The background is a complex collage of images. It features several large, interlocking metallic gears in shades of blue and silver. In the lower foreground, there is a close-up of a control panel with various sliders, buttons, and dials. In the upper right, there are images of wind turbines against a cloudy sky. The overall aesthetic is industrial and technological.

# Iowa Career Resource Guide

# Iowa Career Resource Guide

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Iowa Department of Education  
Division of Community Colleges and Workforce Preparation  
<http://www.iowa.gov/educate>

Iowa Workforce Development  
Division of Workforce Center Administration  
<http://iwin.iowaworkforce.org>

2006-2008

This publication was adapted from "Montana Career Guide 2005," a publication by the Montana Department of Labor and Industry.

## Introduction: Why Use This Guide?



For students, the single most annoying question, and the one we seemed to get on a weekly basis, was “what do you want to do for a living?” The standard reply was, “How am I supposed to know? I’m just a student!” To this, the usual response was, “That’s the time to start planning.” We didn’t know then, but all those annoying teachers and relatives were right.

Consider this, if you wait until your senior year to decide on a career path, you may find that the type of post-secondary option you want, like going to college, requires more math than you’ve taken. By not planning ahead, you may have severely limited your options.

But don’t panic. Remember, you are not “deciding what you want to do for the rest of your life.” Chances are, you’re going to change your mind several times along the way, and that’s okay. Only through experience do we learn the kind of work for which we are best suited. That’s why it is so important to begin exploring careers early – so we have time to find out what we like and dislike about a number of jobs and opportunities, before committing to a certain path. And it is a commitment, of both time and money. Most jobs that pay a decent wage require a good deal of training and education. Before you shell out the bucks to attend an educational institution, it’s a good idea to have set some clear goals for yourself.

The purpose of this guide is to help you take the first step in setting career goals. Whether you’ve known what job or career you want since the second grade, or have no idea what kind of jobs are out there, this guide can help. Inside you’ll find an occupations guide organized by career clusters, that describes over 200 occupations in Iowa, tells you how fast each is growing, the level of education required, and lists entry, average, and experienced wages in Iowa. There are also sections that will help you choose a post-secondary institution, gain necessary work experience, market your skills, and interview for a job.

Whether you are a student considering careers for the first time, or someone looking into revising your plan to include a new line of work or new skills, this Iowa Career Resource Guide has valuable information for you.

Iowa has a place for you to grow, plan, and succeed.



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# What's Your Calling?

Some people report having had a "calling" to their chosen profession, meaning they instinctively knew which job they were best suited to do.

For the rest of us, it's not that easy.

Even if you have no idea what career you'd like to pursue, you know that you'll want a job that matches your personality and interests. Discovering who you are and what you want out of life is probably the most important step in the career decision-making process. Unfortunately, it's also a step many people neglect when making major life decisions.

Experts agree that work satisfaction depends on matching your personality with your work environment. Working full-time can amount to 80,000 hours of work in your lifetime. Considering the number of hours of your life at stake, the amount of time it takes to do a self-assessment is negligible.

Your likes and dislikes are extremely important in planning for your career and your future. They will supply you with ideas of what types of work will suit you best. There are a number of interest inventories or surveys available for individuals to complete. The Iowa Career Resource Guide Interest Survey is based on the Career Clusters framework. This framework takes all the different careers and jobs in the economy and organizes them according to related occupational and industry areas. Following the survey, the occupational guide is organized by the 16 different Career Clusters.

Circle the items in each box that best describes you. Make as many or as few circles in each box as you choose. Add up the number of circles in each box. Look to see which three boxes have the highest numbers. Find

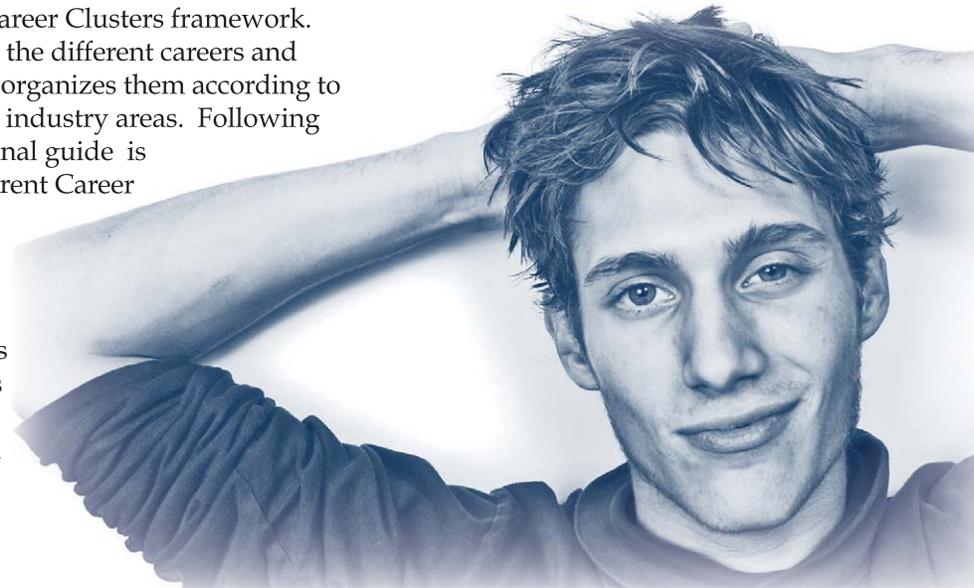
## Iowa Choices

The Iowa Career Information and Decision-making System (CIDs) is available for all secondary schools for students to further explore information on careers. Visit [www.collegeplanning.org](http://www.collegeplanning.org).

Check at your school for the school ID and password. With the creation of a portfolio, you are able to collect and reflect on other surveys, interest inventories, work values assessment, and even testing numbers to assist you in learning about yourself and possible careers.

You can use the survey on page 6 to match your interests with specific occupations. And remember you don't have to limit yourself only to occupations that match your profile exactly. This exercise will just give you an idea of where to start looking.

the corresponding Career Clusters on the pages immediately following this survey to see which Career Clusters you may want to explore.



## Career Cluster Interest Survey

**Directions:** Circle the items in each box that best describe you. You may make as many or as few circles in each box as you choose. Add up the number of circles in each box. Look to see which three boxes have the highest numbers. Find the corresponding Career Clusters on the pages immediately following this survey to see which Career Clusters you may want to explore.

<b>BOX 1</b>	<b>Activities that describe what I like to do:</b> 1. Learn how things grow and stay alive. 2. Make the best use of the earth's natural resources. 3. Hunt and/or fish. 4. Protect the environment. 5. Be outdoors in all kinds of weather. 6. Plan, budget, and keep records. 7. Operate machines and keep them in good repair.	<b>Personal qualities that describe me:</b> 1. Self-reliant 2. Nature lover 3. Physically active 4. Planner 5. Creative problem solver	<b>School subjects that I like:</b> 1. Math 2. Life Sciences 3. Earth Sciences 4. Chemistry 5. Agriculture	<b>Total number circled in Box 1</b>  <input style="width: 50px; height: 40px;" type="text"/>
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<b>BOX 2</b>	<b>Activities that describe what I like to do:</b> 1. Read and follow blueprints and/or instructions. 2. Picture in my mind what a finished product looks like. 3. Work with my hands. 4. Perform work that requires precise results. 5. Solve technical problems. 6. Visit and learn from beautiful, historic, or interesting buildings. 7. Follow logical, step-by-step procedures.	<b>Personal qualities that describe me:</b> 1. Curious 2. Good at following directions 3. Pay attention to detail 4. Good at visualizing possibilities 5. Patient and persistent	<b>School subjects that I like:</b> 1. Math 2. Drafting 3. Physical Sciences 4. Construction Trades 5. Electrical Trades/Heat, Air Conditioning and Refrigeration/Technology Education	<b>Total number circled in Box 2</b>  <input style="width: 50px; height: 40px;" type="text"/>
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<b>BOX 3</b>	<b>Activities that describe what I like to do:</b> 1. Use my imagination to communicate new information to others. 2. Perform in front of others. 3. Read and write. 4. Play a musical instrument. 5. Perform creative, artistic activities. 6. Use video and recording technology. 7. Design brochures and posters.	<b>Personal qualities that describe me:</b> 1. Creative and imaginative 2. Good communicator/good vocabulary 3. Curious about new technology 4. Relate well to feelings and thoughts of others 5. Determined/tenacious	<b>School subjects that I like:</b> 1. Art/Graphic design 2. Music 3. Speech and Drama 4. Journalism/Literature 5. Audiovisual Technologies	<b>Total number circled in Box 3</b>  <input style="width: 50px; height: 40px;" type="text"/>
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**Note:** This survey does not make any claims of statistical reliability and has not been normed. It is intended for use as a guidance tool to generate discussion regarding careers and is valid for that purpose.



<b>BOX 4</b>	<b>Activities that describe what I like to do:</b>	<b>Personal qualities that describe me:</b>	<b>School subjects that I like:</b>	<b>Total number circled in Box 4</b>
	<ol style="list-style-type: none"> <li>1. Perform routine, organized activities but can be flexible.</li> <li>2. Work with numbers and detailed information.</li> <li>3. Be the leader in a group.</li> <li>4. Make business contact with people.</li> <li>5. Work with computer programs.</li> <li>6. Create reports and communicate ideas.</li> <li>7. Plan my work and follow instructions without close supervision.</li> </ol>	<ol style="list-style-type: none"> <li>1. Organized</li> <li>2. Practical and logical</li> <li>3. Patient</li> <li>4. Tactful</li> <li>5. Responsible</li> </ol>	<ol style="list-style-type: none"> <li>1. Computer Applications/Business and Information Technology</li> <li>2. Accounting</li> <li>3. Math</li> <li>4. English</li> <li>5. Economics</li> </ol>	<input style="width: 50px; height: 50px; border: 1px solid black;" type="text"/>

<b>BOX 5</b>	<b>Activities that describe what I like to do:</b>	<b>Personal qualities that describe me:</b>	<b>School subjects that I like:</b>	<b>Total number circled in Box 5</b>
	<ol style="list-style-type: none"> <li>1. Communicate with different types of people.</li> <li>2. Help others with their homework or to learn new things.</li> <li>3. Go to school.</li> <li>4. Direct and plan activities for others.</li> <li>5. Handle several responsibilities at once.</li> <li>6. Acquire new information.</li> <li>7. Help people overcome their challenges.</li> </ol>	<ol style="list-style-type: none"> <li>1. Friendly</li> <li>2. Decision maker</li> <li>3. Helpful</li> <li>4. Innovative/Inquisitive</li> <li>5. Good listener</li> </ol>	<ol style="list-style-type: none"> <li>1. Language Arts</li> <li>2. Social Studies</li> <li>3. Math</li> <li>4. Science</li> <li>5. Psychology</li> </ol>	<input style="width: 50px; height: 50px; border: 1px solid black;" type="text"/>

<b>BOX 6</b>	<b>Activities that describe what I like to do:</b>	<b>Personal qualities that describe me:</b>	<b>School subjects that I like:</b>	<b>Total number circled in Box 6</b>
	<ol style="list-style-type: none"> <li>1. Work with numbers.</li> <li>2. Work to meet a deadline.</li> <li>3. Make predictions based on existing facts.</li> <li>4. Have a framework of rules by which to operate.</li> <li>5. Analyze financial information and interpret it to others.</li> <li>6. Handle money with accuracy and reliability.</li> <li>7. Take pride in the way I dress and look.</li> </ol>	<ol style="list-style-type: none"> <li>1. Trustworthy</li> <li>2. Orderly</li> <li>3. Self-confident</li> <li>4. Logical</li> <li>5. Methodical or efficient</li> </ol>	<ol style="list-style-type: none"> <li>1. Accounting</li> <li>2. Math</li> <li>3. Economics</li> <li>4. Banking/Financial Services</li> <li>5. Business Law</li> </ol>	<input style="width: 50px; height: 50px; border: 1px solid black;" type="text"/>

<b>BOX 7</b>	<b>Activities that describe what I like to do:</b>	<b>Personal qualities that describe me:</b>	<b>School subjects that I like:</b>	<b>Total number circled in Box 7</b>
	<ol style="list-style-type: none"> <li>1. Be involved in politics.</li> <li>2. Negotiate, defend, and debate ideas and topics.</li> <li>3. Plan activities and work cooperatively with others.</li> <li>4. Work with details.</li> <li>5. Perform a variety of duties that may change often.</li> <li>6. Analyze information and interpret it to others.</li> <li>7. Travel and see things that are new to me.</li> </ol>	<ol style="list-style-type: none"> <li>1. Good communicator</li> <li>2. Competitive</li> <li>3. Service minded</li> <li>4. Well organized</li> <li>5. Problem solver</li> </ol>	<ol style="list-style-type: none"> <li>1. Government</li> <li>2. Language Arts</li> <li>3. History</li> <li>4. Math</li> <li>5. Foreign Language</li> </ol>	<input style="width: 50px; height: 50px; border: 1px solid black;" type="text"/>



# Interest Assessment

<b>BOX 8</b>	<p><b>Activities that describe what I like to do:</b></p> <ol style="list-style-type: none"> <li>1. Work under pressure.</li> <li>2. Help sick people and animals.</li> <li>3. Make decisions based on logic and information.</li> <li>4. Participate in health and science classes.</li> <li>5. Respond quickly and calmly in emergencies.</li> <li>6. Work as a member of a team.</li> <li>7. Follow guidelines precisely and meet strict standards of accuracy.</li> </ol>	<p><b>Personal qualities that describe me:</b></p> <ol style="list-style-type: none"> <li>1. Compassionate and caring</li> <li>2. Good at following directions</li> <li>3. Conscientious and careful</li> <li>4. Patient</li> <li>5. Good listener</li> </ol>	<p><b>School subjects that I like:</b></p> <ol style="list-style-type: none"> <li>1. Biological Sciences</li> <li>2. Chemistry</li> <li>3. Math</li> <li>4. Occupational Health classes</li> <li>5. Language Arts</li> </ol>	<p><b>Total number circled in Box 8</b></p> <div style="border: 1px solid black; width: 50px; height: 50px; margin: 0 auto;"></div>
<b>BOX 9</b>	<p><b>Activities that describe what I like to do:</b></p> <ol style="list-style-type: none"> <li>1. Investigate new places and activities.</li> <li>2. Work with all ages and types of people.</li> <li>3. Organize activities in which other people enjoy themselves.</li> <li>4. Have a flexible schedule.</li> <li>5. Help people make up their minds.</li> <li>6. Communicate easily, tactfully, and courteously.</li> <li>7. Learn about other cultures.</li> </ol>	<p><b>Personal qualities that describe me:</b></p> <ol style="list-style-type: none"> <li>1. Tactful</li> <li>2. Self-motivated</li> <li>3. Works well with others</li> <li>4. Outgoing</li> <li>5. Slow to anger</li> </ol>	<p><b>School subjects that I like:</b></p> <ol style="list-style-type: none"> <li>1. Language Arts/Speech</li> <li>2. Foreign Language</li> <li>3. Social Sciences</li> <li>4. Marketing</li> <li>5. Food Services</li> </ol>	<p><b>Total number circled in Box 9</b></p> <div style="border: 1px solid black; width: 50px; height: 50px; margin: 0 auto;"></div>
<b>BOX 10</b>	<p><b>Activities that describe what I like to do:</b></p> <ol style="list-style-type: none"> <li>1. Care about people, their needs, and their problems.</li> <li>2. Participate in community services and/or volunteering.</li> <li>3. Listen to other people's viewpoints.</li> <li>4. Help people be at their best.</li> <li>5. Work with people from preschool age to old age.</li> <li>6. Think of new ways to do things.</li> <li>7. Make friends with different kinds of people.</li> </ol>	<p><b>Personal qualities that describe me:</b></p> <ol style="list-style-type: none"> <li>1. Good communicator/good listener</li> <li>2. Caring</li> <li>3. Non-materialistic</li> <li>4. Uses intuition and logic</li> <li>5. Non-judgmental</li> </ol>	<p><b>School subjects that I like:</b></p> <ol style="list-style-type: none"> <li>1. Language Arts</li> <li>2. Psychology/Sociology</li> <li>3. Family and Consumer Sciences</li> <li>4. Finance</li> <li>5. Foreign Language</li> </ol>	<p><b>Total number circled in Box 10</b></p> <div style="border: 1px solid black; width: 50px; height: 50px; margin: 0 auto;"></div>
<b>BOX 11</b>	<p><b>Activities that describe what I like to do:</b></p> <ol style="list-style-type: none"> <li>1. Work with computers.</li> <li>2. Reason clearly and logically to solve complex problems.</li> <li>3. Use machines, techniques, and processes.</li> <li>4. Read technical materials and diagrams and solve technical problems.</li> <li>5. Adapt to change.</li> <li>6. Play video games and figure out how they work.</li> <li>7. Concentrate for long periods without being distracted.</li> </ol>	<p><b>Personal qualities that describe me:</b></p> <ol style="list-style-type: none"> <li>1. Logic/analytical thinker</li> <li>2. See details in the big picture</li> <li>3. Persistent</li> <li>4. Good concentration skills</li> <li>5. Precise and accurate</li> </ol>	<p><b>School subjects that I like:</b></p> <ol style="list-style-type: none"> <li>1. Math</li> <li>2. Science</li> <li>3. Computer Tech/Applications</li> <li>4. Communications</li> <li>5. Graphic Design</li> </ol>	<p><b>Total number circled in Box 11</b></p> <div style="border: 1px solid black; width: 50px; height: 50px; margin: 0 auto;"></div>
<b>BOX 12</b>	<p><b>Activities that describe what I like to do:</b></p> <ol style="list-style-type: none"> <li>1. Work under pressure or in the face of danger.</li> <li>2. Make decisions based on my own observations.</li> <li>3. Interact with other people.</li> <li>4. Be in positions of authority.</li> <li>5. Respect rules and regulations.</li> <li>6. Debate and win arguments.</li> <li>7. Observe and analyze people's behavior.</li> </ol>	<p><b>Personal qualities that describe me:</b></p> <ol style="list-style-type: none"> <li>1. Adventurous</li> <li>2. Dependable</li> <li>3. Community-minded</li> <li>4. Decisive</li> <li>5. Optimistic</li> </ol>	<p><b>School subjects that I like:</b></p> <ol style="list-style-type: none"> <li>1. Language Arts</li> <li>2. Psychology/Sociology</li> <li>3. Government/History</li> <li>4. Law Enforcement</li> <li>5. First Aid/First Responder</li> </ol>	<p><b>Total number circled in Box 12</b></p> <div style="border: 1px solid black; width: 50px; height: 50px; margin: 0 auto;"></div>



# Interest Assessment

<b>BOX 13</b>	<b>Activities that describe what I like to do:</b> 1. Work with my hands and learn that way. 2. Put things together. 3. Do routine, organized and accurate work. 4. Perform activities that produce tangible results. 5. Apply math to work out solutions. 6. Use hand and power tools and operate equipment/machinery. 7. Visualize objects in three dimensions from flat drawings.	<b>Personal qualities that describe me:</b> 1. Practical 2. Observant 3. Physically active 4. Step-by-step thinker 5. Coordinated	<b>School subjects that I like:</b> 1. Math-Geometry 2. Chemistry 3. Trade and Industry courses 4. Physics 5. Language Arts	<b>Total number circled in Box 13</b>  <input style="width: 50px; height: 50px; border: 1px solid black;" type="text"/>

<b>BOX 14</b>	<b>Activities that describe what I like to do:</b> 1. Shop and go to the mall. 2. Be in charge. 3. Make displays and promote ideas. 4. Give presentations and enjoy public speaking. 5. Persuade people to buy products or to participate in activities. 6. Communicate my ideas to other people. 7. Take advantage of opportunities to make extra money.	<b>Personal qualities that describe me:</b> 1. Enthusiastic 2. Competitive 3. Creative 4. Self-motivated 5. Persuasive	<b>School subjects that I like:</b> 1. Language Arts 2. Math 3. Business Education/Marketing 4. Economics 5. Computer Applications	<b>Total number circled in Box 14</b>  <input style="width: 50px; height: 50px; border: 1px solid black;" type="text"/>

<b>BOX 15</b>	<b>Activities that describe what I like to do:</b> 1. Interpret formulas. 2. Find the answers to questions. 3. Work in a laboratory. 4. Figure out how things work and investigate new things. 5. Explore new technology. 6. Experiment to find the best way to do something. 7. Pay attention to details and help things be precise.	<b>Personal qualities that describe me:</b> 1. Detail oriented 2. Inquisitive 3. Objective 4. Methodical 5. Mechanically inclined	<b>School subjects that I like:</b> 1. Math 2. Science 3. Drafting/Computer-Aided Drafting 4. Electronics/Computer Networking 5. Technical Classes/Technology Education	<b>Total number circled in Box 15</b>  <input style="width: 50px; height: 50px; border: 1px solid black;" type="text"/>

<b>BOX 16</b>	<b>Activities that describe what I like to do:</b> 1. Travel. 2. See well and have quick reflexes. 3. Solve mechanical problems. 4. Design efficient processes. 5. Anticipate needs and prepare to meet them. 6. Drive or ride. 7. Move things from one place to another.	<b>Personal qualities that describe me:</b> 1. Realistic 2. Mechanical 3. Coordinated 4. Observant 5. Planner	<b>School subjects that I like:</b> 1. Math 2. Trade and Industry courses 3. Physical Sciences 4. Economics 5. Foreign Language	<b>Total number circled in Box 16</b>  <input style="width: 50px; height: 50px; border: 1px solid black;" type="text"/>

**Disclaimer:** Your interests may change over time. These survey results are intended to assist you with informal career exploration. Consider more formal assessments and other resources or services to help you plan your career. This survey does not make any claims of statistical reliability. Interest assessment adapted from the Guidance Division Survey, Oklahoma Department of Career and Technology Education (2005).





## The Sixteen Career Clusters

<p><b>1</b></p> <p><b>A</b>griculture, Food &amp; Natural Resources</p>	<p>The production, processing, marketing, distribution, financing, and development of agricultural commodities and resources including food, fiber, wood products, natural resources, horticulture, and other plant and animal products/resources.</p>
<p><b>2</b></p> <p><b>A</b>rchitecture &amp; Construction</p>	<p>Careers in designing, planning, managing, building, and maintaining the built environment.</p>
<p><b>3</b></p> <p><b>A</b>rts, A/V Technology &amp; Communications</p>	<p>Designing, producing, exhibiting, performing, writing, and publishing multimedia content including visual and performing arts and design, journalism, and entertainment services.</p>
<p><b>4</b></p> <p><b>B</b>usiness, Management &amp; Administration</p>	<p>Business Management and Administration careers encompass planning, organizing, directing and evaluating business functions essential to efficient and productive business operations. Business Management and Administration career opportunities are available in every sector of the economy.</p>
<p><b>5</b></p> <p><b>E</b>ducation &amp; Training</p>	<p>Planning, managing, and providing education and training services, and related learning support services.</p>
<p><b>6</b></p> <p><b>F</b>inance</p>	<p>Planning, services for financial and investment planning, banking, insurance, and business financial management.</p>
<p><b>7</b></p> <p><b>G</b>overnment &amp; Public Administration</p>	<p>Executing governmental functions to include governance; national security; foreign service; planning; revenue and taxation; regulation; and management and administration at the local, state, and federal levels.</p>
<p><b>8</b></p> <p><b>H</b>ealth Science</p>	<p>Planning, managing, and providing therapeutic services, diagnostic services, health informatics, support services, and biotechnology research and development.</p>
<p><b>9</b></p> <p><b>H</b>ospitality &amp; Tourism</p>	<p>Hospitality and Tourism encompasses the management, marketing and operations of restaurants and other food services, lodging, attractions, and recreation events and travel-related services.</p>



<b>10</b>  <b>Human Services</b>	Preparing individuals for employment in career pathways that relate to families and human needs.
<b>11</b>  <b>Information Technology</b>	Building linkages in IT occupations framework for entry-level, technical, and professional careers related to the design, development, support and management of hardware, software, multimedia, and systems integration services.
<b>12</b>  <b>Law, Public Safety, Corrections &amp; Security</b>	Planning, managing, and providing legal, public safety, protective services and homeland security, including professional and technical support services.
<b>13</b>  <b>Manufacturing</b>	Planning, managing and performing the processing of materials into intermediate or final products and related professional and technical support activities such as production planning and control, maintenance, and manufacturing/process engineering.
<b>14</b>  <b>Marketing, Sales &amp; Service</b>	Planning, managing, and performing marketing activities to reach organizational objectives.
<b>15</b>  <b>Science, Technology, Engineering &amp; Mathematics</b>	Planning, managing, and providing scientific research and professional and technical services (e.g., physical science, social science, engineering), including laboratory and testing services, and research and development services.
<b>16</b>  <b>Transportation, Distribution &amp; Logistics</b>	Planning, management, and movement of people, materials, and goods by road, pipeline, air, rail and water and related professional and technical support services such as transportation infrastructure planning and management, logistics services, mobile equipment, and facility maintenance.

My top three Career Clusters of interest:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

For more information, check with school counselors, career-technical educators, community colleges, other higher education institutions, or local workforce centers.



# Occupations Guide

If there's one message to take away from this guide, it's that getting the kind of career you want takes planning. Whether you already know what you want to do, or have no idea what kinds of jobs are out there, our Occupations Guide will help you make informed career decisions.



## Here's how it works:

The Occupations Guide lists Iowa jobs and breaks them into 16 "career clusters," or groupings of interrelated occupations.

The introduction to each cluster explains what kind of jobs and activities are included, and what the national employment outlook is for that cluster.

Each introduction is followed by a table that breaks down the occupations by the levels of education they require.

Occupation	Description	Hourly Wages	Outlook
<b>Bachelor's Degree</b>			
 Civil Engineers	Perform engineering duties in planning, designing, and overseeing construction and maintenance of building structures, and facilities, such as roads, railroads, airports, bridges, harbors, channels, dams, irrigation projects, pipelines, power plants, water and sewage systems, and waste disposal units.	Entry: \$22.50 Average: \$32.03 Experienced: \$36.80	

Want to learn more about a job? Iowa Public Television logos indicate a video of an Iowan describing his or her job will be available on the IPTV website: [www.careers.iptv.org](http://www.careers.iptv.org).

Find out about the duties and activities of jobs you never even knew existed. Even if you think you know what you want to do, you may find an occupation even better suited for your interests and abilities.

Can you have the kind of lifestyle you want working in your chosen occupation? Use the Iowa wage chart to find out.

The outlook provides a quick visual guide to job growth in Iowa. Use the key below to interpret the symbols.

## Outlook Key



Much Faster Growth than the State Average



Slower Growth than the State Average



Faster Growth than the State Average



Much Slower Growth than the State Average



Same Growth Rate as the State Average



Dedining Occupation

