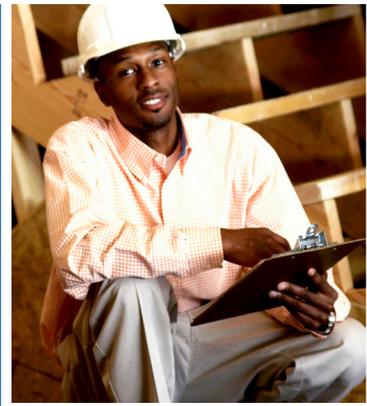


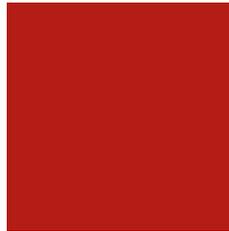
REPORT ON TEXAS GROWTH OCCUPATIONS 2015



Texas Workforce Commission Mission:

To promote and support a workforce system that creates value and offers employers, individuals, and communities the opportunity to achieve and sustain economic prosperity.





I. Executive Summary

House Bill 2478 requires the Texas Workforce Commission (TWC) to gather and study information relating to existing and projected shortages in high-wage, high-demand occupations in this state on an annual basis. HB 2478 (83rd Legislature, Regular Session, Section 302.019) also directed TWC to include information on existing and projected shortages in high-wage, high-demand occupations in selected industries.

Data included in this report was the most current data available as of the end of fiscal year 2015. Thus, the Quarterly Census of Employment and Wage (QCEW) data covers the period through the first quarter of 2015. The Current Employment Statistics (CES) data covers the period through the July 2015 estimates.

Since the end of the national recession of 2008-2009, Texas has been among the leading states in the nation in terms of job growth. Based on employment data from the Current Employment Statistics (CES) program, Texas has experienced 63 consecutive months of annualized employment growth, which dates back to May 2010.

Texas is a diverse state in terms of industry, driven by a continued economic shift to “knowledge-based jobs” in the business and professional services sector and the rapid population growth in Texas that increases demand for jobs across many industries. Four of the largest private major industries were Education and

Health Services; Leisure and Hospitality; Professional and Business Services; and Trade, Transportation, and Utilities. Combined, these four major industries accounted for over 55 percent of the jobs in Texas.

The industries showing the highest growth rates in employment in the CES data have been Accommodation and Food Services, Health Care and Social Assistance, Educational Services, and Transportation, Warehousing, and Utilities sectors. Industries, like occupations, are adding workers at different paces.

For this report, the industry employment levels were also measured over the most recent five-year period available (first quarter 2010 to first quarter 2015) using employment levels reported by Texas employers under the Quarterly Census of Employment and Wages (QCEW) program at TWC. This industry-level staffing data is given to provide comparison and context.

This report also contains TWC’s most current projections for employment growth for Texas, released in 2014 with a base year of 2012 and covering the period of 2012 to 2022. As a result, this report uses current employment statistics programs such as the QCEW and CES to develop a better understanding of the current economic situation. The next employment projections, covering the period of 2014 to 2024, will be released in the fall of 2016.



There are many high-growth professional jobs requiring a college degree, and also jobs in construction and manufacturing that require training in specific technical skills. A result of changes in the economy is that the higher demand, higher pay occupations tend to fall into one of these categories:

- a) Jobs requiring a bachelor's degree and specific technical skill training.
- b) Jobs requiring some form of post-secondary education, specific technical skill training, and additional on-the-job training.

There is no official definition of a high wage occupation so, for purposes of

this report, TWC focuses on growing occupations that pay more than \$33,700 a year (i.e. exceed the Texas median pay of \$33,651).

To segment Texas occupations by sector, TWC follows statistical data standards set by the agency's contracts with the U.S. Bureau of Labor Statistics and the Employment and Training Administration division of the U.S. Department of Labor. TWC examined more than 800 occupations in Texas in making the occupational projections and segmenting those occupations for specific industries. Those growth occupations within industries are listed by industry sector in Section II.



II. Growth Occupations in Growth Industries

A growing economy in the United States and particularly in Texas and its surrounding states has resulted in more demand for workers. That increased demand for workers is focused in key occupations where local supply has at times struggled to keep up with demand.

Predicting the occupations most in demand in this changing labor market is part of the mission of TWC. While this report shows the most in-demand occupations in Texas for the 2012 through 2022 period, it is important to remember that each employer needs a unique combination of technical

skills, education, work experience, and even soft skills for each of these jobs at each of their workplaces.

This section identifies occupations within major industries as defined in House Bill 2478. The charts display staffing and wage information for a specific occupation in that specific industry. Occupations listed in this section are ranked by the projected change in employment in Texas from 2012 to 2022. Industry employment data listed corresponds with the Texas employers identified by that industry's North American Industry Classification System (NAICS) code.



A. Construction

Demand for construction workers has surged across much of Texas in the last five years as the economy in the Lone Star state has continued to grow, due largely to the twin engines of population growth and business expansion. This data is for NAICS code 23.

In the first quarter of 2015, according to TWC’s Quarterly Census of Employment and Wages data, employment with Construction companies reached 700,025 workers. Compared to the first quarter 2010, Construction employment was up 18.8 percent.

The occupations within the Construction industry that are projected to add the most jobs and grow at the fastest rates from 2012 to 2022 are listed below. In general, the Construction industry continues to experience increased demand from commercial construction projects in Texas’ cities and residential building in both urban and suburban areas. This has led to increased demand for workers, who often require years of training, along with the related issue of experienced line workers and managers who are starting to retire.

Occupational Title	Annual Average Employment 2012	Annual Average Employment 2022	Number Change 2012-2022	Percent Growth 2012-2022	Average Annual Wage 2014
First-Line Supervisors of Construction Trades & Extraction Workers	36,470	46,350	9,880	27.1%	\$58,260
Electricians	33,300	41,020	7,720	23.2%	\$43,511
Carpenters	24,300	30,930	6,630	27.3%	\$34,202
Construction Managers	23,360	29,240	5,880	25.2%	\$83,152
Operating Engineers & Other Construction Equipment Operators	22,670	28,460	5,790	25.5%	\$39,559
Plumbers, Pipefitters, & Steamfitters	24,630	30,210	5,580	22.7%	\$44,699
General & Operations Managers	17,640	21,740	4,100	23.2%	\$112,579
Heating, Air Conditioning, & Refrigeration Mechanics & Installers	15,010	18,780	3,770	25.1%	\$41,482
Cost Estimators	7,730	10,110	2,380	30.8%	\$64,535
Welders, Cutters, Solderers, & Brazers	8,270	10,190	1,920	23.2%	\$51,784



B. Manufacturing

In the last five years, demand for Manufacturing workers changed course and grew, according to TWC’s Quarterly Census of Employment and Wages. This data is for NAICS codes 31-33.

In the first quarter of 2015, the number of workers in Texas manufacturing companies reached 893,767, up 10.4 percent from the same quarter in 2010.

In general, the manufacturing industry has staffing issues similar to construction, where

retiring workers and managers need to be replaced during a time of expanding demand for manufactured products. This has meant that production plants are faced with hiring line workers who often need to have years of experience to be effective at their jobs as demand for their work has been rising.

The occupations within manufacturing companies that are projected to add the most jobs and grow at the fastest rates from 2012 to 2022 are listed below.

Occupational Title	Annual Average Employment 2012	Annual Average Employment 2022	Number Change 2012-2022	Percent Growth 2012-2022	Average Annual Wage 2014
Machinists	24,500	31,890	7,390	30.2%	\$41,152
Industrial Machinery Mechanics	12,420	17,320	4,900	39.5%	\$52,344
Inspectors, Testers, Sorters, Samplers, & Weighers	23,780	28,480	4,700	19.8%	\$38,960
First-Line Supervisors of Production & Operating Workers	31,770	36,260	4,490	14.1%	\$66,382
Welders, Cutters, Solderers, & Brazers	24,300	28,790	4,490	18.5%	\$36,999
Computer-Controlled Machine Tool Operators, Metal/Plastic	9,850	13,590	3,740	38.0%	\$38,178
Sales Representatives, Wholesale & Manufacturing, Excluding Technical & Scientific Products	18,570	21,310	2,740	14.8%	\$67,666
General & Operations Managers	17,600	20,180	2,580	14.7%	\$128,948
Maintenance & Repair Workers, General	12,460	14,280	1,820	14.6%	\$41,712
Heavy & Tractor-Trailer Truck Drivers	11,130	12,950	1,820	16.4%	\$37,048



C. Agriculture and Forestry

In the last five years, demand for Agriculture and Forestry workers increased modestly, according to TWC’s Quarterly Census of Employment and Wages. This data is for NAICS code 11.

In the first quarter of 2015, the number of workers with agriculture and forestry employers in Texas reached 57,578, up 4.7 percent from the same quarter in 2010.

The agriculture and forestry industry in Texas had been using fewer workers in recent decades as farming methods have become more efficient. But a rebounding economy in Texas and

globally, coupled with the population boom in Texas, has driven up demand for what Texas grows, which is increasing demand for workers in this historic industry.

The occupations within Agriculture and Forestry employers that are projected to add the most jobs and grow at the fastest rates from 2012 to 2022 are listed below. It should be noted that due to limited staffing in this industry, many of these occupations do not have the numeric change of at least 400 jobs.*

Occupational Title	Annual Average Employment 2012	Annual Average Employment 2022	Number Change 2012-2022	Percent Growth 2012-2022	Average Annual Wage 2014
Farmers, Ranchers, & Other Agricultural Managers	5,280	5,790	510	9.7%	\$69,275
Logging Equipment Operators	570	670	100	17.5%	\$38,449
Agricultural Inspectors	160	180	20	12.5%	\$42,719
Accountants & Auditors	130	140	10	7.7%	\$63,719
First-Line Supervisors of Mechanics, Installers, & Repairers	160	170	10	6.3%	\$63,178
Commercial Pilots	170	180	10	5.9%	\$98,570

*Due to limited staffing in this industry, fewer than 10 occupations are available that meet the requirements for listing in this report.



D. Health Care and Social Assistance

In the last five years, demand for Health Care and Social Assistance workers in Texas expanded robustly, according to TWC’s Quarterly Census of Employment and Wages. This data is for NAICS code 62.

In the first quarter of 2015, the number of workers with Health Care and Social Assistance employers in Texas was 1.517 million, up 14.3 percent from the same quarter in 2010.

The Health Care and Social Assistance industry has become the dominant industry for employment in Texas – and the United States

– in the last decade. Demand for health care workers in Texas is expected to continue to increase as the state has growing populations of both old and young people, who are the primary customers of the Health Care and Social Assistance industry. This sector is faced with training challenges as employers are demanding higher educated workers due to market demands and industry expectations. This industry is also challenged with high turnover in key occupations, which increases worker demand.

The occupations within Health Care and Social Assistance that are projected to add the most jobs and grow at the fastest rates from 2012 to 2022 are listed below.

Occupational Title	Annual Average Employment 2012	Annual Average Employment 2022	Number Change 2012-2022	Percent Growth 2012-2022	Average Annual Wage 2014
Registered Nurses	159,530	207,910	48,380	30.3%	\$68,790
Licensed Practical & Licensed Vocational Nurses	60,070	77,750	17,680	29.4%	\$45,300
Dental Assistants	21,740	26,430	4,690	21.6%	\$34,180
Medical & Health Services Managers	14,380	18,990	4,610	32.1%	\$96,397
Office Clerks, General	27,220	31,420	4,200	15.4%	\$35,141
Medical Records & Health Information Technicians	13,070	17,200	4,130	31.6%	\$36,859
General & Operations Managers	13,000	17,030	4,030	31.0%	\$102,508
Radiologic Technologists	12,490	16,430	3,940	31.5%	\$54,263
Medical & Clinical Laboratory Technicians	9,820	13,740	3,920	39.9%	\$38,051
Dental Hygienists	11,700	15,200	3,500	29.9%	\$72,514



E. Educational Services

In the last five years, demand for Educational Services workers in Texas grew at a modest pace, according to TWC’s Quarterly Census of Employment and Wages. This data is for NAICS code 61.

In the first quarter of 2015, the number of workers in Educational Services in Texas was 1.161 million, up 1.8 percent from the same quarter in 2010.

The Educational Services industry in Texas is facing growing demand from a marketplace that increasingly needs better educated workers for a more “knowledge-based economy” as well as an expanding population bringing more students into schools.

The occupations within the Educational Services industry that are projected to add the most jobs and grow at the fastest rates from 2012 to 2022 are listed below.

Occupational Title	Annual Average Employment 2012	Annual Average Employment 2022	Number Change 2012-2022	Percent Growth 2012-2022	Average Annual Wage 2014
Secondary School Teachers, Excluding Special & Career/Technical Education	98,050	118,150	20,100	20.5%	\$52,492
Education Administrators, Elementary/Secondary School	21,790	26,270	4,480	20.6%	\$77,585
Educational, Guidance, School, & Vocational Counselors	19,090	22,950	3,860	20.2%	\$56,449
Kindergarten Teachers, Excluding Special Education	13,150	16,890	3,740	28.4%	\$50,208
Graduate Teaching Assistants	17,630	20,250	2,620	14.9%	\$34,977
Special Education Teachers, Kindergarten & Elementary School	11,910	14,310	2,400	20.2%	\$51,468
Instructional Coordinators	9,850	12,230	2,380	24.2%	\$64,694
Vocational Education Teachers, Postsecondary	11,710	13,770	2,060	17.6%	\$49,295
Registered Nurses	10,390	12,310	1,920	18.5%	\$58,236
Maintenance & Repair Workers, General	9,530	11,440	1,910	20.0%	\$33,881



F. Transportation and Warehousing

In the last five years, demand for Transportation and Warehousing workers in Texas increased, according to TWC’s Quarterly Census of Employment and Wages. This data is for NAICS codes 48-49.

In the first quarter of 2015, the number of workers with Transportation and Warehousing employers in Texas was 486,980, up 17.5 percent from the same quarter in 2010.

The Transportation and Warehousing industry in Texas was one of the first sectors to feel the impact of a rebounding national economy.

As an economy grows, both businesses and consumers typically buy more goods; those goods must be moved and stored on their way to consumers’ homes. More moving and storing of goods has driven up demand for workers in this sector and is expected to continue as Texas continues to bolster its transportation infrastructure of roads, airports, and ship ports. A high turnover rates among truck drivers creates an additional challenge in this industry.

The occupations within Transportation and Warehousing employers that are projected to add the most jobs and grow at the fastest rates from 2012 to 2022 are listed below.

Occupational Title	Annual Average Employment 2012	Annual Average Employment 2022	Number Change 2012-2022	Percent Growth 2012-2022	Average Annual Wage 2014
Heavy & Tractor-Trailer Truck Drivers	80,900	100,290	19,390	24.0%	\$43,467
Light Truck or Delivery Services Drivers	16,500	18,550	2,050	12.4%	\$42,057
Customer Service Representatives	9,050	11,070	2,020	22.3%	\$34,340
Cargo & Freight Agents	5,180	6,940	1,760	34.0%	\$42,172
Dispatchers, Except Police, Fire, & Ambulance	7,430	9,020	1,590	21.4%	\$39,417
General & Operations Managers	6,540	8,040	1,500	22.9%	\$108,256
First-Line Supervisors of Transportation & Material-Moving Machine & Vehicle Operators	6,690	8,130	1,440	21.5%	\$60,726
Bus & Truck Mechanics & Diesel Engine Specialists	6,010	7,330	1,320	22.0%	\$43,883
First-Line Supervisors of Office & Administrative Support Workers	6,670	7,980	1,310	19.6%	\$60,594
First-Line Supervisors of Helpers, Laborers, & Material Movers, Hand	4,290	5,280	990	23.1%	\$50,911



G. Mining, Quarrying, and Oil and Gas Extraction

In the last five years, demand for Mining, Quarrying, and Oil and Gas Extraction industry workers in Texas rose very rapidly, according to TWC’s Quarterly Census of Employment and Wages. This data is for NAICS code 21.

In the first quarter of 2015, the number of workers at Mining, Quarrying, and Oil and Gas Extraction

employers in Texas was 302,376, up 56.0 percent from the same quarter in 2010.

The occupations within the Mining, Quarrying, and Oil and Gas Extraction industry that are projected to add at least 400 jobs and grow at the fastest rates from 2012 to 2022 are listed below.

Occupational Title	Annual Average Employment 2012	Annual Average Employment 2022	Number Change 2012-2022	Percent Growth 2012-2022	Average Annual Wage 2014
Service Unit Operators, Oil, Gas, & Mining	23,500	31,160	7,660	32.6	\$52,962
Petroleum Engineers	13,420	21,020	7,600	56.6	\$156,046
Roustabouts, Oil & Gas	25,030	32,500	7,470	29.8	\$35,378
First-Line Supervisors of Construction Trades & Extraction Workers	10,650	14,250	3,600	33.8	\$88,393
Heavy & Tractor-Trailer Truck Drivers	10,620	13,680	3,060	28.8	\$43,169
Rotary Drill Operators, Oil & Gas	9,190	11,980	2,790	30.4	\$66,832
Derrick Operators, Oil & Gas	8,990	11,710	2,720	30.3	\$50,951
Geoscientists, Except Hydrologists & Geographers	6,800	9,020	2,220	32.6	\$158,056
Industrial Machinery Mechanics	3,970	6,160	2,190	55.2	\$56,425
Accountants & Auditors	5,690	7,520	1,830	32.2	\$89,393



H. Utilities

In the last five years, demand for utilities workers in Texas was largely unchanged, according to TWC’s Quarterly Census of Employment and Wages. This data is for NAICS code 22.

In the first quarter of 2015, the number of workers with Utilities employers in Texas was 80,132, up 0.1 percent from the same quarter in 2010.

Continuing technological advances have somewhat dampened the Utilities industry’s need for workers. Meanwhile, the Utilities industry has been dominated by “Baby Boomer” workers, who are now starting to retire as part of “the

Great Shift Change.” Those retirements come as economic growth and population increases in Texas are creating more demand for energy delivery. The result is increased demand for new and replacement workers for utility jobs, which mostly require years of training.

The occupations within Utilities employers that are projected to add the most jobs and grow at the fastest rates from 2012 to 2022 are listed below. It should be noted that due to limited staffing in this industry, many of these occupations do not have numeric changes of at least 400 jobs.

Occupational Title	Annual Average Employment 2012	Annual Average Employment 2022	Number Change 2012-2022	Percent Growth 2012-2022	Average Annual Wage 2014
Industrial Machinery Mechanics	1,500	1,940	440	29.3%	\$56,616
Electrical Engineers	1,050	1,320	270	25.7%	\$95,574
Electrical & Electronics Repairers, Powerhouse, Substation, & Relay	1,020	1,250	230	22.5%	\$67,469
Customer Service Representatives	3,400	3,620	220	6.5%	\$34,663
Water & Wastewater Treatment Plant & System Operators	1,340	1,530	190	14.2%	\$36,399
Control & Valve Installers & Repairers, Ex. Mechanical Door	1,250	1,410	160	12.8%	\$48,924
General & Operations Managers	1,400	1,550	150	10.7%	\$133,151
Secretaries & Administrative Assistants, Ex. Legal, Medical, & Executive	840	980	140	16.7%	\$37,002
Plumbers, Pipefitters, & Steamfitters	700	840	140	20.0%	\$46,648
Power Plant Operators	2,690	2,820	130	4.8%	\$67,553



I. Wholesale Trade

In the last five years, demand for Wholesale Trade industry workers in Texas rose rapidly, according to TWC’s Quarterly Census of Employment and Wages. This data is for NAICS code 42.

In the first quarter of 2015, the number of workers with Wholesale Trade employers in Texas was 591,449, up 21.0 percent from the same quarter in 2010.

The wholesale trade industry has experienced rising demand for workers due to a recovering

economy in Texas and across North America. The companies in this sector have sought to take advantage of this population and economic expansion by putting more sales professionals into the field while also trying to fill management positions that have been staffed by Baby Boomer supervisors who are set to retire.

The occupations within the Wholesale Trade industry that are projected to add the most jobs and grow at the fastest rates from 2012 to 2022 are listed below.

Occupational Title	Annual Average Employment 2012	Annual Average Employment 2022	Number Change 2012-2022	Percent Growth 2012-2022	Average Annual Wage 2014
Sales Representatives, Wholesale & Manufacturing (Excluding Technical & Scientific Products)	80,310	97,550	17,240	21.5%	\$70,446
Heavy & Tractor-Trailer Truck Drivers	19,740	24,530	4,790	24.3%	\$41,136
General & Operations Managers	17,220	20,810	3,590	20.8%	\$134,674
Office Clerks, General	22,020	25,310	3,290	14.9%	\$33,922
Customer Service Representatives	15,400	18,470	3,070	19.9%	\$35,990
Sales Representatives, Wholesale & Manufacturing, Technical & Scientific Products	13,380	15,910	2,530	18.9%	\$76,919
Bookkeeping, Accounting, & Auditing Clerks	10,760	13,010	2,250	20.9%	\$37,701
First-Line Supervisors of Non-Retail Sales Workers	7,670	9,280	1,610	21.0%	\$82,264
Industrial Machinery Mechanics	3,290	4,800	1,510	45.9%	\$46,056
First-Line Supervisors of Office & Administrative Support Workers	6,010	7,230	1,220	20.3%	\$57,336



J. Retail Trade

In the last five years, demand for Retail Trade workers in Texas increased, according to TWC’s Quarterly Census of Employment and Wages. This data is for NAICS codes 44-45.

In the first quarter of 2015, the number of workers in the Retail Trade industry in Texas was 1.270 million, up 13.1 percent from the same quarter in 2010.

Population growth across most of Texas, coupled with a rebounding economy, has pushed up demand for retail goods. Retail Trade companies have been adding workers to jobs across the board from sales people to stocking clerks to drivers to managers.

The occupations within retail trade employers that are projected to add the most jobs and grow at the fastest rates from 2012 to 2022 are listed below.

Occupational Title	Annual Average Employment 2012	Annual Average Employment 2022	Number Change 2012-2022	Percent Growth 2012-2022	Average Annual Wage 2014
First-Line Supervisors of Retail Sales Workers	89,090	105,920	16,830	18.9%	\$44,509
Auto Service Technicians & Mechanics	21,050	25,370	4,320	20.5%	\$39,655
General & Operations Managers	16,190	19,360	3,170	19.6%	\$93,811
First-Line Supervisors of Office & Administrative Support Workers	13,460	16,170	2,710	20.1%	\$39,037
Pharmacists	12,100	14,200	2,100	17.4%	\$120,455
First-Line Supervisors of Mechanics, Installers, & Repairers	4,440	5,310	870	19.6%	\$62,393
Sales Managers	4,520	5,330	810	17.9%	\$118,233
Heavy & Tractor-Trailer Truck Drivers	3,590	4,250	660	18.4%	\$35,150
Auto Body & Related Repairers	3,160	3,800	640	20.3%	\$41,443
First-Line Supervisors of Food Preparation & Serving Workers	2,310	2,820	510	22.1%	\$37,881



K. Finance and Insurance

In the last five years, demand for Finance and Insurance industry workers in Texas rose, according to TWC’s Quarterly Census of Employment and Wages. This data is for NAICS code 52.

In the first quarter of 2015, the number of workers with Finance and Insurance industry employers in Texas was 500,370, up 12.7 percent from the same quarter in 2010.

Following the economic downturn of 2008-2009, the Finance and Insurance sector has rebounded in Texas with rising demand for workers who interact with customers as well as back-office workers.

The occupations within the Finance and Insurance industry that are projected to add the most jobs and grow at the fastest rates from 2012 to 2022 are listed below.

Occupational Title	Annual Average Employment 2012	Annual Average Employment 2022	Number Change 2012-2022	Percent Growth 2012-2022	Average Annual Wage 2014
Customer Service Representatives	40,320	48,270	7,950	19.7%	\$34,198
Loan Officers	24,570	29,540	4,970	20.2%	\$74,301
First-Line Supervisors of Office & Administrative Support Workers	23,090	27,710	4,620	20.0%	\$60,570
Loan Interviewers & Clerks	22,500	26,950	4,450	19.8%	\$40,301
Personal Financial Advisors	11,700	15,620	3,920	33.5%	\$103,161
Insurance Claims & Policy Processing Clerks	19,880	23,740	3,860	19.4%	\$37,741
Secretaries & Administrative Assistants, Except Legal, Medical, & Executive	12,610	15,630	3,020	23.9%	\$34,120
Claims Adjusters, Examiners, & Investigators	13,200	15,700	2,500	18.9%	\$65,607
Bookkeeping, Accounting, & Auditing Clerks	10,930	13,030	2,100	19.2%	\$39,436
Financial Analysts	8,090	10,050	1,960	24.2%	\$96,489



L. Professional, Scientific, and Technical Services

In the last five years, demand for Professional, Scientific, and Technical Services workers in Texas has accelerated, according to TWC’s Quarterly Census of Employment and Wages. This data is for NAICS code 54.

In the first quarter of 2015, the number of workers with Professional, Scientific, and Technical Services industry employers in Texas was 709,183, up 24.2 percent from the same quarter in 2010.

The ongoing shift to an American economy that focuses on services is seen in Texas in above-average employment growth in the Professional, Scientific, and Technical Services industry. This professional services industry is also shifting to require workers with more education than in the past, which is creating training challenges.

The occupations within the Professional, Scientific, and Technical Services industry that are projected to add the most jobs and grow at the fastest rates from 2012 to 2022 are listed below.

Occupational Title	Annual Average Employment 2012	Annual Average Employment 2022	Number Change 2012-2022	Percent Growth 2012-2022	Average Annual Wage 2014
Accountants & Auditors	32,780	42,500	9,720	29.7%	\$77,840
Lawyers	24,970	30,940	5,970	23.9%	\$150,802
Office Clerks, General	29,960	35,770	5,810	19.4%	\$35,324
Software Developers, Applications	14,320	19,610	5,290	36.9%	\$96,116
Civil Engineers	13,460	18,600	5,140	38.2%	\$102,111
Paralegals & Legal Assistants	15,190	20,240	5,050	33.2%	\$50,106
Computer User Support Specialists	11,460	16,250	4,790	41.8%	\$53,273
Software Developers, Systems Software	12,110	16,460	4,350	35.9%	\$104,004
Computer Systems Analysts	13,030	17,220	4,190	32.2%	\$92,179
Bookkeeping, Accounting, & Auditing Clerks	15,910	19,510	3,600	22.6%	\$38,302



M. Accommodation and Food Services

In the last five years, demand for Accommodation and Food Services workers in Texas has grown, according to TWC's Quarterly Census of Employment and Wages. This data is for NAICS code 72.

In the first quarter of 2015, the number of workers at Accommodation and Food Services industry employers in Texas was 1.074 million, up 22.9 percent from the same quarter in 2010.

The large Accommodation and Food Services industry has also felt the immediate impact of a rebounding economy and the expansion of the population in Texas. Above-average employment growth in this sector has been spread across many occupations, whose pay ranges are broad.

The occupations within Accommodation and Food Services employers that are projected to add the most jobs and grow at the fastest rates from 2012 to 2022 are listed below.

Occupational Title	Annual Average Employment 2012	Annual Average Employment 2022	Number Change 2012-2022	Percent Growth 2012-2022	Average Annual Wage 2014
Food Service Managers	13,920	16,600	2,680	19.3%	\$55,819
General & Operations Managers	7,570	9,270	1,700	22.5%	\$83,307
Meeting, Convention, & Event Planners	2,550	3,630	1,080	42.4%	\$38,566
Chefs & Head Cooks	4,370	5,210	840	19.2%	\$41,789
First-Line Supervisors of Office & Administrative Support Workers	2,420	2,900	480	19.8%	\$40,293
Accountants & Auditors	790	950	160	20.3%	\$56,642
Sales Managers	600	730	130	21.7%	\$106,988
First-Line Supervisors of Mechanics, Installers, & Repairers	550	660	110	20.0%	\$54,215
Heavy & Tractor-Trailer Truck Drivers	610	710	100	16.4%	\$35,758
Payroll & Timekeeping Clerks	430	520	90	20.9%	\$38,641



III. Conclusions

TWC reviewed the top growth occupations across the key industries for this report as required by statute.

TWC tracks approximately 800 different occupations in and employment is projected to increase in almost all of those occupations based on the 2012-2022 projections.

Economic changes can impact employment in all industries in Texas. Still, demand across occupations varies depending on the need of employers in different industries and in different locations.

It is important to note that Texas employers continue to experience the retirements of the Baby Boom generation of workers. The workforce for many industries in Texas has been dominated by Baby Boomer workers, many of whom are now in their sixties and had delayed retirement but now are starting to exit the workforce.

This demographic shift is increasing demand for many occupations. These workforce demographic and economic changes are occurring as Texas employers also have enhanced their employment requirements. Hiring managers are looking for more workers while also demanding workers with more technical skills, more work experience, and more education than in the past.

Such trends lead to rising demand for two kinds of workers in the high-demand, high-wage fields:

- a) Jobs requiring a bachelor's degree and specific technical skill training.
- b) Jobs requiring some form of post-secondary education, specific technical skill training, and additional on-the-job training.

These trends show no signs of slowing down in Texas.



IV. Methodology

The Texas Workforce Commission collects data and makes projections on employment by industry as part of its contracts with the U.S. Bureau of Labor Statistics (BLS) and the Employment and Training Division of the U.S. Department of Labor (DOL). In accordance with the statistical methodology established by the DOL and the federal Office of Management and Budget, the TWC calculated employment data for approximately 800 occupations to analyze pay ranges and growth trends for these different occupations.

TWC measures many aspects of the Texas labor market. The number of workers employed by companies in different industries is tracked by the Quarterly Census of Employment and Wages (QCEW), which pulls data from TWC's Unemployment Insurance program that is updated every three months. Wage information for specific occupations is gathered from surveys sent to sampled employers in the Occupational Employment Statistics (OES) program, which updates each year.

Employers supply the data for both of these programs, and TWC analyzed the employment and wage data from both the QCEW and OES programs. This data is further supplemented by monthly employment data from the Current Employment Statistics program surveys of employers in Texas. All of these programs serve to validate each other in identifying staffing trends with employers.

TWC then examines the number of workers by industry as the basis for producing industry employment projections. TWC produces these industry employment projections and corresponding occupational employment projections to help job seekers, students, parents, policy makers, and company hiring managers better understand their regional labor market. Occupational employment growth is based on industry growth and other variables, which will include population growth and changing skill requirements by employers.

The current projections for employment by industry and occupation were completed by TWC in September 2014 for the period of 2012 to 2022. Therefore, these data may not fully reflect current economic conditions. The 2014 to 2024 projections will be available in the fall of 2016. This report also includes industry employment level comparisons from QCEW data for the most recent five years to give context, as Section II of this report shows.

This report focuses on occupations with high demand or significant job openings and high pay rates as required by statute. Not all occupations are specific to a single industry.

There is no official definition of a "high-wage" job and the term means different things to different people depending on their age, work history, education level, geographic setting,



ability to stay at a job for the long term, and even their expectations in life. The median pay across all occupations in Texas is \$33,651 a year, according to the most recent Occupational Employment Statistics survey of Texas employers. For the purposes of this report, TWC only looked at occupations where the annual pay was estimated to be more than the

statewide median, \$33,700 a year. For the purposes of this report, the TWC concentrated on occupations expected to add at least 400 jobs during the 10-year period ending in 2022. About two thirds of all the occupations in Texas are anticipated to see growth of more than 400 jobs over that period based on those projection estimates.

Texas Workforce Commission
101 East 15th Street
Austin, Texas 78778-0001
(512) 463-2222

Equal Opportunity Employer/Program

Auxiliary aids and services are available upon request to individuals with disabilities.

Relay Texas: 800-735-2989 (TTY) and 711 (Voice).

Copies of this publication (12/2015) have been distributed in compliance with the State Depository Law, and are available for public use through the Texas State Publication Depository Program at the Texas State Library and other state depository libraries.

www.texasworkforce.org

