Welcome!

We will start at 12:00pm CDT.

This Zoom meeting is set up in a webinar format, so attendee videos and microphones are disabled. Please type questions for our speakers using the Chat or Q&A functions.
Guest Speaker

Dr. Kristina Flores
Director of Research & Evaluation
Texas Success Center
Key Occupations in Texas: A Labor-Market Informed Applied Research Project

Kristina Flores, Ph.D.  
Director of Research and Evaluation  
Texas Success Center
Agenda

• Guiding Principle: Knowledge Development Objective

• Applied Research Partnership
  • TACC and Lightcast

• Phase 1: Key Occupations and Career Pathways in Texas
  • Impact of Phase 1

• Phase 2: Regional Key Occupations and Career Pathways
  • A look under the hood!
Knowledge Development: Objective

The Knowledge Development objective is to conduct research that creates actionable knowledge to support the redesign of the student experience at all community colleges in Texas.

The Center, with guidance from the Knowledge Development Steering Committee designs, commissions, and conducts research studies and related activities to:

- build the knowledge base concerning Texas Pathways reform efforts,
- enhance the impact of community colleges’ Texas Pathways strategies, and
- increase Texas community college research capacities.
Lightcast’s mission in education is to provide data and analytics that help educators:

• optimize program offerings,
• connect students to programs and careers, and
• communicate outcomes and impact.
State Labor Market Insights
# Profile: Statewide

Key Occupation: Cardiovascular Technologists and Technicians*

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td><strong>Job Postings</strong></td>
<td>4,197</td>
</tr>
<tr>
<td><strong>Median Salary</strong></td>
<td>$52,560</td>
</tr>
<tr>
<td><strong>Projected Growth</strong></td>
<td>16%</td>
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<tr>
<td><strong>Entry Level</strong></td>
<td>85%</td>
</tr>
<tr>
<td><strong>BA+ Level</strong></td>
<td>10%</td>
</tr>
<tr>
<td><strong>Automation Risk</strong></td>
<td>23% (Low)</td>
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</tbody>
</table>

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

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
- Other Services (except Public Administration)

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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

*License typically required
TRUE Pathways Map
Industry Area of Study: Health Sciences

Starter Occupation

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

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

Skills to Acquire

Electrocardiogram (EKG / ECG)
Stress Testing
Catheterization Laboratory (CATH LAB)

Salary Boost for Next Occupation

+$19,470
+$17,450

Key Occupation

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

Skills to Acquire

Ultrasound Radiology Patient Positioning

Computed Tomography (CT) Radiology Diagnostic Imaging Patient Positioning

Diagnostic Radiology Diagnostic Imaging Patient Safety Computed Tomography (CT)

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)

TRUE Credential Example:
North Central Texas College's EKG Technician Certification has 2 courses, can be completed in 15 weeks, and costs $1,199 for tuition, textbook, practical lab materials, and CET certificate testing fee.

*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

This occupation is important to the following industries:
Construction
Manufacturing
Retail Trade

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

*License typically required
+Texas Workforce Commission
Target Occupation
TRUE Pathways Map
Industry Area of Study: Design, Manufacturing, Construction & Applied Technologies

Key Occupation

Heating, Air Conditioning, and Refrigeration Mechanics and Installers*
$45,510 (9,235 job posts)

Skills to Acquire

HVAC Ventilation Duct Work Boilers
+$8,950

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

Skills to Acquire

Wiring Schematic Diagrams Test Equipment Circuit Breakers
+$5,610

Home Appliance Repairers
$30,420 (2,660 workers)

Skills to Acquire

Hydraulics Programmable Logic Controller (PLC) Programming Conveyor Systems Machining
+$8,600

Outdoor Power Equipment and Other Small Engine Mechanics
$37,400 (2,670 workers)

Skills to Acquire

Pipe Fitting Pipe Systems Residential & Commercial Plumbing Drain Cleaning
+$5,270

TRUE Credential Example:
Austin Community College HVAC Certification has 4 courses, can be completed in 16-20 weeks, and costs $1,450 in tuition. 96% of students complete the program and 93% of completers are placed in HVAC jobs.

Next-step Occupation

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

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

Plumbers, Pipefitters, and Steamfitters*
$50,780 (sub-BA) (4,406 job posts)

Skills to Acquire

Transformers Wiring Schematic Diagrams Test Equipment Circuit Breakers

Skills to Acquire

Welding Hydraulics Programmable Logic Controller (PLC) Programming Conveyor Systems Machining

Skills to Acquire

Pipe Fitting Pipe Systems Residential & Commercial Plumbing Drain Cleaning

*License typically required
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.
Key Occupation: EXAMPLE

Region: Unique Job Postings:

### 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

#### 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:

![Automation Risk Chart]

Average: 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
Regional Labor Market Snapshots

**Central**
- Computer User Support Specialists
- Industrial Engineering Technologists and Technicians
- Telecommunications Equipment Installers and Repairers
- Computer Network Support Specialists
- Licensed Practical and Vocational Nurses

**East**
- Electrical and Electronics Repairers
- Physical Therapy Assistants
- Surgical Technologists
- Dental Hygienists
- Industrial Engineering Technologists and Technicians
**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:** $46,344
- **Top:** $57,013

#### Common Qualifications

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

#### 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

#### Top Skills Gaps

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

#### Automation Risk

- Average: 84.8

Data Source: Lightcast Formerly Emsi Burning Glass
**Key Occupation:** Licensed Practical & Licensed Vocational Nurses

**Region:** Central Texas

**Starter Occupation**
- **Psychiatric Aides**
  - Salary: $28,316
  - Workers: 1,035
- **Nursing Assistants**
  - Salary: $25,944
  - Workers: 11,779
- **Personal Care Aides**
  - Salary: $22,032
  - Workers: 35,122

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

**Salary Boost for Next Occupation**
- $18,028
- $20,400
- $24,312

**Key Occupation**
- **Licensed Practical & Vocational Nurses**
  - Salary: $46,344
  - Workers: 4,219

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

**Salary Boost for Next Occupation**
- $23,106

**Next-step Occupation**
- **Registered Nurses**
  - Salary: $69,986
  - Workers: 29,828
- **Nurse Practitioners**
  - Salary: $104,218
  - Workers: 334
- **Medical & Health Services Managers**
  - Salary: $90,225
  - Workers: 3,918

**Data Source:** Lightcast Formerly Emsi Burning Glass

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

Region: East Texas

Unique Job Postings: 231

Job Growth Projections:
- 5-year growth: +3.6%
- 10-year growth: +5.6%

Annual Earnings:
- Entry-Level: $40,143
- Mid-Level: $61,651

Top Skills Gaps:
- Machinery: 19%
- Preventive Maintenance: 19%
- Hydraulics: 13%
- Hand Tools: 12%
- Industrial Repair And Maintenance: 12%

Common Qualifications:
- Commercial Driver’s License (CDL)
- American Welding Society Certification
- Automotive Service Excellence (ASE) Certification
- CDL Class B License
- Tanker Endorsement

Top Industry Sectors:
- Manufacturing
- Retail Trade
- Wholesale Trade
- Administrative and Support
- Public Administration

Top Employers:
- Amerada Hess Corporation
- Bridgestone Corporation
- Plastipak
- Spectrum
- Rockwell Automation

Automation Risk: 94

Data Source: Lightcast Formerly Emsi Burning Glass
**Key Occupation:** Industrial Engineering Technologists & Technicians

**Region:** East Texas

**Starter Occupation**
- **Landscaping & Groundskeeping Workers**
  - Salary: $27,115
  - (7,072 workers)
- **Packaging & Filling Machine Operators & Tenders**
  - Salary: $30,449
  - (1,939 workers)
- **Construction Laborers**
  - Salary: $30,834
  - (8,799 workers)

**Key Occupation**
- **Salary Boost for Next Occupation**
  - Predicitive/Preventative Maintenance
  - Preventive Maintenance
  - Industrial Operations
  - Industry Knowledge
  - Programmable Logic Controller (PLC) Programming

- **Salary Boost for Next Occupation**
  - Machine Operation
  - Technical Support
  - Python
  - Current Good Manufacturing Practices (CGMP)

**Salary Boost for Next Occupation**
- **$41,018**
  - Engineering Technicians
  - $80,000
  - (29 job posts)
- **$10,477**
  - Industrial Machinery Mechanics
  - $49,459
  - (218 job posts)
- **$23,418**
  - Electro-Mechanical Technicians
  - $62,400
  - (23 job posts)

**Skills to Acquire**
- **Electro-Mechanical Technicians**
  - Calibration
  - Test Equipment
  - Soldering
  - Troubleshooting

**Data Source:** Lightcast Formerly Emsi Burning Glass
Regional Labor Market Snapshots

**North**
- Aircraft Mechanics and Service Technicians
- Insurance Appraisers, Auto Damage
- Dental Hygienists
- Architecture and Civil Drafters
- Paralegals and Legal Assistants

**South**
- Web Developers
- Fire Inspectors and Investigators
- Occupational Therapy Assistants
- Licensed Practical and Vocational Nurses
- Computer Network Support Specialists
**Key Occupation:** Paralegals and Legal Assistants

**Region:** North Texas

**Unique Job Postings:** 3,768

**Job Growth Projections**

- 5-year growth: +9.1%
- 10-year growth: +15.3%

**Annual Earnings**

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

- **Mid-Level**
  - 2020 Reported Earnings: $41,883
  - 2020 Advertised Earnings: $43,159

**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

Data Source: Lightcast Formerly Emsi Burning Glass
**Key Occupation:** Paralegals & Legal Assistants

**Region:** North Texas

**Paralegals & Legal Assistants**

- **Salary:** $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

**Next-step Occupation**

- **Accountants & Auditors**
  - **Salary:** $63,474 (16,054 job posts)*
  - **Skills to Acquire:**
    - Accounting
    - Generally Accepted Accounting Principles (GAAP)
    - Account Reconciling
    - Financial Statements
    - Balance Sheet
  - **Salary Boost for Next Occupation:** $21,591

- **Real Estate Brokers**
  - **Salary:** $63,655 (39 job posts)
  - **Skills to Acquire:**
    - Leasing
    - Real Estate Sales
    - Property Management
    - Housing Industry Knowledge
    - Brokerage Trading
  - **Salary Boost for Next Occupation:** $21,772

- **Brokerage Clerks**
  - **Salary:** $47,819 (10 job posts)
  - **Skills to Acquire:**
    - Customer Service
    - Securities
    - Financial Industry Knowledge
    - Financial Analysis
  - **Salary Boost for Next Occupation:** $5,936

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

Data Source: Lightcast Formerly Emsi Burning Glass
**Key Occupation:** Computer Network Support Specialists

**Region:** South Texas

**Unique Job Postings:** 134

### Job Growth Projections
- **5-year growth: +5.8%**
- **10-year growth: +9.1%**

### Annual Earnings
- **Entry-Level:**
  - 2020 Reported Earnings: $35,867
  - 2020 Advertised Earnings: $49,579
- **Mid-Level:**
  - 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
- Average: 86.9

**Data Source:** Lightcast Formerly Emsi Burning Glass
**Key Occupation:** Computer Network Support Specialists

**Region:** South Texas

**Computer User Support Specialists**
- $43,291 (7,184 workers)

**Telecommunications Equipment Installers & Repairers, Except Line Installers**
- $47,945 (2,771 workers)

**Computer, Automated Teller, & Office Machine Repairers**
- $33,111 (1,434 workers)

**Network & Computer Systems Administrators**
- $67,631 (2,648 job posts)

**Computer Network Architects**
- $101,988 (217 job posts)

**Information Security Analysts**
- $92,736 (2,441 job posts)

Data Source: Lightcast Formerly Emsi Burning Glass
Regional Labor Market Snapshots

**Southeast**
- Cardiovascular Technologists and Technicians
- Dental Assistants
- Diagnostic Medical Sonographers
- Calibration Technologists and Technicians
- Computer Network Support Specialists

**West**
- Heavy and Tractor-Trailer Truck Drivers
- Radiologic Technologists and Technicians
- Health Information Technologists
- Electrical and Electronic Engineering Technologists
- Respiratory Therapists
Key Occupation: Cardiovascular Technologists and Technicians

Region: Southeast Texas

Unique Job Postings: 1,347

Job Growth Projections

- 5-year growth: +4.1%
- 10-year growth: +6.2%

Annual Earnings

- Entry-Level: $27,895
- Mid-Level: $71,125

Job Growth Projections:

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

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

Average: 91.7

Data Source: Lightcast Formerly Emsi Burning Glass
Key Occupation: Cardiovascular Technologists & Technicians

Region: Southeast Texas

Emergency Medical Technicians & Paramedics
$33,484 (3,911 workers)

Medical Equipment Repairers
$47,846 (1,036 workers)

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

Cardiovascular Technologists & Technicians
$51,585 (619 job posts)

Skills to Acquire
- Cardiology
- Cardiopulmonary Resuscitation (CPR)
- Catheterization Laboratory (CATH LAB)
- Electrocardiogram (EKG/ECG)
- Telemetry
- Advanced Cardiac Life Support (ACLS)
- Echocardiography
- Arrhythmia Diagnosis/Treatment
- Patient Care
- Stress Testing

Salary Boost for Next Occupation
+$18,101
+$3,739
+$3,714

Next-step Occupation
Registered Nurses
$73,669 (26,674 job posts)

Nuclear Medicine Technologists
$71,581 (98 job posts)

Radiation Therapists
$81,129 (65 job posts)

Data Source: Lightcast Formerly Emsi Burning Glass
Key Occupation: Heavy and Tractor-Trailer Truck Drivers

Region: West Texas

Unique Job Postings: 38,084

Job Growth Projections

- 5-year growth: +8.5%
- 10-year growth: +14.3%

Annual Earnings

- Entry-Level: $27,883
- Mid-Level: $44,429
- Mid-Level: $61,532
- Mid-Level: $86,618

- 2021 Jobs: 31,862
- 2026 Jobs: 34,558
- 2031 Jobs: 36,407

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

Data Source: Lightcast Formerly Emsi Burning Glass
Key Occupation: Heavy & Tractor-Trailer Truck Drivers

Region: West Texas

**Starter Occupation**
- **Bus & Truck Mechanics & Diesel Engine Specialists**
  - Salary: $44,192
  - Workers: 4,176

- **Bus Drivers, Transit & Intercity**
  - Salary: $37,366
  - Workers: 1,019

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

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

**Next-step Occupation**
- **Transportation, Storage, & Distribution Managers**
  - Salary: $87,099
  - Workers: 343

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

**Salary Boost for Next Occupation**
- Logistics
- Procurement
- Supply Chain Management
- SAP Applications
- Production Planning
- Inventory Management
- Inventory Control
- Supply Chain Management
- Warehouse Operations
- Shipping & Receiving

**Logisticians**
- Salary: $72,938
  - Workers: 329

**Data Source:** Lightcast Formerly Emsi Burning Glass
Thank you!

Kristina Flores, Ph.D.
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Texas Association of Community Colleges
https://tacc.org/

Texas Success Center
https://tacc.org/tsc
Texas Commission on Community College Finance

Inaugural Meeting – November 15, 2021
Last Meeting – October 18, 2022
November 2022 – Final Report Due

Texas Legislative Session starts
January 10, 2023
Register today for November 18th!

Trustee Leadership Seminar
hosted in-person at
Tyler Junior College
10:00am – 4:00pm CT
Congratulations Trustee Benavidez!

Please join CCATT at the ACCT Incoming Chair’s Reception

Marriott Marquis Times Square, NY
Friday, October 28
5:30 – 6:30pm

Rose Benavidez
Board Chair, South Texas College
SAVE the DATE

CCATT Annual Conference 2023
September 14 – September 16
Fort Worth, TX