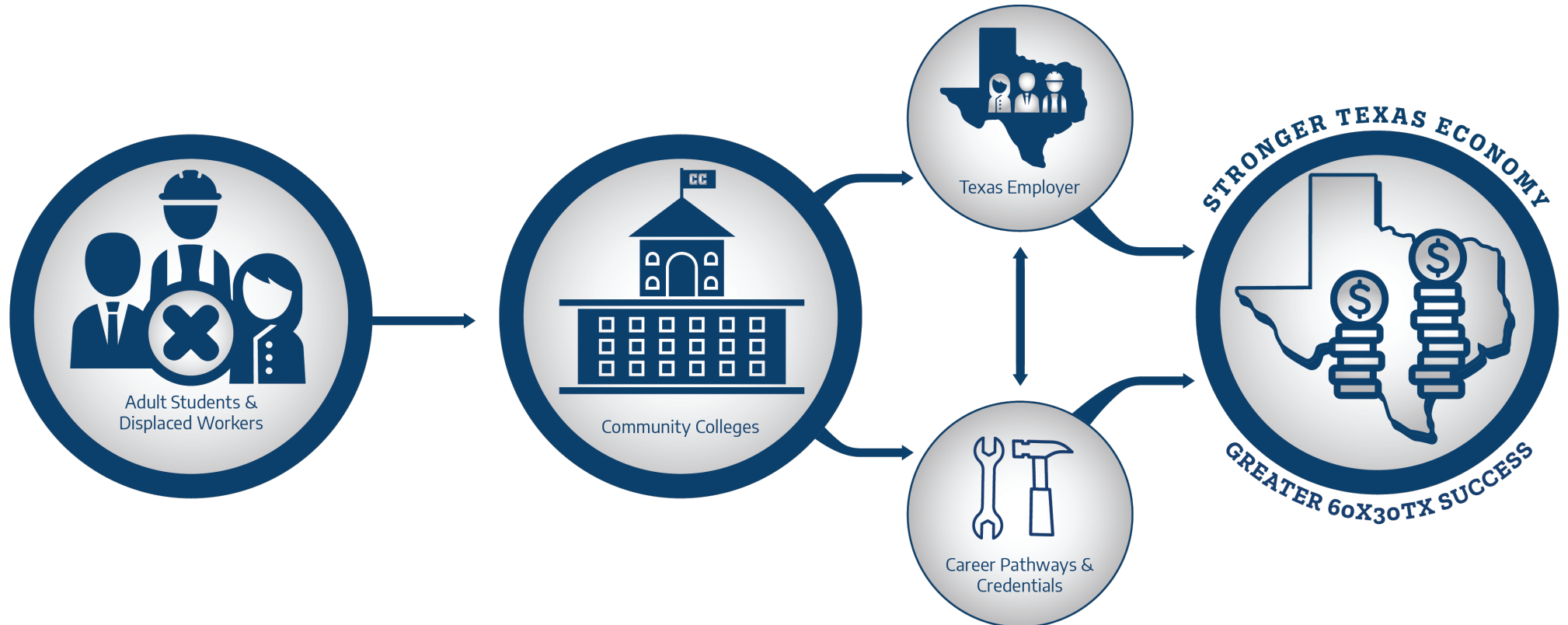


Texas Reskilling & Upskilling through Education

TRUE



Sample TRUE Pathways: Key Occupations in Texas



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This labor market research uses a vast database of job descriptions, occupations, and skills to map plausible career pathways from starter to next-step occupations. This pathways analysis considers:

- Job similarity and skill overlap between occupations
- Education and experience requirements
- Texas median salary BLS data to create upwardly mobile pathways
- State and local workforce targeted occupations

After being informed by employer, workforce, and college partners, the following TRUE Pathways data and maps can be used as blueprints to design career-focused educational experiences that will efficiently upskill and reskill Texans through high-quality industry-based certifications leading to higher-wage careers in key occupations.

Profile: Statewide

Key Occupation: Cardiovascular Technologists and Technicians*



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4,197
Job Postings

Dec 1, 2019 - Nov 30, 2020



\$52,560

Median Salary

*Based on BLS data for
Texas*

16%

Projected Growth

*Estimated growth in
employment, 2020-2030*

85%

Entry Level

*Percent of job postings calling for
0-2 years of experience*

10%

BA+ Level

*Percent of job postings
calling for a BA or higher*

23% (Low)

Automation Risk

*Based on Osborn and Frey's
methodology*

Top 5 Specialized Skills

1. Cardiopulmonary Resuscitation
2. Patient Care
3. Electrocardiogram
4. Cardiology
5. Catherization Laboratory (Cath Lab)

Top 5 Certifications

1. First Aid CPR AED
2. Basic Life Saving (BLS)
3. Advanced Cardiac Life Support Certification
4. Basic Cardiac Life Support Certification
5. American Registry of Radiologic Technologists Certification

Top 5 Employers

1. Hospital Corporation of America
2. Christus Health
3. Baylor Scott & White Health
4. Texas Health Resources
5. Houston Methodist

**This occupation is
important to the
following industries:**

Health Care and Social Assistance
Professional, Scientific, and Technical Services
Other Services (except Public Administration)

*License typically required

TRUE Pathways Map

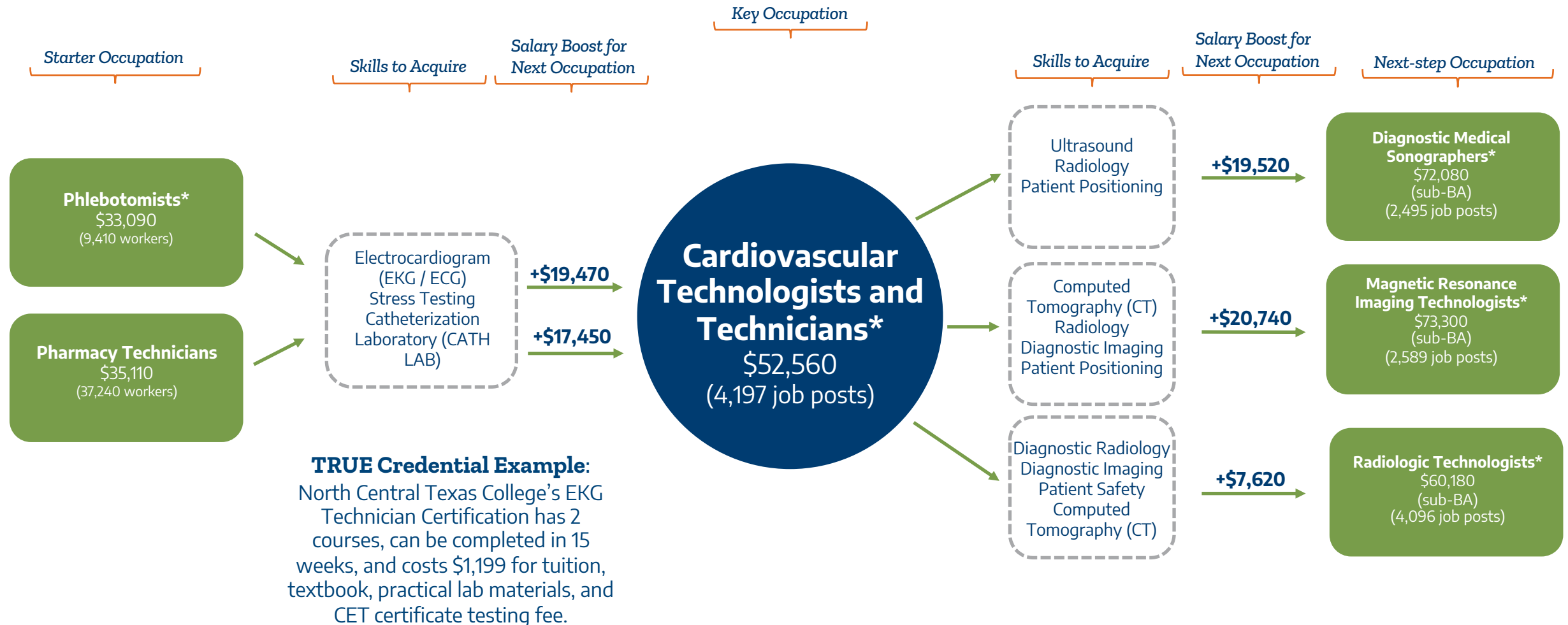
Industry Area of Study: Health Sciences



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*License typically required

Profile: Statewide

Key Occupation: Heating, Air Conditioning, and Refrigeration Mechanics and Installers*+



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9,235

Job Postings

Dec 1, 2019 - Nov 30, 2020



\$45,510

Median Salary

*Based on BLS data for
Texas*

16%

Projected Growth

*Estimated growth in
employment, 2020-2030*

38%

Entry Level

*Percent of job postings calling for 0-2
years of experience*

0%

BA+ Level

*Percent of job postings
calling for a BA or higher*

65% (Med)

Automation Risk

*Based on Osborn and Frey's
methodology*

Top 5 Specialized Skills

1. HVAC
2. Repair
3. Plumbing
4. Ventilation
5. Predictive/Preventative Maintenance

Top 5 Certifications

1. Drivers License
2. Environmental Protection Agency Certification
3. EPA/CFC/HCFC Certification
4. North American Technician Excellence (NATE)
5. Occupational Safety and Health Administration Certification

Top 5 Employers

1. Sears
2. TDindustries
3. Lochridge Priest Industries
4. Johnson Controls Incorporated
5. Cxc Talent Solutions



**This occupation is
important to the
following industries:**

Construction
Manufacturing
Retail Trade

*License typically required
+Texas Workforce Commission
Target Occupation

TRUE Pathways Map

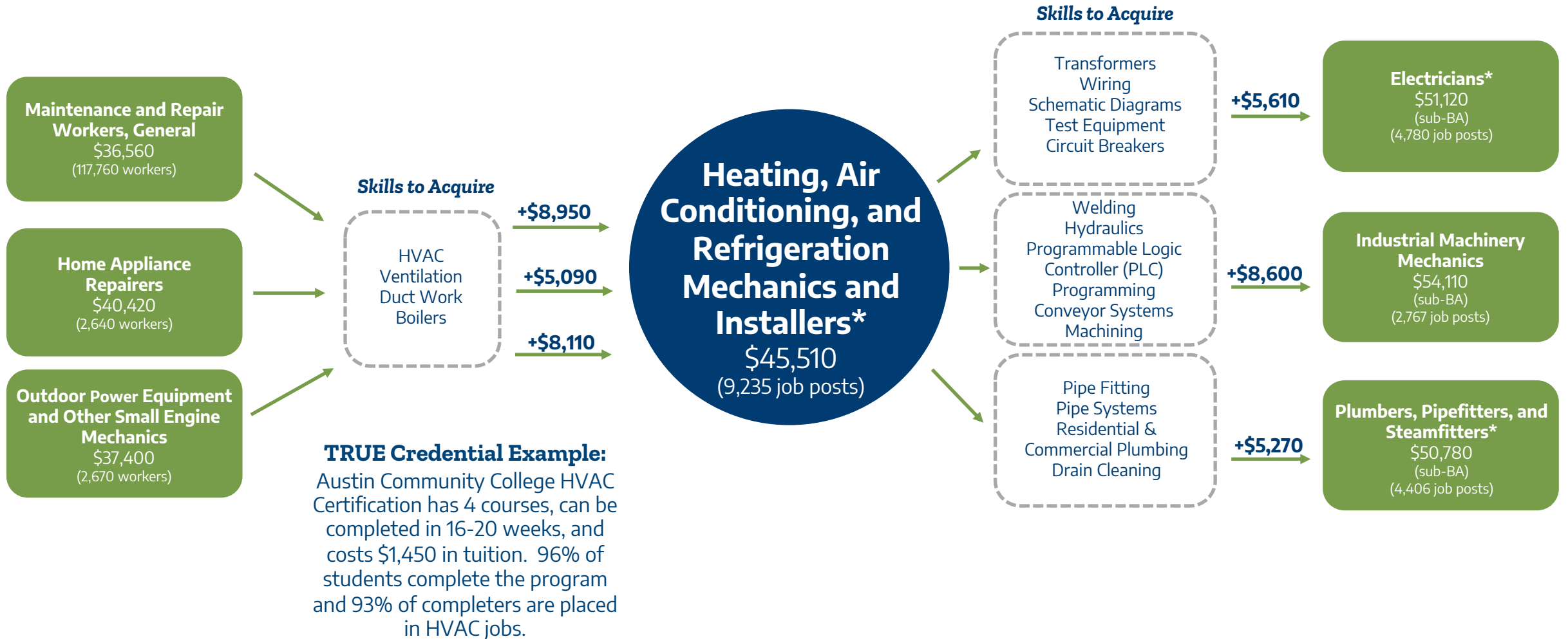
Industry Area of Study: Design, Manufacturing, Construction & Applied Technologies



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*License typically required

Profile: Statewide

Key Occupation: Heavy and Tractor Trailer Truck Drivers*+



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72,768

Job Postings in Region

Dec 1, 2019 - Nov 30, 2020



\$43,620

Median Salary

Based on BLS data for Texas

16%

Projected Growth

Estimated growth in
employment, 2020-2030

76%

Entry Level

Percent of job postings calling for 0-2
years of experience

0%

BA+ Level

Percent of job postings calling
for a BA or higher

79% (High)

Automation Risk

Based on Osborn and Frey's methodology

Top 5 Specialized Skills

1. Truck Driving
2. Commercial Driving
3. HAZMAT
4. Customer Service
5. Scheduling

Top 5 Certifications

1. CDL Class A
2. Driver's License
3. Cdl Class B
4. Air Brake Certified
5. Certified Driver

Top 5 Employers

1. Chalk Mountain Services of Texas
2. United States Xpress Enterprises Incorporated
3. Crete Carrier Corporation
4. Schneider national Incorporated
5. Timco Logistics

This occupation is important to the following industries:

Transportation and
Warehousing
Retail Trade
Manufacturing

*License typically required
+Texas Workforce Commission
Target Occupation

TRUE Pathways Map

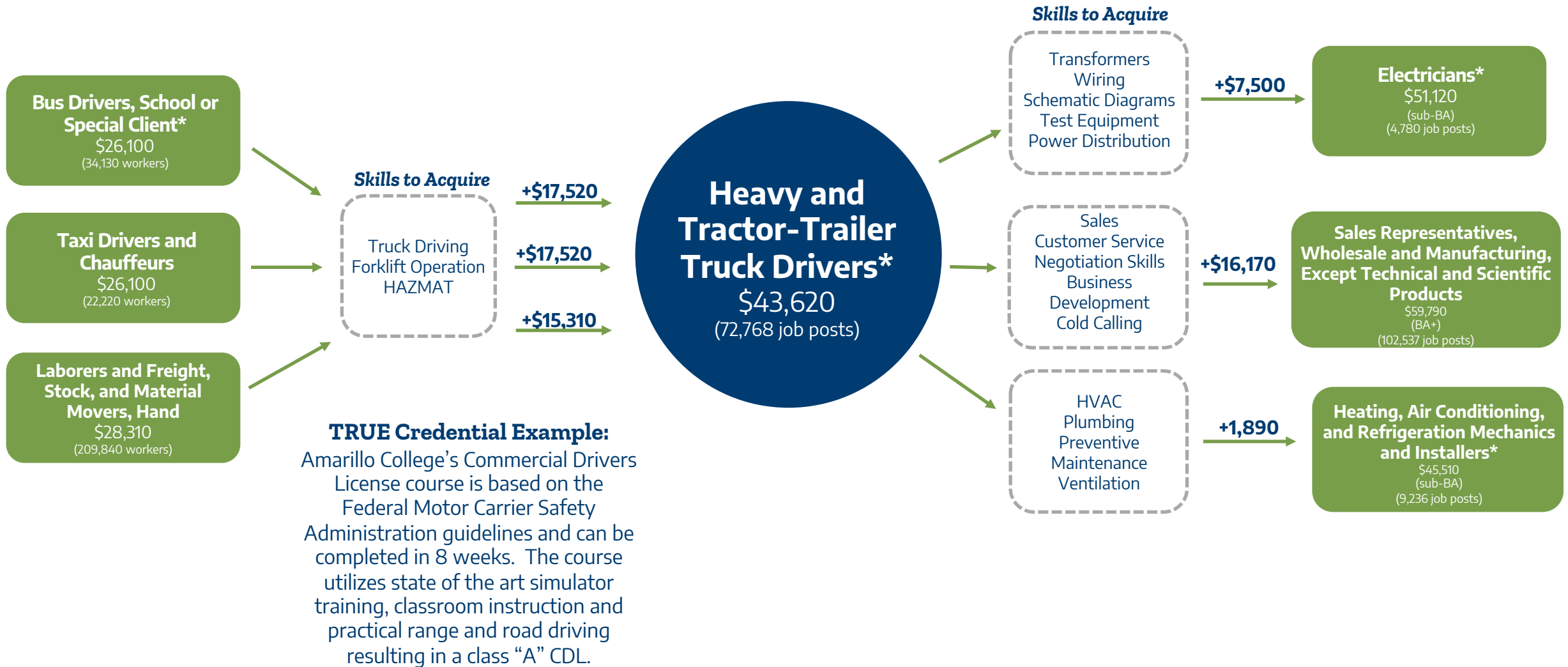
Industry Area of Study: Logistics, Automotive and Truck Driving



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*License typically required

Profile: Statewide

Key Occupation: Computer User Support Specialists



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25,593
Job Postings in Region
Dec 1, 2019 - Nov 30, 2020



\$47,970
Median Salary
Based on BLS data for Texas

19%
Projected Growth
*Estimated growth in
employment, 2020-2030*

52%
Entry Level
*Percent of job postings calling for 0-2
years of experience*

45%
BA+ Level
*Percent of job postings calling
for a BA or higher*

65% (Med)
Automation Risk
Based on Osborn and Frey's methodology

Top 5 Specialized Skills

1. Technical Support
2. Customer Service
3. Help Desk Support
4. Repair
5. Printers

Top 5 Certifications

1. Certified A+ Technician
2. Driver's License
3. IT Infrastructure Library (ITIL) Certification
4. CompTIA Network+
5. Security Clearance

Top 5 Employers

1. Best Buy
2. IBM
3. Walmart / Sam's
4. JP Morgan Chase Company
5. Softcom Systems



**This occupation is
important to the
following industries:**

Professional,
Scientific, and
Technical Services
Finance and
Insurance
Manufacturing

TRUE Pathways Map

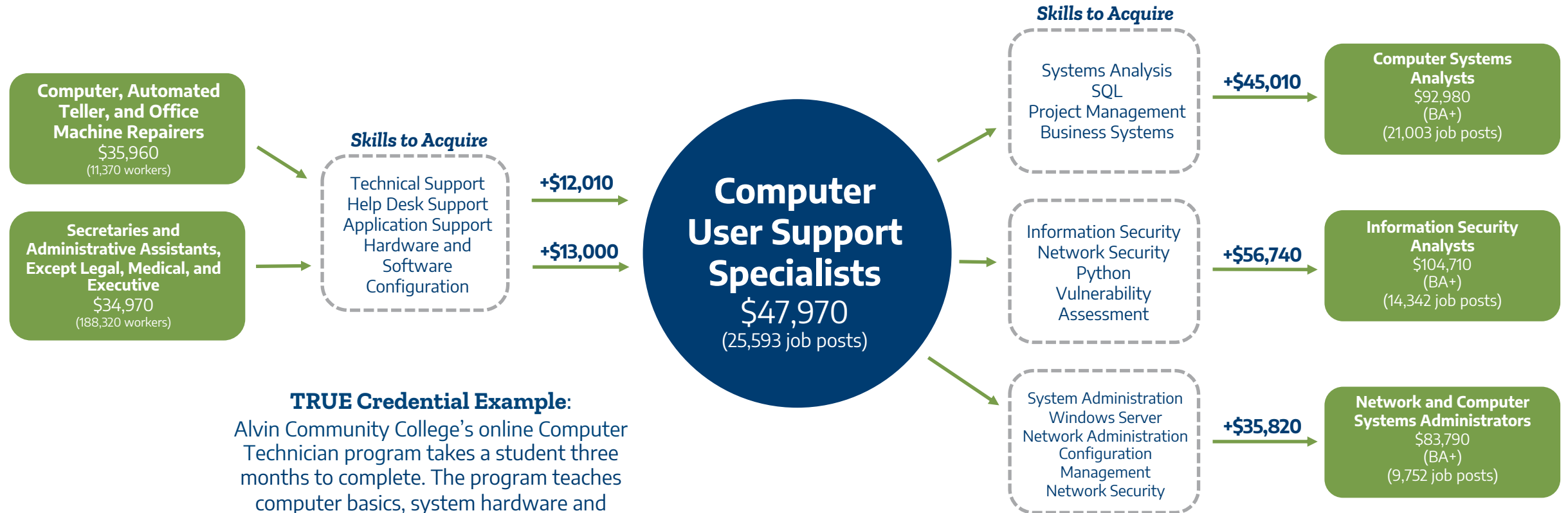
Industry Area of Study: Information Technology



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TRUE Credential Example:

Alvin Community College's online Computer Technician program takes a student three months to complete. The program teaches computer basics, system hardware and software, troubleshooting, security techniques, networking, and operational procedures. Students have access to unlimited student support, and, upon graduation, will receive CompTIA A+ exam vouchers.