Texas Workforce Commission

Report on Texas Growth Occupations - 2025

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I. Introduction

Texas Labor Code, Chapter 302, Subchapter A, Section 302.019 requires the Texas Workforce Commission (TWC) to gather and study information relating to existing and projected shortages in high-wage, high-demand occupations in this state on an annual basis in selected industries. This was established in House Bill 2478 of the 83rd Texas Legislature, Regular Session.

Data included in this report was the most recent data available as of the end of fiscal year 2025. Thus, Quarterly Census of Employment and Wages (QCEW) data covers the period through the first quarter of 2025. The Current Employment Statistics (CES) data covers the period through the August 2025 estimates.

This report also considers TWC's latest projections for employment growth for Texas, released in July 2024 with a base year of 2022 and covering the period of 2022 to 2032. Industry projection models weigh long-term industry trends dating back to 1990. The next employment projections, covering the period of 2024 to 2034, will be released in Summer 2026.

Since no official definition of a high-wage occupation exists, for purposes of this report, TWC focuses on growing occupations that pay more than the Texas median annual wage of $47,499, according to Texas' annual Occupational Employment and Wage Statistics (OEWS) in 2024.

For each list of occupations by industry, a table is provided to show annual average employment in the base and end years, the difference in jobs between the two, the growth in percentage terms, the 2024 industry median annual wage, and the location quotient (LQ) which is a measure of occupational concentration versus the national level.

In this report detail occupations are identified to the highest level with a 6-digit classification according to the 2018 Standard Occupational Classification (SOC) system which is a federal statistical standard used by federal agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data.

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

II. Methodology

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

TWC measures many aspects of the Texas labor market. The number of workers employed, and wages paid by industry are tracked through the QCEW. This program utilizes data from TWC's Unemployment Insurance program and is updated every three months. Wage information for specific occupations is gathered from surveys sent to sampled employers in the Occupational Employment and Wage Statistics (OEWS) program, which updates annually.

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

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

The current long-term projections were completed in July 2024 for the period of 2022 to 2032. This report also includes industry employment level comparisons from QCEW data over the most recent five years to provide context.

This report focuses on occupations with high demand or significant job growth and high pay rates as required by statute. While not all occupations are specific to a single industry, the occupational listings in this report are generated within each industry by use of TWC's staffing patterns.

The location quotient (LQ) is a comparison ratio of employment for that occupation in Texas to the United States. A LQ higher than one means an occupation is more concentrated in Texas than in the nation, while a LQ less than one means an occupation is less concentrated in Texas than in the nation. LQ data is obtained from the Bureau of Labor Statistics' Occupational Employment and Wage Statistics 2024 data.

For determination of industry certifications, TWC used data from Lightcast for August 2019 and August 2024. The job listings data captured by Lightcast is from online ads from a broad and comprehensive set of job boards.

For topics regarding occupational education, training, and experience requirements, TWC considered the 2022 educational attainment identified by the Bureau of Labor Statistics.

For identifying occupations heavily involved with science, technology, engineering, and math (STEM), TWC used Labor Market and Career Information's web application, Texas Labor Analysis as determined by the Texas Education Agency. STEM is an educational program developed to prepare students in the mentioned fields.

For identifying which occupations are considered apprenticeable in Texas, TWC used the list of occupations approved for apprenticeship published by the United States Department of Labor Office of Apprenticeship.

In this report, a firm refers to a business entity recognized as a single employer covered under Texas Unemployment Insurance which may operate across multiple locations or sites. Each distinct location where business activities occur is termed an establishment. While a firm is the overarching organization that hires and manages employees, establishments are the individual physical locations under that firm where operations take place.

There is no official definition of a "high-wage" job and the term may be interpreted differently by individuals depending on their age, work history, education level, geographic setting, ability to stay at a job for the long-term, and even their personal expectations in life. The median pay across all occupations in Texas is $47,499 a year, according to the 2024 OEWS estimates of Texas employers which represents the most recent data for the time of this publication. For the purposes of this report, TWC only looked at occupations where the industry annual median pay was estimated to be higher than the statewide median, $47,499 a year, and with a long-term projected employment change greater than or equal to 400. All occupations meeting these requirements are listed per industry.

When establishing a baseline for identifying high-demand occupations in Texas, it is important to use a criterion that is meaningful across industries of very different sizes and growth patterns. Employment levels in Texas vary significantly by sector, some industries are very large and add thousands of jobs annually, while others are much smaller or experience slower, steadier growth. Because of this, setting the employment-growth threshold too high would disproportionately filter out occupations in industries where growth is modest or where total employment is smaller.

By selecting a threshold of 400 or more jobs added, we balance the need to identify occupations with meaningful statewide demand while ensuring that smaller or slower-growing industries are not unintentionally excluded. This approach helps create a more accurate and inclusive picture of growth occupations across Texas, acknowledging both labor-market diversity and data limitations.

III. Growth Occupations by Industry

Texas achieved new record employment highs 41 times in the 47 months from October 2021 through August 2025 based on establishment survey estimates, reaching a level of over 14.3 million positions. Residential survey estimates indicated that the state's civilian labor force set new record highs in 54 of the 58 months from October 2020 through August 2025 to reach a level of nearly 15.9 million Texans. The expanding economy in Texas continues to demand workers. That increased demand for labor is focused on key occupations where local supply has at times struggled to keep up with demand.

Predicting the occupations most in demand in an evolving labor market is part of the mission of TWC. While this report shows the most in-demand occupations in Texas for the 2022 through 2032 period, it is important to remember that each employer needs a unique combination of technical skills, education, work experience, and even soft skills for each of these jobs at each of their workplaces.

This section identifies occupations within major industries as defined in Texas Labor Code Section 302.019. Industries are categorized by the North American Industry Classification System (NAICS) with charts displaying staffing and wage information for a specific occupation within these major industries. Each industry listed in this report includes only occupations with wages above the Texas median annual wage and a projected employment increase of 400 or more jobs. These *high-wage, high-demand occupations* are then identified throughout this document to aid policy makers.

Overall, high-wage high-demand occupations are expected to grow by 707,200 jobs by 2032. These professions are not equally dispersed across industries, with Professional, Scientific, and Technical Services having the most occupations with 77, followed by Health Care and Social Assistance with 44. Of those industries having less than 10 qualifying occupations, Retail Trade, Accommodation and Food Services, and Utilities combined for 14. Despite its importance to the Texas economy, Agriculture, Forestry, Fishing and Hunting did not have any occupations meet high-wage high-demand criteria, due to traditional labor market information does not completely capture the agriculture sector

In terms of pay, the Health Care and Social Assistance industry has the top two highest paying professions of Family Medicine Physicians and Nurse Anesthetists. Computer and Information Systems Managers appear four times in the top ten highest paid occupation list representing the Manufacturing; Finance and Insurance; Wholesale Trade; and Professional, Scientific, and Technical Services industries.

Overall, high-wage, high-demand occupations are diverse in terms of educational requirements for entry. These can vary greatly between industries, with some industries dominated by occupations requiring distinct educational awards. In terms of entry being high school diploma or equivalent, the Construction industry is dominated by this award with 73.1 percent of occupations (19 total) requiring this credential while making up 70.0 percent of the 52,436 jobs to be added by 2032. In terms of four-year degrees, 83.3 percent of occupations in the Finance and Insurance industry

require at least a bachelor’s degree and heavily dominate throughout representing 92.0 percent of the 54,224 jobs being added in the future.

The fast-growing Health Care and Social Assistance industry offers more balanced requirements for entry with bachelor’s degree and above requirements, but this industry also has the most high-wage, high-demand professions that require an associate’s degree of any industry. Eight occupations require such an award representing 18.2 percent of occupations and 12.5 percent of jobs or 15,048 added in the future.

A. Construction

For the first quarter of 2025, Construction industry employment peaked as the industry added business locations for every first quarter of the last twelve years.

During the first quarter of 2025, QCEW reported Construction employment reached 912,923 jobs in Texas. First quarter 2025 comparisons of average employment to previous years shows an increase of 4.8 percent over one year and an increase of 30.3 percent over ten years. Based on first quarter 2025 QCEW, Construction holds 6.5 percent of total employment in Texas.

According to CES, Texas' Construction industry seasonally adjusted employment has increased by 27.4 percent since August 2015, adding 188,600 positions to reach 877,700 in August 2025, just shy of the series high of 879,000 reached a few months prior in May 2025. The industry has experienced over-the-year employment growth for 53 consecutive months beginning April 2021.

As of 2024, OEWS lists 339 unique occupations in this industry, with 44.5 percent of these occupations paying a wage greater than the Texas annual median wage of $47,499.

The not seasonally adjusted Producer Price Index measuring net input costs for goods in the construction industries increased over the year in August 2025, marking 10 consecutive months of over-the-year increases.

The unadjusted U.S. September-August fiscal year monthly average for building permits peaked in 2005 with nearly 178,000 housing unit permits authorized nationally per month. In fiscal year 2025, an average of 118,400 housing permits were authorized monthly, ranking sixteenth in series history dating back to 1988. In Texas, new housing units remained steady and historically elevated in fiscal year 2025 as the September-August building permit monthly average ranked fifth in series history at roughly 18,150 permits issued per month. Texas led all states in calendar year 2024 with over 225,000 privately owned housing unit permits issued.

Similarly, labor demand in Texas' Construction industry as measured by Help Wanted OnLine (HWOL) job ad postings peaked four years ago with an average of roughly 17,600 job ads per month in fiscal year 2021. An average of about 16,900 job ads per month were recorded in fiscal year 2025, an increase of 6.8 percent from the previous fiscal year.

The Texas Workforce Commission projects an average 1.0 percent increase in construction employment each year between 2022 to 2032. This equates to an increase of 81,976 jobs, or a 10.7 percent growth over the ten-year period. The largest gain in employment among Construction's subsectors is an expected 47,042 jobs within the Specialty Trade Contractors industry.

Listed below are occupations that pay above the state annual median wage of $47,499 and are projected to add at least 400 jobs from 2022 to 2032.

Table 1. Employment Characteristics of High-Wage, High-Demand Occupations in Construction (descending by number change)

Occupation Title	Annual Average Employment 2022	Annual Average Employment 2032	Number Change 2022-2032	Percent Change 2022-2032	2024 OEWS Annual Median Wage	LQ
Electricians	47,821	57,543	9,722	20.3	$51,995	1.08
First-Line Supervisors of Construction Trades and Extraction Workers	60,706	68,091	7,385	12.2	$71,665	1.24
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	21,239	25,340	4,101	19.3	$50,083	0.90
Plumbers, Pipefitters, and Steamfitters	30,458	34,558	4,100	13.5	$59,155	1.03
Operating Engineers and Other Construction Equipment Operators	26,043	30,119	4,076	15.7	$50,147	1.31
Construction Managers	26,585	30,112	3,527	13.3	$96,883	1.66
General and Operations Managers	33,561	36,595	3,034	9.0	$100,200	1.41
Heavy and Tractor-Trailer Truck Drivers	13,162	15,148	1,986	15.1	$48,093	1.14
Carpenters	26,400	28,308	1,908	7.2	$48,524	0.55
Project Management Specialists	23,181	25,011	1,830	7.9	$89,181	1.29
Telecommunications Line Installers and Repairers	5,076	6,470	1,394	27.5	$47,533	0.92
Welders, Cutters, Solderers, and Brazers	10,218	11,533	1,315	12.9	$60,306	1.49

Occupation Title	Annual Average Employment 2022	Annual Average Employment 2032	Number Change 2022-2032	Percent Change 2022-2032	2024 OEWS Annual Median Wage	LQ
First-Line Supervisors of Mechanics, Installers, and Repairers	9,222	10,412	1,190	12.9	$77,218	1.27
Electrical Power-Line Installers and Repairers	4,942	5,780	838	17.0	$64,351	1.27
Occupational Health and Safety Specialists	3,629	4,457	828	22.8	$76,139	1.49
Mobile Heavy Equipment Mechanics, Except Engines	4,842	5,446	604	12.5	$58,634	1.23
Solar Photovoltaic Installers	1,097	1,632	535	48.8	$49,580	2.11
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	5,587	6,117	530	9.5	$69,990	1.06
Crane and Tower Operators	4,384	4,883	499	11.4	$74,566	1.76
Structural Iron and Steel Workers	5,335	5,805	470	8.8	$49,408	1.74
Excavating and Loading Machine and Dragline Operators, Surface Mining	3,525	3,990	465	13.2	$47,713	1.60
Accountants and Auditors	5,025	5,468	443	8.8	$80,240	0.84
Insulation Workers, Mechanical	4,631	5,056	425	9.2	$50,240	1.98
Sheet Metal Workers	5,553	5,973	420	7.6	$54,634	0.97

Occupation Title	Annual Average Employment 2022	Annual Average Employment 2032	Number Change 2022-2032	Percent Change 2022-2032	2024 OEWS Annual Median Wage	LQ
Maintenance and Repair Workers, General	4,279	4,689	410	9.6	$48,653	1.01
Reinforcing Iron and Rebar Workers	3,512	3,913	401	11.4	$50,491	2.78

Source: Occupational Projections 2022 to 2032, NAICS 23. Occupational Employment and Wage Statistics 2024.

Below are the educational and training requirements for high-wage, high-demand occupations in this industry. Apprenticeable occupations are designated with a superscripted letter "A". These occupations are approved for apprenticeship by the United States Department of Labor Office of Apprenticeship.

Table 2. Education, Training, and Experience Requirements for High-Wage, High-Demand Occupations in Construction

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

Occupation	Education	Training	Experience	STEM
Telecommunications Line Installers and Repairers [A]	High school diploma or equivalent	Long-term on-the-job training	None	No
Welders, Cutters, Solderers, and Brazers [A]	High school diploma or equivalent	Moderate-term on-the-job training	None	No
First-Line Supervisors of Mechanics, Installers, and Repairers [A]	High school diploma or equivalent	None	Less than 5 years	No
Electrical Power-Line Installers and Repairers [A]	High school diploma or equivalent	Long-term on-the-job training	None	No
Occupational Health and Safety Specialists [A]	Bachelor's degree	None	None	No
Mobile Heavy Equipment Mechanics, Except Engines [A]	High school diploma or equivalent	Long-term on-the-job training	None	No
Solar Photovoltaic Installers	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Crane and Tower Operators [A]	High school diploma or equivalent	Moderate-term on-the-job training	Less than 5 years	No
Structural Iron and Steel Workers [A]	High school diploma or equivalent	Apprenticeship	None	No
Excavating and Loading Machine and Dragline Operators, Surface Mining [A]	High school diploma or equivalent	Moderate-term on-the-job training	Less than 5 years	No
Accountants and Auditors [A]	Bachelor's degree	None	None	No

Occupation	Education	Training	Experience	STEM
Insulation Workers, Mechanical [A]	High school diploma or equivalent	Apprenticeship	None	No
Sheet Metal Workers [A]	High school diploma or equivalent	Apprenticeship	None	No
Maintenance and Repair Workers, General [A]	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Reinforcing Iron and Rebar Workers [A]	High school diploma or equivalent	Apprenticeship	None	No

Source: Occupational Employment and Wage Statistics 2024, Texas Labor Analysis.

The table below lists top certifications within HWOL job advertisements for the high-wage, high-demand occupations in this sector.

Table 3. In-Demand Certifications for High-Wage, High-Demand Construction Occupations

Skill or Qualification	August 2019	August 2024	August 2025
Valid Driver's License	39.3%	41.7%	36.7%
Commercial Driver's License (CDL)	14.3%	5.7%	7.9%
30-Hour OSHA General Industry Card	2.4%	4.8%	6.7%
10-Hour OSHA General Industry Card	3.8%	4.0%	4.6%
Cardiopulmonary Resuscitation (CPR) Certification	2.3%	2.9%	3.7%

Source: Lightcast™, 2025.

B. Manufacturing

According to seasonally adjusted CES data, from August 2015 to August 2025 manufacturing employment in Texas rose by 93,300 jobs for a 10.7 percent overall increase which accounted for more than one of every four manufacturing jobs gained in all 50 states and the District of Columbia. Durable goods manufacturing employment in Texas grew over that span by 44,300 for a 7.7 percent increase which equaled more than nine of every ten such positions added in the U.S. Texas added 49,000 jobs in nondurable goods manufacturing for 16.3 percent expansion and nearly one of every five among all states and DC.

The manufacturing job count in Texas is the second largest in the United States even though it is at the lowest level since December 2023. The industry numbered 967,700 positions as of August 2025.

Hours and Earnings data indicates demand for these jobs remains strong. Manufacturing production worker average hourly earnings have grown by 32.6 percent over the last five years. It reached $31.16 in August after setting a series high at $31.71 in January. Durable Goods positions reported $32.83 per hour, having peaked at $33.70 in March. Non-Durable Goods positions registered $28.67 per hour, having peaked at $28.99 in January. (Durable goods are generally items with a life expectancy of three years or more such as cars and appliances. Nondurable goods are items with less than that, such as food, paper, petroleum and other chemicals, and medicine.)

Twenty-nine occupations in the Manufacturing industry meet the high-wage, high-demand criteria. These occupations are expected to account for 59.9 percent of the industry's projected growth with an addition of 34,521 jobs. Those occupations requiring at least a bachelor's degree are expected to add 16,865 jobs. The occupation meeting the high-wage and high-demand criteria projected to grow the fastest from 2022 to 2032 is Industrial Machinery Mechanics at 33.5 percent. The growth occupation with the highest median annual salary is Computer and Information Systems Managers which pays $173,692, followed closely by Architectural and Engineering Managers with a salary of $170,964.

Listed below are occupations that pay above the state annual median wage of $47,499 and are projected to add at least 400 jobs from 2022 to 2032.

Table 4. Employment Characteristics of High-Wage, High-Demand Occupations in Manufacturing (descending by number change)

Occupation Title	Annual Average Employment 2022	Annual Average Employment 2032	Number Change 2022-2032	Percent Change 2022-2032	2024 OEWS Annual Median Wage	LQ
Industrial Machinery Mechanics	15,136	20,201	5,065	33.5	$63,088	1.51

Occupation Title	Annual Average Employment 2022	Annual Average Employment 2032	Number Change 2022-2032	Percent Change 2022-2032	2024 OEWS Annual Median Wage	LQ
First-Line Supervisors of Production and Operating Workers	39,617	42,798	3,181	8.0	$66,560	0.96
Software Developers	11,443	14,053	2,610	22.8	$130,164	1.02
Industrial Engineers	13,708	16,312	2,604	19.0	$102,170	0.94
General and Operations Managers	23,775	25,933	2,158	9.1	$126,102	1.41
Welders, Cutters, Solderers, and Brazers	25,300	27,330	2,030	8.0	$47,933	1.49
Machinists	13,749	15,312	1,563	11.4	$51,121	0.77
Mechanical Engineers	8,148	9,425	1,277	15.7	$105,121	0.73
Maintenance Workers, Machinery	6,720	7,898	1,178	17.5	$60,087	1.74
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	14,209	15,324	1,115	7.8	$71,477	0.80
Maintenance and Repair Workers, General	11,389	12,385	996	8.7	$53,970	1.01
Industrial Production Managers	11,445	12,437	992	8.7	$127,695	1.03
Logisticians	4,264	5,218	954	22.4	$79,097	0.99
Heavy and Tractor-Trailer Truck Drivers	15,888	16,768	880	5.5	$51,196	1.14

Occupation Title	Annual Average Employment 2022	Annual Average Employment 2032	Number Change 2022-2032	Percent Change 2022-2032	2024 OEWS Annual Median Wage	LQ
Production, Planning, and Expediting Clerks	9,696	10,489	793	8.2	$49,702	0.89
Electronics Engineers, Except Computer	3,532	4,253	721	20.4	$130,780	1.08
Financial Managers	3,323	4,013	690	20.8	$159,533	0.92
Electrical Engineers	4,345	4,934	589	13.6	$110,983	0.91
Architectural and Engineering Managers	5,254	5,813	559	10.6	$170,964	0.95
Sales Managers	6,696	7,196	500	7.5	$136,983	1.42
Accountants and Auditors	5,758	6,254	496	8.6	$82,687	0.84
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	6,125	6,612	487	8.0	$89,197	2.04
Computer and Information Systems Managers	2,957	3,417	460	15.6	$173,692	1.29
Project Management Specialists	6,292	6,748	456	7.2	$91,822	1.29
Chemical Engineers	2,039	2,489	450	22.1	$127,484	1.52
Industrial Engineering Technologists and Technicians	3,037	3,482	445	14.7	$60,901	0.78
Materials Engineers	1,844	2,286	442	24.0	$110,643	0.84

Occupation Title	Annual Average Employment 2022	Annual Average Employment 2032	Number Change 2022-2032	Percent Change 2022-2032	2024 OEWS Annual Median Wage	LQ
Occupational Health and Safety Specialists	2,218	2,638	420	18.9	$86,977	1.49
First-Line Supervisors of Mechanics, Installers, and Repairers	5,689	6,099	410	7.2	$95,527	1.27

SOURCE: Occupational Projections 2022 to 2032, NAICS 31-33. Occupational Employment and Wage Statistics 2024.

Below are the educational and training requirements for high-wage, high-demand occupations in this industry. Apprenticeable occupations are designated with a superscripted letter "A". These occupations are approved for apprenticeship by the United States Department of Labor Office of Apprenticeship.

Table 5. Education, Training, and Experience Requirements for High-Wage, High-Demand Occupations in Manufacturing

Occupation Title	Education	Training	Experience	STEM
Industrial Machinery Mechanics [A]	High school diploma or equivalent	Long-term on-the-job training	None	Yes
First-Line Supervisors of Production and Operating Workers	High school diploma or equivalent	None	Less than 5 years	No
Software Developers [A]	Bachelor's degree	None	None	Yes
Industrial Engineers [A]	Bachelor's degree	None	None	Yes
General and Operations Managers [A]	Bachelor's degree	None	5 years or more	No
Welders, Cutters, Solderers, and Brazers [A]	High school diploma or equivalent	Moderate-term on-the-job training	None	No

Occupation Title	Education	Training	Experience	STEM
Machinists [A]	High school diploma or equivalent	Long-term on-the-job training	None	Yes
Mechanical Engineers [A]	Bachelor's degree	None	None	Yes
Maintenance Workers, Machinery [A]	High school diploma or equivalent	Long-term on-the-job training	None	No
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Maintenance and Repair Workers, General [A]	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Industrial Production Managers [A]	Bachelor's degree	None	5 years or more	No
Logisticians [A]	Bachelor's degree	None	None	No
Heavy and Tractor-Trailer Truck Drivers [A]	Postsecondary nondegree award	Short-term on-the-job training	None	No
Production, Planning, and Expediting Clerks [A]	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Electronics Engineers, Except Computer	Bachelor's degree	None	None	Yes
Financial Managers [A]	Bachelor's degree	None	5 years or more	No
Electrical Engineers	Bachelor's degree	None	None	Yes
Architectural and Engineering Managers	Bachelor's degree	None	5 years or more	Yes
Sales Managers	Bachelor's degree	None	Less than 5 years	No

Occupation Title	Education	Training	Experience	STEM
Accountants and Auditors [A]	Bachelor's degree	None	None	No
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products [A]	Bachelor's degree	Moderate-term on-the-job training	None	No
Computer and Information Systems Managers	Bachelor's degree	None	5 years or more	Yes
Project Management Specialists [A]	Bachelor's degree	None	None	No
Chemical Engineers	Bachelor's degree	None	None	Yes
Industrial Engineering Technologists and Technicians [A]	Associate's degree	None	None	Yes
Materials Engineers [A]	Bachelor's degree	None	None	Yes
Occupational Health and Safety Specialists [A]	Bachelor's degree	None	None	No
First-Line Supervisors of Mechanics, Installers, and Repairers [A]	High school diploma or equivalent	None	Less than 5 years	No

SOURCE: Occupational Employment and Wage Statistics 2024, Texas Labor Analysis.

The table below lists top certifications within HWOL job advertisements for the 29 high-wage, high-demand occupations in this sector.

Table 6. In-Demand Certifications for High-Wage, High-Demand Manufacturing Occupations

Certification	August 2019	August 2024	August 2025
Valid Driver's License	22.7%	22.1%	24.1%
Security Clearance	8.7%	15.8%	13.7%
Secret Clearance	6.6%	5.0%	6.1%
Master Of Business Administration (MBA)	8.0%	5.3%	5.7%
Commercial Driver's License (CDL)	5.3%	3.7%	4.1%

Source: Lightcast™, 2025.

C. Agriculture and Forestry

In the last five years, demand for Agriculture and Forestry workers remained relatively unchanged, according to the QCEW data. In the first quarter of 2025, the number of workers in jobs covered by unemployment insurance with Agriculture and Forestry employers in Texas was 59,394, up 3.0 percent from the same quarter in 2015 (when there were 57,680 jobs in that industry covered by unemployment insurance).

As mentioned earlier, traditional labor market information does not completely capture the agriculture sector, since many Bureau of Labor Statistics programs are non-agricultural and a significant amount of agricultural labor is not covered by the unemployment tax system. None of the occupations in this industry are projected to grow more than 400 jobs in the TWC 2022 to 2032 labor market projections. Therefore, no occupations met the criteria required for inclusion in this report (paying above the state median wage of $47,499 and growing at or above 400 jobs in the most recent TWC long-term labor market projection). This lack of occupations meeting the criteria is due to both the federal rules for collecting the data referenced above and the current economic conditions in the industry.

Data from outside the Labor Market Information system shows that agriculture is both a major contributor of jobs and economic output for Texas, but the wage structure of the industry does not lend itself to the criteria examined for this specific report. According to the Farm Labor Survey from the National Agricultural Statistical Service, there were an average of 54,500 field and livestock workers employed in the Southern Plains Region (Texas and Oklahoma) during the four quarters of Calendar Year 2024. These workers made an average wage of $15.82 per hour. This hourly wage is below the Texas median hourly wage of $22.84 (the criteria of a job for inclusion in this report). The Farm Labor Survey does not disaggregate regionally by Standard Occupational Classification.

According to the Bureau of Economic Analysis, the Agriculture, forestry, fishing and hunting industry contributed $17.5 billion to gross state product in Calendar Year 2024. The National Agriculture Statistical Service estimates total farm production expenditures of $26.5 billion in Calendar Year 2024. Of that amount, labor accounted for $1.95 billion in farm production expenditures.

The table below lists top certifications within HWOL job advertisements for this sector.

Table 7. In-Demand Certifications for Agriculture and Forestry Occupations

Skill or Qualification	Aug 2019 Unique Postings	Aug 2024 Unique Postings	Aug 2025 Unique Postings
Valid Driver's License	32.7%	25.7%	33.2%
Commercial Driver's License (CDL)	10.0%	1.9%	8.0%

Skill or Qualification	Aug 2019 Unique Postings	Aug 2024 Unique Postings	Aug 2025 Unique Postings
Basic Life Support (BLS) Certification	1.2%	7.3%	5.4%
Cardiopulmonary Resuscitation (CPR) Certification	1.5%	3.8%	4.7%
Certified Medical Assistant (CMA)	0.0%	3.8%	3.4%

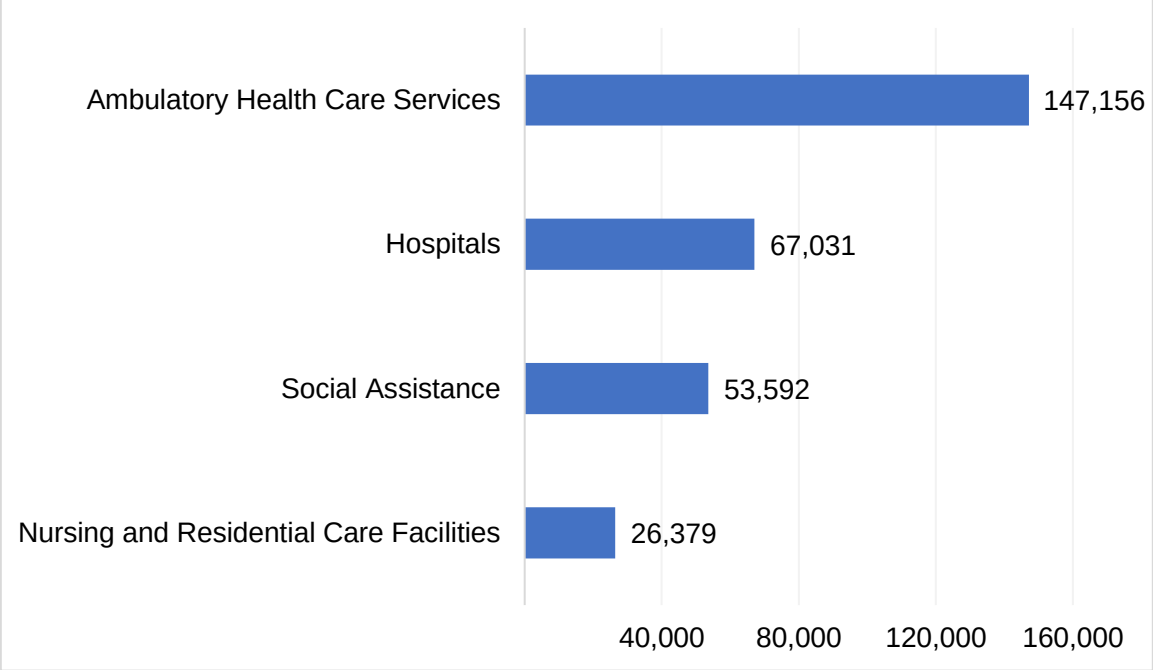
Source: Lightcast™, 2025.

D. Health Care and Social Assistance

Healthcare and Social Assistance is expected to grow over 17 percent by the year 2032. This would put total employment in this industry up over 1.9 million an increase of over 290,000 jobs when compared to the year 2022. Registered nurses make up the largest occupation by employment in this industry and has a projected employment of over 227,000 by 2032 an increase of 14.8 percent.

The subsector of Health Care and Social Assistance projected to add the most jobs from 2022 to 2032 is Ambulatory Health Care Services which is projected to add over 147K jobs accounting for over 50 percent of all jobs projected to be created in the Health Care and Social Assistance industry. The projected number change from 2022 to 2032 for each industry subsector is shown in the chart below.

Chart 1: Health Care and Social Assistance Industry Subsectors Projected Employment Change from 2022 to 2032



Source: Industry Projections 2022 to 2032, NAICS 62.

According to CES Seasonally Adjusted data August 2025 total employment is currently over 1.7 million for the Health Care and Social Assistance industry. Certain occupations in the healthcare industry are still struggling to meet demand. Registered Nurses for example still have shortages of available employees to meet current demand in the workforce.

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

customers of the Health Care and Social Assistance industry. This demand is highlighted by the fact that this industry is projected to add the most jobs from 2022 to 2032 of all industry sectors.

According to QCEW Q1 data Healthcare and Social Assistance has added over 30,000 establishments from 2015 to 2025. Along with the Average Weekly Wage increasing from $871 to $1,272 over this same period. This sector is faced with training challenges as employers are demanding higher educated workers due to market demands and industry expectations.

Of the 44 high-wage, high-demand occupations in this industry, 65.9 percent require at least a bachelor's degree.

Listed below are occupations that pay above the state annual median wage of $47,499 and are projected to add at least 400 jobs from 2022 to 2032.

Table 8. Employment Characteristics of High-Wage, High-Demand Occupations in Health Care and Social Assistance (descending by number change)

Occupation Title	Annual Average Employment 2022	Annual Average Employment 2032	Number Change 2022-2032	Percent Change 2022-2032	2024 OEWS Annual Median Wage	LQ
Registered Nurses	197,925	227,261	29,336	14.8	$90,225	0.89
Medical and Health Services Managers	38,076	53,505	15,429	40.5	$104,134	1.12
Nurse Practitioners	16,620	27,689	11,069	66.6	$129,389	0.79
Licensed Practical and Licensed Vocational Nurses	52,545	59,367	6,822	13.0	$60,014	1.04
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	12,624	16,352	3,728	29.5	$58,388	0.49
Speech-Language Pathologists	9,303	12,719	3,416	36.7	$105,656	1.16
Radiologic Technologists and Technicians	17,107	20,494	3,387	19.8	$76,638	0.96

Occupation Title	Annual Average Employment 2022	Annual Average Employment 2032	Number Change 2022-2032	Percent Change 2022-2032	2024 OEWS Annual Median Wage	LQ
Physical Therapists	15,562	18,878	3,316	21.3	$104,292	0.85
Physician Assistants	7,593	10,784	3,191	42.0	$132,011	0.72
General and Operations Managers	15,609	18,591	2,982	19.1	$96,151	1.41
First-Line Supervisors of Office and Administrative Support Workers	32,680	35,359	2,679	8.2	$60,178	1.28
Physical Therapist Assistants	8,236	10,902	2,666	32.4	$76,329	1.16
Respiratory Therapists	10,304	12,772	2,468	24.0	$77,539	0.97
Dental Hygienists	10,742	12,997	2,255	21.0	$95,302	0.81
Diagnostic Medical Sonographers	6,311	8,165	1,854	29.4	$84,903	0.79
Dentists, General	8,875	10,692	1,817	20.5	$152,733	0.75
Pharmacists	6,491	8,193	1,702	26.2	$146,378	0.77
Occupational Therapists	7,584	9,200	1,616	21.3	$103,921	0.86
Paramedics	5,736	7,297	1,561	27.2	$50,781	0.96
Healthcare Social Workers	9,521	10,931	1,410	14.8	$72,721	0.69
Family Medicine Physicians	8,604	9,977	1,373	16.0	$231,965	0.67
Surgical Technologists	8,855	10,223	1,368	15.4	$62,398	0.96

Occupation Title	Annual Average Employment 2022	Annual Average Employment 2032	Number Change 2022-2032	Percent Change 2022-2032	2024 OEWS Annual Median Wage	LQ
Occupational Therapy Assistants	4,064	5,379	1,315	32.4	$77,914	1.31
Social and Community Service Managers	5,548	6,754	1,206	21.7	$62,893	0.69
Pharmacy Technicians	7,000	8,050	1,050	15.0	$47,944	0.95
Human Resources Specialists	6,145	6,987	842	13.7	$58,641	1.04
Financial Managers	2,768	3,603	835	30.2	$133,166	0.92
Public Relations Specialists	4,553	5,304	751	16.5	$60,876	1.00
Accountants and Auditors	3,869	4,599	730	18.9	$70,179	0.84
Market Research Analysts and Marketing Specialists	2,480	3,132	652	26.3	$51,355	0.79
Business Operations Specialists, All Other	3,468	4,089	621	17.9	$64,408	0.92
Health Information Technologists and Medical Registrars	2,320	2,939	619	26.7	$76,626	0.75
Nurse Anesthetists	2,773	3,344	571	20.6	$223,854	0.81
Education and Childcare Administrators, Preschool and Daycare	4,149	4,697	548	13.2	$48,216	1.03

Occupation Title	Annual Average Employment 2022	Annual Average Employment 2032	Number Change 2022-2032	Percent Change 2022-2032	2024 OEWS Annual Median Wage	LQ
Training and Development Specialists	2,551	3,089	538	21.1	$59,527	1.11
Medical Scientists, Except Epidemiologists	3,391	3,907	516	15.2	$79,351	0.82
Chiropractors	2,265	2,768	503	22.2	$87,134	0.85
Magnetic Resonance Imaging Technologists	2,339	2,823	484	20.7	$91,323	0.63
Clinical and Counseling Psychologists	2,122	2,579	457	21.5	$68,961	0.53
Project Management Specialists	2,802	3,255	453	16.2	$75,096	1.29
Counselors, All Other	1,660	2,109	449	27.0	$52,984	0.95
Optometrists	2,401	2,850	449	18.7	$126,337	0.84
Community Health Workers	1,841	2,285	444	24.1	$48,073	0.80
Bookkeeping, Accounting, and Auditing Clerks	7,060	7,493	433	6.1	$52,512	1.00

Source: Occupational Projections 2022 to 2032, NAICS 62. Occupational Employment and Wage Statistics 2024.

Below are the educational and training requirements for high-wage, high-demand occupations in this industry. Apprenticeable occupations are designated with a superscripted letter "A". These occupations are approved for apprenticeship by the United States Department of Labor Office of Apprenticeship.

Table 9. Education, Training, and Experience Requirements for High-Wage, High-Demand Occupations in Health Care and Social Assistance

Occupation Title	Education	Training	Experience	STEM
Registered Nurses [A]	Bachelor's degree	None	None	Yes
Medical and Health Services Managers [A]	Bachelor's degree	None	Less than 5 years	Yes
Nurse Practitioners	Master's degree	None	None	Yes
Licensed Practical and Licensed Vocational Nurses [A]	Postsecondary nondegree award	None	None	No
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	Bachelor's degree	None	None	No
Speech-Language Pathologists	Master's degree	Internship/residency	None	Yes
Radiologic Technologists and Technicians [A]	Associate's degree	None	None	Yes
Physical Therapists	Doctoral or professional degree	None	None	Yes
Physician Assistants [A]	Master's degree	None	None	Yes
General and Operations Managers [A]	Bachelor's degree	None	5 years or more	No
First-Line Supervisors of Office and Administrative Support Workers	High school diploma or equivalent	None	Less than 5 years	No
Physical Therapist Assistants [A]	Associate's degree	None	None	No

Occupation Title	Education	Training	Experience	STEM
Respiratory Therapists	Associate's degree	None	None	Yes
Dental Hygienists	Associate's degree	None	None	No
Diagnostic Medical Sonographers [A]	Associate's degree	None	None	Yes
Dentists, General	Doctoral or professional degree	None	None	Yes
Pharmacists	Doctoral or professional degree	None	None	No
Occupational Therapists	Master's degree	None	None	Yes
Paramedics [A]	Postsecondary nondegree award	None	Less than 5 years	No
Healthcare Social Workers	Master's degree	Internship/residency	None	No
Family Medicine Physicians	Doctoral or professional degree	Internship/residency	None	Yes
Surgical Technologists [A]	Postsecondary nondegree award	None	None	No
Occupational Therapy Assistants [A]	Associate's degree	None	None	Yes
Social and Community Service Managers	Bachelor's degree	None	Less than 5 years	No

Occupation Title	Education	Training	Experience	STEM
Pharmacy Technicians [A]	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Human Resources Specialists [A]	Bachelor's degree	None	None	No
Financial Managers [A]	Bachelor's degree	None	5 years or more	No
Public Relations Specialists [A]	Bachelor's degree	None	None	No
Accountants and Auditors [A]	Bachelor's degree	None	None	No
Market Research Analysts and Marketing Specialists [A]	Bachelor's degree	None	None	No
Business Operations Specialists, All Other [A]	Bachelor's degree	None	None	No
Health Information Technologists and Medical Registrars [A]	Associate's degree	None	None	No
Nurse Anesthetists	Master's degree	None	None	Yes
Education and Childcare Administrators, Preschool and Daycare [A]	Bachelor's degree	None	Less than 5 years	No
Training and Development Specialists [A]	Bachelor's degree	None	Less than 5 years	No
Medical Scientists, Except Epidemiologists	Doctoral or professional degree	None	None	Yes
Chiropractors	Doctoral or professional degree	None	None	Yes

Occupation Title	Education	Training	Experience	STEM
Magnetic Resonance Imaging Technologists [A]	Associate's degree	None	Less than 5 years	No
Clinical and Counseling Psychologists	Doctoral or professional degree	Internship/residency	None	No
Project Management Specialists [A]	Bachelor's degree	None	None	No
Counselors, All Other	Master's degree	None	None	No
Optometrists	Doctoral or professional degree	None	None	Yes
Community Health Workers [A]	High school diploma or equivalent	Short-term on-the-job training	None	No
Bookkeeping, Accounting, and Auditing Clerks [A]	Some college, no degree	Moderate-term on-the-job training	None	No

Source: Occupational Employment and Wage Statistics 2024, Texas Labor Analysis

The table below lists top certifications within HWOL job advertisements for the 44 high-wage, high-demand occupations in this sector.

Table 10. In-Demand Certifications for High-Wage, High-Demand Health Care and Social Assistance Occupations

Certification	August 2019	August 2024	August 2025
Registered Nurse (RN)	24.5%	19.7%	19.2%
Basic Life Support (BLS) Certification	15.3%	15.1%	13.7%
Advanced Cardiovascular Life Support (ACLS) Certification	7.5%	5.8%	6.4%
Licensed Vocational Nurse (LVN)	4.6%	5.8%	5.5%
Cardiopulmonary Resuscitation (CPR) Certification	5.1%	6.0%	5.1%

Source: Lightcast™, 2025.

E. Educational Services

In the first quarter of 2025, employment in Educational Services in Texas was about 1.3 million, representing nearly 9.6 percent of the state's total. Compared to the first quarter of 2015, employment in this sector has risen by 16.2 percent, adding 187,598 jobs.

Seasonally adjusted CES data for private employers in this industry shows strong ten-year growth adding 56,000 jobs (29.6 percent), despite a slight decrease of 100 jobs in the year ending August 2025. Peak over the year growth occurred in April 2021 at 12.5 percent, with 23,800 jobs added.

In August 2025, the Help Wanted OnLine program recorded 28,827 unique job postings in the Education Services industry, with Postsecondary Teachers (88,184), Secondary School Teachers, Except Special and Career/Technical Education (81,621), and Teaching Assistants, Except Postsecondary (43,790) being the most frequently advertised occupations over the past decade.

The Education Services industry is projected to grow by 11.4 percent by 2032, adding 150,232 jobs. Out of 288 occupations in this industry, 70.5 percent (203 occupations) offer wages above the Texas median. Among these, 40 occupations are projected to add more than 400 jobs each by 2032, collectively contributing 76,675 jobs and accounting for over 51.0 percent of the industry's anticipated growth. The occupations that are concentrated relatively higher in Texas than in the nation are *Career/Technical Education Teachers, Secondary School*; and *Special Education Teachers, Kindergarten and Elementary School*; with LQ of 2.63 and 1.97 respectively.

The Elementary School Teachers, Except Special Education occupation has the largest projected job gain from 2022 to 2032 with a projected growth of 17,013 jobs. *Secondary School Teachers, Except Special and Career/Technical Education* are projected to add 13,150 positions but no others are projected to add more than 10,000. Overall, *Medical and Health Services Managers* are expected to grow the fastest at 32.0 percent. By 2032, this occupation is projected to grow by 532 jobs within the Colleges, Universities, and Professional Schools industry, representing a substantial increase of 31.4 percent. *Software Developers* follows at 26.3 percent with Health Specialties Teachers, Postsecondary growing at 25.0 percent.

There is a mix of educational and training requirements associated with the 40 occupations listed in Table 11. 60.0 percent (24 of 40 occupations) require no more than a bachelor's degree, 87.5 percent of the jobs require none to less than 5 years of experience, and only 2 occupations needing moderate-term on-the-job or internship/ residency training. The highest paying occupations in Educational Services include *Engineering Teachers, Postsecondary; Computer and Information Systems Managers; Financial Managers; as well as Health Specialties Teachers, Postsecondary* each have annual median wages exceeding $120,000.

Listed below are occupations that pay above the state annual median wage of $47,499 and are projected to add at least 400 jobs from 2022 to 2032.

Table 11. Employment Characteristics of High-Wage, High-Demand Occupations for Educational Services (descending by number change)

Occupation Title	Annual Average Employment 2022	Annual Average Employment 2032	Number Change 2022-2032	Percent Change 2022-2032	2024 OEWS Annual Median Wage	LQ
Elementary School Teachers, Except Special Education	141,795	158,808	17,013	12.0	$61,383	0.99
Secondary School Teachers, Except Special and Career/Technical Education	106,399	119,549	13,150	12.4	$61,984	1.17
Health Specialties Teachers, Postsecondary	22,457	28,080	5,623	25.0	$120,938	1.11
Educational, Guidance, and Career Counselors and Advisors	28,816	32,968	4,152	14.4	$68,147	1.05
Education Administrators, Kindergarten through Secondary	31,901	35,955	4,054	12.7	$86,329	1.25
Instructional Coordinators	26,051	29,472	3,421	13.1	$73,459	1.60
Preschool Teachers, Except Special Education	12,156	13,970	1,814	14.9	$61,352	0.79
Special Education Teachers, Kindergarten and Elementary School	15,701	17,496	1,795	11.4	$60,269	1.97

Occupation Title	Annual Average Employment 2022	Annual Average Employment 2032	Number Change 2022-2032	Percent Change 2022-2032	2024 OEWS Annual Median Wage	LQ
Kindergarten Teachers, Except Special Education	14,105	15,839	1,734	12.3	$62,695	0.82
Nursing Instructors and Teachers, Postsecondary	6,436	7,982	1,546	24.0	$97,559	0.89
Career/Technical Education Teachers, Secondary School	12,924	14,366	1,442	11.2	$62,534	2.63
Registered Nurses	12,767	14,204	1,437	11.3	$70,375	0.89
Speech-Language Pathologists	5,810	7,212	1,402	24.1	$75,778	1.16
Special Education Teachers, Secondary School	11,281	12,600	1,319	11.7	$62,463	0.72
General and Operations Managers	8,484	9,776	1,292	15.2	$104,854	1.41
Education Administrators, Postsecondary	13,942	15,174	1,232	8.8	$101,909	1.10
Special Education Teachers, Middle School	7,388	8,234	846	11.5	$61,914	1.51
Art, Drama, and Music Teachers, Postsecondary	7,232	7,999	767	10.6	$76,289	0.82
Librarians and Media Collections Specialists	6,859	7,626	767	11.2	$67,115	0.80
Special Education Teachers, All Other	5,898	6,657	759	12.9	$65,283	0.97

Occupation Title	Annual Average Employment 2022	Annual Average Employment 2032	Number Change 2022-2032	Percent Change 2022-2032	2024 OEWS Annual Median Wage	LQ
Software Developers	2,853	3,604	751	26.3	$100,943	1.02
Career/Technical Education Teachers, Postsecondary	14,575	15,304	729	5.0	$63,909	1.22
Business Teachers, Postsecondary	5,755	6,477	722	12.5	$99,485	0.97
Business Operations Specialists, All Other	5,872	6,571	699	11.9	$78,093	0.92
Training and Development Specialists	4,647	5,279	632	13.6	$61,653	1.11
Medical and Health Services Managers	1,895	2,501	606	32.0	$107,696	1.12
Biological Science Teachers, Postsecondary	4,061	4,659	598	14.7	$84,114	0.89
Financial Managers	2,552	3,144	592	23.2	$122,044	0.92
Education Administrators, All Other	3,882	4,448	566	14.6	$63,371	0.88
Computer User Support Specialists	8,000	8,555	555	6.9	$48,668	0.98
Postsecondary Teachers, All Other	5,764	6,300	536	9.3	$75,766	0.34
Public Relations Specialists	3,654	4,176	522	14.3	$59,931	1.00
Medical Scientists, Except Epidemiologists	2,514	3,031	517	20.6	$66,089	0.82

Occupation Title	Annual Average Employment 2022	Annual Average Employment 2032	Number Change 2022-2032	Percent Change 2022-2032	2024 OEWS Annual Median Wage	LQ
Education Teachers, Postsecondary	5,209	5,683	474	9.1	$75,653	1.08
Computer and Information Systems Managers	2,337	2,797	460	19.7	$122,817	1.29
Engineering Teachers, Postsecondary	2,996	3,444	448	15.0	$125,341	1.32
Licensed Practical and Licensed Vocational Nurses	4,128	4,571	443	10.7	$52,165	1.04
Accountants and Auditors	3,971	4,406	435	11.0	$69,584	0.84
Human Resources Specialists	4,070	4,487	417	10.2	$59,797	1.04
Mathematical Science Teachers, Postsecondary	4,276	4,684	408	9.5	$79,351	1.04

Source: Occupational Projections 2022 to 2032, NAICS 61. Occupational Employment and Wage Statistics 2024.

Below are the educational and training requirements for high-wage, high-demand occupations in this industry. Apprenticeable occupations are designated with a superscripted letter "A". These occupations are approved for apprenticeship by the United States Department of Labor Office of Apprenticeship.

Table 12. Education, Training, and Experience Requirements for High-Wage, High-Demand Occupations in Educational Services

Occupation Title	Education	Training	Experience	STEM
Elementary School Teachers, Except Special Education [A]	Bachelor's degree	None	None	No

Occupation Title	Education	Training	Experience	STEM
Secondary School Teachers, Except Special and Career/Technical Education	Bachelor's degree	None	None	No
Health Specialties Teachers, Postsecondary	Doctoral or professional degree	None	Less than 5 years	No
Educational, Guidance, and Career Counselors and Advisors	Master's degree	None	None	No
Education Administrators, Kindergarten through Secondary [A]	Master's degree	None	5 years or more	No
Instructional Coordinators	Master's degree	None	5 years or more	No
Preschool Teachers, Except Special Education [A]	Associate's degree	None	None	No
Special Education Teachers, Kindergarten and Elementary School	Bachelor's degree	None	None	No
Kindergarten Teachers, Except Special Education	Bachelor's degree	None	None	No
Nursing Instructors and Teachers, Postsecondary	Doctoral or professional degree	None	Less than 5 years	No
Career/Technical Education Teachers, Secondary School [A]	Bachelor's degree	None	Less than 5 years	No
Registered Nurses [A]	Bachelor's degree	None	None	Yes
Speech-Language Pathologists	Master's degree	Internship/residency	None	Yes
Special Education Teachers, Secondary School	Bachelor's degree	None	None	No
General and Operations Managers [A]	Bachelor's degree	None	5 years or more	No

Occupation Title	Education	Training	Experience	STEM
Education Administrators, Postsecondary	Master's degree	None	Less than 5 years	No
Special Education Teachers, Middle School	Bachelor's degree	None	None	No
Art, Drama, and Music Teachers, Postsecondary	Master's degree	None	None	No
Librarians and Media Collections Specialists	Master's degree	None	None	No
Special Education Teachers, All Other	Bachelor's degree	None	None	No
Software Developers [A]	Bachelor's degree	None	None	Yes
Career/Technical Education Teachers, Postsecondary	Bachelor's degree	None	Less than 5 years	No
Business Teachers, Postsecondary	Doctoral or professional degree	None	None	No
Business Operations Specialists, All Other	Bachelor's degree	None	None	No
Training and Development Specialists [A]	Bachelor's degree	None	Less than 5 years	No
Medical and Health Services Managers [A]	Bachelor's degree	None	Less than 5 years	Yes
Biological Science Teachers, Postsecondary	Doctoral or professional degree	None	None	No
Financial Managers [A]	Bachelor's degree	None	5 years or more	No
Education Administrators, All Other	Bachelor's degree	None	Less than 5 years	No
Computer User Support Specialists [A]	Some college, no degree	Moderate-term on-the-job training	None	No

Occupation Title	Education	Training	Experience	STEM
Postsecondary Teachers, All Other	Doctoral or professional degree	None	None	No
Public Relations Specialists [A]	Bachelor's degree	None	None	No
Medical Scientists, Except Epidemiologists	Doctoral or professional degree	None	None	Yes
Education Teachers, Postsecondary	Doctoral or professional degree	None	Less than 5 years	No
Computer and Information Systems Managers	Bachelor's degree	None	5 years or more	Yes
Engineering Teachers, Postsecondary	Doctoral or professional degree	None	None	No
Licensed Practical and Licensed Vocational Nurses [A]	Postsecondary nondegree award	None	None	No
Accountants and Auditors [A]	Bachelor's degree	None	None	No
Human Resources Specialists [A]	Bachelor's degree	None	None	No
Mathematical Science Teachers, Postsecondary	Doctoral or professional degree	None	None	No

Source: Occupational Employment and Wage Statistics 2024, Texas Labor Analysis.

The following table shows the specialized skills and certifications associated with the 40 high-wage, high-demand Educational Services occupations.

Table 13. In-Demand Certifications for High-Wage, High-Demand Educational Services Occupations

Certification	August 2019	August 2024	August 2025
Teaching Certificate	36.9%	35.1%	34.1%
Registered Nurse (RN)	7.5%	9.7%	9.1%
Valid Driver's License	7.2%	9.4%	7.1%
Basic Life Support (BLS) Certification	3.7%	4.6%	5.1%
Cardiopulmonary Resuscitation (CPR) Certification	5.0%	5.1%	4.7%

Source: Lightcast™, 2025.

F. Transportation and Warehousing

In the past decade, demand for Transportation and Warehousing workers in Texas has increased significantly according to QCEW. This data is for NAICS codes 48-49.

In the first quarter of 2025 average employment in the Transportation and Warehousing industry in Texas was 705,834, up 44.9 percent from the same quarter in 2015. Transportation and Warehousing employment expanded from 4.2 percent of total employment to 5.0 percent over that period. Average weekly wages in the industry also grew over the decade, increasing by nearly $370 to reach $1,568 in the first quarter of 2025. Continued strong growth in the industry over that period due to increased shipping and warehousing activity driven by e-commerce has created a strong demand for labor and resulting upward pressure on wages in the industry.

Not seasonally adjusted Current Employment Statistics indicate that the sector grew by 1.2 percent (7,900 jobs) over-the-year to reach 647,600 positions as of August 2025. Transportation and Warehousing employment has risen by 40.8 percent (187,700 positions) since August 2015, an average annual growth rate over that period of 3.5 percent. The annual growth rate for the sector reached a series peak of 12.0 percent in April 2022.

According to the United States Census Bureau's Retail Trade Survey, seasonally adjusted e-commerce sales made up 16.3 percent of total retail sales in the second quarter of 2025, compared to 7.0 percent a decade earlier. Quarterly retail sales in e-commerce have increased for 18 of the past 20 quarters, including a series-high quarterly increase of 32.6 percent during the second quarter of 2020 in response to quarantines due to the COVID-19 pandemic.

Industry job numbers will likely remain robust as the prevalence of e-commerce warehousing and deliveries continues to expand and the state continues to invest in transportation infrastructure. Long term projections indicate that Transportation and Warehousing employment is expected to increase to approximately 833,562 positions by 2032. From 2022 to 2032 the Transportation and Warehousing industry is projected to grow by 25.2 percent based on 167,600 jobs added. Heavy and Tractor-Trailer Truck Drivers are projected to make the largest occupational gains through 2032 to reach an estimated employment of 143,802 jobs.

Listed below are occupations that pay above the state annual median wage of $47,499 and are projected to add at least 400 jobs from 2022 to 2032.

Table 14. Employment Characteristics of High-Wage, High-Demand Occupations in Transportation and Warehousing (descending by number change)

Occupation Title	Annual Average Employment 2022	Annual Average Employment 2032	Number Change 2022-2032	Percent Change 2022-2032	2024 OEWS Annual Median Wage	LQ
Heavy and Tractor-Trailer Truck Drivers	115,607	143,802	28,195	24.4	$57,493	1.14
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	16,496	21,235	4,739	28.7	$63,840	1.05
General and Operations Managers	14,827	18,333	3,506	23.6	$102,503	1.41
Postal Service Mail Carriers	25,588	28,643	3,055	11.9	$58,386	0.90
Flight Attendants	12,198	15,039	2,841	23.3	$57,167	1.13
First-Line Supervisors of Office and Administrative Support Workers	13,036	15,597	2,561	19.6	$73,597	1.28
Maintenance and Repair Workers, General	5,062	7,207	2,145	42.4	$63,986	1.01
Aircraft Mechanics and Service Technicians	9,912	11,635	1,723	17.4	$80,734	1.30
Transportation, Storage, and Distribution Managers	4,621	6,313	1,692	36.6	$91,427	1.53

Occupation Title	Annual Average Employment 2022	Annual Average Employment 2032	Number Change 2022-2032	Percent Change 2022-2032	2024 OEWS Annual Median Wage	LQ
Production, Planning, and Expediting Clerks	3,739	5,205	1,466	39.2	$52,131	0.89
Bus and Truck Mechanics and Diesel Engine Specialists	8,373	9,728	1,355	16.2	$53,383	1.15
Airline Pilots, Copilots, and Flight Engineers	8,920	10,220	1,300	14.6	$214,671	1.13
Logisticians	1,645	2,673	1,028	62.5	$62,124	0.99
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	1,998	2,896	898	44.9	$51,632	1.09
First-Line Supervisors of Mechanics, Installers, and Repairers	4,012	4,907	895	22.3	$89,920	1.27
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	3,740	4,525	785	21.0	$62,400	1.06
Training and Development Specialists	1,736	2,488	752	43.3	$60,892	1.11
Postal Service Clerks	4,873	5,453	580	11.9	$61,714	0.73
Software Developers	811	1,368	557	68.7	$140,454	1.02
Machine Feeders and Offbearers	829	1,353	524	63.2	$51,249	0.84

Occupation Title	Annual Average Employment 2022	Annual Average Employment 2032	Number Change 2022-2032	Percent Change 2022-2032	2024 OEWS Annual Median Wage	LQ
Inspectors, Testers, Sorters, Samplers, and Weighers	2,197	2,720	523	23.8	$48,849	1.04
First-Line Supervisors of Production and Operating Workers	1,248	1,734	486	38.9	$86,063	0.96
Rail Car Repairers	2,172	2,646	474	21.8	$58,540	1.33
Postal Service Mail Sorters, Processors, and Processing Machine Operators	7,232	7,690	458	6.3	$57,491	0.74
Railroad Conductors and Yardmasters	4,159	4,601	442	10.6	$67,582	1.13
Accountants and Auditors	2,153	2,587	434	20.2	$79,427	0.84
Pump Operators, Except Wellhead Pumpers	1,234	1,668	434	35.2	$74,679	3.78
Occupational Health and Safety Specialists	1,194	1,626	432	36.2	$82,436	1.49
Petroleum Pump System Operators, Refinery Operators, and Gagers	3,053	3,473	420	13.8	$100,649	3.85

Source: Occupational Projections 2022 to 2032, NAICS 48-49. Occupational Employment and Wage Statistics 2024.

Out of the 29 occupations listed above, 25 require at least a high school diploma or equivalent, with additional on the job training and/or prior experience required to meet the varying needs of employers.

Below are the educational and training requirements for high-wage, high-demand occupations in this industry. Apprenticeable occupations are designated with a superscripted letter "A". These occupations are approved for apprenticeship by the United States Department of Labor Office of Apprenticeship.

Table 15. Education, Training, and Experience Requirements for High-Wage, High-Demand Occupations in Transportation and Warehousing

Occupation Title	Education	Training	Experience	STEM
Heavy and Tractor-Trailer Truck Drivers [A]	Postsecondary nondegree award	Short-term on-the-job training	None	No
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	High school diploma or equivalent	None	Less than 5 years	No
General and Operations Managers [A]	Bachelor's degree	None	5 years or more	No
Postal Service Mail Carriers	No formal educational credential	Short-term on-the-job training	None	No
Flight Attendants	High school diploma or equivalent	Moderate-term on-the-job training	Less than 5 years	No
First-Line Supervisors of Office and Administrative Support Workers	High school diploma or equivalent	None	Less than 5 years	No
Maintenance and Repair Workers, General [A]	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Aircraft Mechanics and Service Technicians [A]	Postsecondary nondegree award	None	None	No
Transportation, Storage, and Distribution Managers [A]	High school diploma or equivalent	None	5 years or more	No

Occupation Title	Education	Training	Experience	STEM
Production, Planning, and Expediting Clerks [A]	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Bus and Truck Mechanics and Diesel Engine Specialists [A]	High school diploma or equivalent	Long-term on-the-job training	None	No
Airline Pilots, Copilots, and Flight Engineers	Bachelor's degree	Moderate-term on-the-job training	Less than 5 years	No
Logisticians [A]	Bachelor's degree	None	None	No
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	High school diploma or equivalent	Short-term on-the-job training	None	No
First-Line Supervisors of Mechanics, Installers, and Repairers [A]	High school diploma or equivalent	None	Less than 5 years	No
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Training and Development Specialists [A]	Bachelor's degree	None	Less than 5 years	No
Postal Service Clerks [A]	No formal educational credential	Short-term on-the-job training	None	No
Software Developers [A]	Bachelor's degree	None	None	Yes
Machine Feeders and Offbearers	No formal educational credential	Short-term on-the-job training	None	No
Inspectors, Testers, Sorters, Samplers, and Weighers [A]	High school diploma or equivalent	Moderate-term on-the-job training	None	No

Occupation Title	Education	Training	Experience	STEM
First-Line Supervisors of Production and Operating Workers	High school diploma or equivalent	None	Less than 5 years	No
Rail Car Repairers [A]	High school diploma or equivalent	Long-term on-the-job training	None	No
Postal Service Mail Sorters, Processors, and Processing Machine Operators	No formal educational credential	Short-term on-the-job training	None	No
Railroad Conductors and Yardmasters [A]	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Accountants and Auditors [A]	Bachelor's degree	None	None	No
Pump Operators, Except Wellhead Pumpers	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Occupational Health and Safety Specialists [A]	Bachelor's degree	None	None	No
Petroleum Pump System Operators, Refinery Operators, and Gagers [A]	High school diploma or equivalent	Moderate-term on-the-job training	None	No

Source: Occupational Employment and Wage Statistics 2024, Texas Labor Analysis.

The table below lists top certifications within HWOL job advertisements for the high-wage, high-demand occupations in this sector.

Table 16. In-Demand Certifications for High-Wage, High-Demand Occupations for Transportation and Warehousing

Certification	August 2019	August 2024	August 2024
Commercial Driver's License (CDL)	35.9%	28.5%	29.6%
Valid Driver's License	21.9%	27.1%	26.3%
Hazmat Endorsement	5.4%	5.1%	5.8%

Certification	August 2019	August 2024	August 2024
Airframe & Powerplant (A&P) Certificate	3.1%	3.3%	4.3%
Tanker Endorsement	4.2%	4.3%	4.0%

Source: Lightcast™ 2025

G. Mining, Quarrying, and Oil and Gas Extraction

In the past ten years, demand for Mining, Quarrying, and Oil and Gas Extraction industry workers in Texas has varied year-to-year, based on data for NAICS code 21 from QCEW. Compared to the first quarter of 2015, average employment in the industry during the same quarter of 2025 has declined by 29.2 percent while the number of firms in the industry decreased by 19.8 percent during the same period. The Mining, Quarrying, and Oil and Gas Extraction industry made up 2.6 percent of all jobs across the state ten years ago, but most recently published QCEW data reveals that number declined by 1.1 percentage points to 1.5 percent in the first quarter of 2025. A similar trend is seen in the share of firms within the industry – Mining, Quarrying, and Oil and Gas Extraction companies comprised of 1.7 percent of all firms in the state during the first quarter of 2015; the latest first-quarter numbers indicate that value is now 1.0 percent.

Since 2015, first-quarter average employment in the industry compared to the previous year dropped the most in 2021 by 25.5 percent, followed by 22.0 percent in 2016. Additionally, data from the CES program indicates the not seasonally adjusted number of positions in the industry reached its ten-year August low of 169,500 in 2020, which was a 31.7 percent decrease from 2019.

However, in the past decade, QCEW first-quarter numbers have grown during some years as the average number of jobs in the industry has increased the most over-the-year during 2018 by 11.3 percent, followed by 11.2 percent in 2023 and 9.5 percent in 2022. CES also show job counts have grown annually in recent years, reaching a ten-year high at 12.3 percent in August 2022 but slowing to 5.6 percent in August the following year, 1.4 percent in 2024, and 1.3 percent in August 2025.

The total number of jobs in the industry across all occupations is expected to increase to 214,686 in 2032 from 191,413 in 2022. High-wage, high-demand occupations represent 9.6 percent of detail occupations in Mining, Quarrying, and Oil and Gas Extraction.

Listed below are occupations that pay above the state annual median wage of $47,499 and are projected to add at least 400 jobs from 2022 to 2032.

Table 17. Employment Characteristics of High-Wage, High-Demand Occupations in Mining, Quarrying, and Oil and Gas Extraction (descending by number change)

Occupation Title	Annual Average Employment 2022	Annual Average Employment 2032	Number Change 2022-2032	Percent Change 2022-2032	2024 OEWS Annual Median Wage	LQ
Wellhead Pumpers	8,306	10,022	1,716	20.7	$75,456	6.36
General and Operations Managers	8,747	10,103	1,356	15.5	$159,595	1.41
First-Line Supervisors of Construction Trades and Extraction Workers	10,587	11,844	1,257	11.9	$81,043	1.24
Petroleum Engineers	5,433	6,549	1,116	20.5	$152,832	6.25
Service Unit Operators, Oil and Gas	13,008	13,849	841	6.5	$50,733	4.27
Accountants and Auditors	3,275	4,046	771	23.5	$101,603	0.84
Heavy and Tractor-Trailer Truck Drivers	8,636	9,340	704	8.2	$51,566	1.14
Derrick Operators, Oil and Gas	6,517	7,080	563	8.6	$61,610	4.88
Rotary Drill Operators, Oil and Gas	6,200	6,634	434	7.0	$65,579	5.06

Source: Occupational Projections 2022 to 2032, NAICS 21. Occupational Employment and Wage Statistics 2024.

There is a mix of educational and training requirements associated with the top occupations in Mining, Quarrying, and Oil and Gas Extraction. Of the nine occupations in this industry highlighted within the report, three require a Bachelor's degree with zero training nor experience needed except for General and Operations Managers, where 5 or more years of experience is a must. For positions where no formal education credential is a requisite, a mix of short- and moderate-term on-the-job training is mandatory with no experience needed. Heavy and Tractor-Trailer Truck Drivers is the only occupation featured that requires a Postsecondary nondegree award, with short-term on-the-job training needed.

Below are the educational and training requirements for high-wage, high-demand occupations in this industry. Apprenticeable occupations are designated with a superscripted letter "A". These occupations are approved for apprenticeship by the United States Department of Labor Office of Apprenticeship.

Table 18. Education, Training, and Experience Requirements for High-Wage, High-Demand Occupations in Mining, Quarrying, and Oil and Gas Extraction

Occupation Title	Education	Training	Experience	STEM
Wellhead Pumpers	High school diploma or equivalent	Moderate-term on-the-job training	Less than 5 years	No
General and Operations Managers [A]	Bachelor's degree	None	5 years or more	No
First-Line Supervisors of Construction Trades and Extraction Workers	High school diploma or equivalent	None	5 years or more	No
Petroleum Engineers	Bachelor's degree	None	None	Yes
Service Unit Operators, Oil and Gas	No formal educational credential	Moderate-term on-the-job training	None	No
Accountants and Auditors [A]	Bachelor's degree	None	None	No
Heavy and Tractor-Trailer Truck Drivers [A]	Postsecondary nondegree award	Short-term on-the-job training	None	No
Derrick Operators, Oil and Gas	No formal educational credential	Short-term on-the-job training	None	No

Occupation Title	Education	Training	Experience	STEM
Rotary Drill Operators, Oil and Gas [A]	No formal educational credential	Moderate-term on-the-job training	None	No

Source: Occupational Employment and Wage Statistics 2024, Texas Labor Analysis.

The following table lists the top five certifications within HWOL job advertisements for this industry's nine high-growth, high-demand occupations. For example, in August 2025, 36.0 percent of job ads for the top high-growth, high-demand occupations in Texas called for applicants to possess a Commercial Driver's License (CDL), compared to 48.2 percent in August 2024 and 34.8 percent in August 2019. Having a valid Driver's License comes behind a CDL as this qualification appeared in 24.0 percent of job ads for the above-mentioned occupations as of August 2025

Table 19. In-Demand Certifications for High-Wage, High-Demand Occupations in Mining, Quarrying, and Oil and Gas Extraction

Certification	August 2019	August 2024	August 2025
Commercial Driver's License (CDL)	34.8%	48.2%	36.0%
Valid Driver's License	28.5%	23.2%	24.0%
Tanker Endorsement	7.8%	11.3%	8.1%
Certified Public Accountant	6.7%	2.3%	4.2%
Hazmat Endorsement	3.6%	3.9%	3.6%

Source: Lightcast™, 2025.

H. Utilities

According to QCEW, employment in the Utilities industry has continued to grow, recording an increase in employment for 19 consecutive quarters dating back to the third quarter of 2020. In the first quarter of 2025, the number of workers employed in the Utilities industry reached a series high of 102,621, adding 22,756 employees—a 28.5 percent increase—since the first quarter of 2015. Of the 102,621 employees in the Utilities industry, 34.1 percent, or 34,950, are public-sector workers who are employed by local government, while the remaining 65.9 percent, or 67,671, are employed in the private sector.

When looking at not seasonally adjusted CES data the industry shows a 39.2 percent increase in private-sector Utilities jobs in the last ten years ending August 2025, as private-sector employment sits at a series high of 68,500. This number is comparable to the private-sector employment number in QCEW as public-sector workers in any industry are counted under Government employment in CES, one of the key distinctions between the QCEW and CES programs.

Annual median wages for detail occupations in the Utilities industry range from $31,260 to $217,899, with 89.0 percent of occupations paying a wage greater than the state annual median of $47,499. Just over half of these occupations have a typical education level of an Associate’s degree or less.

The Utilities industry is projected to add 4,321 jobs from 2022 through 2032, increasing employment in the industry by 7.9 percent. As of 2022, 41.7 percent of detail occupations (for which projections data are available) in the industry have a typical worker education level of Bachelor’s degree, however these occupations employ only 26.8 percent of detail occupation workers in the industry; 38.1 percent of detail occupations have a typical education level of High School Diploma or Equivalent, but these occupations employ 63.2 percent of detail occupation workers in the industry.

Listed below is the occupation that pays above the state annual median wage of $47,499 and is projected to add at least 400 jobs from 2022-2032. Although only one occupation meets these criteria, this is not indicative of an industry in decline or lacking in growth, but rather a function of the criteria and low base employment in the industry. In 2022, fewer than 2,000 people were employed in 79 of 84 detail occupations, so an increase of at least 400 jobs would have required an extremely high growth rate for most of these occupations.

Table 20. Employment Characteristics of High-Wage, High-Demand Occupation in Utilities

Occupation Title	Annual Average Employment 2022	Annual Average Employment 2032	Number Change 2022-2032	Percent Change 2022-2032	2024 OEWS Annual Median Wage	LQ
Electrical Power-Line Installers and Repairers	5,514	6,167	653	11.8	$81,949	1.27

SOURCE: Occupational Projections 2022 to 2032, NAICS 22. Occupational Employment and Wage Statistics 2024.

Below is the educational and training requirement for the high-wage, high-demand occupation in this industry. Apprenticeable occupations are designated with a superscripted letter "A". These occupations are approved for apprenticeship by the United States Department of Labor Office of Apprenticeship.

Table 21. Education, Training, and Experience Requirements for High-Wage, High-Demand Occupations in Utilities

Occupation Title	Education	Training	Experience	STEM
Electrical Power-Line Installers and Repairers [A]	High school diploma or equivalent	Long-term on-the-job training	None	No

SOURCE: Occupational Employment and Wage Statistics 2024, Texas Labor Analysis.

The table below lists top certifications within HWOL job advertisements for the high-wage, high-demand occupation in this sector.

Table 22. In-Demand Certifications for High-Wage, High-Demand Occupations in Utilities

Certification	August 2019	August 2024	August 2025
CDL Class A License	55.1%	51.9%	37.8%
Valid Driver's License	24.6%	19.8%	20.2%
Journeyman Lineman	14.5%	18.5%	12.6%
Petroleum Engineering Certification	0.0%	2.5%	6.7%

Certification	August 2019	August 2024	August 2025
Cardiopulmonary Resuscitation (CPR) Certification	1.4%	1.2%	5.9%

Source: Lightcast™ 2025.

I. Wholesale Trade

In the last five years, demand for Wholesale Trade industry workers in Texas rose, according to QCEW. Employment grew on average by almost 1,900 jobs over the last ten years or 15.5 percent. The industry is showing 6.6 percent growth in the last five years and 0.1 percent over the last year.

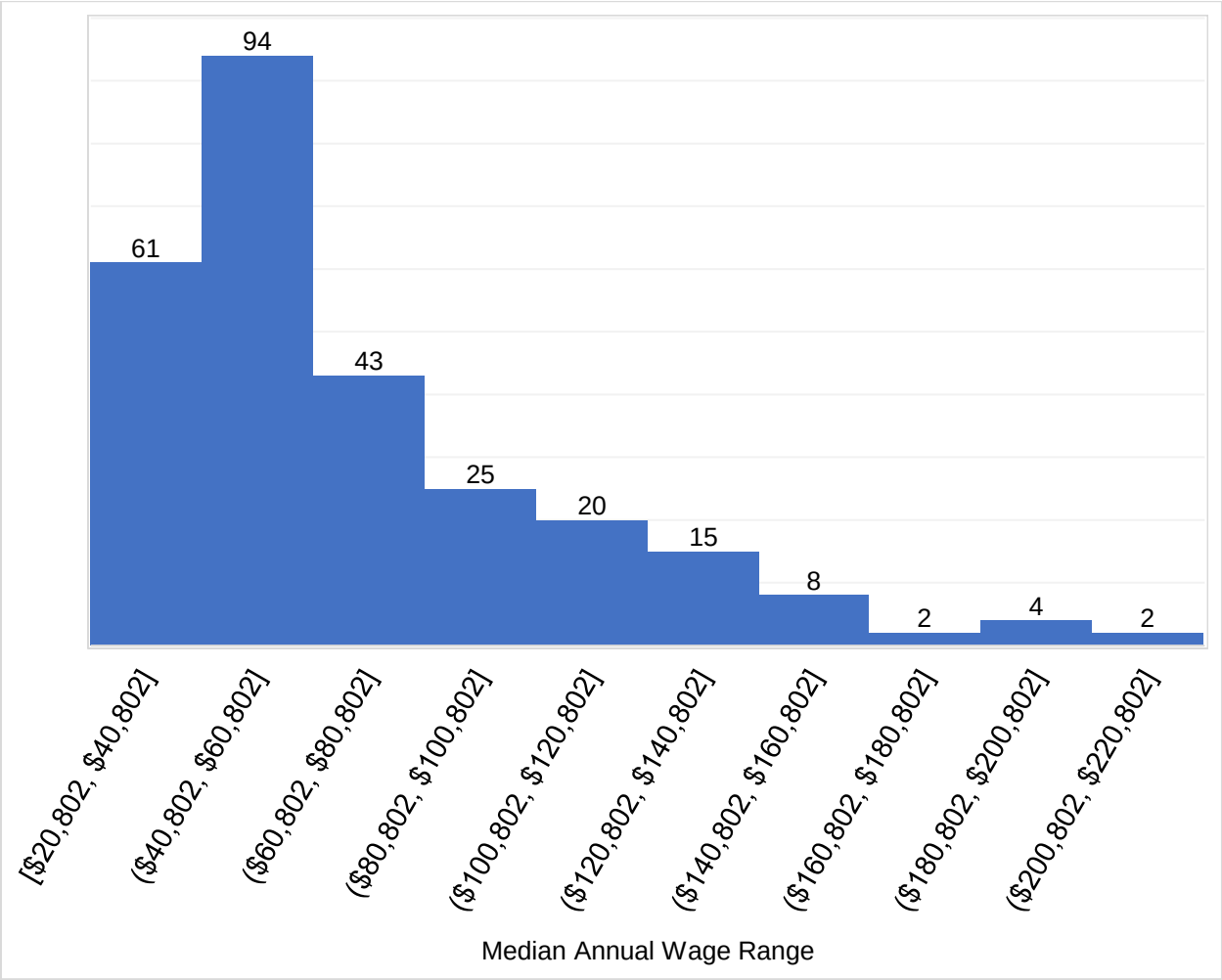
Wholesale Trade firms, establishments, and employment represent a slightly smaller portion of Texas' diverse industry composition compared to five years ago, which is due to the rapid growth in other industries taking a larger share. The industry share of employment fell 0.5 percentage point to 5.5 percent in the last 10 years contributing 651,725 positions of the 11.9 million private employment. Wages remain timely as the average weekly wage increased each of the last five years and increased $25.54 per quarter from 2020 first quarter to the same quarter of 2025.

Among high-wage, high-demand occupations, *Industrial Machinery Mechanics*; *Software Developers*; *Computer and Information Systems Managers*; are STEM occupations with significant demand, employing a collective total of more than 14,000 workers as of 2022. These occupations pay substantially more than the 2024 Texas median average wage and are expected to grow by over 27.0 percent each by 2032. Overall, 65.6 percent (21 of 32 professions) of high-demand occupations in Wholesale Trade having greater employment concentrations than the nation.

In the first quarter of 2025, the number of workers with Wholesale Trade employers in Texas was 651,725, up 6.6 percent from the same quarter in 2020.

A histogram of the Median Annual Wages for the Wholesale Trade industry is below.

Chart 2: Number of Wholesale Trade Occupations by Statewide Median Wage Ranges



Source: Occupational Employment and Wage Statistics 2024

This histogram is right-skewed meaning that while most occupations cluster around lower to mid-range wages, a small number of high-paying roles stretch the distribution far to the right. That long tail represents higher paid occupations such as Chief Executives, Lawyers, Insurance Sales Agents.

As of 2022, the 32 high-wage, high-demand occupations in the Wholesale Trade employed 286,002 people and are expected to grow another 49,546 by 2032.

Listed below are occupations that pay above the state annual median wage of $47,499 and are projected to add at least 400 jobs from 2022 to 2032.

Table 23. Employment Characteristics of High-Wage, High-Demand Occupations in Wholesale Trade (descending by number change)

Occupation Title	Annual Average Employment 2022	Annual Average Employment 2032	Number Change 2022-2032	Percent Change 2022-2032	2024 OEWS Annual Median Wage	LQ
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	61,276	71,238	9,962	16.3	$62,407	0.8
General and Operations Managers	32,614	37,865	5,251	16.1	$106,333	1.41
Heavy and Tractor-Trailer Truck Drivers	33,409	38,141	4,732	14.2	$53,747	1.14
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	17,420	20,718	3,298	18.9	$83,258	2.04
Mobile Heavy Equipment Mechanics, Except Engines	7,182	9,809	2,627	36.6	$64,707	1.23
Sales Managers	14,848	17,369	2,521	17	$133,234	1.42
Industrial Machinery Mechanics	6,479	8,557	2,078	32.1	$60,694	1.51
Software Developers	5,357	7,398	2,041	38.1	$129,902	1.02
Medical Equipment Repairers	3,249	4,729	1,480	45.6	$64,499	1.22

Occupation Title	Annual Average Employment 2022	Annual Average Employment 2032	Number Change 2022-2032	Percent Change 2022-2032	2024 OEWS Annual Median Wage	LQ
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	9,195	10,608	1,413	15.4	$59,019	1.05
Accountants and Auditors	6,389	7,482	1,093	17.1	$76,215	0.84
Project Management Specialists	5,381	6,404	1,023	19	$96,068	1.29
Market Research Analysts and Marketing Specialists	3,680	4,565	885	24	$76,650	0.79
First-Line Supervisors of Non-Retail Sales Workers	5,131	5,976	845	16.5	$75,010	1.1
Financial Managers	2,741	3,523	782	28.5	$120,281	0.92
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	4,679	5,416	737	15.8	$63,515	1.06
Computer and Information Systems Managers	2,561	3,268	707	27.6	$167,488	1.29
First-Line Supervisors of Mechanics, Installers, and Repairers	4,589	5,278	689	15	$83,077	1.27
Transportation, Storage, and Distribution Managers	3,728	4,391	663	17.8	$94,788	1.53

Occupation Title	Annual Average Employment 2022	Annual Average Employment 2032	Number Change 2022-2032	Percent Change 2022-2032	2024 OEWS Annual Median Wage	LQ
Welders, Cutters, Solderers, and Brazers	4,426	5,072	646	14.6	$49,270	1.49
Maintenance and Repair Workers, General	4,440	5,065	625	14.1	$48,324	1.01
Computer User Support Specialists	4,145	4,751	606	14.6	$59,300	0.98
Bus and Truck Mechanics and Diesel Engine Specialists	4,406	5,005	599	13.6	$60,536	1.15
First-Line Supervisors of Production and Operating Workers	3,731	4,315	584	15.7	$61,891	0.96
Logisticians	1,859	2,388	529	28.5	$65,506	0.99
Computer Occupations, All Other	2,655	3,138	483	18.2	$96,867	1.51
Production, Planning, and Expediting Clerks	2,876	3,337	461	16	$55,880	0.89
Farm Equipment Mechanics and Service Technicians	1,757	2,216	459	26.1	$47,571	0.58
First-Line Supervisors of Office and Administrative Support Workers	8,863	9,313	450	5.1	$65,302	1.28
Bookkeeping, Accounting, and Auditing Clerks	11,560	11,999	439	3.8	$47,613	1
Business Operations Specialists, All Other	2,651	3,085	434	16.4	$74,549	0.92

Occupation Title	Annual Average Employment 2022	Annual Average Employment 2032	Number Change 2022-2032	Percent Change 2022-2032	2024 OEWS Annual Median Wage	LQ
Human Resources Specialists	2,725	3,129	404	14.8	$76,774	1.04

Source: Occupational Projections 2022 to 2032, NAICS 42. Occupational Employment and Wage Statistics 2024.

These occupations typically require a Bachelor's degree, pay substantially higher than the 2024 Median Annual Wage in Texas and are expected to grow on average, by about 33 percent by 2032.

Below are the educational and training requirements for high-growth occupations in this industry. Apprenticeable occupations are designated with a superscripted letter "A". These occupations are approved for apprenticeship by the United States Department of Labor Office of Apprenticeship.

Table 24. Education, Training, and Experience Requirements for High-Wage, High-Demand Occupations in Wholesale Trade

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

Occupation Title	Education	Training	Experience	STEM
Industrial Machinery Mechanics [A]	High school diploma or equivalent	None	Long-term on-the-job training	Yes
Software Developers [A]	Bachelor's degree	None	None	No
Medical Equipment Repairers [A]	Associate's degree	None	Moderate-term on-the-job training	Yes
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	High school diploma or equivalent	Less than 5 years	None	No
Accountants and Auditors [A]	Bachelor's degree	None	None	No
Project Management Specialists [A]	Bachelor's degree	None	None	No
Market Research Analysts and Marketing Specialists [A]	Bachelor's degree	None	None	No
First-Line Supervisors of Non-Retail Sales Workers	High school diploma or equivalent	Less than 5 years	None	No
Financial Managers [A]	Bachelor's degree	5 years or more	None	No
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	High school diploma or equivalent	None	Moderate-term on-the-job training	Yes
Computer and Information Systems Managers	Bachelor's degree	5 years or more	None	No
First-Line Supervisors of Mechanics, Installers, and Repairers [A]	High school diploma or equivalent	Less than 5 years	None	No
Transportation, Storage, and Distribution Managers [A]	High school diploma or equivalent	5 years or more	None	No
Welders, Cutters, Solderers, and Brazers [A]	High school diploma or equivalent	None	Moderate-term on-the-job training	Yes

Occupation Title	Education	Training	Experience	STEM
Maintenance and Repair Workers, General [A]	High school diploma or equivalent	None	Moderate-term on-the-job training	Yes
Computer User Support Specialists [A]	Some college, no degree	None	Moderate-term on-the-job training	Yes
Bus and Truck Mechanics and Diesel Engine Specialists [A]	High school diploma or equivalent	None	Long-term on-the-job training	Yes
First-Line Supervisors of Production and Operating Workers	High school diploma or equivalent	Less than 5 years	None	No
Logisticians [A]	Bachelor's degree	None	None	No
Computer Occupations, All Other [A]	Bachelor's degree	None	None	No
Production, Planning, and Expediting Clerks [A]	High school diploma or equivalent	None	Moderate-term on-the-job training	Yes
Farm Equipment Mechanics and Service Technicians [A]	High school diploma or equivalent	None	Long-term on-the-job training	Yes
First-Line Supervisors of Office and Administrative Support Workers	High school diploma or equivalent	Less than 5 years	None	No
Bookkeeping, Accounting, and Auditing Clerks [A]	Some college, no degree	None	Moderate-term on-the-job training	Yes
Business Operations Specialists, All Other [A]	Bachelor's degree	None	None	No
Human Resources Specialists [A]	Bachelor's degree	None	None	No

Source: Occupational Employment and Wage Statistics 2024, Texas Labor Analysis.

The table below lists top certifications within HWOL job advertisements for the 28 high-wage, high-demand occupations in this sector.

Table 25. In-Demand Certifications for High-Wage, High-Demand Occupations in Wholesale Trade

Certification	August 2019	August 2024	August 2025
Valid Driver's License	44.0%	45.8%	47.6%
Commercial Driver's License (CDL)	13.4%	13.0%	12.3%
Forklift Certification	4.1%	3.1%	4.0%
Project Management Professional Certification	4.2%	2.7%	3.4%

Source: Lightcast™, 2025.

J. Retail Trade

In the last ten years, demand for Retail Trade workers in Texas has experienced slow and steady growth, according to QCEW. From first quarter 2015 to first quarter 2025, the number of establishments for NAICS code 44-45 increased by 12.4 percent, a modest increase when compared to 34.1 percent for Total, All Industries. Firms in Retail Trade experienced more favorable growth during this period, 14.6 percent over the same period when compared to 34.0 percent growth of all industries. Average Employment data shows a slower growth in Retail Trade at 9.9 percent when compared to Total, All Industries at 21.4 percent, which experienced over double the rate for the same period. Average Weekly Wage data indicates closer parity between growth in Retail and Total, All Industries over the last 10 years. Average Weekly Wages grew by 49.3 percent in retail trade, outpacing total, all industries' growth of 45.7 percent.

Seasonally adjusted CES data also indicates growth in the Retail Industry. Like the unadjusted QCEW data set, the ten-year employment growth for retail trade lags behind that of total industries. From August 2015 to 2025, Retail jobs growth was 9.9 percent, compared to that of Total Nonfarm's 20.5 percent. Remarkably, Retail Trade jobs in Texas are outpacing national growth in the industry, which is nearly identical to its 2015 levels with a change of 0.0 percent. Recently, Retail Trade jobs hit a series high of 1,429,200 jobs in July 2025 going back to 1990. Although not growing as aggressively as other industries, Retail Trade growth continues its slow and steady pace.

Retail Trade occupations make up 7.9 percent of all occupations according to our 2024 OEWS data. In 2024, the Median Wage for Texans was $47,499. The percentage of Retail Trade occupations that offered wages higher than the median was 43.3 percent, a significantly lower percentage when compared to 64.9 percent for all industries. When looking at education levels of Retail Trade occupations that offer wages above the median, 52.9 percent required an Associate's degree or higher compared to 47.1 percent which did not require any college degree.

According to our Projections data, employment in Retail Trade is estimated to grow to 1,477,022, a 12.2 percent increase over 10 years.

Listed below are occupations that pay above the state annual median wage of $47,499 and are projected to add at least 400 jobs from 2022 to 2032.

Table 26. Employment Characteristics of High-Wage, High-Demand Occupations in Retail Trade (descending by number change)

Occupation Title	Annual Average Employment 2022	Annual Average Employment 2032	Number Change 2022-2032	Percent Change 2022-2032	2024 OEWS Annual Median Wage	LQ
General and Operations Managers A	48,168	54,212	6,044	12.5	$64,623	1.41
Automotive Service Technicians and Mechanics A	27,243	32,121	4,878	17.9	$47,686	1.08
Pharmacists	13,131	14,619	1,488	11.3	$134,672	0.77
Sales Managers	11,179	12,149	970	8.7	$84,684	1.42
First-Line Supervisors of Office and Administrative Support Workers	11,566	12,371	805	7.0	$57,377	1.28
First-Line Supervisors of Mechanics, Installers, and Repairers A	5,462	6,192	730	13.4	$62,173	1.27
Market Research Analysts and Marketing Specialists A	2,422	2,870	448	18.5	$56,150	0.79
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	3,703	4,140	437	11.8	$59,317	0.80

Source: Occupational Projections 2022 to 2032, NAICS 44-45. Occupational Employment and Wage Statistics 2024.

Below are the educational and training requirements for high-wage, high-demand occupations in this industry. Apprenticeable occupations are designated with a superscripted letter "A". These occupations are approved for apprenticeship by the United States Department of Labor Office of Apprenticeship.

Table 27. Education, Training, and Experience Requirements for High-Wage, High-Demand Occupations in Retail Trade

Occupation Title	Education	Training	Experience	STEM
General and Operations Managers [A]	Bachelor's degree	None	5 years or more	No
Automotive Service Technicians and Mechanics [A]	Postsecondary nondegree award	Short-term on-the-job training	None	No
Pharmacists	Doctoral or professional degree	None	None	No
Sales Managers	Bachelor's degree	None	Less than 5 years	No
First-Line Supervisors of Office and Administrative Support Workers	High school diploma or equivalent	None	Less than 5 years	No
First-Line Supervisors of Mechanics, Installers, and Repairers [A]	High school diploma or equivalent	None	Less than 5 years	No
Market Research Analysts and Marketing Specialists [A]	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

Source: Occupational Employment and Wage Statistics 2024, Texas Labor Analysis.

The table below lists top certifications within HWOL job advertisements for the eight high-wage, high-demand occupations in this sector.

Table 28. In-Demand Certifications for High-Wage, High-Demand Occupations in Retail Trade

Skill or Qualification	August 2019	August 2024	August 2025
Valid Driver's License	55.2%	49.1%	51.9%
Registered Pharmacist (RPh)	8.4%	16.2%	19.7%
Automotive Service Excellence (ASE) Certification	14.0%	11.9%	11.6%
Master Of Business Administration (MBA)	1.4%	1.6%	2.8%
Food Safety Certification	0.5%	1.9%	1.6%

SOURCE: Lightcast™, 2025.

K. Finance and Insurance

In the last decade, demand for Finance and Insurance industry workers in Texas rose, according to QCEW. This data is for NAICS code 52.

In the first quarter of 2025, the number of workers in this industry was 658,707, up 2.2 percent from the same quarter in 2024, an increase of 13,876 workers. This continues the positive trend where employment has increased by 31.8 percent, or 158,828 workers, since first-quarter 2015. The Finance and Insurance industry represents approximately 4.7 percent of all employment in Texas as of first-quarter 2025, increasing from 4.3 percent in the same quarter of 2015.

In addition to increased employment, the average weekly wage (AWW) for this industry has also increased from $2,858 to $3,034 from first-quarter 2024 to first-quarter 2025. In first-quarter 2024, this average weekly wage was 85.7 percent higher than the average weekly wage across all industries in Texas, and in first-quarter 2025, this has increased to 91.2 percent, or a difference of $1,447 in AWW. Similar to the growth in employment, the increase in average weekly wages for the Finance and Insurance industry has been consistent over the past decade, where in first-quarter 2015 the average weekly wage was 78.0 percent higher than the average weekly wage across all industries in Texas. This increase in both wages and employment shows clear growth and demand in Texas for this industry.

Listed below are occupations that pay above the state annual median wage of $47,499 and are projected to add at least 400 jobs from 2022 to 2032.

Table 29. Employment Characteristics of High-Wage, High-Demand Occupations in Finance and Insurance (descending by number change)

Occupation Title	Annual Average Employment 2022	Annual Average Employment 2032	Number Change 2022-2032	Percent Change 2022-2032	2024 OEWS Annual Median Wage	LQ
General and Operations Managers	41,727	51,290	9,563	22.9	$112,895	1.41
Personal Financial Advisors	19,647	26,476	6,829	34.8	$82,928	0.72
Financial Managers	15,423	20,971	5,548	36.0	$161,259	0.92
Software Developers	13,767	19,226	5,459	39.7	$132,052	1.02

Occupation Title	Annual Average Employment 2022	Annual Average Employment 2032	Number Change 2022-2032	Percent Change 2022-2032	2024 OEWS Annual Median Wage	LQ
Financial and Investment Analysts	9,307	11,825	2,518	27.1	$97,776	0.88
Computer and Information Systems Managers	6,064	7,989	1,925	31.7	$168,708	1.29
Accountants and Auditors	6,559	8,113	1,554	23.7	$82,081	0.84
Management Analysts	7,403	8,831	1,428	19.3	$95,692	0.62
Managers, All Other	6,359	7,715	1,356	21.3	$135,567	0.94
First-Line Supervisors of Office and Administrative Support Workers	20,882	22,234	1,352	6.5	$73,167	1.28
Financial Examiners	3,098	4,389	1,291	41.7	$76,750	1.07
Market Research Analysts and Marketing Specialists	4,150	5,436	1,286	31.0	$66,080	0.79
Information Security Analysts	3,007	4,282	1,275	42.4	$129,453	0.91
Bookkeeping, Accounting, and Auditing Clerks	12,870	14,131	1,261	9.8	$50,147	1.00
Sales Managers	5,758	6,984	1,226	21.3	$134,992	1.42
Compliance Officers	4,673	5,673	1,000	21.4	$65,162	1.12

Occupation Title	Annual Average Employment 2022	Annual Average Employment 2032	Number Change 2022-2032	Percent Change 2022-2032	2024 OEWS Annual Median Wage	LQ
Business Operations Specialists, All Other	4,587	5,579	992	21.6	$73,594	0.92
Computer Systems Analysts	4,493	5,476	983	21.9	$107,410	1.08
Software Quality Assurance Analysts and Testers	2,698	3,629	931	34.5	$105,282	1.08
Financial Specialists, All Other	3,382	4,080	698	20.6	$61,223	1.07
Insurance Underwriters	8,892	9,581	689	7.7	$76,831	0.84
Training and Development Specialists	3,163	3,815	652	20.6	$65,682	1.11
Human Resources Specialists	3,121	3,747	626	20.1	$83,668	1.04
First-Line Supervisors of Non-Retail Sales Workers	3,049	3,673	624	20.5	$81,130	1.10
Computer User Support Specialists	3,898	4,520	622	16.0	$60,231	0.98
Project Management Specialists	2,762	3,332	570	20.6	$106,664	1.29
Marketing Managers	2,460	3,015	555	22.6	$133,913	1.27

Occupation Title	Annual Average Employment 2022	Annual Average Employment 2032	Number Change 2022-2032	Percent Change 2022-2032	2024 OEWS Annual Median Wage	LQ
Computer Occupations, All Other	2,232	2,737	505	22.6	$134,363	1.51
Lawyers	1,754	2,220	466	26.6	$181,003	0.81
Compensation, Benefits, and Job Analysis Specialists	1,790	2,230	440	24.6	$73,629	0.85

SOURCE: Occupational Projections 2022-2032, NAICS 52. Occupational Employment and Wage Statistics 2024.

Of all the detail occupations in this industry, about 75.0 percent pay above the Texas median wage of $47,499. 93.9 percent of the detail occupations in this industry have a positive projected growth from 2022 to 2032 and 57.3 percent of the occupations have a projected percent change of over 20.0 percent. Comparatively, all the occupations across all industries in Texas have a projected percent change of 14.7 percent from 2022 to 2032.

Regarding education requirements, 51.2 percent of the detail occupations in this industry require a bachelor's degree or higher, but 86.7 percent of the occupations that meet the high-growth high-demand criteria have this educational requirement. Out of all detail occupations in this industry, 9.8 percent are considered STEM, 54.9 percent are apprenticeable, and 34.1 percent are considered middle skill occupations.

Below are the educational and training requirements for high-wage, high-demand occupations in this industry. Apprenticeable occupations are designated with a superscripted letter "A". These occupations are approved for apprenticeship by the United States Department of Labor Office of Apprenticeship.

Table 30. Education, Training, and Experience Requirements for High-Wage, High-Demand Occupations in Finance and Insurance

Occupation Title	Education	Training	Experience	STEM
General and Operations Managers [A]	Bachelor's degree	None	5 years or more	No
Personal Financial Advisors	Bachelor's degree	Long-term on-the-job training	None	No

Occupation Title	Education	Training	Experience	STEM
Financial Managers [A]	Bachelor's degree	None	5 years or more	No
Software Developers [A]	Bachelor's degree	None	None	Yes
Financial and Investment Analysts	Bachelor's degree	None	None	No
Computer and Information Systems Managers	Bachelor's degree	None	5 years or more	Yes
Accountants and Auditors [A]	Bachelor's degree	None	None	No
Management Analysts [A]	Bachelor's degree	None	Less than 5 years	No
Managers, All Other [A]	Bachelor's degree	None	Less than 5 years	No
First-Line Supervisors of Office and Administrative Support Workers	High school diploma or equivalent	None	Less than 5 years	No
Financial Examiners	Bachelor's degree	Long-term on-the-job training	None	No
Market Research Analysts and Marketing Specialists [A]	Bachelor's degree	None	None	No
Information Security Analysts [A]	Bachelor's degree	None	Less than 5 years	Yes
Bookkeeping, Accounting, and Auditing Clerks [A]	Some college, no degree	Moderate-term on-the-job training	None	No
Sales Managers	Bachelor's degree	None	Less than 5 years	No
Compliance Officers [A]	Bachelor's degree	Moderate-term on-the-job training	None	No
Business Operations Specialists, All Other	Bachelor's degree	None	None	No

Occupation Title	Education	Training	Experience	STEM
Computer Systems Analysts [A]	Bachelor's degree	None	None	Yes
Software Quality Assurance Analysts and Testers	Bachelor's degree	None	None	Yes
Financial Specialists, All Other [A]	Bachelor's degree	None	None	No
Insurance Underwriters	Bachelor's degree	Moderate-term on-the-job training	None	No
Training and Development Specialists [A]	Bachelor's degree	None	Less than 5 years	No
Human Resources Specialists [A]	Bachelor's degree	None	None	No
First-Line Supervisors of Non-Retail Sales Workers	High school diploma or equivalent	None	Less than 5 years	No
Computer User Support Specialists [A]	Some college, no degree	Moderate-term on-the-job training	None	No
Project Management Specialists [A]	Bachelor's degree	None	None	No
Marketing Managers	Bachelor's degree	None	5 years or more	No
Computer Occupations, All Other [A]	Bachelor's degree	None	None	No
Lawyers	Doctoral or professional degree	None	None	No
Compensation, Benefits, and Job Analysis Specialists	Bachelor's degree	None	Less than 5 years	No

SOURCE: Occupational Employment and Wage Statistics 2024, Texas Labor Analysis.

The table below lists the top five certifications for the 30 high-growth, high-demand occupations in this sector based on the most frequently mentioned skills or qualifications in job postings for the respective year. For example, in August 2025, the top certification needed was FINRA Series 7 (General Securities Representative), mentioned in 8.7 percent of postings, which is an increase from 7.8 percent in August 2024 and 6.8 percent in August 2019.

Table 31. In-Demand Certifications for High-Wage, High-Demand Occupations in Finance and Insurance

Certification	August 2019	August 2024	August 2025
FINRA Series 7 (General Securities Representative)	6.8%	7.8%	8.7%
Master Of Business Administration (MBA)	10.3%	7.1%	8.4%
Certified Financial Planner	2.2%	3.2%	4.9%
Certified Information Systems Security Professional	4.8%	3.9%	4.9%
Certified Public Accountant	4.9%	4.9%	4.8%

SOURCE: Lightcast™, 2025.

L. Professional, Scientific, and Technical Services

Over the past ten years, the Professional, Scientific, and Technical Services industry experienced the fastest growing share of Texas employment. Comparing first quarter data from QCEW, the industry's employment share rose by 1.4 percentage points since 2015. This industry now accounts for 7.6 percent of total Texas employment, making it the fifth largest industry in Texas. During the first quarter of 2025, the industry also had the highest number of establishments and firms with 133,685 establishments and 119,062 firms. This data is for NAICS code 54.

In August 2025, employment in Professional, Scientific, and Technical Services came in at 1,071,800, following a series high in July 2025 of 1,072,500 jobs based on data from the CES program. The industry grew by 48.8 percent over the past ten years ending August 2025, over twice as fast as the increase for Texas total nonfarm jobs at 20.5 percent. Looking at data over the past year, the industry continues to outpace Texas total nonfarm job growth. The August employment level reflected a 2.2 percent increase from August 2024, while Texas total nonfarm jobs increased by 1.4 percent.

According to 2024 OEWS data, 79.7 percent of Professional, Scientific, and Technical Services industry occupations paid above the Texas median annual salary of $47,499. This was a higher percentage compared to all industry occupations with 64.9 percent of Texas occupations paying above the median wage. At 51.6 percent, over half of occupations in this industry require a bachelor's degree or above compared to 37.6 percent of total industry occupations.

Texas employment for total occupations is expected to increase by 14.7 percent from 2022 to 2032. The growth for the Professional, Scientific, and Technical Services industry is expected to be over twice this rate with a projected employment increase of 32.2 percent, adding 288,294 jobs. Projections for this industry expect 96.9 percent of its occupations to experience employment growth through 2032 compared to 89.9 percent of all industry occupations.

Listed below are occupations that pay above the state annual median wage of $47,499 and are projected to add at least 400 jobs from 2022 to 2032.

Table 32. Employment Characteristics of High-Wage, High-Demand Occupations in Professional, Scientific, and Technical Services (descending by number change)

Occupation Title	Annual Average Employment 2022	Annual Average Employment 2032	Number Change 2022-2032	Percent Change 2022-2032	2024 OEWS Annual Median Wage	LQ
Software Developers	45,657	75,319	29,662	65.0	$127,598	1.02
General and Operations Managers	48,865	65,777	16,912	34.6	$134,832	1.41
Computer User Support Specialists	20,701	30,726	10,025	48.4	$57,270	0.98
Project Management Specialists	25,456	34,991	9,535	37.5	$97,178	1.29
Computer Occupations, All Other	22,553	31,979	9,426	41.8	$111,126	1.51
Computer Systems Analysts	19,170	28,449	9,279	48.4	$109,945	1.08
Accountants and Auditors	36,129	45,292	9,163	25.4	$79,416	0.84
Computer and Information Systems Managers	16,973	25,776	8,803	51.9	$166,269	1.29
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	19,953	27,817	7,864	39.4	$74,812	1.06
Market Research Analysts and Marketing Specialists	14,048	20,624	6,576	46.8	$62,523	0.79

Occupation Title	Annual Average Employment 2022	Annual Average Employment 2032	Number Change 2022-2032	Percent Change 2022-2032	2024 OEWS Annual Median Wage	LQ
Human Resources Specialists	11,729	17,327	5,598	47.7	$73,507	1.04
Sales Managers	11,655	16,173	4,518	38.8	$161,384	1.42
Business Operations Specialists, All Other	11,118	15,319	4,201	37.8	$79,620	0.92
Paralegals and Legal Assistants	19,901	24,009	4,108	20.6	$57,355	0.87
Software Quality Assurance Analysts and Testers	7,271	11,364	4,093	56.3	$100,256	1.08
Network and Computer Systems Administrators	9,048	12,650	3,602	39.8	$87,778	1.21
Management Analysts	9,870	13,397	3,527	35.7	$97,023	0.62
Marketing Managers	8,915	12,427	3,512	39.4	$142,832	1.27
Financial Managers	7,537	10,874	3,337	44.3	$164,901	0.92
Information Security Analysts	4,523	7,644	3,121	69.0	$109,071	0.91
Data Scientists	4,944	8,007	3,063	62.0	$102,408	1.12
Bookkeeping, Accounting, and Auditing Clerks	18,299	21,155	2,856	15.6	$51,152	1.00
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	6,281	9,026	2,745	43.7	$79,988	2.04
Civil Engineers	14,847	17,543	2,696	18.2	$98,055	1.06

Occupation Title	Annual Average Employment 2022	Annual Average Employment 2032	Number Change 2022-2032	Percent Change 2022-2032	2024 OEWS Annual Median Wage	LQ
First-Line Supervisors of Office and Administrative Support Workers	15,727	18,384	2,657	16.9	$74,786	1.28
Tax Preparers	9,476	11,701	2,225	23.5	$60,552	0.90
Operations Research Analysts	3,409	5,609	2,200	64.5	$112,191	1.26
Veterinarians	4,897	6,781	1,884	38.5	$120,131	0.82
Training and Development Specialists	4,096	5,884	1,788	43.7	$77,957	1.11
Managers, All Other	4,585	6,245	1,660	36.2	$136,317	0.94
Sales Engineers	3,685	5,242	1,557	42.3	$136,664	1.74
Architectural and Engineering Managers	7,213	8,769	1,556	21.6	$167,835	0.95
Electrical Engineers	5,211	6,758	1,547	29.7	$101,906	0.91
Architectural and Civil Drafters	10,809	12,295	1,486	13.7	$60,593	1.37
Computer Network Architects	3,798	5,260	1,462	38.5	$120,959	1.02
Database Architects	3,120	4,505	1,385	44.4	$129,510	1.09
Inspectors, Testers, Sorters, Samplers, and Weighers	8,090	9,453	1,363	16.8	$47,529	1.04
Computer Network Support Specialists	2,775	4,089	1,314	47.4	$61,621	0.97
Mechanical Engineers	5,361	6,670	1,309	24.4	$111,280	0.73

Occupation Title	Annual Average Employment 2022	Annual Average Employment 2032	Number Change 2022-2032	Percent Change 2022-2032	2024 OEWS Annual Median Wage	LQ
Architects, Except Landscape and Naval	6,150	7,430	1,280	20.8	$87,287	0.80
Engineering Technologists and Technicians, Except Drafters, All Other	4,756	6,011	1,255	26.4	$69,898	1.48
Occupational Health and Safety Specialists	2,264	3,433	1,169	51.6	$62,497	1.49
Logisticians	2,003	3,159	1,156	57.7	$74,482	0.99
Financial and Investment Analysts	3,117	4,271	1,154	37.0	$79,753	0.88
Civil Engineering Technologists and Technicians	5,936	7,029	1,093	18.4	$64,155	1.04
Web Developers	2,093	3,174	1,081	51.6	$77,526	0.75
Industrial Engineers	3,696	4,772	1,076	29.1	$98,506	0.94
Graphic Designers	4,075	5,123	1,048	25.7	$66,367	1.01
Public Relations Specialists	3,361	4,344	983	29.2	$59,633	1.00
Web and Digital Interface Designers	1,951	2,928	977	50.1	$86,786	0.74
Administrative Services Managers	3,487	4,442	955	27.4	$122,740	1.02
Human Resources Managers	2,591	3,546	955	36.9	$133,092	**
Computer and Information Research Scientists	1,553	2,505	952	61.3	$98,501	0.81

Occupation Title	Annual Average Employment 2022	Annual Average Employment 2032	Number Change 2022-2032	Percent Change 2022-2032	2024 OEWS Annual Median Wage	LQ
Construction and Building Inspectors	5,746	6,644	898	15.6	$74,536	1.29
Real Estate Sales Agents	2,050	2,915	865	42.2	$77,868	1.24
Medical Scientists, Except Epidemiologists	2,032	2,885	853	42.0	$104,301	0.82
Medical and Health Services Managers	1,175	1,934	759	64.6	$120,408	1.12
Aerospace Engineers	1,968	2,725	757	38.5	$99,134	1.25
Natural Sciences Managers	2,104	2,800	696	33.1	$122,458	0.83
Surveyors	3,812	4,500	688	18.0	$55,684	1.58
Construction Managers	2,455	3,105	650	26.5	$119,970	1.66
Database Administrators	1,512	2,143	631	41.7	$124,557	0.93
Engineers, All Other	2,187	2,791	604	27.6	$95,985	0.73
Environmental Scientists and Specialists, Including Health	1,764	2,349	585	33.2	$77,667	0.54
Interior Designers	2,884	3,435	551	19.1	$63,374	0.83
Geoscientists, Except Hydrologists and Geographers	2,178	2,713	535	24.6	$96,889	1.79
Compliance Officers	1,718	2,250	532	31.0	$74,926	1.12
Art Directors	2,084	2,613	529	25.4	$79,960	0.60

Occupation Title	Annual Average Employment 2022	Annual Average Employment 2032	Number Change 2022-2032	Percent Change 2022-2032	2024 OEWS Annual Median Wage	LQ
Environmental Science and Protection Technicians, Including Health	1,478	1,973	495	33.5	$47,711	0.99
First-Line Supervisors of Non-Retail Sales Workers	1,312	1,774	462	35.2	$81,814	1.10
Production, Planning, and Expediting Clerks	1,405	1,866	461	32.8	$63,482	0.89
Electronics Engineers, Except Computer	1,329	1,783	454	34.2	$96,285	1.08
Loan Officers	1,640	2,080	440	26.8	$61,121	0.92
Electricians	1,991	2,421	430	21.6	$69,918	1.08
Computer Hardware Engineers	1,411	1,823	412	29.2	$134,100	0.50
Petroleum Engineers	2,076	2,486	410	19.7	$147,356	6.25
Technical Writers	1,047	1,456	409	39.1	$79,061	0.74

SOURCE: Occupational Projections 2022 to 2032, NAICS 54. Occupational Employment and Wage Statistics 2024.

Below are the educational and training requirements for high-wage, high-demand occupations in this industry. Apprenticeable occupations are designated with a superscripted letter “A”. These occupations are approved for apprenticeship by the United States Department of Labor Office of Apprenticeship.

Table 33. Education, Training, and Experience Requirements for High-Wage, High-Demand Occupations in Professional, Scientific, and Technical Services

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

Occupation Title	Education	Training	Experience	STEM
Software Quality Assurance Analysts and Testers [A]	Bachelor's degree	None	None	Yes
Network and Computer Systems Administrators [A]	Bachelor's degree	None	None	Yes
Management Analysts [A]	Bachelor's degree	None	Less than 5 years	No
Marketing Managers	Bachelor's degree	None	5 years or more	No
Financial Managers [A]	Bachelor's degree	None	5 years or more	No
Information Security Analysts [A]	Bachelor's degree	None	Less than 5 years	Yes
Data Scientists [A]	Bachelor's degree	None	None	Yes
Bookkeeping, Accounting, and Auditing Clerks [A]	Some college, no degree	Moderate-term on-the-job training	None	No
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products [A]	Bachelor's degree	Moderate-term on-the-job training	None	No
Civil Engineers	Bachelor's degree	None	None	Yes
First-Line Supervisors of Office and Administrative Support Workers	High school diploma or equivalent	None	Less than 5 years	No
Tax Preparers [A]	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Operations Research Analysts	Bachelor's degree	None	None	Yes

Occupation Title	Education	Training	Experience	STEM
Veterinarians	Doctoral or professional degree	None	None	Yes
Training and Development Specialists [A]	Bachelor's degree	None	Less than 5 years	No
Managers, All Other [A]	Bachelor's degree	None	Less than 5 years	No
Sales Engineers	Bachelor's degree	Moderate-term on-the-job training	None	No
Architectural and Engineering Managers	Bachelor's degree	None	5 years or more	Yes
Electrical Engineers	Bachelor's degree	None	None	Yes
Architectural and Civil Drafters [A]	Associate's degree	None	None	Yes
Computer Network Architects [A]	Bachelor's degree	None	5 years or more	Yes
Database Architects [A]	Bachelor's degree	None	Less than 5 years	Yes
Inspectors, Testers, Sorters, Samplers, and Weighers [A]	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Computer Network Support Specialists [A]	Associate's degree	Moderate-term on-the-job training	None	No
Mechanical Engineers [A]	Bachelor's degree	None	None	Yes
Architects, Except Landscape and Naval	Bachelor's degree	Internship/residency	None	Yes
Engineering Technologists and Technicians, Except Drafters, All Other [A]	Associate's degree	None	None	Yes

Occupation Title	Education	Training	Experience	STEM
Occupational Health and Safety Specialists [A]	Bachelor's degree	None	None	No
Logisticians [A]	Bachelor's degree	None	None	No
Financial and Investment Analysts	Bachelor's degree	None	None	No
Civil Engineering Technologists and Technicians [A]	Associate's degree	None	None	Yes
Web Developers	Bachelor's degree	None	None	Yes
Industrial Engineers [A]	Bachelor's degree	None	None	Yes
Graphic Designers [A]	Bachelor's degree	None	None	No
Public Relations Specialists [A]	Bachelor's degree	None	None	No
Web and Digital Interface Designers [A]	Bachelor's degree	None	None	Yes
Administrative Services Managers [A]	Bachelor's degree	None	Less than 5 years	No
Human Resources Managers	Bachelor's degree	None	5 years or more	No
Computer and Information Research Scientists	Master's degree	None	None	Yes
Construction and Building Inspectors [A]	High school diploma or equivalent	Moderate-term on-the-job training	5 years or more	No
Real Estate Sales Agents [A]	High school diploma or equivalent	Moderate-term on-the-job training	None	No

Occupation Title	Education	Training	Experience	STEM
Medical Scientists, Except Epidemiologists	Doctoral or professional degree	None	None	Yes
Medical and Health Services Managers [A]	Bachelor's degree	None	Less than 5 years	Yes
Aerospace Engineers [A]	Bachelor's degree	None	None	Yes
Natural Sciences Managers	Bachelor's degree	None	5 years or more	No
Surveyors	Bachelor's degree	Internship/residency	None	No
Construction Managers	Bachelor's degree	Moderate-term on-the-job training	None	No
Database Administrators [A]	Bachelor's degree	None	None	Yes
Engineers, All Other	Bachelor's degree	None	None	Yes
Environmental Scientists and Specialists, Including Health [A]	Bachelor's degree	None	None	Yes
Interior Designers [A]	Bachelor's degree	None	None	No
Geoscientists, Except Hydrologists and Geographers	Bachelor's degree	None	None	Yes
Compliance Officers [A]	Bachelor's degree	Moderate-term on-the-job training	None	No
Art Directors	Bachelor's degree	None	5 years or more	No
Environmental Science and Protection Technicians, Including Health [A]	Associate's degree	None	None	No

Occupation Title	Education	Training	Experience	STEM
First-Line Supervisors of Non-Retail Sales Workers	High school diploma or equivalent	None	Less than 5 years	No
Production, Planning, and Expediting Clerks [A]	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Electronics Engineers, Except Computer	Bachelor's degree	None	None	Yes
Loan Officers [A]	Bachelor's degree	Moderate-term on-the-job training	Less than 5 years	No
Electricians [A]	High school diploma or equivalent	Apprenticeship	None	No
Computer Hardware Engineers [A]	Bachelor's degree	None	None	Yes
Petroleum Engineers	Bachelor's degree	None	None	Yes
Technical Writers [A]	Bachelor's degree	Short-term on-the-job training	Less than 5 years	No

SOURCE: Occupational Employment and Wage Statistics 2024, Texas Labor Analysis.

The table below lists top certifications within HWOL job advertisements for the 77 high-wage, high-demand occupations in this sector.

Table 34. In-Demand Certifications for High-Wage, High-Demand Occupations in Professional, Scientific, and Technical Services

Certification	August 2019	August 2024	August 2025
Valid Driver's License	8.0%	11.5%	11.2%
Professional Engineer (PE) License	3.0%	7.4%	6.3%
Project Management Professional Certification	4.0%	4.2%	4.4%
Master Of Business Administration (MBA)	5.1%	4.0%	3.7%
Certified Public Accountant	3.0%	3.4%	3.3%

SOURCE: Lightcast™, 2025.

M. Accommodation and Food Services

In the last decade, demand for Accommodation and Food Services workers in Texas has grown according to QCEW data for NAICS code 72. In the first quarter of 2025, the average number of workers at Accommodation and Food Services industry employers in Texas was over 1.334 million, up 24.2 percent from the same quarter in 2015 when over 1.074 million workers were employed. The average weekly wage for a worker in the industry increased by over 48 percent over that time period as well.

Employment growth in Accommodation and Food Services in Texas has slowed over the past year but remains steady. Seasonally adjusted CES data shows that Accommodation and Food Services employment reached a level of over 1.364 million jobs in August 2025. This marked a gain of 28,000 positions over the year for an annual growth rate of 2.1 percent. Over the three-year period dating to August 2022, the industry added 89,000 jobs for a growth rate of 7.0 percent over that period.

Of the 71 occupations reported in this industry, 78.9 percent have a typical education level not greater than an Associate's degree. All occupations in the industry have positive projected change from 2022 to 2032, and 38.0 percent of the occupations have a projected percent growth at or above 20.0 percent over that time period. Comparatively, all occupations across all industries in Texas collectively are projected to grow by 14.7 percent from 2022 to 2032.

Listed below are occupations that pay above the state annual median wage of $47,499 and are projected to add at least 400 jobs from 2022 to 2032.

Table 35. Employment Characteristics of High-Wage, High-Demand Occupations in Accommodation and Food Services (descending by number change)

Occupation Title	Annual Average Employment 2022	Annual Average Employment 2032	Number Change 2022-2032	Percent Change 2022-2032	2024 OEWS Annual Median Wage	LQ
Food Service Managers	12,952	15,943	2,991	23.1	$62,537	0.92
Chefs and Head Cooks	11,421	13,970	2,549	22.3	$49,857	1.01
Lodging Managers	2,900	3,544	644	22.2	$60,420	0.80
Meeting, Convention, and Event Planners	2,263	2,765	502	22.2	$55,686	0.79

Occupation Title	Annual Average Employment 2022	Annual Average Employment 2032	Number Change 2022-2032	Percent Change 2022-2032	2024 OEWS Annual Median Wage	LQ
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	2,117	2,552	435	20.5	$57,518	1.06

Source: Occupational Projections 2022 to 2032, NAICS 72. Occupational Employment and Wage Statistics 2024.

Below are the educational and training requirements for high-wage, high-demand occupations in this industry. Apprenticeable occupations are designated with a superscripted letter "A". These occupations are approved for apprenticeship by the United States Department of Labor Office of Apprenticeship.

Table 36. Education, Training, and Experience Requirements for High-Wage, High-Demand Occupations in Accommodation and Food Services

Occupation Title	Education	Training	Experience	STEM
Food Service Managers [A]	High school diploma or equivalent	Short-term on-the-job training	Less than 5 years	No
Chefs and Head Cooks [A]	High school diploma or equivalent	None	5 years or more	No
Lodging Managers [A]	High school diploma or equivalent	None	Less than 5 years	No
Meeting, Convention, and Event Planners	Bachelor's degree	None	None	No
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	High school diploma or equivalent	Moderate-term on-the-job training	None	No

Source: Occupational Employment and Wage Statistics 2024, Texas Labor Analysis.

The table below lists top certifications within HWOL job advertisements for the five high-wage, high-demand occupations in this sector.

Table 37. In-Demand Certifications for High-Wage, High-Demand Occupations in Accommodation and Food Services

Certification	August 2019	August 2024	August 2025
Valid Driver's License	50.3%	48.0%	55.9%
ServSafe Certification	28.5%	23.1%	25.6%
Food Handler's Card	11.2%	5.3%	6.6%
Food Safety Certification	1.7%	4.7%	3.0%
Food Safety Manager Certification	1.3%	0.8%	1.9%

Source: Lightcast™ 2025.

IV. Conclusion

TWC reviewed the top growth occupations across the key industries for this report as required by statute. The state continued to experience job growth in recent years. According to the Bureau of Labor Statistics, total nonfarm employment has increased by 392,600 jobs (from 13.96 to 14.35 million) between August 2023 to August 2025, an increase of 2.8 percent (seasonally adjusted). As of the time of this report, there were 554,000 jobs openings in Texas in August 2025, compared with 515,000 people hired in the same month, according to the Bureau of Labor Statistics. Clearly, there are many available jobs for those Texans seeking employment, so much so that filling open positions remains a challenge for many Texas employers.

Because of this employment growth, job seekers continue to flock to Texas. Texas is expected to have one of the fastest growing job counts in the nation at 14.7 percent from 2022 to 2032 according to estimates compiled by the Projections Management Partnership. This increase would far outperform the overall expected increase for the nation of 3.7 percent over that period of time and would only be exceeded by Utah.

But those seeking employment, whether long-time or new Texans, may not always have the right skills for available openings. As this report demonstrates, the number of high-demand occupations with wages above the state median varies significantly by industry sector.

To assist the market, TWC tracks approximately 800 different occupations and employment is projected to increase in nearly all them based on the 2022 to 2032 projections. TWC's projections spreadsheet, and this report, mention the typical education, training and experience levels required in these occupations. Economic changes can impact employment in all industries in Texas. Demand across occupations varies depending on the needs of employers in different industries and locations.

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 directly result from rising demand for two kinds of jobs in high-wage, high-demand fields: a) Jobs requiring a bachelor's degree and specific technical skill training, and b) Jobs requiring some form of post-secondary education, specific technical skill training, and additional on-the-job training. Like the overall job market, these trends show no signs of slowing down in Texas.

By examining the market trends published in this report and other TWC data products, workforce professionals, job seekers, and educators can continue to improve the alignment between worker training and the needs of the rapidly growing Texas job market.