

Texas Workforce Commission

Report on Texas Growth Occupations - 2021

LMCI

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20 **I. Introduction**

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

27 Data included in this report was the most recent data available as of the end of
28 fiscal year 2021. Thus, the Quarterly Census of Employment and Wage (QCEW)
29 data covers the period through the first quarter of 2021. The Current Employment
30 Statistics (CES) data covers the period through the August 2021 estimates.

31 This report also considers TWC's latest projections for employment growth for
32 Texas, released in 2020 with a base year of 2018 and covering the period of 2018
33 to 2028. Despite using a base year before the pandemic, industry projection models
34 weigh long-term industry trends dating back to 1990. The next employment
35 projections, covering the period of 2020 to 2030, will be released in Fall 2022.

36 Since no official definition of a high-wage occupation exists, for purposes of this
37 report, TWC focuses on growing occupations that pay more than the Texas median
38 annual wage of \$39,637.

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

II. Growth Occupations in Growth Industries

45

46

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

51 Predicting the occupations most in demand in an evolving labor market is part of
52 the mission of TWC. While this report shows the most in-demand occupations in
53 Texas for the 2018 through 2028 period, it is important to remember that each
54 employer needs a unique combination of technical skills, education, work
55 experience, and even soft skills for each of these jobs at each of their workplaces.

56 This section identifies occupations within major industries as defined in House Bill
57 2478. The charts display staffing and wage information for a specific occupation in
58 that specific industry. Each industry shown below lists only those occupations which
59 pay above the Texas median annual wage, as stated in Section I, ordering them by
60 projected employment growth in Texas from 2018 to 2028. Up to 20 high-wage
61 high-demand occupations are listed for each industry. Industry employment data
62 listed corresponds with the Texas employers identified by that industry's North
63 American Industry Classification System (NAICS) code.

64 **A. Construction**

65 The construction industry in Texas has increased establishments and building
 66 permits over the year and is progressing in employment recovery. This data is for
 67 NAICS code 23.

68 Employment in Construction peaked in November 2019 and declined slightly at 0.4
 69 percent by February 2020. However, due to measures taken to slow the spread of
 70 COVID-19 the industry lost 7.6 percent of employment in March and April 2020. In
 71 August 2021, the construction industry reached 92.7 percent of February 2020
 72 employment and continues the recovery process after achieving a modest 0.9
 73 percent annual growth rate in the same month.

74 During the first quarter of 2021, Quarterly Census of Employment and Wages
 75 (QCEW) reported construction employment reaching 745,903 jobs in Texas. First
 76 quarter 2021 comparisons of Average Employment to previous years show 7.4
 77 percent decline over one year, 3.9 percent growth over five years, and 28.3 percent
 78 growth over ten years. However, establishments increased 2.0 percent over the
 79 year, 18.4 percent over 5 years, and 28.6 percent over 10 years. Based on first
 80 quarter QCEW, Construction holds 6.2 percent of nonfarm employment in Texas.

81 Demand for workers by job ads in the construction industry has increased steadily
 82 over the last four years as year-to-date averages in September steadily increased.
 83 Building Permits increased 25.2 percent over-the-year in August 2021. At the
 84 national level, effects of global supply chain disruptions increased the demand for
 85 local materials as evident in Inputs to Construction of the Producer Price Index.
 86 Hires continue to stabilize after layoffs that occurred from March to May 2020 and
 87 demand.

88 The Texas Workforce Commission projects a 1.5 percent increase in employment
 89 each year between 2018-2028. This equates to an increase of 118,909 jobs, or a
 90 16.1 percent increase over the ten-year period.

91 The occupations within the Construction industry that are projected to add the most
 92 jobs from 2018 to 2028 are listed below.

Occupation Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Median Wage 2020
Supervisors of Construction and Extraction Workers	55,140	64,955	9,815	17.8	\$61,669
Electricians	48,347	55,780	7,433	15.4	\$48,866

Occupation Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Median Wage 2020
Plumbers, Pipefitters, and Steamfitters	36,241	42,787	6,546	18.1	\$50,288
Operating Engineers and Other Construction Equipment Operators	28,494	34,076	5,582	19.6	\$44,514
Carpenters	30,974	35,601	4,627	14.9	\$42,490
Construction Managers	25,201	29,533	4,332	17.2	\$84,635
General and Operations Managers	22,205	26,045	3,840	17.3	\$95,801
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	17,298	20,515	3,217	18.6	\$46,881
Heavy and Tractor-Trailer Truck Drivers	12,962	15,562	2,600	20.1	\$41,623
Welders, Cutters, Solderers, and Brazers	11,328	13,381	2,053	18.1	\$53,017
Office Clerks, General	27,442	28,996	1,554	5.7	\$39,884
Cost Estimators	9,709	11,225	1,516	15.6	\$68,085

Occupation Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Median Wage 2020
Structural Iron and Steel Workers	8,373	9,865	1,492	17.8	\$45,153
Telecommunications Line Installers and Repairers	4,334	5,559	1,225	28.3	\$45,420
Electrical Power-Line Installers and Repairers	4,047	5,095	1,048	25.9	\$50,055
Business Operations Specialists, All Other	6,344	7,357	1,013	16.0	\$78,123
Sheet Metal Workers	6,021	6,869	848	14.1	\$45,792
Excavating and Loading Machine and Dragline Operators	3,967	4,805	838	21.1	\$41,692
First-Line Supervisors of Mechanics, Installers, and Repairers	4,463	5,256	793	17.8	\$68,200
Brickmasons and Blockmasons	3,941	4,733	792	20.1	\$50,048

93 **SOURCE:** Occupational Projections 2018-2028, Occupational Employment and
94 Wage Statistics 2020

95 A high school diploma or equivalent is the typical education needed for entry into a
 96 majority of the 2018 to 2028 high growth occupations shown in the following table.
 97 However, additional and on-the-job training for certifications and specialized skills
 98 are usually required.

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

Occupation	Education	Training	Experience	STEM
Office Clerks, General	High school diploma or equivalent	Short-term on-the-job training	None	No
Cost Estimators	Bachelor's degree	Moderate-term on-the-job training	None	No
Structural Iron and Steel Workers	High school diploma or equivalent	Apprenticeship	None	No
Telecommunications Line Installers and Repairers	High school diploma or equivalent	Long-term on-the-job training	None	No
Electrical Power-Line Installers and Repairers	High school diploma or equivalent	Long-term on-the-job training	None	No
Business Operations Specialists, All Other	Bachelor's degree	None	None	No
Sheet Metal Workers	High school diploma or equivalent	Apprenticeship	None	No
Excavating and Loading Machine and Dragline Operators	High school diploma or equivalent	Moderate-term on-the-job training	Less than 5 years	No
First-Line Supervisors of Mechanics, Installers, and Repairers	High school diploma or equivalent	None	Less than 5 years	No
Brickmasons and Blockmasons	High school diploma or equivalent	Apprenticeship	None	No

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

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

Occupation	Top Requested Skills	Top Requested Certifications
Supervisors of Construction and Extraction Workers	Scheduling, Construction Management, Budgeting	Driver's License, CDL Class A, Electrician Certification
Electricians	Electrical Work, Repair, Electrical Systems	Driver's License, Electrician Certification, Master Electrician License
Plumbers, Pipefitters, and Steamfitters	Plumbing, Repair, Plumbing Systems	Driver's License, Plumbing Certification, Plumbing License
Operating Engineers and Other Construction Equipment Operators	Equipment Operation, Heavy Equipment, Repair	Driver's License, CDL Class A, EPA CFC/HCFC Certification
Carpenters	Carpentry, Framing, Hand Tools	Driver's License, Epa Lead Certification, Occupational Safety and Health Administration Certification
Construction Managers	Project Management, Scheduling, Budgeting	Driver's License, Project Management Certification, Project Management Professional (PMP)
General and Operations Managers	Budgeting, Operations Management, Scheduling	Driver's License, Project Management Certification, Project Management Professional (PMP)
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	HVAC, Repair, Plumbing	Driver's License, Environmental Protection Agency Certification, EPA CFC/HCFC Certification
Heavy and Tractor-Trailer Truck Drivers	Commercial Driving, HAZMAT, Truck Driving	CDL Class A, Driver's License, Cdl Class B
Welders, Cutters, Solderers, and Brazers	Welding, Repair, Mig and Tig Welding	Driver's License, Welding Certification, AWS D1.1
Office Clerks, General	Customer Service, Scheduling, Data Entry	Driver's License, Real Estate Certification, Security Clearance

Occupation	Top Requested Skills	Top Requested Certifications
Cost Estimators	Estimating, Customer Service, Scheduling	Driver's License, Plumbing License, Plumbing Certification
Structural Iron and Steel Workers	Welding, Hand Tools, Hoisting Equipment	Driver's License, Occupational Safety and Health Administration Certification, First Aid Cpr Aed
Telecommunications Line Installers and Repairers	Telecommunications, Repair, Customer Service	Driver's License, CDL Class A, Pole Climbing Certification
Electrical Power-Line Installers and Repairers	Telecommunications, Repair, Transformers	Driver's License, CDL Class A, First Aid Cpr Aed
Business Operations Specialists, All Other	E-Commerce, Customer Service, Project Management	Driver's License, Certified Information Systems Security Professional (CISSP), Project Management Certification
Sheet Metal Workers	Repair, Welding, Hand Tools	Driver's License, Occupational Safety and Health Administration Certification, OSHA Forklift Certification
Excavating and Loading Machine and Dragline Operators	Equipment Operation, Repair, Machinery	Driver's License, CDL Class A, First Aid Cpr Aed
First-Line Supervisors of Mechanics, Installers, and Repairers	Repair, Scheduling, Budgeting	Driver's License, Environmental Protection Agency Certification, Certified Pool/Spa Operator
Brickmasons and Blockmasons	Masonry, Repair, Personal Protective Equipment (PPE)	Driver's License

103 **SOURCE:** Burning Glass Labor Insights, 2021.

104 **B. Manufacturing**

105 The Manufacturing industry’s average employment in first quarter 2021 was
 106 863,666, representing a five-year increase of 6,896 jobs (0.8 percent). But growth
 107 in Manufacturing slowed more recently. The second, third, and fourth quarters of
 108 2020 all saw employment declines in Manufacturing. This was likely in part due to
 109 COVID-19 and measures taken to slow its spread, though it bears noting that five-
 110 year declines are nothing new in this industry. From third quarter 2001 to first
 111 quarter 2014, the industry saw five-year employment growth during only five
 112 quarters.

113 On a year-over-year basis, employment in Manufacturing declined by 46,069 in
 114 2021 compared to the first quarter 2020’s increase of 7,404.

115 This data is for NAICS codes 31-33.

116 In general, staffing issues are often evolving in the Manufacturing industry, with
 117 more automation and computerization occurring. New educated and specialized
 118 staff are needed during a time of expanding demand for manufactured products.
 119 This has meant that production plants are faced with hiring line workers who either
 120 need to have years of experience or expanded education and training to be
 121 effective at their jobs.

122 The occupations within Manufacturing companies that are projected to add the most
 123 jobs and grow at the fastest rates from 2018 to 2028 are listed below.

Occupation Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Median Wage 2020
Welders, Cutters, Solderers, and Brazers	26,530	29,471	2,941	11.1	\$43,226
Machinists	18,778	20,557	1,779	9.5	\$45,992
Industrial Engineers	11,277	12,495	1,218	10.8	\$94,768
Industrial Machinery Mechanics	12,299	13,490	1,191	9.7	\$55,707
First-Line Supervisors of Production and Operating Workers	32,965	34,138	1,173	3.6	\$64,668

Occupation Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Median Wage 2020
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	17,904	18,866	962	5.4	\$65,160
Maintenance Workers, Machinery	5,368	6,043	675	12.6	\$47,628
General and Operations Managers	16,831	17,491	660	3.9	\$111,711
Software Developers, Applications	7,077	7,535	458	6.5	\$117,201
Electronics Engineers, Except Computer	5,332	5,790	458	8.6	\$127,118
Mechanical Engineers	10,497	10,923	426	4.1	\$95,678
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	1,443	1,864	421	29.2	\$58,397

124 **SOURCE:** Occupational Projections 2018-2028, Occupational Employment and
125 Wage Statistics 2020

126 The occupation projected to grow the fastest from 2018 to 2028 is Welders,
127 Cutters, Solderers and Brazers, at 11.1 percent. Electronics Engineers, Except
128 Computer is the growth occupation with the highest annual salary, of \$127,118.

129 Below are the educational and training requirements for these high-growth
 130 manufacturing occupations.

Occupation	Education	Training	Experience	STEM
Welders, Cutters, Solderers, and Brazers	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Machinists	High school diploma or equivalent	Long-term on-the-job training	None	No
Industrial Engineers	Bachelor's degree	None	None	Yes
Industrial Machinery Mechanics	High school diploma or equivalent	Long-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
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Maintenance Workers, Machinery	High school diploma or equivalent	Long-term on-the-job training	None	No
General and Operations Managers	Bachelor's degree	None	5 years or more	No
Software Developers, Applications	Bachelor's degree	None	None	Yes
Electronics Engineers, Except Computer	Bachelor's degree	None	None	Yes
Mechanical Engineers	Bachelor's degree	None	None	Yes

Occupation	Education	Training	Experience	STEM
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	Postsecondary nondegree award	Moderate-term on-the-job training	None	Yes

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

133 Here are the top requested skills and certifications for these high growth
134 occupations. Please note in the following table, Driver’s License is abbreviated “DL.”

Occupation	Top Requested Skills	Top Requested Certifications
Welders, Cutters, Solderers, and Brazers	Welding, Repair, Mig and Tig Welding	DL, Welding Certification, American Welding Society (AWS) D1.1
Machinists	Machining, Computer Numeric Control (CNC), Lathes	DL, CNC Machine Operator, Security Clearance
Industrial Engineers	Industrial Engineering Industry Expertise, Industrial Engineering, Project Management	Security Clearance, DL, Six Sigma
Industrial Machinery Mechanics	Repair, Machinery, Predictive / Preventative Maintenance	DL, CDL Class A, Automotive Service Excellence (ASE) Certification
First-Line Supervisors of Production and Operating Workers	Scheduling, Supervisory Skills, Budgeting	DL, OSHA Forklift, Six Sigma
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	Sales, Customer Service, Outside Sales	DL, Insurance License, Insurance Agent Certification
Maintenance Workers, Machinery	Repair, Hand Tools, Power Tools	DL, CDL Class A, Air Conditioning Certification

Occupation	Top Requested Skills	Top Requested Certifications
General and Operations Managers	Budgeting, Operations Management, Scheduling	DL, Project Management Certification, Registered Nurse
Software Developers, Applications	Java, Software Development, Software Engineering	Security Clearance, IT Infrastructure Library (ITIL) Certification, DL
Electronics Engineers, Except Computer	Simulation, Radio Frequency (RF) Engineering, Systems Engineering	Security Clearance, DL, American Board of Engineering and Technology (ABET) Accredited
Mechanical Engineers	Mechanical Engineering, Project Management, Scheduling	Security Clearance, DL, ABET Accredited
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	Computer Numeric Control (CNC), Machining, Lathes	DL, CNC Machine Operator, Programming Certification

135 **SOURCE:** Burning Glass Labor Insights, 2021.

136 **C. Agriculture and Forestry**

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

140 In the first quarter of 2021, the number of workers with Agriculture and Forestry
141 employers in Texas was 57,124, down 1.6 percent from the same quarter in 2016.
142 The Agriculture and Forestry industry in Texas had been using fewer workers in
143 recent decades as farming methods have become more efficient.

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

148 With that caveat, there are occupations within Agriculture and Forestry that had
 149 median wages for 2020 above the statewide median of \$39,637. They are listed
 150 below along with the projected growth 2018-28.

Occupation Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Median Wage 2020
Animal Trainers	261	288	27	10.3	\$61,542
First-Line Supervisors of Production and Operating Workers	70	60	-10	-14.3	\$61,013
Bus and Truck Mechanics and Diesel Engine Specialists	115	101	-14	-12.2	\$61,471
First-Line Supervisors of Office and Administrative Support Workers	209	178	-31	-14.8	\$60,444
Logging Equipment Operators	655	580	-75	-11.5	\$45,803

151 **SOURCE:** Occupational Projections 2018-2028, Occupational Employment and
 152 Wage Statistics 2020

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

Occupation	Education	Training	Experience	STEM
Animal Trainers	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
Bus and Truck Mechanics and Diesel Engine Specialists	High School Diploma or Equivalent	Long-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
Logging Equipment Operators	High School Diploma or Equivalent	Moderate-term on-the-job training	None	No

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

157 Not unlike the construction industry, a high school diploma or equivalent is the
 158 typical education needed for entry into most of the high wage occupations. Driver’s
 159 license is the most commonly requested certification. The table below shows skills
 160 and certifications commonly required for the occupations listed in the previous
 161 table.

Occupation	Top Requested Skills	Top Requested Certifications
Animal Trainers	Training Programs, Onboarding, Budgeting	Driver's License, Certified Dog Trainer, Certified Treasury Professional (CTP)
First-Line Supervisors of Production and Operating Workers	Scheduling, Supervisory Skills, Budgeting	Driver's License, OSHA Forklift Certification, Six Sigma Certification

Occupation	Top Requested Skills	Top Requested Certifications
Bus and Truck Mechanics and Diesel Engine Specialists	Repair, Predictive / Preventative Maintenance, Electrical Systems	Driver's License, Automotive Service Excellence (ASE) Certification, CDL Class A
First-Line Supervisors of Office and Administrative Support Workers	Customer Service, Scheduling, Office Management	Driver's License, Project Management Certification, Certified Payroll Professional (CPP)
Logging Equipment Operators	Wireline, Well Control, Well Logging	Driver's License, CDL Class B, CDL Class A

162 **SOURCE:** Labor Insight (Burning Glass Technologies)

163 **D. Health Care and Social Assistance**

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

167 In the first quarter of 2021, the number of workers with Health Care and Social
 168 Assistance employers in Texas was 1.674 million, up 6.3 percent from the same
 169 quarter in 2016.

170 The 5-year growth number has been hindered by the COVID-19 pandemic.
 171 According to CES data industry employment remains about 35,000 below its pre-
 172 pandemic peak. Certain occupations in the healthcare industry are still struggling
 173 to meet demand. Registered Nurses for example still have shortages of available
 174 employees to meet current demand in the workforce. Healthcare and Social
 175 Assistance is expected to continue to be one of the most important industries in
 176 Texas going forward.

177 The Health Care and Social Assistance industry has become the dominant industry
 178 for employment in Texas – and the United States – in the last decade. Demand for
 179 health care workers in Texas is expected to continue to increase as the state has
 180 growing populations of both old and young people, who are the primary customers
 181 of the Health Care and Social Assistance industry.

182 This sector is faced with training challenges as employers are demanding higher
 183 educated workers due to market demands and industry expectations.

184 The occupations within Health Care and Social Assistance that are projected to add
 185 the most jobs and grow at the fastest rates from 2018 to 2028 are listed below.

Occupation Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Median Wage 2020
Registered Nurses	185,291	217,668	32,377	17.5	\$75,002
Licensed Practical and Licensed Vocational Nurses	62,952	69,583	6,631	10.5	\$47,669
Medical and Health Services Managers	25,466	31,047	5,581	21.9	\$97,388
Dental Hygienists	12,670	17,459	4,789	37.8	\$78,375

Occupation Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Median Wage 2020
Physicians and Surgeons, All Other	19,197	22,935	3,738	19.5	-
Nurse Practitioners	10,567	14,290	3,723	35.2	\$114,270
Speech-Language Pathologists	8,884	12,299	3,415	38.4	\$79,010
Respiratory Therapists	10,951	14,164	3,213	29.3	\$60,559
Dentists, General	7,817	10,739	2,922	37.4	\$159,777
Physician Assistants	7,132	10,024	2,892	40.5	\$114,040
Physical Therapists	14,654	17,453	2,799	19.1	\$91,886
Radiologic Technologists	15,290	17,686	2,396	15.7	\$59,480
Physical Therapist Assistants	7,402	9,556	2,154	29.1	\$67,336
Substance abuse, behavioral disorder, and mental health counselors	6,214	8,324	2,110	34.0	\$46,791
General and Operations Managers	10,069	12,140	2,071	20.6	\$95,406
Nurse Anesthetists	5,935	7,478	1,543	26.0	\$181,636

Occupation Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Median Wage 2020
First-Line Supervisors of Office and Administrative Support Workers	12,547	14,071	1,524	12.1	\$53,793
Occupational Therapists	7,812	9,335	1,523	19.5	\$89,716
Healthcare Social Workers	8,232	9,739	1,507	18.3	\$59,044
Child, Family, and School Social Workers	4,571	6,011	1,440	31.5	\$40,611

186 **SOURCE:** Occupational Projections 2018-2028, Occupational Employment and
187 Wage Statistics 2020

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

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

Occupation	Education	Training	Experience	STEM
Speech-Language Pathologists	Master's degree	Internship/residency	None	Yes
Respiratory Therapists	Associate's degree	None	None	Yes
Dentists, General	Doctoral or professional degree	None	None	Yes
Physician Assistants	Master's degree	None	None	Yes
Physical Therapists	Doctoral or professional degree	None	None	Yes
Radiologic Technologists	Associate's degree	None	None	Yes
Physical Therapist Assistants	Associate's degree	None	None	No
Substance abuse, behavioral disorder, and mental health counselors	Information not available	Information not available	Information not available	No
General and Operations Managers	Bachelor's degree	None	5 years or more	No
Nurse Anesthetists	Master's degree	None	None	Yes
First-Line Supervisors of Office and Administrative Support Workers	High school diploma or equivalent	None	Less than 5 years	No
Occupational Therapists	Master's degree	None	None	Yes

Occupation	Education	Training	Experience	STEM
Healthcare Social Workers	Master's degree	Internship/residency	None	No
Child, Family, and School Social Workers	Bachelor's degree	None	None	No
Physicians and Surgeons, All Other	Doctoral or professional degree	Internship/residency	None	Yes

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

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

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

Occupation	Top Requested Skills	Top Requested Certifications
Registered Nurses	Patient Care, Treatment Planning, Advanced Cardiac Life Support (ACLS)	Registered Nurse, Advanced Cardiac Life Support (ACLS) Certification, Basic Life Saving (BLS)
Medical and Health Services Managers	Patient Care, Budgeting, Scheduling	Registered Nurse, Driver's License, First Aid CPR Aed
General and Operations Managers	Budgeting, Operations Management, Scheduling	Driver's License, Project Management Certification, Registered Nurse
Licensed Practical and Licensed Vocational Nurses	Cardiopulmonary Resuscitation (CPR), Patient Care, Treatment Planning	Licensed Vocational Nurse, Licensed Practical Nurse, First Aid CPR Aed

Occupation	Top Requested Skills	Top Requested Certifications
First-Line Supervisors of Office and Administrative Support Workers	Customer Service, Scheduling, Office Management	Driver's License, Project Management Certification, Certified Payroll Professional (CPP)
Speech-Language Pathologists	Speech-Language Pathology, Pathology, Treatment Planning	American Speech - Language Hearing Association (ASHA) Certification, Driver's License, First Aid CPR Aed
Physical Therapists	Physical Therapy, Treatment Planning, Patient Care	First Aid CPR Aed, American Physical Therapy Association (APTA) Certification, Driver's License
Nurse Practitioners	Patient Care, Treatment Planning, Primary Care	Certified Registered Nurse Practitioner, Advanced Practice Nurse, Advanced Cardiac Life Support Certification
Occupational Therapists	Occupational Therapy, Treatment Planning, Rehabilitation	First Aid CPR Aed, Driver's License, American Occupational Therapy Association (AOTA)
Respiratory Therapists	Respiratory Therapy, Advanced Cardiac Life Support (ACLS), Patient Care	Registered Respiratory Therapist, Respiratory Care Practitioner (RCP), Advanced Cardiac Life Support (ACLS) Certification
Radiologic Technologists	Radiology, Radiologic Technology, X - Rays	American Registry of Radiologic Technologists (ARRT) Certification, Basic Life Saving (BLS), Basic Cardiac Life Support Certification

Occupation	Top Requested Skills	Top Requested Certifications
Physicians and Surgeons, All Other	Patient Care, Internal Medicine, Emergency Medicine	Board Certified, Basic Life Saving (BLS), Advanced Cardiac Life Support (ACLS) Certification
Physician Assistants	Patient Care, Life support, Treatment Planning	Basic Life Saving (BLS), Certified Registered Nurse Practitioner, Advanced Cardiac Life Support (ACLS) Certification
Physical Therapist Assistants	Physical Therapy, Treatment Planning, Patient Care	First Aid CPR Aed, American Physical Therapy Association (APTA) Certification, Driver's License
Dentists, General	Dentistry, Dental Care, Patient Care	First Aid CPR Aed, DEA Certificate, Driver's License
Dental Hygienists	Dental Hygiene, Dentistry, X - Rays	Dental Hygienist Certification, First Aid CPR Aed, Basic Life Saving
Child, Family, and School Social Workers	Case Management, Social Services, Mental health	Driver's License, Licensed Master Social Worker (LMSW), First Aid CPR Aed
Substance Abuse and Behavioral Disorder Counselors	Treatment Planning, Rehabilitation, Criminal Justice	Licensed Professional Counselor, Licensed Master Social Worker (LMSW), Criminal Justice Addictions Professional (CCJP)
Nurse Anesthetists	Anesthesiology, Advanced Cardiac Life Support (ACLS), Surgery	Nurse Anesthetist, Advanced Cardiac Life Support (ACLS) Certification, Advanced Practice Nurse

Occupation	Top Requested Skills	Top Requested Certifications
Healthcare Social Workers	Social Work, Mental Health, Treatment Planning	Social Work License, Licensed Clinical Social Worker (LCSW), Driver's License

198 **SOURCE:** Burning Glass Labor Insights, 2021.

199 **E. Educational Services**

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

203 In the first quarter of 2021, the number of workers in Educational Services in Texas
 204 was 1.2 million, up 1.3 percent from the same quarter in 2016. According to
 205 Current Employment Statistics data, which pertains only to private employers in
 206 this category, the industry showed a 16.4 percent increase in demand for
 207 educational workers over the five years ending August 2021. Employment in
 208 Educational Services peaked in February 2020 prior to COVID-19 and measures
 209 taken to slow its spread, followed by a combined two-month loss of 26,800. As of
 210 August 2021, Educational Services has reached 102.9 percent of its February 2020
 211 employment. Over the last two years Educational Services gained 10,600 positions,
 212 representing 104.9 percent of August 2019 employment.

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

217 The occupations within the Educational Services industry that are projected to add
 218 the most jobs from 2018 to 2028 are listed below. All 20 occupations listed are
 219 above the 2020 Texas median wage of \$39,637. The highest paying occupations in
 220 Educational Services include General and Operations Managers, Engineering
 221 Teachers, Postsecondary, Health Specialties Teachers, Postsecondary and Education
 222 Administrators, Postsecondary, each making significantly more than the Texas
 223 median wage.

Occupation Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Median Wage 2020
Secondary School Teachers, Except Special and Career/Technical Education	107,782	119,583	11,801	10.9	\$58,401
Coaches and Scouts	10,912	14,669	3,757	34.4	\$44,384
Health Specialties Teachers, Postsecondary	13,185	16,465	3,280	24.9	\$99,119

Occupation Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Median Wage 2020
Education Administrators, Elementary and Secondary School	27,574	30,739	3,165	11.5	\$84,815
Educational, Guidance, School, and Vocational Counselors	22,523	25,371	2,848	12.6	\$60,766
Instructional Coordinators	12,785	14,332	1,547	12.1	\$65,732
Preschool Teachers, Except Special Education	9,132	10,492	1,360	14.9	\$55,563
Business Operations Specialists, All Other	12,041	13,130	1,089	9.0	\$64,767
Vocational Education Teachers, Postsecondary	9,458	10,543	1,085	11.5	\$56,482
Speech-Language Pathologists	4,818	5,869	1,051	21.8	\$62,832
Business Teachers, Postsecondary	5,871	6,916	1,045	17.8	\$84,840
Education Administrators, Postsecondary	9,623	10,568	945	9.8	\$95,566
Registered Nurses	8,990	9,868	878	9.8	\$68,760

Occupation Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Median Wage 2020
Computer User Support Specialists	7,884	8,714	830	10.5	\$43,113
General and Operations Managers	4,141	4,967	826	19.9	\$109,462
Special Education Teachers, Middle School	7,456	8,200	744	10.0	\$57,850
Librarians	6,582	7,248	666	10.1	\$62,186
Accountants and Auditors	4,490	5,025	535	11.9	\$63,310
English Language and Literature Teachers, Postsecondary	5,134	5,630	496	9.7	\$60,568
Engineering Teachers, Postsecondary	3,788	4,277	489	12.9	\$105,552

224 **SOURCE:** Occupational Projections 2018-2028, Occupational Employment and
225 Wage Statistics 2020

226 The Secondary School Teachers, Except Special and Career/Technical occupation
227 has the highest projected job gain from 2018 to 2028. The remaining occupations
228 have significantly lower projected job change. Overall, Coaches and Scouts has the
229 highest percentage job growth projected at 34.4 percent followed by Health
230 Specialties Teachers, Postsecondary at 24.9 percent, and Speech-Language
231 Pathologists at 21.8 percent.

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

Occupation	Education	Training	Experience	STEM
Secondary School Teachers, Except Special and Career/Technical Education	Bachelor's degree	None	None	No

Occupation	Education	Training	Experience	STEM
Coaches and Scouts	Bachelor's degree	None	None	No
Health Specialties Teachers, Postsecondary	Doctoral or professional degree	None	Less than 5 years	Yes
Education Administrators, Elementary and Secondary School	Master's degree	None	5 years or more	No
Educational, Guidance, School, and Vocational Counselors	Master's degree	None	None	No
Instructional Coordinators	Master's degree	None	5 years or more	No
Preschool Teachers, Except Special Education	Associate's degree	None	None	No
Business Operations Specialists, All Other	Bachelor's degree	None	None	No
Vocational Education Teachers, Postsecondary	Bachelor's degree	None	Less than 5 years	Yes
Speech-Language Pathologists	Master's degree	Internship /residency	None	Yes
Business Teachers, Postsecondary	Doctoral or professional degree	None	None	No
Education Administrators, Postsecondary	Master's degree	None	Less than 5 years	No
Registered Nurses	Bachelor's degree	None	None	Yes
Computer User Support Specialists	Some college, no degree	None	None	No
General and Operations Managers	Bachelor's degree	None	5 years or more	No

Occupation	Education	Training	Experience	STEM
Special Education Teachers, Middle School	Bachelor's degree	None	None	No
Librarians	Master's degree	None	None	No
Accountants and Auditors	Bachelor's degree	None	None	Yes
English Language and Literature Teachers, Postsecondary	Doctoral or professional degree	None	None	No
Engineering Teachers, Postsecondary	Doctoral or professional degree	None	None	Yes

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

236 The following table shows the specialized skills and certifications associated with the
237 high-growth Educational Services occupations.

Occupation	Top Requested Skills	Top Requested Certifications
Secondary School Teachers, Except Special and Career/Technical Education	Teaching, Lesson Planning, Special Education	Certified Teacher, Teachers of English To Speakers of Other Languages (TESOL), Driver's License
Coaches and Scouts	Teaching, Cardiopulmonary Resuscitation (CPR), Scheduling	First Aid Cpr Aed, Driver's License, Certified Teacher
Health Specialties Teachers, Postsecondary	Teaching, Lesson Planning, Patient Care	Registered Nurse, Driver's License, Certified Teacher
Education Administrators, Elementary and Secondary School	Teaching, Budgeting, Scheduling	Certified Teacher, Driver's License, First Aid Cpr Aed

Occupation	Top Requested Skills	Top Requested Certifications
Educational, Guidance, School, and Vocational Counselors	Customer Service, Scheduling, Teaching	Driver's License, School Counselor, Counseling Certification
Instructional Coordinators	Teaching, Scheduling, Curriculum Development	Certified Teacher, Driver's License, Teachers of English To Speakers of Other Languages (TESOL)
Preschool Teachers, Except Special Education	Teaching, Child Care, Cardiopulmonary Resuscitation (CPR), Early Childhood Education	Child Development Associate (CDA), First Aid Cpr Aed, Certified Teacher
Business Operations Specialists, All Other	E-Commerce, Customer Service, Change Management	Driver's License, Certified Information Systems Security Professional (CISSP)
Vocational Education Teachers, Postsecondary	Teaching, Lesson Planning, Scheduling	Driver's License, First Aid Cpr Aed, Certified Teacher
Speech-Language Pathologists	Speech Language Pathology, Pathology, Treatment Planning, Speech Therapy	American Speech Language Hearing Association (ASHA) Certification, Driver's License, First Aid Cpr Aed
Business Teachers, Postsecondary	Teaching, Business Administration, Business Management	Certified Teacher, Project Management Certification, Project Management Professional (PMP)
Education Administrators, Postsecondary	Budgeting, Teaching, Scheduling	Driver's License, Certified Teacher, First Aid Cpr Aed
Registered Nurses	Patient Care, Treatment Planning, Advanced Cardiac life Support (ACLS)	Registered Nurse, Advanced Cardiac Life Support (ACLS) Certification, Basic Life Saving (BLS)

Occupation	Top Requested Skills	Top Requested Certifications
Computer User Support Specialists	Technical Support, Customer Service, Repair, Help Desk Support	Driver's License, Certified A+ Technician, IT Infrastructure Library (ITIL) Certification
General and Operations Managers	Budgeting, Operations Management, Scheduling	Drivers License, Project Management Certification, Registered Nurse
Special Education Teachers, Middle School	Teaching, Special Education, Lesson Planning	Certified Teacher, Teachers of English To Speakers of Other Languages (TESOL), Drivers License
Librarians	Teaching, Budgeting, Customer Service	Driver's License, Librarian Certification, Certified Teacher
Accountants and Auditors	Accounting, Account Reconciliation, General Ledger	Certified Public Accountant (CPA), Certified Information Systems Auditor (CISA), Driver's License
English Language and Literature Teachers, Postsecondary	Teaching, Tutoring, Scheduling	Driver's License, Certified Teacher, Teachers of English To Speakers of Other Languages (TESOL)
Engineering Teachers, Postsecondary	Teaching, Civil Engineering, Academic Advisement	American Board for Engineering and Technology (ABET) Accredited, Licensed Professional Engineer, Driver's License

238 **SOURCE:** Burning Glass Labor Insights, 2021.

239 **F. Transportation and Warehousing**

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

243 In the first quarter of 2021 employment in the Transportation and Warehousing
 244 industry in Texas was 603,074, up 19.5 percent from the same quarter in 2016.

245 The Transportation and Warehousing industry in Texas has seen increasing
 246 employment in the last five years. The occupation with the highest employment in
 247 this industry is Heavy and Tractor-Trailer Truck Drivers. Which has over 100,000
 248 jobs currently and is expected to add over 18,000 jobs by 2028.

249 As the economy grows, both businesses and consumers typically buy more goods;
 250 those goods must be moved, stored, and distributed on their way to consumers'
 251 homes.

252 This warehousing of goods has driven up demand for workers in this sector and is
 253 expected to continue as Texas continues to bolster its transportation
 254 infrastructures. Employment in warehousing increased to new highs over the course
 255 of the pandemic. This industry has thrived in the current environment due to
 256 increased demand in online deliveries. According to the United States Census
 257 Bureau e-commerce as a percent of retail sales was 11.4 percent in Q1 2020 and
 258 peaked in Q2 2020 at 15.7 percent in the United States.

259 The occupations within Transportation and Warehousing that are projected to add
 260 the most jobs and grow at the fastest rates from 2018 to 2028 are listed below.
 261 Airline Pilots, Copilots and Flight Engineers specifically make considerably more
 262 than the median salary at \$178,345.

Occupation Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Median Wage 2020
Heavy and Tractor-Trailer Truck Drivers	102,488	120,894	18,406	18.0	\$46,875
Light Truck or Delivery Services Drivers	23,336	27,169	3,833	16.4	\$50,318

Occupation Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Median Wage 2020
First-line supervisors of transportation and material moving workers, except aircraft cargo handling supervisors	13,614	15,638	2,024	14.9	\$57,510
Flight Attendants	15,468	17,230	1,762	11.4	\$62,907
Bus and Truck Mechanics and Diesel Engine Specialists	7,982	9,258	1,276	16.0	\$48,858
General and Operations Managers	6,536	7,676	1,140	17.4	\$99,162
Aircraft Mechanics and Service Technicians	10,654	11,612	958	9.0	\$77,359
Sales Representatives, Services, All Other	5,523	6,416	893	16.2	\$58,743
Reservation and Transportation Ticket Agents and Travel Clerks	12,605	13,452	847	6.7	\$58,032
Petroleum Pump System Operators, Refinery Operators, and Gaugers	2,562	3,358	796	31.1	\$82,163

Occupation Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Median Wage 2020
Maintenance and Repair Workers, General	4,578	5,294	716	15.6	\$51,453
Production, Planning, and Expediting Clerks	3,514	4,054	540	15.4	\$49,148
Airline Pilots, Copilots, and Flight Engineers	9,200	9,737	537	5.8	\$178,345
Transportation, Storage, and Distribution Managers	3,220	3,740	520	16.1	\$93,388
First-Line Supervisors of Mechanics, Installers, and Repairers	2,810	3,233	423	15.1	\$76,389
Accountants and Auditors	2,466	2,886	420	17.0	\$69,962
Heavy and Tractor-Trailer Truck Drivers	102,488	120,894	18,406	18.0	\$46,875
Light Truck or Delivery Services Drivers	23,336	27,169	3,833	16.4	\$50,318
First-line supervisors of transportation and material moving workers, except aircraft cargo handling supervisors	13,614	15,638	2,024	14.9	\$57,510

263 **SOURCE:** Occupational Projections 2018-2028, Occupational Employment and
 264 Wage Statistics 2020

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

Occupation	Education	Training	Experience	STEM
Heavy and Tractor-Trailer Truck Drivers	Postsecondary nondegree award	Short-term on-the-job training	None	No
Light Truck or Delivery Services Drivers	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	Information not available	Information not available	Information not available	No
Flight Attendants	High school diploma or equivalent	Moderate-term on-the-job training	Less than 5 years	No
Bus and Truck Mechanics and Diesel Engine Specialists	High school diploma or equivalent	Long-term on-the-job training	None	No
General and Operations Managers	Bachelor's degree	None	5 years or more	No
Aircraft Mechanics and Service Technicians	Postsecondary nondegree award	None	None	No
Sales Representatives, Services, All Other	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Reservation and Transportation Ticket Agents and Travel Clerks	High school diploma or equivalent	Short-term on-the-job training	None	No
Petroleum Pump System Operators, Refinery Operators, and Gaugers	High school diploma or equivalent	Moderate-term on-the-job training	None	No

Occupation	Education	Training	Experience	STEM
Maintenance and Repair Workers, General	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Production, Planning, and Expediting Clerks	High school diploma or equivalent	Moderate-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
Transportation, Storage, and Distribution Managers	High school diploma or equivalent	None	5 years or more	No
First-Line Supervisors of Mechanics, Installers, and Repairers	High school diploma or equivalent	None	Less than 5 years	No
Accountants and Auditors	Bachelor's degree	None	None	Yes

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

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

Occupation	Top Requested Skills	Top Requested Certifications
Heavy and Tractor-Trailer Truck Drivers	Commercial Driving, HAZMAT, Truck Driving	CDL Class A, Driver's License, CDL Class B
Maintenance and Repair Workers, General	Repair, Plumbing, HVAC	Driver's License, Environmental Protection Agency Certification, Certified Pool/Spa Operator
General and Operations Managers	Budgeting, Operations Management, Scheduling	Driver's License, Project Management Certification, Registered Nurse

Occupation	Top Requested Skills	Top Requested Certifications
Light Truck or Delivery Services Drivers	Customer Service, Commercial Driving, Repair	Driver's License, CDL Class A, CDL Class B
Accountants and Auditors	Accounting, Accounting Reconciliation, Internal Auditing	Certified Public Accountant (CPA), Certified Information Systems Auditor (CISA), Driver's License
First-Line Supervisors of Mechanics, Installers, and Repairers	Repair, Scheduling, Budgeting	Driver's License, Environmental Protection Agency Certification, Certified Pool/Spa Operator
Sales Representatives, Services, All Other	Sales, Customer Service, Prospective Clients	Driver's License, Insurance Agent Certification, Property and Casualty License
Production, Planning, and Expediting Clerks	Scheduling, Logistics, Customer Service	Driver's License, Security Clearance, OSHA Forklift Certification
Bus and Truck Mechanics and Diesel Engine Specialists	Repair, Predictive / Preventative Maintenance, Electrical Systems	Driver's License, Automotive Service Excellence (ASE) Certification
Storage and Distribution Managers	Warehouse Management, Logistics, Scheduling	Driver's License, OSHA Forklift Certification, Security Clearance
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	Scheduling, Budgeting, Repair	Driver's License, OSHA Forklift Certification, CDL Class A
Aircraft Mechanics and Service Technicians	Repair, Aircraft Maintenance, Hand Tools	Driver's License, Security Clearance, Airframe and Powerplant (A and P) Certification

Occupation	Top Requested Skills	Top Requested Certifications
Reservation and Transportation Ticket Agents and Travel Clerks	Customer Service, Sales, Cleaning	Driver's License, Security Clearance, Licensed Professional Engineer
Airline Pilots, Copilots, and Flight Engineers	Federal Aviation Regulations, Scheduling, Customer Service	Driver's License, Airline Transport Pilot License, Security Clearance
Petroleum Pump System Operators, Refinery Operators, and Gaugers	Personal Protective Equipment (PPE), Post Trip Inspections, Crane Operation	Driver's License, CDL Class B, CDL Class A
Flight Attendants	Customer Service, Scheduling, Customer Contact	Certified Outpatient Coding (COC), Driver's License, Airline Transport Pilot License

272 **SOURCE:** Burning Glass Labor Insights, 2021.

273 **G. Mining, Quarrying, and Oil and Gas**
 274 **Extraction**

275 In the last five years, demand for Mining, Quarrying, and Oil and Gas Extraction
 276 industry workers in Texas has varied, based on Quarterly Census of Employment
 277 and Wages. This data is for NAICS code 21.

278 The annual average number of jobs in the industry steadily increased in the years
 279 leading up to 2020. Not seasonally adjusted Current Employment Statistics data
 280 show that the number of jobs increased from 212,000 in 2016 to 248,000 in 2019,
 281 a 17 percent increase.

282 The price of West Texas Intermediate crude decreasing amid international oil price
 283 wars going into 2020, followed by economic shutdowns due to COVID-19, led to
 284 sharp declines in Texas’ seasonally adjusted Mining and Logging employment. The
 285 job count reached its lowest point in September 2020 at 169,500, but has since
 286 increased to 194,000 as of August 2021. Despite the recent downturn, the number
 287 of jobs in the industry is projected to increase through the next decade with the
 288 projected employment in 2028 at 276,000.

289 The occupations within the Mining, Quarrying, and Oil and Gas Extraction industry
 290 that are projected to add the most jobs are listed below, all of which are above the
 291 2020 Texas median wage of \$39,637. Petroleum Engineers make considerably more
 292 than the median salary at \$133,124 annually.

Occupation Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Median Wage 2020
Service Unit Operators, Oil, Gas, and Mining	21,924	26,273	4,349	19.8	\$43,926
Heavy and Tractor-Trailer Truck Drivers	13,593	16,055	2,462	18.1	\$46,593
Rotary Drill Operators, Oil and Gas	6,839	8,224	1,385	20.3	\$57,395
Derrick Operators, Oil and Gas	5,847	7,052	1,205	20.6	\$46,744
Petroleum Engineers	8,855	9,520	665	7.5	\$133,124

Occupation Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Median Wage 2020
Geological and Petroleum Technicians	3,803	4,220	417	11.0	\$39,899
Wellhead Pumpers	6,608	6,900	292	4.4	\$62,427
Bus and Truck Mechanics and Diesel Engine Specialists	1,166	1,421	255	21.9	\$48,276
Control and Valve Installers and Repairers, Except Mechanical Door	1,330	1,575	245	18.4	\$46,420
Pump Operators, Except Wellhead Pumpers	1,151	1,378	227	19.7	\$50,797

293 **SOURCE:** Occupational Projections 2018-2028, Occupational Employment and
294 Wage Statistics 2020

295 There is a mix of educational requirements associated with the listed occupations.
296 Three out of the ten occupations require no formal education, while one requires a
297 bachelor's degree. The following table contains the educational and training
298 requirements for these high-growth occupations.

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

Occupation	Education	Training	Experience	STEM
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
Geological and Petroleum Technicians	Associate's degree	Moderate-term on-the-job training	None	Yes
Wellhead Pumpers	High school diploma or equivalent	Moderate-term on-the-job training	Less than 5 years	No
Bus and Truck Mechanics and Diesel Engine Specialists	High school diploma or equivalent	Long-term on-the-job training	None	No
Control and Valve Installers and Repairers, Except Mechanical Door	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Pump Operators, Except Wellhead Pumpers	High school diploma or equivalent	Moderate-term on-the-job training	None	No

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

301 The following table shows the hard skills and certifications associated with the high
302 growth occupations within this industry. The most requested skill for these
303 occupations was repair while the most requested certification was a driver's license.

Occupation	Top Requested Skills	Top Requested Certifications
Service Unit Operators, Oil, Gas, and Mining	Repair, Energy Services, Calculation	Driver's License, CDL Class A, CDL Class B
Heavy and Tractor-Trailer Truck Drivers	Commercial Driving, HAZMAT, Truck Driving	CDL Class A, Driver's License, CDL Class B

Occupation	Top Requested Skills	Top Requested Certifications
Rotary Drill Operators, Oil and Gas	Repair, Energy Services, Hydraulic Jacks	Driver's License, CDL Class B, CDL Class A
Derrick Operators, Oil and Gas	Workover, Fall Protection, Forklift Operation	Driver's License, CDL Class A
Petroleum Engineers	Budgeting, Repair, Scheduling	Driver's License, Licensed Professional Engineer, American Board for Engineering and Technology (ABET) Accredited
Geological and Petroleum Technicians	Repair, Materials Testing, Customer Service	Driver's License, Real Estate Certification, American Concrete Institute (ACI)
Wellhead Pumpers	Repair, Gas Lift, Cost Control	Driver's License, CDL Class A, Cdl Class B
Bus and Truck Mechanics and Diesel Engine Specialists	Repair, Predictive / Preventative Maintenance, Electrical Systems	Driver's License, Automotive Service Excellence (ASE) Certification, CDL Class A
Control and Valve Installers and Repairers, Except Mechanical Door	Repair, Calibration, Predictive / Preventative Maintenance	Driver's License, Electrician Certification, CDL Class A
Pump Operators, Except Wellhead Pumpers	Repair, Personal Protective Equipment (PPE), Commercial Driving	Driver's License, CDL Class A, Cdl Class B

304 **SOURCE:** Burning Glass Labor Insights, 2021.

305 **H. Utilities**

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

309 In the first quarter of 2021, the number of workers with Utilities employers in Texas
 310 was 84,312, up 4.4 percent from the same quarter in 2016. When looking at not
 311 seasonally adjusted Current Employment Statistics data the industry shows a 0.4
 312 percent increase in demand for utilities workers in the last two years.

313 Continuing technological advances have changed the Utilities industry’s need for a
 314 more skilled worker. Meanwhile, the Utilities industry has been dominated by “Baby
 315 Boomer” workers, who are now starting to retire as part of “the Great Shift
 316 Change.” Those retirements come as economic growth and population increases in
 317 Texas are creating more demand for energy delivery. The result is increased
 318 demand for new and replacement workers for utility jobs, which mostly require
 319 years of training.

320 The occupations within Utilities employers that are projected to grow at the fastest
 321 rates from 2018 to 2028 are listed below. It should be noted that due to limited
 322 staffing in this industry, many of these occupations do not have numeric changes of
 323 at least 400 jobs.

Occupation Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Median Wage 2020
Electrical Power-Line Installers and Repairers	4,791	5,293	502	10.5	\$63,973
Industrial Machinery Mechanics	2,345	2,570	225	9.6	\$68,589
Wind Turbine Service Technicians	569	754	185	32.5	\$56,177
General and Operations Managers	1,173	1,338	165	14.1	\$119,770

Occupation Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Median Wage 2020
First-Line Supervisors of Mechanics, Installers, and Repairers	1,377	1,523	146	10.6	\$77,389
Control and Valve Installers and Repairers, Except Mechanical Door	1,061	1,206	145	13.7	\$53,810
Electrical Engineers	1,217	1,351	134	11.0	\$107,472
Electricians	1,257	1,379	122	9.7	\$65,081
Water and Wastewater Treatment Plant and System Operators	1,811	1,906	95	5.2	\$41,716
Market Research Analysts and Marketing Specialists	406	498	92	22.7	\$76,080
Service Unit Operators, Oil, Gas, and Mining	557	642	85	15.3	\$59,171
First-Line Supervisors of Production and Operating Workers	811	894	83	10.2	\$72,955
Electrical and Electronic Engineering Technicians	767	847	80	10.4	\$78,097

Occupation Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Median Wage 2020
Accountants and Auditors	649	725	76	11.7	\$77,328
Supervisors of Construction and Extraction Workers	517	592	75	14.5	\$68,199
Operating Engineers and Other Construction Equipment Operators	585	660	75	12.8	\$41,914
Financial Managers	309	381	72	23.3	\$145,676
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	745	808	63	8.5	\$71,060
Plumbers, Pipefitters, and Steamfitters	327	383	56	17.1	\$50,186
Management Analysts	491	541	50	10.2	\$93,140

324 **SOURCE:** Occupational Projections 2018-2028, Occupational Employment and
325 Wage Statistics 2020

326 Eleven out of 20 occupations listed below have an educational requirement of only a
327 High School Diploma or equivalent or less, seven of which offer wages of \$55,000
328 and higher. Six of the twenty occupations site a bachelor's degree for entry into the
329 position. All the occupations listed above in the Utilities Industry pay above Texas's
330 2020 Median Wage of \$39,637.

331 In this industry, Electrical Engineers are among the high growth STEM occupations,
 332 projecting double-digit growth rates from 2018-2028. These occupations typically
 333 require a bachelor's degree with an Average Annual Wage of \$107,472. The
 334 following table shows education and training requirements for high-growth Utilities
 335 occupations.

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

Occupation	Education	Training	Experience	STEM
Market Research Analysts and Marketing Specialists	Bachelor's degree	None	None	Yes
Service Unit Operators, Oil, Gas, and Mining	No formal educational credential	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
Electrical and Electronic Engineering Technicians	Associate's degree	None	None	Yes
Accountants and Auditors	Bachelor's degree	None	None	Yes
Supervisors of Construction and Extraction Workers	High school diploma or equivalent	None	5 years or more	No
Operating Engineers and Other Construction Equipment Operators	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Financial Managers	Bachelor's degree	None	5 years or more	Yes
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	Postsecondary nondegree award	Moderate-term on-the-job training	Less than 5 years	No

Occupation	Education	Training	Experience	STEM
Plumbers, Pipefitters, and Steamfitters	High school diploma or equivalent	Apprenticeship	None	No
Management Analysts	Bachelor's degree	None	Less than 5 years	No

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

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

Occupation	Top Requested Skills	Top Requested Certifications
Electrical Power-Line Installers and Repairers	Telecommunications, Repair, Transformers	Driver's License, CDL Class A, First Aid Cpr Aed
Industrial Machinery Mechanics	Repair, Machinery, Predictive/Preventative Maintenance	Driver's License, CDL Class A, Automotive Service Excellence (ASE) Certification
Wind Turbine Service Technicians	Wind Turbines, Repair, Wind Power	Driver's License, First Aid Cpr Aed, Master Electrician License
General and Operations Managers	Budgeting, Operations Management, Scheduling	Driver's License, Project Management Certification, Registered Nurse
First-Line Supervisors of Mechanics, Installers, and Repairers	Repair, Scheduling, Budgeting	Driver's License, Environmental Protection Agency Certification, Certified Pool/Spa Operator
Control and Valve Installers and Repairers, Except Mechanical Door	Repair, Calibration, Predictive/Preventative Maintenance	Driver's License, Electrician Certification, Environmental Protection Agency
Electrical Engineers	Electrical Engineering, Project Management, Scheduling	Security Clearance, Driver's License, Licensed Professional Engineer

Occupation	Top Requested Skills	Top Requested Certifications
Electricians	Electrical Work, Repair, Electrical Systems	Driver's License, Electrician Certification, Master Electrician License
Water and Wastewater Treatment Plant and System Operators	Repair, Wastewater Treatment, Water Treatment	Driver's License, Wastewater Treatment Plant Operator, CDL Class D
Market Research Analysts and Marketing Specialists	Marketing, Social Media, Digital Marketing	Driver's License, Certified Public Accountant (CPA), Life and Health Insurance License
Service Unit Operators, Oil, Gas, and Mining	Repair, Energy Services, Calculation	Driver's License, CDL Class A, Cdl Class B
First-Line Supervisors of Production and Operating Workers	Scheduling, Supervisory Skills, Budgeting	Driver's License, OSHA Forklift Certification, Six Sigma Certification
Electrical and Electronic Engineering Technicians	Repair, Electronics Industry Knowledge, Test Equipment	Driver's License, Electrician Certification, Security Clearance
Accountants and Auditors	Accounting, Account Reconciliation, General Ledger	Certified Public Accountant (CPA), Certified Information Systems Auditor (CISA), Driver's License
Supervisors of Construction and Extraction Workers	Scheduling, Construction Management, Budgeting	Driver's License, CDL Class A, Electrician Certification
Operating Engineers and Other Construction Equipment Operators	Equipment Operation, Heavy Equipment, Repair	Driver's License, CDL Class A, EPA CFC/HCFC Certification
Financial Managers	Accounting, Budgeting, Finance	Certified Public Accountant (CPA), Driver's License, Financial Accounting Standards Board (FASB)

Occupation	Top Requested Skills	Top Requested Certifications
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	Repair, Transformers, Test Equipment	Driver's License, CDL Class A, Occupational Safety and Health Administration Certification
Plumbers, Pipefitters, and Steamfitters	Plumbing, Repair, Plumbing Systems	Driver's License, Plumbing Certification, Plumbing License
Management Analysts	Business Analysis, Project Management, Business Process	Project Management Certification, Driver's License, Security Clearance

340 **SOURCE:** Burning Glass Labor Insights, 2021.

341 **I. Wholesale Trade**

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

345 In the first quarter of 2021, the number of workers with Wholesale Trade employers
 346 in Texas was 573,610, down 0.9 percent from the same quarter in 2016.

347 The wholesale trade industry has experienced rising demand for workers due to a
 348 recovering economy in Texas and across North America. The companies in this
 349 sector have sought to take advantage of this population and economic expansion by
 350 putting more sales professionals into the field while also trying to fill management
 351 positions that have been staffed by Baby Boomer supervisors who are set to retire.

352 As of 2018, the 20 most in-demand occupations in the Wholesale Industry
 353 employed over 228,500 people and is expected to grow another 35,520 by 2028.
 354 All twenty of the occupations listed pay Median Annual Wages above the state
 355 Median of \$39,637 according to 2020 data.

356 The occupations within the Wholesale Trade industry that are projected to add the
 357 most jobs from 2018 to 2028 are listed below.

Occupation Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Median Wage 2020
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	76,957	88,792	11,835	15.4	\$61,744
Heavy and Tractor-Trailer Truck Drivers	27,784	32,174	4,390	15.8	\$46,809
General and Operations Managers	19,573	22,544	2,971	15.2	\$98,891

Occupation Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Median Wage 2020
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	19,032	21,934	2,902	15.2	\$81,158
Mobile Heavy Equipment Mechanics, Except Engines	7,265	8,413	1,148	15.8	\$54,234
Sales Managers	7,508	8,642	1,134	15.1	\$133,692
First-line supervisors of transportation and material moving workers, except aircraft cargo handling supervisors	7,595	8,713	1,118	14.7	\$55,661
Software Developers, Applications	4,297	5,401	1,104	25.7	\$111,924
First-Line Supervisors of Non-Retail Sales Workers	7,231	8,320	1,089	15.1	\$74,842
Bus and Truck Mechanics and Diesel Engine Specialists	5,305	6,247	942	17.8	\$53,598
Computer User Support Specialists	6,051	6,926	875	14.5	\$47,449

Occupation Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Median Wage 2020
Market Research Analysts and Marketing Specialists	3,293	4,147	854	25.9	\$65,582
Accountants	4,951	5,705	754	15.2	\$72,812
Sales Engineers	4,762	5,499	737	15.5	\$116,788
Production, Planning, and Expediting Clerks	4,776	5,503	727	15.2	\$47,184
Industrial Machinery Mechanics	4,250	4,944	694	16.3	\$56,752
Financial Managers, Branch or Department	2,295	2,910	615	26.8	\$141,483
Maintenance and Repair Workers, General	4,041	4,652	611	15.1	\$41,796
Computer, Automated Teller, and Office Machine Repairers	3,803	4,333	530	13.9	\$40,081
First-Line Supervisors of Office and Administrative Support Workers	7,757	8,253	496	6.4	\$59,076

358 **SOURCE:** Occupational Projections 2018-2028, Occupational Employment and
359 Wage Statistics 2020

360 Two of the 20 occupations listed, Software Developers, Applications and
 361 Accountants, are STEM occupations with high demand employing over 4,200
 362 workers as of 2018. These occupations typically require a bachelor's degree, pay
 363 well over the 2020 Median Annual Wage in Texas and are expected to grow about
 364 23 percent each by 2028. The following table shows education and training
 365 requirements for high-growth Wholesale Trade occupations.

Occupation	Education	Training	Experience	STEM
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Heavy and Tractor-Trailer Truck Drivers	Postsecondary nondegree award	Short-term on-the-job training	None	No
General and Operations Managers	Bachelor's degree	None	5 years or more	No
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	Bachelor's degree	Moderate-term on-the-job training	None	No
Mobile Heavy Equipment Mechanics, Except Engines	High school diploma or equivalent	Long-term on-the-job training	None	No
Sales Managers	Bachelor's degree	None	Less than 5 years	No
First-line supervisors of transportation and material moving workers, except aircraft cargo handling supervisors	Information not available	Information not available	Information not available	No
Software Developers, Applications	Bachelor's degree	None	None	Yes
First-Line Supervisors of Non-Retail Sales Workers	High school diploma or equivalent	None	Less than 5 years	No

Occupation	Education	Training	Experience	STEM
Bus and Truck Mechanics and Diesel Engine Specialists	High school diploma or equivalent	Long-term on-the-job training	None	No
Computer User Support Specialists	Some college, no degree	None	None	No
Market Research Analysts and Marketing Specialists	Bachelor's degree	None	None	Yes
Accountants	Bachelor's degree	None	None	Yes
Sales Engineers	Bachelor's degree	Moderate-term on-the-job training	None	No
Production, Planning, and Expediting Clerks	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Industrial Machinery Mechanics	High school diploma or equivalent	Long-term on-the-job training	None	No
Financial Managers, Branch or Department	Bachelor's degree	None	5 years or more	Yes
Maintenance and Repair Workers, General	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Computer, Automated Teller, and Office Machine Repairers	Some college, no degree	Short-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

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

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

Occupation	Top Requested Skills	Top Requested Certifications
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	Sales, Customer Service, Outside Sales, Customer Accounts	Driver's License, ServSafe, Certified Pharmacy Technician
Heavy and Tractor-Trailer Truck Drivers	Commercial Driving, Post Trip Inspections, Customer Service, Product Sales	CDL Class A, Driver's License, Cdl Class B
General and Operations Managers	Budgeting, Operations Management, Business Planning, Scheduling	Driver's License, OSHA Forklift Certification, IT Infrastructure Library (ITIL) Certification
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	Sales, Customer Service, Articulating Value Propositions, Competitive Analysis	Driver's License, Conflict Resolution
Mobile Heavy Equipment Mechanics, Except Engines	Repair, Equipment Moving, Forklift Operation, Schematics Reading	Driver's License, CDL Class A
Sales Managers	Sales, Sales Management, Customer Service, Budgeting	Driver's License, Six Sigma Green Belt Certification, Six Sigma Certification
First-line supervisors of transportation and material moving workers, except aircraft cargo handling supervisors	Scheduling, Occupational Health and Safety, Repair	Driver's License, CDL Class A, OSHA Forklift Certification
Software Developers, Applications	Software Development, Java, SQL	Software Development, Java, JavaScript

Occupation	Top Requested Skills	Top Requested Certifications
First-Line Supervisors of Non-Retail Sales Workers	Sales, Customer Service, Key Performance Indicators (KPIs), Sales Leadership	Global Food Safety Initiative (GFSI), Auditor Certification, Driver's License
Bus and Truck Mechanics and Diesel Engine Specialists	Repair, Hand Tools, Occupational Health and Safety, Welding	Driver's License, Automotive Service Excellence (ASE) Certification, Brake Inspector Certification
Computer User Support Specialists	Technical Support, Help Desk Support, Customer Service	Driver's License, IT Infrastructure Library (ITIL) Certification, ITIL Foundation
Market Research Analysts and Marketing Specialists	Marketing, Project Management, Sales, Merchandising	Driver's License, Certified Pharmacy Technician, Certified Information Privacy Professional (CIPP)
Accountants	Accounting, Generally Accepted Accounting Principles (GAAP), Balance Sheet, SAP	Certified Public Accountant (CPA), Certified Information Systems Auditor (CISA), Institute of Internal Auditors (IIA)
Sales Engineers	Sales, Sales Engineering, Technical Sales	Driver's License, Certified Information Systems Security Professional (CISSP), Cisco Certified Network Associate (CCNA)
Production, Planning, and Expediting Clerks	Customer Service, Scheduling, Inventory Management, Logistics	Driver's License, Project Management Certification, OSHA Forklift Certification
Industrial Machinery Mechanics	Repair, Predictive / Preventative Maintenance, Machinery, Welding	Driver's License, Electrical Certification, Cdl Class B

Occupation	Top Requested Skills	Top Requested Certifications
Financial Managers, Branch or Department	Accounting, SAP, Finance, Budgeting	Certified Public Accountant (CPA), Driver's License, Project Management Certification
Maintenance and Repair Workers, General	Repair, Cleaning, Plumbing, Welding	Driver's License, CDL Class A, Windows Certification
Computer, Automated Teller, and Office Machine Repairers	Repair, Customer Service, Cleaning	Driver's License, Security Clearance, Series 9
First-Line Supervisors of Office and Administrative Support Workers	Customer Service, Process Improvement, Accounting, Scheduling	Certified Payroll Professional (CPP), Driver's License, Certified Protection Professional (CPP)

370 **SOURCE:** Burning Glass Labor Insights, 2021.

371 **J. Retail Trade**

372 Due to growing competition from online shopping, in the last five years, demand for
 373 Retail Trade workers in Texas has only marginally increased, according to the
 374 Quarterly Census of Employment and Wages program. This data is for NAICS codes
 375 44-45.

376 In the first quarter of 2021, the number of workers in the Retail Trade industry in
 377 Texas was 1.3 million, up three-tenths of a percentage point from the same quarter
 378 in 2016. Population growth across most of Texas, coupled with a strong economy,
 379 has pushed up demand for retail goods. Retail Trade companies have been adding
 380 workers across the board from salespeople to stocking clerks to drivers to
 381 managers.

382 The occupations within retail trade employers that are projected to add the most
 383 jobs from 2018 to 2028 are listed below.

Occupation Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Median Wage 2020
First-Line Supervisors of Retail Sales Workers	87,571	97,048	9,477	10.8	\$41,157
General and Operations Managers	22,356	25,248	2,892	12.9	\$76,510
Automotive Service Technicians and Mechanics	25,217	27,750	2,533	10.0	\$48,067
First-Line Supervisors of Mechanics, Installers, and Repairers	5,456	6,261	805	14.8	\$54,227
First-Line Supervisors of Office and Administrative Support Workers	14,572	15,307	735	5.0	\$41,116
Pharmacists	11,678	12,406	728	6.2	\$130,062

Occupation Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Median Wage 2020
Sales Managers	3,865	4,405	540	14.0	\$115,512
Heavy and Tractor-Trailer Truck Drivers	3,651	4,142	491	13.4	\$39,873
Automotive Body and Related Repairers	3,137	3,616	479	15.3	\$42,272
Securities, Commodities, and Financial Services Sales Agents	3,024	3,498	474	15.7	\$76,975
Accountants and Auditors	2,035	2,339	304	14.9	\$69,775
Bus and Truck Mechanics and Diesel Engine Specialists	1,853	2,101	248	13.4	\$47,140
First-Line Supervisors of Production and Operating Workers	1,546	1,778	232	15.0	\$47,631
Financial Managers	804	1,035	231	28.7	\$131,205
Motorcycle Mechanics	1,076	1,278	202	18.8	\$41,470
Computer User Support Specialists	1,093	1,281	188	17.2	\$42,469
Public Relations Specialists	996	1,183	187	18.8	\$53,136

Occupation Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Median Wage 2020
Market Research Analysts and Marketing Specialists	558	733	175	31.4	\$65,427
Business Operations Specialists, All Other	1,303	1,467	164	12.6	\$59,902
Graphic Designers	1,133	1,292	159	14.0	\$55,789

384 **SOURCE:** Occupational Projections 2018-2028, Occupational Employment and
385 Wage Statistics 2020

386 Of the top 20 high demand occupations, ten have projected growth above 400 and
387 combined, are projected to grow by over 19,000 jobs by 2028.

388 Four of the top 20 high demand occupations are STEM occupations. These are
389 Pharmacists, Accountants and Auditors, Financial Managers, and Market Research
390 Analysts and Marketing. The Average Annual Wage in 2020 for Financial Managers
391 was \$131,205, the highest of the top 20 occupations. A close second was
392 Pharmacists whose Average Annual Wage in 2020 was \$130,062. Financial
393 Managers are projected to grow an estimated 28.7 percent by 2028 with an
394 increase of over 200 in employment for the same period. Financial Managers
395 require a Bachelor's degree. The following table shows education and training
396 requirements for high-growth Retail Trade occupations.

Occupation	Education	Training	Experience	STEM
First-Line Supervisors of Retail Sales Workers	High school diploma or equivalent	None	Less than 5 years	No
General and Operations Managers	Bachelor's degree	None	5 years or more	No

Occupation	Education	Training	Experience	STEM
Automotive Service Technicians and Mechanics	Postsecondary nondegree award	Short-term on-the-job training	None	No
First-Line Supervisors of Mechanics, Installers, and Repairers	High school diploma or equivalent	None	Less than 5 years	No
First-Line Supervisors of Office and Administrative Support Workers	High school diploma or equivalent	None	Less than 5 years	No
Pharmacists	Doctoral or professional degree	None	None	Yes
Sales Managers	Bachelor's degree	None	Less than 5 years	No
Heavy and Tractor-Trailer Truck Drivers	Postsecondary nondegree award	Short-term on-the-job training	None	No
Automotive Body and Related Repairers	High school diploma or equivalent	Long-term on-the-job training	None	No
Securities, Commodities, and Financial Services Sales Agents	Bachelor's degree	Moderate-term on-the-job training	None	No
Accountants and Auditors	Bachelor's degree	None	None	Yes
Bus and Truck Mechanics and Diesel Engine Specialists	High school diploma or equivalent	Long-term on-the-job training	None	No

Occupation	Education	Training	Experience	STEM
First-Line Supervisors of Production and Operating Workers	High school diploma or equivalent	None	Less than 5 years	No
Financial Managers	Bachelor's degree	None	5 years or more	Yes
Motorcycle Mechanics	Postsecondary nondegree award	Short-term on-the-job training	None	No
Computer User Support Specialists	Some college, no degree	None	None	No
Public Relations Specialists	Bachelor's degree	None	None	No
Market Research Analysts and Marketing Specialists	Bachelor's degree	None	None	Yes
Business Operations Specialists, All Other	Bachelor's degree	None	None	No
Graphic Designers	Bachelor's degree	None	None	No

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

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

Occupation	Top Requested Skills	Top Requested Certifications
First-Line Supervisors of Retail Sales Workers	Retail Industry Knowledge, Store Management, Customer Service	Driver's License, Pharmacy Technician Certification Board (PTCB), Food Handler Certification
General and Operations Managers	Budgeting, Operations Management, Scheduling	Driver's License, Project Management Certification, Registered Nurse
Automotive Service Technicians and Mechanics	Repair, Auto Repair, Automotive Services Industry Knowledge	Driver's License, Automotive Service Excellence (ASE), Epa 609
First-Line Supervisors of Mechanics, Installers, and Repairers	Repair, Scheduling, Budgeting	Driver's License, Environmental Protection Agency Certification, Certified Pool/Spa Operator
First-Line Supervisors of Office and Administrative Support Workers	Customer Service, Scheduling, Office Management	Driver's License, Project Management Certification, Certified Payroll Professional (CPP_
Pharmacists	Patient Safety, Personnel Management, Management of Patient	Pharmacist License, American Council of Pharmaceutical Education (ACPE), Project Management Certification
Sales Managers	Sales, Sales Management, Business Development	Driver's License, Insurance License, Insurance Agent Certification
Heavy and Tractor-Trailer Truck Drivers	Commercial Driving, HAZMAT, Truck Driving	CDL Class A, Driver's License, Cdl Class B

Occupation	Top Requested Skills	Top Requested Certifications
Automotive Body and Related Repairers	Repair, Auto Repair, Welding	Driver's License, I-Car, Automotive Service Excellence (ASE) Certification
Securities, Commodities, and Financial Services Sales Agents	Customer Service, Product Sales, Sales	Series 6, Mortgage License, Series 7
Accountants and Auditors	Accounting, Account Reconciliation, General Ledger	Certified Public Accountant (CPA), Certified Information Systems Auditor (CISA), Driver's License
Bus and Truck Mechanics and Diesel Engine Specialists	Repair, Predictive/Preventative Maintenance, Electrical Systems	Driver's License, Automotive Service Excellence (ASE) Certification, CDL Class A
First-Line Supervisors of Production and Operating Workers	Scheduling, Supervisory Skills, Budgeting	Driver's License, OSHA Forklift Certification, Six Sigma Certification
Financial Managers	Accounting, Budgeting, Finance	Certified Public Accountant (CPA), Driver's License, Financial Accounting Standards Boards (FASB)
Motorcycle Mechanics	Repair, Cleaning, Electrical Systems	Driver's License, Security Clearance
Computer User Support Specialists	Technical Support, Customer Service, Repair	Driver's License, Certified A+ Technician, IT Infrastructure Library (ITIL) Certification
Public Relations Specialists	Social Media, Journalism, Project Management	Driver's License, Security Clearance, Adjuster License

Occupation	Top Requested Skills	Top Requested Certifications
Market Research Analysts and Marketing Specialists	Marketing, Social Media, Digital Marketing	Driver's License, Certified Public Accountant (CPA), Property and Casualty License
Business Operations Specialists, All Other	Security Management Specialists, Energy Auditors, Business Operations Specialists, All Other	Driver's License, IT Infrastructure Library (ITIL) Certification, Police Officer
Graphic Designers	Graphic Design, Adobe Photoshop, Adobe Indesign	Driver's License, Security Clearance, Certified Teacher

401 **SOURCE:** Burning Glass Labor Insights, 2021.

402 **K. Finance and Insurance**

403 In the last five years, demand for Finance and Insurance industry workers in Texas
 404 rose, according to the Quarterly Census of Employment and Wages.

405 This data is for NAICS code 52.

406 In the first quarter of 2021, the number of workers with Finance and Insurance
 407 industry employers in Texas was 571,313, up 12.1 percent from the same quarter
 408 in 2016. Following the economic downturn of 2008-2009, the Finance and
 409 Insurance sector has rebounded in Texas with rising demand for workers who
 410 interact with customers as well as back-office workers.

411 The occupations within the Finance and Insurance industry that are projected to
 412 add the most jobs and grow at the fastest rates from 2018 to 2028 are listed
 413 below. Seventeen of the 20 occupations shown made well above the Median 2018
 414 annual Texas wage of \$39,637.

Occupation Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Median Wage 2020
Sales Agents, Securities and Commodities	39,491	47,151	7,660	19.4	\$57,435
Loan Interviewers and Clerks	21,077	25,096	4,019	19.1	\$40,852
Loan Officers	17,413	20,776	3,363	19.3	\$69,113
Financial Managers, Branch or Department	8,965	11,658	2,693	30.0	\$121,512
First-Line Supervisors of Office and Administrative Support Workers	20,664	23,117	2,453	11.9	\$56,920
Software Developers, Applications	6,581	8,513	1,932	29.4	\$112,702

Occupation Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Median Wage 2020
Auditors	10,213	12,103	1,890	18.5	\$78,192
General and Operations Managers	8,918	10,619	1,701	19.1	\$121,159
Financial Analysts	8,477	10,104	1,627	19.2	\$77,468
Operations Research Analysts	4,045	5,493	1,448	35.8	\$82,912
Office Clerks, General	19,874	21,251	1,377	6.9	\$40,896
Business Operations Specialists, All Other	6,430	7,619	1,189	18.5	\$81,032
Market Research Analysts and Marketing Specialists	3,496	4,534	1,038	29.7	\$73,189
Brokerage Clerks	4,718	5,693	975	20.7	\$53,464
Management Analysts	5,352	6,294	942	17.6	\$80,830
Bookkeeping, Accounting, and Auditing Clerks	12,954	13,768	814	6.3	\$42,063
Regulatory Affairs Specialists	3,804	4,515	711	18.7	\$66,475

Occupation Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Median Wage 2020
Computer User Support Specialists	4,107	4,817	710	17.3	\$50,499
Computer Systems Analysts	5,092	5,784	692	13.6	\$96,158
Training and Development Specialists	3,568	4,188	620	17.4	\$65,141

415 **SOURCE:** Occupational Projections 2018-2028, Occupational Employment and
416 Wage Statistics 2020

417 Of the occupations listed, eight are identified as STEM occupations and all but one
418 require at least a Bachelor's Degree. Financial Managers, Software Developers and
419 Software Quality Assurance Analysts and Tester, Operations Research Analysts, and
420 Market Research Analysts and Marketing Specialists are projected to grow more
421 than 25 percent by 2028. The following table shows education and training
422 requirements for high-growth Finance and Insurance occupations.

Occupation	Education	Training	Experience	STEM
Sales Agents, Securities and Commodities	Bachelor's degree	Moderate-term on-the-job training	None	No
Loan Interviewers and Clerks	High school diploma or equivalent	Short-term on-the-job training	None	No
Loan Officers	Bachelor's degree	Moderate-term on-the-job training	None	Yes
Financial Managers, Branch or Department	Bachelor's degree	None	5 years or more	Yes
First-Line Supervisors of Office and Administrative Support Workers	High school diploma or equivalent	None	Less than 5 years	No

Occupation	Education	Training	Experience	STEM
Software Developers, Applications	Bachelor's degree	None	None	Yes
Auditors	Bachelor's degree	None	None	Yes
General and Operations Managers	Bachelor's degree	None	5 years or more	No
Financial Analysts	Bachelor's degree	None	None	No
Operations Research Analysts	Bachelor's degree	None	None	Yes
Office Clerks, General	High school diploma or equivalent	Short-term on-the-job training	None	No
Business Operations Specialists, All Other	Bachelor's degree	None	None	No
Market Research Analysts and Marketing Specialists	Bachelor's degree	None	None	Yes
Brokerage Clerks	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Management Analysts	Bachelor's degree	None	Less than 5 years	No
Bookkeeping, Accounting, and Auditing Clerks	Some college, no degree	Moderate-term on-the-job training	None	Yes
Regulatory Affairs Specialists	Bachelor's degree	Moderate-term on-the-job training	None	No
Computer User Support Specialists	Some college, no degree	None	None	No
Computer Systems Analysts	Bachelor's degree	None	None	Yes

Occupation	Education	Training	Experience	STEM
Training and Development Specialists	Bachelor's degree	None	Less than 5 years	No

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

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

Occupation	Top Requested Skills	Top Requested Certifications
Sales Agents, Securities and Commodities	Insurance Underwriting, Customer Service, Securities	Series 6, Mortgage License, Series 7
Loan Interviewers and Clerks	Loan Processing, Mortgage Lending, Mortgage Underwriting	Mortgage License, Driver's License, Certified Loan Officer
Loan Officers	Mortgage Lending, Mortgage Underwriting, Nationwide Mortgage Licensing System (NMLS)	Mortgage License, Certified Loan Officer, Driver's License
Financial Managers, Branch or Department	Customer Service, Budgeting, Accounting	Certified Public Accountant (CPA), Driver's License, Mortgage License
First-Line Supervisors of Office and Administrative Support Workers	Customer Service, Customer Contact, Office Management	Driver's License, Series 7, Insurance Agent Certification
Software Developers, Applications	Software Engineering, Java, Software Development	Certified Scrum Trainer (CST), IT Infrastructure Library (ITIL) Certification, Certified Information Systems Security Professional (CISSP)
Auditors	Internal Auditing, Audit Planning, Risk Assessment	Certified Public Accountant (CPA), Institute of Internal Auditors (IIA), Certified Information Systems Auditor (CISA)

Occupation	Top Requested Skills	Top Requested Certifications
General and Operations Managers	Budgeting, Project Management, Customer Service	Driver's License, Project Management Certification, Series 7
Financial Analysts	Financial Analysis, Accounting, Budgeting	Certified Public Accountant (CPA), Series 7, Driver's License
Operations Research Analysts	Operations Analysis, Project Management, SQL	Certified Scrum Trainer (CST), Driver's License, Series 7
Office Clerks, General	Customer Service, Customer Billing, Scheduling	Driver's License, Property and Casualty License, Life and Health Insurance License
Business Operations Specialists, All Other	Risk Management, Financial Services Industry Experience, Business Process	Certified Building Commissioning Professional, Project Management Certification, Project Management Professional (PMP)
Market Research Analysts and Marketing Specialists	Marketing, Social Media, Sales	Property and Casualty License, Life and Health Insurance License, Insurance License
Brokerage Clerks	Customer Service, Customer Contact, Securities	Series 7, Insurance License, Insurance Agent Certification
Management Analysts	Business Analysis, Project Management, Business Process	Series 7, Project Management Certification, Six Sigma Certification
Bookkeeping, Accounting, and Auditing Clerks	Accounting, Accounts Payable / Accounts Receivable, Customer Service	Driver's License, Certified Public Accountant (CPA), Security Clearance
Regulatory Affairs Specialists	Risk Management, Business Process, Risk Assessment	Certified Regulatory Compliance Manager (CRCM), Certified Fraud Examiner (CFE), Certified Anti Money Laundering

Occupation	Top Requested Skills	Top Requested Certifications
Computer User Support Specialists	Technical Support, Customer Service, Help Desk Support	IT Infrastructure Library (ITIL) Certification, Certified A+ Technician, Driver's License
Computer Systems Analysts	SQL, Project Management, Business Systems Analysis	IT Infrastructure Library (ITIL) Certification, Certified Information Systems Auditor (CISA), Certified Scrum Trainer (CST)
Training and Development Specialists	Training Programs, Training Materials, Sales	Driver's License, Call Center Certificate, Associate Business Continuity Professional

427 **SOURCE:** Burning Glass Labor Insights, 2021.

428 **L. Professional, Scientific, and Technical**
 429 **Services**

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

433 With the exception of the second quarter of 2020, the average quarterly
 434 employment has continued to experience positive growth since 2016. In the first
 435 quarter of 2021, the number of workers with Professional, Scientific, and Technical
 436 Services industry employers in Texas was 859,572, up 17.4 percent from the same
 437 quarter in 2016.

438 The ongoing shift to an American economy that focuses on services is seen in Texas
 439 with above-average employment growth in the Professional, Scientific, and
 440 Technical Services industry.

441 This professional services industry is also shifting to require workers with more
 442 education than in the past, which is creating training challenges.

443 The occupations within the Professional, Scientific, and Technical Services industry
 444 that are projected to add the most jobs and grow at the fastest rates from 2018 to
 445 2028 are listed below. All 20 occupations earn more than the 2020 Texas median
 446 wage of \$39,637.

Occupation Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Median Wage 2020
Software Developers, Applications	30,459	42,808	12,349	40.5	\$104,909
Accountants and Auditors	42,448	54,243	11,795	27.8	\$72,875
General and Operations Managers	22,539	29,725	7,186	31.9	\$124,537
Sales Representatives, Services, All Other	18,938	24,922	5,984	31.6	\$60,751
Lawyers	28,739	34,607	5,868	20.4	\$121,861

Occupation Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Median Wage 2020
Computer Systems Analysts	20,014	25,802	5,788	28.9	\$97,224
Management Analysts	12,724	18,381	5,657	44.5	\$96,037
Paralegals and Legal Assistants	19,429	24,806	5,377	27.7	\$50,800
Computer User Support Specialists	18,138	23,410	5,272	29.1	\$47,152
Market Research Analysts and Marketing Specialists	7,993	12,278	4,285	53.6	\$65,642
Business Operations Specialists, All Other	13,170	17,450	4,280	32.5	\$89,774
Financial Managers	7,316	10,759	3,443	47.1	\$145,509
Computer Occupations, All Other	9,410	12,339	2,929	31.1	\$86,108
Computer and Information Systems Managers	8,548	11,346	2,798	32.7	\$155,058
Bookkeeping, Accounting, and Auditing Clerks	20,545	23,294	2,749	13.4	\$44,602

Occupation Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Median Wage 2020
Network and Computer Systems Administrators	9,931	12,476	2,545	25.6	\$82,661
Financial Analysts	5,384	7,366	1,982	36.8	\$80,812
Human Resources Specialists	6,113	8,032	1,919	31.4	\$64,991
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	3,833	5,627	1,794	46.8	\$59,734
Civil Engineers	13,685	15,291	1,606	11.7	\$88,975

447 **SOURCE:** Occupational Projections 2018-2028, Occupational Employment and
448 Wage Statistics 2020

449 Of the occupations listed above, Software Developers, General and Operations
450 Managers, Lawyers, Financial Managers, and Computer and Information Systems
451 Managers earn considerably more than the 2020 Texas median wage. Market
452 Research Analysts and Marketing Specialists have an above average growth
453 projected at 54 percent.

454 The majority of the listed occupations require at least a bachelor's degree. Paralegal
455 and Legal Assistants along with Computer User Support Specialist are two examples
456 of occupations in the industry that require an associate's degree or less. Here are
457 the educational and training requirements for the high-growth manufacturing
458 occupations.

Occupation	Education	Training	Experience	STEM
Software Developers, Applications	Bachelor's degree	None	None	Yes

Occupation	Education	Training	Experience	STEM
Accountants and Auditors	Bachelor's degree	None	None	Yes
General and Operations Managers	Bachelor's degree	None	5 years or more	No
Sales Representatives, Services, All Other	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Lawyers	Doctoral or professional degree	None	None	No
Computer Systems Analysts	Bachelor's degree	None	None	Yes
Management Analysts	Bachelor's degree	None	Less than 5 years	No
Paralegals and Legal Assistants	Associate's degree	None	None	No
Computer User Support Specialists	Some college, no degree	None	None	No
Market Research Analysts and Marketing Specialists	Bachelor's degree	None	None	Yes
Business Operations Specialists, All Other	Bachelor's degree	None	None	No
Financial Managers	Bachelor's degree	None	5 years or more	Yes
Computer Occupations, All Other	Bachelor's degree	None	None	Yes
Computer and Information Systems Managers	Bachelor's degree	None	5 years or more	Yes
Bookkeeping, Accounting, and Auditing Clerks	Some college, no degree	Moderate-term on-the-job training	None	Yes

Occupation	Education	Training	Experience	STEM
Network and Computer Systems Administrators	Bachelor's degree	None	None	Yes
Financial Analysts	Bachelor's degree	None	None	No
Human Resources Specialists	Bachelor's degree	None	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
Civil Engineers	Bachelor's degree	None	None	Yes

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

461 The following table shows the hard skills and certifications associated with the high
462 growth occupations within this industry. The most requested skills for these
463 occupations were budgeting and customer service while the most requested
464 certification was a driver's license.

Occupation	Top Requested Skills	Top Requested Certifications
Software Developers, Applications	Java, Software Development, Software Engineering	Security Clearance, IT Infrastructure Library (ITIL) Certification, Driver's License
Accountants and Auditors	Accounting, Account Reconciliation, General Ledger	Certified Public Accountant (CPA), Certified Information Systems Auditor (CISA), Driver's License
General and Operations Managers	Budgeting, Operations Management, Scheduling	Driver's License, Project Management Certification, Registered Nurse

Occupation	Top Requested Skills	Top Requested Certifications
Sales Representatives, Services, All Other	Sales, Customer Service, Prospective Clients	Driver's License, Insurance Agent Certification, Property and Casualty License
Lawyers	Litigation, Customer Service, Legal Research	Licensed Attorney, Texas Bar, Certified Public Accountant (CPA)
Computer Systems Analysts	SQL, Business Process, Project Management	Driver's License, IT Infrastructure Library (ITIL) Certification, Security Clearance
Management Analysts	Business Analysis, Project Management, Business Process	Project Management Certification, Driver's License, Security Clearance
Paralegals and Legal Assistants	Litigation, Legal Documentation, Scheduling	Paralegal Certification, Legal Assistant, Driver's License
Computer User Support Specialists	Technical Support, Customer Service, Repair	Driver's License, Certified A+ Technician, IT Infrastructure Library (ITIL) Certification
Market Research Analysts and Marketing Specialists	Marketing, Social Media, Digital Marketing	Driver's License, Certified Public Accountant (CPA), Life and Health Insurance License
Business Operations Specialists, All Other	E-Commerce, Customer Service, Project Management	Driver's License, Certified Information Systems Security Professional (CISSP), Project Management Certification
Financial Managers	Accounting, Budgeting, Financial Reporting	Certified Public Accountant (CPA), Driver's License, Financial Accounting Standards Board (FASB)
Computer Occupations, All Other	Project Management, SQL, Python	Project Management Certification, Security Clearance, Project Management Professional (PMP)

Occupation	Top Requested Skills	Top Requested Certifications
Computer and Information Systems Managers	Budgeting, Project Management, Software Development	IT Infrastructure Library (ITIL) Certification, Certified Information Systems Auditor (CISA), Certified Information Systems Security Professional (CISSP)
Bookkeeping, Accounting, and Auditing Clerks	Accounting, Accounts Payable / Accounts Receivable, Bookkeeping	Driver's License, Security Clearance, Certified Public Accountant (CPA)
Network and Computer Systems Administrators	System Administration, Linux, Microsoft Active Directory	Security Clearance, CompTIA Security+, IT Infrastructure Library (ITIL) Certification
Financial Analysts	Financial Analysis, Accounting, Budgeting	Certified Public Accountant (CPA), Driver's License, Certified Treasury Professional (CTP)
Human Resources Specialists	Recruiting, Onboarding, Talent Acquisition	Professional in Human Resources, Driver's License, SHRM Certified Professional (SHRM-CP)
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	Sales, Customer Service, Outside Sales	Driver's License, Insurance License, Insurance Agent Certification
Civil Engineers	Civil Engineering, Project Management, Professional Engineer	Licensed Professional Engineer, Driver's License, American Board for Engineering and Technology (ABET) Accredited

465 **SOURCE:** Burning Glass Labor Insights, 2021.

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M. Accommodation and Food Services

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

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The industry is still recovering after facing unprecedented challenges due to the COVID-19 pandemic. In the first quarter of 2021, the number of workers at Accommodation and Food Services industry employers in Texas was 1.1 million, down 4.0 percent from the same quarter in 2016.

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Annually, employment in the large Accommodation and Food Services industry expanded steadily from late 2010 through February 2020. Employment declined dramatically through April 2020 and has gradually increased since but is still at 91.9 percent of the pre-COVID (Feb. 2020) employment in August 2021, according to seasonally adjusted Current Employment Statistics data.

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The occupations within Accommodation and Food Services employers that are projected to add the most jobs and pay above the state median wage from 2018 to 2028 are listed below.

Occupation Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Median Wage 2020
Food Service Managers	8,963	10,648	1,685	18.8	\$53,929
Chefs and Head Cooks	4,592	5,534	942	20.5	\$57,870
Sales Representatives, Services, All Other	2,724	3,207	483	17.7	\$48,846
First-Line Supervisors of Office and Administrative Support Workers	2,488	2,854	366	14.7	\$45,751
Accountants and Auditors	1,080	1,289	209	19.4	\$67,791
Public Relations Specialists	798	948	150	18.8	\$44,010

Occupation Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Median Wage 2020
Human Resources Specialists	753	871	118	15.7	\$60,452
Training and Development Specialists	569	680	111	19.5	\$58,012
First-Line Supervisors of Mechanics, Installers, and Repairers	483	578	95	19.7	\$53,532
Administrative Services Managers	417	494	77	18.5	\$80,302
Market Research Analysts and Marketing Specialists	219	286	67	30.6	\$48,695
First-Line Supervisors of Personal Service Workers	280	347	67	23.9	\$46,892
Financial Managers	145	191	46	31.7	\$132,825
First-Line Supervisors of Non-Retail Sales Workers	254	299	45	17.7	\$71,514
Business Operations Specialists, All Other	191	233	42	22.0	\$72,876

Occupation Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Median Wage 2020
First-Line Supervisors of Production and Operating Workers	200	237	37	18.5	\$51,184
Computer User Support Specialists	174	210	36	20.7	\$51,032
Production, Planning, and Expediting Clerks	197	232	35	17.8	\$45,881
Sales Managers	175	207	32	18.3	\$109,592
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	133	158	25	18.8	\$51,663

482 **SOURCE:** Occupational Projections 2018-2028, Occupational Employment and
483 Wage Statistics 2020

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

Occupation	Education	Training	Experience	STEM
Food Service Managers	High school diploma or equivalent	None	Less than 5 years	No
Chefs and Head Cooks	High school diploma or equivalent	None	5 years or more	No

Occupation	Education	Training	Experience	STEM
Sales Representatives, Services, All Other	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
Accountants and Auditors	Bachelor's degree	None	None	Yes
Public Relations Specialists	Bachelor's degree	None	None	No
Human Resources Specialists	Bachelor's degree	None	None	No
Training and Development Specialists	Bachelor's degree	None	Less than 5 years	No
First-Line Supervisors of Mechanics, Installers, and Repairers	High school diploma or equivalent	None	Less than 5 years	No
Administrative Services Managers	Bachelor's degree	None	Less than 5 years	No
Market Research Analysts and Marketing Specialists	Bachelor's degree	None	None	Yes
First-Line Supervisors of Personal Service Workers	High school diploma or equivalent	None	Less than 5 years	No
Financial Managers	Bachelor's degree	None	5 years or more	Yes
First-Line Supervisors of Non-Retail Sales Workers	High school diploma or equivalent	None	Less than 5 years	No
Business Operations Specialists, All Other	Bachelor's degree	None	None	No

Occupation	Education	Training	Experience	STEM
First-Line Supervisors of Production and Operating Workers	High school diploma or equivalent	None	Less than 5 years	No
Computer User Support Specialists	Some college, no degree	None	None	No
Production, Planning, and Expediting Clerks	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Sales Managers	Bachelor's degree	None	Less than 5 years	No
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	High school diploma or equivalent	None	Less than 5 years	No

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

488 As is common in most occupations, Driver's License is the most requested
489 certification in this industry. Other skills and certifications desired by employers
490 vary widely by occupation. The following table shows the skills and certifications
491 most commonly mentioned by employers in help wanted ads, for the occupations
492 listed in the preceding table.

Occupation	Top Requested Skills	Top Requested Certifications
Food Service Managers	Restaurant Managing, Scheduling, Cost Control	Driver's License, ServSafe, Food Handler Certification
Chefs and Head Cooks	Cooking, Food Preparation, Scheduling	ServSafe, Food Handler Certification, Food Service Certification
Sales Representatives, Services, All Other	Sales, Customer Service, Prospective Clients	Driver's License, Insurance Agent Certification, Property and Casualty License

Occupation	Top Requested Skills	Top Requested Certifications
First-Line Supervisors of Office and Administrative Support Workers	Customer Service, Scheduling, Office Management	Driver's License, Project Management Certification, Certified Payroll Personnel (CPP)
Accountants and Auditors	Accounting, Account Reconciliation, General Ledger	Certified Public Accountant (CPA), Certified Information Systems Auditor (CISA), Driver's License
Public Relations Specialists	Social media, journalism, project management	Driver's License, Security Clearance, Adjuster License
Human Resources Specialists	Recruiting, Onboarding, Talent Acquisition	Professional In Human Resources, Driver's License, SHRM Certified Professional (SHRM-CP)
Training and Development Specialists	Training Materials, Training Programs, Scheduling	Driver's License, Security Clearance, First Aid CPR AED
First-Line Supervisors of Mechanics, Installers, and Repairers	Repair, Scheduling, Budgeting	Driver's License, Environmental Protection Agency Certification, Certified Pool/Spa Operator
Administrative Services Managers	Budgeting, Scheduling, Repair	Driver's License, Certified Facilities Manager (CFM), First Aid CPR AED
Market Research Analysts and Marketing Specialists	Marketing, Social Media, Digital Marketing	Driver's License, Certified Public Accountant, Property and Casualty License
First-Line Supervisors of Personal Service Workers	Client Base Retention, Scheduling, Customer Service	Licensed Barber, Cosmetology License, Driver's License
Financial Managers	Accounting, Budgeting, Financial Reporting	Certified Public Accountant (CPA), Driver's License, Financial Accounting Standards Board (FASB)

Occupation	Top Requested Skills	Top Requested Certifications
First-Line Supervisors of Non-Retail Sales Workers	Sales, Customer Service, Scheduling	Driver's License, Food Handler Certification, Property and Casulty License
Business Operations Specialists, All Other	E-Commerce, Customer Service, Project Management	Driver's License, Certified Information Systems Security Professional (CISSP), Project Management Certification
First-Line Supervisors of Production and Operating Workers	Scheduling, Supervisory Skills, Budgeting	Driver's License, OSHA Forklift Certification, Six Sigma Certification
Computer User Support Specialists	Technical Support, Customer Service, Repair	Driver's License, Certified A+ Technician, IT Infrastructure Library Certification (ITIL)
Production, Planning and Expediting Clerks	Scheduling, Logistics, Customer Service	Driver's License, Security Clearance, OSHA Forklift Certification
Sales Managers	Sales, Sales Management, Business Development	Driver's License, Insurance License, Insurance Agent Certification
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	Scheduling, Repair, Lawn Care	Driver's License, Certified Pest Control, First Aid CPR AED

493 **SOURCE:** Burning Glass Labor Insights, 2021.

III. Conclusion

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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 2018-2028 projections.

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

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

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

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

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

These trends show no signs of slowing down in Texas.

IV. Methodology

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

525 TWC measures many aspects of the Texas labor market. The number of workers
526 employed and wages paid by industry are tracked by the Quarterly Census of
527 Employment and Wages (QCEW). This program utilizes data from TWC's
528 Unemployment Insurance program and is updated every three months. Wage
529 information for specific occupations is gathered from surveys sent to sampled
530 employers in the Occupational Employment Statistics (OES) program, which
531 updates each year.

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

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

544 The current long-term projections were completed in September 2020 for the
545 period of 2018 to 2028. This report also includes industry employment level
546 comparisons from QCEW data over the most recent five years to give context, as
547 Section II of this report shows.

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

551 For determination of specialized skills, as well as industry certifications, TWC used
552 data from Burning Glass's Labor Insight for fiscal year 2021. The job listings data
553 captured by Labor Insight is from online ads from a broad and comprehensive set of
554 job boards.

555 For topics regarding occupational education requirements, TWC considered typical
556 education identified in the 2018-2028 long term occupational projections.

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

560 Occupations considered apprenticeable were derived from the Bureau of Labor
561 Statistic's *Typical On-The-Job Training Needed to Obtain Competency in the*
562 *Occupation* assignments as published with projections data.

563 There is no official definition of a "high-wage" job and the term may be interpreted
564 differently by individuals depending on their age, work history, education level,
565 geographic setting, ability to stay at a job for the long term, and even their
566 expectations in life. The median pay across all occupations in Texas is \$39,637 a
567 year, according to the 2020 Occupational Employment Statistics estimates of Texas
568 employers which represents the most recent data for the time of this publication.
569 For the purposes of this report, TWC only looked at occupations where the annual
570 median pay was estimated to be more than the statewide median, \$39,637 a year
571 with expected employment change greater than or equal 400 with up to 20
572 occupations per industry where applicable.