

Texas Workforce Commission

# Report on Texas Growth Occupations - 2023

LMI

12-14-2023

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# I. Introduction

20  
21 House Bill 2478 requires the Texas Workforce Commission (TWC) to gather and  
22 study information relating to existing and projected shortages in high-wage, high-  
23 demand occupations in this state on an annual basis. HB 2478 (83rd Legislature,  
24 Regular Session, Section 302.019) also directed TWC to include information on  
25 existing and projected shortages in high-wage, high-demand occupations in  
26 selected industries.

27 Data included in this report was the most recent data available as of the end of  
28 fiscal year 2023. Thus, the Quarterly Census of Employment and Wage (QCEW)  
29 data covers the period through the first quarter of 2023. The Current Employment  
30 Statistics (CES) data covers the period through the August 2023 estimates.

31 This report also considers TWC's latest projections for employment growth for  
32 Texas, released in 2022 with a base year of 2020 and covering the period of 2020  
33 to 2030. Industry projection models weigh long-term industry trends dating back to  
34 1990. The next employment projections, covering the period of 2022 to 2032, will  
35 be released in Fall 2024.

36 Since no official definition of a high-wage occupation exists, for purposes of this  
37 report, TWC focuses on growing occupations that pay more than the Texas median  
38 annual wage of \$43,463.

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

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

## II. Growth Occupations in Growth Industries

49

50

51 Texas achieved record employment each month from October 2021 through August  
52 2023 based on establishment survey estimates, reaching almost 14 million  
53 positions. Residential survey estimates also broke previous totals from January to  
54 August 2023 during which the state’s civilian labor force surpassed 15 million in  
55 May. The expanding economy in Texas continues to demand workers. That  
56 increased demand for labor is focused on key occupations where local supply has at  
57 times struggled to keep up with demand.

58 Predicting the occupations most in demand in an evolving labor market is part of  
59 the mission of TWC. While this report shows the most in-demand occupations in  
60 Texas for the 2020 through 2030 period, it is important to remember that each  
61 employer needs a unique combination of technical skills, education, work  
62 experience, and even soft skills for each of these jobs at each of their workplaces.

63 This section identifies occupations within major industries as defined in House Bill  
64 2478. The charts display staffing and wage information for a specific occupation in  
65 that specific industry. Each industry shown below lists only those occupations which  
66 pay above the Texas median annual wage, as stated in Section I, ordering them by  
67 projected employment growth in Texas from 2020 to 2030. Up to 20 high-wage  
68 high-demand occupations are listed for each industry. Industry employment data  
69 listed corresponds with the Texas employers identified by that industry’s North  
70 American Industry Classification System (NAICS) code.

## 71 **A. Construction**

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

75 During the first quarter of 2023, QCEW reported construction employment reached  
76 834,976 jobs in Texas. First quarter 2023 comparisons of Average Employment to  
77 previous years show an increase of 6.1 percent over one year and an increase of  
78 11.2 percent over five years. Based on first quarter QCEW, Construction holds 6.2  
79 percent of total employment in Texas.

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

85 At the national level, labor shortages eased as input costs in the industry have also  
86 softened. In May 2021, the number of job openings began to intermittently exceed  
87 hires for the first time since the onset of the COVID-19 pandemic, according to the  
88 Job Openings and Labor Turnover Survey. By August 2023, there were 3,000 more  
89 job openings than hires, aligning with a trend of tight opening-to-hire ratios this  
90 year, and an improvement from the same aggregations last year. All Producer Price  
91 Indexes measuring construction input costs record 28 months of over-the-year  
92 increases beginning September 2020. However, in the six months ending in August  
93 2023, input cost indexes for construction decreased, less one month showing no  
94 change, on an annual basis.

95 The U.S. January-August average for Building Permits peaked in 2005 with a value  
96 of almost 184,000 housing unit permits compared to this year's average of nearly  
97 125,000 permits as of August 2023, ranking thirteenth in the series. In Texas,  
98 growth eased but continued in 2023 as the January-August Building Permit average  
99 ranked third at around 19,000 housing unit permits following record high peaks in  
100 2022 and then 2021.

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

105 The Texas Workforce Commission projects an average 2.0 percent increase in  
106 construction employment each year between 2020 to 2030. This equates to an  
107 increase of 154,740 jobs, or a 21.5 percent growth over the ten-year period. The  
108 largest gain in employment of more than 86,000 jobs is expected within the  
109 Specialty trade contractors industry.

110

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

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

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

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

115 † 2022 code and/or title change. Wages determined with OEWS microdata for  
116 multiple occupations to align with projections data.

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

119

120 A high school diploma or equivalent is the typical education needed for entry into a  
121 majority of the 2020 to 2030 high growth occupations shown in the following table.  
122 However, additional on-the-job training for certifications and specialized skills are  
123 usually required.



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

Occupation	Education	Training	Experience	STEM
Project Management Specialists and Business Operations Specialists, All Other *	Bachelor's degree	None	None	No
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Sheet Metal Workers <sup>A</sup>	High school diploma or equivalent	Apprenticeship	None	No
Excavating and Loading Machine and Dragline Operators, Surface Mining <sup>A</sup>	High school diploma or equivalent	Moderate-term on-the-job training	Less than 5 years	No
Electrical Power-Line Installers and Repairers <sup>A</sup>	High school diploma or equivalent	Long-term on-the-job training	None	No
Cost Estimators	Bachelor's degree	Moderate-term on-the-job training	None	No
First-Line Supervisors of Mechanics, Installers, and Repairers <sup>A</sup>	High school diploma or equivalent	None	Less than 5 years	No
Structural Iron and Steel Workers <sup>A</sup>	High school diploma or equivalent	Apprenticeship	None	No

124 <sup>A</sup> An apprenticeable occupation approved for apprenticeship by the United States  
125 Department of Labor, Bureau of Apprenticeship and Training.

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

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

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

132 **SOURCE:** Lightcast™, 2023.

## 133 **B. Manufacturing**

134 The Manufacturing industry's average employment in first quarter 2023 was  
135 947,153, representing a five-year increase of 80,237 jobs (9.3 percent) from the  
136 same quarter in 2018. This represented the highest five-year growth rate for the  
137 first quarter since 2015.

138 According to seasonally adjusted Current Employment Statistics, the industry  
139 achieved 29 consecutive months of annual employment growth as of August 2023.  
140 Among the major industries in the Goods Producing sector, Manufacturing achieved  
141 106.0 percent of pre-pandemic employment in August 2023 while Mining and  
142 Logging remained the slowest-recovering major industry, struggling to reach 94.7  
143 percent as of August 2023. Mining and Logging jobs declined by 12,500 since  
144 February 2020 while Manufacturing jobs increased by 54,500. It is plausible that  
145 Mining and Logging industry workers switched to Manufacturing jobs following the  
146 former industry's hardships with international price wars beginning in 2019 and  
147 continuing with the disastrous effects of COVID.

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

157

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

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

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

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

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

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

166

167 The occupation projected to grow the fastest from 2020 to 2030 is Logisticians at  
168 43.1 percent. Electronics Engineers, Except Computer is the growth occupation with  
169 the highest annual salary, of \$131,994.

170

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

Occupation	Education	Training	Experience	STEM
Industrial Machinery Mechanics <sup>A</sup>	High school diploma or equivalent	Long-term on-the-job training	None	No
Welders, Cutters, Solderers, and Brazers <sup>A</sup>	High school diploma or equivalent	Moderate-term on-the-job training	None	No
First-Line Supervisors of Production and Operating Workers	High school diploma or equivalent	None	Less than 5 years	No
Machinists <sup>A</sup>	High school diploma or equivalent	Long-term on-the-job training	None	No
Industrial Engineers <sup>A</sup>	Bachelor's degree	None	None	Yes
Software Developers and Software Quality Assurance Analysts and Testers <sup>*</sup>	Bachelor's degree	None	None	Yes
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	High school diploma or equivalent	Moderate-term on-the-job training	None	No
General and Operations Managers <sup>A</sup>	Bachelor's degree	None	5 years or more	No
Heavy and Tractor-Trailer Truck Drivers <sup>A</sup>	Postsecondary nondegree award	Short-term on-the-job training	None	No
Mechanical Engineers <sup>A</sup>	Bachelor's degree	None	None	Yes
Maintenance and Repair Workers, General <sup>A</sup>	High school diploma or equivalent	Moderate-term on-the-job training	None	No



Occupation	Education	Training	Experience	STEM
Production, Planning, and Expediting Clerks <sup>A</sup>	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Logisticians <sup>A</sup>	Bachelor's degree	None	None	No
Industrial Production Managers <sup>A</sup>	Bachelor's degree	None	5 years or more	No
Electronics Engineers, Except Computer	Bachelor's degree	None	None	Yes
Maintenance Workers, Machinery <sup>A</sup>	High school diploma or equivalent	Long-term on-the-job training	None	No
Project Management Specialists and Business Operations Specialists, All Other <sup>*</sup>	Bachelor's degree	None	None	No
Chemical Engineers	Bachelor's degree	None	None	Yes
Accountants and Auditors <sup>A</sup>	Bachelor's degree	None	None	Yes
Electrical Engineers	Bachelor's degree	None	None	Yes

173 <sup>A</sup> An apprenticeable occupation approved for apprenticeship by the United States  
174 Department of Labor, Bureau of Apprenticeship and Training.

175 <sup>\*</sup> A hybrid occupation where at least one occupation is apprenticeable but not all.

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

178

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

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

179 **SOURCE:** Lightcast™, 2023.

180

181 **C. Agriculture and Forestry**

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

185 In the first quarter of 2023, the number of workers with Agriculture and Forestry  
186 employers in Texas was 57,386, down 3.1 percent from the same quarter in 2018.  
187 The Agriculture and Forestry industry in Texas had been using fewer workers in  
188 recent decades as farming methods have become more efficient.

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

193 With that caveat, there are occupations within Agriculture and Forestry that had  
194 median wages for 2022 above the statewide median of \$43,463.

195

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

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

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

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

202

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

Occupation	Education	Training	Experience	STEM
Farmers, Ranchers, and Other Agricultural Managers <sup>A</sup>	High school diploma or equivalent	None	5 years or more	No
First-Line Supervisors of Farming, Fishing, and Forestry Workers <sup>A</sup>	High school diploma or equivalent	None	Less than 5 years	No
Logging Equipment Operators	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Accountants and Auditors <sup>A</sup>	Bachelor's degree	None	None	Yes
Bookkeeping, Accounting, and Auditing Clerks <sup>A</sup>	Some college, no degree	Moderate-term on-the-job training	None	Yes
First-Line Supervisors of Production and Operating Workers	High school diploma or equivalent	None	Less than 5 years	No
First-Line Supervisors of Office and Administrative Support Workers	High school diploma or equivalent	None	Less than 5 years	No

205 <sup>A</sup> An apprenticeable occupation approved for apprenticeship by the United States  
206 Department of Labor, Bureau of Apprenticeship and Training.

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

209

210 Not unlike the construction industry, a high school diploma or equivalent is the  
211 typical education needed for entry into most of the high wage occupations. Driver’s  
212 license is the most commonly requested certification.

213

214 The following table lists the top five certifications in the industry as of August 2023  
215 as a percentage of mentions in job ads to approximately 630 total job ads  
216 compared with the same of approximately 290 job ads in August 2018.

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

217 **SOURCE:** Lightcast™, 2023.

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

219 Health Care and Social Assistance is expected to grow over 23 percent by the year  
220 2030. This would put total employment in this industry up over 1.9 million an  
221 increase of over 360,000 jobs when compared to the year 2020. Registered nurses  
222 is the largest occupation by employment in this industry and has a projected  
223 employment of over 219,000 by 2030 an increase of over 17 percent.

224 According to CES data industry employment has surpassed its pre-pandemic peak  
225 by over 250,000 jobs with total employment now reaching over 1.6 million. Certain  
226 occupations in the health care industry are still struggling to meet demand.  
227 Registered Nurses for example still have shortages of available employees to meet  
228 current demand in the workforce. Health Care and Social Assistance is expected to  
229 continue to be one of the most important industries in Texas going forward.

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

235 According to QCEW data Healthcare and Social Assistance has added over 15,000  
236 establishments from 2018 to 2023. This sector is faced with training challenges as  
237 employers are demanding higher educated workers due to market demands and  
238 industry expectations.

239

240 The occupations within Health Care and Social Assistance that are projected to add  
 241 the most jobs from 2020 to 2030 are listed below. Note a LQ higher than one  
 242 means an occupation is more concentrated in Texas than in the nation while a LQ  
 243 less than one means an occupation is less concentrated in Texas than in the nation.

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



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

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

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

246

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

Occupation	Education	Training	Experience	STEM
Registered Nurses <sup>A</sup>	Bachelor's degree	None	None	Yes
Medical and Health Services Managers <sup>A</sup>	Bachelor's degree	None	Less than 5 years	Yes
Licensed Practical and Licensed Vocational Nurses <sup>A</sup>	Postsecondary nondegree award	None	None	Yes
Nurse Practitioners	Master's degree	None	None	Yes
Speech-Language Pathologists	Master's degree	Internship/residency	None	Yes
Dental Hygienists	Associate's degree	None	None	Yes

Occupation	Education	Training	Experience	STEM
Respiratory Therapists	Associate's degree	None	None	Yes
Physician Assistants	Master's degree	None	None	Yes
Physical Therapists	Doctoral or professional degree	None	None	Yes
Radiologic Technologists and Technicians <sup>A</sup>	Associate's degree	None	None	Yes
Physical Therapist Assistants	Associate's degree	None	None	No
Substance Abuse, Behavioral Disorder, and Mental Health Counselors <sup>*</sup>	Bachelor's degree	None	None	No
Dentists, General	Doctoral or professional degree	None	None	Yes
General and Operations Managers <sup>A</sup>	Bachelor's degree	None	5 years or more	No
First-Line Supervisors of Office and Administrative Support Workers	High school diploma or equivalent	None	Less than 5 years	No
Occupational Therapists	Master's degree	None	None	Yes
Healthcare Social Workers	Master's degree	Internship/residency	None	No
Surgical Technologists <sup>A</sup>	Postsecondary nondegree award	None	None	Yes

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

250 <sup>A</sup> An apprenticeable occupation approved for apprenticeship by the United States  
251 Department of Labor, Bureau of Apprenticeship and Training.

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

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

255

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

259

260 The following table lists the top five certifications in August 2023 as a ratio of  
261 approximately 82,000 job ads compared with the same ratio of approximately  
262 58,000 job ads in August 2018.

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

263 **SOURCE:** Lightcast™, 2023.

264 **E. Educational Services**

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

268 In the first quarter of 2023, the number of workers in Educational Services in Texas  
269 was about 1.3 million, up by 6.5 percent from the same quarter in 2018. According  
270 to Current Employment Statistics seasonally adjusted data, which pertains only to  
271 private employers in this category, the industry job count showed a 15.1 percent  
272 increase over the five years ending August 2023. Employment in Educational  
273 Services peaked in June of this year, followed by a monthly loss of 2,800 and then  
274 an increase in August 2023. As of August 2023, Educational Services reached 108.1  
275 percent of its February 2020 employment.

276 The Educational Services industry in Texas faces growing demand from a  
277 marketplace that increasingly needs better educated workers for a more  
278 “knowledge-based economy” as well as an expanding population bringing more  
279 students into schools. Educational Services continues to face additional challenges  
280 since COVID-19 in maintaining its workforce and the supply of new teachers.

281 The occupations within the Educational Services industry that are projected to add  
282 the most jobs from 2020 to 2030 are listed below. The highest paying occupations  
283 in Educational Services include Health Specialties Teachers, Postsecondary,  
284 Education Administrators, Postsecondary as well as Education Administrators,  
285 Kindergarten through Secondary, are each making significantly more than the  
286 Texas median wage.

287

288 The occupations within the Educational Services industry that are projected to add  
 289 the most jobs from 2020 to 2030 are listed below. Note a LQ higher than one  
 290 means an occupation is more concentrated in Texas than in the nation while a LQ  
 291 less than one means an occupation is less concentrated in Texas than in the nation.

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

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

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

292 ‡ 2022 code and/or title change. Wages determined with OEWS microdata for  
293 multiple occupations to align with projections data.

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

296 The Elementary School Teachers, Except Special Education occupation is the  
297 highest projected job gain from 2020 to 2030 with a projected growth of 17,589  
298 jobs. Secondary School Teachers, Except Special and Career/Technical Education  
299 are projected to add 13,093 positions. Overall, the Coaches and Scouts occupation  
300 has the highest percentage job growth projected at 36.1 percent, followed by  
301 Health Specialties Teachers, Postsecondary at 31.3 percent, Nursing Instructors and  
302 Teachers, Postsecondary at 29.6 percent, and Speech-Language Pathologists at  
303 24.6 percent.

304



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

Occupation	Education	Training	Experience	STEM
Elementary School Teachers, Except Special Education	Bachelor's degree	None	None	No
Secondary School Teachers, Except Special and Career/Technical Education	Bachelor's degree	None	None	No
Middle School Teachers, Except Special and Career/Technical Education	Bachelor's degree	None	None	No
Health Specialties Teachers, Postsecondary	Doctoral or professional degree	None	Less than 5 years	Yes
Education Administrators, Kindergarten through Secondary <sup>A</sup>	Master's degree	None	5 years or more	No
Educational, Guidance, and Career Counselors and Advisors	Master's degree	None	None	No
Coaches and Scouts	Bachelor's degree	None	None	No
Instructional Coordinators	Master's degree	None	5 years or more	No
Kindergarten Teachers, Except Special Education	Bachelor's degree	None	None	No
Special Education Teachers, Kindergarten and Elementary School	Bachelor's degree	None	None	No

Occupation	Education	Training	Experience	STEM
Special Education Teachers, Secondary School	Bachelor's degree	None	None	No
Career/Technical Education Teachers, Secondary School <sup>A</sup>	Bachelor's degree	None	Less than 5 years	No
Career/Technical Education Teachers, Postsecondary	Bachelor's degree	None	Less than 5 years	Yes
Registered Nurses <sup>A</sup>	Bachelor's degree	None	None	Yes
Preschool Teachers, Except Special Education <sup>A</sup>	Associate's degree	None	None	No
Education Administrators, Postsecondary	Master's degree	None	Less than 5 years	No
Nursing Instructors and Teachers, Postsecondary	Doctoral or professional degree	None	Less than 5 years	Yes
Project Management Specialists and Business Operations Specialists, All Other <sup>*</sup>	Bachelor's degree	None	None	No
Speech-Language Pathologists	Master's degree	Internship/residency	None	Yes
Special Education Teachers, Middle School	Bachelor's degree	None	None	No

307 <sup>A</sup> An apprenticeable occupation approved for apprenticeship by the United States  
308 Department of Labor, Bureau of Apprenticeship and Training.

309 <sup>\*</sup> A hybrid occupation where at least one occupation is apprenticeable but not all.

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

312

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

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

317 **SOURCE:** Lightcast™, 2023.

## 318 **F. Transportation and Warehousing**

319 In the last five years, demand for Transportation and Warehousing workers in  
320 Texas increased, according to the Quarterly Census of Employment and Wages.

321 In the first quarter of 2023 employment in the Transportation and Warehousing  
322 industry in Texas was 686,097, up 26.3 percent from the same quarter in 2018.  
323 Average weekly wages have also grown compared to five years ago, increasing by  
324 \$175 to reach \$1,439.

325 Non-seasonally adjusted Current Employment Statistics indicate the sector grew by  
326 1.1 percent, or 6,900 jobs over-the-year to reach 641,300 positions as of August  
327 2023. Transportation and Warehousing jobs have risen by 25.7 percent, or 131,300  
328 positions since August 2018, with annual growth rates peaking at a series-high of  
329 10.1 percent from August 2021 to August 2022. According to the United States  
330 Census Bureau's Retail Trade Survey, seasonally adjusted e-commerce sales made  
331 up 15.1 percent of total retail sales in the first quarter of 2023. Quarterly retail  
332 sales in e-commerce have increased for 19 of the past 20 quarters, registering a  
333 series-high growth rate of 33.5 percent during the second quarter of 2020.

334 Industry job numbers will remain robust as the popularity of e-commerce  
335 warehousing and deliveries spreads, and the state continues to invest in  
336 transportation infrastructure. Long term projections indicate Transportation and  
337 Warehousing employment is expected to expand to approximately 695,289  
338 positions by 2030. From 2020 to 2030 the Transportation and Warehousing  
339 industry is projected to grow by 19.5 percent resulting in 113,391 jobs added.  
340 Heavy and Tractor-Trailer Truck Drivers are projected to make the most  
341 occupational gains through 2030 at an estimated employment of 128,610 jobs.

342

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

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

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

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

347 ‡ 2022 code and/or title change. Wages determined with OEWS microdata for  
 348 multiple occupations to align with projections data.

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

351

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

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



Occupation	Education	Training	Experience	STEM
Bus and Truck Mechanics and Diesel Engine Specialists <sup>A</sup>	High school diploma or equivalent	Long-term on-the-job training	None	No
Airline Pilots, Copilots, and Flight Engineers	Bachelor's degree	Moderate-term on-the-job training	Less than 5 years	Yes
Reservation and Transportation Ticket Agents and Travel Clerks	High school diploma or equivalent	Short-term on-the-job training	None	No
Maintenance and Repair Workers, General <sup>A</sup>	High school diploma or equivalent	Moderate-term on-the-job training	None	No
First-Line Supervisors of Office and Administrative Support Workers	High school diploma or equivalent	None	Less than 5 years	No
Production, Planning, and Expediting Clerks <sup>A</sup>	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Transportation, Storage, and Distribution Managers <sup>A</sup>	High school diploma or equivalent	None	5 years or more	No
Project Management Specialists and Business Operations Specialists, All Other <sup>*</sup>	Bachelor's degree	None	None	No
Railroad Conductors and Yardmasters <sup>A</sup>	High school diploma or equivalent	Moderate-term on-the-job training	None	No

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

355 <sup>A</sup> An apprenticeable occupation approved for apprenticeship by the United States  
356 Department of Labor, Bureau of Apprenticeship and Training.

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

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

360

361

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

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

362 **SOURCE:** Lightcast™, 2023.

363 **G. Mining, Quarrying, and Oil and Gas**  
364 **Extraction**

365 In the last five years, demand for Mining, Quarrying, and Oil and Gas Extraction  
366 industry workers in Texas has varied year-to-year, based on the Quarterly Census  
367 of Employment and Wages.

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

372 However, in the first quarter of the past two years (2022 and 2023), QCEW data  
373 reveals the average number of jobs in the industry has increased from the previous  
374 year. While CES also show job counts have since steadily continued to recover from  
375 2020 at annual growth rates of 6.8 percent, 12.2 percent, and 9.1 percent in  
376 August of 2021, 2022, and 2023, respectively.

377 The total number of jobs in the industry is expected to increase through the next  
378 decade with projected employment in 2030 at 251,534. The number of Service Unit  
379 Operators in the sector are projected to increase by 43.6 percent from 2020 to  
380 2030, adding 6,127 jobs total, the most of any occupation within the sector.

381

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

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

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

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

386 † 2022 code and/or title change. Wages determined with OEWS microdata for  
387 multiple occupations to align with projections data.

388 \*\* Location Quotient cannot be calculated because the Texas 2022 Occupational  
 389 Employment and Wage Statistics estimate is not available.

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

392

393 There is a mix of educational and training requirements associated with the top 20  
 394 occupations. Three require no formal education coupled with short to moderate on-  
 395 the-job training and no experience, while six other occupations require a Bachelor’s  
 396 degree, but no training nor prior experience necessary. The following table contains  
 397 the educational and training requirements for these high-growth, high-demand  
 398 occupations.

Occupation	Education	Training	Experience	STEM
Service Unit Operators, Oil and Gas	No formal educational credential	Moderate-term on-the-job training	None	No
Heavy and Tractor-Trailer Truck Drivers <sup>A</sup>	Postsecondary nondegree award	Short-term on-the-job training	None	No
Rotary Drill Operators, Oil and Gas <sup>A</sup>	No formal educational credential	Moderate-term on-the-job training	None	No
Derrick Operators, Oil and Gas	No formal educational credential	Short-term on-the-job training	None	No
Petroleum Engineers	Bachelor's degree	None	None	Yes
Accountants and Auditors <sup>A</sup>	Bachelor's degree	None	None	Yes
Wellhead Pumpers	High school diploma or equivalent	Moderate-term on-the-job training	Less than 5 years	No
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	High school diploma or equivalent	Moderate-term on-the-job training	None	No



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

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

399 <sup>A</sup> An apprenticeable occupation approved for apprenticeship by the United States  
400 Department of Labor, Bureau of Apprenticeship and Training.

401 <sup>\*</sup> A hybrid occupation where at least one occupation is apprenticeable but not all.

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

404

The following table lists the top five certifications in the Mining, Quarrying, and Oil and Gas Extraction industry as of August 2023 as a ratio of mentions to approximately 5,000 total job ads, compared with the same to approximately 3,900 total job ads in August 2018. Certification	August 2018	August 2023
Valid Driver's License	11.1%	19.3%
Commercial Driver's License (CDL)	4.2%	5.1%
CDL Class A License	6.5%	2.0%
Forklift Certification	0.9%	1.5%
CDL Class B License	1.2%	1.3%

405 **SOURCE:** Lightcast™, 2023.

406

## 407 **H. Utilities**

408 Demand for Utilities workers in Texas increased over the last five years, according  
409 to data from the Quarterly Census of Employment and Wages. In the first quarter  
410 of 2023, the number of workers with Utilities employers in Texas was 91,434, up  
411 10.7 percent from the same quarter in 2018. When looking at not seasonally  
412 adjusted Current Employment Statistics data the industry shows a 10.3 percent  
413 increase in demand for utilities workers in the last two years.

414 Continuing technological advances have changed the Utilities industry's need for a  
415 more skilled worker. Meanwhile, the Utilities industry has been dominated by "Baby  
416 Boomer" workers, who are now starting to retire as part of "the Great Shift  
417 Change." Those retirements come as economic growth and population increases in  
418 Texas are creating more demand for energy delivery. The result is increased  
419 demand for new and replacement workers for utility jobs, which mostly require  
420 years of training.

421

422 The Utilities industry is projected to add 6,533 jobs through 2030. The occupations  
 423 within the industry that are projected to add the most jobs from 2020 to 2030 are  
 424 listed below. Note a LQ higher than one means an occupation is more concentrated  
 425 in Texas than in the nation while a LQ less than one means an occupation is less  
 426 concentrated in Texas than in the nation. It should also be noted that due to limited  
 427 staffing in this industry, most of these occupations do not have numeric changes of  
 428 at least 400 jobs.

Occupational Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Growth 2020-2030	Annual Median Wage 2022	LQ
Electrical Power-Line Installers and Repairers	4,494	5,397	903	20.1	\$76,773	1.1
General and Operations Managers	1,712	2,024	312	18.2	\$127,486	1.4
First-Line Supervisors of Mechanics, Installers, and Repairers	1,787	2,085	298	16.7	\$101,510	1.3
Wind Turbine Service Technicians	328	609	281	85.7	\$54,544	5.1
Project Management Specialists and Business Operations Specialists, All Other †	1,862	2,131	269	14.4	\$93,480	1.0
Electricians	1,451	1,686	235	16.2	\$96,371	1.1
Electrical Engineers	1,410	1,635	225	16.0	\$100,358	0.9

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

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

429 † 2022 code and/or title change. Wages determined with OEWS microdata for  
430 multiple occupations to align with projections data.

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

433

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

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

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

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

442 <sup>A</sup> An apprenticeable occupation approved for apprenticeship by the United States  
443 Department of Labor, Bureau of Apprenticeship and Training.



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

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

447

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

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

452 **SOURCE:** Lightcast™, 2023.

453 **I. Wholesale Trade**

454

455 In the last five years, demand for Wholesale Trade industry workers in Texas rose,  
456 according to the Quarterly Census of Employment and Wages.

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

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

464 The companies in this sector have sought to take advantage of this population and  
465 economic expansion by putting more sales professionals into the field while also  
466 trying to fill management positions that have been staffed by Baby Boomer  
467 supervisors who are set to retire.

468 As of 2020, the 20 most in-demand occupations in the Wholesale Trade employed  
469 over 210,959 people and is expected to grow another 43,624 by 2030.

470

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

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

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

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

473 \*\* Location Quotient cannot be calculated because the Texas 2022 Occupational  
 474 Employment and Wage Statistics estimate is not available.

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

477

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

Occupation	Education	Training	Experience	STEM
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Heavy and Tractor-Trailer Truck Drivers <sup>A</sup>	Postsecondary nondegree award	Short-term on-the-job training	None	No
General and Operations Managers <sup>A</sup>	Bachelor's degree	None	5 years or more	No
Mobile Heavy Equipment Mechanics, Except Engines <sup>A</sup>	High school diploma or equivalent	Long-term on-the-job training	None	No
Driver/Sales Workers	High school diploma or equivalent	Short-term on-the-job training	None	No
Software Developers and Software Quality Assurance Analysts and Testers <sup>*</sup>	Bachelor's degree	None	None	Yes
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products <sup>A</sup>	Bachelor's degree	Moderate-term on-the-job training	None	No
Industrial Machinery Mechanics <sup>A</sup>	High school diploma or equivalent	Long-term on-the-job training	None	No

Occupation	Education	Training	Experience	STEM
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors *	High school diploma or equivalent	None	Less than 5 years	No
First-Line Supervisors of Non-Retail Sales Workers	High school diploma or equivalent	None	Less than 5 years	No
Parts Salespersons <sup>A</sup>	No formal educational credential	Moderate-term on-the-job training	None	No
Sales Managers	Bachelor's degree	None	Less than 5 years	No
Bus and Truck Mechanics and Diesel Engine Specialists <sup>A</sup>	High school diploma or equivalent	Long-term on-the-job training	None	No
Project Management Specialists and Business Operations Specialists, All Other *	Bachelor's degree	None	None	No
Market Research Analysts and Marketing Specialists <sup>A</sup>	Bachelor's degree	None	None	Yes
Accountants and Auditors <sup>A</sup>	Bachelor's degree	None	None	Yes
Maintenance and Repair Workers, General <sup>A</sup>	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Logisticians <sup>A</sup>	Bachelor's degree	None	None	No
Production, Planning, and Expediting Clerks <sup>A</sup>	High school diploma or equivalent	Moderate-term on-the-job training	None	No

Occupation	Education	Training	Experience	STEM
Financial Managers <sup>A</sup>	Bachelor's degree	None	5 years or more	Yes

480 <sup>A</sup> An apprenticeable occupation approved for apprenticeship by the United States  
481 Department of Labor, Bureau of Apprenticeship and Training.

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

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

485

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

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

489 **SOURCE:** Lightcast™, 2023.

490



## 491 **J. Retail Trade**

492 Due to growing competition from online shopping, in the last five years, demand for  
493 Retail Trade workers in Texas has only marginally increased, according to the  
494 Quarterly Census of Employment and Wages program. Despite marginal demand,  
495 the industry is exhibiting signs of growth. From August 2018 to August 2023 CES  
496 shows the industry added 79,000 workers, rising to 1,403,400 or the fourth-largest  
497 reading in series history going back to 1990. Additionally, the industry reached 1.4  
498 million workers for the first time in May 2023 and hit a series high of 1,407,400 in  
499 July 2023. Over the year, the industry added 21,600 jobs, a growth rate of 1.6  
500 percent.

501 QCEW data also indicates a growing trend within the industry. In the first quarter of  
502 2023, the number of workers in the Retail Trade industry in Texas was 1.38 million,  
503 up 4.8 percent from the same quarter in 2018. Industry Projections for Retail  
504 indicate a positive outlook for the industry. Of the top 20 high demand occupations,  
505 four have projected growth above 1,000 and combined with the other sixteen, are  
506 projected to grow by almost 16,000 jobs by 2030.

507 Retail Trade companies have been adding workers to jobs across the board from  
508 salespeople to pharmacists to drivers to managers. In August 2023, there were  
509 56,300 job ads related to Retail compared to 43,800 job ads compared to the same  
510 period in 2018. This increase of 12,500, or 28.5% over five years demonstrates the  
511 strength and resilience of the industry when one considers the severe impact  
512 COVID-19 had on both Retail and the entire economy.

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

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

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

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

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

520 † 2022 code and/or title change. Wages determined with OEWS microdata for  
521 multiple occupations to align with projections data.

522 \*\* Location Quotient cannot be calculated because the Texas 2022 Occupational  
523 Employment and Wage Statistics estimate is not available.

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

526

527

528 Four of the top 20 high demand occupations are STEM occupations. These are  
 529 Pharmacists, Accountants and Auditors, Financial Managers, and Market Research  
 530 Analysts and Marketing Specialists. The Annual Median Wage in 2022 for Securities,  
 531 Commodities, and Financial Services Sales Agents was \$135,366, the highest of the  
 532 top 20 occupations. A close second were Financial Managers, whose median wage  
 533 in 2022 was \$131,024. Employment for Securities, Commodities, and Financial  
 534 Services Agents are projected to grow an estimated 19.7 percent by 2030 with an  
 535 increase of over 600 in employment for the same period. Securities, Commodities,  
 536 and Financial Services Sales Agents are considered a high-skill occupation,  
 537 requiring a bachelor’s degree.

Occupation	Education	Training	Experience	STEM
General and Operations Managers <sup>A</sup>	Bachelor's degree	None	5 years or more	No
Automotive Service Technicians and Mechanics <sup>A</sup>	Postsecondary nondegree award	Short-term on-the-job training	None	No
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Pharmacists	Doctoral or professional degree	None	None	Yes
First-Line Supervisors of Mechanics, Installers, and Repairers <sup>A</sup>	High school diploma or equivalent	None	Less than 5 years	No

Occupation	Education	Training	Experience	STEM
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Securities, Commodities, and Financial Services Sales Agents <sup>A</sup>	Bachelor's degree	Moderate-term on-the-job training	None	No
Sales Managers	Bachelor's degree	None	Less than 5 years	No
First-Line Supervisors of Office and Administrative Support Workers	High school diploma or equivalent	None	Less than 5 years	No
First-Line Supervisors of Non-Retail Sales Workers	High school diploma or equivalent	None	Less than 5 years	No
Accountants and Auditors <sup>A</sup>	Bachelor's degree	None	None	Yes
Project Management Specialists and Business Operations Specialists, All Other <sup>*</sup>	Bachelor's degree	None	None	No
Financial Managers <sup>A</sup>	Bachelor's degree	None	5 years or more	Yes
Glaziers <sup>A</sup>	High school diploma or equivalent	Apprenticeship	None	No

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

538 <sup>A</sup> An apprenticeable occupation approved for apprenticeship by the United States  
539 Department of Labor, Bureau of Apprenticeship and Training.

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

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

543 The table below lists the top five certifications associated with this industry as of  
 544 August 2023 as a ratio of mentions in job ads to approximately 56,300 total job ads  
 545 compared with the same ratio of approximately 43,800 total job ads in August  
 546 2018. Over this period, we see the demand for a Valid Driver's License increased by  
 547 nearly four percentage points. The only certification to experience a decline is  
 548 Registered Pharmacists (RPh), which dropped by over half a percentage point.

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

549 **SOURCE:** Lightcast™, 2023.



550 **K. Finance and Insurance**

551 In the last five years, demand for Finance and Insurance industry workers in Texas  
552 rose, according to the Quarterly Census of Employment and Wages. In the first  
553 quarter of 2023, the number of workers with Finance and Insurance industry  
554 employers in Texas was 625,577, up 17.6 percent from the same quarter in 2018.

555 The onset of the pandemic caused a small dip in employment in the Finance and  
556 Insurance sector in Texas, causing a 0.9 percent decrease in employment from  
557 585,900 in March 2020 to 580,500 in April 2020. The industry quickly recovered  
558 however and has been at over 100 percent of its February 2020 employment since  
559 October 2020. Additionally, the Finance and Insurance industry has continued to  
560 grow steadily, maintaining a positive over the year employment growth since June  
561 2010, averaging 2.8 percent annual growth from June 2010 to August 2023.  
562 Currently, this industry is at its all-time employment high of 662,600 positions in  
563 August 2023 and has been at its series high for 32 out of the last 35 months,  
564 according to Current Employment Statistics data.

565

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

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

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

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

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

570 ‡ 2022 code and/or title change. Wages determined with OEWS microdata for  
571 multiple occupations to align with projections data.

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

574

575

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

Occupation	Education	Training	Experience	STEM
Securities, Commodities, and Financial Services Sales Agents <sup>A</sup>	Bachelor's degree	Moderate-term on-the-job training	None	No
Personal Financial Advisors	Bachelor's degree	Long-term on-the-job training	None	No
Financial Managers <sup>A</sup>	Bachelor's degree	None	5 years or more	Yes
Software Developers and Software Quality Assurance Analysts and Testers <sup>*</sup>	Bachelor's degree	None	None	Yes
Loan Officers	Bachelor's degree	Moderate-term on-the-job training	None	Yes
Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other <sup>*</sup>	Bachelor's degree	None	None	No
General and Operations Managers <sup>A</sup>	Bachelor's degree	None	5 years or more	No
Accountants and Auditors <sup>A</sup>	Bachelor's degree	None	None	Yes
Insurance Claims and Policy Processing Clerks <sup>A</sup>	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Project Management Specialists and Business Operations Specialists, All Other <sup>*</sup>	Bachelor's degree	None	None	No

Occupation	Education	Training	Experience	STEM
Financial Examiners	Bachelor's degree	Long-term on-the-job training	None	Yes
Loan Interviewers and Clerks	High school diploma or equivalent	Short-term on-the-job training	None	No
Claims Adjusters, Examiners, and Investigators <sup>A</sup>	High school diploma or equivalent	Long-term on-the-job training	None	No
Management Analysts <sup>A</sup>	Bachelor's degree	None	Less than 5 years	No
Registered Nurses <sup>A</sup>	Bachelor's degree	None	None	Yes
Market Research Analysts and Marketing Specialists <sup>A</sup>	Bachelor's degree	None	None	Yes
Computer Systems Analysts <sup>A</sup>	Bachelor's degree	None	None	Yes
Information Security Analysts <sup>A</sup>	Bachelor's degree	None	Less than 5 years	Yes
First-Line Supervisors of Office and Administrative Support Workers	High school diploma or equivalent	None	Less than 5 years	No
Bookkeeping, Accounting, and Auditing Clerks <sup>A</sup>	Some college, no degree	Moderate-term on-the-job training	None	Yes

582 <sup>A</sup> An apprenticeable occupation approved for apprenticeship by the United States  
583 Department of Labor, Bureau of Apprenticeship and Training.

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

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

587

588

589 The following table shows the top ten certifications associated with the Finance and  
 590 Insurance industry as of August 2023 as a ratio of mentions to approximately  
 591 22,200 total job ads, compared with the same ratio against approximately 23,600  
 592 total job ads in August 2018. For example, in August 2023, 2.1 percent of finance  
 593 and insurance job ads in Texas mentioned applicants needed a Master of Business  
 594 Administration (MBS), compared to 2.5 percent in August 2018.

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

595 **SOURCE:** Lightcast™, 2023.



596 **L. Professional, Scientific, and Technical**  
597 **Services**

598 In 2023, the professional services industry in Texas surpassed all previous first  
599 quarter employment levels and maintained annual increases in establishments for  
600 33 successive first quarter periods, since the beginning of the series history in  
601 1990. This data is for NAICS code 54.

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

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

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

619 The Texas Workforce Commission projects an average 2.4 percent increase in  
620 professional services employment each year between 2020 to 2030. This equates to  
621 an increase of 204,135 jobs, or a 26.8 percent growth over the ten-year period. By  
622 2030, Texas employment for this industry is projected to reach 965,920.

623

624 The occupations within the Professional, Scientific, and Technical Services industry  
 625 that are projected to add the most jobs from 2020 to 2030 are listed below. Note a  
 626 LQ higher than one means an occupation is more concentrated in Texas than in the  
 627 nation while a LQ less than one means an occupation is less concentrated in Texas  
 628 than in the nation.

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

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

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

629 † 2022 code and/or title change. Wages determined with OEWS microdata for  
630 multiple occupations to align with projections data.

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

633

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

642

643 Most of the listed occupations require at least a bachelor’s degree. Paralegal and  
 644 Legal Assistants along with Computer User Support Specialists are two examples of  
 645 occupations in the industry that require an associate’s degree or less. Most of the  
 646 occupations below do not require previous experience. Here are the educational and  
 647 training requirements for the high-growth professional service occupations.

Occupation	Education	Training	Experience	STEM
Software Developers and Software Quality Assurance Analysts and Testers *	Bachelor's degree	None	None	Yes
Project Management Specialists and Business Operations Specialists, All Other *	Bachelor's degree	None	None	No
Accountants and Auditors <sup>A</sup>	Bachelor's degree	None	None	Yes
General and Operations Managers <sup>A</sup>	Bachelor's degree	None	5 years or more	No
Lawyers	Doctoral or professional degree	None	None	No
Computer User Support Specialists <sup>A</sup>	Some college, no degree	None	None	No
Computer Systems Analysts <sup>A</sup>	Bachelor's degree	None	None	Yes
Paralegals and Legal Assistants <sup>A</sup>	Associate's degree	None	None	No
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	High school diploma or equivalent	Moderate-term on-the-job training	None	No
Management Analysts <sup>A</sup>	Bachelor's degree	None	Less than 5 years	No

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

648 <sup>A</sup> An apprenticeable occupation approved for apprenticeship by the United States  
649 Department of Labor, Bureau of Apprenticeship and Training.

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

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

653

654 The following table lists the top five certifications in the Professional, Scientific, and  
 655 Technical Services industry as of August 2023 as a ratio of mentions to  
 656 approximately 41,900 total job ads, compared with the same ratio based on  
 657 approximately 45,500 total job ads in August 2018.  
 658

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

659 **SOURCE:** Lightcast™, 2023.

660

661 **M. Accommodation and Food Services**

662 In the last five years, demand for Accommodation and Food Services workers in  
663 Texas has grown, according to Quarterly Census of Employment and Wages.

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

667 Employment in this industry dropped rapidly during the unprecedented challenges  
668 the industry faced during the COVID pandemic but recovered quickly. From Feb.  
669 2020 to April 2020 (seasonally adjusted), the industry lost 484,000 jobs, dropping  
670 to 779,600 jobs.

671 Employment in Accommodation and Food Services in Texas is now expanding above  
672 where it was pre-COVID. Texas employment in Accommodation and Food Services  
673 is now 4.4 percent above the corresponding number in Feb. 2020. Texas  
674 employment is 104.4 percent of Feb. 2020. According to the Current Employment  
675 Statistics Program, Aug. 2023 employment in this area is 1.319 million.

676



677 The occupations within Accommodation and Food Services employers that are  
 678 projected to add the most jobs and pay above the state median wage from 2020 to  
 679 2030 are listed below. Note a LQ higher than one means an occupation is more  
 680 concentrated in Texas than in the nation while a LQ less than one means an  
 681 occupation is less concentrated in Texas than in the nation.

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

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

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

682 ‡ 2022 code and/or title change. Wages determined with OEWS microdata for  
683 multiple occupations to align with projections data.

684 \*\* Location Quotient cannot be calculated because the Texas 2022 Occupational  
685 Employment and Wage Statistics estimate is not available.

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

688

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

Occupation	Education	Training	Experience	STEM
General and Operations Managers <sup>A</sup>	Bachelor's degree	None	5 years or more	No
Food Service Managers <sup>A</sup>	High school diploma or equivalent	None	Less than 5 years	No
Lodging Managers <sup>A</sup>	High school diploma or equivalent	None	Less than 5 years	No
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	High school diploma or equivalent	Moderate-term on-the-job training	None	No
First-Line Supervisors of Retail Sales Workers <sup>A</sup>	High school diploma or equivalent	None	Less than 5 years	No

Occupation	Education	Training	Experience	STEM
Accountants and Auditors <sup>A</sup>	Bachelor's degree	None	None	Yes
Human Resources Specialists <sup>A</sup>	Bachelor's degree	None	None	No
First-Line Supervisors of Mechanics, Installers, and Repairers <sup>A</sup>	High school diploma or equivalent	None	Less than 5 years	No
Project Management Specialists and Business Operations Specialists, All Other <sup>*</sup>	Bachelor's degree	None	None	No
Dietitians and Nutritionists	Bachelor's degree	Internship/residency	None	Yes
Financial Managers <sup>A</sup>	Bachelor's degree	None	5 years or more	Yes
Sales Managers	Bachelor's degree	None	Less than 5 years	No
Human Resources Managers	Bachelor's degree	None	5 years or more	No
First-Line Supervisors of Non-Retail Sales Workers	High school diploma or equivalent	None	Less than 5 years	No
Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other <sup>*</sup>	Bachelor's degree	None	Less than 5 years	No
Payroll and Timekeeping Clerks <sup>A</sup>	High school diploma or equivalent	Moderate-term on-the-job training	None	No

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

691 <sup>A</sup> An apprenticeable occupation approved for apprenticeship by the United States  
692 Department of Labor, Bureau of Apprenticeship and Training.

693 <sup>\*</sup> A hybrid occupation where at least one occupation is apprenticeable but not all.

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

696

697 As is common in most occupations, Driver’s License is the most requested  
698 certification in this industry. Other skills and certifications desired by employers  
699 vary widely by occupation. The following table lists the top five certifications in the  
700 industry as of August 2023 as a ratio of mentions in job ads to approximately  
701 39,000 total job ads compared with the same of approximately 25,000 total job ads  
702 in August 2018.

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

703 **SOURCE:** Lightcast™, 2023.

### 704 **III. Conclusion**

705 TWC reviewed the top growth occupations across the key industries for this report  
706 as required by statute.

707 TWC tracks approximately 800 different occupations and employment is projected  
708 to increase in nearly all those occupations based on the 2020 to 2030 projections.

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

712 It is important to note that Texas employers continue to experience the retirements  
713 of the Baby Boom generation of workers. The workforce for many industries in  
714 Texas has been dominated by Baby Boomer workers, many of whom are now in  
715 their sixties and had delayed retirement but now are starting to exit the workforce.  
716 Despite this, Texas is expected to have one of the fastest growing labor forces in  
717 the nation at 13.3 percent by 2030 according to estimates determined by the  
718 Projections Management Partnership. This increase will far outperform the overall  
719 expected increase for the nation of 3.7 percent and is only exceeded by the North  
720 Dakota and Florida.

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

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

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

731 These trends show no signs of slowing down in Texas.

## IV. Methodology

732

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

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

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

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

759 The current long-term projections were completed in August 2022 for the period of  
760 2020 to 2030. This report also includes industry employment level comparisons  
761 from QCEW data over the most recent five years to provide context.

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

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

771 For determination of industry certifications, TWC used data from Lightcast for  
772 August 2018 and August 2023. The job listings data captured by Lightcast is from  
773 online ads from a broad and comprehensive set of job boards.

774 For topics regarding occupational education requirements, TWC considered typical  
775 education identified in the 2020 to 2030 long term occupational projections.

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

779 There is no official definition of a "high-wage" job and the term may be interpreted  
780 differently by individuals depending on their age, work history, education level,  
781 geographic setting, ability to stay at a job for the long term, and even their  
782 expectations in life. The median pay across all occupations in Texas is \$43,463 a  
783 year, according to the 2022 OEWS estimates of Texas employers which represents  
784 the most recent data for the time of this publication. For the purposes of this  
785 report, TWC only looked at occupations where the industry annual median pay was  
786 estimated to be more than the statewide median, \$43,463 a year with expected  
787 employment change greater than or equal 400 with up to 20 occupations per  
788 industry where applicable.