



STATE WORKFORCE DEVELOPMENT BOARD

<https://www.iowawdb.gov/>

Mission:

The Iowa State Workforce Development Board oversees the development and implementation of the state workforce development plan. The SWDB ensures that state workforce regions have the resources to support employment programs across the state.

PUBLIC MEETING NOTICE

Date:

Friday, February 21, 2025

Time:

11:00 a.m. – 1:00 p.m.

Place:

VIRTUAL

Zoom:

Join Zoom Meeting
<https://iowaworks.zoom.us/j/89477295282>

Meeting ID: 894 7729 5282

One tap mobile
+13052241968,,89477295282#

Dial by your location
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Meeting ID: 894 7729 5282

Find your local number: <https://iowaworks.zoom.us/j/89477295282>

TENTATIVE AGENDA:

1. Call to Order.
2. Roll call to establish quorum by Shelly Evans, Board Administrator.
3. **Action Item:** Approval of Meeting Agenda.
4. **Action Item:** Approval of Minutes from the December 4 State Workforce Development Board meeting. (Attachment 1 – Minutes dated 12/04/24)
5. Welcome by Teresa Hovell, Chair.
6. Update on Academic Year 2026-2027 Future Ready Iowa High Demand Occupation List by Ryan Murphy, Division Administrator Labor Market Information Division, Iowa Workforce Development. (Attachment 2 - 2026-2027 Future Ready Iowa High Demand Occupation List)

- 6.1 Action Item:** Motion for vote on Academic Year 2026-2027 Future Ready Iowa High Demand Occupation List.
7. Update on One-Stop Certification Standards update process by Brandy McOmber, Deputy Division Administrator, Vocational Rehabilitation Services, Iowa Workforce Development.
 8. Director's Report by Director, Beth Townsend, Iowa Workforce Development.
 9. Update from Iowa Plains Committee. (Holly Espenhover, Committee Chair)
 10. Update from System Committee. (Jack Hasken, Committee Chair)
 11. Update from Disability Access Committee. (James Williams, Division Administrator Vocational Rehabilitation)
 12. Public Comment.
 13. Adjourn.

ACCOMMODATIONS:

Accommodations are available upon request for individuals with disabilities. If you need an accommodation, please contact Shelly Evans, Board Administrator, shelly.evans@iwd.iowa.gov, (515) 587-0050.

UPCOMING CALENDAR EVENTS:

- State Workforce Development Board Quarterly Meetings:
 - May 15, 2025 – In-Person, DMACC Urban Campus
 - September 18, 2025 – In-Person, TBD
 - December 5, 2025 – Virtual



SWDB BOARD NOTES

Date: 12/4/24

Location: ZOOM

Minutes

Iowa Workforce Development Board Meeting

December 4, 2024

11 am – 1:00 pm

Virtual via ZOOM

Agenda item 1. Call to Order

Chair Teresa Hovell called to order the meeting of the Iowa Workforce Development Board (the Board) on December 4, at approximately 11 am.

Agenda item 2. Roll Call

Members in Attendance

- | | |
|----------------------------------------------|---------------------|
| 1. Director Beth Townsend | 9. Kelly Barrick |
| 2. Keri Osterhaus, proxy for Sarah Willeford | 10. Carrie Duncan |
| 3. James Williams | 11. Charlie Wishman |
| 4. Teresa Hovell | 12. Nancy McDowell |
| 5. LuAnn Scholbrock | |
| 6. Jessica Dunker | |
| 7. Ofelia Rumbo | |
| 8. Alex Severn | |

Members Absent

1. Laura Book as Proxy for Governor Kim Reynolds
2. Senator Dawn Driscoll
3. Representative Dave Deyoe
4. Jack Hasken
5. Scott Naumann
6. Brad Elliott
7. Nick Glew
8. Jayson Shanks
9. Tiffany O'Donnell
10. Director McKenzie Snow

Shelly Evans called roll and advised Chair Hovell that quorum was established.

Agenda item 3. Approval of Agenda

Chair Hovell called the next order of business which was the approval of the meeting Agenda for December 4, 2024. The agenda was previously emailed to the Members of the Board.

- ACTION ITEM: Motion to Approve the Agenda for 12/4/24.

LuAnn Scholbrock motioned to approve the Agenda and Kelly Barrick seconded the motion. Members of the Board in attendance voted on the motion by voice vote, which carried unanimously.

Agenda item 4. Approval of 9/11/24 Minutes (9/11/24 Minutes, Attachment 1)

Chair Hovell called the next order of business which was the approval of the meeting Minutes for September 11, 2024. The minutes were previously emailed to the Members of the Board.

- ACTION ITEM: Motion to Approve the Minutes for 9/11/24.

Nancy McDowell motioned to approve the Minutes and Beth Townsend seconded the motion. Members of the Board in attendance voted on the motion by voice vote, which carried unanimously.

Agenda item 5. Welcome by Teresa Hovell, Chair

Chair Hovell welcomes attendees.

- Welcome.
- Noted future quarterly meeting dates at the end of the Agenda.
- Important board and would like all members to participate.

Agenda item 6. Discussion on 2025 Legislative Priorities (Iowa Code 84A, Attachment 2)

Michelle McNertney, Division Administrator Workforce Services discussed the upcoming legislative session. Session is around the corner and we will be watching this for you to make sure you are kept abreast of important things going through the session related to this board. If there is any specific information that will be shared at the February quarterly meeting. If you have any questions, feel free to reach out to me directly or Tim Goodwin our legislative liaison. I do not think there will be much of an agenda for IWD.

Agenda item 7. Discussion on Red Tape Review Chapter 877 (Executive Order, Attachment 3)

Michelle McNertney, Division Administrator Workforce Services shared that about two years ago the Governor signed an Executive Order requiring all agencies to complete a review of all administrative rules. This is referred to as the red tape review. The review is to reduce and simplify all administrative rules. Chapter 877 is the section of the code that covers Iowa Workforce Development, specifically all things related to this board. 2025 has been scheduled for this chapter. The review process is already underway. Most of the rules are from two prior federal workforce legislations. Extremely outdated so a lot of changes to remove all outdated language. We will keep you posted as we work through this process in revising and simplifying the rules related to workforce development.

Agenda item 8. Discussion on One-Stop Operator Certification Standards (One-Stop Center Certification Standards, Attachment 4)

Wendy Greenman, Title I and II Bureau Chief, provided a presentation on One-Stop Certification Standards. Created in partnership with this board. Standards were created by the core partner working group. The local areas implemented the processes. Today will be a review of the requirements. Certification is a WIOA requirement. This board along with the core partner working group is responsible for establishing standards. A review is required every two years. Local board requirements must have one comprehensive center within the local area. Plan designed by the local boards and certification is required every three years. Boards must vote on criteria established by this board. Previously done in 2022. Local boards can add additional criteria.

Brandy McOmber, VR Deputy Division Administrator, discussed the local area process. Certification is critical component of maintaining quality and consistently across the centers. Mandated in order to receive funding for services. Critical to provide technical assistant at the local area level to avoid any issues of funding. Core partner working group operates on behalf of this board. Local areas take over to certify with three buckets of evaluation.

Program effectiveness. Evaluating the integration of available services for participants/customers/businesses. Ensures workforce needs. Focuses on how a center operates. Operations cost efficient. Coordinating and reduction of duplication of services among partner programs.

Physical and programmatic accessibility. Focus on how center ensures equal opportunity for individuals with barriers to participate or benefit from center services. Reasonable accommodations occurring to policies/practices to avoid discrimination. Programs administered in integrated setting and effective communication or plan in place. Providing physical accessibility, assistive technology.

Continuous improvement. Centers support achievement of negotiated levels of performance. Established regular processes for responding to

technical assistance needs. Continuous staff development. Effective capturing of and response to customer feedback.

Buckets are comprehensive and provide valuable information that helps centers continuously improve services and operations. This board oversees the guidance and establishment of requirements, local boards take the lead on managing the local process. Includes ensuring the certification of each of those centers within the local area based on these standards.

Kyle Clabby-Kane, WIOA Title II & III Bureau Chief, discussed the timeline. January/February 2025 will be looking at certification standards in consultation with the chief elected officials and the local boards. Core partner policy group will be updating certification standards. Will bring the standards back to this board for approval. April through June the core partner working group will be providing technical assistance to the local boards and the one stop center partners. Webinars and providing updated one stop certification guide. Reviewing the local processes and completing the required activities. July through September the local boards and one step center partners will be conducting their self-assessments. October 2025 through September 2026 the local boards will be working on certifying their comprehensive and affiliate centers doing certification reassessment and renewal. Put on your radar for approval by this board. March 2026 the Unified State Plan will be submitted to USDOL with updated criteria and local plans.

Keri Osterhaus, Vocational Rehabilitation Program Administrator, Iowa Department for the Blind. Want to ensure resources moving forward. Guidance is available online on the board page. Guidance, considerations, assessment tools, and more resources which are all available to the local areas to help complete this process. Federal resources also noted. Training and Employment guidance letter for one-stop operations for AJCs. Basic guidance about implementation of certification process. Federal regulations focuses on how centers are certified for program effectiveness, physical and programmatic accessibility and continuous improvement. Certification requirements were reviewed and need to update every two years and updates to be included in state plan. Proposing to move forward in January.

Agenda item 9. Discussion and approval of Iowa Plains LWDA Local Policies (LWDA Local Policies, Attachment 5)

Linda Rouse opened discussions on Iowa Plains LWDA Local Policies. Iowa Plains is a local workforce development area that is operated by Iowa Workforce Development. Since the start of Iowa Plains we have been diligently working on all requirements. Michelle and her phenomenal team helped us through this process. A part of this was to develop our own local policies. Met with core partner groups, worked with workforce services committee, our workforce committee and reviewed and approval all of our local policies.

- **ACTION ITEM:** Motion to Approve Iowa Plains LWDA Local policies.

Kelly Barrick motioned to approve Iowa Plains Local LWDA Local Policies and Nick Glew seconded the motion. Members of the Board in attendance voted on the motion by

voice vote, which carried unanimously.

Agenda item 10. Discussion and approval of Iowa Plains PY24-PY27 Local Plan (LWDA Local Plan, Attachment 6)

Linda Rouse opened discussions on Iowa Plains LWDA Local Policies. This board has heard about the local plan and the requirements. We have developed the local plan. It was reviewed the workforce services team and suggested edits were made. The plan was posted to the website for public comments. None were received.

- **ACTION ITEM: Motion to Approve Iowa Plains PY24-py27 LWDA Local Plan.**

Kelly Barrick motioned to approve Iowa Plains Local LWDA Local Policies and Nick Glew seconded the motion. Members of the Board in attendance voted on the motion by voice vote, which carried unanimously.

Agenda item 11. Director's Report

Director Townsend provided her report.

- Does not appear that Congress is going to reauthorize. Bipartisan bill that has passed both houses. Final technicalities before being sent to the President's desk. Anticipate it will get passed. Not significant changes. Once there is a final approval we will prepare and provide you a summary for changes that affect this board.
- USDOL has entirely withdrawn the proposed regulation changes totaling over 800 pages. If passed this would have drastically and adversely affected registered apprenticeship programs and the new Iowa Office of Apprenticeship. Happy to get this news.
- Hired new Deputy Director Georgia Van Gundy. A bit of restructuring. Ryan West left to take a position with the Department of Administrative Services in October. Consolidated the two Deputy Director positions into one deputy position. Promoted Jon Peppetti to the Chief Operating Officer. We are in a really good structural position.
- Getting into our busy season. Iowa's unemployment rate is at 3% and ranked # 12 with other states. Labor Force Participation Rate is persistently continuing to decline a bit. Not surprising. More baby boomers retiring. At 66.2% labor force participation rate, national rate is 62.6. Ranked # 9 in the country. A lot of states that have low unemployment rates but higher labor force participation rates. North and South Dakota and Nebraska are other similar states with Iowa. Mississippi is 2.9% unemployment rate but labor force participation rate is in fifties. Iowa is well positioned. In 2025 want to focus on how to reverse the trend. What does the state need to do to bring more people back into the workforce.
- Success in the American Job Centers (AJCs) with career / disability career navigators. Started as pilot program created by Linda Rouse and James Williams. We have been able to expand to all AJCs. Helps individuals with a disability become ready to work. Helps connect them to jobs much quicker. Goal is to have individuals employed within 90 days. Historically has taken several months, if

not more. This could impact the labor force participation rate. Realignment work with AJCs are helping make jobs available for better connections. Moving the needle in the right direction. Governor recently announced two workforce training programs. Second round of teacher paraeducator, registered apprenticeship grant programs. Excited about the success of this program. Governor also announced childcare business incentive grant program. Help offset the cost of inflation and scale successful programs and facilities. Opens up for other businesses who may have not gotten in the first round. In process of receiving applications so if you know anyone interested in starting a child care facility or partnering with local child facility for expansion, please refer them to the Iowa grants web page, <https://www.iowagrants.gov>. Michelle has a great grant team who are more than willing to provide technical assistance to apply.

- Job market shows employers not hiring prior to the national election. Moved from buyer market for employees to buyer market for employers. Down to 51,000 open jobs. Employers are indicating they are getting enough applicants and can be more selective in hiring.
- Working more closely with employees who have been affected by large scale layoffs. Tyson closed the Perry facility at the end of June. Using the mobile unit to go to those specific areas has been highly successful. John Deere Waterloo layoffs. Inundated with claims in that area. Large immigrant and refugee population that are looking for work.
- Not sure of what changes will be made by new administration in January. Will keep you informed with the new Secretary of Labor with any changes that may affect workforce programs or opportunities.

Rob Denson – congrats on hiring Georgia. What is she over and how does that affect workforce?

Director – she is over unemployment insurance, business engagement, the AJCs and working closely with VR – all customer facing operations.

- Modernization of UI benefits program hopefully go live in mid-2025. System will be more efficient for customers and staff and all data will be in one system instead of two.
- VR is looking at purchasing a new case management program and will be interactive with the new UI system.
- Georgia was the government relations person for Principal Financial and previously helped us establish Future Ready Iowa, working closely with Dan Houston. Became Director for Iowa Business Council for several years. Then Vice President at Hy-Vee during the pandemic. Thrilled to have her part of the IWD Team.

Agenda item 12. Update from Iowa Plains Committee. (Holly Espenhover, Committee Chair)

Update from Iowa Plains Committee by Committee Chair Holly Espenhover.

Iowa Plains did solidify one-stop operator starting on October 1. Tammy Earl Bacher has already been out visiting all centers and getting connected to the work that is

happening. Identifying how she can be best resource. Very excited about that and the work that is going on in that space. Kathy Leggett joined us for the last meeting and provided work base learning strategy and survey responses. 643 returned surveys. Some indicated interest in meeting on WBL and job training. Iowa Plains is a 42 county region. Committee focusing initially on Crawford, Woodbury, Pottawattamie, Sioux and Webster counties. Focusing on high demand job areas. Excited to get with the IWD partners moving forward.

Agenda item 13. Update from System Committee by Committee Chair, Jack Hasken

Update from System Committee by Wendy Greenman, Title I and Title II Bureau Chief.

Update on the data dashboard. It is now updated with the 2023 data which would show each quarter as well as the annual results of the prior program years.

Agenda item 14. Update from Disability Access Committee by Committee Chair, James Williams

Update from Disability Access Committee by Committee Chair James Williams.

- Worked on updating the committee membership list. Added replacements for those not attending. Really happy with current group. Everyone is attending and engaged. Robust discussions.
- Created guidelines for basic framework with minimum functions for good structure.
- October was National Disability Employment Awareness month. Collaborated with local offices and local disability access committees and events. Topics identified included discussion/exposure of benefits planning and connection to work. Impact of work earnings on disability benefit income. SSI, SSD or Medicaid. Do better job of messaging and awareness. Misinformation of what you can and can't do while receiving disability benefits or losing benefits.
- Focus on difference between school readiness and work readiness. Used to school structure. School provides structure. Work is more self-directed activity. Focus on getting kids ready for life, school and work. Some are good at one of those skills and struggle with others and vice versa.
- Focus also on adult individuals with disabilities. Employers are focusing on older individuals. Really want to see more students with disabilities and partnership with schools and younger students. Engage parents who have a big role.
- DOL Office of Disability Employment Policy (ODE). Champions idea of employment first. Both us and HHS have same policy at state level. Putting together a task force for discussion on what employment first really means in Iowa. If we are not hitting that mark, what else can be done. Engagement with employers and schools.

Agenda item 15. Public Comments (limit to 2 minutes)

No public comments received.

Agenda item 16. Adjournment.

Chair Hovell adjourned the meeting of the Board at approximately 11:58 am.

Shelly Evans

Shelly Evans - Executive Assistant to the SWDB

DRAFT

Iowa Last Dollar Scholarship High Demand Occupations Academic Year '26-'27

Qualifying Occupations for Review by Annual Growth



2022-2032 STATE OF IOWA OCCUPATIONAL PROJECTIONS										Additional Information		
Occupation ^[1]		Career Cluster	Annual Growth Rank	Annual Growth Rate (%)	Total Annual Openings Rank	Total Annual Openings	Entry Wage ¹	Entry Salary ¹	Career Preparation ^[6]	Included on Current Statewide List	Community College AY25-'26' Selection (# of times CC selected)	
Occupational Code	Occupational Title								% Educational Attainment: Some College or Associate Degree ²			
49-9081	Wind Turbine Service Technicians	Manufacturing	1	5.3	83	105	\$24.11	\$50,144	35.7	X		
31-2021	Physical Therapist Assistants	Health Science	2	3.7	41	250	\$21.52	\$44,767	58.8	X		
31-2011	Occupational Therapy Assistants	Health Science	3	3.4	96	90	\$24.41	\$50,771	63.2	X		
15-1212	Information Security Analysts	Information Technology	4	3.4	73	130	\$35.78	\$74,424	26.5			
15-1254	Web Developers	Information Technology	5	2.6	66	145	\$24.89	\$51,779	24.5	X		
15-1253	Software Quality Assurance Analysts & Testers	Information Technology	6	2.4	43	225	\$24.92	\$51,832	20.1			
29-2056	Veterinary Technologists & Technicians	Health Science	7	2.4	70	135	\$15.95	\$33,167	58.3		X (5)	
31-9011	Massage Therapists	Human Services	8	2.4	73	130	\$19.97	\$41,543	51.0			
15-1255	Web & Digital Interface Designers	Information Technology	9	2.4	55	195	\$20.76	\$43,171	20.9	X		
49-9041	Industrial Machinery Mechanics	Manufacturing	10	2.3	16	730	\$23.43	\$48,725	43.2	X		
15-1252	Software Developers	Information Technology	11	2.3	24	480	\$36.05	\$74,994	11.1	X		
31-9092	Medical Assistants	Health Science	12	2.2	13	820	\$17.10	\$35,558	62.5	X		
29-9021	Health Information Technologists & Medical Registrars	Health Science	13	2.2	131	30	\$22.44	\$46,677	22.2			
51-9162	Computer Numerically Controlled Tool Programmers	Manufacturing	14	2.1	112	65	\$21.88	\$45,501	40.4	X		
29-2053	Psychiatric Technicians	Health Science	15	2.0	128	35	\$14.30	\$29,752	40.2			
29-2032	Diagnostic Medical Sonographers	Health Science	16	2.0	119	55	\$32.71	\$68,033	44.7	X		
43-5011	Cargo & Freight Agents	Transportation, Distribution & Logistics	17	1.9	96	90	\$19.35	\$40,251	40.0			
49-9062	Medical Equipment Repairers	Manufacturing	18	1.8	101	80	\$18.10	\$37,640	52.2			
29-1292	Dental Hygienists	Health Science	19	1.6	47	210	\$36.69	\$76,308	55.5	X		
29-1126	Respiratory Therapists	Health Science	20	1.6	106	70	\$27.29	\$56,755	61.9	X		
31-9091	Dental Assistants	Health Science	21	1.6	19	550	\$19.35	\$40,240	56.7	X		
39-9041	Residential Advisors	Human Services	22	1.5	66	145	\$14.50	\$30,158	34.1			
43-6013	Medical Secretaries & Administrative Assistants	Health Science	23	1.4	9	940	\$15.41	\$32,059	50.9		X (2)	
47-2111	Electricians	Architecture & Construction	24	1.4	10	920	\$20.40	\$42,432	45.6	X		
39-2011	Animal Trainers	Hospitality & Tourism	25	1.4	91	95	\$14.78	\$30,739	33.7			
29-2072	Medical Records Specialists	Health Science	26	1.4	50	205	\$18.76	\$39,028	56.8	X		
49-9043	Maintenance Workers, Machinery	Manufacturing	27	1.4	76	125	\$24.45	\$50,849	37.7	X		
49-9021	Mechanics & Installers	Architecture & Construction	28	1.3	29	420	\$20.42	\$42,466	43.9	X		
29-2099	Health Technologists & Technicians, All Other	Health Science	29	1.3	53	200	\$17.48	\$36,365	45.6	X		
49-3011	Aircraft Mechanics & Service Technicians	Transportation, Distribution & Logistics	30	1.3	128	35	\$20.90	\$43,480	57.3	X		
31-9097	Phlebotomists	Health Science	31	1.3	76	125	\$16.69	\$34,713	59.6			
39-5011	Barbers	Human Services	32	1.3	115	60	\$14.58	\$30,318	36.2			

2022-2032 STATE OF IOWA OCCUPATIONAL PROJECTIONS										Additional Information		
Occupation ^[1]		Career Cluster	Annual Growth Rank	Annual Growth Rate (%)	Total Annual Openings Rank	Total Annual Openings	Entry Wage ¹	Entry Salary ¹	Career Preparation ^[6]	Included on Current Statewide List	Community College AY25-'26' Selection (# of times CC selected)	
Occupational Code	Occupational Title								% Educational Attainment: Some College or Associate Degree ²			
53-3052	Bus Drivers, Transit & Intercity	Transportation, Distribution & Logistics	33	1.2	55	195	\$15.71	\$32,673	39.2			
29-2081	Opticians, Dispensing	Health Science	34	1.2	81	110	\$15.89	\$33,046	49.0			
29-2061	Licensed Practical & Licensed Vocational Nurses	Health Science	35	1.2	19	550	\$22.41	\$46,606	73.0	X		
29-2052	Pharmacy Technicians	Health Science	36	1.2	23	505	\$16.60	\$34,532	52.2		X (1)	
19-4031	Chemical Technicians	Manufacturing	37	1.1	101	80	\$16.95	\$35,266	36.3			
13-2071	Credit Counselors	Human Services	37	1.1	125	50	\$18.01	\$37,468	34.5			
29-2034	Radiologic Technologists & Technicians	Health Science	39	1.1	55	195	\$23.97	\$49,852	65.2	X		
29-2042	Emergency Medical Technicians	Law, Public Safety, Corrections & Security	40	1.0	101	80	\$15.25	\$31,714	58.2	X		
31-1131	Nursing Assistants	Health Science	41	1.0	2	3,560	\$15.93	\$33,134	43.1			
27-4011	Audio & Video Technicians	Arts, Audio/Video Technology & Communications	42	1.0	128	35	\$18.17	\$37,792	41.0		X (1)	
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	Transportation, Distribution & Logistics	43	1.0	36	290	\$21.05	\$43,781	39.3			
29-1141	Registered Nurses	Health Science	44	1.0	5	2,375	\$29.21	\$60,749	30.5	X		
49-9052	Telecommunications Line Installers & Repairers	Arts, Audio/Video Technology & Communications	45	1.0	79	115	\$19.58	\$40,734	47.4			
49-9044	Millwrights	Architecture & Construction	46	1.0	106	70	\$21.22	\$44,134	46.9	X		
47-2031	Carpenters	Architecture & Construction	47	1.0	11	910	\$17.98	\$37,394	24.1	X		
31-1133	Psychiatric Aides	Health Science	48	1.0	100	85	\$15.86	\$32,994	37.0			
15-1211	Computer Systems Analysts	Information Technology	49	1.0	31	395	\$32.04	\$66,641	21.0	X		
43-5061	Production, Planning, & Expediting Clerks	Manufacturing	50	0.9	26	460	\$20.69	\$43,031	35.6			
41-3021	Insurance Sales Agents	Finance	51	0.9	18	660	\$17.18	\$35,733	35.4			
47-2152	Plumbers, Pipefitters, & Steamfitters	Architecture & Construction	52	0.9	16	730	\$21.03	\$43,739	33.9	X		
17-3026	Industrial Engineering Technologists & Technicians	Manufacturing	53	0.9	91	95	\$20.99	\$43,664	48.5			
53-3051	Bus Drivers, School	Transportation, Distribution & Logistics	54	0.9	11	910	\$16.18	\$33,660	36.7			
29-2010	Clinical Laboratory Technologists & Technicians	Health Science	55	0.9	45	220	\$18.67	\$38,832	34.7	X		
29-2043	Paramedics	Law, Public Safety, Corrections & Security	56	0.9	106	70	\$20.59	\$42,828	65.6	X		
13-1041	Compliance Officers	Government & Public Administration	57	0.9	40	255	\$22.95	\$47,740	25			
29-2055	Surgical Technologists	Health Science	58	0.9	112	65	\$20.56	\$42,758	72.8	X		
41-9022	Real Estate Sales Agents	Marketing	59	0.9	63	160	\$21.40	\$44,519	33.7			
51-4121	Welders, Cutters, Solderers, & Brazers	Manufacturing	60	0.8	8	945	\$19.35	\$40,256	30.8	X		
33-2011	Firefighters	Law, Public Safety, Corrections & Security	61	0.8	60	180	\$17.10	\$35,574	58.9	X		
49-3041	Farm Equipment Mechanics & Service Technicians	Agriculture, Food & Natural Resources	62	0.8	32	345	\$20.17	\$41,951	39.3	X		
13-2020	Property Appraisers & Assessors	Government & Public Administration	63	0.8	66	145	\$23.71	\$49,312	33.6			
49-9071	Maintenance & Repair Workers, General	Manufacturing	64	0.8	7	1,555	\$16.60	\$34,522	37.0			
17-3029	Engineering Technologists & Technicians, Except Drafters, All Other	Government & Public Administration; Manufacturing	65	0.8	119	55	\$20.08	\$41,769	48.5	X		
49-2022	Telecommunications Equipment Installers & Repairers, Except Line Installers	Arts, Audio/Video Technology & Communications	66	0.8	45	220	\$20.61	\$42,879	49.8	X		
41-9021	Real Estate Brokers	Marketing	67	0.8	106	70	\$16.54	\$34,396	33.7			
49-3031	Bus & Truck Mechanics & Diesel Engine Specialists	Transportation, Distribution & Logistics	68	0.8	24	480	\$19.00	\$39,520	37.5	X		
15-1299	Computer Occupations, All Other	Information Technology	69	0.8	38	265	\$25.72	\$53,498	33.9	X		
15-1231	Computer Network Support Specialists	Information Technology	70	0.8	65	150	\$23.64	\$49,163	38.9	X		
33-3051	Police & Sheriff's Patrol Officers	Law, Public Safety, Corrections & Security	71	0.8	27	455	\$26.25	\$54,592	45.5	X		
47-4041	Hazardous Materials Removal Workers	Agriculture, Food & Natural Resources	72	0.8	119	55	\$18.82	\$39,149	34			

2022-2032 STATE OF IOWA OCCUPATIONAL PROJECTIONS									Additional Information		
Occupation ^[1]									Career Preparation ^[6]		
Occupational Code	Occupational Title	Career Cluster	Annual Growth Rank	Annual Growth Rate (%)	Total Annual Openings Rank	Total Annual Openings	Entry Wage ¹	Entry Salary ¹	% Educational Attainment: Some College or Associate Degree ²	Included on Current Statewide List	Community College AY25-'26' Selection (# of times CC selected)
49-2094	Electrical & Electronics Repairers, Commercial & Industrial Equipment	Manufacturing	72	0.8	119	55	\$25.84	\$53,757	51.9	X	
23-2011	Paralegals & Legal Assistants	Law, Public Safety, Corrections & Security	74	0.7	41	250	\$20.15	\$41,921	40.3	X	
35-1011	Chefs & Head Cooks	Hospitality & Tourism	75	0.7	61	175	\$15.52	\$32,281	37.8		X (4)
31-9093	Medical Equipment Preparers	Health Science	76	0.7	96	90	\$16.89	\$35,132	42.4		
13-2072	Loan Officers	Finance; Human Services	77	0.7	35	305	\$24.26	\$50,456	34.5		
49-3023	Automotive Service Technicians & Mechanics	Transportation, Distribution & Logistics	78	0.7	14	785	\$16.02	\$33,330	35.7		X (13)
27-1026	Merchandise Displayers & Window Trimmers	Marketing	79	0.7	55	195	\$14.41	\$29,981	35.6		
43-5032	Dispatchers, Except Police, Fire, & Ambulance	Transportation, Distribution & Logistics	80	0.6	53	200	\$17.97	\$37,386	44.4		
51-8091	Chemical Plant & System Operators	Manufacturing	81	0.6	104	75	\$24.20	\$50,346	40.9		
17-3011	Architectural & Civil Drafters	Architecture & Construction	82	0.6	70	135	\$22.50	\$46,793	60.9	X	
41-3041	Travel Agents	Hospitality & Tourism	83	0.6	115	60	\$16.25	\$33,796	38.2		
49-2098	Security & Fire Alarm Systems Installers	Manufacturing	84	0.6	125	50	\$19.45	\$40,455	42.2		
49-9099	Installation, Maintenance, & Repair Workers, All Other	Manufacturing	85	0.6	73	130	\$16.30	\$33,907	35.7		X (1)
31-9099	Healthcare Support Workers, All Other	Health Science	86	0.5	79	115	\$15.76	\$32,780	42.4		
15-1241	Computer Network Architects	Information Technology	87	0.5	96	90	\$38.93	\$80,970	35.5		
39-4031	Morticians, Undertakers, & Funeral Arrangers	Human Services	88	0.5	115	60	\$21.84	\$45,435	54.1		
49-9051	Electrical Power-Line Installers & Repairers	Architecture & Construction	89	0.4	63	160	\$32.05	\$66,656	47.4	X	
19-4013	Food Science Technicians	Agriculture, Food & Natural Resources	90	0.4	106	70	\$19.02	\$39,559	41.1	X	
15-1244	Network & Computer Systems Administrators	Information Technology	91	0.4	47	210	\$29.98	\$62,352	37.6	X	
17-3022	Civil Engineering Technologists & Technicians	Architecture & Construction	92	0.4	87	100	\$22.12	\$46,019	48.5		X (1)
43-4061	Eligibility Interviewers, Government Programs	Government & Public Administration	93	0.4	87	100	\$21.36	\$44,421	36.9		
15-1232	Computer User Support Specialists	Information Technology	94	0.3	30	415	\$19.01	\$39,541	38.9	X	
13-1051	Cost Estimators	Architecture & Construction	95	0.3	50	205	\$22.73	\$47,282	36.8	X	
51-4041	Machinists	Manufacturing	96	0.3	28	425	\$19.94	\$41,475	40.3	X	
51-9011	Chemical Equipment Operators & Tenders	Manufacturing	97	0.3	83	105	\$20.34	\$42,304	35.6		
51-9061	Inspectors, Testers, Sorters, Samplers, & Weighers	Manufacturing	98	0.3	15	770	\$17.64	\$36,695	37.6		
17-3023	Electrical & Electronics Engineering Technologists & Technicians	Manufacturing	99	0.3	87	100	\$20.65	\$42,942	56.9	X	
43-4131	Loan Interviewers & Clerks	Finance	100	0.3	34	315	\$17.96	\$37,349	44.4		
17-3027	Mechanical Engineering Technologists & Technicians	Manufacturing	101	0.2	119	55	\$20.99	\$43,650	48.5		
47-4011	Construction & Building Inspectors	Government & Public Administration	102	0.2	76	125	\$24.61	\$51,183	41.6		
51-9012	Separating, Filtering, Clarifying, Precipitating, & Still Machine Setters, Operators, & Tenders	Manufacturing	103	0.2	83	105	\$20.46	\$42,564	35.6		
49-9031	Home Appliance Repairers	Manufacturing	104	0.2	119	55	\$14.59	\$30,349	36.1		
53-4011	Locomotive Engineers	Transportation, Distribution & Logistics	105	0.1	106	70	N.A.	N.A.	45.4		
51-9081	Dental Laboratory Technicians	Manufacturing	106	0.1	125	50	\$18.18	\$37,824	47.7		

2022-2032 STATE OF IOWA OCCUPATIONAL PROJECTIONS										Additional Information		
Occupation ^[4]										Career Preparation ^[6]		
Occupational Code	Occupational Title	Career Cluster	Annual Growth Rank	Annual Growth Rate (%)	Total Annual Openings Rank	Total Annual Openings	Entry Wage ¹	Entry Salary ¹	% Educational Attainment: Some College or Associate Degree ²	Included on Current Statewide List	Community College AY25'-26' Selection (# of times CC selected)	
49-2011	Computer, Automated Teller, & Office Machine Repairers	Manufacturing	107	-0.1	91	95	\$16.20	\$33,689	48.2			
51-4111	Tool & Die Makers	Manufacturing	108	-0.2	91	95	\$21.96	\$45,683	49.7	X		
17-3013	Mechanical Drafters	Manufacturing	109	-0.2	112	65	\$24.29	\$50,519	60.5	X		
23-2093	Title Examiners, Abstractors, & Searchers	Law, Public Safety, Corrections & Security	110	-0.2	115	60	\$15.60	\$32,440	36.7			
43-4161	Human Resources Assistants, Except Payroll & Timekeeping	Business Management & Administration	111	-0.2	91	95	\$16.35	\$34,011	34.5	X		
13-1031	Claims Adjusters, Examiners, & Investigators	Finance	112	-0.2	43	225	\$22.83	\$47,482	34.4			
51-8031	Water & Wastewater Treatment Plant & System Operators	Agriculture, Food & Natural Resources	113	-0.3	55	195	\$18.86	\$39,228	43.1	X		
43-3031	Bookkeeping, Accounting, & Auditing Clerks	Business Management & Administration	114	-0.3	4	2,550	\$15.81	\$32,889	49.4	X		
43-4051	Customer Service Representatives	Business Management & Administration	115	-0.3	1	3,920	\$15.00	\$31,191	41.6			
31-9094	Medical Transcriptionists	Health Science	116	-0.3	47	210	\$14.30	\$29,737	53.6			
43-9061	Office Clerks, General	Business Management & Administration	117	-0.3	3	3,180	\$14.12	\$29,368	43.0			
51-9161	Computer Numerically Controlled Tool Operators	Manufacturing	118	-0.3	37	270	\$19.26	\$40,066	40.4	X		
51-4122	Welding, Soldering, & Brazing Machine Setters, Operators, & Tenders	Manufacturing	119	-0.3	62	170	\$20.27	\$42,154	30.8	X		
43-9041	Insurance Claims & Policy Processing Clerks	Finance	120	-0.3	33	330	\$17.42	\$36,234	45.4			
33-3012	Correctional Officers & Jailers	Law, Public Safety, Corrections & Security	121	-0.5	38	265	\$20.56	\$42,757	47.9	X		
15-1251	Computer Programmers	Information Technology	122	-0.7	69	140	\$28.03	\$58,312	21.2	X		
51-2031	Engine & Other Machine Assemblers	Manufacturing	123	-0.7	81	110	\$18.23	\$37,910	45.4			
43-3011	Bill & Account Collectors	Finance	124	-0.8	50	205	\$15.36	\$31,947	48.6			
43-6014	Except Legal, Medical, & Executive	Business Management & Administration	125	-0.9	6	1,840	\$15.26	\$31,732	44.3			
43-3071	Tellers	Finance	126	-1.1	21	535	\$14.89	\$30,978	42.9			
43-4141	New Accounts Clerks	Business Management & Administration	127	-1.1	83	105	\$16.93	\$35,215	43.3			
43-4151	Order Clerks	Business Management & Administration	128	-1.2	87	100	\$16.78	\$34,905	39.9			
43-3051	Payroll & Timekeeping Clerks	Business Management & Administration	129	-1.3	104	75	\$17.74	\$36,894	47.1	X		
43-6011	Executive Secretaries & Executive Administrative Assistants	Business Management & Administration	130	-1.7	22	530	\$21.02	\$43,712	42.1			
43-6012	Legal Secretaries & Administrative Assistants	Law, Public Safety, Corrections & Security	131	-1.7	70	135	\$15.07	\$31,345	51.4			

*Cells highlighted in green indicate occupations that belong to the top 25 occupations in terms of annual openings and/or annual employment growth rate. Cells highlighted in red indicate occupations that belong to the bottom 25 occupations in terms of annual openings and/or annual employment growth rate.

Iowa Code Requirements:

- Entry-level wage of \$14.00 per hour or higher
- Occupation has at least 1.0% annual growth or at least 250 job openings during the next 5 years (50 annual openings)

Additional Information & Notes:

- 33.3% or higher of people employed in the occupation with educational attainment of Some College, No Degree or Associate's Degree with a few exceptions.
- Only occupations that typically require some level of postsecondary education or training up to and including an Associate's Degree with a related community college program.
- Sorted by number of estimated annual growth (between 2022 and 2032).
- Green highlight indicates top 25 of category. Red highlight indicates bottom 25 of category.
- Doesn't typically require work experience for entry.
- For more information related to occupational descriptions, tasks, work activities, titles, and additional information visit www.onetcodeconnector.org/find/family/code

Data Sources:

¹ State of Iowa Occupational Projections
workforce.iowa.gov/labor-market-information/occupations/occupational-projections

² U.S. Bureau of Labor Statistics (national)
<https://www.bls.gov/emp/documentation/education-training-system.htm>

Iowa Last Dollar Scholarship High Demand Occupations Academic Year '26-'27

Qualifying Occupations for Review by Annual Openings



2022-2032 STATE OF IOWA OCCUPATIONAL PROJECTIONS										Additional Information		
Occupation ^[1]										Career Preparation ^[6]		
Occupational Code	Occupational Title	Career Cluster	Annual Growth Rank	Annual Growth Rate (%)	Total Annual Openings Rank	Total Annual Openings	Entry Wage ¹	Entry Salary ¹	% Educational Attainment: Some College or Associate Degree ²	Included on Current Statewide List	Community College AY25-'26' Selection (# of times CC selected)	
43-4051	Customer Service Representatives	Business Management & Administration	115	-0.3	1	3,920	\$15.00	\$31,191	41.6			
31-1131	Nursing Assistants	Health Science	41	1.0	2	3,560	\$15.93	\$33,134	43.1			
43-9061	Office Clerks, General	Business Management & Administration	117	-0.3	3	3,180	\$14.12	\$29,368	43.0			
43-3031	Bookkeeping, Accounting, & Auditing Clerks	Business Management & Administration	114	-0.3	4	2,550	\$15.81	\$32,889	49.4	X		
29-1141	Registered Nurses	Health Science	44	1.0	5	2,375	\$29.21	\$60,749	30.5	X		
43-6014	Secretaries & Administrative Assistants, Except Legal, Medical, & Executive	Business Management & Administration	125	-0.9	6	1,840	\$15.26	\$31,732	44.3			
49-9071	Maintenance & Repair Workers, General	Manufacturing	64	0.8	7	1,555	\$16.60	\$34,522	37.0			
51-4121	Welders, Cutters, Solderers, & Brazers	Manufacturing	60	0.8	8	945	\$19.35	\$40,256	30.8	X		
43-6013	Medical Secretaries & Administrative Assistants	Health Science	23	1.4	9	940	\$15.41	\$32,059	50.9		X (2)	
47-2111	Electricians	Architecture & Construction	24	1.4	10	920	\$20.40	\$42,432	45.6	X		
47-2031	Carpenters	Architecture & Construction	47	1.0	11	910	\$17.98	\$37,394	24.1	X		
53-3051	Bus Drivers, School	Transportation, Distribution & Logistics	54	0.9	11	910	\$16.18	\$33,660	36.7			
31-9092	Medical Assistants	Health Science	12	2.2	13	820	\$17.10	\$35,558	62.5	X		
49-3023	Automotive Service Technicians & Mechanics	Transportation, Distribution & Logistics	78	0.7	14	785	\$16.02	\$33,330	35.7		X (13)	
51-9061	Inspectors, Testers, Sorters, Samplers, & Weighers	Manufacturing	98	0.3	15	770	\$17.64	\$36,695	37.6			
49-9041	Industrial Machinery Mechanics	Manufacturing	10	2.3	16	730	\$23.43	\$48,725	43.2	X		
47-2152	Plumbers, Pipefitters, & Steamfitters	Architecture & Construction	52	0.9	16	730	\$21.03	\$43,739	33.9	X		
41-3021	Insurance Sales Agents	Finance	51	0.9	18	660	\$17.18	\$35,733	35.4			
31-9091	Dental Assistants	Health Science	21	1.6	19	550	\$19.35	\$40,240	56.7	X		
29-2061	Licensed Practical & Licensed Vocational Nurses	Health Science	35	1.2	19	550	\$22.41	\$46,606	73.0	X		
43-3071	Tellers	Finance	126	-1.1	21	535	\$14.89	\$30,978	42.9			
43-6011	Executive Secretaries & Executive Administrative Assistants	Business Management & Administration	130	-1.7	22	530	\$21.02	\$43,712	42.1			
29-2052	Pharmacy Technicians	Health Science	36	1.2	23	505	\$16.60	\$34,532	52.2		X (1)	
15-1252	Software Developers	Information Technology	11	2.3	24	480	\$36.05	\$74,994	11.1	X		
49-3031	Bus & Truck Mechanics & Diesel Engine Specialists	Transportation, Distribution & Logistics	68	0.8	24	480	\$19.00	\$39,520	37.5	X		
43-5061	Production, Planning, & Expediting Clerks	Manufacturing	50	0.9	26	460	\$20.69	\$43,031	35.6			
33-3051	Police & Sheriff's Patrol Officers	Law, Public Safety, Corrections & Security	71	0.8	27	455	\$26.25	\$54,592	45.5	X		
51-4041	Machinists	Manufacturing	96	0.3	28	425	\$19.94	\$41,475	40.3	X		
49-9021	Heating, Air Conditioning, & Refrigeration Mechanics & Installers	Architecture & Construction	28	1.3	29	420	\$20.42	\$42,466	43.9	X		
15-1232	Computer User Support Specialists	Information Technology	94	0.3	30	415	\$19.01	\$39,541	38.9	X		
15-1211	Computer Systems Analysts	Information Technology	49	1.0	31	395	\$32.04	\$66,641	21.0	X		
49-3041	Farm Equipment Mechanics & Service Technicians	Agriculture, Food & Natural Resources	62	0.8	32	345	\$20.17	\$41,951	39.3	X		
43-9041	Insurance Claims & Policy Processing Clerks	Finance	120	-0.3	33	330	\$17.42	\$36,234	45.4			

2022-2032 STATE OF IOWA OCCUPATIONAL PROJECTIONS										Additional Information		
Occupation ^[4]										Career Preparation ^[6]		
Occupational Code	Occupational Title	Career Cluster	Annual Growth Rank	Annual Growth Rate (%)	Total Annual Openings Rank	Total Annual Openings	Entry Wage ¹	Entry Salary ¹	% Educational Attainment: Some College or Associate Degree ²	Included on Current Statewide List	Community College AY25-'26' Selection (# of times CC selected)	
43-4131	Loan Interviewers & Clerks	Finance	100	0.3	34	315	\$17.96	\$37,349	44.4			
13-2072	Loan Officers	Finance; Human Services	77	0.7	35	305	\$24.26	\$50,456	34.5			
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	Transportation, Distribution & Logistics	43	1.0	36	290	\$21.05	\$43,781	39.3			
51-9161	Computer Numerically Controlled Tool Operators	Manufacturing	118	-0.3	37	270	\$19.26	\$40,066	40.4	X		
15-1299	Computer Occupations, All Other	Information Technology	69	0.8	38	265	\$25.72	\$53,498	33.9	X		
33-3012	Correctional Officers & Jailers	Law, Public Safety, Corrections & Security	121	-0.5	38	265	\$20.56	\$42,757	47.9	X		
13-1041	Compliance Officers	Government & Public Administration	57	0.9	40	255	\$22.95	\$47,740	25			
31-2021	Physical Therapist Assistants	Health Science	2	3.7	41	250	\$21.52	\$44,767	58.8	X		
23-2011	Paralegals & Legal Assistants	Law, Public Safety, Corrections & Security	74	0.7	41	250	\$20.15	\$41,921	40.3	X		
15-1253	Software Quality Assurance Analysts & Testers	Information Technology	6	2.4	43	225	\$24.92	\$51,832	20.1			
13-1031	Claims Adjusters, Examiners, & Investigators	Finance	112	-0.2	43	225	\$22.83	\$47,482	34.4			
29-2010	Clinical Laboratory Technologists & Technicians	Health Science	55	0.9	45	220	\$18.67	\$38,832	34.7	X		
49-2022	Telecommunications Equipment Installers & Repairers, Except Line Installers	Arts, Audio/Video Technology & Communications	66	0.8	45	220	\$20.61	\$42,879	49.8	X		
29-1292	Dental Hygienists	Health Science	19	1.6	47	210	\$36.69	\$76,308	55.5	X		
15-1244	Network & Computer Systems Administrators	Information Technology	91	0.4	47	210	\$29.98	\$62,352	37.6	X		
31-9094	Medical Transcriptionists	Health Science	116	-0.3	47	210	\$14.30	\$29,737	53.6			
29-2072	Medical Records Specialists	Health Science	26	1.4	50	205	\$18.76	\$39,028	56.8	X		
13-1051	Cost Estimators	Architecture & Construction	95	0.3	50	205	\$22.73	\$47,282	36.8	X		
43-3011	Bill & Account Collectors	Finance	124	-0.8	50	205	\$15.36	\$31,947	48.6			
29-2099	Health Technologists & Technicians, All Other	Health Science	29	1.3	53	200	\$17.48	\$36,365	45.6	X		
43-5032	Dispatchers, Except Police, Fire, & Ambulance	Transportation, Distribution & Logistics	80	0.6	53	200	\$17.97	\$37,386	44.4			
15-1255	Web & Digital Interface Designers	Information Technology	9	2.4	55	195	\$20.76	\$43,171	20.9	X		
53-3052	Bus Drivers, Transit & Intercity	Transportation, Distribution & Logistics	33	1.2	55	195	\$15.71	\$32,673	39.2			
29-2034	Radiologic Technologists & Technicians	Health Science	39	1.1	55	195	\$23.97	\$49,852	65.2	X		
27-1026	Merchandise Displayers & Window Trimmers	Marketing	79	0.7	55	195	\$14.41	\$29,981	35.6			
51-8031	Water & Wastewater Treatment Plant & System Operators	Agriculture, Food & Natural Resources	113	-0.3	55	195	\$18.86	\$39,228	43.1	X		
33-2011	Firefighters	Law, Public Safety, Corrections & Security	61	0.8	60	180	\$17.10	\$35,574	58.9	X		
35-1011	Chefs & Head Cooks	Hospitality & Tourism	75	0.7	61	175	\$15.52	\$32,281	37.8		X (4)	
51-4122	Welding, Soldering, & Brazing Machine Setters, Operators, & Tenders	Manufacturing	119	-0.3	62	170	\$20.27	\$42,154	30.8	X		
41-9022	Real Estate Sales Agents	Marketing	59	0.9	63	160	\$21.40	\$44,519	33.7			
49-9051	Electrical Power-Line Installers & Repairers	Architecture & Construction	89	0.4	63	160	\$32.05	\$66,656	47.4	X		
15-1231	Computer Network Support Specialists	Information Technology	70	0.8	65	150	\$23.64	\$49,163	38.9	X		
15-1254	Web Developers	Information Technology	5	2.6	66	145	\$24.89	\$51,779	24.5	X		
39-9041	Residential Advisors	Human Services	22	1.5	66	145	\$14.50	\$30,158	34.1			
13-2020	Property Appraisers & Assessors	Government & Public Administration	63	0.8	66	145	\$23.71	\$49,312	33.6			
15-1251	Computer Programmers	Information Technology	12	-0.7	69	140	\$26.95	\$58,312	21.2	X		

2022-2032 STATE OF IOWA OCCUPATIONAL PROJECTIONS									Additional Information		
Occupation ^[1]									Career Preparation ^[6]		
Occupational Code	Occupational Title	Career Cluster	Annual Growth Rank	Annual Growth Rate (%)	Total Annual Openings Rank	Total Annual Openings	Entry Wage ¹	Entry Salary ¹	% Educational Attainment: Some College or Associate Degree ²	Included on Current Statewide List	Community College AY25-'26' Selection (# of times CC selected)
29-2056	Veterinary Technologists & Technicians	Health Science	7	2.4	70	135	\$15.95	\$33,167	58.3		X (5)
17-3011	Architectural & Civil Drafters	Architecture & Construction	82	0.6	70	135	\$22.50	\$46,793	60.9	X	
43-6012	Legal Secretaries & Administrative Assistants	Law, Public Safety, Corrections & Security	131	-1.7	70	135	\$15.07	\$31,345	51.4		
15-1212	Information Security Analysts	Information Technology	4	3.4	73	130	\$35.78	\$74,424	26.5		
31-9011	Massage Therapists	Human Services	8	2.4	73	130	\$19.97	\$41,543	51.0		
49-9099	Installation, Maintenance, & Repair Workers, All Other	Manufacturing	85	0.6	73	130	\$16.30	\$33,907	35.7		X (1)
49-9043	Maintenance Workers, Machinery	Manufacturing	27	1.4	76	125	\$24.45	\$50,849	37.7	X	
31-9097	Phlebotomists	Health Science	31	1.3	76	125	\$16.69	\$34,713	59.6		
47-4011	Construction & Building Inspectors	Government & Public Administration	102	0.2	76	125	\$24.61	\$51,183	41.6		
49-9052	Telecommunications Line Installers & Repairers	Arts, Audio/Video Technology & Communications	45	1.0	79	115	\$19.58	\$40,734	47.4		
31-9099	Healthcare Support Workers, All Other	Health Science	86	0.5	79	115	\$15.76	\$32,780	42.4		
29-2081	Opticians, Dispensing	Health Science	34	1.2	81	110	\$15.89	\$33,046	49.0		
51-2031	Engine & Other Machine Assemblers	Manufacturing	123	-0.7	81	110	\$18.23	\$37,910	45.4		
49-9081	Wind Turbine Service Technicians	Manufacturing	1	5.3	83	105	\$24.11	\$50,144	35.7	X	
51-9011	Chemical Equipment Operators & Tenders	Manufacturing	97	0.3	83	105	\$20.34	\$42,304	35.6		
51-9012	Separating, Filtering, Clarifying, Precipitating, & Still Machine Setters, Operators, & Tenders	Manufacturing	103	0.2	83	105	\$20.46	\$42,564	35.6		
43-4141	New Accounts Clerks	Business Management & Administration	127	-1.1	83	105	\$16.93	\$35,215	43.3		
17-3022	Civil Engineering Technologists & Technicians	Architecture & Construction	92	0.4	87	100	\$22.12	\$46,019	48.5		X (1)
43-4061	Eligibility Interviewers, Government Programs	Government & Public Administration	93	0.4	87	100	\$21.36	\$44,421	36.9		
17-3023	Electrical & Electronics Engineering Technologists & Technicians	Manufacturing	99	0.3	87	100	\$20.65	\$42,942	56.9	X	
43-4151	Order Clerks	Business Management & Administration	128	-1.2	87	100	\$16.78	\$34,905	39.9		
39-2011	Animal Trainers	Hospitality & Tourism	25	1.4	91	95	\$14.78	\$30,739	33.7		
17-3026	Industrial Engineering Technologists & Technicians	Manufacturing	53	0.9	91	95	\$20.99	\$43,664	48.5		
49-2011	Computer, Automated Teller, & Office Machine Repairers	Manufacturing	107	-0.1	91	95	\$16.20	\$33,689	48.2		
51-4111	Tool & Die Makers	Manufacturing	108	-0.2	91	95	\$21.96	\$45,683	49.7	X	
43-4161	Human Resources Assistants, Except Payroll & Timekeeping	Business Management & Administration	111	-0.2	91	95	\$16.35	\$34,011	34.5	X	
31-2011	Occupational Therapy Assistants	Health Science	3	3.4	96	90	\$24.41	\$50,771	63.2	X	
43-5011	Cargo & Freight Agents	Transportation, Distribution & Logistics	17	1.9	96	90	\$19.35	\$40,251	40.0		
31-9093	Medical Equipment Preparers	Health Science	76	0.7	96	90	\$16.89	\$35,132	42.4		
15-1241	Computer Network Architects	Information Technology	87	0.5	96	90	\$38.93	\$80,970	35.5		
31-1133	Psychiatric Aides	Health Science	48	1.0	100	85	\$15.86	\$32,994	37.0		
49-9062	Medical Equipment Repairers	Manufacturing	18	1.8	101	80	\$18.10	\$37,640	52.2		
19-4031	Chemical Technicians	Manufacturing	37	1.1	101	80	\$16.95	\$35,266	36.3		
29-2042	Emergency Medical Technicians	Law, Public Safety, Corrections & Security	40	1.0	101	80	\$15.25	\$31,714	58.2	X	
51-8091	Chemical Plant & System Operators	Manufacturing	81	0.6	104	75	\$24.20	\$50,346	40.9		

2022-2032 STATE OF IOWA OCCUPATIONAL PROJECTIONS										Additional Information		
Occupation ^[1]		Career Cluster	Annual Growth Rank	Annual Growth Rate (%)	Total Annual Openings Rank	Total Annual Openings	Entry Wage ¹	Entry Salary ¹	Career Preparation ^[6]	% Educational Attainment: Some College or Associate Degree ²	Included on Current Statewide List	Community College AY25'-26' Selection (# of times CC selected)
Occupational Code	Occupational Title											
43-3051	Payroll & Timekeeping Clerks	Business Management & Administration	129	-1.3	104	75	\$17.74	\$36,894	47.1	X		
29-1126	Respiratory Therapists	Health Science	20	1.6	106	70	\$27.29	\$56,755	61.9	X		
49-9044	Millwrights	Architecture & Construction	46	1.0	106	70	\$21.22	\$44,134	46.9	X		
29-2043	Paramedics	Law, Public Safety, Corrections & Security	56	0.9	106	70	\$20.59	\$42,828	65.6	X		
41-9021	Real Estate Brokers	Marketing	67	0.8	106	70	\$16.54	\$34,396	33.7			
19-4013	Food Science Technicians	Agriculture, Food & Natural Resources	90	0.4	106	70	\$19.02	\$39,559	41.1	X		
53-4011	Locomotive Engineers	Transportation, Distribution & Logistics	105	0.1	106	70	N.A.	N.A.	45.4			
51-9162	Computer Numerically Controlled Tool Programmers	Manufacturing	14	2.1	112	65	\$21.88	\$45,501	40.4	X		
29-2055	Surgical Technologists	Health Science	58	0.9	112	65	\$20.56	\$42,758	72.8	X		
17-3013	Mechanical Drafters	Manufacturing	109	-0.2	112	65	\$24.29	\$50,519	60.5	X		
39-5011	Barbers	Human Services	32	1.3	115	60	\$14.58	\$30,318	36.2			
41-3041	Travel Agents	Hospitality & Tourism	83	0.6	115	60	\$16.25	\$33,796	38.2			
39-4031	Morticians, Undertakers, & Funeral Arrangers	Human Services	88	0.5	115	60	\$21.84	\$45,435	54.1			
23-2093	Title Examiners, Abstractors, & Searchers	Law, Public Safety, Corrections & Security	110	-0.2	115	60	\$15.60	\$32,440	36.7			
29-2032	Diagnostic Medical Sonographers	Health Science	16	2.0	119	55	\$32.71	\$68,033	44.7	X		
17-3029	Engineering Technologists & Technicians, Except Drafters, All Other	Government & Public Administration; Manufacturing	65	0.8	119	55	\$20.08	\$41,769	48.5	X		
47-4041	Hazardous Materials Removal Workers	Agriculture, Food & Natural Resources	72	0.8	119	55	\$18.82	\$39,149	34			
49-2094	Electrical & Electronics Repairers, Commercial & Industrial Equipment	Manufacturing	72	0.8	119	55	\$25.84	\$53,757	51.9	X		
17-3027	Mechanical Engineering Technologists & Technicians	Manufacturing	101	0.2	119	55	\$20.99	\$43,650	48.5			
49-9031	Home Appliance Repairers	Manufacturing	104	0.2	119	55	\$14.59	\$30,349	36.1			
13-2071	Credit Counselors	Human Services	37	1.1	125	50	\$18.01	\$37,468	34.5			
49-2098	Security & Fire Alarm Systems Installers	Manufacturing	84	0.6	125	50	\$19.45	\$40,455	42.2			
51-9081	Dental Laboratory Technicians	Manufacturing	106	0.1	125	50	\$18.18	\$37,824	47.7			
29-2053	Psychiatric Technicians	Health Science	15	2.0	128	35	\$14.30	\$29,752	40.2			
49-3011	Aircraft Mechanics & Service Technicians	Transportation, Distribution & Logistics	30	1.3	128	35	\$20.90	\$43,480	57.3	X		
27-4011	Audio & Video Technicians	Arts, Audio/Video Technology & Communications	42	1.0	128	35	\$18.17	\$37,792	41.0		X (1)	
29-9021	Health Information Technologists & Medical Registrars	Health Science	13	2.2	131	30	\$22.44	\$46,677	22.2			

*Cells highlighted in green indicate occupations that belong to the top 25 occupations in terms of wages, annual openings and/or annual employment growth rate. Cells highlighted in red indicate occupations that belong to the bottom 25 occupations in terms of annual openings and/or annual employment growth rate.

Iowa Code Requirements:

- Entry-level wage of \$14.00 per hour or higher
- Occupation has at least 1.0% annual growth or at least 250 job openings during the next 5 years (50 annual openings)

Additional Information & Notes:

- 33.3% or higher of people employed in the occupation with educational attainment of Some College, No Degree or Associate's Degree with a few exceptions.
- Only occupations that typically require some level of postsecondary education or training up to and including an Associate's Degree with a related community college program.
- Sorted by number of estimated annual openings (between 2022 and 2032).
- Green highlight indicates top 25 of category. Red highlight indicates bottom 25 of category.
- Doesn't typically require work experience for entry.
- For more information related to occupational descriptions, tasks, work activities, titles, and additional information visit www.onetcodeconnector.org/find/family/code

Data Sources:

¹ State of Iowa Occupational Projections
workforce.iowa.gov/labor-market-information/occupations/occupational-projections

² U.S. Bureau of Labor Statistics (national)
<https://www.bls.gov/emp/documentation/education-training-system.htm>