Workforce and Labor Market Trends

Doyle Fuchs
Texas Workforce Commission
Labor Market & Career Information
TWC Labor Market and Career Information

• Produces and disseminates labor market statistics

• Provides resources for education and career exploration
Career & Education Questions TWC Can Help Answer

• What do you want to do?
• What’s the market?
• Who is your competition?
Largest Texas Counties, ranked by Civilian Labor Force, August 2015 Unemployment Rates

- United States: 5.2
- Texas: 4.4
- Harris County: 4.6
- Dallas County: 4.1
- Tarrant County: 4.0
- Bexar County: 3.7
- Travis County: 3.1
- Collin County: 3.5
- Denton County: 3.4
- Fort Bend County: 4.4
Texas and U.S. Annual Growth
Aug 2010-Aug 2015
Annual Job Growth Rates – Texas
Aug 2014 – Aug 2015 (seasonally adjusted)
I-35 Corridor Metropolitan Areas Showing August Annual Job Growth

- Laredo: 3.8%
- Dallas-Plano-Irving: 3.6%
- Austin-Round Rock: 3.3%
- San Antonio-New Braunfels: 3.2%
- Killeen-Temple: 2.3%
- Fort Worth-Arlington: 2.3%
- Texas: 1.9%
Average Annual Wages in Texas and U.S: 2001-2014

United States
Texas

$36,219
$53,219


$30,000 $40,000 $50,000

$36,219
$53,219
THEN – 1990

- Texas Population – 16,986,510
- Civilian Labor Force – 8,618,927
- Unemployment – 6.3%
- Top 3 Industries – Number of Jobs
  - Manufacturing
  - Retail Trade
  - Educational Services
Texas Population – 27,695,284
Civilian Labor Force – 13,111,548
Unemployment – 5.1%
Top 3 Industries – Number of Jobs
- Health Care & Social Assistance
- Retail Trade
- Educational Services
Employment growth projection
2015-2020, IHS Global Insights

Map of the United States showing employment growth projections for different states.
Achieve Texas Clusters Job Growth 2020 with wages (bubble size = job openings)
Employment Change by Industry Sector
TEXAS 2012-2022

- Health Care & Social Assistance: 432,710
- Professional & Business Services: 357,500
- Leisure & Hospitality: 280,610
- Educational Services: 236,300
- Retail Trade: 195,620
- Construction: 142,450
- Manufacturing: 124,290
- Financial Activities: 119,800
- Wholesale Trade: 97,930
- Government: 90,530
- Natural Resources & Mining: 87,770
- Other Services: 78,690
- Transportation & Warehousing: 76,510
- Information: 26,940
- Utilities: 5,670

Legend:
- Service providing
- Goods producing
<table>
<thead>
<tr>
<th>Occupation</th>
<th>Percentage</th>
<th>Average Wage 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diagnostic Medical Sonographers</td>
<td>57.5%</td>
<td>$65,720</td>
</tr>
<tr>
<td>Interpreters &amp; Translators</td>
<td>49.0%</td>
<td>$46,529</td>
</tr>
<tr>
<td>Skincare Specialists</td>
<td>48.5%</td>
<td>$32,758</td>
</tr>
<tr>
<td>Petroleum Engineers</td>
<td>45.3%</td>
<td>$158,765</td>
</tr>
<tr>
<td>Information Security Analysts</td>
<td>45.0%</td>
<td>$89,415</td>
</tr>
<tr>
<td>Insulation Workers, Mechanical</td>
<td>44.8%</td>
<td>$41,907</td>
</tr>
<tr>
<td>Cardiovascular Technicians</td>
<td>44.3%</td>
<td>$54,583</td>
</tr>
<tr>
<td>Physician Assistants</td>
<td>44.1%</td>
<td>$107,396</td>
</tr>
<tr>
<td>Occupational Therapy Assistants</td>
<td>44.1%</td>
<td>$70,606</td>
</tr>
<tr>
<td>Welding &amp; Brazing Mach Ops</td>
<td>43.3%</td>
<td>$36,801</td>
</tr>
<tr>
<td>Rank</td>
<td>Occupation</td>
<td>Average Salary</td>
</tr>
<tr>
<td>------</td>
<td>-------------------------------------------------</td>
<td>-----------------</td>
</tr>
<tr>
<td>1.</td>
<td>Fast Food Workers</td>
<td>($18,120)</td>
</tr>
<tr>
<td>2.</td>
<td>Personal Care Aides</td>
<td>($17,390)</td>
</tr>
<tr>
<td>3.</td>
<td>Retail Sales</td>
<td>($25,090)</td>
</tr>
<tr>
<td>4.</td>
<td>Registered Nurses</td>
<td>($67,860)</td>
</tr>
<tr>
<td>5.</td>
<td>Customer Service Reps</td>
<td>($30,250)</td>
</tr>
<tr>
<td>6.</td>
<td>Waiters &amp; Waitresses</td>
<td>($19,770)</td>
</tr>
<tr>
<td>7.</td>
<td>Janitors</td>
<td>($20,850)</td>
</tr>
<tr>
<td>8.</td>
<td>Laborers, Freight/Stock/Materials</td>
<td>($24,560)</td>
</tr>
<tr>
<td>9.</td>
<td>Elementary School Teachers</td>
<td>($50,290)</td>
</tr>
<tr>
<td>10.</td>
<td>Secretaries, Admin Assistants</td>
<td>($31,470)</td>
</tr>
</tbody>
</table>
Texas Most Projected Annual Average Job Openings 2012-2022

- Fast Food Preparation Workers: 20,155, $18,329
- Retail Salespersons: 19,040, $25,950
- Cashiers: 13,875, $19,880
- Waiters & Waitresses: 13,855, $20,617
- Customer Service Representatives: 10,695, $31,233
- General Office Clerks: 10,080, $31,808
- Personal Care Aides: 9,900, $17,509
- Laborers & Material Movers, Hand: 9,830, $25,645
- Registered Nurses: 9,020, $68,584
- Janitors & Cleaners: 7,360, $21,225

Growth | Replacement needs
## Help Wanted Online Top 10 Demand Jobs for Texas with 2014 OES Wages

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Jobs Posted</th>
<th>Entry Wages</th>
<th>Exp Wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>39,141</td>
<td>$25,896</td>
<td>$49,505</td>
</tr>
<tr>
<td>Registered Nurses</td>
<td>35,115</td>
<td>$51,318</td>
<td>$77,217</td>
</tr>
<tr>
<td>Retail Salespersons</td>
<td>16,973</td>
<td>$16,989</td>
<td>$30,431</td>
</tr>
<tr>
<td>Supervisors of Retail Sales Workers</td>
<td>16,126</td>
<td>$26,621</td>
<td>$53,813</td>
</tr>
<tr>
<td>Customer Service Representatives</td>
<td>14,776</td>
<td>$20,202</td>
<td>$36,748</td>
</tr>
<tr>
<td>Maintenance and Repair Workers, General</td>
<td>12,672</td>
<td>$21,777</td>
<td>$40,945</td>
</tr>
<tr>
<td>Supervisors of Office and Admin Support Workers</td>
<td>12,056</td>
<td>$33,828</td>
<td>$67,193</td>
</tr>
<tr>
<td>Software Developers, Applications</td>
<td>11,942</td>
<td>$63,432</td>
<td>$113,836</td>
</tr>
<tr>
<td>Computer Systems Analysts</td>
<td>11,430</td>
<td>$57,119</td>
<td>$105,071</td>
</tr>
<tr>
<td>Supervisors of Food Preparation and Serving Workers</td>
<td>11,106</td>
<td>$20,303</td>
<td>$40,187</td>
</tr>
</tbody>
</table>

**KEY**
- 5% or greater increase in job listings over the year
- Stable or little growth
- 5% or greater decrease in job listings over the year

Source: Help Wanted Analytics (90-day Period Ending 10-7-2015), TWC-BLS Wages
## HWOL Top 20 Texas Employers by Job Listings

<table>
<thead>
<tr>
<th>Employer</th>
<th>Listings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Robert Half International</td>
<td>6,816</td>
</tr>
<tr>
<td>ACCENTURE</td>
<td>5,792</td>
</tr>
<tr>
<td>HCA - The Healthcare Company</td>
<td>4,863</td>
</tr>
<tr>
<td>Macy's</td>
<td>4,526</td>
</tr>
<tr>
<td>Scott &amp; White</td>
<td>4,393</td>
</tr>
<tr>
<td>Randstad</td>
<td>3,889</td>
</tr>
<tr>
<td>The University of Texas System</td>
<td>3,823</td>
</tr>
<tr>
<td>Aramark Corporation</td>
<td>3,790</td>
</tr>
<tr>
<td>Kforce Professional Staffing, Inc.</td>
<td>3,582</td>
</tr>
<tr>
<td>Christus Health</td>
<td>3,400</td>
</tr>
<tr>
<td>Trustaff</td>
<td>3,219</td>
</tr>
<tr>
<td>Oracle</td>
<td>3,024</td>
</tr>
<tr>
<td>Wells Fargo</td>
<td>2,844</td>
</tr>
<tr>
<td>IBM</td>
<td>2,783</td>
</tr>
<tr>
<td>DELL</td>
<td>2,710</td>
</tr>
<tr>
<td>Tenet Healthcare Corporation</td>
<td>2,470</td>
</tr>
<tr>
<td>Aerotek</td>
<td>2,383</td>
</tr>
<tr>
<td>Unitedhealth Group</td>
<td>2,353</td>
</tr>
<tr>
<td>T.R.E</td>
<td>2,332</td>
</tr>
<tr>
<td>Community Health Systems Inc</td>
<td>2,318</td>
</tr>
</tbody>
</table>

Source: Help Wanted Analytics (90-day Period Ending 10-7-2015)
“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.”

CenterPoint Energy, Houston, Texas
93 of the 100 top-paying jobs in Texas (making $82,000+) require post-secondary education for entry.

and

175 of the top 200 ($63,000)
Texas
Largest Postsecondary Non-Degree Occupations

Average Annual Wage $45,333
Texas Largest Associate’s Degree Occupations

Registered Nurses
Preschool Teachers
Paralegals & Legal Assistants
Computer Network Support Specs
Electrical Engineering Technicians
Radiologic Technologists
Dental Hygienists
Medical/Clinical Lab Technicians
Civil Engineering Technicians
Architectural & Civil Drafters

Average Annual Wage $45,333
Texas Area Largest Bachelor's Degree Occupations

- General & Operations Managers
- Elementary School Teachers
- Accountants & Auditors
- Secondary School Teachers
- Middle School Teachers
- Construction Managers
- Substitute Teachers
- Computer Systems Analysts
- Software Developers, Applications
- Management Analysts

Average Annual Wage $45,333
Career Interests of Texas Students, 2014

1. Multi-Media / Video Game Designer
2. Professional Athlete
3. Doctor
4. Forensic Science Tech
5. Nurse
6. CEO
7. Veterinarian
8. Architect
9. High School Teacher
10. Truck Driver
(M + S) Ed_{PS} = $+$
Labor Market Reality
More Education = Better Labor Market Outcomes

Earnings and unemployment rates by educational attainment

Unemployment rate in 2014 (%)

- Doctoral degree: 2.1%
- Professional degree: 1.9%
- Master’s degree: 1.9%
- Bachelor’s degree: 3.5%
- Associate’s degree: 4.5%
- Some college, no degree: 6.0%
- High school diploma: 6.0%
- Less than a high school diploma: 9.0%
- All workers: 5%

Median weekly earnings in 2014 ($)

- Doctoral degree: $1,591
- Professional degree: $1,639
- Master’s degree: $1,326
- Bachelor’s degree: $1,101
- Associate’s degree: $792
- Some college, no degree: $741
- High school diploma: $668
- Less than a high school diploma: $488
- All workers: $839

Note: Data are for persons age 25 and over. Earnings are for full-time wage and salary workers.
Earnings by Award Level – Texas

Source: American Community Survey 2006-2010 5-year Texas Sample (In Labor Force)
“In the end, education isn’t just about getting a job, though that is one of its central roles in American society. Education also allows citizens to live more fully in their time — to experience the American society, polity, and culture as good neighbors and fully autonomous individuals. Humanities and technical fields both serve important roles in our society and economy, and the choice of major is a very personal one that individual students must make for themselves.”

Anthony P. Carnevale, director of the Center on Education and Workforce at Georgetown University
What Employers Want

1. Specific Skills
2. Educational Attainment
3. Relevant Work Experience
4. Soft Skills and Social Competency
“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.”

-Chevron
Soft Skills & Social Competency

- Communications skills
- Critical thinking skills
- Creative problem solving
- Positive & pleasant attitude
- Teamwork – Get along with others
- Follow directions
- Able to focus
Climbing Wall as Career Development:

Everyone is trying to move up, but we each are moving at a different place, moving at a different pace and moving with a unique support system.
Sign up to receive workforce updates you can use.

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  - [ ] News Releases
- [ ] Publications
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  - [ ] Civil Rights Reporter – Fair Housing
  - [ ] Civil Rights Reporter – Employment Discrimination
- [x] Labor Market and Career Information
  - [ ] Labor Market Information
  - [ ] Texas Labor Market Review
  - [ ] Periodic Labor Market Announcements
  - [ ] Education and Career Planning

Submit  Cancel
• Career Exploration Presentations
• Classroom-Auditorium-Gym-Library Presentations
• In-Service Facilitation or Presentations (Counselors, CTE, Faculty, Post-Secondary partners)
• Parent Night College Selection/ Career Readiness Presentation
• Training on TWC Products using Labor Market data for Career Exploration
• Counselor Packets
• Career Fairs / Selfie Booth
• Webinars for Educators

See recent webinar: http://twc.adobeconnect.com/p4q756lp9ur/

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Lori Knight
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512-463-4879
Key Web-Based Tools

Texas CARES (www.texascaresonline.com)
   Assess interests; explore job and education options

Reality Check (www.texasrealitycheck.com)
   Evaluate the cost of lifestyle choices; check out jobs and education requirements to support those choices

AutoCoder (http://autocoder.lmci.state.tx.us)
   Convert job descriptions, applications, resumes, other text to occupational titles; link to online job postings; and more

Texas Occupational Wages (www.texaswages.com)
   Pay data for over 800 jobs by region in Texas

Texas CREWS (www.txcrews.org)
   Education outcomes; jobs, earnings, debt by major and public college
Printed Publications and Other Resources

Career Information Hotline:
1-800-822-PLAN (7526)

Labor Market Information Hotline:
1-866-938-4444

General Information Line:
(512) 936-3200

Email lmci@twc.state.tx.us

www.lmci.state.tx.us
Career & Education Questions TWC Can Help Answer

- What do you want to do?
- What’s the market?
- Who is your competition?
Thank You!

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