Helping Employers Plan Wages and Texans Plan Careers

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

Defining 'High-Wage, High-Demand' Occupations

TWC continuously analyzes pay ranges and growth trends for over **800** occupations. For this report, high-wage, high-demand jobs are defined as those where the annual median pay is estimated to exceed the statewide median, **$45,972** a year, with an expected employment change greater than or equal to **400** jobs.

TWC reports on occupations in these criteria across thirteen industry sectors, including: Construction; Manufacturing; Agriculture & Forestry; Health Care & Social Assistance; Educational Services; Transportation & Warehousing; Mining, Quarrying, Oil & Gas Extraction; Utilities; Wholesale Trade; Retail Trade; Finance & Insurance; Professional, Scientific & Technical Services; and Accommodation & Food Services. There are **435** unique high-wage occupations in Texas overall, however pay across industries can vary and is dependent largely on labor demand. Of these, **200** unique occupations are expected to add **400** jobs or more for a total expected growth of over **738,500** jobs by 2032. Despite the threshold for this analysis being $45,972, over **86%** of these new high-wage, high-demand jobs will pay **$50,000** or more.

13	**200**	**738,500**
Industries	High-Wage, High-Demand Occupations	New High-Wage, High-Demand Jobs by 2032

Texas to Add 2.1 Million New Jobs by 2032

Texas is projected to add over **2.1 million** new jobs between 2022 and 2032. Of these, **48.5%** will require some form of postsecondary education, including in some cases, a college degree. However, a number of jobs will not require a degree, but instead only specific technical skills, such as those in construction and manufacturing.

Higher-demand, higher-pay occupations tend to require either:
- a bachelor's degree and technical skill training, or
- some form of postsecondary education, technical skill training, and additional on-the-job training

Industries Adding the Most High-Wage, High-Demand Jobs

223,906 jobs

Professional, Scientific, and Technical Services

123,979 jobs

Health Care and Social Assistance

95,925 jobs

Transportation and Warehousing

Most In-Demand High-Wage Occupations

Of the high-wage occupations identified, those expected to be in highest demand are:
- Management Occupations **133,335** jobs
- Computer and Mathematical Occupations **100,236** jobs

Management workers are engaged in the planning and directing of resources. These careers typically require a bachelor's degree, but workers with higher education may earn higher wages. Computer and Mathematical workers heavily utilize computer technology and mathematical skills to solve problems and analyze data and include professions that usually require postsecondary education in computer science, math, or a specialized technology.

High-wage, high-demand careers span all industries and educational requirements; however, professions requiring a bachelor's degree will add the most positions with an expected growth of **401,258** jobs. Despite this, many high-wage, high-demand occupations also require less than a four-year degree.

Middle Skills Careers Expected to Flourish

Middle skills occupations, which require training beyond a high school diploma but less than a bachelor's degree, are expected to grow by **235,499** new high-wage, high-demand jobs, with just over **72%** of these positions earning more than **$50,000** annually. Overall, middle skills occupations represent about **32%** of the total high-wage, high-demand job growth projected through 2032, with the following showing the most expected job growth:

    # 1: Transportation and Warehousing: **56,925** jobs
    #2: Healthcare and Social Assistance: **55,185** jobs
    #3: Professional, Scientific, and Technical Services: **38,057** jobs

235,499
Middle Skills High-Wage, High-Demand Jobs

72%
Making $50,000+

Top Paying Careers Not Requiring a Four-Year Degree

80
Careers in Manufacturing

71
Careers in Construction

61
Careers in Transportation and Warehousing

Apprenticeships: Filling In-Demand Occupations Through Hands-On Experience

Many occupations expected to see growth require less than a bachelor's degree. Apprenticeships provides an attractive model for employers looking for a highly skilled workforce and a career pathway for workers seeking higher levels of employment. In Texas, there are currently more than **35,000** apprentices participating in over **890** registered apprenticeship programs. Further, in FY 2024, more than **19,000** individuals entered the apprenticeship system and over **5,000** participants graduated.

5,000
Apprentices Graduated in FY 2024

35,000
Apprentices Currently Obtaining Career Skills

Apprenticeship in Texas shows strong growth, increasing over **73%** since 2020, with over **20,900** participants having graduated in the last five fiscal years. The number of high-wage, high-demand apprenticeable jobs is expected to grow by **459,811** by 2032. This growth is expected to continue and will provide an alternative career pathway for thousands of Texans and a ready workforce for the state.

73%
Increase in Apprenticeships Since 2020

890
Apprenticeship Programs Registered in Texas

459,811
New Apprenticeable Jobs by 2032

TWC uses available data to predict the most in-demand occupations in Texas for the 2022 through 2032 timeframe. It's important to remember that each employer is unique and requires a unique combination of technical skills, education, work experience, and even soft or emotional quotient skills for each of these jobs at each of their workplaces. To learn more about the methodology used to estimate future high-demand occupations, visit https://bit.ly/TX-Growth2024