



SA Ready to Work

Advisory Board Meeting
April 16, 2021



CITY OF SAN ANTONIO
**ECONOMIC DEVELOPMENT
DEPARTMENT**

Welcome

- All participants will be muted upon entering the meeting.
- Board Members may use the “Raise Hand” features if you have questions or comments.

Agenda

A. Call to Order

B. Public Comment

C. Approval of Minutes

D. Individual Items

1. Discussion relating to upcoming solicitations
2. Discussion and possible action related to target occupations for the SA: Ready to Work program
3. Discussion and possible action related to allotment of certificates versus two- and four-year degrees offered through SA: Ready to Work

E. Staff Member Comments

F. Adjourn

A. Call to Order



B. Public Comment

The background of the slide is a faded, grayscale image of a city skyline. In the foreground, there are dense green trees. Behind the trees, a large stadium with a distinctive white roof structure is visible. In the background, several tall skyscrapers rise into the sky, including a prominent tower with a circular observation deck at the top. The overall scene is a panoramic view of a modern urban landscape.

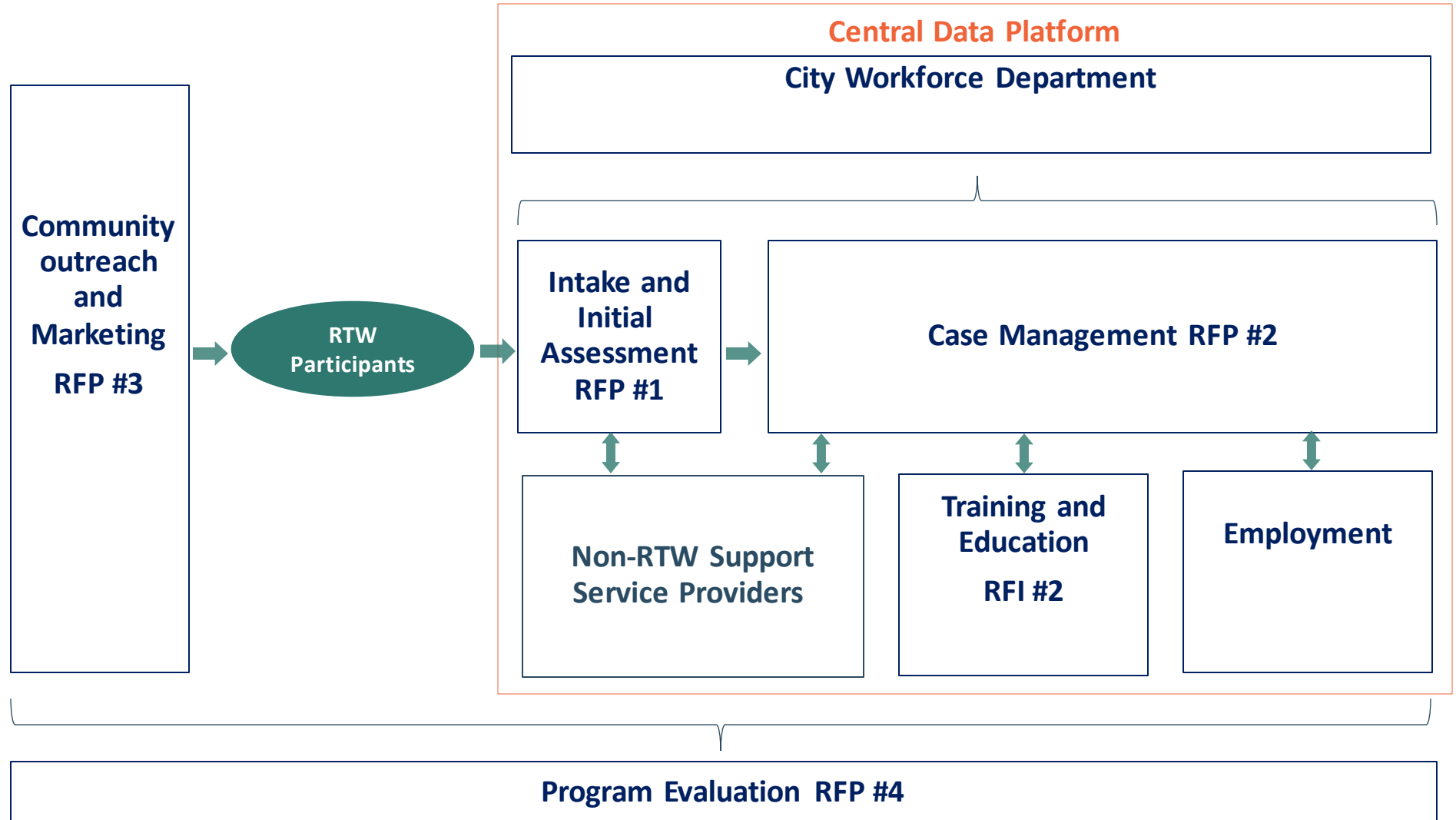
C. Approval of Minutes

The background of the slide is a faded, light-colored image of a city skyline. A prominent tall tower with a circular observation deck is visible on the right side. In the center, there is a large stadium with a distinctive roof structure. The foreground shows some greenery and lower-level buildings. The left side of the slide has a dark blue vertical bar with an orange stripe running through it.

D1. Upcoming Solicitations

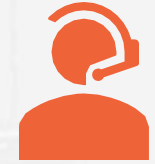
Agency Roles and Responsibilities*

DRAFT



* Designed with participant as priority after conducting example journey-mapping exercises

RFP #1 Intake and Assessment Solicitation Overview



Scope

- Serve as first point of contact for applicants
- Provide translation services
- Determine eligibility
- Provide overview of program and benefits
- Perform client assessments
 - Barriers
 - Academics
 - Career and workplace readiness
 - Skills aptitude
- Determine level of services required
- Assign client to relevant case management agency
- Input information in City data platform

Evaluation Criteria	Points
Experience, Background and Qualifications	35
Proposed Plan	45
Pricing	20

- Limited to non-profit prime respondents
- SBEDA Subcontracting Requirements:
 - Minority/Women Business Enterprise 12%

RFP #2 Case Management Solicitation Overview



Scope

- Case management
 - Career exploration
 - College and career readiness
 - Coaching and mentoring
 - Financial literacy
 - Job referrals and placement
- Wraparound services based on need
- Emergency support services
- Social service referrals
- Enroll in and support through training and education programs
- Track client progress in City data platform

Evaluation Criteria	Points
Experience, Background and Qualifications	35
Proposed Plan	45
Pricing	20

- Limited to non-profit prime respondents

RFP #3 Community Outreach and Marketing Solicitation Overview



Scope

- Create comprehensive community outreach plan
- Conduct periodic surveys to solicit feedback
- Develop branded marketing materials
- Develop City-hosted website
- Design and publish periodic and annual program reports

Evaluation Criteria	Points
Experience, Background and Qualifications	25
Proposed Plan	35
Pricing	15
SBEDA	10
Local Preference	10
Veteran Preference	5

- SBEDA Subcontracting Requirements:
 - Minority/Women Business Enterprise 24%

RFP #4 Program Evaluation Solicitation Overview



Scope

- Create comprehensive evaluation plan
- Specify observable measures
- Conduct periodic surveys
- Perform statistical analysis
- Evaluate partner processes
- Compare data to national norms and best practices
- Prepare periodic and annual program reports
- Consult with City Auditor as necessary

Evaluation Criteria	Points
Experience, Background and Qualifications	25
Proposed Plan	35
Pricing	15
Local Preference	10
Veteran Preference	5
SBEDA	10

- Awardee not eligible to provide intake, case management, or marketing services
- SBEDA Subcontracting Requirements:
 - Minority/Women Business Enterprise 17%

RFI #2 Training and Education Courses Solicitation Overview



Goal

- Identify courses to be included in approved course catalogue
- Obtain relevant information for each course, such as
 - Cost
 - Length
 - Location
 - Prerequisites
 - Credentials
 - Completion rates
 - Salaries of graduates

Local Vendors to be Notified

- ETPL Providers
- Colleges and Universities
- Workforce agencies and businesses offering certified training

Solicitation Respondent Options

Respondent Options	Solicitation	Description	Approximate Date of Issuance
✓	RFP #1	Intake and Basic Assessment	April
✓	RFP #2	Case Management	April
✓	RFP #3	Community Outreach and Marketing	April
✓	RFP #4	Program Evaluation	May
✓	RFI #1	Workforce Agency Capabilities	Feb (Complete)
✓	RFI #2	Training and Education Courses	June

Notes:

- Respondents may submit a proposal in any or all solicitations
- RFPs #1-4 will be evaluated separately
- RFP #4 Awardee is not eligible to perform services in response to other RFPs
- RFI #2 will help the City inform the approved course catalogue

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D1. Discussion of Upcoming Solicitations

The background of the slide is a faded, grayscale image of a city skyline. On the right side, a tall, slender tower with a circular observation deck at the top is prominent. In the center, there is a large stadium with a distinctive roof structure. The foreground is filled with various urban buildings and greenery. The overall tone is professional and modern.

D2. Target Occupations

Recommended Target Occupations

DRAFT



Health



**Information
Technology/Cybersecurity**



Construction/Architecture/Utilities



Education



Aerospace/Manufacturing



**Oil & Gas/Warehousing &
Transportation/Finance**

- Align with Workforce Solutions Alamo target occupations and criteria
- Include jobs that pay at least \$15/hour, have entry points and opportunity for job growth
- Allow flexible approach to include additional occupations
- Review quarterly



D2. Discussion and possible action:

Target Occupations



D3. Certificate and Degree Allotment

Recommended Tuition and Fees

DRAFT



- High School Equivalency



- Industry-recognized certificates

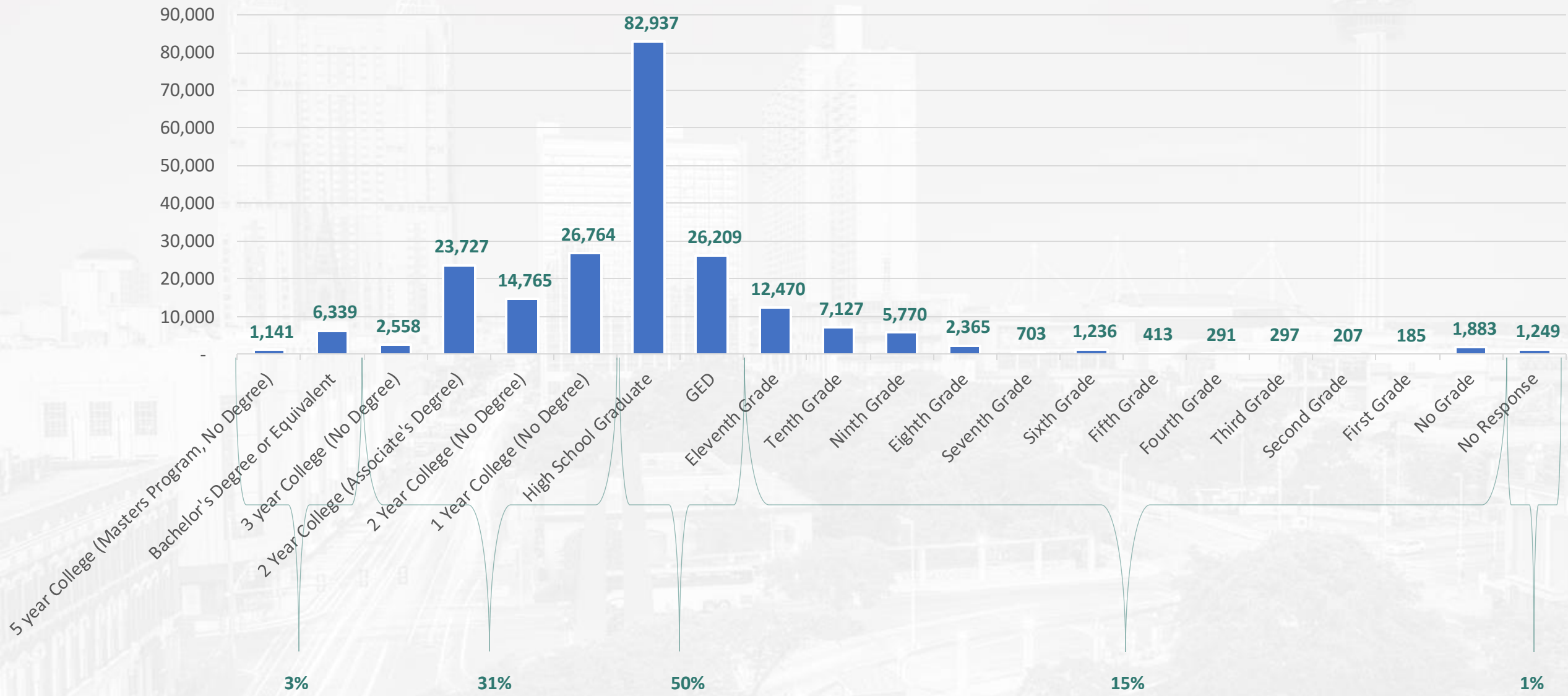


- College degree programs

- Associate degrees
- Bachelor degrees

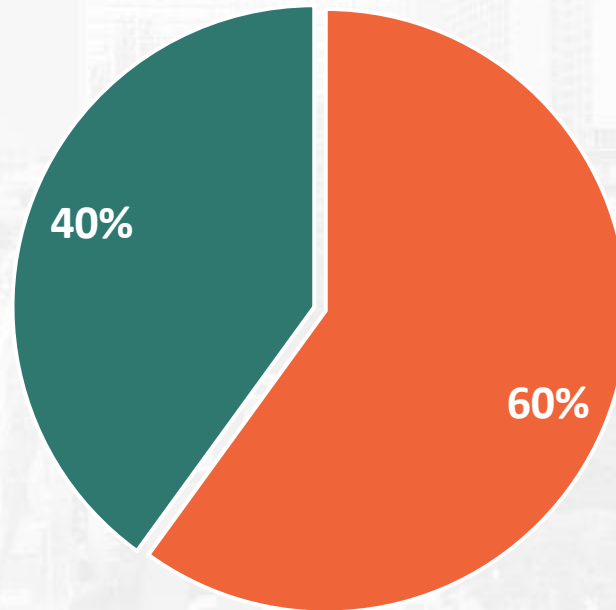
Level of Education of Unemployed San Antonio Residents

March 2020-March 2021



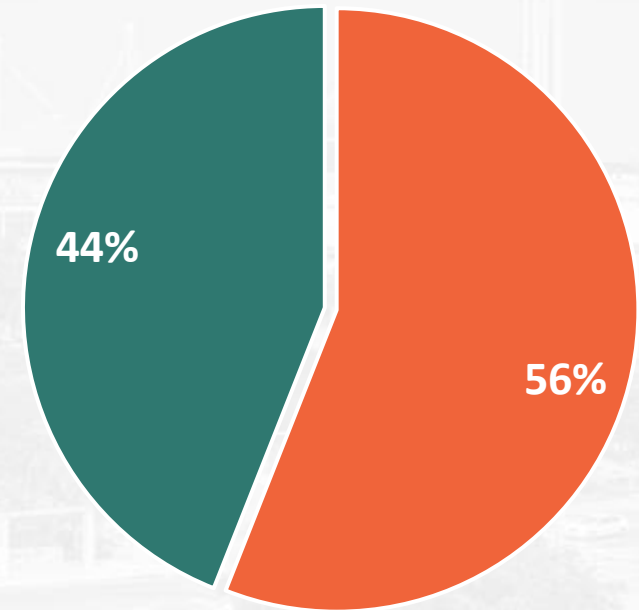
Educational Allotment

Original Recommendation



■ Industry-recognized Certificates
■ Degree Programs

Survey Results



■ Industry-recognized Certifications
■ Degree Programs



THE CONSTRUCTION INDUSTRY NEEDS YOU NOW!

WHY CONSTRUCTION?

There are a lot of job openings in a variety of fields that offer great pay! Most construction jobs offer training and certification programs to help you advance your career.

WHAT IS THE AVERAGE WAGE?

THE AVERAGE HOURLY WAGE

\$34.78

THE AVERAGE YEARLY WAGE

\$72,332

Source: TexasWorkforceCommission/LaborMarket&CareerInformation/Tracer2

WHERE CAN I GET EDUCATION AND TRAINING?



ALAMO
COLLEGES
DISTRICT



Lamson Institute

HOW DO I GET STARTED?

Everyone is eligible to receive assistance through WSA. Starting is easy and training is available for those who qualify. Below is an example of a career plan within the construction industry. Contact our career counselors for a complete list of job opportunities in the construction industry and to get your personal career plan!

SAMPLE CAREER PLAN

		CAREER LEVEL ADVANCED	CAREER LEVEL VERY ADVANCED PROFESSIONAL
		\$26.16	\$37.41
	CAREER LEVEL INTERMEDIATE		Architect
CAREER LEVEL ENTRY-LEVEL	\$19.05	Telecommunication Line Installers and Repairers	
\$15.47	Carpenters		
Roofers			
EDUCATION NONE	EDUCATION HIGH SCHOOL / EQUIVALENCY DIPLOMA	EDUCATION HIGH SCHOOL / EQUIVALENCY DIPLOMA	EDUCATION BACHELOR'S DEGREE
WORK EXPERIENCE MODERATE	WORK EXPERIENCE APPRENTICESHIP	WORK EXPERIENCE LONG-TERM	WORK EXPERIENCE INTERNSHIP / RESIDENCY

Source: TWC/Tracer2/Occupational Projections/Occupational Mean Hourly Wages, Benchmarked 2015

APPLY NOW AND LEARN MORE



(210) 224-HELP (4357)



jobseekers@wsalamo.org

For a complete list of our Workforce Solutions Alamo Career Centers across our 13-county region, please visit www.workforcesolutionsalamo.org

Work in Texas: www.workintexas.com



Workforce Solutions Alamo is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. (Please request reasonable accommodations at least 48 hours in advance) Texas Relay Numbers: 1-800-735-2989 (TDD) or 1-800-735-2988 (Voice) or 711.



THE IT/CYBERSECURITY INDUSTRY NEEDS YOU NOW!

WHY IT/CYBERSECURITY?

There are a lot of job openings in a variety of fields that offer great pay! Most IT/Cybersecurity jobs offer training and certification programs to help you advance your career.

WHAT IS THE AVERAGE WAGE?

THE AVERAGE HOURLY WAGE

\$37.77

THE AVERAGE YEARLY WAGE

\$78,562

Source: TexasWorkforceCommission/LaborMarket&CareerInformation/Tracer2

WHERE CAN I GET EDUCATION AND TRAINING?



HOW DO I GET STARTED?

Everyone is eligible to receive assistance through WSA. Starting is easy and training is available for those who qualify. Below is an example of a career plan within the IT/Cybersecurity industry. Contact our career counselors for a complete list of job opportunities in the IT/Cybersecurity industry and to get your personal career plan!

SAMPLE CAREER PLAN

	CAREER LEVEL ADVANCED	CAREER LEVEL VERY ADVANCED PROFESSIONAL
	\$46.04	\$54.07
	Information Security Analysts	Computer Network Architects
CAREER LEVEL ENTRY-LEVEL	\$22.98	
\$15.61	Computer Operators	
Data Entry Keyers		
EDUCATION HIGH SCHOOL / EQUIVALENCY DIPLOMA	EDUCATION HIGH SCHOOL / EQUIVALENCY DIPLOMA	EDUCATION BACHELOR'S DEGREE
WORK EXPERIENCE SHORT-TERM ON-THE-JOB TRAINING	WORK EXPERIENCE MODERATE ON-THE-JOB TRAINING	WORK EXPERIENCE LESS THAN 5 YEARS
		WORK EXPERIENCE 5 OR MORE YEARS

Source: TWC/Tracer2/Occupational Projections/Occupational Mean Hourly Wages, Benchmarked 2015

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THE HEALTHCARE INDUSTRY NEEDS YOU NOW!

WHY HEALTHCARE?

There are a lot of job openings in a variety of fields that offer great pay! Be a part of this critical, life-saving industry. Most healthcare jobs offer training and certification programs to help you advance your career.

WHAT IS THE AVERAGE WAGE?

THE AVERAGE HOURLY WAGE

\$35.35

THE AVERAGE YEARLY WAGE

\$73,530

Source: TexasWorkforceCommission/LaborMarket&CareerInformation/Tracer2

WHERE CAN I GET EDUCATION AND TRAINING?



HOW DO I GET STARTED?

Everyone is eligible to receive assistance through WSA. Starting is easy and training is available for those who qualify. Below is an example of a career plan within the healthcare industry. Contact our career counselors for a complete list of job opportunities in the healthcare industry and to get your personal career plan!

SAMPLE CAREER PLAN

		CAREER LEVEL ADVANCED	CAREER LEVEL VERY ADVANCED PROFESSIONAL
		\$28.87	\$51.87
	CAREER LEVEL INTERMEDIATE		
		\$16.87	
	CAREER LEVEL ENTRY-LEVEL		
		\$14.72	
		Dietitians and Nutritionists	Medical and Health Services Managers
		Pharmacy Technicians	
		Pharmacy Aides	
	EDUCATION HIGH SCHOOL / EQUIVALENCY DIPLOMA	EDUCATION HIGH SCHOOL / EQUIVALENCY DIPLOMA	EDUCATION BACHELOR'S DEGREE
	EDUCATION BACHELOR'S DEGREE		
	WORK EXPERIENCE SHORT-TERM ON-THE- JOB TRAINING	WORK EXPERIENCE MODERATE ON-THE- JOB TRAINING	WORK EXPERIENCE INTERNSHIP / RESIDENCY
	WORK EXPERIENCE MODERATE ON-THE- JOB TRAINING		WORK EXPERIENCE LESS THAN 5 YEARS

Source: TWC/Tracer2/Occupational Projections/Occupational Mean Hourly Wages, Benchmarked 2015

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THE EDUCATION INDUSTRY NEEDS YOU NOW!

WHY EDUCATION?

The education industry offers job security, great pay and flexible schedules! Help shape the future of children in our community. Some education jobs let you earn certifications while you teach.

WHAT IS THE AVERAGE WAGE?

THE AVERAGE HOURLY WAGE

\$21.93

THE AVERAGE YEARLY WAGE

\$45,604

Source: TexasWorkforceCommission/LaborMarket&CareerInformation/Tracer2

WHERE CAN I GET EDUCATION AND TRAINING?



ALAMO
COLLEGES
DISTRICT

HOW DO I GET STARTED?

Everyone is eligible to receive assistance through WSA. Starting is easy and training is available for those who qualify. Below is an example of a career plan within the education industry. Contact our career counselors for a complete list of job opportunities in the education industry and to get your personal career plan!

SAMPLE CAREER PLAN

CAREER LEVEL ENTRY-LEVEL	CAREER LEVEL INTERMEDIATE	CAREER LEVEL ADVANCED	CAREER LEVEL VERY ADVANCED PROFESSIONAL
\$10.89	\$22.23	\$27.37	\$54.44
Substitute Teacher	Education Admin., Preschool & Childcare Center	Kindergarten Teachers	Education Administrators, Postsecondary
EDUCATION HIGH SCHOOL/ EQUIVALENCY DIPLOMA	EDUCATION BACHELOR'S DEGREE	EDUCATION BACHELOR'S DEGREE	EDUCATION MASTER'S DEGREE
WORK EXPERIENCE SHORT-TERM ON-THE-JOB TRAINING	WORK EXPERIENCE LESS THAN 5 YEARS	WORK EXPERIENCE PREVIOUS WORK EXPERIENCE	WORK EXPERIENCE 5 YEARS OR MORE

Source: TWC/Tracer2/Occupational Projections/Occupational Mean Hourly Wages, Benchmarked 2015

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THE MANUFACTURING INDUSTRY NEEDS YOU NOW!

WHY MANUFACTURING?

There are a lot of job openings in a variety of fields that offer great pay! Most manufacturing jobs offer training and certification programs to help you advance your career.

WHAT IS THE AVERAGE WAGE?

THE AVERAGE HOURLY WAGE

\$24.54

THE AVERAGE YEARLY WAGE

\$51,043

Source: TexasWorkforceCommission/LaborMarket&CareerInformation/Tracer2

WHERE CAN I GET EDUCATION AND TRAINING?



HOW DO I GET STARTED?

Everyone is eligible to receive assistance through WSA. Starting is easy and training is available for those who qualify. Below is an example of a career plan within the manufacturing industry. Contact our career counselors for a complete list of job opportunities in the manufacturing industry and to get your personal career plan!

SAMPLE CAREER PLAN

	CAREER LEVEL ENTRY-LEVEL	CAREER LEVEL INTERMEDIATE	CAREER LEVEL ADVANCED	CAREER LEVEL VERY ADVANCED PROFESSIONAL
	\$12.56	\$22.61	\$25.23	\$55.49
	Helpers - Production Workers	Machinists	Mechanical Engineering Technicians	Industrial Production Manager
EDUCATION	HIGH SCHOOL / EQUIVALENT DIPLOMA	HIGH SCHOOL / EQUIVALENT DIPLOMA	ASSOCIATE'S DEGREE	BACHELOR'S DEGREE
WORK EXPERIENCE	SHORT-TERM	LONG-TERM	PREVIOUS WORK EXPERIENCE	5 YEARS OR MORE

Source: TWC/Tracer2/Occupational Projections/Occupational Mean Hourly Wages, Benchmarked 2015

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THE AEROSPACE INDUSTRY NEEDS YOU NOW!

WHY AEROSPACE?

There are a lot of openings for exciting, cutting-edge jobs that offer great pay! Be part of an innovative, fast-changing industry. Most aerospace jobs offer training and certification programs to help you advance your career.

WHAT IS THE AVERAGE WAGE?

THE AVERAGE HOURLY WAGE

\$37.50

THE AVERAGE YEARLY WAGE

\$78,000

Source: TexasWorkforceCommission/LaborMarket&CareerInformation/Tracer2

WHERE CAN I GET EDUCATION AND TRAINING?



ALAMO
COLLEGES
DISTRICT



SOUTHERN
CAREERS
INSTITUTE



Lamson Institute



ALAMO COLLEGES DISTRICT
St. Philip's College

HOW DO I GET STARTED?

Everyone is eligible to receive assistance through WSA. Starting is easy and training is available for those who qualify. Below is an example of a career plan within the aerospace industry. Contact our career counselors for a complete list of job opportunities in the aerospace industry and to get your personal career plan!

SAMPLE CAREER PLAN

		CAREER LEVEL ADVANCED	CAREER LEVEL VERY ADVANCED PROFESSIONAL
	CAREER LEVEL INTERMEDIATE	\$25.23	\$54.07
CAREER LEVEL ENTRY-LEVEL	\$19.20	Mechanical Engineering Technicians	Computer Network Architects
\$14.30	Sheet Metal Workers		
Helpers – Carpenters			
EDUCATION NO FORMAL EDUCATION	EDUCATION HIGH SCHOOL / EQUIVALENCY DIPLOMA	EDUCATION ASSOCIATE'S DEGREE	EDUCATION BACHELOR'S DEGREE
WORK EXPERIENCE ON-THE-JOB TRAINING	WORK EXPERIENCE APPRENTICESHIP	WORK EXPERIENCE PREVIOUS WORK EXPERIENCE	WORK EXPERIENCE 5 YEARS OR MORE

Source: TWC/Tracer2/Occupational Projections/Occupational Mean Hourly Wages, Benchmarked 2015

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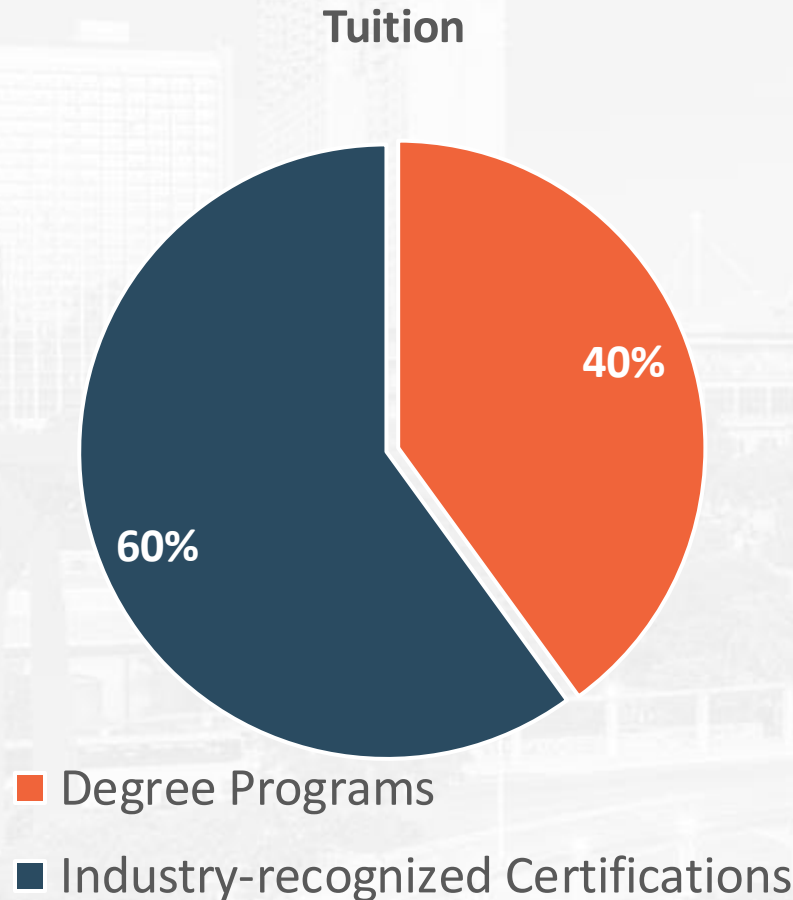
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Recommended Allotment

DRAFT



- Start with focus on certifications
- Shift to degree programs over time

The background of the slide features a faded, high-angle photograph of a city skyline. A prominent tall tower with a circular observation deck is visible on the right side. In the center, there is a large stadium with a distinctive white, tent-like roof structure. The foreground shows a mix of urban buildings and green spaces. The overall image is in a light, desaturated tone, serving as a backdrop for the text.

**D3. Discussion and
possible action:**

Educational Allotment



E. Staff Member Comments

F. Adjourn



SA Ready to Work

Advisory Board Meeting
April 16, 2021



CITY OF SAN ANTONIO
**ECONOMIC DEVELOPMENT
DEPARTMENT**

Advisory Board Responsibilities

Validate in-demand occupations

Foster alignment between in-demand skill sets and training programs

Recommend allotment of certificates vs. degrees

Recommend levels of wraparound support

Serve as community program ambassadors

WSA Target Industries

TARGETS	
Clusters	Industries
Aerospace/Manufacturing	3361 Motor Vehicle Manufacturing 3363 Motor Vehicle Parts Manufacturing 3364 Aerospace Products and Parts Manufacturing
★ Health	6211 Offices of Physician 6221 General Medical and Surgical Hospitals 6223 Specialty (except Psychiatric and Substance Abuse) Hospitals 6212 Offices of Dentists 6215 Medical and Diagnostic Laboratories
★ Information Technology/Cybersecurity	5182 Data Processing and Related Services 5415 Computer Systems Design 5416 Management/Scientific, and Technical Consulting Services 4234 Professional and Commercial Equipment and Supplies Merchant Wholesalers
★ Construction/Architecture/Utilities	2373 Highway, Street, and Bridge Construction 2371 Utility System Construction 5413 Architectural, Engineering, and Related Services 4441 Building Material and Supplies Dealers
Oil & Gas/ Warehousing & Transportation/Finance/Others	5221 Depository Credit Intermediation 5242 Agencies, Brokerages, and Other Insurance Related Activities 2111 Oil & Gas Extraction 4931 Warehousing and Storage 2131 Support Activities for Mining
★ Education	6111-Elementary and Secondary Schools

WSA Target Occupation Criteria

- **Primary Data Targets**
 - Percent change $\geq 15.7\%$
 - Number change (absolute) ≥ 500
 - Mean Wage $\geq \$15.00$ hourly (\$31,200 annual)
- **Secondary Data Targets:**
 - Employment change due to growth (not exits) ≥ 50
 - Entry Wage $\geq \$15.00$ hourly
 - Help Wanted Online (HWOL) postings ≥ 300
 - STEM related
 - Staffing Pattern Target Industry
 - Occupations identified by TWC as adding the most jobs or fastest growing
 - Local Targets for Investment
 - Local Wisdom

WSA Target Occupations			Entry Level Wage (as of 2019)	Percentage Change	Change in Emp by Growth	2019 Mean Hourly Wage	2019 Mean Annual Wage
SOC Code	Occupational Title	Education					
Finance/Insurance/Other							
11-3031	Financial Managers	Bachelor's Degree	\$71,645	31.32	93	\$67.66	\$140,738
13-2052	Personal Financial Advisors *13-2051	Bachelor's Degree	\$49,883	24.97	24	\$36.24	\$75,372
43-4051	Customer Service Representatives	High-School Diploma or Equivalent	\$23,676	11.88	372	\$15.92	\$33,112
13-2011	Accountants and Auditors	Bachelor's Degree	\$48,911	21.02	198	\$35.96	\$74,802
41-3031	Securities, Commodities, and Financial Services Sales Agents	Bachelor's Degree	\$33,955	22.23	98	\$35.41	\$73,661
43-3031	Bookkeeping, Accounting, and Auditing Clerks	Some College, No Degree	\$29,549	7.55	89	\$19.79	\$41,155
13-1031	Claims Adjusters, Examiners, and Investigators	High-School Diploma or Equivalent	\$47,944	14.74	56	\$31.62	\$65,780
Healthcare							
29-1031	Dietitians and Nutritionists	Bachelor's Degree	\$42,396	23.02	13	\$29.03	\$60,378
29-1126	Respiratory Therapists	Associate's Degree	\$48,755	22.51	33	\$28.77	\$59,845
29-1141	Registered Nurses	Bachelor's Degree	\$54,270	18.01	380	\$34.78	\$72,348
29-2031	Cardiovascular Technologists and Technicians	Associate's Degree	\$32,893	15.91	7	\$26.42	\$54,962
29-2032	Diagnostic Medical Sonographers	Associate's Degree	\$54,011	29.28	11	\$33.34	\$69,353
29-2034	Radiologic Technologists and Technidans	Associate's Degree	\$44,061	19.49	32	\$28.42	\$59,119
29-2035	Magnetic Resonance Imaging Technologists	Associate's Degree	\$59,130	23.08	4	\$34.37	\$71,499
29-2052	Pharmacy Technicians	High-School Diploma or Equivalent	\$30,282	19.72	60	\$17.82	\$37,068
29-2055	Surgical Technologists	Postsecondary Non-Degree Award	\$33,366	13.47	16	\$20.34	\$42,312
29-2061	Licensed Practical and Licensed Vocational Nurses	Postsecondary Non-Degree Award	\$36,297	14.58	103	\$22.04	\$45,850
29-2098	Medical Dosimetrists, Medical Records Specs, & Health Technols & Techs, AO-Health Info Technol	Postsecondary Non-Degree Award	\$29,439	30.27	42	\$21.37	\$44,449
31-2011	Occupational Therapy Assistants*31-2012	Associate's Degree	\$27,624	63%	31	\$25.76	\$53,581
31-2021	Physical Therapist Assistants	Associate's Degree	\$41,960	35.28	22	\$31.59	\$65,709
31-9091	Dental Assistants	Postsecondary Non-Degree Award	\$29,366	30.87	104	\$18.07	\$37,591
31-9092	Medical Assistants	Postsecondary Non-Degree Award	\$26,261	26.35	164	\$15.16	\$31,539
31-9097	Phlebotomists	Postsecondary Non-Degree Award	\$27,040	22.51	19	\$15.61	\$32,468
35-1011	Chefs and Head Cooks	High-School Diploma or Equivalent	\$39,340	20	10	\$27.31	\$56,805
43-6013	Medical Secretaries and Administrative Assistants	High-School Diploma or Equivalent	\$26,394	24.88	222	\$17.55	\$36,507
Education and Education Support							
25-2021	Elementary School Teachers, Except Special Education	Bachelor's Degree	\$47,526	13.52	160	\$26.91	\$55,977
25-2022	Middle School Teachers, Except Special and Career/Technical Education	Bachelor's Degree	\$50,863	13.65	71	\$28.76	\$57,529
33-3051	Police and Sheriff's Patrol Officers	High-School Diploma or Equivalent	\$43,941	11.95	58	\$28.23	\$58,720
Source: TWC/LMCI 2018-2028 Projections/LMI Tools							

WSA Target Occupations			Entry Level Wage (as of 2019)	Percentage Change	Change in Emp by Growth	2019 Mean Hourly Wage	2019 Mean Annual Wage
SOC Code	Occupational Title	Education					
Finance/Insurance/Other							
11-3031	Financial Managers	Bachelor's Degree	\$71,645	31.32	93	\$67.66	\$140,738
13-2052	Personal Financial Advisors *13-2051	Bachelor's Degree	\$49,883	24.97	24	\$36.24	\$75,372
43-4051	Customer Service Representatives	High-School Diploma or Equivalent	\$23,676	11.88	372	\$15.92	\$33,112
13-2011	Accountants and Auditors	Bachelor's Degree	\$48,911	21.02	198	\$35.96	\$74,802
41-3031	Securities, Commodities, and Financial Services Sales Agents	Bachelor's Degree	\$33,955	22.23	98	\$35.41	\$73,661
43-3031	Bookkeeping, Accounting, and Auditing Clerks	Some College, No Degree	\$29,549	7.55	89	\$19.79	\$41,155
13-1031	Claims Adjusters, Examiners, and Investigators	High-School Diploma or Equivalent	\$47,944	14.74	56	\$31.62	\$65,780
Healthcare							
29-1031	Dietitians and Nutritionists	Bachelor's Degree	\$42,396	23.02	13	\$29.03	\$60,378
29-1126	Respiratory Therapists	Associate's Degree	\$48,755	22.51	33	\$28.77	\$59,845
29-1141	Registered Nurses	Bachelor's Degree	\$54,270	18.01	380	\$34.78	\$72,348
29-2031	Cardiovascular Technologists and Technicians	Associate's Degree	\$32,893	15.91	7	\$26.42	\$54,962
29-2032	Diagnostic Medical Sonographers	Associate's Degree	\$54,011	29.28	11	\$33.34	\$69,353
29-2034	Radiologic Technologists and Technidans	Associate's Degree	\$44,061	19.49	32	\$28.42	\$59,119
29-2035	Magnetic Resonance Imaging Technologists	Associate's Degree	\$59,130	23.08	4	\$34.37	\$71,499
29-2052	Pharmacy Technicians	High-School Diploma or Equivalent	\$30,282	19.72	60	\$17.82	\$37,068
29-2055	Surgical Technologists	Postsecondary Non-Degree Award	\$33,366	13.47	16	\$20.34	\$42,312
29-2061	Licensed Practical and Licensed Vocational Nurses	Postsecondary Non-Degree Award	\$36,297	14.58	103	\$22.04	\$45,850
29-2098	Medical Dosimetrists, Medical Records Specs, & Health Technols & Techs, AO-Health Info Technol	Postsecondary Non-Degree Award	\$29,439	30.27	42	\$21.37	\$44,449
31-2011	Occupational Therapy Assistants*31-2012	Associate's Degree	\$27,624	63%	31	\$25.76	\$53,581
31-2021	Physical Therapist Assistants	Associate's Degree	\$41,960	35.28	22	\$31.59	\$65,709
31-9091	Dental Assistants	Postsecondary Non-Degree Award	\$29,366	30.87	104	\$18.07	\$37,591
31-9092	Medical Assistants	Postsecondary Non-Degree Award	\$26,261	26.35	164	\$15.16	\$31,539
31-9097	Phlebotomists	Postsecondary Non-Degree Award	\$27,040	22.51	19	\$15.61	\$32,468
35-1011	Chefs and Head Cooks	High-School Diploma or Equivalent	\$39,340	20	10	\$27.31	\$56,805
43-6013	Medical Secretaries and Administrative Assistants	High-School Diploma or Equivalent	\$26,394	24.88	222	\$17.55	\$36,507
Education and Education Support							
25-2021	Elementary School Teachers, Except Special Education	Bachelor's Degree	\$47,526	13.52	160	\$26.91	\$55,977
25-2022	Middle School Teachers, Except Special and Career/Technical Education	Bachelor's Degree	\$50,863	13.65	71	\$28.76	\$57,529
33-3051	Police and Sheriff's Patrol Officers	High-School Diploma or Equivalent	\$43,941	11.95	58	\$28.23	\$58,720
Source: TWC/LMCI 2018-2028 Projections/LMI Tools							

SOC Code	Occupational Title	Education	Entry Level	Wage (as of 2019)	Percentage Change	Change in Emp by	2019 Mean Hourly Wage	2019 Mean Annual Wage
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WSA Target Occupations			Entry Level	Wage (as of 2019)	Percentage Change	Change in Emp by Growth	2019 Mean Hourly Wage	2019 Mean Annual Wage
SOC Code	Occupational Title	Education						
Cyber Security/information Technology								
11-3021	Computer and Information Systems Managers	Bachelor's Degree	\$96,234	23.71	32	\$68.63	\$142,748	
15-1211	Computer Systems Analysts*15-1121	Bachelor's Degree	\$61,692	24.36	99	\$47.94	\$99,717	
15-1212	Information Security Analysts *15-1122	Bachelor's Degree	\$64,294	47.4	38	\$43.79	\$91,075	
15-1231	Computer Network Support Specialists *15-1152	Associate's Degree	\$42,999	19.98	25	\$30.10	\$62,599	
15-1232	Computer User Support Specialists *15-1151	Some College, No Degree	\$33,317	24.82	110	\$23.55	\$48,976	
15-1241	Computer Network Architects *15-1143	Bachelor's Degree	\$80,049	20.25	21	\$54.55	\$113,456	
15-1244	Network and Computer Systems Administrators *15-1142	Bachelor's Degree	\$58,999	24.8	82	\$39.13	\$81,382	
15-1256	Software Developers and Software Quality Assurance Analysts and Testers (*15-1132, 15-1133)	Bachelor's Degree	\$74,285	39.47	151	\$52.32	\$108,836	
15-1257	Web Developers and Digital Interface Designers * 15-1134	Associate's Degree	\$44,961	21.78	18	\$35.28	\$73,391	
15-2031	Operations Research Analysts	Bachelor's Degree	\$54,381	38.97	44	\$39.48	\$82,116	
17-2061	Computer Hardware Engineers	Bachelor's Degree	\$72,200	23.64	3	\$49.22	\$102,386	
41-4011	Sales Rep., Wholesale & Manufacturing, Technical & Scientific Products	Bachelor's Degree	\$48,293	24.79	21	\$42.79	\$88,994	
Transportation and Warehousing/Related -Wholesale-Retail Trade								
11-1021	General and Operations Managers	Bachelor's Degree	\$53,590	18.23	277	\$56.53	\$117,582	
13-1041	Compliance Officers	Bachelor's Degree	\$43,857	17.83	42	\$34.35	\$71,438	
13-1071	Human Resources Specialists	Bachelor's Degree	\$45,269	15.09	83	\$33.06	\$68,764	
13-1081	Logisticians	Bachelor's Degree	\$58,134	18.67	24	\$39.97	\$83,134	
13-1111	Management Analysts	Bachelor's Degree	\$57,131	24.96	110	\$39.44	\$82,034	
13-1151	Training and Development Specialists	Bachelor's Degree	\$39,002	22.46	53	\$28.73	\$59,750	
13-1161	Market Research Analysts and Marketing Specialists	Bachelor's Degree	\$37,130	31.55	73	\$32.32	\$67,220	
Manufacturing/Construction/Architecture/Oil and Gas Extraction & Energy								
17-2112	Industrial Engineers	Bachelor's Degree	\$64,520	38.36	52	\$48.33	\$100,529	
17-3026	Industrial Engineering Technologists and Technicians	Associate's Degree	\$41,068	20.11	7	\$29.53	\$61,412	
49-3011	Aircraft Mechanics and Service Technicians	Postsecondary Non-Degree Award	\$39,292	15.19	26	\$26.49	\$55,089	
43-5061	Production, Planning, and Expediting Clerks	High-School Diploma or Equivalent	\$33,950	19.05	44	\$23.29	\$48,443	
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	High-School Diploma or Equivalent	\$46,674	10.96	64	\$30.48	\$63,398	
47-2073	Operating Engineers and Other Construction Equipment Operators	High-School Diploma or Equivalent	\$31,993	15.73	56	\$19.37	\$40,284	
47-2111	Electricians	High-School /Equivalent/Apprenticeship	\$34,071	13.91	67	\$23.62	\$49,122	
47-2152	Plumbers, Pipefitters, and Steamfitters	High-School /Equivalent/Apprenticeship	\$29,600	17.52	55	\$21.85	\$45,455	
47-2211	Sheet Metal Workers	High-School /Equivalent/Apprenticeship	\$30,559	2.21	3	\$19.73	\$41,048	
49-3023	Automotive Service Technicians and Mechanics	Postsecondary Non-Degree Award	\$26,348	8.13	46	\$21.77	\$45,282	
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	High-School Diploma or Equivalent	\$37,846	18.78	32	\$26.49	\$55,089	
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Postsecondary Non-Degree Award	\$34,943	16.73	37	\$24.04	\$50,003	
49-9041	Industrial Machinery Mechanics	High-School Diploma or Equivalent	\$32,698	22.64	48	\$24.06	\$50,041	
51-1011	First-Line Supervisors of Production and Operating Workers	High-School Diploma or Equivalent	\$39,144	21.87	74	\$30.24	\$62,892	
51-4041	Machinists	High-School Diploma or Equivalent	\$29,114	31.28	36	\$22.48	\$46,750	
51-4121	Welders, Cutters, Solderers, and Brazers	High-School Diploma or Equivalent	\$30,363	10.77	30	\$21.41	\$44,534	
53-3032	Heavy and Tractor-Trailer Truck Drivers	Postsecondary Non-Degree Award	\$30,041	14.8	234	\$20.48	\$42,600	

Source: TWC/LMCI 2018-2028 Projections/LMI Tools

SA Works Posted Occupations

164.3K

UNIQUE JOB POSTINGS¹

Top 5 Posted Occupations²

1. Registered Nurses
2. Truck Drivers
3. Software Developers
4. Customer Service Reps.
5. Retail Salespersons

67.7K

AVERAGE MONTHLY HIRES³

20,583

UNIQUE JOB POSTINGS
(June-November 2020)

IN-DEMAND OCCUPATIONS

1. Heavy Truck Drivers
2. General and Operations Managers
3. Personal Service Managers, All Other
4. Laborers & Freight
5. First-Line Sups. Constr.

AVERAGE MONTHLY HIRES

8,611

29,856

UNIQUE JOB POSTINGS
(June-November 2020)

IN-DEMAND OCCUPATIONS

1. Registered Nurses
2. Home Health and Personal Care Aides
3. Licensed Practical and Licensed Vocational Nurses
4. Medical and Health Services Managers
5. Nursing Assistants

AVERAGE MONTHLY HIRES

6,703

18,556

UNIQUE JOB POSTINGS
(June-November 2020)

IN-DEMAND OCCUPATIONS

1. Software Dev. App.
2. Computer Occuptns.
3. Computer User Support Specialists
4. Network and Computer Systems Administrators
5. Information Security Analysts

AVERAGE MONTHLY HIRES

1,417

4,041

UNIQUE JOB POSTINGS
(June-November 2020)

IN-DEMAND OCCUPATIONS

1. First-Line Supervisors
2. Helpers, Prod. Workers
3. Aircraft Mechanics & Service Technicians
4. Inspectors, Testers, Sorters, Samplers, & Weighers
5. Production Workers

AVERAGE MONTHLY HIRES

3,278

See Jobs Report, COVID-19 Edition released by SA Works in collaboration with Workforce Solutions Alamo

Survey Results

RTW Target Industries

