

Texas Workforce Commission

Report on Texas Growth Occupations - 2023

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 2023. Thus, the Quarterly Census of Employment and Wage (QCEW) data covers the period through the first quarter of 2023. The Current Employment Statistics (CES) data covers the period through the August 2023 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.

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 \$43,463.

For each list of occupations by industry, a table is provided to show typical education, training, and experience requirements. Occupations heavily involved with science, technology, engineering, and math (STEM) are also indicated in each table.

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

Texas achieved record employment each month from October 2021 through August 2023 based on establishment survey estimates, reaching almost 14 million positions. Residential survey estimates also broke previous totals from January to August 2023 during which the state's civilian labor force surpassed 15 million in May. The expanding economy in Texas continues to demand workers. That increased demand for labor is focused on 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

In 2023, the construction industry in Texas surpassed all previous first quarter employment levels and maintained annual increases in establishments for ten successive first quarter periods. This data is for NAICS code 23.

During the first quarter of 2023, QCEW reported construction employment reached 834,976 jobs in Texas. First quarter 2023 comparisons of Average Employment to previous years show an increase of 6.1 percent over one year and an increase of 11.2 percent over five years. Based on first quarter QCEW, Construction holds 6.2 percent of total employment in Texas.

According to CES, Texas' construction industry suffered a pandemic-related employment loss of 46,100 jobs from March 2020 to March 2021. However, this decline recovered when July 2022 job numbers surpassed February 2020 employment. By August 2023, monthly employment in Construction achieved a third consecutive series high.

At the national level, labor shortages eased as input costs in the industry have also softened. In May 2021, the number of job openings began to intermittently exceed hires for the first time since the onset of the COVID-19 pandemic, according to the Job Openings and Labor Turnover Survey. By August 2023, there were 3,000 more job openings than hires, aligning with a trend of tight opening-to-hire ratios this year, and an improvement from the same aggregations last year. All Producer Price Indexes measuring construction input costs record 28 months of over-the-year increases beginning September 2020. However, in the six months ending in August 2023, input cost indexes for construction decreased, less one month showing no change, on an annual basis.

The U.S. January-August average for Building Permits peaked in 2005 with a value of almost 184,000 housing unit permits compared to this year's average of nearly 125,000 permits as of August 2023, ranking thirteenth in the series. In Texas, growth eased but continued in 2023 as the January-August Building Permit average ranked third at around 19,000 housing unit permits following record high peaks in 2022 and then 2021.

Similarly, labor demand in the past five years from Help Wanted OnLine job ads in Texas' construction industry peaked two years ago with an average of 19,000 ads from January to August 2021. An average of nearly 16,000 job ads of the same period was recorded this year, tempering down to similar levels observed in 2020.

The Texas Workforce Commission projects an average 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 growth over the ten-year period. The largest gain in employment of more than 86,000 jobs is expected within the 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. Note a LQ higher than one means an occupation is more concentrated in Texas than in the nation while a LQ less than one means an occupation is less concentrated in Texas than in the nation.

Occupation Title	Annual Average employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2022	LQ
Electricians	45,811	59,824	14,013	30.6	\$54,102	1.1
First-Line Supervisors of Construction Trades and Extraction Workers	47,414	58,149	10,735	22.6	\$63,416	1.3
Construction Managers	33,093	43,107	10,014	30.3	\$86,582	1.3
Plumbers, Pipefitters, and Steamfitters	31,965	39,767	7,802	24.4	\$57,138	1.0
Operating Engineers and Other Construction Equipment Operators	28,072	35,090	7,018	25.0	\$46,966	1.1
General and Operations Managers	24,602	29,855	5,253	21.4	\$94,234	1.4
Carpenters	28,245	32,732	4,487	15.9	\$47,066	0.6
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	17,756	22,183	4,427	24.9	\$47,990	0.9

Occupation Title	Annual Average employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2022	LQ
Heavy and Tractor-Trailer Truck Drivers	12,638	15,640	3,002	23.8	\$44,325	1.2
Welders, Cutters, Solderers, and Brazers	10,563	13,211	2,648	25.1	\$63,400	1.4
Cement Masons and Concrete Finishers	18,764	20,946	2,182	11.6	\$44,562	1.2
Project Management Specialists and Business Operations Specialists, All Other †	11,448	13,560	2,112	18.4	\$79,334	1.0
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	6,466	7,816	1,350	20.9	\$67,472	1.1
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	6,115	7,453	1,338	21.9	\$79,256	0.8

Occupation Title	Annual Average employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2022	LQ
Sheet Metal Workers	7,249	8,551	1,302	18.0	\$47,566	0.8
Excavating and Loading Machine and Dragline Operators, Surface Mining	4,683	5,935	1,252	26.7	\$45,570	2.0
Electrical Power-Line Installers and Repairers	3,655	4,861	1,206	33.0	\$62,427	1.1
Cost Estimators	8,289	9,417	1,128	13.6	\$73,113	1.0
First-Line Supervisors of Mechanics, Installers, and Repairers	4,199	5,206	1,007	24.0	\$70,720	1.3
Structural Iron and Steel Workers	7,025	8,010	985	14.0	\$46,615	1.1

‡ 2022 code and/or title change. Wages determined with OEWS microdata for multiple occupations to align with projections data.

SOURCE: Occupational Projections 2020 to 2030, Occupational Employment and Wage Statistics 2022

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 on-the-job training for certifications and specialized skills are usually required.

Occupation	Education	Training	Experience	STEM
Electricians ^A	High school diploma or equivalent	Apprenticeship	None	No
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	No
Plumbers, Pipefitters, and Steamfitters ^A	High school diploma or equivalent	Apprenticeship	None	No
Operating Engineers and Other Construction Equipment Operators ^A	High school diploma or equivalent	Moderate-term on-the-job training	None	No
General and Operations Managers ^A	Bachelor's degree	None	5 years or more	No
Carpenters ^A	High school diploma or equivalent	Apprenticeship	None	No
Heating, Air Conditioning, and Refrigeration Mechanics and Installers ^A	Postsecondary nondegree award	Long-term on-the-job training	None	No
Heavy and Tractor-Trailer Truck Drivers ^A	Postsecondary nondegree award	Short-term on-the-job training	None	No
Welders, Cutters, Solderers, and Brazers ^A	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Cement Masons and Concrete Finishers ^A	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
Sheet Metal Workers ^A	High school diploma or equivalent	Apprenticeship	None	No
Excavating and Loading Machine and Dragline Operators, Surface Mining ^A	High school diploma or equivalent	Moderate-term on-the-job training	Less than 5 years	No
Electrical Power-Line Installers and Repairers ^A	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 ^A	High school diploma or equivalent	None	Less than 5 years	No
Structural Iron and Steel Workers ^A	High school diploma or equivalent	Apprenticeship	None	No

^A An apprenticeable occupation approved for apprenticeship by the United States Department of Labor, Bureau of Apprenticeship and Training.

* A hybrid occupation where at least one occupation is apprenticeable but not all.
SOURCE: Occupational Employment and Wage Statistics 2022, [Texas Labor Analysis](#)

The following table lists the top five certifications in August 2023 as a percentage of mentions in job ads to nearly 16,000 total job ads, compared with the same against approximately 9,800 total job ads in August 2018.

Certification	August 2018	August 2023
Valid Driver's License	16.7%	20.9%
Commercial Driver's License (CDL)	1.7%	2.0%
Cardiopulmonary Resuscitation (CPR) Certification	1.0%	1.5%
10-Hour OSHA General Industry Card	0.6%	1.4%
30-Hour OSHA General Industry Card	0.9%	1.2%

SOURCE: Lightcast™, 2023.

B. Manufacturing

The Manufacturing industry's average employment in first quarter 2023 was 947,153, representing a five-year increase of 80,237 jobs (9.3 percent) from the same quarter in 2018. This represented the highest five-year growth rate for the first quarter since 2015.

According to seasonally adjusted Current Employment Statistics, the industry achieved 29 consecutive months of annual employment growth as of August 2023. Among the major industries in the Goods Producing sector, Manufacturing achieved 106.0 percent of pre-pandemic employment in August 2023 while Mining and Logging remained the slowest-recovering major industry, struggling to reach 94.7 percent as of August 2023. Mining and Logging jobs declined by 12,500 since February 2020 while Manufacturing jobs increased by 54,500. It is plausible that Mining and Logging industry workers switched to Manufacturing jobs following the former industry's hardships with international price wars beginning in 2019 and continuing with the disastrous effects of COVID.

Hours and earnings data bears this out as well. In February 2020, pre-COVID, Manufacturing production workers' average hourly earnings of \$22.72 trailed that of Mining and Logging's \$31.01. By August 2023, Manufacturing earnings became more competitive, as employees averaged \$29.08 per hour while that of Mining and Logging production workers averaged \$32.43. That's a 4.6 percent increase in hourly earnings for Mining and Logging compared to a 28.0 percent increase for Manufacturing. The comparative slowing of Mining and Logging wage growth post-COVID may be attributable to energy investors demanding capital discipline, given continuing uncertainty in the global marketplace.

The occupations within Manufacturing companies that are projected to add the most jobs from 2020 to 2030 are listed below. Note a LQ higher than one means an occupation is more concentrated in Texas than in the nation while a LQ less than one means an occupation is less concentrated in Texas than in the nation.

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2022	LQ
Industrial Machinery Mechanics	15,160	21,251	6,091	40.2	\$61,058	1.2
Welders, Cutters, Solderers, and Brazers	24,458	29,977	5,519	22.6	\$46,279	1.4
First-Line Supervisors of Production and Operating Workers	31,149	36,272	5,123	16.4	\$63,625	1.0
Machinists	17,375	21,667	4,292	24.7	\$48,278	0.7
Industrial Engineers	12,572	15,902	3,330	26.5	\$98,251	0.8
Software Developers and Software Quality Assurance Analysts and Testers †	14,274	17,443	3,169	22.2	\$129,014	0.9

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2022	LQ
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	16,609	19,396	2,787	16.8	\$64,913	0.8
General and Operations Managers	15,499	17,921	2,422	15.6	\$103,423	1.4
Heavy and Tractor-Trailer Truck Drivers	14,471	16,620	2,149	14.9	\$45,853	1.2
Mechanical Engineers	10,975	12,944	1,969	17.9	\$98,372	0.8
Maintenance and Repair Workers, General	12,304	14,238	1,934	15.7	\$49,844	1.0
Production, Planning, and Expediting Clerks	10,534	12,268	1,734	16.5	\$50,627	0.9
Logisticians	3,934	5,629	1,695	43.1	\$75,625	1.0
Industrial Production Managers	8,715	10,197	1,482	17.0	\$113,921	1.0
Electronics Engineers, Except Computer	4,687	5,687	1,000	21.3	\$131,994	1.0

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2022	LQ
Maintenance Workers, Machinery	3,677	4,675	998	27.1	\$48,880	1.9
Project Management Specialists and Business Operations Specialists, All Other ‡	6,782	7,768	986	14.5	\$98,335	1.0
Chemical Engineers	3,368	4,320	952	28.3	\$129,336	2.0
Accountants and Auditors	5,843	6,710	867	14.8	\$77,882	0.9
Electrical Engineers	4,943	5,787	844	17.1	\$116,540	0.9

‡ 2022 code and/or title change. Wages determined with OEWS microdata for multiple occupations to align with projections data.

SOURCE: Occupational Projections 2020 to 2030, Occupational Employment and Wage Statistics 2022

The occupation projected to grow the fastest from 2020 to 2030 is Logisticians at 43.1 percent. Electronics Engineers, Except Computer is the growth occupation with the highest annual salary, of \$131,994.

The educational and training requirements for these high-growth manufacturing occupations are below.

Occupation	Education	Training	Experience	STEM
Industrial Machinery Mechanics ^A	High school diploma or equivalent	Long-term on-the-job training	None	No
Welders, Cutters, Solderers, and Brazers ^A	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 ^A	High school diploma or equivalent	Long-term on-the-job training	None	No
Industrial Engineers ^A	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 ^A	Bachelor's degree	None	5 years or more	No
Heavy and Tractor-Trailer Truck Drivers ^A	Postsecondary nondegree award	Short-term on-the-job training	None	No
Mechanical Engineers ^A	Bachelor's degree	None	None	Yes
Maintenance and Repair Workers, General ^A	High school diploma or equivalent	Moderate-term on-the-job training	None	No

Occupation	Education	Training	Experience	STEM
Production, Planning, and Expediting Clerks ^A	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Logisticians ^A	Bachelor's degree	None	None	No
Industrial Production Managers ^A	Bachelor's degree	None	5 years or more	No
Electronics Engineers, Except Computer	Bachelor's degree	None	None	Yes
Maintenance Workers, Machinery ^A	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 ^A	Bachelor's degree	None	None	Yes
Electrical Engineers	Bachelor's degree	None	None	Yes

^A An apprenticeable occupation approved for apprenticeship by the United States Department of Labor, Bureau of Apprenticeship and Training.

^{*} A hybrid occupation where at least one occupation is apprenticeable but not all.

SOURCE: Occupational Employment and Wage Statistics 2022, [Texas Labor Analysis](#)

The following table lists the top five certifications in the manufacturing industry as of August 2023 as a percentage of mentions to approximately 39,000 total job ads, compared with the same percentage based on approximately 32,000 total job ads in August 2018.

Certification	August 2018	August 2023
Valid Driver's License	9.6%	11.6%
Security Clearance	7.0%	4.7%
Secret Clearance	3.5%	2.5%
Master Of Business Administration (MBA)	3.0%	1.8%
Top Secret Clearance	0.8%	1.5%

SOURCE: Lightcast™, 2023.

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 2023, the number of workers with Agriculture and Forestry employers in Texas was 57,386, down 3.1 percent from the same quarter in 2018. 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 2022 above the statewide median of \$43,463.

The occupations within the Agriculture and Forestry industry that are projected to add the most jobs from 2020 to 2030 are listed below. Note a LQ higher than one means an occupation is more concentrated in Texas than in the nation while a LQ less than one means an occupation is less concentrated in Texas than in the nation.

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2022	LQ
Farmers, Ranchers, and Other Agricultural Managers	11,162	12,895	1,733	15.5	\$63,232	0.6
First-Line Supervisors of Farming, Fishing, and Forestry Workers	1,310	1,478	168	12.8	\$49,461	0.6
Logging Equipment Operators	817	921	104	12.7	\$48,369	0.4
Accountants and Auditors	165	184	19	11.5	\$69,597	0.9
Bookkeeping, Accounting, and Auditing Clerks	756	766	10	1.3	\$50,157	1.0
First-Line Supervisors of Production and Operating Workers	58	60	2	3.4	\$84,094	1.0

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2022	LQ
First-Line Supervisors of Office and Administrative Support Workers	235	231	-4	-1.7	\$44,062	1.3

SOURCE: Occupational Projections 2020 to 2030, Occupational Employment and Wage Statistics 2022

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 ^A	High school diploma or equivalent	None	5 years or more	No
First-Line Supervisors of Farming, Fishing, and Forestry Workers ^A	High school diploma or equivalent	None	Less than 5 years	No
Logging Equipment Operators	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Accountants and Auditors ^A	Bachelor's degree	None	None	Yes
Bookkeeping, Accounting, and Auditing Clerks ^A	Some college, no degree	Moderate-term on-the-job training	None	Yes
First-Line Supervisors of Production and Operating Workers	High school diploma or equivalent	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

^A An apprenticeable occupation approved for apprenticeship by the United States Department of Labor, Bureau of Apprenticeship and Training.

SOURCE: Occupational Employment and Wage Statistics 2022, [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 lists the top five certifications in the industry as of August 2023 as a percentage of mentions in job ads to approximately 630 total job ads compared with the same of approximately 290 job ads in August 2018.

Certification	August 2018	August 2023
Valid Driver's License	11.5%	15.8%
Commercial Driver's License (CDL)	6.3%	3.8%
CDL Class A License	3.1%	3.5%
Certified First Responder (CFR)	3.1%	1.9%
Forklift Certification	1.0%	1.1%

SOURCE: Lightcast™, 2023.

D. Health Care and Social Assistance

Health Care and Social Assistance is expected to grow over 23 percent 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 is the largest occupation by employment in this industry and has a projected employment of over 219,000 by 2030 an increase of over 17 percent.

According to CES data industry employment has surpassed its pre-pandemic peak by over 250,000 jobs with total employment now reaching over 1.6 million. 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.

According to QCEW data Healthcare and Social Assistance has added over 15,000 establishments from 2018 to 2023. 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 from 2020 to 2030 are listed below. Note a LQ higher than one means an occupation is more concentrated in Texas than in the nation while a LQ less than one means an occupation is less concentrated in Texas than in the nation.

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2022	LQ
Registered Nurses	186,821	219,435	32,614	17.5	\$79,371	0.9
Medical and Health Services Managers	27,813	39,759	11,946	43.0	\$102,242	1.1
Licensed Practical and Licensed Vocational Nurses	58,775	68,904	10,129	17.2	\$50,943	1.1
Nurse Practitioners	12,707	22,049	9,342	73.5	\$121,753	0.8
Speech-Language Pathologists	8,891	13,141	4,250	47.8	\$98,322	1.1
Dental Hygienists	12,320	16,357	4,037	32.8	\$79,605	0.6
Respiratory Therapists	10,852	14,518	3,666	33.8	\$71,196	1.0
Physician Assistants	8,001	11,630	3,629	45.4	\$124,988	0.7
Physical Therapists	13,198	16,784	3,586	27.2	\$100,297	0.8

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2022	LQ
Radiologic Technologists and Technicians	15,293	18,178	2,885	18.9	\$64,956	1.0
Physical Therapist Assistants	6,321	9,164	2,843	45.0	\$74,937	1.0
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	8,156	10,949	2,793	34.2	\$45,396	0.6
Dentists, General	8,046	10,672	2,626	32.6	\$141,919	0.9
General and Operations Managers	9,433	11,751	2,318	24.6	\$79,774	1.4
First-Line Supervisors of Office and Administrative Support Workers	15,449	17,649	2,200	14.2	\$52,874	1.3
Occupational Therapists	7,411	9,361	1,950	26.3	\$99,215	0.8
Healthcare Social Workers	9,046	10,876	1,830	20.2	\$62,656	0.7

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2022	LQ
Surgical Technologists	10,175	11,963	1,788	17.6	\$53,361	1.0
Child, Family, and School Social Workers	6,337	8,091	1,754	27.7	\$45,250	0.7
Occupational Therapy Assistants	3,591	5,315	1,724	48.0	\$77,943	1.1

SOURCE: Occupational Projections 2020 to 2030, Occupational Employment and Wage Statistics 2022

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 ^A	Bachelor's degree	None	None	Yes
Medical and Health Services Managers ^A	Bachelor's degree	None	Less than 5 years	Yes
Licensed Practical and Licensed Vocational Nurses ^A	Postsecondary nondegree award	None	None	Yes
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

Occupation	Education	Training	Experience	STEM
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 ^A	Associate's degree	None	None	Yes
Physical Therapist Assistants	Associate's degree	None	None	No
Substance Abuse, Behavioral Disorder, and Mental Health Counselors [*]	Bachelor's degree	None	None	No
Dentists, General	Doctoral or professional degree	None	None	Yes
General and Operations Managers ^A	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 ^A	Postsecondary nondegree award	None	None	Yes

Occupation	Education	Training	Experience	STEM
Child, Family, and School Social Workers	Bachelor's degree	None	None	No
Occupational Therapy Assistants	Associate's degree	None	None	Yes

^A An apprenticeable occupation approved for apprenticeship by the United States Department of Labor, Bureau of Apprenticeship and Training.

* A hybrid occupation where at least one occupation is apprenticeable but not all.

SOURCE: Occupational Employment and Wage Statistics 2022, [Texas Labor Analysis](#)

Of the listed high growth occupations within the Health Care and Social Assistance industry, 70 percent are classified as STEM occupations. Twelve out of twenty of these occupations have typical education for entry as a bachelor's degree or above.

The following table lists the top five certifications in August 2023 as a ratio of approximately 82,000 job ads compared with the same ratio of approximately 58,000 job ads in August 2018.

Certification	August2018	August2023
Registered Nurse (RN)	33.1%	28.3%
Basic Life Support (BLS) Certification	19.4%	22.4%
Advanced Cardiovascular Life Support (ACLS) Certification	9.3%	8.9%
Valid Driver's License	6.6%	8.8%
Cardiopulmonary Resuscitation (CPR) Certification	8.6%	7.6%

SOURCE: Lightcast™, 2023.

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 2023, the number of workers in Educational Services in Texas was about 1.3 million, up by 6.5 percent from the same quarter in 2018. According to Current Employment Statistics seasonally adjusted data, which pertains only to private employers in this category, the industry job count showed a 15.1 percent increase over the five years ending August 2023. Employment in Educational Services peaked in June of this year, followed by a monthly loss of 2,800 and then an increase in August 2023. As of August 2023, Educational Services reached 108.1 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. The highest paying occupations in Educational Services include Health Specialties Teachers, Postsecondary, Education Administrators, Postsecondary as well as Education Administrators, Kindergarten through Secondary, 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. Note a LQ higher than one means an occupation is more concentrated in Texas than in the nation while a LQ less than one means an occupation is less concentrated in Texas than in the nation.

Occupational Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2022	LQ
Elementary School Teachers, Except Special Education	129,817	147,406	17,589	13.5	\$61,405	1.2
Secondary School Teachers, Except Special and Career/Technical Education	95,797	108,890	13,093	13.7	\$61,603	1.2
Middle School Teachers, Except Special and Career/Technical Education	64,807	73,598	8,791	13.6	\$61,377	1.2
Health Specialties Teachers, Postsecondary	13,566	17,813	4,247	31.3	\$114,441	1.3
Education Administrators, Kindergarten through Secondary	28,616	32,576	3,960	13.8	\$81,976	1.3
Educational, Guidance, and Career Counselors and Advisors	23,397	27,307	3,910	16.7	\$62,488	1.1
Coaches and Scouts	9,868	13,429	3,561	36.1	\$46,414	0.6

Occupational Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2022	LQ
Instructional Coordinators	15,686	17,943	2,257	14.4	\$64,770	1.8
Kindergarten Teachers, Except Special Education	15,224	17,311	2,087	13.7	\$61,112	1.4
Special Education Teachers, Kindergarten and Elementary School	15,389	17,436	2,047	13.3	\$62,147	0.9
Special Education Teachers, Secondary School	12,938	14,657	1,719	13.3	\$61,648	0.9
Career/Technical Education Teachers, Secondary School	12,492	14,108	1,616	12.9	\$62,114	1.7
Career/Technical Education Teachers, Postsecondary	9,974	11,511	1,537	15.4	\$62,503	1.0
Registered Nurses	11,541	13,067	1,526	13.2	\$66,064	0.9
Preschool Teachers, Except Special Education	9,912	11,413	1,501	15.1	\$59,516	1.0

Occupational Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2022	LQ
Education Administrators, Postsecondary	10,290	11,782	1,492	14.5	\$98,912	0.9
Nursing Instructors and Teachers, Postsecondary	4,524	5,861	1,337	29.6	\$76,789	1.0
Project Management Specialists and Business Operations Specialists, All Other ‡	9,418	10,735	1,317	14.0	\$64,124	1.0
Speech-Language Pathologists	4,694	5,850	1,156	24.6	\$64,860	1.1
Special Education Teachers, Middle School	8,611	9,743	1,132	13.1	\$62,169	1.0

‡ 2022 code and/or title change. Wages determined with OEWS microdata for multiple occupations to align with projections data.

SOURCE: Occupational Projections 2020 to 2030, Occupational Employment and Wage Statistics 2022

The Elementary School Teachers, Except Special Education occupation is 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. Overall, the Coaches and Scouts occupation has the highest percentage job growth projected at 36.1 percent, followed by Health Specialties Teachers, Postsecondary at 31.3 percent, 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 ^A	Master's degree	None	5 years or more	No
Educational, Guidance, and Career Counselors and Advisors	Master's degree	None	None	No
Coaches and Scouts	Bachelor'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, Kindergarten and Elementary School	Bachelor's degree	None	None	No

Occupation	Education	Training	Experience	STEM
Special Education Teachers, Secondary School	Bachelor's degree	None	None	No
Career/Technical Education Teachers, Secondary School ^A	Bachelor's degree	None	Less than 5 years	No
Career/Technical Education Teachers, Postsecondary	Bachelor's degree	None	Less than 5 years	Yes
Registered Nurses ^A	Bachelor's degree	None	None	Yes
Preschool Teachers, Except Special Education ^A	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

^A An apprenticeable occupation approved for apprenticeship by the United States Department of Labor, Bureau of Apprenticeship and Training.

^{*} A hybrid occupation where at least one occupation is apprenticeable but not all.

SOURCE: Occupational Employment and Wage Statistics 2022, [Texas Labor Analysis](#)

The following table shows the top five certifications associated with the high-growth Educational Services occupations as of August 2023 as a percentage of mentions in job ads to approximately 31,200 total job ads compared with the same of approximately 23,800 total job ads in August 2018.

Certification	August 2018	August 2023
Teaching Certificate	13.6%	13.9%
Valid Driver's License	7.2%	9.1%
Registered Nurse (RN)	1.8%	3.2%
Cardiopulmonary Resuscitation (CPR) Certification	2.5%	2.9%
Basic Life Support (BLS) Certification	1.1%	1.9%

SOURCE: Lightcast™, 2023.

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.

In the first quarter of 2023 employment in the Transportation and Warehousing industry in Texas was 686,097, up 26.3 percent from the same quarter in 2018. Average weekly wages have also grown compared to five years ago, increasing by \$175 to reach \$1,439.

Non-seasonally adjusted Current Employment Statistics indicate the sector grew by 1.1 percent, or 6,900 jobs over-the-year to reach 641,300 positions as of August 2023. Transportation and Warehousing jobs have risen by 25.7 percent, or 131,300 positions since August 2018, with annual growth rates peaking at a series-high of 10.1 percent from August 2021 to August 2022. According to the United States Census Bureau's Retail Trade Survey, seasonally adjusted e-commerce sales made up 15.1 percent of total retail sales in the first quarter of 2023. Quarterly retail sales in e-commerce have increased for 19 of the past 20 quarters, registering a series-high growth rate of 33.5 percent during the second quarter of 2020.

Industry job numbers will remain robust as the popularity of e-commerce warehousing and deliveries spreads, and the state continues to invest in transportation infrastructure. Long term projections indicate Transportation and Warehousing employment is expected to expand 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 projected to make the most occupational gains through 2030 at an estimated employment of 128,610 jobs.

The occupations within Transportation and Warehousing that are projected to add the most jobs from 2020 to 2030 are listed below. Note a LQ higher than one means an occupation is more concentrated in Texas than in the nation while a LQ less than one means an occupation is less concentrated in Texas than in the nation.

Occupational Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2022	LQ
Heavy and Tractor-Trailer Truck Drivers	103,922	128,610	24,688	23.8	\$47,547	1.2
Light Truck Drivers	33,690	44,150	10,460	31.0	\$46,818	0.9
Industrial Truck and Tractor Operators	28,791	35,064	6,273	21.8	\$43,762	1.3
Flight Attendants	16,253	21,331	5,078	31.2	\$61,328	1.3
Stockers and Order Fillers	18,953	22,694	3,741	19.7	\$46,417	1.1
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	14,898	18,299	3,401	22.8	\$64,366	1.1
General and Operations Managers	7,479	9,172	1,693	22.6	\$85,828	1.4
Aircraft Mechanics and Service Technicians	9,092	10,782	1,690	18.6	\$75,332	1.4

Occupational Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2022	LQ
Bus and Truck Mechanics and Diesel Engine Specialists	6,877	8,431	1,554	22.6	\$48,915	1.1
Airline Pilots, Copilots, and Flight Engineers	8,826	10,118	1,292	14.6	\$221,159	1.2
Reservation and Transportation Ticket Agents and Travel Clerks	9,081	10,243	1,162	12.8	\$48,991	2.1
Maintenance and Repair Workers, General	4,878	5,990	1,112	22.8	\$60,527	1.0
First-Line Supervisors of Office and Administrative Support Workers	8,463	9,562	1,099	13.0	\$65,563	1.3
Production, Planning, and Expediting Clerks	3,972	4,886	914	23.0	\$48,377	0.9

Occupational Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2022	LQ
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	4,215	5,113	898	21.3	\$66,736	1.1
Transportation, Storage, and Distribution Managers	3,754	4,637	883	23.5	\$94,188	1.3
Project Management Specialists and Business Operations Specialists, All Other †	2,990	3,660	670	22.4	\$75,820	1.0
Railroad Conductors and Yardmasters	4,809	5,463	654	13.6	\$70,520	1.2
Petroleum Pump System Operators, Refinery Operators, and Gaugers	2,901	3,540	639	22.0	\$81,014	3.2
First-Line Supervisors of Mechanics, Installers, and Repairers	3,082	3,686	604	19.6	\$80,721	1.3

‡ 2022 code and/or title change. Wages determined with OEWS microdata for multiple occupations to align with projections data.

SOURCE: Occupational Projections 2020 to 2030, Occupational Employment and Wage Statistics 2022

Out of the 20 occupations listed above, all but one requires at least a high school diploma or equivalent, with additional on the job training and/or prior experience required to meet the varying needs of employers.

Occupation	Education	Training	Experience	STEM
Heavy and Tractor-Trailer Truck Drivers ^A	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
Industrial Truck and Tractor Operators	No formal educational credential	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
Stockers and Order Fillers	High school diploma or equivalent	Short-term on-the-job training	None	No
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors [*]	High school diploma or equivalent	None	Less than 5 years	No
General and Operations Managers ^A	Bachelor's degree	None	5 years or more	No
Aircraft Mechanics and Service Technicians ^A	Postsecondary nondegree award	None	None	No

Occupation	Education	Training	Experience	STEM
Bus and Truck Mechanics and Diesel Engine Specialists ^A	High school diploma or equivalent	Long-term on-the-job training	None	No
Airline Pilots, Copilots, and Flight Engineers	Bachelor's degree	Moderate-term on-the-job training	Less than 5 years	Yes
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 ^A	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 ^A	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 ^A	High school diploma or equivalent	None	5 years or more	No
Project Management Specialists and Business Operations Specialists, All Other [*]	Bachelor's degree	None	None	No
Railroad Conductors and Yardmasters ^A	High school diploma or equivalent	Moderate-term on-the-job training	None	No

Occupation	Education	Training	Experience	STEM
Petroleum Pump System Operators, Refinery Operators, and Gaugers ^A	High school diploma or equivalent	Moderate-term on-the-job training	None	No
First-Line Supervisors of Mechanics, Installers, and Repairers ^A	High school diploma or equivalent	None	Less than 5 years	No

^A An apprenticeable occupation approved for apprenticeship by the United States Department of Labor, Bureau of Apprenticeship and Training.

* A hybrid occupation where at least one occupation is apprenticeable but not all.

SOURCE: Occupational Employment and Wage Statistics 2022, [Texas Labor Analysis](#)

The following table lists the top five certifications in the Transportation and Warehousing industry as of August 2023 as a ratio of mentions to approximately 25,000 total job ads, compared with the same to approximately 12,700 total job ads in August 2018.

Certification	August 2018	August 2023
CDL Class A License	4.9%	14.0%
Valid Driver's License	19.4%	8.4%
Commercial Driver's License (CDL)	4.4%	6.3%
Tanker Endorsement	0.6%	1.4%
Master Of Business Administration (MBA)	0.8%	0.8%

SOURCE: Lightcast™, 2023.

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 year-to-year, based on the Quarterly Census of Employment and Wages.

First-quarter average employment dropped by 8.2 percent in 2020 and 25.5 percent in 2021 due to COVID-19-related restrictions. And the Current Employment Statistics (CES) program indicates the not seasonally adjusted number of positions in the industry reached its most recent 10-year low of 169,500 in August 2020.

However, in the first quarter of the past two years (2022 and 2023), QCEW data reveals the average number of jobs in the industry has increased from the previous year. While CES also show job counts have since steadily continued to recover from 2020 at annual growth rates of 6.8 percent, 12.2 percent, and 9.1 percent in August of 2021, 2022, and 2023, respectively.

The total number of jobs in the industry is expected to increase through the next decade with projected employment in 2030 at 251,534. The number of Service Unit Operators in the sector are projected to increase by 43.6 percent from 2020 to 2030, adding 6,127 jobs total, the most of any occupation within the sector.

Occupations within Mining, Quarrying, and Oil and Gas Extraction that are projected to add the most jobs are listed below. Note a LQ higher than one means an occupation is more concentrated in Texas than in the nation while a LQ less than one means an occupation is less concentrated in Texas than in the nation.

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2022	LQ
Service Unit Operators, Oil and Gas	14,047	20,174	6,127	43.6	\$47,428	4.6
Heavy and Tractor-Trailer Truck Drivers	10,117	15,116	4,999	49.4	\$45,993	1.2
Rotary Drill Operators, Oil and Gas	4,642	6,726	2,084	44.9	\$51,697	5.7
Derrick Operators, Oil and Gas	3,865	5,615	1,750	45.3	\$50,243	7.2
Petroleum Engineers	6,360	8,002	1,642	25.8	\$132,196	6.2
Accountants and Auditors	6,244	7,748	1,504	24.1	\$100,266	0.9
Wellhead Pumpers	4,774	6,092	1,318	27.6	\$75,443	6.3
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1,940	2,865	925	47.7	\$87,883	1.1

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2022	LQ
Geological and Hydrologic Technicians †	2,044	2,814	770	37.7	\$67,183	3.1
Project Management Specialists and Business Operations Specialists, All Other †	2,306	2,970	664	28.8	\$104,281	1.0
Bookkeeping, Accounting, and Auditing Clerks	2,957	3,566	609	20.6	\$55,231	1.0
Control and Valve Installers and Repairers, Except Mechanical Door	1,130	1,692	562	49.7	\$51,566	2.2
Computer Systems Analysts	4,687	5,242	555	11.8	\$93,732	1.1
Geoscientists, Except Hydrologists and Geographers	2,024	2,480	456	22.5	\$134,826	2.5
Occupational Health and Safety Specialists	1,006	1,459	453	45.0	\$80,091	1.7

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2022	LQ
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	1,284	1,736	452	35.2	\$80,184	1.1
Construction Managers	787	1,226	439	55.8	\$121,285	1.3
Underground Mining Machine Operators and Extraction Workers, All Other †	945	1,365	420	44.4	\$47,332	**
Bus and Truck Mechanics and Diesel Engine Specialists	798	1,193	395	49.5	\$57,024	1.1
Petroleum Pump System Operators, Refinery Operators, and Gaugers	2,308	2,683	375	16.2	\$72,516	3.2

† 2022 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 2022 Occupational Employment and Wage Statistics estimate is not available.

SOURCE: Occupational Projections 2020 to 2030, Occupational Employment and Wage Statistics 2022

There is a mix of educational and training requirements associated with the top 20 occupations. Three require no formal education coupled with short to moderate on-the-job training and no experience, while six other occupations require a Bachelor's degree, but no training nor prior experience necessary. The following table contains the educational and training requirements for these high-growth, high-demand 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 ^A	Postsecondary nondegree award	Short-term on-the-job training	None	No
Rotary Drill Operators, Oil and Gas ^A	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 ^A	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

Occupation	Education	Training	Experience	STEM
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 ^A	Some college, no degree	Moderate-term on-the-job training	None	Yes
Control and Valve Installers and Repairers, Except Mechanical Door ^A	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Computer Systems Analysts ^A	Bachelor's degree	None	None	Yes
Geoscientists, Except Hydrologists and Geographers	Bachelor's degree	None	None	Yes
Occupational Health and Safety Specialists ^A	Bachelor's degree	None	None	No
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors *	High school diploma or equivalent	None	Less than 5 years	No
Construction Managers	Bachelor's degree	Moderate-term on-the-job training	None	No
Underground Mining Machine Operators and Extraction Workers, All Other *	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Bus and Truck Mechanics and Diesel Engine Specialists ^A	High school diploma or equivalent	Long-term on-the-job training	None	No

Occupation	Education	Training	Experience	STEM
Petroleum Pump System Operators, Refinery Operators, and Gaugers ^A	High school diploma or equivalent	Moderate-term on-the-job training	None	No

^A An apprenticeable occupation approved for apprenticeship by the United States Department of Labor, Bureau of Apprenticeship and Training.

* A hybrid occupation where at least one occupation is apprenticeable but not all.

SOURCE: Occupational Employment and Wage Statistics 2022, [Texas Labor Analysis](#)

[The following table lists the top five certifications in the Mining, Quarrying, and Oil and Gas Extraction industry as of August 2023 as a ratio of mentions to approximately 5,000 total job ads, compared with the same to approximately 3,900 total job ads in August 2018.](#)

Certification	August 2018	August 2023
Valid Driver's License	11.1%	19.3%
Commercial Driver's License (CDL)	4.2%	5.1%
CDL Class A License	6.5%	2.0%
Forklift Certification	0.9%	1.5%
CDL Class B License	1.2%	1.3%

SOURCE: Lightcast™, 2023.

H. Utilities

Demand for Utilities workers in Texas increased over the last five years, according to data from the Quarterly Census of Employment and Wages. In the first quarter of 2023, the number of workers with Utilities employers in Texas was 91,434, up 10.7 percent from the same quarter in 2018. When looking at not seasonally adjusted Current Employment Statistics data the industry shows a 10.3 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 Utilities industry is projected to add 6,533 jobs through 2030. The occupations within the industry that are projected to add the most jobs from 2020 to 2030 are listed below. Note a LQ higher than one means an occupation is more concentrated in Texas than in the nation while a LQ less than one means an occupation is less concentrated in Texas than in the nation. It should also be noted that due to limited staffing in this industry, most 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 2022	LQ
Electrical Power-Line Installers and Repairers	4,494	5,397	903	20.1	\$76,773	1.1
General and Operations Managers	1,712	2,024	312	18.2	\$127,486	1.4
First-Line Supervisors of Mechanics, Installers, and Repairers	1,787	2,085	298	16.7	\$101,510	1.3
Wind Turbine Service Technicians	328	609	281	85.7	\$54,544	5.1
Project Management Specialists and Business Operations Specialists, All Other †	1,862	2,131	269	14.4	\$93,480	1.0
Electricians	1,451	1,686	235	16.2	\$96,371	1.1
Electrical Engineers	1,410	1,635	225	16.0	\$100,358	0.9

Occupational Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2022	LQ
Control and Valve Installers and Repairers, Except Mechanical Door	1,398	1,575	177	12.7	\$47,178	2.2
Water and Wastewater Treatment Plant and System Operators	1,512	1,677	165	10.9	\$45,945	0.9
Financial Managers	526	678	152	28.9	\$160,774	0.9
Accountants and Auditors	786	926	140	17.8	\$95,651	0.9
Maintenance and Repair Workers, General	711	841	130	18.3	\$87,031	1.0
Customer Service Representatives	1,820	1,935	115	6.3	\$47,096	1.3
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	930	1,044	114	12.3	\$95,664	1.8

Occupational Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2022	LQ
Market Research Analysts and Marketing Specialists	341	449	108	31.7	\$78,468	0.7
Construction Laborers	541	648	107	19.8	\$47,284	1.3
Software Developers and Software Quality Assurance Analysts and Testers †	293	392	99	33.8	\$98,973	0.9
Surveying and Mapping Technicians	433	528	95	21.9	\$64,123	1.7
First-Line Supervisors of Construction Trades and Extraction Workers	572	666	94	16.4	\$91,556	1.3
Industrial Machinery Mechanics	2,233	2,321	88	3.9	\$77,651	1.2

† 2022 code and/or title change. Wages determined with OEWS microdata for multiple occupations to align with projections data.

SOURCE: Occupational Projections 2020 to 2030, Occupational Employment and Wage Statistics 2022

Eleven out of the 20 occupations listed below have an educational requirement no greater than a high school diploma or equivalent, seven of which offer annual wages exceeding \$60,000. Seven of the 20 occupations cite a bachelor's degree for entry into the position. .

In the Utilities industry, Surveying and Mapping Technicians are among the high growth STEM occupations, projecting double-digit growth rates from 2020 to 2030. This occupation typically requires a high school diploma or equivalent and has a median salary of \$64,123.

Occupation	Education	Training	Experience	STEM
Electrical Power-Line Installers and Repairers ^A	High school diploma or equivalent	Long-term on-the-job training	None	No
General and Operations Managers ^A	Bachelor's degree	None	5 years or more	No
First-Line Supervisors of Mechanics, Installers, and Repairers ^A	High school diploma or equivalent	None	Less than 5 years	No
Wind Turbine Service Technicians ^A	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 ^A	High school diploma or equivalent	Apprenticeship	None	No
Electrical Engineers	Bachelor's degree	None	None	Yes
Control and Valve Installers and Repairers, Except Mechanical Door ^A	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Water and Wastewater Treatment Plant and System Operators ^A	High school diploma or equivalent	Long-term on-the-job training	None	No

Occupation	Education	Training	Experience	STEM
Financial Managers ^A	Bachelor's degree	None	5 years or more	Yes
Accountants and Auditors ^A	Bachelor's degree	None	None	Yes
Maintenance and Repair Workers, General ^A	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Customer Service Representatives ^A	High school diploma or equivalent	Short-term on-the-job training	None	No
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay ^A	Postsecondary nondegree award	Moderate-term on-the-job training	Less than 5 years	No
Market Research Analysts and Marketing Specialists ^A	Bachelor's degree	None	None	Yes
Construction Laborers ^A	No formal educational credential	Short-term on-the-job training	None	No
Software Developers and Software Quality Assurance Analysts and Testers [*]	Bachelor's degree	None	None	Yes
Surveying and Mapping Technicians ^A	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 ^A	High school diploma or equivalent	Long-term on-the-job training	None	No

^A An apprenticeable occupation approved for apprenticeship by the United States Department of Labor, Bureau of Apprenticeship and Training.

* A hybrid occupation where at least one occupation is apprenticeable but not all.

SOURCE: Occupational Employment and Wage Statistics 2022, [Texas Labor Analysis](#)

The following table lists the top five certifications in the Utilities industry as of August 2023 as a percentage of mentions in job ads to approximately 3,200 total job ads, compared with the same against approximately 2,200 total job ads in August 2018.

Certification	August 2018	August 2023
Valid Driver's License	29.8%	30.6%
CDL Class A License	3.4%	3.8%
Master Of Business Administration (MBA)	2.2%	3.6%
CDL Class C License	3.5%	2.9%
Commercial Driver's License (CDL)	1.8%	2.7%

SOURCE: Lightcast™, 2023.

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.

In the first quarter of 2023, the number of workers with Wholesale Trade employers in Texas was 649,022, up 11.0 percent from the same quarter in 2018.

The Wholesale Trade industry has experienced rising demand for workers due to a recovering economy in Texas and across North America. As of August 2023 the number of workers in this industry is 670,400. The industry was projected to grow by over 16% by 2030, however, due to unexpectedly high growth, the industry has already exceeded its projection.

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 Trade employed over 210,959 people and is expected to grow another 43,624 by 2030.

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2022	LQ
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	64,402	76,247	11,845	18.4	\$60,259	0.8
Heavy and Tractor-Trailer Truck Drivers	24,724	29,570	4,846	19.6	\$48,914	1.2
General and Operations Managers	22,529	26,658	4,129	18.3	\$97,139	1.4
Mobile Heavy Equipment Mechanics, Except Engines	7,127	10,290	3,163	44.4	\$61,236	1.5
Driver/Sales Workers	12,204	14,505	2,301	18.9	\$43,934	1.0
Software Developers and Software Quality Assurance Analysts and Testers ‡	6,838	8,912	2,074	30.3	\$106,102	0.9

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2022	LQ
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	11,882	13,748	1,866	15.7	\$73,634	1.4
Industrial Machinery Mechanics	4,774	6,573	1,799	37.7	\$57,011	1.2
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	7,633	9,134	1,501	19.7	\$57,702	1.1
First-Line Supervisors of Non-Retail Sales Workers	6,276	7,468	1,192	19.0	\$79,306	1.0
Parts Salespersons	5,922	7,034	1,112	18.8	\$45,170	1.1
Sales Managers	6,353	7,438	1,085	17.1	\$128,648	**

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2022	LQ
Bus and Truck Mechanics and Diesel Engine Specialists	4,521	5,547	1,026	22.7	\$58,827	1.1
Project Management Specialists and Business Operations Specialists, All Other †	6,232	7,236	1,004	16.1	\$77,784	1.0
Market Research Analysts and Marketing Specialists	3,606	4,608	1,002	27.8	\$61,348	0.7
Accountants and Auditors	4,635	5,469	834	18.0	\$72,814	0.9
Maintenance and Repair Workers, General	4,038	4,781	743	18.4	\$44,447	1.0
Logisticians	1,432	2,138	706	49.3	\$73,618	1.0
Production, Planning, and Expediting Clerks	3,526	4,225	699	19.8	\$44,818	0.9
Financial Managers	2,305	3,002	697	30.2	\$142,643	0.9

† 2022 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 2022 Occupational Employment and Wage Statistics estimate is not available.

SOURCE: Occupational Projections 2020 to 2030, Occupational Employment and Wage Statistics 2022

Five of the 20 occupations listed are STEM occupations with high demand employing over 2,300 workers as of 2020.

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 ^A	Postsecondary nondegree award	Short-term on-the-job training	None	No
General and Operations Managers ^A	Bachelor's degree	None	5 years or more	No
Mobile Heavy Equipment Mechanics, Except Engines ^A	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 ^A	Bachelor's degree	Moderate-term on-the-job training	None	No
Industrial Machinery Mechanics ^A	High school diploma or equivalent	Long-term on-the-job training	None	No

Occupation	Education	Training	Experience	STEM
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors *	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
Parts Salespersons ^A	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 ^A	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 ^A	Bachelor's degree	None	None	Yes
Accountants and Auditors ^A	Bachelor's degree	None	None	Yes
Maintenance and Repair Workers, General ^A	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Logisticians ^A	Bachelor's degree	None	None	No
Production, Planning, and Expediting Clerks ^A	High school diploma or equivalent	Moderate-term on-the-job training	None	No

Occupation	Education	Training	Experience	STEM
Financial Managers ^A	Bachelor's degree	None	5 years or more	Yes

^A An apprenticeable occupation approved for apprenticeship by the United States Department of Labor, Bureau of Apprenticeship and Training.

* A hybrid occupation where at least one occupation is apprenticeable but not all.

SOURCE: Occupational Employment and Wage Statistics 2022, [Texas Labor Analysis](#)

The table lists the top five certifications in the industry as of August 2023 as a ratio of mentions in job ads to approximately 18,700 total job ads compared with the same of approximately 14,000 total job ads in August 2018.

Certification	August 2018	August 2023
Valid Driver's License	11.9%	18.4%
Commercial Driver's License (CDL)	2.6%	2.7%
Forklift Certification	0.0%	2.5%
CDL Class A License	1.8%	2.2%
Master Of Business Administration (MBA)	4.7%	1.7%

SOURCE: Lightcast™, 2023.

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. Despite marginal demand, the industry is exhibiting signs of growth. From August 2018 to August 2023 CES shows the industry added 79,000 workers, rising to 1,403,400 or the fourth-largest reading in series history going back to 1990. Additionally, the industry reached 1.4 million workers for the first time in May 2023 and hit a series high of 1,407,400 in July 2023. Over the year, the industry added 21,600 jobs, a growth rate of 1.6 percent.

QCEW data also indicates a growing trend within the industry. In the first quarter of 2023, the number of workers in the Retail Trade industry in Texas was 1.38 million, up 4.8 percent from the same quarter in 2018. Industry Projections for Retail indicate a positive outlook for the industry. Of the top 20 high demand occupations, four have projected growth above 1,000 and combined with the other sixteen, are projected to grow by almost 16,000 jobs by 2030.

Retail Trade companies have been adding workers to jobs across the board from salespeople to pharmacists to drivers to managers. In August 2023, there were 56,300 job ads related to Retail compared to 43,800 job ads compared to the same period in 2018. This increase of 12,500, or 28.5% over five years demonstrates the strength and resilience of the industry when one considers the severe impact COVID-19 had on both Retail and the entire economy.

Population growth across Texas, coupled with a strong economy, has contributed to a modest increase in demand for retail goods proving this to be a more resilient industry than once thought.

The occupations within retail trade employers that are projected to add the most jobs from 2020 to 2030 are listed below. Note a LQ higher than one means an occupation is more concentrated in Texas than in the nation while a LQ less than one means an occupation is less concentrated in Texas than in the nation.

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2022	LQ
General and Operations Managers	23,171	26,803	3,632	15.7	\$64,642	1.4
Automotive Service Technicians and Mechanics	21,477	24,337	2,860	13.3	\$45,738	1.1
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	14,874	16,711	1,837	12.4	\$46,850	1.1
Pharmacists	11,545	12,894	1,349	11.7	\$129,972	0.8
First-Line Supervisors of Mechanics, Installers, and Repairers	5,324	6,292	968	18.2	\$64,660	1.3
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	4,951	5,856	905	18.3	\$55,841	0.8

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2022	LQ
Securities, Commodities, and Financial Services Sales Agents	3,332	3,987	655	19.7	\$135,366	0.9
Sales Managers	4,582	5,088	506	11.0	\$74,593	**
First-Line Supervisors of Office and Administrative Support Workers	11,744	12,131	387	3.3	\$48,774	1.3
First-Line Supervisors of Non-Retail Sales Workers	3,159	3,536	377	11.9	\$69,510	1.0
Accountants and Auditors	2,039	2,395	356	17.5	\$75,450	0.9
Project Management Specialists and Business Operations Specialists, All Other †	2,055	2,392	337	16.4	\$50,012	1.0
Financial Managers	861	1,138	277	32.2	\$131,024	0.9
Glaziers	1,666	1,937	271	16.3	\$48,402	1.3
Market Research Analysts and Marketing Specialists	703	940	237	33.7	\$51,735	0.7

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2022	LQ
Human Resources Specialists	1,627	1,836	209	12.8	\$55,014	1.0
Automotive Body and Related Repairers	2,352	2,549	197	8.4	\$45,640	1.1
Training and Development Specialists	1,240	1,431	191	15.4	\$58,272	1.2
Hearing Aid Specialists	494	659	165	33.4	\$60,396	0.6
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	844	1,002	158	18.7	\$84,989	1.4

‡ 2022 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 2022 Occupational Employment and Wage Statistics estimate is not available.

SOURCE: Occupational Projections 2020 to 2030, Occupational Employment and Wage Statistics 2022

Four of the top 20 high demand occupations are STEM occupations. These are Pharmacists, Accountants and Auditors, Financial Managers, and Market Research Analysts and Marketing Specialists. The Annual Median Wage in 2022 for Securities, Commodities, and Financial Services Sales Agents was \$135,366, the highest of the top 20 occupations. A close second were Financial Managers, whose median wage in 2022 was \$131,024. Employment for Securities, Commodities, and Financial Services Agents are projected to grow an estimated 19.7 percent by 2030 with an increase of over 600 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 ^A	Bachelor's degree	None	5 years or more	No
Automotive Service Technicians and Mechanics ^A	Postsecondary nondegree award	Short-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
Pharmacists	Doctoral or professional degree	None	None	Yes
First-Line Supervisors of Mechanics, Installers, and Repairers ^A	High school diploma or equivalent	None	Less than 5 years	No

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
Securities, Commodities, and Financial Services Sales Agents ^A	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 ^A	Bachelor's degree	None	None	Yes
Project Management Specialists and Business Operations Specialists, All Other [*]	Bachelor's degree	None	None	No
Financial Managers ^A	Bachelor's degree	None	5 years or more	Yes
Glaziers ^A	High school diploma or equivalent	Apprenticeship	None	No

Occupation	Education	Training	Experience	STEM
Market Research Analysts and Marketing Specialists ^A	Bachelor's degree	None	None	Yes
Human Resources Specialists ^A	Bachelor's degree	None	None	No
Automotive Body and Related Repairers ^A	High school diploma or equivalent	Long-term on-the-job training	None	No
Training and Development Specialists ^A	Bachelor's degree	None	Less than 5 years	No
Hearing Aid Specialists ^A	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products ^A	Bachelor's degree	Moderate-term on-the-job training	None	No

^A An apprenticeable occupation approved for apprenticeship by the United States Department of Labor, Bureau of Apprenticeship and Training.

* A hybrid occupation where at least one occupation is apprenticeable but not all.

SOURCE: Occupational Employment and Wage Statistics 2022, [Texas Labor Analysis](#)

The table below lists the top five certifications associated with this industry as of August 2023 as a ratio of mentions in job ads to approximately 56,300 total job ads compared with the same ratio of approximately 43,800 total job ads in August 2018. Over this period, we see the demand for a Valid Driver’s License increased by nearly four percentage points. The only certification to experience a decline is Registered Pharmacists (RPh), which dropped by over half a percentage point.

Certification	August 2018	August 2023
Valid Driver's License	8.1%	11.7%
Certified Pharmacy Technician	1.1%	1.9%
Food Handler's Card	1.2%	1.9%
Registered Pharmacist (RPh)	2.0%	1.5%
Automotive Service Excellence (ASE) Certification	0.6%	1.3%

SOURCE: Lightcast™, 2023.

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. In the first quarter of 2023, the number of workers with Finance and Insurance industry employers in Texas was 625,577, up 17.6 percent from the same quarter in 2018.

The onset of the pandemic caused a small dip in employment in the Finance and Insurance sector in Texas, causing a 0.9 percent decrease in employment from 585,900 in March 2020 to 580,500 in April 2020. The industry quickly recovered however and has been at over 100 percent of its February 2020 employment since October 2020. Additionally, the Finance and Insurance industry has continued to grow steadily, maintaining a positive over the year employment growth since June 2010, averaging 2.8 percent annual growth from June 2010 to August 2023. Currently, this industry is at its all-time employment high of 662,600 positions in August 2023 and has been at its series high for 32 out of the last 35 months, according to Current Employment Statistics data.

The occupations within the Finance and Insurance industry that are projected to add the most jobs from 2020 to 2030 are listed below. Note a LQ higher than one means an occupation is more concentrated in Texas than in the nation while a LQ less than one means an occupation is less concentrated in Texas than in the nation.

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2022	LQ
Securities, Commodities, and Financial Services Sales Agents	30,703	37,121	6,418	20.9	\$61,513	0.9
Personal Financial Advisors	13,789	18,038	4,249	30.8	\$77,605	0.9
Financial Managers	12,801	16,855	4,054	31.7	\$133,627	0.9
Software Developers and Software Quality Assurance Analysts and Testers †	10,018	13,551	3,533	35.3	\$127,018	0.9
Loan Officers	20,997	23,738	2,741	13.1	\$65,552	0.9

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2022	LQ
Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other †	12,970	15,708	2,738	21.1	\$78,702	1.0
General and Operations Managers	11,867	14,454	2,587	21.8	\$101,958	1.4
Accountants and Auditors	10,386	12,642	2,256	21.7	\$78,251	0.9
Insurance Claims and Policy Processing Clerks	20,049	22,142	2,093	10.4	\$48,055	1.3
Project Management Specialists and Business Operations Specialists, All Other †	8,954	10,860	1,906	21.3	\$80,691	1.0
Financial Examiners	4,571	6,467	1,896	41.5	\$64,151	0.8

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2022	LQ
Loan Interviewers and Clerks	20,430	22,165	1,735	8.5	\$46,573	1.2
Claims Adjusters, Examiners, and Investigators	17,717	19,344	1,627	9.2	\$63,267	1.1
Management Analysts	7,736	9,297	1,561	20.2	\$84,291	0.5
Registered Nurses	3,837	5,037	1,200	31.3	\$81,537	0.9
Market Research Analysts and Marketing Specialists	3,526	4,700	1,174	33.3	\$64,334	0.7
Computer Systems Analysts	7,235	8,370	1,135	15.7	\$104,037	1.1
Information Security Analysts	2,674	3,691	1,017	38.0	\$129,088	1.0
First-Line Supervisors of Office and Administrative Support Workers	19,445	20,440	995	5.1	\$61,778	1.3

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2022	LQ
Bookkeeping, Accounting, and Auditing Clerks	11,713	12,617	904	7.7	\$47,573	1.0

‡ 2022 code and/or title change. Wages determined with OEWS microdata for multiple occupations to align with projections data.

SOURCE: Occupational Projections 2020 to 2030, Occupational Employment and Wage Statistics 2022

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

Occupation	Education	Training	Experience	STEM
Securities, Commodities, and Financial Services Sales Agents ^A	Bachelor's degree	Moderate-term on-the-job training	None	No
Personal Financial Advisors	Bachelor's degree	Long-term on-the-job training	None	No
Financial Managers ^A	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 ^A	Bachelor's degree	None	5 years or more	No
Accountants and Auditors ^A	Bachelor's degree	None	None	Yes
Insurance Claims and Policy Processing Clerks ^A	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

Occupation	Education	Training	Experience	STEM
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 ^A	High school diploma or equivalent	Long-term on-the-job training	None	No
Management Analysts ^A	Bachelor's degree	None	Less than 5 years	No
Registered Nurses ^A	Bachelor's degree	None	None	Yes
Market Research Analysts and Marketing Specialists ^A	Bachelor's degree	None	None	Yes
Computer Systems Analysts ^A	Bachelor's degree	None	None	Yes
Information Security Analysts ^A	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
Bookkeeping, Accounting, and Auditing Clerks ^A	Some college, no degree	Moderate-term on-the-job training	None	Yes

^A An apprenticeable occupation approved for apprenticeship by the United States Department of Labor, Bureau of Apprenticeship and Training.

* A hybrid occupation where at least one occupation is apprenticeable but not all.

SOURCE: Occupational Employment and Wage Statistics 2022, [Texas Labor Analysis](#)

The following table shows the top ten certifications associated with the Finance and Insurance industry as of August 2023 as a ratio of mentions to approximately 22,200 total job ads, compared with the same ratio against approximately 23,600 total job ads in August 2018. For example, in August 2023, 2.1 percent of finance and insurance job ads in Texas mentioned applicants needed a Master of Business Administration (MBS), compared to 2.5 percent in August 2018.

Certification	August 2018	August 2023
Valid Driver's License	4.6%	5.6%
Registered Nurse (RN)	3.9%	2.8%
Basic Life Support (BLS) Certification	1.1%	2.2%
Master Of Business Administration (MBA)	2.5%	2.1%
FINRA Series 7 (General Securities Representative)	2.4%	1.6%

SOURCE: Lightcast™, 2023.

L. Professional, Scientific, and Technical Services

In 2023, the professional services industry in Texas surpassed all previous first quarter employment levels and maintained annual increases in establishments for 33 successive first quarter periods, since the beginning of the series history in 1990. This data is for NAICS code 54.

During the first quarter of 2023, QCEW reported professional services employment reached 1,037,657 jobs in Texas. First quarter 2023 comparisons of Average Employment to previous years show an increase of 8.2 percent over one year and an increase of 34.0 percent over five years. Based on first quarter QCEW, Professional, Scientific, and Technical Services holds 7.7 percent of total employment in Texas.

According to CES, Texas' professional services industry suffered a pandemic-related employment loss of 36,500 jobs from March 2020 to April 2020. However, this decline recovered when February 2021 job numbers surpassed February 2020 employment. By June 2023, monthly employment in Professional, Scientific, and Technical Services achieved a series high, followed by the second highest level in July 2023, and third highest in August 2023.

Labor demand in the past five years from Help Wanted OnLine job ads in Texas' professional services industry peaked one year ago with an average of 64,000 ads from January to August 2022. An average of about 45,000 job ads of the same period was recorded this year, tempering down to between levels observed in 2018 and 2019.

The Texas Workforce Commission projects an average 2.4 percent increase in professional services employment each year between 2020 to 2030. This equates to an increase of 204,135 jobs, or a 26.8 percent growth over the ten-year period. By 2030, Texas employment for this industry is projected to reach 965,920.

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. Note a LQ higher than one means an occupation is more concentrated in Texas than in the nation while a LQ less than one means an occupation is less concentrated in Texas than in the nation.

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Average Annual Wage 2022	LQ
Software Developers and Software Quality Assurance Analysts and Testers ‡	41,789	67,204	25,415	60.8	\$101,982	0.9
Project Management Specialists and Business Operations Specialists, All Other ‡	25,607	33,965	8,358	32.6	\$84,579	1.0
Accountants and Auditors	33,589	41,109	7,520	22.4	\$80,030	0.9
General and Operations Managers	23,469	30,742	7,273	31.0	\$106,571	1.4
Lawyers	30,290	37,067	6,777	22.4	\$136,330	0.8
Computer User Support Specialists	14,127	20,202	6,075	43.0	\$55,637	1.2
Computer Systems Analysts	15,775	21,482	5,707	36.2	\$102,432	1.1
Paralegals and Legal Assistants	22,456	27,884	5,428	24.2	\$50,236	0.8

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Average Annual Wage 2022	LQ
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	15,818	21,125	5,307	33.6	\$72,436	1.1
Management Analysts	13,893	18,717	4,824	34.7	\$100,369	0.5
Market Research Analysts and Marketing Specialists	9,652	14,211	4,559	47.2	\$58,945	0.7
Civil Engineers	15,560	19,832	4,272	27.5	\$86,166	1.0
Computer and Information Systems Managers	9,333	12,890	3,557	38.1	\$152,379	1.2
Network and Computer Systems Administrators	8,709	11,854	3,145	36.1	\$79,997	1.1
Human Resources Specialists	6,762	9,696	2,934	43.4	\$75,233	1.0
Computer Occupations, All Other	7,640	10,428	2,788	36.5	\$75,159	1.4

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Average Annual Wage 2022	LQ
Information Security Analysts	3,913	6,525	2,612	66.8	\$107,439	1.0
Financial Managers	6,301	8,748	2,447	38.8	\$155,717	0.9
Bookkeeping, Accounting, and Auditing Clerks	20,394	22,474	2,080	10.2	\$46,200	1.0
Architects, Except Landscape and Naval	7,518	9,558	2,040	27.1	\$80,879	0.7

‡ 2022 code and/or title change. Wages determined with OEWS microdata for multiple occupations to align with projections data.

SOURCE: Occupational Projections 2020 to 2030, Occupational Employment and Wage Statistics 2022

Software Developers and Software Quality Assurance Analysts and Testers have the highest projected growth from 2020 to 2030, with a projected employment increase of over 25,400. The employment growth in this occupation is projected to be over three times greater than that of the second-fastest growing occupation, Project Management Specialist and Business Operations Specialists, All Other. Of the occupations listed above, Financial Managers, Computer and Information Systems Managers, and Lawyers make the highest median wages in 2022, all earning well above \$100,000 annually.

Most of the listed occupations require at least a bachelor’s degree. Paralegal and Legal Assistants along with Computer User Support Specialists are two examples of occupations in the industry that require an associate’s degree or less. Most of the occupations below do not require previous experience. 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 ^A	Bachelor's degree	None	None	Yes
General and Operations Managers ^A	Bachelor's degree	None	5 years or more	No
Lawyers	Doctoral or professional degree	None	None	No
Computer User Support Specialists ^A	Some college, no degree	None	None	No
Computer Systems Analysts ^A	Bachelor's degree	None	None	Yes
Paralegals and Legal Assistants ^A	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 ^A	Bachelor's degree	None	Less than 5 years	No

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

^A An apprenticeable occupation approved for apprenticeship by the United States Department of Labor, Bureau of Apprenticeship and Training.

* A hybrid occupation where at least one occupation is apprenticeable but not all.

SOURCE: Occupational Employment and Wage Statistics 2022, [Texas Labor Analysis](#)

The following table lists the top five certifications in the Professional, Scientific, and Technical Services industry as of August 2023 as a ratio of mentions to approximately 41,900 total job ads, compared with the same ratio based on approximately 45,500 total job ads in August 2018.

Certification	August 2018	August 2023
Valid Driver's License	4.2%	9.8%
Professional Engineer (PE) License	0.8%	2.4%
Security Clearance	2.3%	2.2%
Basic Life Support (BLS) Certification	0.3%	1.6%
Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)	1.6%	1.5%

SOURCE: Lightcast™, 2023.

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.

In the first quarter of 2023, the number of workers at Accommodation and Food Services industry employers in Texas was 1.290 million, up 9.0 percent from the same quarter in 2018 (when 1.184 million workers were employed).

Employment in this industry dropped rapidly during the unprecedented challenges the industry faced during the COVID pandemic but recovered quickly. From Feb. 2020 to April 2020 (seasonally adjusted), the industry lost 484,000 jobs, dropping to 779,600 jobs.

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 4.4 percent above the corresponding number in Feb. 2020. Texas employment is 104.4 percent of Feb. 2020. According to the Current Employment Statistics Program, Aug. 2023 employment in this area is 1.319 million.

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. Note a LQ higher than one means an occupation is more concentrated in Texas than in the nation while a LQ less than one means an occupation is less concentrated in Texas than in the nation.

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2022	LQ
General and Operations Managers	14,068	19,601	5,533	39.3	\$47,559	1.4
Food Service Managers	12,668	17,692	5,024	39.7	\$62,714	0.7
Lodging Managers	2,631	3,712	1,081	41.1	\$73,533	0.9
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1,603	2,273	670	41.8	\$59,691	1.1
First-Line Supervisors of Retail Sales Workers	1,098	1,529	431	39.3	\$64,630	1.1
Accountants and Auditors	628	891	263	41.9	\$61,455	0.9
Human Resources Specialists	670	915	245	36.6	\$65,956	1.0
First-Line Supervisors of Mechanics, Installers, and Repairers	401	567	166	41.4	\$48,480	1.3

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2022	LQ
Project Management Specialists and Business Operations Specialists, All Other ‡	374	528	154	41.2	\$70,270	1.0
Dietitians and Nutritionists	365	518	153	41.9	\$60,988	0.6
Financial Managers	140	220	80	57.1	\$107,000	0.9
Sales Managers	181	256	75	41.4	\$74,907	**
Human Resources Managers	181	252	71	39.2	\$125,892	1.0
First-Line Supervisors of Non-Retail Sales Workers	161	228	67	41.6	\$63,748	1.0
Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other ‡	125	176	51	40.8	\$86,052	**
Payroll and Timekeeping Clerks	97	109	12	12.4	\$49,017	1.0

Occupation Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2022	LQ
Executive Secretaries and Executive Administrative Assistants	122	130	8	6.6	\$72,275	0.8

‡ 2022 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 2022 Occupational Employment and Wage Statistics estimate is not available.

SOURCE: Occupational Projections 2020 to 2030, Occupational Employment and Wage Statistics 2022

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 ^A	Bachelor's degree	None	5 years or more	No
Food Service Managers ^A	High school diploma or equivalent	None	Less than 5 years	No
Lodging Managers ^A	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
First-Line Supervisors of Retail Sales Workers ^A	High school diploma or equivalent	None	Less than 5 years	No

Occupation	Education	Training	Experience	STEM
Accountants and Auditors ^A	Bachelor's degree	None	None	Yes
Human Resources Specialists ^A	Bachelor's degree	None	None	No
First-Line Supervisors of Mechanics, Installers, and Repairers ^A	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
Financial Managers ^A	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
Payroll and Timekeeping Clerks ^A	High school diploma or equivalent	Moderate-term on-the-job training	None	No

Occupation	Education	Training	Experience	STEM
Executive Secretaries and Executive Administrative Assistants	High school diploma or equivalent	None	Less than 5 years	No

^A An apprenticeable occupation approved for apprenticeship by the United States Department of Labor, Bureau of Apprenticeship and Training.

* A hybrid occupation where at least one occupation is apprenticeable but not all.

SOURCE: Occupational Employment and Wage Statistics 2022, [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 lists the top five certifications in the industry as of August 2023 as a ratio of mentions in job ads to approximately 39,000 total job ads compared with the same of approximately 25,000 total job ads in August 2018.

Certification	August 2018	August 2023
Valid Driver's License	6.4%	7.9%
Food Handler's Card	2.4%	3.2%
ServSafe Certification	1.8%	2.4%
Food Safety Certification	2.7%	1.4%
Cardiopulmonary Resuscitation (CPR) Certification	0.6%	0.8%

SOURCE: Lightcast™, 2023.

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 to 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.

The LQ is a comparison ratio of employment for that occupation in Texas to the United States. A LQ higher than one means an occupation is more concentrated in Texas than in the nation. A LQ less than one means an occupation is less concentrated in Texas than in the nation. Location quotient data obtained from Bureau of Labor Statistics' Occupational Employment and Wage Statistics 2022 data to match Texas projections base year 2020.

For determination of industry certifications, TWC used data from Lightcast for August 2018 and August 2023. The job listings data captured by Lightcast 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 to 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 \$43,463 a year, according to the 2022 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 industry annual median pay was estimated to be more than the statewide median, \$43,463 a year with expected employment change greater than or equal 400 with up to 20 occupations per industry where applicable.