

**2008-2018 REGION 16 OCCUPATIONAL PROJECTIONS, LISTED BY MAJOR OCCUPATIONAL GROUPS WITH WAGES AND TOP SKILLS**

Standard Occupational Classification (SOC)	Occupational Title	2008 Estimated	2018 Projected	2008-18 Employment	Annual Growth Rate	Annual New Jobs	Annual Replacements	Total Annual Openings	2011 Mean Hourly	2011 Mean Annual	2011 Entry Wage	2011 Entry Annual	2011 Median Wage	2011 Median Salary	2011 Experienced	2011 Experienced	Education/Training	Top Skills***
		Employment	Employment	Change	(%)				Wage	Salary	Hourly	Annual	Wage	Annual Salary	Wage	Annual Salary	Level**	
<b>00-0000</b>	<b>Total, All Occupations</b>	<b>61,620</b>	<b>65,785</b>	<b>4,165</b>	<b>0.7</b>	<b>470</b>	<b>1,390</b>	<b>1,860</b>										
<b>11-0000</b>	<b>Management Occupations</b>	<b>4,545</b>	<b>4,545</b>	<b>0</b>	<b>0.0</b>	<b>10</b>	<b>65</b>	<b>75</b>										
11-1021	General and Operations Managers	325	305	-15	-0.5	0	10	10	\$44.55	\$92,657	\$24.88	\$51,743	\$40.04	\$83,293	\$54.39	\$113,114	4	B2, B7, B9, B3, B6
11-9012	Farmers and Ranchers	2,490	2,425	-65	-0.3	0	15	15	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
<b>13-0000</b>	<b>Business and Financial Operations Occupations</b>	<b>2,005</b>	<b>2,225</b>	<b>220</b>	<b>1.1</b>	<b>25</b>	<b>45</b>	<b>65</b>										
13-1079	Human Resources, Training, and Labor Relations Specialists, All Other	495	540	50	1.0	5	15	20	22.10	45,971	14.58	30,327	23.54	48,963	25.87	53,792	5	
13-1199	Business Operations Specialists, All Other	320	340	20	0.6	*	*	10	23.07	47,986	13.50	28,092	22.88	47,586	27.85	57,934	5	
13-2011	Accountants and Auditors	275	335	60	2.2	5	5	10	31.09	64,664	19.92	41,446	27.26	56,703	36.67	76,273	5	B2, B5, B7, B10, B9
<b>15-0000</b>	<b>Computer and Mathematical Occupations</b>	<b>360</b>	<b>430</b>	<b>65</b>	<b>1.8</b>	<b>5</b>	<b>5</b>	<b>15</b>										
<b>17-0000</b>	<b>Architecture and Engineering Occupations</b>	<b>580</b>	<b>610</b>	<b>25</b>	<b>0.4</b>	<b>5</b>	<b>15</b>	<b>20</b>										
<b>19-0000</b>	<b>Life, Physical, and Social Science Occupations</b>	<b>280</b>	<b>310</b>	<b>30</b>	<b>1.1</b>	<b>5</b>	<b>10</b>	<b>10</b>										
<b>21-0000</b>	<b>Community and Social Services Occupations</b>	<b>885</b>	<b>970</b>	<b>85</b>	<b>1.0</b>	<b>10</b>	<b>20</b>	<b>30</b>										
<b>23-0000</b>	<b>Legal Occupations</b>	<b>265</b>	<b>300</b>	<b>35</b>	<b>1.3</b>	<b>5</b>	<b>5</b>	<b>10</b>										
<b>25-0000</b>	<b>Education, Training, and Library Occupations</b>	<b>3,205</b>	<b>3,590</b>	<b>390</b>	<b>1.2</b>	<b>40</b>	<b>70</b>	<b>110</b>										
25-2021	Elementary School Teachers, Except Special Education	865	995	130	1.5	15	20	35	N.A.	46,520	N.A.	35,055	N.A.	47,395	N.A.	52,251	5	SO2, B9, B4, B2, B1, B6, SO6
25-2022	Middle School Teachers, Except Special and Vocational Education	215	245	30	1.4	5	5	10	N.A.	47,540	N.A.	34,145	N.A.	48,665	N.A.	54,238	5	SO2, B2, B7, B4, SO6, B10
25-2031	Secondary School Teachers, Except Special and Vocational Education	315	345	25	0.8	5	10	10	N.A.	45,002	N.A.	33,066	N.A.	44,161	N.A.	50,971	5	SO2, B4, B9, B2, SO1, B3
25-9041	Teacher Assistants	765	830	65	0.8	5	15	25	N.A.	19,211	N.A.	16,659	N.A.	18,404	N.A.	20,486	11	B2, B9, SO1, B6, SO5, SO6
<b>27-0000</b>	<b>Arts, Design, Entertainment, Sports, and Media Occupations</b>	<b>640</b>	<b>715</b>	<b>75</b>	<b>1.2</b>	<b>10</b>	<b>15</b>	<b>25</b>										
<b>29-0000</b>	<b>Healthcare Practitioners and Technical Occupations</b>	<b>2,920</b>	<b>3,415</b>	<b>495</b>	<b>1.7</b>	<b>50</b>	<b>60</b>	<b>110</b>										
29-1111	Registered Nurses	1,225	1,485	260	2.1	25	20	45	25.68	53,412	19.92	41,429	24.98	51,974	28.56	59,403	6	SO6, B2, SO1, B9, B3, B7, SO5
29-2052	Pharmacy Technicians	155	200	40	2.6	5	5	10	12.49	25,967	10.02	20,857	12.21	25,397	13.71	28,521	10	B2, B7, B9, B3, SO5, SO6
29-2061	Licensed Practical and Licensed Vocational Nurses	325	380	55	1.7	5	10	15	17.13	35,622	15.52	32,270	17.29	35,965	17.93	37,298	7	B2, B9, B3, B7, SO1, SO5
<b>31-0000</b>	<b>Healthcare Support Occupations</b>	<b>1,875</b>	<b>2,350</b>	<b>475</b>	<b>2.5</b>	<b>45</b>	<b>20</b>	<b>65</b>										
31-1012	Nursing Aides, Orderlies, and Attendants	860	1,020	160	1.9	15	10	25	10.86	22,590	9.58	19,926	11.00	22,890	11.50	23,922	7	SO6, SO5, B2, B6, SO1
<b>33-0000</b>	<b>Protective Service Occupations</b>	<b>1,195</b>	<b>1,230</b>	<b>35</b>	<b>0.3</b>	<b>5</b>	<b>35</b>	<b>35</b>										
33-3012	Correctional Officers and Jailers	545	550	0	0.0	0	10	10	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	8	B2, B9, SO1, B3, R3, B6
<b>35-0000</b>	<b>Food Preparation and Serving Related Occupations</b>	<b>4,500</b>	<b>4,795</b>	<b>295</b>	<b>0.7</b>	<b>30</b>	<b>155</b>	<b>190</b>										
35-2011	Cooks, Fast Food	495	525	30	0.6	5	15	15	8.33	17,319	7.85	16,343	8.09	16,832	8.56	17,807	11	B2, B9, SO1, SO5, B3, SO6
35-2012	Cooks, Institution and Cafeteria	215	240	25	1.2	*	*	10	10.35	21,522	8.24	17,130	10.07	20,958	11.40	23,717	10	R4, B2, B3, B6, B7, SO5
35-2014	Cooks, Restaurant	310	330	20	0.6	*	*	10	9.00	18,711	7.90	16,448	8.44	17,552	9.54	19,842	9	SO1, B6, B2, B3, SY1, T8, B9
35-2021	Food Preparation Workers	420	440	20	0.5	*	*	15	9.04	18,800	8.78	18,252	9.10	18,925	9.17	19,074	11	B2, B6, B9, SO1, R4
35-3011	Bartenders	255	270	15	0.6	*	*	10	9.57	19,899	8.02	16,670	8.91	18,532	10.35	21,514	11	B2, SO5, SO6, B9, B3
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	960	1,070	110	1.1	10	20	30	9.30	19,356	8.01	16,654	8.77	18,224	9.95	20,707	11	B2, SO5, B9, SO1, B6, SO6
35-3031	Waiters and Waitresses	875	915	40	0.5	5	50	50	8.25	17,166	7.93	16,496	8.16	16,962	8.41	17,503	11	B2, SO5, SO6, B9, SO1
35-9021	Dishwashers	200	220	20	1.0	*	*	10	8.43	17,531	8.00	16,627	8.49	17,667	8.64	17,984	11	R4, B2, SO1, B6, B3, T4, T5, T8, SO6
<b>37-0000</b>	<b>Building and Grounds Cleaning and Maintenance Occupations</b>	<b>1,875</b>	<b>1,905</b>	<b>30</b>	<b>0.2</b>	<b>5</b>	<b>30</b>	<b>35</b>										
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	815	825	10	0.1	*	*	15	12.49	25,985	8.76	18,218	12.00	24,952	14.36	29,869	11	B3, B2, SO1, SO6, B9, R4
37-2012	Maids and Housekeeping Cleaners	555	545	-10	-0.2	0	10	10	9.73	20,228	8.32	17,295	9.57	19,906	10.43	21,694	11	B2, SO5, SO6, R4, B3, B6, B9
<b>39-0000</b>	<b>Personal Care and Service Occupations</b>	<b>1,495</b>	<b>1,655</b>	<b>160</b>	<b>1.1</b>	<b>15</b>	<b>40</b>	<b>55</b>										
39-9011	Child Care Workers	640	680	40	0.6	5	20	25	8.42	17,516	8.22	17,084	8.47	17,616	8.52	17,732	11	B6, SO5, B9, B3, SO6
<b>41-0000</b>	<b>Sales and Related Occupations</b>	<b>6,025</b>	<b>6,305</b>	<b>280</b>	<b>0.5</b>	<b>30</b>	<b>180</b>	<b>210</b>										
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	965	1,015	50	0.5	5	20	25	16.69	34,714	10.51	21,871	15.98	33,234	19.77	41,135	8	B2, SO1, B3, B6, B6, SO5, B9
41-2011	Cashiers	1,545	1,605	60	0.4	5	70	75	8.66	18,009	8.11	16,881	8.55	17,777	8.93	18,573	11	B2, SO5, B9, B5, SO6
41-2031	Retail Salespersons	2,040	2,165	125	0.6	10	55	70	12.64	26,281	8.19	17,039	10.90	22,675	14.85	30,901	11	B2, SO4, B9, SO6, SO3, SO6
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	395	395	0	0.0	0	10	10	24.74	51,457	13.32	27,704	21.13	43,939	30.45	63,332	8	B9, B2, SO4, SO6, B3, SO3
<b>43-0000</b>	<b>Office and Administrative Support Occupations</b>	<b>7,705</b>	<b>8,035</b>	<b>330</b>	<b>0.4</b>	<b>50</b>	<b>160</b>	<b>210</b>										
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	325	340	15	0.5	*	*	10	20.07	41,756	12.98	26,994	18.57	38,626	23.62	49,138	8	B2, B9, SO1, SO6, B3, R3
43-3031	Bookkeeping, Accounting, and Auditing Clerks	870	935	65	0.7	5	10	15	15.51	32,257	10.88	22,630	14.16	29,461	17.82	37,070	10	B2, B7, B9, B3, B5, B6, R4, B10
43-3071	Tellers	305	330	25	0.8	5	15	15	9.45	19,652	8.70	18,082	9.18	19,094	9.83	20,438	11	B2, B9, B3, B5, B7, SO5
43-4051	Customer Service Representatives	370	420	50	1.4	5	10	15	12.81	26,626	8.33	17,324	9.56	19,891	15.04	31,277	10	B2, B9, SO5, SO4, B7

**2008-2018 REGION 16 OCCUPATIONAL PROJECTIONS, LISTED BY MAJOR OCCUPATIONAL GROUPS WITH WAGES AND TOP SKILLS**

Standard Occupational Classification (SOC)	Occupational Title	2008	2018	2008-18	Annual	Annual	Total	2011	2011	2011	2011	2011	2011	2011	2011	2011	Education/Training	Top Skills
		Estimated Employment	Projected Employment	Employment Change	Growth Rate (%)	New Jobs	Replacements	Annual Openings	Mean Hourly Wage	Mean Annual Salary	Entry Wage	Entry Annual Salary	Median Wage	Median Annual Salary	Experienced Wage	Experienced Annual Salary	Level**	**
43-4171	Receptionists and Information Clerks	280	305	25	0.9	5	10	10	10.97	22,808	8.97	18,657	10.75	22,362	11.96	24,884	11	B9, B2, SO5, B7, SO1, SO6
43-5071	Shipping, Receiving, and Traffic Clerks	375	370	-5	-0.1	0	10	10	15.55	32,337	11.94	24,823	15.08	31,355	17.35	36,094	11	B7, B2, SY1, B6, R4
43-5081	Stock Clerks and Order Fillers	800	865	60	0.8	5	20	25	11.65	24,250	8.27	17,195	10.31	21,448	13.36	27,776	11	B9, B2, SO5, SO6, SO1, R4
43-6014	Secretaries, Except Legal, Medical, and Executive	645	635	-10	-0.2	0	10	10	11.85	24,650	8.66	18,008	11.63	24,193	13.45	27,972	10	B9, B2, R4, SO5, B10
43-9061	Office Clerks, General	1,150	1,265	115	1.0	10	15	30	13.81	28,741	9.51	19,776	13.33	27,714	15.98	33,223	11	B2, B7, B9, SO6, R4, B10
<b>45-0000</b>	<b>Farming, Fishing, and Forestry Occupations</b>	<b>400</b>	<b>415</b>	<b>10</b>	<b>0.3</b>	<b>*</b>	<b>*</b>	<b>15</b>										
<b>47-0000</b>	<b>Construction and Extraction Occupations</b>	<b>2,980</b>	<b>3,285</b>	<b>305</b>	<b>1.0</b>	<b>30</b>	<b>50</b>	<b>80</b>										
47-2031	Carpenters	700	775	75	1.1	5	10	15	18.83	39,178	13.33	27,725	19.42	40,390	21.59	44,904	9	B3, T2, T5, B2, SO1, SY1, B5, B6, T8, R4
47-2061	Construction Laborers	435	495	60	1.4	5	5	10	15.03	31,251	10.62	22,079	13.79	28,696	17.23	35,837	10	B2, B3, B5, SO1, B6
47-2111	Electricians	280	310	30	1.1	5	5	10	24.68	51,334	19.77	41,112	25.31	52,660	27.14	56,445	10	B2, T4, C1, SO1, B6, T5, B9
<b>49-0000</b>	<b>Installation, Maintenance, and Repair Occupations</b>	<b>2,655</b>	<b>2,865</b>	<b>210</b>	<b>0.8</b>	<b>20</b>	<b>50</b>	<b>70</b>										
49-3023	Automotive Service Technicians and Mechanics	325	365	35	1.1	5	5	10	14.67	30,511	11.44	23,806	14.91	31,005	16.28	33,863	7	T1, T9, T11, T2, T8
49-9041	Industrial Machinery Mechanics	330	370	40	1.2	5	5	10	23.05	47,963	17.15	35,666	22.28	46,357	26.01	54,112	9	T9, T1, T5, T11, T8
49-9042	Maintenance and Repair Workers, General	900	980	80	0.9	10	15	20	17.22	35,829	11.67	24,275	16.39	34,097	20.01	41,607	10	T1, T9, B3, T2, T11
<b>51-0000</b>	<b>Production Occupations</b>	<b>9,760</b>	<b>9,965</b>	<b>205</b>	<b>0.2</b>	<b>35</b>	<b>220</b>	<b>255</b>										
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	670	675	5	0.1	*	*	10	25.11	52,228	16.67	34,679	24.28	50,488	29.32	61,003	8	B3, R4, B2, B9, SO1, R3, B9
51-2092	Team Assemblers	1,310	1,350	35	0.3	5	30	35	15.93	33,138	10.89	22,644	15.80	32,862	18.46	38,384	10	SO1, B2, B3, B9, B6, B7
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	425	390	-35	-0.8	0	10	10	18.57	38,624	12.72	26,464	18.15	37,751	21.49	44,704	10	t5, B2, T4, T8, B6, B7
51-4121	Welders, Cutters, Solderers, and Brazers	395	410	15	0.4	*	*	15	17.00	35,351	12.67	26,358	16.77	34,868	19.16	39,847	7	B3, B2, B6, SY1, T4, T5
<b>53-0000</b>	<b>Transportation and Material Moving Occupations</b>	<b>5,475</b>	<b>5,880</b>	<b>400</b>	<b>0.7</b>	<b>45</b>	<b>125</b>	<b>170</b>										
53-3032	Truck Drivers, Heavy and Tractor-Trailer	1,550	1,830	285	1.8	30	30	55	15.75	32,768	9.11	18,942	14.39	29,922	19.08	39,681	11	T4, T5, B6, B2, B3, T8
53-7051	Industrial Truck and Tractor Operators	520	585	60	1.2	5	15	20	15.59	32,416	11.77	24,487	14.99	31,174	17.49	36,380	11	T4, T5, SO1, T1, B2, B3, B6
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	720	725	5	0.1	0	25	25	13.07	27,190	9.75	20,290	13.21	27,481	14.73	30,640	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 *Cooks, Fast Food* 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.

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