



# JOBS REPORT

Q4 2018

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san antonio economic development foundation

# EXECUTIVE SUMMARY



Since the first Jobs Report was published in April 2018, there have been some critical advances that impact both our education and private sector ecosystem in San Antonio. Now in its second iteration, the Jobs Report is helping to inspire dialogue and action in the community.

The new Chancellor of the Alamo Colleges District, Dr. Mike Flores, recently outlined his vision to prioritize, "[ending poverty through education, economic, and social mobility](#)." In his first public presentation as Chancellor, Dr. Flores specifically referenced the Jobs Report data to demonstrate the high-wage, middle-skill job opportunities in areas such as advanced manufacturing, aviation mechanics, and nursing. Jobs Report data directly supports Alamo Colleges' strategy to focus workforce development efforts and produce more graduates to fill high-wage, high-demand jobs identified by our local employers.

As part of the University of Texas San Antonio's (UTSA) continued evolution, [the university secured a significant \\$70 million investment](#) to establish a National Security Collaboration Center and a School of Data Science, both of which will be housed in the redeveloped downtown campus. UTSA President Dr. Taylor Eighmy said it best, "by creating an ecosystem that brings together the business strengths of our community and the research expertise of UTSA, we will establish San Antonio as the Silicon Valley-equivalent for data science, information management, and cybersecurity." With this new collaboration center, San Antonio's ability to attract more employers and more investment increases, while ensuring that we are directly responsible for preparing the talent and, ideally, keeping local talent.

These education developments were met by key wins and validation from world-class organizations like EY, USAA, BD, and OKIN BPS deciding to invest in San Antonio. Each company cited San Antonio's skilled workforce as a critical component of their decision. Companies selecting San Antonio are adding new jobs that span education levels, technical and essential skills that will challenge and strengthen San Antonio's competitive workforce of the future.

San Antonio's ability to collaborate across sectors and organizations is what sets us apart. The Jobs Report also surfaced as a tool for our local workforce development agencies like ProjectQuest, who are now able to use the data to better inform the skills training programs that will put their candidates on career pathways to long-term employment.

SA Works is proud to produce this second Jobs Report, with support from Accenture, and continue its improvement to better serve the community at large as a tool to readily inform, raise awareness and, even deepen collaboration to support education and workforce strategies among our private and public sector partners. It's what we're here to do. We are committed to continuous improvement and, as with the last Jobs Report, we invite your input on how we can continue to evolve this tool.

A handwritten signature in black ink, reading "Romanita Matta-Barrera".

Romanita Matta-Barrera

**MORE THAN 37K**

online job postings between  
February 2018 and July 2018

**118K**

Students in  
Higher-Ed  
Programs\*

**18%** OF RESIDENTS  
25 OR OLDER HOLD  
A BACHELOR'S DEGREE

*\*In an effort to continuously improve the accuracy of the data, Texas State University has been omitted from higher education enrollment data because Texas State University is not within the classified geographic boundaries of San Antonio-New Braunfels metropolitan statistical area (MSA).*



# OVERVIEW

## AVAILABLE JOB POSTINGS

This report attempts to inform on the local hiring activities, the education levels and wages associated with the top job postings within the IT, manufacturing, and healthcare sectors.

- ▶ 18% of residents [or incumbent workforce (25+)] in the San Antonio-New Braunfels MSA have a bachelor's degree, compared to the national average of 19.7%. 7.8% hold an associate degree, compared to the national average of 8%.
- ▶ This report also welcomes conversation concerning workforce participation, underemployed workforce, and evolving skills needs in our key industries.

## JOB MARKET

- ▶ Between February 2018 and July 2018, the San Antonio-New Braunfels MSA had over 37,700 unique online job postings in IT, manufacturing, and healthcare. This is a 42% decrease from the 6-month period covered in the last Jobs Report.
- ▶ This report sources online job postings only. As the report evolves beyond our initial baseline year (2018), industry partners will inform additional sources to enrich the data.

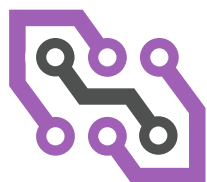
### MAJOR OCCUPATIONAL GROUPS WITH THE LARGEST CHANGES IN JOB POSTINGS

#### LARGEST INCREASES

WEB DEVELOPERS	+32%
PERSONAL CARE AIDES	+20%
COMBINED FOOD PREPARATION AND SERVING WORKERS, INCLUDING FAST FOOD	+18%
HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS	+10%
FIRST-LINE SUPERVISORS OF NON-RETAIL SALES WORKERS	+8%

#### LARGEST DECLINES

BUSINESS OPERATIONS SPECIALISTS, ALL OTHER	-40%
POSTSECONDARY TEACHERS	-29%
CHILDCARE WORKERS	-27%
COMPUTER OCCUPATIONS, ALL OTHER	-18%
PROTECTIVE SERVICES	-17%



## INFORMATION TECHNOLOGY

In 2018, over 32,700 MSA residents worked in IT. The majority of jobs were in computer systems design, data processing, hosting, and related services with a median compensation of \$81,500, compared to the national median wage of \$86,900.

IT jobs **INCREASED** by

**4,788**

from 2013-2018 (17.1%),  
outpacing the national  
growth rate of 15.3%.

The jobs are projected  
to **INCREASE** by

**4,032**

(12%) from 2018-2023,  
outpacing the national  
projected growth rate of  
8.9%.

There were

**3,583**

**RELEVANT  
POSTSECONDARY  
COMPLETIONS** from 18  
institutions in the region in  
2017.

There were more than 15,100 unique job postings in the IT industry between February 2018 and July 2018. The monthly average during this period was over 6,000 postings, with over 1,400 hires. This post-to-hire ratio (24%) increased from the previous reporting period, signaling that employers are not filling jobs as quickly as they were over the previous period. This is directly correlated with our low unemployment rate and a potential signal to a skills gap or a surge in demand for high tech jobs.

During the period covered in the last Jobs Report, there were more than 3,300 average monthly postings and over 1,400 hires or about 43% of postings were filled.

### TOP TECH OCCUPATIONS POSTINGS, EDUCATION, AND MEDIAN EARNINGS

Occupation (SOC)	Unique Postings	Avg. Monthly Postings	Preferred Entry Level Education	Average Annual Wage
Software Developers, Applications	2,670	445	Bachelor's Degree	\$99,200
Computer Occupations, All Other	2,091	348	Bachelor's Degree	\$82,300
Computer User Support Specialists	1,971	328	Bachelor's Degree	\$49,700
Network and Computer Systems Administrators	1,752	292	Bachelor's Degree	\$82,600
Management Analysts	1,342	223	Bachelor's Degree	\$81,300
Information Security Analysts	1,314	219	Bachelor's Degree	\$91,800
Computer Systems Analysts	1,148	191	Bachelor's Degree	\$96,100
Web Developers	927	155	Bachelor's Degree	\$61,200
Computer and Information Systems Managers	563	94	Bachelor's Degree	\$153,200
Computer Programmers	350	58	Bachelor's Degree	\$95,400



## TOP 5 POSTING EMPLOYERS

Company

**ORACLE®**

**accenture**

**USAA**

**rackspace®**

Booz | Allen | Hamilton



Accenture employees Tony Prado and Tara Prieto participate in an Accenture office coding event.

## TOP 5 POSTING QUALIFICATIONS

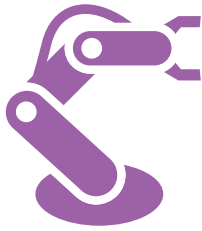
Qualification	Postings with Qualification
CompTIA Security+	798
Certified Information Systems Security Professional	504
Certified Information Security Manager	294
Cisco Certified Network Associate	240
Certified Ethical Hacker	177

## TOP 5 POSTING ESSENTIAL SKILLS

Skill	Frequency in Postings
Information Systems	1,866
Software Development (Agile)	1,576
SQL (Programming Language)	1,499
Operating Systems	1,484
Sensitive Compartmented Information (SCI Clearance)	1,433

## TOP 5 MARKETABLE SKILLS

Skill	Frequency in Postings
Management	7,163
Operations	3,975
Communications	3,510
Information Technology (Infrastructure)	3,337
Integration	2,379



## MANUFACTURING

In 2018, over 43,600 MSA residents worked in manufacturing. During that time, the median wage for these jobs was \$46,400, which was higher than the national average of \$42,400.

Manufacturing jobs

INCREASED by

**2,853**

(6.4%) from 2013-2018, outpacing the national growth rate of 2.3%.

The occupations are

projected to INCREASE by

**3,281**

from 2018-2023 (7.5%), outpacing the national projected growth rate of 1.7%.

There were

**3,361**

RELEVANT POSTSECONDARY COMPLETIONS from 19 institutions in the region in 2017.

From February 2018 to July 2018, there were over 4,400 total unique online job postings for manufacturing positions in the MSA. In the average month, the area had more than 1,700 unique job postings for these occupations, but 2,600 positions were filled.

As with the previous six-month period, the positions filled outnumber the postings. Based on additional feedback from the previous Jobs Report, SA Works found that some of these manufacturing jobs are homogeneous in duties, meaning that one job post can suffice when several hires are needed. Also, as capacity expands within a two or three shift manufacturing environment, a hire may be made for each shift based off of one job posting.

### TOP MANUFACTURING OCCUPATIONS POSTINGS, EDUCATION, AND MEDIAN EARNINGS

Occupation (SOC)	Unique Postings	Avg. Monthly Postings	Preferred Entry Level Education	Average Annual Wage
First-Line Supervisors of Production and Operating Workers	863	143	High School Diploma or Equivalent	\$66,000
First-Line Supervisors of Mechanics, Installers, and Repairers	743	123	High School Diploma or Equivalent	\$66,100
Buyers and Purchasing Agents	231	38	Bachelor's Degree	\$76,800
Industrial Machinery Mechanics	206	34	High School Diploma or Equivalent	\$51,200
Transportation, Storage, and Distribution Managers	172	28	High School Diploma or Equivalent	\$104,400
Helpers - Production Workers	165	27	High School Diploma or Equivalent	\$22,100
Electrical and Electronics Engineering Technicians	141	24	Some College, No Degree	\$62,500
Aircraft Mechanics and Service Technicians	124	21	Some College, No Degree	\$52,700
Assemblers and Fabricators, All Other, Including Team Assemblers	116	19	High School Diploma or Equivalent	\$38,500
Industrial Engineering Technicians	104	17	Some College, No Degree	\$58,300



## TOP 5 POSTING EMPLOYERS

Company



**HALLIBURTON**



Japanese manufacturer Nissei Plastics produces medium-to-large-scale hybrid injection molding machines (mold clamping force 600 to 1,440 US tons) at its new San Antonio facility.

## TOP 5 POSTING QUALIFICATIONS

Qualification	Postings with Qualification
Commercial Driver's License (CDL)	95
ASNT Non-Destructive Tester	8
Certified Benefits Professional	6
Certified Broadcast Radio Engineer	5
Transportation Worker Identification Credential Card	5

## TOP 5 POSTING ESSENTIAL SKILLS

Skill	Frequency in Postings
Mechanics	257
Warehousing	237
Preventative Maintenance	233
Oil & Gas	232
Welding	219

## TOP 5 MARKETABLE SKILLS

Skill	Frequency in Postings
Management	1,179
Operations	1,030
Communications	715
Troubleshooting (Problem Solving)	472
Leadership	377



## HEALTHCARE

More than 101,400 San Antonio-New Braunfels MSA residents were employed in healthcare and technical occupations in 2018. Most workers held jobs in the general medical and surgical hospitals disciplines. The median compensation for this sector in the MSA was \$47,800, compared to the national median wage of \$50,400.

Healthcare jobs  
**INCREASED** by

**12,514**

from 2013-2018 (14.1%),  
outpacing the national  
growth rate of 8.9%.

The jobs are projected  
to **INCREASE** by

**15,392**

(15.2%) from 2018-2023,  
which is higher than the  
national projected growth  
rate, 10.2%.

There were

**7,156**

**RELEVANT  
POSTSECONDARY  
COMPLETIONS** from 28  
institutions in the region  
in 2017.

Between February 2018 and July 2018, there were over 19,100 unique online job postings in the healthcare industry. On average, there were over 7,400 monthly postings and 5,200 hires, or about 70% of the jobs filled.

During the previous six-month period, there were over 6,500 average monthly postings and more than 3,900 hires or about 60% of posting were filled. This decrease in post-to-hire ratio from the previous period indicates a tighter labor market as well as a potential signal that jobs in healthcare are becoming easier to fill. As the population of San Antonio continues to grow, employers and education providers should continue collaborating to align workforce needs and development resources to attract and retain the workforce to meet the healthcare industry's growth. In a tight labor market with a lower employment rate from the previous period, this data also signals that competition to retain qualified individuals remains a significant consideration of healthcare employers.

### TOP HEALTHCARE OCCUPATIONS POSTINGS, EDUCATION, AND MEDIAN EARNINGS

Occupation (SOC)	Unique Postings	Avg. Monthly Postings	Preferred Entry Level Education	Average Annual Wage
Registered Nurses	6,720	1,120	Bachelor's Degree	\$68,200
Licensed Practical and Licensed Vocational Nurses	937	156	Some College, No Degree	\$45,300
Nursing Assistants	937	156	High School Diploma or Equivalent	\$25,900
Social and Human Service Assistants	721	120	Bachelor's Degree	\$32,000
Medical Assistants	651	108	Some College, No Degree	\$31,700
Pharmacy Technicians	578	96	Some College, No Degree	\$33,900
Family and General Practitioners	554	92	Doctoral or Professional Degree	\$180,400
Physical Therapists	448	74	Doctoral or Professional Degree	\$92,000
Medical Records and Health Information Technicians	446	74	Some College, No Degree	\$41,400
Occupational Therapists	431	71	Master's Degree	\$67,000





## TOP 5 POSTING EMPLOYERS

Company

**HCA**

**tenet**  
HEALTH

**CHRISTUS**  
Health

**UnitedHealth Group**

**METHODIST HEALTHCARE**



UT Health San Antonio is among the 28 education providers in the region for healthcare and bioscience.

## TOP 5 POSTING QUALIFICATIONS

Qualification	Postings with Qualification
Licensed Vocational Nurse	973
Licensed Practical Nurse	711
Certified Nursing Assistant	621
Nurse Practitioner	439
Patient Care Technician	261

## TOP 5 POSTING ESSENTIAL SKILLS

Skill	Postings with Skill
Nursing	6,603
Basic Life Support	2,389
Rehabilitation	1,990
Clinical Works	1,830
Surgeries	1,654

## TOP 5 MARKETABLE SKILLS

Skill	Postings with Skill
Management	2,492
Communications	1,629
Leadership	1,435
Interpersonal Skills	1,138
Teaching	969

## DATA DEFINITIONS

**Unique Job Postings** denotes the number of job advertisements listed by different companies on online career sites or job boards after duplicates have been removed. This process ensures a job posting is counted only once when listed on multiple career sites or jobs boards.

**Hires** reflect when an individual's Social Security number appears on a company's payroll and was not there the quarter before as reported by the U.S. Census Bureau's Quarterly Workforce Indicators (QWI) program.

**Openings** refers to the change in new jobs and replacement jobs as estimated by Economic Modeling Specialists, Intl. (EMSI). **NewJobs** estimates the change in the total number of workers employed in an occupation. **Replacement Jobs** estimates the workers that are permanently leaving an occupation. The sum of new jobs and replacement jobs indicates openings.

**Essential Skills** are the occupation-specific skills appearing most frequently in job postings.

**Marketable Skills** are common-ground skills not necessarily related to a specific occupation, but frequently required for a given role in job postings.

## SOURCE

The SA Works Jobs Report uses data from Economic Modeling Specialists, Intl. (EMSI), and independent industry lead primary sources. EMSI is a demographic service provider and economic indicator of labor market data in the United States. EMSI produces its data based on data supplied by publicly accessed sources from the Bureau of Labor Statistics, US Census Bureau and US Department of Education National Center for Education Statistics Integrated Postsecondary Education Data System (IPEDS), and Texas Workforce Commission.

The report and datasets are supplemented with secondary data using analytical processes applied to data reported from EMSI and proprietary data sources listed above. Job postings are collected from various sources and enriched to provide information such as standardized company name, occupation, skills, and geography. EMSI occupation employment data are based on final EMSI industry data and final EMSI staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors).

It should be noted that data collected is subject to revisions. Data, reports, and forecasts included in EMSI Apps and Licensed Datasets may differ significantly from actual circumstances or outcomes. In addition, SA Works cannot make any representation of the completeness of data aggregated from any source. Additionally, data pertaining to jobs and job posting are subject to change through adjustments within approximately nine months after publication.

## OCCUPATION CODES

For this study, all industry data refers to a list of [occupation codes](#). The occupation codes for jobs postings are subject for periodic review and are updated to reflect correct occupational groups that best represent each industry. Since the last Jobs Report, health science occupations have been added and manufacturing occupations have been edited for accuracy.

# THANK YOU

Please keep the workforce dialogue going. If you have ideas for strengthening this report and finding solutions for the future of San Antonio's workforce, please engage with SA Works and join our community's efforts.

We are an industry-led workforce organization aligning San Antonio's education providers and private sector to promote economic mobility. Our goal is to reduce the skills gap in target industries by producing the needed skills from local education and training programs to create a robust workforce pipeline. SA Works is organized under the San Antonio Economic Development Foundation (SAEDF) to further align San Antonio's economic and workforce development strategy.

This report was made possible through the generous support of Accenture and Accenture Federal Services. A global organization with a significant presence in San Antonio, Accenture and Accenture Federal Services prioritize our community's continued growth, particularly as it relates to San Antonio's tech workforce. As a top posting employer themselves, they are committed to ensuring San Antonio's workforce development pipeline is strong and are an active proponent of supporting the growth of our future skilled workforce. Thank you for your commitment to our San Antonio workforce.

We would also like to thank the Workforce Solutions Alamo (WSA) team for sharing local labor market data and serving as our data partner for this report. WSA is responsible for the implementation and oversight of workforce development services throughout the 13-county Workforce Solutions Alamo Area.

Our San Antonio workforce is growing stronger each day because of our local education institutions and employers in San Antonio. We'd also like to recognize and thank the top posting employers in each of the three sectors who are driving the continued growth of our San Antonio workforce. Of particular note are the new employers surfacing in the top 5 posting employers list in this Jobs Report, including Booz Allen Hamilton as a top IT employer, FieldCo and Halliburton in the manufacturing sector, and UnitedHealth Group in the healthcare industry.

Please continue the conversation. Contact us anytime to get involved. For more information, visit: [SAWorks.org](http://SAWorks.org), [Facebook.com/SanAntonioWorks](https://Facebook.com/SanAntonioWorks), and follow us on Twitter [@SA\\_Works](https://twitter.com/SA_Works).



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