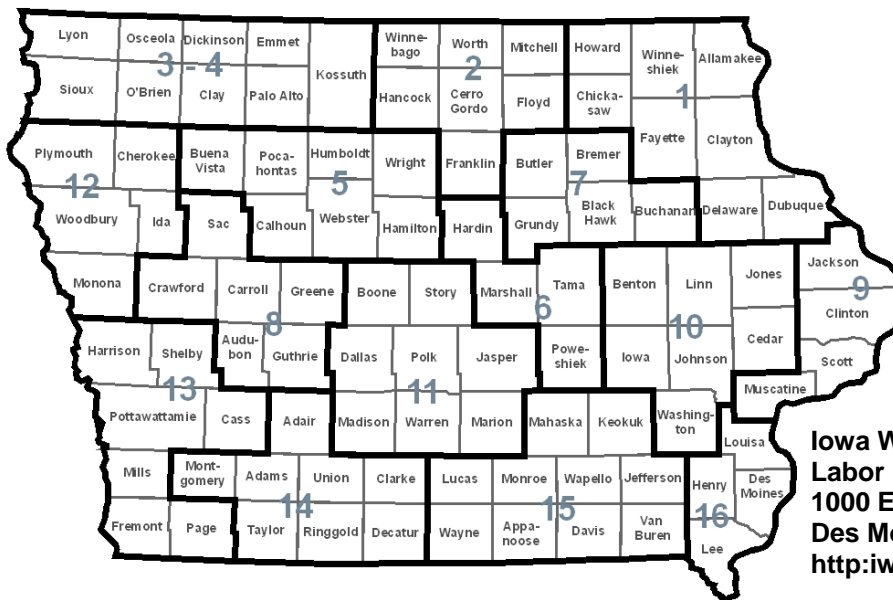
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Legend/Methodology/Selection Criteria:

Occupations were selected based on the annual growth rate from Region 12'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 12's .8% average **and** also have a higher salary than the regional mean midpoint of \$26,942. 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.