

WIOA In-Demand Occupations List

Board Name:

Workforce Solutions Brazos Valley

Date Submitted:

2/27/2017

Use this template to identify the Board's occupations most in demand, regardless of the training or wage component involved.

Standard Occupational Classification (SOC) or Occupational Information Network (O*NET) Job Code	In-Demand Occupation Job Title (Name)	Annual Average Employment 2014	Annual Average Employment 2024	Number Change 2014-2024	Percent Growth 2014-2024	Annual Openings due to Growth	Additional Rationale, Local Wisdom, and Comments ¹	Labor Market and Career Information Data Source(s)
43-9061	Office Clerks, General	10,370	11,990	1,620	15.6%	160		TWC LMCI Projection
35-3021	Combined Food Preparation & Serving Workers, Incl. Fast Food	4,110	5,300	1,190	29.0%	120		TWC LMCI Projection
41-2031	Retail Salespersons	4,340	5,140	800	18.4%	80		TWC LMCI Projection
29-1141	Registered Nurses	2,440	3,150	710	29.1%	70		TWC LMCI Projection
41-2011	Cashiers	3,620	4,250	630	17.4%	65		TWC LMCI Projection
35-3031	Waiters & Waitresses	2,470	2,960	490	19.8%	50		TWC LMCI Projection
43-6014	Secretaries & Admin Assistants, Excluding Legal/Medical/Executive	2,750	3,160	410	14.9%	40		TWC LMCI Projection
35-2014	Cooks, Restaurant	1,150	1,540	390	33.9%	40		TWC LMCI Projection
47-2061	Construction Laborers	2,360	2,740	380	16.1%	40		TWC LMCI Projection
25-2021	Elementary School Teachers, Excluding Special Education	1,570	1,930	360	22.9%	35		TWC LMCI Projection
11-1021	General & Operations Managers	1,920	2,270	350	18.2%	35		TWC LMCI Projection
37-2011	Janitors & Cleaners, Excluding Maids & Housekeeping Cleaners	1,750	2,100	350	20.0%	35		TWC LMCI Projection
25-1191	Graduate Teaching Assistants	1,610	1,950	340	21.1%	35		TWC LMCI Projection
39-9021	Personal Care Aides	1,070	1,410	340	31.8%	35		TWC LMCI Projection
45-2093	Farmworkers; Farm, Ranch, & Aqua-cultural Animals	3,720	4,050	330	8.9%	35		TWC LMCI Projection
35-1012	First-Line Supervisors of Food Preparation & Serving Workers	1,120	1,430	310	27.7%	30		TWC LMCI Projection
35-2021	Food Preparation Workers	1,250	1,550	300	24.0%	30		TWC LMCI Projection
13-2011	Accountants & Auditors	1,290	1,570	280	21.7%	30		TWC LMCI Projection
53-3032	Heavy & Tractor-Trailer Truck Drivers	1,780	2,060	280	15.7%	30		TWC LMCI Projection
25-2031	Secondary School Teachers, Excluding Special/Career/Technical Ed	1,130	1,390	260	23.0%	25		TWC LMCI Projection
33-3012	Correctional Officers & Jailers	1,940	2,200	260	13.4%	25		TWC LMCI Projection
43-4051	Customer Service Representatives	1,400	1,660	260	18.6%	25		TWC LMCI Projection
43-5081	Stock Clerks & Order Fillers	1,580	1,840	260	16.5%	25		TWC LMCI Projection
25-9041	Teacher Assistants	1,110	1,360	250	22.5%	25		TWC LMCI Projection
31-1014	Nursing Assistants	850	1,070	220	25.9%	20		TWC LMCI Projection
25-2022	Middle School Teachers, Ex Special/Career/Technical Ed	710	880	170	23.9%	15		TWC LMCI Projection
47-1011	First-Line Supervisors: Construction Trades/Extraction Workers	1,030	1,140	110	10.7%	10		TWC LMCI Projection
47-2031	Carpenters	550	630	80	14.5%	10		TWC LMCI Projection
47-2073	Operating Engineers & Other Construction Equipment Operators	660	750	90	13.6%	10		TWC LMCI Projection
47-2111	Electricians	640	770	130	20.3%	15		TWC LMCI Projection
47-2152	Plumbers, Pipefitters, & Steamfitters	470	550	80	17.0%	10		TWC LMCI Projection
29-2061	Licensed Practical & Licensed Vocational Nurses	780	930	150	19.2%	15		TWC LMCI Projection

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Standard Occupational Classification (SOC) or Occupational Information Network (O*NET) Job Code	In-Demand Occupation Job Title (Name)	Annual Average Employment 2014	Annual Average Employment 2024	Number Change 2014-2024	Percent Growth 2014-2024	Annual Openings due to Growth	Additional Rationale, Local Wisdom, and Comments ¹	Labor Market and Career Information Data Source(s)
43-3031	Bookkeeping, Accounting, & Auditing Clerks	1,500	1,540	40	2.7%	5	15 replacements	TWC LMCI Projection
43-6011	Executive Secretaries & Executive Administrative Assistants	590	620	30	5.1%	5	5 replacements	TWC LMCI Projection
49-3023	Auto Service Technicians & Mechanics	770	880	110	14.3%	10	20 replacements	TWC LMCI Projection
49-9041	Industrial Machinery Mechanics	340	430	90	26.5%	10	10 replacements	TWC LMCI Projection
33-2011	Firefighters	280	330	50	17.9%	5	10 replacements	TWC LMCI Projection
33-3051	Police & Sheriff's Patrol Officers	840	1,000	160	19.0%	15	30 replacements	TWC LMCI Projection
51-4011	Computer-Controlled Machine Tool Operators, Metal/Plastic	200	230	30	15.0%	5	5 replacements	TWC LMCI Projection
51-4041	Machinists	550	550	0	0.0%	0	15 replacements	TWC LMCI Projection
51-4121	Welders, Cutters, Solderers, & Brazers	630	700	70	11.1%	5	20 replacements	TWC LMCI Projection
15-1121	Computer Systems Analysts	270	360	90	33.3%	10		TWC LMCI Projection
15-1132	Software Developers, Applications	320	400	80	25.0%	10		TWC LMCI Projection
15-1151	Computer User Support Specialists	650	820	170	26.2%	15	10 replacements	TWC LMCI Projection
19-4021	Biological Technicians	110	120	10	9.1%	0	Blinn College	TWC LMCI Projection
29-2034	Radiologic Technologist	140	170	30	21.4%	5	Blinn College plus 5 replacements	TWC LMCI Projection
31-9091	Dental Assistants	160	210	50	31.3%	5	Blinn College plus 5 replacements	TWC LMCI Projection
29-2041	Emergency Medical Technicians & Paramedics	230	290	60	26.1%	5	5 replacements	TWC LMCI Projection
49-9071	Maintenance & Repair Workers, General*	1,180	1,380	200	16.9%	20	30 replacements	TWC LMCI Projection
49-3031	Bus & Truck Mechanics & Diesel Engine Specialists	280	350	70	25.0%	5	5 replacements	TWC LMCI Projection
29-1126	Respiratory Therapists	150	200	50	33.3%	5	5 replacements	TWC LMCI Projection
29-2099	Medical Records and Health Information Technician(Health Technologists)	30	40	10	33.3%	0	Blinn College	TWC LMCI Projection
29-2055	Surgical Technologists [note: 2012 data] no 2014 data available]	100	130	30	30.0%	5	Blinn College	TWC LMCI Projection
29-2052	Pharmacy Technician	210	260	50	23.8%	5	Blinn College	TWC LMCI Projection
29-2056	Veterinary Technologist	330	440	110	33.3%	10	5 replacements	TWC LMCI Projection
31-2021	Physical Therapist Assistant	70	100	30	42.9%	5	Blinn College	TWC LMCI Projection
29-2021	Dental Hygienist	130	160	30	23.1%	5	Blinn College	TWC LMCI Projection

In order to complete this process, TWC recommends completing the In-Demand Occupation List first, then the Target Occupation List, and finally the In-Demand Industry Li

Notes: Blinn College: Occupation requested by Blinn College based on their identification of demand
Replacements: Job openings due to replacement of retiring worker or turnover
TWC LMCI 2014 - 2024 projections

As leading industries, occupations, and training needs change, Boards must update their lists and e-mail the updated list to Board.Plans@twc.state.tx.us.

Approximately 40 to 50 in-demand occupations are recommended. Please insert rows as needed. Occupations must correspond to a six-digit SOC code. In-demand occupations do not have to be listed in any specific order.

Basis for Selection: Key types of labor market indicators are available in Labor Market and Career Information (LMCI) tools for use in evaluating and ranking the demand for occupations. Boards must fully explore this data in their analyses, so they can identify what data elements they will use in selecting in-demand occupations.

¹ Additional Rationale, Local Wisdom, and Comments: This column is to identify any additional indicators used in selecting the occupation, and, if applicable, must include information on local wisdom that further supports or validates the inclusion of the in-demand occupation in the workforce area. This may include, but need not be limited to, information gained from surveys of employers; local or regional labor market or occupational studies; or other information gained from industry, economic development, or professional or occupational organization partners.

Note: In addition to the Target Occupation List required under prior Board Plans, Boards are now required to submit an In-Demand Occupation List with the Board Plan as well.

SOC codes can be found at: <http://www.bls.gov/soc/>
O*NET codes can be found at: <http://www.onetonline.org/>

WIOA Target Occupations List

Board Name:	Workforce Solutions Brazos Valley	Date Submitted or Updated:	2/27/2017
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Use this template to identify the Board's target occupations, which are occupations that: 1) are in demand, 2) have a dedicated training component, and 3) provide wages that meet a Board's self-sufficiency requirements.

Standard Occupational Classification (SOC) or Occupational Information Network (O*NET) Job Code	Target Occupation Job Title (Name)	Annual Average Employment 2014	Annual Average Employment 2024	Number Change 2014-2024	Percent Growth 2014-2024	Annual Openings due to Growth	Starting Salary per Hour (Entry Wage)	Top Salary per Hour (Experienced Wage)	Typical Education Needed for Entry into Occupation	Are there Eligible Training Providers (ETPs) on this offering? ¹	How many individuals will ETPs train and/or certify to fill current openings?	Additional Rationale, Local Wisdom, and Comments ²	Is this a Career Pathway Occupation? (yes or no)	Labor Market and Career Information Data Source(s) ³
25-2021	Elementary School Teachers, Ex. Special Education	1,570	1,930	360	22.9%	35	N/A	N/A	Bachelor's Degree	Y	27		yes	TWC LMCI
25-2022	Middle School Teachers, Ex. Special/Career/Technical Ed	710	880	170	23.9%	15	N/A	N/A	Bachelor's Degree	Y	27		yes	TWC LMCI
25-2031	Secondary School Teachers, Ex. Special/Career/Technical Ed	1,130	1,390	260	23.0%	25	N/A	N/A	Bachelor's Degree	Y	27		yes	TWC LMCI
47-1011	First-Line Supervisors: Construction Trades/Extraction Workers	1,030	1,140	110	10.7%	10	\$18	\$34	High School Diploma or Equivalent [1]	Y	Unknown		no	TWC LMCI
47-2031	Carpenters	550	630	80	14.5%	10	\$12	\$18	High School Diploma or Equivalent [2]	Y: ETPS in adjoining WDA	Unknown	Coastal Bend, East TX	yes	TWC LMCI
47-2073	Operating Engineers & Other Construction Equipment Operators	660	750	90	13.6%	10	\$14	\$24	High School Diploma or Equivalent [3]	Y	Unknown		no	TWC LMCI
47-2111	Electricians	640	770	130	20.3%	15	\$14	\$23	High School Diploma or Equivalent [1]	Y	Unknown		no	TWC LMCI
47-2152	Plumbers, Pipefitters, & Steamfitters	470	550	80	17.0%	10	\$12	\$21	High School Diploma or Equivalent [2]	Y: ETPS in adjoining WDA	Unknown	Gulf Coast, Heart of TX	no	TWC LMCI
29-1141	Registered Nurses	2,440	3,150	710	29.1%	70	\$27	\$33	Bachelor's Degree	Y	87		no	TWC LMCI
29-2021	Dental Hygienists	130	160	30	23.1%	5	\$18	\$36	Associates Degree	Y: ETPS in adjoining WDA	14	Blinn College	no	TWC LMCI
29-2052	Pharmacy Technicians	210	260	50	23.8%	5	\$12	\$16	High School Diploma or Equivalent [3]	Y	10	Blinn College	yes	TWC LMCI
29-2061	Licensed Practical & Licensed Vocational Nurses	780	930	150	19.2%	15	\$16	\$21	Post Secondary Non-degree award	Y	42		yes	TWC LMCI
43-3031	Bookkeeping, Accounting, & Auditing Clerks	1,500	1,540	40	2.7%	5	\$12	\$21	some college no degree moderate OJT	Y	21	15 replacements	yes	TWC LMCI
43-6011	Executive Secretaries & Executive Administrative Assistants	590	620	30	5.1%	5	\$19	\$29	High School Diploma or Equivalent [1]	Y	Unknown	5 replacements	yes	TWC LMCI
49-3023	Auto Service Technicians & Mechanics	770	880	110	14.3%	10	\$11	\$24	post secondary non-degree award short OJT	Y	Unknown	20 replacements	yes	TWC LMCI
49-9041	Industrial Machinery Mechanics	340	430	90	26.5%	10	\$15	\$27	HSD or EQ, long OJT	Y	Unknown	10 replacements	yes	TWC LMCI
53-3032	Heavy & Tractor-Trailer Truck Drivers	1,780	2,060	280	15.7%	30	\$14	\$22	post secondary non-degree award short OJT	Y	Unknown		no	TWC LMCI
33-2011	Firefighters	280	330	50	17.9%	5	\$16	\$27	post secondary non-degree long OJT	Y	52	10 replacements	no	TWC LMCI
33-3012	Correctional Officers & Jailers	1,940	2,200	260	13.4%	25	\$15	\$19	High School Diploma or Equivalent [3]	Y	Unknown		yes	TWC LMCI
33-3051	Police & Sheriff's Patrol Officers	840	1,000	160	19.0%	15	\$16	\$30	High School Diploma or Equivalent [3]	Y	18	30 replacements	yes	TWC LMCI
51-4011	Computer-Controlled Machine Tool Operators, Metal/Plastic	200	230	30	15.0%	5	\$12	\$20	High School Diploma or Equivalent [3]	Y	Unknown	5 replacements	no	TWC LMCI
51-4041	Machinists	550	550	0	0.0%	0	\$14	\$23	High School Diploma or Equivalent long OJT	Y	Unknown	15 replacements	yes	TWC LMCI
51-4121	Welders, Cutters, Solderers, & Brazers	630	700	70	11.1%	5	\$13	\$22	High School Diploma or Equivalent [3]	Y	Unknown	20 replacements	yes	TWC LMCI
15-1121	Computer Systems Analysts	270	360	90	33.3%	10	\$25	\$55	Bachelor's Degree	Y: ETPS in adjoining WDA	40	Gulf Coast	yes	TWC LMCI
15-1132	Software Developers, Applications	320	400	80	25.0%	10	\$26	\$42	Bachelor's Degree	Y	8		yes	TWC LMCI
15-1151	Computer User Support Specialists	650	820	170	26.2%	15	\$14	\$28	some college to degree moderate OJT	Y	8	10 replacements	yes	TWC LMCI
11-1021	General & Operations Managers	1,920	2,270	350	18.2%	35	\$23	\$65	Bachelor's Degree plus WE 5 years	Y	Unknown		no	TWC LMCI
13-2011	Accountants & Auditors	1,290	1,570	280	21.7%	30	\$19	\$37	Bachelor's degree	Y	26		no	TWC LMCI
19-4021	Biological Technicians	110	120	10	9.1%	0	\$10	\$22	Bachelor's degree	Y	163	Blinn College	yes	TWC LMCI
31-2021	Physical Therapist Assistants	70	100	30	42.9%	5	\$27	\$39	Associates Degree	Y	21	Blinn College	yes	TWC LMCI
31-9091	Dental Assistants	130	160	30	23.1%	5	\$11	\$16	post secondary non degree award	Y	14	Blinn College plus 5 replacements	yes	TWC LMCI
29-2041	Emergency Medical Technicians & Paramedics	230	290	60	26.1%	5	\$12	\$19	post secondary non degree award	Y: ETPS in adjoining WDA	73	5 replacements; ETPS in Austin	yes	TWC LMCI
49-9071	Maintenance & Repair Workers, General	1,180	1,380	200	16.9%	20	\$11	\$20	High School Diploma or Equivalent long OJT	Y	Unknown	30 replacements; ETPS in Heart of Texas and Gulf Coast	yes	TWC LMCI
49-3031	Bus & Truck Mechanics & Diesel Engine Specialists	280	350	70	25.0%	5	\$14	\$23	High School Diploma or Equivalent long OJT	Y	Unknown	5 replacements	no	TWC LMCI
29-1126	Respiratory Therapists	150	200	50	33.3%	5	\$22	\$31	Associates Degree	Y: ETPS in adjoining WDA	Unknown	5 replacements; ETPS in Gulf Coast	no	TWC LMCI
29-2055	Surgical Technologist [2012 - 2022 data, 2012 Texas wage]	100	130	30	30.0%	5	N/A	\$21	Associates Degree	Y	Unknown	Blinn College; ETPS also in Gulf Coast, Heart of Texas, Austin	yes	ONET
29-2071	Medical Records and Health Information Technician	30	40	10	33.3%	0	\$11	\$18	High School Diploma or Equivalent	Y	23	Blinn College	yes	TWC LMCI
29-2056	Veterinary Technologist	330	440	110	33.3%	10	\$10	\$18	Associates Degree	N	10	5 replacements; New to list, working with Blinn to provide	yes	TWC LMCI
29-2034	Radiologic Technologist	140	170	30	21.4%	5	\$18	\$31	Associates Degree	Y	14	Blinn College plus 5 replacements; Working with Blinn to provide; ETPS Gulf Coast, Heart of Texas, Tarrant County	yes	TWC LMCI

In order to complete this process, TWC recommends completing the In-Demand Occupation List first, then the Target Occupation List, and finally the In-Demand Industry List.

Education:

- | | |
|---|---|
| 1. High School Diploma plus work experience | 3. High School Diploma plus short/moderate OJT |
| 2. High School Diploma plus Apprenticeship | Additional Wisdom - notes replacement jobs in addition to growth, Blinn College; Has identified additional openings |

As leading industries, occupations, and training needs change, Boards must update their lists and e-mail the updated list to Board.Plans@twc.state.tx.us.

To complete the process, Boards shall first develop their target occupation list, and then answer the questions related to eligible training providers (ETPs). The answers related to ETPs for an occupation have no bearing on an occupation's inclusion on the Target Occupation List.

Approximately 20 to 25 target occupations are recommended. Occupations must correspond to a six-digit SOC code. Target occupations do not have to be listed in any specific order.

Basis for Selection: Key types of labor market indicators are available in Labor Market and Career Information (LMCI) tools for use in evaluating and ranking the relative importance of occupations. Boards must fully explore this data in their analyses, so they can identify what data elements they will use in selecting target occupations.

¹ ETP Questions: If a Board does not have an ETP in their Board area, they should work with employers and eligible training providers to develop a curriculum for the occupation. If a Board refers its customers to an ETP in another Board area, please provide details in the comments section of this document (column M). An occupation shall not be excluded due to a lack of current training providers.

² Additional Rationale, Local Wisdom, and Comments: This column is to identify any additional indicators used in targeting the occupation, and, if applicable, must include information on local wisdom that further supports or validates the importance of the target occupation in the workforce area. This may include, but need not be limited to, information gained from surveys of employers; local or regional labor market or occupational studies; or other information gained from industry, economic development, or professional or occupational organization partners.

WIOA In-Demand Industries List

Board Name:	Workforce Solutions Brazos Valley	Date Submitted:	2/27/2017
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Use this spreadsheet to identify the Board's top 10 to 15 high demand industries. The Board's high demand industries may include, but need not be limited to, industries related to the governor's industry clusters.

2012 North American Industry Classification System (NAICS) Code (4-digit) ¹	NAICS Industry Title (Name)	Annual Average Employment 2014	Annual Average Employment 2024	Number Change 2014-2024	Percent Growth 2014-2024	Does Industry Match to a Governor's Industry Cluster? (yes or no) ¹	Additional Rationale, Local Wisdom, Comments ²	Labor Market and Career Information Data Source(s)*
6221	<i>General Medical and Surgical Hospitals</i>	3,830	4,870	1,040	27.2%	no		TWC LMCI
6216	<i>Home Health Care Services</i>	1,300	1,620	320	24.6%	no		TWC LMCI
6211	<i>Offices of Physicians</i>	1,820	2,460	640	35.2%	no		TWC LMCI
6111	<i>Elementary & Secondary Schools, Public/Private</i>	8,850	10,800	1,950	22.0%	no		TWC LMCI
5617	<i>Services to Buildings & Dwellings</i>	1,510	1,900	390	25.8%	no		TWC LMCI
5415	<i>Computer Systems Design & Related Services</i>	950	1,170	220	23.2%	yes		TWC LMCI
2361	<i>Residential Building Construction</i>	530	650	120	22.6%	no		TWC LMCI
8111	<i>Auto Repair & Maintenance</i>	870	1,060	190	21.8%	no		TWC LMCI
2389	<i>Other Specialty Trade Contractors</i>	1,730	2,070	340	19.7%	no		TWC LMCI
4841	<i>General Freight Trucking</i>	270	340	70	25.9%	no		TWC LMCI
2382	<i>Building Equip Contractors</i>	1,890	2,270	380	20.1%	no		TWC LMCI
5417	<i>Scientific Research & Development Services</i>	440	520	80	18.2%	yes		TWC LMCI
6231	<i>Nursing Care Facilities, Skilled Nursing</i>	1,260	1,500	240	19.0%	no		TWC LMCI
n/a	<i>Local Government, Excluding Education & Hospitals</i>	4,870	5,810	940	19.3%	no		TWC LMCI

*TWC LMCI Projections 2014 - 2024

In order to complete this process, TWC recommends completing the In-Demand Occupation List first, then the Target Occupation List, and finally the In-Demand Industry List.

As leading industries, occupations, and training needs change, Boards must update their lists and e-mail the updated list to Board.Plans@twc.state.tx.us.

Approximately 10 to 15 in-demand industries are recommended. Industries must correspond to a 4-digit NAICS code provided in the supporting documents. In-demand industries do not need to be listed in any particular order.

Basis for Selection: Key types of labor market indicators are available in Labor Market and Career Information (LMCI) tools for use in evaluating and ranking the demand of industries. Boards must fully explore this data in their analyses, so they can identify what data elements they will use in selecting in-demand industries.

¹ Does Industry Match to a Governor's Industry Cluster? (yes or no) Please refer to attachment 5 to ascertain whether the industry matches to a Governor's Industry Cluster.

² Additional Rationale and Local Wisdom: This space must be used to identify any additional indicators used in selecting an industry, if applicable, and to describe any additional local information sources or knowledge regarding the importance of in-demand industries in the workforce area. This may include, but need not be limited to, information gained from local or regional labor market or industry studies,

Note: To align with WIOA terminology, the WIA Target Industry List is now referred to as the WIOA In-Demand Industry List.

SOC codes can be found <http://www.census.gov/cgi-bin/sssd/naics/naicsrch?chart=2012>