



**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	500	595	1.9	\$25.11	\$52,227	5	B2, B5, B7, B10, B9
Registered Nurses	1,190	1,430	2.0	22.56	46,933	6	SO6, B2, SO1, B9, B3, B7, SO5
Insurance Sales Agents	415	450	0.8	22.34	46,460	7	B2, B7, B9, B10, B3, SO4, R4
First-Line Supervisors/Managers of Office and Administrative Support Workers	240	260	0.8	20.97	43,621	8	B2, B9, SO1, SO6, B3, R3
Licensed Practical and Licensed Vocational Nurses	290	335	1.6	16.03	33,338	7	B2, B9, B3, B7, SO1, SO5
Truck Drivers, Heavy and Tractor-Trailer	1,095	1,215	1.1	15.54	32,310	11	T4, T5, B6, B2, B3, T8
Industrial Truck and Tractor Operators	390	420	0.8	15.48	32,216	11	T4, T5, SO1, T1, B2, B3, B6
Executive Secretaries and Administrative Assistants	345	380	1.0	14.37	29,884	8	B2, B7, B9, SO5, B10
Bookkeeping, Accounting, and Auditing Clerks	1,030	1,120	0.8	14.20	29,540	10	B2, B7, B9, B3, B5, B6, R4, B10
Landscaping and Groundskeeping Workers	460	515	1.3	13.70	28,505	11	T4, B2, B3, B9, T5, R4
Customer Service Representatives	480	550	1.5	12.89	26,801	10	B2, B9, SO5, SO4, B7

# Iowa Workforce Development Regional Offices

## Region 1 (Dubuque)

680 Main St, 2nd Fl  
Dubuque, IA 52001  
563.556.5800; Fax 563.556.0154  
Region1.Web@iwd.iowa.gov

## Region 2 (Mason City)

600 S Pierce  
Mason City, IA 50401-4836  
641.422.1524; Fax 641.422.1543  
Region2.Web@iwd.iowa.gov

## Region 3-4 (Spencer)

217 W Fifth St, PO Box 1087  
Spencer, IA 51301  
712.262.1971; Fax 712.262.1963  
Region3&4.Web@iwd.iowa.gov

## Region 5 (Fort Dodge)

Three Triton Circle  
Fort Dodge, IA 50501-5729  
515.576.3131; Fax 515.955.1420  
Region5.Web@iwd.iowa.gov

## Region 6 (Marshalltown)

3405 S Center St, PO Box 497  
Marshalltown, IA 50158-0497  
641.754.1400; Fax 641.754.1443  
Region6.Web@iwd.iowa.gov

## Region 7 (Waterloo)

3420 University Ave, Ste G  
Waterloo, IA 50701  
319.235.2123; Fax 319.235.1068  
Region7.Web@iwd.iowa.gov

## Region 8 (Carroll)

619 N Carroll St  
Carroll, IA 51401-2332  
712.792.2685; Fax 712.792.6605  
Region8.Web@iwd.iowa.gov

## Region 9 (Davenport)

902 W Kimberly Rd, Ste 51  
Davenport, IA 52806-5783  
563.445.3200; Fax 563.445.3240  
Region9.Web@iwd.iowa.gov

## Region 10 (Cedar Rapids)

4444 First Avenue NE, Ste 436  
Cedar Rapids, IA 52402  
319.365.9474; Fax 319.365.9270  
Region10.Web@iwd.iowa.gov

## Region 11 (Des Moines)

430 E Grand Ave  
Des Moines, IA 50309-1920  
515.281.9619; Fax 515.281.9640  
Region11.Web@iwd.iowa.gov

## Region 12 (Sioux City)

2508 4th St  
Sioux City, IA 51101-2298  
712.233.9030; Fax 712.277.8438  
Region12.Web@iwd.iowa.gov

## Region 13 (Council Bluffs)

300 W Broadway, Ste 13  
Council Bluffs, IA 51503-9030  
712.242.2100; Fax 712.242.2155  
Region13.Web@iwd.iowa.gov

## Region 14 (Creston)

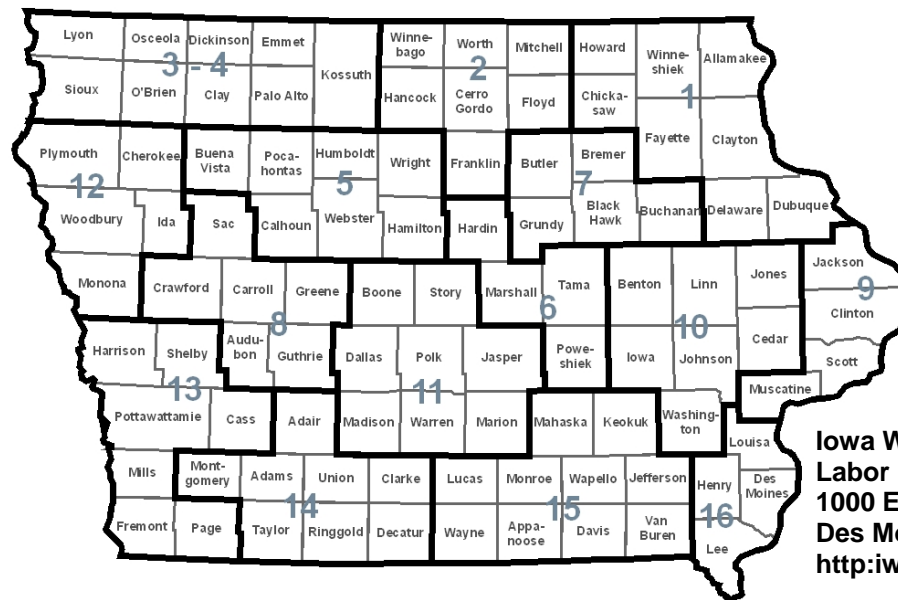
215 N Elm St  
Creston, IA 50801  
641.782.2119; fax 641.782.7060  
Region14.Web@iwd.iowa.gov

## Region 15 (Ottumwa)

310 W Main, PO Box 717  
Ottumwa, IA 52501-0717  
641.684-5401; Fax 641.684.4351  
Region15.Web@iwd.iowa.gov

## Region 16 (Burlington)

1000 N Roosevelt, PO Box 609  
Burlington, IA 52601-0609  
319.753.1671; Fax 319.753.5881  
Region16.Web@iwd.iowa.gov



IOWA.  
**WORKFORCE**  
DEVELOPMENT  
Smart. Results.

Iowa Workforce Development  
Labor Market and Workforce Information Division  
1000 E Grand Ave  
Des Moines, IA 50319-0209  
<http://iwin.iowaworkforce.org>

### Legend/Methodology/Selection Criteria:

Occupations were selected based on the annual growth rate from Region 15'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 15's .7% average and also have a higher salary than the regional mean midpoint of \$26,801. 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 prororation 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.