

2008-2018 REGION 15 OCCUPATIONAL PROJECTIONS, LISTED BY MAJOR OCCUPATIONAL GROUPS WITH WAGES AND TOP SKILLS

Standard Occupational Classification (SOC)	Occupational Title	2008 Estimated Employment	2013 Projected Employment	2008-13 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 Salary	2011 Experienced Wage	2011 Experienced Annual Salary	Education/Training Level**	Top Skills***
00-0000	Total, All Occupations	66,640	70,580	3,940	0.6	465	1,435	1,900										
11-0000	Management Occupations	9,400	9,365	-35	0.0	15	100	115										
11-1021	General and Operations Managers	310	300	-10	-0.3	0	10	10	\$44.22	\$91,965	\$22.22	\$46,213	\$37.61	\$78,239	\$55.21	\$114,841	4	B2, B7, B9, B3, B6
11-9012	Farmers and Ranchers	6,840	6,715	-125	-0.2	0	40	40	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	385	405	15	0.4	*	*	10	33.65	69,995	17.30	35,990	24.93	51,869	41.83	86,998	8	
13-0000	Business and Financial Operations Occupations	1,795	2,020	225	1.3	25	35	60										
13-1199	Business Operations Specialists, All Other	325	345	20	0.6	*	*	10	21.07	43,825	12.97	26,980	20.47	42,585	25.12	52,247	5	
13-2011	Accountants and Auditors	500	595	95	1.9	10	10	20	25.11	52,227	16.94	35,226	24.42	50,805	29.20	60,726	5	B2, B5, B7, B10, B9
15-0000	Computer and Mathematical Occupations	665	725	60	0.9	5	15	20										
17-0000	Architecture and Engineering Occupations	415	440	25	0.6	5	10	10										
19-0000	Life, Physical, and Social Science Occupations	575	615	45	0.8	5	15	20										
21-0000	Community and Social Services Occupations	1,170	1,330	155	1.3	15	25	40										
25-0000	Education, Training, and Library Occupations	3,695	4,045	350	0.9	35	85	120										
25-9041	Teacher Assistants	490	520	30	0.6	5	10	15	N.A.	20,040	N.A.	16,651	N.A.	19,131	N.A.	21,734	11	B2, B9, SO1, B6, SO5, SO6
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	1,055	1,150	95	0.9	10	25	35										
29-0000	Healthcare Practitioners and Technical Occupations	2,975	3,495	520	1.7	50	60	115										
29-1111	Registered Nurses	1,190	1,430	235	2.0	25	20	45	22.56	46,933	17.23	35,846	22.54	46,894	25.23	52,476	6	SO6, B2, SO1, B9, B3, B7, SO5
29-2061	Licensed Practical and Licensed Vocational Nurses	290	335	45	1.6	5	10	15	16.03	33,338	13.32	27,702	16.28	33,869	17.38	36,157	7	B2, B9, B3, B7, SO1, SO5
31-0000	Healthcare Support Occupations	1,940	2,320	380	2.0	40	20	60										
31-1011	Home Health Aides	280	395	115	4.1	10	5	15	10.76	22,389	9.02	18,750	10.50	21,828	11.64	24,209	11	B2, SO5, B3, SO6, B6
31-1012	Nursing Aides, Orderlies, and Attendants	1,010	1,165	160	1.6	15	10	25	10.08	20,961	8.51	17,696	9.77	20,325	10.86	22,593	7	SO6, SO5, B2, B6, SO1
33-0000	Protective Service Occupations	635	675	40	0.6	5	20	25										
35-0000	Food Preparation and Serving Related Occupations	4,565	4,850	285	0.6	30	155	185										
35-2012	Cooks, Institution and Cafeteria	490	495	5	0.1	*	*	15	9.67	20,112	8.33	17,315	9.14	19,013	10.35	21,511	10	R4, B2, B3, B6, B7, SO5
35-2014	Cooks, Restaurant	440	465	25	0.6	*	*	15	8.11	16,871	7.83	16,290	7.84	16,310	8.25	17,161	9	SO1, B6, B2, B3, SY1, T8, B9
35-2021	Food Preparation Workers	515	530	15	0.3	*	*	20	9.25	19,248	8.22	17,101	8.96	18,629	9.77	20,321	11	B2, B6, B9, SO1, R4
35-3011	Bartenders	285	320	40	1.4	5	10	15	8.67	18,032	8.18	17,012	8.72	18,138	8.92	18,543	11	B2, SO5, SO6, B9, B3
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	880	990	110	1.3	10	20	30	8.93	18,564	7.86	16,363	8.31	17,284	9.45	19,664	11	B2, SO5, B9, SO1, B6, SO6
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	150	160	10	0.7	*	*	10	8.07	16,783	7.86	16,363	7.87	16,387	8.17	16,993	11	B2, SO5, SO6, B9, B3, B7
35-3031	Waiters and Waitresses	780	810	30	0.4	5	45	45	8.00	16,622	7.86	16,356	7.84	16,315	8.06	16,755	11	B2, SO5, SO6, B9, SO1
35-9021	Dishwashers	230	245	15	0.7	*	*	10	7.92	16,478	7.80	16,228	7.82	16,281	7.98	16,603	11	R4, B2, SO1, B6, B3, T4, T5, T8, SO6
37-0000	Building and Grounds Cleaning and Maintenance Occupations	2,280	2,425	145	0.6	15	40	55										
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,110	1,150	40	0.4	5	20	25	10.69	22,236	8.12	16,878	9.86	20,499	11.98	24,915	11	B3, B2, SO1, SO6, B9, R4
37-3011	Landscaping and Groundskeeping Workers	460	515	60	1.3	5	5	10	13.70	28,505	8.54	17,760	12.16	25,293	16.28	33,877	11	T4, B2, B3, B9, T5, R4
39-0000	Personal Care and Service Occupations	1,495	1,710	215	1.4	20	35	55										
39-9011	Child Care Workers	595	645	50	0.8	5	15	20	8.49	17,663	8.08	16,790	8.53	17,752	8.70	18,100	11	B6, SO5, B9, B3, SO6
41-0000	Sales and Related Occupations	7,020	7,335	320	0.5	35	215	250										
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	885	920	35	0.4	5	20	25	15.79	32,830	9.95	20,701	14.38	29,910	18.70	38,896	8	B2, SO1, B3, B6, B6, SO5, B9
41-2011	Cashiers	1,970	2,035	65	0.3	5	90	95	8.45	17,564	7.90	16,429	8.36	17,375	8.71	18,131	11	B2, SO5, B9, B5, SO6
41-2031	Retail Salespersons	1,775	1,915	140	0.8	15	50	65	9.88	20,565	8.05	16,754	8.82	18,345	10.81	22,470	11	B2, SO4, B9, SO6, SO3, SO6
41-3021	Insurance Sales Agents	415	450	35	0.8	5	10	15	22.34	46,460	13.49	28,067	23.16	48,179	26.76	55,656	7	B2, B7, B9, B10, B3, SO4, R4
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	705	725	20	0.3	*	*	20	21.16	44,000	10.17	21,137	17.95	37,337	26.65	55,433	8	B9, B2, SO4, SO6, B3, SO3
43-0000	Office and Administrative Support Occupations	8,585	9,110	520	0.6	70	175	240										
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	240	260	20	0.8	*	*	10	20.97	43,621	14.06	29,249	20.17	41,951	24.43	50,807	8	B2, B9, SO1, SO6, B3, R3
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,030	1,120	85	0.8	10	10	20	14.20	29,540	10.14	21,090	14.03	29,188	16.23	33,766	10	B2, B7, B9, B3, B5, B6, R4, B10
43-3071	Tellers	295	310	15	0.5	*	*	15	12.19	25,368	10.68	22,226	12.00	24,959	12.95	26,939	11	B2, B9, B3, B5, B7, SO5
43-4051	Customer Service Representatives	480	550	70	1.5	5	15	20	12.89	26,801	8.24	17,140	12.13	25,236	15.21	31,630	10	B2, B9, SO5, SO4, B7
43-4171	Receptionists and Information Clerks	385	445	55	1.4	5	10	15	11.62	24,168	9.37	19,499	11.57	24,075	12.74	26,502	11	B9, B2, SO5, B7, SO1, SO6
43-6011	Executive Secretaries and Administrative Assistants	345	380	35	1.0	5	5	10	14.37	29,884	10.24	21,297	13.52	28,110	16.43	34,177	8	B2, B7, B9, SO5, B10
43-6014	Secretaries, Except Legal, Medical, and Executive	765	770	10	0.1	*	*	10	12.51	26,027	9.42	19,601	12.36	25,693	14.06	29,239	10	B9, B2, R4, SO5, B10
43-9061	Office Clerks, General	1,355	1,465	110	0.8	10	20	30	12.57	26,153	8.62	17,927	11.68	24,295	14.55	30,266	11	B2, B7, B9, SO6, R4, B10

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45-0000	Farming, Fishing, and Forestry Occupations	1,015	1,000	-15	-0.1	*	*	30										
47-0000	Construction and Extraction Occupations	2,450	2,625	180	0.7	20	50	65										
49-0000	Installation, Maintenance, and Repair Occupations	2,380	2,480	100	0.4	15	45	60										
49-3023	Automotive Service Technicians and Mechanics	405	430	25	0.6	5	10	10	12.94	26,919	8.57	17,810	11.75	24,434	15.13	31,473	7	T1, T9, T11, T2, T8
49-9042	Maintenance and Repair Workers, General	605	645	40	0.7	5	10	15	16.96	35,281	11.21	23,305	16.84	35,020	19.84	41,268	10	T1, T9, B3, T2, T11
51-0000	Production Occupations	8,130	8,190	60	0.1	25	185	210										
51-2092	Team Assemblers	605	620	10	0.2	*	*	15	16.31	33,926	12.41	25,816	15.92	33,117	18.26	37,982	7	SO1, B2, B3, B9, B6, B7
51-4121	Welders, Cutters, Solderers, and Brazers	355	360	5	0.1	*	*	10	17.76	36,935	13.52	28,125	18.52	38,519	19.88	41,339	7	B3, B2, B6, SY1, T4, T5
51-9199	Production Workers, All Other	445	410	-35	-0.8	0	10	10	14.09	29,301	12.75	26,526	14.13	29,396	14.76	30,689	10	
53-0000	Transportation and Material Moving Occupations	4,225	4,500	275	0.7	30	100	130										
53-3032	Truck Drivers, Heavy and Tractor-Trailer	1,095	1,215	120	1.1	10	20	30	15.54	32,310	11.64	24,193	14.39	29,917	17.48	36,368	11	T4, T5, B6, B2, B3, T8
53-3033	Truck Drivers, Light or Delivery Services	480	510	30	0.6	5	10	10	13.11	27,275	9.14	19,021	13.44	27,948	15.10	31,402	11	B2, B9, B3, B6, T4, SO6
53-7051	Industrial Truck and Tractor Operators	390	420	30	0.8	5	10	15	15.48	32,216	12.43	25,858	14.93	31,056	17.02	35,395	11	T4, T5, SO1, T1, B2, B3, B6
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	715	700	-10	-0.1	0	25	25	13.30	27,659	10.00	20,804	13.26	27,564	14.94	31,087	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 *Counter Attendants, Cafeteria, Food Concession, and Coffee Shop* based on 2010 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.