

2008-2018 REGION 14 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	Education/Training Level**	Top Skills***
00-0000	Total, All Occupations	33,655	36,040	2,385	0.7	265	695	965										
11-0000	Management Occupations	6,360	6,295	-65	-0.1	5	60	65										
11-9012	Farmers and Ranchers	5,245	5,135	-110	-0.2	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
13-0000	Business and Financial Operations Occupations	950	1,090	140	1.5	15	20	35										
13-2011	Accountants and Auditors	225	270	40	1.8	5	5	10	\$25.15	\$52,306	\$17.95	\$37,334	\$22.45	\$46,709	\$28.74	\$59,792	5	B2, B5, B7, B10, B9
15-0000	Computer and Mathematical Occupations	180	220	40	2.2	5	5	10										
19-0000	Life, Physical, and Social Science Occupations	225	255	30	1.3	5	5	10										
21-0000	Community and Social Services Occupations	325	370	45	1.4	5	5	10										
25-0000	Education, Training, and Library Occupations	2,180	2,385	205	0.9	20	50	70										
25-2021	Elementary School Teachers, Except Special Education	455	515	55	1.2	5	10	15	N.A.	36,288	N.A.	27,435	N.A.	35,885	N.A.	40,715	5	SO2, B9, B4, B2, B1, B6, SO6
25-2031	Secondary School Teachers, Except Special and Vocational Education	545	580	35	0.6	5	15	20	N.A.	35,111	N.A.	30,745	N.A.	35,705	N.A.	37,295	5	SO2, B4, B9, B2, SO1, B3
25-9041	Teacher Assistants	285	305	20	0.7	*	*	10	N.A.	21,255	N.A.	18,197	N.A.	21,543	N.A.	22,785	11	B2, B9, SO1, B6, SO5, SO6
29-0000	Healthcare Practitioners and Technical Occupations	1,520	1,800	280	1.8	30	30	60										
29-1111	Registered Nurses	600	740	140	2.3	15	10	25	23.45	48,772	18.59	38,677	23.04	47,924	25.87	53,818	6	SO6, B2, SO1, B9, B3, B7, SO5
29-2061	Licensed Practical and Licensed Vocational Nurses	210	245	35	1.7	5	5	10	18.24	37,933	15.50	32,235	18.08	37,618	19.61	40,782	7	B2, B9, B3, B7, SO1, SO5
31-0000	Healthcare Support Occupations	1,195	1,425	230	1.9	25	10	35										
31-1011	Home Health Aides	225	310	80	3.6	*	*	10	9.56	19,873	8.24	17,128	9.50	19,774	10.21	21,246	11	B2, SO5, B3, SO6, B6
31-1012	Nursing Aides, Orderlies, and Attendants	785	895	115	1.5	10	10	20	11.31	23,513	10.27	21,368	11.30	23,500	11.82	24,585	7	SO6, SO5, B2, B6, SO1
33-0000	Protective Service Occupations	540	610	65	1.2	5	20	25										
35-0000	Food Preparation and Serving Related Occupations	2,235	2,330	95	0.4	10	75	85										
35-2021	Food Preparation Workers	255	260	5	0.2	*	*	10	9.59	19,946	8.62	17,932	9.66	20,090	10.07	20,954	11	B2, B6, B9, SO1, R4
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	595	650	55	0.9	5	15	20	8.34	17,340	7.83	16,302	7.87	16,368	8.58	17,858	11	B2, SO5, B9, SO1, B6, SO6
35-3031	Waiters and Waitresses	345	350	5	0.1	0	20	20	8.35	17,360	8.26	17,170	8.42	17,514	8.39	17,455	11	B2, SO5, SO6, B9, SO1
37-0000	Building and Grounds Cleaning and Maintenance Occupations	985	1,020	35	0.4	5	15	20										
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	455	470	10	0.2	*	*	10	11.91	24,757	8.76	18,217	11.63	24,195	13.48	28,028	11	B3, B2, SO1, SO6, B9, R4
39-0000	Personal Care and Service Occupations	1,055	1,250	195	1.8	20	25	45										
41-0000	Sales and Related Occupations	2,995	3,180	180	0.6	20	100	115										
41-2011	Cashiers	1,185	1,250	65	0.5	5	55	60	8.73	18,166	8.21	17,093	8.68	18,056	8.99	18,702	11	B2, SO5, B9, B5, SO6
41-2031	Retail Salespersons	375	400	25	0.7	5	10	15	11.84	24,631	8.36	17,380	9.36	19,467	13.58	28,256	11	B2, SO4, B9, SO6, SO3, SO6
43-0000	Office and Administrative Support Occupations	3,465	3,745	280	0.8	35	70	105										
43-3031	Bookkeeping, Accounting, and Auditing Clerks	535	600	65	1.2	5	5	10	13.36	27,783	9.36	19,463	12.64	26,292	15.35	31,943	10	B2, B7, B9, B3, B5, B6, R4, B10
43-4051	Customer Service Representatives	220	300	80	3.6	10	5	15	11.62	24,181	8.49	17,655	10.88	22,634	13.19	27,444	10	B2, B9, SO5, SO4, B7
43-9061	Office Clerks, General	435	485	45	1.0	5	5	10	12.08	25,125	9.37	19,478	11.91	24,768	13.44	27,949	11	B2, B7, B9, SO6, R4, B10
45-0000	Farming, Fishing, and Forestry Occupations	530	525	-5	-0.1	*	*	15										
47-0000	Construction and Extraction Occupations	1,270	1,340	70	0.6	10	25	30										
49-0000	Installation, Maintenance, and Repair Occupations	1,360	1,480	120	0.9	15	25	40										
49-9042	Maintenance and Repair Workers, General	350	395	50	1.4	5	5	10	16.99	35,332	13.27	27,602	17.14	35,651	18.85	39,198	10	T1, T9, B3, T2, T11
51-0000	Production Occupations	3,530	3,695	165	0.5	20	75	95										
51-2092	Team Assemblers	625	680	55	0.9	5	15	20	12.80	26,638	10.76	22,381	12.95	26,950	13.83	28,766	10	SO1, B2, B3, B9, B6, B7
53-0000	Transportation and Material Moving Occupations	2,140	2,365	225	1.1	25	50	75										
53-3032	Truck Drivers, Heavy and Tractor-Trailer	615	780	165	2.7	15	10	25	18.30	38,084	11.89	24,722	17.95	37,342	21.52	44,765	11	T4, T5, B6, B2, B3, T8
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	610	635	20	0.3	*	*	20	12.24	25,455	9.70	20,173	12.24	25,458	13.51	28,097	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 *Secondary School Teachers, Except Special and Vocational Education* based on 2010 OES wages; 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.iowaworkforce.org/> to obtain the latest workforce data and trends including this document under the **Publications** tab. Published 12/2011.