

Working Texas Style: Do You Have The Skills to Pay the Bills

**North Central Texas Workforce
Board and Regional Career
Counselors**

Dallas, Texas May 2013

Hosts: David Setzer & Barbara Lerner

Mick Normington

**Data compiled by the Texas Workforce Commission's
Labor Market & Career Information and U.S. Census Bureau**

www.lmci.state.tx.us/

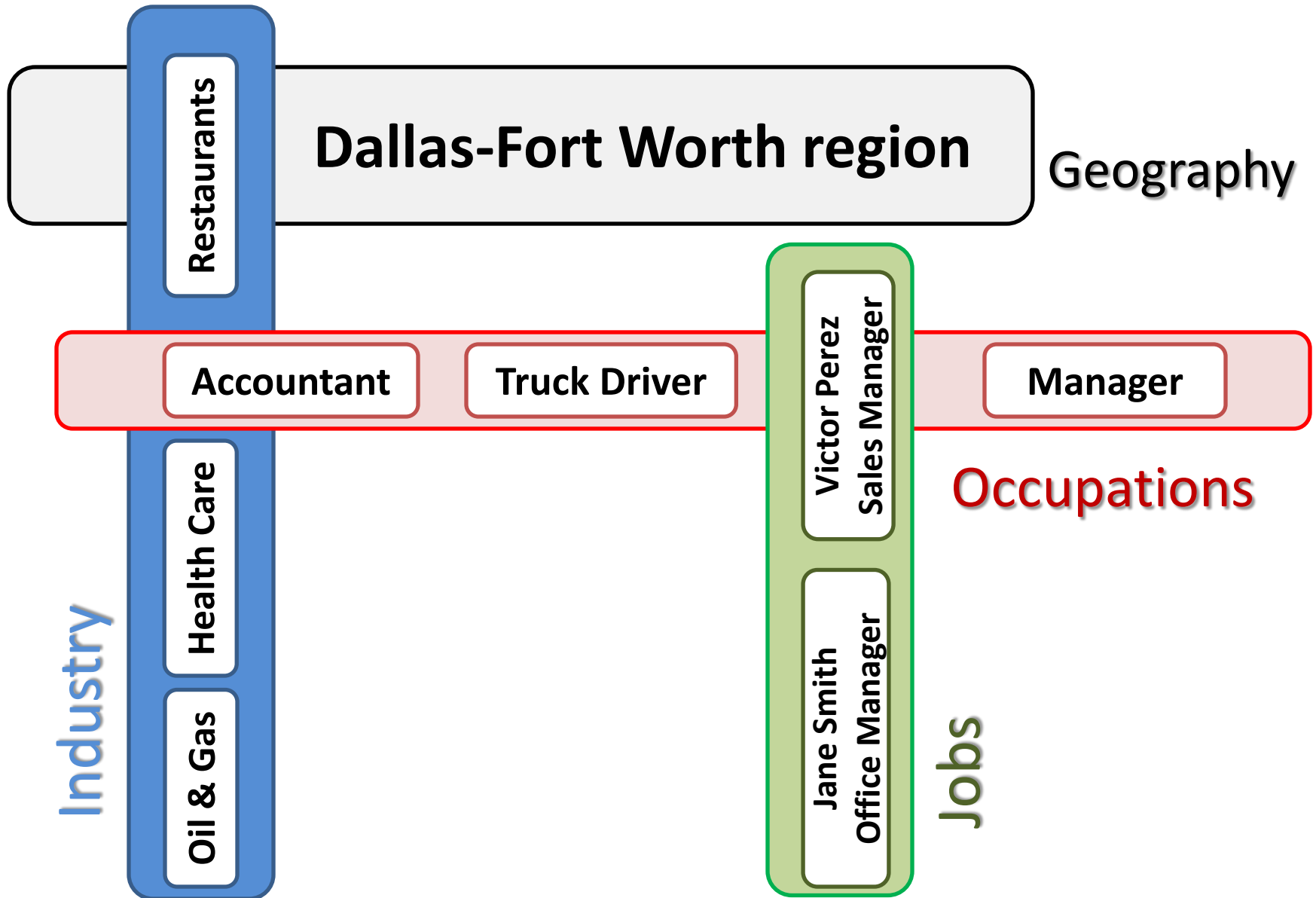
**“We need to ask people three questions.
What do you like? What are you good at?
And how are you going to add value in
the economy?”**

**- Rick Stephens, senior vice president of human resources
and administration at The Boeing Corp. in interview for new
publication**

Key Questions for Today

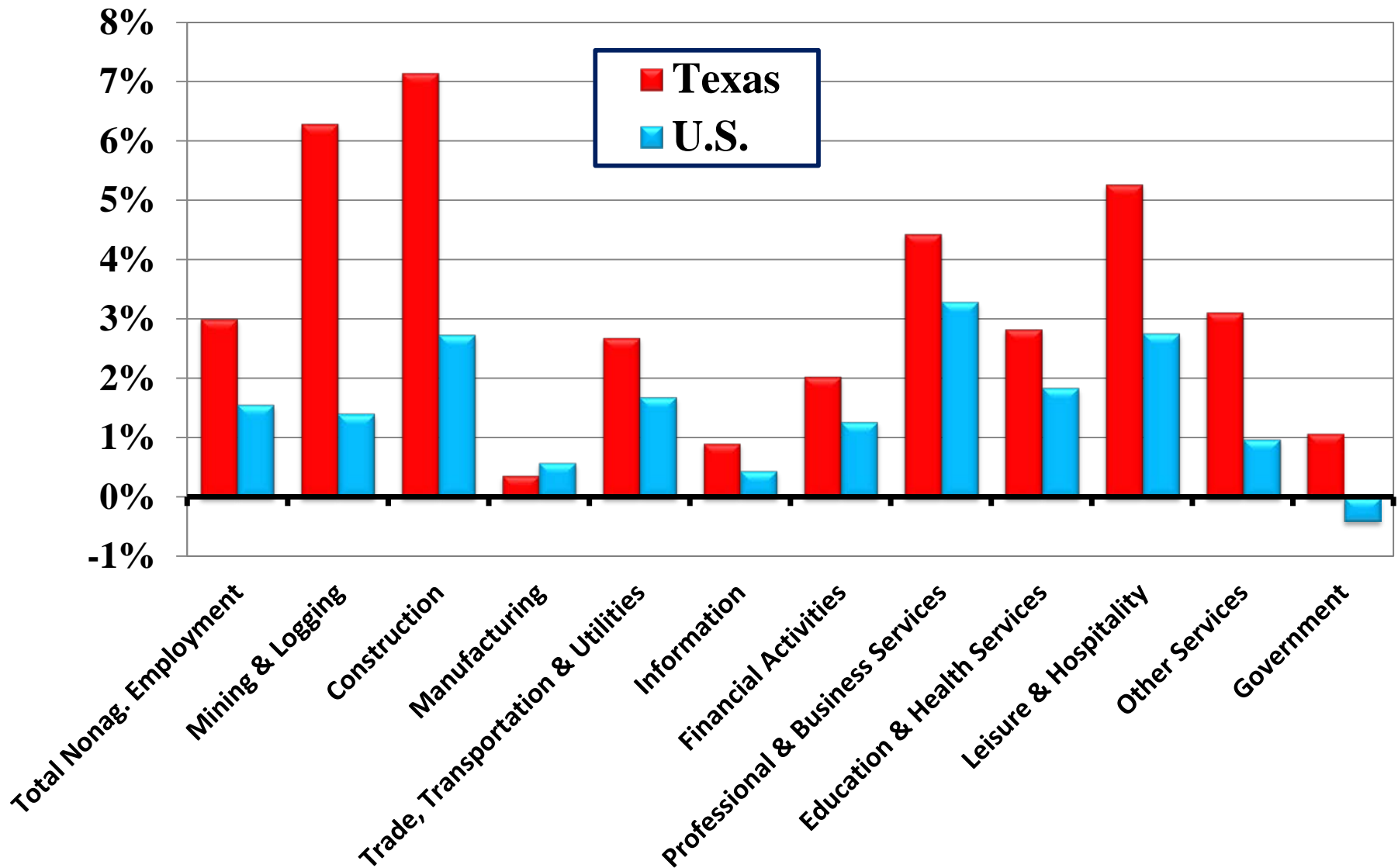
- 1) What if the impact of education on workers is shifting?**
- 2) What if there is growth in occupations tied to population growth, professional services and the oil & gas supply chain?**
- 3) What if employer demands for knowledge, skills and experience is shifting?**
- 4) What if anybody can succeed in America and in Texas!**

The Labor Market Structure



Non-Farm Employment Growth by Industry

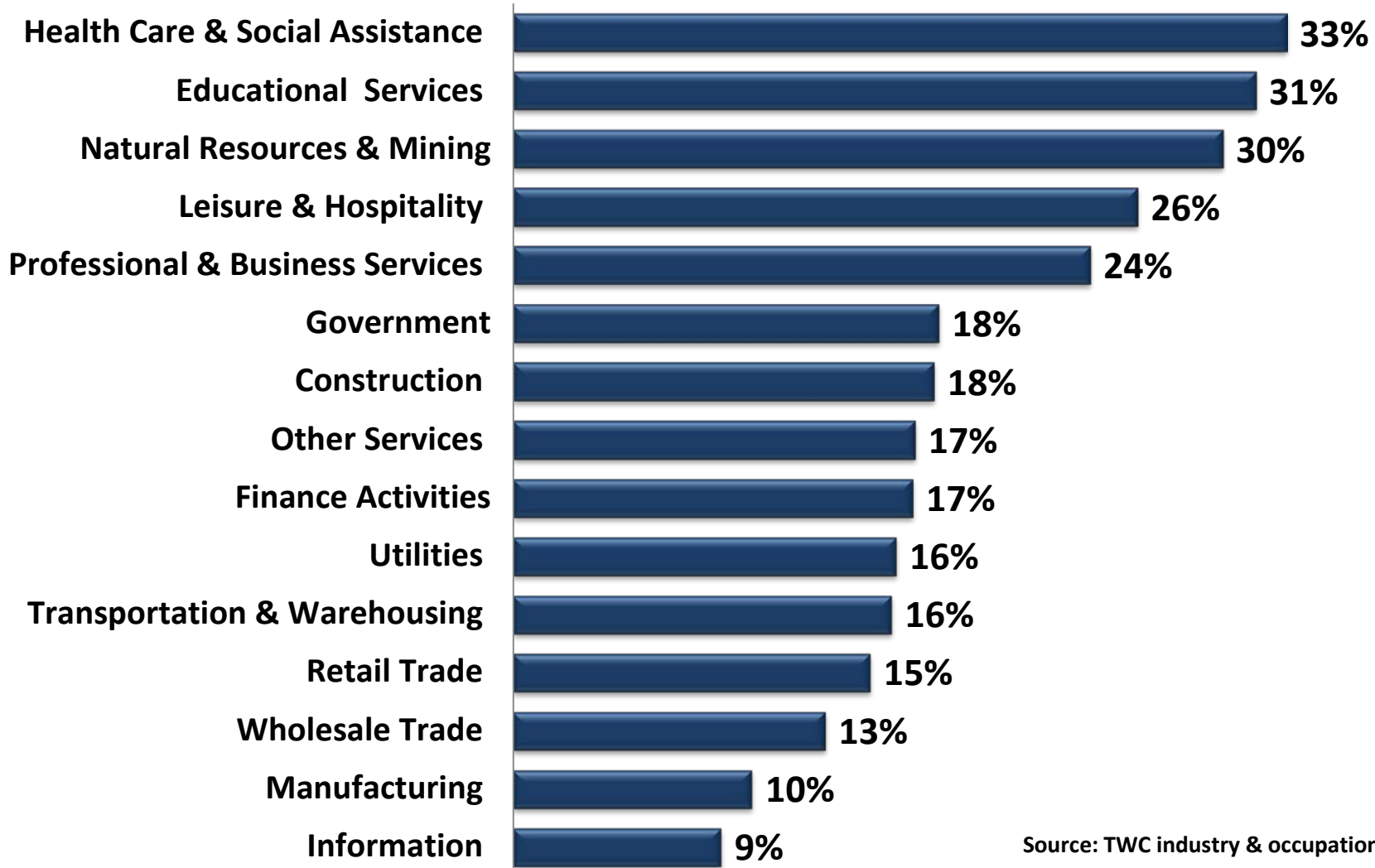
Texas vs. United States - April 2012-April 2013 Annual Growth





Texas Employment - Growth by Industry Sector

Industry growth projections - 2010-2020



Source: TWC industry & occupational projections



Fastest Growing Occupations in Texas

Occupational growth projections - 2010-2020

| | | Average Annual Wage 2011 |
|---------------------------------|-----|-----------------------------|
| Diagnostic Medical Sonographers | 52% | \$62,373 |
| Derrick Operators | 51% | \$45,673 |
| Home Health Aides | 50% | \$19,919 |
| Personal Care Aides | 49% | \$17,636 |
| Service Unit Operators | 48% | \$43,045 |
| Special Education Teachers | 45% | \$52,280 |
| Rotary Drill Operators | 44% | \$69,016 |
| Roustabouts | 44% | \$32,943 |
| Medical Secretaries | 43% | \$29,607 |
| Extraction Worker Helpers | 43% | \$37,055 |

Source: TWC industry & occupational projections



Texas Occupations Adding the Most Jobs

Occupational growth projections - 2010-2020

| | | Annual Average Wage 2011 |
|----------------------------------|--------|-----------------------------|
| Food Preparation Workers | 78,990 | \$18,188 |
| Elementary School Teachers | 67,770 | \$51,847 |
| Personal Care Aides | 66,150 | \$17,636 |
| Retail Salepersons | 62,560 | \$24,165 |
| Registered Nurses | 61,170 | \$67,581 |
| Waiters & Waitresses | 53,740 | \$19,069 |
| General Office Clerks | 52,070 | \$28,671 |
| Cashiers | 42,220 | \$19,155 |
| Home Health Aides | 41,550 | \$19,919 |
| Customer Service Representatives | 40,150 | \$30,387 |

Source: TWC industry & occupational projections

Projections for which jobs will grow you in your community “Occupational Projections” at www.tracer2.com at The Future

The screenshot shows the Texas LMCI TRACER website in a Firefox browser window. The address bar shows www.tracer2.com/?PAGEID=67&SUBID=114. The website header features a banner with the text "TRACER TEXAS LABOR MARKET INFORMATION" and a navigation bar with tabs: "LMCI TRACER", "The Future", "Career Resources", "Texas Labor Market", and "Data Link". The "The Future" tab is highlighted with a red circle. On the left sidebar, the "Data Link" link is also highlighted with a red circle. The main content area is titled "Employment Projections" and includes a paragraph explaining that projections for 2010-2020 are available for Texas and 28 Workforce Development Areas (WDAs). Below this, a section titled "LOOKING FOR A JOB?" features a magnifying glass icon and a table with three columns: "Industry Projections", "Occupational Projections", and "WDA Projections Overview (New!)". The "Occupational Projections" column is highlighted with a red circle and contains a dropdown menu labeled "Long-Term 2010-2020" with "Select an Area" as the selected option. Below the table, a "Data Link (Customizable Data)" section contains a button labeled "Data Link" and a text box for creating specific customized projections. At the bottom, contact information for LMCI is provided: "For questions or comments, contact LMCI at: lmci@twc.state.tx.us".

Firefox

Texas LMCI TRACER, LMCI TRACER x Mozilla Firefox Start Page

www.tracer2.com/?PAGEID=67&SUBID=114

TRACER TEXAS LABOR MARKET INFORMATION

LMCI TRACER The Future Career Resources Texas Labor Market Data Link

Texas Workforce Commission

LMCI Searchpage

Wage Information

Data Link

The Future

Career & Economic Development Resource

LMCI Publications

Resources

Tour

Employment Projections

Employment Projections for 2010-2020 are currently available for Texas and the 28 Workforce Development Areas (WDAs). Projections estimate change in industry and occupation employment resulting from industry growth or decline, impact of technology, and changing business practices. Tables are provided showing industry and occupation employment projections for base-year 2010 projected to 2020, growth due to largest number change, fastest growth rates, occupations with the most projected annual average job openings, and occupations with training assignments.

Before viewing the employment projections, read the [Projections Methodology](#) which provides an overview of the process used to prepare the employment projections.

Texas and LWDA Short Term Forecasts provide industry employment forecasts for each year 2011 through 2014. Forecasts include data at the 3 digit NAICS level. Forecasts have been developed by the HIS Global Insights on behalf of the TWC/LMCI. See ["The Texas Economy and Employment - Short-Term Forecast Analysis, 2011-2014"](#) for a discussion of the short term employment outlook for Texas through 2014. The data worksheet for this study is available from : ["TWC LWDA Employment Forecasts by Sector, 2011-14.xlsx"](#)

LOOKING FOR A JOB?

| Industry Projections | Occupational Projections | WDA Projections Overview (New!) |
|------------------------------------|------------------------------------|------------------------------------|
| Long-Term 2010-2020 Select an Area | Long-Term 2010-2020 Select an Area | Long-Term 2010-2020 Select an Area |

Data Link (Customizable Data)

Click below to create specific customized Projection and Staffing Pattern data

[Data Link](#)

For questions or comments, contact LMCI at: lmci@twc.state.tx.us

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North Central Texas Workforce Area - Occupations adding the most jobs

| Occupation | 2010 | 2020 | Change | Growth Rate | Annual Openings | Annual Wage |
|--------------------------------|--------|--------|--------|-------------|-----------------|-------------|
| Fast Food Prep/Serving Workers | 19,730 | 27,930 | 8,200 | 42% | 1,370 | \$17,700 |
| Elementary School Teachers | 15,050 | 21,570 | 6,520 | 43% | 980 | \$53,000 |
| Waiters & Waitresses | 15,500 | 21,520 | 6,020 | 39% | 1,375 | \$19,800 |
| Retail Salespersons | 32,040 | 37,560 | 5,520 | 17% | 1,490 | \$24,500 |
| General Office Clerks | 17,860 | 21,760 | 3,900 | 22% | 705 | \$30,100 |
| Registered Nurses | 9,630 | 13,320 | 3,690 | 38% | 545 | \$64,600 |
| Cashiers | 20,610 | 24,270 | 3,660 | 18% | 1,300 | \$19,000 |
| Personal Care Aides | 6,220 | 9,770 | 3,550 | 57% | 405 | \$17,400 |
| Childcare Workers | 16,850 | 20,390 | 3,540 | 21% | 885 | \$20,200 |
| Janitors & Cleaners | 12,700 | 15,900 | 3,200 | 25% | 560 | \$20,600 |
| Middle School Teachers | 7,290 | 10,470 | 3,180 | 44% | 480 | \$53,200 |
| Secondary School Teachers | 10,090 | 13,250 | 3,160 | 31% | 590 | \$55,600 |

Source: TWC Labor Market & Career Information department, regional occupational projections

North Central Texas Workforce Area - Fastest Growing Occupations

| Occupation | 2010 | 2020 | Change | Growth Rate | Annual Openings | Annual Wage |
|----------------------------|--------|--------|--------|-------------|-----------------|-------------|
| Service Unit Operators | 1,010 | 1,720 | 710 | 70% | 90 | \$39,000 |
| Roustabouts | 980 | 1,590 | 610 | 62% | 80 | \$32,000 |
| Home Health Aides | 4,130 | 6,490 | 2,360 | 57% | 290 | \$22,300 |
| Personal Care Aides | 6,220 | 9,770 | 3,550 | 57% | 405 | \$17,400 |
| Medical Secretaries | 4,240 | 6,160 | 1,920 | 45% | 245 | \$32,600 |
| Cooks (Restaurant) | 6,220 | 9,010 | 2,790 | 45% | 410 | \$19,100 |
| Logisticians | 720 | 1,040 | 320 | 44% | 45 | \$78,500 |
| Middle School Teachers | 7,290 | 10,470 | 3,180 | 44% | 480 | \$53,200 |
| Elementary School Teachers | 15,050 | 21,570 | 6,520 | 43% | 980 | \$53,100 |
| Special Education Teachers | 2,430 | 3,480 | 1,050 | 43% | 170 | \$54,000 |
| Kindergarten Teachers | 1,250 | 1,790 | 540 | 43% | 85 | \$50,800 |
| Market Research Analysts | 1,440 | 2,050 | 610 | 42% | 100 | \$68,300 |

Source: TWC Labor Market & Career Information department, regional occupational projections

Where the Job Postings Are Now

Metro areas listing the most job postings for Texas

| Metro Area | Postings | Metro Area | Postings |
|--------------------------------------|----------|-----------------------|----------|
| Dallas-Arlington-Fort Worth | 235,229 | Tyler | 7,437 |
| Houston-Sugar Land-Baytown-Galveston | 189,721 | Amarillo | 6,941 |
| Austin-Round Rock | 80,775 | College Station-Bryan | 6,671 |
| San Antonio | 59,147 | Odessa | 6,434 |
| El Paso | 14,775 | Beaumont-Port Arthur | 6,363 |
| Corpus Christi | 13,814 | Midland | 4,950 |
| McAllen-Edinburg | 9,593 | Brownsville-Harlingen | 4,617 |
| Lubbock | 9,539 | Abilene | 4,416 |
| Killeen-Temple-Ft Hood | 8,200 | Longview | 4,203 |
| Waco | 7,759 | Laredo | 3,869 |

NOTE: 74% of all job postings in Big 4 metro areas

Source: Wanted Analytics for 90 day period from May 17, 2013

Help Wanted Job Listings for Texas

| Job Type | Postings | Preferred training/education |
|---|----------|------------------------------|
| 1. Registered Nurse | ↑ 33,105 | Associate's degree |
| 2. Truck Driver (heavy/tractor trailer) | ↑ 23,583 | Short On The Job training |
| 3. Retail Salesperson | ↑ 16,703 | Short On The Job training |
| 4. Manager of Retail Workers | ↑ 15,337 | Related Work Experience |
| 5. Customer Service Rep | ↑ 14,719 | Moderate On Job Training |
| 6. Computer Systems Analyst | ↑ 13,013 | Bachelor's degree |
| 7. Manager of Food Prep Workers | ↑ 12,980 | Related Work Experience |
| 8. Computer Network Administrator | ↑ 12,014 | Bachelor's degree |
| 9. Manager of Office Workers | ↑ 11,600 | Related Work Experience |
| 10. Software Application Developer | ↑ 11,553 | Bachelor's degree |
| 11. Computer User Support Specialist | ↑ 11,290 | Associate's degree |
| 12. Web Developer | 11,124 | Associate's degree |
| 13. Sales Rep (wholesale, manufactured) | 10,991 | Related Work Experience |
| 14. Maintenance / Repair Worker | ↑ 10,295 | Moderate On Job Training |

NOTE: Arrows indicate occupation with greater or less than 5% change in last year

Source: Wanted Analytics for 90 day period from May 17, 2013

Help Wanted Job Listings for Dallas-Arlington-Fort Worth metro

| Job Type | Postings | Preferred training/education |
|---|----------|------------------------------|
| 1. Registered Nurse | ↑ 11,478 | Associate's degree |
| 2. Computer Network Administrator | ↑ 5,876 | Bachelor's degree |
| 3. Computer Systems Analyst | ↑ 5,733 | Bachelor's degree |
| 4. Truck Driver (heavy/tractor trailer) | ↑ 5,702 | Short On The Job training |
| 5. Web Developer | 5,424 | Associate's degree |
| 6. Retail Salesperson | ↑ 4,945 | Short On The Job training |
| 7. Customer Service Rep | ↑ 4,700 | Moderate On Job Training |
| 8. Software Application Developer | ↑ 4,530 | Bachelor's degree |
| 9. Computer User Support Specialist | ↑ 4,410 | Associate's degree |
| 10. Manager of Retail Workers | ↑ 4,059 | Related Work Experience |
| 11. Manager of Office Workers | ↑ 3,947 | Related Work Experience |
| 12. Accountants | ↑ 3,735 | Bachelor's degree |
| 13. Marketing Manager | ↑ 3,631 | Bachelor's degree |
| 14. Manager of Food Prep Workers | ↑ 3,585 | Related Work Experience |
| 15. Management Analyst | ↑ 3,381 | Bachelor's degree |

NOTE: Arrows indicate occupation with greater or less than 5% change in last year

Source: Wanted Analytics for 90 day period from May 17, 2013

Help Wanted Job Listings for Dallas-Arlington-Fort Worth metro

| Job Type | Postings | Preferred training/education |
|---|----------|------------------------------------|
| 16. Sales Rep (wholesale, manufactured) | 3,151 | Related Work Experience |
| 17. Information Tech Project Manager | ↑ 3,027 | Associate's degree |
| 18. Maintenance / Repair Worker | ↑ 2,691 | Moderate On Job Training |
| 19. Sales Manager | 2,650 | Related Work Experience |
| 20. Executive Secretary / Admin Assistant | 2,556 | Related Work Experience |
| 21. Medical / Health Services Manager | ↑ 2,445 | Bachelor's degree |
| 22. Bookkeeper / Audit Clerk | ↑ 2,360 | Moderate On Job Training |
| 23. Financial Branch/Department Manager | 2,291 | Bachelor's degree |
| 24. Sales Rep (services) | ↑ 2,285 | Related Work Experience |
| 25. Computer Programmer | 2,089 | Bachelor's degree |
| 26. Database Administrator | ↑ 1,838 | Bachelor's degree |
| 27. Computer Systems Engineer | ↑ 1,824 | Bachelor's degree |
| 28. General Operations Manager | 1,801 | Related Work Experience |
| 29. Sales Rep (scientific products) | 1,790 | Related Work Experience |
| 30. Insurance Sales Agent | 1,755 | Post-Secondary Vocational Training |

NOTE: Arrows indicate occupation with greater or less than 5% change in last year

Source: Wanted Analytics for 90 day period from May 17, 2013

Help Wanted Job Listings for Dallas-Arlington-Fort Worth metro

| Job Type | Postings | Preferred training/education |
|---|----------|------------------------------|
| 31. Sales Agent (financial services) | ↑ 1,721 | Bachelor's degree |
| 32. Maid / Housekeeper | ↑ 1,653 | Short Term On Job Training |
| 33. Medical Secretary | ↑ 1,652 | Moderate On Job Training |
| 34. Manager of Non-Retail Sales Workers | ↑ 1,617 | Bachelor's degree |
| 35. Software Quality Assurance Engineer | 1,601 | Bachelor's degree |
| 36. Industrial Engineer | 1,594 | Bachelor's degree |
| 37. Human Resources Specialist | ↑ 1,533 | Bachelor's degree |
| 38. Telemarketer | ↑ 1,500 | Short Term On Job Training |
| 39. Loan Officer | ↑ 1,500 | Bachelor's degree |
| 40. Manager of Mechanics, Installers, Repairers | ↑ 1,466 | Related Work Experience |
| 41. Medical Assistant | ↑ 1,404 | Moderate On Job Training |
| 42. Market Research Analyst | ↑ 1,389 | Bachelor's degree |
| 43. Computer Systems Manager | ↑ 1,336 | Bachelor's degree |
| 44. Waitress / Waiter | ↑ 1,330 | Short Term On Job Training |

NOTE: Arrows indicate occupation with greater or less than 5% change in last year

Source: Wanted Analytics for 90 day period from May 17, 2013

Texas Unemployed vs. Job Postings – Is this education mismatch?

| Education Requirement | 2012 WIT Job Applicants | 2012 HWOL Postings |
|---------------------------------|--|---|
| Doctoral / Professional Degree | 0.6% | 2.7% |
| Master's Degree | 0.9% | 2.3% |
| Bachelor's Degree | 10.7% | 29.5% |
| Associate's Degree | 2.7% | 8.8% |
| Some college, No degree | 0.7% | 1.8% |
| Post-Secondary Non-degree Award | 3.2% | 4.3% |
| High School diploma or GED | 55.3% | 39.5% |
| Less than high school diploma | 26.0% | 11.1% |
| | Source: Work In Texas database by the Texas Workforce Commission | Source: Help Wanted Online job listings by The Conference Board |

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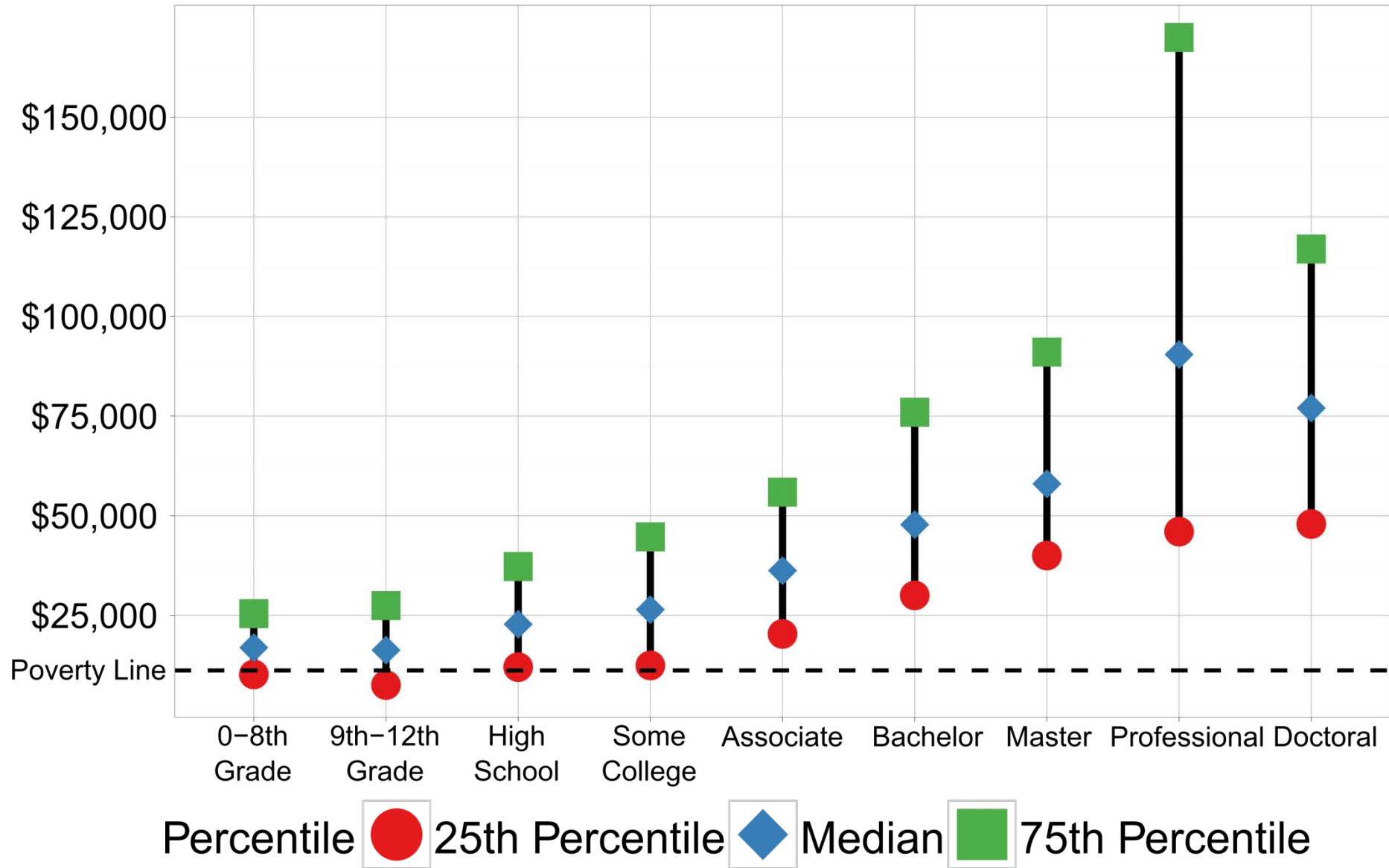


News

- > Tales From the Front: There is No Opportunity to be Found on My Couch. (I know because I checked.)
- > A Key Career Decision: Choosing a College or Graduate School
- > Workforce Solutions of the Coastal Bend Customer Service Survey

[View all](#)

Earnings by Educational Attainment – Texas



Source: Survey-Weighted Quantiles from American Community Survey 2006-2010 5-year Texas Sample (In Labor Force)

| <u>Popular</u> 2011 Texas Bachelor's Majors | Grads | Annual Earnings |
|--|--------------|------------------------|
| 1. Bachelor's degree in Interdisciplinary Studies | 8,810 | \$30,111 ↓ |
| 2. Bachelor's degree in Business Administration/Management | 6,911 | \$41,217 ↑ |
| 3. Bachelor's degree in Psychology | 6,053 | \$21,800 ↓ |
| 4. Bachelor's degree in Registered Nursing | 5,590 | \$56,921 ↑ |
| 5. Bachelor's degree in Biology | 4,496 | \$21,813 ↑ |
| 6. Bachelor's degree in Health, Fitness, Physical Education | 3,719 | \$22,752 ↓ |
| 7. Bachelor's degree in Accounting | 3,272 | \$35,357 ↑ |
| 8. Bachelor's degree in Finance | 2,915 | \$37,868 ↑ |
| 9. Bachelor's degree in Criminal Justice and Corrections | 2,864 | \$25,624 ↓ |
| 10. Bachelor's degree in Marketing | 2,677 | \$32,079 ↑ |
| 11. Bachelor's degree in Liberal Arts/General Studies/Humanities | 2,615 | \$33,922 ↑ |
| 12. Bachelor's degree in English | 2,309 | \$23,049 ↓ |
| 13. Bachelor's degree in History | 2,278 | \$23,568 ↓ |
| 14. Bachelor's degree in Political Science / Government | 2,065 | \$25,270 ↓ |
| 15. Bachelor's degree in Communication / Media Studies | 1,900 | \$24,666 ↓ |
| 16. Bachelor's degree in Public Relations / Advertising | 1,728 | \$28,274 ↑ |
| 17. Bachelor's degree in General Business | 1,605 | \$34,657 ↑ |
| 18. Bachelor's degree in Sociology | 1,562 | \$24,326 ↓ |
| 19. Bachelor's degree in Fine Arts / Studio Arts | 1,433 | \$21,024 ↓ |
| 20. Bachelor's degree in Mechanical Engineering | 1,285 | \$57,200 ↑ |

| <u>Profitable</u> 2011 Texas Bachelor's Majors | Grads | Annual Earnings |
|---|--------------|------------------------|
| 1. Bachelor's degree in Petroleum Engineering | 315 | \$84,298 |
| 2. Bachelor's degree in Marine Transportation | 36 | \$70,454 |
| 3. Bachelor's degree in Insurance | 28 | \$67,407 |
| 4. Bachelor's degree in Chemical Engineering | 402 | \$67,303 |
| 5. Bachelor's degree in Ocean Engineering | 63 | \$61,213 |
| 6. Bachelor's degree in Mechanical Engineering | 1,285 | \$57,200 |
| 7. Bachelor's degree in Registered Nursing | 5,590 | \$56,921 |
| 8. Bachelor's degree in Mechanical Engineering Technology | 116 | \$54,165 |
| 9. Bachelor's degree in Industrial Engineering | 266 | \$52,468 |
| 10. Bachelor's degree in Electrical / Electronics Engineering | 991 | \$51,796 |
| 11. Bachelor's degree in Industrial Production Technologies | 239 | \$51,645 |
| 12. Bachelor's degree Sales/Merchandising/Marketing Operations | 253 | \$51,342 |
| 13. Bachelor's degree in Electrical Engineering Technologies | 165 | \$50,596 |
| 14. Bachelor's degree in Engineering Science | 29 | \$49,042 |
| 15. Bachelor's degree in General Engineering | 41 | \$48,614 |
| 16. Bachelor's degree in Civil Engineering Technologies | 32 | \$48,236 |
| 17. Bachelor's degree in Computer Engineering | 227 | \$48,017 |
| 18. Bachelor's degree in Construction Engineering Technologies | 344 | \$47,381 |
| 19. Bachelor's degree Allied Health Diagnostic/Intervention/Treatment | 337 | \$47,330 |
| 20. Bachelor's degree in Civil Engineering | 734 | \$47,256 |

| <u>Popular</u> 2011 Texas Associate's Majors | Grads | Annual Earnings |
|---|--------------|------------------------|
| 1. Associate's degree in Arts & Sciences | 20,417 | \$21,952 ↓ |
| 2. Associate's degree in Registered Nursing | 5,822 | \$49,161 ↓ |
| 3. Associate's degree in Education & Professional Development | 1,934 | \$14,734 ↓ |
| 4. Associate's degree Allied Health Diagnostic/Intervention/Treatment | 1,741 | \$34,949 ↓ |
| 5. Associate's degree in General Business / Commerce | 1,688 | \$27,161 ↓ |
| 6. Associate's degree in Business Administration / Management | 1,583 | \$28,332 ↓ |
| 7. Associate's degree in Criminal Justice and Corrections | 1,546 | \$24,787 ↓ |
| 8. Associate's degree in Allied Health and Medical Assisting | 1,199 | \$35,057 ↓ |
| 9. Associate's degree in Culinary Arts | 1,010 | \$19,812 ↓ |
| 10. Associate's degree in Drafting / Design Engineering | 1,006 | \$30,606 ↑ |
| 11. Associate's degree in Computer Systems Networking | 876 | \$30,386 ↑ |
| 12. Associate's degree in Legal Support Services | 684 | \$27,313 ↓ |
| 13. Associate's degree in Biology | 651 | \$17,264 ↑ |
| 14. Associate's degree in Electrical Engineering Technologies | 580 | \$36,310 ↑ |
| 15. Associate's degree in Vehicle Maintenance and Repair | 574 | \$29,498 ↑ |
| 16. Associate's degree Electromechanical/Instrumentation Technologies | 541 | \$44,969 ↓ |
| 17. Associate's degree in Psychology | 518 | \$16,344 ↓ |
| 18. Associate's degree in Design and Applied Arts | 517 | \$19,579 ↑ |
| 19. Associate's degree in Physical Science Technology | 474 | \$52,723 ↑ |
| 20. Associate's degree in Accounting | 471 | \$29,831 ↑ |

| <u>Profitable</u> 2011 Texas Associate's Majors | Grads | Annual Earnings |
|--|--------------|------------------------|
| 1. Associate's degree in Fire Protection | 177 | \$61,279 |
| 2. Associate's degree in Physical Science Technologies | 474 | \$52,723 |
| 3. Associate's degree in Quality Control & Safety Technologies | 152 | \$50,870 |
| 4. Associate's degree in Registered Nursing | 5,822 | \$49,161 |
| 5. Associate's degree in Electrical & Power Transmission | 32 | \$48,693 |
| 6. Associate's degree in Mining & Petroleum Technologies | 32 | \$45,645 |
| 7. Associate's degree Electromechanical Instrumentation Maintenance | 541 | \$44,969 |
| 8. Associate's degree in Electrical Maintenance & Repair | 71 | \$43,046 |
| 9. Associate's degree in Industrial Production | 119 | \$41,700 |
| 10. Associate's degree in Precision Metal Working | 176 | \$41,674 |
| 11. Associate's degree in Geography & Cartography | 35 | \$37,877 |
| 12. Associate's degree Mechanical Engineering Related Technologies | 26 | \$37,148 |
| 13. Associate's degree in Dental Support Services | 319 | \$37,143 |
| 14. Associate's degree in Electrical Engineering Technologies | 580 | \$36,310 |
| 15. Associate's degree in Allied Health & Medical Assistance | 1,199 | \$35,057 |
| 16. Associate's degree Allied Health Diagnostic/Intervention/Treatment | 1,741 | \$34,949 |
| 17. Associate's degree Computer/Information Tech Administration | 272 | \$34,665 |
| 18. Associate's degree in Air Transportation | 50 | \$34,206 |
| 19. Associate's degree in Construction Engineering Technologies | 40 | \$33,755 |
| 20. Associate's degree in Environmental Control Technologies | 85 | \$32,623 |

Math = Money

The more math you take the more money you can make.

“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. It’s because computers are involved in every job today so technical skills and the ability to learn technical skills is more important. It’s simply because of productivity. 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 upcoming publication

Technical skills = Money

Skills are your meal ticket.

**The more specialized, high-demand tasks you
can perform the more money you can make.**

“A lot of students make the mistake of not making mistakes. Or they don’t take hard classes, that’s a mistake. Get out there and learn. You’ll probably make mistakes along the way. Find what you love.”

Michael Dell

CEO of Dell Inc. in Round Rock

interviewed August 12, 2010, for *Working Texas Style* book

An Argument for Skills Over Majors

Jobs Titles That Didn't Exist Just 5 Years Ago

Job Type

1. App Developer

2. Market Researcher Data Miner

3. Educational Admissions Consultant

4. User Experience Designer

5. Social Media Manager

6. Chief Listening Officer

7. Cloud Computing Operations Manager

8. Elder Care Services Consultant

9. Search Engine Optimization Manager

10. Millennial Generation Consultant

Job Type

11. Content Developer/Manager

12. Product Blogger

13. Disaster Recovery IT Manager

14. Cyborg Anthropologist

15. Interior Redesigner

16. Chief Sustainability Officer

17. Energy Manager

18. Senior Citizen Move Manager

19. Patient Advocate

20. Online Reputation Manager

AutoCoder

Place for people to get detailed information on the required skills and education for different occupations along with wages (even takes Spanish words)

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|------------|---|----------|----------------------|----------------------|----------------------|----------------------|---------------------------|
| 29-1111.00 | Registered Nurses | ☆☆☆☆☆ 72 | View | View | View | View | View |
| 29-2051.00 | Licensed Practical and Licensed Vocational Nurses | ☆☆☆☆☆ 71 | View | View | View | View | View |
| 29-1111.03 | Critical Care Nurses | ☆☆☆☆☆ 63 | View | View | View | View | View |
| 29-1111.01 | Acute Care Nurses | ☆☆☆☆☆ 62 | View | View | View | View | View |
| 29-1111.02 | Advanced Practice Psychiatric Nurses | ☆☆☆☆☆ 60 | View | View | View | View | View |
| 11-9111.01 | Clinical Nurse Specialists | ☆☆☆☆☆ 55 | View | View | View | View | View |

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Done Internet | Protected Mode: On 100%

<http://autocoder.lmci.state.tx.us:8080/jc/onetmatch>

Career interests of Texas students-2012

| | |
|--------------------------------------|-------------------------------------|
| 1. Sports Athlete (#4) | 14. Architect (#11) |
| 2. Doctor (#6) | 15. Police Officer (#7) |
| 3. Multi-Media Artist (<i>new</i>) | 16. Psychologist (#15) |
| 4. Truck Driver (<i>new</i>) | 17. Welder (<i>new</i>) |
| 5. Forensic Science Tech (#10) | 18. Pediatrician (#18) |
| 6. Veterinarian (#5) | 19. Artist (#30) |
| 7. Lawyer (#2) | 20. Physical Therapist (#16) |
| 8. Registered Nurse (#3) | 21. Hairdresser/Cosmetologist (#12) |
| 9. Actor (#9) | 22. CEO (#35) |
| 10. Musician/Singer (#14) | 23. Fashion Designer (#24) |
| 11. Graphic Designer (<i>new</i>) | 24. Zoologist (#19) |
| 12. Teacher (K-12) (#1) | 25. Computer Programmer (#20) |
| 13. Auto Mechanic (#13) | |

From 8,739 Texas students contacting LMCI in 2012
(# rank in 2009 list)

Tracer

Place for people to learn about job growth in your community and learn about occupations (with The Future section)

State Training Inventory

Information on college and job training programs across Texas

Amazing Book




www.lmci.state.tx.us/

The suggested starting point for many LMCI software products is www.lmci.state.tx.us

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Welcome, we're here to help.
Resources, tips and tools to build a stronger Texas workforce.


[Job Seekers & Employees](#) [Businesses & Employers](#) [Community & Workforce Partners](#) [Programs & Services](#)

[Products and Publications](#)

LMCI Software Tools

[Texas CARES Online](#)
[TRACER](#)
[Texas Industry Profiles](#)
[SOCRATES](#)
[Reality Check](#)
[Texas CARES CD version 8](#)
[TexasWorkPrep.com](#)
[State Training Inventory](#)
[AutoCoder](#)
[SWAP](#)

 Get **ADOBE® READER®**



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 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.

Go!

NEW!



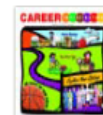
[Working Texas Style \(order now!\)](#)



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[Career Success Electronic Tabloid](#)



[Career Investigation Electronic
Tabloid](#)



[Detailed Work Activity White Paper](#)



[An Atmosphere of Enterprise](#)

<http://www.texasrealitycheck.com/>

There really are three places to start with 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.

Texas Reality Check



Don't know how much money you will need to earn in the future? Don't know which occupation to choose? No problem! Below are three options to help you select the right career for your spending needs.



1 Reality Check

Get a Reality Check. You will buy "stuff" for a sample month. We total it up for a year. Then we help you find careers that pay what you need. Let's start.



2 Future Salary

Already know how much money you want to earn? Great! Enter the amount below and get information on which occupations pay that much.



3 Occupation Direct

Already know which occupation you want to pursue? Click here to find how much you can buy with your chosen occupation.



[Text-Only Site](#) | [Help/Comments/Data](#)



Brought to you by the Texas Workforce Commission & the Texas Education Agency

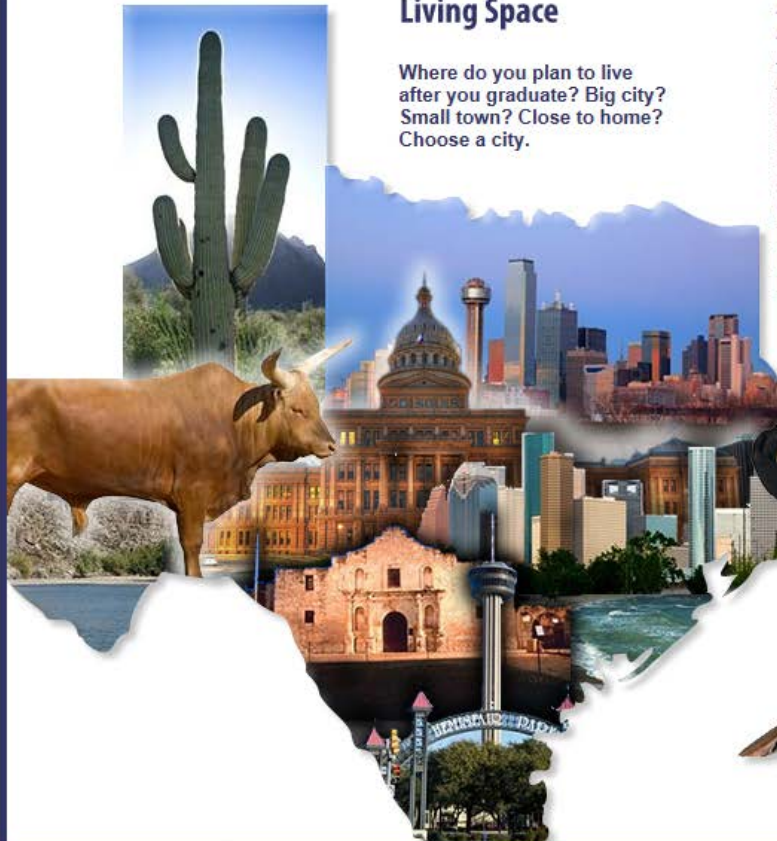


The first step, because of variable cost of living locations, is to choose a city; for example Arlington

Texas Reality Check

Living Space

Where do you plan to live after you graduate? Big city? Small town? Close to home? Choose a city.



Abilene
Amarillo
Arlington
Austin
Beaumont
Brazoria
Bryan-College Station
Conroe
Corpus Christi
Dallas
Del Rio-Eagle Pass
El Paso

Fort Worth
Harlingen
Houston
Laredo
Longview
Lubbock
Lufkin-Nacogdoches
McAllen
Midland
Odessa
Paris
Plano

San Angelo
San Antonio
San Marcos
Seguin
Sherman-Denison
Temple
Texarkana
Tyler
Victoria
Waco
Weatherford
Wichita Falls



Brought to you by the Texas Workforce Commission & the Texas Education Agency



Usually the most expensive budgetary item is housing, in this case \$772 for an average one bedroom apartment in Houston.

Texas Reality Check



☐ House



☐ Live at Home



☐ Efficiency Apt.

☐ 2 Bedroom Apt.☒ 1 Bedroom Apt.

A 1-bedroom apartment has a living or dining room separate from the bedroom and bathroom.

Amount : \$772



Houston

Housing

A huge part of being an adult is paying for your own living space. You decide how much money you will spend each month. Select at least one of the different options.

Housing Expense
\$ 772

Running Balance
\$ 772

BACK HELP HOME NEXT



Brought to you by the Texas Workforce Commission & the Texas Education Agency



Living expenses in different Texas metro areas

Texas Reality Check

Mobile Phone

Mobile phone basic plan including voice mail, call waiting and text messaging. If you go over your allotted minutes, be prepared to alter your budget.

Amount : \$47



Internet

Always-available internet connection. DSL and Cable modems are ready when you are.

Amount : \$41



Cable

Cable or a satellite system will provide you with a minimum of premium channels including video, music, sports and pay-per-view.

Amount : \$52



Electricity

Whether you live in an apartment or house you will need electricity to power things such as television, refrigerator, lights and your Xbox.

Amount : \$194



Water & Gas

You will have to pay for that drink of water and shower and also pay to heat up your place during winter.

Amount : \$102



Phone



Houston

Utilities

After you have a place to live, then it's time to get the lights turned on, the phone hooked up, and the cable connected. Decide which utilities you need to spend money on each month. Select one or more of the different options.

Utilities Expense

\$ 436

Running Balance

\$ 1,208



BACK HELP HOME NEXT



Brought to you by the Texas Workforce Commission & the Texas Education Agency

TEA
TEXAS EDUCATION AGENCY

Choose an occupational cluster to see pay

Texas Reality CheckBack Help Home



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
- ☐ Associated 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.

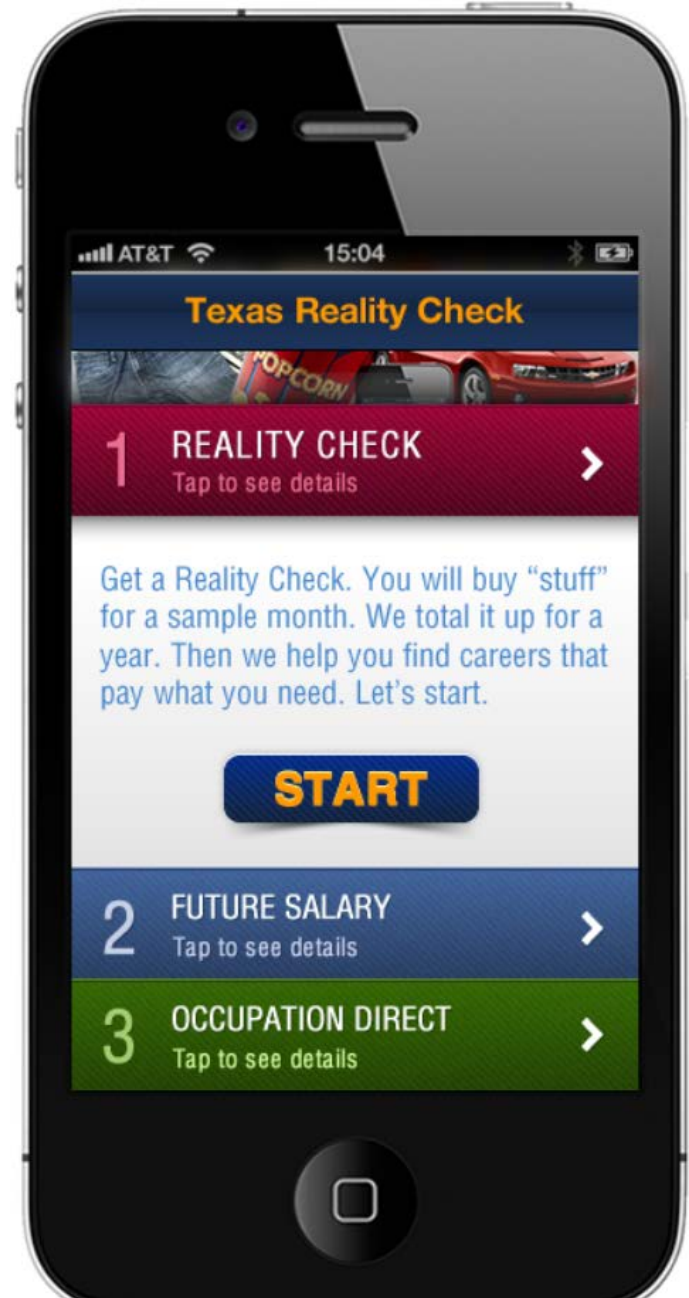
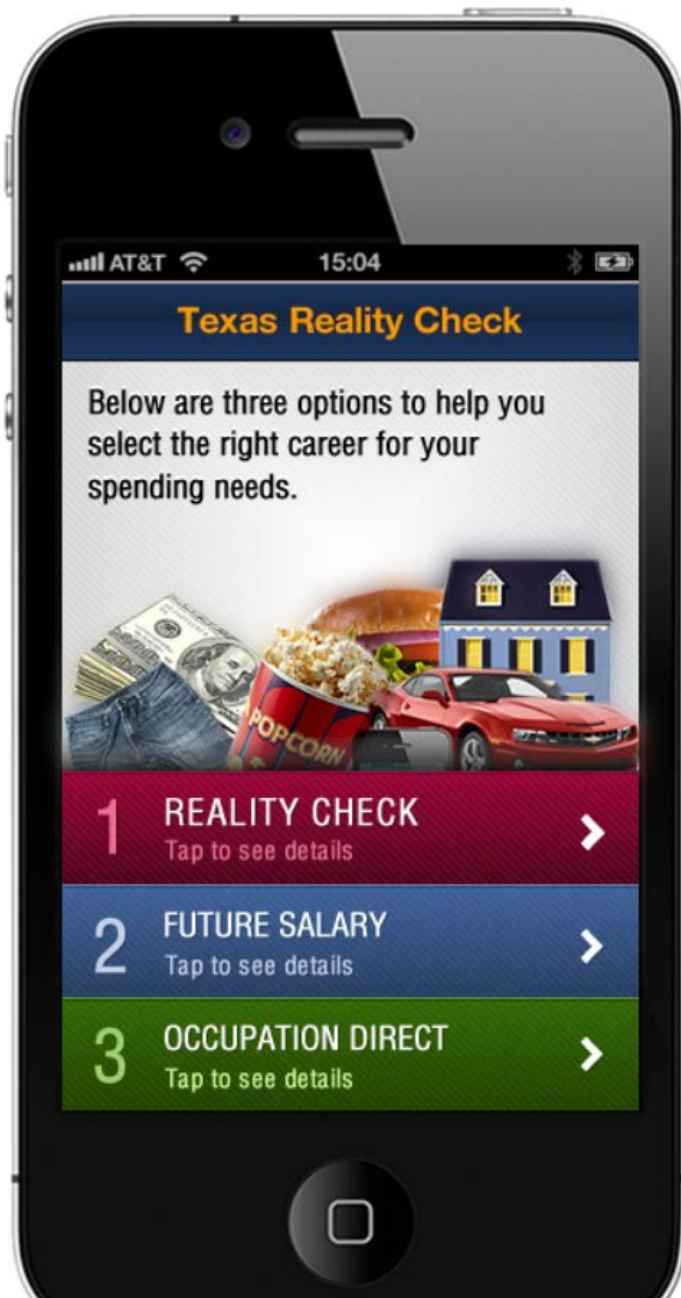
| | |
|--|---|
| <input type="checkbox"/> Agriculture & Natural Resources | <input type="checkbox"/> Architecture & Construction |
| <input type="checkbox"/> Arts, AV Technology & Communications | <input type="checkbox"/> Business Administration |
| <input type="checkbox"/> Education & Training | <input type="checkbox"/> Finance & Insurance |
| <input type="checkbox"/> Government & Public Administration | <input checked="" type="checkbox"/> Health Science |
| <input type="checkbox"/> Hospitality & Tourism | <input type="checkbox"/> Human Services |
| <input type="checkbox"/> Information Technology | <input type="checkbox"/> Law & Public Safety |
| <input type="checkbox"/> Manufacturing | <input type="checkbox"/> Marketing, Sales & Service |
| <input type="checkbox"/> Scientific Research & Engineering | <input type="checkbox"/> Transportation, Distribution & Logistics |
| <input type="checkbox"/> I don't know, include all occupation categories | |

Find Careers



Brought to you by the Texas Workforce Commission & the Texas Education Agency





“You weren’t born with a guarantee that you were going to get a job.”

- Red McCombs, San Antonio billionaire born during the Great Depression in West Texas, speaking in 2013 interview for upcoming TWC publication

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

Workplace

Basic Skills

“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 and administration at The Boeing Corp. in interview for new publication

Learned Skills

Strong Academics

High School diploma

Post secondary schooling

Technical skills

“We struggle at the company finding the skills we need...An unskilled workforce is not just a San Antonio problem. It's not just a Texas problem. It's a national problem.”

- Mary Batch, assistant manager of human resources, training & development for Toyota Motor Manufacturing in San Antonio, Texas, in interview for new publication

Distill

**On the Job Training
Informal learning
Continuing education**

“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**

Will

Drive or self motivated

Flexibility to take a job:

- ✓ At a lower level
- ✓ For a lesser wage
- ✓ In a different region
- ✓ Navigate a Career Lattice

[illegible]

Workplace Basic Skills

Communication skills
Getting along with others
Critical thinking
Show up on time & Focus

Will

Drive or self motivated
Flexibility to take a job:

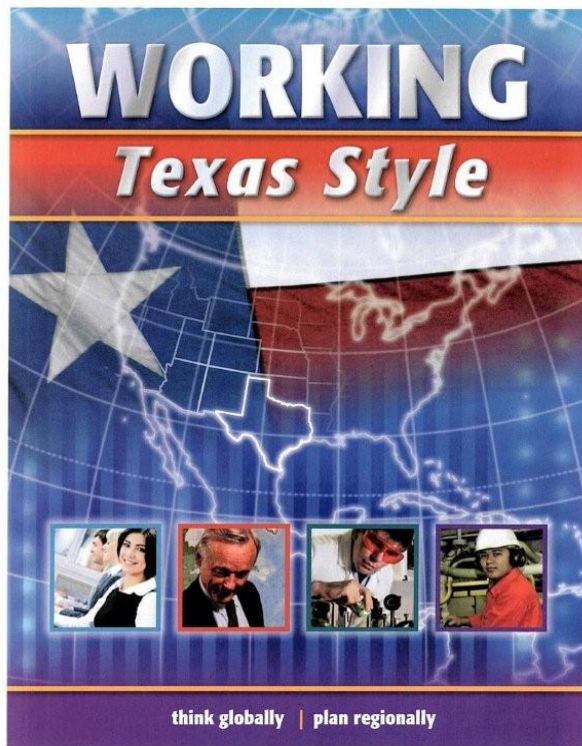
- ✓ At a lower level
- ✓ For a lesser wage
- ✓ In a different region
- ✓ Navigate career lattice

Skills

Strong academics
High School diploma
Post secondary schooling
Technical skills

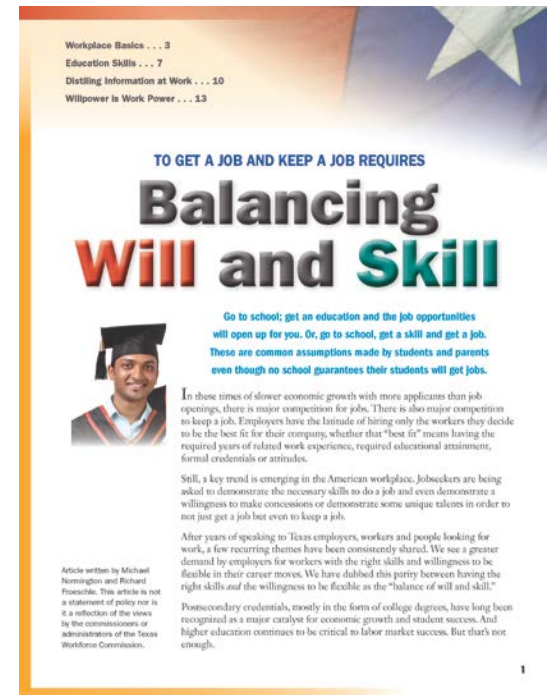
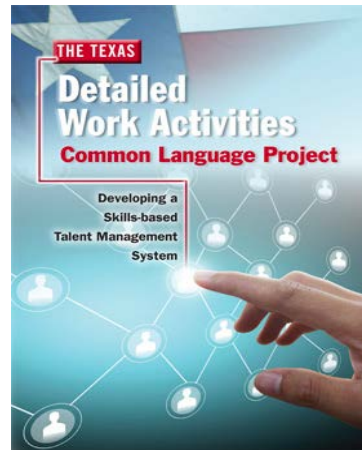
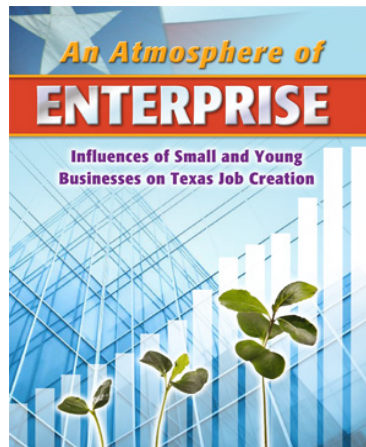
Distill

On the Job Training
Informal learning
Continuing education



Learn about today's
world of work in Texas

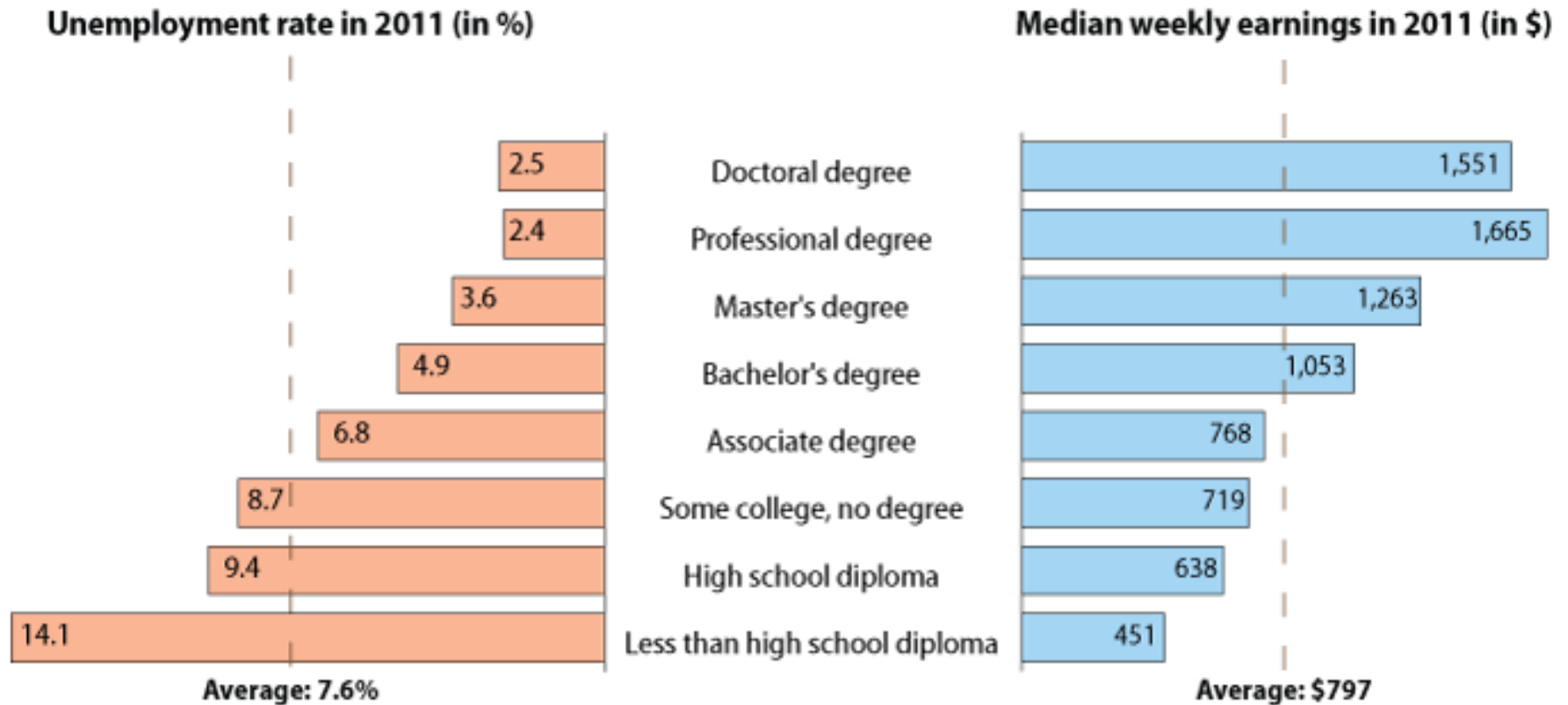
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then 0# out to operator



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More education, better labor market outcomes in U.S.

Education Pays



Source: Bureau of Labor Statistics, Current Population Survey

“The field of work for a person isn’t critical. What is critical is to pick a field. Then when you get a job do a better job than the guy next to you. Come a little earlier. Stay a little later. Give the customer a little something more. Listen to the customer a little more. If your boss doesn’t notice your competitor will and try to hire you. Whatever you do, do it better.”

- Red McCombs, San Antonio businessman in 2013 interview for upcoming publication

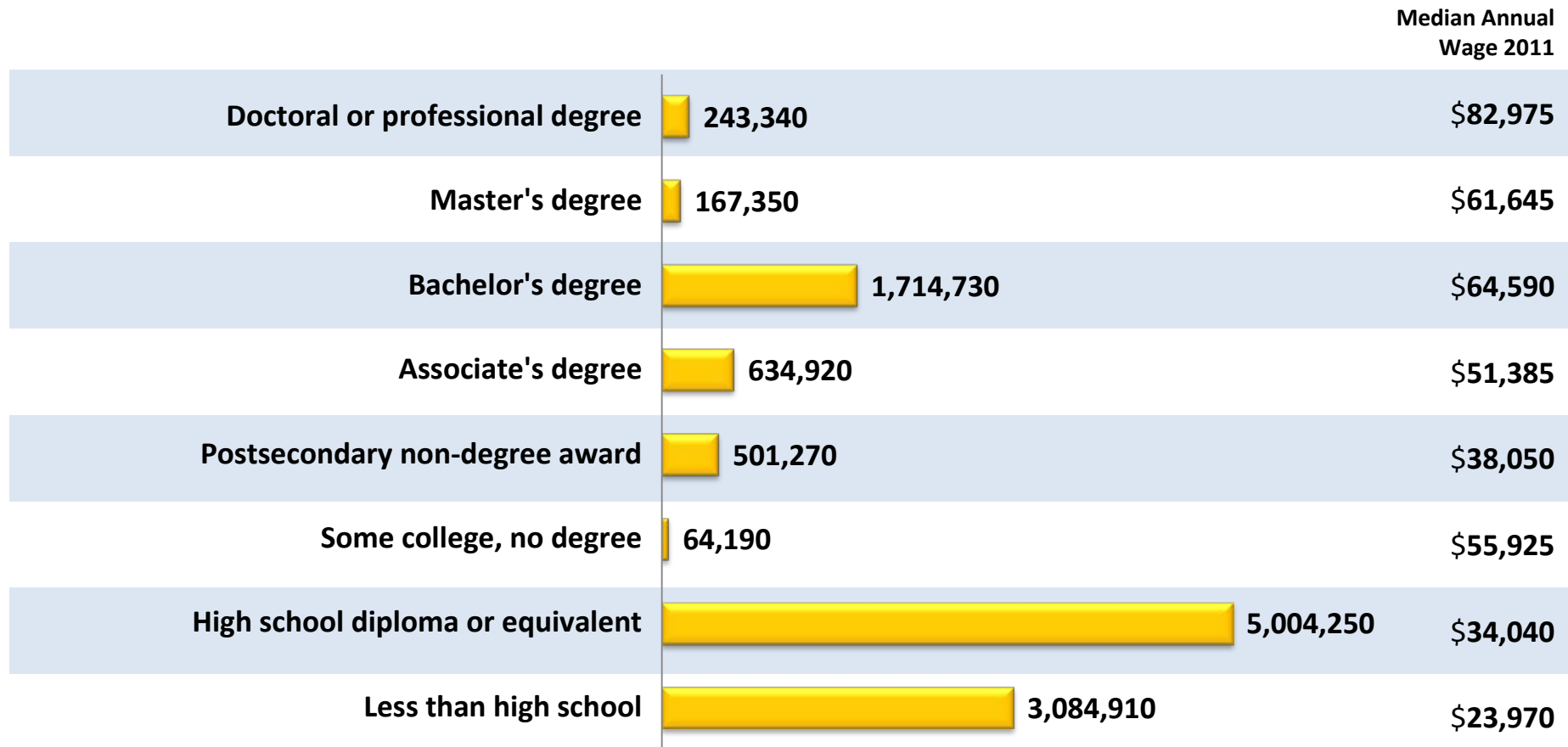
“In the future, illiteracy will not be defined by those who cannot read and write, but by those who cannot learn and relearn.”

- Alvin Toffler, futurist

End

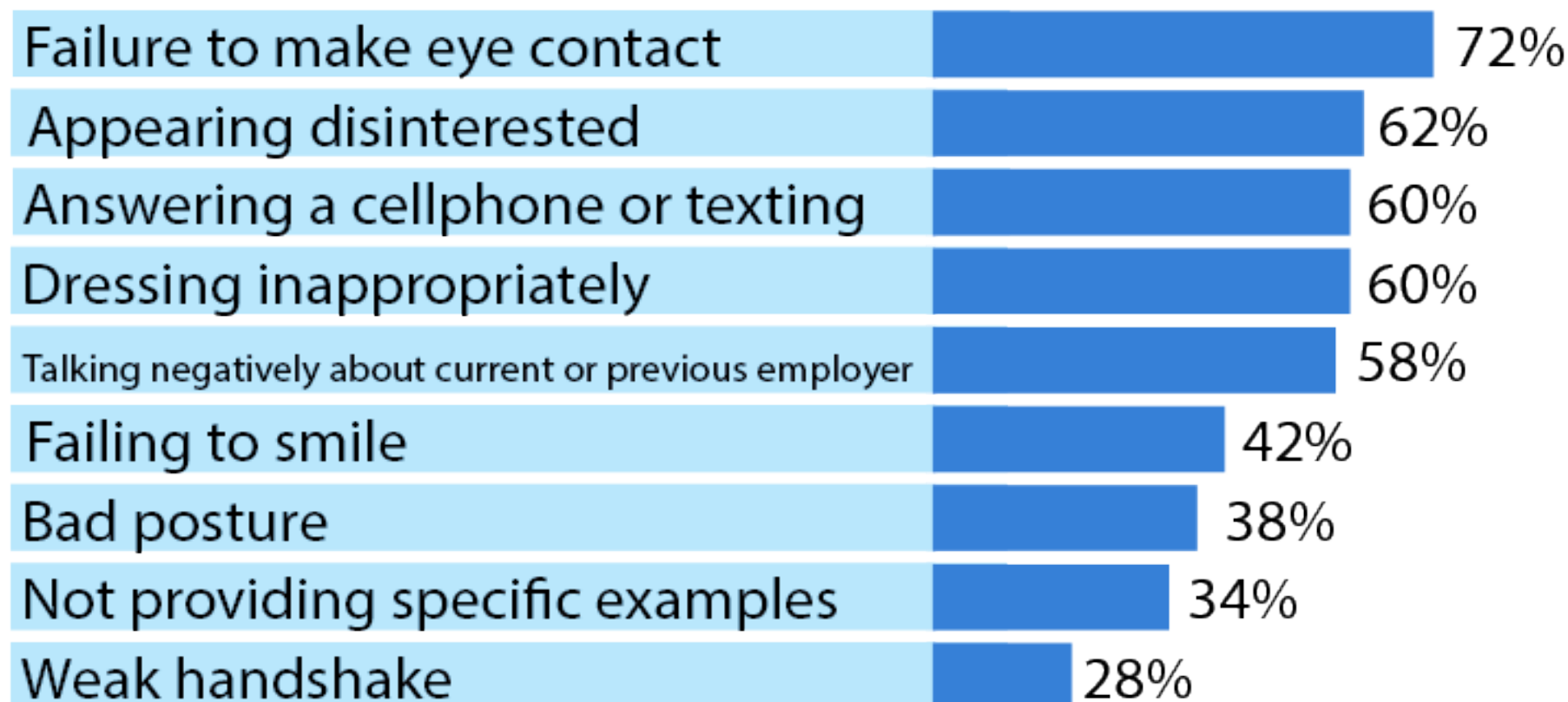
Followed by some supplemental slides

Texas Employment by Typical Education Level - 2011



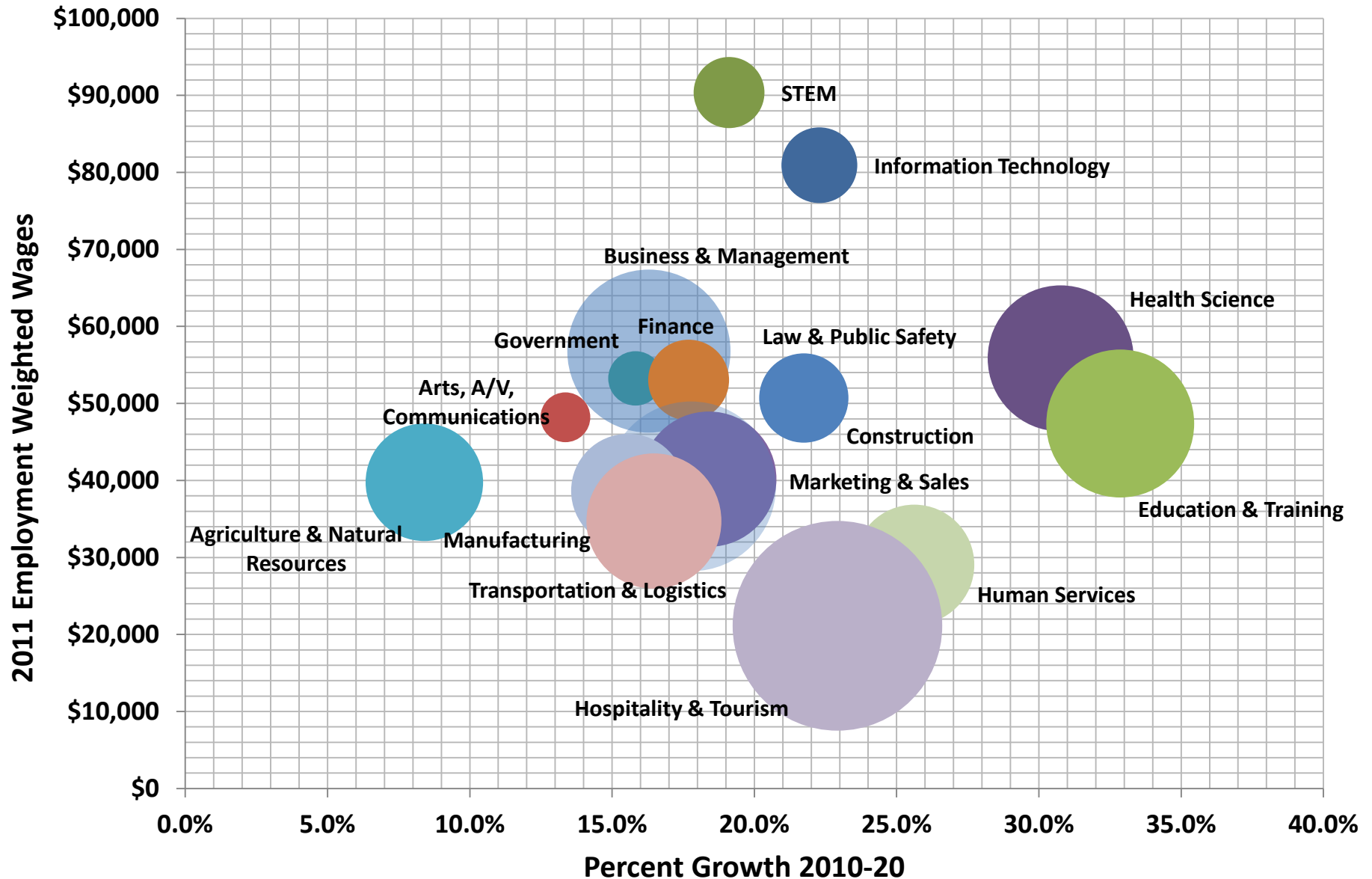
Source: U.S. Census Bureau and U.S. Department of Labor Current Population Survey, 2011

What Employers Do Not Want from Job Candidates



Achieve Texas Clusters Job Growth 2020 with wages

(bubble size = job openings)



**“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
and administration at The Boeing Corp. in interview for new
publication**