Working Texas Style:
Do You Have The Skills
To Pay The Bills

Texas Education Agency
CTE Leadership Academy

Oct. 9, 2014, Hilton Austin Airport Hotel
Host: Carole Moody and Karen Alexander

Presentation by Mick Normington
Data compiled by the Texas Workforce Commission’s Labor Market & Career Information department, the U.S. Bureau of Labor Statistics, the Texas State Demographer and the U.S. Census Bureau

www.lmci.state.tx.us/
How Can We Help Employers?

Key Questions

1) Do students expect their credentials to improve their job possibilities?
2) Do jobseekers need continuous skill upgrades for an evolving workplace? Are we identifying skill needs?
3) Are employers a primary customer of the education system? What are their labor force needs?
4) Is college ready and career ready the same? Do our students understand workplace expectations?
5) What are we doing to align education with labor market demand and employer skill needs and hiring requirements?
6) What do employers want?
“We need to ask people three questions. What do you like? What are you good at? And how are you going to add value in the economy?”

-Rick Stephens, senior vice president of human resources & administration at The Boeing Corp. in interview for new TWC publication
The Labor Market Structure

Houston-Sugar Land-Baytown-Galveston region

Geography

Industry
- Oil & Gas
- Health Care
- Restaurants

Occupations
- Accountant
- Truck Driver
- Manager
- Sales Manager
- Office Manager

Skills
- Excel spreadsheets
- Customer service

Jobs
- Jane Smith: Office Manager
- John Doe: Sales Manager
Annual Job Growth Rates – August 2013 to August 2014

Source: Current Employment Statistics surveys by the U.S. Department of Labor and the Texas Workforce Commission
Top industry of employment for region, 1990-2014

Ranked by QCEW average weekly wages for that industry
Top industry of employment for region - 2014

Source: TWC Quarterly Census of Employment & Wages (Ranked by QCEW average weekly wages for that industry)
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Educational Services</td>
<td>670,345</td>
<td>$371</td>
<td>1,141,666</td>
<td>$776</td>
</tr>
<tr>
<td>Health Care &amp; Social Assistance</td>
<td>664,543</td>
<td>$373</td>
<td>1,468,086</td>
<td>$859</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>965,886</td>
<td>$543</td>
<td>877,852</td>
<td>$1,476</td>
</tr>
<tr>
<td>Mining, Oil &amp; Gas Extraction</td>
<td>159,256</td>
<td>$791</td>
<td>294,109</td>
<td>$2,717</td>
</tr>
<tr>
<td>Public Administration</td>
<td>314,374</td>
<td>$501</td>
<td>437,232</td>
<td>$1,103</td>
</tr>
<tr>
<td>Retail Trade</td>
<td>899,202</td>
<td>$290</td>
<td>1,238,936</td>
<td>$571</td>
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<tr>
<td>Transportation &amp; Warehousing</td>
<td>286,155</td>
<td>$543</td>
<td>458,154</td>
<td>$1,202</td>
</tr>
</tbody>
</table>

Source: Texas Workforce Commission, Quarterly Census of Employment and Wages
Unemployment Rates
(monthly, non-seasonally adjusted, August 2014 latest month)

United States - 6.3%
Texas - 5.5%
Austin metro - 4.6%

Source: for Local Area Unemployment Statistics report, U.S. Department of Labor, non-seasonally adjusted unemployment rates
<table>
<thead>
<tr>
<th>Metro Area / State</th>
<th>U rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Midland</td>
<td>2.8%</td>
</tr>
<tr>
<td>Odessa</td>
<td>3.4%</td>
</tr>
<tr>
<td>Amarillo</td>
<td>4.0%</td>
</tr>
<tr>
<td>San Angelo</td>
<td>4.2%</td>
</tr>
<tr>
<td>Lubbock</td>
<td>4.3%</td>
</tr>
<tr>
<td>Abilene</td>
<td>4.4%</td>
</tr>
<tr>
<td>Victoria</td>
<td>4.4%</td>
</tr>
<tr>
<td>College Station-Bryan</td>
<td>4.5%</td>
</tr>
<tr>
<td>Austin-Round Rock-San Marcos</td>
<td>4.6%</td>
</tr>
<tr>
<td>Longview</td>
<td>4.8%</td>
</tr>
<tr>
<td>San Antonio</td>
<td>5.1%</td>
</tr>
<tr>
<td>Corpus Christi</td>
<td>5.4%</td>
</tr>
<tr>
<td>Houston-Baytown</td>
<td>5.4%</td>
</tr>
<tr>
<td>Sherman-Denison</td>
<td>5.4%</td>
</tr>
<tr>
<td>Tyler</td>
<td>5.4%</td>
</tr>
<tr>
<td>TEXAS</td>
<td>5.5%</td>
</tr>
<tr>
<td>Dallas-Fort Worth-Arlington</td>
<td>5.5%</td>
</tr>
<tr>
<td>Wichita Falls</td>
<td>5.5%</td>
</tr>
<tr>
<td>Waco</td>
<td>5.6%</td>
</tr>
<tr>
<td>Laredo</td>
<td>6.0%</td>
</tr>
<tr>
<td>UNITED STATES</td>
<td>6.3%</td>
</tr>
<tr>
<td>Killeen-Temple-Fort Hood</td>
<td>6.3%</td>
</tr>
<tr>
<td>Texarkana</td>
<td>6.4%</td>
</tr>
<tr>
<td>El Paso</td>
<td>7.7%</td>
</tr>
<tr>
<td>Beaumont-Port Arthur</td>
<td>8.4%</td>
</tr>
<tr>
<td>Brownsville-Harlingen</td>
<td>8.9%</td>
</tr>
<tr>
<td>McAllen-Edinburg</td>
<td>9.8%</td>
</tr>
</tbody>
</table>

Source: U.S. Department of Labor and Texas Workforce Commission
Changing Nature of U.S. Separations: Layoffs down, Quits up

[Graph showing the number of layoffs and quits from 2003 to 2015. The shaded areas indicate US recessions.]
<table>
<thead>
<tr>
<th>Job Type</th>
<th>Postings</th>
<th>Preferred training/education</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Registered Nurse</td>
<td>↑ 37,182</td>
<td>Associate’s degree</td>
</tr>
<tr>
<td>2. Truck Driver (heavy/tractor trailer)</td>
<td>↑ 33,129</td>
<td>Short On The Job training</td>
</tr>
<tr>
<td>3. Retail Salesperson</td>
<td>↓ 20,191</td>
<td>Short On The Job training</td>
</tr>
<tr>
<td>4. Supervisor of Retail Sales Workers</td>
<td>↑ 18,995</td>
<td>Related Work Experience</td>
</tr>
<tr>
<td>5. Customer Service Rep</td>
<td>↑ 17,287</td>
<td>Moderate On Job Training</td>
</tr>
<tr>
<td>6. Maintenance / Repair Worker</td>
<td>↑ 13,177</td>
<td>Moderate On Job Training</td>
</tr>
<tr>
<td>7. Supervisor of Office Workers</td>
<td>↑ 12,428</td>
<td>Related Work Experience</td>
</tr>
<tr>
<td>8. Computer Systems Analyst</td>
<td>11,813</td>
<td>Bachelor’s degree</td>
</tr>
<tr>
<td>9. Computer User Support Specialist</td>
<td>11,745</td>
<td>Associate’s degree</td>
</tr>
<tr>
<td>10. Computer Network Administrator</td>
<td>10,700</td>
<td>Bachelor’s degree</td>
</tr>
<tr>
<td>11. Supervisor of Food Prep Workers</td>
<td>10,368</td>
<td>Related Work Experience</td>
</tr>
<tr>
<td>12. Software Application Developer</td>
<td>↑ 10,334</td>
<td>Bachelor’s degree</td>
</tr>
<tr>
<td>13. Accountant</td>
<td>10,248</td>
<td>Bachelor’s degree</td>
</tr>
<tr>
<td>14. Web Developer</td>
<td>10,161</td>
<td>Associate’s degree</td>
</tr>
<tr>
<td>15. Sales Rep (wholesale, manufacturing)</td>
<td>↓ 9,512</td>
<td>Related Work Experience</td>
</tr>
<tr>
<td>16. Executive Secretary / Admin Assistant</td>
<td>8,171</td>
<td>Related Work Experience</td>
</tr>
</tbody>
</table>

NOTE: Arrows indicate occupation with greater or less than 5% change in last year
Source: Wanted Analytics for 90 day period from Oct 8, 2014
<table>
<thead>
<tr>
<th>Job Type</th>
<th>Postings</th>
<th>Preferred training/education</th>
</tr>
</thead>
<tbody>
<tr>
<td>17. Insurance Sales Agent</td>
<td>↑ 7,842</td>
<td>Post Secondary Vocational Training</td>
</tr>
<tr>
<td>18. Marketing Manager</td>
<td>7,545</td>
<td>Bachelor’s degree</td>
</tr>
<tr>
<td>19. Management Analyst</td>
<td>↑ 7,499</td>
<td>Bachelor’s degree</td>
</tr>
<tr>
<td>20. Truck Driver (light truck)</td>
<td>↑ 7,357</td>
<td>Short Term On Job Training</td>
</tr>
<tr>
<td>21. Supervisor of Production/Operations Workers</td>
<td>↑ 7,346</td>
<td>Related Work Experience</td>
</tr>
<tr>
<td>22. Medical / Health Services Manager</td>
<td>7,270</td>
<td>Bachelor’s degree</td>
</tr>
<tr>
<td>23. Information Technology Project Manager</td>
<td>↑ 6,864</td>
<td>Associate’s degree</td>
</tr>
<tr>
<td>24. Industrial Engineer</td>
<td>↓ 6,705</td>
<td>Bachelor’s degree</td>
</tr>
<tr>
<td>25. Bookkeeper / Audit Clerk</td>
<td>6,682</td>
<td>Moderate On Job Training</td>
</tr>
<tr>
<td>26. Supervisor of Mechanics, Installers, Repairers</td>
<td>↑ 6,654</td>
<td>Related Work Experience</td>
</tr>
<tr>
<td>27. Supervisor of Constructor or Extraction Workers</td>
<td>↑ 6,606</td>
<td>Related Work Experience</td>
</tr>
<tr>
<td>28. Maid / Housekeeper</td>
<td>↑ 5,903</td>
<td>Short Term On Job Training</td>
</tr>
<tr>
<td>29. Freight, Stock, Material Moving Laborer</td>
<td>↑ 5,892</td>
<td>Short Term On Job Training</td>
</tr>
<tr>
<td>30. General Sales Manager</td>
<td>5,841</td>
<td>Related Work Experience</td>
</tr>
<tr>
<td>31. Medical Secretary</td>
<td>↑ 5,589</td>
<td>Moderate Term On Job Training</td>
</tr>
<tr>
<td>32. Janitor, Cleaner</td>
<td>↑ 5,550</td>
<td>Short Term On Job Training</td>
</tr>
<tr>
<td>33. Office Clerk</td>
<td>↑ 5,490</td>
<td>Short Term On Job Training</td>
</tr>
<tr>
<td>Job Type</td>
<td>Postings</td>
<td>Preferred training/education</td>
</tr>
<tr>
<td>---------------------------------------------------</td>
<td>----------</td>
<td>--------------------------------------------</td>
</tr>
<tr>
<td>34. Sales Rep (services)</td>
<td>↑ 5,485</td>
<td>Related Work Experience</td>
</tr>
<tr>
<td>35. Licensed Practical / Vocational Nurse</td>
<td>↑ 5,322</td>
<td>Post Secondary Vocational Training</td>
</tr>
<tr>
<td>36. Manager of General Operations Workers</td>
<td>5,278</td>
<td>Related Work Experience</td>
</tr>
<tr>
<td>37. Supervisor of Non-Retail Sales Workers</td>
<td>↑ 5,240</td>
<td>Related Work Experience</td>
</tr>
<tr>
<td>38. Medical Assistant</td>
<td>↑ 5,209</td>
<td>Moderate On Job Training</td>
</tr>
<tr>
<td>39. Supervisor of Transportation/Material-Moving Workers</td>
<td>↑ 5,204</td>
<td>Related Work Experience</td>
</tr>
<tr>
<td>40. Product Demonstrator / Promoter</td>
<td>↑ 5,179</td>
<td>Short Term On Job Training</td>
</tr>
<tr>
<td>41. Secretarial Assistant</td>
<td>↑ 5,060</td>
<td>Moderate On Job Training</td>
</tr>
<tr>
<td>42. Nursing Assistant</td>
<td>↑ 4,750</td>
<td>Post Secondary Vocational Training</td>
</tr>
<tr>
<td>43. Financial Services Sales Agent</td>
<td>↓ 4,689</td>
<td>Bachelor’s degree</td>
</tr>
<tr>
<td>44. Financial Services Branch / Department Manager</td>
<td>↓ 4,646</td>
<td>Bachelor’s degree</td>
</tr>
<tr>
<td>45. Food Prep/Serving Worker (fast food)</td>
<td>↑ 4,614</td>
<td>Short Term On Job Training</td>
</tr>
<tr>
<td>46. Sales Rep (technical, scientific products)</td>
<td>4,561</td>
<td>Related Work Experience</td>
</tr>
<tr>
<td>47. Teller</td>
<td>↑ 4,514</td>
<td>Short Term On Job Training</td>
</tr>
<tr>
<td>48. Security Guard</td>
<td>↑ 4,348</td>
<td>Short Term On Job Training</td>
</tr>
<tr>
<td>49. Computer Programmer</td>
<td>4,239</td>
<td>Bachelor’s degree</td>
</tr>
<tr>
<td>50. Waitress, Waiter</td>
<td>↑ 4,177</td>
<td>Short Term On Job Training</td>
</tr>
<tr>
<td>51. Occupational Therapist</td>
<td>4,166</td>
<td>Master’s degree</td>
</tr>
<tr>
<td>Job Type</td>
<td>Postings</td>
<td>Preferred training/education</td>
</tr>
<tr>
<td>---------------------------------------------------------------</td>
<td>----------</td>
<td>--------------------------------------------</td>
</tr>
<tr>
<td>52. Receptionist, Information Clerk</td>
<td>4,150</td>
<td>Short Term On Job Training</td>
</tr>
<tr>
<td>53. Truck, Bus, Diesel Mechanic</td>
<td>↑4,051</td>
<td>Post Secondary Vocational Training</td>
</tr>
<tr>
<td>54. Stock Clerk (stockroom, warehouse, storage yard)</td>
<td>↑4,027</td>
<td>Short Term On Job Training</td>
</tr>
<tr>
<td>55. Critical Care Nurse</td>
<td>↑3,986</td>
<td>Associate’s degree</td>
</tr>
<tr>
<td>56. Human Resources Specialist</td>
<td>↑3,979</td>
<td>Bachelor’s degree</td>
</tr>
<tr>
<td>57. Computer Systems Engineer/Architect</td>
<td>↑3,942</td>
<td>Bachelor’s degree</td>
</tr>
<tr>
<td>58. Real Estate, Property Manager</td>
<td>3,886</td>
<td>Bachelor’s degree</td>
</tr>
<tr>
<td>59. Electrician</td>
<td>↑3,784</td>
<td>Long Term On Job Training</td>
</tr>
<tr>
<td>60. Landscaping Laborer</td>
<td>↑3,756</td>
<td>Short Term On Job Training</td>
</tr>
<tr>
<td>65. Automotive Specialty Technician/Mechanic</td>
<td>3,559</td>
<td>Post Secondary Vocational Training</td>
</tr>
<tr>
<td>59. Physical Therapist</td>
<td>↓3,880</td>
<td>Master’s degree</td>
</tr>
<tr>
<td>60. Construction Laborer</td>
<td>↑3,858</td>
<td>Moderate Term On Job Training</td>
</tr>
<tr>
<td>68. Personal Care Aide</td>
<td>↑3,473</td>
<td>Short Term On Job Training</td>
</tr>
<tr>
<td>69. Mechanical Engineer</td>
<td>3,307</td>
<td>Bachelor’s degree</td>
</tr>
<tr>
<td>72. Human Resources Manager</td>
<td>3,250</td>
<td>Bachelor’s degree</td>
</tr>
<tr>
<td>87. Medical Records/Health Information Technician</td>
<td>↑2,495</td>
<td>Associate’s degree</td>
</tr>
<tr>
<td>96. Welder</td>
<td>↑2,390</td>
<td>Post Secondary Vocational Training</td>
</tr>
<tr>
<td>111. Lawyer</td>
<td>1,830</td>
<td>Professional degree</td>
</tr>
<tr>
<td>180. Bartender</td>
<td>839</td>
<td>Short Term On Job Training</td>
</tr>
</tbody>
</table>
## Current Job Postings in Texas

<table>
<thead>
<tr>
<th>Organization</th>
<th>Postings</th>
<th>Organization</th>
<th>Postings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hospital Corp of America</td>
<td>6,410</td>
<td>Texas Health</td>
<td>1,853</td>
</tr>
<tr>
<td>Randstad</td>
<td>4,929</td>
<td>Deloitte</td>
<td>1,842</td>
</tr>
<tr>
<td>Robert Half International</td>
<td>4,350</td>
<td>Conifer Health Solutions</td>
<td>1,766</td>
</tr>
<tr>
<td>Wells Fargo</td>
<td>4,061</td>
<td>Capital One</td>
<td>1,739</td>
</tr>
<tr>
<td>Macy’s</td>
<td>3,945</td>
<td>AT&amp;T</td>
<td>1,727</td>
</tr>
<tr>
<td>Trustaff</td>
<td>3,927</td>
<td>Baylor Health Care System</td>
<td>1,717</td>
</tr>
<tr>
<td>University of Texas System</td>
<td>3,657</td>
<td>Home Depot</td>
<td>1,699</td>
</tr>
<tr>
<td>Houston Methodist</td>
<td>3,335</td>
<td>Judge Group Staffing</td>
<td>1,640</td>
</tr>
<tr>
<td>Christus Health</td>
<td>3,284</td>
<td>Halliburton</td>
<td>1,613</td>
</tr>
<tr>
<td>Computer Task Group</td>
<td>3,277</td>
<td>UnitedHealth Group</td>
<td>1,605</td>
</tr>
<tr>
<td>Tenet Healthcare</td>
<td>2,505</td>
<td>Kforce Professional Staffing</td>
<td>1,585</td>
</tr>
<tr>
<td>Sears</td>
<td>2,468</td>
<td>Dollar General</td>
<td>1,544</td>
</tr>
<tr>
<td>Baker Hughes</td>
<td>2,352</td>
<td>Dell</td>
<td>1,507</td>
</tr>
<tr>
<td>Scott &amp; White</td>
<td>2,161</td>
<td>Texas Tech University System</td>
<td>1,495</td>
</tr>
<tr>
<td>Lowe’s</td>
<td>1,939</td>
<td>SavaSeniorCare / Methodist Healthcare</td>
<td>1,413</td>
</tr>
<tr>
<td>Kelly Services</td>
<td>1,925</td>
<td>Best Buy</td>
<td>1,370</td>
</tr>
<tr>
<td>J.P. Morgan Chase</td>
<td>1,873</td>
<td>Hilton / Dallas Indep School District</td>
<td>1,332</td>
</tr>
</tbody>
</table>
Texas Employment - Growth by Industry Sector

*Industry growth projections - 2010-2020*

<table>
<thead>
<tr>
<th>Industry Sector</th>
<th>Growth Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Care &amp; Social Assistance</td>
<td>33%</td>
</tr>
<tr>
<td>Educational Services</td>
<td>31%</td>
</tr>
<tr>
<td>Natural Resources &amp; Mining</td>
<td>30%</td>
</tr>
<tr>
<td>Leisure &amp; Hospitality</td>
<td>26%</td>
</tr>
<tr>
<td>Professional &amp; Business Services</td>
<td>24%</td>
</tr>
<tr>
<td>Government</td>
<td>18%</td>
</tr>
<tr>
<td>Construction</td>
<td>18%</td>
</tr>
<tr>
<td>Other Services</td>
<td>17%</td>
</tr>
<tr>
<td>Finance Activities</td>
<td>17%</td>
</tr>
<tr>
<td>Utilities</td>
<td>16%</td>
</tr>
<tr>
<td>Transportation &amp; Warehousing</td>
<td>16%</td>
</tr>
<tr>
<td>Retail Trade</td>
<td>15%</td>
</tr>
<tr>
<td>Wholesale Trade</td>
<td>13%</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>10%</td>
</tr>
<tr>
<td>Information</td>
<td>9%</td>
</tr>
</tbody>
</table>

Source: TWC industry & occupational projections
## Fastest Growing Occupations in Texas

*Occupational growth projections - 2010-2020*

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Growth Rate</th>
<th>Average Annual Wage 2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diagnostic Medical Sonographers</td>
<td>52%</td>
<td>$62,373</td>
</tr>
<tr>
<td>Derrick Operators</td>
<td>51%</td>
<td>$45,673</td>
</tr>
<tr>
<td>Home Health Aides</td>
<td>50%</td>
<td>$19,919</td>
</tr>
<tr>
<td>Personal Care Aides</td>
<td>49%</td>
<td>$17,636</td>
</tr>
<tr>
<td>Service Unit Operators</td>
<td>48%</td>
<td>$43,045</td>
</tr>
<tr>
<td>Special Education Teachers</td>
<td>45%</td>
<td>$52,280</td>
</tr>
<tr>
<td>Rotary Drill Operators</td>
<td>44%</td>
<td>$69,016</td>
</tr>
<tr>
<td>Roustabouts</td>
<td>44%</td>
<td>$32,943</td>
</tr>
<tr>
<td>Medical Secretaries</td>
<td>43%</td>
<td>$29,607</td>
</tr>
<tr>
<td>Extraction Worker Helpers</td>
<td>43%</td>
<td>$37,055</td>
</tr>
</tbody>
</table>

Source: TWC industry & occupational projections
<table>
<thead>
<tr>
<th>Occupation</th>
<th>Annual Average Wage 2011</th>
<th>Occupational growth projections - 2010-2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food Preparation Workers</td>
<td>$18,188</td>
<td>78,990</td>
</tr>
<tr>
<td>Elementary School Teachers</td>
<td>$51,847</td>
<td>67,770</td>
</tr>
<tr>
<td>Personal Care Aides</td>
<td>$17,636</td>
<td>66,150</td>
</tr>
<tr>
<td>Retail Salepersons</td>
<td>$24,165</td>
<td>62,560</td>
</tr>
<tr>
<td>Registered Nurses</td>
<td>$67,581</td>
<td>61,170</td>
</tr>
<tr>
<td>Waiters &amp; Waitresses</td>
<td>$19,069</td>
<td>53,740</td>
</tr>
<tr>
<td>General Office Clerks</td>
<td>$28,671</td>
<td>52,070</td>
</tr>
<tr>
<td>Cashiers</td>
<td>$19,155</td>
<td>42,220</td>
</tr>
<tr>
<td>Home Health Aides</td>
<td>$19,919</td>
<td>41,550</td>
</tr>
<tr>
<td>Customer Service Representatives</td>
<td>$30,387</td>
<td>40,150</td>
</tr>
</tbody>
</table>

Source: TWC industry & occupational projections
## Projected Fastest Growing Occupations in Texas for 2012-2022

<table>
<thead>
<tr>
<th>Occupational Title</th>
<th>% change 2010-20</th>
<th>Annual Openings</th>
<th>Minimum Education</th>
<th>Annual Wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diagnostic Medical Sonographer</td>
<td>+ 57.5%</td>
<td>310</td>
<td>Associate’s degree</td>
<td>$65,490</td>
</tr>
<tr>
<td>Interpreter / Translator</td>
<td>+ 49.0%</td>
<td>280</td>
<td>Bachelor’s degree</td>
<td>$44,290</td>
</tr>
<tr>
<td>Skincare Specialist / Technician</td>
<td>+ 48.5%</td>
<td>290</td>
<td>Post H.S. Certificate</td>
<td>$34,210</td>
</tr>
<tr>
<td>Petroleum Engineer</td>
<td>+ 45.3%</td>
<td>1,365</td>
<td>Bachelor’s degree</td>
<td>$159,340</td>
</tr>
<tr>
<td>Information Security Analyst</td>
<td>+ 45.0%</td>
<td>405</td>
<td>Bachelor’s degree</td>
<td>$88,090</td>
</tr>
<tr>
<td>Insulation Worker</td>
<td>+ 44.8%</td>
<td>260</td>
<td>HS diploma / GED</td>
<td>$34,660</td>
</tr>
<tr>
<td>Cardiovascular Technician</td>
<td>+ 44.3%</td>
<td>230</td>
<td>Associate’s degree</td>
<td>$52,540</td>
</tr>
<tr>
<td>Physician Assistant</td>
<td>+ 44.1%</td>
<td>340</td>
<td>Master’s degree</td>
<td>$102,260</td>
</tr>
<tr>
<td>Occupational Therapy Assistant</td>
<td>+ 44.1%</td>
<td>190</td>
<td>Associate’s degree</td>
<td>$68,340</td>
</tr>
<tr>
<td>Welder</td>
<td>+ 43.3%</td>
<td>260</td>
<td>Post H.S. Certificate</td>
<td>$35,550</td>
</tr>
<tr>
<td>Personal Care Aide</td>
<td>+ 42.5%</td>
<td>9,900</td>
<td>Less than HS diploma</td>
<td>$17,390</td>
</tr>
<tr>
<td>Nursing Instructor/Professor</td>
<td>+ 41.6%</td>
<td>230</td>
<td>Master’s degree</td>
<td>$63,480</td>
</tr>
<tr>
<td>Industrial Machinery Mechanic</td>
<td>+ 41.4%</td>
<td>2,145</td>
<td>HS diploma / GED</td>
<td>$48,840</td>
</tr>
<tr>
<td>Market Research Analyst/Specialist</td>
<td>+ 41.0%</td>
<td>1,315</td>
<td>Bachelor’s degree</td>
<td>$70,000</td>
</tr>
<tr>
<td>Health Specialties Instructor/Professor</td>
<td>+ 41.0%</td>
<td>1,045</td>
<td>Doctorate degree</td>
<td>$126,360</td>
</tr>
<tr>
<td>Meeting, Convention, Event Planner</td>
<td>+ 40.9%</td>
<td>415</td>
<td>Bachelor’s degree</td>
<td>$45,140</td>
</tr>
<tr>
<td>Home Health Aide</td>
<td>+ 40.7%</td>
<td>2,900</td>
<td>Less than HS diploma</td>
<td>$20,530</td>
</tr>
<tr>
<td>Nurse Practitioner</td>
<td>+ 40.5%</td>
<td>395</td>
<td>Master’s degree</td>
<td>$101,490</td>
</tr>
<tr>
<td>Logistician</td>
<td>+ 39.8%</td>
<td>585</td>
<td>Bachelor’s degree</td>
<td>$83,510</td>
</tr>
<tr>
<td>Medical Secretary</td>
<td>+ 39.7%</td>
<td>4,020</td>
<td>HS diploma / GED</td>
<td>$30,120</td>
</tr>
<tr>
<td>Medical Equipment Repair Tech</td>
<td>+ 39.6%</td>
<td>205</td>
<td>Associate’s degree</td>
<td>$42,960</td>
</tr>
</tbody>
</table>
Projections for which occupations will grow in your region
“Occupational Projections” at www.tracer2.com at The Future
Learn about pay for different occupations - www.lmci.state.tx.us/

Labor Market and Career Information (LMCI) is a department of the Texas Workforce Commission within the External Relations Division. Our mission is to improve the way Texans make career and educational decisions by providing useful and reliable information about careers, educational training options and jobs. Use the search function below to learn more about our products and services.

Search LMCI

Find almost anything related to the Texas labor market.

AutoCoder

NEW!

- Working Texas Style (order now)
- Texas CARES Online
- Career Success Electronic Tablet
- Career Investigation Electronic Tablet
- Detailed Work Activity White Paper
- An Atmosphere of Enterprise
In the job title area, type in the job title you are interested in.

Then click on the search button.
Let’s use “Registered Nurses” in the search area.

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Score</th>
<th>Occ Profiles</th>
<th>LMI/Wages</th>
<th>TX Openings</th>
<th>Industry Staffing Pattern</th>
</tr>
</thead>
<tbody>
<tr>
<td>29-1111.00</td>
<td>Registered Nurses</td>
<td>88</td>
<td>View</td>
<td>View</td>
<td>View</td>
<td>View</td>
</tr>
<tr>
<td>29-1111.03</td>
<td>Critical Care Nurses</td>
<td>60</td>
<td>View</td>
<td>View</td>
<td>View</td>
<td>View</td>
</tr>
<tr>
<td>29-1111.01</td>
<td>Acute Care Nurses</td>
<td>59</td>
<td>View</td>
<td>View</td>
<td>View</td>
<td>View</td>
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<tr>
<td>29-1111.02</td>
<td>Advanced Practice Psychiatric Nurses</td>
<td>51</td>
<td>View</td>
<td>View</td>
<td>View</td>
<td>View</td>
</tr>
<tr>
<td>11-9111.01</td>
<td>Clinical Nurse Specialists</td>
<td>47</td>
<td>View</td>
<td>View</td>
<td>View</td>
<td>View</td>
</tr>
</tbody>
</table>
AutoCoder
Place for people to get detailed information on the required skills and education for different occupations along with wages (even takes Spanish words)

http://autocoder.lmci.state.tx.us:8080/jc/onetmatch
## Occupational Wage Data – www.texaswages.com

### 2012 Annual Wages by LWDA

#### Display MSA Wages
- Mean Wages
- Median Wages
- Entry Wages
- Experience Wages

#### Display Hourly Wages

---

### Occupations

<table>
<thead>
<tr>
<th>SOC</th>
<th>SOC Title</th>
<th>Statewide</th>
<th>Alamo</th>
<th>Brazos</th>
</tr>
</thead>
<tbody>
<tr>
<td>00-0000</td>
<td>Total, All Occupations</td>
<td>$43,816</td>
<td>$40,588</td>
<td>$39,030</td>
</tr>
<tr>
<td>11-1011</td>
<td>Chief Executives</td>
<td>$181,836</td>
<td>$162,946</td>
<td>$127,920</td>
</tr>
<tr>
<td>11-1021</td>
<td>General &amp; Operations Managers</td>
<td>$113,180</td>
<td>$105,937</td>
<td>$107,981</td>
</tr>
<tr>
<td>11-1031</td>
<td>Legislators</td>
<td>$31,036</td>
<td>$28,356</td>
<td>$26,444</td>
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<tr>
<td>11-2011</td>
<td>Advertising &amp; Promotions Managers</td>
<td>$83,334</td>
<td>$82,915</td>
<td>$81,915</td>
</tr>
<tr>
<td>11-2021</td>
<td>Marketing Managers</td>
<td>$129,324</td>
<td>$113,593</td>
<td>$85,093</td>
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<tr>
<td>11-2022</td>
<td>Sales Managers</td>
<td>$123,688</td>
<td>$109,097</td>
<td>$101,928</td>
</tr>
<tr>
<td>11-2031</td>
<td>Public Relations &amp; Fundraising Managers</td>
<td>$113,282</td>
<td>$96,019</td>
<td>$90,061</td>
</tr>
<tr>
<td>11-3011</td>
<td>Administrative Services Managers</td>
<td>$89,918</td>
<td>$83,708</td>
<td>$82,766</td>
</tr>
<tr>
<td>11-3021</td>
<td>Computer &amp; Information Systems Managers</td>
<td>$129,882</td>
<td>$114,212</td>
<td>$85,863</td>
</tr>
<tr>
<td>11-3031</td>
<td>Financial Managers</td>
<td>$122,260</td>
<td>$116,754</td>
<td>$88,663</td>
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<tr>
<td>11-3051</td>
<td>Industrial Production Managers</td>
<td>$108,425</td>
<td>$100,323</td>
<td>$90,521</td>
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<tr>
<td>11-3061</td>
<td>Purchasing Managers</td>
<td>$113,000</td>
<td>$102,388</td>
<td>$89,517</td>
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<tr>
<td>11-3071</td>
<td>Transportation, Storage, &amp; Distribution Managers</td>
<td>$93,685</td>
<td>$88,884</td>
<td>$74,313</td>
</tr>
<tr>
<td>11-3111</td>
<td>Compensation &amp; Benefits Managers</td>
<td>$119,251</td>
<td>$117,432</td>
<td></td>
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<tr>
<td>11-3121</td>
<td>Human Resources Managers</td>
<td>$112,902</td>
<td>$101,064</td>
<td>$99,237</td>
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<tr>
<td>11-3131</td>
<td>Training &amp; Development Managers</td>
<td>$105,760</td>
<td>$98,020</td>
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<tr>
<td>11-9013</td>
<td>Farmers, Ranchers, and Other Agricultural Managers</td>
<td>$82,400</td>
<td>$75,280</td>
<td>$77,407</td>
</tr>
<tr>
<td>11-9021</td>
<td>Construction Managers</td>
<td>$78,863</td>
<td>$75,280</td>
<td>$70,407</td>
</tr>
<tr>
<td>11-9031</td>
<td>Education Administrators, Preschool and Childcare</td>
<td>$40,471</td>
<td>$41,909</td>
<td>$34,070</td>
</tr>
<tr>
<td>11-9032</td>
<td>Education Administrators, Elementary and Secondary</td>
<td>$75,567</td>
<td>$78,678</td>
<td>$68,750</td>
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<tr>
<td>11-9033</td>
<td>Education Administrators, Postsecondary</td>
<td>$102,031</td>
<td>$100,239</td>
<td>$98,561</td>
</tr>
<tr>
<td>11-9039</td>
<td>Education Administrators, All Other</td>
<td>$77,829</td>
<td>$79,651</td>
<td></td>
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<tr>
<td>11-9041</td>
<td>Architectural and Engineering Managers</td>
<td>$159,455</td>
<td>$124,892</td>
<td>$82,683</td>
</tr>
<tr>
<td>11-9051</td>
<td>Food Service Managers</td>
<td>$48,143</td>
<td>$49,645</td>
<td>$42,690</td>
</tr>
</tbody>
</table>

---

### Computer & Information Systems Managers

<table>
<thead>
<tr>
<th>Area No.</th>
<th>Area Name</th>
<th>Hourly Wages</th>
<th>Annual Wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Panhandle</td>
<td>$46.06</td>
<td>$95,900</td>
</tr>
<tr>
<td>2</td>
<td>South Plains</td>
<td>$45.52</td>
<td>$103,010</td>
</tr>
<tr>
<td>3</td>
<td>North Texas</td>
<td>$40.40</td>
<td>$84,105</td>
</tr>
<tr>
<td>4</td>
<td>North Central Texas</td>
<td>$64.93</td>
<td>$134,946</td>
</tr>
<tr>
<td>5</td>
<td>Tarrant Co</td>
<td>$66.32</td>
<td>$118,177</td>
</tr>
<tr>
<td>6</td>
<td>Dallas</td>
<td>$82.94</td>
<td>$131,008</td>
</tr>
<tr>
<td>7</td>
<td>North East Texas</td>
<td>$41.55</td>
<td>$80,433</td>
</tr>
<tr>
<td>8</td>
<td>East Texas</td>
<td>$46.73</td>
<td>$97,190</td>
</tr>
<tr>
<td>9</td>
<td>West Central Texas</td>
<td>$47.29</td>
<td>$98,264</td>
</tr>
<tr>
<td>10</td>
<td>Upper Rio Grande</td>
<td>$60.79</td>
<td>$126,645</td>
</tr>
<tr>
<td>11</td>
<td>Panaman Basin</td>
<td>$54.30</td>
<td>$112,328</td>
</tr>
<tr>
<td>12</td>
<td>Concho Valley</td>
<td>$41.51</td>
<td>$89,500</td>
</tr>
<tr>
<td>13</td>
<td>Heart of Texas</td>
<td>$45.33</td>
<td>$92,355</td>
</tr>
<tr>
<td>14</td>
<td>Capital Area</td>
<td>$62.54</td>
<td>$150,005</td>
</tr>
<tr>
<td>15</td>
<td>Rural Capital Area</td>
<td>$89.82</td>
<td>$145,221</td>
</tr>
<tr>
<td>16</td>
<td>Brazos</td>
<td>$41.26</td>
<td>$85,863</td>
</tr>
<tr>
<td>17</td>
<td>Deep East Texas</td>
<td>$43.07</td>
<td>$85,034</td>
</tr>
<tr>
<td>18</td>
<td>South East Texas</td>
<td>$45.04</td>
<td>$94,555</td>
</tr>
<tr>
<td>19</td>
<td>Golden Crescent</td>
<td>$45.00</td>
<td>$86,262</td>
</tr>
<tr>
<td>20</td>
<td>Alamo</td>
<td>$64.91</td>
<td>$114,212</td>
</tr>
<tr>
<td>21</td>
<td>South Texas</td>
<td>$50.25</td>
<td>$104,522</td>
</tr>
<tr>
<td>22</td>
<td>Coastal Bend</td>
<td>$44.24</td>
<td>$85,272</td>
</tr>
<tr>
<td>23</td>
<td>Llano River</td>
<td>$41.50</td>
<td>$87,822</td>
</tr>
<tr>
<td>24</td>
<td>Cameron Co</td>
<td>$46.25</td>
<td>$96,202</td>
</tr>
<tr>
<td>25</td>
<td>Texas</td>
<td>$58.36</td>
<td>$121,379</td>
</tr>
<tr>
<td>26</td>
<td>Central Texas</td>
<td>$50.56</td>
<td>$105,820</td>
</tr>
<tr>
<td>27</td>
<td>Middle Rio Grande</td>
<td>$58.72</td>
<td>$122,141</td>
</tr>
<tr>
<td>28</td>
<td>Gulf Coast</td>
<td>$60.10</td>
<td>$143,702</td>
</tr>
</tbody>
</table>

**Total:**

- Hourly Wages: $47,452
- Annual Wages: $50,000
- Mean: $48,512
- Median: $43,215
- Experience: $44,601
Texas Job Seekers vs. Job Postings – Is this education mismatch?

<table>
<thead>
<tr>
<th>Education Requirement</th>
<th>2013 WIT Job Applicants</th>
<th>2013 HWOL Postings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Doctoral / Professional Degree</td>
<td>0.8%</td>
<td>2.2%</td>
</tr>
<tr>
<td>Master’s Degree</td>
<td>1.3%</td>
<td>1.7%</td>
</tr>
<tr>
<td>Bachelor’s Degree</td>
<td>14.2%</td>
<td>27.9%</td>
</tr>
<tr>
<td>Associate’s Degree</td>
<td>3.8%</td>
<td>7.7%</td>
</tr>
<tr>
<td>Some college, No degree</td>
<td>3.4%</td>
<td>0.1%</td>
</tr>
<tr>
<td>Post-Secondary Non-degree Award</td>
<td>3.4%</td>
<td>4.4%</td>
</tr>
<tr>
<td>High School diploma or GED</td>
<td>53.5%</td>
<td>42.6%</td>
</tr>
<tr>
<td>Less than high school diploma</td>
<td>19.5%</td>
<td>13.3%</td>
</tr>
</tbody>
</table>

Source: Work In Texas database by the Texas Workforce Commission
Source: Help Wanted Online job listings by The Conference Board
WorkInTexas.com
Find jobs, find workers, find your future
<table>
<thead>
<tr>
<th>Associate’s Degree Graduate Major (Texas)</th>
<th>Grads</th>
<th>Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fire Protection</td>
<td>217</td>
<td>$61,026</td>
</tr>
<tr>
<td>Physical Science Technologies/Technicians</td>
<td>591</td>
<td>$52,809</td>
</tr>
<tr>
<td>Electrical and Power Transmission Installers</td>
<td>68</td>
<td>$51,304</td>
</tr>
<tr>
<td>Electromechanical &amp; Instrumentation Technicians</td>
<td>502</td>
<td>$50,775</td>
</tr>
<tr>
<td>Quality Control &amp; Safety Technologies/Technicians</td>
<td>161</td>
<td>$50,297</td>
</tr>
<tr>
<td>Mining &amp; Petroleum Technologies/Technicians</td>
<td>78</td>
<td>$49,968</td>
</tr>
<tr>
<td>Registered Nursing/Nursing Administration</td>
<td>6,075</td>
<td>$48,322</td>
</tr>
<tr>
<td>Precision Metal Working</td>
<td>208</td>
<td>$44,240</td>
</tr>
<tr>
<td>Industrial Production Technologies/Technicians</td>
<td>163</td>
<td>$44,198</td>
</tr>
<tr>
<td>Electrical/Electronics Maintenance &amp; Repair</td>
<td>108</td>
<td>$39,296</td>
</tr>
<tr>
<td>Ventilation, Heating &amp; AC Maintenance Technician</td>
<td>107</td>
<td>$39,195</td>
</tr>
<tr>
<td>Computer Programming</td>
<td>185</td>
<td>$38,688</td>
</tr>
<tr>
<td>Electrical Engineering Technologies/Technicians</td>
<td>617</td>
<td>$37,673</td>
</tr>
<tr>
<td>Drafting/Design Engineering Technologies</td>
<td>702</td>
<td>$37,645</td>
</tr>
<tr>
<td>Dental Support Services &amp; Allied Professions</td>
<td>442</td>
<td>$35,993</td>
</tr>
<tr>
<td>Bachelor’s Degree Graduate Major (Texas)</td>
<td>Grads</td>
<td>Earnings</td>
</tr>
<tr>
<td>-----------------------------------------------------------------</td>
<td>-------</td>
<td>-------------</td>
</tr>
<tr>
<td>Petroleum Engineering</td>
<td>367</td>
<td>$100,580</td>
</tr>
<tr>
<td>Chemical Engineering</td>
<td>559</td>
<td>$73,913</td>
</tr>
<tr>
<td>Mechanical Engineering</td>
<td>1,538</td>
<td>$60,491</td>
</tr>
<tr>
<td>Mechanical Engineering Technicians</td>
<td>132</td>
<td>$58,373</td>
</tr>
<tr>
<td>Construction Engineering Technologies</td>
<td>386</td>
<td>$58,032</td>
</tr>
<tr>
<td>Registered Nursing/Nursing Administration</td>
<td>8,009</td>
<td>$57,758</td>
</tr>
<tr>
<td>Industrial Production Technologies/Technicians</td>
<td>263</td>
<td>$57,664</td>
</tr>
<tr>
<td>Electrical/Electronics &amp; Comm. Engineering</td>
<td>1,064</td>
<td>$57,519</td>
</tr>
<tr>
<td>Civil Engineering</td>
<td>741</td>
<td>$55,500</td>
</tr>
<tr>
<td>Electrical Engineering Technologies/Technicians</td>
<td>143</td>
<td>$54,263</td>
</tr>
<tr>
<td>Computer Science</td>
<td>243</td>
<td>$54,244</td>
</tr>
<tr>
<td>Computer Engineering</td>
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<tr>
<td>Industrial Engineering</td>
<td>344</td>
<td>$53,494</td>
</tr>
<tr>
<td>Computer Systems Analysis</td>
<td>162</td>
<td>$52,736</td>
</tr>
<tr>
<td>Aerospace/Aeronautical Engineering</td>
<td>221</td>
<td>$51,565</td>
</tr>
<tr>
<td>Bachelor’s Degree Graduate Major (Texas)</td>
<td>Grads</td>
<td>Earnings</td>
</tr>
<tr>
<td>-----------------------------------------------------------------------</td>
<td>-------</td>
<td>------------</td>
</tr>
<tr>
<td>Biology</td>
<td>5,064</td>
<td>$23,033</td>
</tr>
<tr>
<td>Philosophy</td>
<td>294</td>
<td>$22,544</td>
</tr>
<tr>
<td>Radio, Television, and Digital Communication</td>
<td>1,080</td>
<td>$22,404</td>
</tr>
<tr>
<td>Religion/Religious Studies</td>
<td>133</td>
<td>$22,367</td>
</tr>
<tr>
<td>Visual and Performing Arts</td>
<td>133</td>
<td>$22,253</td>
</tr>
<tr>
<td>Neurobiology and Neurosciences</td>
<td>176</td>
<td>$22,253</td>
</tr>
<tr>
<td>Dietetics and Clinical Nutrition Services</td>
<td>113</td>
<td>$22,237</td>
</tr>
<tr>
<td>Foods, Nutrition, and Related Services</td>
<td>574</td>
<td>$21,709</td>
</tr>
<tr>
<td>Communication Disorders Sciences &amp; Services</td>
<td>1,009</td>
<td>$21,612</td>
</tr>
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<td>Rehabilitation and Therapeutic Professions</td>
<td>314</td>
<td>$21,159</td>
</tr>
<tr>
<td>Health/Medical Preparatory Programs</td>
<td>107</td>
<td>$20,223</td>
</tr>
<tr>
<td>Zoology/Animal Biology</td>
<td>106</td>
<td>$20,092</td>
</tr>
<tr>
<td>Drama/Theatre Arts and Stagecraft</td>
<td>507</td>
<td>$19,921</td>
</tr>
<tr>
<td>Film/Video and Photographic Arts</td>
<td>168</td>
<td>$19,681</td>
</tr>
<tr>
<td>Ecology, Evolution &amp; Population Biology</td>
<td>128</td>
<td>$19,398</td>
</tr>
<tr>
<td>Bachelor’s Degree Graduate Major</td>
<td>Grads</td>
<td>Earnings</td>
</tr>
<tr>
<td>--------------------------------------------------------------</td>
<td>-------</td>
<td>------------</td>
</tr>
<tr>
<td>Business Administration &amp; Management</td>
<td>3,895</td>
<td>$49,521</td>
</tr>
<tr>
<td>Health and Physical Education/Fitness</td>
<td>2,359</td>
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</tr>
<tr>
<td>Biology</td>
<td>2,053</td>
<td>$24,800</td>
</tr>
<tr>
<td>Criminal Justice and Corrections</td>
<td>1,936</td>
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</tr>
<tr>
<td>Multi-/Interdisciplinary Studies, Other</td>
<td>1,934</td>
<td>$44,507</td>
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<tr>
<td>Finance / Financial Management Services</td>
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<tr>
<td>Accounting</td>
<td>1,531</td>
<td>$39,229</td>
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<tr>
<td>Mechanical Engineering</td>
<td>1,334</td>
<td>$59,988</td>
</tr>
<tr>
<td>Psychology</td>
<td>1,332</td>
<td>$25,048</td>
</tr>
<tr>
<td>History</td>
<td>1,298</td>
<td>$30,310</td>
</tr>
<tr>
<td>Registered Nursing/Nursing Administration</td>
<td>1,207</td>
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<tr>
<td>Political Science and Government</td>
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<tr>
<td>Marketing</td>
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<td>$36,118</td>
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<tr>
<td>Computer / Information Sciences</td>
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<td>$51,621</td>
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<tr>
<td>Electrical / Electronics Engineering</td>
<td>936</td>
<td>$57,694</td>
</tr>
<tr>
<td>Bachelor’s Degree Graduate Major</td>
<td>Grads</td>
<td>Earnings</td>
</tr>
<tr>
<td>---------------------------------------------------------------------</td>
<td>-------</td>
<td>-----------</td>
</tr>
<tr>
<td>Multi-/Interdisciplinary Studies</td>
<td>8,415</td>
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<tr>
<td>Registered Nursing/Nursing Administration</td>
<td>6,802</td>
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</tr>
<tr>
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</tr>
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<td>Business Administration &amp; Management</td>
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<td>$21,923</td>
</tr>
<tr>
<td>Accounting and Related Services</td>
<td>2,152</td>
<td>$38,157</td>
</tr>
<tr>
<td>Criminal Justice and Corrections</td>
<td>2,104</td>
<td>$26,719</td>
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<td>Health and Physical Education/Fitness</td>
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<td>English Language and Literature</td>
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<td>Communication and Media Studies</td>
<td>1,431</td>
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<td>Marketing</td>
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<tr>
<td>Liberal Arts and Sciences (General Studies)</td>
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<tr>
<td>Social Work</td>
<td>1,081</td>
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<tr>
<td>Communication Disorders Sciences &amp; Services</td>
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</tr>
<tr>
<td>Teacher Education &amp; Professional Development</td>
<td>699</td>
<td>$34,050</td>
</tr>
<tr>
<td>Field</td>
<td>Grads</td>
<td>Earnings</td>
</tr>
<tr>
<td>--------------------------------------------</td>
<td>-------</td>
<td>------------</td>
</tr>
<tr>
<td>Multi-/Interdisciplinary Studies</td>
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<td>$37,211</td>
</tr>
<tr>
<td>Registered Nursing/Nursing Administration</td>
<td>8,009</td>
<td>$57,758</td>
</tr>
<tr>
<td>Business Administration, Mgmt. &amp; Operations</td>
<td>7,735</td>
<td>$45,503</td>
</tr>
<tr>
<td>Psychology</td>
<td>6,041</td>
<td>$24,076</td>
</tr>
<tr>
<td>Biology</td>
<td>5,064</td>
<td>$23,033</td>
</tr>
<tr>
<td>Health and Physical Education/Fitness</td>
<td>4,248</td>
<td>$25,924</td>
</tr>
<tr>
<td>Criminal Justice and Corrections</td>
<td>4,040</td>
<td>$29,348</td>
</tr>
<tr>
<td>Accounting and Related Services</td>
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<td>$38,586</td>
</tr>
<tr>
<td>Finance &amp; Financial Management Services</td>
<td>2,698</td>
<td>$43,001</td>
</tr>
<tr>
<td>Marketing</td>
<td>2,490</td>
<td>$35,480</td>
</tr>
<tr>
<td>English Language and Literature</td>
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<td>$27,375</td>
</tr>
<tr>
<td>Liberal Arts, General Studies &amp; Humanities</td>
<td>2,216</td>
<td>$32,814</td>
</tr>
<tr>
<td>History</td>
<td>2,186</td>
<td>$28,706</td>
</tr>
<tr>
<td>Communication and Media Studies</td>
<td>2,091</td>
<td>$28,132</td>
</tr>
<tr>
<td>Political Science &amp; Government</td>
<td>1,925</td>
<td>$29,142</td>
</tr>
</tbody>
</table>
# Occupational Employment for Texans with a Psychology Degree

<table>
<thead>
<tr>
<th>Occupation Employing Psychology Grads</th>
<th>Workers</th>
<th>Mean Pay</th>
<th>Preferred Education</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total, All Occupations</strong></td>
<td><strong>126,158</strong></td>
<td><strong>$53,976</strong></td>
<td></td>
</tr>
<tr>
<td>Counselors</td>
<td>9,683</td>
<td>$32,570</td>
<td>Master’s degree</td>
</tr>
<tr>
<td>Elementary &amp; Middle School Teachers</td>
<td>7,657</td>
<td>$42,799</td>
<td>Bachelor’s degree</td>
</tr>
<tr>
<td>Social Workers</td>
<td>5,035</td>
<td>$40,527</td>
<td>Bachelor’s degree</td>
</tr>
<tr>
<td>Psychologists</td>
<td>4,672</td>
<td>$57,680</td>
<td>Doctoral degree</td>
</tr>
<tr>
<td>Miscellaneous Service Managers</td>
<td>4,216</td>
<td>$72,631</td>
<td>Related Work EXP</td>
</tr>
<tr>
<td>Lawyers, Judges and Magistrates</td>
<td>4,108</td>
<td>$97,682</td>
<td>Professional degree</td>
</tr>
<tr>
<td>Post-Secondary Teachers</td>
<td>3,738</td>
<td>$46,849</td>
<td>Master’s degree</td>
</tr>
<tr>
<td>Retail Salespersons</td>
<td>2,981</td>
<td>$34,988</td>
<td>Short term OJT</td>
</tr>
<tr>
<td>Secretaries &amp; Admin Assistants</td>
<td>2,549</td>
<td>$29,510</td>
<td>Moderate OJT</td>
</tr>
<tr>
<td>Education Administrators</td>
<td>2,404</td>
<td>$63,305</td>
<td>Master’s degree</td>
</tr>
<tr>
<td>Registered Nurse</td>
<td>2,403</td>
<td>$63,058</td>
<td>Bachelors/Assoc</td>
</tr>
<tr>
<td>Physicians &amp; Surgeons</td>
<td>2,375</td>
<td>$142,970</td>
<td>Professional</td>
</tr>
<tr>
<td>Supervisor of Office &amp; Admin Support</td>
<td>2,243</td>
<td>$58,395</td>
<td>Related Work EXP</td>
</tr>
<tr>
<td>Customer Service Reps</td>
<td>2,239</td>
<td>$28,582</td>
<td>Moderate OJT</td>
</tr>
</tbody>
</table>
The Texas Consumer Resource for Education and Workforce Statistics (Texas CREWS) is an interactive dashboard tool providing comparative information about Texas public 2-year and 4-year postsecondary institutions. By evaluating programs and institutions on the basis of resultant wages and student loan levels, Texas CREWS will allow parents and students to make informed decisions about college and get the best return on their educational investment.

Click to get started, then use the dropdown menus to search by program/major, institution, or by the occupation field of interest.
College Credit for Heroes

Helping military service members complete their college degree and build their resume

Community colleges participating:
- Alamo College
- Austin Community College
- Central Texas College
- Dallas County Community College
- Grayson College
- Houston Community College
- Lee College
- Lone Star College
- San Jacinto Community College
- Tarrant County Community College
- Temple College
- Texas State Technical College – Harlingen

Universities participating:
- Angelo State University

www.collegecreditforheroes.org
Math = Money

The more accomplished you are at applied mathematics the more money you can make.
Technical skills = Money

Skills are your meal ticket. The more specialized, high-demand tasks you can perform the more money you can make.
Achieve Texas Clusters Job Growth 2020 with wages (bubble size = job openings)
Achieve Texas – Different kinds of skills needed

- Academic Skills
- Employability Skills
- Technical Skills

Math and English

- Ability to Learn on the Job and Computer Skills
- Adaptability, Critical Thinking and Computer Skills
Career Clusters

Texas CARES

- Agriculture, Food & Natural Resources
- Architecture & Construction
- A/V Technology & Communications
- Business, Management & Administration
- Education & Training
- Finance
- Government & Public Administration
- Health Science
- Hospitality & Tourism
- Human Services
- Information Technology
- Law, Public Safety, Corrections & Security
- Manufacturing
- Marketing, Sales & Service
- Science, Technology, Engineering & Mathematics
- Transportation, Distribution & Logistics
Exploring Work
Occupation Info

Enter a keyword or phrase (without quotes). The search is not case sensitive, and will look in O*NET titles and job descriptions for the exact text entered.
There are 3 places to start in Texas Reality Check. The 1st area allows you to total up living expenses and see what kind of salary you would need to support yourself.
The 1st step, because of variable cost of living locations, is to choose a city; for example, Houston metro area.
Usually the most expensive budgetary item is housing, in this case $772 for an average one bedroom apartment in Houston.
Choose an occupational cluster to see pay

Texas Reality Check

Careers
So, now you know how much you are going to spend each year. Great! Next, it’s time to find an occupation that will pay you enough money to cover those expenses.

Annual Salary Needed
$33,079.00

Education: To find the occupation that matches your annual salary needed, select the educational level you plan to attain.

- Bachelor’s Degree or Higher
- Associate Degree or Postsecondary Vocational Training
- Work Experience
- 1-2 Years On the Job Training
- On the Job Training
- I don’t know, include all education levels

Occupation Cluster: Select the occupational cluster that most interests you.

- Agriculture & Natural Resources
- Arts, AV Technology & Communications
- Education & Training
- Government & Public Administration
- Hospitality & Tourism
- Information Technology
- Manufacturing
- Scientific Research & Engineering
- I don’t know, include all occupation categories
- Architecture & Construction
- Business Administration
- Business Insurance
- Health Science
- Human Services
- Law & Public Safety
- Marketing, Sales & Service
- Transportation, Distribution & Logistics

Find Careers

Brought to you by the Texas Workforce Commission & the Texas Education Agency
On the surface, Texas employers say they want...

1. **Good communications skills**
   - Explain who you are?
   - Explain what do you do (to co-worker or customer)?
   - Explain what you need (from a co-worker or customer)?
   - Ability to listen to instructions?

2. **Critical thinking skills** (if you are explained a sequence of events then can you determine what will probably happen next, can you understand new ideas)

3. **Technical knowledge** (degrees needed for half of job openings, Excel critical)

4. **Can-do attitude / pleasant attitude** (workers who can focus and are “engaged” in their work)

5. **Can you work with people who are of a different age, race, gender and education level than you?** Are you friendly with others? Are you efficient with others? Are you demonstrating you listen to others? Are you?
Workplace Basic Skills Will Skills Distill
“There’s not one specific thing or skill people have to have to work for us. But I can tell you why we fire people: soft skills. We hire for hard skills. We fire for soft skills. The ability to interact and communicate with others or behave ethically and take responsibility for things tends to be where people tend to break down.”

- Rick Stephens, senior vice president of human resources at The Boeing Corp. in interview for new publication
“What do employees need? One word: Passion. We can teach a person a job but they have to have a passion for who they are and what they are doing.”

-Bruce Burdett, president of Frost Insurance in interview for upcoming TWC publication
“I don’t know if we’re going to take existing jobs and expand their duties or if we’ll create new jobs, but it’s going to change our workforce. In the past, if you had a high school education and could learn some technical skills, that was enough to work for us. But now we want an Associate’s degree or equivalent military experience – and that will be the minimum hiring requirement starting this year.”

Larry Fuller, director of human resources
CenterPoint Energy, Houston, Texas
interviewed Feb. 5, 2010, for Working Texas Style book
“We need workers who have a minimum of two years of college. They do not have to have a degree. Two years of college now is like how we needed workers to have at least a high school diploma in the past... To get the productivity a company needs to make a profit the company needs workers who can learn those technical skills.”

- Red McCombs,
San Antonio businessman in 2013 interview for new TWC publication
“If we can get workers who can convert a fraction to a decimal then I can move so much faster as a company.”

-Brian Aspell, vice president and plant manager of Champion Cooler Corp. in Dennison
“Years ago we hired people from the neck down. We wanted strong backs. Now we hire people from the neck up. Only a few years ago we hired people and gave them a shovel and a pipe wrench and told them these were the tools that would make them successful. Now we hire people and give them a volt meter and a computer and tell them these are the tools that will make them successful. It’s a different industry now.”

-Greg Yoxsimer, human resources partner, Chevron Oil & Gas, Midland, Texas, in interview for Working Texas Style book
“I’m looking for someone who is a learner and can learn quickly. We ask job applicants how they learn and if they like to learn.”

- Duane LaBom, Director of Learning and Development at Rackspace Inc. in San Antonio, interviewed Dec. 12, 2013, for upcoming TWC publication
“Being able to work in teams is critical. Our operations don’t work unless people work together.”

- Joel Gray, vice president of human resources for BASF
“A lot of business hiring is based on business peoples’ confidence. For business people, their biggest fear is shutting down. I’ve had to close stores. I’ve had to lay people off. That’s painful. That hurts. And that is a motivating factor for business people.”

John Mackey, founder & CEO of Whole Foods Market from Sept. 9, 2011, interview for TWC publication
Climbing Wall concept of Career Development:

Everyone is trying to get to the top, but each of us finds ourselves moving at a different place, moving at a different pace and moving with a unique support system.
Learn about today’s world of work in Texas

Order your own copies:
Call 1-800-822-PLAN (7526) then press 0#

Or for general labor market info call
1-866-938-4444 toll-free and select option 3

www.lmci.state.tx.us/
Where can you go?
Career One Stop Centers – Workforce Solutions

- 12148 Gulf Freeway, Houston, TX 77034
  (near Almeda Mall) 713-5762580

- 9315 Stella Link Road, Houston, TX 77025
  (near Conn’s) 713-661-3220

- 8373 Westheimer Road, Houston, TX 77063
  (near Wal-Mart Supercenter) 713-953-9211

- 4424 North Freeway, Houston, TX 77022
  (near Wal-Mart Supercenter) 713-692-7755

www.twc.state.tx.us/dirs/wdas/directory-offices-services.html
Monthly insights into the labor market in regions and industries across Texas. Using color charts, maps and even business news to explain the changing demand for Texas workers.
The first book about how the Great Recession, new kinds of people, and new business practices changed the needs that employers have for workers in Texas. This book uses labor market data with comments from hundreds of company presidents, human resources directors and business consultants to show how employers changed their needs for workers and why.
Balancing Will and Skill

A short publication with interviews of Texans who were unemployed for a long time and they tell their story of what they learned about how they made adjustments to find new jobs. This also includes insights from business leaders about the kinds of workers and skills in demand. So to get a job – or keep a job – in the current economy requires a balancing act of will power and skill power.
Employers are complaining they cannot find the right workers with the right skills – and their current word-matching software that filters resumes isn’t helping. Now TWC’s Labor Market & Career Information department has partnered with some community colleges and major employers to create a common language of skills and work tasks, which can better match the right job applicant to the right employer.
<table>
<thead>
<tr>
<th>Behavior</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Failure to make eye contact</td>
<td>72%</td>
</tr>
<tr>
<td>Appearing disinterested</td>
<td>62%</td>
</tr>
<tr>
<td>Answering a cellphone or texting</td>
<td>60%</td>
</tr>
<tr>
<td>Dressing inappropriately</td>
<td>60%</td>
</tr>
<tr>
<td>Talking negatively about current or previous employer</td>
<td>58%</td>
</tr>
<tr>
<td>Failing to smile</td>
<td>42%</td>
</tr>
<tr>
<td>Bad posture</td>
<td>38%</td>
</tr>
<tr>
<td>Not providing specific examples</td>
<td>34%</td>
</tr>
<tr>
<td>Weak handshake</td>
<td>28%</td>
</tr>
</tbody>
</table>
Standardized Occupational Components for Research and Analysis of Trends in Employment System

All users should review the Guidelines, Planning and Research links as well as the WHAT’s NEW link below to stay abreast of updated data tables, research files and system enhancements for optimal use of these comprehensive regional LMI planning tools.

SOCocrates software is designed as a tool to assist local Texas planners perform a regional labor market analysis. SOCocrates is useful for local workforce planning under the Workforce Investment Act (WIA) to generate lists of Targeted Industries and Targeted Occupations:

Complimentary labor market analysis tools are also available in the SOCocrates system which are designed as integral modules for additional area economic analysis and career information scenarios:

The planning guidelines issued for targeted industries and occupations and approved by the Texas Workforce Commission/Workforce Development Division are documented at:

Labor Market Analysis Assistance Guidelines

Additional related planning research material and downloadable work files in link:
SOCocrates Planning and Research Documents

New processing enhancements and data updates available in this version:
What's New in SOCocrates with 2018 Projections

Please send all inquiries to: SOCocrates


**County Narrative Profile**

**Williamson County Report**

**Q: Income**

The **Personal Income**: According to the most recent data released by the BEA 2005, Williamson County's total personal income, excluding farm, was $19,415,301,000 which represented an increase of $1,933,692,000 when compared to the 2004 **total personal income**, excluding farm, of $17,481,609,000. For Statewide personal income, the total of $686,943,289,000 for 2004 and $741,099,703,000 for the year 2004, shows an increase of $54,156,414,000. This indicates that Williamson County has a personal income showing a rate change of 11.1 percent compared to the statewide income at a rate change of 7.9 percent for the same period. Income from all government and government enterprises for the area was a total of $1,651,973,000 for the year 2005. This was an increase of 7.5 percent from the 2004 figure of $1,536,047,000. Texas statewide had an increase of 5.7 percent for **government income**. **Military income**, excluding federal civilian income, for 2005 was $62,612,000 compared to $54,242,000 in 2004 for the study area.

**Education**

The total number of public independent school districts in Williamson County for the school year 1999-2000 was 35 according to the Texas Education Agency. The overall average daily attendance for the same year was 104,467.

**Enrollment**: School enrollment data from the 2000 Census showed that there were 149,657 persons in the population who were 3 years of age and older and enrolled in school in the study area during the census collection period. Of this population, the following table shows a breakdown of what types of schools persons were enrolled compared to similar statewide information:

<table>
<thead>
<tr>
<th>Type of School</th>
<th>Count</th>
<th>Area Percent</th>
<th>Statewide Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nursery school or preschool</td>
<td>10,529</td>
<td>7.0</td>
<td>6.6</td>
</tr>
<tr>
<td>Kindergarten</td>
<td>8,191</td>
<td>5.5</td>
<td>5.9</td>
</tr>
<tr>
<td>Elementary School (grades 1-8)</td>
<td>66,871</td>
<td>44.7</td>
<td>45.5</td>
</tr>
<tr>
<td>High School (grades 9-12)</td>
<td>32,009</td>
<td>21.4</td>
<td>21.9</td>
</tr>
<tr>
<td>College or graduate school</td>
<td>32,057</td>
<td>21.4</td>
<td>20.2</td>
</tr>
</tbody>
</table>

**Educational Attainment**: The total number of persons 25 years of age or older who responded to the level of educational attainment during the 2000 Census was 334,675. Of those persons, the following presents a table on various levels of educational attainment for this region compared to statewide percentages:

<table>
<thead>
<tr>
<th>Educational Attainment</th>
<th>Count</th>
<th>Area Percent</th>
<th>Statewide Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 9th Grade</td>
<td>24,496</td>
<td>7.3</td>
<td>11.5</td>
</tr>
<tr>
<td>9th to 12th grade, no diploma</td>
<td>31,227</td>
<td>9.3</td>
<td>12.9</td>
</tr>
<tr>
<td>H.S. graduate (inc. equiv.)</td>
<td>88,583</td>
<td>26.5</td>
<td>24.8</td>
</tr>
<tr>
<td>Some college, no degree</td>
<td>82,115</td>
<td>24.5</td>
<td>22.4</td>
</tr>
<tr>
<td>Associate Degree</td>
<td>18,362</td>
<td>5.5</td>
<td>5.2</td>
</tr>
<tr>
<td>Bachelor's Degree</td>
<td>63,679</td>
<td>19.0</td>
<td>15.6</td>
</tr>
<tr>
<td>Graduate or Prof. Degree</td>
<td>26,213</td>
<td>7.8</td>
<td>7.6</td>
</tr>
</tbody>
</table>

Another useful grouping of these statistics shows that the percent of high school graduates or higher was 83.4 percent for the area compared to 75.7 percent for Texas. Also, the percent with bachelor’s degree or higher was 26.9 percent as compared to 23.2 percent for Texas.

- Coremain Structures Inc
- Dell Inc
- Durcon Inc
- Goodrich Aerostructures Group
- National Oilwell Vargo
- Thermo Engineering
- Thermo Manufacturing Co
- Toppan Photonics Inc
View Occupational Profiles

Standardized Occupational Components for Research and Analysis of Trends in Employment System

All users should review the Guidelines, Planning and Research links as well as the WHAT's NEW link below to stay abreast of updated data tables, research files and system enhancements for optimal use of these comprehensive regional LMI planning tools.

SOCRATES software is designed as a tool to assist local Texas planners perform a regional labor market analysis. SOCRATES is useful for local workforce planning under the Workforce Investment Act (WIA) to generate lists of Targeted Industries and Targeted Occupations:

Complimentary labor market analysis tools are also available in the SOCRATES system which are designed as integral modules for additional area economic analysis and career information scenarios:

The planning guidelines issued for targeted industries and occupations and approved by the Texas Workforce Commission / Workforce Development Division are documented at:

Labor Market Analysis Assistance Guidelines

Additional related planning research material and downloadable work files in link:

SCORATES Planning and Research Documents

New processing enhancements and data updates available in this version:

What's New in SOCRATES with 2018 Projections

Please send all inquiries to: SOCRATES
Create an Occupational Profile

**Step 1 - Select a report type:**

- Quick Report
- Full Narrative Profile

**Step 2 - Select your region (optional):**

[Show Map]

(15) Rural Capital

**Step 3 - Choose an occupation:**

Click here to browse the list of all SOC (occupation) codes and titles.

- Show All SOC Codes and Titles

**or, search SOC TITLES by keyword:**

Enter a keyword or phrase (without quotes). The search is not case sensitive, but will look in all titles for the exact string entered.

Enter keyword:

Search Titles

**or, search SOC DESCRIPTIONS by keyword:**

Enter a keyword or phrase (without quotes). The search is not case sensitive, but will look in job descriptions for the exact string entered.

Enter keyword:

Search Descriptions
Employer Search

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Employer Search

Employer Lookup

LWDA Region 15 (Rural Capital)

By clicking the StartOver button, all of your previously selected NAICS will be erased. You will also have to choose a new region.

STEP 2 - Industry/Employer Search Options:

Enter any combination of Employer name, city, zip or keyword.

Enter Employer Name: 
Enter City Name (Optional): 
Enter Zip Code (Optional): 
Enter Keyword(s) (Optional): 

Select Employer Size(s): 
(Multiple values may be selected by holding down the Control key or the Shift key while clicking the options.)

Select a County (Optional):

Submit
Occupational Wages & Projections

SOCRATES

Standardized Occupational Components for Research and Analysis of Trends in Employment System

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WHAT's New in SOCRATES with 2018 Projections

Please send all inquiries to: SOCRATES
## Occupational Wages & Projections

### Gulf Coast region

#### Display Hourly Wages

### Annual Wages

**Mean Wages**

<table>
<thead>
<tr>
<th>Occupation Category</th>
<th>Gulf Coast Mean Wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total All Occupations</td>
<td>$39,000 - $40,444</td>
</tr>
<tr>
<td>Chief Executives</td>
<td>$78,000 - $174,017</td>
</tr>
<tr>
<td>General and Operations Managers</td>
<td>$61,000 - $102,539</td>
</tr>
<tr>
<td>Legislators</td>
<td>$38,700 - $72,731</td>
</tr>
<tr>
<td>Advertising and Promotion Managers</td>
<td>$61,000 - $71,922</td>
</tr>
<tr>
<td>Marketing Managers</td>
<td>$32,000 - $39,026</td>
</tr>
<tr>
<td>Sales Managers</td>
<td>$32,000 - $38,812</td>
</tr>
<tr>
<td>Public Relations Managers</td>
<td>$32,000 - $38,812</td>
</tr>
<tr>
<td>Administrative Services Managers</td>
<td>$34,000 - $38,908</td>
</tr>
<tr>
<td>Computer and Information Systems Managers</td>
<td>$34,000 - $38,908</td>
</tr>
<tr>
<td>Financial Managers</td>
<td>$34,000 - $38,908</td>
</tr>
<tr>
<td>Industrial Production Managers</td>
<td>$34,000 - $38,908</td>
</tr>
<tr>
<td>Purchasing Managers</td>
<td>$32,000 - $36,802</td>
</tr>
<tr>
<td>Transportation, Storage, and Distribution Managers</td>
<td>$34,000 - $38,908</td>
</tr>
<tr>
<td>Compensation and Benefit Managers</td>
<td>$34,000 - $38,908</td>
</tr>
<tr>
<td>Human Resource Managers</td>
<td>$34,000 - $38,908</td>
</tr>
<tr>
<td>Training and Development Managers</td>
<td>$34,000 - $38,908</td>
</tr>
<tr>
<td>Farmers, Ranchers, and Other Agricultural Managers</td>
<td>$34,000 - $38,908</td>
</tr>
<tr>
<td>Construction Managers</td>
<td>$34,000 - $38,908</td>
</tr>
<tr>
<td>Education Administrators, Preschool &amp; Child Care C</td>
<td>$34,000 - $38,908</td>
</tr>
<tr>
<td>Education Administrators, Elementary and Secondary</td>
<td>$34,000 - $38,908</td>
</tr>
<tr>
<td>Education Administrators, Postsecondary</td>
<td>$34,000 - $38,908</td>
</tr>
<tr>
<td>Education Administrators, All Other</td>
<td>$34,000 - $38,908</td>
</tr>
<tr>
<td>Engineering Managers</td>
<td>$44,000 - $191,724</td>
</tr>
<tr>
<td>Food Service Managers</td>
<td>$47,000 - $55,941</td>
</tr>
</tbody>
</table>

### Search by SOC Title

Enter SOC Title here to return to full display from search functions, clear text box and select "Search by SOC Title."

*All information data as of 2020; wage data as of 2017 unless otherwise noted. Click on any column header to sort in descending or ascending order.*

*Clicking on an XML/DOM column header in the "Wages" grid will result in employment data for that SOC being displayed in the "Employment" grid with data sorted descending by the Employment 2008 column. Subsequent data on the same LINDA column header will result in wage data for the selected LINDA being sorted OBE/ASC.*
Texas Job Hunter’s Guide

- Assess Yourself
- Prepare Yourself
- Search for a Job
- Contact Employers
- Interview
- Maintain Work