

2008-2018 REGION 12 OCCUPATIONAL PROJECTIONS, LISTED BY MAJOR OCCUPATIONAL GROUPS WITH WAGES AND TOP SKILLS

Standard Occupational Classification (SOC)	Occupational Title	2008 Estimated Employment	2018 Projected Employment	2008-18 Employment Change	Annual Growth Rate (%)	Annual New Jobs	Annual Replacements	Total Annual Openings	2011 Mean Hourly Wage	2011 Mean Annual Salary	2011 Entry Wage	2011 Entry Annual Salary	2011 Median Wage	2011 Median Annual Salary	2011 Experienced Wage	2011 Experienced Annual Salary	Educational Training Level**	Top Skills***
00-0000	Total, All Occupations	88,865	94,555	5,690	0.6	695	2,010	2,705										
11-0000	Management Occupations	8,180	8,130	-55	-0.1	15	105	120										
11-1021	General and Operations Managers	435	410	-20	-0.5	0	15	15	\$42.13	\$87,642	\$22.65	\$47,104	\$34.72	\$72,210	\$51.88	\$107,911	4	B2, B7, B9, B3, B6
11-9012	Farmers and Ranchers	4,915	4,760	-155	-0.3	0	30	30	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
11-9199	Managers, All Other	530	545	15	0.3	*	15	15	38.53	80,144	20.96	43,594	34.35	71,447	47.31	98,420	8	
13-0000	Business and Financial Operations Occupations	2,820	3,240	415	1.5	40	55	95										
13-1079	Human Resources, Training, and Labor Relations Specialists, All Other	210	245	30	1.4	5	5	10	30.15	62,713	13.86	28,825	25.94	53,950	38.29	79,656	5	
13-1199	Business Operations Specialists, All Other	455	475	25	0.5	*	10	10	24.93	51,867	15.79	32,840	22.39	46,570	29.51	61,381	5	
13-2011	Accountants and Auditors	625	760	135	2.2	15	10	25	29.85	62,089	16.54	34,406	24.40	50,759	36.50	75,931	5	B2, B5, B7, B10, B9
15-0000	Computer and Mathematical Occupations	480	530	50	1.0	5	10	15										
17-0000	Architecture and Engineering Occupations	520	560	40	0.8	5	10	15										
19-0000	Life, Physical, and Social Science Occupations	545	595	50	0.9	5	15	20										
21-0000	Community and Social Services Occupations	1,355	1,580	225	1.7	20	30	50										
21-1015	Rehabilitation Counselors	235	280	45	1.9	5	5	10	16.41	34,135	13.26	27,581	15.78	32,824	17.98	37,412	3	B2, B9, SO6, SO1, B6
21-1021	Child, Family, and School Social Workers	250	280	30	1.2	5	5	10	20.40	42,445	13.61	28,297	19.18	39,902	23.80	49,519	5	B2, B9, B7, SO6, B3, B6, SO5
21-1023	Mental Health and Substance Abuse Social Workers	200	245	45	2.3	5	5	10	15.09	31,385	10.87	22,597	14.23	29,595	17.20	35,778	3	SO6, B2, B9, SO5, B3, B7
23-0000	Legal Occupations	420	470	50	1.2	5	5	10										
25-0000	Education, Training, and Library Occupations	4,505	4,900	395	0.9	40	105	145										
25-2011	Preschool Teachers, Except Special Education	175	215	40	2.3	5	5	10	12.30	25,592	8.76	18,220	10.90	22,660	14.07	29,279	7	B9, B4, SO2, B2, SO1, SO6
25-2021	Elementary School Teachers, Except Special Education	745	825	80	1.1	10	15	25	N.A.	41,921	N.A.	31,802	N.A.	41,577	N.A.	46,980	5	SO2, B9, B4, B2, B1, B6, SO6
25-2022	Middle School Teachers, Except Special and Vocational Education	390	430	40	1.0	5	10	15	N.A.	46,754	N.A.	34,799	N.A.	46,834	N.A.	52,730	5	SO2, B2, B7, B4, SO6, B10
25-2031	Secondary School Teachers, Except Special and Vocational Education	830	860	30	0.4	5	25	25	N.A.	40,447	N.A.	31,086	N.A.	39,632	N.A.	45,127	5	SO2, B4, B9, B2, SO1, B3
25-9041	Teacher Assistants	610	635	30	0.5	5	15	15	N.A.	21,179	N.A.	17,462	N.A.	19,716	N.A.	23,037	5	SO2, B4, SO6, B9, B2
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	1,185	1,300	115	1.0	10	30	40										
29-0000	Healthcare Practitioners and Technical Occupations	4,445	5,245	795	1.8	80	95	175										
29-1111	Registered Nurses	1,730	2,075	345	2.0	35	30	65	22.24	46,243	16.90	35,161	21.31	44,332	24.89	51,784	6	SO6, B2, SO1, B9, B3, B7, SO5
29-2052	Pharmacy Technicians	175	220	45	2.6	5	5	10	12.48	25,944	10.56	21,978	12.03	25,013	13.42	27,927	10	B2, B7, B9, B3, SO5, SO6
29-2061	Licensed Practical and Licensed Vocational Nurses	555	665	110	2.0	10	15	30	17.83	37,095	15.74	32,756	17.73	36,880	18.88	39,265	7	B2, B9, B3, B7, SO1, SO5
31-0000	Healthcare Support Occupations	2,410	2,935	525	2.2	55	25	80										
31-1012	Nursing Aides, Orderlies, and Attendants	1,230	1,470	240	2.0	25	10	35	11.66	24,259	9.97	20,743	11.50	23,928	12.50	26,016	7	SO6, SO5, B2, B6, SO1
33-0000	Protective Service Occupations	1,335	1,435	100	0.7	10	40	50										
33-3051	Police and Sheriff's Patrol Officers	320	330	10	0.3	*	10	10	25.35	52,731	19.70	40,966	26.47	55,047	28.18	58,613	9	B2, B3, B6, SO6, B9
33-9032	Security Guards	415	455	40	1.0	5	10	15	12.93	26,902	8.13	16,912	11.05	22,982	15.33	31,898	11	B2, B9, B3, SO1, B6, B7, SO5, SO6
33-9092	Life Guards, Ski Patrol, and Other Recreational Protective Service Workers	110	120	10	0.9	*	10	10	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	11	SY1, B3, B6, SO6, B9
35-0000	Food Preparation and Serving Related Occupations	7,535	8,150	615	0.8	60	255	315										
35-2011	Cooks, Fast Food	265	280	15	0.6	*	5	10	8.61	17,924	8.14	16,929	8.47	17,618	8.86	18,422	11	B2, B9, SO1, SO5, B3, SO6
35-2012	Cooks, Institution and Cafeteria	370	410	35	0.9	5	10	15	10.52	21,869	8.38	17,431	10.36	21,540	11.58	24,087	10	R4, B2, B3, B6, B7, SO5
35-2014	Cooks, Restaurant	475	505	30	0.6	5	10	15	10.85	22,582	8.08	16,802	10.84	22,544	12.25	25,472	9	SO1, B6, B2, B3, SY1, T8, B9
35-2021	Food Preparation Workers	645	670	25	0.4	5	25	25	9.40	19,565	8.22	17,095	8.93	18,578	10.00	20,800	11	B2, B6, B9, SO1, R4
35-3011	Bartenders	445	465	20	0.4	*	15	20	9.29	19,330	8.29	17,233	8.97	18,648	9.80	20,378	11	B2, SO5, SO6, B9, B3
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	2,185	2,495	310	1.4	30	45	75	8.80	18,291	8.23	17,107	8.72	18,137	9.08	18,883	11	B2, SO5, B9, SO1, B6, SO6
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	345	365	20	0.6	*	25	25	9.01	18,739	8.14	16,928	8.91	18,519	9.44	19,644	11	B2, SO5, SO6, B9, B3, B7
35-3031	Waiters and Waitresses	1,230	1,300	65	0.5	5	70	75	8.62	17,934	7.94	16,519	8.18	17,006	8.96	18,641	11	B2, SO5, SO6, B9, SO1
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	160	170	15	0.9	*	5	10	8.26	17,176	7.83	16,283	7.84	16,303	8.47	17,621	11	SO5, SO6, B2, SO1, B6
35-9021	Dishwashers	335	370	40	1.2	5	15	20	8.61	17,912	7.89	16,417	8.42	17,508	8.97	18,660	11	R4, B2, SO1, B6, B3, T4, T5, T8, SO6
37-0000	Building and Grounds Cleaning and Maintenance Occupations	2,820	2,910	90	0.3	10	50	60										
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,325	1,325	0	0.0	0	25	25	11.21	23,310	8.31	17,289	10.41	21,653	12.66	26,321	11	B3, B2, SO1, SO6, B9, R4
37-2012	Maids and Housekeeping Cleaners	595	570	-25	-0.4	0	10	10	9.31	19,362	8.17	16,982	8.95	18,605	9.88	20,553	11	B2, SO5, SO6, R4, B3, B6, B9
37-3011	Landscaping and Groundskeeping Workers	595	675	80	1.3	10	5	15	12.13	25,227	8.68	18,069	11.69	24,324	13.85	28,806	11	T4, B2, B3, B9, T5, R4
39-0000	Personal Care and Service Occupations	2,890	3,210	315	1.1	30	75	105										
39-5012	Hairdressers, Hairstylists, and Cosmetologists	520	580	55	1.1	5	10	15	9.88	20,540	8.90	17,264	9.26	19,261	10.66	22,178	7	B2, SO5, B3, B9, B1, SY1, SO6
39-9011	Child Care Workers	950	1,050	100	1.1	10	30	40	8.43	17,543	7.95	16,539	8.28	17,220	8.67	18,046	11	B6, SO5, B9, B3, SO6
41-0000	Sales and Related Occupations	10,375	10,800	425	0.4	50	310	360										
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	1,300	1,350	50	0.4	5	30	35	18.64	38,757	11.45	23,803	16.43	34,163	22.22	46,234	8	B2, SO1, B3, B6, B6, SO5, B9
41-2011	Cashiers	2,380	2,480	100	0.4	10	105	115	9.02	18,749	8.27	17,187	8.81	18,323	9.39	19,530	11	B2, SO5, B9, B5, SO6
41-2031	Retail Salespersons	3,160	3,350	190	0.6	20	90	105	11.99	24,930	8.29	17,236	9.62	20,003	13.84	28,777	11	B2, SO4, B9, SO6, SO3, SO6
41-3021	Insurance Sales Agents	570	595	25	0.4	*	15	15	22.77	47,375	10.42	21,667	16.56	34,444	28.95	60,228	7	B2, B7, B9, B10, B3, SO4, R4

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41-3099	Sales Representatives, Services, All Other	235	260	25	1.1	*	5	10	18.53	38,542	11.27	23,462	16.90	35,141	22.15	46,082	8	
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	880	930	50	0.6	5	20	25	26.22	54,547	15.10	31,411	23.11	48,068	31.78	66,115	8	B9, B2, SO4, SO6, B3, SO3
41-9041	Telemarketers	445	415	-30	-0.7	0	10	10	10.37	21,568	8.18	17,018	8.85	18,398	11.47	23,843	11	B9, SO4, B2, SO5, SO6
43-0000	Office and Administrative Support Occupations	11,565	12,320	760	0.7	95	240	335										
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	390	430	40	1.0	5	10	15	19.27	40,080	12.94	26,920	18.51	38,513	22.43	46,659	8	B2, B9, SO1, SO6, B3, R3
43-3021	Billing and Posting Clerks and Machine Operators	275	310	30	1.1	5	5	10	14.79	30,763	12.13	25,242	14.56	30,280	16.12	33,523	11	B2, B7, R4, B3, B9
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,155	1,245	95	0.8	10	15	25	14.18	29,503	9.27	19,269	13.68	28,466	16.65	34,620	10	B2, B7, B9, B3, B5, B6, R4, B10
43-3071	Tellers	480	520	40	0.8	5	20	25	11.17	23,239	9.10	18,940	10.95	22,782	12.20	25,390	11	B2, B9, B3, B5, B7, SO5
43-4081	Hotel, Motel, and Resort Desk Clerks	220	235	15	0.7	*	10	10	9.11	18,950	8.34	17,356	8.95	18,610	9.49	19,747	11	SO6, SO5, B9, B2, SO1
43-4171	Receptionists and Information Clerks	640	700	60	0.9	5	15	25	12.19	25,360	9.46	19,674	11.88	24,705	13.56	28,202	11	B9, B2, SO5, B7, SO1, SO6
43-5081	Stock Clerks and Order Fillers	1,130	1,225	90	0.8	10	25	35	12.08	25,136	8.35	17,363	11.13	23,159	13.96	29,022	11	B9, B2, SO5, SO6, SO1, R4
43-6011	Executive Secretaries and Administrative Assistants	450	490	40	0.9	5	5	10	18.32	38,100	12.80	26,620	17.53	36,457	21.07	43,839	8	B2, B7, B9, SO5, B10
43-6014	Secretaries, Except Legal, Medical, and Executive	935	950	15	0.2	*	15	15	12.95	26,942	9.53	19,834	12.63	26,268	14.66	30,497	10	B9, B2, R4, SO5, B10
43-9061	Office Clerks, General	1,920	2,080	160	0.8	15	25	40	13.01	27,061	9.81	20,392	12.70	26,432	14.61	30,395	11	B2, B7, B9, SO6, R4, B10
45-0000	Farming, Fishing, and Forestry Occupations	605	605	-5	-0.1	*	15	20										
47-0000	Construction and Extraction Occupations	4,510	4,925	410	0.9	45	80	125										
47-2031	Carpenters	595	640	45	0.8	5	5	10	18.24	37,958	13.71	28,515	15.82	32,899	20.52	42,679	9	B3, T2, T5, B2, SO1, SY1, B5, B6, T8, R4
47-2061	Construction Laborers	580	665	85	1.5	10	5	10	13.64	28,377	9.76	20,295	12.54	26,100	15.59	32,418	10	B9, SO1, B2, B3, T4, T5, SO6
47-2111	Electricians	245	275	30	1.2	5	5	10	22.21	46,200	16.56	34,443	22.37	46,532	25.04	52,080	9	T11, T9, B2, B3, T5, T8
47-2152	Plumbers, Pipefitters, and Steamfitters	685	770	85	1.2	10	15	25	21.25	44,185	15.31	31,862	18.57	38,621	24.21	50,347	9	SO1, R4, B3, T5, B2, SY1, B6, B9
49-0000	Installation, Maintenance, and Repair Occupations	3,855	4,080	225	0.6	25	75	100										
49-3023	Automotive Service Technicians and Mechanics	525	565	45	0.9	5	10	15	16.67	34,672	10.98	22,837	16.16	33,603	19.52	40,589	7	T1, T9, T11, T2, T8
49-9042	Maintenance and Repair Workers, General	745	795	50	0.7	5	10	15	16.73	34,813	11.43	23,770	16.69	34,734	19.40	40,335	10	T1, T9, B3, T2, T11
51-0000	Production Occupations	9,145	8,935	-210	-0.2	30	215	245										
51-2092	Team Assemblers	690	695	5	0.1	0	15	15	12.74	26,494	10.21	21,238	12.84	26,706	14.00	29,123	10	SO1, B2, B3, B9, B6, B7
51-3023	Slaughterers and Meat Packers	1,325	1,165	-160	-1.2	0	40	40	11.42	23,769	8.66	18,000	12.10	25,184	12.81	26,654	10	B2, B9, SO1, SO6, B3, T5, R4
51-4121	Welders, Cutters, Solderers, and Brazers	455	465	15	0.3	*	15	15	14.47	30,115	11.31	23,538	14.29	29,736	16.06	33,403	7	B3, B2, B6, SY1, T4, T5
51-9198	Helpers--Production Workers	565	535	-30	-0.5	0	10	10	14.08	29,288	11.18	23,260	14.25	29,641	15.53	32,303	11	B2, B3, B6, B7, SO6, B9
53-0000	Transportation and Material Moving Occupations	7,360	7,710	350	0.5	50	170	220										
53-3032	Truck Drivers, Heavy and Tractor-Trailer	2,665	2,955	290	1.1	30	50	75	18.41	38,291	12.70	26,410	17.51	36,429	21.27	44,231	11	T4, T5, B6, B2, B3, T8
53-3033	Truck Drivers, Light or Delivery Services	740	775	35	0.5	5	15	15	15.66	32,567	9.34	19,426	14.32	29,803	18.81	39,138	11	B2, B9, B3, B6, T4, SO6
53-7051	Industrial Truck and Tractor Operators	705	795	90	1.3	10	20	30	14.70	30,583	10.36	21,553	13.59	28,271	16.88	35,099	11	T4, T5, SO1, T1, B2, B3, B6
53-7061	Cleaners of Vehicles and Equipment	370	360	-10	-0.3	0	15	15	9.47	19,702	8.44	17,555	9.11	18,953	9.99	20,775	11	T4, T5, T8, B9, R4
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,255	1,200	-50	-0.4	0	40	40	12.15	25,261	8.95	18,615	11.16	23,218	13.74	28,584	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 *Child, Family, and School Social Workers* and *Mental Health and Substance Abuse Social Workers* 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.iowa.gov> to obtain the latest workforce data and trends including this document under the **Publications** tab. Published 12/2011.