



A Look at the Labor Market: Current Trends and In-demand Occupations

PART I:

The Current State of Houston's Job Market

Q: How many jobs are in the
Houston area?

January 2018

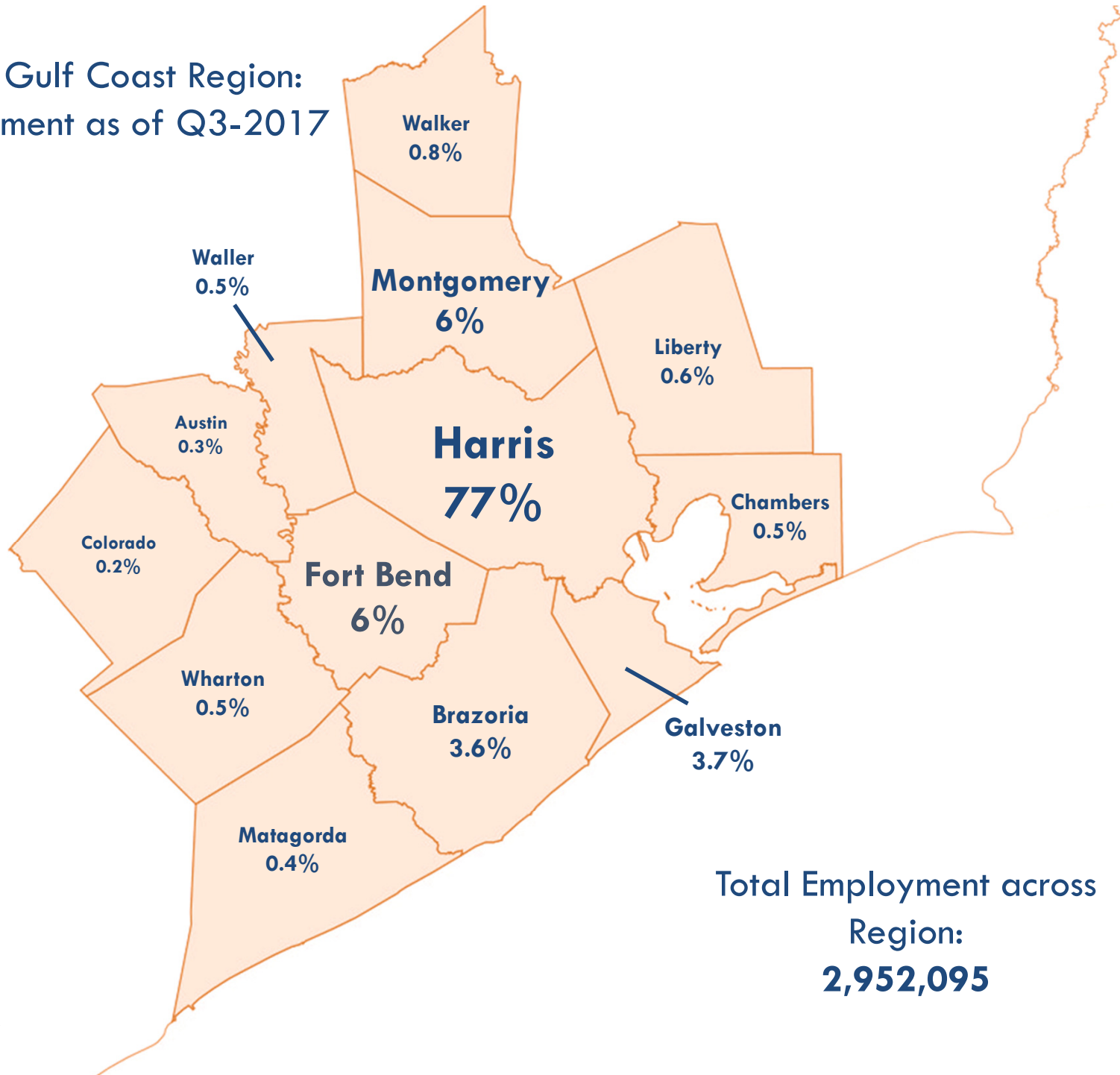
Total Nonfarm Employment

3,029,500

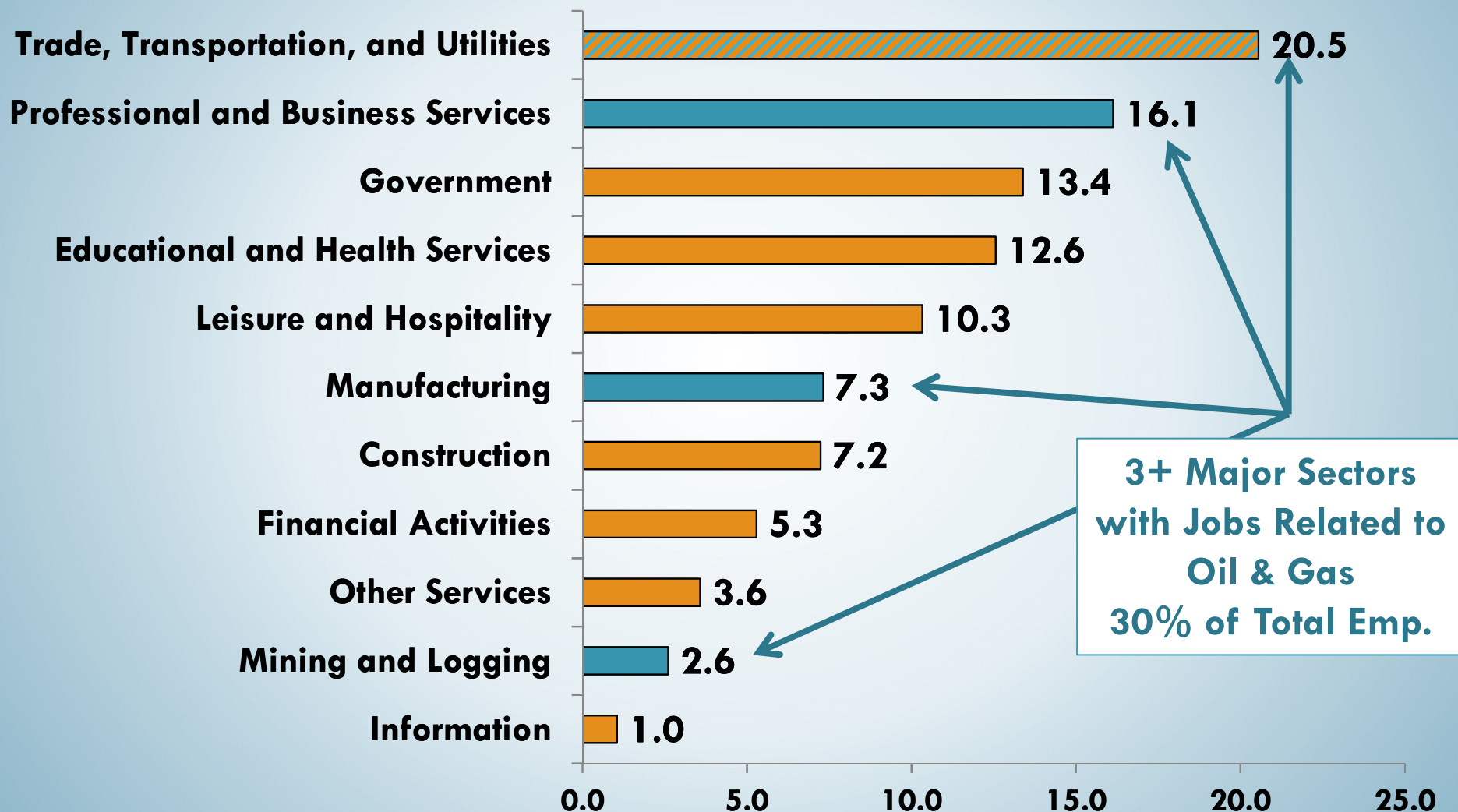
+/- 100,000 jobs since mid-2014

Q: How are those jobs spread
across the economy?

13-County Gulf Coast Region:
Total Employment as of Q3-2017



Makeup of Houston's Economy January 2018



Q: How well is Houston's job market doing currently?

Houston Area Unemployment Rate Jan 2017

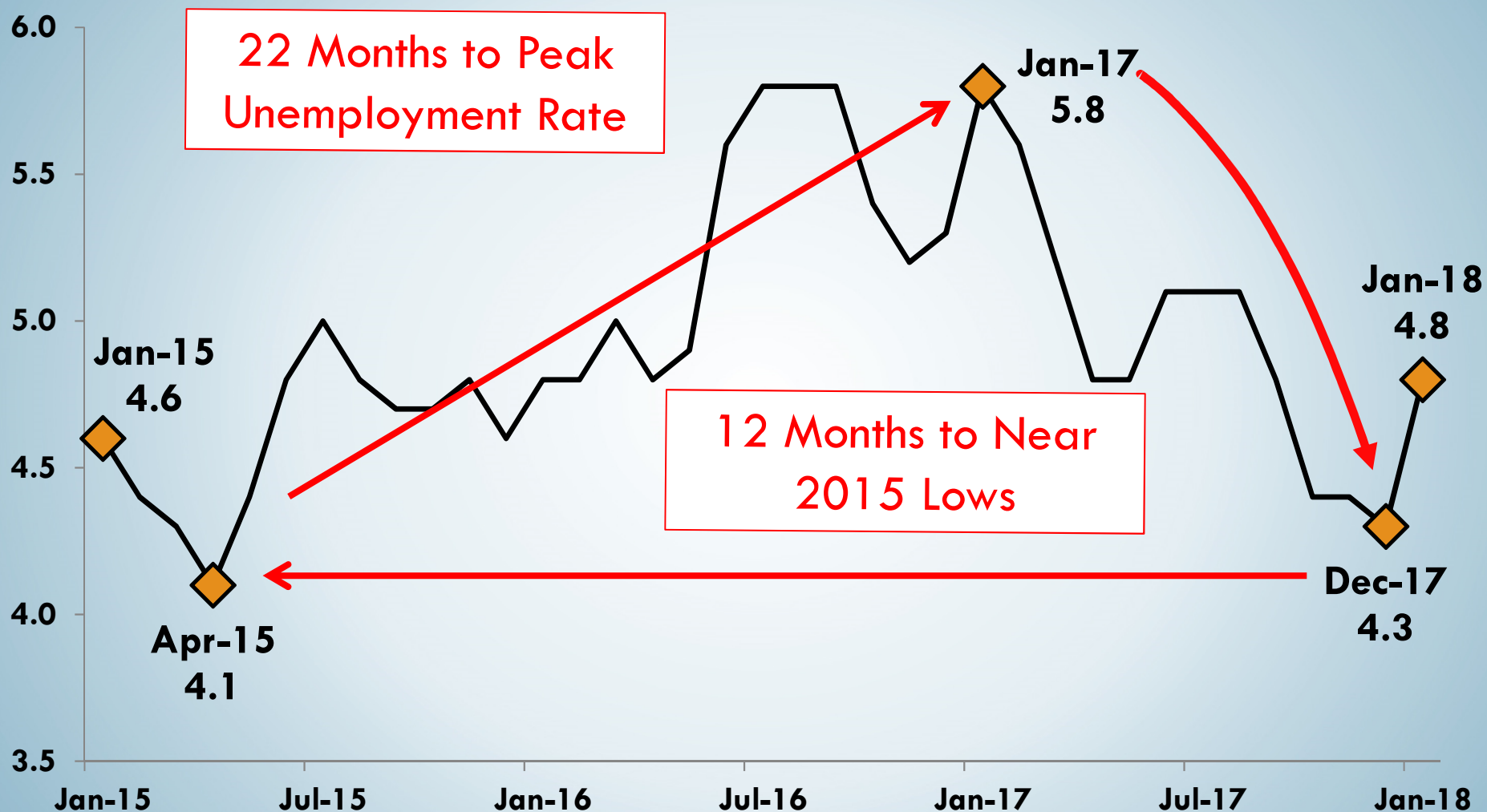
Not Seasonally Adjusted

4.8%

Down from highs of 5.8% in Jan '17

Rises each January due to
seasonal trends

Houston NSA Unemployment Rate Jan '15-'18



Texas Statewide Unemployment Rate Dec 2017

Not Seasonally Adjusted

3.7%

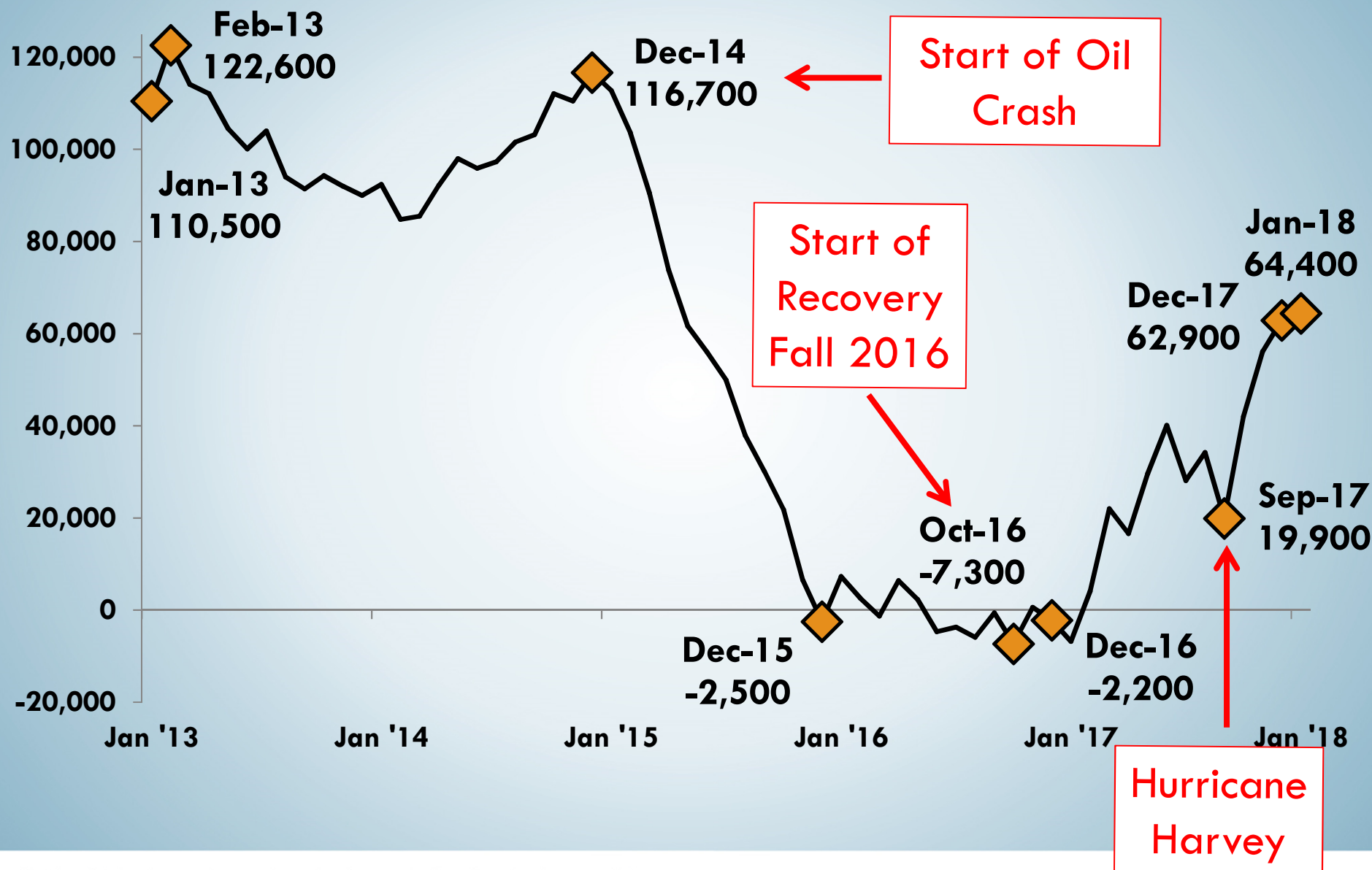
2nd-lowest rate since
records began in 1976

January 2018

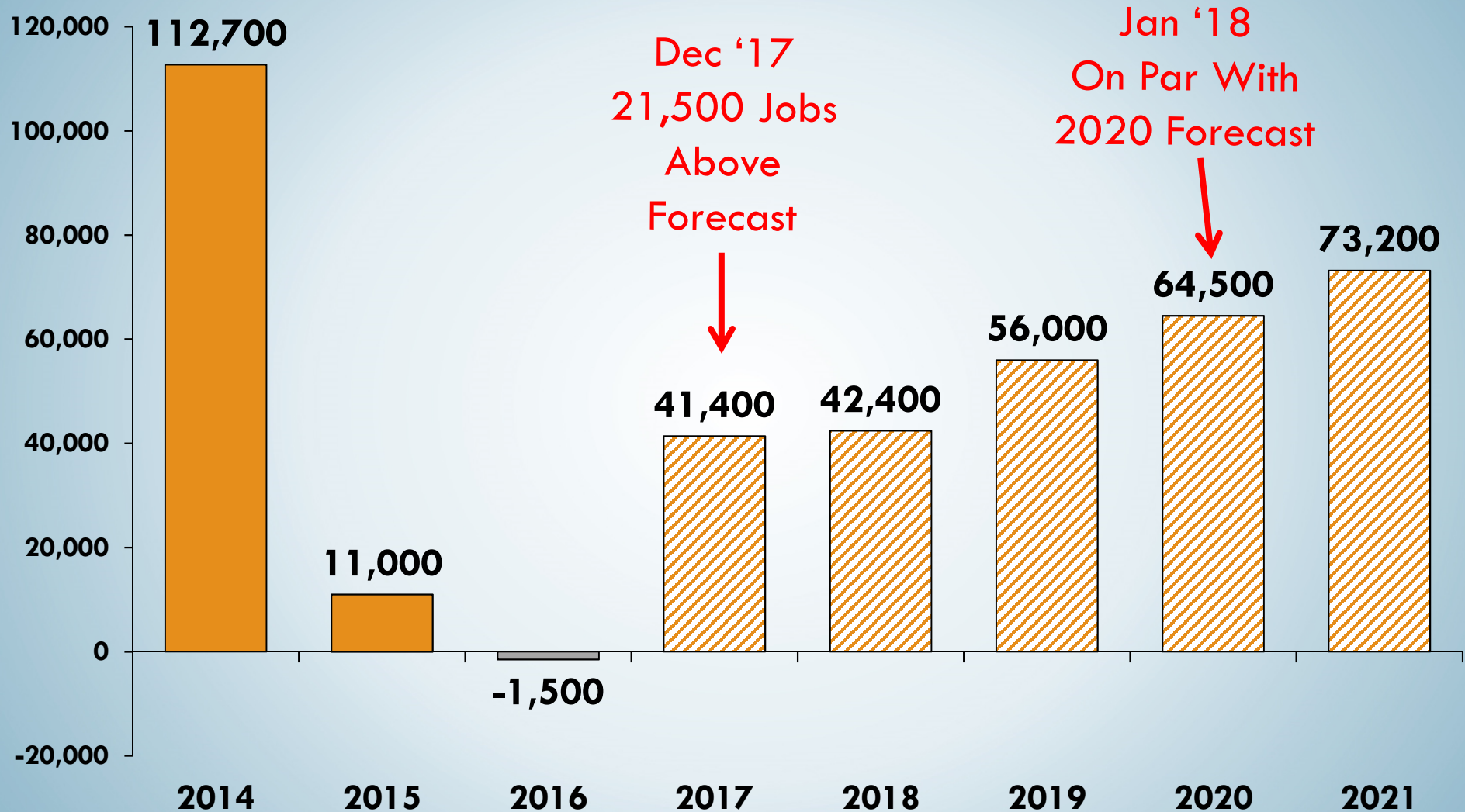
Total Nonfarm Employment OTY

+64,400

Total Nonfarm YOY Net Change



Houston MSA Job Forecast 2017-2021



Source: University of Houston - Institute for Regional Forecasting (Fall 2017 Symposium)

PART II:

The Outlook for Gulf Coast Occupations

Q: What do we use to identify which careers are in demand?

Long-term Employment Projections

- Produced by BLS for the U.S. and localized by Texas Workforce Commission
- Current 10-year timeframe of 2014 to 2024
- Revised every two years
- Assumes that economy operates at full capacity in 2024 i.e. doesn't explicitly account for recessions etc. but may reflect current or recent downturns

Long-term Employment Projections

- Includes the following measures:
 - Current and projected employment levels
 - Annual job openings due to organic growth
 - Annual job openings due to retirements, attrition, etc.
 - Typical education needed to enter occupation
 - If work experience in a related occupation is needed
 - If and how much on-the-job training is needed
 - Average wages and percentiles
 - Available locally for 274 industries and 669 occupations

Spring Branch CTE

Architecture & Construction Cluster

Business & Industry Endorsement

Questions to Ask When Exploring Careers:

1. What careers relate to things I like to do?
2. Show me the \$\$! What are the potential salaries of my careers of interest?
3. Are my careers of interest projected to grow? (Job Outlook)

Do you....

- ✓ ever marvel at skyscrapers, sports venues or homes that are designed and built? How did they do that? Who designed that?
- ✓ ever wonder why buildings stand up or wonder why buildings fall down?
- ✓ enjoy drawing, colors or textures?
- ✓ like building models?
- ✓ like problem solving; helping someone realize their project?
- ✓ like to plan, execute, and deliver projects on time?
- ✓ like competition?
- ✓ want to win scholarship money?



Sample Fastest Growing Information Technology Careers- Salary Ranges in Texas	Bottom 10% & Under	50%	Top 10% & Up
Architects	\$42,460	\$73,780	\$128,620

Spring Branch CTE

Discover Architecture & Construction careers!

The building you are in right now was first designed by an architect in collaboration with a client! The decisions of where to locate the building, the materials to use on the building, and the landscaping unify the exterior of the building to its surroundings. The interior design determines where to place the walls, doorways and windows. The infrastructure includes the electrical, plumbing, air conditioning and heating, which first came from the imagination of the architect! Drawings were developed into plans. Those plans guided the building team during construction taking them from paper to reality! Design your future today in a career in Architecture and Construction.

Plumbers & Pipefitters	\$26,020	\$44,580	\$67,660
Carpenters	\$23,900	\$34,530	\$50,920
Electronic Drafters	\$41,300	\$71,650	\$118,250
Construction Workers	\$24,210	\$33,480	\$48,940
Heating, A/C, & Refrigeration	\$26,840	\$40,610	\$61,460

Careers to Consider with a 5+ Year College Degree

- Architect
- Civil Engineer

Careers to Consider with a 4-Year College Degree

- Construction Manager
- Surveyor

With a 2-Year College Degree:

- Architectural & Civil Drafter
- Electrician
- Landscaping & Lawn Service Manager
- Welder

Certificate or HS Diploma

- Construction Trades
- Woodworker



Q: What specifically do the
Projections tell us about
Houston's future job growth?

Long-term Employment Projections

New Jobs over 10-Year Period

700,000

22% Growth Rate

Long-term Employment Projections

New & Replacement Job Openings
Each Year

145,000

Q: How do we use the
projections to identify
High-Skill High-Growth
Occupations?

Targeted Occupation Criteria

No. of Jobs in Occupation	>	5,600
Employment Growth Rate	>	22%
Education or Work Exp. or OJT		Yes/No
Median Wages	>	\$38,000

Other Criteria To Consider

Oxford University Research:
Chance of Automation
Mean: **54%**

SOC Code: 29-1131

Veterinarians

Title: Veterinarians

Occ. Family: Healthcare Practitioners & Technical

Description: Diagnose, treat, or research diseases and injuries of animals. Includes veterinarians who conduct research and development, inspect livestock, or care for pets and companion animals.

Employment 2014: 830

Employment 2024: 1,010

Net Change 2014-2024: 180

Percent Change 2014-2024: 22%

Total Annual Openings: 35

Top Industry: 5419 Other Professional & Technical Services

Median Wage 2016: \$94,300

Education: Doctoral or prof.

On-the-job Training: None

Chance of Automation: 3.8%

High-Skill High-Growth: No

SOC Code: 17-1011

Architects, Ex. Landscape & Naval

Title: Architects, Ex. Landscape & Naval

Occ. Family: Architecture & Engineering

Description: Plan and design structures, such as private residences, office buildings, theaters, factories, and other structural property.

Employment 2014: 3,120

Employment 2024: 3,890

Net Change 2014-2024: 770

Percent Change 2014-2024: 25%

Total Annual Openings: 130

Top Industry: 5413 Architectural & Engineering Services

Median Wage 2016: \$76,778

Education: Bachelor's

On-the-job Training: Internship/residency

Chance of Automation: 1.8%

High-Skill High-Growth: No

SOC Code: 51-4121

Welders, Cutters, Solderers, & Brazers

Title: Welders, Cutters, Solderers, & Brazers

Occ. Family: Production

Description: Use hand-welding, flame-cutting, hand soldering, or brazing equipment to weld or join metal components or to fill holes, indentations, or seams of fabricated metal products.

Employment 2014: 18,800

Employment 2024: 21,630

Net Change 2014-2024: 2,830

Percent Change 2014-2024: 15%

Total Annual Openings: 825

Top Industry: 3323 Architectural & Structural Metals Manufacturing

Median Wage 2016: \$46,209

Education: High school diploma

On-the-job Training: Moderate

Chance of Automation: 94.0%

High-Skill High-Growth: Yes

SOC Code: 27-4011

Audio & Video Equip. Technicians

Title: Audio & Video Equip. Technicians

Occ. Family: Arts, Design, Entertainment, Sports, & Media

Description: Set up, or set up and operate audio and video equipment including microphones, sound speakers, video screens, projectors, video monitors, recording equipment, connecting wires and cables, sound and mixing boards, and related electronic equipment for co...
May also set up and operate associated spotlights and other custom lighting systems.

Employment 2014: 1,240

Median Wage 2016: \$39,936

Employment 2024: 1,530

Education: Postsecondary non-degree

Net Change 2014-2024: 290

On-the-job Training: Short-term

Percent Change 2014-2024: 23%

Chance of Automation: 55.0%

Total Annual Openings: 55

High-Skill High-Growth: No

Top Industry: 6113 Colleges & Universities, Public & Private

SOC Code: 13-1161

Market Research Analysts & Marketing Specialists



Title: **Market Research Analysts & Marketing Specialists**

Occ. Family: Business & Financial Operations

Description: Research market conditions in local, regional, or national areas, or gather information to determine potential sales of a product or service, or create a marketing campaign.

May gather information on competitors, prices, sales, and methods of marketing and distribution.

Employment 2014: 7,050

Median Wage 2016: \$67,550

Employment 2024: 9,310

Education: Bachelor's

Net Change 2014-2024: 2,260

On-the-job Training: None

Percent Change 2014-2024: 32%

Chance of Automation: 61.0%

Total Annual Openings: 310

High-Skill High-Growth: Yes

Top Industry: 5416 Management & Technical Consulting Services

SOC Code: 25-2032

Career/Technical Ed. Teachers, Secondary School

Title: Career/Technical Ed. Teachers, Secondary School

Occ. Family: Education, Training, & Library

Description: Teach occupational, career and technical, or vocational subjects at the secondary school level in public or private schools.

Employment 2014: 1,550

Employment 2024: 1,870

Net Change 2014-2024: 320

Percent Change 2014-2024: 21%

Total Annual Openings: 65

Top Industry: 6111 Elementary & Secondary Schools, Public & Private

Median Wage 2016: \$60,859

Education: Bachelor's

On-the-job Training: Internship/residency

Chance of Automation: 0.9%

High-Skill High-Growth: Yes

SOC Code: 13-2011

Accountants & Auditors

Title: Accountants & Auditors

Occ. Family: Business & Financial Operations

Description: Examine, analyze, and interpret accounting records to prepare financial statements, give advice, or audit and evaluate statements prepared by others. Install or advise on systems of recording costs or other financial and budgetary data.

Employment 2014: 39,640

Median Wage 2016: \$78,323

Employment 2024: 48,220

Education: Bachelor's

Net Change 2014-2024: 8,580

On-the-job Training: None

Percent Change 2014-2024: 22%

Chance of Automation: 94.0%

Total Annual Openings: 1,920

High-Skill High-Growth: Yes

Top Industry: 5412 Accounting & Bookkeeping Services

SOC Code: 23-2011

Paralegals & Legal Assistants

Title: Paralegals & Legal Assistants

Occ. Family: Legal

Description: Assist lawyers by investigating facts, preparing legal documents, or researching legal precedent. Conduct research to support a legal proceeding, to formulate a defense, or to initiate legal action.

Employment 2014: 5,700

Employment 2024: 7,260

Net Change 2014-2024: 1,560

Percent Change 2014-2024: 27%

Total Annual Openings: 280

Top Industry: 5411 Legal Services

Median Wage 2016: \$57,304

Education: Associate's

On-the-job Training: None

Chance of Automation: 94.0%

High-Skill High-Growth: Yes

SOC Code: 49-9041

Industrial Mach. Mechanics

Title: **Industrial Mach. Mechanics**

Occ. Family: Installation, Maintenance, & Repair

Description: Repair, install, adjust, or maintain industrial production and processing machinery or refinery and pipeline distribution systems.

Employment 2014: 11,270

Employment 2024: 14,370

Net Change 2014-2024: 3,100

Percent Change 2014-2024: 28%

Total Annual Openings: 600

Top Industry: 2131 Support Activities for Mining

Median Wage 2016: \$55,270

Education: High school diploma

On-the-job Training: Long-term

Chance of Automation: 67.0%

High-Skill High-Growth: Yes

SOC Code: 13-1081

Logisticians

Title: **Logisticians**

Occ. Family: Business & Financial Operations

Description: Analyze and coordinate the logistical functions of a firm or organization. Responsible for the entire life cycle of a product, including acquisition, distribution, internal allocation, delivery, and final disposal of resources.

Employment 2014: 4,180

Employment 2024: 4,880

Net Change 2014-2024: 700

Percent Change 2014-2024: 17%

Total Annual Openings: 130

Top Industry: 4238 Machinery & Supply Merchant Wholesalers

Median Wage 2016: \$82,613

Education: Bachelor's

On-the-job Training: None

Chance of Automation: 1.2%

High-Skill High-Growth: No

SOC Code: 53-7051

Industrial Truck & Tractor Oprs

Title: Industrial Truck & Tractor Oprs

Occ. Family: Transportation & Material Moving

Description: Operate industrial trucks or tractors equipped to move materials around a warehouse, storage yard, factory, construction site, or similar location.

Employment 2014: 15,340

Employment 2024: 18,550

Net Change 2014-2024: 3,210

Percent Change 2014-2024: 21%

Total Annual Openings: 700

Top Industry: 4931 Warehousing & Storage

Median Wage 2016: \$32,390

Education: No formal credential

On-the-job Training: Short-term

Chance of Automation: 93.0%

High-Skill High-Growth: No

SOC Code: 53-7062

Laborers & Freight, Stock, & Material Movers, Hand



Title: Laborers & Freight, Stock, & Material Movers, Hand

Occ. Family: Transportation & Material Moving

Description: Manually move freight, stock, or other materials or perform other general labor. Includes all manual laborers not elsewhere classified.

Employment 2014: 45,050

Employment 2024: 55,160

Net Change 2014-2024: 10,110

Percent Change 2014-2024: 22%

Total Annual Openings: 2,350

Top Industry: 5613 Employment Services

Median Wage 2016: \$25,817

Education: No formal credential

On-the-job Training: Short-term

Chance of Automation: 85.0%

High-Skill High-Growth: No

SOC Code: 27-2042

Musicians & Singers

Title: Musicians & Singers

Occ. Family: Arts, Design, Entertainment, Sports, & Media

Description: Play one or more musical instruments or sing. May perform on stage, for on-air broadcasting, or for sound or video recording.

Employment 2014: 690

Employment 2024: 840

Net Change 2014-2024: 150

Percent Change 2014-2024: 22%

Total Annual Openings: 35

Top Industry: 7111 Performing Arts Companies

Median Wage 2016: NO DATA

Education: No formal credential

On-the-job Training: Long-term

Chance of Automation: 7.4%

High-Skill High-Growth: No

Q: Where can I find more information on in-demand careers in the Gulf Coast?

A:

www.wrksolutions.com/for-individuals/career-exploration

http://www.wrksolutions.com/Documents/Individuals/HSHG/2017/HSHG_Booklet_2017.pdf



HIGH-SKILL, HIGH-GROWTH JOBS IN THE GULF COAST REGION

HIGH-SKILL, HIGH-GROWTH JOBS IN THE GULF COAST REGION

PROFESSIONAL, BUSINESS & TECHNICAL SERVICES (Continued)



Lawyers

Lawyers advocate their clients' interests by drawing up legal documents, arguing in civil or criminal litigation, or simply advising their clients on the best legal courses of action.

Median Annual Salary:	\$161,000/Year
Employment Growth:	22.4%
Minimum Education:	Doctoral or professional degree
Annual Average Job Openings:	580



Paralegals & Legal Assistants (*/*)

Paralegals assist lawyers by researching legal precedent, investigating situations, or prepping legal documents surrounding a legal proceeding.

Median Annual Salary:	\$57,000/Year
Employment Growth:	27.4%
Minimum Education:	Associate's degree
Annual Average Job Openings:	280



Business & Industry



STEM



Public Services

Career Training helps individuals train toward a new occupation. Occupations supported by Career Training dollars are denoted by (*).

Career Advancement Training helps individuals build on existing skills within an occupation. Occupations supported by Career Advancement Training dollars are denoted by (\$).


Workforce Solutions

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Thank You!

Parker A. Harvey

Principal Economist

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