



SA Ready to Work

Advisory Board Meeting
April 30, 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 and possible action related to allotment of certificates versus two- and four-year degrees offered through SA: Ready to Work
2. Discussion relating to SA: Ready to Work draft budget

E. Staff Member Comments

F. Adjourn

A. Call to Order

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 is visible. 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 is partially covered by a dark blue vertical bar and an orange vertical bar.

B. Public Comment

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 is visible. In the center, there is a large, modern stadium with a distinctive roof structure. The foreground shows some greenery and lower-level buildings. The overall tone is professional and urban.

C. Approval of Minutes



D1. Certificate and Degree Allotment

Recommended Tuition and Fees

DRAFT



- High School Equivalency
 - Funded separately



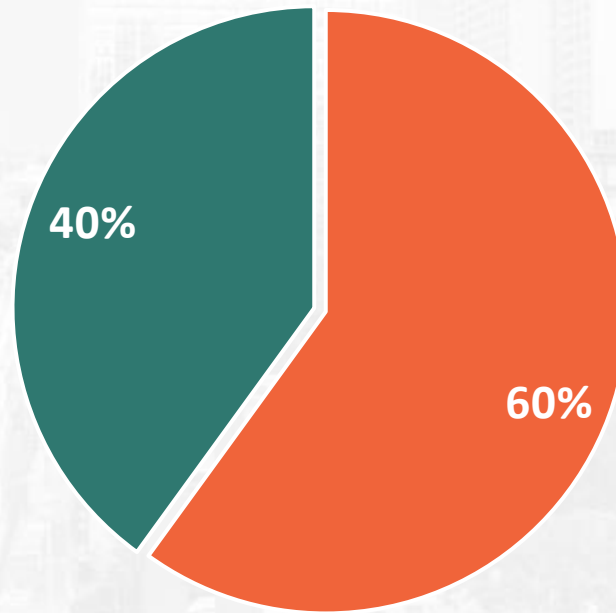
- Industry-recognized certificates



- College degree programs
 - Associate degrees
 - Bachelor degrees

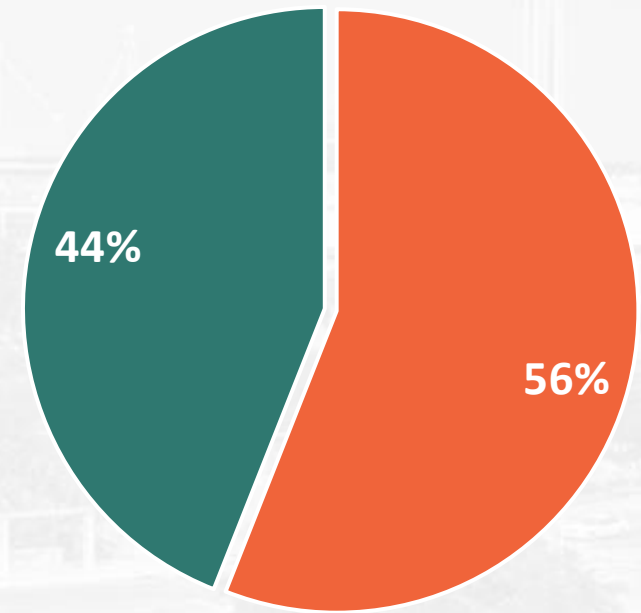
Educational Allotment

Original Recommendation



■ Industry-recognized Certificates
■ Degree Programs

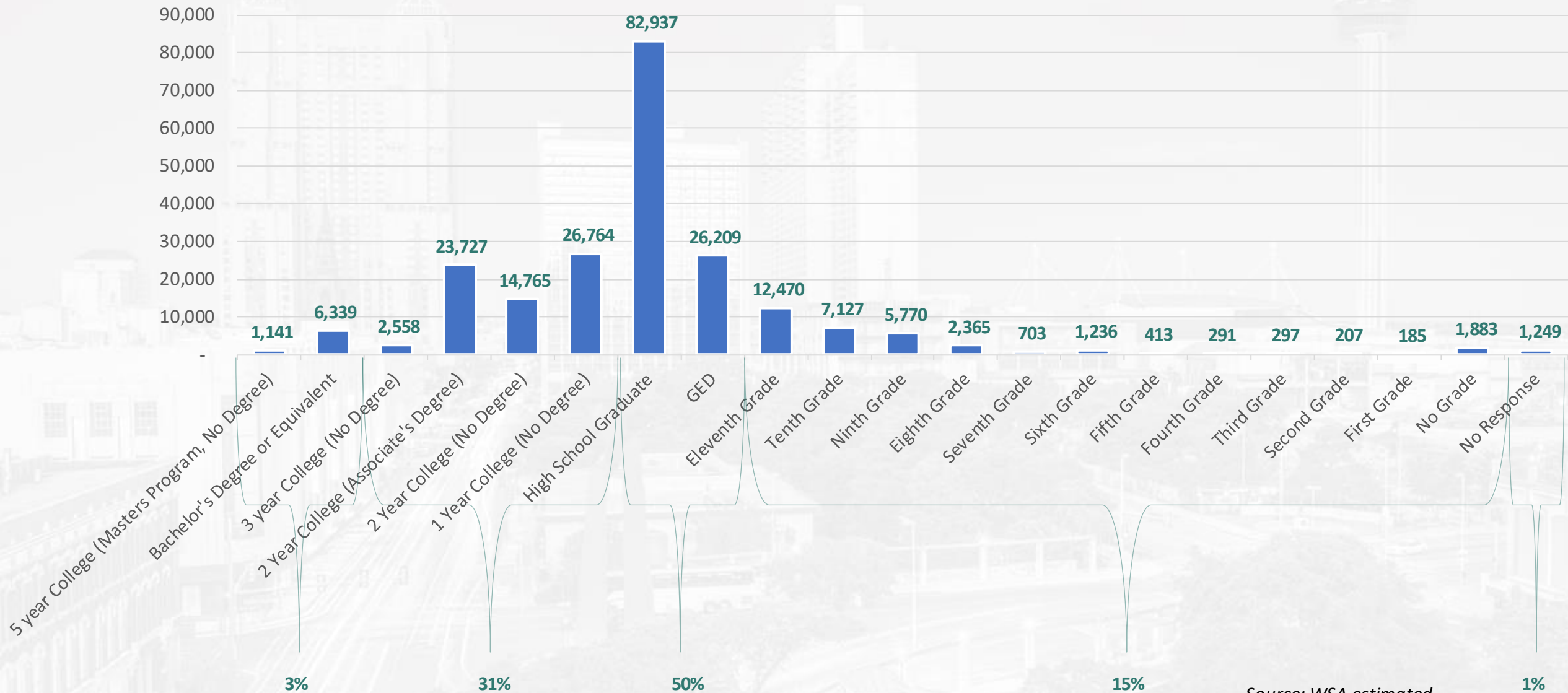
Survey Results



■ Industry-recognized Certifications
■ Degree Programs

Level of Education of Unemployed San Antonio Residents

March 2020-March 2021



Source: WSA estimated
numbers provided to City for
planning purposes 10



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
	CAREER LEVEL INTERMEDIATE	\$26.16	\$37.41
CAREER LEVEL ENTRY-LEVEL	\$19.05	Telecommunication Line Installers and Repairers	Architect
\$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?

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SAMPLE CAREER PLAN

		CAREER LEVEL ADVANCED	CAREER LEVEL VERY ADVANCED PROFESSIONAL
	CAREER LEVEL INTERMEDIATE	\$46.04	\$54.07
CAREER LEVEL ENTRY-LEVEL	\$22.98	Information Security Analysts	Computer Network Architects
\$15.61	Computer Operators		
Data Entry Keyers			
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 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
	CAREER LEVEL INTERMEDIATE	\$28.87	\$51.87
CAREER LEVEL ENTRY-LEVEL	\$16.87	Dietitians and Nutritionists	Medical and Health Services Managers
\$14.72	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 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?



ALAMO
COLLEGES
DISTRICT



Lamson Institute



TSCER
Texas School of Continuing Education & Recruitment

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: Texas Workforce Commission/Labor Market & Career Information/Tracer2

WHERE CAN I GET EDUCATION AND TRAINING?

ALAMO
COLLEGES
DISTRICT

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

SAMPLE CAREER PLAN			CAREER LEVEL VERY ADVANCED PROFESSIONAL
CAREER LEVEL ENTRY-LEVEL	CAREER LEVEL INTERMEDIATE	CAREER LEVEL ADVANCED	
\$14.30 Helpers – Carpenters	\$19.20 Sheet Metal Workers	\$25.23 Mechanical Engineering Technicians	\$54.07 Computer Network Architects
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

APPLY NOW AND LEARN MORE



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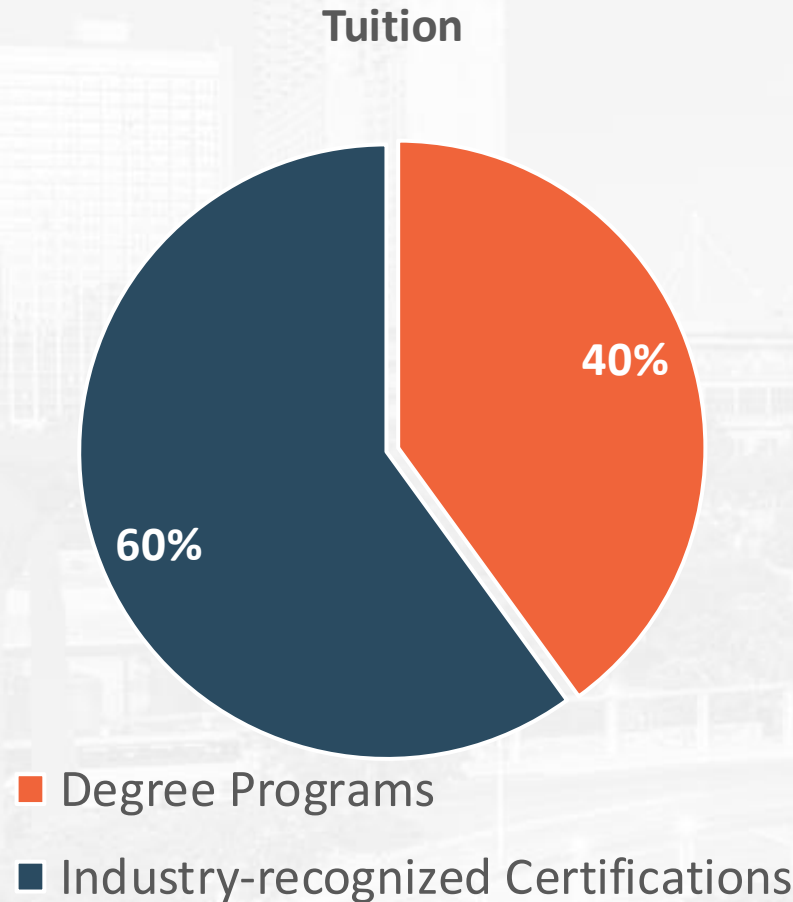


A PROUD PARTNER OF THE **American Job Center**® NETWORK

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Recommended Allotment

DRAFT



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



**D1. Discussion and
possible action:**

Educational Allotment



D2. Draft Budget

Financial Forecast Background



Ready to Work initiative financial outlook based on certain assumptions

Preliminary financial forecast presented in December

Assumptions have been revised based on experience with Train for Jobs and discussions with Advisory Board

Financial forecast updated based on these assumptions

Ready to Work – Financial Assumptions

Enrollment

DRAFT

Fiscal Year: July-June

Level of Training	FY 2022 ¹	FY 2023	FY 2024	FY 2025 ¹	FY 2026 ²	FY 2027 ²
Certificate	3,000	4,500	4,000	4,000	1,200	0
Associates ³	650	975	2,000	2,000	600	600
Bachelors ³	1,350	2,025	4,000	4,000	1,200	1,200
Total⁴	5,000	7,500	10,000	10,000	3,000	1,800

1. Program enrollment to begin late 2021 and continue through Dec. 2025

2. Continued support for participants enrolled before Dec. 2025

3. Class enrollment to begin in Spring 2022

4. Totals reflect duplicated participants

Ready to Work – Financial Assumptions

Other Assumptions

DRAFT



Intake/Assessment

\$397 per assessment
\$40 for testing

Wraparound support

\$1,300 per year per
participant

Tuition

Last dollar (annually)

Certificate: **\$2,100**
Associate: **\$2,200**
Bachelor: **\$4,100**

Emergency Assistance

\$500 per year

DRAFT

Financial Forecast – Ready to Work

(\$ in Millions)	FY 2021 ¹	FY 2022	FY 2023	FY 2024	FY 2025 ¹	FY 2026 ²	FY 2027 ²
Beginning Balance	\$0	\$8.5	\$24.9	\$28.1	\$18.1	\$9.1	\$10.7
Revenues	8.8	39.1	40.5	41.9	43.3	22.4	0
City Cost: Administration ³	\$0.1	\$1.5	\$1.5	\$1.6	\$1.6	\$1.4	\$0.9
State Sales Tax Admin Fee (2%)	0.2	0.8	0.8	0.8	0.8	0.5	0
City Cost: Support Programs	0	0.7	0.7	0.7	0.7	0.6	0
Intake & Assessment ⁴	0	2.2	2.6	3.5	3.6	1.1	0
Wrap Around Services ⁴	0	6.5	9.9	13.6	13.9	4.2	2.5
Tuition/Certifications ⁴	0	9.8	19.9	29.2	29.2	12.2	6.2
Emergency Financial Assistance ⁴	0	1.2	1.9	2.5	2.5	0.8	0.5
Total Expenses	\$0.3	\$22.7	\$37.3	\$51.9	\$52.3	\$20.8	\$10.1
Ending Balance	\$8.5	\$24.9	\$28.1	\$18.1	\$9.1	\$10.7	\$0.6

1. Program Enrollment: End of 2021-Dec. 2025

2. Continued support for participants enrolled prior to Dec. 2025

3. Total Administration is less than 5% of total expenses

4. Estimated contracted cost for Support Programs

Fiscal Year: July-June

FY 2022 Focus

DRAFT

Select partner agencies

Implementing data management platform

Develop framework for evaluating program

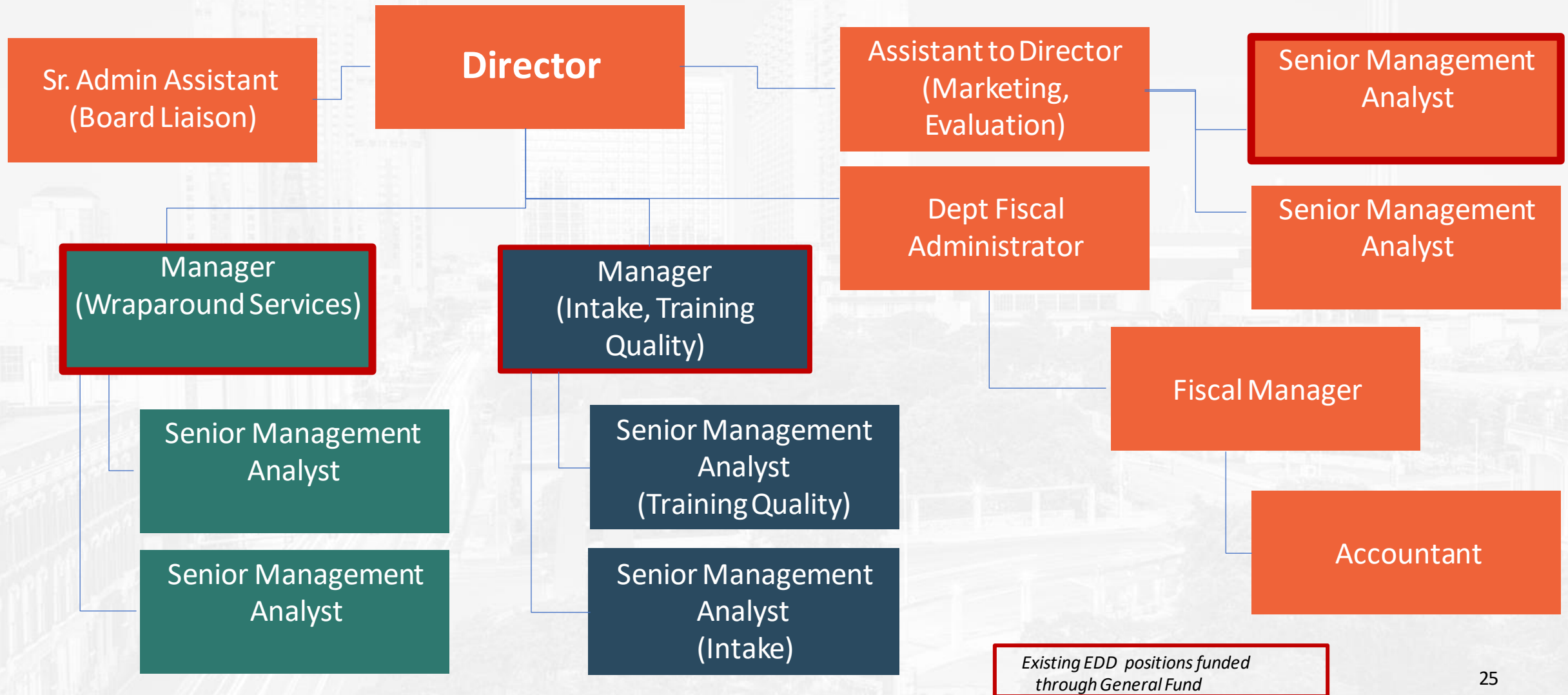
Plan for scaling up program in future years



Performance Metric	Participant Enrolled	Certificate Training	Bachelors or Associates
2022	5,000	3,000	2,000

DRAFT

City Workforce Department



Requests for Proposals

- RFPs for Marketing, Intake & Assessment, Case Management, and Program Evaluation
- Budget adjustments may be needed based on responses
- Changes would be proposed in September

May -
June

RFP Responses received

June -
July

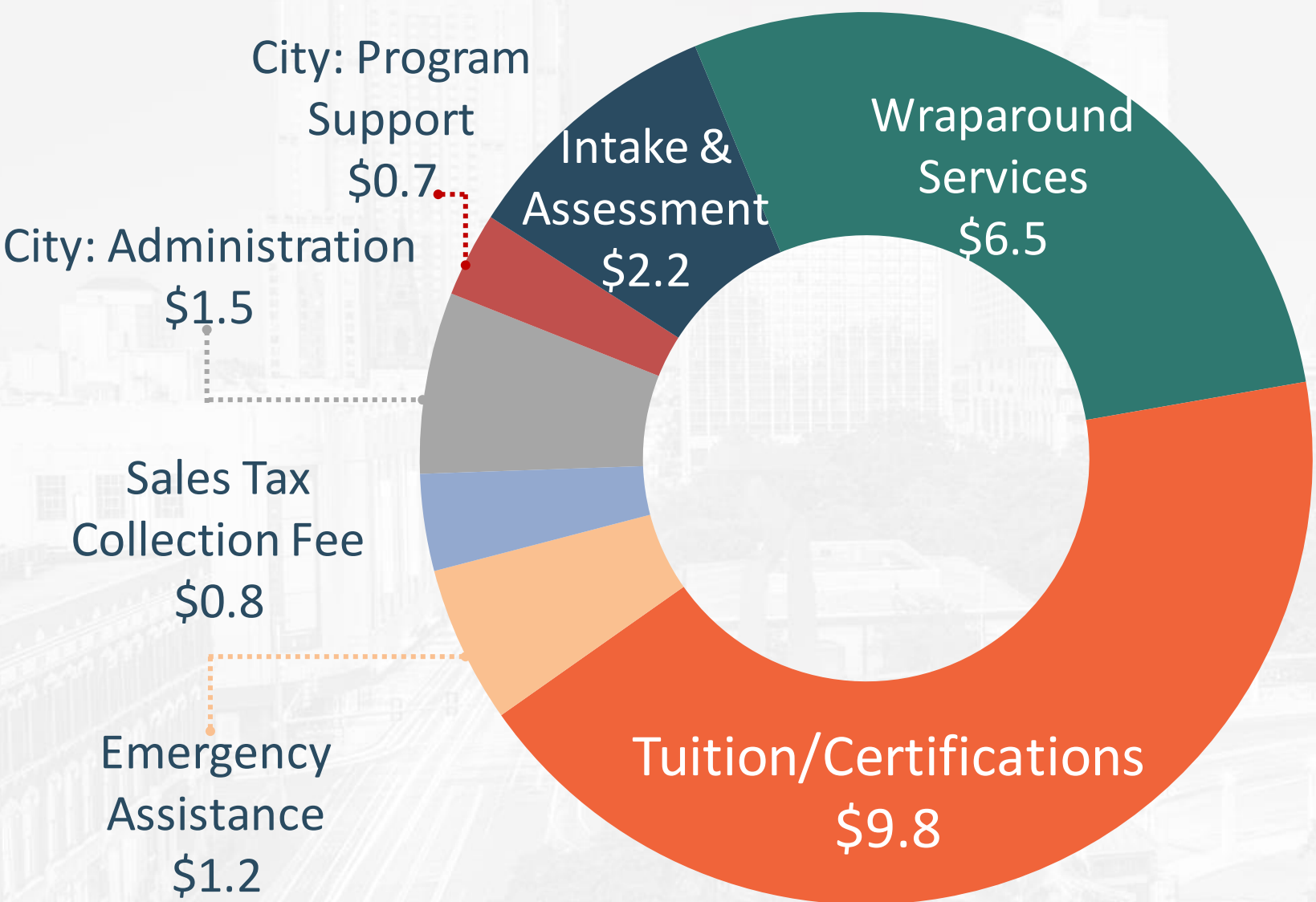
Response Evaluation

August
- Sept

City Council
Consideration &
Budget Revision

Proposed FY 2022 Budget - \$22.7 M

Ready to Work (\$ in Millions)



Authorized Positions	Count
Administration	7
Intake/Assessment	1
Wraparound Services	2
Tuition/Certifications	1
Total	11

The background of the slide features 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 foreground, there is a large stadium with a distinctive roof structure. The overall scene is a high-angle view of an urban area.

D2. Discussion

Draft Budget

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E. Staff Member Comments

F. Adjourn



SA Ready to Work

Advisory Board Meeting
April 30, 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 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	\$27.86	\$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							

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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	\$27.86	\$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	