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:**

**Unique Job Postings:**

<table>
<thead>
<tr>
<th>Common Qualifications show: the most common and in-demand skills found in job postings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Security Clearance</td>
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<td>Security Identification Display Area (SIDA) Badge</td>
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<tr>
<td>Airport Security Clearance</td>
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<td>Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)</td>
</tr>
</tbody>
</table>

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<th>Top Industry Sectors show: the industries most associated with job postings</th>
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<td>Transportation and Warehousing</td>
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<td>Manufacturing</td>
</tr>
<tr>
<td>Public Administration</td>
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<td>Professional, Scientific, and Technical Services</td>
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<th>Top Employers show: the employers posting the highest number of jobs</th>
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<td>State of Texas</td>
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<tr>
<td>Global Medical Response</td>
</tr>
<tr>
<td>Airbus</td>
</tr>
<tr>
<td>Gulfstream Aerospace</td>
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<td>Textron</td>
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<th>Automation Risk shows: an occupation’s risk of being affected by use of computers using the following:</th>
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<td>% of time spent on high-risk work</td>
</tr>
<tr>
<td>% of time spent on low-risk work</td>
</tr>
<tr>
<td># of high-risk jobs in compatible occupations</td>
</tr>
<tr>
<td>Overall industry automation risk</td>
</tr>
</tbody>
</table>

### 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 Automation Risk: 101.2
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
West Texas
Key Occupation: Heavy and Tractor-Trailer Truck Drivers

Region: West Texas

Unique Job Postings: 38,084

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

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

**Region:** West Texas

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

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

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

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**Starter Occupation**

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

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

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**Key Occupation**

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

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**Skills to Acquire**
- Logistics
- Procurement
- Supply Chain Management
- SAP Applications
- Production Planning

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

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**Next-step Occupation**

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

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

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**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: 1,905
- 2031 Jobs: 1,922

Annual Earnings

- Entry-Level: $34,358
- Mid-Level: $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

### Starter Occupations
- **Surgical Technologists**
  - Salary: $39,694
  - Workers: 1,010

- **Medical Equipment Preparers**
  - Salary: $35,354
  - Workers: 292

- **Emergency Medical Technicians & Paramedics**
  - Salary: $33,130
  - Workers: 2,372

### 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

### Key Occupation
- **Radiologic Technologists & Technicians**
  - Salary: $54,684
  - Job Posts: 502

### Skills to Acquire
- Nuclear Medicine
- Radio-pharmaceuticals
- Nuclear Medicine Procedures
- Single Photon Emission Computed Tomography (SPECT)

### Salary Boost for Next Occupation
- $43,470

### Next-step Occupation
- **Nuclear Medicine Technologists**
  - Salary: $98,154
  - Job Posts: 44

### Starter Occupation
- **Registered Nurses**
  - Salary: $65,844
  - Job Posts: 13,921

### Skills to Acquire
- Treatment Planning
- Acute Care
- Case Management
- Patient Evaluation

### Salary Boost for Next Occupation
- $11,160

### Next-step Occupation
- **Radiation Therapists**
  - Salary: $71,521
  - Job Posts: 13

### Skills to Acquire
- Radiation Therapy
- Radiation Oncology
- Medical Dosimetry
- Treatment Planning

### Salary Boost for Next Occupation
- $16,637

Source: Lightcast, formerly Emsi Burning Glass, 2022
Thank you!

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Texas Association of Community Colleges
https://tacc.org/

Texas Success Center
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