

# Career and Technical Student Organizations and Skills Competitions

An Opportunity for Work-Based Learning in Texas



**TEXAS  
WORKFORCE  
INVESTMENT  
COUNCIL**

## **The Mission of the Texas Workforce Investment Council**

*Assisting the Governor and the legislature with strategic planning for and evaluation of the Texas workforce system to promote the development of a well-educated, highly skilled workforce for Texas.*

Career and Technical Student Organizations and Skills Competitions:  
An Opportunity for Work-Based Learning in Texas

Texas Workforce Investment Council

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## Introduction

In response to growing demand for experiential learning across the education and training continuum, the Texas Workforce Investment Council's (Council) state workforce strategic plan, [Accelerating Alignment: Texas Workforce System Strategic Plan for Fiscal Years 2024–2031](#), set goals and objectives for the workforce system to increase work-based learning (WBL) in the state. As a core pre-employment strategy for youth and adults within the plan, WBL fosters the development and application of knowledge and skills essential for success in dynamic and unpredictable work situations. Career and technical student organizations (CTSOs) and skills competitions provide educational experiences that are complementary to classroom learning in career and technical education (CTE) programs and provide a next step toward actual work experience.

Texas workforce system objectives and strategies set under the *Learners* system goal in the state workforce strategic plan aim to accelerate the expansion of and access to work-based skill and knowledge acquisition. To that end, the Council conducted research on CTSOs and skills competitions to determine whether the competitions provide a reasonable opportunity to expand access to WBL that is aligned with career pathways that lead to high-demand employment opportunities for Texans.

Eight nationally recognized CTSOs operate in Texas schools and were considered in this research. The events, resources, and skills competitions supported by the CTSOs promote employer participation, simulated work experience, demonstrations of learned technical and soft skills, and career exploration. Skills competitions are of particular interest due to their hands-on nature and replication of real-world scenarios. Collectively, these qualities demonstrate that skills competitions offered by CTSOs are able to provide a scalable and sustainable means of expanding high-quality WBL that support the *Learners* system goal of the state workforce strategic plan. Competition seasons and events significantly overlap; therefore, this research focused on two CTSOs that support a significant number of events aligned with key sectors and occupational demand and are representative of other CTSOs in the state.

## Relevant Legislation

The Council serves as the state workforce development board as required under the federal Workforce Innovation and Opportunity Act of 2014 (WIOA). WIOA, Section 101(d)(3)(D), requires the Council to assist the Governor in the development and continuous improvement of the workforce development system in the state.

Texas Government Code (TGC), Section 2308.101 (1–2), charges the Council to promote the development of a well-educated, highly skilled workforce in the state and to advocate for the development of an integrated workforce development system to provide quality services addressing the needs of business and workers in this state.

TGC Section 2308.101(8) charges the Council to encourage, support, or develop research and demonstration projects designed to develop new programs and approaches to service delivery.

TGC Section 2308.104 charges the Council with strategic planning for and evaluation of the Texas workforce system. *Accelerating Alignment: Texas Workforce System Strategic Plan for Fiscal Years 2024–2031* aims to position Texas as a global economic leader by growing and sustaining a competitive workforce. The current strategic plan emphasizes meaningful engagement of employers, improving outcomes for all Texas, and generating higher return on investments.

House Bill 1247 passed during the 87<sup>th</sup> Regular Session (2021) of the Texas Legislature includes a specific rule for the Texas Education Agency, Texas Higher Education Coordinating Board, and Texas Workforce Commission (TWC) to create a strategic framework plan to help more students in Texas learn by participating in WBL and provide a report defining WBL in the context of the plan.

The United States Department of Education (USDE) recognizes the value of CTSOs and their place as an integral part of CTE. The responsibility for CTE instructional programs and related activities, including CTSOs, rests with state and local education agencies. The USDE allows states to use federal Carl D. Perkins funds to provide leadership and support for the CTE student organizations (Carl D. Perkins Career and Technical Education Act, 2006).

The State of Texas recognizes the value of CTSOs by emphasizing the importance of “participation by students and teachers in activities of career and technical student organizations supported by the agency and the State Board of Education” in Texas Education Code (1995/2025).

### Research Scope and Objective

Throughout the implementation of the state workforce strategic plan, the Council provides research and information about opportunities that support system partners in the implementation of goals and strategies in the plan. This research considers CTSOs and skills competitions as work-based educational experiences that assist in career preparation for secondary and postsecondary students. It profiles the CTSOs operating in Texas and provides information on chapters serving students in independent school districts, student membership, conferences and competitive events, and leadership training. Additional information on demographics, educational attainment, and revenue and expenses are provided where possible. This report illustrates the role CTSOs and skills competitions play in preparing students for employment and their relationships with employers. The report features CTSOs recognized by the U.S. Department of Education and the National Coordinating Council of CTSOs (NCC-CSTO) and provides information and notable details about each organization.

Skills competitions simulate the work environment, demonstrating an opportunity to extend the reach of WBL to more students. This report considers the extent to which skills competitions expand access to real-world experiences that closely replicate on-site experiential learning. The intention is to address employers' needs for workers with experience and the inherent difficulty of creating enough work-based experiences for each annual cohort of students statewide. The research considers demonstrations of soft and technical skills at district, state, and national skills competitions and assesses the perception of skills competitions from three perspectives: employers, students, and advisers.

The research focuses on competitions from CTSOs in Texas that are hosted by SkillsUSA and Health Occupations Students of America (HOSA). Emphasis is placed on these organizations due to the alignment of their offerings to growing occupations in Texas. Given the availability of information, scope, and number of industries served by each organization, considerable insight into the events of the current competition season and employer engagement was possible via field study in 2025. Stakeholders include CTSOs, independent school districts, community and technical colleges, local workforce development boards, employers, and regional economic development corporations and their associated Texas Regional Pathways Network members.

The career exploration, preparation, and training experiences provided by CTSOs and skills competitions also align with many of the principles outlined in the WBL framework defined by the Texas Tri-Agency Workforce Initiative (Tri-Agency) within its [Tri-Agency Strategic Framework for Work-Based Learning](#)

Report. The Tri-Agency partners are member agencies of the Council and share the workforce system objective to increase WBL as a core education and training pre-employment strategy. High quality WBL opportunities align to career pathways, incorporate meaningful job tasks, identify and validate skills to be gained, reward skill gains and offer compensation, support academic progress and achievement, integrate opportunities to develop professional networks, and measure and monitor progress for all partners.

## Methodology

Research was conducted to profile each CTSO. Competitions at the district, state, and national levels were attended to gain an understanding of the organization, demonstration of technical skills, employer involvement, student experiences, and more. Additional information was sourced on various other aspects of the organizations, where possible. To focus the research on occupational growth in the state, a list of high demand occupations was sourced from TWC labor market information (LMI). The data were projected over a ten-year timeframe (2022–2032) and filtered by median wage and education level. Occupations with a median wage less than \$30,000 per year and those that, on average, require a four-year degree or higher were excluded. Additionally, the data were sorted according to annualized percentage growth in employment, allowing for the identification of the fastest growing and declining occupations over the ten-year period. The analyses considered the top 15 growing occupations across the 28 local workforce development areas (LWDAs) in Texas and for Texas as a whole.

To highlight relevance between the competitive events and occupations, an initial crosswalk was created. Relationships were first established between Classification of Instructional Programs (CIP) codes and Standard Occupational Classification (SOC) codes. Then competitive events provided by SkillsUSA were mapped to corresponding SOC codes. If a SOC code was mapped to both a CIP code and a competitive event, that event was deemed relevant to the corresponding CIP code. This approach enabled the identification of competitive events aligned with occupational needs in the state through a corresponding CIP–SOC connection.

## Alignment with Growth Occupations

To assess the availability of competitive events that are most relevant to support skill needs based on occupational demand in Texas, the top 15 growing occupations over the 2022–2032 period, organized by SOC major group, are presented below.

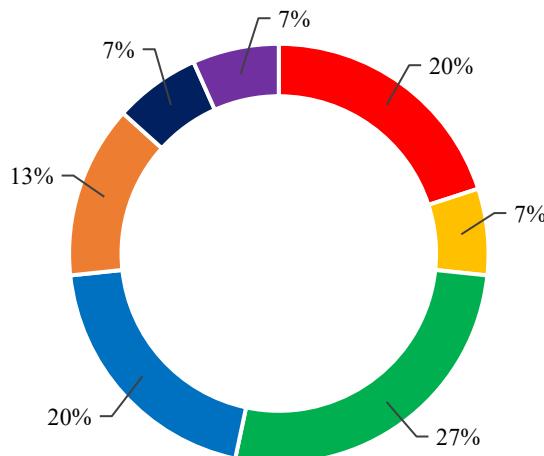
| <b>Top 15 Growing Occupations by SOC Major Group</b>   |  |  |
|--|--|--|
| SOC Major Group  | Occupation   | SOC Code   |
| 1. Computer and Mathematical Occupations:              | a. Web Developers  | a. 15-1254   |
| 2. Life, Physical, and Social Science Occupations:     | a. Occupational Health and Safety Technicians<br>b. Environmental Science and Protection Technicians, Including Health         | a. 19-5012<br>b. 19-4042                             |
| 3. Healthcare Practitioners and Technical Occupations: | a. Health Information Technologists and Medical Registrars<br>b. Hearing Aid Specialists<br>c. Diagnostic Medical Sonographers | a. 29-9021<br>b. 29-2092<br>a. 29-2032               |
| 4. Healthcare Support Occupations:                     | a. Physical Therapist Assistants<br>b. Occupational Therapy Assistants<br>c. Massage Therapists<br>d. Phlebotomists            | a. 31-2021<br>b. 31-2011<br>c. 31-9011<br>d. 31-9097 |
| 5. Office and Administrative Support Occupations:      | a. Cargo and Freight Agents  | c. 43-5011   |
| 6. Construction and Extraction Occupations:            | a. Septic Tank Servicers and Sewer Pipe Cleaners   | b. 47-4071   |
| 7. Installation, Maintenance, and Repair Occupations:  | a. Wind Turbine Service Technicians<br>b. Medical Equipment Repairers<br>c. Industrial Machinery Mechanics                     | c. 49-9081<br>d. 49-9062<br>a. 49-9041               |

Table 1 | *Note.* Occupations are from TWC LMI data which were ordered by annualized percentage growth.

Based on TWC LMI data and the 2018 Standard Occupations Classification system, nearly 50 percent of the occupations in the top 15 growing occupations list lie within Healthcare Support and Healthcare Practitioners and Technical SOC major groups. HOSA was studied based on the organization's history and suggested depth of practice and employer relationships in healthcare fields. SkillsUSA has a broad reach

and history in career clusters that align with many of the remaining 53 percent of occupations on the list of growing occupations. Therefore, HOSA and SkillsUSA serve as examples of skills competitions in practice for the purposes of this research.

SOC Major Groups by Percentage of Occupations in Top 15



- Installation, Maintenance, and Repair
- Healthcare Support
- Life, Physical, and Social Science
- Construction and Extraction
- Computer and Mathematical
- Healthcare Practitioners and Technical
- Office and Administrative Support

Chart 1 | Note. Based on TWC LMI data and the 2018 Standard Occupations Classification system. This chart illustrates the prevalence of SOC major groups based on the percentage of their occupations listed in the top 15.

### Analysis of Occupational Alignment with Competition Offerings

This analysis considers the relationship between growing occupations and competitive events offered in the state. The intent is to identify potential gaps in the availability of competitions that align with relevant career pathways for students in order to support regional development. SkillsUSA is used as the example CSTO using its relevant competitive events for comparative purposes. Research identified 82 of SkillsUSA's competitive events that can be mapped to SOC codes, demonstrating direct occupational relevance.<sup>1</sup> Of those 82 events, 25 were determined to be relevant to 73 growing occupations across the 28 LWDAs in Texas.<sup>2</sup> In relation to top growing occupations across Texas as a whole, only two competitions addressed two of those occupations: SkillsUSA's Web Design and Development competition tests the skills required for the web developers occupation and the Industrial Motor Control competition addressed the industrial machinery mechanics occupation.<sup>3</sup>

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<sup>1</sup> See Table 1 in the appendix.

<sup>2</sup> See Table 2 in the appendix.

<sup>3</sup> See Table 2 in the appendix.

Since healthcare-related occupations are in such high-demand across Texas and consistently dominate the list of top occupations, a secondary analysis considered occupations exclusive of healthcare-related occupations to see if relevance increased for the top non-healthcare-related occupations. Eight additional occupations were identified in the secondary analysis bringing the total number of non-healthcare-related occupations to 81. In this case, of the 82 SkillsUSA events, 24 were determined to be relevant, or to align with the 81 highest growth non-healthcare-related occupations across the 28 LWDAs.<sup>4</sup> Exclusion of the healthcare-related occupations had no impact on the number of competition events that align with the top growing occupations across Texas as a whole.

A tertiary analysis was conducted to determine the relationship between occupations that are declining in Texas and the competitive events that are offered. The intention of this analysis was to identify competition offerings for occupations with declining employment opportunities.<sup>5</sup> Of the 82 identified SkillsUSA competitive events, 15 were mapped to 39 declining occupations across the 28 LWDAs.<sup>6</sup> Among the top declining occupations across Texas as a whole, two events compete students for two occupations: SkillsUSA's Welding Fabrication competition addressed the structural metal fabricators and fitters occupation, and the Mobile Electronics Installation competition addressed the electronic equipment installers and repairers occupation.<sup>7</sup>

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<sup>4</sup> See Table 3 in the appendix.

<sup>5</sup> See Table 4 in the appendix.

<sup>6</sup> See Table 4 in the appendix.

<sup>7</sup> See Table 4 in the appendix.

## Career and Technical Student Organization Profiles

The U.S. Department of Education recognizes 11 CTSOs, nine of which are recognized by the NCC-CTSO. Eight of those nine operate within Texas and are:

- Business Professionals of America (BPA);
- Distributive Education Clubs of America (DECA);
- Family, Career, and Community Leaders of America (FCCLA);
- Future Business Leaders of America (FBLA);
- Health Occupations Students of America (HOSA);
- National FFA Organization (FFA);
- Technology Student Association (TSA); and
- SkillsUSA.

The general objective of these organizations is to help students develop the necessary personal, leadership, and technical skills for postsecondary education, employment, and adulthood through cocurricular activities, resources, conferences, and competitions. All of which are designed to marry real-world experience with in-class CTE learning.

Within CTSOs, educators operate as *advisers* and enforce the values of their organization while guiding students using the most effective tools available. To accomplish this mission, advisers are given a host of resources, aiming to improve CTE quality through industry-vetted materials, improve classroom relationships through hands-on learning, and allow for networking opportunities with other advisers. CTSOs may also provide pathways for advisers to develop their skills inside and/or outside of the classroom. SkillsUSA, for example, provides professional development services to their advisers, such as licensing and certification assistance and career advancement strategies, which are sponsored by official partners (SkillsUSA, 2025d). Similarly, FCCLA offers four *Adviser Academies*:

1. Explore: Future Adviser Academy
2. Engage: New Chapter Adviser Academy
3. Excel: Adviser Academy 2.0
4. Elite: Master Adviser Academy

These academies give advisers the opportunity to attend sessions where they receive mentorship, resources, and additional networking opportunities (FCCLA, n.d.).

CTSOs partner with employers, industry professionals, and experienced advisers to create resources, competition standards, and activities that develop essential skills. For example, HOSA uses its more than 150 partnerships to staff the organization's advisory council, provide competition judges, and provide student internships (HOSA, n.d.-d). Similarly, BPA partners with DELL Technologies to sponsor their final round of computer programming competitive events (Weber, personal communication, January 31, 2025). The nature of partnerships, such as these, allows CTSOs to gain quality guidance from industry experts, which, in turn, improves CTE, and the extended learning opportunities offered by CTSOs, for students. Furthermore, the presence of these partners at conferences and other events allows students to interact directly with experts from their desired field. Industry expert participation enables students to develop professional relationships, demonstrate skills and knowledge, and receive feedback on their event directly from industry professionals.

CTSOs offer a variety of events for students including local, state, and national conferences; skills competitions; and leadership summits. Students report that the education received through CTSO participation improves soft skills, technical skills, and workplace understanding (SkillsUSA, 2022). Reports describe CTSO students as significantly more likely to obtain career clarity, employer exposure, and work experience than non-CTSO students (SkillsUSA, 2022). Additionally, the CTSO structure connects employers to the students themselves, resulting in employment and WBL opportunities (Advance CTE, 2021).

The following provides a brief description of the eight CTSOs operating in Texas and highlights some of their notable offerings:

#### *[Business Professionals of America \(BPA\)](#)*

Founded in 1966, BPA is home to over 45,000 student members located across 1,800 chapters in 25 U.S. states, Puerto Rico, China, Haiti, and Peru (BPA, 2022b). BPA focuses on preparing students for careers in relation to business management, office administration, information technology (IT), health administration, and other business-related fields. BPA currently has 28 partners who support the organization and its students (BPA, 2022b). Some of BPA's notable programs are listed as follows:

- ♦ **[National Leadership Conference](#)** is one of BPA's largest events. This conference features competitions, development sessions, and networking opportunities. Employers and industry professionals serve as judges and are given the ability to showcase their businesses to students and advisers. Winners from regional and state competitions compete at the national conference, facing new challenges—developed by advisers, employers, and professionals—and making new connections (BPA, 2025).
- ♦ **[Workplace Skills Assessment Program \(WSAP\)](#)** is BPA's skills competition program which features more than 90 categories of competition, split between six assessment areas: Finance; Business Administration; Management Information Systems; Digital Communication and Design; Management, Marketing, and Communication; and Health Administration. Competitions are offered at the regional, state, and national levels, and are open to middle school, secondary, and postsecondary student members (BPA, 2022a).
- ♦ **[Partner Competitions](#)** allow students to participate in competitive events outside of BPA's traditional competitive format. Competitions are offered by official partners—Knowledge Matters, Student, and LifeSmarts—and test students in areas related to business, finance, health and safety, and technology (BPA, 2024).

#### *[Distributive Education Clubs of America \(DECA\)](#)*

Founded in 1946, DECA specializes in preparing students for careers in marketing, finance, hospitality, and management by developing activities and curriculum resources that promote leadership, personal development, and career development. DECA currently has nearly 300,000 secondary and postsecondary members and roughly 4,300 chapters throughout the U.S., Canada, China, Germany, Guam, Hong Kong, Korea, Mexico, and Puerto Rico (DECA, n.d.-e). DECA currently has 67 partners who support the organization and its students (DECA, n.d.-d). Some of DECA's notable programs are listed as follows:

- ♦ **[Emerging Leader Series](#)** conferences take place at DECA's International Career and Development Conference. Each conference is geared toward promoting leadership, critical thinking, collaboration, and creativity. The five conference series available to students include: Ignite, Elevate, Empower, Aspire, and Thrive (DECA, n.d.-c).

- i. **Ignite** consists of six modules that teach students about problem solving, teamwork, business etiquette, and more (DECA, n.d.-b).
- ii. **Elevate** consists of five modules that equip students with the necessary leadership and personal skills to become DECA chapter leaders and present themselves as professional businessmen and businesswomen (DECA, n.d.-b).
- iii. **Empower** consists of four modules that equip students with the necessary leadership, management, and strategic skills to become DECA association officers. Students learn how to improve communication, set appropriate team goals, and support their fellow association officers (DECA, n.d.-b).
- iv. **Aspire** consists of six modules, designed for graduating secondary students looking to attend college. During this series, students will network with corporate executives, learn financial and time budgeting skills, and learn how their acquired skills assist with college success (DECA, n.d.-b).
- v. **Thrive** consists of four modules, which are limited to chapters that have earned “Thrive Level” through chapter campaigns. Students participating in this series focus on leadership skills by assessing their leadership style, learning about other leadership styles, and learning how to apply those skills in their chapter. Students also learn how to create effective resumes, find success in interviews, and how to develop a professional network (DECA, n.d.-b).
- ♦ **Corporate Challenges** provide a pathway for students to demonstrate critical skills and knowledge outside of DECA’s traditional competitive program. The challenges are designed in collaboration with multiple corporate partners, testing students in a variety of business and leadership related areas (DECA, n.d.-a).
- ♦ **Competitive Events Program** allows students to test their knowledge and skills against one another in 85 competitive events. Sixty of those are offered in the secondary division and split between five career clusters. The remaining 25 are offered in the postsecondary division and are split between six careers clusters. Competitions take place during the career development conferences, with winners moving from regional to state then international events (DECA, n.d.-f; DECA, n.d.-g).

#### *Family, Career, and Community Leaders of America (FCCLA)*

Founded in 1945, FCCLA focuses on preparing students to be responsible contributors in society, the workplace, and family units. FCCLA has over 250,000 student members and 5,400 chapters spread throughout 47 U.S. states, Puerto Rico, American Samoa, and the Virgin Islands (FCCLA, n.d.-f; FCCLA, n.d.-g). FCCLA serves middle school and secondary students participating in Family and Consumer Sciences (FCS) education. Educational resources and activities offered by FCCLA are designed with everyday classroom curriculum in mind, falling in line with the cocurricular model pursued by CTSOs in general. Societal and familial topics are addressed including teen violence, substance abuse, and nutrition. Career preparation extends to six career clusters: Arts and Design, Hospitality and Tourism, Financial Services, Education and Training, Human Services, and Public Service. FCCLA currently has 77 partners who support the organization and its students (FCCLA, n.d.-e). Notable programs are listed as follows:

- ♦ **Career Connection** prepares students to identify their skills, apply those skills in the workplace, and identify careers that they would like to pursue. Students are tasked with creating projects within four areas of development: My Skills, My Life, My Career, and My Path (FCCLA, n.d.-b).
- ♦ **Challenge Tests** offer students 15 challenges and the opportunity to test skills in a competitive environment while operating within FCS standards. Available challenges include School to Career Challenge; Child Development: Early Stages Through Adolescence Challenge; Culinary Math Challenge; Counseling and Mental Health Services Challenge; Hospitality Services Challenge;

Housing and Interior Design Challenge; Math for Financial Literacy Challenge; Nutrition and Wellness for Life Challenge; Principles of Food Science Challenge; and Teaching Challenge. Challenge tests are offered online and at their national conference (FCCLA, n.d.-c).

- ◆ **Knowledge Bowl** tests teams of students in six areas of competition: Personal Finance, Consumer Rights and Responsibilities, Technology, Health and Safety, Environment, and FCCLA Knowledge. Questions for students are based on information from FCS textbooks and FCCLA and LifeSmarts websites. This program aims to develop teamwork and leadership skills while building on education from in-class lessons (FCCLA, n.d.-d).

### *[Future Business Leaders of America \(FBLA\)](#)*

First conceptualized in 1937, FBLA consists of over 230,000 middle school, secondary, and postsecondary student members, located throughout the U.S. and its territories (FBLA, n.d.-a; FBLA, 2024). FBLA currently has 47 partners who assist in preparing students for careers in business-related industries such as IT and finance (FBLA, n.d.-d). Notable FBLA programs are listed as follows:

- ◆ **Career Connections Conference** offers postsecondary student members the opportunity to directly connect and engage with professionals and top employers. Students receive an understanding of how to approach the job market and learn the necessary skills for beginning a successful career (FBLA, n.d.-b).
- ◆ **Partner Programs** offer students the opportunity to compete throughout the year, outside of FBLA's traditional competitive format. Competitions cover a variety of business-related topics and are hosted and developed in partnership with eight of FBLA's official partners: [The Stock Market Game](#), [LifeSmarts](#), [Lead4Change](#), [Alzheimer's Association](#), [Virtual Business Challenge](#), [Academic Esports League](#), [SIMnet](#), and [BusinessU](#). Programs offered in partnership with SIMnet allow students to test and receive digital credentials, displaying mastery of up to 16 Microsoft Office applications (FBLA, n.d.-c).
- ◆ **Competitive Events** offer competitions at regional, state, and national leadership conferences. [Secondary](#) students can participate in 75 competitive events which cover 12 career clusters. [Postsecondary](#) students can participate in 42 competitive events which cover 11 career clusters (FBLA, 2025a; FBLA, 2025b).

### *[Health Occupations Students of America \(HOSA\)](#)*

Founded in 1976, HOSA is the only CTSO that focuses solely on preparing students for the healthcare industry. HOSA currently has more than 200,000 members and associations throughout the U.S., China, Korea, Mexico, Puerto Rico, American Samoa, and Canada (HOSA, n.d.-f ; HOSA, n.d.-b). HOSA is designed to work cohesively with curriculum based on health, safety, and environment principles (HSE), and promotes these principles in all resources and organization events. HOSA currently has more than 150 partners who support the organization and its students. Some of HOSA's notable programs are listed as follows:

- ◆ **Health-Related Internships** are offered to secondary and postsecondary HOSA student members through official partners of the organization. There are over 30 internships available to students, among those are internships with the National Institutes of Health, Stanford Medicine, and Mayo Clinic. While most internships are domestic, some give students the opportunity to travel abroad (HOSA, n.d.-c).
- ◆ **Washington Leadership Academy** engages students in leadership sessions that feature curriculum-based guidance and activities, designed to sharpen the skills and talents of attendees. The leadership

sessions feature panels of health professionals, allowing students to receive insight from highly respected individuals that operate within their desired field (Koeninger, 2023; HOSA, n.d.-e).

- ♦ **Competitive Events Program** reinforces industry practices, in-class curriculum, and other HOSA activities. Competitions are offered at the regional, state, and international levels during leadership conferences. HOSA offers 103 competitive events: 88 of those are traditional events, the other 15 are Academic Testing Center Events which are offered by four partners. The traditional events are broken into seven categories: Health Science, Health Professions, Emergency Preparedness, Leadership, Teamwork, Recognition, and Events Unique to Middle School (HOSA, 2025).

### National FFA Organization (FFA)

Founded in 1928, FFA is the longest operating CTSO. With more than one million student members located throughout the U.S., Puerto Rico, and the Virgin Islands, FFA is also the only CTSO with operations in Texas niched in the agricultural industry (FFA, 2025a). FFA is designed to prepare students for careers in agriculture and leadership through activities and programs focused on leadership, personal, and career development that operate through the lens of agricultural education. FFA currently has 95 partners who support the organization and its students (FFA, 2025b). Notable FFA programs are listed as follows:

- ♦ **New Century Farmer** is an exclusive conference, available to a select number of FFA alumni between the ages of 18 and 24 years old. Attendees develop leadership, personal, and career-related skills for five days and learn from industry experts about the challenges and opportunities facing today's farmers. This conference allows young adults to network with each other and seasoned experts in the agricultural industry (FFA, 2025e).
- ♦ **Next Gen Conferences** expose students to career pathways available in the agricultural industry. With each conference focusing on a different career pathway, students are able gain an in-depth understanding of what field they prefer to pursue. Students will engage in conversation with professionals, providing valuable insight relevant to the topic of the conference (FFA, 2025f).
- ♦ **Agriscience Fair** engages students with peers, advisers, professional researchers, and industry professionals to explore agriscience topics of potential career interest. This competitive program introduces students to the scientific aspects of agriculture, where they will gain *Supervised Agricultural Experiences* through practical experience and analytical research. Finalists present their findings and are awarded at the National FFA Convention & Expo (FFA, 2025c).

### Technology Student Association (TSA)

Founded in 1958, TSA focuses on preparing middle school and secondary students for careers in STEM-related fields, particularly in relation to technology and engineering. TSA currently has over 300,000 student members and a presence in 50 U.S. states (TSA, n.d.-a; TSA, n.d.-c). TSA partners with businesses, educational institutions, and volunteers to provide relevant education, conferences, and competitive events. TSA currently has five partners who support the organization and its students (TSA, n.d.-b). Some of TSA's notable programs are listed as follows:

- ♦ **TSA Achievement Program** incentivizes students to participate in activities that promote STEM immersion and leadership, personal, and professional development. Students receive awards for their participation at the local, state, and national levels where they are given bronze, silver, and gold medals (TSA, n.d.-e).
- ♦ **Tests of Engineering Aptitude, Mathematics, and Science (TEAMS)** aims to encourage critical thinking skills by requiring students to work in teams and apply STEM concepts to solve realistic engineering problems. Competitions feature a new theme each year and are based on the National

Academy of Engineering Grand Challenges and United Nations Sustainable Development Goals (TSA, n.d.-d).

- ◆ **TSA Computer Science Competitions** integrate existing computer science curriculum, giving advisers expanded access to resources based on real-world scenarios. Students participate in physical and digital competitions that test their knowledge and skills in areas such as coding, data science and analytics, system control technology, and virtual reality visualization. Competitions also feature components of leadership activities, reinforcing essential and career-related skills (TSA, n.d.-f)

### SkillsUSA

Founded in 1965, SkillsUSA currently serves more than 400,000 students and operates out of more than 5,000 chapters located throughout the U.S., Puerto Rico, and Virgin Islands (SkillsUSA, 2025l). SkillsUSA is the most diverse CTSO touching on all 16 career clusters identified by The National Career Clusters Framework but has a heavy focus on skilled trades (SkillsUSA, 2025c). SkillsUSA currently has 122 official partners and receives support from more than 850 organizations (SkillsUSA, 2025a). Some of SkillsUSA's notable programs are listed as follows:

- ◆ **Career Essentials** is a four-part curriculum designed to give advisers the ability to further educate their students based on the needs of employers. The Career Essentials program is designed to follow the SkillsUSA Framework, giving students the necessary personal, technical, and workplace skills. The curriculum is split into four parts based on age: Exploratory—for ages 12-14; Fundamental—for ages 14-16; Advanced—for ages 17-19; and Adult Learner—for ages 20+ (SkillsUSA, 2025d).
- ◆ **SkillsUSA National Signing Day** is a one-day event where local chapters invite advisers, industry partners, elected officials, family, and others to honor students as they sign letters of intent for job offers, apprenticeships, or advanced technical training (SkillsUSA, 2025h).
- ◆ **SkillsUSA Championships** are hosted by the annual National Leadership and Skills Conference (NLSC). Here, state champions come to display mastery in their event, with the most skilled students often moving on to represent the U.S. at the biannual WorldSkills Competition. One hundred and fourteen competitive events are voluntarily judged by nearly 2,000 industry professionals with each event being categorized as Leadership, Occupationally Related, and/or Skilled and Technical (SkillsUSA, 2025b).

### Skills Competitions

Skills competitions are held by all eight of the identified CTSOs, with each organization hosting competitions at the regional, state, national, and, oftentimes, international levels. Students that display proficiency in their respective event(s) move on to the subsequent competitive level, culminating at the national or international levels. It is common for the competitions to occur in the context of a leadership conference. Leadership conferences give students the opportunity to participate in workshops, networking activities, Industry Based Certifications (IBC) testing, and career development lessons, and presentations—particularly at the state, national, and international levels. Students have a variety of competitive events to choose from, with offerings depending on the niche of their CTSO. Competitive events are often sponsored by partners and are judged and proctored by employer representatives, industry professionals, and/or advisers. Each CTSO's process for creating and maintaining their competitions can differ, although, generally, competition guidelines and scenarios are provided by an advisory board of professionals and educators who design the competitions to encourage and align with industry standards and best practices. The remainder of this research focuses on HOSA and SkillsUSA, including additional information on their participating employers, advisers, and students as well as analysis on competitions where possible.

### Health Occupations Students of America

With the help of partners, HOSA has introduced 103 competitive and testing events, all of which are focused on skills and knowledge related to the healthcare field (HOSA, 2025). According to Texas HOSA's former president, competitions adopt most of their competitive events from the national organization. Competitions are developed by national committees and boards which consult current and former industry experts (Mason, personal communication, April 30, 2025). To ensure the quality of competitive events, HOSA requires event judges to be current or former professionals in a field most relevant to the subject matter (HOSA, 2024a). HOSA features boards at the national, state, and chapter levels that are tasked to engage with industry and apply the most relevant industry skills to the competition requirements (Mason, personal communication, April 30, 2025).

### Employers

HOSA currently partners with 161 employers, who may support the organization by judging an event, sponsoring an event, serving on advisory boards and councils, or attending conferences as exhibitors (HOSA, n.d.-d). Some notable national partners include the National Institutes of Health (NIH), Association of Surgical Technologists (AST), and American Healthcare Apprenticeships (AHA!) (HOSA, n.d.-d). At the national level, the Competitive Event Management Team creates the events and their procedures, considering input from industry and experienced educators with relevant backgrounds (HOSA, 2024a). The Texas HOSA competition committee uses national policies and procedures as the baseline for competitive events but makes the events more rigorous, based on demands and advisory board input within the state (Mason, personal communication, April 30, 2025).

### Advisers

HOSA requires advisers at the secondary level to be current health science educators. At the postsecondary level, health science educators are preferred, but any employee or faculty are allowed to serve as advisers (Mason, personal communication, April 30, 2025; Texas HOSA, 2021; HOSA, 2024b). These requirements allow advisers to give relevant advice to their students and provide quality feedback to the state competition committee. Advisers assist with judging or handling the administrative tasks associated with the competitions, but they also are permitted to use competition resources, such as rubrics and guidelines, to assist in the classroom or encourage professional development among students (HOSA, 2020).

### Students

Students compete at multiple levels of competition, including, within their chapter, within their regional area, at the Spring Leadership Conference, at the State Leadership Conference, and at the International Leadership Conference (Mason, personal communication, April 30, 2025). HOSA requires that students compete and progress in only one competitive event, which will often include a qualifying knowledge exam followed by a hands-on demonstration event. For the events that feature a knowledge exam, only the top 10 scoring students will proceed to the hands-on portion. Only one student/team from each chapter competing in each event will progress to the State Leadership Conference (Mason, personal communication, April 30, 2025). The highest scoring students from state will progress to the International Leadership Conference. This structure requires diligent preparation on behalf of the students, which, according to advisers, has prompted greater certification exam performance and improved displays of professionalism.

## SkillsUSA

SkillsUSA and its associated activities align with the SkillsUSA Framework. The SkillsUSA framework focuses on developing personal, technical, and leadership skills that address growing skill gaps in the nation's workforce (SkillsUSA, 2025g). In keeping with the framework, skills competitions have become a focal point in SkillsUSA's approach. The competitions are designed in a way that is most similar to the workplace to provide an experiential learning experience that demonstrates a students' mastery of relevant skills. Competitions offered by SkillsUSA take place at the district, state, and national levels and are held in conjunction with leadership conferences. Competitive events fall into one or more of the following categories:

1. Leadership: features events that encourage general workplace skills. These events include public speaking, interviewing, and community action events. Any student enrolled in a CTE program can participate (SkillsUSA, 2025f).
2. Occupationally Related: also features events that encourage general workplace skills but are occupation related. This category includes events such as Faciliton—Leadership in Facility Management, First Aid—CPR, and Medical Math. Any student enrolled in a CTE program can participate (SkillsUSA, 2025f).
3. Skilled and Technical: features events that are specific to occupations and industries. This category includes events such as Emergency Medical Technician, Commercial Roofing, and Robotics and Automation Technology. Students must meet the training program requirements specific to each event to compete (SkillsUSA, 2025f).
4. Job Exhibit: a category of competitions only offered at the state level which allows students to display long-term projects and their process of creation. Students utilize their education and skills to develop projects based on real-world application such as dressers, engines, and 3D animation (SkillsUSA, 2025f).

Financial and non-financial contributions by SkillsUSA industry partners support the development of their competitions. Partners may donate money or provide volunteers, equipment, and prizes. Partners may also list volunteer representatives for national committees that craft, maintain, and update the competitions and their guidelines (SkillsUSA, 2024). State associations adopt all 114 competitions and guidelines created by the national committees but can create competitions specific to their state. In Texas, there are 170 competitions offered at the state level, offering 56 of its own competitions in addition to the standard 114 (SkillsUSA Texas, 2024a). Competitions created by state associations and not adopted by the national organization are state only and do not qualify for participation at the national level.

Competitions held only by a state require industry sponsorship and formal instruction associated with the relevant CTE course curriculum. The national SkillsUSA organization develops the competition standards and provides the state associations with a list of disciplines from which to determine the competition offerings for Texas. Texas selects the disciplines from that list based on Texas Education Agency (TEA) data, Texas Essential Knowledge and Skills (TEKS) information, and industry partner requests (Latham Alford, personal communication, February, 2025). Industry partners directly assist with supplies, guidelines, and finances. If a competition is adopted by 15 or more state associations, it will be adopted at the national level (Latham Alford, personal communication, February, 2025). Examples of current state-only competitions in Texas include Mechanical Drafting, Welding Applications, and AutoCAD – Civil Design (SkillsUSA Texas, 2024b).

In Texas, sponsorships currently constitute a small percentage of SkillsUSA Texas' revenue, whereas the overwhelming majority comes from conference registration fees. During the 2024 and 2025 fiscal years, conference registration fees made up 89 percent and 69 percent of total revenue, respectively (SkillsUSA Texas, 2024c; SkillsUSA Texas, 2025b). By contrast, sponsorships and grants made up two percent of revenue in 2024 and four percent in 2025 (SkillsUSA Texas, 2024c; SkillsUSA Texas, 2025b). This reveals a strong dependence on student-generated revenue. Additional employer support may allow for growth of competitive events in Texas.

## SkillsUSA Texas: Membership Analysis

SkillsUSA Texas currently has 28,447 student members located across 13 districts (SkillsUSA Texas, 2025b). The 13 districts are divided between three regions: Region 1 encompasses the far west to central west districts; Region 2 encompasses the central east to far east districts; and Region 3 encompasses the central to far south districts.

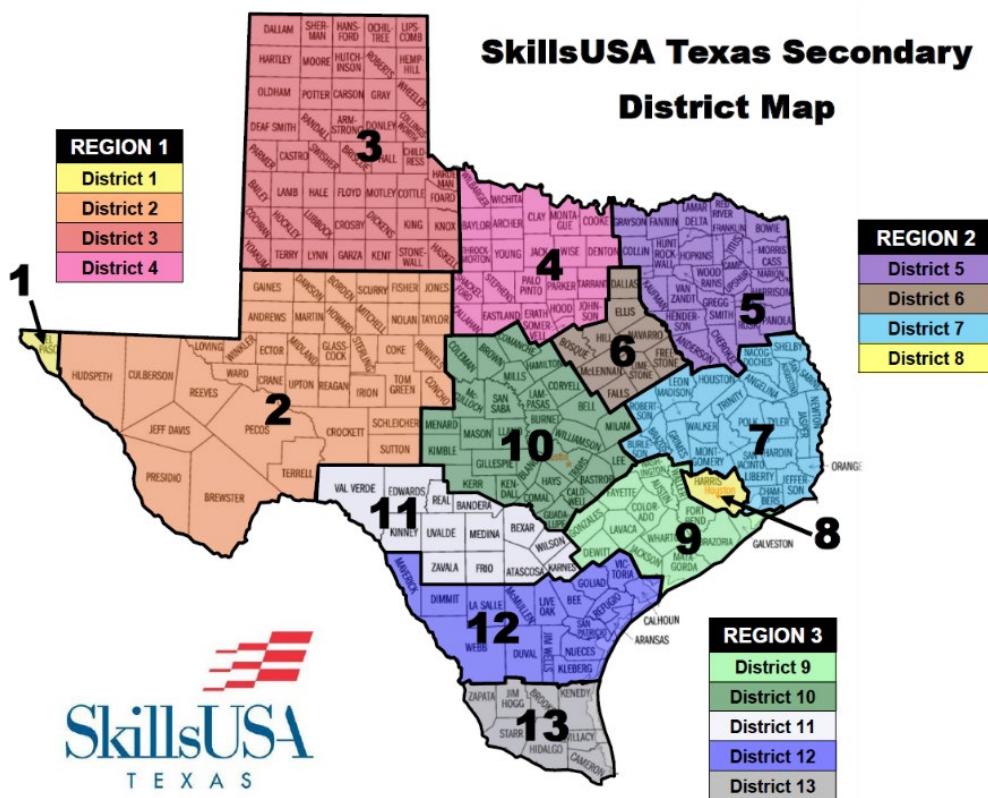


Figure 3 | Note. Sourced from SkillsUSA Texas' Organizational documents (SkillsUSA Texas, 2024e)

Chart 2 presents current membership for fiscal years 2024 and 2025 and projects fiscal years 2026-2031. Membership is expected to exceed 50,000 students by the 2031 fiscal year, growing by approximately 13 percent on average during each projected year<sup>8</sup> (Latham Alford, personal communication, August 1, 2025). The 2027<sup>9</sup> and 2029<sup>10</sup> fiscal years are projected to bring the most growth, 20 percent and 15 percent, respectively (Latham Alford, personal communication, August 1, 2025).

SkillsUSA Texas Membership & Projections, 2024-2031 FY

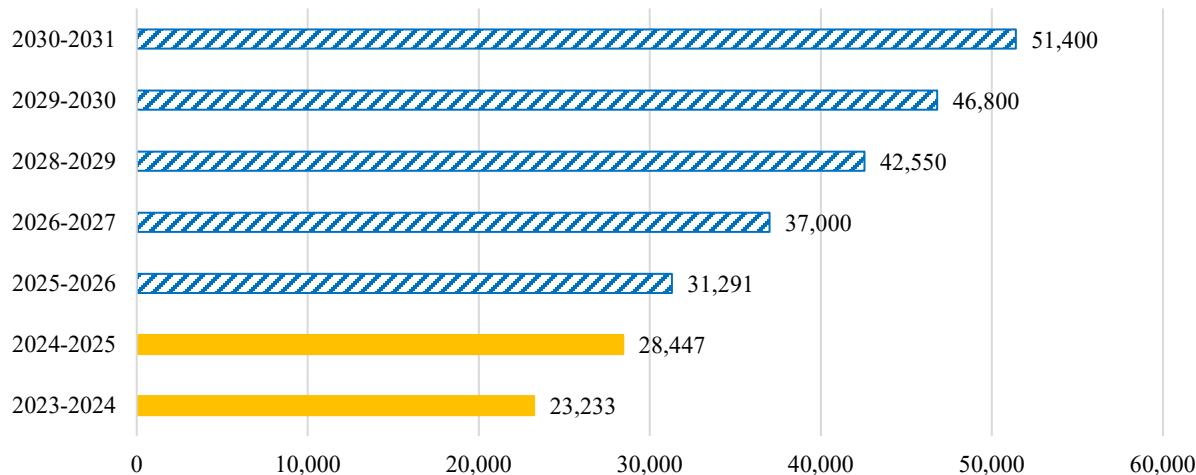


Chart 2 | Note. Based on figures from SkillsUSA Texas executives

(Latham Alford, personal communication, August 1, 2025)

Figure 4 provides a student membership breakdown by the three major education groups: middle, secondary, and postsecondary. Most students associated with SkillsUSA Texas are secondary students, however, there has been a substantial increase in middle school membership. During the 2024 fiscal year, SkillsUSA Texas had 521 middle school members, accounting for approximately two percent of all student membership (SkillsUSA Texas, 2024c). In the 2025 fiscal year, SkillsUSA Texas gained an additional 2,587 middle school members, resulting in a 497 percent increase in middle school membership in comparison to the prior fiscal year (SkillsUSA Texas, 2025b).

<sup>8</sup> The 2026 fiscal year projection is lower due to national competition dates conflicting with high school graduations.

<sup>9</sup> Twenty percent growth is due to strategic plan implementation and increased local outreach.

<sup>10</sup> Fifteen percent growth is due to focus on retention and quality.

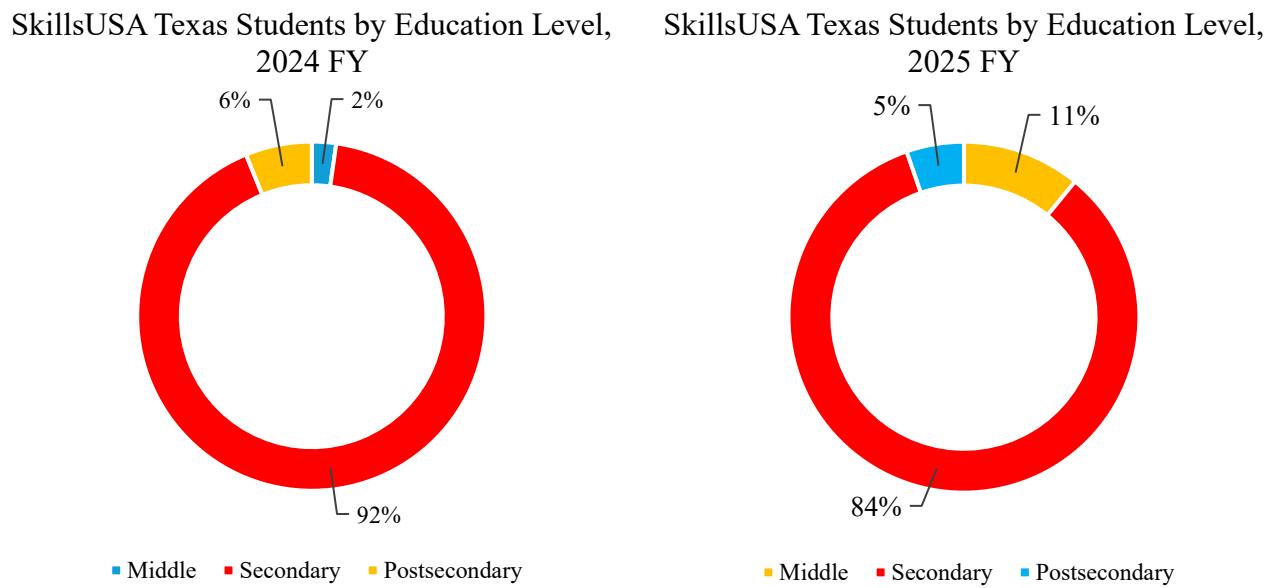


Figure 4 | Note. Based on figures from 2023-2024 and 2024-2025 SkillsUSA Texas annual reports

(SkillsUSA Texas, 2024c; SkillsUSA Texas, 2025b)

### WorldSkills

Founded in the aftermath of World War II to address the shortage of tradesmen in Europe, SkillsUSA became the official U.S. representative at the WorldSkills competitions in 1973 (WorldSkills USA, n.d.). In 1975, the U.S. entered the WorldSkills competitions hosted by Tokyo (WorldSkills, n.d.-a). In 1981, the U.S. hosted the 26<sup>th</sup> WorldSkills competitions, taking place in Atlanta, Georgia (WorldSkills, n.d.-b).

Today, WorldSkills consists of 89 member countries which include Australia, all of North America, the majority of South America, the majority of Europe, the majority of Asia, and many African countries (WorldSkills, n.d.-c). The WorldSkills organization is supported by 28 global partners including Samsung, Amazon, and Siemens, whereas the competitions offered by the organization receive support from more than 200 sponsor organizations (WorldSkills, n.d.-d; WorldSkills, 2024a).

To compete in WorldSkills, students must reside within a member country and must be 22 years old or younger.<sup>11</sup> As the formal U.S. representative, SkillsUSA chooses WorldSkills competitors from among its most skilled NLSC competitors. Students train extensively with technical experts and commit to rigorous schedules in preparation for the world stage. The 2024 WorldSkills competitions, which took place in Lyon, France, featured 62 skills competitions—59 of which were *official skills*, with the remaining three being *exhibition skills*—a type of event that receives only external support and showcases a new aspect of a competition or a new competition entirely and whose participants receive no competitive recognition from WorldSkills. The countries fielding the highest number of competitors were China and France (China fielded 68 competitors in all 59 official skills competitions, whereas 63 French competitors participated in 54 competitions) (WorldSkills, 2024b). The U.S. was represented in seven competitions: Automobile Technology, CNC Milling, Cooking, Heavy Vehicle Technology, Mechatronics, Plumbing and Heating, and Welding (WorldSkills USA, 2024). The U.S. received bronze in Welding, a Medalion of Excellence in

<sup>11</sup> Specific competitions allow competitors to be up to 25 years old.

Automotive Technology and Heavy Vehicle Technology, and Best of Nation in Mechatronics (WorldSkills USA, 2024). WorldSkills competitions take place every two years; the next competition will take place September 2026, in Shanghai, China.

### Employers

SkillsUSA relies heavily on industry partners and committees to create, judge, and sponsor the competitions. For example, the SkillsUSA National Technical Committee consists of professionals from business, industry, and organized labor who volunteer their time and expertise (SkillsUSA, 2024). Individuals featured on the committee are required to engage in the planning and execution of competitions. Their official responsibilities are:

“...to plan the technical aspects of the competition and to develop/revise the national competition project or tasks, and to secure equipment, materials and administer the competition as specified in the most current edition of the SkillsUSA Championships Technical Standards.” (SkillsUSA, 2024)

The committee is also responsible for securing competition judges and acting as leadership for other national committees (SkillsUSA, 2024). Since industry partners are directly involved in creating and maintaining the competitive events, they are often also called upon to judge and proctor the events. Employers and professionals may contribute in either role and often use both positions as a way of interacting more directly with students. However, due to the number of competitions taking place across the country, it is common to have a stronger industry presence at the state and national competitions than at district competitions, and many employers currently participate only at the national conference (Latham Alford, personal communication, February 2025).

SkillsUSA Texas’ Board of Directors features elected educators, a TEA representative, a professional development organization representative, and up to six appointed members from industry (SkillsUSA Texas, 2025a). The Board of Directors currently features industry representatives from Advanced Technologies Consultants, Morton Buildings, and Trinity Industries (SkillsUSA Texas, 2025a). The Board of Directors holds executive, management, and directional authority within the association (SkillsUSA Texas, 2024d). Industry representatives who serve on the Board of Directors will often also volunteer as judges and proctors and assist with setting-up and removing equipment and materials for the district and state competitions. To maintain an effective feedback loop, SkillsUSA Texas holds regular meetings and consults board members for improvements.

As SkillsUSA continues to align competition events with industry practices, employers have begun to take interest in the students’ skills. New participants at the 2025 state competition, J.B. Hunt and Rivian, used the exhibit space to showcase employment and internship opportunities. A more seasoned participant, Kiewit Offshore Services, now hosts the state welding competitions at their Ingleside location and affirms that SkillsUSA has succeeded in aligning competitions with industry standards (Albright, personal communication, April 02, 2025). At SkillsUSA Texas’ district six competitions, representatives from Morton Buildings reported competitors as having a strong understanding of safety principles, fundamental principles, advanced techniques, and tool usage (Lopez-Montague, personal communication, February 21, 2025). Morton’s representatives have experience employing prior SkillsUSA competitors and describe them as being more willing to learn and easier to train, making them more desirable candidates for employment. During the district 13 competitions in 2025, United Welding Supply, a local welding equipment dealer in southern Texas, described their first-year experience with SkillsUSA. They reported students as having

demonstrated knowledge and technical skills that give them an advantage in the welding industry (M., personal communication, February 28, 2025).

#### Advisers

Nationally, 23,484 advisers are enrolled with SkillsUSA, 1,856 of which operate in Texas (Latham Alford, personal communication, August 1, 2025; SkillsUSA, 2025c). Because there is more assistance from industry representatives at the state and national competitions, adviser assistance is greater at district competitions (Latham Alford, personal communication, February, 2025). Advisers will typically come from the school chapter they are associated with; however, staff of the hosting venue—commonly a Texas State Technical College campus for district competitions in Texas—and school staff will also volunteer as advisers. Due to the lack of industry partners at the district level, many advisers are used as judges and proctors. Those that are experienced in an area relevant to the topic of the event are used as judges while those that may not be as experienced are often used as proctors (Latham Alford, personal communication, February 21, 2025). On the administrative side, advisers work to support the general processes of either the competitions as a whole or competitive events individually. These responsibilities include set up and tear down; student safety; competition room and equipment procurement; student, proctor, and judge guidance; and qualified student awards and advancement. At the state and national competitions, individual advisers are present; however, most responsibilities are split between paid staff, national committee members, and industry partners (Latham Alford, personal communication, February, 2025).

Advisers may also be nominated to the National Education Team (NET). NET members are required to attend the NLSC, where they work specifically on their assigned event and assist generally with the conference (SkillsUSA, 2024). Membership is reserved for paid SkillsUSA advisers who are nominated by their state association, are a current or former educator, and are skilled in the area for which they are being nominated (SkillsUSA, 2024). There can be up to five NET members assigned to a competitive event at the NLSC, all of which are supervised by the NET chair of their respective event (SkillsUSA, 2024). NET members also provide suggestions for improving student competition and career preparation by suggesting areas for SkillsUSA's industry update seminars and work with state associations to increase student participation and membership (SkillsUSA, 2024). Additionally, NET members act as liaisons between the national SkillsUSA organization and industry, communicating expectations and desires from industry to advisers to ensure quality instruction and development (SkillsUSA, 2024).

#### Students

The competition structure maintained by SkillsUSA is recognized by students to be beneficial as they seek to improve their skills. During the SkillsUSA Texas district and state competitions, students reported choosing to compete due to the potential for career exposure, networking, and development. District competitions reach the broader group of students competing in skills competitions. At one district event, students reported gaining clarity regarding their desired career, particularly after multiple years of participation. Students also reported competing in events that were indirectly related to their career pathway so that they could improve in-class performance.

During district competitions, student engagement with industry is mostly limited to competition-related interaction due to time restrictions and the fact that fewer employers supply volunteers for the district competitions. Students have more opportunities to network with employers at the state and national competitions where employers supply larger exhibits and professional volunteers, allowing for extended engagement with students. At the exhibits, students can discuss technical challenges, career interests, and future opportunities directly with trained professionals and recruiters.

### Texas State and National Competition Analysis

Chart 3 presents the total state competitors in comparison to total student membership. In 2025, 8,660 secondary<sup>12</sup> and postsecondary students advanced to state, which was 30 percent of their total student membership (Latham Alford, personal communication, August 1, 2025). Those 30 percent had an opportunity for greater interaction with employers at the state competitions due to greater employer presence.

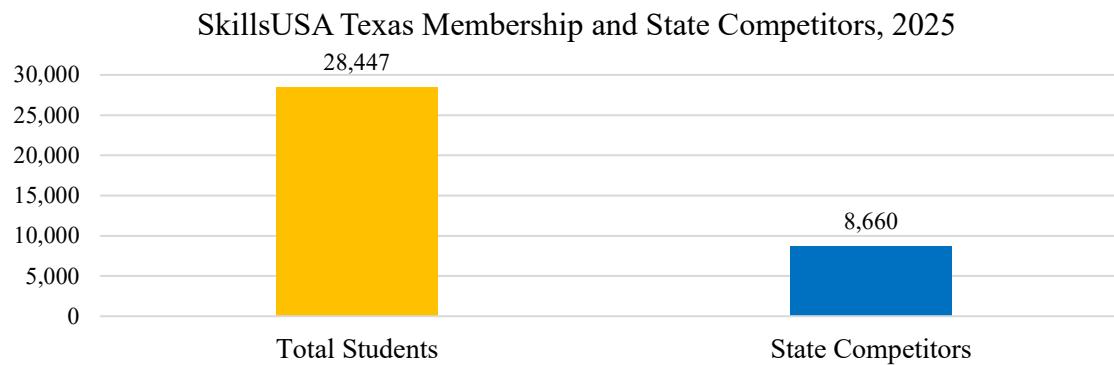


Chart 3 | Note. Based on figures from SkillsUSA Texas executives and the SkillsUSA Texas Annual Report 2024-2025 (Latham Alford, personal communication, August 1, 2025; SkillsUSA Texas, 2025)

Chart 4 presents the number of state competitors that moved to nationals and received medals. Among the 8,660 state competitors, 223 secondary and 121 postsecondary students participated in the national competitions, totaling 344 national competitors from Texas (Latham Alford, personal communication, August 1, 2025). Out of those 344 competitors, 117 received medals (Latham Alford, personal communication, August 1, 2025; SkillsUSA, 2025k). It is important to note, the 344 national competitors do not reflect the total number of students who qualified to compete at nationals. Six hundred students qualified for the national competitions; however, less than half participated (Latham Alford, personal

<sup>12</sup> Middle school participation has been included in the figures for secondary.

communication, August 13, 2025). Reasons vary; however, advisers cite finances as the most common deterrent to competition participation.

### SkillsUSA Texas State and National Competitors, 2025

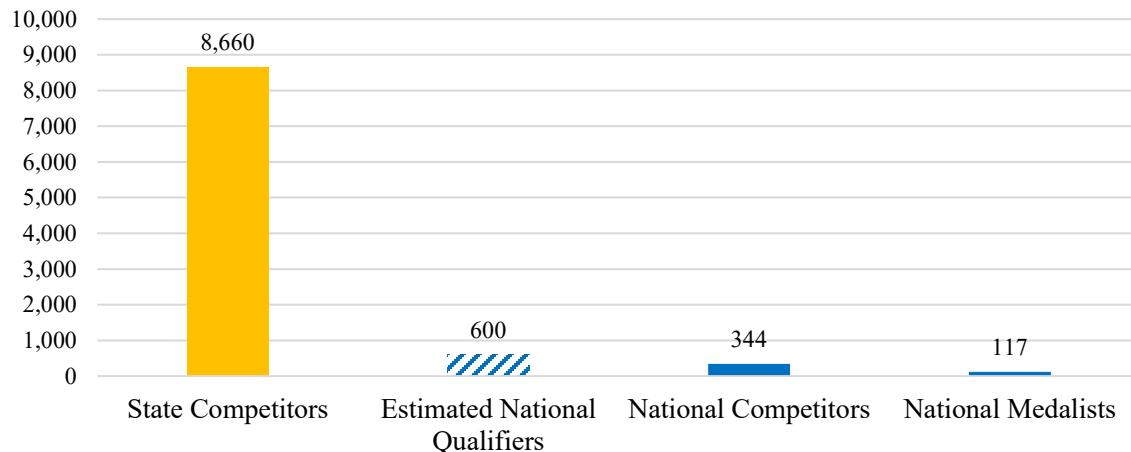


Chart 4 | *Note.* Based on figures SkillsUSA Texas executives and 2025 SkillsUSA Championships Medal Counts (Latham Alford, personal communication, August 1, 2025; Latham Alford, personal communication, August 13, 2025; SkillsUSA, 2025k)

### National Standings Analysis

Chart 5 presents a state-by-state comparison, showing the top 10 states in terms of total medalists. At the conclusion of the national championship, Texas had the most total medalists out of all 50 states. Students received medals in events such as Medical Assisting, CNC Programming, Practical Nursing, and Architectural Drafting (SkillsUSA, 2025k).

### Total Medals by State, 2025

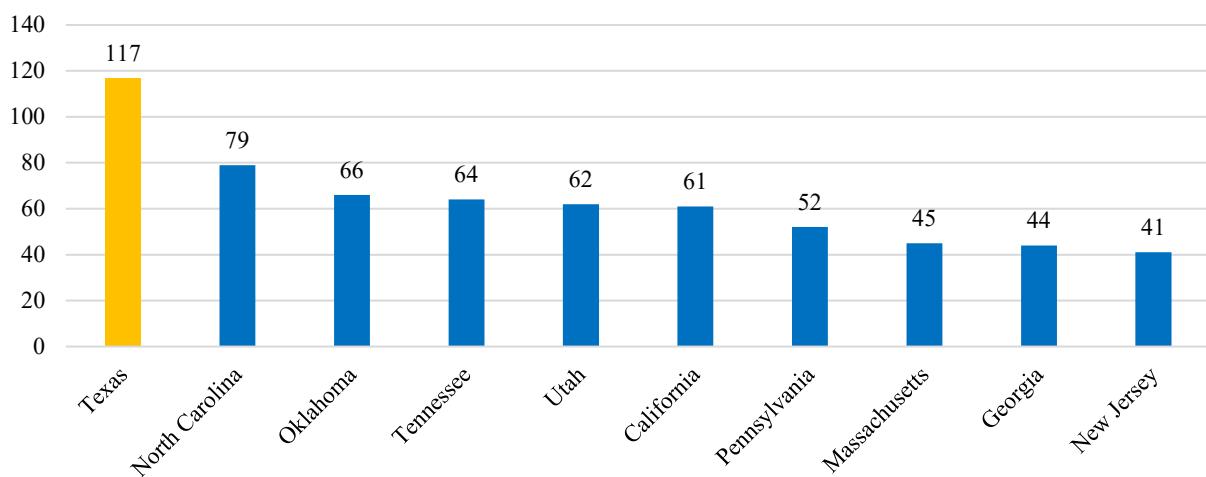


Chart 5 | *Note.* Based on SkillsUSA Championship Medal Counts, 2025 (SkillsUSA, 2025k)

| Secondary and Postsecondary Medalists by State, 2025 |      |           |               |        |
|--|------|-----------|---------------|--------|
| States   | Both | Secondary | Postsecondary | Totals |
| Texas  | --   | 81        | 36            | 117    |
| North Carolina                                       | 79   | --        | --            | 79     |
| Oklahoma   | 66   | --        | --            | 66     |
| Tennessee  | --   | 12        | 52            | 64     |
| Utah   | 62   | --        | --            | 62     |
| California   | 61   | --        | --            | 61     |
| Pennsylvania   | 52   | --        | --            | 52     |
| Massachusetts  | 45   | --        | --            | 45     |
| Georgia  | --   | 7         | 37            | 44     |
| New Jersey   | 41   | --        | --            | 41     |

\*Some states combine secondary and postsecondary results

Table 1 | *Note.* Based on SkillsUSA Championship Medal Counts, 2025

(SkillsUSA, 2025k)

Table 1 presents a breakdown of national medalist results by education group, focusing on the top 10 states in terms of total medalists. Out of Texas' 117 medalists, 36 were postsecondary students and 81 were secondary students. Texas had the most secondary medalists out of all 50 states.<sup>13</sup>

Table 2 presents a breakdown of Texas' gold medalists by education group and competitive event. Thirty-two of the 117 total medalists displayed mastery in their event, winning gold. Twenty-three of those medalists were secondary students; nine were postsecondary.

| Texas Gold Medalist Events, 2025                         |                          |                              |
|--|--------------------------|------------------------------|
| Event  | Secondary Gold Medalists | Postsecondary Gold Medalists |
| Advertising Design                                       | --                       | 1                            |
| Career Pathways - Agricultural, Food & Natural Resources | 3                        | --                           |
| Career Pathways - Health Science                         | 3                        | --                           |
| Career Pathways - Human Services                         | 3                        | --                           |
| Chapter Display  | --                       | 3                            |
| Community Action Project                                 | --                       | 2                            |
| Engineering Technology - Design                          | 3                        | --                           |
| Extemporaneous Speaking                                  | 1                        | --                           |
| Graphic Imaging Sublimation                              | 1                        | --                           |

<sup>13</sup> This includes states with combined secondary and postsecondary results.

|  |    |    |
|--|----|----|
| Interactive Application & Video Game Development | 2  | -- |
| Internet of Things Smart Home                    | -- | 1  |
| Internetworking                                  | 1  | -- |
| Plumbing   | -- | 1  |
| Robotics: Urban Search and Rescue                | 2  | -- |
| Team Engineering Challenge                       | 3  | -- |
| Technical Computer Applications                  |    | 1  |
| T-Shirt Design                                   | 1  |    |
| Total  | 23 | 9  |

Table 2 | *Note.* Based on SkillsUSA Championship Contest Summaries for Texas, 2025

(SkillsUSA, 2025k; SkillsUSA, 2025i; SkillsUSA, 2025j)

## Conclusion

CTSOs and skills competitions present a strategic and scalable opportunity to expand the benefits of high-quality WBL to more students. Given the strain on existing work placements (such as internships and apprenticeships) due to sheer student volume and limited employer resources, these competitions serve as an effective tool to bridge the gap between the classroom and real-world application. Through this research's thorough investigation of CTSOs and skills competitions, it is apparent that there are two critical areas for improvement—namely underutilization and cost barriers. By addressing these obstacles, it is possible for skills competitions to provide meaningful, industry-vetted experience to a greater number of students, thus further WBL opportunities in the state.

Through the competitive events:

- **Employers** gain a first look at qualified talent as students demonstrate their skills and adaptability to unknown challenges and conditions in real time. Their engagement is further solidified by opportunities to directly inform the development of competitions to ensure that students acquire the skills and experience needed to meet current industry standards.
- **Advisers** gain access to classroom resources, networking opportunities, and professional development resources that are curated by seasoned educators and industry professionals, ensuring quality and relevance.
- **Students** gain access to demonstrations of various occupations, peer-to-peer competition, work experiences, and resources that are vetted by industry. When participating in skills competitions, students also gain the opportunity to demonstrate and hone their skills and knowledge through hands-on, real-world scenarios in the presence of industry professionals and employers.

The primary hurdle to maximizing the impact of these efforts is the general lack of awareness about skills competitions among workforce and economic development professionals. Greater awareness could significantly boost adviser support, student participation, and employer engagement and sponsorship, leading to additional support for student access, particularly at district competitions. A reduced reliance on revenue from student fees required to host skills competitions may allow additional students to participate. Increased employer support could also diversify competition offerings.

Given the developmental benefits that skills competitions provide, these findings present system partners, including local workforce development boards, with a unique opportunity to collaborate with the appropriate CTSO, educational institutions, and local employers to support regional events that support employment-related experiences aligned with occupational demand. By investing in and promoting this opportunity, the Texas workforce system can effectively accelerate access to essential skill and knowledge acquisition through WBL for the next generation of Texans.

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## Appendix

Table 1: SkillsUSA Competitions Mapped to SOC Codes

| Competition Category | Competitions                                       | CIP Code 1 | CIP Code 2 | CIP Code 3 | SOC Code |
|----------------------|--|------------|------------|------------|----------|
| Skilled Technical    | Collision Damage Appraisal                         | 47.0603    | 52.1701    | --         | 13-1032  |
| Skilled Technical    | Cyber Security                                     | 11.0103    | 11.0701    | 11.0901    | 15-1212  |
| Skilled Technical    | Information Technology Services                    | 11.0201    | 11.0501    | 11.0701    | 15-1230  |
| Skilled Technical    | Technical Computer Applications                    | 11.0201    | 11.0501    | 11.0701    | 15-1230  |
| Skilled Technical    | Internetworking                                    | 11.0201    | 11.0501    | 11.0701    | 15-1231  |
| Skilled Technical    | Computer Programming                               | 11.0201    | 11.0202    | 11.0203    | 15-1251  |
| Skilled Technical    | Web Design and Development                         | 11.0201    | 11.0701    | 11.0801    | 15-1254  |
| Skilled Technical    | Interactive Application and Video Game Development | 09.0702    | 11.0101    | 11.0104    | 15-1255  |
| Skilled Technical    | Commercial sUAS Drone                              | 14.0101    | 14.0103    | 14.0401    | 17-2199  |
| Skilled Technical    | Mobile Robotics Technology                         | 14.0101    | 14.0103    | 14.0401    | 17-2199  |
| Skilled Technical    | Robotics-Urban Search and Rescue                   | 14.0101    | 14.0103    | 14.0401    | 17-2199  |
| Skilled Technical    | Team Engineering Challenge                         | 14.0101    | 14.0103    | 14.0401    | 17-2199  |
| Skilled Technical    | Architectural Drafting                             | 04.0901    | 04.0902    | 04.0999    | 17-3011  |
| Skilled Technical    | Technical Drafting                                 | 15.0801    | 15.0803    | 15.0805    | 17-3013  |
| Skilled Technical    | Electronics Technology                             | 15.0000    | 15.0303    | 15.0305    | 17-3023  |
| Skilled Technical    | Telecommunications Cabling                         | 15.0000    | 15.0303    | 15.0305    | 17-3023  |
| Skilled Technical    | Mechatronics                                       | 15.0000    | 15.0001    | 15.0303    | 17-3024  |
| Skilled Technical    | Robotics and Automation Technology                 | 15.0000    | 15.0001    | 15.0303    | 17-3024  |
| Skilled Technical    | Additive Manufacturing                             | 15.0001    | 15.0612    | 15.0613    | 17-3026  |
| Skilled Technical    | Automated Manufacturing Technology                 | 15.0001    | 15.0612    | 15.0613    | 17-3026  |
| Skilled Technical    | Crime Scene Investigation                          | 26.0101    | 40.0501    | 40.0510    | 19-4092  |
| Skilled Technical    | Early Childhood Education                          | 13.0201    | 13.1206    | 13.1207    | 25-2011  |
| --                   | Welding Sculpture                                  | 50.0101    | 50.0701    | 50.0702    | 27-1013  |
| Skilled Technical    | 3D Visualization and Animation                     | 10.0304    | 11.0801    | 11.0804    | 27-1014  |
| Skilled Technical    | Advertising Design                                 | 11.0801    | 11.0803    | 50.0102    | 27-1024  |
| Skilled Technical    | Digital Cinema Production                          | 09.0701    | 50.0501    | 50.0507    | 27-2012  |
| Skilled Technical    | Video News Production                              | 09.0701    | 50.0501    | 50.0507    | 27-2012  |
| --                   | Video News Production                              | 01.0802    | 09.0100    | 09.0102    | 27-3023  |
| Skilled Technical    | Audio Production                                   | 01.0802    | 10.0201    | 10.0203    | 27-4011  |
| Skilled Technical    | Video Production                                   | 01.0802    | 10.0201    | 10.0203    | 27-4011  |
| Skilled Technical    | Photography  | 09.0404    | 50.0101    | 50.0102    | 27-4021  |
| --                   | Digital Cinema Production                          | 09.0404    | 09.0701    | 10.0105    | 27-4032  |
| Skilled Technical    | Emergency Medical Technician*                      | --         | --         | --         | 29-2042  |
| Skilled Technical    | Practical Nursing                                  | 51.3901    | 51.3999    |            | 29-2061  |
| Skilled Technical    | Nurse Assisting                                    | 51.2601    | 51.3902    | 51.3999    | 31-1131  |

|                   |  |         |         |         |         |
|-------------------|--|---------|---------|---------|---------|
| Skilled Technical | Dental Assisting   | 51.0601 | --      | --      | 31-9091 |
| Skilled Technical | Medical Assisting  | 51.0711 | 51.0801 | 51.0809 | 31-9092 |
| Skilled Technical | Basic Health Care Skills                                 | 51.0703 | 51.0711 | 51.0714 | 31-9099 |
| Skilled Technical | Firefighting   | 03.0208 | 43.0201 | 43.0203 | 33-2011 |
| Skilled Technical | Criminal Justice   | 03.0208 | 43.0100 | 43.0107 | 33-3051 |
| Skilled Technical | Culinary Arts  | 12.0500 | 12.0501 | 12.0503 | 35-1011 |
| --                | Restaurant Service*                                      | --      | --      | --      | 35-3013 |
| Skilled Technical | Restaurant Service*                                      | --      | --      | --      | 35-9030 |
| Skilled Technical | Building Maintenance*                                    | --      | --      | --      | 37-2011 |
| Skilled Technical | Barbering  | 12.0402 | 12.0407 | 12.0412 | 39-5011 |
| Skilled Technical | Cosmetology  | 12.0401 | 12.0404 | 12.0406 | 39-5012 |
| Skilled Technical | Nail Care  | 12.0401 | 12.0410 | --      | 39-5092 |
| Skilled Technical | Esthetics  | 12.0401 | 12.0408 | 12.0409 | 39-5094 |
| Skilled Technical | Masonry  | 46.0101 | --      | --      | 47-2020 |
| --                | TeamWorks  | 46.0101 | --      | --      | 47-2020 |
| Skilled Technical | Carpentry  | 46.0201 | --      | --      | 47-2031 |
| Skilled Technical | TeamWorks  | 46.0201 | --      | --      | 47-2031 |
| Skilled Technical | Heavy Equipment Operation                                | 49.0202 | --      | --      | 47-2070 |
| Skilled Technical | Electrical Construction Wiring                           | 46.0302 | --      | --      | 47-2111 |
| --                | TeamWorks  | 46.0302 | --      | --      | 47-2111 |
| Skilled Technical | Plumbing   | 46.0502 | 46.0503 | 46.0599 | 47-2152 |
| --                | TeamWorks  | 46.0502 | 46.0503 | 46.0599 | 47-2152 |
| Skilled Technical | Commercial Roofing                                       | 46.0410 | --      | --      | 47-2181 |
| Skilled Technical | Sheet Metal  | 48.0506 | --      | --      | 47-2211 |
| Skilled Technical | Industrial Motor Control                                 | 14.0299 | 47.0609 |         | 49-2091 |
| Skilled Technical | Mobile Electronics Installation                          | 47.0604 | --      | --      | 49-2096 |
| Skilled Technical | Internet Of Things (IOT) Smart Home                      | 47.0103 | --      | --      | 49-2097 |
| Skilled Technical | Aviation Maintenance Technology                          | 01.0205 | 47.0607 | 47.0608 | 49-3011 |
| Skilled Technical | Automotive Refinishing Technology                        | 47.0603 | --      | --      | 49-3021 |
| Skilled Technical | Collision Repair Technology                              | 47.0603 | --      | --      | 49-3021 |
| Skilled Technical | Automotive Maintenance and Light Repair                  | 15.0803 | 15.0807 | 47.0600 | 49-3023 |
| Skilled Technical | Automotive Service Technology                            | 15.0803 | 15.0807 | 47.0600 | 49-3023 |
| Skilled Technical | Diesel Equipment Technology                              | 47.0605 | 47.0613 | --      | 49-3031 |
| Skilled Technical | Marine Service Technology                                | 15.0806 | 47.0606 | 47.0616 | 49-3051 |
| Skilled Technical | Motorcycle Service Technology                            | 47.0611 | --      | --      | 49-3052 |
| Skilled Technical | Power Equipment Technology                               | 47.0606 | --      | --      | 49-3053 |
| Skilled Technical | Heating, Ventilation, Air Conditioning and Refrigeration | 15.0501 | 47.0201 |         | 49-9021 |
| --                | Industrial Motor Control                                 | 47.0303 | 47.0701 | 47.0705 | 49-9041 |
| Skilled Technical | Welding Fabrication                                      | 48.0503 | 48.0511 | --      | 51-2041 |
| Skilled Technical | Baking and Pastry Arts                                   | 12.0501 | --      | --      | 51-3011 |

|                   |                               |         |         |         |         |
|-------------------|-------------------------------|---------|---------|---------|---------|
| Skilled Technical | Welding                       | 48.0508 | --      | --      | 51-4122 |
| --                | Welding Fabrication           | 48.0508 | --      | --      | 51-4122 |
| Skilled Technical | Welding Sculpture             | 48.0508 | --      | --      | 51-4122 |
| Skilled Technical | Graphic Communications        | 10.0301 | 10.0302 | 10.0303 | 51-5110 |
| Skilled Technical | Graphics Imaging-Sublimation  | 10.0301 | 10.0302 | 10.0303 | 51-5111 |
| Skilled Technical | Screen Printing Technology    | 10.0302 | 10.0305 | 10.0307 | 51-5112 |
| Skilled Technical | Cabinetmaking                 | 48.0703 | --      | --      | 51-7011 |
| Skilled Technical | CNC 2-Axis Turning Programmer | 48.0503 | 48.0510 | --      | 51-9160 |
| Skilled Technical | CNC 3-Axis Milling Programmer | 48.0503 | 48.0510 | --      | 51-9160 |
| Skilled Technical | CNC 5-Axis Milling Programmer | 48.0503 | 48.0510 | --      | 51-9160 |
| Skilled Technical | CNC Programmer                | 48.0503 | 48.0510 | --      | 51-9160 |

Table 1 | Based on data provided by SkillsUSA.

\* Indicates a lack of determined relevance due to the lack of CIP code connection.

(Ramos, personal communication, September 09, 2025)

Table 2: Local Area and State Demand for Growth Occupations

| Area         | SOC     | Occupations   | Competition 1  | Competition 2 | Annualized Percentage Growth |
|--------------|---------|---|--|---------------|------------------------------|
| Panhandle    |         |   |  |               |                              |
|              | 49-9081 | Wind Turbine Service Technicians                                      | None   |               | 6.77                         |
|              | 47-4021 | Elevator and Escalator Installers and Repairers                       | None   |               | 2.26                         |
|              | 49-9021 | Heating, Air Conditioning, and Refrigeration Mechanics and Installers | Heating, Ventilation, Air Conditioning and Refrigeration |               | 1.96                         |
|              | 31-2011 | Occupational Therapy Assistants                                       | None   |               | 1.95                         |
|              | 39-5011 | Massage Therapists  | Barbering  |               | 1.86                         |
|              | 17-3011 | Architectural and Civil Drafters                                      | Architectural Drafting                                   |               | 1.8                          |
|              | 47-2152 | Plumbers, Pipefitters, and Steamfitters                               | Plumbing   | TeamWorks     | 1.79                         |
|              | 31-9097 | Phlebotomists   | None   |               | 1.77                         |
|              | 53-7073 | Wellhead Pumpers  | None   |               | 1.75                         |
|              | 29-1126 | Respiratory Therapists  | None   |               | 1.74                         |
|              | 17-3022 | Civil Engineering Technologists and Technicians                       | None   |               | 1.71                         |
|              | 49-2098 | Security and Fire Alarm Systems Installers                            | None   |               | 1.65                         |
|              | 29-2032 | Diagnostic Medical Sonographers                                       | None   |               | 1.64                         |
|              | 47-2111 | Electricians  | Electrical Construction Wiring                           | TeamWorks     | 1.61                         |
|              | 31-9091 | Dental Assistants   | Dental Assisting   |               | 1.59                         |
| South Plains |         |   |  |               |                              |
|              | 31-9097 | Phlebotomists   | None   |               | 2.41                         |
|              | 53-7073 | Wellhead Pumpers  | None   |               | 2.32                         |
|              | 53-7051 | Industrial Truck and Tractor Operators                                | None   |               | 2.22                         |

|  |         |   |  |           |      |
|--|---------|---|--|-----------|------|
|  | 23-2011 | Paralegals and Legal Assistants                                       | None   |           | 2.09 |
|  | 29-2032 | Diagnostic Medical Sonographers                                       | None   |           | 2.03 |
|  | 47-2152 | Plumbers, Pipefitters, and Steamfitters                               | Plumbing   | TeamWorks | 1.93 |
|  | 43-5111 | Weighers, Measurers, Checkers, and Samplers, Recordkeeping            | None   |           | 1.92 |
|  | 43-5061 | Production, Planning, and Expediting Clerks                           | None   |           | 1.85 |
|  | 29-1126 | Respiratory Therapists  | None   |           | 1.85 |
|  | 47-4071 | Septic Tank Servicers and Sewer Pipe Cleaners                         | None   |           | 1.84 |
|  | 49-9021 | Heating, Air Conditioning, and Refrigeration Mechanics and Installers | Heating, Ventilation, Air Conditioning and Refrigeration |           | 1.83 |
|  | 49-9052 | Telecommunications Line Installers and Repairers                      | None   |           | 1.81 |
|  | 31-9011 | Massage Therapists  | None   |           | 1.75 |
|  | 49-2098 | Security and Fire Alarm Systems Installers                            | None   |           | 1.74 |
|  | 15-1232 | Computer User Support Specialists                                     | None   |           | 1.64 |

#### North Texas

|  |         |  |      |  |      |
|--|---------|--|------|--|------|
|  | 49-9052 | Telecommunications Line Installers and Repairers | None |  | 3.8  |
|  | 47-2051 | Cement Masons and Concrete Finishers             | None |  | 2.66 |
|  | 47-5012 | Rotary Drill Operators, Oil and Gas              | None |  | 2.65 |
|  | 47-5011 | Derrick Operators, Oil and Gas                   | None |  | 2.62 |
|  | 53-7073 | Wellhead Pumpers                                 | None |  | 2.62 |
|  | 47-5071 | Roustabouts, Oil and Gas                         | None |  | 2.56 |

|  |         |   |      |  |      |
|--|---------|---|------|--|------|
|  | 47-5013 | Service Unit Operators, Oil and Gas             | None |  | 2.03 |
|  | 31-9011 | Massage Therapists                              | None |  | 2.01 |
|  | 29-2043 | Paramedics                                      | None |  | 2.01 |
|  | 31-9097 | Phlebotomists                                   | None |  | 1.98 |
|  | 29-1126 | Respiratory Therapists                          | None |  | 1.93 |
|  | 31-2021 | Physical Therapist Assistants                   | None |  | 1.6  |
|  | 41-3021 | Insurance Sales Agents                          | None |  | 1.54 |
|  | 49-9043 | Maintenance Workers, Machinery                  | None |  | 1.31 |
|  | 29-2099 | Health Technologists and Technicians, All Other | None |  | 1.27 |

#### North Central

|  |         |  |      |  |      |
|--|---------|--|------|--|------|
|  | 47-5013 | Service Unit Operators, Oil and Gas                        | None |  | 4.63 |
|  | 43-5011 | Cargo and Freight Agents                                   | None |  | 4.44 |
|  | 31-9097 | Phlebotomists  | None |  | 4.07 |
|  | 49-2098 | Security and Fire Alarm Systems Installers                 | None |  | 4.06 |
|  | 43-4011 | Brokerage Clerks   | None |  | 3.94 |
|  | 43-4131 | Loan Interviewers and Clerks                               | None |  | 3.92 |
|  | 53-7072 | Pump Operators, Except Wellhead Pumpers                    | None |  | 3.69 |
|  | 43-3099 | Financial Clerks, All Other                                | None |  | 3.62 |
|  | 29-2032 | Diagnostic Medical Sonographers                            | None |  | 3.59 |
|  | 29-1126 | Respiratory Therapists                                     | None |  | 3.56 |
|  | 43-5111 | Weighers, Measurers, Checkers, and Samplers, Recordkeeping | None |  | 3.46 |

|                |         |  |      |  |      |
|----------------|---------|--|------|--|------|
|                | 23-2011 | Paralegals and Legal Assistants                            | None |  | 3.43 |
|                | 29-2043 | Paramedics   | None |  | 3.42 |
|                | 33-9021 | Private Detectives and Investigators                       | None |  | 3.32 |
|                | 53-7073 | Wellhead Pumpers   | None |  | 3.25 |
| Tarrant County |         |  |      |  |      |
|                | 49-9081 | Wind Turbine Service Technicians                           | None |  | 8.06 |
|                | 47-4061 | Rail-Track Laying and Maintenance Equipment Operators      | None |  | 4.94 |
|                | 53-3052 | Bus Drivers, Transit and Intercity                         | None |  | 4.66 |
|                | 47-4041 | Hazardous Materials Removal Workers                        | None |  | 4.32 |
|                | 53-7072 | Pump Operators, Except Wellhead Pumpers                    | None |  | 3.69 |
|                | 29-1126 | Respiratory Therapists                                     | None |  | 3.26 |
|                | 47-4071 | Septic Tank Servicers and Sewer Pipe Cleaners              | None |  | 3.15 |
|                | 31-9097 | Phlebotomists  | None |  | 3.11 |
|                | 31-2011 | Occupational Therapy Assistants                            | None |  | 2.99 |
|                | 29-2032 | Diagnostic Medical Sonographers                            | None |  | 2.71 |
|                | 43-5111 | Weighers, Measurers, Checkers, and Samplers, Recordkeeping | None |  | 2.63 |
|                | 31-2021 | Physical Therapist Assistants                              | None |  | 2.58 |
|                | 47-2044 | Tile and Stone Setters                                     | None |  | 2.58 |
|                | 53-7081 | Refuse and Recyclable Material Collectors                  | None |  | 2.57 |
|                | 53-7073 | Wellhead Pumpers   | None |  | 2.57 |
| Dallas         |         |  |      |  |      |

|  |         |   |                                 |  |      |
|--|---------|---|---------------------------------|--|------|
|  | 49-9081 | Wind Turbine Service Technicians                        | None                            |  | 3.97 |
|  | 43-5011 | Cargo and Freight Agents                                | None                            |  | 3.38 |
|  | 19-5012 | Occupational Health and Safety Technicians              | None                            |  | 3.18 |
|  | 29-9021 | Health Information Technologists and Medical Registrars | None                            |  | 3.14 |
|  | 31-2021 | Physical Therapist Assistants                           | None                            |  | 2.84 |
|  | 49-9062 | Medical Equipment Repairers                             | None                            |  | 2.71 |
|  | 15-1254 | Web Developers  | Web Design and Development      |  | 2.66 |
|  | 49-3011 | Aircraft Mechanics and Service Technicians              | Aviation Maintenance Technology |  | 2.56 |
|  | 53-1041 | Aircraft Cargo Handling Supervisors                     | None                            |  | 2.52 |
|  | 31-2011 | Occupational Therapy Assistants                         | None                            |  | 2.52 |
|  | 31-9011 | Massage Therapists                                      | None                            |  | 2.51 |
|  | 29-2032 | Diagnostic Medical Sonographers                         | None                            |  | 2.41 |
|  | 53-7081 | Refuse and Recyclable Material Collectors               | None                            |  | 2.41 |
|  | 49-2091 | Avionics Technicians                                    | Industrial Motor Control        |  | 2.33 |
|  | 53-7051 | Industrial Truck and Tractor Operators                  | None                            |  | 2.33 |

#### Northeast Texas

|  |         |  |      |  |      |
|--|---------|--|------|--|------|
|  | 49-9062 | Medical Equipment Repairers                | None |  | 3.85 |
|  | 53-7081 | Refuse and Recyclable Material Collectors  | None |  | 2.89 |
|  | 49-2098 | Security and Fire Alarm Systems Installers | None |  | 2.59 |
|  | 31-9011 | Massage Therapists                         | None |  | 2.35 |
|  | 11-9051 | Food Service Managers                      | None |  | 1.99 |

|  |         |  |                            |  |      |
|--|---------|--|----------------------------|--|------|
|  | 49-9041 | Industrial Machinery Mechanics                           | Industrial Motor Control   |  | 1.83 |
|  | 19-4031 | Chemical Technicians                                     | None                       |  | 1.76 |
|  | 49-9011 | Mechanical Door Repairers                                | None                       |  | 1.72 |
|  | 49-3053 | Outdoor Power Equipment and Other Small Engine Mechanics | Power Equipment Technology |  | 1.68 |
|  | 51-9162 | Computer Numerically Controlled Tool Programmers         | None                       |  | 1.63 |
|  | 29-1292 | Dental Hygienists  | None                       |  | 1.61 |
|  | 19-5012 | Occupational Health and Safety Technicians               | None                       |  | 1.59 |
|  | 21-1093 | Social and Human Service Assistants                      | None                       |  | 1.58 |
|  | 31-9091 | Dental Assistants  | Dental Assisting           |  | 1.55 |
|  | 29-9021 | Health Information Technologists and Medical Registrars  | None                       |  | 1.55 |

#### East Texas

|  |         |  |      |  |      |
|--|---------|--|------|--|------|
|  | 47-4071 | Septic Tank Servicers and Sewer Pipe Cleaners                  | None |  | 3.56 |
|  | 53-7021 | Crane and Tower Operators                                      | None |  | 3.3  |
|  | 29-2043 | Paramedics   | None |  | 3.02 |
|  | 47-5023 | Earth Drillers, Except Oil and Gas                             | None |  | 2.87 |
|  | 47-2073 | Operating Engineers and Other Construction Equipment Operators | None |  | 2.77 |
|  | 49-3042 | Mobile Heavy Equipment Mechanics, Except Engines               | None |  | 2.47 |
|  | 49-3041 | Farm Equipment Mechanics and Service Technicians               | None |  | 2.32 |

|              |         |   |  |           |      |
|--------------|---------|---|--|-----------|------|
|              | 47-2071 | Paving, Surfacing, and Tamping Equipment Operators                    | None   |           | 2.2  |
|              | 51-9193 | Cooling and Freezing Equipment Operators and Tenders                  | None   |           | 2.17 |
|              | 49-9041 | Industrial Machinery Mechanics  | Industrial Motor Control                                 |           | 2.09 |
|              | 47-2111 | Electricians  | Electrical Construction Wiring                           | TeamWorks | 2.02 |
|              | 31-2021 | Physical Therapist Assistants   | None   |           | 2.01 |
|              | 49-9021 | Heating, Air Conditioning, and Refrigeration Mechanics and Installers | Heating, Ventilation, Air Conditioning and Refrigeration |           | 1.97 |
|              | 49-9096 | Riggers   | None   |           | 1.96 |
|              | 31-9097 | Phlebotomists   | None   |           | 1.93 |
| West Central |         |   |  |           |      |
|              | 49-9081 | Wind Turbine Service Technicians                                      | None   |           | 3.77 |
|              | 49-9021 | Heating, Air Conditioning, and Refrigeration Mechanics and Installers | Heating, Ventilation, Air Conditioning and Refrigeration |           | 2.13 |
|              | 47-2111 | Electricians  | Electrical Construction Wiring                           | TeamWorks | 2.06 |
|              | 29-2032 | Diagnostic Medical Sonographers                                       | None   |           | 2.05 |
|              | 29-9021 | Health Information Technologists and Medical Registrars               | None   |           | 1.95 |
|              | 47-4071 | Septic Tank Servicers and Sewer Pipe Cleaners                         | None   |           | 1.94 |
|              | 53-3051 | Bus Drivers, School   | None   |           | 1.84 |
|              | 29-1126 | Respiratory Therapists  | None   |           | 1.79 |

|            |         |   |                                 |           |      |
|------------|---------|---|---------------------------------|-----------|------|
|            | 47-2152 | Plumbers, Pipefitters, and Steamfitters       | Plumbing                        | TeamWorks | 1.66 |
|            | 31-2021 | Physical Therapist Assistants                 | None                            |           | 1.64 |
|            | 35-1011 | Chefs and Head Cooks                          | Culinary Arts                   |           | 1.39 |
|            | 47-3013 | Helpers-- Electricians                        | None                            |           | 1.31 |
|            | 29-2072 | Medical Records Specialists                   | None                            |           | 1.3  |
|            | 53-7081 | Refuse and Recyclable Material Collectors     | None                            |           | 1.3  |
|            | 29-2052 | Pharmacy Technicians                          | None                            |           | 1.26 |
| Borderplex |         |   |                                 |           |      |
|            | 53-2012 | Commercial Pilots                             | None                            |           | 3.51 |
|            | 47-4071 | Septic Tank Servicers and Sewer Pipe Cleaners | None                            |           | 3.46 |
|            | 49-9062 | Medical Equipment Repairers                   | None                            |           | 2.75 |
|            | 47-4041 | Hazardous Materials Removal Workers           | None                            |           | 2.62 |
|            | 29-2052 | Pharmacy Technicians                          | None                            |           | 2.6  |
|            | 43-5011 | Cargo and Freight Agents                      | None                            |           | 2.49 |
|            | 49-3011 | Aircraft Mechanics and Service Technicians    | Aviation Maintenance Technology |           | 2.31 |
|            | 31-2021 | Physical Therapist Assistants                 | None                            |           | 2.14 |
|            | 53-3032 | Heavy and Tractor-Trailer Truck Drivers       | None                            |           | 2.09 |
|            | 41-3021 | Insurance Sales Agents                        | None                            |           | 2.06 |
|            | 53-3033 | Light Truck Drivers                           | None                            |           | 2.03 |
|            | 19-5012 | Occupational Health and Safety Technicians    | None                            |           | 2.03 |
|            | 31-2011 | Occupational Therapy Assistants               | None                            |           | 2.02 |
|            | 29-1292 | Dental Hygienists                             | None                            |           | 1.99 |

|               |         |   |                            |  |      |
|---------------|---------|---|----------------------------|--|------|
|               | 19-4042 | Environmental Science and Protection Technicians, Including Health    | None                       |  | 1.94 |
| Permian Basin |         |   |                            |  |      |
|               | 49-9081 | Wind Turbine Service Technicians                                      | None                       |  | 4.76 |
|               | 15-1254 | Web Developers  | Web Design and Development |  | 3.22 |
|               | 47-4071 | Septic Tank Servicers and Sewer Pipe Cleaners                         | None                       |  | 3.06 |
|               | 19-4042 | Environmental Science and Protection Technicians, Including Health    | None                       |  | 2.98 |
|               | 53-7071 | Gas Compressor and Gas Pumping Station Operators                      | None                       |  | 2.41 |
|               | 31-2021 | Physical Therapist Assistants   | None                       |  | 2.29 |
|               | 17-3011 | Architectural and Civil Drafters                                      | Architectural Drafting     |  | 2.23 |
|               | 15-1231 | Computer Network Support Specialists                                  | Internetworking            |  | 2.22 |
|               | 19-5012 | Occupational Health and Safety Technicians                            | None                       |  | 2.19 |
|               | 29-2032 | Diagnostic Medical Sonographers                                       | None                       |  | 2.18 |
|               | 17-3029 | Engineering Technologists and Technicians, Except Drafters, All Other | None                       |  | 2.16 |
|               | 47-4041 | Hazardous Materials Removal Workers                                   | None                       |  | 2.11 |
|               | 11-9081 | Lodging Managers  | None                       |  | 2.06 |
|               | 53-3033 | Light Truck Drivers   | None                       |  | 2.04 |
|               | 49-3042 | Mobile Heavy Equipment Mechanics, Except Engines                      | None                       |  | 2.04 |
| Concho Valley |         |   |                            |  |      |
|               | 49-3042 | Mobile Heavy Equipment  | None                       |  | 2.57 |

|                |         |   |                            |  |      |
|----------------|---------|---|----------------------------|--|------|
|                |         | Mechanics, Except Engines   |                            |  |      |
|                | 31-9091 | Dental Assistants   | Dental Assisting           |  | 2.37 |
|                | 29-1292 | Dental Hygienists   | None                       |  | 2.35 |
|                | 51-8093 | Petroleum Pump System Operators, Refinery Operators, and Gaugers      | None                       |  | 2.26 |
|                | 51-4121 | Welders, Cutters, Solderers, and Brazers                              | None                       |  | 2.21 |
|                | 53-7073 | Wellhead Pumpers  | None                       |  | 1.96 |
|                | 49-9052 | Telecommunications Line Installers and Repairers                      | None                       |  | 1.87 |
|                | 47-5022 | Excavating and Loading Machine and Dragline Operators, Surface Mining | None                       |  | 1.77 |
|                | 49-9041 | Industrial Machinery Mechanics  | Industrial Motor Control   |  | 1.74 |
|                | 13-2082 | Tax Preparers   | None                       |  | 1.71 |
|                | 31-9097 | Phlebotomists   | None                       |  | 1.61 |
|                | 47-2073 | Operating Engineers and Other Construction Equipment Operators        | None                       |  | 1.57 |
|                | 49-9099 | Installation, Maintenance, and Repair Workers, All Other              | None                       |  | 1.51 |
|                | 53-3033 | Light Truck Drivers   | None                       |  | 1.51 |
|                | 47-5012 | Rotary Drill Operators, Oil and Gas                                   | None                       |  | 1.51 |
| Heart of Texas |         |   |                            |  |      |
|                | 15-1254 | Web Developers  | Web Design and Development |  | 2.63 |
|                | 49-9062 | Medical Equipment Repairers   | None                       |  | 2.32 |

|              |         |  |      |  |      |
|--------------|---------|--|------|--|------|
|              | 31-2011 | Occupational Therapy Assistants                                | None |  | 2.23 |
|              | 49-2098 | Security and Fire Alarm Systems Installers                     | None |  | 2.11 |
|              | 19-4031 | Chemical Technicians   | None |  | 2.03 |
|              | 31-2021 | Physical Therapist Assistants                                  | None |  | 2    |
|              | 11-9141 | Property, Real Estate, and Community Association Managers      | None |  | 1.94 |
|              | 21-1094 | Community Health Workers                                       | None |  | 1.91 |
|              | 31-9011 | Massage Therapists   | None |  | 1.91 |
|              | 29-2032 | Diagnostic Medical Sonographers                                | None |  | 1.89 |
|              | 47-4071 | Septic Tank Servicers and Sewer Pipe Cleaners                  | None |  | 1.89 |
|              | 47-2073 | Operating Engineers and Other Construction Equipment Operators | None |  | 1.84 |
|              | 29-1292 | Dental Hygienists  | None |  | 1.75 |
|              | 19-4099 | Life, Physical, and Social Science Technicians, All Other      | None |  | 1.74 |
|              | 53-7021 | Crane and Tower Operators                                      | None |  | 1.73 |
| Capital Area |         |  |      |  |      |
|              | 31-2011 | Occupational Therapy Assistants                                | None |  | 5.08 |
|              | 49-9081 | Wind Turbine Service Technicians                               | None |  | 4.78 |
|              | 31-2021 | Physical Therapist Assistants                                  | None |  | 4.42 |
|              | 43-5011 | Cargo and Freight Agents                                       | None |  | 3.89 |
|              | 31-9097 | Phlebotomists  | None |  | 3.81 |
|              | 29-2032 | Diagnostic Medical Sonographers                                | None |  | 3.78 |

|               |         |  |                            |                                    |      |
|---------------|---------|--|----------------------------|------------------------------------|------|
|               | 47-5011 | Derrick Operators, Oil and Gas                                     | None                       |                                    | 3.74 |
|               | 15-1254 | Web Developers   | Web Design and Development |                                    | 3.6  |
|               | 31-9099 | Healthcare Support Workers, All Other                              | Basic Health Care Skills   |                                    | 3.59 |
|               | 53-7073 | Wellhead Pumpers   | None                       |                                    | 3.58 |
|               | 29-2092 | Hearing Aid Specialists  | None                       |                                    | 3.48 |
|               | 19-4042 | Environmental Science and Protection Technicians, Including Health | None                       |                                    | 3.41 |
|               | 31-9011 | Massage Therapists   | None                       |                                    | 3.35 |
|               | 33-9021 | Private Detectives and Investigators                               | None                       |                                    | 3.34 |
|               | 15-1232 | Computer User Support Specialists                                  | None                       |                                    | 3.3  |
| Rural Capital |         |  |                            |                                    |      |
|               | 17-3026 | Industrial Engineering Technologists and Technicians               | Additive Manufacturing     | Automated Manufacturing Technology | 6.39 |
|               | 17-3013 | Mechanical Drafters  | Technical Drafting         |                                    | 5.57 |
|               | 19-5012 | Occupational Health and Safety Technicians                         | None                       |                                    | 4.57 |
|               | 29-2032 | Diagnostic Medical Sonographers                                    | None                       |                                    | 3.97 |
|               | 23-2011 | Paralegals and Legal Assistants                                    | None                       |                                    | 3.96 |
|               | 15-1254 | Web Developers   | Web Design and Development |                                    | 3.96 |
|               | 53-7051 | Industrial Truck and Tractor Operators                             | None                       |                                    | 3.85 |
|               | 31-2021 | Physical Therapist Assistants                                      | None                       |                                    | 3.69 |
|               | 29-1126 | Respiratory Therapists   | None                       |                                    | 3.54 |
|               | 11-3071 | Transportation, Storage, and Distribution Managers                 | None                       |                                    | 3.54 |

|               |         |  |                                   |                             |      |
|---------------|---------|--|-----------------------------------|-----------------------------|------|
|               | 29-2052 | Pharmacy Technicians   | None                              |                             | 3.53 |
|               | 49-9052 | Telecommunications Line Installers and Repairers                   | None                              |                             | 3.45 |
|               | 19-4042 | Environmental Science and Protection Technicians, Including Health | None                              |                             | 3.42 |
|               | 31-9011 | Massage Therapists   | None                              |                             | 3.39 |
|               | 29-9021 | Health Information Technologists and Medical Registrars            | None                              |                             | 3.29 |
| Brazos Valley |         |  |                                   |                             |      |
|               | 49-3041 | Farm Equipment Mechanics and Service Technicians                   | None                              |                             | 3.57 |
|               | 51-9011 | Chemical Equipment Operators and Tenders                           | None                              |                             | 3.54 |
|               | 53-3051 | Bus Drivers, School  | None                              |                             | 2.51 |
|               | 29-1292 | Dental Hygienists  | None                              |                             | 2.37 |
|               | 31-9011 | Massage Therapists   | None                              |                             | 2.28 |
|               | 15-1254 | Web Developers   | Web Design and Development        |                             | 2.23 |
|               | 31-9091 | Dental Assistants  | Dental Assisting                  |                             | 2.18 |
|               | 29-2052 | Pharmacy Technicians   | None                              |                             | 2.14 |
|               | 53-3033 | Light Truck Drivers  | None                              |                             | 2.02 |
|               | 49-3021 | Automotive Body and Related Repairers                              | Automotive Refinishing Technology | Collision Repair Technology | 2.01 |
|               | 23-2011 | Paralegals and Legal Assistants                                    | None                              |                             | 1.93 |
|               | 31-2021 | Physical Therapist Assistants                                      | None                              |                             | 1.92 |
|               | 11-9081 | Lodging Managers   | None                              |                             | 1.89 |
|               | 29-9021 | Health Information Technologists and Medical Registrars            | None                              |                             | 1.86 |

|                 |         |   |                          |  |      |
|-----------------|---------|---|--------------------------|--|------|
|                 | 35-1011 | Chefs and Head Cooks                                      | Culinary Arts            |  | 1.81 |
| Deep East Texas |         |   |                          |  |      |
|                 | 53-7073 | Wellhead Pumpers  | None                     |  | 3.42 |
|                 | 31-2021 | Physical Therapist Assistants                             | None                     |  | 2.57 |
|                 | 11-9141 | Property, Real Estate, and Community Association Managers | None                     |  | 2.28 |
|                 | 47-5013 | Service Unit Operators, Oil and Gas                       | None                     |  | 2.28 |
|                 | 41-9022 | Real Estate Sales Agents                                  | None                     |  | 1.77 |
|                 | 47-5071 | Roustabouts, Oil and Gas                                  | None                     |  | 1.77 |
|                 | 49-9041 | Industrial Machinery Mechanics                            | Industrial Motor Control |  | 1.73 |
|                 | 11-9081 | Lodging Managers  | None                     |  | 1.67 |
|                 | 39-1022 | First-Line Supervisors of Personal Service Workers        | None                     |  | 1.55 |
|                 | 29-2032 | Diagnostic Medical Sonographers                           | None                     |  | 1.53 |
|                 | 31-9099 | Healthcare Support Workers, All Other                     | Basic Health Care Skills |  | 1.53 |
|                 | 29-2099 | Health Technologists and Technicians, All Other           | None                     |  | 1.5  |
|                 | 31-9097 | Phlebotomists   | None                     |  | 1.45 |
|                 | 41-3021 | Insurance Sales Agents                                    | None                     |  | 1.41 |
|                 | 29-2043 | Paramedics  | None                     |  | 1.41 |
| Southeast Texas |         |   |                          |  |      |
|                 | 47-2081 | Drywall and Ceiling Tile Installers                       | None                     |  | 2.28 |
|                 | 49-9041 | Industrial Machinery Mechanics                            | Industrial Motor Control |  | 2.1  |

|                 |         |   |  |           |      |
|-----------------|---------|---|--|-----------|------|
|                 | 49-9021 | Heating, Air Conditioning, and Refrigeration Mechanics and Installers   | Heating, Ventilation, Air Conditioning and Refrigeration |           | 2.08 |
|                 | 49-3043 | Rail Car Repairers  | None   |           | 1.88 |
|                 | 19-4042 | Environmental Science and Protection Technicians, Including Health      | None   |           | 1.86 |
|                 | 31-2021 | Physical Therapist Assistants   | None   |           | 1.82 |
|                 | 51-9124 | Coating, Painting, and Spraying Machine Setters, Operators, and Tenders | None   |           | 1.81 |
|                 | 39-1022 | First-Line Supervisors of Personal Service Workers                      | None   |           | 1.65 |
|                 | 47-2011 | Boilermakers  | None   |           | 1.62 |
|                 | 53-3033 | Light Truck Drivers   | None   |           | 1.61 |
|                 | 49-9044 | Millwrights   | None   |           | 1.44 |
|                 | 47-2111 | Electricians  | Electrical Construction Wiring                           | TeamWorks | 1.42 |
|                 | 47-4090 | Miscellaneous Construction and Related Workers                          | None   |           | 1.38 |
|                 | 49-9012 | Control and Valve Installers and Repairers, Except Mechanical Door      | None   |           | 1.36 |
|                 | 29-2043 | Paramedics  | None   |           | 1.34 |
| Golden Crescent |         |   |  |           |      |
|                 | 49-3041 | Farm Equipment Mechanics and Service Technicians                        | None   |           | 2.86 |
|                 | 47-2111 | Electricians  | Electrical Construction Wiring                           | TeamWorks | 2.61 |
|                 | 53-7073 | Wellhead Pumpers  | None   |           | 2.39 |

|  |         |   |  |  |      |
|--|---------|---|--|--|------|
|  | 49-9021 | Heating, Air Conditioning, and Refrigeration Mechanics and Installers | Heating, Ventilation, Air Conditioning and Refrigeration |  | 2.31 |
|  | 31-2021 | Physical Therapist Assistants   | None   |  | 2.09 |
|  | 31-2011 | Occupational Therapy Assistants                                       | None   |  | 2.03 |
|  | 47-3013 | Helpers--Electricians   | None   |  | 2.02 |
|  | 49-9041 | Industrial Machinery Mechanics  | Industrial Motor Control                                 |  | 1.93 |
|  | 49-3042 | Mobile Heavy Equipment Mechanics, Except Engines                      | None   |  | 1.75 |
|  | 29-1126 | Respiratory Therapists  | None   |  | 1.72 |
|  | 17-3011 | Architectural and Civil Drafters                                      | Architectural Drafting                                   |  | 1.48 |
|  | 29-2043 | Paramedics  | None   |  | 1.42 |
|  | 31-9097 | Phlebotomists   | None   |  | 1.41 |
|  | 49-9043 | Maintenance Workers, Machinery  | None   |  | 1.39 |
|  | 35-1011 | Chefs and Head Cooks  | Culinary Arts  |  | 1.37 |

Alamo

|  |         |  |                               |  |      |
|--|---------|--|-------------------------------|--|------|
|  | 49-9081 | Wind Turbine Service Technicians           | None                          |  | 5.31 |
|  | 49-3092 | Recreational Vehicle Service Technicians   | None                          |  | 3.58 |
|  | 49-2098 | Security and Fire Alarm Systems Installers | None                          |  | 2.96 |
|  | 53-7072 | Pump Operators, Except Wellhead Pumpers    | None                          |  | 2.94 |
|  | 15-1254 | Web Developers                             | Web Design and Development    |  | 2.93 |
|  | 49-3052 | Motorcycle Mechanics                       | Motorcycle Service Technology |  | 2.84 |
|  | 53-7073 | Wellhead Pumpers                           | None                          |  | 2.71 |

|  |         |  |                          |  |      |
|--|---------|--|--------------------------|--|------|
|  | 19-5012 | Occupational Health and Safety Technicians                         | None                     |  | 2.67 |
|  | 29-2092 | Hearing Aid Specialists  | None                     |  | 2.66 |
|  | 49-9041 | Industrial Machinery Mechanics                                     | Industrial Motor Control |  | 2.66 |
|  | 29-9021 | Health Information Technologists and Medical Registrars            | None                     |  | 2.59 |
|  | 43-5011 | Cargo and Freight Agents   | None                     |  | 2.56 |
|  | 31-2021 | Physical Therapist Assistants                                      | None                     |  | 2.47 |
|  | 19-4042 | Environmental Science and Protection Technicians, Including Health | None                     |  | 2.46 |
|  | 47-4041 | Hazardous Materials Removal Workers                                | None                     |  | 2.44 |

South Texas

|  |         |   |  |           |      |
|--|---------|---|--|-----------|------|
|  | 29-1292 | Dental Hygienists   | None   |           | 2.55 |
|  | 31-2021 | Physical Therapist Assistants   | None   |           | 2.53 |
|  | 47-2111 | Electricians  | Electrical Construction Wiring                           | TeamWorks | 2.29 |
|  | 31-9091 | Dental Assistants   | Dental Assisting   |           | 2.25 |
|  | 11-3071 | Transportation, Storage, and Distribution Managers                    | None   |           | 2.15 |
|  | 29-2052 | Pharmacy Technicians  | None   |           | 2.12 |
|  | 31-9097 | Phlebotomists   | None   |           | 2.06 |
|  | 53-7051 | Industrial Truck and Tractor Operators                                | None   |           | 2.01 |
|  | 49-9021 | Heating, Air Conditioning, and Refrigeration Mechanics and Installers | Heating, Ventilation, Air Conditioning and Refrigeration |           | 1.97 |
|  | 53-3033 | Light Truck Drivers   | None   |           | 1.96 |

|              |         |  |                                   |                             |      |
|--------------|---------|--|-----------------------------------|-----------------------------|------|
|              | 29-2072 | Medical Records Specialists                                    | None                              |                             | 1.94 |
|              | 47-2152 | Plumbers, Pipefitters, and Steamfitters                        | Plumbing                          | TeamWorks                   | 1.84 |
|              | 49-3021 | Automotive Body and Related Repairers                          | Automotive Refinishing Technology | Collision Repair Technology | 1.81 |
|              | 11-9051 | Food Service Managers  | None                              |                             | 1.74 |
|              | 43-5011 | Cargo and Freight Agents                                       | None                              |                             | 1.73 |
| Coastal Bend |         |  |                                   |                             |      |
|              | 49-9081 | Wind Turbine Service Technicians                               | None                              |                             | 5.09 |
|              | 47-2171 | Reinforcing Iron and Rebar Workers                             | None                              |                             | 2.94 |
|              | 49-3042 | Mobile Heavy Equipment Mechanics, Except Engines               | None                              |                             | 2.78 |
|              | 47-4071 | Septic Tank Servicers and Sewer Pipe Cleaners                  | None                              |                             | 2.56 |
|              | 47-2073 | Operating Engineers and Other Construction Equipment Operators | None                              |                             | 2.39 |
|              | 49-9044 | Millwrights  | None                              |                             | 2.28 |
|              | 47-5023 | Earth Drillers, Except Oil and Gas                             | None                              |                             | 2.22 |
|              | 31-2021 | Physical Therapist Assistants                                  | None                              |                             | 2.21 |
|              | 49-9062 | Medical Equipment Repairers                                    | None                              |                             | 2.19 |
|              | 29-2043 | Paramedics   | None                              |                             | 2.03 |
|              | 29-2052 | Pharmacy Technicians   | None                              |                             | 1.96 |
|              | 47-2011 | Boilermakers   | None                              |                             | 1.95 |
|              | 49-9041 | Industrial Machinery Mechanics                                 | Industrial Motor Control          |                             | 1.9  |
|              | 31-9011 | Massage Therapists   | None                              |                             | 1.9  |
|              | 47-2031 | Carpenters   | Carpentry                         | TeamWorks                   | 1.87 |

| Lower Rio Grande |         |   |                          |  |      |
|------------------|---------|---|--------------------------|--|------|
|                  | 53-3052 | Bus Drivers, Transit and Intercity                      | None                     |  | 4.73 |
|                  | 31-2021 | Physical Therapist Assistants                           | None                     |  | 2.91 |
|                  | 29-9021 | Health Information Technologists and Medical Registrars | None                     |  | 2.57 |
|                  | 31-2011 | Occupational Therapy Assistants                         | None                     |  | 2.55 |
|                  | 29-2043 | Paramedics  | None                     |  | 2.49 |
|                  | 49-9062 | Medical Equipment Repairers                             | None                     |  | 2.47 |
|                  | 29-2032 | Diagnostic Medical Sonographers                         | None                     |  | 2.46 |
|                  | 29-2052 | Pharmacy Technicians                                    | None                     |  | 2.34 |
|                  | 47-4071 | Septic Tank Servicers and Sewer Pipe Cleaners           | None                     |  | 2.33 |
|                  | 31-9097 | Phlebotomists   | None                     |  | 2.3  |
|                  | 29-1126 | Respiratory Therapists                                  | None                     |  | 2.2  |
|                  | 31-9091 | Dental Assistants                                       | Dental Assisting         |  | 2.13 |
|                  | 29-1292 | Dental Hygienists                                       | None                     |  | 2.13 |
|                  | 41-3021 | Insurance Sales Agents                                  | None                     |  | 2.13 |
|                  | 49-9052 | Telecommunications Line Installers and Repairers        | None                     |  | 1.95 |
| Cameron County   |         |   |                          |  |      |
|                  | 31-9091 | Dental Assistants                                       | Dental Assisting         |  | 3.41 |
|                  | 29-1292 | Dental Hygienists                                       | None                     |  | 3.33 |
|                  | 21-1093 | Social and Human Service Assistants                     | None                     |  | 2.69 |
|                  | 39-1022 | First-Line Supervisors of Personal Service Workers      | None                     |  | 2.66 |
|                  | 31-2021 | Physical Therapist Assistants                           | None                     |  | 2.45 |
|                  | 31-9099 | Healthcare Support Workers, All Other                   | Basic Health Care Skills |  | 1.78 |

|  |         |   |   |                               |      |
|--|---------|---|---|-------------------------------|------|
|  | 29-2032 | Diagnostic Medical Sonographers                 | None                                    |                               | 1.67 |
|  | 21-1094 | Community Health Workers                        | None                                    |                               | 1.66 |
|  | 31-9097 | Phlebotomists                                   | None                                    |                               | 1.64 |
|  | 29-2072 | Medical Records Specialists                     | None                                    |                               | 1.56 |
|  | 53-3033 | Light Truck Drivers                             | None                                    |                               | 1.51 |
|  | 49-3023 | Automotive Service Technicians and Mechanics    | Automotive Maintenance and Light Repair | Automotive Service Technology | 1.48 |
|  | 29-2052 | Pharmacy Technicians                            | None                                    |                               | 1.44 |
|  | 49-3011 | Aircraft Mechanics and Service Technicians      | Aviation Maintenance Technology         |                               | 1.36 |
|  | 29-2099 | Health Technologists and Technicians, All Other | None                                    |                               | 1.26 |

Texoma

|  |         |   |                          |                            |       |
|--|---------|---|--------------------------|----------------------------|-------|
|  | 17-3023 | Electrical and Electronic Engineering Technologists and Technicians | Electronics Technology   | Telecommunications Cabling | 13.95 |
|  | 49-9041 | Industrial Machinery Mechanics                                      | Industrial Motor Control |                            | 10.46 |
|  | 51-1011 | First-Line Supervisors of Production and Operating Workers          | None                     |                            | 3.99  |
|  | 17-3031 | Surveying and Mapping Technicians                                   | None                     |                            | 2.26  |
|  | 15-1232 | Computer User Support Specialists                                   | None                     |                            | 2.14  |
|  | 17-3011 | Architectural and Civil Drafters                                    | Architectural Drafting   |                            | 2.11  |
|  | 29-2043 | Paramedics  | None                     |                            | 1.95  |
|  | 29-2052 | Pharmacy Technicians  | None                     |                            | 1.87  |
|  | 43-5061 | Production, Planning, and Expediting Clerks                         | None                     |                            | 1.86  |

|               |         |   |                          |  |      |
|---------------|---------|---|--------------------------|--|------|
|               | 37-1011 | First-Line Supervisors of Housekeeping and Janitorial Workers         | None                     |  | 1.75 |
|               | 49-9043 | Maintenance Workers, Machinery  | None                     |  | 1.75 |
|               | 47-2051 | Cement Masons and Concrete Finishers                                  | None                     |  | 1.68 |
|               | 51-9061 | Inspectors, Testers, Sorters, Samplers, and Weighers                  | None                     |  | 1.58 |
|               | 35-1011 | Chefs and Head Cooks  | Culinary Arts            |  | 1.57 |
|               | 13-2082 | Tax Preparers   | None                     |  | 1.55 |
| Central Texas |         |   |                          |  |      |
|               | 29-1292 | Dental Hygienists   | None                     |  | 2.98 |
|               | 29-9021 | Health Information Technologists and Medical Registrars               | None                     |  | 2.92 |
|               | 31-2021 | Physical Therapist Assistants   | None                     |  | 2.84 |
|               | 53-7081 | Refuse and Recyclable Material Collectors                             | None                     |  | 2.59 |
|               | 31-9091 | Dental Assistants   | Dental Assisting         |  | 2.45 |
|               | 31-2011 | Occupational Therapy Assistants                                       | None                     |  | 2.4  |
|               | 49-9062 | Medical Equipment Repairers   | None                     |  | 2.35 |
|               | 43-9041 | Insurance Claims and Policy Processing Clerks                         | None                     |  | 2.26 |
|               | 29-2052 | Pharmacy Technicians  | None                     |  | 2    |
|               | 31-9011 | Massage Therapists  | None                     |  | 1.96 |
|               | 47-5022 | Excavating and Loading Machine and Dragline Operators, Surface Mining | None                     |  | 1.86 |
|               | 29-2032 | Diagnostic Medical Sonographers                                       | None                     |  | 1.81 |
|               | 49-9041 | Industrial Machinery Mechanics  | Industrial Motor Control |  | 1.72 |

|                   |         |  |                          |           |      |
|-------------------|---------|--|--------------------------|-----------|------|
|                   | 15-1231 | Computer Network Support Specialists                     | Internetworking          |           | 1.7  |
|                   | 53-3033 | Light Truck Drivers                                      | None                     |           | 1.69 |
| Middle Rio Grande |         |  |                          |           |      |
|                   | 49-9052 | Telecommunications Line Installers and Repairers         | None                     |           | 2.52 |
|                   | 31-9091 | Dental Assistants  | Dental Assisting         |           | 2.34 |
|                   | 53-7073 | Wellhead Pumpers   | None                     |           | 2.16 |
|                   | 31-9097 | Phlebotomists  | None                     |           | 2.1  |
|                   | 47-2031 | Carpenters   | Carpentry                | TeamWorks | 2.05 |
|                   | 39-1022 | First-Line Supervisors of Personal Service Workers       | None                     |           | 2.03 |
|                   | 49-3042 | Mobile Heavy Equipment Mechanics, Except Engines         | None                     |           | 1.97 |
|                   | 53-3033 | Light Truck Drivers                                      | None                     |           | 1.93 |
|                   | 29-2052 | Pharmacy Technicians                                     | None                     |           | 1.91 |
|                   | 49-9041 | Industrial Machinery Mechanics                           | Industrial Motor Control |           | 1.9  |
|                   | 11-9081 | Lodging Managers   | None                     |           | 1.87 |
|                   | 11-9051 | Food Service Managers                                    | None                     |           | 1.84 |
|                   | 47-5071 | Roustabouts, Oil and Gas                                 | None                     |           | 1.84 |
|                   | 29-2099 | Health Technologists and Technicians, All Other          | None                     |           | 1.77 |
|                   | 49-9099 | Installation, Maintenance, and Repair Workers, All Other | None                     |           | 1.74 |
| Gulf Coast        |         |  |                          |           |      |
|                   | 49-9081 | Wind Turbine Service Technicians                         | None                     |           | 5    |

|  |         |   |                            |  |      |
|--|---------|---|----------------------------|--|------|
|  | 31-2011 | Occupational Therapy Assistants                         | None                       |  | 3.3  |
|  | 47-4071 | Septic Tank Servicers and Sewer Pipe Cleaners           | None                       |  | 3.13 |
|  | 27-2032 | Choreographers  | None                       |  | 3.01 |
|  | 15-1254 | Web Developers  | Web Design and Development |  | 2.97 |
|  | 31-2021 | Physical Therapist Assistants                           | None                       |  | 2.94 |
|  | 49-3043 | Rail Car Repairers                                      | None                       |  | 2.89 |
|  | 31-9011 | Massage Therapists                                      | None                       |  | 2.78 |
|  | 29-9021 | Health Information Technologists and Medical Registrars | None                       |  | 2.74 |
|  | 49-9062 | Medical Equipment Repairers                             | None                       |  | 2.72 |
|  | 29-2032 | Diagnostic Medical Sonographers                         | None                       |  | 2.71 |
|  | 29-2092 | Hearing Aid Specialists                                 | None                       |  | 2.62 |
|  | 19-5012 | Occupational Health and Safety Technicians              | None                       |  | 2.38 |
|  | 53-7073 | Wellhead Pumpers  | None                       |  | 2.36 |
|  | 31-9097 | Phlebotomists   | None                       |  | 2.35 |

#### Texas

|  |         |   |                            |  |      |
|--|---------|---|----------------------------|--|------|
|  | 49-9081 | Wind Turbine Service Technicians                        | None                       |  | 5.04 |
|  | 15-1254 | Web Developers  | Web Design and Development |  | 2.91 |
|  | 31-2021 | Physical Therapist Assistants                           | None                       |  | 2.8  |
|  | 31-2011 | Occupational Therapy Assistants                         | None                       |  | 2.76 |
|  | 29-9021 | Health Information Technologists and Medical Registrars | None                       |  | 2.73 |
|  | 49-9062 | Medical Equipment Repairers                             | None                       |  | 2.67 |
|  | 31-9011 | Massage Therapists                                      | None                       |  | 2.58 |

|  |         |   |                          |    |      |
|--|---------|---|--------------------------|----|------|
|  | 19-5012 | Occupational Health and Safety Technicians  | None                     |    | 2.54 |
|  | 29-2092 | Hearing Aid Specialists   | None                     |    | 2.52 |
|  | 29-2032 | Diagnostic Medical Sonographers   | None                     |    | 2.51 |
|  | 43-5011 | Cargo and Freight Agents  | None                     |    | 2.49 |
|  | 47-4071 | Septic Tank Servicers and Sewer Pipe Cleaners   | None                     |    | 2.45 |
|  | 49-9041 | Industrial Machinery Mechanics  | Industrial Motor Control |    | 2.39 |
|  | 31-9097 | Phlebotomists   | None                     |    | 2.36 |
|  | 19-4042 | Environmental Science and Protection Technicians, Including Health  | None                     |    | 2.24 |
|  |         |   |                          |    |      |
|  |         | Average number of LWDA occupations addressed by competitions (Not Including State Occupations and Their Comps.) | 2.61                     |    |      |
|  |         |   |                          |    |      |
|  |         | LWDA Number of Occupations Addressed (Not Including State Occupations and Their Comps.)                         | 73                       |    |      |
|  |         |   |                          |    |      |
|  |         | LWDA Number of Competitions Addressing Occupations (Not Including State Occupations and Their Comps.)           | 20                       | 5  |      |
|  |         | Sum   |                          | 25 |      |

Table 3: Local Area and State Demand for Non-Medical Growth Occupations

| Area         | SOC     | Occupations   | Competition 1  | Competition 2 | Annualized Percent Growth |
|--------------|---------|---|--|---------------|---------------------------|
| Panhandle    |         |   |  |               |                           |
|              | 49-9081 | Wind Turbine Service Technicians                                      | None   |               | 6.77                      |
|              | 47-4021 | Elevator and Escalator Installers and Repairers                       | None   |               | 2.26                      |
|              | 49-9021 | Heating, Air Conditioning, and Refrigeration Mechanics and Installers | Heating, Ventilation, Air Conditioning and Refrigeration |               | 1.96                      |
|              | 17-3011 | Architectural and Civil Drafters                                      | Architectural Drafting                                   |               | 1.8                       |
|              | 47-2152 | Plumbers, Pipefitters, and Steamfitters                               | Plumbing   | TeamWorks     | 1.79                      |
|              | 53-7073 | Wellhead Pumpers  | None   |               | 1.75                      |
|              | 17-3022 | Civil Engineering Technologists and Technicians                       | None   |               | 1.71                      |
|              | 49-2098 | Security and Fire Alarm Systems Installers                            | None   |               | 1.65                      |
|              | 47-2111 | Electricians  | Electrical Construction Wiring                           | TeamWorks     | 1.61                      |
|              | 47-5011 | Derrick Operators, Oil and Gas  | None   |               | 1.59                      |
|              | 47-5013 | Service Unit Operators, Oil and Gas                                   | None   |               | 1.57                      |
|              | 47-5071 | Roustabouts, Oil and Gas  | None   |               | 1.46                      |
|              | 43-5111 | Weighers, Measurers, Checkers, and Samplers, Recordkeeping            | None   |               | 1.46                      |
|              | 41-3021 | Insurance Sales Agents  | None   |               | 1.42                      |
|              | 49-9011 | Mechanical Door Repairers   | None   |               | 1.36                      |
| South Plains |         |   |  |               |                           |
|              | 53-7073 | Wellhead Pumpers  | None   |               | 2.32                      |
|              | 53-7051 | Industrial Truck and Tractor Operators                                | None   |               | 2.22                      |
|              | 23-2011 | Paralegals and Legal Assistants                                       | None   |               | 2.09                      |
|              | 47-2152 | Plumbers, Pipefitters, and Steamfitters                               | Plumbing   | TeamWorks     | 1.93                      |
|              | 43-5111 | Weighers, Measurers, Checkers, and Samplers, Recordkeeping            | None   |               | 1.92                      |
|              | 43-5061 | Production, Planning, and Expediting Clerks                           | None   |               | 1.85                      |
|              | 47-4071 | Septic Tank Servicers and Sewer Pipe Cleaners                         | None   |               | 1.84                      |
|              | 49-9021 | Heating, Air Conditioning, and Refrigeration Mechanics and Installers | Heating, Ventilation, Air Conditioning and Refrigeration |               | 1.83                      |

|  |         |   |      |  |      |
|--|---------|---|------|--|------|
|  | 49-9052 | Telecommunications Line<br>Installers and Repairers | None |  | 1.81 |
|  | 49-2098 | Security and Fire Alarm Systems<br>Installers       | None |  | 1.74 |
|  | 15-1232 | Computer User Support<br>Specialists                | None |  | 1.64 |
|  | 53-7081 | Refuse and Recyclable Material<br>Collectors        | None |  | 1.61 |
|  | 47-5012 | Rotary Drill Operators, Oil and<br>Gas              | None |  | 1.61 |
|  | 47-5013 | Service Unit Operators, Oil and<br>Gas              | None |  | 1.59 |
|  | 53-3033 | Light Truck Drivers                                 | None |  | 1.58 |

#### North Texas

|  |         |   |   |                                |      |
|--|---------|---|---|--------------------------------|------|
|  | 49-9052 | Telecommunications Line<br>Installers and Repairers                         | None  |                                | 3.8  |
|  | 47-2051 | Cement Masons and Concrete<br>Finishers                                     | None  |                                | 2.66 |
|  | 47-5012 | Rotary Drill Operators, Oil and<br>Gas                                      | None  |                                | 2.65 |
|  | 47-5011 | Derrick Operators, Oil and Gas  | None  |                                | 2.62 |
|  | 53-7073 | Wellhead Pumpers  | None  |                                | 2.62 |
|  | 47-5071 | Roustabouts, Oil and Gas  | None  |                                | 2.56 |
|  | 47-5013 | Service Unit Operators, Oil and<br>Gas                                      | None  |                                | 2.03 |
|  | 41-3021 | Insurance Sales Agents  | None  |                                | 1.54 |
|  | 49-9043 | Maintenance Workers, Machinery  | None  |                                | 1.31 |
|  | 53-3032 | Heavy and Tractor-Trailer Truck<br>Drivers                                  | None  |                                | 1.27 |
|  | 47-2211 | Sheet Metal Workers   | Sheet Metal   |                                | 1.27 |
|  | 49-9021 | Heating, Air Conditioning, and<br>Refrigeration Mechanics and<br>Installers | Heating, Ventilation, Air Conditioning<br>and Refrigeration |                                | 1.21 |
|  | 53-3033 | Light Truck Drivers   | None  |                                | 1.16 |
|  | 11-9051 | Food Service Managers   | None  |                                | 1.06 |
|  | 49-3021 | Automotive Body and Related<br>Repairers                                    | Automotive<br>Refinishing<br>Technology                     | Collision Repair<br>Technology | 1.02 |

#### North Central

|  |         |   |      |  |      |
|--|---------|---|------|--|------|
|  | 47-5013 | Service Unit Operators, Oil and<br>Gas        | None |  | 4.63 |
|  | 43-5011 | Cargo and Freight Agents                      | None |  | 4.44 |
|  | 49-2098 | Security and Fire Alarm Systems<br>Installers | None |  | 4.06 |
|  | 43-4011 | Brokerage Clerks                              | None |  | 3.94 |
|  | 43-4131 | Loan Interviewers and Clerks                  | None |  | 3.92 |

|  |         |  |      |  |      |
|--|---------|--|------|--|------|
|  | 53-7072 | Pump Operators, Except Wellhead Pumpers                    | None |  | 3.69 |
|  | 43-3099 | Financial Clerks, All Other                                | None |  | 3.62 |
|  | 43-5111 | Weighers, Measurers, Checkers, and Samplers, Recordkeeping | None |  | 3.46 |
|  | 23-2011 | Paralegals and Legal Assistants                            | None |  | 3.43 |
|  | 33-9021 | Private Detectives and Investigators                       | None |  | 3.32 |
|  | 53-7073 | Wellhead Pumpers   | None |  | 3.25 |
|  | 15-1232 | Computer User Support Specialists                          | None |  | 3.2  |
|  | 53-7051 | Industrial Truck and Tractor Operators                     | None |  | 3.18 |
|  | 49-9052 | Telecommunications Line Installers and Repairers           | None |  | 3.04 |
|  | 17-3022 | Civil Engineering Technologists and Technicians            | None |  | 2.99 |

Tarrant County

|  |         |  |      |  |      |
|--|---------|--|------|--|------|
|  | 49-9081 | Wind Turbine Service Technicians                           | None |  | 8.06 |
|  | 47-4061 | Rail-Track Laying and Maintenance Equipment Operators      | None |  | 4.94 |
|  | 53-3052 | Bus Drivers, Transit and Intercity                         | None |  | 4.66 |
|  | 47-4041 | Hazardous Materials Removal Workers                        | None |  | 4.32 |
|  | 53-7072 | Pump Operators, Except Wellhead Pumpers                    | None |  | 3.69 |
|  | 47-4071 | Septic Tank Servicers and Sewer Pipe Cleaners              | None |  | 3.15 |
|  | 43-5111 | Weighers, Measurers, Checkers, and Samplers, Recordkeeping | None |  | 2.63 |
|  | 47-2044 | Tile and Stone Setters                                     | None |  | 2.58 |
|  | 53-7081 | Refuse and Recyclable Material Collectors                  | None |  | 2.57 |
|  | 53-7073 | Wellhead Pumpers   | None |  | 2.57 |
|  | 17-3022 | Civil Engineering Technologists and Technicians            | None |  | 2.56 |
|  | 53-7051 | Industrial Truck and Tractor Operators                     | None |  | 2.52 |
|  | 19-5012 | Occupational Health and Safety Technicians                 | None |  | 2.44 |
|  | 47-5011 | Derrick Operators, Oil and Gas                             | None |  | 2.41 |
|  | 43-5011 | Cargo and Freight Agents                                   | None |  | 2.4  |

Dallas

|  |         |                                  |      |  |      |
|--|---------|----------------------------------|------|--|------|
|  | 49-9081 | Wind Turbine Service Technicians | None |  | 3.97 |
|--|---------|----------------------------------|------|--|------|

|  |         |  |                                 |  |      |
|--|---------|--|---------------------------------|--|------|
|  | 43-5011 | Cargo and Freight Agents   | None                            |  | 3.38 |
|  | 19-5012 | Occupational Health and Safety Technicians                         | None                            |  | 3.18 |
|  | 49-9062 | Medical Equipment Repairers  | None                            |  | 2.71 |
|  | 15-1254 | Web Developers   | Web Design and Development      |  | 2.66 |
|  | 49-3011 | Aircraft Mechanics and Service Technicians                         | Aviation Maintenance Technology |  | 2.56 |
|  | 53-1041 | Aircraft Cargo Handling Supervisors                                | None                            |  | 2.52 |
|  | 53-7081 | Refuse and Recyclable Material Collectors                          | None                            |  | 2.41 |
|  | 49-2091 | Avionics Technicians   | Industrial Motor Control        |  | 2.33 |
|  | 53-7051 | Industrial Truck and Tractor Operators                             | None                            |  | 2.33 |
|  | 53-3033 | Light Truck Drivers  | None                            |  | 2.32 |
|  | 19-4042 | Environmental Science and Protection Technicians, Including Health | None                            |  | 2.28 |
|  | 17-3022 | Civil Engineering Technologists and Technicians                    | None                            |  | 2.23 |
|  | 47-4071 | Septic Tank Servicers and Sewer Pipe Cleaners                      | None                            |  | 2.21 |
|  | 17-3031 | Surveying and Mapping Technicians                                  | None                            |  | 2.15 |

#### Northeast Texas

|  |         |  |                            |  |      |
|--|---------|--|----------------------------|--|------|
|  | 49-9062 | Medical Equipment Repairers                              | None                       |  | 3.85 |
|  | 53-7081 | Refuse and Recyclable Material Collectors                | None                       |  | 2.89 |
|  | 49-2098 | Security and Fire Alarm Systems Installers               | None                       |  | 2.59 |
|  | 11-9051 | Food Service Managers                                    | None                       |  | 1.99 |
|  | 49-9041 | Industrial Machinery Mechanics                           | Industrial Motor Control   |  | 1.83 |
|  | 19-4031 | Chemical Technicians                                     | None                       |  | 1.76 |
|  | 49-9011 | Mechanical Door Repairers                                | None                       |  | 1.72 |
|  | 49-3053 | Outdoor Power Equipment and Other Small Engine Mechanics | Power Equipment Technology |  | 1.68 |
|  | 51-9162 | Computer Numerically Controlled Tool Programmers         | None                       |  | 1.63 |
|  | 19-5012 | Occupational Health and Safety Technicians               | None                       |  | 1.59 |
|  | 21-1093 | Social and Human Service Assistants                      | None                       |  | 1.58 |
|  | 49-3092 | Recreational Vehicle Service Technicians                 | None                       |  | 1.46 |

|              |         |   |  |           |      |
|--------------|---------|---|--|-----------|------|
|              | 21-1094 | Community Health Workers  | None   |           | 1.44 |
|              | 33-1091 | First-Line Supervisors of Security Workers                            | None   |           | 1.44 |
|              | 49-9094 | Locksmiths and Safe Repairers   | None   |           | 1.44 |
| East Texas   |         |   |  |           |      |
|              | 47-4071 | Septic Tank Servicers and Sewer Pipe Cleaners                         | None   |           | 3.56 |
|              | 53-7021 | Crane and Tower Operators   | None   |           | 3.3  |
|              | 47-5023 | Earth Drillers, Except Oil and Gas                                    | None   |           | 2.87 |
|              | 47-2073 | Operating Engineers and Other Construction Equipment Operators        | None   |           | 2.77 |
|              | 49-3042 | Mobile Heavy Equipment Mechanics, Except Engines                      | None   |           | 2.47 |
|              | 49-3041 | Farm Equipment Mechanics and Service Technicians                      | None   |           | 2.32 |
|              | 47-2071 | Paving, Surfacing, and Tamping Equipment Operators                    | None   |           | 2.2  |
|              | 51-9193 | Cooling and Freezing Equipment Operators and Tenders                  | None   |           | 2.17 |
|              | 49-9041 | Industrial Machinery Mechanics  | Industrial Motor Control                                 |           | 2.09 |
|              | 47-2111 | Electricians  | Electrical Construction Wiring                           | TeamWorks | 2.02 |
|              | 49-9021 | Heating, Air Conditioning, and Refrigeration Mechanics and Installers | Heating, Ventilation, Air Conditioning and Refrigeration |           | 1.97 |
|              | 49-9096 | Riggers   | None   |           | 1.96 |
|              | 47-4021 | Elevator and Escalator Installers and Repairers                       | None   |           | 1.89 |
|              | 49-9062 | Medical Equipment Repairers   | None   |           | 1.87 |
|              | 49-9052 | Telecommunications Line Installers and Repairers                      | None   |           | 1.8  |
| West Central |         |   |  |           |      |
|              | 49-9081 | Wind Turbine Service Technicians                                      | None   |           | 3.77 |
|              | 49-9021 | Heating, Air Conditioning, and Refrigeration Mechanics and Installers | Heating, Ventilation, Air Conditioning and Refrigeration |           | 2.13 |
|              | 47-2111 | Electricians  | Electrical Construction Wiring                           | TeamWorks | 2.06 |
|              | 47-4071 | Septic Tank Servicers and Sewer Pipe Cleaners                         | None   |           | 1.94 |
|              | 53-3051 | Bus Drivers, School   | None   |           | 1.84 |

|               |         |  |                                 |           |      |
|---------------|---------|--|---------------------------------|-----------|------|
|               | 47-2152 | Plumbers, Pipefitters, and Steamfitters                            | Plumbing                        | TeamWorks | 1.66 |
|               | 35-1011 | Chefs and Head Cooks   | Culinary Arts                   |           | 1.39 |
|               | 47-3013 | Helpers--Electricians  | None                            |           | 1.31 |
|               | 53-7081 | Refuse and Recyclable Material Collectors                          | None                            |           | 1.3  |
|               | 23-2011 | Paralegals and Legal Assistants                                    | None                            |           | 1.25 |
|               | 49-9052 | Telecommunications Line Installers and Repairers                   | None                            |           | 1.24 |
|               | 53-3033 | Light Truck Drivers  | None                            |           | 1.23 |
|               | 11-9051 | Food Service Managers  | None                            |           | 1.22 |
|               | 49-3043 | Rail Car Repairers   | None                            |           | 1.13 |
|               | 11-9141 | Property, Real Estate, and Community Association Managers          | None                            |           | 1.09 |
| Borderplex    |         |  |                                 |           |      |
|               | 53-2012 | Commercial Pilots  | None                            |           | 3.51 |
|               | 47-4071 | Septic Tank Servicers and Sewer Pipe Cleaners                      | None                            |           | 3.46 |
|               | 49-9062 | Medical Equipment Repairers  | None                            |           | 2.75 |
|               | 47-4041 | Hazardous Materials Removal Workers                                | None                            |           | 2.62 |
|               | 43-5011 | Cargo and Freight Agents   | None                            |           | 2.49 |
|               | 49-3011 | Aircraft Mechanics and Service Technicians                         | Aviation Maintenance Technology |           | 2.31 |
|               | 53-3032 | Heavy and Tractor-Trailer Truck Drivers                            | None                            |           | 2.09 |
|               | 41-3021 | Insurance Sales Agents   | None                            |           | 2.06 |
|               | 53-3033 | Light Truck Drivers  | None                            |           | 2.03 |
|               | 19-5012 | Occupational Health and Safety Technicians                         | None                            |           | 2.03 |
|               | 19-4042 | Environmental Science and Protection Technicians, Including Health | None                            |           | 1.94 |
|               | 49-9052 | Telecommunications Line Installers and Repairers                   | None                            |           | 1.93 |
|               | 17-3031 | Surveying and Mapping Technicians                                  | None                            |           | 1.84 |
|               | 47-2171 | Reinforcing Iron and Rebar Workers                                 | None                            |           | 1.81 |
|               | 17-3011 | Architectural and Civil Drafters                                   | Architectural Drafting          |           | 1.75 |
| Permian Basin |         |  |                                 |           |      |
|               | 49-9081 | Wind Turbine Service Technicians                                   | None                            |           | 4.76 |

|               |         |   |                            |  |      |
|---------------|---------|---|----------------------------|--|------|
|               | 15-1254 | Web Developers  | Web Design and Development |  | 3.22 |
|               | 47-4071 | Septic Tank Servicers and Sewer Pipe Cleaners                         | None                       |  | 3.06 |
|               | 19-4042 | Environmental Science and Protection Technicians, Including Health    | None                       |  | 2.98 |
|               | 53-7071 | Gas Compressor and Gas Pumping Station Operators                      | None                       |  | 2.41 |
|               | 17-3011 | Architectural and Civil Drafters                                      | Architectural Drafting     |  | 2.23 |
|               | 15-1231 | Computer Network Support Specialists                                  | Internetworking            |  | 2.22 |
|               | 19-5012 | Occupational Health and Safety Technicians                            | None                       |  | 2.19 |
|               | 17-3029 | Engineering Technologists and Technicians, Except Drafters, All Other | None                       |  | 2.16 |
|               | 47-4041 | Hazardous Materials Removal Workers                                   | None                       |  | 2.11 |
|               | 11-9081 | Lodging Managers  | None                       |  | 2.06 |
|               | 53-3033 | Light Truck Drivers   | None                       |  | 2.04 |
|               | 49-3042 | Mobile Heavy Equipment Mechanics, Except Engines                      | None                       |  | 2.04 |
|               | 49-9041 | Industrial Machinery Mechanics  | Industrial Motor Control   |  | 1.85 |
|               | 35-1011 | Chefs and Head Cooks  | Culinary Arts              |  | 1.82 |
| Concho Valley |         |   |                            |  |      |
|               | 49-3042 | Mobile Heavy Equipment Mechanics, Except Engines                      | None                       |  | 2.57 |
|               | 51-8093 | Petroleum Pump System Operators, Refinery Operators, and Gaugers      | None                       |  | 2.26 |
|               | 51-4121 | Welders, Cutters, Solderers, and Brazers                              | None                       |  | 2.21 |
|               | 53-7073 | Wellhead Pumpers  | None                       |  | 1.96 |
|               | 49-9052 | Telecommunications Line Installers and Repairers                      | None                       |  | 1.87 |
|               | 47-5022 | Excavating and Loading Machine and Dragline Operators, Surface Mining | None                       |  | 1.77 |
|               | 49-9041 | Industrial Machinery Mechanics  | Industrial Motor Control   |  | 1.74 |
|               | 13-2082 | Tax Preparers   | None                       |  | 1.71 |
|               | 47-2073 | Operating Engineers and Other Construction Equipment Operators        | None                       |  | 1.57 |
|               | 49-9099 | Installation, Maintenance, and Repair Workers, All Other              | None                       |  | 1.51 |

|  |         |  |      |  |      |
|--|---------|--|------|--|------|
|  | 53-3033 | Light Truck Drivers  | None |  | 1.51 |
|  | 47-5012 | Rotary Drill Operators, Oil and Gas                                  | None |  | 1.51 |
|  | 17-3022 | Civil Engineering Technologists and Technicians                      | None |  | 1.5  |
|  | 11-9051 | Food Service Managers  | None |  | 1.46 |
|  | 47-1011 | First-Line Supervisors of Construction Trades and Extraction Workers | None |  | 1.44 |

#### Heart of Texas

|  |         |  |                            |  |      |
|--|---------|--|----------------------------|--|------|
|  | 15-1254 | Web Developers   | Web Design and Development |  | 2.63 |
|  | 49-9062 | Medical Equipment Repairers                                    | None                       |  | 2.32 |
|  | 49-2098 | Security and Fire Alarm Systems Installers                     | None                       |  | 2.11 |
|  | 19-4031 | Chemical Technicians   | None                       |  | 2.03 |
|  | 11-9141 | Property, Real Estate, and Community Association Managers      | None                       |  | 1.94 |
|  | 21-1094 | Community Health Workers                                       | None                       |  | 1.91 |
|  | 47-4071 | Septic Tank Servicers and Sewer Pipe Cleaners                  | None                       |  | 1.89 |
|  | 47-2073 | Operating Engineers and Other Construction Equipment Operators | None                       |  | 1.84 |
|  | 19-4099 | Life, Physical, and Social Science Technicians, All Other      | None                       |  | 1.74 |
|  | 53-7021 | Crane and Tower Operators                                      | None                       |  | 1.73 |
|  | 49-9041 | Industrial Machinery Mechanics                                 | Industrial Motor Control   |  | 1.73 |
|  | 49-9052 | Telecommunications Line Installers and Repairers               | None                       |  | 1.71 |
|  | 41-9022 | Real Estate Sales Agents                                       | None                       |  | 1.63 |
|  | 49-9043 | Maintenance Workers, Machinery                                 | None                       |  | 1.61 |
|  | 11-9051 | Food Service Managers  | None                       |  | 1.6  |

#### Capital Area

|  |         |  |                            |  |      |
|--|---------|--|----------------------------|--|------|
|  | 49-9081 | Wind Turbine Service Technicians                                   | None                       |  | 4.78 |
|  | 43-5011 | Cargo and Freight Agents   | None                       |  | 3.89 |
|  | 47-5011 | Derrick Operators, Oil and Gas                                     | None                       |  | 3.74 |
|  | 15-1254 | Web Developers   | Web Design and Development |  | 3.6  |
|  | 53-7073 | Wellhead Pumpers   | None                       |  | 3.58 |
|  | 19-4042 | Environmental Science and Protection Technicians, Including Health | None                       |  | 3.41 |

|               |         |  |                                     |                                    |      |
|---------------|---------|--|-------------------------------------|------------------------------------|------|
|               | 33-9021 | Private Detectives and Investigators                               | None                                |                                    | 3.34 |
|               | 15-1232 | Computer User Support Specialists                                  | None                                |                                    | 3.3  |
|               | 53-6051 | Transportation Inspectors  | None                                |                                    | 3.3  |
|               | 49-9062 | Medical Equipment Repairers  | None                                |                                    | 3.18 |
|               | 49-2097 | Audiovisual Equipment Installers and Repairers                     | Internet Of Things (IOT) Smart Home |                                    | 3.04 |
|               | 11-3071 | Transportation, Storage, and Distribution Managers                 | None                                |                                    | 2.96 |
|               | 13-2082 | Tax Preparers  | None                                |                                    | 2.95 |
|               | 53-2031 | Flight Attendants  | None                                |                                    | 2.94 |
|               | 47-4071 | Septic Tank Servicers and Sewer Pipe Cleaners                      | None                                |                                    | 2.92 |
| Rural Capital |         |  |                                     |                                    |      |
|               | 17-3026 | Industrial Engineering Technologists and Technicians               | Additive Manufacturing              | Automated Manufacturing Technology | 6.39 |
|               | 17-3013 | Mechanical Drafters  | Technical Drafting                  |                                    | 5.57 |
|               | 19-5012 | Occupational Health and Safety Technicians                         | None                                |                                    | 4.57 |
|               | 23-2011 | Paralegals and Legal Assistants                                    | None                                |                                    | 3.96 |
|               | 15-1254 | Web Developers   | Web Design and Development          |                                    | 3.96 |
|               | 53-7051 | Industrial Truck and Tractor Operators                             | None                                |                                    | 3.85 |
|               | 11-3071 | Transportation, Storage, and Distribution Managers                 | None                                |                                    | 3.54 |
|               | 49-9052 | Telecommunications Line Installers and Repairers                   | None                                |                                    | 3.45 |
|               | 19-4042 | Environmental Science and Protection Technicians, Including Health | None                                |                                    | 3.42 |
|               | 33-9021 | Private Detectives and Investigators                               | None                                |                                    | 3.25 |
|               | 15-1232 | Computer User Support Specialists                                  | None                                |                                    | 3.22 |
|               | 53-3032 | Heavy and Tractor-Trailer Truck Drivers                            | None                                |                                    | 3.17 |
|               | 11-9081 | Lodging Managers   | None                                |                                    | 3.11 |
|               | 43-5061 | Production, Planning, and Expediting Clerks                        | None                                |                                    | 3.11 |
|               | 49-9051 | Electrical Power-Line Installers and Repairers                     | None                                |                                    | 3.09 |
| Brazos Valley |         |  |                                     |                                    |      |

|  |         |   |                                   |                             |      |
|--|---------|---|-----------------------------------|-----------------------------|------|
|  | 49-3041 | Farm Equipment Mechanics and Service Technicians                      | None                              |                             | 3.57 |
|  | 51-9011 | Chemical Equipment Operators and Tenders                              | None                              |                             | 3.54 |
|  | 53-3051 | Bus Drivers, School   | None                              |                             | 2.51 |
|  | 15-1254 | Web Developers  | Web Design and Development        |                             | 2.23 |
|  | 53-3033 | Light Truck Drivers   | None                              |                             | 2.02 |
|  | 49-3021 | Automotive Body and Related Repairers                                 | Automotive Refinishing Technology | Collision Repair Technology | 2.01 |
|  | 23-2011 | Paralegals and Legal Assistants                                       | None                              |                             | 1.93 |
|  | 11-9081 | Lodging Managers  | None                              |                             | 1.89 |
|  | 35-1011 | Chefs and Head Cooks  | Culinary Arts                     |                             | 1.81 |
|  | 17-3029 | Engineering Technologists and Technicians, Except Drafters, All Other | None                              |                             | 1.81 |
|  | 49-3043 | Rail Car Repairers  | None                              |                             | 1.8  |
|  | 49-9051 | Electrical Power-Line Installers and Repairers                        | None                              |                             | 1.71 |
|  | 53-4022 | Railroad Brake, Signal, and Switch Operators and Locomotive Firers    | None                              |                             | 1.68 |
|  | 47-2111 | Electricians  | Electrical Construction Wiring    | TeamWorks                   | 1.67 |
|  | 49-9041 | Industrial Machinery Mechanics  | Industrial Motor Control          |                             | 1.66 |

#### Deep East Texas

|  |         |   |                          |  |      |
|--|---------|---|--------------------------|--|------|
|  | 53-7073 | Wellhead Pumpers  | None                     |  | 3.42 |
|  | 11-9141 | Property, Real Estate, and Community Association Managers | None                     |  | 2.28 |
|  | 47-5013 | Service Unit Operators, Oil and Gas                       | None                     |  | 2.28 |
|  | 41-9022 | Real Estate Sales Agents                                  | None                     |  | 1.77 |
|  | 47-5071 | Roustabouts, Oil and Gas                                  | None                     |  | 1.77 |
|  | 49-9041 | Industrial Machinery Mechanics                            | Industrial Motor Control |  | 1.73 |
|  | 11-9081 | Lodging Managers  | None                     |  | 1.67 |
|  | 39-1022 | First-Line Supervisors of Personal Service Workers        | None                     |  | 1.55 |
|  | 41-3021 | Insurance Sales Agents                                    | None                     |  | 1.41 |
|  | 49-3041 | Farm Equipment Mechanics and Service Technicians          | None                     |  | 1.4  |
|  | 17-3031 | Surveying and Mapping Technicians                         | None                     |  | 1.31 |

|  |         |   |               |           |      |
|--|---------|---|---------------|-----------|------|
|  | 35-1011 | Chefs and Head Cooks                      | Culinary Arts |           | 1.29 |
|  | 47-2031 | Carpenters                                | Carpentry     | TeamWorks | 1.22 |
|  | 11-9171 | Funeral Home Managers                     | None          |           | 1.16 |
|  | 53-7081 | Refuse and Recyclable Material Collectors | None          |           | 1.15 |

Southeast Texas

|  |         |   |  |           |      |
|--|---------|---|--|-----------|------|
|  | 47-2081 | Drywall and Ceiling Tile Installers                                     | None   |           | 2.28 |
|  | 49-9041 | Industrial Machinery Mechanics  | Industrial Motor Control                                 |           | 2.1  |
|  | 49-9021 | Heating, Air Conditioning, and Refrigeration Mechanics and Installers   | Heating, Ventilation, Air Conditioning and Refrigeration |           | 2.08 |
|  | 49-3043 | Rail Car Repairers  | None   |           | 1.88 |
|  | 19-4042 | Environmental Science and Protection Technicians, Including Health      | None   |           | 1.86 |
|  | 51-9124 | Coating, Painting, and Spraying Machine Setters, Operators, and Tenders | None   |           | 1.81 |
|  | 39-1022 | First-Line Supervisors of Personal Service Workers                      | None   |           | 1.65 |
|  | 47-2011 | Boilermakers  | None   |           | 1.62 |
|  | 53-3033 | Light Truck Drivers   | None   |           | 1.61 |
|  | 49-9044 | Millwrights   | None   |           | 1.44 |
|  | 47-2111 | Electricians  | Electrical Construction Wiring                           | TeamWorks | 1.42 |
|  | 47-4090 | Miscellaneous Construction and Related Workers                          | None   |           | 1.38 |
|  | 49-9012 | Control and Valve Installers and Repairers, Except Mechanical Door      | None   |           | 1.36 |
|  | 47-5071 | Roustabouts, Oil and Gas  | None   |           | 1.33 |
|  | 33-1091 | First-Line Supervisors of Security Workers                              | None   |           | 1.29 |

Golden Crescent

|  |         |   |  |           |      |
|--|---------|---|--|-----------|------|
|  | 49-3041 | Farm Equipment Mechanics and Service Technicians                      | None   |           | 2.86 |
|  | 47-2111 | Electricians  | Electrical Construction Wiring                           | TeamWorks | 2.61 |
|  | 53-7073 | Wellhead Pumpers  | None   |           | 2.39 |
|  | 49-9021 | Heating, Air Conditioning, and Refrigeration Mechanics and Installers | Heating, Ventilation, Air Conditioning and Refrigeration |           | 2.31 |
|  | 47-3013 | Helpers--Electricians   | None   |           | 2.02 |

|             |         |  |                               |           |      |
|-------------|---------|--|-------------------------------|-----------|------|
|             | 49-9041 | Industrial Machinery Mechanics                                     | Industrial Motor Control      |           | 1.93 |
|             | 49-3042 | Mobile Heavy Equipment Mechanics, Except Engines                   | None                          |           | 1.75 |
|             | 17-3011 | Architectural and Civil Drafters                                   | Architectural Drafting        |           | 1.48 |
|             | 49-9043 | Maintenance Workers, Machinery                                     | None                          |           | 1.39 |
|             | 35-1011 | Chefs and Head Cooks   | Culinary Arts                 |           | 1.37 |
|             | 53-3033 | Light Truck Drivers  | None                          |           | 1.27 |
|             | 17-3022 | Civil Engineering Technologists and Technicians                    | None                          |           | 1.21 |
|             | 47-5071 | Roustabouts, Oil and Gas   | None                          |           | 1.14 |
|             | 11-9141 | Property, Real Estate, and Community Association Managers          | None                          |           | 1.12 |
|             | 47-2152 | Plumbers, Pipefitters, and Steamfitters                            | Plumbing                      | TeamWorks | 1.07 |
| Alamo       |         |  |                               |           |      |
|             | 49-9081 | Wind Turbine Service Technicians                                   | None                          |           | 5.31 |
|             | 49-3092 | Recreational Vehicle Service Technicians                           | None                          |           | 3.58 |
|             | 49-2098 | Security and Fire Alarm Systems Installers                         | None                          |           | 2.96 |
|             | 53-7072 | Pump Operators, Except Wellhead Pumpers                            | None                          |           | 2.94 |
|             | 15-1254 | Web Developers   | Web Design and Development    |           | 2.93 |
|             | 49-3052 | Motorcycle Mechanics   | Motorcycle Service Technology |           | 2.84 |
|             | 53-7073 | Wellhead Pumpers   | None                          |           | 2.71 |
|             | 19-5012 | Occupational Health and Safety Technicians                         | None                          |           | 2.67 |
|             | 49-9041 | Industrial Machinery Mechanics                                     | Industrial Motor Control      |           | 2.66 |
|             | 43-5011 | Cargo and Freight Agents   | None                          |           | 2.56 |
|             | 19-4042 | Environmental Science and Protection Technicians, Including Health | None                          |           | 2.46 |
|             | 47-4041 | Hazardous Materials Removal Workers                                | None                          |           | 2.44 |
|             | 53-3033 | Light Truck Drivers  | None                          |           | 2.43 |
|             | 53-7051 | Industrial Truck and Tractor Operators                             | None                          |           | 2.39 |
|             | 11-9081 | Lodging Managers   | None                          |           | 2.36 |
| South Texas |         |  |                               |           |      |

|  |         |   |  |                               |      |
|--|---------|---|--|-------------------------------|------|
|  | 47-2111 | Electricians  | Electrical Construction Wiring                           | TeamWorks                     | 2.29 |
|  | 11-3071 | Transportation, Storage, and Distribution Managers                    | None   |                               | 2.15 |
|  | 53-7051 | Industrial Truck and Tractor Operators                                | None   |                               | 2.01 |
|  | 49-9021 | Heating, Air Conditioning, and Refrigeration Mechanics and Installers | Heating, Ventilation, Air Conditioning and Refrigeration |                               | 1.97 |
|  | 53-3033 | Light Truck Drivers   | None   |                               | 1.96 |
|  | 47-2152 | Plumbers, Pipefitters, and Steamfitters                               | Plumbing   | TeamWorks                     | 1.84 |
|  | 49-3021 | Automotive Body and Related Repairers                                 | Automotive Refinishing Technology                        | Collision Repair Technology   | 1.81 |
|  | 11-9051 | Food Service Managers   | None   |                               | 1.74 |
|  | 43-5011 | Cargo and Freight Agents  | None   |                               | 1.73 |
|  | 53-3032 | Heavy and Tractor-Trailer Truck Drivers                               | None   |                               | 1.68 |
|  | 41-3021 | Insurance Sales Agents  | None   |                               | 1.64 |
|  | 47-3013 | Helpers--Electricians   | None   |                               | 1.59 |
|  | 35-1011 | Chefs and Head Cooks  | Culinary Arts  |                               | 1.5  |
|  | 21-1094 | Community Health Workers  | None   |                               | 1.5  |
|  | 49-3023 | Automotive Service Technicians and Mechanics                          | Automotive Maintenance and Light Repair                  | Automotive Service Technology | 1.46 |

#### Coastal Bend

|  |         |  |                          |           |      |
|--|---------|--|--------------------------|-----------|------|
|  | 49-9081 | Wind Turbine Service Technicians                               | None                     |           | 5.09 |
|  | 47-2171 | Reinforcing Iron and Rebar Workers                             | None                     |           | 2.94 |
|  | 49-3042 | Mobile Heavy Equipment Mechanics, Except Engines               | None                     |           | 2.78 |
|  | 47-4071 | Septic Tank Servicers and Sewer Pipe Cleaners                  | None                     |           | 2.56 |
|  | 47-2073 | Operating Engineers and Other Construction Equipment Operators | None                     |           | 2.39 |
|  | 49-9044 | Millwrights  | None                     |           | 2.28 |
|  | 47-5023 | Earth Drillers, Except Oil and Gas                             | None                     |           | 2.22 |
|  | 49-9062 | Medical Equipment Repairers                                    | None                     |           | 2.19 |
|  | 47-2011 | Boilermakers   | None                     |           | 1.95 |
|  | 49-9041 | Industrial Machinery Mechanics                                 | Industrial Motor Control |           | 1.9  |
|  | 47-2031 | Carpenters   | Carpentry                | TeamWorks | 1.87 |

|                         |         |   |   |                               |      |
|-------------------------|---------|---|---|-------------------------------|------|
|                         | 47-2221 | Structural Iron and Steel Workers                                       | None                                    |                               | 1.82 |
|                         | 53-7021 | Crane and Tower Operators   | None                                    |                               | 1.76 |
|                         | 47-1011 | First-Line Supervisors of Construction Trades and Extraction Workers    | None                                    |                               | 1.7  |
|                         | 47-2051 | Cement Masons and Concrete Finishers                                    | None                                    |                               | 1.68 |
| <b>Lower Rio Grande</b> |         |   |   |                               |      |
|                         | 53-3052 | Bus Drivers, Transit and Intercity                                      | None                                    |                               | 4.73 |
|                         | 49-9062 | Medical Equipment Repairers   | None                                    |                               | 2.47 |
|                         | 47-4071 | Septic Tank Servicers and Sewer Pipe Cleaners                           | None                                    |                               | 2.33 |
|                         | 41-3021 | Insurance Sales Agents  | None                                    |                               | 2.13 |
|                         | 49-9052 | Telecommunications Line Installers and Repairers                        | None                                    |                               | 1.95 |
|                         | 51-9124 | Coating, Painting, and Spraying Machine Setters, Operators, and Tenders | None                                    |                               | 1.84 |
|                         | 43-5011 | Cargo and Freight Agents  | None                                    |                               | 1.68 |
|                         | 49-9041 | Industrial Machinery Mechanics  | Industrial Motor Control                |                               | 1.67 |
|                         | 11-3071 | Transportation, Storage, and Distribution Managers                      | None                                    |                               | 1.64 |
|                         | 35-1011 | Chefs and Head Cooks  | Culinary Arts                           |                               | 1.62 |
|                         | 21-1094 | Community Health Workers  | None                                    |                               | 1.62 |
|                         | 23-2011 | Paralegals and Legal Assistants   | None                                    |                               | 1.53 |
|                         | 53-3032 | Heavy and Tractor-Trailer Truck Drivers                                 | None                                    |                               | 1.51 |
|                         | 53-3033 | Light Truck Drivers   | None                                    |                               | 1.49 |
|                         | 17-3031 | Surveying and Mapping Technicians                                       | None                                    |                               | 1.41 |
| <b>Cameron County</b>   |         |   |   |                               |      |
|                         | 21-1093 | Social and Human Service Assistants                                     | None                                    |                               | 2.69 |
|                         | 39-1022 | First-Line Supervisors of Personal Service Workers                      | None                                    |                               | 2.66 |
|                         | 21-1094 | Community Health Workers  | None                                    |                               | 1.66 |
|                         | 53-3033 | Light Truck Drivers   | None                                    |                               | 1.51 |
|                         | 49-3023 | Automotive Service Technicians and Mechanics                            | Automotive Maintenance and Light Repair | Automotive Service Technology | 1.48 |
|                         | 49-3011 | Aircraft Mechanics and Service Technicians                              | Aviation Maintenance Technology         |                               | 1.36 |
|                         | 49-9062 | Medical Equipment Repairers   | None                                    |                               | 1.24 |
|                         | 43-5011 | Cargo and Freight Agents  | None                                    |                               | 1.18 |

|  |         |  |                          |  |      |
|--|---------|--|--------------------------|--|------|
|  | 11-3071 | Transportation, Storage, and Distribution Managers | None                     |  | 1.18 |
|  | 15-1232 | Computer User Support Specialists                  | None                     |  | 1.16 |
|  | 49-3042 | Mobile Heavy Equipment Mechanics, Except Engines   | None                     |  | 1.14 |
|  | 17-3031 | Surveying and Mapping Technicians                  | None                     |  | 1.14 |
|  | 49-9041 | Industrial Machinery Mechanics                     | Industrial Motor Control |  | 1.12 |
|  | 53-7051 | Industrial Truck and Tractor Operators             | None                     |  | 1.07 |
|  | 17-3011 | Architectural and Civil Drafters                   | Architectural Drafting   |  | 1.05 |

#### Texoma

|  |         |   |                          |                            |       |
|--|---------|---|--------------------------|----------------------------|-------|
|  | 17-3023 | Electrical and Electronic Engineering Technologists and Technicians | Electronics Technology   | Telecommunications Cabling | 13.95 |
|  | 49-9041 | Industrial Machinery Mechanics                                      | Industrial Motor Control |                            | 10.46 |
|  | 51-1011 | First-Line Supervisors of Production and Operating Workers          | None                     |                            | 3.99  |
|  | 17-3031 | Surveying and Mapping Technicians                                   | None                     |                            | 2.26  |
|  | 15-1232 | Computer User Support Specialists                                   | None                     |                            | 2.14  |
|  | 17-3011 | Architectural and Civil Drafters                                    | Architectural Drafting   |                            | 2.11  |
|  | 43-5061 | Production, Planning, and Expediting Clerks                         | None                     |                            | 1.86  |
|  | 37-1011 | First-Line Supervisors of Housekeeping and Janitorial Workers       | None                     |                            | 1.75  |
|  | 49-9043 | Maintenance Workers, Machinery                                      | None                     |                            | 1.75  |
|  | 47-2051 | Cement Masons and Concrete Finishers                                | None                     |                            | 1.68  |
|  | 51-9061 | Inspectors, Testers, Sorters, Samplers, and Weighers                | None                     |                            | 1.58  |
|  | 35-1011 | Chefs and Head Cooks  | Culinary Arts            |                            | 1.57  |
|  | 13-2082 | Tax Preparers   | None                     |                            | 1.55  |
|  | 49-9052 | Telecommunications Line Installers and Repairers                    | None                     |                            | 1.55  |
|  | 53-3033 | Light Truck Drivers   | None                     |                            | 1.51  |

#### Central Texas

|  |         |   |      |  |      |
|--|---------|---|------|--|------|
|  | 53-7081 | Refuse and Recyclable Material Collectors | None |  | 2.59 |
|  | 49-9062 | Medical Equipment Repairers               | None |  | 2.35 |

|  |         |   |                                |           |      |
|--|---------|---|--------------------------------|-----------|------|
|  | 43-9041 | Insurance Claims and Policy Processing Clerks                         | None                           |           | 2.26 |
|  | 47-5022 | Excavating and Loading Machine and Dragline Operators, Surface Mining | None                           |           | 1.86 |
|  | 49-9041 | Industrial Machinery Mechanics  | Industrial Motor Control       |           | 1.72 |
|  | 15-1231 | Computer Network Support Specialists                                  | Internetworking                |           | 1.7  |
|  | 53-3033 | Light Truck Drivers   | None                           |           | 1.69 |
|  | 11-9141 | Property, Real Estate, and Community Association Managers             | None                           |           | 1.65 |
|  | 15-1232 | Computer User Support Specialists                                     | None                           |           | 1.64 |
|  | 21-1094 | Community Health Workers  | None                           |           | 1.55 |
|  | 13-1031 | Claims Adjusters, Examiners, and Investigators                        | None                           |           | 1.46 |
|  | 49-9051 | Electrical Power-Line Installers and Repairers                        | None                           |           | 1.46 |
|  | 11-3071 | Transportation, Storage, and Distribution Managers                    | None                           |           | 1.34 |
|  | 47-2111 | Electricians  | Electrical Construction Wiring | TeamWorks | 1.32 |
|  | 23-2011 | Paralegals and Legal Assistants                                       | None                           |           | 1.29 |

#### Middle Rio Grande

|  |         |  |                          |           |      |
|--|---------|--|--------------------------|-----------|------|
|  | 49-9052 | Telecommunications Line Installers and Repairers                     | None                     |           | 2.52 |
|  | 53-7073 | Wellhead Pumpers   | None                     |           | 2.16 |
|  | 47-2031 | Carpenters   | Carpentry                | TeamWorks | 2.05 |
|  | 39-1022 | First-Line Supervisors of Personal Service Workers                   | None                     |           | 2.03 |
|  | 49-3042 | Mobile Heavy Equipment Mechanics, Except Engines                     | None                     |           | 1.97 |
|  | 53-3033 | Light Truck Drivers  | None                     |           | 1.93 |
|  | 49-9041 | Industrial Machinery Mechanics                                       | Industrial Motor Control |           | 1.9  |
|  | 11-9081 | Lodging Managers   | None                     |           | 1.87 |
|  | 11-9051 | Food Service Managers  | None                     |           | 1.84 |
|  | 47-5071 | Roustabouts, Oil and Gas   | None                     |           | 1.84 |
|  | 49-9099 | Installation, Maintenance, and Repair Workers, All Other             | None                     |           | 1.74 |
|  | 47-1011 | First-Line Supervisors of Construction Trades and Extraction Workers | None                     |           | 1.52 |
|  | 47-5013 | Service Unit Operators, Oil and Gas                                  | None                     |           | 1.51 |

|                   |         |  |                            |  |      |
|-------------------|---------|--|----------------------------|--|------|
|                   | 53-3032 | Heavy and Tractor-Trailer Truck Drivers                            | None                       |  | 1.44 |
|                   | 47-2073 | Operating Engineers and Other Construction Equipment Operators     | None                       |  | 1.38 |
| <b>Gulf Coast</b> |         |  |                            |  |      |
|                   | 49-9081 | Wind Turbine Service Technicians                                   | None                       |  | 5    |
|                   | 47-4071 | Septic Tank Servicers and Sewer Pipe Cleaners                      | None                       |  | 3.13 |
|                   | 27-2032 | Choreographers   | None                       |  | 3.01 |
|                   | 15-1254 | Web Developers   | Web Design and Development |  | 2.97 |
|                   | 49-3043 | Rail Car Repairers   | None                       |  | 2.89 |
|                   | 49-9062 | Medical Equipment Repairers  | None                       |  | 2.72 |
|                   | 19-5012 | Occupational Health and Safety Technicians                         | None                       |  | 2.38 |
|                   | 53-7073 | Wellhead Pumpers   | None                       |  | 2.36 |
|                   | 53-3033 | Light Truck Drivers  | None                       |  | 2.34 |
|                   | 47-4041 | Hazardous Materials Removal Workers                                | None                       |  | 2.33 |
|                   | 49-9041 | Industrial Machinery Mechanics                                     | Industrial Motor Control   |  | 2.31 |
|                   | 53-7051 | Industrial Truck and Tractor Operators                             | None                       |  | 2.27 |
|                   | 19-4042 | Environmental Science and Protection Technicians, Including Health | None                       |  | 2.25 |
|                   | 51-9162 | Computer Numerically Controlled Tool Programmers                   | None                       |  | 2.23 |
|                   | 49-3042 | Mobile Heavy Equipment Mechanics, Except Engines                   | None                       |  | 2.21 |
| <b>Texas</b>      |         |  |                            |  |      |
|                   | 49-9081 | Wind Turbine Service Technicians                                   | None                       |  | 5.04 |
|                   | 15-1254 | Web Developers   | Web Design and Development |  | 2.91 |
|                   | 49-9062 | Medical Equipment Repairers  | None                       |  | 2.67 |
|                   | 19-5012 | Occupational Health and Safety Technicians                         | None                       |  | 2.54 |
|                   | 43-5011 | Cargo and Freight Agents   | None                       |  | 2.49 |
|                   | 47-4071 | Septic Tank Servicers and Sewer Pipe Cleaners                      | None                       |  | 2.45 |
|                   | 49-9041 | Industrial Machinery Mechanics                                     | Industrial Motor Control   |  | 2.39 |
|                   | 19-4042 | Environmental Science and Protection Technicians, Including Health | None                       |  | 2.24 |

|  |         |   |      |    |      |
|--|---------|---|------|----|------|
|  | 53-7051 | Industrial Truck and Tractor Operators  | None |    | 2.22 |
|  | 33-9021 | Private Detectives and Investigators  | None |    | 2.21 |
|  | 53-3033 | Light Truck Drivers   | None |    | 2.2  |
|  | 49-2098 | Security and Fire Alarm Systems Installers  | None |    | 2.18 |
|  | 47-4041 | Hazardous Materials Removal Workers   | None |    | 2.17 |
|  | 15-1232 | Computer User Support Specialists   | None |    | 2.13 |
|  | 53-2031 | Flight Attendants   | None |    | 2.12 |
|  |         |   |      |    |      |
|  |         | Average number of LWDA occupations addressed by competitions (Not Including State Occupations and Their Comps.) | 2.89 |    |      |
|  |         |   |      |    |      |
|  |         | LWDA Number of Occupations Addressed (Not Including State Occupations and Their Comps.)                         | 81   |    |      |
|  |         |   |      |    |      |
|  |         | LWDA Number of Competitions Addressing Occupations (Not Including State Occupations and Their Comps.)           | 19   | 5  |      |
|  |         | Sum   |      | 24 |      |

Table 4: Local Area and State Demand for Declining Occupations

| Area         | SOC     | Occupations   | Competition 1 | Competition 2       | Competition 3     | Annualized Percent Growth |
|--------------|---------|---|---------------|---------------------|-------------------|---------------------------|
| Panhandle    |         |   |               |                     |                   |                           |
|              | 43-6011 | Executive Secretaries and Executive Administrative Assistants           | None          |                     |                   | -2.12                     |
|              | 43-6012 | Legal Secretaries and Administrative Assistants                         | None          |                     |                   | -2.04                     |
|              | 51-9162 | Computer Numerically Controlled Tool Programmers                        | None          |                     |                   | -1.17                     |
|              | 51-9011 | Chemical Equipment Operators and Tenders                                | None          |                     |                   | -1.12                     |
|              | 51-9061 | Inspectors, Testers, Sorters, Samplers, and Weighers                    | None          |                     |                   | -1.11                     |
|              | 51-4122 | Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders | Welding       | Welding Fabrication | Welding Sculpture | -0.7                      |
|              | 51-8031 | Water and Wastewater Treatment Plant and System Operators               | None          |                     |                   | -0.68                     |
|              | 51-9161 | Computer Numerically Controlled Tool Operators                          | None          |                     |                   | -0.66                     |
|              | 19-4031 | Chemical Technicians  | None          |                     |                   | -0.46                     |
|              | 43-3011 | Bill and Account Collectors   | None          |                     |                   | -0.43                     |
|              | 43-4141 | New Accounts Clerks   | None          |                     |                   | -0.41                     |
|              | 43-3061 | Procurement Clerks  | None          |                     |                   | -0.27                     |
|              | 11-9171 | Funeral Home Managers   | None          |                     |                   | -0.24                     |
|              | 47-2071 | Paving, Surfacing, and Tamping Equipment Operators                      | None          |                     |                   | -0.21                     |
|              | 51-8013 | Power Plant Operators   | None          |                     |                   | -0.21                     |
| South Plains |         |   |               |                     |                   |                           |
|              | 43-6011 | Executive Secretaries and Executive Administrative Assistants           | None          |                     |                   | -1.81                     |
|              | 43-6012 | Legal Secretaries and Administrative Assistants                         | None          |                     |                   | -1.47                     |
|              | 51-9061 | Inspectors, Testers, Sorters, Samplers, and Weighers                    | None          |                     |                   | -0.97                     |
|              | 33-1011 | First-Line Supervisors of Correctional Officers                         | None          |                     |                   | -0.86                     |
|              | 33-3012 | Correctional Officers and Jailers                                       | None          |                     |                   | -0.83                     |

|  |         |   |      |  |  |       |
|--|---------|---|------|--|--|-------|
|  | 47-5022 | Excavating and Loading Machine and Dragline Operators, Surface Mining | None |  |  | -0.24 |
|  | 51-9161 | Computer Numerically Controlled Tool Operators                        | None |  |  | -0.2  |
|  | 51-8031 | Water and Wastewater Treatment Plant and System Operators             | None |  |  | -0.17 |
|  | 43-4151 | Order Clerks  | None |  |  | -0.12 |
|  | 45-1011 | First-Line Supervisors of Farming, Fishing, and Forestry Workers      | None |  |  | -0.08 |
|  | 13-1031 | Claims Adjusters, Examiners, and Investigators                        | None |  |  | -0.05 |
|  | 43-3011 | Bill and Account Collectors   | None |  |  | -0.02 |
|  | 43-4161 | Human Resources Assistants, Except Payroll and Timekeeping            | None |  |  | 0     |
|  | 43-3051 | Payroll and Timekeeping Clerks  | None |  |  | 0.04  |
|  | 43-3031 | Bookkeeping, Accounting, and Auditing Clerks                          | None |  |  | 0.06  |

#### North Texas

|  |         |   |                     |           |  |       |
|--|---------|---|---------------------|-----------|--|-------|
|  | 43-6011 | Executive Secretaries and Executive Administrative Assistants | None                |           |  | -2.13 |
|  | 51-9061 | Inspectors, Testers, Sorters, Samplers, and Weighers          | None                |           |  | -1.35 |
|  | 51-8031 | Water and Wastewater Treatment Plant and System Operators     | None                |           |  | -1.24 |
|  | 51-2041 | Structural Metal Fabricators and Fitters                      | Welding Fabrication |           |  | -1.17 |
|  | 47-2031 | Carpenters  | Carpentry           | TeamWorks |  | -0.97 |
|  | 49-9051 | Electrical Power-Line Installers and Repairers                | None                |           |  | -0.6  |
|  | 43-3051 | Payroll and Timekeeping Clerks                                | None                |           |  | -0.54 |
|  | 51-2011 | Aircraft Structure, Surfaces, Rigging, and Systems Assemblers | None                |           |  | -0.51 |
|  | 43-4161 | Human Resources Assistants, Except Payroll and Timekeeping    | None                |           |  | -0.49 |

|  |         |   |                  |  |  |       |
|--|---------|---|------------------|--|--|-------|
|  | 43-4031 | Court, Municipal, and License Clerks            | None             |  |  | -0.33 |
|  | 43-3031 | Bookkeeping, Accounting, and Auditing Clerks    | None             |  |  | -0.28 |
|  | 29-1292 | Dental Hygienists                               | None             |  |  | -0.25 |
|  | 31-9091 | Dental Assistants                               | Dental Assisting |  |  | -0.18 |
|  | 33-1012 | First-Line Supervisors of Police and Detectives | None             |  |  | -0.18 |
|  | 47-2141 | Painters, Construction and Maintenance          | None             |  |  | -0.13 |

#### North Central

|  |         |   |                     |                                    |                   |       |
|--|---------|---|---------------------|------------------------------------|-------------------|-------|
|  | 51-2041 | Structural Metal Fabricators and Fitters                                | Welding Fabrication |                                    |                   | -0.89 |
|  | 51-4023 | Rolling Machine Setters, Operators, and Tenders, Metal and Plastic      | None                |                                    |                   | -0.75 |
|  | 43-6011 | Executive Secretaries and Executive Administrative Assistants           | None                |                                    |                   | -0.37 |
|  | 43-6012 | Legal Secretaries and Administrative Assistants                         | None                |                                    |                   | -0.34 |
|  | 27-2032 | Choreographers  | None                |                                    |                   | -0.32 |
|  | 43-5041 | Meter Readers, Utilities  | None                |                                    |                   | -0.29 |
|  | 51-8013 | Power Plant Operators   | None                |                                    |                   | -0.18 |
|  | 51-9061 | Inspectors, Testers, Sorters, Samplers, and Weighers                    | None                |                                    |                   | -0.06 |
|  | 17-3024 | Electro-Mechanical and Mechatronics Technologists and Technicians       | Mechatronics        | Robotics and Automation Technology |                   | 0.16  |
|  | 33-1011 | First-Line Supervisors of Correctional Officers                         | None                |                                    |                   | 0.22  |
|  | 51-9196 | Paper Goods Machine Setters, Operators, and Tenders                     | None                |                                    |                   | 0.38  |
|  | 51-8031 | Water and Wastewater Treatment Plant and System Operators               | None                |                                    |                   | 0.43  |
|  | 33-3012 | Correctional Officers and Jailers                                       | None                |                                    |                   | 0.48  |
|  | 51-9162 | Computer Numerically Controlled Tool Programmers                        | None                |                                    |                   | 0.55  |
|  | 51-4122 | Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders | Welding             | Welding Fabrication                | Welding Sculpture | 0.55  |

| Tarrant County |         |  |                     |  |  |       |
|----------------|---------|--|---------------------|--|--|-------|
|                | 27-4012 | Broadcast Technicians  | None                |  |  | -2.22 |
|                | 43-5041 | Meter Readers, Utilities   | None                |  |  | -2.02 |
|                | 51-2041 | Structural Metal Fabricators and Fitters                           | Welding Fabrication |  |  | -1.89 |
|                | 51-4023 | Rolling Machine Setters, Operators, and Tenders, Metal and Plastic | None                |  |  | -1.45 |
|                | 41-3011 | Advertising Sales Agents   | None                |  |  | -1.43 |
|                | 51-2011 | Aircraft Structure, Surfaces, Rigging, and Systems Assemblers      | None                |  |  | -1.28 |
|                | 43-6012 | Legal Secretaries and Administrative Assistants                    | None                |  |  | -1.28 |
|                | 49-9031 | Home Appliance Repairers   | None                |  |  | -1.24 |
|                | 43-6011 | Executive Secretaries and Executive Administrative Assistants      | None                |  |  | -1.21 |
|                | 27-2032 | Choreographers   | None                |  |  | -0.85 |
|                | 51-9196 | Paper Goods Machine Setters, Operators, and Tenders                | None                |  |  | -0.8  |
|                | 43-4041 | Credit Authorizers, Checkers, and Clerks                           | None                |  |  | -0.69 |
|                | 51-9061 | Inspectors, Testers, Sorters, Samplers, and Weighers               | None                |  |  | -0.67 |
|                | 51-9191 | Adhesive Bonding Machine Operators and Tenders                     | None                |  |  | -0.31 |
|                | 43-3011 | Bill and Account Collectors  | None                |  |  | -0.29 |
| Dallas         |         |  |                     |  |  |       |
|                | 53-7073 | Wellhead Pumpers   | None                |  |  | -3.34 |
|                | 47-5012 | Rotary Drill Operators, Oil and Gas                                | None                |  |  | -1.96 |
|                | 43-6012 | Legal Secretaries and Administrative Assistants                    | None                |  |  | -1.73 |
|                | 41-3011 | Advertising Sales Agents   | None                |  |  | -1.64 |
|                | 51-2041 | Structural Metal Fabricators and Fitters                           | Welding Fabrication |  |  | -1.58 |
|                | 43-5041 | Meter Readers, Utilities   | None                |  |  | -1.56 |
|                | 51-8013 | Power Plant Operators  | None                |  |  | -1.53 |
|                | 51-8092 | Gas Plant Operators  | None                |  |  | -1.44 |
|                | 51-2011 | Aircraft Structure, Surfaces, Rigging, and Systems Assemblers      | None                |  |  | -1.29 |

|  |         |   |      |  |  |       |
|--|---------|---|------|--|--|-------|
|  | 43-6011 | Executive Secretaries and Executive Administrative Assistants | None |  |  | -1.14 |
|  | 47-5013 | Service Unit Operators, Oil and Gas                           | None |  |  | -0.8  |
|  | 47-2041 | Carpet Installers   | None |  |  | -0.79 |
|  | 47-5011 | Derrick Operators, Oil and Gas                                | None |  |  | -0.72 |
|  | 43-4141 | New Accounts Clerks   | None |  |  | -0.65 |
|  | 43-4151 | Order Clerks  | None |  |  | -0.62 |

**Northeast Texas**

|  |         |  |                     |  |  |       |
|--|---------|--|---------------------|--|--|-------|
|  | 49-3041 | Farm Equipment Mechanics and Service Technicians                           |                     |  |  | -2.89 |
|  | 43-6011 | Executive Secretaries and Executive Administrative Assistants              | None                |  |  | -2.29 |
|  | 43-6012 | Legal Secretaries and Administrative Assistants                            | None                |  |  | -2.24 |
|  | 47-2041 | Carpet Installers  | None                |  |  | -2.06 |
|  | 13-1031 | Claims Adjusters, Examiners, and Investigators                             | None                |  |  | -1.92 |
|  | 43-9199 | Office and Administrative Support Workers, All Other                       | None                |  |  | -1.61 |
|  | 51-4191 | Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic | None                |  |  | -1.53 |
|  | 43-5041 | Meter Readers, Utilities   | None                |  |  | -1.53 |
|  | 43-4151 | Order Clerks   | None                |  |  | -1.48 |
|  | 51-2041 | Structural Metal Fabricators and Fitters                                   | Welding Fabrication |  |  | -1.48 |
|  | 43-3061 | Procurement Clerks   | None                |  |  | -1.47 |
|  | 43-3051 | Payroll and Timekeeping Clerks   | None                |  |  | -1.42 |
|  | 49-3042 | Mobile Heavy Equipment Mechanics, Except Engines                           | None                |  |  | -1.35 |
|  | 43-4141 | New Accounts Clerks  | None                |  |  | -1.35 |
|  | 51-8013 | Power Plant Operators  | None                |  |  | -1.14 |

**East Texas**

|  |         |   |      |  |  |       |
|--|---------|---|------|--|--|-------|
|  | 43-6011 | Executive Secretaries and Executive Administrative Assistants | None |  |  | -2.04 |
|  | 43-6012 | Legal Secretaries and Administrative Assistants               | None |  |  | -1.79 |

|  |         |  |                     |  |  |       |
|--|---------|--|---------------------|--|--|-------|
|  | 51-2041 | Structural Metal Fabricators and Fitters                           | Welding Fabrication |  |  | -1.5  |
|  | 51-9196 | Paper Goods Machine Setters, Operators, and Tenders                | None                |  |  | -1.39 |
|  | 41-3011 | Advertising Sales Agents   | None                |  |  | -1.37 |
|  | 51-8013 | Power Plant Operators  | None                |  |  | -1.29 |
|  | 53-7073 | Wellhead Pumpers   | None                |  |  | -1.06 |
|  | 43-4141 | New Accounts Clerks  | None                |  |  | -1.04 |
|  | 43-3051 | Payroll and Timekeeping Clerks                                     | None                |  |  | -1.04 |
|  | 45-4022 | Logging Equipment Operators  | None                |  |  | -1    |
|  | 43-5041 | Meter Readers, Utilities   | None                |  |  | -0.91 |
|  | 51-4023 | Rolling Machine Setters, Operators, and Tenders, Metal and Plastic | None                |  |  | -0.88 |
|  | 51-8092 | Gas Plant Operators  | None                |  |  | -0.64 |
|  | 51-8031 | Water and Wastewater Treatment Plant and System Operators          | None                |  |  | -0.64 |
|  | 51-9161 | Computer Numerically Controlled Tool Operators                     | None                |  |  | -0.63 |

#### West Central

|  |         |  |                     |  |  |       |
|--|---------|--|---------------------|--|--|-------|
|  | 43-6011 | Executive Secretaries and Executive Administrative Assistants      | None                |  |  | -1.9  |
|  | 43-3051 | Payroll and Timekeeping Clerks                                     | None                |  |  | -1.39 |
|  | 47-5071 | Roustabouts, Oil and Gas   | None                |  |  | -1.01 |
|  | 51-2041 | Structural Metal Fabricators and Fitters                           | Welding Fabrication |  |  | -0.95 |
|  | 47-5012 | Rotary Drill Operators, Oil and Gas                                | None                |  |  | -0.9  |
|  | 43-4141 | New Accounts Clerks  | None                |  |  | -0.88 |
|  | 47-5013 | Service Unit Operators, Oil and Gas                                | None                |  |  | -0.74 |
|  | 47-5011 | Derrick Operators, Oil and Gas                                     | None                |  |  | -0.73 |
|  | 49-9012 | Control and Valve Installers and Repairers, Except Mechanical Door | None                |  |  | -0.71 |
|  | 51-8031 | Water and Wastewater Treatment Plant and System Operators          | None                |  |  | -0.65 |
|  | 43-4161 | Human Resources Assistants, Except Payroll and Timekeeping         | None                |  |  | -0.32 |

|               |         |   |      |  |  |       |
|---------------|---------|---|------|--|--|-------|
|               | 43-3011 | Bill and Account Collectors                                   | None |  |  | -0.29 |
|               | 43-9199 | Office and Administrative Support Workers, All Other          | None |  |  | -0.29 |
|               | 13-1031 | Claims Adjusters, Examiners, and Investigators                | None |  |  | -0.27 |
|               | 51-9161 | Computer Numerically Controlled Tool Operators                | None |  |  | -0.26 |
| Borderplex    |         |   |      |  |  |       |
|               | 41-3011 | Advertising Sales Agents                                      | None |  |  | -2.77 |
|               | 43-6012 | Legal Secretaries and Administrative Assistants               | None |  |  | -2.15 |
|               | 43-6011 | Executive Secretaries and Executive Administrative Assistants | None |  |  | -1.94 |
|               | 43-3051 | Payroll and Timekeeping Clerks                                | None |  |  | -1.21 |
|               | 43-4151 | Order Clerks  | None |  |  | -1.2  |
|               | 51-9196 | Paper Goods Machine Setters, Operators, and Tenders           | None |  |  | -1.17 |
|               | 43-4141 | New Accounts Clerks   | None |  |  | -1.03 |
|               | 51-8013 | Power Plant Operators   | None |  |  | -0.8  |
|               | 51-9161 | Computer Numerically Controlled Tool Operators                | None |  |  | -0.5  |
|               | 43-9199 | Office and Administrative Support Workers, All Other          | None |  |  | -0.48 |
|               | 53-7021 | Crane and Tower Operators                                     | None |  |  | -0.45 |
|               | 47-2051 | Cement Masons and Concrete Finishers                          | None |  |  | -0.42 |
|               | 33-3012 | Correctional Officers and Jailers                             | None |  |  | -0.41 |
|               | 51-9032 | Cutting and Slicing Machine Setters, Operators, and Tenders   | None |  |  | -0.4  |
|               | 49-9094 | Locksmiths and Safe Repairers                                 | None |  |  | -0.35 |
| Permian Basin |         |   |      |  |  |       |
|               | 43-6011 | Executive Secretaries and Executive Administrative Assistants | None |  |  | -1.45 |
|               | 43-6012 | Legal Secretaries and Administrative Assistants               | None |  |  | -1.38 |
|               | 43-4141 | New Accounts Clerks   | None |  |  | -1.26 |

|  |         |  |                     |  |  |       |
|--|---------|--|---------------------|--|--|-------|
|  | 51-2041 | Structural Metal Fabricators and Fitters                         | Welding Fabrication |  |  | -1.03 |
|  | 43-3051 | Payroll and Timekeeping Clerks                                   | None                |  |  | -0.82 |
|  | 45-1011 | First-Line Supervisors of Farming, Fishing, and Forestry Workers | None                |  |  | -0.62 |
|  | 33-3012 | Correctional Officers and Jailers                                | None                |  |  | -0.37 |
|  | 43-9199 | Office and Administrative Support Workers, All Other             | None                |  |  | -0.32 |
|  | 43-4151 | Order Clerks   | None                |  |  | -0.21 |
|  | 43-3011 | Bill and Account Collectors                                      | None                |  |  | -0.18 |
|  | 33-1011 | First-Line Supervisors of Correctional Officers                  | None                |  |  | -0.1  |
|  | 49-9031 | Home Appliance Repairers   | None                |  |  | 0     |
|  | 51-8031 | Water and Wastewater Treatment Plant and System Operators        | None                |  |  | 0     |
|  | 51-9011 | Chemical Equipment Operators and Tenders                         | None                |  |  | 0.09  |
|  | 43-4061 | Eligibility Interviewers, Government Programs                    | None                |  |  | 0.09  |

#### Concho Valley

|  |         |   |      |  |  |       |
|--|---------|---|------|--|--|-------|
|  | 43-3011 | Bill and Account Collectors   | None |  |  | -0.51 |
|  | 23-2011 | Paralegals and Legal Assistants                                     | None |  |  | -0.38 |
|  | 43-3051 | Payroll and Timekeeping Clerks                                      | None |  |  | -0.38 |
|  | 43-4131 | Loan Interviewers and Clerks  | None |  |  | -0.26 |
|  | 51-8031 | Water and Wastewater Treatment Plant and System Operators           | None |  |  | -0.17 |
|  | 43-1011 | First-Line Supervisors of Office and Administrative Support Workers | None |  |  | -0.02 |
|  | 43-3031 | Bookkeeping, Accounting, and Auditing Clerks                        | None |  |  | 0.1   |
|  | 43-9199 | Office and Administrative Support Workers, All Other                | None |  |  | 0.1   |
|  | 47-2141 | Painters, Construction and Maintenance                              | None |  |  | 0.13  |

|                |         |   |   |                               |  |       |
|----------------|---------|---|---|-------------------------------|--|-------|
|                | 43-3021 | Billing and Posting Clerks  | None                                    |                               |  | 0.23  |
|                | 49-3023 | Automotive Service Technicians and Mechanics                          | Automotive Maintenance and Light Repair | Automotive Service Technology |  | 0.32  |
|                | 47-2051 | Cement Masons and Concrete Finishers                                  | None                                    |                               |  | 0.35  |
|                | 43-9041 | Insurance Claims and Policy Processing Clerks                         | None                                    |                               |  | 0.36  |
|                | 47-2031 | Carpenters  | Carpentry                               | TeamWorks                     |  | 0.37  |
|                | 33-3021 | Detectives and Criminal Investigators                                 | None                                    |                               |  | 0.46  |
| Heart of Texas |         |   |   |                               |  |       |
|                | 41-3011 | Advertising Sales Agents  | None                                    |                               |  | -2.25 |
|                | 43-6011 | Executive Secretaries and Executive Administrative Assistants         | None                                    |                               |  | -1.67 |
|                | 43-6012 | Legal Secretaries and Administrative Assistants                       | None                                    |                               |  | -1.67 |
|                | 51-8013 | Power Plant Operators   | None                                    |                               |  | -1.55 |
|                | 51-9196 | Paper Goods Machine Setters, Operators, and Tenders                   | None                                    |                               |  | -0.99 |
|                | 43-3051 | Payroll and Timekeeping Clerks  | None                                    |                               |  | -0.91 |
|                | 43-4151 | Order Clerks  | None                                    |                               |  | -0.67 |
|                | 47-5022 | Excavating and Loading Machine and Dragline Operators, Surface Mining | None                                    |                               |  | -0.66 |
|                | 43-4141 | New Accounts Clerks   | None                                    |                               |  | -0.58 |
|                | 51-2041 | Structural Metal Fabricators and Fitters                              | Welding Fabrication                     |                               |  | -0.41 |
|                | 51-8031 | Water and Wastewater Treatment Plant and System Operators             | None                                    |                               |  | -0.28 |
|                | 51-9161 | Computer Numerically Controlled Tool Operators                        | None                                    |                               |  | -0.25 |
|                | 51-9032 | Cutting and Slicing Machine Setters, Operators, and Tenders           | None                                    |                               |  | -0.12 |
|                | 43-9199 | Office and Administrative Support Workers, All Other                  | None                                    |                               |  | -0.1  |
|                | 43-3011 | Bill and Account Collectors   | None                                    |                               |  | -0.08 |
| Capital Area   |         |   |   |                               |  |       |

|  |         |  |                     |                     |                   |       |
|--|---------|--|---------------------|---------------------|-------------------|-------|
|  | 43-6011 | Executive Secretaries and Executive Administrative Assistants              | None                |                     |                   | -1.62 |
|  | 43-6012 | Legal Secretaries and Administrative Assistants                            | None                |                     |                   | -0.66 |
|  | 51-4191 | Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic | None                |                     |                   | -0.28 |
|  | 51-9011 | Chemical Equipment Operators and Tenders                                   | None                |                     |                   | -0.23 |
|  | 49-9094 | Locksmiths and Safe Repairers  | None                |                     |                   | 0.1   |
|  | 51-2041 | Structural Metal Fabricators and Fitters                                   | Welding Fabrication |                     |                   | 0.15  |
|  | 43-4141 | New Accounts Clerks  | None                |                     |                   | 0.34  |
|  | 43-3051 | Payroll and Timekeeping Clerks   | None                |                     |                   | 0.41  |
|  | 41-3011 | Advertising Sales Agents   | None                |                     |                   | 0.46  |
|  | 51-4122 | Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders    | Welding             | Welding Fabrication | Welding Sculpture | 0.65  |
|  | 33-3012 | Correctional Officers and Jailers  | None                |                     |                   | 0.67  |
|  | 47-2051 | Cement Masons and Concrete Finishers                                       | None                |                     |                   | 0.7   |
|  | 51-9161 | Computer Numerically Controlled Tool Operators                             | None                |                     |                   | 0.7   |
|  | 43-3011 | Bill and Account Collectors  | None                |                     |                   | 0.74  |
|  | 43-4151 | Order Clerks   | None                |                     |                   | 0.76  |

#### Rural Capital

|  |         |  |                     |  |  |       |
|--|---------|--|---------------------|--|--|-------|
|  | 51-2041 | Structural Metal Fabricators and Fitters                         | Welding Fabrication |  |  | -1.09 |
|  | 43-6011 | Executive Secretaries and Executive Administrative Assistants    | None                |  |  | -0.59 |
|  | 43-4151 | Order Clerks   | None                |  |  | 0.07  |
|  | 47-3013 | Helpers--Electricians  | None                |  |  | 0.21  |
|  | 43-6012 | Legal Secretaries and Administrative Assistants                  | None                |  |  | 0.27  |
|  | 51-9161 | Computer Numerically Controlled Tool Operators                   | None                |  |  | 0.29  |
|  | 45-1011 | First-Line Supervisors of Farming, Fishing, and Forestry Workers | None                |  |  | 0.3   |
|  | 43-3051 | Payroll and Timekeeping Clerks                                   | None                |  |  | 0.4   |
|  | 43-3011 | Bill and Account Collectors                                      | None                |  |  | 0.57  |

|  |         |  |             |           |  |      |
|--|---------|--|-------------|-----------|--|------|
|  | 47-2211 | Sheet Metal Workers                                  | Sheet Metal |           |  | 0.66 |
|  | 47-2071 | Paving, Surfacing, and Tamping Equipment Operators   | None        |           |  | 0.74 |
|  | 47-2152 | Plumbers, Pipefitters, and Steamfitters              | Plumbing    | TeamWorks |  | 0.79 |
|  | 43-5041 | Meter Readers, Utilities                             | None        |           |  | 0.8  |
|  | 43-9199 | Office and Administrative Support Workers, All Other | None        |           |  | 0.83 |
|  | 33-3012 | Correctional Officers and Jailers                    | None        |           |  | 0.84 |

Brazos Valley

|  |         |   |                     |  |  |       |
|--|---------|---|---------------------|--|--|-------|
|  | 51-2041 | Structural Metal Fabricators and Fitters                              | Welding Fabrication |  |  | -1.72 |
|  | 43-6011 | Executive Secretaries and Executive Administrative Assistants         | None                |  |  | -1.62 |
|  | 43-4141 | New Accounts Clerks   | None                |  |  | -1.4  |
|  | 43-6012 | Legal Secretaries and Administrative Assistants                       | None                |  |  | -1.3  |
|  | 43-3051 | Payroll and Timekeeping Clerks  | None                |  |  | -1.2  |
|  | 51-9161 | Computer Numerically Controlled Tool Operators                        | None                |  |  | -0.54 |
|  | 51-8031 | Water and Wastewater Treatment Plant and System Operators             | None                |  |  | -0.5  |
|  | 43-4151 | Order Clerks  | None                |  |  | -0.46 |
|  | 53-7073 | Wellhead Pumpers  | None                |  |  | -0.46 |
|  | 47-5013 | Service Unit Operators, Oil and Gas                                   | None                |  |  | -0.44 |
|  | 47-5071 | Roustabouts, Oil and Gas  | None                |  |  | -0.24 |
|  | 47-5022 | Excavating and Loading Machine and Dragline Operators, Surface Mining | None                |  |  | -0.11 |
|  | 11-9013 | Farmers, Ranchers, and Other Agricultural Managers                    | None                |  |  | -0.05 |
|  | 43-9199 | Office and Administrative Support Workers, All Other                  | None                |  |  | 0     |
|  | 43-4161 | Human Resources Assistants, Except Payroll and Timekeeping            | None                |  |  | 0.11  |

Deep East Texas

|                 |         |   |                        |  |  |       |
|-----------------|---------|---|------------------------|--|--|-------|
|                 | 51-2041 | Structural Metal Fabricators and Fitters                                  | Welding Fabrication    |  |  | -3.33 |
|                 | 49-2094 | Electrical and Electronics Repairers, Commercial and Industrial Equipment | None                   |  |  | -3.27 |
|                 | 43-6012 | Legal Secretaries and Administrative Assistants                           | None                   |  |  | -2.14 |
|                 | 43-6011 | Executive Secretaries and Executive Administrative Assistants             | None                   |  |  | -2.06 |
|                 | 17-3011 | Architectural and Civil Drafters  | Architectural Drafting |  |  | -1.48 |
|                 | 43-3051 | Payroll and Timekeeping Clerks  | None                   |  |  | -1.46 |
|                 | 43-4141 | New Accounts Clerks   | None                   |  |  | -1.35 |
|                 | 45-4021 | Fallers   | None                   |  |  | -1.09 |
|                 | 49-9052 | Telecommunications Line Installers and Repairers                          | None                   |  |  | -1.06 |
|                 | 53-7051 | Industrial Truck and Tractor Operators                                    | None                   |  |  | -0.97 |
|                 | 47-2141 | Painters, Construction and Maintenance                                    | None                   |  |  | -0.91 |
|                 | 43-4151 | Order Clerks  | None                   |  |  | -0.77 |
|                 | 43-3011 | Bill and Account Collectors   | None                   |  |  | -0.59 |
|                 | 51-9061 | Inspectors, Testers, Sorters, Samplers, and Weighers                      | None                   |  |  | -0.59 |
|                 | 45-4022 | Logging Equipment Operators   | None                   |  |  | -0.57 |
| Southeast Texas |         |   |                        |  |  |       |
|                 | 43-6012 | Legal Secretaries and Administrative Assistants                           | None                   |  |  | -3.33 |
|                 | 43-6011 | Executive Secretaries and Executive Administrative Assistants             | None                   |  |  | -2.42 |
|                 | 33-3012 | Correctional Officers and Jailers   | None                   |  |  | -1.63 |
|                 | 43-3051 | Payroll and Timekeeping Clerks  | None                   |  |  | -1.44 |
|                 | 33-1011 | First-Line Supervisors of Correctional Officers                           | None                   |  |  | -1.43 |
|                 | 51-2041 | Structural Metal Fabricators and Fitters                                  | Welding Fabrication    |  |  | -1.41 |
|                 | 29-2055 | Surgical Technologists  | None                   |  |  | -1.01 |
|                 | 29-1126 | Respiratory Therapists  | None                   |  |  | -0.9  |
|                 | 43-4061 | Eligibility Interviewers, Government Programs                             | None                   |  |  | -0.88 |

|                        |         |   |                     |           |  |       |
|------------------------|---------|---|---------------------|-----------|--|-------|
|                        | 47-2181 | Roofers   | Commercial Roofing  |           |  | -0.87 |
|                        | 47-2171 | Reinforcing Iron and Rebar Workers                                    | None                |           |  | -0.85 |
|                        | 23-2011 | Paralegals and Legal Assistants                                       | None                |           |  | -0.77 |
|                        | 33-3021 | Detectives and Criminal Investigators                                 | None                |           |  | -0.65 |
|                        | 43-9199 | Office and Administrative Support Workers, All Other                  | None                |           |  | -0.61 |
|                        | 29-2010 | Clinical Laboratory Technologists and Technicians                     | None                |           |  | -0.6  |
| <b>Golden Crescent</b> |         |   |                     |           |  |       |
|                        | 51-2041 | Structural Metal Fabricators and Fitters                              | Welding Fabrication |           |  | -1.92 |
|                        | 43-6011 | Executive Secretaries and Executive Administrative Assistants         | None                |           |  | -1.62 |
|                        | 43-3051 | Payroll and Timekeeping Clerks  | None                |           |  | -1.01 |
|                        | 43-4131 | Loan Interviewers and Clerks  | None                |           |  | -0.91 |
|                        | 47-2031 | Carpenters  | Carpentry           | TeamWorks |  | -0.8  |
|                        | 41-3021 | Insurance Sales Agents  | None                |           |  | -0.49 |
|                        | 47-2141 | Painters, Construction and Maintenance                                | None                |           |  | -0.44 |
|                        | 47-5022 | Excavating and Loading Machine and Dragline Operators, Surface Mining | None                |           |  | -0.39 |
|                        | 51-8031 | Water and Wastewater Treatment Plant and System Operators             | None                |           |  | -0.29 |
|                        | 43-3031 | Bookkeeping, Accounting, and Auditing Clerks                          | None                |           |  | -0.25 |
|                        | 43-3011 | Bill and Account Collectors   | None                |           |  | -0.16 |
|                        | 41-1011 | First-Line Supervisors of Retail Sales Workers                        | None                |           |  | -0.03 |
|                        | 49-9099 | Installation, Maintenance, and Repair Workers, All Other              | None                |           |  | 0.11  |
|                        | 49-9052 | Telecommunications Line Installers and Repairers                      | None                |           |  | 0.13  |
|                        | 29-1292 | Dental Hygienists   | None                |           |  | 0.14  |
| <b>Alamo</b>           |         |   |                     |           |  |       |

|  |         |  |                     |  |  |       |
|--|---------|--|---------------------|--|--|-------|
|  | 51-2041 | Structural Metal Fabricators and Fitters                           | Welding Fabrication |  |  | -1.65 |
|  | 51-2011 | Aircraft Structure, Surfaces, Rigging, and Systems Assemblers      | None                |  |  | -1.44 |
|  | 41-3011 | Advertising Sales Agents   | None                |  |  | -1.31 |
|  | 43-6011 | Executive Secretaries and Executive Administrative Assistants      | None                |  |  | -1.16 |
|  | 51-9196 | Paper Goods Machine Setters, Operators, and Tenders                | None                |  |  | -1.1  |
|  | 51-4023 | Rolling Machine Setters, Operators, and Tenders, Metal and Plastic | None                |  |  | -1.08 |
|  | 43-6012 | Legal Secretaries and Administrative Assistants                    | None                |  |  | -0.96 |
|  | 47-2041 | Carpet Installers  | None                |  |  | -0.95 |
|  | 51-9191 | Adhesive Bonding Machine Operators and Tenders                     | None                |  |  | -0.46 |
|  | 43-3051 | Payroll and Timekeeping Clerks                                     | None                |  |  | -0.46 |
|  | 51-9161 | Computer Numerically Controlled Tool Operators                     | None                |  |  | -0.15 |
|  | 43-4141 | New Accounts Clerks  | None                |  |  | -0.14 |
|  | 47-2151 | Pipelayers   | None                |  |  | -0.13 |
|  | 47-2161 | Plasterers and Stucco Masons                                       | None                |  |  | -0.12 |
|  | 43-5041 | Meter Readers, Utilities   | None                |  |  | -0.11 |

#### South Texas

|  |         |   |      |  |  |       |
|--|---------|---|------|--|--|-------|
|  | 43-6011 | Executive Secretaries and Executive Administrative Assistants | None |  |  | -1.94 |
|  | 49-9051 | Electrical Power-Line Installers and Repairers                | None |  |  | -1.55 |
|  | 47-5013 | Service Unit Operators, Oil and Gas                           | None |  |  | -1.12 |
|  | 43-4131 | Loan Interviewers and Clerks                                  | None |  |  | -0.93 |
|  | 23-2011 | Paralegals and Legal Assistants                               | None |  |  | -0.77 |
|  | 43-3011 | Bill and Account Collectors                                   | None |  |  | -0.73 |
|  | 51-8031 | Water and Wastewater Treatment Plant and System Operators     | None |  |  | -0.64 |
|  | 43-3051 | Payroll and Timekeeping Clerks                                | None |  |  | -0.63 |

|                  |         |  |      |  |  |       |
|------------------|---------|--|------|--|--|-------|
|                  | 11-9013 | Farmers, Ranchers, and Other Agricultural Managers             | None |  |  | -0.44 |
|                  | 33-3012 | Correctional Officers and Jailers                              | None |  |  | -0.22 |
|                  | 47-2073 | Operating Engineers and Other Construction Equipment Operators | None |  |  | -0.11 |
|                  | 41-1012 | First-Line Supervisors of Non-Retail Sales Workers             | None |  |  | -0.07 |
|                  | 47-4011 | Construction and Building Inspectors                           | None |  |  | 0     |
|                  | 47-2141 | Painters, Construction and Maintenance                         | None |  |  | 0     |
|                  | 49-9052 | Telecommunications Line Installers and Repairers               | None |  |  | 0     |
| Coastal Bend     |         |  |      |  |  |       |
|                  | 43-6011 | Executive Secretaries and Executive Administrative Assistants  | None |  |  | -2.02 |
|                  | 47-5012 | Rotary Drill Operators, Oil and Gas                            | None |  |  | -1.62 |
|                  | 43-6012 | Legal Secretaries and Administrative Assistants                | None |  |  | -1.6  |
|                  | 47-5011 | Derrick Operators, Oil and Gas                                 | None |  |  | -1.54 |
|                  | 49-9052 | Telecommunications Line Installers and Repairers               | None |  |  | -1.35 |
|                  | 43-4141 | New Accounts Clerks  | None |  |  | -1.3  |
|                  | 43-3051 | Payroll and Timekeeping Clerks                                 | None |  |  | -1.14 |
|                  | 47-5013 | Service Unit Operators, Oil and Gas                            | None |  |  | -1.13 |
|                  | 43-9199 | Office and Administrative Support Workers, All Other           | None |  |  | -0.9  |
|                  | 43-4151 | Order Clerks   | None |  |  | -0.89 |
|                  | 47-5071 | Roustabouts, Oil and Gas                                       | None |  |  | -0.86 |
|                  | 43-3011 | Bill and Account Collectors                                    | None |  |  | -0.69 |
|                  | 51-8031 | Water and Wastewater Treatment Plant and System Operators      | None |  |  | -0.59 |
|                  | 13-1031 | Claims Adjusters, Examiners, and Investigators                 | None |  |  | -0.56 |
|                  | 53-7072 | Pump Operators, Except Wellhead Pumpers                        | None |  |  | -0.56 |
| Lower Rio Grande |         |  |      |  |  |       |

|  |         |  |                     |           |  |       |
|--|---------|--|---------------------|-----------|--|-------|
|  | 47-2181 | Roofers  | Commercial Roofing  |           |  | -2.37 |
|  | 45-1011 | First-Line Supervisors of Farming, Fishing, and Forestry Workers | None                |           |  | -2.28 |
|  | 43-6011 | Executive Secretaries and Executive Administrative Assistants    | None                |           |  | -1.93 |
|  | 43-6012 | Legal Secretaries and Administrative Assistants                  | None                |           |  | -1.33 |
|  | 47-2051 | Cement Masons and Concrete Finishers                             | None                |           |  | -1.25 |
|  | 47-2121 | Glaziers   | None                |           |  | -1.22 |
|  | 51-8013 | Power Plant Operators  | None                |           |  | -1.21 |
|  | 43-3051 | Payroll and Timekeeping Clerks                                   | None                |           |  | -0.74 |
|  | 51-2041 | Structural Metal Fabricators and Fitters                         | Welding Fabrication |           |  | -0.74 |
|  | 11-9013 | Farmers, Ranchers, and Other Agricultural Managers               | None                |           |  | -0.64 |
|  | 43-4151 | Order Clerks   | None                |           |  | -0.64 |
|  | 47-5013 | Service Unit Operators, Oil and Gas                              | None                |           |  | -0.55 |
|  | 43-5041 | Meter Readers, Utilities   | None                |           |  | -0.51 |
|  | 47-2031 | Carpenters   | Carpentry           | TeamWorks |  | -0.47 |
|  | 33-3012 | Correctional Officers and Jailers                                | None                |           |  | -0.46 |

#### Cameron County

|  |         |   |                     |  |  |       |
|--|---------|---|---------------------|--|--|-------|
|  | 43-6012 | Legal Secretaries and Administrative Assistants               | None                |  |  | -2.21 |
|  | 43-6011 | Executive Secretaries and Executive Administrative Assistants | None                |  |  | -2.05 |
|  | 43-3051 | Payroll and Timekeeping Clerks                                | None                |  |  | -1.24 |
|  | 51-2041 | Structural Metal Fabricators and Fitters                      | Welding Fabrication |  |  | -1.14 |
|  | 51-9161 | Computer Numerically Controlled Tool Operators                | None                |  |  | -0.68 |
|  | 47-3013 | Helpers--Electricians   | None                |  |  | -0.66 |
|  | 51-8031 | Water and Wastewater Treatment Plant and System Operators     | None                |  |  | -0.65 |
|  | 43-4151 | Order Clerks  | None                |  |  | -0.58 |
|  | 51-9023 | Mixing and Blending Machine Setters, Operators, and Tenders   | None                |  |  | -0.34 |

|                      |         |   |                     |  |  |       |
|----------------------|---------|---|---------------------|--|--|-------|
|                      | 43-9199 | Office and Administrative Support Workers, All Other          | None                |  |  | -0.27 |
|                      | 43-3031 | Bookkeeping, Accounting, and Auditing Clerks                  | None                |  |  | -0.23 |
|                      | 43-3011 | Bill and Account Collectors                                   | None                |  |  | -0.2  |
|                      | 53-3051 | Bus Drivers, School   | None                |  |  | -0.07 |
|                      | 13-1031 | Claims Adjusters, Examiners, and Investigators                | None                |  |  | 0     |
|                      | 47-2141 | Painters, Construction and Maintenance                        | None                |  |  | 0     |
| <b>Texoma</b>        |         |   |                     |  |  |       |
|                      | 43-3051 | Payroll and Timekeeping Clerks                                | None                |  |  | -1.81 |
|                      | 51-2041 | Structural Metal Fabricators and Fitters                      | Welding Fabrication |  |  | -0.82 |
|                      | 43-6011 | Executive Secretaries and Executive Administrative Assistants | None                |  |  | -0.78 |
|                      | 43-4141 | New Accounts Clerks   | None                |  |  | -0.58 |
|                      | 47-5013 | Service Unit Operators, Oil and Gas                           | None                |  |  | -0.58 |
|                      | 47-5071 | Roustabouts, Oil and Gas                                      | None                |  |  | -0.57 |
|                      | 51-9161 | Computer Numerically Controlled Tool Operators                | None                |  |  | -0.5  |
|                      | 43-9041 | Insurance Claims and Policy Processing Clerks                 | None                |  |  | -0.5  |
|                      | 43-3011 | Bill and Account Collectors                                   | None                |  |  | -0.46 |
|                      | 47-2121 | Glaziers  | None                |  |  | -0.43 |
|                      | 47-3013 | Helpers--Electricians   | None                |  |  | 0     |
|                      | 47-2141 | Painters, Construction and Maintenance                        | None                |  |  | 0     |
|                      | 33-3012 | Correctional Officers and Jailers                             | None                |  |  | 0.15  |
|                      | 43-3031 | Bookkeeping, Accounting, and Auditing Clerks                  | None                |  |  | 0.2   |
|                      | 43-3021 | Billing and Posting Clerks                                    | None                |  |  | 0.27  |
| <b>Central Texas</b> |         |   |                     |  |  |       |
|                      | 43-6011 | Executive Secretaries and Executive Administrative Assistants | None                |  |  | -1.78 |
|                      | 51-2041 | Structural Metal Fabricators and Fitters                      | Welding Fabrication |  |  | -1.78 |

|  |         |  |             |  |  |       |
|--|---------|--|-------------|--|--|-------|
|  | 43-3051 | Payroll and Timekeeping Clerks                             | None        |  |  | -1.05 |
|  | 51-8031 | Water and Wastewater Treatment Plant and System Operators  | None        |  |  | -0.63 |
|  | 47-2081 | Drywall and Ceiling Tile Installers                        | None        |  |  | -0.37 |
|  | 43-9199 | Office and Administrative Support Workers, All Other       | None        |  |  | -0.27 |
|  | 43-4131 | Loan Interviewers and Clerks                               | None        |  |  | -0.25 |
|  | 47-2151 | Pipelayers   | None        |  |  | -0.24 |
|  | 43-3011 | Bill and Account Collectors                                | None        |  |  | -0.23 |
|  | 43-4161 | Human Resources Assistants, Except Payroll and Timekeeping | None        |  |  | -0.23 |
|  | 47-2051 | Cement Masons and Concrete Finishers                       | None        |  |  | -0.19 |
|  | 33-3012 | Correctional Officers and Jailers                          | None        |  |  | -0.17 |
|  | 47-2211 | Sheet Metal Workers  | Sheet Metal |  |  | -0.16 |
|  | 51-9161 | Computer Numerically Controlled Tool Operators             | None        |  |  | -0.07 |
|  | 51-9061 | Inspectors, Testers, Sorters, Samplers, and Weighers       | None        |  |  | -0.03 |

#### Middle Rio Grande

|  |         |   |                   |  |  |       |
|--|---------|---|-------------------|--|--|-------|
|  | 43-6012 | Legal Secretaries and Administrative Assistants               | None              |  |  | -2.09 |
|  | 43-3051 | Payroll and Timekeeping Clerks                                | None              |  |  | -1.17 |
|  | 43-6011 | Executive Secretaries and Executive Administrative Assistants | None              |  |  | -1.13 |
|  | 43-9199 | Office and Administrative Support Workers, All Other          | None              |  |  | -0.66 |
|  | 43-5011 | Cargo and Freight Agents                                      | None              |  |  | -0.39 |
|  | 29-2061 | Licensed Practical and Licensed Vocational Nurses             | Practical Nursing |  |  | -0.26 |
|  | 43-4131 | Loan Interviewers and Clerks                                  | None              |  |  | -0.21 |
|  | 43-5051 | Postal Service Clerks   | None              |  |  | -0.19 |
|  | 43-5052 | Postal Service Mail Carriers                                  | None              |  |  | 0     |

|            |         |   |                                 |  |  |       |
|------------|---------|---|---------------------------------|--|--|-------|
|            | 43-3031 | Bookkeeping, Accounting, and Auditing Clerks                  | None                            |  |  | 0.13  |
|            | 49-3011 | Aircraft Mechanics and Service Technicians                    | Aviation Maintenance Technology |  |  | 0.16  |
|            | 33-3021 | Detectives and Criminal Investigators                         | None                            |  |  | 0.18  |
|            | 43-4061 | Eligibility Interviewers, Government Programs                 | None                            |  |  | 0.19  |
|            | 51-8031 | Water and Wastewater Treatment Plant and System Operators     | None                            |  |  | 0.22  |
|            | 51-9061 | Inspectors, Testers, Sorters, Samplers, and Weighers          | None                            |  |  | 0.31  |
| Gulf Coast |         |   |                                 |  |  |       |
|            | 43-6011 | Executive Secretaries and Executive Administrative Assistants | None                            |  |  | -1.38 |
|            | 41-3011 | Advertising Sales Agents                                      | None                            |  |  | -1.32 |
|            | 43-4141 | New Accounts Clerks   | None                            |  |  | -1.26 |
|            | 43-3011 | Bill and Account Collectors                                   | None                            |  |  | -1.04 |
|            | 51-2041 | Structural Metal Fabricators and Fitters                      | Welding Fabrication             |  |  | -0.99 |
|            | 51-9196 | Paper Goods Machine Setters, Operators, and Tenders           | None                            |  |  | -0.76 |
|            | 43-3051 | Payroll and Timekeeping Clerks                                | None                            |  |  | -0.75 |
|            | 43-6012 | Legal Secretaries and Administrative Assistants               | None                            |  |  | -0.65 |
|            | 43-5041 | Meter Readers, Utilities                                      | None                            |  |  | -0.52 |
|            | 43-4011 | Brokerage Clerks  | None                            |  |  | -0.43 |
|            | 27-4099 | Media and Communication Equipment Workers, All Other          | None                            |  |  | -0.35 |
|            | 43-4151 | Order Clerks  | None                            |  |  | -0.31 |
|            | 33-3012 | Correctional Officers and Jailers                             | None                            |  |  | -0.29 |
|            | 51-9191 | Adhesive Bonding Machine Operators and Tenders                | None                            |  |  | -0.18 |
|            | 17-3019 | Drafters, All Other   | None                            |  |  | -0.15 |
| Texas      |         |   |                                 |  |  |       |

|  |         |   |                                 |   |   |       |
|--|---------|---|---------------------------------|---|---|-------|
|  | 43-9022 | Word Processors and Typists   | None                            |   |   | -3.78 |
|  | 49-9064 | Watch and Clock Repairers   | None                            |   |   | -2.66 |
|  | 43-6011 | Executive Secretaries and Executive Administrative Assistants   | None                            |   |   | -1.39 |
|  | 51-4061 | Model Makers, Metal and Plastic   | None                            |   |   | -1.35 |
|  | 51-2011 | Aircraft Structure, Surfaces, Rigging, and Systems Assemblers   | None                            |   |   | -1.31 |
|  | 51-2041 | Structural Metal Fabricators and Fitters  | Welding Fabrication             |   |   | -1.27 |
|  | 43-6012 | Legal Secretaries and Administrative Assistants   | None                            |   |   | -1.1  |
|  | 49-9045 | Refractory Materials Repairers, Except Brickmasons  | None                            |   |   | -1.06 |
|  | 41-3011 | Advertising Sales Agents  | None                            |   |   | -0.94 |
|  | 51-8013 | Power Plant Operators   | None                            |   |   | -0.87 |
|  | 49-2096 | Electronic Equipment Installers and Repairers, Motor Vehicles   | Mobile Electronics Installation |   |   | -0.69 |
|  | 47-2041 | Carpet Installers   | None                            |   |   | -0.68 |
|  | 43-5041 | Meter Readers, Utilities  | None                            |   |   | -0.65 |
|  | 43-3051 | Payroll and Timekeeping Clerks  | None                            |   |   | -0.63 |
|  | 51-4052 | Pourers and Casters, Metal  | None                            |   |   | -0.46 |
|  |         |   |                                 |   |   |       |
|  |         | Average number of LWDA occupations addressed by competitions (Not Including State Occupations and Their Comps.) | 1.39                            |   |   |       |
|  |         |   |                                 |   |   |       |
|  |         | LWDA Number of Occupations Addressed (Not Including State Occupations and Their Comps.)                         | 39                              |   |   |       |
|  |         |   |                                 |   |   |       |
|  |         | LWDA Number of Competitions Addressing Occupations (Not Including State   | 11                              | 3 | 1 |       |

|  |  |                                  |  |  |    |  |
|--|--|----------------------------------|--|--|----|--|
|  |  | Occupations and Their<br>Comps.) |  |  |    |  |
|  |  | Sum                              |  |  | 15 |  |

# Texas Workforce Investment Council

## System Partners

Economic Development and Tourism  
Texas Department of Criminal Justice  
Texas Education Agency  
Texas Health and Human Services Commission

Texas Higher Education Coordinating Board  
Texas Juvenile Justice Department  
Texas Veterans Commission  
Texas Workforce Commission

## Members

Rick Rhodes (Chair), Austin  
Michelle Harper (Vice-Chair), San Marcos  
Paloma Ahmadi, Shavano Park  
Joe Arnold, Muldoon  
Jesse Gatewood, Corpus Christi  
Lindsey Geeslin, Waco  
Aida Coronado, Brownsville  
Thomas Halbouty, Southlake  
John Martin, San Antonio  
Wayne Oswald, Houston  
Paul Puente, Houston  
Richard Rhodes, Austin  
Johnny Vahalik, San Antonio  
Bobby Smith, Austin  
Wynn Rosser, Austin  
Mike Morath, Austin  
Randy Townsend, Austin  
Stephanie Muth, Austin  
Adriana Cruz, Austin

## Representing

Business and Industry  
Community-Based Organization  
Business and Industry  
Education  
Labor  
Labor  
Business and Industry  
Business and Industry  
Labor  
Business and Industry  
Labor  
Education  
Education  
Labor  
Texas Higher Education Coordinating Board  
Texas Education Agency  
Texas Workforce Commission  
Texas Health and Human Services Commission  
Economic Development and Tourism, Office of the Governor