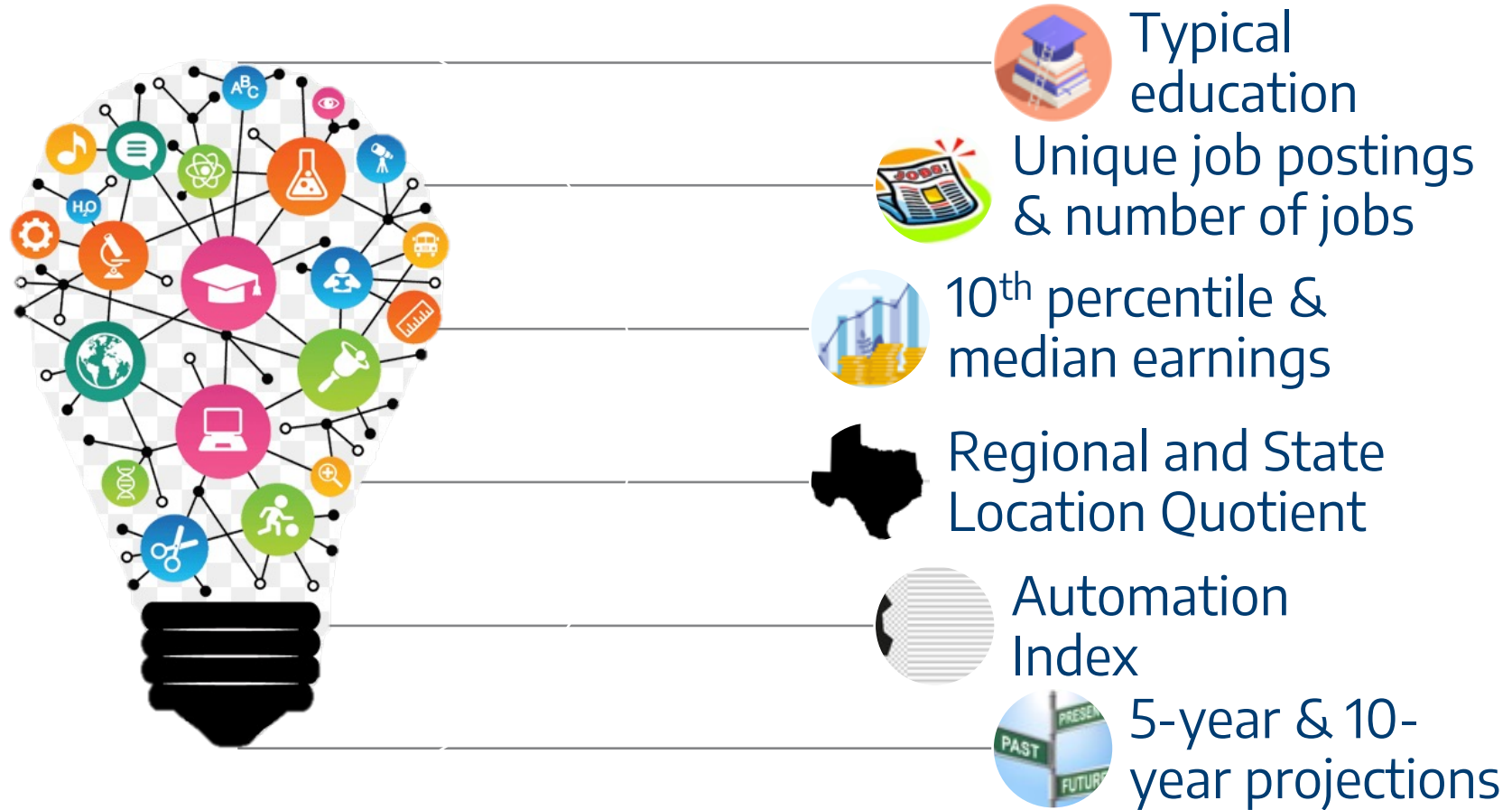


Regional Labor Market Insights



Texas Association of
Community Colleges

Identifying Key Occupations: Target Index



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.



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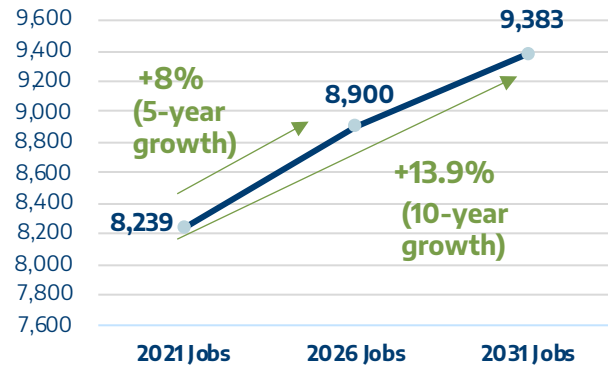




Region:

Unique Job Postings:

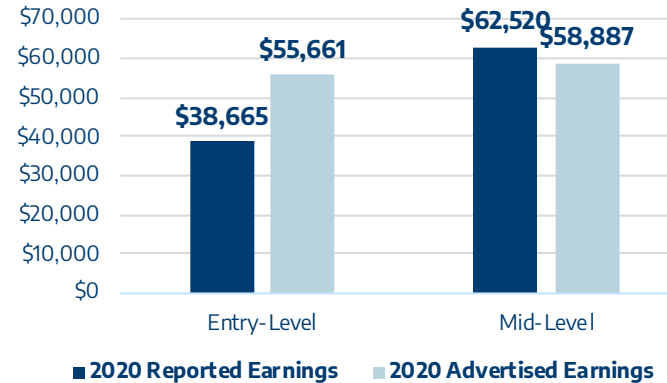
Job Growth Projections



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

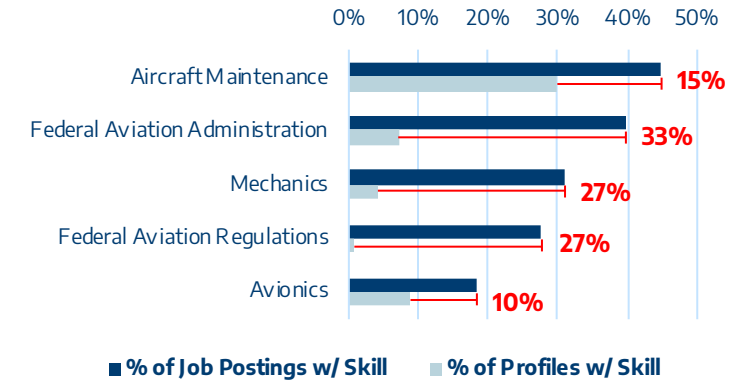
Annual Earnings



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



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.



Region:

Unique Job Postings:

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



Common Qualifications

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

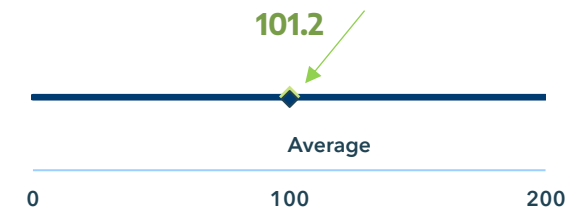
Top Industry Sectors

- 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



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



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Key Occupation: Heavy and Tractor-Trailer Truck Drivers

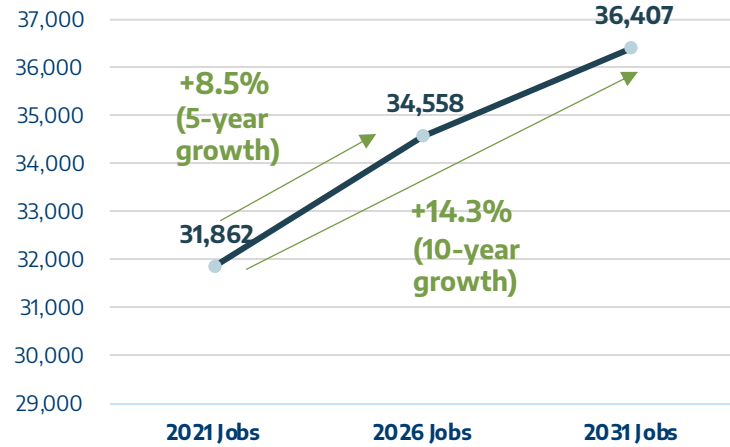


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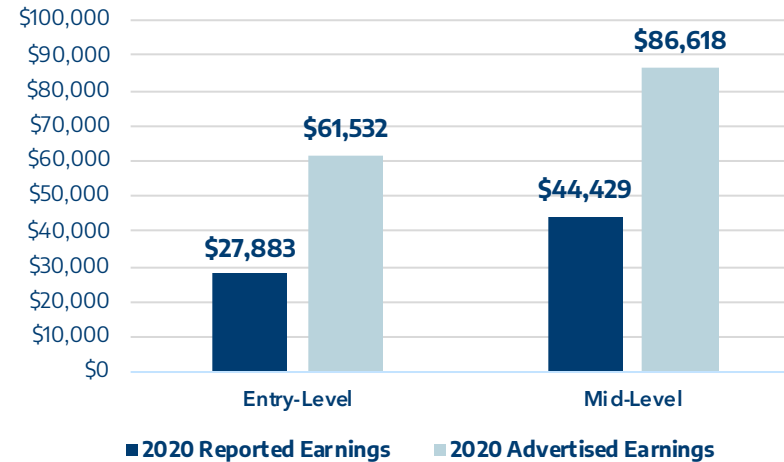
Region: West Texas

Unique Job Postings: 38,084

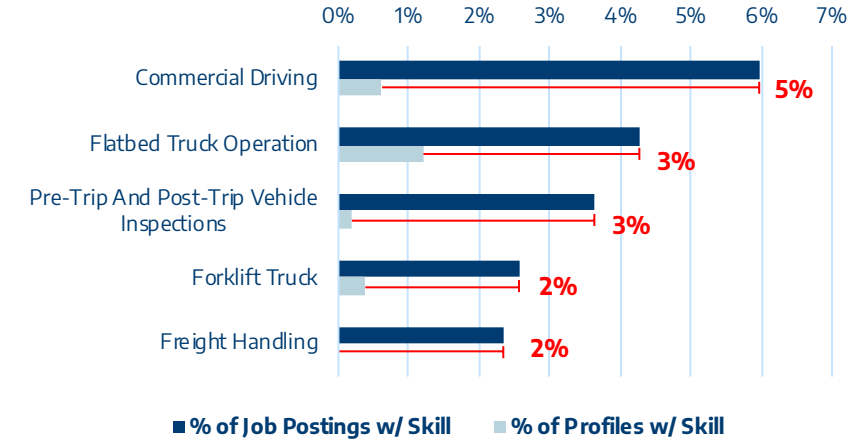
Job Growth Projections



Annual Earnings



Top Skills Gaps



Common Qualifications

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

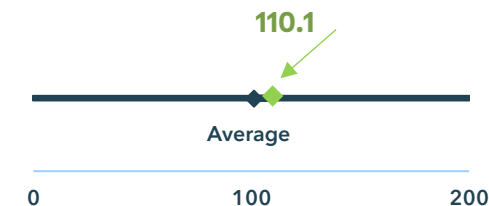
Top Industry Sectors

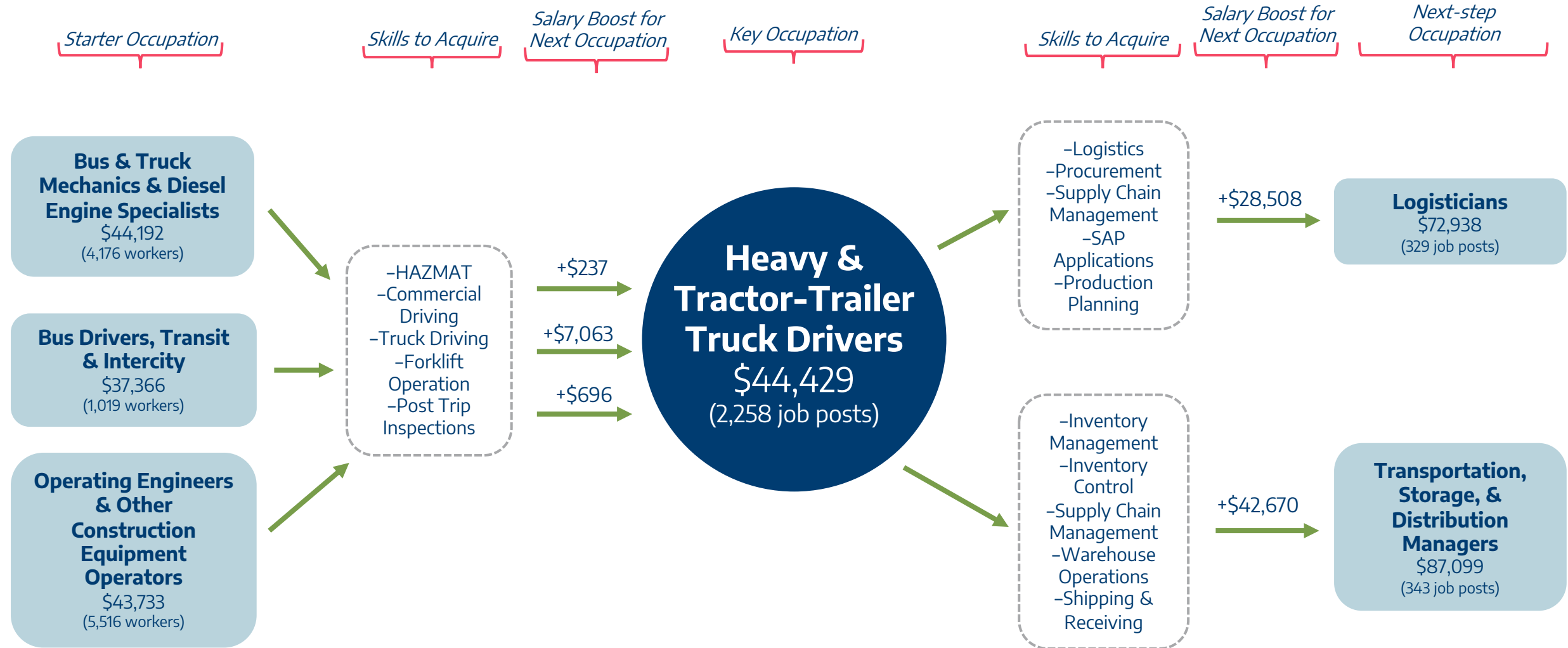
- Transportation & Warehousing
- Retail Trade
- Wholesale Trade
- Mining, Quarrying, & Oil & Gas Extraction
- Manufacturing

Top Employers

- Chalk Mountain Services
- Active USA
- US Xpress
- Schneider National
- Ryder

Automation Risk





Key Occupation: Radiologic Technologists and Technicians

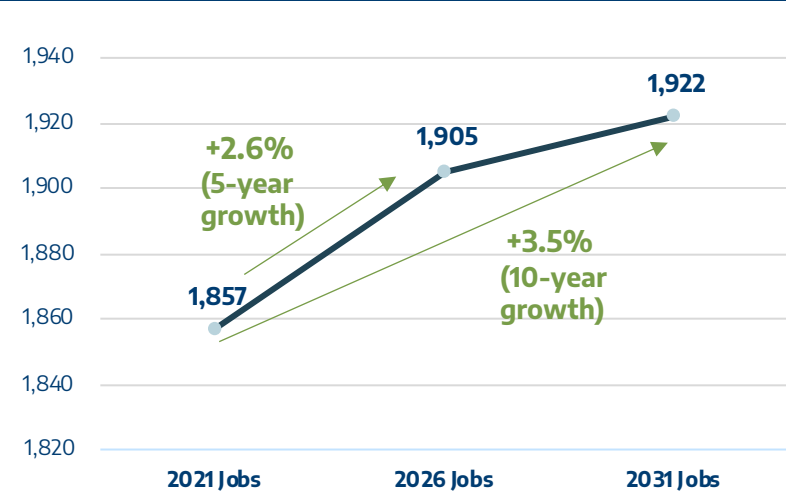


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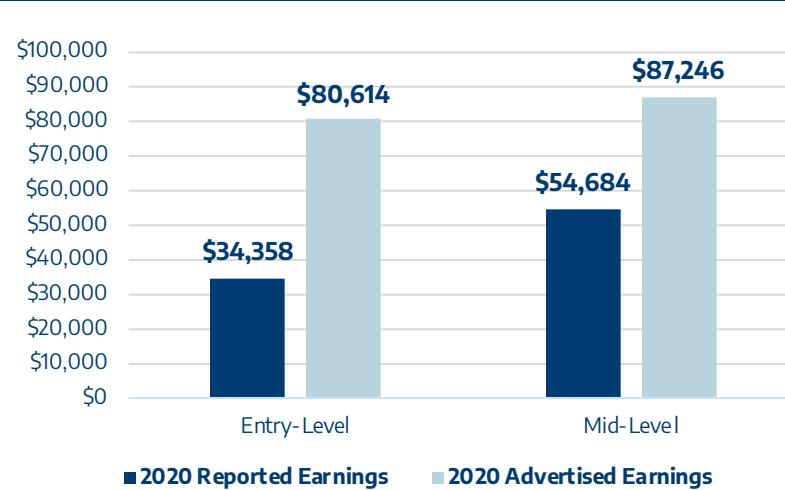
Region: West Texas

Unique Job Postings: 1,288

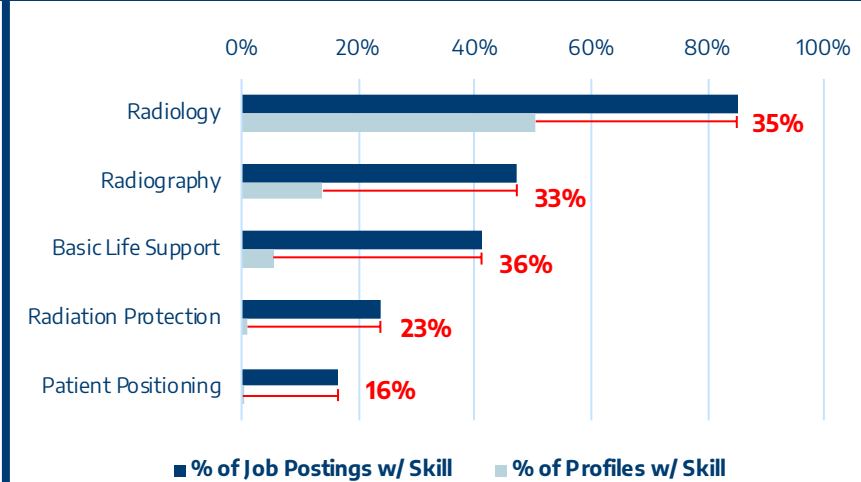
Job Growth Projections



Annual Earnings



Top Skills Gaps



Common Qualifications

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

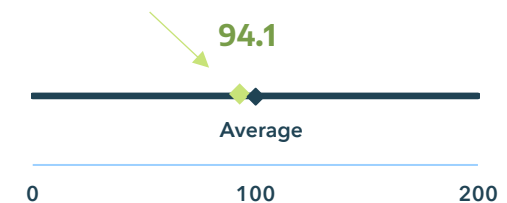
Top Industry Sectors

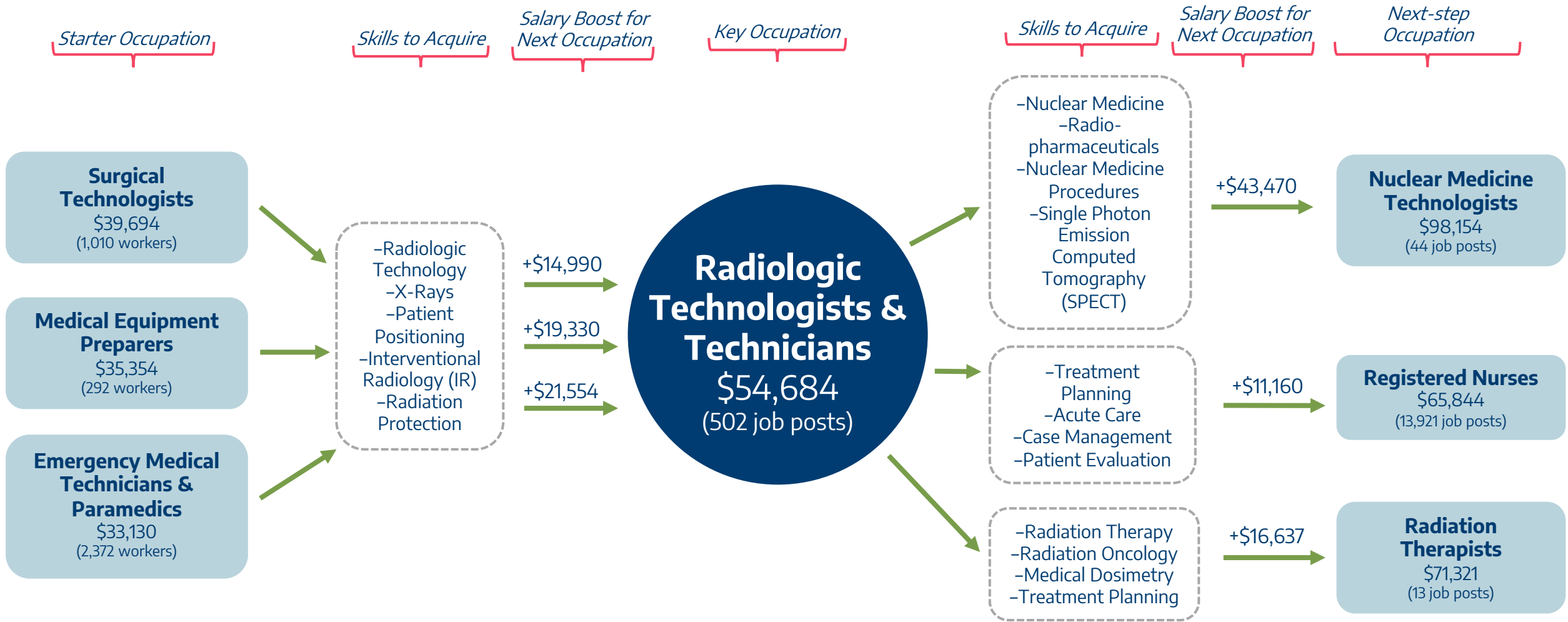
- Health Care and Social Assistance

Top Employers

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

Automation Risk





Thank you!



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Texas Success Center
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