



# Texas High Growth Report Summary 2021

## Predicting High-Demand Occupations Through 2028

### Helping Employers Plan Wages and Texans Plan Careers



The Texas Workforce Commission (TWC) gathers information on projected shortages in high-wage, high-demand occupations. This information guides future generations and those needing to reskill to in-demand careers offering a good wage. Knowing what is happening now, and likely to change in the Texas labor market, helps employers, job seekers and local officials make better business, career, education and economic development decisions.

### Defining 'High-Wage, High-Demand' Occupations

TWC continuously analyzes pay ranges and growth trends for up to **800** occupations. High-wage, high-demand jobs are defined as those where the annual median pay is estimated to exceed the statewide median, \$39,637 a year, with an expected employment change greater than or equal to **400** jobs.

TWC reports on occupations in these criteria across thirteen industry sectors, including: Construction; Manufacturing; Agriculture & Forestry; Health Care & Social Assistance; Educational Services; Transportation & Warehousing; Mining, Quarrying, Oil & Gas Extraction; Utilities; Wholesale Trade; Retail Trade; Finance & Insurance; Professional, Scientific & Technical Services; and Accommodation & Food Services. There are **415** high-wage occupations in Texas. Of these, **162** are expected to add **400** jobs or more for a total expected growth of over **500,000** jobs by 2028. Despite the threshold for this analysis being \$39,637, **75.4%** of these new high-wage, high-demand jobs will pay **\$50,000** or more.



**13**

Industries

**162**

High-Wage, High-Demand  
Occupations

**500,000+**

New High-Wage,  
High-Demand Jobs by 2028

# Texas to Add 1.7 Million New Jobs by 2028

Texas is projected to add 1.7 million new jobs between 2018 and 2028. Of these, **40.7%** will require some form of postsecondary education and training, including in some cases, a college degree. However, a number of jobs will not require a degree, but instead only specific technical skills, such as those in construction and manufacturing.

Higher-demand, higher-pay occupations tend to require either:

- a bachelor's degree and technical skill training, or
- some form of postsecondary education, technical skill training, and additional on-the-job training



## Most In-Demand High-Wage Occupations

Of the high-wage occupations identified, those expected to be in highest demand are:

- Healthcare Practitioners and Technical Occupations **78,392** jobs
- Management Occupations **58,998** jobs

Healthcare practitioners and technical workers provide health care services and include skilled trades and professions that usually require postsecondary education in science, math, and specialized technology. Management workers are engaged in the planning and directing of resources. These careers typically require a bachelor's degree, but workers with higher education may earn higher wages.

High-wage, high-demand careers span all industries and educational requirements; however, professions requiring at least a bachelor's degree will add the most positions with an expected growth of **227,266** jobs. Despite this, many high-wage, high-demand occupations also require less than a four-year degree.



# Middle Skills Careers Expected to Flourish



Middle skills occupations, which require training beyond a high school diploma but less than a bachelor's degree, are expected to grow by 179,528 new jobs, with more than 80% of those positions earning in excess of \$45,000 annually. Overall, middle skill occupations represent about 35.6% of the total high-wage, high demand job growth projected through 2028, with the following showing the most expected job growth:

- #1: Construction: **42,798** jobs
- #2: Professional, Scientific, and Technical Services: **30,538** jobs
- #3: Transportation and Warehousing: **30,027** jobs

**179,528**

middle skills jobs

**80.4%**

new middle skill jobs  
making \$45,000+

## Top Careers Not Requiring a Four-Year Degree

**93**

Careers in  
Manufacturing

**69**

Careers in  
Professional,  
Scientific &  
Technical  
Services

**65**

Careers in  
Construction

# Apprenticeship: Filling In-Demand Occupations Through Hands-On Experience

As noted above, many occupations expected to see growth require less than a bachelor's degree. Apprenticeship provides an attractive model for employers looking for a highly skilled workforce and a career pathway for workers seeking higher levels of employment. In Texas, there are currently more than **20,000** apprentices participating in **534** registered apprenticeship programs, including **79** new programs established in FY 2020 alone. Further, in FY 2020, more than **7,000** individuals entered the apprenticeship system and **2,271** participants graduated.



**2,271**

**Apprentices** graduated  
in 2020

**20,000**

**Apprentices** currently  
obtaining career skills

Apprenticeship in Texas shows strong growth, increasing over **55%** since 2015, with almost **9,200** participants having graduated in the last five years. In fact, the number of high-wage, high-demand apprenticeable jobs is expected to grow by **22,386** by 2028, showing this growth is expected to continue and will provide an alternative career pathway for thousands of Texans and a ready workforce for the state

**55%**

Increase in  
Apprenticeship  
since 2015

**534**

Apprenticeship  
programs  
registered in  
Texas

**22,386**

New  
apprenticeable  
jobs by 2028

TWC uses available data to predict the most in-demand occupations in Texas for the 2018 through 2028 timeframe. It's important to remember that each employer is unique and requires a unique combination of technical skills, education, work experience, and even soft or emotional quotient skills for each of these jobs at each of their workplaces. To learn more about the methodology used to estimate future high-demand occupations, visit <https://twc.texas.gov/agency/reports-plans-publications>

