



## 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:**

**MARCH 12, 2026**

**Time:**

8:30 – 9:00 am

**Place:**

VIRTUAL

**Zoom:**

Join Zoom Meeting  
<https://iowaworks.zoom.us/j/85687731244?pwd=lzpS52vt4BsqXbKSNP0iIS7ZD5NErj.1>

Meeting ID: 856 8773 1244  
Passcode: 248466  
One tap mobile  
+13092053325,,85687731244# US  
+13126266799,,85687731244# US (Chicago)

Join instructions  
<https://iowaworks.zoom.us/join/85687731244/invitations?signature=xIztaqD3bux9MjiCXz5kdwR9mGDSGGR355UHDPn5aEw>

### 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. Welcome by Teresa Hovell, Chair.
5. Discussion of High-Demand, High-Wage, High-Skill (H3-aligned) Standard Occupational Code (SOC) List for Workforce Pell Grants.  
  
**5.1 -- Action Item:** Motion to recommend Governor's office approval of the H3-aligned SOC List for Workforce Pell Grants.

6. Public Comment. (Public comments will be limited to 3 minutes per speaker and should address only those items on the current meeting agenda.)
7. Adjourn.

## **ACCOMMODATION:**

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

## **UPCOMING CALENDAR EVENTS:**

- SWDB Quarterly Meetings:
  - June 11, 2026 - In-Person, DMACC Urban Campus, Des Moines
  - September 3, 2026 – In-Person, Security National Bank, West Des Moines
  - December 4, 2026 – Virtual

## H3 Definition

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“High-demand occupation” means an occupation in which state, local, or regional labor market forecast shows occupational demand exceeding overall state, local or regional employer demand metrics (openings, numeric change, growth).

“High-skill occupation” means an occupation with education or training requirements that include, but are not limited to, the completion of an apprenticeship program; industry-recognized credential; short-term college credential, such as a certificate or diploma; non-credit college credential/certification; associate degree or higher; on-the-job training; or on-the-job credential/certification.

“High-wage occupation” means an occupation for which at least three of five hourly wage/annual salary measurements for that occupation exceed the hourly wage/annual salary for all occupations in the state or region

All occupations: If cell is highlighted green, that particular occupation demand, wage/salary, and skill metric meets H3 definition. Data Sources & Notes are located below the table.

2022-2032 STATE OF IOWA OCCUPATIONAL PROJECTIONS		High Demand Analysis		HIGH WAGE ANALYSIS					HIGH SKILL ANALYSIS		
Occupation <sup>[3]</sup>				Hourly Wage & Salary Distribution <sup>1</sup>					Education & Job Training <sup>2</sup>		
Standard Occupation Code	Occupational Group/Title	Annual Growth Rate (%)	Total Average Annual Openings	Hourly Wage 10th Percentile	Hourly Wage 25th Percentile	Hourly Wage 50th Percentile (Median)	Hourly Wage 75th Percentile	Hourly Wage 90th Percentile	Typical Education/Training Needed for Entry	Typical on-the-job Training Needed to Attain Competency in the Occupation	Meets H3 Definition
			All Occupations: 368								
00-0000	Total, All Occupations	0.6	217,835	\$13.63	\$17.34	\$22.90	\$31.92	\$47.08	-	-	
53-3032	Heavy and Tractor-Trailer Truck Drivers	1.3	5,715	\$18.54	\$22.64	\$26.48	\$30.38	\$38.14	Postsecondary nondegree award	Short-term on-the-job training	Yes
29-1141	Registered Nurses	1.0	2,375	\$29.91	\$31.62	\$37.00	\$40.00	\$47.25	Bachelor's degree	None	Yes
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific	0.3	1,635	\$18.96	\$24.04	\$30.96	\$44.71	\$61.51	High school diploma or equivalent	Moderate-term on-the-job training	Yes
49-9071	Maintenance and Repair Workers, General	0.8	1,555	\$17.00	\$20.72	\$24.65	\$29.44	\$33.94	High school diploma or equivalent	Moderate-term on-the-job training	Yes
47-2061	Construction Laborers	1.5	1,545	\$17.74	\$20.53	\$22.93	\$27.30	\$29.56	No formal educational credential	Short-term on-the-job training	Yes
11-1021	General and Operations Managers	0.6	1,425	\$17.86	\$26.75	\$38.81	\$59.76	\$83.39	Bachelor's degree	None	Yes
13-2011	Accountants and Auditors	0.8	1,230	\$23.22	\$29.13	\$35.72	\$44.93	\$58.68	Bachelor's degree	None	Yes
11-9199	Managers, All Other	1.0	975	\$29.83	\$44.60	\$61.38	\$79.47	\$103.98	Bachelor's degree	None	Yes
13-1199	Business Operations Specialists, All Other	0.9	950	\$21.96	\$28.61	\$37.99	\$48.65	\$63.12	Bachelor's degree	None	Yes
51-4121	Welders, Cutters, Solderers, and Brazers	0.8	945	\$19.78	\$22.14	\$23.77	\$27.82	\$29.31	High school diploma or equivalent	Moderate-term on-the-job training	Yes
47-2111	Electricians	1.4	920	\$18.73	\$23.08	\$30.21	\$38.56	\$41.77	High school diploma or equivalent	Apprenticeship	Yes
47-2031	Carpenters	1.0	910	\$18.17	\$22.17	\$26.00	\$30.93	\$35.70	High school diploma or equivalent	Apprenticeship	Yes
11-3031	Financial Managers	2.1	850	\$37.16	\$47.79	\$62.79	\$81.17	\$104.62	Bachelor's degree	None	Yes
51-3092	Food Batchmakers	0.8	815	\$16.31	\$19.27	\$23.46	\$28.13	\$30.04	High school diploma or equivalent	Moderate-term on-the-job training	Yes
49-3023	Automotive Service Technicians and Mechanics	0.7	785	\$17.01	\$18.35	\$23.27	\$30.32	\$37.70	Postsecondary nondegree award	Short-term on-the-job training	Yes
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	0.3	770	\$18.61	\$21.86	\$23.53	\$28.42	\$31.79	High school diploma or equivalent	Moderate-term on-the-job training	Yes
47-2152	Plumbers, Pipefitters, and Steamfitters	0.9	730	\$20.12	\$23.32	\$29.44	\$38.68	\$44.56	High school diploma or equivalent	Apprenticeship	Yes
49-9041	Industrial Machinery Mechanics	2.3	730	\$22.87	\$27.99	\$31.30	\$35.70	\$40.36	High school diploma or equivalent	Long-term on-the-job training	Yes
11-9111	Medical and Health Services Managers	3.5	720	\$34.74	\$39.39	\$48.44	\$61.56	\$80.40	Bachelor's degree	None	Yes
47-2073	Operating Engineers and Other Construction Equipment Operators	1.0	670	\$23.00	\$24.67	\$29.40	\$35.96	\$40.45	High school diploma or equivalent	Moderate-term on-the-job training	Yes
13-1111	Management Analysts	1.2	665	\$25.46	\$30.97	\$39.53	\$50.52	\$62.05	Bachelor's degree	None	Yes
41-3021	Insurance Sales Agents	0.9	660	\$17.46	\$22.97	\$30.36	\$45.34	\$61.30	High school diploma or equivalent	Moderate-term on-the-job training	Yes
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1.0	610	\$16.89	\$21.19	\$29.20	\$42.02	\$52.89	High school diploma or equivalent	Moderate-term on-the-job training	Yes
43-9199	Office and Administrative Support Workers, All Other	-0.5	550	\$14.76	\$19.16	\$23.80	\$31.16	\$35.25	High school diploma or equivalent	Short-term on-the-job training	Yes
29-2061	Licensed Practical and Licensed Vocational Nurses	1.2	550	\$23.32	\$24.79	\$28.59	\$30.82	\$36.21	Postsecondary nondegree award	None	Yes
31-9091	Dental Assistants	1.6	550	\$18.58	\$21.88	\$22.99	\$26.29	\$28.37	Postsecondary nondegree award	None	Yes
45-2091	Agricultural Equipment Operators	0.4	530	\$18.46	\$21.81	\$23.41	\$25.80	\$27.67	No formal educational credential	Moderate-term on-the-job training	Yes
13-1071	Human Resources Specialists	0.7	485	\$21.02	\$24.96	\$31.18	\$40.13	\$52.33	Bachelor's degree	None	Yes

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			All Occupations: 368								
00-0000	Total, All Occupations	0.6	217,835	\$13.63	\$17.34	\$22.90	\$31.92	\$47.08	-	-	
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	0.8	480	\$19.36	\$23.17	\$28.04	\$33.20	\$39.56	High school diploma or equivalent	Long-term on-the-job training	Yes
15-1252	Software Developers	2.3	480	\$33.97	\$42.93	\$52.81	\$64.55	\$81.35	Bachelor's degree	None	Yes
43-5061	Production, Planning, and Expediting Clerks	0.9	460	\$20.41	\$23.34	\$27.32	\$32.92	\$40.13	High school diploma or equivalent	Moderate-term on-the-job training	Yes
47-4051	Highway Maintenance Workers	1.2	460	\$21.75	\$24.07	\$27.31	\$28.90	\$31.32	High school diploma or equivalent	Moderate-term on-the-job training	Yes
33-3051	Police and Sheriff's Patrol Officers	0.8	455	\$27.63	\$31.43	\$35.53	\$41.56	\$46.28	High school diploma or equivalent	Moderate-term on-the-job training	Yes
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	0.7	450	\$18.50	\$21.11	\$23.37	\$24.65	\$28.55	High school diploma or equivalent	Moderate-term on-the-job training	Yes
51-4041	Machinists	0.3	425	\$20.09	\$22.78	\$25.43	\$28.69	\$31.75	High school diploma or equivalent	Long-term on-the-job training	Yes
13-1161	Market Research Analysts and Marketing Specialists	1.5	425	\$18.79	\$24.31	\$32.36	\$45.38	\$60.00	Bachelor's degree	None	Yes
13-1020	Buyers and Purchasing Agents	-0.5	420	\$22.14	\$26.10	\$31.91	\$39.43	\$51.94	Bachelor's degree	Moderate-term on-the-job training	Yes
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1.3	420	\$18.17	\$23.34	\$28.60	\$34.91	\$41.23	Postsecondary nondegree award	Long-term on-the-job training	Yes
15-1232	Computer User Support Specialists	0.3	415	\$18.47	\$22.50	\$27.26	\$32.11	\$39.15	Some college, no degree	Moderate-term on-the-job training	Yes
13-1082	Project Management Specialists	1.0	410	\$27.42	\$32.56	\$40.87	\$52.85	\$65.71	Bachelor's degree	None	Yes
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	3.1	400	\$21.08	\$23.64	\$29.27	\$37.90	\$43.19	Master's degree	Internship/residency	Yes
15-1211	Computer Systems Analysts	1.0	395	\$29.40	\$35.74	\$44.07	\$51.39	\$61.55	Bachelor's degree	None	Yes
17-2141	Mechanical Engineers	1.5	360	\$31.20	\$37.79	\$46.91	\$52.31	\$64.35	Bachelor's degree	None	Yes
49-3041	Farm Equipment Mechanics and Service Technicians	0.8	345	\$19.35	\$23.31	\$27.99	\$30.96	\$36.44	High school diploma or equivalent	Long-term on-the-job training	Yes
11-3021	Computer and Information Systems Managers	1.7	335	\$46.25	\$57.77	\$65.68	\$81.69	\$99.19	Bachelor's degree	None	Yes
13-2051	Financial and Investment Analysts	1.1	330	\$28.78	\$35.49	\$42.76	\$51.98	\$59.63	Bachelor's degree	None	Yes
21-1021	Child, Family, and School Social Workers	1.1	320	\$19.33	\$21.61	\$24.38	\$32.87	\$40.90	Bachelor's degree	None	Yes
11-9151	Social and Community Service Managers	1.8	320	\$20.60	\$24.66	\$30.25	\$37.91	\$46.42	Bachelor's degree	None	Yes
21-1012	Educational, Guidance, and Career Counselors and Advisors	1.2	315	\$19.71	\$23.05	\$26.88	\$33.48	\$38.18	Master's degree	None	Yes
13-1151	Training and Development Specialists	1.0	310	\$18.31	\$23.28	\$30.02	\$41.20	\$51.92	Bachelor's degree	None	Yes
27-3031	Public Relations Specialists	1.0	310	\$17.00	\$22.40	\$28.60	\$37.82	\$47.16	Bachelor's degree	None	Yes
13-2072	Loan Officers	0.7	305	\$23.56	\$29.96	\$38.49	\$52.87	\$65.33	Bachelor's degree	Moderate-term on-the-job training	Yes
11-9021	Construction Managers	1.4	305	\$24.38	\$37.20	\$46.30	\$60.77	\$72.11	Bachelor's degree	Moderate-term on-the-job training	Yes
11-2022	Sales Managers	0.9	290	\$33.12	\$47.42	\$61.54	\$81.30	\$100.30	Bachelor's degree	None	Yes
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	1.0	290	\$22.17	\$27.72	\$30.52	\$36.48	\$40.10	High school diploma or equivalent	Long-term on-the-job training	Yes
11-3051	Industrial Production Managers	0.7	270	\$36.12	\$42.35	\$50.44	\$62.87	\$79.94	Bachelor's degree	None	Yes
53-7081	Refuse and Recyclable Material Collectors	1.2	270	\$17.95	\$21.62	\$23.48	\$27.16	\$30.31	No formal educational credential	Short-term on-the-job training	Yes
15-1299	Computer Occupations, All Other	0.8	265	\$21.87	\$35.84	\$49.85	\$63.01	\$75.63	Bachelor's degree	None	Yes
47-2141	Painters, Construction and Maintenance	0.9	265	\$17.67	\$19.73	\$23.45	\$29.30	\$31.85	No formal educational credential	Moderate-term on-the-job training	Yes
29-1171	Nurse Practitioners	5.3	260	\$49.11	\$55.75	\$62.22	\$69.30	\$80.34	Master's degree	None	Yes
13-1041	Compliance Officers	0.9	255	\$23.02	\$29.08	\$35.35	\$41.93	\$50.60	Bachelor's degree	Moderate-term on-the-job training	Yes
23-2011	Paralegals and Legal Assistants	0.7	250	\$18.02	\$21.72	\$25.62	\$30.98	\$37.81	Associate's degree	None	Yes

2022-2032 STATE OF IOWA OCCUPATIONAL PROJECTIONS		High Demand Analysis		HIGH WAGE ANALYSIS					HIGH SKILL ANALYSIS		
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Standard Occupation Code	Occupational Group/Title	Annual Growth Rate (%)	Total Average Annual Openings All Occupations: 368	Hourly Wage 10th Percentile	Hourly Wage 25th Percentile	Hourly Wage 50th Percentile (Median)	Hourly Wage 75th Percentile	Hourly Wage 90th Percentile	Typical Education/Training Needed for Entry	Typical on-the-job Training Needed to Attain Competency in the Occupation	Meets H3 Definition
00-0000	Total, All Occupations	0.6	217,835	\$13.63	\$17.34	\$22.90	\$31.92	\$47.08	-	-	
31-2021	Physical Therapist Assistants	3.7	250	\$22.50	\$26.13	\$29.19	\$33.85	\$36.76	Associate's degree	None	Yes
11-9141	Property, Real Estate, and Community Association Managers	1.0	235	\$18.36	\$22.60	\$25.87	\$31.90	\$49.06	High school diploma or equivalent	Short-term on-the-job training	Yes
11-9033	Education Administrators, Postsecondary	1.0	230	\$25.30	\$31.57	\$41.57	\$63.26	\$88.14	Master's degree	None	Yes
23-1011	Lawyers	1.0	225	\$23.81	\$36.74	\$51.86	\$77.66	\$104.13	Doctoral or professional degree	None	Yes
15-1253	Software Quality Assurance Analysts and Testers	2.4	225	\$24.58	\$31.97	\$41.13	\$50.16	\$61.63	Bachelor's degree	None	Yes
43-4031	Court, Municipal, and License Clerks	0.8	220	\$17.92	\$21.04	\$23.42	\$27.58	\$30.72	High school diploma or equivalent	Long-term on-the-job training	Yes
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	0.8	220	\$19.10	\$23.39	\$29.93	\$37.98	\$39.94	Postsecondary nondegree award	Moderate-term on-the-job training	Yes
11-2021	Marketing Managers	0.8	220	\$38.01	\$49.29	\$61.61	\$80.22	\$97.85	Bachelor's degree	None	Yes
29-2010	Clinical Laboratory Technologists and Technicians	0.9	220	\$18.19	\$19.99	\$26.23	\$31.64	\$38.02	Bachelor's degree	None	Yes
17-2112	Industrial Engineers	1.8	215	\$34.21	\$38.68	\$48.06	\$52.34	\$64.21	Bachelor's degree	None	Yes
15-2051	Data Scientists	3.7	215	\$26.58	\$33.13	\$47.10	\$60.73	\$67.61	Bachelor's degree	None	Yes
13-2099	Financial Specialists, All Other	0.9	210	\$23.53	\$28.81	\$36.43	\$46.22	\$59.85	Bachelor's degree	None	Yes
29-1292	Dental Hygienists	1.6	210	\$37.63	\$38.32	\$39.79	\$44.36	\$45.26	Associate's degree	None	Yes
29-2072	Medical Records Specialists	1.4	205	\$18.56	\$22.02	\$24.80	\$29.65	\$30.78	Postsecondary nondegree award	None	Yes
13-2052	Personal Financial Advisors	1.6	205	\$23.03	\$31.25	\$39.32	\$64.33	\$0.00	Bachelor's degree	Long-term on-the-job training	Yes
41-3031	Securities, Commodities, and Financial Services Sales Agents	1.2	200	\$21.72	\$23.34	\$29.14	\$46.18	\$66.14	Bachelor's degree	Moderate-term on-the-job training	Yes
29-2034	Radiologic Technologists and Technicians	1.1	195	\$24.90	\$28.38	\$30.94	\$36.76	\$40.09	Associate's degree	None	Yes
15-1255	Web and Digital Interface Designers	2.4	195	\$19.51	\$26.43	\$35.01	\$47.56	\$58.97	Bachelor's degree	None	Yes
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	0.8	190	\$22.40	\$23.02	\$23.02	\$23.09	\$24.75	High school diploma or equivalent	Moderate-term on-the-job training	Yes
33-2011	Firefighters	0.8	180	\$16.81	\$20.88	\$26.54	\$31.36	\$42.23	Postsecondary nondegree award	Long-term on-the-job training	Yes
25-4022	Librarians and Media Collections Specialists	0.9	175	\$13.49	\$17.93	\$25.37	\$33.80	\$39.23	Master's degree	None	Yes
19-5011	Occupational Health and Safety Specialists	2.3	175	\$24.46	\$31.58	\$38.25	\$46.56	\$54.99	Bachelor's degree	None	Yes
25-9031	Instructional Coordinators	0.8	165	\$23.35	\$29.35	\$36.06	\$40.25	\$45.91	Master's degree	None	Yes
13-1081	Logisticians	1.9	165	\$25.13	\$30.74	\$38.33	\$47.61	\$55.16	Bachelor's degree	None	Yes
19-4021	Biological Technicians	1.0	155	\$20.06	\$20.06	\$24.66	\$31.40	\$34.18	Bachelor's degree	None	Yes
15-1231	Computer Network Support Specialists	0.8	150	\$21.93	\$25.44	\$30.56	\$37.24	\$44.24	Associate's degree	Moderate-term on-the-job training	Yes
53-7199	Material Moving Workers, All Other	0.8	150	\$20.87	\$21.90	\$23.19	\$29.34	\$38.50	No formal educational credential	Short-term on-the-job training	Yes
17-2051	Civil Engineers	0.9	150	\$30.70	\$36.62	\$45.43	\$53.86	\$64.53	Bachelor's degree	None	Yes
29-1123	Physical Therapists	2.2	150	\$33.65	\$38.54	\$46.10	\$50.21	\$55.95	Doctoral or professional degree	None	Yes
11-9041	Architectural and Engineering Managers	0.8	145	\$49.31	\$58.87	\$66.28	\$78.40	\$95.19	Bachelor's degree	None	Yes
13-2020	Property Appraisers and Assessors	0.8	145	\$19.97	\$27.73	\$38.18	\$48.62	\$74.88	Bachelor's degree	Long-term on-the-job training	Yes
11-3013	Facilities Managers	0.9	145	\$28.97	\$37.02	\$46.98	\$55.51	\$66.78	Bachelor's degree	None	Yes
15-1254	Web Developers	2.6	145	\$24.15	\$27.64	\$32.26	\$40.29	\$49.78	Bachelor's degree	None	Yes
11-3121	Human Resources Managers	0.9	135	\$37.85	\$48.07	\$58.75	\$72.90	\$94.32	Bachelor's degree	None	Yes
13-2061	Financial Examiners	2.2	135	\$25.25	\$31.06	\$39.12	\$48.98	\$65.54	Bachelor's degree	Long-term on-the-job training	Yes
29-1051	Pharmacists	0.8	130	\$49.22	\$59.32	\$64.05	\$70.68	\$76.79	Doctoral or professional degree	None	Yes
21-1022	Healthcare Social Workers	1.6	130	\$24.12	\$27.67	\$30.40	\$33.89	\$37.97	Master's degree	Internship/residency	Yes
31-9011	Massage Therapists	2.4	130	\$20.11	\$22.57	\$30.00	\$36.12	\$43.92	Postsecondary nondegree award	None	Yes
29-1127	Speech-Language Pathologists	2.7	130	\$29.75	\$35.43	\$39.00	\$47.34	\$53.11	Master's degree	Internship/residency	Yes

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15-1212	Information Security Analysts	3.4	130	\$31.98	\$39.90	\$54.30	\$64.34	\$83.60	Bachelor's degree	None	Yes
43-5031	Public Safety Telecommunicators	0.9	125	\$15.69	\$23.49	\$25.18	\$29.21	\$32.01	High school diploma or equivalent	Moderate-term on-the-job training	Yes
49-9043	Maintenance Workers, Machinery	1.4	125	\$24.21	\$28.15	\$29.80	\$32.44	\$38.52	High school diploma or equivalent	Long-term on-the-job training	Yes
49-9052	Telecommunications Line Installers and Repairers	1.0	115	\$20.36	\$22.49	\$29.16	\$34.70	\$40.03	High school diploma or equivalent	Long-term on-the-job training	Yes
27-3043	Writers and Authors	0.8	110	\$15.38	\$23.27	\$26.44	\$30.76	\$39.02	Bachelor's degree	Long-term on-the-job training	Yes
29-1122	Occupational Therapists	2.0	110	\$33.44	\$37.76	\$42.68	\$49.75	\$55.42	Master's degree	None	Yes
47-2221	Structural Iron and Steel Workers	1.1	105	\$24.75	\$29.56	\$31.81	\$37.91	\$38.82	High school diploma or equivalent	Apprenticeship	Yes
21-1023	Mental Health and Substance Abuse Social Workers	2.1	105	\$17.52	\$18.92	\$24.20	\$31.50	\$37.69	Master's degree	Internship/residency	Yes
29-1071	Physician Assistants	3.1	105	\$52.11	\$57.05	\$64.13	\$72.44	\$82.94	Master's degree	None	Yes
49-9081	Wind Turbine Service Technicians	5.3	105	\$25.46	\$28.47	\$29.83	\$36.91	\$41.10	Postsecondary nondegree award	Long-term on-the-job training	Yes
11-3012	Administrative Services Managers	0.9	100	\$31.25	\$39.16	\$50.37	\$65.00	\$78.89	Bachelor's degree	None	Yes
17-3026	Industrial Engineering Technologists and Technicians	0.9	95	\$23.17	\$24.99	\$29.01	\$36.41	\$42.00	Associate's degree	None	Yes
33-1012	First-Line Supervisors of Police and Detectives	0.8	90	\$35.66	\$40.25	\$48.34	\$56.05	\$60.98	High school diploma or equivalent	Moderate-term on-the-job training	Yes
31-2011	Occupational Therapy Assistants	3.4	90	\$24.04	\$27.93	\$29.80	\$35.24	\$37.79	Associate's degree	None	Yes
13-2054	Financial Risk Specialists	1.2	85	\$31.35	\$38.77	\$47.55	\$58.98	\$68.24	Bachelor's degree	None	Yes
29-1131	Veterinarians	1.8	85	\$28.15	\$38.52	\$48.51	\$65.02	\$77.45	Doctoral or professional degree	None	Yes
47-2021	Brickmasons and Blockmasons	0.9	80	\$21.21	\$23.94	\$30.52	\$35.54	\$37.99	High school diploma or equivalent	Apprenticeship	Yes
47-2121	Glaziers	0.9	80	\$17.79	\$23.36	\$29.94	\$31.07	\$37.25	High school diploma or equivalent	Apprenticeship	Yes
19-1031	Conservation Scientists	1.0	80	\$22.92	\$25.35	\$30.77	\$38.36	\$44.59	Bachelor's degree	None	Yes
19-4031	Chemical Technicians	1.1	80	\$18.94	\$21.99	\$25.10	\$27.39	\$30.21	Associate's degree	Moderate-term on-the-job training	Yes
49-9062	Medical Equipment Repairers	1.8	80	\$18.91	\$21.51	\$27.82	\$36.96	\$49.06	Associate's degree	Moderate-term on-the-job training	Yes
17-2071	Electrical Engineers	0.7	75	\$36.83	\$45.98	\$51.57	\$62.30	\$87.19	Bachelor's degree	None	Yes
13-1141	Compensation, Benefits, and Job Analysis Specialists	0.8	75	\$22.77	\$26.03	\$29.72	\$37.47	\$45.74	Bachelor's degree	None	Yes
11-2032	Public Relations Managers	1.0	75	\$31.68	\$41.50	\$51.19	\$67.53	\$88.99	Bachelor's degree	None	Yes
13-1121	Meeting, Convention, and Event Planners	1.5	75	\$17.38	\$20.37	\$25.43	\$33.20	\$38.64	Bachelor's degree	None	Yes
29-2043	Paramedics	0.9	70	\$20.50	\$23.02	\$25.71	\$29.86	\$34.10	Postsecondary nondegree award	None	Yes
47-2081	Drywall and Ceiling Tile Installers	0.9	70	\$17.90	\$21.00	\$24.01	\$29.68	\$31.66	No formal educational credential	Moderate-term on-the-job training	Yes
49-9044	Millwrights	1.0	70	\$22.91	\$25.00	\$30.44	\$35.68	\$38.44	High school diploma or equivalent	Apprenticeship	Yes
27-3091	Interpreters and Translators	1.0	70	\$18.91	\$21.54	\$24.09	\$30.69	\$32.71	Bachelor's degree	None	Yes
29-1126	Respiratory Therapists	1.6	70	\$27.05	\$30.32	\$33.07	\$37.85	\$40.13	Associate's degree	None	Yes
29-1011	Chiropractors	1.9	70	\$19.17	\$28.32	\$31.89	\$43.93	\$51.69	Doctoral or professional degree	None	Yes
27-1011	Art Directors	0.8	65	\$24.60	\$25.95	\$38.73	\$49.37	\$58.23	Bachelor's degree	None	Yes
29-1299	Healthcare Diagnosing or Treating Practitioners, All Other	0.8	65	\$26.90	\$31.92	\$41.75	\$50.16	\$61.31	Master's degree	None	Yes
29-2055	Surgical Technologists	0.9	65	\$20.13	\$23.42	\$25.92	\$29.48	\$31.36	Postsecondary nondegree award	None	Yes
11-9072	Entertainment And Recreation Managers, Except Gambling	0.9	65	\$18.29	\$23.47	\$30.98	\$41.80	\$53.05	Bachelor's degree	None	Yes
21-1091	Health Education Specialists	1.2	65	\$20.62	\$25.37	\$32.66	\$39.75	\$44.80	Bachelor's degree	None	Yes
47-4071	Septic Tank Servicers and Sewer Pipe Cleaners	1.6	65	\$19.36	\$22.64	\$24.98	\$29.29	\$32.26	High school diploma or equivalent	Moderate-term on-the-job training	Yes
51-9162	Computer Numerically Controlled Tool Programmers	2.1	65	\$18.22	\$22.28	\$27.24	\$31.15	\$36.13	Postsecondary nondegree award	Moderate-term on-the-job training	Yes

2022-2032 STATE OF IOWA OCCUPATIONAL PROJECTIONS		High Demand Analysis		HIGH WAGE ANALYSIS					HIGH SKILL ANALYSIS		
Occupation <sup>(1)</sup>				Hourly Wage & Salary Distribution <sup>1</sup>					Education & Job Training <sup>2</sup>		
Standard Occupation Code	Occupational Group/Title	Annual Growth Rate (%)	Total Average Annual Openings All Occupations: 368	Hourly Wage 10th Percentile	Hourly Wage 25th Percentile	Hourly Wage 50th Percentile (Median)	Hourly Wage 75th Percentile	Hourly Wage 90th Percentile	Typical Education/Training Needed for Entry	Typical on-the-job Training Needed to Attain Competency in the Occupation	Meets H3 Definition
00-0000	Total, All Occupations	0.6	217,835	\$13.63	\$17.34	\$22.90	\$31.92	\$47.08	-	-	
27-2012	Producers and Directors	0.7	60	\$14.84	\$18.14	\$24.10	\$31.62	\$43.55	Bachelor's degree	None	Yes
51-2051	Fiberglass Laminators and Fabricators	0.7	60	\$19.44	\$23.49	\$24.01	\$24.01	\$24.01	High school diploma or equivalent	Moderate-term on-the-job training	Yes
27-1025	Interior Designers	0.9	60	\$17.48	\$21.27	\$27.79	\$40.65	\$55.96	Bachelor's degree	None	Yes
29-1031	Dietitians and Nutritionists	1.1	60	\$26.73	\$29.19	\$33.12	\$36.90	\$40.28	Bachelor's degree	Internship/residency	Yes
39-5011	Barbers	1.3	60	\$16.08	\$28.34	\$37.73	\$37.75	\$38.30	Postsecondary nondegree award	None	Yes
21-1094	Community Health Workers	1.9	60	\$18.36	\$20.61	\$23.52	\$28.47	\$34.11	High school diploma or equivalent	Short-term on-the-job training	Yes
19-2041	Environmental Scientists and Specialists, Including Health	0.7	55	\$25.86	\$29.17	\$35.60	\$42.51	\$58.67	Bachelor's degree	None	Yes
47-4041	Hazardous Materials Removal Workers	0.8	55	\$18.87	\$22.94	\$24.11	\$27.77	\$28.85	High school diploma or equivalent	Moderate-term on-the-job training	Yes
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	0.8	55	\$24.78	\$29.58	\$34.24	\$38.68	\$42.71	Postsecondary nondegree award	Long-term on-the-job training	Yes
27-1021	Commercial and Industrial Designers	0.8	55	\$23.64	\$27.94	\$33.27	\$40.97	\$47.05	Bachelor's degree	None	Yes
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	0.8	55	\$20.33	\$26.00	\$30.75	\$37.47	\$45.76	Associate's degree	None	Yes
17-1011	Architects, Except Landscape and Naval	0.9	55	\$28.17	\$29.46	\$41.82	\$59.52	\$81.10	Bachelor's degree	Internship/residency	Yes
19-2031	Chemists	1.6	55	\$29.59	\$31.13	\$39.34	\$50.65	\$64.67	Bachelor's degree	None	Yes
29-2032	Diagnostic Medical Sonographers	2.0	55	\$33.47	\$37.43	\$40.33	\$45.17	\$48.14	Associate's degree	None	Yes
15-2011	Actuaries	2.3	55	\$38.05	\$46.48	\$62.44	\$79.36	\$88.48	Bachelor's degree	Long-term on-the-job training	Yes
15-2031	Operations Research Analysts	2.8	55	\$18.56	\$28.71	\$37.57	\$56.69	\$65.72	Bachelor's degree	None	Yes
11-9121	Natural Sciences Managers	1.0	50	\$37.07	\$44.92	\$49.46	\$77.40	\$94.10	Bachelor's degree	None	Yes
13-1131	Fundraisers	1.0	50	\$21.06	\$24.39	\$28.79	\$37.56	\$48.64	Bachelor's degree	None	Yes
19-1042	Medical Scientists, Except Epidemiologists	1.8	50	\$30.37	\$32.34	\$40.87	\$48.98	\$63.45	Doctoral or professional degree	None	Yes
11-3061	Purchasing Managers	0.8	45	\$36.13	\$42.57	\$53.49	\$66.72	\$86.32	Bachelor's degree	None	Yes
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	0.8	45	\$18.92	\$20.47	\$22.95	\$23.07	\$23.97	High school diploma or equivalent	Moderate-term on-the-job training	Yes
33-1021	First-Line Supervisors of Firefighting and Prevention Workers	0.9	45	\$27.51	\$32.88	\$36.13	\$47.78	\$53.99	Postsecondary nondegree award	Moderate-term on-the-job training	Yes
11-9039	Education Administrators, All Other	0.9	45	\$23.23	\$29.90	\$42.51	\$65.91	\$85.22	Bachelor's degree	None	Yes
27-3042	Technical Writers	1.0	45	\$24.11	\$26.24	\$30.61	\$37.49	\$42.01	Bachelor's degree	Short-term on-the-job training	Yes
47-2071	Paving, Surfacing, and Tamping Equipment Operators	1.0	45	\$23.05	\$24.52	\$28.96	\$30.06	\$31.09	High school diploma or equivalent	Moderate-term on-the-job training	Yes
51-8099	Plant and System Operators, All Other	1.0	45	\$25.35	\$25.36	\$28.05	\$33.44	\$36.10	High school diploma or equivalent	Moderate-term on-the-job training	Yes
29-1021	Dentists, General	1.1	45	\$40.32	\$59.44	\$84.13	\$100.96		Doctoral or professional degree	None	Yes
11-2033	Fundraising Managers	1.2	45	\$27.41	\$34.49	\$45.65	\$60.97	\$74.43	Bachelor's degree	None	Yes
29-1129	Therapists, All Other	1.5	45	\$19.85	\$20.42	\$25.77	\$31.81	\$33.60	Bachelor's degree	None	Yes
21-2011	Clergy	1.5	45	\$23.07	\$24.96	\$28.50	\$30.66	\$34.30	Bachelor's degree	Moderate-term on-the-job training	Yes
19-3033	Clinical and Counseling Psychologists	2.0	45	\$27.50	\$35.35	\$47.40	\$59.92	\$78.92	Doctoral or professional degree	Internship/residency	Yes
19-3034	School Psychologists	0.7	40	\$18.97	\$24.16	\$33.80	\$38.14	\$43.17	Master's degree	Internship/residency	Yes
13-2031	Budget Analysts	0.7	40	\$29.38	\$33.39	\$40.00	\$47.17	\$55.09	Bachelor's degree	None	Yes
19-4042	Environmental Science and Protection Technicians, Including Health	0.9	40	\$18.68	\$23.19	\$28.24	\$32.66	\$38.87	Associate's degree	None	Yes
11-3131	Training and Development Managers	1.0	40	\$33.94	\$40.09	\$51.18	\$61.08	\$86.54	Bachelor's degree	None	Yes
51-9193	Cooling and Freezing Equipment Operators and Tenders	1.0	40	\$19.42	\$20.35	\$23.50	\$38.50	\$38.50	High school diploma or equivalent	Moderate-term on-the-job training	Yes
21-1029	Social Workers, All Other	1.3	40	\$22.22	\$34.88	\$42.31	\$48.47	\$52.25	Bachelor's degree	None	Yes

2022-2032 STATE OF IOWA OCCUPATIONAL PROJECTIONS		High Demand Analysis		HIGH WAGE ANALYSIS					HIGH SKILL ANALYSIS		
Occupation <sup>(1)</sup>				Hourly Wage & Salary Distribution <sup>1</sup>					Education & Job Training <sup>2</sup>		
Standard Occupation Code	Occupational Group/Title	Annual Growth Rate (%)	Total Average Annual Openings	Hourly Wage 10th Percentile	Hourly Wage 25th Percentile	Hourly Wage 50th Percentile (Median)	Hourly Wage 75th Percentile	Hourly Wage 90th Percentile	Typical Education/Training Needed for Entry	Typical on-the-job Training Needed to Attain Competency in the Occupation	Meets H3 Definition
			All Occupations: 368								
00-0000	Total, All Occupations	0.6	217,835	\$13.63	\$17.34	\$22.90	\$31.92	\$47.08	-	-	
21-1013	Marriage and Family Therapists	2.2	40	\$20.25	\$23.78	\$29.54	\$34.15	\$81.54	Master's degree	Internship/residency	Yes
15-2041	Statisticians	3.5	40	\$20.35	\$23.67	\$41.42	\$57.42	\$73.03	Master's degree	None	Yes
15-1242	Database Administrators	0.9	35	\$27.34	\$36.09	\$46.96	\$60.57	\$74.08	Bachelor's degree	None	Yes
47-2132	Insulation Workers, Mechanical	1.0	35	\$17.07	\$23.45	\$24.26	\$28.93	\$32.61	High school diploma or equivalent	Apprenticeship	Yes
27-4011	Audio and Video Technicians	1.0	35	\$16.10	\$21.01	\$24.39	\$29.53	\$35.16	Postsecondary nondegree award	Short-term on-the-job training	Yes
11-2011	Advertising and Promotions Managers	1.2	35	\$37.10	\$41.42	\$47.82	\$60.82	\$76.24	Bachelor's degree	None	Yes
29-9099	Healthcare Practitioners and Technical Workers, All Other	1.2	35	\$14.28	\$14.92	\$17.63	\$44.61	\$51.37	Postsecondary nondegree award	None	Yes
49-3011	Aircraft Mechanics and Service Technicians	1.3	35	\$17.81	\$27.79	\$33.69	\$37.24	\$43.11	Postsecondary nondegree award	None	Yes
27-2032	Choreographers	1.4	35	\$13.35	\$19.75	\$28.86	\$33.04	\$38.77	High school diploma or equivalent	Long-term on-the-job training	Yes
47-2044	Tile and Stone Setters	1.4	35	\$19.91	\$21.74	\$25.00	\$32.97	\$36.88	No formal educational credential	Long-term on-the-job training	Yes
19-5012	Occupational Health and Safety Technicians	2.0	35	\$21.65	\$23.96	\$26.95	\$32.62	\$37.39	High school diploma or equivalent	Moderate-term on-the-job training	Yes
53-7121	Tank Car, Truck, and Ship Loaders	0.7	30	\$24.26	\$24.63	\$27.00	\$27.66	\$28.86	No formal educational credential	Short-term on-the-job training	Yes
25-4012	Curators	0.7	30	\$14.97	\$17.38	\$23.85	\$29.74	\$37.24	Master's degree	None	Yes
17-2199	Engineers, All Other	0.7	30	\$33.48	\$39.08	\$48.17	\$54.84	\$60.44	Bachelor's degree	None	Yes
21-2021	Directors, Religious Activities and Education	0.8	30	\$17.99	\$21.27	\$28.18	\$38.09	\$45.73	Bachelor's degree	None	Yes
29-2031	Cardiovascular Technologists and Technicians	0.9	30	\$18.54	\$22.10	\$33.10	\$39.58	\$47.18	Associate's degree	None	Yes
53-3099	Motor Vehicle Operators, All Other	1.5	30	\$20.02	\$20.83	\$24.52	\$28.00	\$29.00	No formal educational credential	Short-term on-the-job training	Yes
29-1041	Optometrists	1.8	30	\$37.02	\$40.76	\$57.69	\$76.46	\$85.83	Doctoral or professional degree	None	Yes
29-9021	Health Information Technologists and Medical Registrars	2.2	30	\$22.73	\$26.79	\$34.61	\$41.65	\$47.07	Associate's degree	None	Yes
19-3051	Urban and Regional Planners	0.9	25	\$25.35	\$29.63	\$36.45	\$41.52	\$48.83	Master's degree	None	Yes
47-2131	Insulation Workers, Floor, Ceiling, and Wall	1.0	25	\$17.97	\$19.49	\$23.54	\$31.97	\$34.93	No formal educational credential	Short-term on-the-job training	Yes
27-4031	Camera Operators, Television, Video, and Film	1.1	25	\$14.95	\$16.52	\$23.13	\$33.87	\$38.70	Bachelor's degree	None	Yes
17-2131	Materials Engineers	1.3	25	\$29.03	\$29.03	\$36.85	\$49.05	\$53.18	Bachelor's degree	None	Yes
17-2072	Electronics Engineers, Except Computer	1.4	25	\$33.40	\$36.55	\$43.71	\$51.39	\$63.64	Bachelor's degree	None	Yes
11-9171	Funeral Home Managers	0.8	20	\$28.87	\$34.87	\$37.28	\$43.72	\$63.11	Associate's degree	None	Yes
17-1022	Surveyors	0.9	20	\$30.28	\$31.91	\$36.89	\$44.72	\$50.36	Bachelor's degree	Internship/residency	Yes
47-5023	Earth Drillers, Except Oil and Gas	0.9	20	\$18.31	\$22.67	\$27.68	\$28.61	\$38.00	High school diploma or equivalent	Long-term on-the-job training	Yes
15-1243	Database Architects	0.9	20	\$39.93	\$50.98	\$63.16	\$69.09	\$79.34	Bachelor's degree	None	Yes
47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles	1.3	20	\$9.71	\$18.60	\$26.22	\$33.09	\$37.59	No formal educational credential	Moderate-term on-the-job training	Yes
29-1151	Nurse Anesthetists	1.6	20	\$98.38	\$104.83	\$110.56			Master's degree	None	Yes
49-9011	Mechanical Door Repairers	1.9	20	\$19.02	\$22.47	\$28.10	\$29.46	\$33.64	High school diploma or equivalent	Moderate-term on-the-job training	Yes
41-2011	Cashiers	-0.2	8,965	\$10.79	\$12.97	\$13.83	\$15.97	\$17.36	No formal educational credential	Short-term on-the-job training	No
11-9013	Farmers, Ranchers, and Other Agricultural Managers	-0.2	8,610	\$28.73	\$37.34	\$48.25	\$51.12	\$70.34	High school diploma or equivalent	None	No
35-3023	Fast Food and Counter Workers	0.2	8,515	\$10.56	\$11.33	\$13.66	\$14.86	\$16.95	No formal educational credential	Short-term on-the-job training	No
41-2031	Retail Salespersons	0.3	5,845	\$11.14	\$13.27	\$14.44	\$17.32	\$22.15	No formal educational credential	Short-term on-the-job training	No
31-1120	Home Health and Personal Care Aides	2.9	5,005	\$14.20	\$15.17	\$16.95	\$18.74	\$21.37	High school diploma or equivalent	Short-term on-the-job training	No
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	0.9	4,820	\$14.97	\$17.81	\$20.85	\$23.01	\$25.60	No formal educational credential	Short-term on-the-job training	No
53-7065	Stockers and Order Fillers	1.3	4,425	\$13.94	\$16.05	\$17.97	\$21.05	\$23.55	No formal educational credential	Short-term on-the-job training	No

2022-2032 STATE OF IOWA OCCUPATIONAL PROJECTIONS		High Demand Analysis		HIGH WAGE ANALYSIS					HIGH SKILL ANALYSIS		
Occupation <sup>(1)</sup>				Hourly Wage & Salary Distribution <sup>1</sup>					Education & Job Training <sup>2</sup>		
Standard Occupation Code	Occupational Group/Title	Annual Growth Rate (%)	Total Average Annual Openings	Hourly Wage 10th Percentile	Hourly Wage 25th Percentile	Hourly Wage 50th Percentile (Median)	Hourly Wage 75th Percentile	Hourly Wage 90th Percentile	Typical Education/Training Needed for Entry	Typical on-the-job Training Needed to Attain Competency in the Occupation	Meets H3 Definition
			All Occupations: 368								
00-0000	Total, All Occupations	0.6	217,835	\$13.63	\$17.34	\$22.90	\$31.92	\$47.08	-	-	
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	0.4	4,330	\$13.69	\$14.72	\$17.37	\$20.38	\$22.24	No formal educational credential	Short-term on-the-job training	No
43-4051	Customer Service Representatives	-0.3	3,920	\$14.87	\$17.41	\$21.63	\$24.61	\$30.15	High school diploma or equivalent	Short-term on-the-job training	No
35-3031	Waiters and Waitresses	-0.2	3,675	\$7.25	\$8.76	\$12.57	\$18.52	\$23.74	No formal educational credential	Short-term on-the-job training	No
31-1131	Nursing Assistants	1.0	3,560	\$16.86	\$17.66	\$18.57	\$21.49	\$23.13	Postsecondary nondegree award	None	No
43-9061	Office Clerks, General	-0.3	3,180	\$13.30	\$17.00	\$20.32	\$23.84	\$28.85	High school diploma or equivalent	Short-term on-the-job training	No
43-3031	Bookkeeping, Accounting, and Auditing Clerks	-0.3	2,550	\$15.43	\$19.00	\$22.67	\$26.70	\$30.86	Some college, no degree	Moderate-term on-the-job training	No
35-2014	Cooks, Restaurant	2.0	2,440	\$11.67	\$14.41	\$17.18	\$18.31	\$22.80	No formal educational credential	Moderate-term on-the-job training	No
39-9011	Childcare Workers	0.6	2,245	\$9.80	\$10.96	\$13.43	\$14.94	\$20.50	High school diploma or equivalent	Short-term on-the-job training	No
51-2090	Miscellaneous Assemblers and Fabricators	-0.1	1,865	\$15.22	\$18.30	\$22.21	\$23.68	\$27.60	High school diploma or equivalent	Moderate-term on-the-job training	No
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	-0.9	1,840	\$14.86	\$17.83	\$21.16	\$24.14	\$28.67	High school diploma or equivalent	Short-term on-the-job training	No
35-3011	Bartenders	0.5	1,725	\$8.38	\$9.79	\$10.82	\$13.99	\$20.46	No formal educational credential	Short-term on-the-job training	No
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	0.6	1,710	\$13.97	\$17.00	\$18.42	\$22.68	\$28.85	High school diploma or equivalent	None	No
37-2012	Maids and Housekeeping Cleaners	1.0	1,670	\$12.68	\$13.85	\$14.95	\$17.15	\$18.01	No formal educational credential	Short-term on-the-job training	No
35-2012	Cooks, Institution and Cafeteria	0.8	1,480	\$12.09	\$14.27	\$16.61	\$17.71	\$19.43	No formal educational credential	Short-term on-the-job training	No
37-3011	Landscaping and Groundskeeping Workers	0.6	1,430	\$13.14	\$15.07	\$18.01	\$21.38	\$24.52	No formal educational credential	Short-term on-the-job training	No
41-1011	First-Line Supervisors of Retail Sales Workers	-0.1	1,395	\$14.22	\$17.78	\$21.82	\$27.64	\$35.15	High school diploma or equivalent	None	No
25-3031	Substitute Teachers, Short-Term	1.0	1,315	\$13.72	\$16.86	\$17.72	\$18.68	\$23.44	Bachelor's degree	None	No
53-3033	Light Truck Drivers	1.0	1,310	\$13.61	\$17.14	\$21.11	\$23.51	\$42.23	High school diploma or equivalent	Short-term on-the-job training	No
51-1011	First-Line Supervisors of Production and Operating Workers	0.7	1,190	\$22.70	\$28.31	\$34.20	\$39.13	\$46.23	High school diploma or equivalent	None	No
53-7051	Industrial Truck and Tractor Operators	0.7	1,145	\$18.23	\$19.45	\$22.57	\$24.83	\$28.02	No formal educational credential	Short-term on-the-job training	No
39-3091	Amusement and Recreation Attendants	0.6	1,120	\$10.00	\$10.77	\$12.29	\$13.98	\$16.13	No formal educational credential	Short-term on-the-job training	No
43-1011	First-Line Supervisors of Office and Administrative Support Workers	-0.2	1,055	\$19.26	\$23.49	\$29.79	\$37.10	\$44.33	High school diploma or equivalent	None	No
53-7064	Packers and Packagers, Hand	0.5	1,035	\$13.98	\$14.54	\$17.14	\$18.79	\$21.71	No formal educational credential	Short-term on-the-job training	No
35-2021	Food Preparation Workers	-0.6	995	\$10.24	\$12.91	\$14.35	\$15.67	\$18.22	No formal educational credential	Short-term on-the-job training	No
39-9032	Recreation Workers	0.9	990	\$10.91	\$13.25	\$14.64	\$18.11	\$22.07	High school diploma or equivalent	Short-term on-the-job training	No
43-6013	Medical Secretaries and Administrative Assistants	1.4	940	\$15.45	\$17.66	\$18.87	\$22.11	\$24.27	High school diploma or equivalent	Moderate-term on-the-job training	No
39-5012	Hairdressers, Hairstylists, and Cosmetologists	1.2	935	\$11.22	\$13.50	\$18.19	\$23.84	\$32.46	Postsecondary nondegree award	None	No
53-3051	Bus Drivers, School	0.9	910	\$10.40	\$18.80	\$21.82	\$25.31	\$31.17	High school diploma or equivalent	Short-term on-the-job training	No
33-9032	Security Guards	0.1	860	\$14.81	\$16.70	\$17.97	\$21.27	\$23.90	High school diploma or equivalent	Short-term on-the-job training	No
45-2099	Agricultural Workers, All Other	-0.1	845	\$19.20	\$19.23	\$19.23	\$20.92	\$29.01	No formal educational credential	Short-term on-the-job training	No
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	0.1	845	\$9.89	\$11.27	\$13.67	\$16.06	\$21.51	No formal educational credential	Short-term on-the-job training	No
43-4171	Receptionists and Information Clerks	0.1	820	\$12.48	\$14.48	\$17.18	\$19.81	\$22.37	High school diploma or equivalent	Short-term on-the-job training	No
31-9092	Medical Assistants	2.2	820	\$17.40	\$18.44	\$21.00	\$22.78	\$24.50	Postsecondary nondegree award	None	No
53-3031	Driver/Sales Workers	1.0	790	\$10.45	\$12.96	\$18.80	\$23.48	\$30.55	High school diploma or equivalent	Short-term on-the-job training	No
51-9111	Packaging and Filling Machine Operators and Tenders	0.7	760	\$17.26	\$18.58	\$21.11	\$23.60	\$30.94	High school diploma or equivalent	Moderate-term on-the-job training	No
35-2011	Cooks, Fast Food	-1.2	755	\$10.41	\$11.52	\$13.83	\$16.88	\$17.67	No formal educational credential	Short-term on-the-job training	No

2022-2032 STATE OF IOWA OCCUPATIONAL PROJECTIONS		High Demand Analysis		HIGH WAGE ANALYSIS					HIGH SKILL ANALYSIS		
Occupation <sup>(3)</sup>				Hourly Wage & Salary Distribution <sup>1</sup>					Education & Job Training <sup>2</sup>		
Standard Occupation Code	Occupational Group/Title	Annual Growth Rate (%)	Total Average Annual Openings	Hourly Wage 10th Percentile	Hourly Wage 25th Percentile	Hourly Wage 50th Percentile (Median)	Hourly Wage 75th Percentile	Hourly Wage 90th Percentile	Typical Education/Training Needed for Entry	Typical on-the-job Training Needed to Attain Competency in the Occupation	Meets H3 Definition
			All Occupations: 368								
00-0000	Total, All Occupations	0.6	217,835	\$13.63	\$17.34	\$22.90	\$31.92	\$47.08	-	-	
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	1.1	740	\$25.11	\$30.09	\$37.42	\$44.82	\$50.04	High school diploma or equivalent	None	No
51-3023	Slaughterers and Meat Packers	-0.1	735	\$18.20	\$19.18	\$21.35	\$22.95	\$23.39	No formal educational credential	Short-term on-the-job training	No
53-1047	First-Line Supervisors of Transportation & Material Moving Workers, Exc Aircraft Cargo Handling Supervisor	0.9	735	\$18.91	\$23.15	\$28.05	\$35.00	\$40.99	High school diploma or equivalent	None	No
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	0.3	730	\$18.43	\$19.89	\$20.46	\$21.41	\$22.87	No formal educational credential	Short-term on-the-job training	No
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	-0.5	710	\$13.99	\$14.61	\$16.70	\$22.54	\$24.92	No formal educational credential	Short-term on-the-job training	No
39-2021	Animal Caretakers	1.4	700	\$10.47	\$10.87	\$14.21	\$16.59	\$21.49	High school diploma or equivalent	Short-term on-the-job training	No
39-9031	Exercise Trainers and Group Fitness Instructors	1.5	690	\$10.69	\$12.95	\$17.37	\$20.87	\$23.36	High school diploma or equivalent	Short-term on-the-job training	No
25-2011	Preschool Teachers, Except Special Education	1.2	680	\$12.61	\$13.45	\$14.32	\$17.34	\$23.44	Associate's degree	None	No
43-5071	Shipping, Receiving, and Inventory Clerks	-0.3	670	\$16.64	\$18.81	\$22.51	\$24.92	\$29.56	High school diploma or equivalent	Short-term on-the-job training	No
51-9199	Production Workers, All Other	0.5	655	\$14.98	\$18.13	\$22.30	\$23.41	\$27.98	High school diploma or equivalent	Moderate-term on-the-job training	No
53-7061	Cleaners of Vehicles and Equipment	1.0	655	\$12.93	\$13.75	\$15.00	\$18.36	\$22.34	No formal educational credential	Short-term on-the-job training	No
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	1.0	655	\$10.00	\$10.98	\$12.24	\$13.92	\$14.96	No formal educational credential	Short-term on-the-job training	No
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	1.1	645	\$8.44	\$9.93	\$12.84	\$14.64	\$17.23	No formal educational credential	Short-term on-the-job training	No
35-3041	Food Servers, Nonrestaurant	1.2	610	\$12.60	\$13.43	\$14.07	\$16.48	\$17.44	No formal educational credential	Short-term on-the-job training	No
41-2022	Parts Salespersons	0.5	595	\$13.86	\$17.18	\$21.86	\$25.00	\$29.28	No formal educational credential	Moderate-term on-the-job training	No
21-1093	Social and Human Service Assistants	1.7	595	\$14.52	\$17.07	\$19.38	\$22.56	\$28.27	High school diploma or equivalent	Short-term on-the-job training	No
41-9099	Sales and Related Workers, All Other	0.4	590	\$14.46	\$16.64	\$19.45	\$28.05	\$33.23	High school diploma or equivalent	None	No
41-2021	Counter and Rental Clerks	0.6	575	\$11.60	\$14.35	\$17.33	\$21.92	\$28.36	No formal educational credential	Short-term on-the-job training	No
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	0.6	570	\$23.64	\$30.11	\$37.37	\$46.24	\$53.38	High school diploma or equivalent	None	No
43-4081	Hotel, Motel, and Resort Desk Clerks	1.1	545	\$11.74	\$13.82	\$14.54	\$16.53	\$17.53	High school diploma or equivalent	Short-term on-the-job training	No
35-9021	Dishwashers	-0.1	540	\$8.70	\$10.26	\$12.94	\$15.26	\$17.46	No formal educational credential	Short-term on-the-job training	No
43-3071	Tellers	-1.1	535	\$16.29	\$17.41	\$18.22	\$21.16	\$22.59	High school diploma or equivalent	Short-term on-the-job training	No
43-6011	Executive Secretaries and Executive Administrative Assistants	-1.7	530	\$21.04	\$24.04	\$28.58	\$33.32	\$39.82	High school diploma or equivalent	None	No
29-2052	Pharmacy Technicians	1.2	505	\$16.77	\$17.91	\$19.90	\$22.71	\$25.26	High school diploma or equivalent	Moderate-term on-the-job training	No
51-9198	Helpers--Production Workers	-0.5	480	\$16.97	\$19.59	\$22.12	\$23.56	\$24.47	High school diploma or equivalent	Short-term on-the-job training	No
43-3021	Billing and Posting Clerks	0.5	455	\$17.98	\$19.50	\$21.85	\$24.35	\$29.28	High school diploma or equivalent	Moderate-term on-the-job training	No
25-9099	Educational Instruction and Library Workers, All Other	0.8	445	\$12.49	\$14.54	\$22.50	\$25.00	\$29.11	Bachelor's degree	None	No
51-3021	Butchers and Meat Cutters	0.5	425	\$14.35	\$14.94	\$17.60	\$19.32	\$21.10	No formal educational credential	Long-term on-the-job training	No
41-1012	First-Line Supervisors of Non-Retail Sales Workers	0.1	405	\$21.91	\$29.54	\$40.15	\$51.77	\$75.78	High school diploma or equivalent	None	No
51-3011	Bakers	0.8	370	\$10.18	\$13.90	\$17.53	\$19.40	\$23.22	No formal educational credential	Moderate-term on-the-job training	No
53-3053	Shuttle Drivers and Chauffeurs	1.5	370	\$10.90	\$13.03	\$14.85	\$17.97	\$20.98	No formal educational credential	Short-term on-the-job training	No
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	0.6	355	\$18.97	\$21.07	\$22.34	\$26.60	\$31.56	High school diploma or equivalent	Moderate-term on-the-job training	No

2022-2032 STATE OF IOWA OCCUPATIONAL PROJECTIONS		High Demand Analysis		HIGH WAGE ANALYSIS					HIGH SKILL ANALYSIS		
Occupation <sup>(3)</sup>				Hourly Wage & Salary Distribution <sup>1</sup>					Education & Job Training <sup>2</sup>		
Standard Occupation Code	Occupational Group/Title	Annual Growth Rate (%)	Total Average Annual Openings All Occupations: 368	Hourly Wage 10th Percentile	Hourly Wage 25th Percentile	Hourly Wage 50th Percentile (Median)	Hourly Wage 75th Percentile	Hourly Wage 90th Percentile	Typical Education/Training Needed for Entry	Typical on-the-job Training Needed to Attain Competency in the Occupation	Meets H3 Definition
00-0000	Total, All Occupations	0.6	217,835	\$13.63	\$17.34	\$22.90	\$31.92	\$47.08	-	-	
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	0.9	355	\$17.03	\$18.16	\$21.75	\$26.19	\$31.50	High school diploma or equivalent	None	No
43-9041	Insurance Claims and Policy Processing Clerks	-0.3	330	\$17.25	\$18.77	\$22.48	\$24.41	\$28.94	High school diploma or equivalent	Moderate-term on-the-job training	No
47-4090	Miscellaneous Construction and Related Workers Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	0.9	330	\$19.07	\$19.31	\$21.92	\$23.57	\$29.79	High school diploma or equivalent	Moderate-term on-the-job training	No
51-9124	Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	0.6	325	\$17.61	\$19.63	\$22.85	\$26.64	\$30.25	High school diploma or equivalent	Moderate-term on-the-job training	No
51-2028	Library Assistants, Clerical	0.8	325	\$17.37	\$19.04	\$21.34	\$23.18	\$28.46	High school diploma or equivalent	Moderate-term on-the-job training	No
43-4121	Loan Interviewers and Clerks	-0.2	315	\$10.52	\$11.64	\$13.80	\$17.26	\$20.65	High school diploma or equivalent	Short-term on-the-job training	No
43-4131	Cooks, Short Order	0.3	315	\$18.45	\$20.53	\$23.26	\$28.20	\$31.49	High school diploma or equivalent	Short-term on-the-job training	No
35-2015	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	-0.7	310	\$11.99	\$13.87	\$15.16	\$17.29	\$19.00	No formal educational credential	Short-term on-the-job training	No
45-2092	Personal Care and Service Workers, All Other	-0.5	305	\$11.53	\$14.15	\$16.32	\$20.77	\$22.12	No formal educational credential	Short-term on-the-job training	No
39-9099	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	1.0	295	\$9.96	\$10.29	\$13.36	\$17.32	\$19.89	High school diploma or equivalent	Short-term on-the-job training	No
41-4011	Postal Service Mail Carriers	0.5	285	\$28.08	\$35.97	\$49.39	\$64.35	\$83.78	Bachelor's degree	Moderate-term on-the-job training	No
43-5052	Computer Numerically Controlled Tool Operators	-0.1	275	\$20.38	\$22.13	\$27.80	\$36.20	\$37.47	No formal educational credential	Short-term on-the-job training	No
51-9161	Laundry and Dry-Cleaning Workers	-0.3	270	\$19.51	\$22.68	\$24.16	\$28.75	\$31.25	High school diploma or equivalent	Moderate-term on-the-job training	No
51-6011	Food Service Managers	0.4	270	\$13.02	\$14.04	\$15.51	\$17.18	\$18.46	No formal educational credential	Short-term on-the-job training	No
11-9051	Correctional Officers and Jailers	0.4	270	\$22.53	\$24.79	\$31.54	\$40.19	\$48.75	High school diploma or equivalent	Short-term on-the-job training	No
33-3012	Cement Masons and Concrete Finishers	-0.5	265	\$21.41	\$23.05	\$24.72	\$29.47	\$31.73	High school diploma or equivalent	Moderate-term on-the-job training	No
47-2051	Self-Enrichment Teachers	0.3	265	\$18.50	\$21.85	\$26.27	\$30.22	\$34.85	No formal educational credential	Moderate-term on-the-job training	No
25-3021	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	0.7	265	\$10.61	\$13.72	\$18.07	\$23.36	\$31.31	High school diploma or equivalent	None	No
51-4072	Chief Executives	0.3	255	\$16.23	\$18.07	\$21.81	\$24.57	\$28.26	High school diploma or equivalent	Moderate-term on-the-job training	No
11-1011	Graphic Designers	-0.7	240	\$30.70	\$46.45	\$85.83			Bachelor's degree	None	No
27-1024	Printing Press Operators	0.6	235	\$16.42	\$19.34	\$22.86	\$29.41	\$34.96	Bachelor's degree	None	No
51-5112	Veterinary Assistants and Laboratory Animal Caretakers	-0.3	230	\$14.40	\$17.11	\$19.07	\$22.90	\$27.40	High school diploma or equivalent	Moderate-term on-the-job training	No
31-9096	Claims Adjusters, Examiners, and Investigators	2.1	230	\$13.91	\$14.19	\$15.00	\$18.12	\$21.79	High school diploma or equivalent	Short-term on-the-job training	No
13-1031	Agricultural Technicians	-0.2	225	\$23.40	\$28.34	\$33.05	\$39.19	\$47.49	High school diploma or equivalent	Long-term on-the-job training	No
19-4012	Ushers, Lobby Attendants, and Ticket Takers	0.2	220	\$13.90	\$14.21	\$18.91	\$24.01	\$28.48	Associate's degree	Moderate-term on-the-job training	No
39-3031	Gambling Dealers	0.8	220	\$8.78	\$9.92	\$11.11	\$13.08	\$15.55	No formal educational credential	Short-term on-the-job training	No
39-3011	Library Technicians	1.2	220	\$8.11	\$9.26	\$11.01	\$22.48	\$28.79	High school diploma or equivalent	Short-term on-the-job training	No
25-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	-0.2	215	\$11.06	\$13.18	\$17.87	\$23.90	\$29.68	Postsecondary nondegree award	None	No
51-4031	Medical Transcriptionists	-0.4	210	\$18.18	\$20.64	\$23.00	\$24.60	\$26.76	High school diploma or equivalent	Moderate-term on-the-job training	No
31-9094		-0.3	210	\$17.84	\$18.99	\$20.78	\$22.49	\$24.70	Postsecondary nondegree award	None	No

2022-2032 STATE OF IOWA OCCUPATIONAL PROJECTIONS		High Demand Analysis		HIGH WAGE ANALYSIS					HIGH SKILL ANALYSIS		
Occupation <sup>(3)</sup>				Hourly Wage & Salary Distribution <sup>1</sup>					Education & Job Training <sup>2</sup>		
Standard Occupation Code	Occupational Group/Title	Annual Growth Rate (%)	Total Average Annual Openings All Occupations: 368	Hourly Wage 10th Percentile	Hourly Wage 25th Percentile	Hourly Wage 50th Percentile (Median)	Hourly Wage 75th Percentile	Hourly Wage 90th Percentile	Typical Education/Training Needed for Entry	Typical on-the-job Training Needed to Attain Competency in the Occupation	Meets H3 Definition
00-0000	Total, All Occupations	0.6	217,835	\$13.63	\$17.34	\$22.90	\$31.92	\$47.08	-	-	
15-1244	Network and Computer Systems Administrators	0.4	210	\$27.46	\$33.24	\$39.52	\$48.53	\$58.98	Bachelor's degree	None	No
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	0.5	210	\$17.64	\$22.79	\$24.94	\$28.41	\$36.78	High school diploma or equivalent	None	No
43-3011	Bill and Account Collectors	-0.8	205	\$14.64	\$17.67	\$19.30	\$24.16	\$30.65	High school diploma or equivalent	Moderate-term on-the-job training	No
13-1051	Cost Estimators	0.3	205	\$24.00	\$28.92	\$36.68	\$43.71	\$53.05	Bachelor's degree	Moderate-term on-the-job training	No
13-1075	Labor Relations Specialists	0.2	200	\$24.38	\$30.98	\$37.62	\$44.24	\$63.09	Bachelor's degree	None	No
49-3021	Automotive Body and Related Repairers	0.4	200	\$18.21	\$20.60	\$24.12	\$30.39	\$36.89	High school diploma or equivalent	Long-term on-the-job training	No
43-5032	Dispatchers, Except Police, Fire, and Ambulance	0.6	200	\$16.71	\$19.97	\$24.51	\$30.71	\$38.05	High school diploma or equivalent	Moderate-term on-the-job training	No
29-2099	Health Technologists and Technicians, All Other	1.3	200	\$18.09	\$18.96	\$22.12	\$28.25	\$35.22	Postsecondary nondegree award	None	No
51-8031	Water and Wastewater Treatment Plant and System Operators	-0.3	195	\$21.94	\$23.32	\$28.56	\$31.41	\$35.56	High school diploma or equivalent	Long-term on-the-job training	No
27-1026	Merchandise Displayers and Window Trimmers	0.7	195	\$13.62	\$15.92	\$17.70	\$21.29	\$23.39	High school diploma or equivalent	Short-term on-the-job training	No
53-3052	Bus Drivers, Transit and Intercity	1.2	195	\$15.01	\$17.34	\$19.28	\$23.41	\$28.61	High school diploma or equivalent	Moderate-term on-the-job training	No
41-9091	Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	-1.5	190	\$21.62	\$23.20	\$24.02	\$24.02	\$24.02	No formal educational credential	Short-term on-the-job training	No
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	-0.4	190	\$11.07	\$14.53	\$17.78	\$20.14	\$23.39	High school diploma or equivalent	Short-term on-the-job training	No
11-3071	Transportation, Storage, and Distribution Managers	1.0	185	\$28.34	\$37.94	\$45.97	\$59.54	\$75.10	High school diploma or equivalent	None	No
41-9041	Telemarketers	-1.9	180	\$12.91	\$13.45	\$13.97	\$17.65	\$18.09	No formal educational credential	Short-term on-the-job training	No
35-9099	Food Preparation and Serving Related Workers, All Other	0.4	180	\$12.00	\$14.23	\$16.05	\$17.11	\$19.08	No formal educational credential	Short-term on-the-job training	No
53-7063	Machine Feeders and Offbearers	0.2	175	\$16.24	\$18.80	\$20.81	\$22.26	\$26.86	No formal educational credential	Short-term on-the-job training	No
35-1011	Chefs and Head Cooks	0.7	175	\$14.40	\$17.08	\$21.00	\$28.30	\$34.35	High school diploma or equivalent	None	No
51-7011	Cabinetmakers and Bench Carpenters	0.8	175	\$17.97	\$19.28	\$22.42	\$24.29	\$28.56	High school diploma or equivalent	Moderate-term on-the-job training	No
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	-0.3	170	\$20.33	\$22.89	\$25.05	\$27.63	\$29.28	High school diploma or equivalent	Moderate-term on-the-job training	No
21-1015	Rehabilitation Counselors	0.7	170	\$15.85	\$16.68	\$18.33	\$22.49	\$28.75	Master's degree	None	No
39-1022	First-line Supervisors of Personal Service Workers	1.0	165	\$14.60	\$16.69	\$17.72	\$21.67	\$25.66	High school diploma or equivalent	None	No
27-4021	Photographers	1.0	165	\$7.25	\$10.05	\$17.49	\$20.89	\$35.58	High school diploma or equivalent	Moderate-term on-the-job training	No
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	0.0	160	\$21.17	\$23.65	\$28.91	\$36.61	\$46.25	High school diploma or equivalent	None	No
49-9051	Electrical Power-Line Installers and Repairers	0.4	160	\$27.29	\$37.19	\$46.08	\$49.00	\$51.69	High school diploma or equivalent	Long-term on-the-job training	No
41-9011	Demonstrators and Product Promoters	0.5	160	\$12.55	\$13.95	\$17.00	\$18.19	\$29.16	No formal educational credential	Short-term on-the-job training	No
41-9022	Real Estate Sales Agents	0.9	160	\$10.46	\$11.63	\$17.51	\$29.31	\$37.49	High school diploma or equivalent	Moderate-term on-the-job training	No
47-2211	Sheet Metal Workers	0.6	155	\$19.61	\$22.86	\$29.62	\$36.79	\$41.56	High school diploma or equivalent	Apprenticeship	No
47-2181	Roofers	0.9	155	\$17.88	\$21.11	\$22.65	\$29.49	\$33.23	No formal educational credential	Moderate-term on-the-job training	No
43-4111	Interviewers, Except Eligibility and Loan	-0.9	150	\$16.90	\$17.87	\$18.44	\$19.19	\$21.74	High school diploma or equivalent	Short-term on-the-job training	No
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	-0.3	150	\$18.35	\$20.86	\$25.15	\$29.05	\$31.52	High school diploma or equivalent	Moderate-term on-the-job training	No

2022-2032 STATE OF IOWA OCCUPATIONAL PROJECTIONS		High Demand Analysis		HIGH WAGE ANALYSIS					HIGH SKILL ANALYSIS		
Occupation <sup>(3)</sup>				Hourly Wage & Salary Distribution <sup>1</sup>					Education & Job Training <sup>2</sup>		
Standard Occupation Code	Occupational Group/Title	Annual Growth Rate (%)	Total Average Annual Openings All Occupations: 368	Hourly Wage 10th Percentile	Hourly Wage 25th Percentile	Hourly Wage 50th Percentile (Median)	Hourly Wage 75th Percentile	Hourly Wage 90th Percentile	Typical Education/Training Needed for Entry	Typical on-the-job Training Needed to Attain Competency in the Occupation	Meets H3 Definition
00-0000	Total, All Occupations	0.6	217,835	\$13.63	\$17.34	\$22.90	\$31.92	\$47.08	-	-	
43-3099	Financial Clerks, All Other	0.5	150	\$17.91	\$22.38	\$23.62	\$25.40	\$29.15	High school diploma or equivalent	Short-term on-the-job training	No
39-1014	First-line Supervisors of Entertainment And Recreation Workers, Except Gambling Services	1.0	150	\$13.70	\$15.91	\$19.75	\$23.29	\$31.05	High school diploma or equivalent	None	No
39-1013	First-Line Supervisors of Gambling Services Workers	1.7	150	\$19.77	\$23.24	\$24.28	\$27.88	\$29.33	High school diploma or equivalent	None	No
13-2053	Insurance Underwriters	-0.2	145	\$23.75	\$29.76	\$37.34	\$47.75	\$79.97	Bachelor's degree	Moderate-term on-the-job training	No
39-9041	Residential Advisors	1.5	145	\$13.54	\$16.21	\$17.91	\$22.11	\$23.73	High school diploma or equivalent	Short-term on-the-job training	No
15-1251	Computer Programmers	-0.7	140	\$26.41	\$33.69	\$40.68	\$48.61	\$61.63	Bachelor's degree	None	No
51-3099	Food Processing Workers, All Other	0.6	140	\$18.69	\$19.50	\$19.51	\$20.24	\$22.01	No formal educational credential	Moderate-term on-the-job training	No
43-6012	Legal Secretaries and Administrative Assistants	-1.7	135	\$15.14	\$16.64	\$17.64	\$23.28	\$28.16	High school diploma or equivalent	Moderate-term on-the-job training	No
43-4199	Information and Record Clerks, All Other	0.5	135	\$17.40	\$18.00	\$21.96	\$26.11	\$29.79	High school diploma or equivalent	Short-term on-the-job training	No
17-3011	Architectural and Civil Drafters	0.6	135	\$22.09	\$25.76	\$30.60	\$36.28	\$43.29	Associate's degree	None	No
49-3093	Tire Repairers and Changers	0.7	135	\$15.27	\$16.93	\$18.33	\$21.54	\$23.62	High school diploma or equivalent	Short-term on-the-job training	No
29-2056	Veterinary Technologists and Technicians	2.4	135	\$16.71	\$18.04	\$20.09	\$23.46	\$29.53	Associate's degree	None	No
43-9021	Data Entry Keyers	-2.3	130	\$14.82	\$17.60	\$19.75	\$22.71	\$26.24	High school diploma or equivalent	Short-term on-the-job training	No
41-3011	Advertising Sales Agents	-0.7	130	\$13.71	\$20.15	\$27.65	\$36.37	\$41.47	High school diploma or equivalent	Moderate-term on-the-job training	No
49-9099	Installation, Maintenance, and Repair Workers, All Other	0.6	130	\$17.00	\$19.23	\$22.48	\$26.97	\$31.75	High school diploma or equivalent	Moderate-term on-the-job training	No
19-1013	Soil and Plant Scientists	0.6	130	\$23.10	\$29.43	\$34.83	\$50.22	\$64.98	Bachelor's degree	None	No
51-4199	Metal Workers and Plastic Workers, All Other	-0.6	125	\$18.93	\$19.71	\$21.99	\$29.62	\$29.62	High school diploma or equivalent	Moderate-term on-the-job training	No
47-4011	Construction and Building Inspectors	0.2	125	\$21.56	\$27.15	\$30.50	\$36.89	\$42.18	High school diploma or equivalent	Moderate-term on-the-job training	No
25-1194	Career/Technical Education Teachers, Postsecondary	0.5	125	\$21.33	\$24.34	\$29.17	\$38.34	\$45.94	Bachelor's degree	None	No
31-9097	Phlebotomists	1.3	125	\$16.52	\$17.57	\$18.29	\$20.21	\$23.49	Postsecondary nondegree award	None	No
21-1099	Community and Social Service Specialists, All Other	1.3	120	\$12.02	\$14.00	\$21.41	\$23.85	\$27.72	Bachelor's degree	None	No
51-9196	Paper Goods Machine Setters, Operators, and Tenders	-0.4	115	\$16.90	\$17.97	\$23.54	\$31.38	\$38.91	High school diploma or equivalent	Moderate-term on-the-job training	No
51-3093	Food Cooking Machine Operators and Tenders	0.2	115	\$20.11	\$21.27	\$22.07	\$22.80	\$24.02	High school diploma or equivalent	Moderate-term on-the-job training	No
37-3013	Tree Trimmers and Pruners	0.3	115	\$9.74	\$13.28	\$19.87	\$22.25	\$25.84	High school diploma or equivalent	Short-term on-the-job training	No
31-9099	Healthcare Support Workers, All Other	0.5	115	\$14.75	\$17.92	\$20.56	\$25.14	\$28.49	High school diploma or equivalent	None	No
51-2031	Engine and Other Machine Assemblers	-0.7	110	\$19.68	\$19.68	\$21.55	\$27.46	\$30.75	High school diploma or equivalent	Moderate-term on-the-job training	No
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	-0.6	110	\$22.11	\$24.54	\$28.63	\$35.08	\$35.65	No formal educational credential	Short-term on-the-job training	No
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	0.2	110	\$17.41	\$17.45	\$18.50	\$21.78	\$23.09	High school diploma or equivalent	Moderate-term on-the-job training	No
53-7011	Conveyor Operators and Tenders	0.6	110	\$18.14	\$21.35	\$22.94	\$28.57	\$29.59	No formal educational credential	Short-term on-the-job training	No
25-3041	Tutors	0.9	110	\$10.50	\$14.19	\$16.80	\$20.00	\$21.12	Some college, no degree	None	No
39-7010	Tour and Travel Guides	1.1	110	\$9.69	\$10.15	\$14.00	\$17.53	\$23.17	High school diploma or equivalent	Moderate-term on-the-job training	No
29-2081	Opticians, Dispensing	1.2	110	\$17.37	\$18.04	\$20.10	\$22.41	\$24.15	High school diploma or equivalent	Long-term on-the-job training	No
33-9099	Protective Service Workers, All Other	1.3	110	\$15.50	\$17.40	\$19.91	\$24.27	\$29.15	High school diploma or equivalent	Short-term on-the-job training	No
43-4141	New Accounts Clerks	-1.1	105	\$17.32	\$18.59	\$21.50	\$22.75	\$26.87	High school diploma or equivalent	Moderate-term on-the-job training	No
45-2011	Agricultural Inspectors	0.1	105	\$20.60	\$23.44	\$25.92	\$30.37	\$36.94	Bachelor's degree	Moderate-term on-the-job training	No

2022-2032 STATE OF IOWA OCCUPATIONAL PROJECTIONS		High Demand Analysis		HIGH WAGE ANALYSIS					HIGH SKILL ANALYSIS		
Occupation <sup>(1)</sup>				Hourly Wage & Salary Distribution <sup>1</sup>					Education & Job Training <sup>2</sup>		
Standard Occupation Code	Occupational Group/Title	Annual Growth Rate (%)	Total Average Annual Openings All Occupations: 368	Hourly Wage 10th Percentile	Hourly Wage 25th Percentile	Hourly Wage 50th Percentile (Median)	Hourly Wage 75th Percentile	Hourly Wage 90th Percentile	Typical Education/Training Needed for Entry	Typical on-the-job Training Needed to Attain Competency in the Occupation	Meets H3 Definition
00-0000	Total, All Occupations	0.6	217,835	\$13.63	\$17.34	\$22.90	\$31.92	\$47.08	-	-	
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	0.2	105	\$19.19	\$23.38	\$24.16	\$28.04	\$30.41	High school diploma or equivalent	Moderate-term on-the-job training	No
51-9011	Chemical Equipment Operators and Tenders	0.3	105	\$22.29	\$23.20	\$26.46	\$31.44	\$38.20	High school diploma or equivalent	Moderate-term on-the-job training	No
39-3093	Locker Room, Coatroom, and Dressing Room Attendants	1.0	105	\$10.27	\$10.46	\$10.96	\$12.41	\$12.62	High school diploma or equivalent	Short-term on-the-job training	No
11-9081	Lodging Managers	1.6	105	\$21.81	\$24.53	\$26.68	\$35.86	\$37.87	High school diploma or equivalent	None	No
43-4151	Order Clerks	-1.2	100	\$16.34	\$17.52	\$20.09	\$23.97	\$25.53	Some college, no degree	Short-term on-the-job training	No
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	-0.1	100	\$20.88	\$23.40	\$28.95	\$29.44	\$30.12	High school diploma or equivalent	Moderate-term on-the-job training	No
17-3023	Electrical and Electronics Engineering Technologists and Technicians	0.3	100	\$18.41	\$25.04	\$35.64	\$40.64	\$52.36	Associate's degree	None	No
43-4061	Eligibility Interviewers, Government Programs	0.4	100	\$20.83	\$23.14	\$28.99	\$31.92	\$35.55	High school diploma or equivalent	Moderate-term on-the-job training	No
17-3022	Civil Engineering Technologists and Technicians	0.4	100	\$21.58	\$25.31	\$31.34	\$38.63	\$42.27	Associate's degree	None	No
13-2082	Tax Preparers	0.5	100	\$16.10	\$23.38	\$27.61	\$37.96	\$47.01	High school diploma or equivalent	Moderate-term on-the-job training	No
33-9091	Crossing Guards and Flaggers	0.6	100	\$13.42	\$16.61	\$18.93	\$20.64	\$40.76	No formal educational credential	Short-term on-the-job training	No
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	-0.2	95	\$16.89	\$17.90	\$22.27	\$26.00	\$29.28	Associate's degree	None	No
51-4111	Tool and Die Makers	-0.2	95	\$23.90	\$27.13	\$29.73	\$32.43	\$36.74	Postsecondary nondegree award	Long-term on-the-job training	No
49-2011	Computer, Automated Teller, and Office Machine Repairers	-0.1	95	\$17.06	\$18.29	\$23.84	\$28.87	\$31.01	Some college, no degree	Short-term on-the-job training	No
51-6031	Sewing Machine Operators	-0.1	95	\$13.52	\$14.68	\$17.69	\$20.82	\$24.49	No formal educational credential	Short-term on-the-job training	No
23-2099	Legal Support Workers, All Other	0.2	95	\$18.05	\$18.41	\$20.74	\$28.65	\$31.70	Associate's degree	None	No
39-2011	Animal Trainers	1.4	95	\$14.93	\$16.12	\$21.72	\$22.53	\$26.52	High school diploma or equivalent	Moderate-term on-the-job training	No
27-1023	Floral Designers	-1.4	90	\$10.76	\$13.35	\$13.96	\$16.99	\$18.68	High school diploma or equivalent	Moderate-term on-the-job training	No
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	-0.4	90	\$18.80	\$20.22	\$21.78	\$23.77	\$30.07	High school diploma or equivalent	Short-term on-the-job training	No
43-5051	Postal Service Clerks	-0.1	90	\$20.48	\$20.48	\$28.34	\$32.50	\$35.60	No formal educational credential	Short-term on-the-job training	No
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	0.1	90	\$18.16	\$18.98	\$21.59	\$23.25	\$32.89	High school diploma or equivalent	Moderate-term on-the-job training	No
39-4021	Funeral Attendants	0.3	90	\$16.54	\$17.20	\$18.40	\$20.94	\$22.15	High school diploma or equivalent	Short-term on-the-job training	No
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	0.4	90	\$18.57	\$20.71	\$22.40	\$23.65	\$29.92	High school diploma or equivalent	Moderate-term on-the-job training	No
43-5021	Couriers and Messengers	0.5	90	\$14.40	\$16.65	\$18.14	\$19.18	\$19.61	High school diploma or equivalent	Short-term on-the-job training	No
15-1241	Computer Network Architects	0.5	90	\$29.53	\$38.34	\$51.47	\$63.58	\$78.29	Bachelor's degree	None	No
53-6021	Parking Attendants	0.7	90	\$10.33	\$10.71	\$14.09	\$16.66	\$17.94	No formal educational credential	Short-term on-the-job training	No
31-9093	Medical Equipment Preparers	0.7	90	\$17.40	\$18.30	\$19.08	\$22.13	\$25.91	High school diploma or equivalent	Moderate-term on-the-job training	No
49-9098	Helpers--Installation, Maintenance, and Repair Workers	0.9	90	\$14.26	\$16.12	\$18.33	\$21.31	\$25.73	High school diploma or equivalent	Short-term on-the-job training	No
39-3099	Entertainment Attendants and Related Workers, All Other	1.2	90	\$8.59	\$10.10	\$12.26	\$15.15	\$16.70	High school diploma or equivalent	Short-term on-the-job training	No
43-5011	Cargo and Freight Agents	1.9	90	\$20.45	\$20.67	\$22.17	\$25.65	\$30.86	High school diploma or equivalent	Short-term on-the-job training	No
51-7099	Woodworkers, All Other	0.6	85	\$18.97	\$19.78	\$23.24	\$24.36	\$24.78	High school diploma or equivalent	Moderate-term on-the-job training	No

2022-2032 STATE OF IOWA OCCUPATIONAL PROJECTIONS		High Demand Analysis		HIGH WAGE ANALYSIS					HIGH SKILL ANALYSIS		
Occupation <sup>(3)</sup>				Hourly Wage & Salary Distribution <sup>1</sup>					Education & Job Training <sup>2</sup>		
Standard Occupation Code	Occupational Group/Title	Annual Growth Rate (%)	Total Average Annual Openings	Hourly Wage 10th Percentile	Hourly Wage 25th Percentile	Hourly Wage 50th Percentile (Median)	Hourly Wage 75th Percentile	Hourly Wage 90th Percentile	Typical Education/Training Needed for Entry	Typical on-the-job Training Needed to Attain Competency in the Occupation	Meets H3 Definition
			All Occupations: 368								
00-0000	Total, All Occupations	0.6	217,835	\$13.63	\$17.34	\$22.90	\$31.92	\$47.08	-	-	
31-1133	Psychiatric Aides	1.0	85	\$16.32	\$16.38	\$17.17	\$17.93	\$22.53	High school diploma or equivalent	Short-term on-the-job training	No
51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	1.0	85	\$14.49	\$19.24	\$21.52	\$23.61	\$27.77	High school diploma or equivalent	Long-term on-the-job training	No
51-2041	Structural Metal Fabricators and Fitters	-1.2	80	\$18.60	\$21.70	\$23.50	\$27.88	\$29.81	High school diploma or equivalent	Moderate-term on-the-job training	No
13-2041	Credit Analysts	-0.1	80	\$26.93	\$31.07	\$36.76	\$46.07	\$54.41	Bachelor's degree	None	No
45-2021	Animal Breeders	0.2	80	\$18.98	\$21.71	\$25.53	\$26.74	\$31.97	High school diploma or equivalent	Short-term on-the-job training	No
33-9094	School Bus Monitors	0.2	80	\$12.39	\$14.93	\$16.43	\$17.44	\$20.24	High school diploma or equivalent	Short-term on-the-job training	No
19-4099	Life, Physical, and Social Science Technicians, All Other	0.6	80	\$16.85	\$18.12	\$21.17	\$27.94	\$32.83	Associate's degree	None	No
11-9031	Education and Childcare Administrators, Preschool and Daycare	0.6	80	\$16.79	\$17.93	\$22.38	\$27.30	\$35.98	Bachelor's degree	None	No
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	0.7	80	\$17.83	\$20.81	\$22.81	\$27.33	\$30.41	High school diploma or equivalent	Moderate-term on-the-job training	No
29-2042	Emergency Medical Technicians	1.0	80	\$16.64	\$17.80	\$18.88	\$22.96	\$29.04	Postsecondary nondegree award	None	No
43-3051	Payroll and Timekeeping Clerks	-1.3	75	\$17.44	\$19.63	\$24.02	\$29.58	\$33.10	High school diploma or equivalent	Moderate-term on-the-job training	No
27-3023	News Analysts, Reporters, and Journalists	-0.4	75	\$14.27	\$16.54	\$18.41	\$22.54	\$29.48	Bachelor's degree	None	No
51-9197	Tire Builders	0.2	75	\$18.44	\$20.53	\$26.50	\$33.10	\$33.10	High school diploma or equivalent	Moderate-term on-the-job training	No
31-9095	Pharmacy Aides	0.2	75	\$11.18	\$13.28	\$16.02	\$17.90	\$19.86	High school diploma or equivalent	Short-term on-the-job training	No
47-3013	Helpers--Electricians	0.3	75	\$16.39	\$17.84	\$20.20	\$24.34	\$28.25	High school diploma or equivalent	Short-term on-the-job training	No
21-1092	Probation Officers and Correctional Treatment Specialists	0.6	75	\$26.89	\$30.80	\$37.81	\$42.80	\$47.20	Bachelor's degree	Moderate-term on-the-job training	No
51-8091	Chemical Plant and System Operators	0.6	75	\$24.03	\$24.89	\$28.90	\$29.61	\$30.62	High school diploma or equivalent	Moderate-term on-the-job training	No
47-4031	Fence Erectors	0.6	75	\$19.41	\$22.58	\$24.02	\$25.31	\$28.69	No formal educational credential	Moderate-term on-the-job training	No
53-3054	Taxi Drivers	0.7	75	\$14.49	\$15.27	\$16.13	\$17.92	\$18.88	No formal educational credential	Short-term on-the-job training	No
45-2041	Graders and Sorters, Agricultural Products	-1.0	70	\$18.10	\$18.10	\$19.99	\$20.46	\$23.66	No formal educational credential	Short-term on-the-job training	No
19-4013	Food Science Technicians	0.4	70	\$18.28	\$19.41	\$22.89	\$28.27	\$30.18	Associate's degree	Moderate-term on-the-job training	No
37-2021	Pest Control Workers	0.4	70	\$14.76	\$16.68	\$17.55	\$22.38	\$24.05	High school diploma or equivalent	Moderate-term on-the-job training	No
47-3015	Helpers--Pipefitters, Plumbers, Pipefitters, and Steamfitters	0.5	70	\$15.14	\$16.59	\$17.94	\$18.71	\$22.07	High school diploma or equivalent	Short-term on-the-job training	No
51-3091	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	0.7	70	\$16.45	\$19.98	\$21.91	\$23.10	\$26.61	No formal educational credential	Moderate-term on-the-job training	No
21-2099	Religious Workers, All Other	0.7	70	\$11.39	\$15.24	\$21.90	\$26.66	\$33.03	Bachelor's degree	None	No
41-9021	Real Estate Brokers	0.8	70	\$18.40	\$19.23	\$56.21	\$75.53	\$75.53	High school diploma or equivalent	None	No
29-1215	Family Medicine Physicians	1.0	70	\$48.82	\$94.74				Doctoral or professional degree	Internship/residency	No
29-2057	Ophthalmic Medical Technicians	2.2	70	\$17.11	\$18.56	\$21.23	\$23.60	\$27.32	Postsecondary nondegree award	None	No
27-3041	Editors	-1.1	65	\$19.04	\$22.16	\$28.16	\$38.10	\$46.39	Bachelor's degree	None	No
51-4023	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	-0.2	65	\$19.62	\$23.01	\$27.11	\$27.33	\$35.42	High school diploma or equivalent	Moderate-term on-the-job training	No
17-3013	Mechanical Drafters	-0.2	65	\$23.92	\$27.74	\$31.33	\$38.62	\$46.70	Associate's degree	None	No
53-6031	Automotive and Watercraft Service Attendants	0.2	65	\$12.78	\$13.98	\$14.45	\$17.34	\$20.99	No formal educational credential	Short-term on-the-job training	No
31-2022	Physical Therapist Aides	0.7	65	\$13.57	\$16.25	\$17.52	\$20.11	\$21.60	High school diploma or equivalent	Short-term on-the-job training	No
47-3019	Helpers, Construction Trades, All Other	0.9	65	\$14.78	\$18.63	\$21.91	\$22.78	\$27.16	No formal educational credential	Short-term on-the-job training	No
41-2012	Gambling Change Persons and Booth Cashiers	1.1	65	\$11.42	\$15.43	\$17.92	\$18.05	\$22.99	No formal educational credential	Short-term on-the-job training	No
11-9179	Personal Service Managers, All Other	1.2	65	\$19.36	\$23.74	\$27.54	\$37.88	\$47.14	High school diploma or equivalent	None	No
23-2093	Title Examiners, Abstractors, and Searchers	-0.2	60	\$13.26	\$14.87	\$19.98	\$22.60	\$27.74	High school diploma or equivalent	Moderate-term on-the-job training	No

2022-2032 STATE OF IOWA OCCUPATIONAL PROJECTIONS		High Demand Analysis		HIGH WAGE ANALYSIS					HIGH SKILL ANALYSIS		
Occupation <sup>(1)</sup>				Hourly Wage & Salary Distribution <sup>1</sup>					Education & Job Training <sup>2</sup>		
Standard Occupation Code	Occupational Group/Title	Annual Growth Rate (%)	Total Average Annual Openings All Occupations: 368	Hourly Wage 10th Percentile	Hourly Wage 25th Percentile	Hourly Wage 50th Percentile (Median)	Hourly Wage 75th Percentile	Hourly Wage 90th Percentile	Typical Education/Training Needed for Entry	Typical on-the-job Training Needed to Attain Competency in the Occupation	Meets H3 Definition
00-0000	Total, All Occupations	0.6	217,835	\$13.63	\$17.34	\$22.90	\$31.92	\$47.08	-	-	
49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers	0.0	60	\$16.13	\$18.90	\$21.60	\$24.47	\$29.94	High school diploma or equivalent	Short-term on-the-job training	No
47-5022	Excavating and Loading Machine and Dragline Operators, Surface Mining	0.2	60	\$19.59	\$23.79	\$25.08	\$28.82	\$30.14	High school diploma or equivalent	Moderate-term on-the-job training	No
19-4071	Forest and Conservation Technicians	0.4	60	\$15.77	\$19.37	\$23.21	\$28.10	\$31.73	Associate's degree	None	No
39-4031	Morticians, Undertakers, and Funeral Arrangers	0.5	60	\$23.86	\$28.44	\$30.66	\$37.45	\$45.69	Associate's degree	Long-term on-the-job training	No
41-3041	Travel Agents	0.6	60	\$14.44	\$17.50	\$21.62	\$27.89	\$35.76	High school diploma or equivalent	Moderate-term on-the-job training	No
31-1132	Orderlies	0.6	60	\$15.68	\$16.23	\$17.41	\$17.89	\$19.78	High school diploma or equivalent	Short-term on-the-job training	No
43-4071	File Clerks	-1.4	55	\$13.59	\$17.11	\$21.60	\$24.60	\$29.56	High school diploma or equivalent	Short-term on-the-job training	No
43-9071	Office Machine Operators, Except Computer	-1.2	55	\$14.56	\$15.40	\$17.83	\$20.43	\$24.61	High school diploma or equivalent	Short-term on-the-job training	No
49-9031	Home Appliance Repairers	0.2	55	\$13.91	\$18.01	\$21.40	\$26.55	\$30.23	High school diploma or equivalent	Moderate-term on-the-job training	No
17-3027	Mechanical Engineering Technologists and Technicians	0.2	55	\$24.26	\$28.31	\$31.81	\$42.21	\$58.20	Associate's degree	None	No
49-3053	Outdoor Power Equipment and Other Small Engine Mechanics	0.6	55	\$14.81	\$18.33	\$21.50	\$25.46	\$31.67	High school diploma or equivalent	Moderate-term on-the-job training	No
49-3052	Motorcycle Mechanics	0.6	55	\$14.76	\$17.80	\$21.33	\$24.23	\$28.31	Postsecondary nondegree award	Short-term on-the-job training	No
27-2042	Musicians and Singers	0.6	55	\$18.20	\$22.75	\$37.56	\$89.34		No formal educational credential	Long-term on-the-job training	No
51-6052	Tailors, Dressmakers, and Custom Sewers	-1.2	50	\$13.95	\$15.00	\$17.70	\$20.82	\$21.52	No formal educational credential	Moderate-term on-the-job training	No
51-5111	Prepress Technicians and Workers	-1.1	50	\$14.94	\$18.62	\$22.04	\$25.36	\$29.69	Postsecondary nondegree award	None	No
27-3011	Broadcast Announcers and Radio Disc Jockeys	-0.2	50	\$8.43	\$10.58	\$14.66	\$22.28	\$26.74	Bachelor's degree	None	No
51-9081	Dental Laboratory Technicians	0.1	50	\$17.94	\$21.45	\$23.34	\$28.53	\$33.74	High school diploma or equivalent	Moderate-term on-the-job training	No
49-2098	Security and Fire Alarm Systems Installers	0.6	50	\$21.23	\$23.92	\$29.74	\$34.97	\$36.21	High school diploma or equivalent	Moderate-term on-the-job training	No
29-1229	Physicians, All Other	0.7	50	\$33.33	\$99.08				Doctoral or professional degree	Internship/residency	No
35-2019	Cooks, All Other	0.8	50	\$11.36	\$11.87	\$15.02	\$17.11	\$19.65	No formal educational credential	Moderate-term on-the-job training	No
51-7021	Furniture Finishers	0.9	50	\$19.53	\$21.33	\$21.87	\$23.09	\$26.60	High school diploma or equivalent	Short-term on-the-job training	No
13-2071	Credit Counselors	1.1	50	\$18.20	\$20.11	\$22.40	\$23.81	\$26.08	Bachelor's degree	Moderate-term on-the-job training	No
39-5094	Skincare Specialists	1.2	50	\$12.33	\$16.20	\$21.34	\$22.00	\$40.25	Postsecondary nondegree award	None	No
51-4035	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	-0.8	45	\$20.07	\$23.69	\$27.55	\$34.71	\$34.71	High school diploma or equivalent	Moderate-term on-the-job training	No
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	-0.3	45	\$23.45	\$29.54	\$40.37	\$47.16	\$49.95	High school diploma or equivalent	Moderate-term on-the-job training	No
43-3061	Procurement Clerks	0.1	45	\$18.07	\$20.37	\$22.83	\$25.79	\$29.20	High school diploma or equivalent	Moderate-term on-the-job training	No
37-3019	Grounds Maintenance Workers, All Other	0.3	45	\$18.70	\$19.84	\$26.12	\$33.69	\$38.03	No formal educational credential	Short-term on-the-job training	No
17-3031	Surveying and Mapping Technicians	0.5	45	\$16.54	\$22.65	\$25.58	\$30.42	\$37.59	High school diploma or equivalent	Moderate-term on-the-job training	No
49-3092	Recreational Vehicle Service Technicians	1.5	45	\$9.87	\$21.61	\$23.60	\$28.37	\$31.38	High school diploma or equivalent	Long-term on-the-job training	No
47-3012	Helpers--Carpenters	-0.9	40	\$13.02	\$13.16	\$13.38	\$15.41	\$23.76	No formal educational credential	Short-term on-the-job training	No
47-2151	Pipelayers	-0.3	40	\$22.24	\$23.44	\$24.90	\$29.60	\$30.70	No formal educational credential	Short-term on-the-job training	No
33-1091	First-line Supervisors of Security Workers	-0.2	40	\$17.62	\$19.94	\$23.10	\$28.44	\$35.84	High school diploma or equivalent	None	No
37-2019	Building Cleaning Workers, All Other	0.2	40	\$20.98	\$25.96	\$28.15	\$28.15	\$32.52	No formal educational credential	Short-term on-the-job training	No
19-1012	Food Scientists and Technologists	0.3	40	\$19.77	\$24.63	\$30.51	\$39.00	\$48.05	Bachelor's degree	None	No
25-9021	Farm and Home Management Educators	0.3	40	\$17.50	\$21.76	\$25.00	\$29.91	\$37.33	Master's degree	None	No
53-7021	Crane and Tower Operators	0.5	40	\$21.10	\$23.39	\$26.55	\$36.17	\$39.24	High school diploma or equivalent	Moderate-term on-the-job training	No
51-5113	Print Binding and Finishing Workers	-0.9	35	\$15.27	\$17.35	\$18.91	\$22.96	\$28.86	High school diploma or equivalent	Moderate-term on-the-job training	No
51-9022	Grinding and Polishing Workers, Hand	-0.8	35	\$19.50	\$22.12	\$22.58	\$23.17	\$25.45	No formal educational credential	Moderate-term on-the-job training	No

2022-2032 STATE OF IOWA OCCUPATIONAL PROJECTIONS		High Demand Analysis		HIGH WAGE ANALYSIS					HIGH SKILL ANALYSIS		
Occupation <sup>(1)</sup>				Hourly Wage & Salary Distribution <sup>1</sup>					Education & Job Training <sup>2</sup>		
Standard Occupation Code	Occupational Group/Title	Annual Growth Rate (%)	Total Average Annual Openings All Occupations: 368	Hourly Wage 10th Percentile	Hourly Wage 25th Percentile	Hourly Wage 50th Percentile (Median)	Hourly Wage 75th Percentile	Hourly Wage 90th Percentile	Typical Education/Training Needed for Entry	Typical on-the-job Training Needed to Attain Competency in the Occupation	Meets H3 Definition
00-0000	Total, All Occupations	0.6	217,835	\$13.63	\$17.34	\$22.90	\$31.92	\$47.08	-	-	
25-3011	Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	-0.8	35	\$17.12	\$18.11	\$19.35	\$23.81	\$33.48	Bachelor's degree	None	No
51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	-0.7	35	\$21.83	\$22.56	\$23.45	\$26.03	\$32.07	High school diploma or equivalent	Moderate-term on-the-job training	No
53-6061	Passenger Attendants	0.5	35	\$11.44	\$12.63	\$14.18	\$17.72	\$38.26	High school diploma or equivalent	Short-term on-the-job training	No
29-1125	Recreational Therapists	0.6	35	\$19.91	\$21.75	\$24.29	\$29.49	\$39.37	Bachelor's degree	None	No
29-2051	Dietetic Technicians	0.8	35	\$11.47	\$14.28	\$16.35	\$18.07	\$18.52	Associate's degree	None	No
49-3091	Bicycle Repairers	1.1	35	\$13.81	\$14.40	\$16.64	\$17.40	\$22.08	High school diploma or equivalent	Moderate-term on-the-job training	No
29-2053	Psychiatric Technicians	2.0	35	\$15.66	\$17.31	\$19.07	\$22.27	\$22.73	Postsecondary nondegree award	Short-term on-the-job training	No
43-9022	Word Processors and Typists	-3.5	30	\$13.47	\$17.23	\$18.42	\$23.30	\$25.99	High school diploma or equivalent	Short-term on-the-job training	No
51-4071	Foundry Mold and Coremakers	-1.5	30	\$19.08	\$20.14	\$21.97	\$23.14	\$26.51	High school diploma or equivalent	Moderate-term on-the-job training	No
51-4032	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	-1.0	30	\$18.96	\$19.02	\$22.65	\$28.31	\$28.32	High school diploma or equivalent	Moderate-term on-the-job training	No
43-4011	Brokerage Clerks	-0.7	30	\$21.16	\$22.76	\$25.08	\$28.59	\$37.15	High school diploma or equivalent	Moderate-term on-the-job training	No
51-4193	Plating Machine Setters, Operators, and Tenders, Metal and Plastic	-0.5	30	\$18.10	\$20.71	\$21.75	\$22.92	\$23.98	High school diploma or equivalent	Moderate-term on-the-job training	No
51-9071	Jewelers and Precious Stone and Metal Workers	-0.2	30	\$17.57	\$20.46	\$24.49	\$28.73	\$38.35	High school diploma or equivalent	Long-term on-the-job training	No
47-2041	Carpet Installers	-0.1	30	\$13.75	\$17.96	\$19.53	\$23.90	\$26.63	No formal educational credential	Short-term on-the-job training	No
27-4012	Broadcast Technicians	0.0	30	\$8.54	\$12.45	\$17.95	\$30.10	\$38.92	Associate's degree	Short-term on-the-job training	No
53-4022	Railroad Brake, Signal, and Switch Operators and Locomotive Firers	0.0	30	\$22.86	\$23.03	\$23.11	\$23.58	\$24.48	High school diploma or equivalent	Moderate-term on-the-job training	No
43-4041	Credit Authorizers, Checkers, and Clerks	0.1	30	\$19.86	\$20.41	\$22.51	\$28.41	\$40.14	High school diploma or equivalent	Moderate-term on-the-job training	No
49-2097	Audiovisual Equipment Installers and Repairers	0.2	30	\$17.51	\$22.87	\$30.52	\$33.12	\$37.35	Postsecondary nondegree award	Short-term on-the-job training	No
49-3043	Rail Car Repairers	0.3	30	\$19.64	\$23.40	\$24.57	\$29.44	\$31.21	High school diploma or equivalent	Long-term on-the-job training	No
51-4051	Metal-Refining Furnace Operators and Tenders	0.3	30	\$19.96	\$23.06	\$30.81	\$35.69	\$35.69	High school diploma or equivalent	Moderate-term on-the-job training	No
51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	0.4	30	\$19.38	\$21.38	\$26.83	\$26.83	\$26.83	High school diploma or equivalent	Moderate-term on-the-job training	No
33-3021	Detectives and Criminal Investigators	0.4	30	\$27.20	\$32.42	\$37.23	\$43.06	\$68.86	High school diploma or equivalent	Moderate-term on-the-job training	No
53-3011	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	0.5	30	\$8.50	\$12.27	\$16.94	\$20.00	\$35.00	High school diploma or equivalent	Moderate-term on-the-job training	No
43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	1.1	30	\$15.27	\$15.27	\$16.65	\$17.20	\$21.42	High school diploma or equivalent	Short-term on-the-job training	No
43-2011	Switchboard Operators, Including Answering Service	-2.4	25	\$13.75	\$16.98	\$17.87	\$19.41	\$21.96	High school diploma or equivalent	Short-term on-the-job training	No
51-6021	Pressers, Textile, Garment, and Related Materials	-2.0	25	\$10.85	\$12.10	\$14.79	\$15.90	\$16.98	No formal educational credential	Short-term on-the-job training	No
51-8013	Power Plant Operators	-1.2	25	\$29.18	\$33.69	\$47.54	\$49.42	\$51.08	High school diploma or equivalent	Long-term on-the-job training	No
11-9131	Postmasters and Mail Superintendents	-0.1	25	\$39.53	\$41.50	\$43.11	\$45.59	\$48.29	High school diploma or equivalent	Moderate-term on-the-job training	No
39-3021	Motion Picture Projectionists	0.0	25	\$7.92	\$7.92	\$13.77	\$14.38	\$16.06	No formal educational credential	Short-term on-the-job training	No
45-4011	Forest and Conservation Workers	0.0	25	\$13.00	\$13.00	\$14.56	\$16.33	\$31.97	High school diploma or equivalent	Moderate-term on-the-job training	No
33-1011	First-Line Supervisors of Correctional Officers	0.0	25	\$27.30	\$30.41	\$35.52	\$42.17	\$50.89	High school diploma or equivalent	None	No

2022-2032 STATE OF IOWA OCCUPATIONAL PROJECTIONS		High Demand Analysis		HIGH WAGE ANALYSIS					HIGH SKILL ANALYSIS		
Occupation <sup>(1)</sup>				Hourly Wage & Salary Distribution <sup>1</sup>					Education & Job Training <sup>2</sup>		
Standard Occupation Code	Occupational Group/Title	Annual Growth Rate (%)	Total Average Annual Openings All Occupations: 368	Hourly Wage 10th Percentile	Hourly Wage 25th Percentile	Hourly Wage 50th Percentile (Median)	Hourly Wage 75th Percentile	Hourly Wage 90th Percentile	Typical Education/Training Needed for Entry	Typical on-the-job Training Needed to Attain Competency in the Occupation	Meets H3 Definition
00-0000	Total, All Occupations	0.6	217,835	\$13.63	\$17.34	\$22.90	\$31.92	\$47.08	-	-	
19-1011	Animal Scientists	0.2	25	\$22.37	\$33.67	\$46.00	\$82.17	\$87.36	Bachelor's degree	None	No
51-9123	Painting, Coating, and Decorating Workers	0.4	25	\$17.23	\$18.87	\$21.82	\$27.00	\$28.33	No formal educational credential	Moderate-term on-the-job training	No
27-3092	Court Reporters and Simultaneous Captioners	0.4	25	\$29.09	\$32.95	\$42.93	\$42.93	\$54.91	Postsecondary nondegree award	Short-term on-the-job training	No
19-1029	Biological Scientists, All Other	0.5	25	\$19.17	\$30.51	\$38.06	\$46.32	\$53.08	Bachelor's degree	None	No
51-8021	Stationary Engineers and Boiler Operators	0.5	25	\$25.80	\$29.15	\$31.43	\$34.01	\$35.99	High school diploma or equivalent	Long-term on-the-job training	No
33-9031	Investigators	0.5	25	\$16.62	\$17.28	\$18.84	\$20.01	\$23.21	High school diploma or equivalent	Moderate-term on-the-job training	No
41-9031	Sales Engineers	0.6	25	\$32.00	\$37.62	\$42.16	\$57.25	\$88.04	Bachelor's degree	Moderate-term on-the-job training	No
51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	0.7	25	\$18.30	\$19.06	\$20.22	\$21.87	\$24.23	High school diploma or equivalent	Moderate-term on-the-job training	No
39-5092	Manicurists and Pedicurists	0.9	25	\$12.76	\$17.23	\$18.53	\$21.71	\$25.25	Postsecondary nondegree award	None	No
51-9151	Photographic Process Workers and Processing Machine Operators	-2.4	20	\$15.38	\$15.38	\$15.43	\$20.16	\$23.03	High school diploma or equivalent	Short-term on-the-job training	No
47-3011	Helpers—Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	-1.6	20	\$17.29	\$17.91	\$22.00	\$24.07	\$25.89	No formal educational credential	Short-term on-the-job training	No
51-8092	Gas Plant Operators	-0.8	20	\$32.50	\$39.77	\$42.82	\$45.26	\$47.02	High school diploma or equivalent	Long-term on-the-job training	No
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	0.0	20	\$23.09	\$29.51	\$37.59	\$40.07	\$46.55	Associate's degree	None	No
51-4052	Pourers and Casters, Metal	0.2	20	\$19.26	\$20.91	\$26.12	\$30.48	\$35.83	High school diploma or equivalent	Moderate-term on-the-job training	No
27-4099	Media and Communication Equipment Workers, All Other	0.3	20	\$21.35	\$22.76	\$26.83	\$31.38	\$34.88	High school diploma or equivalent	Short-term on-the-job training	No
11-3111	Compensation and Benefits Managers	0.4	20	\$31.83	\$40.39	\$51.20	\$70.50	\$94.01	Bachelor's degree	None	No
17-1012	Landscape Architects	0.4	20	\$26.53	\$37.02	\$40.13	\$50.96	\$59.72	Bachelor's degree	Internship/residency	No
39-3019	Gambling Service Workers, All Other	0.4	20	\$16.12	\$16.12	\$22.52	\$28.17	\$28.76	High school diploma or equivalent	Short-term on-the-job training	No
17-2061	Computer Hardware Engineers	0.5	20	\$36.04	\$48.50	\$53.40	\$75.48	\$81.59	Bachelor's degree	None	No
49-9094	Locksmiths and Safe Repairers	0.6	20	\$15.36	\$17.22	\$21.63	\$29.32	\$32.21	High school diploma or equivalent	Long-term on-the-job training	No
51-9083	Ophthalmic Laboratory Technicians	0.6	20	\$14.12	\$14.61	\$16.23	\$18.14	\$24.50	High school diploma or equivalent	Moderate-term on-the-job training	No
11-9071	Gambling Managers	0.6	20	\$28.43	\$29.32	\$37.05	\$39.19	\$56.26	High school diploma or equivalent	None	No
25-4013	Museum Technicians and Conservators	0.7	20	\$16.63	\$18.20	\$22.85	\$31.04	\$38.67	Bachelor's degree	None	No
33-1099	First-Line Supervisors of Protective Service Workers, All Other	0.9	20	\$8.90	\$12.50	\$22.43	\$35.13	\$40.99	High school diploma or equivalent	None	No
39-6012	Concierges	0.9	20	\$13.66	\$16.28	\$20.68	\$22.24	\$22.92	High school diploma or equivalent	Moderate-term on-the-job training	No
39-6011	Baggage Porters and Bellhops	2.0	20	\$9.94	\$11.37	\$14.22	\$15.52	\$18.15	High school diploma or equivalent	Short-term on-the-job training	No
53-6032	Aircraft Service Attendants	2.1	20	\$16.07	\$18.00	\$18.96	\$19.08	\$24.23	High school diploma or equivalent	Short-term on-the-job training	No
Standard Occupation Code	Occupation Title	Annual Growth Rate (%)	Total Average Annual Openings	Salary 10th Percentile	Salary 25th Percentile	50th Percentile (Median)	Salary 75th Percentile	Salary 90th Percentile	Typical Education/Training Needed for Entry	Typical on-the-job Training Needed to Attain Competency in the Occupation	Meets H3 Definition
00-0000	Total, All Occupations	0.6	217,835	\$28,358	\$36,075	\$47,626	\$66,394	\$97,931	-	-	
25-2021	Elementary School Teachers, Except Special Education	0.6	1,415	\$38,340	\$46,215	\$55,542	\$61,671	\$75,964	Bachelor's degree	None	Yes

2022-2032 STATE OF IOWA OCCUPATIONAL PROJECTIONS		High Demand Analysis		HIGH WAGE ANALYSIS					HIGH SKILL ANALYSIS		
Occupation <sup>(3)</sup>				Hourly Wage & Salary Distribution <sup>1</sup>					Education & Job Training <sup>2</sup>		
Standard Occupation Code	Occupational Group/Title	Annual Growth Rate (%)	Total Average Annual Openings All Occupations: 368	Hourly Wage 10th Percentile	Hourly Wage 25th Percentile	Hourly Wage 50th Percentile (Median)	Hourly Wage 75th Percentile	Hourly Wage 90th Percentile	Typical Education/Training Needed for Entry	Typical on-the-job Training Needed to Attain Competency in the Occupation	Meets H3 Definition
00-0000	Total, All Occupations	0.6	217,835	\$13.63	\$17.34	\$22.90	\$31.92	\$47.08	-	-	
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	0.7	1,005	\$39,823	\$47,206	\$58,905	\$65,070	\$76,647	Bachelor's degree	None	Yes
25-2022	Middle School Teachers, Except Special and Career/Technical Education	0.6	650	\$38,251	\$46,280	\$57,746	\$63,438	\$75,850	Bachelor's degree	None	Yes
25-3099	Teachers and Instructors, All Other	0.8	525	\$29,871	\$34,131	\$55,985	\$66,435	\$93,600	Bachelor's degree	None	Yes
25-1071	Health Specialties Teachers, Postsecondary	2.6	235	\$49,980	\$65,131	\$106,060	\$175,786	\$223,296	Doctoral or professional degree	None	Yes
11-9032	Education Administrators, Kindergarten through Secondary	0.7	220	\$70,368	\$95,299	\$102,814	\$129,239	\$155,213	Master's degree	None	Yes
25-2012	Kindergarten Teachers, Except Special Education	0.7	190	\$40,104	\$46,256	\$55,422	\$62,258	\$72,564	Bachelor's degree	None	Yes
25-2059	Special Education Teachers, All Other	0.7	125	\$26,727	\$44,545	\$61,637	\$82,592	\$90,107	Bachelor's degree	None	Yes
25-2052	Special Education Teachers, Kindergarten and Elementary School	0.7	115	\$44,023	\$46,882	\$55,347	\$61,819	\$72,410	Bachelor's degree	None	Yes
25-1121	Art, Drama, and Music Teachers, Postsecondary	0.9	100	\$45,513	\$58,846	\$75,595	\$101,337	\$171,613	Master's degree	None	Yes
25-1072	Nursing Instructors and Teachers, Postsecondary	2.5	95	\$47,246	\$58,999	\$71,911	\$78,574	\$105,701	Doctoral or professional degree	None	Yes
25-1011	Business Teachers, Postsecondary	1.3	95	\$46,799	\$58,672	\$81,343	\$139,980	\$221,445	Doctoral or professional degree	None	Yes
25-1081	Education Teachers, Postsecondary	1.0	85	\$28,818	\$46,970	\$54,718	\$66,852	\$94,221	Doctoral or professional degree	None	Yes
25-1199	Postsecondary Teachers, All Other	1.0	75	\$28,947	\$38,689	\$52,250	\$75,552	\$98,616	Doctoral or professional degree	None	Yes
25-1042	Biological Science Teachers, Postsecondary	1.5	70	\$51,129	\$62,719	\$78,404	\$109,651	\$133,301	Doctoral or professional degree	None	Yes
25-1123	English Language and Literature Teachers, Postsecondary	0.8	70	\$47,122	\$53,616	\$72,330	\$87,709	\$104,301	Doctoral or professional degree	None	Yes
25-1022	Mathematical Science Teachers, Postsecondary	1.0	60	\$49,405	\$62,719	\$78,313	\$108,817	\$136,535	Doctoral or professional degree	None	Yes
25-1032	Engineering Teachers, Postsecondary	1.6	50	\$77,718	\$85,660	\$111,773	\$135,417	\$198,004	Doctoral or professional degree	None	Yes
53-2012	Commercial Pilots	1.0	50	\$54,311	\$83,695	\$101,035	\$148,845	\$178,259	Postsecondary nondegree award	Moderate-term on-the-job training	Yes
25-1021	Computer Science Teachers, Postsecondary	1.2	45	\$48,261	\$65,814	\$86,136	\$124,276	\$161,342	Doctoral or professional degree	None	Yes
25-1122	Communications Teachers, Postsecondary	1.0	45	\$50,905	\$60,021	\$67,988	\$93,557	\$107,126	Doctoral or professional degree	None	Yes
25-1066	Psychology Teachers, Postsecondary	1.1	35	\$41,055	\$59,902	\$75,544	\$98,558	\$138,655	Doctoral or professional degree	None	Yes
29-9091	Athletic Trainers	1.8	30	\$44,159	\$47,262	\$49,701	\$59,288	\$62,582	Master's degree	None	Yes
25-1126	Philosophy and Religion Teachers, Postsecondary	0.9	30	\$45,320	\$57,609	\$75,546	\$84,953	\$123,249	Doctoral or professional degree	None	Yes
25-1124	Foreign Language and Literature Teachers, Postsecondary	0.7	30	\$51,650	\$62,372	\$76,272	\$83,851	\$129,348	Doctoral or professional degree	None	Yes
25-1041	Agricultural Sciences Teachers, Postsecondary	1.2	25	\$61,192	\$77,487	\$97,289	\$123,289	\$160,866	Doctoral or professional degree	None	Yes
25-1052	Chemistry Teachers, Postsecondary	1.0	25	\$54,748	\$62,370	\$82,559	\$122,426	\$137,905	Doctoral or professional degree	None	Yes
25-1069	Social Sciences Teachers, Postsecondary, All Other	0.9	25	\$46,846	\$61,536	\$76,053	\$102,239	\$124,781	Doctoral or professional degree	None	Yes
25-1125	History Teachers, Postsecondary	0.8	25	\$49,238	\$61,138	\$77,463	\$98,868	\$127,379	Doctoral or professional degree	None	Yes
27-2021	Athletes and Sports Competitors	1.3	20	\$49,357	\$49,826	\$77,963	\$99,793		No formal educational credential	Long-term on-the-job training	Yes
25-1193	Recreation and Fitness Studies Teachers, Postsecondary	1.1	20	\$30,899	\$51,828	\$64,226	\$77,663	\$132,366	Doctoral or professional degree	None	Yes
25-1054	Physics Teachers, Postsecondary	1.1	20	\$68,494	\$77,318	\$100,355	\$136,217	\$176,818	Doctoral or professional degree	None	Yes
25-9045	Teaching Assistants, Except Postsecondary	0.6	2,640	\$21,167	\$22,651	\$28,502	\$34,216	\$36,260	Some college, no degree	None	No

2022-2032 STATE OF IOWA OCCUPATIONAL PROJECTIONS		High Demand Analysis		HIGH WAGE ANALYSIS					HIGH SKILL ANALYSIS		
Occupation <sup>(1)</sup>				Hourly Wage & Salary Distribution <sup>1</sup>					Education & Job Training <sup>2</sup>		
Standard Occupation Code	Occupational Group/Title	Annual Growth Rate (%)	Total Average Annual Openings	Hourly Wage 10th Percentile	Hourly Wage 25th Percentile	Hourly Wage 50th Percentile (Median)	Hourly Wage 75th Percentile	Hourly Wage 90th Percentile	Typical Education/Training Needed for Entry	Typical on-the-job Training Needed to Attain Competency in the Occupation	Meets H3 Definition
			All Occupations: 368								
00-0000	Total, All Occupations	0.6	217,835	\$13.63	\$17.34	\$22.90	\$31.92	\$47.08	-	-	
27-2022	Coaches and Scouts	1.4	860	\$16,640	\$24,432	\$40,866	\$62,492	\$83,300	Bachelor's degree	None	No
25-2051	Special Education Teachers, Preschool	0.7	200	\$27,926	\$30,060	\$34,423	\$53,030	\$60,087	Bachelor's degree	None	No
25-2058	Special Education Teachers, Secondary School	0.6	145	\$45,136	\$48,665	\$58,783	\$68,402	\$75,223	Bachelor's degree	None	No
11-1031	Legislators	0.8	110	\$27,699	\$32,846	\$39,289	\$50,647	\$107,341	Bachelor's degree	None	No
25-2057	Special Education Teachers, Middle School	0.6	110	\$40,202	\$46,756	\$59,487	\$61,495	\$75,793	Bachelor's degree	None	No
25-2032	Career/Technical Education Teachers, Secondary School	0.5	70	\$43,724	\$49,682	\$59,416	\$70,588	\$79,582	Bachelor's degree	None	No
53-4011	Locomotive Engineers	0.1	70	#N/A	#N/A	#N/A	#N/A	#N/A	High school diploma or equivalent	Moderate-term on-the-job training	No
53-4031	Railroad Conductors and Yardmasters	0.1	70	#N/A	#N/A	#N/A	#N/A	#N/A	High school diploma or equivalent	Moderate-term on-the-job training	No
27-2023	Umpires, Referees, and Other Sports Officials	1.0	65	\$26,546	\$28,525	\$34,009	\$59,608	\$63,093	High school diploma or equivalent	Moderate-term on-the-job training	No
25-9044	Teaching Assistants, Postsecondary	1.0	55	\$23,663	\$35,831	\$40,446	\$59,295	\$95,782	Bachelor's degree	None	No
25-2023	Career/Technical Education Teachers, Middle School	0.6	25	\$57,716	\$60,052	\$66,079	\$73,130	\$84,476	Bachelor's degree	None	No
47-4061	Rail-Track Laying and Maintenance Equipment Operators	0.2	20	#N/A	#N/A	#N/A	#N/A	#N/A	High school diploma or equivalent	Moderate-term on-the-job training	No

<sup>1</sup>Source: Iowa Workforce Development, Occupational Forecast 2022-2032, <https://workforce.iowa.gov/labor-market-information/occupations/occupational-projections>

<sup>2</sup>Education & Training Assignments by detailed occupation: <https://www.bls.gov/emp/tables/education-and-training-by-occupation.htm>

-High demand = Annual Growth rate that exceeds the annual growth rate of all occupations (0.617%) or exceeds the total average annual openings of all occupations (Average = 368).  
 -High Wage = Exceeds hourly wage/annual salary of all occupations in three of the five wage distribution categories (10th percentile, 25th percentile, 50th percentile, 75th percentile, 90th percentile).  
 -High Skill = Occupation that typically requires education or training that exceeds "High school diploma or equivalent" or requires additional training.

Occupations the meet H3 definition

If cell is highlighted green, that particular occupation demand, wage/salary, and skill metric meets H3 definition. Data Sources & Notes are located below the table.

2022-2032 STATE OF IOWA OCCUPATIONAL PROJECTIONS		High Demand Analysis		HIGH WAGE ANALYSIS					HIGH SKILL ANALYSIS		
Occupation <sup>1)</sup>				Hourly Wage & Salary Distribution <sup>1</sup>					Education & Job Training <sup>2</sup>		
Standard Occupation Code	Occupational Group/Title	Annual Growth Rate (%)	Total Average Annual Openings All Occupations: 368	Hourly Wage 10th Percentile	Hourly Wage 25th Percentile	Hourly Wage 50th Percentile (Median)	Hourly Wage 75th Percentile	Hourly Wage 90th Percentile	Typical Education/Training Needed for Entry	Typical on-the-job Training Needed to Attain Competency in the Occupation	Meets H3 Definition
00-0000	Total, All Occupations	0.6	217,835	\$13.63	\$17.34	\$22.90	\$31.92	\$47.08	-	-	
53-3032	Heavy and Tractor-Trailer Truck Drivers	1.3	5,715	\$18.54	\$22.64	\$26.48	\$30.38	\$38.14	Postsecondary nondegree award	Short-term on-the-job training	Yes
29-1141	Registered Nurses	1.0	2,375	\$29.91	\$31.62	\$37.00	\$40.00	\$47.25	Bachelor's degree	None	Yes
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific	0.3	1,635	\$18.96	\$24.04	\$30.96	\$44.71	\$61.51	High school diploma or equivalent	Moderate-term on-the-job training	Yes
49-9071	Maintenance and Repair Workers, General	0.8	1,555	\$17.00	\$20.72	\$24.65	\$29.44	\$33.94	High school diploma or equivalent	Moderate-term on-the-job training	Yes
47-2061	Construction Laborers	1.5	1,545	\$17.74	\$20.53	\$22.93	\$27.30	\$29.56	No formal educational credential	Short-term on-the-job training	Yes
11-1021	General and Operations Managers	0.6	1,425	\$17.86	\$26.75	\$38.81	\$59.76	\$83.39	Bachelor's degree	None	Yes
13-2011	Accountants and Auditors	0.8	1,230	\$23.22	\$29.13	\$35.72	\$44.93	\$58.68	Bachelor's degree	None	Yes
11-9199	Managers, All Other	1.0	975	\$29.83	\$44.60	\$61.38	\$79.47	\$103.98	Bachelor's degree	None	Yes
13-1199	Business Operations Specialists, All Other	0.9	950	\$21.96	\$28.61	\$37.99	\$48.65	\$63.12	Bachelor's degree	None	Yes
51-4121	Welders, Cutters, Solderers, and Brazers	0.8	945	\$19.78	\$22.14	\$23.77	\$27.82	\$29.31	High school diploma or equivalent	Moderate-term on-the-job training	Yes
47-2111	Electricians	1.4	920	\$18.73	\$23.08	\$30.21	\$38.56	\$41.77	High school diploma or equivalent	Apprenticeship	Yes
47-2031	Carpenters	1.0	910	\$18.17	\$22.17	\$26.00	\$30.93	\$35.70	High school diploma or equivalent	Apprenticeship	Yes
11-3031	Financial Managers	2.1	850	\$37.16	\$47.79	\$62.79	\$81.17	\$104.62	Bachelor's degree	None	Yes
51-3092	Food Batchmakers	0.8	815	\$16.31	\$19.27	\$23.46	\$28.13	\$30.04	High school diploma or equivalent	Moderate-term on-the-job training	Yes
49-3023	Automotive Service Technicians and Mechanics	0.7	785	\$17.01	\$18.35	\$23.27	\$30.32	\$37.70	Postsecondary nondegree award	Short-term on-the-job training	Yes
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	0.3	770	\$18.61	\$21.86	\$23.53	\$28.42	\$31.79	High school diploma or equivalent	Moderate-term on-the-job training	Yes
47-2152	Plumbers, Pipefitters, and Steamfitters	0.9	730	\$20.12	\$23.32	\$29.44	\$38.68	\$44.56	High school diploma or equivalent	Apprenticeship	Yes
49-9041	Industrial Machinery Mechanics	2.3	730	\$22.87	\$27.99	\$31.30	\$35.70	\$40.36	High school diploma or equivalent	Long-term on-the-job training	Yes
11-9111	Medical and Health Services Managers	3.5	720	\$34.74	\$39.39	\$48.44	\$61.56	\$80.40	Bachelor's degree	None	Yes
47-2073	Operating Engineers and Other Construction Equipment Operators	1.0	670	\$23.00	\$24.67	\$29.40	\$35.96	\$40.45	High school diploma or equivalent	Moderate-term on-the-job training	Yes
13-1111	Management Analysts	1.2	665	\$25.46	\$30.97	\$39.53	\$50.52	\$62.05	Bachelor's degree	None	Yes
41-3021	Insurance Sales Agents	0.9	660	\$17.46	\$22.97	\$30.36	\$45.34	\$61.30	High school diploma or equivalent	Moderate-term on-the-job training	Yes
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1.0	610	\$16.89	\$21.19	\$29.20	\$42.02	\$52.89	High school diploma or equivalent	Moderate-term on-the-job training	Yes
43-9199	Office and Administrative Support Workers, All Other	-0.5	550	\$14.76	\$19.16	\$23.80	\$31.16	\$35.25	High school diploma or equivalent	Short-term on-the-job training	Yes
29-2061	Licensed Practical and Licensed Vocational Nurses	1.2	550	\$23.32	\$24.79	\$28.59	\$30.82	\$36.21	Postsecondary nondegree award	None	Yes
31-9091	Dental Assistants	1.6	550	\$18.58	\$21.88	\$22.99	\$26.29	\$28.37	Postsecondary nondegree award	None	Yes
45-2091	Agricultural Equipment Operators	0.4	530	\$18.46	\$21.81	\$23.41	\$25.80	\$27.67	No formal educational credential	Moderate-term on-the-job training	Yes
13-1071	Human Resources Specialists	0.7	485	\$21.02	\$24.96	\$31.18	\$40.13	\$52.33	Bachelor's degree	None	Yes

2022-2032 STATE OF IOWA OCCUPATIONAL PROJECTIONS		High Demand Analysis		HIGH WAGE ANALYSIS					HIGH SKILL ANALYSIS		
Occupation <sup>1)</sup>				Hourly Wage & Salary Distribution <sup>1</sup>					Education & Job Training <sup>2</sup>		
Standard Occupation Code	Occupational Group/Title	Annual Growth Rate (%)	Total Average Annual Openings	Hourly Wage 10th Percentile	Hourly Wage 25th Percentile	Hourly Wage 50th Percentile (Median)	Hourly Wage 75th Percentile	Hourly Wage 90th Percentile	Typical Education/Training Needed for Entry	Typical on-the-job Training Needed to Attain Competency in the Occupation	Meets H3 Definition
			All Occupations: 368								
00-0000	<b>Total, All Occupations</b>	<b>0.6</b>	<b>217,835</b>	<b>\$13.63</b>	<b>\$17.34</b>	<b>\$22.90</b>	<b>\$31.92</b>	<b>\$47.08</b>	-	-	
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	0.8	480	\$19.36	\$23.17	\$28.04	\$33.20	\$39.56	High school diploma or equivalent	Long-term on-the-job training	Yes
15-1252	Software Developers	2.3	480	\$33.97	\$42.93	\$52.81	\$64.55	\$81.35	Bachelor's degree	None	Yes
43-5061	Production, Planning, and Expediting Clerks	0.9	460	\$20.41	\$23.34	\$27.32	\$32.92	\$40.13	High school diploma or equivalent	Moderate-term on-the-job training	Yes
47-4051	Highway Maintenance Workers	1.2	460	\$21.75	\$24.07	\$27.31	\$28.90	\$31.32	High school diploma or equivalent	Moderate-term on-the-job training	Yes
33-3051	Police and Sheriff's Patrol Officers	0.8	455	\$27.63	\$31.43	\$35.53	\$41.56	\$46.28	High school diploma or equivalent	Moderate-term on-the-job training	Yes
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	0.7	450	\$18.50	\$21.11	\$23.37	\$24.65	\$28.55	High school diploma or equivalent	Moderate-term on-the-job training	Yes
51-4041	Machinists	0.3	425	\$20.09	\$22.78	\$25.43	\$28.69	\$31.75	High school diploma or equivalent	Long-term on-the-job training	Yes
13-1161	Market Research Analysts and Marketing Specialists	1.5	425	\$18.79	\$24.31	\$32.36	\$45.38	\$60.00	Bachelor's degree	None	Yes
13-1020	Buyers and Purchasing Agents	-0.5	420	\$22.14	\$26.10	\$31.91	\$39.43	\$51.94	Bachelor's degree	Moderate-term on-the-job training	Yes
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1.3	420	\$18.17	\$23.34	\$28.60	\$34.91	\$41.23	Postsecondary nondegree award	Long-term on-the-job training	Yes
15-1232	Computer User Support Specialists	0.3	415	\$18.47	\$22.50	\$27.26	\$32.11	\$39.15	Some college, no degree	Moderate-term on-the-job training	Yes
13-1082	Project Management Specialists	1.0	410	\$27.42	\$32.56	\$40.87	\$52.85	\$65.71	Bachelor's degree	None	Yes
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	3.1	400	\$21.08	\$23.64	\$29.27	\$37.90	\$43.19	Master's degree	Internship/residency	Yes
15-1211	Computer Systems Analysts	1.0	395	\$29.40	\$35.74	\$44.07	\$51.39	\$61.55	Bachelor's degree	None	Yes
17-2141	Mechanical Engineers	1.5	360	\$31.20	\$37.79	\$46.91	\$52.31	\$64.35	Bachelor's degree	None	Yes
49-3041	Farm Equipment Mechanics and Service Technicians	0.8	345	\$19.35	\$23.31	\$27.99	\$30.96	\$36.44	High school diploma or equivalent	Long-term on-the-job training	Yes
11-3021	Computer and Information Systems Managers	1.7	335	\$46.25	\$57.77	\$65.68	\$81.69	\$99.19	Bachelor's degree	None	Yes
13-2051	Financial and Investment Analysts	1.1	330	\$28.78	\$35.49	\$42.76	\$51.98	\$59.63	Bachelor's degree	None	Yes
21-1021	Child, Family, and School Social Workers	1.1	320	\$19.33	\$21.61	\$24.38	\$32.87	\$40.90	Bachelor's degree	None	Yes
11-9151	Social and Community Service Managers	1.8	320	\$20.60	\$24.66	\$30.25	\$37.91	\$46.42	Bachelor's degree	None	Yes
21-1012	Educational, Guidance, and Career Counselors and Advisors	1.2	315	\$19.71	\$23.05	\$26.88	\$33.48	\$38.18	Master's degree	None	Yes
13-1151	Training and Development Specialists	1.0	310	\$18.31	\$23.28	\$30.02	\$41.20	\$51.92	Bachelor's degree	None	Yes
27-3031	Public Relations Specialists	1.0	310	\$17.00	\$22.40	\$28.60	\$37.82	\$47.16	Bachelor's degree	None	Yes
13-2072	Loan Officers	0.7	305	\$23.56	\$29.96	\$38.49	\$52.87	\$65.33	Bachelor's degree	Moderate-term on-the-job training	Yes
11-9021	Construction Managers	1.4	305	\$24.38	\$37.20	\$46.30	\$60.77	\$72.11	Bachelor's degree	Moderate-term on-the-job training	Yes
11-2022	Sales Managers	0.9	290	\$33.12	\$47.42	\$61.54	\$81.30	\$100.30	Bachelor's degree	None	Yes
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	1.0	290	\$22.17	\$27.72	\$30.52	\$36.48	\$40.10	High school diploma or equivalent	Long-term on-the-job training	Yes
11-3051	Industrial Production Managers	0.7	270	\$36.12	\$42.35	\$50.44	\$62.87	\$79.94	Bachelor's degree	None	Yes
53-7081	Refuse and Recyclable Material Collectors	1.2	270	\$17.95	\$21.62	\$23.48	\$27.16	\$30.31	No formal educational credential	Short-term on-the-job training	Yes
15-1299	Computer Occupations, All Other	0.8	265	\$21.87	\$35.84	\$49.85	\$63.01	\$75.63	Bachelor's degree	None	Yes
47-2141	Painters, Construction and Maintenance	0.9	265	\$17.67	\$19.73	\$23.45	\$29.30	\$31.85	No formal educational credential	Moderate-term on-the-job training	Yes
29-1171	Nurse Practitioners	5.3	260	\$49.11	\$55.75	\$62.22	\$66.30	\$80.34	Master's degree	None	Yes
13-1041	Compliance Officers	0.9	255	\$23.02	\$29.08	\$35.35	\$41.93	\$50.60	Bachelor's degree	Moderate-term on-the-job training	Yes

2022-2032 STATE OF IOWA OCCUPATIONAL PROJECTIONS		High Demand Analysis		HIGH WAGE ANALYSIS					HIGH SKILL ANALYSIS		
Occupation <sup>[1]</sup>				Hourly Wage & Salary Distribution <sup>1</sup>					Education & Job Training <sup>2</sup>		
Standard Occupation Code	Occupational Group/Title	Annual Growth Rate (%)	Total Average Annual Openings All Occupations: 368	Hourly Wage 10th Percentile	Hourly Wage 25th Percentile	Hourly Wage 50th Percentile (Median)	Hourly Wage 75th Percentile	Hourly Wage 90th Percentile	Typical Education/Training Needed for Entry	Typical on-the-job Training Needed to Attain Competency in the Occupation	Meets H3 Definition
00-0000	<b>Total, All Occupations</b>	<b>0.6</b>	<b>217,835</b>	<b>\$13.63</b>	<b>\$17.34</b>	<b>\$22.90</b>	<b>\$31.92</b>	<b>\$47.08</b>	-	-	
23-2011	Paralegals and Legal Assistants	0.7	250	\$18.02	\$21.72	\$25.62	\$30.98	\$37.81	Associate's degree	None	Yes
31-2021	Physical Therapist Assistants	3.7	250	\$22.50	\$26.13	\$29.19	\$33.85	\$36.76	Associate's degree	None	Yes
11-9141	Property, Real Estate, and Community Association Managers	1.0	235	\$18.36	\$22.60	\$25.87	\$31.90	\$49.06	High school diploma or equivalent	Short-term on-the-job training	Yes
11-9033	Education Administrators, Postsecondary	1.0	230	\$25.30	\$31.57	\$41.57	\$63.26	\$88.14	Master's degree	None	Yes
23-1011	Lawyers	1.0	225	\$23.81	\$36.74	\$51.86	\$77.66	\$104.13	Doctoral or professional degree	None	Yes
15-1253	Software Quality Assurance Analysts and Testers	2.4	225	\$24.58	\$31.97	\$41.13	\$50.16	\$61.63	Bachelor's degree	None	Yes
43-4031	Court, Municipal, and License Clerks	0.8	220	\$17.92	\$21.04	\$23.42	\$27.58	\$30.72	High school diploma or equivalent	Long-term on-the-job training	Yes
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	0.8	220	\$19.10	\$23.39	\$29.93	\$37.98	\$39.94	Postsecondary nondegree award	Moderate-term on-the-job training	Yes
11-2021	Marketing Managers	0.8	220	\$38.01	\$49.29	\$61.61	\$80.22	\$97.85	Bachelor's degree	None	Yes
29-2010	Clinical Laboratory Technologists and Technicians	0.9	220	\$18.19	\$19.99	\$26.23	\$31.64	\$38.02	Bachelor's degree	None	Yes
17-2112	Industrial Engineers	1.8	215	\$34.21	\$38.68	\$48.06	\$52.34	\$64.21	Bachelor's degree	None	Yes
15-2051	Data Scientists	3.7	215	\$26.58	\$33.13	\$47.10	\$60.73	\$67.61	Bachelor's degree	None	Yes
13-2099	Financial Specialists, All Other	0.9	210	\$23.53	\$28.81	\$36.43	\$46.22	\$59.85	Bachelor's degree	None	Yes
29-1292	Dental Hygienists	1.6	210	\$37.63	\$38.32	\$39.79	\$44.36	\$45.26	Associate's degree	None	Yes
29-2072	Medical Records Specialists	1.4	205	\$18.56	\$22.02	\$24.80	\$29.65	\$30.78	Postsecondary nondegree award	None	Yes
13-2052	Personal Financial Advisors	1.6	205	\$23.03	\$31.25	\$39.32	\$64.33	\$0.00	Bachelor's degree	Long-term on-the-job training	Yes
41-3031	Securities, Commodities, and Financial Services Sales Agents	1.2	200	\$21.72	\$23.34	\$29.14	\$46.18	\$66.14	Bachelor's degree	Moderate-term on-the-job training	Yes
29-2034	Radiologic Technologists and Technicians	1.1	195	\$24.90	\$28.38	\$30.94	\$36.76	\$40.09	Associate's degree	None	Yes
15-1255	Web and Digital Interface Designers	2.4	195	\$19.51	\$26.43	\$35.01	\$47.56	\$58.97	Bachelor's degree	None	Yes
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	0.8	190	\$22.40	\$23.02	\$23.02	\$23.09	\$24.75	High school diploma or equivalent	Moderate-term on-the-job training	Yes
33-2011	Firefighters	0.8	180	\$16.81	\$20.88	\$26.54	\$31.36	\$42.23	Postsecondary nondegree award	Long-term on-the-job training	Yes
25-4022	Librarians and Media Collections Specialists	0.9	175	\$13.49	\$17.93	\$25.37	\$33.80	\$39.23	Master's degree	None	Yes
19-5011	Occupational Health and Safety Specialists	2.3	175	\$24.46	\$31.58	\$38.25	\$46.56	\$54.99	Bachelor's degree	None	Yes
25-9031	Instructional Coordinators	0.8	165	\$23.35	\$29.35	\$36.06	\$40.25	\$45.91	Master's degree	None	Yes
13-1081	Logisticians	1.9	165	\$25.13	\$30.74	\$38.33	\$47.61	\$55.16	Bachelor's degree	None	Yes
19-4021	Biological Technicians	1.0	165	\$20.06	\$20.06	\$24.66	\$31.40	\$34.18	Bachelor's degree	None	Yes
15-1231	Computer Network Support Specialists	0.8	150	\$21.93	\$25.44	\$30.56	\$37.24	\$44.24	Associate's degree	Moderate-term on-the-job training	Yes
53-7199	Material Moving Workers, All Other	0.8	150	\$20.87	\$21.90	\$23.19	\$29.34	\$38.50	No formal educational credential	Short-term on-the-job training	Yes
17-2051	Civil Engineers	0.9	150	\$30.70	\$36.62	\$45.43	\$53.86	\$64.53	Bachelor's degree	None	Yes
29-1123	Physical Therapists	2.2	150	\$33.65	\$38.54	\$46.10	\$50.21	\$55.95	Doctoral or professional degree	None	Yes
11-9041	Architectural and Engineering Managers	0.8	145	\$49.31	\$58.87	\$66.28	\$78.40	\$95.19	Bachelor's degree	None	Yes
13-2020	Property Appraisers and Assessors	0.8	145	\$19.97	\$27.73	\$38.18	\$48.62	\$74.88	Bachelor's degree	Long-term on-the-job training	Yes
11-3013	Facilities Managers	0.9	145	\$28.97	\$37.02	\$46.98	\$55.51	\$66.78	Bachelor's degree	None	Yes
15-1254	Web Developers	2.6	145	\$24.15	\$27.64	\$32.26	\$40.29	\$49.78	Bachelor's degree	None	Yes
11-3121	Human Resources Managers	0.9	135	\$37.85	\$48.07	\$58.75	\$72.90	\$94.32	Bachelor's degree	None	Yes
13-2061	Financial Examiners	2.2	135	\$25.25	\$31.06	\$39.12	\$48.98	\$65.54	Bachelor's degree	Long-term on-the-job training	Yes
29-1051	Pharmacists	0.8	130	\$49.22	\$59.32	\$64.05	\$70.68	\$76.79	Doctoral or professional degree	None	Yes
21-1022	Healthcare Social Workers	1.6	130	\$24.12	\$27.67	\$30.40	\$33.89	\$37.97	Master's degree	Internship/residency	Yes

2022-2032 STATE OF IOWA OCCUPATIONAL PROJECTIONS		High Demand Analysis		HIGH WAGE ANALYSIS					HIGH SKILL ANALYSIS		
Occupation <sup>1)</sup>				Hourly Wage & Salary Distribution <sup>1</sup>					Education & Job Training <sup>2</sup>		
Standard Occupation Code	Occupational Group/Title	Annual Growth Rate (%)	Total Average Annual Openings All Occupations: 368	Hourly Wage 10th Percentile	Hourly Wage 25th Percentile	Hourly Wage 50th Percentile (Median)	Hourly Wage 75th Percentile	Hourly Wage 90th Percentile	Typical Education/Training Needed for Entry	Typical on-the-job Training Needed to Attain Competency in the Occupation	Meets H3 Definition
31-9011	Massage Therapists	2.4	130	\$20.11	\$22.57	\$30.00	\$36.12	\$43.92	Postsecondary nondegree award	None	Yes
29-1127	Speech-Language Pathologists	2.7	130	\$29.75	\$35.43	\$39.00	\$47.34	\$53.11	Master's degree	Internship/residency	Yes
15-1212	Information Security Analysts	3.4	130	\$31.98	\$39.90	\$54.30	\$64.34	\$83.60	Bachelor's degree	None	Yes
43-5031	Public Safety Telecommunicators	0.9	125	\$15.69	\$23.49	\$25.18	\$29.21	\$32.01	High school diploma or equivalent	Moderate-term on-the-job training	Yes
49-9043	Maintenance Workers, Machinery	1.4	125	\$24.21	\$28.15	\$29.80	\$32.44	\$38.52	High school diploma or equivalent	Long-term on-the-job training	Yes
49-9052	Telecommunications Line Installers and Repairers	1.0	115	\$20.36	\$22.49	\$29.16	\$34.70	\$40.03	High school diploma or equivalent	Long-term on-the-job training	Yes
27-3043	Writers and Authors	0.8	110	\$15.38	\$23.27	\$26.44	\$30.76	\$39.02	Bachelor's degree	Long-term on-the-job training	Yes
29-1122	Occupational Therapists	2.0	110	\$33.44	\$37.76	\$42.68	\$49.75	\$55.42	Master's degree	None	Yes
47-2221	Structural Iron and Steel Workers	1.1	105	\$24.75	\$29.56	\$31.81	\$37.91	\$38.82	High school diploma or equivalent	Apprenticeship	Yes
21-1023	Mental Health and Substance Abuse Social Workers	2.1	105	\$17.52	\$18.92	\$24.20	\$31.50	\$37.69	Master's degree	Internship/residency	Yes
29-1071	Physician Assistants	3.1	105	\$52.11	\$57.05	\$64.13	\$72.44	\$82.94	Master's degree	None	Yes
49-9081	Wind Turbine Service Technicians	5.3	105	\$25.46	\$28.47	\$29.83	\$36.91	\$41.10	Postsecondary nondegree award	Long-term on-the-job training	Yes
11-3012	Administrative Services Managers	0.9	100	\$31.25	\$39.16	\$50.37	\$65.00	\$78.89	Bachelor's degree	None	Yes
17-3026	Industrial Engineering Technologists and Technicians	0.9	95	\$23.17	\$24.99	\$29.01	\$36.41	\$42.00	Associate's degree	None	Yes
33-1012	First-Line Supervisors of Police and Detectives	0.8	90	\$35.66	\$40.25	\$48.34	\$56.05	\$60.98	High school diploma or equivalent	Moderate-term on-the-job training	Yes
31-2011	Occupational Therapy Assistants	3.4	90	\$24.04	\$27.93	\$29.80	\$35.24	\$37.79	Associate's degree	None	Yes
13-2054	Financial Risk Specialists	1.2	85	\$31.35	\$38.77	\$47.55	\$58.98	\$68.24	Bachelor's degree	None	Yes
29-1131	Veterinarians	1.8	85	\$28.15	\$38.52	\$48.51	\$65.02	\$77.45	Doctoral or professional degree	None	Yes
47-2021	Brickmasons and Blockmasons	0.9	80	\$21.21	\$23.94	\$30.52	\$35.54	\$37.99	High school diploma or equivalent	Apprenticeship	Yes
47-2121	Glaziers	0.9	80	\$17.79	\$23.36	\$29.94	\$31.07	\$37.25	High school diploma or equivalent	Apprenticeship	Yes
19-1031	Conservation Scientists	1.0	80	\$22.92	\$25.35	\$30.77	\$38.36	\$44.59	Bachelor's degree	None	Yes
19-4031	Chemical Technicians	1.1	80	\$18.94	\$21.99	\$25.10	\$27.39	\$30.21	Associate's degree	Moderate-term on-the-job training	Yes
49-9062	Medical Equipment Repairers	1.8	80	\$18.91	\$21.51	\$27.82	\$36.96	\$49.06	Associate's degree	Moderate-term on-the-job training	Yes
17-2071	Electrical Engineers	0.7	75	\$36.83	\$45.98	\$51.57	\$62.30	\$87.19	Bachelor's degree	None	Yes
13-1141	Compensation, Benefits, and Job Analysis Specialists	0.8	75	\$22.77	\$26.03	\$29.72	\$37.47	\$45.74	Bachelor's degree	None	Yes
11-2032	Public Relations Managers	1.0	75	\$31.68	\$41.50	\$51.19	\$67.53	\$88.99	Bachelor's degree	None	Yes
13-1121	Meeting, Convention, and Event Planners	1.5	75	\$17.38	\$20.37	\$25.43	\$33.20	\$38.64	Bachelor's degree	None	Yes
29-2043	Paramedics	0.9	70	\$20.50	\$23.02	\$25.71	\$29.86	\$34.10	Postsecondary nondegree award	None	Yes
47-2081	Drywall and Ceiling Tile Installers	0.9	70	\$17.90	\$21.00	\$24.01	\$29.68	\$31.66	No formal educational credential	Moderate-term on-the-job training	Yes
49-9044	Millwrights	1.0	70	\$22.91	\$25.00	\$30.44	\$35.68	\$38.44	High school diploma or equivalent	Apprenticeship	Yes
27-3091	Interpreters and Translators	1.0	70	\$18.91	\$21.54	\$24.09	\$30.69	\$32.71	Bachelor's degree	None	Yes
29-1126	Respiratory Therapists	1.6	70	\$27.05	\$30.32	\$33.07	\$37.85	\$40.13	Associate's degree	None	Yes
29-1011	Chiropractors	1.9	70	\$19.17	\$28.32	\$31.89	\$43.93	\$51.69	Doctoral or professional degree	None	Yes
27-1011	Art Directors	0.8	65	\$24.60	\$25.95	\$38.73	\$49.37	\$58.23	Bachelor's degree	None	Yes
29-1299	Healthcare Diagnosing or Treating Practitioners, All Other	0.8	65	\$26.90	\$31.92	\$41.75	\$50.16	\$61.31	Master's degree	None	Yes
29-2055	Surgical Technologists	0.9	65	\$20.13	\$23.42	\$25.92	\$29.48	\$31.36	Postsecondary nondegree award	None	Yes
11-9072	Entertainment And Recreation Managers, Except Gambling	0.9	65	\$18.29	\$23.47	\$30.98	\$41.80	\$53.05	Bachelor's degree	None	Yes
21-1091	Health Education Specialists	1.2	65	\$20.62	\$25.37	\$32.66	\$39.75	\$44.80	Bachelor's degree	None	Yes

2022-2032 STATE OF IOWA OCCUPATIONAL PROJECTIONS		High Demand Analysis		HIGH WAGE ANALYSIS					HIGH SKILL ANALYSIS			
Occupation <sup>1)</sup>				Hourly Wage & Salary Distribution <sup>1</sup>					Education & Job Training <sup>2</sup>			
Standard Occupation Code	Occupational Group/Title	Annual Growth Rate (%)	Total Average Annual Openings	All Occupations: 368	Hourly Wage 10th Percentile	Hourly Wage 25th Percentile	Hourly Wage 50th Percentile (Median)	Hourly Wage 75th Percentile	Hourly Wage 90th Percentile	Typical Education/Training Needed for Entry	Typical on-the-job Training Needed to Attain Competency in the Occupation	Meets H3 Definition
00-0000	<b>Total, All Occupations</b>	<b>0.6</b>	<b>217,835</b>		<b>\$13.63</b>	<b>\$17.34</b>	<b>\$22.90</b>	<b>\$31.92</b>	<b>\$47.08</b>	-	-	
47-4071	Septic Tank Servicers and Sewer Pipe Cleaners	1.6	65		\$19.36	\$22.64	\$24.98	\$29.29	\$32.26	High school diploma or equivalent	Moderate-term on-the-job training	Yes
51-9162	Computer Numerically Controlled Tool Programmers	2.1	65		\$18.22	\$22.28	\$27.24	\$31.15	\$36.13	Postsecondary nondegree award	Moderate-term on-the-job training	Yes
27-2012	Producers and Directors	0.7	60		\$14.84	\$18.14	\$24.10	\$31.62	\$43.55	Bachelor's degree	None	Yes
51-2051	Fiberglass Laminators and Fabricators	0.7	60		\$19.44	\$23.49	\$24.01	\$24.01	\$24.01	High school diploma or equivalent	Moderate-term on-the-job training	Yes
27-1025	Interior Designers	0.9	60		\$17.48	\$21.27	\$27.79	\$40.65	\$55.96	Bachelor's degree	None	Yes
29-1031	Dietitians and Nutritionists	1.1	60		\$26.73	\$29.19	\$33.12	\$36.90	\$40.28	Bachelor's degree	Internship/residency	Yes
39-5011	Barbers	1.3	60		\$16.08	\$28.34	\$37.73	\$37.75	\$38.30	Postsecondary nondegree award	None	Yes
21-1094	Community Health Workers	1.9	60		\$18.36	\$20.61	\$23.52	\$28.47	\$34.11	High school diploma or equivalent	Short-term on-the-job training	Yes
19-2041	Environmental Scientists and Specialists, Including Health	0.7	55		\$25.86	\$29.17	\$35.60	\$42.51	\$58.67	Bachelor's degree	None	Yes
47-4041	Hazardous Materials Removal Workers	0.8	55		\$18.87	\$22.94	\$24.11	\$27.77	\$28.85	High school diploma or equivalent	Moderate-term on-the-job training	Yes
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	0.8	55		\$24.78	\$29.58	\$34.24	\$38.68	\$42.71	Postsecondary nondegree award	Long-term on-the-job training	Yes
27-1021	Commercial and Industrial Designers	0.8	55		\$23.64	\$27.94	\$33.27	\$40.97	\$47.05	Bachelor's degree	None	Yes
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	0.8	55		\$20.33	\$26.00	\$30.75	\$37.47	\$45.76	Associate's degree	None	Yes
17-1011	Architects, Except Landscape and Naval	0.9	55		\$28.17	\$29.46	\$41.82	\$59.52	\$81.10	Bachelor's degree	Internship/residency	Yes
19-2031	Chemists	1.6	55		\$29.59	\$31.13	\$39.34	\$50.65	\$64.67	Bachelor's degree	None	Yes
29-2032	Diagnostic Medical Sonographers	2.0	55		\$33.47	\$37.43	\$40.33	\$45.17	\$48.14	Associate's degree	None	Yes
15-2011	Actuaries	2.3	55		\$38.05	\$46.48	\$62.44	\$79.36	\$88.48	Bachelor's degree	Long-term on-the-job training	Yes
15-2031	Operations Research Analysts	2.8	55		\$18.56	\$28.71	\$37.57	\$56.69	\$65.72	Bachelor's degree	None	Yes
11-9121	Natural Sciences Managers	1.0	50		\$37.07	\$44.92	\$49.46	\$77.40	\$94.10	Bachelor's degree	None	Yes
13-1131	Fundraisers	1.0	50		\$21.06	\$24.39	\$28.79	\$37.56	\$48.64	Bachelor's degree	None	Yes
19-1042	Medical Scientists, Except Epidemiologists	1.8	50		\$30.37	\$32.34	\$40.87	\$48.98	\$63.45	Doctoral or professional degree	None	Yes
11-3061	Purchasing Managers	0.8	45		\$36.13	\$42.57	\$53.49	\$66.72	\$86.32	Bachelor's degree	None	Yes
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	0.8	45		\$18.92	\$20.47	\$22.95	\$23.07	\$23.97	High school diploma or equivalent	Moderate-term on-the-job training	Yes
33-1021	First-Line Supervisors of Firefighting and Prevention Workers	0.9	45		\$27.51	\$32.88	\$36.13	\$47.78	\$53.99	Postsecondary nondegree award	Moderate-term on-the-job training	Yes
11-9039	Education Administrators, All Other	0.9	45		\$23.23	\$29.90	\$42.51	\$65.91	\$85.22	Bachelor's degree	None	Yes
27-3042	Technical Writers	1.0	45		\$24.11	\$26.24	\$30.61	\$37.49	\$42.01	Bachelor's degree	Short-term on-the-job training	Yes
47-2071	Paving, Surfacing, and Tamping Equipment Operators	1.0	45		\$23.05	\$24.52	\$28.96	\$30.06	\$31.09	High school diploma or equivalent	Moderate-term on-the-job training	Yes
51-8099	Plant and System Operators, All Other	1.0	45		\$25.35	\$25.36	\$28.05	\$33.44	\$36.10	High school diploma or equivalent	Moderate-term on-the-job training	Yes
29-1021	Dentists, General	1.1	45		\$40.32	\$59.44	\$84.13	\$100.96		Doctoral or professional degree	None	Yes
11-2033	Fundraising Managers	1.2	45		\$27.41	\$34.49	\$45.65	\$60.97	\$74.43	Bachelor's degree	None	Yes
29-1129	Therapists, All Other	1.5	45		\$19.85	\$20.42	\$25.77	\$31.81	\$33.60	Bachelor's degree	None	Yes
21-2011	Clergy	1.5	45		\$23.07	\$24.96	\$28.50	\$30.66	\$34.30	Bachelor's degree	Moderate-term on-the-job training	Yes
19-3033	Clinical and Counseling Psychologists	2.0	45		\$27.50	\$35.35	\$47.40	\$59.92	\$78.92	Doctoral or professional degree	Internship/residency	Yes
19-3034	School Psychologists	0.7	40		\$18.97	\$24.16	\$33.80	\$38.14	\$43.17	Master's degree	Internship/residency	Yes
13-2031	Budget Analysts	0.7	40		\$29.38	\$33.39	\$40.00	\$47.17	\$55.09	Bachelor's degree	None	Yes
19-4042	Environmental Science and Protection Technicians, Including Health	0.9	40		\$18.68	\$23.19	\$28.24	\$32.66	\$38.87	Associate's degree	None	Yes

2022-2032 STATE OF IOWA OCCUPATIONAL PROJECTIONS		High Demand Analysis		HIGH WAGE ANALYSIS					HIGH SKILL ANALYSIS		
Occupation <sup>1)</sup>				Hourly Wage & Salary Distribution <sup>1</sup>					Education & Job Training <sup>2</sup>		
Standard Occupation Code	Occupational Group/Title	Annual Growth Rate (%)	Total Average Annual Openings All Occupations: 368	Hourly Wage 10th Percentile	Hourly Wage 25th Percentile	Hourly Wage 50th Percentile (Median)	Hourly Wage 75th Percentile	Hourly Wage 90th Percentile	Typical Education/Training Needed for Entry	Typical on-the-job Training Needed to Attain Competency in the Occupation	Meets H3 Definition
11-3131	Training and Development Managers	1.0	40	\$33.94	\$40.09	\$51.18	\$61.08	\$86.54	Bachelor's degree	None	Yes
51-9193	Cooling and Freezing Equipment Operators and Tenders	1.0	40	\$19.42	\$20.35	\$23.50	\$38.50	\$38.50	High school diploma or equivalent	Moderate-term on-the-job training	Yes
21-1029	Social Workers, All Other	1.3	40	\$22.22	\$34.88	\$42.31	\$48.47	\$52.25	Bachelor's degree	None	Yes
21-1013	Marriage and Family Therapists	2.2	40	\$20.25	\$23.78	\$29.54	\$34.15	\$81.54	Master's degree	Internship/residency	Yes
15-2041	Statisticians	3.5	40	\$20.35	\$23.67	\$41.42	\$57.42	\$73.03	Master's degree	None	Yes
15-1242	Database Administrators	0.9	35	\$27.34	\$36.09	\$46.96	\$60.57	\$74.08	Bachelor's degree	None	Yes
47-2132	Insulation Workers, Mechanical	1.0	35	\$17.07	\$23.45	\$24.26	\$28.93	\$32.61	High school diploma or equivalent	Apprenticeship	Yes
27-4011	Audio and Video Technicians	1.0	35	\$16.10	\$21.01	\$24.39	\$29.53	\$35.16	Postsecondary nondegree award	Short-term on-the-job training	Yes
11-2011	Advertising and Promotions Managers	1.2	35	\$37.10	\$41.42	\$47.82	\$60.82	\$76.24	Bachelor's degree	None	Yes
29-9099	Healthcare Practitioners and Technical Workers, All Other	1.2	35	\$14.28	\$14.92	\$17.63	\$44.61	\$51.37	Postsecondary nondegree award	None	Yes
49-3011	Aircraft Mechanics and Service Technicians	1.3	35	\$17.81	\$27.79	\$33.69	\$37.24	\$43.11	Postsecondary nondegree award	None	Yes
27-2032	Choreographers	1.4	35	\$13.35	\$19.75	\$28.86	\$33.04	\$38.77	High school diploma or equivalent	Long-term on-the-job training	Yes
47-2044	Tile and Stone Setters	1.4	35	\$19.91	\$21.74	\$25.00	\$32.97	\$36.88	No formal educational credential	Long-term on-the-job training	Yes
19-5012	Occupational Health and Safety Technicians	2.0	35	\$21.65	\$23.96	\$26.95	\$32.62	\$37.39	High school diploma or equivalent	Moderate-term on-the-job training	Yes
53-7121	Tank Car, Truck, and Ship Loaders	0.7	30	\$24.26	\$24.63	\$27.00	\$27.66	\$28.86	No formal educational credential	Short-term on-the-job training	Yes
25-4012	Curators	0.7	30	\$14.97	\$17.38	\$23.85	\$29.74	\$37.24	Master's degree	None	Yes
17-2199	Engineers, All Other	0.7	30	\$33.48	\$39.08	\$48.17	\$54.84	\$60.44	Bachelor's degree	None	Yes
21-2021	Directors, Religious Activities and Education	0.8	30	\$17.99	\$21.27	\$28.18	\$38.09	\$45.73	Bachelor's degree	None	Yes
29-2031	Cardiovascular Technologists and Technicians	0.9	30	\$18.54	\$22.10	\$33.10	\$39.58	\$47.18	Associate's degree	None	Yes
53-3099	Motor Vehicle Operators, All Other	1.5	30	\$20.02	\$20.83	\$24.52	\$28.00	\$29.00	No formal educational credential	Short-term on-the-job training	Yes
29-1041	Optometrists	1.8	30	\$37.02	\$40.76	\$57.69	\$76.46	\$85.83	Doctoral or professional degree	None	Yes
29-9021	Health Information Technologists and Medical Registrars	2.2	30	\$22.73	\$26.79	\$34.61	\$41.65	\$47.07	Associate's degree	None	Yes
19-3051	Urban and Regional Planners	0.9	25	\$25.35	\$29.63	\$36.45	\$41.52	\$48.83	Master's degree	None	Yes
47-2131	Insulation Workers, Floor, Ceiling, and Wall	1.0	25	\$17.97	\$19.49	\$23.54	\$31.97	\$34.93	No formal educational credential	Short-term on-the-job training	Yes
27-4031	Camera Operators, Television, Video, and Film	1.1	25	\$14.95	\$16.52	\$23.13	\$33.87	\$38.70	Bachelor's degree	None	Yes
17-2131	Materials Engineers	1.3	25	\$29.03	\$29.03	\$36.85	\$49.05	\$53.18	Bachelor's degree	None	Yes
17-2072	Electronics Engineers, Except Computer	1.4	25	\$33.40	\$36.55	\$43.71	\$51.39	\$63.64	Bachelor's degree	None	Yes
11-9171	Funeral Home Managers	0.8	20	\$28.87	\$34.87	\$37.28	\$43.72	\$63.11	Associate's degree	None	Yes
17-1022	Surveyors	0.9	20	\$30.28	\$31.91	\$36.89	\$44.72	\$50.36	Bachelor's degree	Internship/residency	Yes
47-5023	Earth Drillers, Except Oil and Gas	0.9	20	\$18.31	\$22.67	\$27.68	\$28.61	\$38.00	High school diploma or equivalent	Long-term on-the-job training	Yes
15-1243	Database Architects	0.9	20	\$39.93	\$50.98	\$63.16	\$69.09	\$79.34	Bachelor's degree	None	Yes
47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles	1.3	20	\$9.71	\$18.60	\$26.22	\$33.09	\$37.59	No formal educational credential	Moderate-term on-the-job training	Yes
29-1151	Nurse Anesthetists	1.6	20	\$98.38	\$104.83	\$110.56			Master's degree	None	Yes
49-9011	Mechanical Door Repairers	1.9	20	\$19.02	\$22.47	\$28.10	\$29.46	\$33.64	High school diploma or equivalent	Moderate-term on-the-job training	Yes
25-2021	Elementary School Teachers, Except Special Education	0.6	1,415	\$38,340	\$46,215	\$55,542	\$61,671	\$75,964	Bachelor's degree	None	Yes
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	0.7	1,005	\$39,823	\$47,206	\$58,905	\$65,070	\$76,647	Bachelor's degree	None	Yes

2022-2032 STATE OF IOWA OCCUPATIONAL PROJECTIONS		High Demand Analysis		HIGH WAGE ANALYSIS					HIGH SKILL ANALYSIS		
Occupation <sup>1)</sup>				Hourly Wage & Salary Distribution <sup>1</sup>					Education & Job Training <sup>2</sup>		
Standard Occupation Code	Occupational Group/Title	Annual Growth Rate (%)	Total Average Annual Openings	Hourly Wage 10th Percentile	Hourly Wage 25th Percentile	Hourly Wage 50th Percentile (Median)	Hourly Wage 75th Percentile	Hourly Wage 90th Percentile	Typical Education/Training Needed for Entry	Typical on-the-job Training Needed to Attain Competency in the Occupation	Meets H3 Definition
			All Occupations: 368								
00-0000	<b>Total, All Occupations</b>	0.6	217,835	\$13.63	\$17.34	\$22.90	\$31.92	\$47.08	-	-	
25-2022	Middle School Teachers, Except Special and Career/Technical Education	0.6	650	\$38,251	\$46,280	\$57,746	\$63,438	\$75,850	Bachelor's degree	None	Yes
25-3099	Teachers and Instructors, All Other	0.8	525	\$29,871	\$34,131	\$55,985	\$66,435	\$93,600	Bachelor's degree	None	Yes
25-1071	Health Specialties Teachers, Postsecondary	2.6	235	\$49,980	\$65,131	\$106,060	\$175,786	\$223,296	Doctoral or professional degree	None	Yes
11-9032	Education Administrators, Kindergarten through Secondary	0.7	220	\$70,368	\$95,299	\$102,814	\$129,239	\$155,213	Master's degree	None	Yes
25-2012	Kindergarten Teachers, Except Special Education	0.7	190	\$40,104	\$46,256	\$55,422	\$62,258	\$72,564	Bachelor's degree	None	Yes
25-2059	Special Education Teachers, All Other	0.7	125	\$26,727	\$44,545	\$61,637	\$82,592	\$90,107	Bachelor's degree	None	Yes
25-2052	Special Education Teachers, Kindergarten and Elementary School	0.7	115	\$44,023	\$46,882	\$55,347	\$61,819	\$72,410	Bachelor's degree	None	Yes
25-1121	Art, Drama, and Music Teachers, Postsecondary	0.9	100	\$45,513	\$58,846	\$75,595	\$101,337	\$171,613	Master's degree	None	Yes
25-1072	Nursing Instructors and Teachers, Postsecondary	2.5	95	\$47,246	\$58,999	\$71,911	\$78,574	\$105,701	Doctoral or professional degree	None	Yes
25-1011	Business Teachers, Postsecondary	1.3	95	\$46,799	\$58,672	\$81,343	\$139,980	\$221,445	Doctoral or professional degree	None	Yes
25-1081	Education Teachers, Postsecondary	1.0	85	\$28,818	\$46,970	\$54,718	\$66,852	\$94,221	Doctoral or professional degree	None	Yes
25-1199	Postsecondary Teachers, All Other	1.0	75	\$28,947	\$38,689	\$52,250	\$75,552	\$98,616	Doctoral or professional degree	None	Yes
25-1042	Biological Science Teachers, Postsecondary	1.5	70	\$51,129	\$62,719	\$78,404	\$109,651	\$133,301	Doctoral or professional degree	None	Yes
25-1123	English Language and Literature Teachers, Postsecondary	0.8	70	\$47,122	\$53,616	\$72,330	\$87,709	\$104,301	Doctoral or professional degree	None	Yes
25-1022	Mathematical Science Teachers, Postsecondary	1.0	60	\$49,405	\$62,719	\$78,313	\$108,817	\$136,535	Doctoral or professional degree	None	Yes
25-1032	Engineering Teachers, Postsecondary	1.6	50	\$77,718	\$85,660	\$111,773	\$135,417	\$198,004	Doctoral or professional degree	None	Yes
53-2012	Commercial Pilots	1.0	50	\$54,311	\$83,695	\$101,035	\$148,845	\$178,259	Postsecondary nondegree award	Moderate-term on-the-job training	Yes
25-1021	Computer Science Teachers, Postsecondary	1.2	45	\$48,261	\$65,814	\$86,136	\$124,276	\$161,342	Doctoral or professional degree	None	Yes
25-1122	Communications Teachers, Postsecondary	1.0	45	\$50,905	\$60,021	\$67,988	\$93,557	\$107,126	Doctoral or professional degree	None	Yes
25-1066	Psychology Teachers, Postsecondary	1.1	35	\$41,055	\$59,902	\$75,544	\$98,558	\$138,655	Doctoral or professional degree	None	Yes
29-9091	Athletic Trainers	1.8	30	\$44,159	\$47,262	\$49,701	\$59,288	\$62,582	Master's degree	None	Yes
25-1126	Philosophy and Religion Teachers, Postsecondary	0.9	30	\$45,320	\$57,609	\$75,546	\$84,953	\$123,249	Doctoral or professional degree	None	Yes
25-1124	Foreign Language and Literature Teachers, Postsecondary	0.7	30	\$51,650	\$62,372	\$76,272	\$83,851	\$129,348	Doctoral or professional degree	None	Yes
25-1041	Agricultural Sciences Teachers, Postsecondary	1.2	25	\$61,192	\$77,487	\$97,289	\$123,289	\$160,866	Doctoral or professional degree	None	Yes
25-1052	Chemistry Teachers, Postsecondary	1.0	25	\$54,748	\$62,370	\$82,559	\$122,426	\$137,905	Doctoral or professional degree	None	Yes
25-1069	Social Sciences Teachers, Postsecondary, All Other	0.9	25	\$46,846	\$61,536	\$76,053	\$102,239	\$124,781	Doctoral or professional degree	None	Yes
25-1125	History Teachers, Postsecondary	0.8	25	\$49,238	\$61,138	\$77,463	\$98,868	\$127,379	Doctoral or professional degree	None	Yes
27-2021	Athletes and Sports Competitors	1.3	20	\$49,357	\$49,826	\$77,963	\$99,793		No formal educational credential	Long-term on-the-job training	Yes
25-1193	Recreation and Fitness Studies Teachers, Postsecondary	1.1	20	\$30,899	\$51,828	\$64,226	\$77,663	\$132,366	Doctoral or professional degree	None	Yes
25-1054	Physics Teachers, Postsecondary	1.1	20	\$68,494	\$77,318	\$100,355	\$136,217	\$176,818	Doctoral or professional degree	None	Yes

<sup>1)</sup>High demand = Annual Growth rate that exceeds the annual growth rate of all occupations (0.617%) or exceeds the total average annual openings of all occupations (Average = 269)

2022-2032 STATE OF IOWA OCCUPATIONAL PROJECTIONS		High Demand Analysis		HIGH WAGE ANALYSIS					HIGH SKILL ANALYSIS		
Occupation <sup>1)</sup>				Hourly Wage & Salary Distribution <sup>1</sup>					Education & Job Training <sup>2</sup>		
Standard Occupation Code	Occupational Group/Title	Annual Growth Rate (%)	Total Average Annual Openings	Hourly Wage 10th Percentile	Hourly Wage 25th Percentile	Hourly			Typical Education/Training Needed for Entry	Typical on-the-job Training Needed to Attain Competency in the Occupation	Meets H3 Definition
			All Occupations: 368			Wage 50th Percentile (Median)	Hourly Wage 75th Percentile	Hourly Wage 90th Percentile			
00-0000	Total, All Occupations	0.6	217,835	\$13.63	\$17.34	\$22.90	\$31.92	\$47.08	-	-	
<small>Occupations (Average = 368).            -High Wage = Exceeds hourly wage/annual salary of all occupations in three of the five wage distribution categories (10th percentile, 25th percentile, 50th percentile, 75th percentile, 90th percentile).            -High Skill = Occupation that typically requires education or training that exceeds "High school diploma or equivalent" or requires additional training.</small>											

**Occupations for consideration meeting High Demand and High Skill Criteria**  
**If cell is highlighted green, that particular occupation demand, wage/salary, and skill metric meets H3 definition. Data Sources & Notes are located below the table.**

2022-2032 STATE OF IOWA OCCUPATIONAL PROJECTIONS		High Demand Analysis		HIGH WAGE ANALYSIS					HIGH SKILL ANALYSIS				
Occupation <sup>(1)</sup>		Hourly Wage & Salary Distribution <sup>1</sup>									Education & Job Training <sup>2</sup>		
Standard Occupation Code	Occupational Group/Title	Annual Growth Rate (%)	Total Average Annual Openings All Occupations: 368	Hourly Wage 10th Percentile	Hourly Wage 25th Percentile	Hourly Wage 50th Percentile (Median)			Hourly Wage 75th Percentile	Hourly Wage 90th Percentile	Typical Education/Training Needed for Entry	Typical on-the-job Training Needed to Attain Competency in the Occupation	Meets H3 Definition
						Hourly Wage 50th Percentile	Hourly Wage 75th Percentile	Hourly Wage 90th Percentile					
00-0000	Total, All Occupations	0.6	217,835	\$13.63	\$17.34	\$22.90	\$31.92	\$47.08	-	-	-	-	
31-1131	Nursing Assistants	1.0	3,560	\$16.86	\$17.66	\$18.57	\$21.49	\$23.13	\$23.13	Postsecondary nondegree award	None	No	
39-9011	Childcare Workers	0.6	2,245	\$9.80	\$10.96	\$13.43	\$14.94	\$20.50	\$20.50	High school diploma or equivalent	Short-term on-the-job training	No	
53-3033	Light Truck Drivers	1.0	1,310	\$13.61	\$17.14	\$21.11	\$23.51	\$42.23	\$42.23	High school diploma or equivalent	Short-term on-the-job training	No	
31-9092	Medical Assistants	2.2	820	\$17.40	\$18.44	\$21.00	\$22.78	\$24.50	\$24.50	Postsecondary nondegree award	None	No	
29-2099	Health Technologists and Technicians, All Other	1.3	200	\$18.09	\$18.96	\$22.12	\$28.25	\$35.22	\$35.22	Postsecondary nondegree award	None	No	
29-2056	Veterinary Technologists and Technicians	2.4	135	\$16.71	\$18.04	\$20.09	\$23.46	\$29.53	\$29.53	Associate's degree	None	No	
31-9097	Phlebotomists	1.3	125	\$16.52	\$17.57	\$18.29	\$20.21	\$23.49	\$23.49	Postsecondary nondegree award	None	No	
29-2042	Emergency Medical Technicians	1.0	80	\$16.64	\$17.80	\$18.88	\$22.96	\$29.04	\$29.04	Postsecondary nondegree award	None	No	

-High demand = Annual Growth rate that exceeds the annual growth rate of all occupations (0.617%) or exceeds the total average annual openings of all occupations (Average = 368).  
 -High Wage = Exceeds hourly wage/annual salary of all occupations in three of the five wage distribution categories (10th percentile, 25th percentile, 50th percentile, 75th percentile, 90th percentile).  
 -High Skill = Occupation that typically requires education or training that exceeds "High school diploma or equivalent" or requires additional training.