Regional Labor Market Insights
Identifying Key Occupations: **Target Index**

- Typical education
- Unique job postings & number of jobs
- 10th percentile & median earnings
- Regional and State Location Quotient
- Automation Index
- 5-year & 10-year projections
Considerations for Identifying Key Occupations:

Detailed information about Target Index factors:

- Typical Education Requirements: Less than a bachelor’s degree but at least some college
- Job Growth Projection: Positive 5-year and 10-year job growth projections
- Earnings:
  - Entry-level earnings (10th percentile) meets or exceeds the region’s living wage
  - Median earnings exceeds the region's living wage
- Automation Risk: Automation index around or below average (not likely for a computer to do the job)
- Relative Demand: Location quotient at or above average
- Regional Importance: Job identified by Texas Workforce Commission or other regional entity
- Demand: Positive and growing unique job postings

Several of the Target Index factors are displayed on the key occupation snapshot slides.
Job Growth Projections show:
- The number of jobs in 2021
- Projected number of jobs in 2026
- Projected number of jobs in 2031
- The 5-year projected growth rate
- The 10-year projected growth rate

Annual Earnings show:
- Reported Earnings for the occupation from government sources, primarily the BLS’s OES dataset
- Advertised Earnings for salary information provided by the company or entity advertising a position through a job posting

Top Skills Gaps show:
- % Job Postings with Skill: the proportion of job postings with the skill requested by companies (skills in demand)
- % Profiles with Skill: the skills workers post on social media profiles and resumes, such as LinkedIn (skills in supply)
- Skills Gap: the difference in company-demanded skills and worker-supplied skills. A skills gap indicates a potential shortage for the skill in the region.
**Key Occupation:** EXAMPLE

**Region:**

- Security Clearance
- Secret Clearance
- Security Identification Display Area (SIDA) Badge
- Airport Security Clearance
- Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)

**Unique Job Postings:**

- Transportation and Warehousing
- Manufacturing
- Public Administration
- Health Care and Social Assistance
- Professional, Scientific, and Technical Services

**Common Qualifications show:** the most common and in-demand skills found in job postings

**Top Industry Sectors show:** the industries most associated with job postings

**Top Employers show:** the employers posting the highest number of jobs

**Automation Risk shows:** an occupation’s risk of being affected by use of computers using the following:
- % of time spent on high-risk work
- % of time spent on low-risk work
- # of high-risk jobs in compatible occupations
- Overall industry automation risk

<table>
<thead>
<tr>
<th>Common Qualifications</th>
<th>Top Industry Sectors</th>
<th>Top Employers</th>
<th>Automation Risk</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Security Clearance</td>
<td>• Transportation</td>
<td>• State of</td>
<td><strong>101.2</strong></td>
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<tr>
<td>• Secret Clearance</td>
<td>and Warehousing</td>
<td>Texas</td>
<td>Average</td>
</tr>
<tr>
<td>• Security Identification Display Area (SIDA) Badge</td>
<td>• Manufacturing</td>
<td>• Global Medical Response</td>
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<tr>
<td>• Airport Security Clearance</td>
<td>• Public Administration</td>
<td>• Airbus</td>
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<tr>
<td>• Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)</td>
<td>• Health Care and Social Assistance</td>
<td>• Gulfstream Aerospace</td>
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<td>Technical Services</td>
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</tbody>
</table>
Career Maps: Similarity Model

• First Step: Key Occupations are matched to Starter & Advancer Occupations by analysis of common skills & gaps.

• Next Step: Skills Gap Analysis

• Final Step: Career Map Development
North Texas
**Key Occupation:** Aircraft Mechanics and Service Technicians

**Region:** North Texas

**Unique Job Postings:** 554

### Job Growth Projections

- **2021 Jobs:** 8,239
- **2026 Jobs:** 8,900
- **2031 Jobs:** 9,383

- **+8%** (5-year growth)
- **+13.9%** (10-year growth)

### Annual Earnings

- **Entry-Level**
  - **2020 Reported Earnings:** $38,665
  - **2020 Advertised Earnings:** $55,661

- **Mid-Level**
  - **2020 Reported Earnings:** $62,520
  - **2020 Advertised Earnings:** $58,887

### Top Skills Gaps

- **Aircraft Maintenance**
- **Federal Aviation Administration**
- **Mechanics**
- **Federal Aviation Regulations**
- **Avionics**

| Source | Lightcast, formerly Emsi Burning Glass, 2022 |

### Common Qualifications

- Security Clearance
- Secret Clearance
- Security Identification Display Area (SIDA) Badge
- Airport Security Clearance
- Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)

### Top Industry Sectors

- Transportation and Warehousing
- Manufacturing
- Public Administration
- Health Care and Social Assistance
- Professional, Scientific, and Technical Services

### Top Employers

- State of Texas
- Global Medical Response
- Airbus
- Gulfstream Aerospace
- Textron

### Automation Risk

- Average: 101.2

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**Source:** Lightcast, formerly Emsi Burning Glass, 2022
Key Occupation: Aircraft Mechanics & Service Technicians
Region: North Texas

Starter Occupation: Bus & Truck Mechanics, & Diesel Engine Specialists
Salary: $46,602 (7,406 workers)
Skills to Acquire: Aircraft Maintenance, Avionics, Federal Aviation Regulations, Troubleshooting, Schematic Diagrams

Starter Occupation: Automotive Service Technicians & Mechanics
Salary: $40,273 (18,771 workers)
Skills to Acquire: Aircraft Maintenance, Avionics, Federal Aviation Regulations, Troubleshooting, Schematic Diagrams

Starter Occupation: Flight Attendants
Salary: $59,035 (7,065 workers)
Skills to Acquire: Aircraft Maintenance, Avionics, Federal Aviation Regulations, Troubleshooting, Schematic Diagrams

Key Occupation: Aircraft Mechanics & Service Technicians
Salary: $62,520 (314 job posts)
Skills to Acquire: Systems Engineering, Aerospace Engineering, Python, Simulation, Systems Integration

Salary Boost for Next Occupation: +$52,287
Next Occupation: Aerospace Engineers
Salary: $114,807 (773 job posts)*

Salary Boost for Next Occupation: +$10,198
Next Occupation: Emergency Management Directors
Salary: $72,718 (277 job posts)*

Salary Boost for Next Occupation: +$34,383
Next Occupation: Marine Engineers & Naval Architects
Salary: $96,903 (10 job posts)*

*Occupation typically requires a bachelor’s degree or higher.

Source: Lightcast, formerly Emsi Burning Glass, 2022
**Key Occupation:** Insurance Appraisers, Auto Damage

**Region:** North Texas

**Unique Job Postings:** 171

### Job Growth Projections
- 2021 Jobs: 1,385
- 2026 Jobs: 1,455 (+5% growth)
- 2031 Jobs: 1,483 (+7% growth)

### Annual Earnings

<table>
<thead>
<tr>
<th>Year</th>
<th>Entry-Level</th>
<th>Mid-Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>$39,299</td>
<td>$54,405</td>
</tr>
<tr>
<td>2020 Advertised Earnings</td>
<td>$58,287</td>
<td>$57,679</td>
</tr>
</tbody>
</table>

### Top Skills Gaps
- Invoicing: 27%
- Visual Acuity: 25%
- File Management: 13%
- Product Knowledge: 6%
- Claims Processing: 4%

### Common Qualifications
- Automotive Service Excellence (ASE) Certification

### Top Industry Sectors
- Other Services (except Public Administration)
- Finance and Insurance
- Retail Trade
- Construction
- Manufacturing

### Top Employers
- Caliber Collision
- Service King
- AutoNation
- Kemper
- Progressive Insurance

### Automation Risk
- Average: 91.2

**Source:** Lightcast, formerly Emsi Burning Glass, 2022
**Key Occupation:** Insurance Appraisers, Auto Damage

**Region:** North Texas

**Starter Occupation**

- **Automotive Body & Related Repairers**
  - $39,027
  - (4,110 workers)

- **Insurance Claims & Policy Processing Clerks**
  - $37,461
  - (11,589 workers)

- **Parts Salespersons**
  - $27,962
  - (8,327 workers)

**Salary Boost for Next Occupation**

- **Cost Estimators**
  - $59,952
  - (1,113 job posts)

- **Loan Officers**
  - $70,313
  - (3,844 job posts)

- **Insurance Underwriters**
  - $62,646
  - (716 job posts)

**Next-step Occupation**

- **Project Management**
- **Construction Management**
- **Budgeting**
- **Nationwide Mortgage Licensing System (NMLS)**
- **Insurance Underwriting**
- **Building Effective Relationships**
- **Insurance Underwriting**
- **Risk Assessment**
- **Analytical Skills**

**Salary Boost for Next Occupation**

- $1,665

**Source:** Lightcast, formerly Emsi Burning Glass, 2022
**Key Occupation:** Dental Hygienists

**Region:** North Texas

**Unique Job Postings:** 748

### Job Growth Projections
- 2021 Jobs: 4,808
- 2026 Jobs: 5,461
- 2031 Jobs: 5,965
- +13.6% (5-year growth)
- +24.1% (10-year growth)

### Annual Earnings
- Entry-Level: $49,482
- Mid-Level: $71,582
- 2020 Reported Earnings: $78,084
- 2020 Advertised Earnings: $82,049

### Top Skills Gaps
- Oral Health: 39%
- Patient Education And Counseling: 19%
- Periodontology: 20%
- Oral Cancer Screening: 32%
- Dental Plaque Removal: 26%

### Common Qualifications
- Radiology Certification
- Registered Dental Assistant

### Top Industry Sectors
- Health Care and Social Assistance
- Oral Health

### Top Employers
- Great Expressions Dental Centers
- Smile Brands
- Pacific Dental Services
- Aspen Dental
- Benevis

### Automation Risk
- Average: 96.8

**Source:** Lightcast, formerly Emsi Burning Glass, 2022
Key Occupation: Dental Hygienists
Region: North Texas

**Dental Assistants**
- Salary: $36,250
- Workers: 10,634

**Dental Laboratory Technicians**
- Salary: $41,389
- Workers: 779

**Radiologic Technologists**
- Salary: $54,943
- Workers: 4,309

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**Skills to Acquire**
- Sealants
- X-Rays
- Patient/Family Education & Instruction
- Periodontal Disease Knowledge
- Local Anesthetics

**Salary Boost for Next Occupation**
- $35,331
- $30,192
- $16,639

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**Dental Hygienists**
- Salary: $71,582
- Jobs: 300

**Skills to Acquire**
- Billing
- Medical Records
- Workflow Management
- Performance Improvement
- Care Coordination

**Salary Boost for Next Occupation**
- $21,080

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**Medical & Health Services Managers**
- Salary: $92,662
- Jobs: 5,969

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Source: Lightcast, formerly Emsi Burning Glass, 2022
Key Occupation: Architectural and Civil Drafters

Region: North Texas

Unique Job Postings: 748

Job Growth Projections:
- 2021 Jobs: 4,359
- 2026 Jobs: 4,441
- 2031 Jobs: 4,432

Annual Earnings:
- Entry-Level:
  - 2020 Reported Earnings: $30,575
  - 2020 Advertised Earnings: $41,167
- Mid-Level:
  - 2020 Reported Earnings: $45,747
  - 2020 Advertised Earnings: $46,850

Top Skills Gaps:
- AutoCAD: 22%
- Computer-Aided Design: 19%
- Civil Engineering: 25%
- Construction: 16%
- AutoCAD Civil 3D: 25%

Common Qualifications:
- Engineer in Training
- Professional Engineer
- Licensed Professional Engineer
- LEED Accredited Professional (AP)
- LEED Green Associate

Top Industry Sectors:
- Professional, Scientific, and Technical Services
- Manufacturing
- Construction
- Wholesale Trade
- Retail Trade

Top Employers:
- Kmley-Horn
- TDIndustries
- Michael Baker International
- Pape-Dawson Engineers
- Sabre Industries

Automation Risk: 88.9

Source: Lightcast, formerly Emsi Burning Glass, 2022
**Key Occupation:** Architectural & Civil Drafters

**Region:** North Texas

**Surveying & Mapping Technicians**
- $37,761 (2,968 workers)

**Mechanical Engineering Technicians**
- $39,156 (848 workers)

**Welders, Cutters, Solderers, & Brazers**
- $43,047 (10,476 workers)

**Salary Boost for Next Occupation**
- $9,089
- $7,694
- $3,803

**Architectural & Civil Drafters**
- $46,850 (433 job posts)

**Skills to Acquire**
- AutoCAD
- Revit
- Civil 3D
- Project Management
- Detail-Oriented

**Salary Boost for Next Occupation**
- $21,519
- $6,112
- $46,151

**Next-step Occupation**
- Civil Engineers
  - $68,369 (3,306 job posts)*
- Electrical & Electronics Drafters
  - $52,962 (46 job posts)
- Architects
  - $93,001 (396 job posts)*

**Skills to Acquire**
- Civil Engineering
  - Project Management
  - Design & Construction
  - Engineering Design & Installation
- Electrical Design
  - Simulation
  - Electrical Systems
  - Electrical Engineering
  - Electrical Diagrams/Schematics
- Project Architecture
  - Project Management
  - SketchUp
  - Architectural Design

Source: Lightcast, formerly Emsi Burning Glass, 2022

*Occupation typically requires a bachelor’s degree or higher.
**Key Occupation:** Paralegals and Legal Assistants

**Region:** North Texas

**Unique Job Postings:** 3,768

### Job Growth Projections

- **2021 Jobs:** 8,400
- **2026 Jobs:** 9,162
- **2031 Jobs:** 9,687
- +9.1% (5-year growth)
- +15.3% (10-year growth)

### Annual Earnings

- **Entry-Level:** $29,891
- **Mid-Level:** $37,179
- **2020 Reported Earnings:**
- **2020 Advertised Earnings:**

- **2020 Reported Earnings:**
  - **2020 Reported Earnings:**
  - **2020 Advertised Earnings:**

### Top Skills Gaps

- **Lawsuits:** 11%
- **Legal Discovery:** 22%
- **Legal Depositions:** 9%
- **Personal Injury Law:** 6%
- **Legal Hearings:** 9%

### Common Qualifications

- Security Clearance
- Certified Legal Assistant

### Top Industry Sectors

- Professional, Scientific, and Technical Services
- Finance and Insurance
- Administrative and Support
- Public Administration
- Real Estate and Rental and Leasing

### Top Employers

- The Willis Law Group, PLLC
- State of Texas
- Bailey & Galyen Attorneys at Law
- Berry Appleman & Leiden LLP
- Legal Aid Northwest Texas

### Automation Risk

- **Average:** 89.4

**Source:** Lightcast, formerly Emsi Burning Glass, 2022
**Key Occupation:** Paralegals & Legal Assistants

**Region:** North Texas

**Human Resources Assistants**
- $37,275 (3,333 workers)

**Court, Municipal, & License Clerks**
- $35,194 (2,963 workers)

**File Clerks**
- $30,297 (3,072 workers)

**Paralegals & Legal Assistants**
- $41,883 (1,981 job posts)

**Skills to Acquire**
- Litigation
- Legal Documentation
- Organizational Skills
- Case Management
- Legal Research

**Salary Boost for Next Occupation**
- $4,608
- $6,689
- $11,585

**Key Occupation**
- Accounting
- Generally Accepted Accounting Principles (GAAP)
- Account Reconciling
- Financial Statements
- Balance Sheet

**Skills to Acquire**
- Leasing
- Real Estate Sales
- Property Management
- Housing Industry Knowledge
- Brokerage Trading

**Salary Boost for Next Occupation**
- $21,591

**Next-step Occupation**
- Accountants & Auditors
  - $63,474 (16,054 job posts)*

**Paralegals & Legal Assistants**
- $47,819 (10 job posts)

**Accountants & Auditors**
- $63,474 (16,054 job posts)*

**Real Estate Brokers**
- $63,655 (39 job posts)

**Brokerage Clerks**
- $47,819 (10 job posts)

*Occupation typically requires a bachelor’s degree or higher.

**Source:** Lightcast, formerly Emsi Burning Glass, 2022
Key Occupation: Computer User Support Specialists

Region: Central Texas

Unique Job Postings: 11,166

Job Growth Projections:
- 2021 Jobs: 13,681
- 2026 Jobs: 14,992
- 2031 Jobs: 15,733

+9.6% (5-year growth)

+15% (10-year growth)

Annual Earnings:
- Entry-Level:
  - 2020 Reported Earnings: $28,478
  - 2020 Advertised Earnings: $33,496
- Mid-Level:
  - 2020 Reported Earnings: $45,650
  - 2020 Advertised Earnings: $40,506

Top Skills Gaps:
- Technical Support: 21%
- Help Desk Support: 18%
- Operating Systems: 16%
- Customer Support: 9%
- Computer Science: 12%

Common Qualifications:
- CompTIA A+
- CompTIA Network+
- Microsoft Certified Professional
- CompTIA Security+
- Cisco Certified Network Associate

Top Industry Sectors:
- Professional, Scientific, and Technical Services
- Manufacturing
- Information
- Retail Trade
- Educational Services

Top Employers:
- Best Buy
- IBM
- Dell Technologies
- Reynolds & Reynolds
- Gts Technology Solutions

Automation Risk: 82.9

Source: Lightcast, formerly Emsi Burning Glass, 2022
**Key Occupation:** Computer User Support Specialists

**Region:** Central Texas

- **Maintenance & Repair Workers**
  - Salary: $34,188 (21,604 workers)

- **Secretaries & Administrative Assistants**
  - Salary: $32,644 (35,333 workers)

- **Bookkeeping, Accounting, & Auditing Clerks**
  - Salary: $36,233 (23,282 workers)

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**Computer User Support Specialists**

- Salary: $45,650 (6,415 job posts)

**Skills to Acquire:**
- Technical Support
- Troubleshooting
- Help Desk Support
- Microsoft Active Directory
- Customer Service

- **Salary Boost for Next Occupation:** +$11,462

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**Next-step Occupation:**

- **Computer Network Support Specialists**
  - Salary: $51,197 (151 job posts)
  - Skills: Network Support, Network Administration

- **Computer Systems Analysts**
  - Salary: $75,743 (4,905 job posts)*
  - Skills: Systems Analysis, Business Systems Analysis, SQL, Java

- **Information Security Analysts**
  - Salary: $107,084 (3,790 job posts)*

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**Source:** Lightcast, formerly Emsi Burning Glass, 2022

*Occupation typically requires a bachelor’s degree or higher.
**Key Occupation:** Industrial Engineering Technologists and Technicians

**Region:** Central Texas

**Unique Job Postings:** 1,101

### Job Growth Projections

<table>
<thead>
<tr>
<th>Year</th>
<th>Jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021</td>
<td>1,921</td>
</tr>
<tr>
<td>2026</td>
<td>1,988</td>
</tr>
<tr>
<td>2031</td>
<td>2,000</td>
</tr>
</tbody>
</table>

- +3.5% (5-year growth)
- +4.1% (10-year growth)

### Annual Earnings

- **Entry-Level**
  - 2020 Reported Earnings: $33,050
  - 2020 Advertised Earnings: $34,110
- **Mid-Level**
  - 2020 Reported Earnings: $54,549
  - 2020 Advertised Earnings: $37,330

### Top Skills Gaps

- Preventive Maintenance: 13%
- Machinery: 13%
- Hand Tools: 12%
- Power Tool Operation: 12%
- Standard Operating Procedure: 9%

### Common Qualifications

- Commercial Driver’s License (CDL)
- CLD Class B License
- Certified Forklift Operator
- CLD Class C License
- Automotive Service Excellence (ASE) Certification

### Top Industry Sectors

- Manufacturing
- Public Administration
- Retail Trade
- Professional, Scientific, and Technical Services
- Construction

### Top Employers

- Texas Department of Transportation
- AbbVie
- Bridgestone Corporation
- Caterpillar
- Fujifilm

### Automation Risk

- Average: 94

**Source:** Lightcast, formerly Emsi Burning Glass, 2022
Key Occupation: Industrial Engineering Technologists & Technicians

Region: Central Texas

Starter Occupation

- Landscaping & Groundskeeping Workers
  - $27,284
  - (20,170 workers)

- Molding, Coremaking, & Casting Machine Setters, Operators, & Tenders, Metal & Plastic
  - $31,343
  - (1,502 workers)

- Packaging & Filling Machine Operators & Tenders
  - $28,556
  - (3,204 workers)

Skills to Acquire

- Predictive/Preventative Maintenance
- Troubleshooting
- Industrial Operations
- Industry Knowledge
- Schematic Diagrams
- Programmable Logic Controller (PLC) Programming

Salary Boost for Next Occupation

Key Occupation

Industrial Engineering Technologists & Technicians

- $54,549
- (773 job posts)

Skills to Acquire

- Mechanical Engineering
- Engineering Drawings
- Test Equipment

Salary Boost for Next Occupation

Next-step Occupation

Mechanical Engineering Technicians

- $54,811
- (87 job posts)

Electrical & Electronics Engineering Technicians

- $62,707
- (874 job posts)

Electro-Mechanical Technicians

- $61,780
- (74 job posts)*

*Occupation typically requires a bachelor’s degree or higher.

Source: Lightcast, formerly Emsi Burning Glass, 2022
Key Occupation: Telecommunications Equipment Installers and Repairers, Except Line Installers

Region: Central Texas

Unique Job Postings: 1,270

Job Growth Projections:
- 2021 Jobs: 1,818
- 2026 Jobs: 2,123
- 2031 Jobs: 2,344

+16.8% (5-year growth)
+28.9% (10-year growth)

Annual Earnings:
- Entry-Level: $31,502
- Mid-Level: $60,368

Top Skills Gaps:
- Telecommunications
- Power Tool Operation
- Hand Tools
- Electrical Wiring
- Test Equipment

Common Qualifications:
- Commercial Driver’s License (CDL)
- Product Certification
- CDL Class B License
- Cisco Certified Network Associate
- Cisco Certified Network Professional

Top Industry Sectors:
- Information
- Professional, Scientific, and Technical Services
- Construction
- Wholesale Trade
- Manufacturing

Top Employers:
- Dish
- Southern Star
- Heath Consultants
- Spectrum
- Altice USA

Automation Risk: 105.1

Source: Lightcast, formerly Emsi Burning Glass, 2022
**Key Occupation:** Telecommunications Equipment Installers & Repairers

**Region:** Central Texas

**Electronic Home Entertainment Equipment Installers & Repairers**
- $31,295
- 827 workers

**Meter Readers**
- $31,420
- 221 workers

**Insulation Workers, Floor, Ceiling, & Wall**
- $42,273
- 831 workers

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**Telecommunications Equipment Installers & Repairers**
- $60,368
- 674 job posts

**Skills to Acquire**
- Telecommunications
- Repair
- Troubleshooting
- Broadband
- Customer Service

**Salary Boost for Next Occupation**
- +$29,074
- +$28,949
- +$18,095

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**Next-step Occupations**

**Avionics Technicians**
- $62,095
- 54 job posts

**Electrical & Electronics Repairers, Powerhouse, Substation, & Relay**
- $69,448
- 31 job posts

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**Source:** Lightcast, formerly Emsi Burning Glass, 2022
**Key Occupation:** Computer Network Support Specialists

**Region:** Central Texas

**Unique Job Postings:** 234

**Job Growth Projections**

- **2021 Jobs:** 4,052
- **2026 Jobs:** 4,440
- **2031 Jobs:** 4,664

- **5-year growth:** +9.6%
- **10-year growth:** +15.1%

**Annual Earnings**

- **Entry-Level:** $33,475
- **Mid-Level:** $51,197
- **2020 Reported Earnings:**
  - 2020 Advertised Earnings:
  - **2021 Jobs:** $49,615
  - **2026 Jobs:** $51,197
  - **2031 Jobs:** $63,886

**Top Skills Gaps**

- Computer Science: 24%
- Technical Support: 12%
- Operating Systems: 16%
- Information Systems: 15%
- Customer Support: 12%

**Common Qualifications**

- Cisco Certified Network Associate
- Cisco Certified Network Professional
- CompTIA Network+
- Linux Professional Institute Certification
- CompTIA A+

**Top Industry Sectors**

- Manufacturing
- Professional, Scientific, and Technical Services
- Information
- Health Care and Social Assistance
- Educational Services

**Top Employers**

- Applied Materials
- IBM
- Texas Health and Human Services
- Texas State University
- Anthem Blue Cross

**Automation Risk**

- Average: 86.9
- Source: Lightcast, formerly Emsi Burning Glass, 2022
**Key Occupation:** Computer Network Support Specialists

**Region:** Central Texas

**Computer User Support Specialists**
- $45,650 (13,681 workers)

**Computer, Automated Teller, & Office Machine Repairers**
- $35,709 (1,755 workers)

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**Salary Boost for Next Occupation**

**Computer Network Support Specialists**
- $51,197 (151 job posts)

**Skills to Acquire**
- Network Support
- Technical Support
- Cisco
- Network Administration
- Network Engineering

**Key Occupation**

**Skills to Acquire**
- System Administration
- Linux
- Windows Server
- Information Technology Industry Knowledge

**Network & Computer Systems Administrators**
- $69,986 (4,637 job posts)*

**Computer Network Architects**
- $105,835 (362 job posts)*

**Information Security Analysts**
- $107,084 (3,790 job posts)*

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*Occupation typically requires a bachelor’s degree or higher.

**Source:** Lightcast, formerly Emsi Burning Glass, 2022
Key Occupation: Licensed Practical and Licensed Vocational Nurses

Region: Central Texas

Unique Job Postings: 6,810

Job Growth Projections
- 5-year growth: +4.9%
- 10-year growth: +8.4%

Annual Earnings
- Entry-Level: $35,444
- Mid-Level: $46,797

Top Skills Gaps
- Nursing Care: 39%
- Cardiopulmonary Resuscitation (CPR): 28%
- Basic Life Support: 27%
- Nursing Practices: 21%
- Health Promotion: 20%

Top Industry Sectors
- Health Care and Social Assistance
- Professional, Scientific, and Technical Services

Top Employers
- Baylor Scott & White Health
- Thrive Skilled Pediatric Care
- Aveanna Healthcare
- AccentCare
- Austin Regional Clinic

Common Qualifications
- Licensed Vocational Nurses
- Licensed Practical Nurse
- Certified Nursing Assistant
- IV (Intravenous) Certification
- Associate Degree in Nursing

Source: Lightcast, formerly Emsi Burning Glass, 2022
East Texas
Key Occupation: Electrical and Electronics Repairers, Commercial and Industrial Equipment

Region: East Texas

Unique Job Postings: 25

Job Growth Projections

- 5-year growth: +8.9%
- 10-year growth: +13.5%

Annual Earnings

- Entry-Level: $40,762
- Mid-Level: $61,107

Top Skills Gaps

- Equipment Repair: 35%
- Technical Support: 34%
- Operating Systems: 34%
- Electronics: 27%
- Operational Maintenance: 36%

Common Qualifications

- N/A

Top Industry Sectors

- Manufacturing
- Finance and Insurance

Top Employers

- Asurion
- Graphic Packaging
- Eaton Corporation
- Energy Weldfab
- Rockwell Automation

Automation Risk

Source: Lightcast, formerly Emsi Burning Glass, 2022
**Key Occupation:** Electrical & Electronics Repairers, Commercial & Industrial Equipment  
**Region:** East Texas

- **Welding, Soldering, & Brazing Machine Setters, Operators, & Tenders**  
  - $31,200  
  - (182 workers)

- **Heat Treating Equipment Setters, Operators, & Tenders, Metal & Plastic**  
  - $38,480  
  - (54 workers)

- **Textile Cutting Machine Setters, Operators, & Tenders**  
  - $35,360  
  - (76 workers)

**Starter Occupation Skills to Acquire:***
- Customer Service
- Troubleshooting
- Product Sales
- Electrical Work
- Project Management

**Salary Boost for Next Occupation:**
- $21,617
- $14,337
- $17,457

**Key Occupation:** Electrical & Electronics Repairers, Commercial & Industrial Equipment  
**Salary:** $52,817  
**Workers:** (24 job posts)

**Skills to Acquire:**
- Industrial Operations Industry Knowledge
- Predictive Preventative Maintenance
- Machinery

**Salary Boost for Next Occupation:**
- $4,383

**Next-step Occupation:** Millwrights  
**Salary:** $57,200  
**Workers:** (12 job posts)

- **Mobile Heavy Equipment Mechanics, Except Engines**  
  - $67,699  
  - (53 job posts)

- **Radio, Cellular, & Tower Equipment Installers & Repairers**  
  - $56,532  
  - (84 workers; 0 job posts)

**Source:** Lightcast, formerly Emsi Burning Glass, 2022
**Key Occupation:** Physical Therapist Assistants

**Region:** East Texas

**Unique Job Postings:** 395

### Job Growth Projections
- **2021 Jobs:** 370
- **2026 Jobs:** 407
- **2031 Jobs:** 435

- **5-year Growth:** +10.1%
- **10-year Growth:** +17.4%

### Annual Earnings
- **2020 Reported Earnings:**
  - **Entry-Level:** $50,158
  - **Mid-Level:** $73,226

- **2020 Advertised Earnings:**
  - **Entry-Level:** $68,038
  - **Mid-Level:** $66,601

### Top Skills Gaps
- Physical Therapy: 54%
- Rehabilitation: 22%
- Treatment Planning: 28%
- Home Health Care: 17%
- Patient Treatment: 19%

### Common Qualifications
- Licensed Practical Nurse
- Certified Medication Technician
- Certified Occupational Therapy Assistant
- Personal Trainer Certification
- CNOR Certification

### Top Industry Sectors
- Health Care and Social Assistance

### Top Employers
- Reliant Rehabilitation
- Encompass Health
- Heritage Healthcare
- Genesis Healthcare
- Cleveland Clinic

### Automation Risk
- **Average:** 88.1

Source: Lightcast, formerly Emsi Burning Glass, 2022
**Key Occupation:** Physical Therapist Assistants

**Region:** East Texas

- **Physical Therapist Aides**
  - Salary: $22,822
  - Workers: 197

- **Personal Care Aides**
  - Salary: $20,164
  - Workers: 2,160

- **Occupational Therapy Aides**
  - Salary: $25,884
  - Workers: 15

**Occupational Therapy Aides**
- Treat Planning
- Customer Billing
- Patient/Family Education & Instruction
- Case Management
- Home Health

**Physical Therapist Assistants**
- Treatment Planning
- Customer Billing
- Patient/Family Education & Instruction
- Case Management
- Home Health

**Nurse Practitioners**
- Salary: $110,126
- Workers: 126

**Radiation Therapists**
- Salary: $79,577
- Workers: 15

**Diagnostic Medical Sonographers**
- Salary: $67,488
- Workers: 169

**Salary Boost for Next Occupation**

- **Nurse Practitioners**
  - Boost: $43,525

- **Radiation Therapists**
  - Boost: $12,976

- **Diagnostic Medical Sonographers**
  - Boost: $887

**Starter Occupation Skills to Acquire**

- **Physical Therapist Aides**
  - Primary Care
  - Advanced Cardiac Life Support (ACLS)
  - Acute Care
  - Patient Care
  - Patient Evaluation

- **Nurse Practitioners**
  - Ultrasound
  - Patient Positioning
  - Medical Imaging
  - Anatomy

- **Radiation Therapists**
  - Radiation Therapy
  - Radiation Oncology
  - Medical Dosimetry
  - Treatment Planning

- **Diagnostic Medical Sonographers**
  - Ultrasound
  - Patient Positioning
  - Medical Imaging
  - Anatomy

**Next-step Occupation**

- **Nurse Practitioners**
  - (126 job posts)

- **Radiation Therapists**
  - (15 job posts)

- **Diagnostic Medical Sonographers**
  - (169 job posts)

*Occupation typically requires a bachelor's degree or higher.

Source: Lightcast, formerly Emsi Burning Glass, 2022
**Key Occupation:** Surgical Technologists

**Region:** East Texas

**Unique Job Postings:** 511

### Job Growth Projections
- **2021 Jobs:** 508
- **2026 Jobs:** 526
- **2031 Jobs:** 537

- **5-year growth:** +3.7%
- **10-year growth:** +5.7%

### Annual Earnings
- **Entry-Level:** $30,640
- **Mid-Level:** $42,775
- **Average:** $40,678
- **2020 Reported Earnings:** $30,640
- **2020 Advertised Earnings:** $42,775

### Top Skills Gaps
- **Surgery:** 43%
- **Basic Life Support:** 40%
- **Surgical Procedures:** 37%
- **Operating Room (OR):** 30%
- **Surgical Technology:** 32%

### Common Qualifications
- Certified Surgical Technologist
- Licensed Practical Nurse
- Certified Veterinary Technician
- Registered Vascular Technologist
- Licensed Vocational Nurses

### Top Industry Sectors
- Health Care and Social Assistance

### Top Employers
- Cleveland Clinic
- Christus Health
- University Hospitals
- Akron Children’s Hospital
- Health Care Service Corporation

### Automation Risk
- **Source:** Lightcast, formerly Emsi Burning Glass, 2022
Key Occupation: Surgical Technologists
Region: East Texas

Starter Occupation: Emergency Medical Technicians & Paramedics
- $32,256
  (1,261 workers)

Skills to Acquire: Surgical Technology, Aseptic Technique, Sterile Procedures/Techniques, Surgical Procedure, Surgical Instruments

Salary Boost for Next Occupation: $10,519

Key Occupation: Surgical Technologists
- $42,775
  (260 job posts)

Skills to Acquire: Ultrasound, Patient Positioning, Medical Imaging, Diagnostic Imaging

Salary Boost for Next Occupation: $24,713

Next-step Occupation: Diagnostic Medical Sonographers
- $67,488
  (169 job posts)

Skills to Acquire: Radiologic Technology, Magnetic Resonance Imaging (MRI), Diagnostic Imaging, Medical Imaging

Salary Boost for Next Occupation: $28,132

Next-step Occupation: Magnetic Resonance Imaging Technologists
- $70,906
  (42 job posts)

Skills to Acquire: Treatment Planning, Case Management, Acute Care, Patient Evaluation

Salary Boost for Next Occupation: $22,714

Next-step Occupation: Registered Nurses
- $65,489
  (8,602 job posts)

Source: Lightcast, formerly Emsi Burning Glass, 2022
**Key Occupation:** Dental Hygienists

**Region:** East Texas

**Unique Job Postings:** 307

### Job Growth Projections

<table>
<thead>
<tr>
<th>Year</th>
<th>2021 Jobs</th>
<th>2026 Jobs</th>
<th>2031 Jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>939</td>
<td>1,029</td>
<td>1,101</td>
</tr>
</tbody>
</table>

+9.7% (5-year growth)  
+17.3% (10-year growth)

### Annual Earnings

<table>
<thead>
<tr>
<th>Level</th>
<th>2020 Reported Earnings</th>
<th>2020 Advertised Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Entry-Level</td>
<td>$42,375</td>
<td>$73,837</td>
</tr>
<tr>
<td>Mid-Level</td>
<td>$71,468</td>
<td>$74,216</td>
</tr>
</tbody>
</table>

### Top Skills Gaps

- Patient Education And Counseling: 23%
- Oral Health: 35%
- Periodontology: 21%
- Oral Cancer Screening: 29%
- Sealants: 26%

### Common Qualifications

- Radiology Certification
- Expanded Functions Dental Assistant

### Top Industry Sectors

- Health Care and Social Assistance

### Top Employers

- Great Expressions Dental Centers
- Benevis
- Aspen Dental
- Dental One
- Midwest Dental

### Automation Risk

- Average: 96.8

**Source:** Lightcast, formerly Emsi Burning Glass, 2022
**Key Occupation:** Dental Hygienists

**Region:** East Texas

- **Dental Assistants:**
  - Salary: $34,552
  - Workers: 1,447

- **Dental Laboratory Technicians:**
  - Salary: $37,674
  - Workers: 146

- **Medical Assistants:**
  - Salary: $28,403
  - Workers: 3,503

**Starter Occupation Skills to Acquire:**
- Sealants
- X-Rays
- Patient/Family Education & Instruction
- Oral Cancer Knowledge
- Periodontal Disease Knowledge

**Salary Boost for Next Occupation:**
- $36,917
- $33,794
- $43,065

**Key Occupation:**
- **Salary:** $71,468 (68 job posts)

**Skills to Acquire:**
- Billing
- Medical Records
- Marketing

**Salary Boost for Next Occupation:**
- $13,894

**Next-step Occupation:**
- **Medical & Health Services Managers:**
  - Salary: $85,362 (968 job posts)

**Source:** Lightcast, formerly Emsi Burning Glass, 2022
Key Occupation: Industrial Engineering Technologists and Technicians

Region: East Texas

Unique Job Postings: 231

Job Growth Projections

Annual Earnings

<table>
<thead>
<tr>
<th>Year</th>
<th>Entry-Level 2020 Reported Earnings</th>
<th>Mid-Level 2020 Advertised Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021 Jobs</td>
<td>$40,143</td>
<td>$38,982</td>
</tr>
<tr>
<td>2026 Jobs</td>
<td>$36,668</td>
<td>$36,668</td>
</tr>
<tr>
<td>2031 Jobs</td>
<td>$51,651</td>
<td>$51,651</td>
</tr>
</tbody>
</table>

Top Skills Gaps

- Commercial Driver’s License (CDL)
- American Welding Society Certification
- Automotive Service Excellence (ASE) Certification
- CDL Class B License
- Tanker Endorsement
- Manufacturing
- Retail Trade
- Wholesale Trade
- Administrative and Support
- Public Administration
- Amerada Hess Corporation
- Bridgestone Corporation
- Plastipak
- Spectrum
- Rockwell Automation

Source: Lightcast, formerly Emsi Burning Glass, 2022
**Key Occupation:** Industrial Engineering Technologists & Technicians

**Region:** East Texas

**Starter Occupation**
- Landscaping & Groundskeeping Workers
  - $27,115
  - (7,072 workers)

- Packaging & Filling Machine Operators & Tenders
  - $30,449
  - (1,939 workers)

- Construction Laborers
  - $30,834
  - (8,799 workers)

**Skills to Acquire**
- Predictive/Preventative Maintenance
- Preventive Maintenance
- Industrial Operations Industry Knowledge
- Schematics
- Programmable Logic Controller (PLC) Programming

**Salary Boost for Next Occupation**
- $11,867
- $8,533
- $8,148

**Key Occupation**
- Industrial Engineering Technologists & Technicians
  - $38,982
  - (135 job posts)

**Skills to Acquire**
- Machine Operation
- Technical Support
- Python
- Current Good Manufacturing Practices (CGMP)

**Salary Boost for Next Occupation**
- $41,018

**Next-step Occupation**
- Engineering Technicians
  - $80,000
  - (29 job posts)

- Industrial Machinery Mechanics
  - $49,459
  - (218 job posts)

- Electro-Mechanical Technicians
  - $62,400
  - (23 job posts)

**Source:** Lightcast, formerly Emsi Burning Glass, 2022
Southeast Texas
Key Occupation: Cardiovascular Technologists and Technicians

Region: Southeast Texas

Unique Job Postings: 1,347

Job Growth Projections

- 2021 Jobs: 1,352
- 2026 Jobs: 1,408
- 2031 Jobs: 1,436

Annual Earnings

- Entry-Level: $27,895
- Mid-Level: $51,585
- Average: $43,240

Top Skills Gaps

- Cardiopulmonary Resuscitation (CPR): 26%
- Basic Life Support: 19%
- Electrocardiography: 6%
- Cardiology: 4%
- Telemetry: 6%

Common Qualifications

- Board Certified Behavior Analyst
- Registered Vascular Technologist
- American Registry of Radiologic Technologists (ARRT) Certified
- Certified Cardiographic Technician
- Registered Diagnostic Cardiac Sonographer

Top Industry Sectors

- Health Care and Social Assistance

Top Employers

- Texana Center
- HCA Healthcare
- Cleveland Clinic
- Houston Methodist
- Houston Healthcare

Automation Risk

- 91.7

Source: Lightcast, formerly Emsi Burning Glass, 2022
**Key Occupation:** Cardiovascular Technologists & Technicians

**Region:** Southeast Texas

**Cardiovascular Technologists & Technicians**
- **Salary:** $51,585 (619 job posts)
- **Salary Boost for Next Occupation:** $22,084
- **Next-step Occupation:** Registered Nurses
  - **Salary Boost:** $22,084
  - **Number of Job Posts:** 26,674

**Emergency Medical Technicians & Paramedics**
- **Salary:** $33,484
  - **Number of Workers:** 3,911
- **Salary Boost:** $18,101

**Medical Equipment Repairers**
- **Salary:** $47,846
  - **Number of Workers:** 1,036
- **Salary Boost:** $3,739

**Medical & Clinical Laboratory Technicians**
- **Salary:** $47,871
  - **Number of Workers:** 7,084
- **Salary Boost:** $3,714

**Registered Nurses**
- **Salary:** $73,669
  - **Number of Job Posts:** 26,674

**Nuclear Medicine Technologists**
- **Salary:** $71,581
  - **Number of Job Posts:** 98

**Radiation Therapists**
- **Salary:** $81,129
  - **Number of Job Posts:** 65

**Source:** Lightcast, formerly Emsi Burning Glass, 2022
**Key Occupation:** Dental Assistants

**Region:** Southeast Texas

**Unique Job Postings:** 934

### Job Growth Projections

- **2021 Jobs:** 7,099
- **2026 Jobs:** 7,647
- **2031 Jobs:** 8,087

- **5-year Growth:** +7.7%
- **10-year Growth:** +13.9%

### Annual Earnings

- **Entry-Level:** 2020 Reported Earnings: $27,958, 2020 Advertised Earnings: $29,293
- **Mid-Level:** 2020 Reported Earnings: $36,832, 2020 Advertised Earnings: $34,989

### Top Skills Gaps

- Cardiopulmonary Resuscitation (CPR): 18%
- Sterilization: 20%
- Radiography: 21%
- Dental Procedures: 19%
- Oral Hygiene: 18%

### Common Qualifications

- Registered Dental Assistant
- Radiology Certification
- Certified Dental Assistant
- Expanded Functions Dental Assistant
- American Medical Technologists

### Top Industry Sectors

- Health Care and Social Assistance

### Top Employers

- Pacific Dental Services
- Aspen Dental
- Smile Brands
- Heartland Dental
- Dental One

### Automation Risk

- Average: 97.5

**Source:** Lightcast, formerly Emsi Burning Glass, 2022
**Key Occupation:** Dental Assistants

**Region:** Southeast Texas

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Salary</th>
<th>Workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pharmacy Aides</td>
<td>$25,959</td>
<td>1,209</td>
</tr>
<tr>
<td>Medical Assistants</td>
<td>$30,542</td>
<td>16,867</td>
</tr>
<tr>
<td>Dental Assistants</td>
<td>$36,832</td>
<td>551</td>
</tr>
<tr>
<td>Dental Hygienists</td>
<td>$73,768</td>
<td>125</td>
</tr>
<tr>
<td>Radiologic Technologists</td>
<td>$55,463</td>
<td>1,375</td>
</tr>
<tr>
<td>Dental Laboratory Technicians</td>
<td>$41,442</td>
<td>31</td>
</tr>
</tbody>
</table>

**Skills to Acquire**
- Patient Care
- Dental Care
- Dental Procedures
- Oral Hygiene
- Dental Instruments
- Dental Hygiene
- Patient Evaluation
- Patient Treatment
- Dentures
- Prosthetic
- CAD / CAM (Computer-Aided Design/Manufacturing)

**Salary Boost for Next Occupation**
- Dental Hygienists: +$36,936
- Radiologic Technologists: +$18,631
- Dental Laboratory Technicians: +$4,610

**Source:** Lightcast, formerly Emsi Burning Glass, 2022
**Key Occupation:** Diagnostic Medical Sonographers

**Region:** Southeast Texas

**Unique Job Postings:** 672

### Job Growth Projections

- **2021 Jobs:** 1,829
- **2026 Jobs:** 2,000
- **2031 Jobs:** 2,114

- **5-year growth:** +9.4%
- **10-year growth:** +15.6%

### Annual Earnings

- **Entry-Level: $43,556**
- **Mid-Level:** $63,152

- **2020 Reported Earnings:** $43,556
- **2020 Advertised Earnings:** $63,152

- **2020 Reported Earnings:** $67,178
- **2020 Advertised Earnings:** $70,491

### Top Skills Gaps

- **Radiology:** 42%
- **Basic Life Support:** 31%
- **Patient Preparation:** 26%
- **Echocardiography:** 14%
- **Pathology:** 17%

### Common Qualifications

- Registered Diagnostic Medical Sonographer
- American Registry of Radiologic Technologists (ARRT) Certified
- Registered Vascular Technologist
- Registered Diagnostic Cardiac Sonographer

### Top Industry Sectors

- Health Care and Social Assistance
- Educational Services

### Top Employers

- Houston Methodist
- Memorial Hermann
- University Hospitals
- Cleveland Clinic
- Mednax

### Automation Risk

- **Average:** 93.3

*Source: Lightcast, formerly Emsi Burning Glass, 2022*
**Key Occupation:** Diagnostic Medical Sonographers

**Region:** Southeast Texas

**Exercise Physiologists**  
$44,615  
(348 workers)

**Surgical Technologists**  
$47,624  
(2,998 workers)

**Medical & Clinical Laboratory Technicians**  
$47,871  
(7,084 workers)

**Diagnostic Medical Sonographers**  
$67,178  
(356 job posts)

**Skills to Acquire**  
- Ultrasound  
- Echocardiography  
- Patient Positioning  
- Patient/Family Education & Instruction  
- Medical Imaging

**Salary Boost for Next Occupation**  
+ $22,563

**Next Occupation**  
- Radiation Therapy
- Radiation Oncology
- Medical Dosimetry
- Treatment Planning

**Salary Boost for Next Occupation**  
+ $13,951

**Radiation Therapists**  
$81,129  
(65 job posts)

**Registered Nurses**  
$73,669  
(26,674 job posts)

**Nurse Practitioners**  
$116,136  
(221 job posts)*

*Occupation typically requires a bachelor's degree or higher.

**Source:** Lightcast, formerly Emsi Burning Glass, 2022
**Key Occupation:** Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other

**Region:** Southeast Texas

**Unique Job Postings:** 379

### Job Growth Projections

- **2021 Jobs:** 4,296
- **2026 Jobs:** 4,247 (5-year change: -1.1%)
- **2031 Jobs:** 4,183 (10-year change: -2.6%)

### Annual Earnings

- **Entry-Level:**
  - **2020 Reported Earnings:** $32,598
  - **2020 Advertised Earnings:** $35,868
- **Mid-Level:**
  - **2020 Reported Earnings:** $59,648
  - **2020 Advertised Earnings:** $40,649

### Top Skills Gaps

- **Safety Standards:**
  - % of Job Postings w/ Skill: 8%
  - % of Profiles w/ Skill: 100%
- **Construction:**
  - % of Job Postings w/ Skill: 4%
  - % of Profiles w/ Skill: 100%
- **Level 2 Stocks:**
  - % of Job Postings w/ Skill: 2%
  - % of Profiles w/ Skill: 100%
- **Automation:**
  - % of Job Postings w/ Skill: 5%
  - % of Profiles w/ Skill: 100%
- **Machinery:**
  - % of Job Postings w/ Skill: 6%
  - % of Profiles w/ Skill: 100%

### Common Qualifications

- American Concrete Institute (ACI) Certification
- Transportation Worker Identification Credential (TWIC) Card
- ASNT Non-Destructive Tester
- NICET Construction Material Testing Certification
- National Center for Construction Education & Research (NCCER) Certification

### Top Industry Sectors

- Professional, Scientific, and Technical Services
- Manufacturing
- Other Services (except Public Administration)
- Wholesale Trade
- Construction

### Top Employers

- Terra Consultants
- Furmanite
- Csat Solutions Lp
- Aegion
- Acuren Inspection

### Automation Risk

- **Average:** 92.1

**Source:** Lightcast, formerly Emsi Burning Glass, 2022
Key Occupation: Computer Network Support Specialists

Region: Southeast Texas

Unique Job Postings: 139

Job Growth Projections

- 2021 Jobs: 3,307
- 2026 Jobs: 3,350
- 2031 Jobs: 3,376

Annual Earnings

- Entry-Level: $38,859
- Mid-Level: $63,817

Top Skills Gaps

- Computer Science: 20%
- Technical Support: 7%
- Operating Systems: 9%
- System Support: 11%
- Automation: 10%

Common Qualifications

- Cisco Certified Network Associate
- Cisco Certified Network Professional
- Microsoft Certified Professional
- ITIL Certifications
- Microsoft Certified Systems Engineer

Top Industry Sectors

- Professional, Scientific, and Technical Services
- Manufacturing
- Finance and Insurance
- Information
- Utilities

Top Employers

- Anthem Blue Cross
- Microsoft
- Targa Resources
- FirstEnergy
- JPMorgan Chase

Automation Risk

- Average: 86.9

Source: Lightcast, formerly Emsi Burning Glass, 2022
**Key Occupation:** Computer Network Support Specialists

**Region:** Southeast Texas

- **Computer User Support Specialists**
  - Salary: $43,921
  - Workers: 12,605

- **Telecommunications Equipment Installers & Repairers**
  - Salary: $52,406
  - Workers: 3,211

- **Computer, Automated Teller, & Office Machine Repairers**
  - Salary: $31,830
  - Workers: 2,154

**Computer Network Support Specialists**
- Salary: $63,817
- Workers: 102

**Skills to Acquire**
- Network Support
- Technical Support
- Cisco
- Network Administration
- Network Engineering

**Salary Boost for Next Occupation**
- +$19,896
- +$11,411
- +$31,987

**Next-step Occupation**

- **Information Security Analysts**
  - Salary: $98,764
  - Workers: 2,371

- **Network & Computer Systems Administrators**
  - Salary: $79,472
  - Workers: 3,072

- **Computer Systems Analysts**
  - Salary: $97,374
  - Workers: 4,641

**Source:** Lightcast, formerly Emsi Burning Glass, 2022

*Occupation typically requires a bachelor’s degree or higher.
South Texas
Key Occupation: Web Developers and Digital Interface Designers

Region: South Texas

Unique Job Postings: 2,506

Job Growth Projections

- 2021 Jobs: 1,360
- 2026 Jobs: 1,451
- 2031 Jobs: 1,507

Annual Earnings

- Entry-Level: $30,105
- Mid-Level: $68,886

Top Skills Gaps

- JavaScript (Programming Language): 23%
- Cascading Style Sheets (CSS): 21%
- HyperText Markup Language (HTML): 16%
- User Experience: 21%
- Agile Methodology: 18%

Common Qualifications

- Security Clearance
- Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)
- IAT Level II Certification
- Secret Clearance
- CompTIA Security+

Top Industry Sectors

- Professional, Scientific, and Technical Services
- Finance and Insurance
- Information
- Other Services (except Public Administration)
- Manufacturing

Top Employers

- Curative
- Humana
- USAA
- H-E-B
- Day & Zimmerman

Automation Risk

Source: Lightcast, formerly Emsi Burning Glass, 2022
**Key Occupation:** Fire Inspectors and Investigators

**Region:** South Texas

**Unique Job Postings:** 50

**Job Growth Projections**
- 2021 Jobs: 722
- 2026 Jobs: 748
- 2031 Jobs: 768

**Annual Earnings**
- **Entry-Level:** $42,625
  - 2020 Reported Earnings: $70,000
  - 2020 Advertised Earnings: $70,000
- **Mid-Level:** $61,688
  - 2020 Reported Earnings: $62,440
  - 2020 Advertised Earnings: $62,408

**Top Skills Gaps**

<table>
<thead>
<tr>
<th>Skill</th>
<th>% of Job Postings w/ Skill</th>
<th>% of Profiles w/ Skill</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fire Protection</td>
<td>42%</td>
<td>45%</td>
</tr>
<tr>
<td>NFPA (National Fire Protection Association) Codes</td>
<td>10%</td>
<td>16%</td>
</tr>
<tr>
<td>Fire Alarm Systems</td>
<td>28%</td>
<td>34%</td>
</tr>
<tr>
<td>Sprinkler Systems</td>
<td>34%</td>
<td>42%</td>
</tr>
<tr>
<td>Fire Protection Systems</td>
<td>16%</td>
<td>20%</td>
</tr>
<tr>
<td>Public Administration</td>
<td>91.9%</td>
<td>100%</td>
</tr>
<tr>
<td>Construction</td>
<td>77.0%</td>
<td>100%</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>81.8%</td>
<td>100%</td>
</tr>
<tr>
<td>Administrative and Support</td>
<td>88.8%</td>
<td>100%</td>
</tr>
<tr>
<td>Utilities</td>
<td>91.9%</td>
<td>100%</td>
</tr>
</tbody>
</table>

**Common Qualifications**
- NICET Level II Certification
- Certified Fire Inspector
- Security Clearance
- Backflow Prevention Assembly Tester
- Top Secret Clearance

**Top Industry Sectors**
- Public Administration
- Construction
- Manufacturing
- Administrative and Support
- Utilities

**Top Employers**
- Western States Fire Protection
- Johnson Controls
- Firetrol Protection Systems
- Commander
- Api Group

**Automation Risk**
- Average: 91.9

**Source:** Lightcast, formerly Emsi Burning Glass, 2022
Key Occupation: Fire Inspectors & Investigators

Region: South Texas

Starter Occupation

Brickmasons & Blockmasons
$44,815
(1,122 workers)

Roofers
$33,291
(1,631 workers)

Gaming Surveillance Officers & Gaming Investigators
$33,097
(41 workers)

Skills to Acquire

- Fire Protection
- Predictive / Preventative Maintenance
- Wiring
- Fire Suppression

Salary Boost for Next Occupation

+$17,624
+$29,148
+$29,343

Key Occupation

Fire Inspectors & Investigators
$62,440
(34 job posts)

Skills to Acquire

- Commissioning
  - Power Distribution
  - Test Equipment
  - Calibration
  - Transformers

Salary Boost for Next Occupation

+$11,606
+$1,437

Next-step Occupation

Electrical & Electronics Repairers, Powerhouse, Substation, & Relay
$74,045
(19 job posts)

Urban & Regional Planners
$63,877
(98 job posts)

Source: Lightcast, formerly Emsi Burning Glass, 2022
Key Occupation: Occupational Therapy Assistants

Region: South Texas

Unique Job Postings: 602

Job Growth Projections

<table>
<thead>
<tr>
<th>Years</th>
<th>Jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021</td>
<td>812</td>
</tr>
<tr>
<td>2026</td>
<td>905</td>
</tr>
<tr>
<td>2031</td>
<td>974</td>
</tr>
</tbody>
</table>

Annual Earnings

<table>
<thead>
<tr>
<th>Level</th>
<th>2020 Reported Earnings</th>
<th>2020 Advertised Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Entry-Level</td>
<td>$44,798</td>
<td>$60,259</td>
</tr>
<tr>
<td>Mid-Level</td>
<td>$69,306</td>
<td>$67,618</td>
</tr>
</tbody>
</table>

Top Industry Sectors

- Health Care and Social Assistance
- Finance and Insurance
- Other Services (except Public Administration)
- Administrative and Support
- Educational Services

Top Employers

- Reliant Rehabilitation
- Post Acute Medical
- Vibra Healthcare
- United Health Services
- Eating Recovery Center

Top Skills Gaps

- Occupational Therapy: 54%
- Rehabilitation: 35%
- Treatment Planning: 27%
- Case Management: 28%
- Infection Control: 29%

Common Qualifications

- Certified Occupational Therapy Assistant
- Licensed Professional Counselor (LPC)
- Licensed Clinical Social Worker (LCSW)
- Licensed Marriage and Family Therapist (LMFT)
- Licensed Professional Clinical Counselor

Automation Risk

- Average: 87.3

Source: Lightcast, formerly Emsi Burning Glass, 2022
Key Occupation: Occupational Therapy Assistants

Region: South Texas

Source: Lightcast, formerly Emsi Burning Glass, 2022
Key Occupation: Licensed Practical and Licensed Vocational Nurses

Region: South Texas

Unique Job Postings: 5,138

Job Growth Projections

Year 2021 Jobs: 15,505
Year 2026 Jobs: 16,136
Year 2031 Jobs: 16,562

Annual Earnings

Entry-Level: $33,992
Mid-Level: $44,074
Entry-Level: $45,214
Mid-Level: $51,105

Top Skills Gaps

- Cardiopulmonary Resuscitation (CPR)
- Nursing Care
- Basic Life Support
- Medication Administration
- Medical Records

Common Qualifications

- Licensed Vocational Nurses
- Licensed Practical Nurse
- IV (Intravenous) Certification
- Certified Nursing Assistant
- Nurse Practitioner

Top Industry Sectors

- Health Care and Social Assistance

Top Employers

- UnitedHealth Group
- Aveanna Healthcare
- Christus Health
- University Health System
- Regency Integrated Health Services

Automation Risk

Average: 84.8

Source: Lightcast, formerly Emsi Burning Glass, 2022
**Key Occupation:** Licensed Practical & Vocational Nurses

**Region:** South Texas

**Starter Occupation**
- **Personal Care Aides**
  - Salary: $21,387
  - Workers: 131,925

- **Psychiatric Aides**
  - Salary: $26,680
  - Workers: 1,160

- **Nursing Assistants**
  - Salary: $27,651
  - Workers: 14,979

**Skills to Acquire**
- **Patient Care**
- **Home Health**
- **Treatment Planning**
- **Medication Administration**
- **Patient/Family Education & Instruction**

**Salary Boost for Next Occupation**
- $23,828
- $18,535
- $17,564

**License Practical & Vocational Nurses**
- Salary: $45,214
- Job Posts: 3,217

**Key Occupation**
- **Skills to Acquire**
- **Advanced Cardiac Life Support (ACLS)**
- **Acute Care**
- **Case Management**
- **Planning**
- **Patient Evaluation**

**Salary Boost for Next Occupation**
- $23,039
- $12,140
- $72,637

**Next-step Occupation**
- **Registered Nurses**
  - Salary: $68,253
  - Job Posts: 19,542

- **Healthcare Social Workers**
  - Salary: $57,355
  - Job Posts: 202

- **Nurse Practitioners**
  - Salary: $117,851
  - Job Posts: 240

*Occupation typically requires a bachelor's degree or higher.

**Source:** Lightcast, formerly Emsi Burning Glass, 2022
Key Occupation: Computer Network Support Specialists

Region: South Texas

Unique Job Postings: 134

Job Growth Projections

- 2021 Jobs: 1,833
- 2026 Jobs: 1,940
- 2031 Jobs: 1,999

+5.8% (5-year growth)
+9.1% (10-year growth)

Annual Earnings

- Entry-Level: $35,867
- Mid-Level: $49,579
- 2020 Reported Earnings: $54,440
- 2020 Advertised Earnings: $52,152

Top Skills Gaps

- Operating Systems: 19%
- Information Systems: 11%
- Local Area Networks: 10%
- Computer Networks: 9%
- Microsoft Azure: 8%

Common Qualifications

- Cisco Certified Network Associate
- IAT Level II Certification
- CompTIA Security+
- Certified Information Systems Security Professional
- CompTIA Network+

Top Industry Sectors

- Professional, Scientific, & Technical Services
- Information
- Finance & Insurance
- Manufacturing
- Wholesale Trade

Top Employers

- Microsoft
- UnitedHealth Group
- Oasis Systems
- Anthem Blue Cross
- Valero Energy

Automation Risk

Source: Lightcast, formerly Emsi Burning Glass, 2022
West Texas
Key Occupation: Heavy and Tractor-Trailer Truck Drivers

Region: West Texas

Unique Job Postings: 38,084

Job Growth Projections:
- 2021 Jobs: 31,862
- 2026 Jobs: 34,558 (5-year growth: +8.5%)
- 2031 Jobs: 36,407 (10-year growth: +14.3%)

Annual Earnings:
- Entry-Level: $27,883
- Mid-Level: $61,532
- 2020 Reported Earnings
- 2020 Advertised Earnings
- $86,618

Top Skills Gaps:
- Commercial Driving: 5%
- Flatbed Truck Operation: 3%
- Pre-Trip And Post-Trip Vehicle Inspections: 3%
- Forklift Truck: 2%
- Freight Handling: 2%

Common Qualifications:
- Commercial Driver's License (CDL)
- Tanker Endorsement
- Hazmat Endorsement
- Doubles Endorsement
- Triples Endorsement

Top Industry Sectors:
- Transportation & Warehousing
- Retail Trade
- Wholesale Trade
- Mining, Quarrying, & Oil & Gas Extraction
- Manufacturing

Top Employers:
- Chalk Mountain Services
- Active USA
- US Xpress
- Schneider National
- Ryder

Automation Risk:
- Average: 110.1

Source: Lightcast, formerly Emsi Burning Glass, 2022
**Key Occupation:** Heavy & Tractor-Trailer Truck Drivers  
**Region:** West Texas

- **Bus & Truck Mechanics & Diesel Engine Specialists**  
  $44,192  
  (4,176 workers)

- **Bus Drivers, Transit & Intercity**  
  $37,366  
  (1,019 workers)

- **Operating Engineers & Other Construction Equipment Operators**  
  $43,733  
  (5,516 workers)

- **Heavy & Tractor-Trailer Truck Drivers**  
  $44,429  
  (2,258 job posts)

- **Logisticians**  
  $72,938  
  (329 job posts)

- **Transportation, Storage, & Distribution Managers**  
  $87,099  
  (343 job posts)

**Skills to Acquire**  
- HAZMAT
- Commercial Driving
- Truck Driving
- Forklift Operation
- Post Trip Inspections

**Salary Boost for Next Occupation**  
- +$237
- +$7,063
- +$696

**Key Occupation**  
- Logistics
- Procurement
- Supply Chain Management
- SAP Applications
- Production Planning

**Salary Boost for Next Occupation**  
- +$28,508

**Next-step Occupation**

**Source:** Lightcast, formerly Emsi Burning Glass, 2022
**Key Occupation:** Radiologic Technologists and Technicians

**Region:** West Texas

**Unique Job Postings:** 1,288

## Job Growth Projections

- 2021 Jobs: 1,857
- 2026 Jobs: 1,950
- 2031 Jobs: 1,922

- +2.6% (5-year growth)
- +3.5% (10-year growth)

## Annual Earnings

- **Entry-Level:**
  - 2020 Reported Earnings: $34,358
  - 2020 Advertised Earnings: $80,614

- **Mid-Level:**
  - 2020 Reported Earnings: $54,684
  - 2020 Advertised Earnings: $87,246

## Top Skills Gaps

- **Radiology:** 35%
- **Radiography:** 33%
- **Basic Life Support:** 36%
- **Radiation Protection:** 23%
- **Patient Positioning:** 16%

## Common Qualifications

- American Registry Of Radiologic Technologists (ARRT) Certified
- Certified Radiologic Technologist/Technician
- Registered Technologist
- Certified Medical Technologist
- Industry Radiography Radiation Safety Personnel

## Top Industry Sectors

- Health Care and Social Assistance

## Top Employers

- Covenant Health
- Tenet Healthcare
- The Hospitals of Providence
- Steward Health Care System
- HCA Healthcare

## Automation Risk

- Average: 94.1

**Source:** Lightcast, formerly Emsi Burning Glass, 2022
Key Occupation: Radiologic Technologists & Technicians

Region: West Texas

Surgical Technologists
$39,694
(1,010 workers)

Medical Equipment Preparers
$35,354
(292 workers)

Emergency Medical Technicians & Paramedics
$33,130
(2,372 workers)

Radiologic Technologists & Technicians
$54,684
(502 job posts)

- Radiologic Technology
- X-Rays
- Patient Positioning
- Interventional Radiology (IR)
- Radiation Protection

+ $14,990
+ $19,330
+ $21,554

Salaries for the Next Occupation:

- Nuclear Medicine
  - Radio-pharmaceuticals
  - Nuclear Medicine Procedures
  - Single Photon Emission Computed Tomography (SPECT)

+ $43,470

Nuclear Medicine Technologists
$98,154
(44 job posts)

Registered Nurses
$65,844
(13,921 job posts)

Radiation Therapists
$71,321
(13 job posts)

Starter Occupation: Surgical Technologists

Skills to Acquire:
- Radiologic Technology
- X-Rays
- Patient Positioning
- Interventional Radiology (IR)
- Radiation Protection

Salary Boost for Next Occupation:
+ $14,990
+ $19,330
+ $21,554

Next-Step Occupation:
- Nuclear Medicine
  - Radio-pharmaceuticals
  - Nuclear Medicine Procedures
  - Single Photon Emission Computed Tomography (SPECT)

+ $43,470

Source: Lightcast, formerly Emsi Burning Glass, 2022
Key Occupation: Health Information Technologists, Medical Registrars, Surgical Assistants, and Healthcare Practitioners and Technical Workers

Region: West Texas

Unique Job Postings: 4

Job Growth Projections
- +6.1% (5-year growth)
- +9.6% (10-year growth)

Annual Earnings
- Entry-Level: $27,644
- Mid-Level: $53,444

Common Qualifications
- Certified Surgical Technologist
- Certified Nursing Assistant
- Registered Health Information Administrator
- Registered Health Information Technician
- Certified Emergency Nurse (CEN)

Top Industry Sectors
- Health Care and Social Assistance

Top Employers
- Covenant Health
- Tenet Healthcare
- American Heart Association
- Baptist St Anthony’s Health
- BSA Health System

Top Skills Gaps
- Basic Life Support: 21%
- Cardiopulmonary Resuscitation (CPR): 23%
- Surgery: 30%
- Perioperative: 21%
- Operating Room (OR): 20%

Automation Risk
- Average: 89.6

Source: Lightcast, formerly Emsi Burning Glass, 2022
**Key Occupation:** Health Information Technologists, Medical Registrars, Surgical Assistants, & Healthcare Practitioners & Technical Workers

**Region:** West Texas

- **Medical Assistants**
  - Salary: $29,491
  - Number of workers: 5,159

- **Ophthalmic Medical Technicians**
  - Salary: $31,612
  - Number of workers: 549

**Salary Boost for Next Occupation**

- **Health Information Technologists, Medical Registrars, Surgical Assistants, & Healthcare Practitioners & Technical Workers**
  - Salary: $53,444
  - Number of job posts: 4
  - Skills to Acquire:
    - Case Management
    - Treatment Planning
    - Discharge Planning
    - Behavioral Health
    - Managed Care

**Salary Boost for Next Occupation**

- **Health Diagnosing & Treating Practitioners, All Other**
  - Salary: $54,453
  - Number of job posts: 3
  - Skills to Acquire:
    - Medical Assistance
    - Clinical Research
    - Clinical Trials
    - Planning

- **Registered Nurses**
  - Salary: $65,844
  - Number of job posts: 13,921
  - Skills to Acquire:
    - Nursing Care
    - Nursing Process
    - Health Assessment

**Source:** Lightcast, formerly Emsi Burning Glass, 2022
**Key Occupation:** Electrical and Electronic Engineering Technologists and Technicians

**Region:** West Texas

**Unique Job Postings:** 525

### Job Growth Projections
- **2021 Jobs:** 677
- **2026 Jobs:** 737 (+8.9% 5-year growth)
- **2031 Jobs:** 783 (+15.7% 10-year growth)

### Annual Earnings
- **Entry-Level:** $40,425 (2020 Reported Earnings) $52,545 (2020 Advertised Earnings)
- **Mid-Level:** $67,633

### Top Skills Gaps
- Electronics: 17%
- Automation: 24%
- Instrumentation: 16%
- Oil And Gas: 12%
- Programmable Logic Controllers: 17%

### Common Qualifications
- CompTIA Network+
- CompTIA Security+
- Secret Clearance
- CompTIA A+
- Cisco Certified Network Associate

### Top Industry Sectors
- Mining, Quarrying, and Oil and Gas Extraction
- Manufacturing
- Professional, Scientific, and Technical Services
- Construction
- Administrative and Support

### Top Employers
- Enterprise Products
- Pioneer Natural Resources
- Rogue Industrial Group (Rig)
- Winn-Marion Companies
- Mobile Technologies

### Automation Risk
- Average: 98.6

Source: Lightcast, formerly Emsi Burning Glass, 2022
### Key Occupation: Electrical & Electronic Engineering Technologists & Technicians

**Region:** West Texas

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Region</th>
<th>Salary</th>
<th>Workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Industrial Engineering Technicians</td>
<td>West Texas</td>
<td>$56,223</td>
<td>335</td>
</tr>
<tr>
<td>Maintenance &amp; Repair Workers, General</td>
<td>West Texas</td>
<td>$33,424</td>
<td>11,812</td>
</tr>
<tr>
<td>Inspectors, Testers, Sorters, Samplers, &amp; Weighers</td>
<td>West Texas</td>
<td>$51,238</td>
<td>3,853</td>
</tr>
</tbody>
</table>

**Electrical & Electronic Engineering Technologists & Technicians**

- **Salary:** $67,633
- **Workers:** 415

**Skills to Acquire:**

- Electronics Industry Knowledge
- Wiring
- Soldering
- Oscilloscopes
- Calibration

**Salary Boost for Next Occupation:**

- $11,410
- $34,209
- $16,395

**Next Occupation:**

**Electronics Engineers, Except Computer**

- **Salary:** $87,572
- **Workers:** 158

**Skills to Acquire:**

- Simulation
- Radio Frequency Engineering
- Electronic Engineering
- Radio Frequency Design

**Salary Boost for Next Occupation:**

- $19,939

**Next Occupation:**

**Computer Hardware Engineers**

- **Salary:** $112,315
- **Workers:** 65

**Skills to Acquire:**

- Python
- Computer Engineering
- C++
- Circuit Design
- Debugging

**Salary Boost for Next Occupation:**

- $44,682

**Next Occupation:**

**Electrical Engineers**

- **Salary:** $91,243
- **Workers:** 454

**Skills to Acquire:**

- Electrical Engineering
- AutoCAD
- Simulation
- Computer Engineering
- Engineering Design & Installation

**Salary Boost for Next Occupation:**

- $23,610

*Occupation typically requires a bachelor’s degree or higher.

**Source:** Lightcast, formerly Emsi Burning Glass, 2022
**Key Occupation:** Respiratory Therapists

**Region:** West Texas

**Unique Job Postings:** 1,288

### Job Growth Projections

- **2021 Jobs:** 1,041
- **2026 Jobs:** 1,128 (+8.4% 5-year growth)
- **2031 Jobs:** 1,183 (+13.6% 10-year growth)

### Annual Earnings

- **Entry-Level:** $42,985
- **Mid-Level:** $56,014

### Top Skills Gaps

- Respiratory Therapy: 35%
- Respiratory Care: 60%
- Advanced Cardiovascular Life Support (ACLS): 50%
- Basic Life Support: 40%
- Pediatric Advanced Life Support: 32%

### Common Qualifications

- Registered Respiratory Therapist
- Respiratory Care Practitioner
- Neonatal Resuscitation Program
- Neonatal/Pediatric Specialty (Credential for Respiratory Therapists)
- Certified Pulmonary Function Technologist

### Top Industry Sectors

- Health Care and Social Assistance

### Top Employers

- Tenet Healthcare
- Covenant Health
- Baylor Scott & White Health
- Steward Health Care System
- State of Texas

### Automation Risk

- Average: 93.2

**Source:** Lightcast, formerly Emsi Burning Glass, 2022
Key Occupation: Respiratory Therapists

Region: West Texas

Starter Occupation

Recreational Therapists
$61,745 (64 workers)

Athletic Trainers
$36,194 (286 workers)

Emergency Medical Technicians & Paramedics
$50,279 (2,372 workers)

Skills to Acquire

Respiratory Therapy
-Patient Care
-Treatment Planning
-Ventilation
-Patient Evaluation

Salary Boost for Next Occupation

+$22,346
+$47,897
+$33,812

Key Occupation

Respiratory Therapists
$84,091 (419 job posts)

Skills to Acquire

-Ultrasound
-Patient Positioning
-Medical Imaging
-Diagnostic Imaging

Salary Boost for Next Occupation

+$4,136

Next-step Occupation

Diagnostic Medical Sonographers
$88,227 (277 job posts)

Nuclear Medicine Technologists
$93,288 (44 job posts)

Magnetic Resonance Imaging Technologists
$95,229 (71 job posts)

Skills to Acquire

-Ultrasound
-Patient Positioning
-Medical Imaging
-Diagnostic Imaging

Nuclear Medicine
-Radiologic Technology
-Radio-pharmaceuticals
-Nuclear Medicine Procedures

+$9,197

Source: Lightcast, formerly Emsi Burning Glass, 2022
For more information, please visit our website: tacc.org