# Cardiovascular Technologists and Technicians*

## Profile: Statewide

**Key Occupation:** Cardiovascular Technologists and Technicians*

- **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

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### 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

Phlebotomists*
$33,090
(9,410 workers)

Pharmacy Technicians
$35,110
(37,240 workers)

Cardiovascular Technologists and Technicians*
$52,560
(4,197 job posts)

Skills to Acquire
- Electrocardiogram (EKG / ECG)
- Stress Testing
- Catheterization Laboratory (CATH LAB)

Salary Boost for Next Occupation
+$19,470
+$17,450

Key Occupation
- Ultrasound Radiology
- Patient Positioning

Skills to Acquire
- Computed Tomography (CT)
- Radiology
- Diagnostic Imaging
- Patient Positioning

Salary Boost for Next Occupation
+$19,520
+$20,740
+$7,620

Next-step Occupation
- Diagnostic Medical Sonographers*
$72,080
(sub-BA)
(2,495 job posts)

- Magnetic Resonance Imaging Technologists*
$73,300
(sub-BA)
(2,589 job posts)

- Radiologic Technologists*
$60,180
(sub-BA)
(4,096 job posts)

*License typically required

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### Profile: Statewide

**Key Occupation:** Computer User Support Specialists

<table>
<thead>
<tr>
<th>Top 5 Specialized Skills</th>
<th>Top 5 Certifications</th>
<th>Top 5 Employers</th>
</tr>
</thead>
<tbody>
<tr>
<td>2. Customer Service</td>
<td>2. Driver’s License</td>
<td>2. IBM</td>
</tr>
<tr>
<td>3. Help Desk Support</td>
<td>3. IT Infrastructure Library (ITIL)</td>
<td>3. Walmart / Sam’s</td>
</tr>
<tr>
<td>4. Repair</td>
<td>4. CompTIA Network +</td>
<td>4. JPMorgan Chase Company</td>
</tr>
</tbody>
</table>

- **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

This occupation is important to the following industries:
- Professional, Scientific, and Technical Services
- Finance and Insurance
- Manufacturing
TRUE Pathways Map

**Starter Occupation**

- **Computer, Automated Teller, and Office Machine Repairers** $35,960 (11,370 workers)
- **Secretaries and Administrative Assistants, Except Legal, Medical, and Executive** $34,970 (188,320 workers)

**Skills to Acquire**
- Technical Support
- Help Desk Support
- Application Support
- Hardware and Software Configuration

**Salary Boost for Next Occupation**
- $12,010
- $13,000

**Next Occupation**

**Computer User Support Specialists** $47,970 (25,593 job posts)

**Skills to Acquire**
- Systems Analysis
- SQL
- Project Management
- Business Systems

**Salary Boost for Next Occupation**
- $45,010

**Next-step Occupation**

**Computer Systems Analysts** $92,980 (BA+) (21,003 job posts)

**Skills to Acquire**
- Information Security
- Network Security
- Python
- Vulnerability Assessment

**Salary Boost for Next Occupation**
- $56,740

**Information Security Analysts** $104,710 (BA+) (14,342 job posts)

**Skills to Acquire**
- System Administration
- Windows Server
- Network Administration
- Configuration Management
- Network Security

**Salary Boost for Next Occupation**
- $35,820

**Network and Computer Systems Administrators** $83,790 (BA+) (9,752 job posts)
**Profile: Statewide**

**Key Occupation: Electricians**

- **4,780 Job Postings in Region**
  - Dec 1, 2019 - Nov 30, 2020

- **$51,120 Median Salary**
  - Based on BLS data for Texas

- **14% Projected Growth**
  - Estimated growth in employment, 2020-2030

- **33% 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

- **15% (Low) Automation Risk**
  - Based on Osborn and Frey’s methodology

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**Top 5 Specialized Skills**

1. Electrical Work
2. Repair
3. Electrical Systems
4. Wiring
5. Hand Tools

**Top 5 Certifications**

1. Driver’s License
2. Electrician Certification
3. Master Electrician License
4. CDL Class A
5. Occupational Safety and Health Administration Certification

**Top 5 Employers**

1. Rogers Electric
2. Electrical Talent LLC
3. Homeserve Contractor Network
4. Emcor Group
5. Lower Colorado River Authority

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*License typically required
+Texas Workforce Commission Target Occupation

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

- Construction
- Manufacturing
- Utilities
**TRUE Pathways Map**

**Skills to Acquire**
- Wiring
- Transformers
- Troubleshooting
- Switchgear
- Diagrams

**Electricians**
- $51,120
- (4,780 job posts)

**Skills to Acquire**
- Plumbing Materials Testing
- Building Codes Contract Review

**Construction and Building Inspectors**
- $59,100 (sub-BA)
- (1,527 job posts)
+ $7,980

**Electrical Engineers**
- $101,000 (BA+)
- (6,108 job posts)
+ $49,880

**First-Line Supervisors of Construction Trades and Extraction Workers**
- $62,650 (sub-BA)
- (4,289 job posts)
+ $11,530

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**Carpenters**
- $40,270
- (54,370 workers)

**Painters, Construction and Maintenance**
- $35,850
- (4,370 workers)

**Maintenance and Repair Workers, General**
- $36,560
- (117,760 workers)

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**Profile: Statewide**

Key Occupation: Food Service Managers

<table>
<thead>
<tr>
<th>Top 5 Specialized Skills</th>
<th>Top 5 Certifications</th>
<th>Top 5 Employers</th>
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<tbody>
<tr>
<td>1. Restaurant Management</td>
<td>1. Driver’s License</td>
<td>1. McDonald’s</td>
</tr>
<tr>
<td>2. Scheduling</td>
<td>2. ServSafe</td>
<td>2. Sonic Drive-In</td>
</tr>
<tr>
<td>4. Food Safety</td>
<td>Certification</td>
<td>4. Panda Express</td>
</tr>
<tr>
<td>5. Guest Services</td>
<td>Certification</td>
<td>5. Domino’s Pizza</td>
</tr>
<tr>
<td></td>
<td>5. Certified Dietary</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Manager</td>
<td></td>
</tr>
</tbody>
</table>

29,143 Job Postings in Region

$56,800 Median Salary

21% Projected Growth

67% Entry Level

16% BA+ Level

8% (Low) Automation Risk

Based on Osborn and Frey’s methodology

Based on BLS data for Texas

Estimated growth in employment, 2020-2030

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

Percent of job postings calling for a BA or higher

This occupation is important to the following industries:

- Accommodation and Food Services
- Retail Trade
- Health Care and Social Assistance

29,143 Job Postings in Region

Dec 1, 2019 - Nov 30, 2020

$56,800 Median Salary

21% Projected Growth

67% Entry Level

16% BA+ Level

8% (Low) Automation Risk

Based on Osborn and Frey’s methodology

Based on BLS data for Texas

Estimated growth in employment, 2020-2030

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

Percent of job postings calling for a BA or higher

This occupation is important to the following industries:

- Accommodation and Food Services
- Retail Trade
- Health Care and Social Assistance
### Top 5 Specialized Skills

1. Patient Care
2. Cleaning
3. Cardiopulmonary Resuscitation (CPR)
4. Repair
5. Customer Service

### Top 5 Certifications

1. Driver’s License
2. Basic Life Saving (BLS)
3. Advanced Cardiac Life Support (ACLS) Certification
4. Basic Cardiac Life Support Certification
5. American Registry of Radiologic Technologists (ARRT) Certification

### Top 5 Employers

1. Hospital Corporation of America
2. Baylor Scott & White Health
3. Brookdale Senior Living
4. Laboratory Corporation of America
5. Ascension Health

### Additional Information

- **13,249 Job Postings in Region**
- **$39,740 Median Salary**
- **15% Projected Growth**
- **79% Entry Level**
- **12% BA+ Level**
- **0% (Low) Automation Risk**

- **15% Projected Growth**
  - Estimated growth in employment, 2020-2030

- **79% Entry Level**
  - Percent of job postings calling for 0-2 years of experience

- **12% BA+ Level**
  - Percent of job postings calling for a BA or higher

- **0% (Low) Automation Risk**
  - Based on Osborn and Frey’s methodology

- **This occupation is important to the following industries:**
  - Health Care and Social Assistance
  - Professional, Scientific, and Technical Services
  - Administrative and Support and Waste Management and Remediation Services

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TRUE Pathways Map

Health Technologists and Technicians, All Other
$39,740
(12,249 job posts)

Skills to Acquire
- Advanced Cardiac Life Support (ACLS)
- Radiology
- Telemetry
- Catheterization Laboratory (CATH LAB)

+ $12,720
+ $14,910
+ $7,760

Orderlies
$24,830
(4,200 workers)

Nursing Assistants
$27,020
(91,230 workers)

Medical Assistants
$31,980
(60,960 workers)

Clinical Experience
- Patient Evaluation
- Medical Assistance
- Clinical Research

+ $25,540

Case Management
- Treatment Planning
- Discharge Planning
- Crisis Intervention
- Mental Health

+ $21,490

Health Diagnosing and Treating Practitioners, All Other
$65,280
(BA+)
(1,317 job posts)

Social Workers, All Other*
$61,230
(BA+)
(3,522 job posts)

*License typically required
Profile: Statewide
Key Occupation: Heating, Air Conditioning, and Refrigeration Mechanics and Installers**

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
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

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Heating, Air Conditioning, and Refrigeration Mechanics and Installers*

$45,510
(9,235 job posts)

Skills to Acquire

- HVAC Ventilation
- Duct Work
- Boilers

- Welding
- Hydraulics
- Programmable Logic Controller (PLC)
- Plumbing
- Conveyor Systems
- Machining

- Pipe Fitting
- Pipe Systems
- Residential & Commercial Plumbing
- Drain Cleaning

Electricians*

+$5,610
($51,120
(sub-BA)
(4,780 job posts))

Industrial Machinery Mechanics

+$8,600
($54,110
(sub-BA)
(2,767 job posts))

Plumbers, Pipefitters, and Steamfitters*

+$5,270
($50,780
(sub-BA)
(4,406 job posts))

*License typically required

Skills to Acquire

- Transformers
- Wiring
- Schematic Diagrams
- Test Equipment
- Circuit Breakers

- Pipe Systems
- Residential & Commercial Plumbing
- Drain Cleaning

TRUE Pathways Map
Profile: Statewide

Key Occupation: Heavy and Tractor Tractor Truck Drivers*

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

This occupation is important to the following industries:
- Transportation and Warehousing
- Retail Trade
- Manufacturing

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

*License typically required
+Texas Workforce Commission

Target Occupation
Heavy and Tractor-Trailer Truck Drivers*

$43,620
(72,768 job posts)

Skills to Acquire
- Truck Driving
- Forklift Operation
- HAZMAT

Skills to Acquire
- Transformers
- Wiring
- Schematic Diagrams
- Test Equipment
- Power Distribution

Skills to Acquire
- Sales
- Customer Service
- Negotiation Skills
- Business Development
- Cold Calling

Skills to Acquire
- HVAC
- Plumbing
- Preventive Maintenance
- Ventilation

Electricians*

+$7,500
$51,120 (sub-BA)
(4,780 job posts)

Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products

+$16,170
$77,790 (BA+)
(102,537 job posts)

Heating, Air Conditioning, and Refrigeration Mechanics and Installers*

+$1,890
$47,550 (sub-BA)
(9,236 job posts)

*License typically required
Profile: Statewide
Key Occupation: Insurance Sales Agents

22,131 Job Postings in Region
Dec 1, 2019 - Nov 30, 2020

$49,520 Median Salary
Based on BLS data for Texas

18% Projected Growth
Estimated growth in employment, 2020-2030

80% Entry Level
Percent of job postings calling for 0-2 years of experience

28% BA+ Level
Percent of job postings calling for a BA or higher

92% (High) Automation Risk
Based on Osborn and Frey's methodology

Top 5 Specialized Skills
1. Insurance Sales
2. Sales
3. Life Insurance Sales
4. Appointment Setting
5. Customer Service

Top 5 Certifications
1. Insurance License
2. Insurancee Agent Certification
3. Property and Casualty License
4. Life Insurance License
5. Life and Health Insurance License

Top 5 Employers
1. Assurance Independent Agents
2. State Farm Insurance Companies
3. Assurance
4. Allstate
5. Symmetry Financial Group

This occupation is important to the following industries:
Finance and Insurance
Administrative and Support
and Waste Management and Remediation Services
Professional, Scientific, and Technical Services
TRUE Pathways Map

**Insurance Sales Agents**

- **Skills to Acquire**
  - Cross Sell
  - Phone Sales
  - Cold Calling

- **Insurance Sales Agents**
  - **Average Salary**: $49,520
  - (22,131 job posts)

-- **Advertising Sales Agents**
  - Average Salary: $46,620
  - (7,691 workers)

-- **Insurance Claims and Policy Processing Clerks**
  - Average Salary: $38,570
  - (33,310 workers)

-- **Skills to Acquire**
  - **$2,900**
  - **$10,950**

**Skills to Acquire**

- Insurance Underwriting
- Mortgage Underwriting
- Mortgage Lending
- Commercial Lending
- Financial Analysis

**Insurance Underwriters**

- **Average Salary**: $62,280
  - (BA+)
  - (2,963 job posts)

- **$12,760**

**Personal Financial Advisors**

- **Average Salary**: $77,620
  - (BA+)
  - (4,704 job posts)

- **$28,100**
Profile: Statewide
Key Occupation: Magnetic Resonance Imaging Technologists*

2,589 Job Postings in Region
Dec 1, 2019 - Nov 30, 2020

$73,300 Median Salary
Based on BLS data for Texas

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

89% Entry Level
Percent of job postings calling for 0-2 years of experience

16% 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. Radiologic Technology
2. Radiology
3. Patient Care
4. Cardiopulmonary Resuscitation (CPR)
5. X-rays

Top 5 Certifications
1. American Registry of Radiologic Technologists (ARRT) Certification
2. Basic Life Saving (BLS)
3. Basic Cardiac Life Support Certification
4. First Aid Cpr Aed
5. Asrt License

Top 5 Employers
1. Hospital Corporation of America
2. Christus Health
3. Catholic Health Initiatives
4. Memorial Hermann
5. Prime Healthcare Services

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

**Magnetic Resonance Imaging Technologists***
$73,300  
(2,589 job posts)

**Skills to Acquire**
- Radiology
- Computed Tomography (CT)
- Medical Imaging

**Skills to Acquire**
- Advanced Cardiac Life Support (ACLS)
- Acute Care
- Treatment Planning
- Case Management
- Critical Care Nursing

**Nurse Practitioners***
- $112,580  
  (BA+)
  (6,073 job posts)

**Registered Nurses***
- $73,400  
  (sub-BA)
  (156,029 job posts)

**Licensed Practical and Licensed Vocational Nurses***
- $46,860  
  (74,990 workers)

**Medical and Clinical Laboratory Technologists**
- $51,400  
  (13,740 workers)

**Surgical Technologists**
- $48,380  
  (10,520 workers)

*License typically required
Profile: Statewide
Key Occupation: Medical Records and Health Information Technicians

13,542
Job Postings in Region
Dec 1, 2019 - Nov 30, 2020

$39,740
Median Salary
Based on BLS data for Texas

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

51%
Entry Level
Percent of job postings calling for 0-2 years of experience

24%
BA+ Level
Percent of job postings calling for a BA or higher

91% (High)
Automation Risk
Based on Osborn and Frey’s methodology

Top 5 Specialized Skills
1. Medical Coding
2. Customer Billing
3. Medical Billing
4. Billing
5. Medical Records

Top 5 Certifications
1. Certified Professional Coder
2. Registered Health information Technician
3. Registered Health Information Administrator
4. Medical Billing and Coding Certification
5. Certified Coding Specialist

Top 5 Employers
1. Hospital Corporation of America
2. Christus Health
3. Nomad Health
4. Houston Methodist
5. Cook Children’s Health Care System

This occupation is important to the following industries:
Health Care and Social Assistance
Educational Services
Professional, Scientific, and Technical Services
TRUE Pathways Map

Medical Records and Health Information Technicians
$39,740
(13,542 job posts)

Skills to Acquire
- Medical Coding
- Medical Records
- Medical Billing
- Health Information Technology (HIT)

Billing and Posting Clerks
$37,520
(13,542 workers)

Medical Secretaries
$33,550
(95,180 workers)

Skills to Acquire
- Budgeting
- Staff Management
- Planning
- Patient Care
- Scheduling

Medical and Health Services Managers
$97,540
(34,298 job posts)

Statisticians
$82,510
(1,880 job posts)

Skills to Acquire
- SAS
- Biostatistics
- Clinical Trials
- Data Analysis
- Python

+$2,220
+$6,190
+$42,770
+$57,800
**Profile: Statewide**

**Key Occupation:** Plumbers, Pipefitters, and Steamfitters

**4,406**

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

**$50,780**

**Median Salary**
Based on BLS data for Texas

**17%**

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

**29%**

**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

**35% (Med)**

**Automation Risk**
Based on Osborn and Frey’s methodology

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**Top 5 Specialized Skills**

1. Plumbing
2. Repair
3. PipeFitting
4. Plumbing Systems
5. Hand Tools

---

**Top 5 Certifications**

1. Driver’s License
2. Plumbing Certification
3. Plumbing License
4. Backflow Prevention Certification
5. Master Plumber License

---

**Top 5 Employers**

1. American Residential Services
2. Lochridge Priest Incorporated
3. Worley
4. Ars Rescue Rooter
5. Tdindustries

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*License typically required
+Texas Workforce Commission Target

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This occupation is important to the following industries:

Construction
Manufacturing
Finance and Insurance

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*This image includes statistical data on job postings, median salary, projected growth, entry level and BA+ level, automation risk, and top skills, certifications, and employers in the Plumbers, Pipefitters, and Steamfitters occupation within a specific region and time period.*
Plumbers, Pipefitters, and Steamfitters*
$50,780 (4,406 job posts)

Skills to Acquire
- Pipe Systems
- Pipe Fitting
- Residential & Commercial Plumbing
- Water Heaters
- Valve Installation
- Building Inspection
- Contract Review
- Technical Inspections
- Construction Management
- Scheduling
- Project Management
- Budgeting
- Occupational Health and Safety
- Preventive Maintenance
- Forklift Operation
- Electrical Work
- Troubleshooting
- Project Management
- Budgeting
- Occupational Health and Safety

Construction and Building Inspectors
$59,100 (sub-BA) (1,527 job posts) +$8,320

First-Line Supervisors of Construction Trades and Extraction Workers
$62,650 (sub-BA) (4,289 job posts) +$11,870

Industrial Machinery Mechanics
$54,110 (sub-BA) (2,767 job posts) +$3,330

*License typically required

Construction Laborers
$32,570 (160,370 workers)

Welders, Cutters, Solderers, and Brazers*
$44,160 (54,420 workers)
### Profile: Statewide

**Key Occupation:** Radiologic Technologists*

#### 4,096
Job Postings
in Region

Dec 1, 2019 - Nov 30, 2020

$60,180
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

8%
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. Radiology
2. Radiologic Technology
3. X-rays
4. Patient Care
5. Quality Assurance and Control

#### Top 5 Certifications
1. American Registry of Radiologic Technologists (ARRT) Certification
2. Basic Cardiac Life Support Certification
3. Basic Life Saving (BLS)
4. First Aid Cpr Aed
5. Certified Radiology Technician

#### Top 5 Employers
1. Hospital Corporation of America
2. Christus Health
3. Baylor Scott & White Health
4. Solis Mammography/ Washington Radiology
5. UnitedHealth Group

*License typically required

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

- Health Care and Social Assistance
- Finance and Insurance
- Professional, Scientific, and Technical Services
TRUE Pathways Map

**Radiologic Technologists***
- **Average Pay:** $60,180
- **Job Posts:** 4,096

**Skills to Acquire**
- Ultrasound
- Echocardiography
- Clinical Experience

**Orderlies**
- Pay: $24,830
- Workers: 4,200

**Medical Equipment Preparers**
- Pay: $33,880
- Workers: 3,320

**Emergency Medical Technicians and Paramedics**
- Pay: $34,940
- Workers: 19,690

**Skills to Acquire**
- Diagnostic Imaging
- Patient Positioning
- Urgent Care
- Interventional Radiology (IR)

**Diagnostic Medical Sonographers***
- Pay: $72,080
- Workers: 2,495

**Magnetic Resonance Imaging Technologists***
- Pay: $73,300
- Workers: 2,589

*License typically required
Profile: Statewide
Key Occupation: Real Estate Sales Agents

**14,979**
Job Postings in Region
Dec 1, 2019 - Nov 30, 2020

**$61,270**
Median Salary
Based on BLS data for Texas

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

**78%**
Entry Level
Percent of job postings calling for 0-2 years of experience

**22%**
BA+ Level
Percent of job postings calling for a BA or higher

**86% (High)**
Automation Risk
Based on Osborn and Frey’s methodology

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### Top 5 Specialized Skills
1. Leasing
2. Sales
3. Customer Service
4. Property Management
5. Real Estate Experience

### Top 5 Certifications
1. Real Estate Certification
2. Driver’s License
3. Fair Housing
4. Adjuster License
5. Insurance Agent Certification

### Top 5 Employers
1. Greystar
2. Keller Williams Realty, Inc.
3. USAA
4. The Real Estate Business School
5. Coldwell Banker

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This occupation is important to the following industries:
Real Estate and Rental and Leasing
Finance and Insurance
Construction
TRUE Pathways Map

Real Estate Sales Agents
$61,270
(14,979 job posts)

Residential Advisors
$25,970
(6,910 workers)

Telemarketers
$26,780
(18,690 workers)

Title Examiners, Abstractors, and Searchers
$50,000
(7,250 workers)

Skills to Acquire
- Leasing
- Sales
- Property Management
- Yardi Software
- Market Strategy

$35,300
$34,490
$11,270

Skills to Acquire
- Mortgage Underwriting
- Commercial Lending
- Insurance Underwriting
- Nationwide Mortgage Licensing System (NMLS)

$6,150

Skills to Acquire
- Social Media
- Project Management
- Digital Marketing
- Key Performance Indicators (KPIs)
- Salesforce

$5,660

Skills to Acquire
- Technical Sales
- Sales Cycle
- Description and Demonstration of Products
- Sales Management
- Product Management

$56,330

Loan Officers
$67,420
(sub-BA)
(12,636 job posts)

Market Research Analysts and Marketing Specialists
$66,930
(BA+)
(15,473 job posts)

Sales Engineers
$117,600
(BA+)
(1,076 job posts)
**Profile: Statewide**

**Key Occupation:** Registered Nurses*+  

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<th>Top 5 Specialized Skills</th>
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<td>1. Registered Nurse</td>
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<td>3. Treatment Planning</td>
<td>3. Basic Life Saving (BLS)</td>
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**156,017 Job Postings in Region**  
Dec 1, 2019 - Nov 30, 2020

**$73,400 Median Salary**  
Based on BLS data for Texas

**17% Projected Growth**  
Estimated growth in employment, 2020-2030

**82% Entry Level**  
Percent of job postings calling for 0-2 years of experience

**34% BA+ Level**  
Percent of job postings calling for a BA or higher

**1% (Low) Automation Risk**  
Based on Osborn and Frey’s methodology

*License typically required  
+Texas Workforce Commission

**Target Occupation**

This occupation is important to the following industries:
- Health Care and Social Assistance
- Finance and Insurance
- Professional, Scientific, and Technical Services

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*This document is a snapshot of a report by the Texas Association of Community Colleges and Burning Glass Technologies.*
TRUE Pathways Map

**Skills to Acquire**

Registered Nurses*  
$73,400  
(156,017 job posts)

- Advanced Cardiac Life Support (ACLS)  
- Acute Care Telemetry  
- Critical Care Nursing

**Skills to Acquire**

- Budgeting  
- Staff Management  
- Project Management  
- Supervisory Skills

**Skills to Acquire**

Medical and Health Services Managers  
$97,540  
(34,298 job posts)

- Primary Care  
- Internal Medicine  
- Family Medicine  
- Clinical Experience

**Skills to Acquire**

Nurse Practitioners*  
$112,580  
(6,073 job posts)

- Advanced Cardiac Life Support (ACLS)  
- Acute Care Telemetry  
- Critical Care Nursing

**Skills to Acquire**

- Acute Care Telemetry  
- Critical Care Nursing

**Registered Nurses***

- Health Educators  
  $50,230  
  (2,510 workers)

- Licensed Practical and Licensed Vocational Nurses*  
  $46,860  
  (74,290 workers)

- Medical Assistants  
  $31,980  
  (50,960 workers)

*License typically required
Profile: Statewide
Key Occupation: Respiratory Therapists*

5,021 Job Postings in Region
Dec 1, 2019 - Nov 30, 2020

$59,620 Median Salary
Based on BLS data for Texas

29% Projected Growth
Estimated growth in employment, 2020-2030

88% Entry Level
Percent of job postings calling for 0-2 years of experience

33% BA+ Level
Percent of job postings calling for a BA or higher

7% (Low)
Automation Risk
Based on Osborn and Frey’s methodology

Top 5 Specialized Skills
1. Respiratory Therapy
2. Advanced Cardiac Life Support (ACLS)
3. Patient Care
4. Cardiopulmonary Resuscitation (CPR)
5. Critical Care

Top 5 Certifications
1. Registered Respiratory Therapist
2. Advanced Cardiac Life Support (ACLS) Certification
3. Respiratory Care Practitioner (RCP)
4. Certified Respiratory Therapist
5. Basic Life Saving (BLS)

Top 5 Employers
1. Baylor Scott & White Health
2. Hospital Corporation of America
3. Allied Health Travel
4. Christus Health
5. Post Acute Medical

This occupation is important to the following industries:
Health Care and Social Assistance
Finance and Insurance
Other Services (except Public Administration)

*License typically required
TRUE Pathways Map

**Respiratory Therapists***
$59,620 (5,021 job posts)

**Skills to Acquire**
- Life Support
- Critical Care
- Neonatal Intensive Care Unit (NICU)
- Patient/Family Education and Instruction

+$1,590

+$11,240

+$24,680

**Skills to Acquire**
- Ultrasound
- Radiography
- Patient Positioning

+$12,460

**Skills to Acquire**
- Radiology
- Diagnostic Imaging
- Patient Positioning
- Radiation Protection

+$13,680

**Skills to Acquire**
- Patient Care
- Acute Care
- Critical Care Nursing
- Hospital Experience
- Case Management

+$13,780

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**Dietitians and Nutritionists**
$58,030 (5,330 workers)

**Surgical Technologists**
$48,380 (10,020 workers)

**Emergency Medical Technicians and Paramedics**
$34,940 (19,690 workers)

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**Diagnostic Medical Sonographers***
$72,080 (sub-BA) (2,495 job posts)

+$12,460

**Magnetic Resonance Imaging Technologists***
$73,300 (sub-BA) (2,589 job posts)

+$13,680

**Registered Nurses***
$73,400 (sub-BA) (156,029 job posts)

+$13,780

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*License typically required