

Texas Workforce Commission

Report on Texas Growth Occupations - 2022

LMI

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I. Introduction

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 recent data available as of the end of fiscal year 2022. Thus, the Quarterly Census of Employment and Wage (QCEW) data covers the period through the first quarter of 2022. The Current Employment Statistics (CES) data covers the period through the September 2022 estimates.

This report also considers TWC's latest projections for employment growth for Texas, released in 2022 with a base year of 2020 and covering the period of 2020 to 2030. Industry projection models weigh long-term industry trends dating back to 1990. The next employment projections, covering the period of 2022 to 2032, will be released in Fall 2024.

Starting this year, a Location Quotient (LQ) has been included in the occupation tables of this document. The LQ is a comparison ratio of employment for that occupation in Texas to the United States. An LQ higher than one means an occupation is more concentrated in Texas than in the nation. An LQ less than one means an occupation is less concentrated in Texas than in the nation.

Since no official definition of a high-wage occupation exists, for purposes of this report, TWC focuses on growing occupations that pay more than the Texas median annual wage of \$39,030.

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 strong rebound from the effects of COVID followed by an expanding economy in Texas 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 an evolving labor market is part of the mission of TWC. While this report shows the most in-demand occupations in Texas for the 2020 through 2030 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. Each industry shown below lists only those occupations which pay above the Texas median annual wage, as stated in Section I, ordering them by projected employment growth in Texas from 2020 to 2030. Up to 20 high-wage high-demand occupations are listed for each industry. Industry employment data listed corresponds with the Texas employers identified by that industry's North American Industry Classification System (NAICS) code.

A. Construction

The construction industry in Texas has increased in establishments and building permits over the year and has almost reached first quarter 2019 employment levels. This data is for NAICS code 23.

During the first quarter of 2022, QCEW reported construction employment reaching 785,815 jobs in Texas. First quarter 2022 comparisons of Average Employment to previous years show an increase of 5.1 percent over one year, and a decline of 0.2 percent over three years, and an increase of 8.1 percent over five years. Based on first quarter QCEW, Construction holds 6.1 percent of total employment in Texas.

Monthly industrial employment in Construction reached a series high in July 2022 and declined slightly over the next two months. The industry has held at the February 2020 level of employment for 5 consecutive months through September 2022.

At the national level, macroeconomic impacts have created challenges for the construction industry in both labor and costs. A labor shortage of skilled workers became evident in 2022 as the number of job openings has intermittently exceeded hires since May 2021 for the first time in the Job Openings and Labor Turnover Survey series which began in December 2000. In September 2022, there were 62,000 more hires than job openings in the U.S. Increased costs are observed through Inputs to Construction of the Producer Price Index which have increased over the year for the last 24 months. As of September 2022, inputs to maintenance and repair construction increased 11.9 percent over the year and inputs to new construction increased 11.8 percent over the year.

The U.S. annual average for Building Permits peaked in 2005 with a value of almost 180,000 permits. The Texas average in 2021 for Building Permits exceeded previous years averaging 21,000 permits per month. However, the January to September (year-to-date) average in 2022 exceeds this value by more than 2,000 permits.

In Texas, Help Wanted OnLine demand for workers by job ads in the construction industry has increased steadily over the last four years. The 2021 average from January to September indicates demand for workers is beginning to stabilize as the same value in 2022 compares by only 170 fewer job ads.

The Texas Workforce Commission projects a 2.0 percent increase in construction employment each year between 2020 to 2030. This equates to an increase of 154,740 jobs, or a 21.5 percent increase over the ten-year period. The largest increase of more than 86,000 in employment is expected within Specialty trade contractors industry.

The occupations within the Construction industry that are projected to add the most jobs from 2020 to 2030 are listed below.

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2021	LQ
Electricians	45,811	59,824	14,013	30.6	\$48,374	1.1
First-Line Supervisors of Construction Trades and Extraction Workers	47,414	58,149	10,735	22.6	\$62,004	1.3
Construction Managers	33,093	43,107	10,014	30.3	\$92,572	1.6
Plumbers, Pipefitters, and Steamfitters	31,965	39,767	7,802	24.4	\$49,018	1.1
Operating Engineers and Other Construction Equipment Operators	28,072	35,090	7,018	25.0	\$46,418	1.3
General and Operations Managers	24,602	29,855	5,253	21.4	\$96,175	1.1
Carpenters	28,245	32,732	4,487	15.9	\$46,610	0.6
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	17,756	22,183	4,427	24.9	\$47,634	0.9
Heavy and Tractor-Trailer Truck Drivers	12,638	15,640	3,002	23.8	\$43,725	1.3
Welders, Cutters, Solderers, and Brazers	10,563	13,211	2,648	25.1	\$59,385	1.4

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2021	LQ
Cement Masons and Concrete Finishers	18,764	20,946	2,182	11.6	\$41,281	1.2
Project Management Specialists and Business Operations Specialists, All Other‡	11,448	13,560	2,112	18.4	\$79,080	1.0
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	6,466	7,816	1,350	20.9	\$69,051	1.1
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	6,115	7,453	1,338	21.9	\$58,628	1.0
Telecommunications Line Installers and Repairers	3,515	4,824	1,309	37.2	\$45,342	1.5
Sheet Metal Workers	7,249	8,551	1,302	18.0	\$46,910	0.9

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2021	LQ
Excavating and Loading Machine and Dragline Operators, Surface Mining	4,683	5,935	1,252	26.7	\$43,548	2.0
Electrical Power-Line Installers and Repairers	3,655	4,861	1,206	33.0	\$60,461	1.0
Cost Estimators	8,289	9,417	1,128	13.6	\$64,966	1.0
First-Line Supervisors of Mechanics, Installers, and Repairers	4,199	5,206	1,007	24.0	\$67,559	1.1

‡ 2021 code and/or title change. Wages determined with OEWS microdata for multiple occupations to align with projections data.

SOURCE: Occupational Projections 2020-2030, Occupational Employment and Wage Statistics 2021

A high school diploma or equivalent is the typical education needed for entry into a majority of the 2020 to 2030 high growth occupations shown in the following table. However, additional and on-the-job training for certifications and specialized skills are usually required.

Occupation	Education	Training	Experience	STEM
Electricians	High school diploma or equivalent	Apprenticeship	None	Yes
First-Line Supervisors of Construction Trades and Extraction Workers	High school diploma or equivalent	None	5 years or more	No
Construction Managers	Bachelor's degree	Moderate-term on-the-job training	None	Yes
Plumbers, Pipefitters, and Steamfitters	High school diploma or equivalent	Apprenticeship	None	No
Operating Engineers and Other Construction Equipment Operators	High school diploma or equivalent	Moderate-term on-the-job training	None	No
General and Operations Managers	Bachelor's degree	None	5 years or more	No
Carpenters	High school diploma or equivalent	Apprenticeship	None	No
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Postsecondary nondegree award	Long-term on-the-job training	None	No
Heavy and Tractor-Trailer Truck Drivers	Postsecondary nondegree award	Short-term on-the-job training	None	No
Welders, Cutters, Solderers, and Brazers	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Cement Masons and Concrete Finishers	No formal educational credential	Moderate-term on-the-job training	None	No

Occupation	Education	Training	Experience	STEM
Project Management Specialists and Business Operations Specialists, All Other	Bachelor's degree	None	None	No
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Telecommunications Line Installers and Repairers	High school diploma or equivalent	Long-term on-the-job training	None	No
Sheet Metal Workers	High school diploma or equivalent	Apprenticeship	None	No
Excavating and Loading Machine and Dragline Operators, Surface Mining	High school diploma or equivalent	Moderate-term on-the-job training	Less than 5 years	No
Electrical Power-Line Installers and Repairers	High school diploma or equivalent	Long-term on-the-job training	None	No
Cost Estimators	Bachelor's degree	Moderate-term on-the-job training	None	No
First-Line Supervisors of Mechanics, Installers, and Repairers	High school diploma or equivalent	None	Less than 5 years	No

SOURCE: Occupational Employment and Wage Statistics 2021, [Texas Labor Analysis](#)

The following table shows the specialized skills and certifications associated with the high growth occupations within this industry.

Occupation	Top Requested Skills	Top Requested Certifications
Electricians	Electrical Work, Repair, Electrical Systems	Driver's License, Electrician Certification, Master Electrician License
First-Line Supervisors of Construction Trades and Extraction Workers	Scheduling, Construction Management, Budgeting	Driver's License, CDL Class A, Occupational Safety and Health Administration Certification
Construction Managers	Project Management, Scheduling, Budgeting	Driver's License, Project Management Certification, Project Management Professional (PMP)
Plumbers, Pipefitters, and Steamfitters	Plumbing, Repair, PipeFitting	Driver's License, Plumbing Certification, Plumbing License
Operating Engineers and Other Construction Equipment Operators	Equipment Operation, Heavy Equipment, Repair	Driver's License, CDL Class A, CDL Class C
General and Operations Managers	Budgeting, Scheduling, Operations Management	Driver's License, Project Management Certification, Registered Nurse
Carpenters	Carpentry, Repair, Framing	Driver's License, Occupational Safety and Health Administration Certification, OSHA Safety 10 Hour
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	HVAC, Repair, Plumbing	Driver's License, Environmental Protection Agency Certification, Certified Pool/Spa Operator
Heavy and Tractor-Trailer Truck Drivers	Commercial Driving, HAZMAT, Truck Driving	CDL Class A, Driver's License, CDL Class B
Welders, Cutters, Solderers, and Brazers	Welding, Repair, Mig and Tig Welding	Welding Certification, Driver's License, AWS D1.1
Cement Masons and Concrete Finishers	Concrete Finishing, Repair, Power Tools	Driver's License, CDL Class A, CDL Class C
Project Management Specialists and Business Operations Specialists, All Other	E-Commerce, Project Management, Change Management	Driver's License, Security Clearance, Project Management Certification
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	Sales, Customer Service, Customer Contact	Driver's License, Insurance Agent Certification, Property and Casualty License

Occupation	Top Requested Skills	Top Requested Certifications
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	Sales, Customer Service, Sales Goals	Driver's License, Insurance License, Insurance Agent Certification
Telecommunications Line Installers and Repairers	Repair, Hand Tools, Telecommunications	Driver's License, Cisco Certified Network Associate (CCNA), U.S. Department of Labor
Sheet Metal Workers	Repair, Welding, Hand Tools	Driver's License, OSHA Forklift Certification, Security Clearance
Excavating and Loading Machine and Dragline Operators, Surface Mining	Repair, Equipment Operation, Backhoes	Driver's License, CDL Class A, CDL Class C
Electrical Power-Line Installers and Repairers	Repair, Telecommunications, Transformers	Driver's License, CDL Class A, Occupational Safety and Health Administration Certification
Cost Estimators	Estimating, Customer Service, Scheduling	Driver's License, Automotive Service Excellence (ASE) Certification, Project Management Certification
First-Line Supervisors of Mechanics, Installers, and Repairers	Repair, Scheduling, Budgeting	Driver's License, Environmental Protection Agency Certification, Certified Pool/Spa Operator

SOURCE: Burning Glass Labor Insights, 2022.

B. Manufacturing

The Manufacturing industry’s average employment in first quarter 2022 was 906,020, representing a five-year increase of 62,151 jobs (7.4 percent). This represented the highest rolling five-year growth rate for any quarter since 2015, showing a stark rebound from the COVID declines. The second, third, and fourth quarters of 2020 all saw employment declines in Manufacturing. This was likely in part due to COVID-19 and measures taken to slow its spread, though it bears noting that five-year declines are nothing new in this industry. From third quarter 2001 to first quarter 2014, the industry saw five-year employment growth during only five quarters.

On a year-over-year basis, employment in Manufacturing increased by 41,752, mostly offsetting the annual decline of 45,467 positions in first quarter 2021.

This data is for NAICS codes 31-33.

According to seasonally adjusted Current Employment Statistics, among the major industries in the Goods Producing sector, Manufacturing achieved 102.0 percent of pre-pandemic employment in August 2022 while Mining and Logging remained the slowest-recovering major industry, struggling to reach 93.3 percent as of August. Mining and Logging jobs declined by 15,700 since February 2020 while Manufacturing jobs increased by 18,100. It is plausible that Mining and Logging industry workers switched to Manufacturing jobs following the former industry's hardships beginning in 2019 with international price wars and continuing with the disastrous effects of COVID. It may further explain in part ongoing labor shortages in the energy sector.

The occupations within Manufacturing companies that are projected to add the most jobs and grow at the fastest rates from 2020 to 2030 are listed below.

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2021	LQ
Industrial Machinery Mechanics	15,160	21,251	6,091	40.2	\$59,496	1.2
Welders, Cutters, Solderers, and Brazers	24,458	29,977	5,519	22.6	\$46,711	1.4
First-Line Supervisors of Production and Operating Workers	31,149	36,272	5,123	16.4	\$62,546	0.9

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2021	LQ
Machinists	17,375	21,667	4,292	24.7	\$47,568	0.8
Industrial Engineers	12,572	15,902	3,330	26.5	\$96,045	0.8
Software Developers and Software Quality Assurance Analysts and Testers‡	14,274	17,443	3,169	22.2	\$124,376	0.9
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	16,609	19,396	2,787	16.8	\$62,605	1.0
General and Operations Managers	15,499	17,921	2,422	15.6	\$101,160	1.1
Heavy and Tractor-Trailer Truck Drivers	14,471	16,620	2,149	14.9	\$43,306	1.3
Mechanical Engineers	10,975	12,944	1,969	17.9	\$99,567	0.9
Maintenance and Repair Workers, General	12,304	14,238	1,934	15.7	\$48,060	1.0
Production, Planning, and Expediting Clerks	10,534	12,268	1,734	16.5	\$47,769	1.1

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2021	LQ
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	7,967	9,690	1,723	21.6	\$39,095	1.1
Logisticians	3,934	5,629	1,695	43.1	\$77,769	1.0
Industrial Production Managers	8,715	10,197	1,482	17.0	\$105,740	0.9
Electronics Engineers, Except Computer	4,687	5,687	1,000	21.3	\$127,863	1.0
Maintenance Workers, Machinery	3,677	4,675	998	27.1	\$48,036	1.1
Project Management Specialists and Business Operations Specialists, All Other‡	6,782	7,768	986	14.5	\$87,288	1.0
Chemical Engineers	3,368	4,320	952	28.3	\$128,637	2.6
Accountants and Auditors	5,843	6,710	867	14.8	\$80,520	1.0

‡ 2021 code and/or title change. Wages determined with OEWS microdata for multiple occupations to align with projections data.

SOURCE: Occupational Projections 2020-2030, Occupational Employment and Wage Statistics 2021

The occupation projected to grow the fastest from 2020 to 2030 is Logisticians, at 43.1 percent. The occupation adding the most jobs over that time frame is Industrial Machinery Mechanics with 6,091 additional positions. Chemical Engineers is the growth occupation with the highest annual salary, of \$128,637.

Here are the educational and training requirements for these high-growth manufacturing occupations.

Occupation	Education	Training	Experience	STEM
Industrial Machinery Mechanics	High school diploma or equivalent	Long-term on-the-job training	None	No
Welders, Cutters, Solderers, and Brazers	High school diploma or equivalent	Moderate-term on-the-job training	None	No
First-Line Supervisors of Production and Operating Workers	High school diploma or equivalent	None	Less than 5 years	No
Machinists	High school diploma or equivalent	Long-term on-the-job training	None	No
Industrial Engineers	Bachelor's degree	None	None	Yes
Software Developers and Software Quality Assurance Analysts and Testers	Bachelor's degree	None	None	Yes
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	High school diploma or equivalent	Moderate-term on-the-job training	None	No
General and Operations Managers	Bachelor's degree	None	5 years or more	No
Heavy and Tractor-Trailer Truck Drivers	Postsecondary nondegree award	Short-term on-the-job training	None	No
Mechanical Engineers	Bachelor's degree	None	None	Yes
Maintenance and Repair Workers, General	High school diploma or equivalent	Moderate-term on-the-job training	None	No

Occupation	Education	Training	Experience	STEM
Production, Planning, and Expediting Clerks	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Logisticians	Bachelor's degree	None	None	No
Industrial Production Managers	Bachelor's degree	None	5 years or more	No
Electronics Engineers, Except Computer	Bachelor's degree	None	None	Yes
Maintenance Workers, Machinery	High school diploma or equivalent	Long-term on-the-job training	None	No
Project Management Specialists and Business Operations Specialists, All Other	Bachelor's degree	None	None	No
Chemical Engineers	Bachelor's degree	None	None	Yes
Accountants and Auditors	Bachelor's degree	None	None	Yes

SOURCE: Occupational Employment and Wage Statistics 2021, [Texas Labor Analysis](#)

The following table shows the specialized skills and certifications associated with the high growth occupations within this industry.

Occupation	Top Requested Skills	Top Requested Certifications
Industrial Machinery Mechanics	Repair, Machinery, Predictive / Preventative Maintenance	DL, CDL Class A, OSHA Forklift Certification
Welders, Cutters, Solderers, and Brazers	Welding, Repair, Mig and Tig Welding	Welding Certification, DL, AWS D1.1
First-Line Supervisors of Production and Operating Workers	Scheduling, Supervisory Skills, Budgeting	DL, Six Sigma Certification, OSHA Forklift Certification

Occupation	Top Requested Skills	Top Requested Certifications
Machinists	Machining, Computer Numeric Control (CNC), Lathes	DL, CNC Machine Operator, Hazwoper
Industrial Engineers	Industrial Engineering Industry Expertise, Industrial Engineering, Project Management	Security Clearance, DL, Six Sigma Certification
Software Developers and Software Quality Assurance Analysts and Testers	Software Engineering, Software Development, Java, SQL, Python	Security Clearance, IT Infrastructure Library (ITIL) Certification, DL, Certified Scrum Trainer
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	Sales, Customer Service, Sales Goals	DL, Insurance License, Insurance Agent Certification
General and Operations Managers	Budgeting, Scheduling, Operations Management	DL, Project Management Certification, Registered Nurse
Heavy and Tractor-Trailer Truck Drivers	Commercial Driving, HAZMAT, Truck Driving	CDL Class A, DL, CDL Class B
Mechanical Engineers	Mechanical Engineering, Project Management, Budgeting	DL, Security Clearance, Licensed Professional Engineer
Maintenance and Repair Workers, General	Repair, Plumbing, HVAC	DL, Environmental Protection Agency Certification, Certified Pool/Spa Operator
Production, Planning, and Expediting Clerks	Scheduling, Logistics, Customer Service	DL, Security Clearance, OSHA Forklift Certification
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	Painting, Forklift Operation, Repair	DL, OSHA Forklift Certification, First Aid CPR AED
Logisticians	Logistics, Supply Chain Knowledge, Scheduling	DL, Security Clearance, Certified in Production and Inventory Management (CPIM)

Occupation	Top Requested Skills	Top Requested Certifications
Industrial Production Managers	Quality Assurance and Control, Quality Management, Scheduling	DL, Six Sigma Certification, American Society For Quality (ASQ) Certification
Electronics Engineers, Except Computer	Electronics Industry Knowledge, Simulation, Scheduling	Security Clearance, DL, American Board for Engineering and Technology (ABET) Accredited
Maintenance Workers, Machinery	Repair, Hand Tools, Welding	DL, CDL Class A, Air Conditioning (AC) Certification
Project Management Specialists and Business Operations Specialists, All Other	E-Commerce, Project Management, Customer Service	DL, Security Clearance, Project Management Certification
Chemical Engineers	Process Engineering, Chemical Engineering, Project Management	Licensed Professional Engineer, Six Sigma Certification, Six Sigma Green Belt Certification, American Board for Engineering and Technology (ABET) Accredited
Accountants and Auditors	Accounting, Account Reconciliation, General Ledger	Certified Public Accountant (CPA), Certified Information Systems Auditor (CISA), DL

SOURCE: Burning Glass Labor Insights, 2022.

C. Agriculture and Forestry

In the last five years, demand for Agriculture and Forestry workers remained relatively stagnant, according to the Quarterly Census of Employment and Wages data. This data is for NAICS code 11.

In the first quarter of 2022, the number of workers with Agriculture and Forestry employers in Texas was 56,902, down 4.2 percent from the same quarter in 2017. The Agriculture and Forestry industry in Texas had been using fewer workers in recent decades as farming methods have become more efficient.

Traditional labor market information may not completely capture the agriculture sector, since many Bureau of Labor Statistics programs are non-agricultural and a significant amount of agricultural labor is not covered by the unemployment tax system.

With that caveat, there are occupations within Agriculture and Forestry that had median wages for 2021 above the statewide median of \$39,030.

The occupations within the Agriculture and Forestry industry that are projected to add the most jobs from 2020 to 2030 are listed below.

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2021	LQ
Farmers, Ranchers, and Other Agricultural Managers	11,162	12,895	1,733	15.5	\$42,824	0.8
First-Line Supervisors of Farming, Fishing, and Forestry Workers	1,310	1,478	168	12.8	\$47,492	0.5
Heavy and Tractor-Trailer Truck Drivers	1,866	1,989	123	6.6	\$42,164	1.3
Logging Equipment Operators	817	921	104	12.7	\$46,422	0.5
Animal Trainers	347	429	82	23.6	\$47,936	0.7

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2021	LQ
Accountants and Auditors	165	184	19	11.5	\$59,781	1.0
First-Line Supervisors of Office and Administrative Support Workers	235	231	-4	-1.7	\$47,489	1.0

SOURCE: Occupational Projections 2020-2030, Occupational Employment and Wage Statistics 2021

This table shows the Education, Training, and Experience assignments for each occupation, as determined by the Bureau of Labor Statistics.

Occupation	Education	Training	Experience	STEM
Farmers, Ranchers, and Other Agricultural Managers	High school diploma or equivalent	None	5 years or more	No
First-Line Supervisors of Farming, Fishing, and Forestry Workers	High school diploma or equivalent	None	Less than 5 years	No
Heavy and Tractor-Trailer Truck Drivers	Postsecondary nondegree award	Short-term on-the-job training	None	No
Logging Equipment Operators	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Animal Trainers	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Accountants and Auditors	Bachelor's degree	None	None	Yes
First-Line Supervisors of Office and Administrative Support Workers	High school diploma or equivalent	None	Less than 5 years	No

SOURCE: Occupational Employment and Wage Statistics 2020, [Texas Labor Analysis](#)

Not unlike the construction industry, a high school diploma or equivalent is the typical education needed for entry into most of the high wage occupations. Driver's license is the most commonly requested certification. The following table shows the specialized skills and certifications associated with the high growth occupations within this industry.

Occupation	Top Requested Skills	Top Requested Certifications
Animal Trainers	Training Programs, Onboarding, Budgeting	Driver's License, Certified Dog Trainer, Certified Treasury Professional (CTP)
Farmers, Ranchers, and Other Agricultural Managers	Repair, Farm Management, Scheduling	Driver's License, Coast Guard Captain's License, Fire Fighter I
First-Line Supervisors of Farming, Fishing, and Forestry Workers	Technical Training, Supervisory Skills, Repair	Driver's License, CDL Class A, Food Handler Certification

Occupation	Top Requested Skills	Top Requested Certifications
Heavy and Tractor-Trailer Truck Drivers	Commercial Driving, HAZMAT, Truck Driving	CDL Class A, Driver's License, CDL Class B
Logging Equipment Operators	Wireline, Calculation, Predictive / Preventative Maintenance	Driver's License, CDL Class B, CDL Class A
Animal Trainers	Teaching, Training Programs, Onboarding	Certified Dog Trainer, Certified Treasury Professional, Driver's License
Accountants and Auditors	Accounting, Account Reconciliation, General Ledger	Certified Public Accountant (CPA), Certified Information Systems Auditor (CISA), Driver's License

SOURCE: Labor Insight (Burning Glass Technologies)

D. Health Care and Social Assistance

Health Care and Social Assistance is expected to grow over 23% by the year 2030. This would put total employment in this industry up over 1.9 million an increase of over 360,000 jobs when compared to the year 2020. Registered nurses makes up the largest occupation by employment in this industry and has a projected employment of over 219,000 by 2030 an increase of over 17%.

According to CES data industry employment has surpassed its pre-pandemic peak by over 18,000 jobs. Certain occupations in the health care industry are still struggling to meet demand. Registered Nurses for example still have shortages of available employees to meet current demand in the workforce. Health Care and Social Assistance is expected to continue to be one of the most important industries in Texas going forward.

The Health Care and Social Assistance industry has become one of the dominant industries 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.

The occupations within Health Care and Social Assistance that are projected to add the most jobs and grow at the fastest rates from 2020 to 2030 are listed below.

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2021	LQ
Registered Nurses	186,821	219,435	32,614	17.5	\$77,047	0.8
Medical and Health Services Managers	27,813	39,759	11,946	43.0	\$100,889	1.0
Licensed Practical and Licensed Vocational Nurses	58,775	68,904	10,129	17.2	\$48,540	1.2
Nurse Practitioners	12,707	22,049	9,342	73.5	\$121,009	0.8

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2021	LQ
Speech-Language Pathologists	8,891	13,141	4,250	47.8	\$97,775	1.1
Dental Hygienists	12,320	16,357	4,037	32.8	\$77,615	0.8
Respiratory Therapists	10,852	14,518	3,666	33.8	\$61,937	1.0
Physician Assistants	8,001	11,630	3,629	45.4	\$117,222	0.8
Physical Therapists	13,198	16,784	3,586	27.2	\$99,276	0.8
Radiologic Technologists and Technicians	15,293	18,178	2,885	18.9	\$61,012	0.9
Physical Therapist Assistants	6,321	9,164	2,843	45.0	\$71,630	0.8
Dentists, General	8,046	10,672	2,626	32.6	\$142,112	1.0
General and Operations Managers	9,433	11,751	2,318	24.6	\$79,021	1.1
First-Line Supervisors of Office and Administrative Support Workers	15,449	17,649	2,200	14.2	\$49,120	1.0

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2021	LQ
Occupational Therapists	7,411	9,361	1,950	26.3	\$98,540	0.8
Healthcare Social Workers	9,046	10,876	1,830	20.2	\$63,324	0.7
Surgical Technologists	10,175	11,963	1,788	17.6	\$51,506	1.1
Occupational Therapy Assistants	3,591	5,315	1,724	48.0	\$76,162	1.0
Diagnostic Medical Sonographers	5,040	6,559	1,519	30.1	\$77,026	0.8
Pharmacy Technicians	8,277	9,755	1,478	17.9	\$39,878	1.0

SOURCE: Occupational Projections 2020-2030, Occupational Employment and Wage Statistics 2021

The following table shows education and training requirements for high-growth occupations in the Health Care and Social Assistance industry, including STEM classifications.

Occupation	Education	Training	Experience	STEM
Registered Nurses	Bachelor's degree	None	None	Yes
Medical and Health Services Managers	Bachelor's degree	None	Less than 5 years	Yes
Licensed Practical and Licensed Vocational Nurses	Postsecondary nondegree award	None	None	Yes

Occupation	Education	Training	Experience	STEM
Nurse Practitioners	Master's degree	None	None	Yes
Speech-Language Pathologists	Master's degree	Internship/residency	None	Yes
Dental Hygienists	Associate's degree	None	None	Yes
Respiratory Therapists	Associate's degree	None	None	Yes
Physician Assistants	Master's degree	None	None	Yes
Physical Therapists	Doctoral or professional degree	None	None	Yes
Radiologic Technologists and Technicians	Associate's degree	None	None	Yes
Physical Therapist Assistants	Associate's degree	None	None	Yes
Dentists, General	Doctoral or professional degree	None	None	Yes
General and Operations Managers	Bachelor's degree	None	5 years or more	No
First-Line Supervisors of Office and Administrative Support Workers	High school diploma or equivalent	None	Less than 5 years	No
Occupational Therapists	Master's degree	None	None	Yes
Healthcare Social Workers	Master's degree	Internship/residency	None	No
Surgical Technologists	Postsecondary nondegree award	None	None	Yes
Occupational Therapy Assistants	Associate's degree	None	None	Yes

Occupation	Education	Training	Experience	STEM
Diagnostic Medical Sonographers	Associate's degree	None	None	Yes
Pharmacy Technicians	High school diploma or equivalent	Moderate-term on-the-job training	None	Yes

SOURCE: Occupational Employment and Wage Statistics 2021, [Texas Labor Analysis](#)

Of the listed high growth occupations within the Health Care and Social Assistance industry, 85 percent are classified as STEM occupations. Ten out of twenty of these occupations have typical education for entry as a bachelor's degree or above.

The following table shows the specialized skills and certifications associated with the high growth occupations within this industry.

Occupation	Top Requested Skills	Top Requested Certifications
Registered Nurses	Patient Care, Treatment Planning, Advanced Cardiac Life Support (ACLS)	Registered Nurse, Advanced Cardiac Life Support (ACLS) Certification, Basic Life Saving (BLS)
Medical and Health Services Managers	Patient Care, Budgeting, Scheduling	Registered Nurse, Driver's License, Basic Life Saving (BLS)
Licensed Practical and Licensed Vocational Nurses	Patient Care, Cardiopulmonary Resuscitation (CPR), Treatment Planning	Licensed Vocational Nurse (LVN), Licensed Practical Nurse (LPN), First Aid Cpr Aed
Nurse Practitioners	Patient Care, Treatment Planning, Primary Care	Certified Registered Nurse Practitioner, Advanced Practice Nurse, Advanced Cardiac Life Support (ACLS) Certification
Speech-Language Pathologists	Speech-Language Pathology, Pathology, Treatment Planning	American Speech - Language Hearing Association (ASHA) Certification, Driver's License, First Aid CPR Aed
Dental Hygienists	Dental Hygiene, Dentistry, X - Rays	Dental Hygienist Certification, First Aid CPR Aed, Basic Life Saving (BLS)

Occupation	Top Requested Skills	Top Requested Certifications
Respiratory Therapists	Respiratory Therapy, Patient Care, Life Support	Respiratory Care Practitioner (RCP), Registered Respiratory Therapist, Advanced Cardiac Life Support (ACLS) Certification
Physician Assistants	Patient Care, Life Support, Treatment Planning	Basic Life Saving (BLS), Certified Registered Nurse Practitioner, Advanced Cardiac Life Support (ACLS) Certification
Physical Therapists	Physical Therapy, Treatment Planning, Patient Care	First Aid CPR Aed, American Physical Therapy Association (APTA) Certification, Driver's License
Radiologic Technologists and Technicians	Radiology, Radiologic Technology, X - Rays	American Registry of Radiologic Technologists (ARRT) Certification, Basic Life Saving (BLS), Basic Cardiac Life Support Certification
Physical Therapist Assistants	Physical Therapy, Patient Care, Treatment Planning	First Aid CPR Aed, American Physical Therapy Association (APTA) Certification, Driver's License
Dentists, General	Dentistry, Dental Care, Patient Care	First Aid Cpr Aed, Nitrous Oxide Certification, DEA Certificate
General and Operations Managers	Budgeting, Scheduling, Operations Management	Driver's License, Project Management Certification, Registered Nurse
First-Line Supervisors of Office and Administrative Support Workers	Customer Service, Scheduling, Office Management	Driver's License, Project Management Certification, Certified Payroll Professional (CPP)
Occupational Therapists	Occupational Therapy, Treatment Planning, Rehabilitation	First Aid CPR Aed, Driver's License, American Occupational Therapy Association (AOTA)

Occupation	Top Requested Skills	Top Requested Certifications
Healthcare Social Workers	Social Work, Treatment Planning, Mental Health	Social Work License, Licensed Clinical Social Worker (LCSW), Driver's License
Surgical Technologists	Surgical Technician, Surgery, Patient Care	Certified Surgical Technician, Basic Life Saving (BLS), Basic Cardiac Life Support Certification
Occupational Therapy Assistants	Occupational Therapy, Treatment Planning, Rehabilitation	Certified Occupational Therapy Assistant (COTA), First Aid Cpr Aed, American Occupational Therapy Association (AOTA)
Diagnostic Medical Sonographers	Ultrasound, Patient Care, Radiology	American Registry For Diagnostic Medical Sonography (ARDMS), American Registry of Radiologic Technologists (ARRT) Certification, Registered Vascular Technologist
Pharmacy Technicians	Pharmacist Assistance, Retail Industry Knowledge, Customer Service	Certified Pharmacy Technician, Pharmacy Technician Certification Board (PTCB), IV (Intravenous) Certification

SOURCE: Burning Glass Labor Insights, 2022.

E. Educational Services

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

In the first quarter of 2022, the number of workers in Educational Services in Texas was about 1.26 million, up 3.8 percent from the same quarter in 2017. According to Current Employment Statistics data, which pertains only to private employers in this category, the industry job count showed a 26.4 percent increase over the five years ending August 2022. Employment in Educational Services peaked in February 2020 prior to COVID-19 and measures taken to slow its spread, followed by a combined two-month loss of 31,200. As of August 2022, Educational Services reached 114.7 percent of its February 2020 employment.

The Educational Services industry in Texas faces 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. Educational Services continues to face additional challenges since COVID-19 in maintaining its workforce and the supply of new teachers.

The occupations within the Educational Services industry that are projected to add the most jobs from 2020 to 2030 are listed below. All 20 occupations listed are above the 2020 Texas median wage of \$39,030. The highest paying occupations in Educational Services include Health Specialties Teachers, Postsecondary and General and Operations Managers, as well as Education Administrators, Postsecondary, are each making significantly more than the Texas median wage.

The occupations within the Educational Services industry that are projected to add the most jobs from 2020 to 2030 are listed below.

Occupational Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2021	LQ
Elementary School Teachers, Except Special Education	129,817	147,406	17,589	13.5	\$60,902	1.1
Secondary School Teachers, Except Special and Career/Technical Education	95,797	108,890	13,093	13.7	\$61,062	1.1
Middle School Teachers, Except Special and Career/Technical Education	64,807	73,598	8,791	13.6	\$61,147	1.3

Occupational Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2021	LQ
Health Specialties Teachers, Postsecondary	13,566	17,813	4,247	31.3	\$101,467	0.9
Education Administrators, Kindergarten through Secondary	28,616	32,576	3,960	13.8	\$80,783	1.3
Educational, Guidance, and Career Counselors and Advisors	23,397	27,307	3,910	16.7	\$61,280	1.0
Instructional Coordinators	15,686	17,943	2,257	14.4	\$62,677	1.2
Kindergarten Teachers, Except Special Education	15,224	17,311	2,087	13.7	\$60,907	1.5
Special Education Teachers, Secondary School	12,938	14,657	1,719	13.3	\$61,640	1.1
Career/Technical Education Teachers, Secondary School	12,492	14,108	1,616	12.9	\$61,513	2.0
Career/Technical Education Teachers, Postsecondary	9,974	11,511	1,537	15.4	\$61,101	1.2
Registered Nurses	11,541	13,067	1,526	13.2	\$64,089	0.8
Preschool Teachers, Except Special Education	9,912	11,413	1,501	15.1	\$59,492	0.8
Education Administrators, Postsecondary	10,290	11,782	1,492	14.5	\$94,374	0.9

Occupational Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2021	LQ
Nursing Instructors and Teachers, Postsecondary	4,524	5,861	1,337	29.6	\$71,419	1.0
Project Management Specialists and Business Operations Specialists, All Other‡	9,418	10,735	1,317	14.0	\$61,556	1.0
Speech-Language Pathologists	4,694	5,850	1,156	24.6	\$61,470	1.1
Special Education Teachers, Middle School	8,611	9,743	1,132	13.1	\$61,255	1.3
General and Operations Managers	4,097	5,019	922	22.5	\$97,684	1.1
Librarians and Media Collections Specialists	6,612	7,506	894	13.5	\$61,821	0.8

‡ 2021 code and/or title change. Wages determined with OEWS microdata for multiple occupations to align with projections data.

SOURCE: Occupational Projections 2020-2030, Occupational Employment and Wage Statistics 2021

The Elementary School Teachers, Except Special Education occupation has the highest projected job gain from 2020 to 2030 with a projected growth of 17,589 jobs. Secondary School Teachers, Except Special and Career/Technical Education are projected to add 13,093 positions but no others are projected to add more than 9,000. Overall, Health Specialties Teachers, Postsecondary has the highest percentage job growth projected at 31.3 percent followed by Nursing Instructors and Teachers, Postsecondary at 29.6 percent and Speech-Language Pathologists at 24.6 percent.

Here are the educational and training requirements for these high-growth Educational Services occupations.

Occupation	Education	Training	Experience	STEM
Elementary School Teachers, Except Special Education	Bachelor's degree	None	None	No
Secondary School Teachers, Except Special and Career/Technical Education	Bachelor's degree	None	None	No
Middle School Teachers, Except Special and Career/Technical Education	Bachelor's degree	None	None	No
Health Specialties Teachers, Postsecondary	Doctoral or professional degree	None	Less than 5 years	Yes
Education Administrators, Kindergarten through Secondary	Master's degree	None	5 years or more	No
Educational, Guidance, and Career Counselors and Advisors	Master's degree	None	None	No
Instructional Coordinators	Master's degree	None	5 years or more	No
Kindergarten Teachers, Except Special Education	Bachelor's degree	None	None	No
Special Education Teachers, Secondary School	Bachelor's degree	None	None	No
Career/Technical Education Teachers, Secondary School	Bachelor's degree	None	Less than 5 years	No
Career/Technical Education Teachers, Postsecondary	Bachelor's degree	None	Less than 5 years	No

Occupation	Education	Training	Experience	STEM
Registered Nurses	Bachelor's degree	None	None	Yes
Preschool Teachers, Except Special Education	Associate's degree	None	None	No
Education Administrators, Postsecondary	Master's degree	None	Less than 5 years	No
Nursing Instructors and Teachers, Postsecondary	Doctoral or professional degree	None	Less than 5 years	Yes
Project Management Specialists and Business Operations Specialists, All Other	Bachelor's degree	None	None	No
Speech-Language Pathologists	Master's degree	Internship/residency	None	Yes
Special Education Teachers, Middle School	Bachelor's degree	None	None	No
General and Operations Managers	Bachelor's degree	None	5 years or more	No
Librarians and Media Collections Specialists	Bachelor's degree	None	None	No

SOURCE: Occupational Employment and Wage Statistics 2021, [Texas Labor Analysis](#)

The following table shows the specialized skills and certifications associated with the high growth occupations within this industry.

Occupation	Top Requested Skills	Top Requested Certifications
Elementary School Teachers, Except Special Education	Teaching, Lesson Planning, Learning Styles	Certified Teacher, Teachers of English to Speakers of Other Languages (TESOL), Driver's License

Occupation	Top Requested Skills	Top Requested Certifications
Secondary School Teachers, Except Special and Career/Technical Education	Teaching, Lesson Planning, Special Education	Certified Teacher, Teachers of English to Speakers of Other Languages (TESOL), Driver's License
Middle School Teachers, Except Special and Career/Technical Education	Teaching, Lesson Planning, Special Education	Certified Teacher, Teachers of English to Speakers of Other Languages (TESOL), Driver's License
Health Specialties Teachers, Postsecondary	Teaching, Cardiopulmonary Resuscitation (CPR), Lesson Planning	Registered Nurse, Driver's License, First Aid CPR AED
Education Administrators, Kindergarten through Secondary	Teaching, Budgeting, Scheduling	Certified Teacher, Driver's License, First Aid CPR AED
Educational, Guidance, and Career Counselors and Advisors	Customer Service, Scheduling, Teaching	Driver's License, School Counselor, Certified Teacher
Instructional Coordinators	Teaching, Scheduling, Special Education	Certified Teacher, Driver's License, Teachers of English To Speakers of Other Languages (TESOL)
Kindergarten Teachers, Except Special Education	Teaching, Lesson Planning, Special Education	Certified Teacher, Child Development Associate (CDA), First Aid CPR AED
Special Education Teachers, Secondary School	Teaching, Customer Service, Budgeting	Driver's License, Certified Teacher, Teachers of English To Speakers of Other Languages (TESOL)
Career/Technical Education Teachers, Secondary School	Teaching, Lesson Planning, Learning Styles	Certified Teacher, Driver's License, Driving Instructor
Career/Technical Education Teachers, Postsecondary	Teaching, Lesson Planning, Cardiopulmonary Resuscitation (CPR)	Driver's License, First Aid CPR AED, Certified Teacher
Registered Nurses	Patient Care, Treatment Planning, Advanced Cardiac Life Support (ACLS)	Registered Nurse, Advanced Cardiac Life Support (ACLS) Certification, Basic Life Saving (BLS)

Occupation	Top Requested Skills	Top Requested Certifications
Preschool Teachers, Except Special Education	Teaching, Child Care, Cardiopulmonary Resuscitation (CPR)	Child Development Associate (CDA), First Aid CPR AED, Driver's License
Education Administrators, Postsecondary	Budgeting, Teaching, Scheduling	Driver's License, Certified Teacher, Pharmacy Technician Certification Board (PTCB)
Nursing Instructors and Teachers, Postsecondary	Teaching, Patient Care, Scheduling	Registered Nurse, Basic Life Saving (BLS), Certified Registered Nurse Practitioner
Project Management Specialists and Business Operations Specialists, All Other	E-Commerce, Customer Service, Project Management,	Driver's License, Security Clearance, Project Management Certification
Speech-Language Pathologists	Speech Language Pathology, Pathology, Treatment Planning	American Speech-Language Hearing Association (ASHA) Certification, Driver's License, First Aid CPR AED
Special Education Teachers, Middle School	Teaching, Special Education, Lesson Planning	Certified Teacher, Teachers of English to Speakers of Other Languages (TESOL), Driver's License
General and Operations Managers	Budgeting, Scheduling, Operations Management	Driver's License, Project Management Certification, Registered Nurse
Librarians and Media Collections Specialists	Teaching, Budgeting, Customer Service	Driver's License, Librarian Certification, Certified Teacher

SOURCE: Burning Glass Labor Insights, 2022.

F. Transportation and Warehousing

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

In the first quarter of 2022 employment in the Transportation and Warehousing industry in Texas was 672,804, up 28.4 percent from the same quarter in 2017.

According to long term industry projections, Transportation and Warehousing employment is expected to grow to approximately 695,289 positions by 2030. From 2020 to 2030 the Transportation and Warehousing industry is projected to grow by 19.5 percent resulting in 113,391 jobs added. Heavy and Tractor-Trailer Truck Drivers are expected to be the most in-demand through 2030 with an estimated employment of 128,610 jobs.

This warehousing of goods has driven up demand for workers in this sector and is expected to continue as Texas continues to bolster its transportation infrastructures. Employment and warehousing increased to new highs over the course of the pandemic. This industry thrived in the current environment due to increased demand in online deliveries. According to the United States Census Bureau e-commerce has continued to perform well even as pandemic restrictions have started to decline over Q1, Q2 2022. E-commerce has maintained 14.3 percent and 14.5 percent of retail sales in those two quarters. This is equal to the 2021 Q2 figure of 14.5 percent.

The occupations within Transportation and Warehousing that are projected to add the most jobs and grow at the fastest rates from 2020 to 2030 are listed below.

Occupational Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2021	LQ
Heavy and Tractor-Trailer Truck Drivers	103,922	128,610	24,688	23.8	\$47,688	1.3
Light Truck Drivers	33,690	44,150	10,460	31.0	\$46,793	0.9
Flight Attendants	16,253	21,331	5,078	31.2	\$60,362	1.7
General and Operations Managers	7,479	9,172	1,693	22.6	\$94,314	1.1

Occupational Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2021	LQ
Aircraft Mechanics and Service Technicians	9,092	10,782	1,690	18.6	\$76,990	1.4
Dispatchers, Except Police, Fire, and Ambulance	9,199	10,802	1,603	17.4	\$41,993	1.4
Bus and Truck Mechanics and Diesel Engine Specialists	6,877	8,431	1,554	22.6	\$47,108	1.1
Cargo and Freight Agents	6,994	8,412	1,418	20.3	\$46,308	1.1
Reservation and Transportation Ticket Agents and Travel Clerks	9,081	10,243	1,162	12.8	\$47,529	1.8
Maintenance and Repair Workers, General	4,878	5,990	1,112	22.8	\$58,789	1.0
First-Line Supervisors of Office and Administrative Support Workers	8,463	9,562	1,099	13.0	\$61,074	1.0

Occupational Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2021	LQ
Production, Planning, and Expediting Clerks	3,972	4,886	914	23.0	\$47,256	1.1
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	4,215	5,113	898	21.3	\$62,619	1.1
Transportation, Storage, and Distribution Managers	3,754	4,637	883	23.5	\$94,314	1.1
Driver/Sales Workers	1,302	1,977	675	51.8	\$45,729	1.3
Project Management Specialists and Business Operations Specialists, All Other†	2,990	3,660	670	22.4	\$66,872	1.0
Railroad Conductors and Yardmasters	4,809	5,463	654	13.6	\$64,440	1.3
Petroleum Pump System Operators, Refinery Operators, and Gaugers	2,901	3,540	639	22.0	\$78,524	3.1

Occupational Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2021	LQ
First-Line Supervisors of Mechanics, Installers, and Repairers	3,082	3,686	604	19.6	\$79,183	1.1
Locomotive Engineers	4,425	5,025	600	13.6	\$81,907	**

‡ 2021 code and/or title change. Wages determined with OEWS microdata for multiple occupations to align with projections data.

** Location Quotient cannot be calculated because the Texas 2021 Occupational Employment and Wage Statistics estimate is not available.

SOURCE: Occupational Projections 2020-2030, Occupational Employment and Wage Statistics 2021

Out of the 16 occupations listed above all but four require at least a High School Diploma or equivalent, with additional on the job training required to meet the varying needs of employers.

Occupation	Education	Training	Experience	STEM
Heavy and Tractor-Trailer Truck Drivers	Postsecondary nondegree award	Short-term on-the-job training	None	No
Light Truck Drivers	High school diploma or equivalent	Short-term on-the-job training	None	No
Flight Attendants	High school diploma or equivalent	Moderate-term on-the-job training	Less than 5 years	No
General and Operations Managers	Bachelor's degree	None	5 years or more	No
Aircraft Mechanics and Service Technicians	Postsecondary nondegree award	None	None	No
Dispatchers, Except Police, Fire, and Ambulance	High school diploma or equivalent	Moderate-term on-the-job training	None	No

Occupation	Education	Training	Experience	STEM
Bus and Truck Mechanics and Diesel Engine Specialists	High school diploma or equivalent	Long-term on-the-job training	None	No
Cargo and Freight Agents	High school diploma or equivalent	Short-term on-the-job training	None	No
Reservation and Transportation Ticket Agents and Travel Clerks	High school diploma or equivalent	Short-term on-the-job training	None	No
Maintenance and Repair Workers, General	High school diploma or equivalent	Moderate-term on-the-job training	None	No
First-Line Supervisors of Office and Administrative Support Workers	High school diploma or equivalent	None	Less than 5 years	No
Production, Planning, and Expediting Clerks	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Transportation, Storage, and Distribution Managers	High school diploma or equivalent	None	5 years or more	No
Driver/Sales Workers	High school diploma or equivalent	Short-term on-the-job training	None	No
Project Management Specialists and Business Operations Specialists, All Other	Bachelor's degree	None	None	No
Railroad Conductors and Yardmasters	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Petroleum Pump System Operators, Refinery Operators, and Gaugers	High school diploma or equivalent	Moderate-term on-the-job training	None	No

Occupation	Education	Training	Experience	STEM
First-Line Supervisors of Mechanics, Installers, and Repairers	High school diploma or equivalent	None	Less than 5 years	No
Locomotive Engineers	High school diploma or equivalent	Moderate-term on-the-job training	Less than 5 years	No

SOURCE: Occupational Employment and Wage Statistics 2021, [Texas Labor Analysis](#)

The following table shows specialized skills and certifications associated with the high growth occupations within this industry.

Occupation	Top Requested Skills	Top Requested Certifications
Heavy and Tractor-Trailer Truck Drivers	Commercial Driving, HAZMAT, Truck Driving	CDL Class A, Driver's License, CDL Class B
Light Truck Drivers	Customer Service, Customer Contact, Product Sales	Driver's License, CDL Class A, CDL Class B
Flight Attendants	Federal Aviation Regulations, Aviation Regulations, Guest Services	Driver's License, First Aid Cpr Aed, Airline Transport Pilot License
General and Operations Managers	Budgeting, Scheduling, Operations Management	Driver's License, Project Management Certification, Registered Nurse
Aircraft Mechanics and Service Technicians	Repair, Aircraft Maintenance, Hand Tools	Driver's License, Airframe and Powerplant (A and P) Certification, Security Clearance
Dispatchers, Except Police, Fire, and Ambulance	Scheduling, Customer Service, Data Entry	Driver's License, CDL Class A, Emergency Medical Technician (EMT)
Bus and Truck Mechanics and Diesel Engine Specialists	Repair, Predictive / Preventative Maintenance, Electrical Systems	Driver's License, Automotive Service Excellence (ASE) Certification, CDL Class A

Occupation	Top Requested Skills	Top Requested Certifications
Cargo and Freight Agents	Customer Service, Customer Contact, Forklift Operation	Driver's License, Food Handler Certification, CDL Class A
Reservation and Transportation Ticket Agents and Travel Clerks	Customer Service, Sales, Cash Handling	Driver's License, Security Clearance, Travel and Tourism Certification
Maintenance and Repair Workers, General	Repair, Plumbing, HVAC	Driver's License, Environmental Protection Agency Certification, Certified Pool/Spa Operator
First-Line Supervisors of Office and Administrative Support Workers	Customer Service, Scheduling, Office Management	Driver's License, Project Management Certification, Certified Payroll Professional (CPP)
Production, Planning, and Expediting Clerks	Scheduling, Logistics, Customer Service	Driver's License, Security Clearance, OSHA Forklift Certification
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	Sales, Customer Service, Customer Contact	Driver's License, Insurance Agent Certification, Property and Casualty License
Transportation, Storage, and Distribution Managers	Scheduling, Budgeting, Logistics	Driver's License, OSHA Forklift Certification, Security Clearance
Driver/Sales Workers	Customer Service, Customer Contact, Product Sales	Driver's License, CDL Class B, CDL Class A
Project Management Specialists and Business Operations Specialists, All Other	E-Commerce, Project Management, Customer Service	Driver's License, Security Clearance, Project Management Certification
Railroad Conductors and Yardmasters	Basic Mathematics, Repair, Hearing Test	Driver's License, CDL Class A, Hazardous Materials Certification
Petroleum Pump System Operators, Refinery Operators, and Gaugers	Personal Protective Equipment (PPE), Crane Operation, Repair	Driver's License, Security Clearance, OSHA Forklift Certification

Occupation	Top Requested Skills	Top Requested Certifications
First-Line Supervisors of Mechanics, Installers, and Repairers	Repair, Scheduling, Budgeting	Driver's License, Environmental Protection Agency Certification, Certified Pool/Spa Operator
Locomotive Engineers	Route Sales, Vehicle Safety, Performance Analysis	Driver's License, Security Clearance, First Aid Cpr Aed

SOURCE: Burning Glass Labor Insights, 2022.

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 has varied, based on the Quarterly Census of Employment and Wages. This data is for NAICS code 21.

The annual average number of jobs in the industry steadily increased from 2017 to 2019. Not seasonally adjusted Current Employment Statistics data show that the number of jobs increased from 221,000 in 2017 to 248,000 in 2019, a 12.2% increase.

The restrictions due to the COVID-19 pandemic caused the number of jobs to drop in 2020. This number reached its lowest point in September 2020 at 168,000 but has since continued to steadily increase reaching 219,000 as of September 2022. Despite the 2020 downturn, the number of jobs in the industry is projected to increase through the next decade with the projected employment in 2030 at 252,000.

The occupations within the Mining, Quarrying, and Oil and Gas Extraction industry that are projected to add the most jobs are listed below, all of which are above the 2021 Texas median wage of \$39,030. Petroleum engineers are projected to experience an increase of over 1,000 jobs and make considerably more than the median salary at \$130,332 annually.

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2021	LQ
Service Unit Operators, Oil and Gas	14,047	20,174	6,127	43.6	\$47,259	5.1
Heavy and Tractor-Trailer Truck Drivers	10,117	15,116	4,999	49.4	\$47,458	1.3
Rotary Drill Operators, Oil and Gas	4,642	6,726	2,084	44.9	\$54,956	4.2
Derrick Operators, Oil and Gas	3,865	5,615	1,750	45.3	\$47,056	5.6
Petroleum Engineers	6,360	8,002	1,642	25.8	\$130,332	6.2

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2021	LQ
Accountants and Auditors	6,244	7,748	1,504	24.1	\$98,342	1.0
Wellhead Pumpers	4,774	6,092	1,318	27.6	\$76,352	5.0
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1,940	2,865	925	47.7	\$76,990	1.1
Geological and Hydrologic Technicians [‡]	2,044	2,814	770	37.7	\$72,409	4.6
Project Management Specialists and Business Operations Specialists, All Other [‡]	2,306	2,970	664	28.8	\$122,177	1.0
Bookkeeping, Accounting, and Auditing Clerks	2,957	3,566	609	20.6	\$50,637	1.0
Control and Valve Installers and Repairers, Except Mechanical Door	1,130	1,692	562	49.7	\$76,596	2.3
Computer Systems Analysts	4,687	5,242	555	11.8	\$130,039	1.1

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2021	LQ
Geoscientists, Except Hydrologists and Geographers	2,024	2,480	456	22.5	\$157,041	2.7
Occupational Health and Safety Specialists	1,006	1,459	453	45.0	\$81,240	1.7
Construction Managers	787	1,226	439	55.8	\$125,610	1.6
Underground Mining Machine Operators and Extraction Workers, All Other‡	945	1,365	420	44.4	\$46,690	**

‡ 2021 code and/or title change. Wages determined with OEWS microdata for multiple occupations to align with projections data.

** Location Quotient cannot be calculated because the Texas 2021 Occupational Employment and Wage Statistics estimate is not available.

SOURCE: Occupational Projections 2020-2030, Occupational Employment and Wage Statistics 2021

There is a mix of educational requirements associated with the listed occupations. Three of the five fastest growing occupations require no formal education, while those with an annual median wage of \$80,000 or more require a bachelor's degree. The following table contains the educational and training requirements for these high-growth occupations.

Occupation	Education	Training	Experience	STEM
Service Unit Operators, Oil and Gas	No formal educational credential	Moderate-term on-the-job training	None	No
Heavy and Tractor-Trailer Truck Drivers	Postsecondary nondegree award	Short-term on-the-job training	None	No

Occupation	Education	Training	Experience	STEM
Rotary Drill Operators, Oil and Gas	No formal educational credential	Moderate-term on-the-job training	None	No
Derrick Operators, Oil and Gas	No formal educational credential	Short-term on-the-job training	None	No
Petroleum Engineers	Bachelor's degree	None	None	Yes
Accountants and Auditors	Bachelor's degree	None	None	Yes
Wellhead Pumpers	High school diploma or equivalent	Moderate-term on-the-job training	Less than 5 years	No
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Geological and Hydrologic Technicians	Associate's degree	Moderate-term on-the-job training	None	Yes
Project Management Specialists and Business Operations Specialists, All Other	Bachelor's degree	None	None	No
Bookkeeping, Accounting, and Auditing Clerks	Some college, no degree	Moderate-term on-the-job training	None	Yes
Control and Valve Installers and Repairers, Except Mechanical Door	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Computer Systems Analysts	Bachelor's degree	None	None	Yes
Geoscientists, Except Hydrologists and Geographers	Bachelor's degree	None	None	Yes
Occupational Health and Safety Specialists	Bachelor's degree	None	None	No
Construction Managers	Bachelor's degree	Moderate-term on-the-job training	None	Yes

Occupation	Education	Training	Experience	STEM
Underground Mining Machine Operators and Extraction Workers, All Other	High school diploma or equivalent	Moderate-term on-the-job training	None	No

SOURCE: Occupational Employment and Wage Statistics 2021, [Texas Labor Analysis](#)

The following table shows the specialized skills and certifications associated with the high growth occupations within this industry. The most requested skill for these occupations was project management while the most requested certification was a driver's license.

Occupation	Top Requested Skills	Top Requested Certifications
Service Unit Operators, Oil and Gas	Wireline, Repair, HAZMAT	Driver's License, CDL Class A, CDL Class B
Heavy and Tractor-Trailer Truck Drivers	Commercial Driving, HAZMAT, Truck Driving	CDL Class A, Driver's License, CDL Class B
Rotary Drill Operators, Oil and Gas	Repair, Customer Service, Drilling Operations	Driver's License, CDL Class B, CDL Class A
Derrick Operators, Oil and Gas	Lawn Care, Forklift Operation, Energy Services	Driver's License, First Aid CPR AED
Petroleum Engineers	Scheduling, Budgeting, Project Management	Driver's License, Licensed Professional Engineer, Project Management Certification
Accountants and Auditors	Accounting, Account Reconciliation, General Ledger	Certified Public Accountant (CPA), Certified Information Systems Auditor (CISA), Driver's License
Wellhead Pumpers	SAP, Repair, Gas Lift	Driver's License, CDL Class A, CDL Class B
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	Sales, Customer Service, Customer Contact	Driver's License, Insurance Agent Certification, Property and Casualty License
Geological and Hydrologic Technicians	Materials Testing, Lifting Ability, Masonry	Driver's License, Real Estate Certification, American Concrete Institute (ACI)

Occupation	Top Requested Skills	Top Requested Certifications
Project Management Specialists and Business Operations Specialists, All Other	E-Commerce, Project Management, Change Management	Driver's License, Security Clearance, Project Management Certification
Bookkeeping, Accounting, and Auditing Clerks	Accounting, Accounts Payable / Accounts Receivable, Bookkeeping	Driver's License, Security Clearance, Notary License
Control and Valve Installers and Repairers, Except Mechanical Door	Repair, Calibration, Predictive / Preventative Maintenance	Driver's License, Electrician Certification, CDL Class A
Computer Systems Analysts	Project Management, Business Process, SQL	Driver's License, IT Infrastructure Library (ITIL) Certification, Security Clearance
Geoscientists, Except Hydrologists and Geographers	Geology, Project Management, Environmental Science	Driver's License, Hazwoper, Project Management Certification
Occupational Health and Safety Specialists	Occupational Health and Safety, Safety Training, Legal Compliance	Driver's License, Certified Safety Professional, First Aid CPR AED
Construction Managers	Project Management, Scheduling, Budgeting	Driver's License, Project Management Certification, Project Management Professional (PMP)
Underground Mining Machine Operators and Extraction Workers, All Other	Energy Services, Self-Contained Breathing Apparatus (SCBA), Hydraulic Jacks	Driver's License, CDL Class A, OSHA Forklift Certification

SOURCE: Burning Glass Labor Insights, 2022.

H. Utilities

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

In the first quarter of 2022, the number of workers with Utilities employers in Texas was 86,316, up 5.7 percent from the same quarter in 2017. When looking at not seasonally adjusted Current Employment Statistics data the industry shows a 4.1 percent increase in demand for utilities workers in the last two years.

Continuing technological advances have changed the Utilities industry’s need for a more skilled worker. 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 the Utilities industry that are projected to add the most jobs from 2020 to 2030 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 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2021	LQ
Electrical Power-Line Installers and Repairers	4,494	5,397	903	20.1	\$77,119	1.0
General and Operations Managers	1,712	2,024	312	18.2	\$122,027	1.1
First-Line Supervisors of Mechanics, Installers, and Repairers	1,787	2,085	298	16.7	\$98,026	1.1
Wind Turbine Service Technicians	328	609	281	85.7	\$60,652	2.8

Occupational Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2021	LQ
Project Management Specialists and Business Operations Specialists, All Other [#]	1,862	2,131	269	14.4	\$95,331	1.0
Electricians	1,451	1,686	235	16.2	\$94,117	1.1
Electrical Engineers	1,410	1,635	225	16.0	\$98,658	0.9
Control and Valve Installers and Repairers, Except Mechanical Door	1,398	1,575	177	12.7	\$47,233	2.3
Financial Managers	526	678	152	28.9	\$140,585	0.8
Accountants and Auditors	786	926	140	17.8	\$83,417	1.0
Maintenance and Repair Workers, General	711	841	130	18.3	\$47,074	1.0
Customer Service Representatives	1,820	1,935	115	6.3	\$45,302	1.2
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	930	1,044	114	12.3	\$86,562	1.1
Market Research Analysts and Marketing Specialists	341	449	108	31.7	\$100,269	0.7

Occupational Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2021	LQ
Software Developers and Software Quality Assurance Analysts and Testers‡	293	392	99	33.8	\$101,204	0.9
Surveying and Mapping Technicians	433	528	95	21.9	\$61,129	2.2
First-Line Supervisors of Construction Trades and Extraction Workers	572	666	94	16.4	\$94,297	1.3
Industrial Machinery Mechanics	2,233	2,321	88	3.9	\$78,251	1.2
Lawyers	222	301	79	35.6	\$152,020	0.8
Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other‡	623	699	76	12.2	\$97,423	1.0

‡ 2021 code and/or title change. Wages determined with OEWS microdata for multiple occupations to align with projections data.

SOURCE: Occupational Projections 2020-2030, Occupational Employment and Wage Statistics 2021

Nine out of the 20 occupations listed below have an educational requirement of only a High School Diploma or equivalent or less, six of which offer wages of \$55,000 and higher. Eight of the 20 occupations cite a bachelor's degree for entry into the position. All the occupations listed above in the Utilities Industry pay above Texas's 2021 Median Wage of \$39,030.

In the Utilities industry, Electricians are among the high growth STEM occupations, projecting double-digit growth rates from 2020-2030. This occupation typically requires a high school diploma or equivalent and has a median salary of \$94,117.

Occupation	Education	Training	Experience	STEM
Electrical Power-Line Installers and Repairers	High school diploma or equivalent	Long-term on-the-job training	None	No
General and Operations Managers	Bachelor's degree	None	5 years or more	No
First-Line Supervisors of Mechanics, Installers, and Repairers	High school diploma or equivalent	None	Less than 5 years	No
Wind Turbine Service Technicians	Postsecondary nondegree award	Long-term on-the-job training	None	No
Project Management Specialists and Business Operations Specialists, All Other	Bachelor's degree	None	None	No
Electricians	High school diploma or equivalent	Apprenticeship	None	Yes
Electrical Engineers	Bachelor's degree	None	None	Yes
Control and Valve Installers and Repairers, Except Mechanical Door	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Financial Managers	Bachelor's degree	None	5 years or more	Yes
Accountants and Auditors	Bachelor's degree	None	None	Yes
Maintenance and Repair Workers, General	High school diploma or equivalent	Moderate-term on-the-job training	None	No

Occupation	Education	Training	Experience	STEM
Customer Service Representatives	High school diploma or equivalent	Short-term on-the-job training	None	No
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	Postsecondary nondegree award	Moderate-term on-the-job training	Less than 5 years	No
Market Research Analysts and Marketing Specialists	Bachelor's degree	None	None	Yes
Software Developers and Software Quality Assurance Analysts and Testers	Bachelor's degree	None	None	Yes
Surveying and Mapping Technicians	High school diploma or equivalent	Moderate-term on-the-job training	None	Yes
First-Line Supervisors of Construction Trades and Extraction Workers	High school diploma or equivalent	None	5 years or more	No
Industrial Machinery Mechanics	High school diploma or equivalent	Long-term on-the-job training	None	No
Lawyers	Doctoral or professional degree	None	None	No
Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	Bachelor's degree	None	None	No

SOURCE: Occupational Employment and Wage Statistics 2021, [Texas Labor Analysis](#)

The following table shows the hard skills and certifications associated with the high growth occupations within this industry.

Occupation	Top Requested Skills	Top Requested Certifications
Electrical Power-Line Installers and Repairers	Repair, Telecommunications, Transformers	Driver's License, CDL Class A, OSHA Certification
General and Operations Managers	Budgeting, Scheduling, Operations Management	Driver's License, Project Management Certification, Registered Nurse
First-Line Supervisors of Mechanics, Installers, and Repairers	Repair, Scheduling, Budgeting	Driver's License, EPA Certification, Certified Pool/Spa Operator
Wind Turbine Service Technicians	Wind Turbines, Repair, Wind Power	Driver's License, First Aid CPR AED, Computer Operation
Project Management Specialists and Business Operations Specialists, All Other	E-Commerce, Customer Service, Merchandising	Driver's License, Security Clearance, Project Management Certification
Electricians	Electrical Work, Repair, Electrical Systems	Driver's License, Electrician Certification, Master Electrician License
Electrical Engineers	Electrical Engineering, Project Management, Scheduling	Licensed Professional Engineer, Security Clearance, Driver's License
Control and Valve Installers and Repairers, Except Mechanical Door	Repair, Calibration, Predictive/Preventative Maintenance	Driver's License, Electrician Certification, CDL Class A
Financial Managers	Accounting, Budgeting, Finance	CPA, Driver's License, Financial Accounting Standards Board
Accountants and Auditors	Accounting, Account Reconciliation, General Ledger	CPA, Certified Information Systems Auditor, Driver's License
Maintenance and Repair Workers, General	Repair, Plumbing, HVAC	Driver's License, EPA Certification, Certified Pool/Spa Operator

Occupation	Top Requested Skills	Top Requested Certifications
Customer Service Representatives	Customer Service, Customer Contact, Scheduling	Driver's License, Property and Casualty License, Series 7
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	Repair, Transformers, Circuit Breakers	Driver's License, CDL Class A, Electrician Certification
Market Research Analysts and Marketing Specialists	Marketing, Social Media, Project Management	Driver's License, CPA, Project Management Certification
Software Developers and Software Quality Assurance Analysts and Testers	Quality Assurance Control, Selenium, Java	Security Clearance, Driver's License, American Society for Quality Certification
Surveying and Mapping Technicians	GPS, Surveys, Land Survey	Driver's License, Licensed Professional Surveyor, SANS/GIAC Certification
First-Line Supervisors of Construction Trades and Extraction Workers	Scheduling, Construction Management, Budgeting	Driver's License, CDL Class A, Occupational Safety and Health Administration Certification
Industrial Machinery Mechanics	Repair, Machinery, Predictive/Preventative Maintenance	Driver's License, CDL Class A, OSHA Forklift Certification
Lawyers	Litigation, Legal Research, Legal Documentation	Licensed Attorney, Texas Bar, Driver's License
Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	Risk Management, Risk Assessment, Project Management	Certified Information Systems Auditor, Certified Information Systems Security Professional, CPA

SOURCE: Burning Glass Labor Insights, 2022.

I. Wholesale Trade

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

In the first quarter of 2022, the number of workers with Wholesale Trade employers in Texas was 614,126, up 6.3 percent from the same quarter in 2017.

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.

As of 2020, the 20 most in-demand occupations in the Wholesale Industry employed over 215,000 people and is expected to grow another 42,700 by 2030.

All twenty of the occupations listed pay Median Annual Wages above the state Median of \$39,030 according to 2021 data.

The occupations within the Wholesale Trade industry that are projected to add the most jobs from 2020 to 2030 are listed below.

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2021	LQ
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	64,402	76,247	11,845	18.4	\$59,679	1.0
Heavy and Tractor-Trailer Truck Drivers	24,724	29,570	4,846	19.6	\$48,057	1.3
General and Operations Managers	22,529	26,658	4,129	18.3	\$94,193	1.1
Mobile Heavy Equipment Mechanics, Except Engines	7,127	10,290	3,163	44.4	\$59,898	1.5

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2021	LQ
Driver/Sales Workers	12,204	14,505	2,301	18.9	\$40,806	1.3
Software Developers and Software Quality Assurance Analysts and Testers‡	6,838	8,912	2,074	30.3	\$104,303	0.9
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	11,882	13,748	1,866	15.7	\$83,764	1.0
Industrial Machinery Mechanics	4,774	6,573	1,799	37.7	\$56,476	1.2
First-Line Supervisors of Non-Retail Sales Workers	6,276	7,468	1,192	19.0	\$80,447	1.1
Parts Salespersons	5,922	7,034	1,112	18.8	\$39,923	1.2
Sales Managers	6,353	7,438	1,085	17.1	\$128,763	0.9
Bus and Truck Mechanics and Diesel Engine Specialists	4,521	5,547	1,026	22.7	\$59,192	1.1
Project Management Specialists and Business Operations Specialists, All Other‡	6,232	7,236	1,004	16.1	\$79,360	1.0

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2021	LQ
Market Research Analysts and Marketing Specialists	3,606	4,608	1,002	27.8	\$63,305	0.7
Accountants and Auditors	4,635	5,469	834	18.0	\$76,705	1.0
Logisticians	1,432	2,138	706	49.3	\$60,820	1.0
Production, Planning, and Expediting Clerks	3,526	4,225	699	19.8	\$46,641	1.1
Financial Managers	2,305	3,002	697	30.2	\$151,886	0.8
Bookkeeping, Accounting, and Auditing Clerks	10,586	11,275	689	6.5	\$40,515	1.0
Sales Engineers	5,156	5,793	637	12.4	\$99,941	2.0

‡ 2021 code and/or title change. Wages determined with OEWS microdata for multiple occupations to align with projections data.

SOURCE: Occupational Projections 2020-2030, Occupational Employment and Wage Statistics 2021

Nineteen of the 20 occupations listed require either on-the-job training or education beyond high school diploma. Five of the high growth occupations listed are also STEM occupations as seen in the table below.

Occupation	Education	Training	Experience	STEM
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Heavy and Tractor-Trailer Truck Drivers	Postsecondary nondegree award	Short-term on-the-job training	None	No
General and Operations Managers	Bachelor's degree	None	5 years or more	No

Occupation	Education	Training	Experience	STEM
Mobile Heavy Equipment Mechanics, Except Engines	High school diploma or equivalent	Long-term on-the-job training	None	No
Driver/Sales Workers	High school diploma or equivalent	Short-term on-the-job training	None	No
Software Developers and Software Quality Assurance Analysts and Testers	Bachelor's degree	None	None	Yes
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	Bachelor's degree	Moderate-term on-the-job training	None	No
Industrial Machinery Mechanics	High school diploma or equivalent	Long-term on-the-job training	None	No
First-Line Supervisors of Non-Retail Sales Workers	High school diploma or equivalent	None	Less than 5 years	No
Parts Salespersons	No formal educational credential	Moderate-term on-the-job training	None	No
Sales Managers	Bachelor's degree	None	Less than 5 years	No
Bus and Truck Mechanics and Diesel Engine Specialists	High school diploma or equivalent	Long-term on-the-job training	None	No
Project Management Specialists and Business Operations Specialists, All Other	Bachelor's degree	None	None	No
Market Research Analysts and Marketing Specialists	Bachelor's degree	None	None	Yes
Accountants and Auditors	Bachelor's degree	None	None	Yes
Logisticians	Bachelor's degree	None	None	No

Occupation	Education	Training	Experience	STEM
Production, Planning, and Expediting Clerks	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Financial Managers	Bachelor's degree	None	5 years or more	Yes
Bookkeeping, Accounting, and Auditing Clerks	Some college, no degree	Moderate-term on-the-job training	None	Yes
Sales Engineers	Bachelor's degree	Moderate-term on-the-job training	None	No

SOURCE: Occupational Employment and Wage Statistics 2021, [Texas Labor Analysis](#)

The following table shows the specialized skills and certifications associated with the high growth occupations within this industry.

Occupation	Top Requested Skills	Top Requested Certifications
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	Sales, Customer Service, Sales Goals, Product Sales	Driver's License, Insurance License, Insurance Agent Certification
Heavy and Tractor-Trailer Truck Drivers	Commercial Driving, HAZMAT, Truck Driving, Customer Service	CDL Class A, Driver's License, CDL Class B, Air Brake Certified
General and Operations Managers	Budgeting, Scheduling, Operations Management, Customer Service	Driver's License, Project Management Certification, Registered Nurse, Project Management Professional (PMP)
Mobile Heavy Equipment Mechanics, Except Engines	Repair, Heavy Equipment, Machinery, Forklift Operation	Driver's License, Automotive Service Excellence (ASE) Certification, CDL Class A, OSHA Forklift Certification
Driver/Sales Workers	Customer Service, Customer Contact, Product Sales, Pizza Delivery	Driver's License, CDL Class B, CDL Class A, Air Brake Certified

Occupation	Top Requested Skills	Top Requested Certifications
Software Developers and Software Quality Assurance Analysts and Testers	Software Engineering, Software Development, Java, SQL	Security Clearance, IT Infrastructure Library (ITIL) Certification, Driver's License, Certified Scrum Trainer (CST)
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	Sales, Technical Sales, Customer Service, Sales Goals	Driver's License, First Aid Cpr Aed, Certified Information Systems Security Professional (CISSP), Certified Rehab Nurse
Industrial Machinery Mechanics	Repair, Machinery, Predictive / Preventative Maintenance, Welding	Driver's License, CDL Class A, OSHA Forklift Certification, Electrical Certification
First-Line Supervisors of Non-Retail Sales Workers	Sales, Customer Service, Scheduling, Retail Industry Knowledge	Driver's License, Food Handler Certification, Property and Casualty License, ServSafe
Parts Salespersons	Customer Service, Sales, Repair, Retail Industry Knowledge	Driver's License, Automotive Service Excellence (ASE) Certification, OSHA Forklift Certification, CDL Class C
Sales Managers	Sales, Sales Management, Business Development, Customer Service	Driver's License, Project Management Certification, Security Clearance, Insurance Agent Certification
Bus and Truck Mechanics and Diesel Engine Specialists	Repair, Predictive / Preventative Maintenance, Electrical Systems, Welding	Driver's License, Automotive Service Excellence (ASE) Certification, CDL Class A, Air Brake Certified
Project Management Specialists and Business Operations Specialists, All Other	Scheduling, Customer Service, Budgeting, Project Management	Driver's License, Security Clearance, Project Management Certification, Certified Information Systems Security Professional (CISSP)
Market Research Analysts and Marketing Specialists	Marketing, Social Media, Project Management, Digital Marketing	Driver's License, Certified Public Accountant (CPA), Project Management Certification, Property and Casualty License
Accountants and Auditors	Accounting, Account Reconciliation, General Ledger, Generally Accepted Accounting Principles (GAAP)	Certified Public Accountant (CPA), Certified Information Systems Auditor (CISA), Driver's License, Certified Internal Auditor (CIA)

Occupation	Top Requested Skills	Top Requested Certifications
Logisticians	Logistics, Supply Chain Knowledge, Scheduling, Supply Chain Management	Driver's License, Security Clearance, Certified in Production and Inventory Management (CPIM), American Production and Inventory Control Society (APICS) Certification
Production, Planning, and Expediting Clerks	Scheduling, Logistics, Customer Service, Inventory Management	Driver's License, Security Clearance, OSHA Forklift Certification, Project Management Certification
Financial Managers	Accounting, Budgeting, Finance, Financial Reporting	Certified Public Accountant (CPA), Driver's License, Financial Accounting Standards Board (FASB), Project Management Certification
Bookkeeping, Accounting, and Auditing Clerks	Accounting, Accounts Payable / Accounts Receivable, Bookkeeping, Data Entry	Driver's License, Security Clearance, Notary License, Certified Public Accountant (CPA)
Sales Engineers	Sales, Sales Engineering, Customer Service, Technical Sales	Driver's License, Cisco Certified Network Associate (CCNA), Cisco Certified Network Professional (CCNP), Certified Information Systems Security Professional (CISSP)

SOURCE: Burning Glass Labor Insights, 2022.

J. Retail Trade

Due to growing competition from online shopping, in the last five years, demand for Retail Trade workers in Texas has only marginally increased, according to the Quarterly Census of Employment and Wages program. This data is for NAICS codes 44-45.

In the first quarter of 2022, the number of workers in the Retail Trade industry in Texas was 1.36 million, up 2.9 percent from the same quarter in 2017. Population growth across most of Texas, coupled with a strong economy, has pushed up demand for retail goods. Retail Trade companies have been adding workers to jobs across the board from salespeople to stocking clerks to drivers to managers.

The occupations within retail trade employers that are projected to add the most jobs from 2020 to 2030 are listed below.

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2021	LQ
General and Operations Managers	23,171	26,803	3,632	15.7	\$74,309	1.1
Automotive Service Technicians and Mechanics	21,477	24,337	2,860	13.3	\$47,122	0.9
Pharmacists	11,545	12,894	1,349	11.7	\$127,692	0.8
First-Line Supervisors of Mechanics, Installers, and Repairers	5,324	6,292	968	18.2	\$70,014	1.1
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	4,951	5,856	905	18.3	\$49,875	1.0
Securities, Commodities, and Financial Services Sales Agents	3,332	3,987	655	19.7	\$107,039	1.0

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2021	LQ
Sales Managers	4,582	5,088	506	11.0	\$80,235	0.9
First-Line Supervisors of Office and Administrative Support Workers	11,744	12,131	387	3.3	\$47,787	1.0
First-Line Supervisors of Non-Retail Sales Workers	3,159	3,536	377	11.9	\$62,943	1.1
Accountants and Auditors	2,039	2,395	356	17.5	\$83,082	1.0
Orthotists and Prosthetists	550	866	316	57.5	\$88,611	1.3
Recreational Vehicle Service Technicians	924	1,240	316	34.2	\$44,646	1.0
First-Line Supervisors of Food Preparation and Serving Workers	2,245	2,545	300	13.4	\$43,965	1.2
Financial Managers	861	1,138	277	32.2	\$99,875	0.8
Glaziers	1,666	1,937	271	16.3	\$45,878	1.3
Market Research Analysts and Marketing Specialists	703	940	237	33.7	\$50,585	0.7
Human Resources Specialists	1,627	1,836	209	12.8	\$59,653	0.9
Automotive Body and Related Repairers	2,352	2,549	197	8.4	\$44,980	0.9

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2021	LQ
Training and Development Specialists	1,240	1,431	191	15.4	\$47,646	1.1
Outdoor Power Equipment and Other Small Engine Mechanics	940	1,126	186	19.8	\$39,122	0.8

SOURCE: Occupational Projections 2020-2030, Occupational Employment and Wage Statistics 2021

Of the top 20 high demand occupations, three have projected growth above 1,000 and combined with the other seventeen, are projected to grow by almost 15,000 jobs by 2030.

Five of the top 20 high demand occupations are STEM occupations. These are Pharmacists, Accountants and Auditors, Orthotists and Prosthetists, Financial Managers, and Market Research Analysts and Marketing Specialists. The Average Annual Wage in 2021 for Pharmacists was \$127,692, the highest of the top 20 occupations. A close second were Securities, Commodities, and Financial Services Sales Agents, whose median wage in 2021 was \$107,039. Pharmacists are projected to grow an estimated 11.7 percent by 2030 with an increase of over 1,300 in employment for the same period. Securities, Commodities, and Financial Services Sales Agents are considered a high-skill occupation, requiring a bachelor's degree.

Occupation	Education	Training	Experience	STEM
General and Operations Managers	Bachelor's degree	None	5 years or more	No
Automotive Service Technicians and Mechanics	Postsecondary nondegree award	Short-term on-the-job training	None	No
Pharmacists	Doctoral or professional degree	None	None	Yes

Occupation	Education	Training	Experience	STEM
First-Line Supervisors of Mechanics, Installers, and Repairers	High school diploma or equivalent	None	Less than 5 years	No
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Securities, Commodities, and Financial Services Sales Agents	Bachelor's degree	Moderate-term on-the-job training	None	No
Sales Managers	Bachelor's degree	None	Less than 5 years	No
First-Line Supervisors of Office and Administrative Support Workers	High school diploma or equivalent	None	Less than 5 years	No
First-Line Supervisors of Non-Retail Sales Workers	High school diploma or equivalent	None	Less than 5 years	No
Accountants and Auditors	Bachelor's degree	None	None	Yes
Orthotists and Prosthetists	Master's degree	Internship/residency	None	Yes
Recreational Vehicle Service Technicians	High school diploma or equivalent	Long-term on-the-job training	None	No
First-Line Supervisors of Food Preparation and Serving Workers	High school diploma or equivalent	None	Less than 5 years	No

Occupation	Education	Training	Experience	STEM
Financial Managers	Bachelor's degree	None	5 years or more	Yes
Glaziers	High school diploma or equivalent	Apprenticeship	None	No
Market Research Analysts and Marketing Specialists	Bachelor's degree	None	None	Yes
Human Resources Specialists	Bachelor's degree	None	None	No
Automotive Body and Related Repairers	High school diploma or equivalent	Long-term on-the-job training	None	No
Training and Development Specialists	Bachelor's degree	None	Less than 5 years	No
Outdoor Power Equipment and Other Small Engine Mechanics	High school diploma or equivalent	Moderate-term on-the-job training	None	No

SOURCE: Occupational Employment and Wage Statistics 2021, [Texas Labor Analysis](#)

The following table shows the specialized skills and certifications associated with the high growth occupations within this industry.

Occupation	Top Requested Skills	Top Requested Certifications
General and Operations Managers	Budgeting, Scheduling, Operations Management	Driver's License, Project Management Certification, Registered Nurse
Automotive Service Technicians and Mechanics	Repair, Auto Repair, Automotive Services Industry Knowledge	Driver's License, Automotive Service Excellence Certification, CDL Class A
Pharmacists	Patient Care, Drug Therapy, Patient Safety	Pharmacist License, American Council of Pharmaceutical Education, Automation Certification
First-Line Supervisors of Mechanics, Installers, and Repairers	Repair, Scheduling, Budgeting	Driver's License, EPA Certification, Certified Pool/Spa Operator
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	Sales, Customer Service, Sales Goals	Driver's License, Insurance License, Insurance Agent Certification
Securities, Commodities, and Financial Services Sales Agents	Customer Service, Sales, Retail Industry Knowledge	Mortgage License, Series 7, Series 6
Sales Managers	Sales, Sales Management, Business Development	Driver's License, Project Management Certification, Security Clearance
First-Line Supervisors of Office and Administrative Support Workers	Customer Service, Scheduling, Office Management	Driver's License, Project Management Certification, Certified Payroll Professional
First-Line Supervisors of Non-Retail Sales Workers	Sales, Customer Service, Scheduling	Driver's License, Food Handler Certification, Property and Casualty License
Accountants and Auditors	Accounting, Account Reconciliation, General Ledger	CPA, Certified Information Systems Auditor, Driver's License

Occupation	Top Requested Skills	Top Requested Certifications
Orthotists and Prosthetists	Orthotics, Prosthetic, Treatment Planning	Driver's License, Certified Prosthetist, Security Clearance
Recreational Vehicle Service Technicians	Repair, Plumbing, Carpentry	Driver's License, Building Trade Certificate, Registered Vascular Specialist
First-Line Supervisors of Food Preparation and Serving Workers	Cash Handling, Retail Industry Knowledge, Scheduling	Driver's License, Food Handler Certification, ServSafe
Financial Managers	Accounting, Budgeting, Finance	CPA, Driver's License, Financial Accounting Standards Board
Glaziers	Window Installation, Lifting Ability, Repair	Driver's License, EPA Lead Certification, Occupational Safety and Health Administration Certification
Market Research Analysts and Marketing Specialists	Marketing, Social Media, Project Management	Driver's License, CPA, Project Management Certification
Human Resources Specialists	Recruiting, Onboarding, Talent Acquisition	Professional in Human Resources, SHRM Certified Professional, Driver's License
Automotive Body and Related Repairers	Repair, Auto Repair, Welding	Driver's License, I-Car, Automotive Service Excellence Certification
Training and Development Specialists	Customer Service, Training Programs, Training Materials	Driver's License, First Aid CPR AED, Security Clearance
Outdoor Power Equipment and Other Small Engine Mechanics	Repair, Small Engine Repair, Electrical Systems	Driver's License, Certified in Small Engine Repair, Line & Antenna Sweeping (LAS)

SOURCE: Burning Glass Labor Insights, 2022.

K. Finance and Insurance

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

In the first quarter of 2022, the number of workers with Finance and Insurance industry employers in Texas was 601,482, up 15.4 percent from the same quarter in 2017.

The onset of the pandemic caused a small dip, followed by rapid growth in the Finance and Insurance sector in Texas.

The occupations within the Finance and Insurance industry that are projected to add the most jobs from 2020 to 2030 are listed below. Eighteen of the 20 occupations shown made well above the Median 2021 annual Texas wage of \$39,030.

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2021	LQ
Insurance Sales Agents	30,142	37,508	7,366	24.4	\$47,957	1.0
Securities, Commodities, and Financial Services Sales Agents	30,703	37,121	6,418	20.9	\$60,820	1.0
Personal Financial Advisors	13,789	18,038	4,249	30.8	\$79,061	0.8
Financial Managers	12,801	16,855	4,054	31.7	\$130,010	0.8
Software Developers and Software Quality Assurance Analysts and Testers [‡]	10,018	13,551	3,533	35.3	\$122,205	0.9
Loan Officers	20,997	23,738	2,741	13.1	\$61,344	0.9

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2021	LQ
Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other‡	12,970	15,708	2,738	21.1	\$77,497	1.0
General and Operations Managers	11,867	14,454	2,587	21.8	\$97,271	1.1
Accountants and Auditors	10,386	12,642	2,256	21.7	\$77,492	1.0
Insurance Claims and Policy Processing Clerks	20,049	22,142	2,093	10.4	\$44,923	1.3
Project Management Specialists and Business Operations Specialists, All Other‡	8,954	10,860	1,906	21.3	\$78,452	1.0
Financial Examiners	4,571	6,467	1,896	41.5	\$76,454	1.2
Loan Interviewers and Clerks	20,430	22,165	1,735	8.5	\$44,431	1.3
Claims Adjusters, Examiners, and Investigators	17,717	19,344	1,627	9.2	\$65,373	1.0
Management Analysts	7,736	9,297	1,561	20.2	\$80,389	0.7

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2021	LQ
Registered Nurses	3,837	5,037	1,200	31.3	\$77,388	0.8
Market Research Analysts and Marketing Specialists	3,526	4,700	1,174	33.3	\$63,167	0.7
Computer Systems Analysts	7,235	8,370	1,135	15.7	\$100,141	1.1
Information Security Analysts	2,674	3,691	1,017	38.0	\$123,854	1.1
First-Line Supervisors of Office and Administrative Support Workers	19,445	20,440	995	5.1	\$61,406	1.0

‡ 2021 code and/or title change. Wages determined with OEWS microdata for multiple occupations to align with projections data.

SOURCE: Occupational Projections 2020-2030, Occupational Employment and Wage Statistics 2021

Of the occupations listed, nine are identified as STEM occupations and all but five require at least a bachelor's Degree. Financial Examiners, Information Security Analysts, Software Developers and Software Quality Assurance Analysts and Testers, Market Research Analysts and Marketing Specialists, Financial Managers, Registered Nurses, Personal Financial Advisors are projected to grow more than 25 percent by 2030.

Occupation	Education	Training	Experience	STEM
Insurance Sales Agents	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Securities, Commodities, and Financial Services Sales Agents	Bachelor's degree	Moderate-term on-the-job training	None	No

Occupation	Education	Training	Experience	STEM
Personal Financial Advisors	Bachelor's degree	Long-term on-the-job training	None	No
Financial Managers	Bachelor's degree	None	5 years or more	Yes
Software Developers and Software Quality Assurance Analysts and Testers	Bachelor's degree	None	None	Yes
Loan Officers	Bachelor's degree	Moderate-term on-the-job training	None	Yes
Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	Bachelor's degree	None	None	No
General and Operations Managers	Bachelor's degree	None	5 years or more	No
Accountants and Auditors	Bachelor's degree	None	None	Yes
Insurance Claims and Policy Processing Clerks	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Project Management Specialists and Business Operations Specialists, All Other	Bachelor's degree	None	None	No
Financial Examiners	Bachelor's degree	Long-term on-the-job training	None	Yes
Loan Interviewers and Clerks	High school diploma or equivalent	Short-term on-the-job training	None	No
Claims Adjusters, Examiners, and Investigators	High school diploma or equivalent	Long-term on-the-job training	None	No
Management Analysts	Bachelor's degree	None	Less than 5 years	No

Occupation	Education	Training	Experience	STEM
Registered Nurses	Bachelor's degree	None	None	Yes
Market Research Analysts and Marketing Specialists	Bachelor's degree	None	None	Yes
Computer Systems Analysts	Bachelor's degree	None	None	Yes
Information Security Analysts	Bachelor's degree	None	Less than 5 years	Yes
First-Line Supervisors of Office and Administrative Support Workers	High school diploma or equivalent	None	Less than 5 years	No

SOURCE: Occupational Employment and Wage Statistics 2021, [Texas Labor Analysis](#)

The following table shows the specialized skills and certifications associated with the high growth occupations within this industry.

Occupation	Top Requested Skills	Top Requested Certifications
Insurance Sales Agents	Sales, Insurance Sales, Prospective Clients	Insurance Agent Certification, Insurance License, Property and Casualty License
Securities, Commodities, and Financial Services Sales Agents	Customer Service, Sales, Retail Industry Knowledge	Mortgage License, Series 7, Series 6
Personal Financial Advisors	Customer Service, Financial Advising, Sales	Series 7, Certified Financial Planner (CFP), Series 66
Financial Managers	Accounting, Budgeting, Finance	Certified Public Accountant (CPA), Driver's License, Financial Accounting Standards Board (FASB)
Software Developers and Software Quality Assurance Analysts and Testers	Software Engineering, Software Development, Java	Security Clearance, IT Infrastructure Library (ITIL) Certification, Driver's License
Loan Officers	Mortgage Lending, Customer Service, Nationwide Mortgage Licensing System (NMLS)	Mortgage License, Driver's License, Certified Loan Officer

Occupation	Top Requested Skills	Top Requested Certifications
Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	Customer Service, Outside Sales, Data Entry	Certified Public Accountant (CPA), Driver's License, Chartered Financial Analyst (CFA)
General and Operations Managers	Budgeting, Scheduling, Operations Management	Driver's License, Project Management Certification, Registered Nurse
Accountants and Auditors	Accounting, Account Reconciliation, Public Accounting	Certified Public Accountant (CPA), Certified Information Systems Auditor (CISA), Driver's License
Insurance Claims and Policy Processing Clerks	Claims Adjustments, Claims Knowledge, Customer Service	Driver's License, Insurance License, Insurance Agent Certification
Project Management Specialists and Business Operations Specialists, All Other	Scheduling, Customer Service, Budgeting	Driver's License, Security Clearance, Project Management Certification
Financial Examiners	Accounting, Customer Service, Legal Documentation	Driver's License, Certified Fraud Examiner (CFE), Certified Anti Money Laundering
Loan Interviewers and Clerks	Loan Processing, Customer Service, Mortgage Lending	Driver's License, Mortgage License, Certified Loan Officer
Claims Adjusters, Examiners, and Investigators	Claims Adjustments, Claims Knowledge, Customer Service	Adjuster License, Driver's License, Chartered Property Casualty Underwriter (CPCU)
Management Analysts	Business Analysis, Project Management, Business Process	Project Management Certification, Driver's License, Security Clearance
Registered Nurses	Patient Care, Treatment Planning, Advanced Cardiac Life Support (ACLS)	Registered Nurse, Advanced Cardiac Life Support (ACLS) Certification, Basic Life Saving (BLS)
Market Research Analysts and Marketing Specialists	Marketing, Social Media, Project Management	Driver's License, Certified Public Accountant (CPA), Project Management Certification

Occupation	Top Requested Skills	Top Requested Certifications
Computer Systems Analysts	Project Management, Business Process, SQL	Driver's License, IT Infrastructure Library (ITIL) Certification, Security Clearance
Information Security Analysts	Information Security, Information Systems, Network Security	Certified Information Systems Security Professional (CISSP), Certified Information Systems Auditor (CISA), SANS/GIAC Certification
First-Line Supervisors of Office and Administrative Support Workers	Customer Service, Scheduling, Office Management	Driver's License, Project Management Certification, Certified Payroll Professional (CPP)

SOURCE: Burning Glass Labor Insights, 2022.

L. Professional, Scientific, and Technical Services

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

With the exception of the second quarter of 2020, the average quarterly employment has continued to experience positive growth since 2016. In the first quarter of 2022, the number of workers with Professional, Scientific, and Technical Services industry employers in Texas was 955,588, up 28.8 percent from the same quarter in 2017.

The ongoing shift to an American economy that focuses on services is seen in Texas with 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 from 2020 to 2030 are listed below. All 20 occupations earn more than the 2021 Texas median wage of 39,030.

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Average Annual Wage 2021	LQ
Software Developers and Software Quality Assurance Analysts and Testers [‡]	41,789	67,204	25,415	60.8	\$100,853	0.9
Project Management Specialists and Business Operations Specialists, All Other [‡]	25,607	33,965	8,358	32.6	\$81,995	1.0
Accountants and Auditors	33,589	41,109	7,520	22.4	\$78,074	1.0
General and Operations Managers	23,469	30,742	7,273	31.0	\$114,571	1.1

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Average Annual Wage 2021	LQ
Lawyers	30,290	37,067	6,777	22.4	\$132,731	0.8
Computer User Support Specialists	14,127	20,202	6,075	43.0	\$55,791	1.1
Computer Systems Analysts	15,775	21,482	5,707	36.2	\$101,403	1.1
Paralegals and Legal Assistants	22,456	27,884	5,428	24.2	\$47,848	1.0
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	15,818	21,125	5,307	33.6	\$55,718	1.1
Management Analysts	13,893	18,717	4,824	34.7	\$91,028	0.7
Market Research Analysts and Marketing Specialists	9,652	14,211	4,559	47.2	\$62,710	0.7
Civil Engineers	15,560	19,832	4,272	27.5	\$97,086	1.1
Computer and Information Systems Managers	9,333	12,890	3,557	38.1	\$161,625	0.8
Network and Computer Systems Administrators	8,709	11,854	3,145	36.1	\$80,149	1.2

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Average Annual Wage 2021	LQ
Human Resources Specialists	6,762	9,696	2,934	43.4	\$77,541	0.9
Computer Occupations, All Other	7,640	10,428	2,788	36.5	\$85,430	0.9
Information Security Analysts	3,913	6,525	2,612	66.8	\$83,047	1.1
Financial Managers	6,301	8,748	2,447	38.8	\$147,633	0.8
Bookkeeping, Accounting, and Auditing Clerks	20,394	22,474	2,080	10.2	\$46,400	1.0
Architects, Except Landscape and Naval	7,518	9,558	2,040	27.1	\$79,380	1.0

‡ 2021 code and/or title change. Wages determined with OEWS microdata for multiple occupations to align with projections data.

SOURCE: Occupational Projections 2020-2030, Occupational Employment and Wage Statistics 2021

Of the occupations listed above, Computer and Information Systems Managers, Financial Managers, Lawyers, and General and Operations Managers earn considerably more than the 2021 Texas median wage. Information Security Analysts have the highest projected growth rate of the occupations listed at 66.8 percent.

Most of the listed occupations require at least a bachelor's degree. Paralegal and Legal Assistants along with Computer User Support Specialist are two examples of occupations in the industry that require an associate's degree or less. Here are the educational and training requirements for the high-growth professional service occupations.

Occupation	Education	Training	Experience	STEM
Software Developers and Software Quality Assurance Analysts and Testers	Bachelor's degree	None	None	Yes
Project Management Specialists and Business Operations Specialists, All Other	Bachelor's degree	None	None	No
Accountants and Auditors	Bachelor's degree	None	None	Yes
General and Operations Managers	Bachelor's degree	None	5 years or more	No
Lawyers	Doctoral or professional degree	None	None	No
Computer User Support Specialists	Some college, no degree	None	None	Yes
Computer Systems Analysts	Bachelor's degree	None	None	Yes
Paralegals and Legal Assistants	Associate's degree	None	None	No
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Management Analysts	Bachelor's degree	None	Less than 5 years	No
Market Research Analysts and Marketing Specialists	Bachelor's degree	None	None	Yes
Civil Engineers	Bachelor's degree	None	None	Yes
Computer and Information Systems Managers	Bachelor's degree	None	5 years or more	Yes

Occupation	Education	Training	Experience	STEM
Network and Computer Systems Administrators	Bachelor's degree	None	None	Yes
Human Resources Specialists	Bachelor's degree	None	None	No
Computer Occupations, All Other	Bachelor's degree	None	None	Yes
Information Security Analysts	Bachelor's degree	None	Less than 5 years	Yes
Financial Managers	Bachelor's degree	None	5 years or more	Yes
Bookkeeping, Accounting, and Auditing Clerks	Some college, no degree	Moderate-term on-the-job training	None	Yes
Architects, Except Landscape and Naval	Bachelor's degree	Internship/residency	None	Yes

SOURCE: Occupational Employment and Wage Statistics 2021, [Texas Labor Analysis](#)

The following table shows the specialized skills and certifications associated with the high growth occupations within this industry. The most requested skills for these occupations were project management and budgeting. The most requested certifications were a driver's license, a Project Management Certification and security clearance.

Occupation	Top Requested Skills	Top Requested Certifications
Software Developers and Software Quality Assurance Analysts and Testers	Software Engineering, Software Development, Java	Security Clearance, IT Infrastructure Library (ITIL) Certification, Driver's License
Project Management Specialists and Business Operations Specialists, All Other	E-Commerce, Project Management, Change Management	Driver's License, Security Clearance, Project Management Certification
Accountants and Auditors	Accounting, Account Reconciliation, General Ledger	Certified Public Accountant (CPA), Certified Information Systems Auditor (CISA), Driver's License
General and Operations Managers	Budgeting, Scheduling, Operations Management	Driver's License, Project Management Certification, Registered Nurse

Occupation	Top Requested Skills	Top Requested Certifications
Lawyers	Litigation, Legal Research, Legal Documentation	Licensed Attorney, Texas Bar, Driver's License
Computer User Support Specialists	Technical Support, Customer Service, Repair	Certified A+ Technician, Driver's License, IT Infrastructure Library (ITIL) Certification
Computer Systems Analysts	Project Management, Business Process, SQL	Driver's License, IT Infrastructure Library (ITIL) Certification, Security Clearance
Paralegals and Legal Assistants	Litigation, Legal Documentation, Scheduling	Paralegal Certification, Driver's License, Legal Assistant
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	Sales, Customer Service, Customer Contact	Driver's License, Insurance Agent Certification, Property and Casualty License
Management Analysts	Business Analysis, Project Management, Business Process	Project Management Certification, Driver's License, Security Clearance
Market Research Analysts and Marketing Specialists	Marketing, Social Media, Project Management	Driver's License, Certified Public Accountant (CPA), Project Management Certification
Civil Engineers	Civil Engineering, Project Management, Budgeting	Licensed Professional Engineer, Driver's License, American Board for Engineering and Technology (ABET) Accredited
Computer and Information Systems Managers	Budgeting, Project Management, Software Development	IT Infrastructure Library (ITIL) Certification, Project Management Certification, Driver's License
Network and Computer Systems Administrators	System Administration, Linux, Microsoft Active Directory	IT Infrastructure Library (ITIL) Certification, Security Clearance, CompTIA Security+
Human Resources Specialists	Recruiting, Onboarding, Talent Acquisition	Professional in Human Resources, SHRM Certified Professional (SHRM-CP), Driver's License

Occupation	Top Requested Skills	Top Requested Certifications
Computer Occupations, All Other	Project Management, Data Analysis, SQL	Project Management Certification, Project Management Professional (PMP), Security Clearance
Information Security Analysts	Information Security, Information Systems, Network Security	Certified Information Systems Security Professional (CISSP), Certified Information Systems Auditor (CISA), SANS/GIAC Certification
Financial Managers	Accounting, Budgeting, Finance	Certified Public Accountant (CPA), Driver's License, Financial Accounting Standards Board (FASB)
Bookkeeping, Accounting, and Auditing Clerks	Accounting, Accounts Payable / Accounts Receivable, Bookkeeping	Driver's License, Security Clearance, Notary License
Architects, Except Landscape and Naval	Revit, Project Management, AutoCAD	Registered Architect, Driver's License, Architecture License

SOURCE: Burning Glass Labor Insights, 2022.

M. Accommodation and Food Services

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

The industry is still recovering after facing unprecedented challenges due to the COVID-19 pandemic. In the first quarter of 2022, the number of workers at Accommodation and Food Services industry employers in Texas was 1.204 million, up 4.3 percent from the same quarter in 2017 (when 1.155 million workers were employed).

Employment in this industry dropped rapidly during the COVID pandemic but recovered quickly. From Feb. 2020 to April 2020, the industry lost 482,500 jobs, dropping to 779,300 jobs.

As the state reopened from the COVID shutdowns, Texas moved quickly to address the labor concerns in the sector. Working with industry partners, TWC launched the Restaurant Recovery Initiative, helping workers achieve their required certifications and learn how to safely prepare food in light of the public health situation. In 2021, the Texas Legislature created the Texas Travel Industry Recovery Program, providing grants to companies in the industry adversely impacted by COVID. The Program is administered by the Governor’s Office of Economic Development and Tourism.

Employment in Accommodation and Food Services in Texas is now expanding above where it was pre-COVID. Texas employment in Accommodation and Food Services is now 4.9 percent above the corresponding number in Feb. 2020, a higher percentage increase than any other state. According to the Current Employment Statistics Program, Sept. 2022 employment in this area is 1.323 million. As of Sept. 2022, only seven states (Texas, Montana, Utah, Arkansas, Florida, Oklahoma, and Idaho) have exceeded Feb. 2020 employment in Accommodation and Food Services. Texas employment is 104.9 percent of Feb. 2020 and exceeds the analogous figure in any other state, based on Sept. 2022 data. (Accommodation and Food Services employment is not published for New Mexico or South Dakota).

The occupations within Accommodation and Food Services employers that are projected to add the most jobs and pay above the state median wage from 2020 to 2030 are listed below.

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2021	LQ
General and Operations Managers	14,068	19,601	5,533	39.3	\$49,697	1.1
Food Service Managers	12,668	17,692	5,024	39.7	\$58,066	0.9

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2021	LQ
Chefs and Head Cooks	2,947	4,280	1,333	45.2	\$39,217	0.6
Lodging Managers	2,631	3,712	1,081	41.1	\$58,364	1.2
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1,603	2,273	670	41.8	\$59,635	1.1
Meeting, Convention, and Event Planners	913	1,298	385	42.2	\$47,276	0.8
Accountants and Auditors	628	891	263	41.9	\$61,289	1.0
Human Resources Specialists	670	915	245	36.6	\$57,324	0.9
First-Line Supervisors of Mechanics, Installers, and Repairers	401	567	166	41.4	\$47,710	1.1
Project Management Specialists and Business Operations Specialists, All Other‡	374	528	154	41.2	\$78,685	1.0
Dietitians and Nutritionists	365	518	153	41.9	\$60,851	0.8

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2021	LQ
First-Line Supervisors of Personal Service and Entertainment and Recreation Workers, Except Gambling Services‡	236	330	94	39.8	\$43,353	0.9
Financial Managers	140	220	80	57.1	\$93,336	0.8
Sales Managers	181	256	75	41.4	\$79,734	0.9
Human Resources Managers	181	252	71	39.2	\$119,340	0.8
First-Line Supervisors of Non-Retail Sales Workers	161	228	67	41.6	\$63,922	1.1
Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other‡	125	176	51	40.8	\$92,980	0.7
Marketing Managers	116	163	47	40.5	\$44,641	0.8
Property, Real Estate, and Community Association Managers	67	93	26	38.8	\$51,371	1.2

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2021	LQ
Compensation and Benefits Managers	59	78	19	32.2	\$94,957	1.1

‡ 2021 code and/or title change. Wages determined with OEWS microdata for multiple occupations to align with projections data.

SOURCE: Occupational Projections 2020-2030, Occupational Employment and Wage Statistics 2021

This table shows the Education, Training, and Experience assignments for each occupation, as determined by the Bureau of Labor Statistics.

Occupation	Education	Training	Experience	STEM
General and Operations Managers	Bachelor's degree	None	5 years or more	No
Food Service Managers	High school diploma or equivalent	None	Less than 5 years	No
Chefs and Head Cooks	High school diploma or equivalent	None	5 years or more	No
Lodging Managers	High school diploma or equivalent	None	Less than 5 years	No
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Meeting, Convention, and Event Planners	Bachelor's degree	None	None	No
Accountants and Auditors	Bachelor's degree	None	None	Yes
Human Resources Specialists	Bachelor's degree	None	None	No

Occupation	Education	Training	Experience	STEM
First-Line Supervisors of Mechanics, Installers, and Repairers	High school diploma or equivalent	None	Less than 5 years	No
Project Management Specialists and Business Operations Specialists, All Other	Bachelor's degree	None	None	No
Dietitians and Nutritionists	Bachelor's degree	Internship/residency	None	Yes
First-Line Supervisors of Personal Service and Entertainment and Recreation Workers, Except Gambling Services	High school diploma or equivalent	None	Less than 5 years	No
Financial Managers	Bachelor's degree	None	5 years or more	Yes
Sales Managers	Bachelor's degree	None	Less than 5 years	No
Human Resources Managers	Bachelor's degree	None	5 years or more	No
First-Line Supervisors of Non-Retail Sales Workers	High school diploma or equivalent	None	Less than 5 years	No
Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	Bachelor's degree	None	Less than 5 years	No
Marketing Managers	Bachelor's degree	None	5 years or more	No
Property, Real Estate, and Community Association Managers	High school diploma or equivalent	None	Less than 5 years	No
Compensation and Benefits Managers	Bachelor's degree	None	5 years or more	No

SOURCE: Occupational Employment and Wage Statistics 2021, [Texas Labor Analysis](#)

As is common in most occupations, Driver's License is the most requested certification in this industry. Other skills and certifications desired by employers vary widely by occupation. The following table shows the specialized skills and certifications associated with the high growth occupations within this industry.

Occupation	Top Requested Skills	Top Requested Certifications
General and Operations Managers	Budgeting, Scheduling, Operations Management	Driver's License, Project Manager Certification, Registered Nurse
Food Service Managers	Restaurant Management, Scheduling, Cost Control	Driver's License, ServSafe, Food Handler Certification
Chefs and Head Cooks	Cooking, Food Preparation, Scheduling	ServSafe, Food Handler Certification, Driver's License
Lodging Managers	Budgeting, Scheduling, Guest Services	Driver's License, Food Handler Certification, ServSafe
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	Sales, Customer Service, Customer Contact	Driver's License, Insurance Agent Certification, Property and Casualty License
Meeting, Convention, and Event Planners	Event Planning, Budgeting, Scheduling	Driver's License, Certified Meeting Professional, American Institute of Certified Planners
Accountants and Auditors	Accounting, Account Reconciliation, General Ledger	Certified Public Accountant (CPA), Certified Internal Systems Auditor (CISA), Driver's License
Human Resources Specialists	Recruiting, Onboarding, Talent Acquisition	Professional in Human Resources, SHRM Certified Professional, Driver's License
First-Line Supervisors of Mechanics, Installers, and Repairers	Repair, Scheduling, Budgeting	Driver's License, Environmental Protection Agency Certification, Certified Pool / Spa Operator
Project Management Specialists and Business Operations Specialists, All Other	E-Commerce, Customer Service, Merchandising	Driver's License, Security Clearance, Project Management Certification

Occupation	Top Requested Skills	Top Requested Certifications
Dietitians and Nutritionists	Dietetics, Cleaning, Food Preparation	Registered Dietician, Food Handler Certification, Driver's License
First-Line Supervisors of Personal Service and Entertainment and Recreation Workers, Except Gambling Services	Client Base Retention, Scheduling, Retail Industry Knowledge	Licensed Barber, CDL Class A, Cosmetology License
Financial Managers	Accounting, Budgeting, Finance	Certified Public Accountant, Driver's License, Financial Accounting Standards Board
Sales Managers	Sales, Sales Management, Business Development	Driver's License, Project Manager Certification, Security Clearance
Human Resources Managers	Employee Relations, Talent Acquisition, Onboarding	Professional in Human Resources, Senior Professional In Human Resources, SHRM Certified Professional
First-Line Supervisors of Non-Retail Sales Workers	Sales, Customer Service, Scheduling	Driver's License, Food Handler Certification, Property and Casualty License
Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	Project Management, Budgeting, Scheduling	Driver's License, Project Management Certification, Project Management Professional
Marketing Managers	Product Management, Marketing, Project Management	Driver's License, Project Management Certification, Project Management Professional
Property, Real Estate, and Community Association Managers	Property Management, Budgeting, Customer Service	Driver's License, Property Manager Certification, Real Estate Certification
Compensation and Benefits Managers	Budgeting, Project Management, Human Resources Information System	Certified Compensation Professional, Certified Employee Benefits Specialist, Driver's License

SOURCE: Burning Glass Labor Insights, 2022.

III. Conclusion

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

TWC tracks approximately 800 different occupations and employment is projected to increase in nearly all those occupations based on the 2020-2030 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. Despite this, Texas is expected to have one of the fastest growing labor forces in the nation at 13.3 percent by 2030 according to estimates determined by the Projections Management Partnership. This increase will far outperform the overall expected increase for the nation of 3.7 percent and is only exceeded by the North Dakota and Florida.

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 and wages paid by industry are tracked by the Quarterly Census of Employment and Wages (QCEW). This program utilizes data from TWC's Unemployment Insurance program and is updated every three months. Wage information for specific occupations is gathered from surveys sent to sampled employers in the Occupational Employment and Wage Statistics (OEWS) 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 OEWS programs. This data is further supplemented by monthly employment data from the Current Employment Statistics (CES) 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 long-term projections were completed in August 2022 for the period of 2020 to 2030. This report also includes industry employment level comparisons from QCEW data over the most recent five years to provide context.

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

Location quotient data obtained from Bureau of Labor Statistics' Occupational Employment and Wage Statistics 2020 data to match Texas projections base year 2020.

For determination of specialized skills, as well as industry certifications, TWC used data from Burning Glass's Labor Insight for fiscal year 2022. The job listings data captured by Labor Insight is from online ads from a broad and comprehensive set of job boards.

For topics regarding occupational education requirements, TWC considered typical education identified in the 2020-2030 long term occupational projections.

For occupations heavily involved with science, technology, engineering, and math (STEM), TWC used Labor Market and Career Information's web application, Texas Labor Analysis.

There is no official definition of a "high-wage" job and the term may be interpreted differently by individuals 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 \$39,030 a year, according to the 2021 OEWS estimates of Texas employers which represents the most recent data for the time of this publication. For the purposes of this report, TWC only looked at occupations where the annual median pay was estimated to be more than the statewide median, \$39,030 a year with expected employment change greater than or equal 400 with up to 20 occupations per industry where applicable.