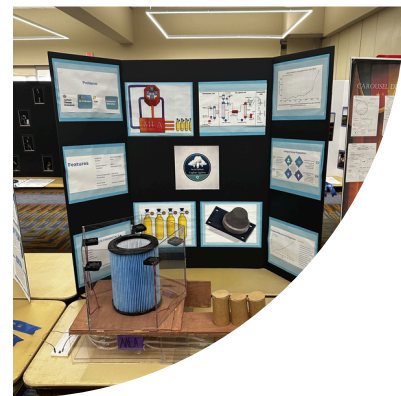


Career and Technical Student Organizations and Skills Competitions

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 87th 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.

Top 15 Growing Occupations by SOC Major Group		
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 b. Environmental Science and Protection Technicians, Including Health	a. 19-5012 b. 19-4042
3. Healthcare Practitioners and Technical Occupations:	a. Health Information Technologists and Medical Registrars b. Hearing Aid Specialists c. Diagnostic Medical Sonographers	a. 29-9021 b. 29-2092 a. 29-2032
4. Healthcare Support Occupations:	a. Physical Therapist Assistants b. Occupational Therapy Assistants c. Massage Therapists d. Phlebotomists	a. 31-2021 b. 31-2011 c. 31-9011 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 b. Medical Equipment Repairers c. Industrial Machinery Mechanics	c. 49-9081 d. 49-9062 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

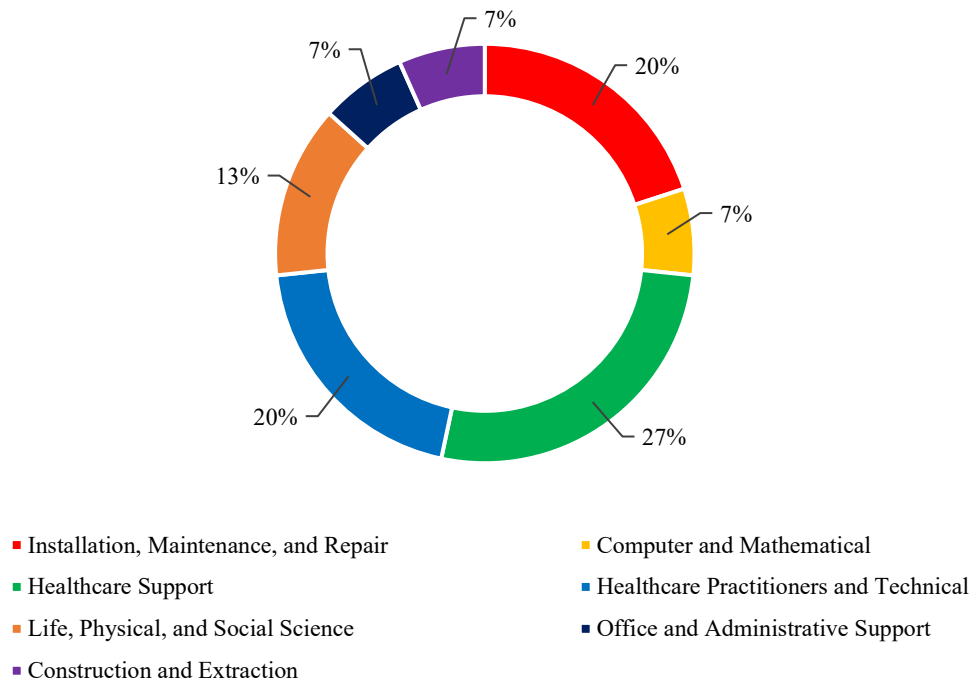


Chart 1 | *Note.* Based on TWC LMI data and the 2018 Standard Occupations Classification system. This chart illustrates the prevalence of SOC major groups based on the percentage of their occupations listed in the top 15.

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.¹ Of those 82 events, 25 were determined to be relevant to 73 growing occupations across the 28 LWDAs in Texas.² 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.³

¹ See Table 1 in the appendix.

² See Table 2 in the appendix.

³ 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.⁴ 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.⁵ Of the 82 identified SkillsUSA competitive events, 15 were mapped to 39 declining occupations across the 28 LWDAs.⁶ 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.⁷

⁴ See Table 3 in the appendix.

⁵ See Table 4 in the appendix.

⁶ See Table 4 in the appendix.

⁷ 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 Facilitathon—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.

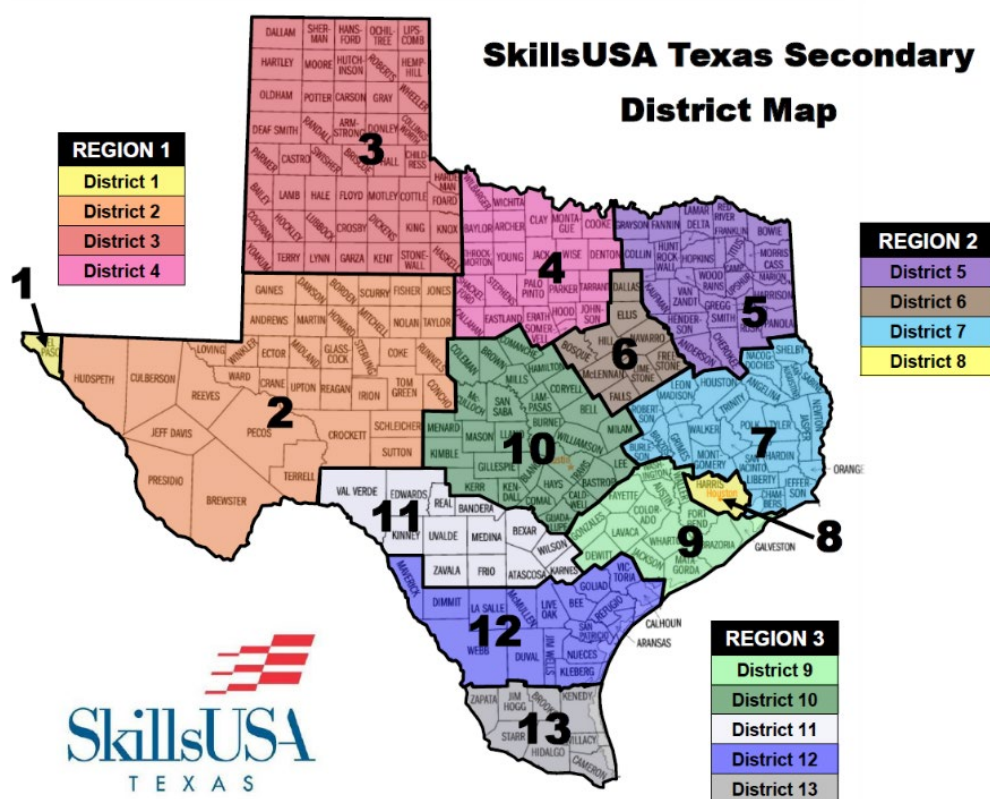


Figure 3 | *Note.* Sourced from SkillsUSA Texas' Organizational documents (SkillsUSA Texas, 2024e)

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 year⁸ (Latham Alford, personal communication, August 1, 2025). The 2027⁹ and 2029¹⁰ fiscal years are projected to bring the most growth, 20 percent and 15 percent, respectively (Latham Alford, personal communication, August 1, 2025).

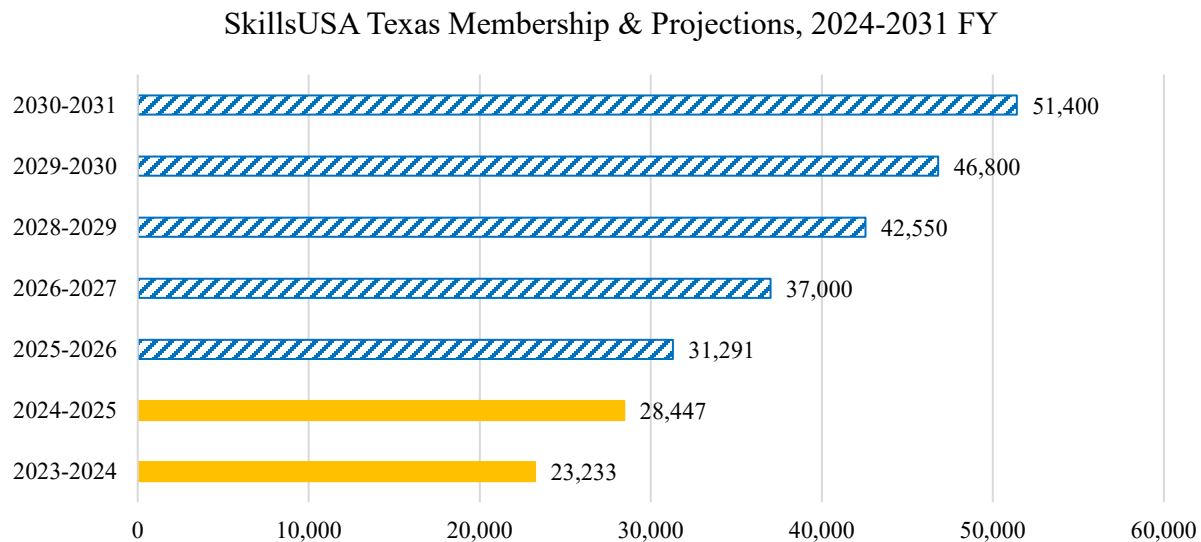


Chart 2 | *Note.* Based on figures from SkillsUSA Texas executives
(Latham Alford, personal communication, August 1, 2025)

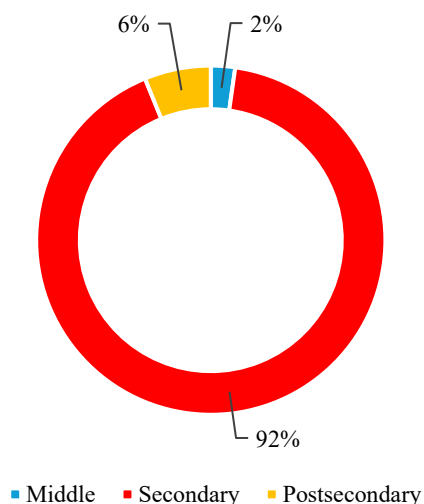
Figure 4 provides a student membership breakdown by the three major education groups: middle, secondary, and postsecondary. Most students associated with SkillsUSA Texas are secondary students, however, there has been a substantial increase in middle school membership. During the 2024 fiscal year, SkillsUSA 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).

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

⁹ Twenty percent growth is due to strategic plan implementation and increased local outreach.

¹⁰ Fifteen percent growth is due to focus on retention and quality.

SkillsUSA Texas Students by Education Level,
2024 FY



SkillsUSA Texas Students by Education Level,
2025 FY

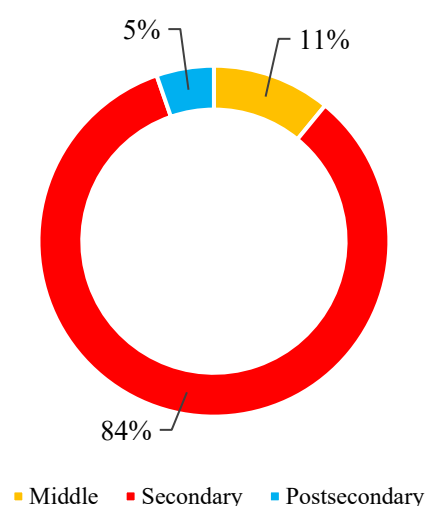


Figure 4 | *Note.* Based on figures from 2023-2024 and 2024-2025 SkillsUSA Texas annual reports
(SkillsUSA Texas, 2024c; SkillsUSA Texas, 2025b)

WorldSkills

Founded in the aftermath of World War II to address the shortage of tradesman 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 26th 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.¹¹ 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

¹¹ 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 secondary¹² 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.

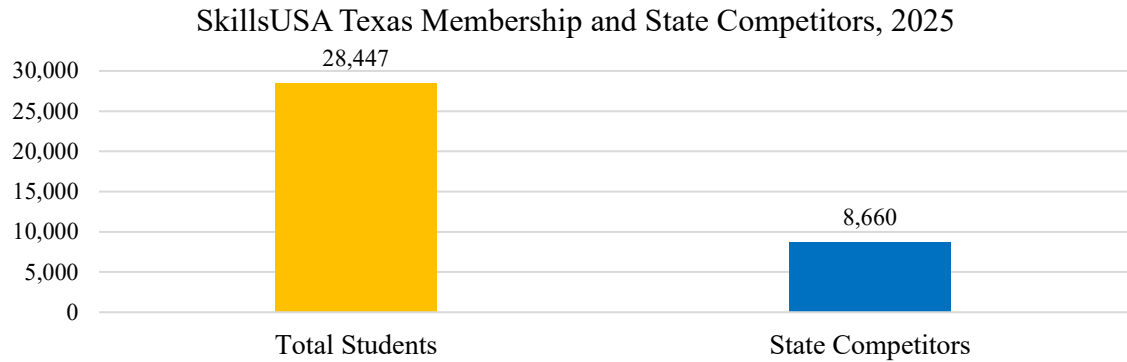


Chart 3 | *Note.* Based on figures from SkillsUSA Texas executives and the SkillsUSA Texas Annual Report 2024-2025 (Latham Alford, personal communication, August 1, 2025; SkillsUSA Texas, 2025)

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

¹² 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.

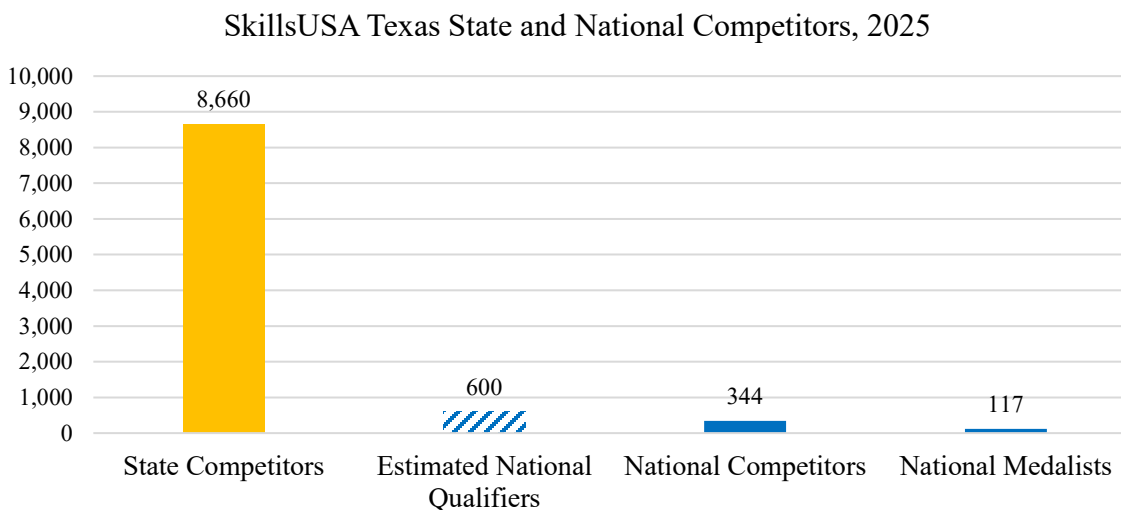


Chart 4 | *Note.* Based on figures SkillsUSA Texas executives and 2025 SkillsUSA Championships Medal Counts (Latham Alford, personal communication, August 1, 2025; Latham Alford, personal communication, August 13, 2025; SkillsUSA, 2025k)

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).

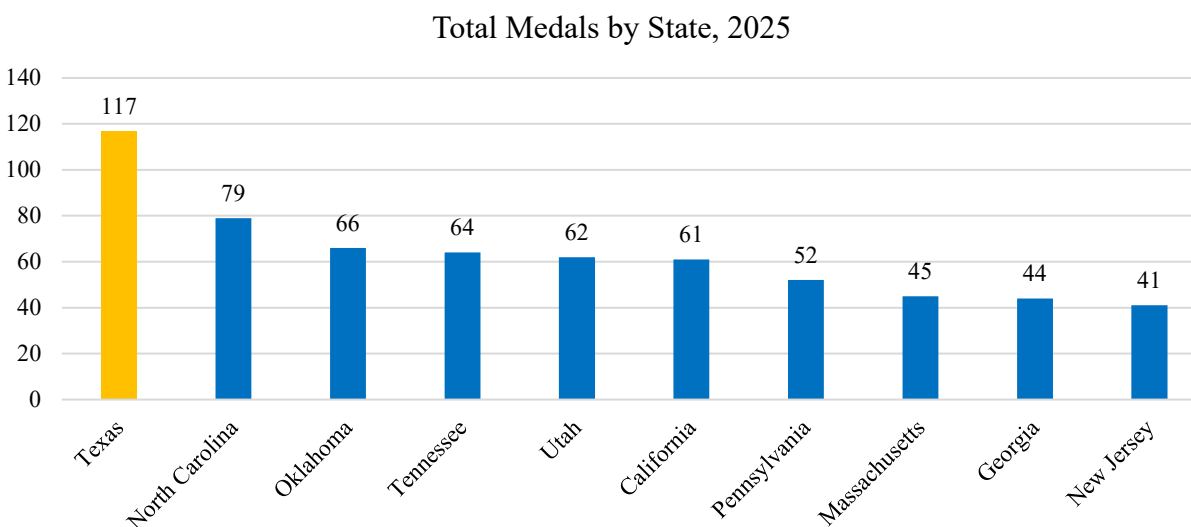


Chart 5 | *Note.* Based on SkillsUSA Championship Medal Counts, 2025 (SkillsUSA, 2025k)

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.¹³

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	--

¹³ 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 Pumps	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 Installers and Repairers	None		1.81
	49-2098	Security and Fire Alarm Systems Installers	None		1.74
	15-1232	Computer User Support Specialists	None		1.64
	53-7081	Refuse and Recyclable Material Collectors	None		1.61
	47-5012	Rotary Drill Operators, Oil and Gas	None		1.61
	47-5013	Service Unit Operators, Oil and Gas	None		1.59
	53-3033	Light Truck Drivers	None		1.58
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
	41-3021	Insurance Sales Agents	None		1.54
	49-9043	Maintenance Workers, Machinery	None		1.31
	53-3032	Heavy and Tractor-Trailer Truck Drivers	None		1.27
	47-2211	Sheet Metal Workers	Sheet Metal		1.27
	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Heating, Ventilation, Air Conditioning 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 Repairers	Automotive Refinishing Technology	Collision Repair Technology	1.02
North Central					
	47-5013	Service Unit Operators, Oil and Gas	None		4.63
	43-5011	Cargo and Freight Agents	None		4.44
	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
	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
Lower Rio Grande					
	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
Cameron County					
	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
Gulf Coast					
	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
Texas					
	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
Golden Crescent						
	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
Alamo						

	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
Texoma						
	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
Central Texas						
	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 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
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Wynn Rosser, Austin
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Community-Based Organization
Business and Industry
Education
Labor
Labor
Business and Industry
Business and Industry
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Business and Industry
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Education
Education
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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