



Texas High Growth Report Summary 2023

Predicting High-Demand Occupations Through 2030

Helping Employers Plan Wages and Texans Plan Careers



The Texas Workforce Commission (TWC) gathers information on projected shortages in high-wage, high-demand occupations. This information guides future generations and those needing to reskill to in-demand careers. Knowing what is happening now, and likely to change in the Texas labor market, helps employers, job seekers and local officials make better business, career, education and economic development decisions.

Defining 'High-Wage, High-Demand' Occupations

TWC continuously analyzes pay ranges and growth trends for up to **800** occupations. For this report, high-wage, high-demand jobs are defined as those where the annual median pay is estimated to exceed the statewide median, **\$43,463** a year, with an expected employment change greater than or equal to **400** jobs.

TWC reports on occupations in these criteria across thirteen industry sectors, including: Construction; Manufacturing; Agriculture & Forestry; Health Care & Social Assistance; Educational Services; Transportation & Warehousing; Mining, Quarrying, Oil & Gas Extraction; Utilities; Wholesale Trade; Retail Trade; Finance & Insurance; Professional, Scientific & Technical Services; and Accommodation & Food Services. There are **481** high-wage occupations in Texas overall, however pay across industries can vary and is dependent largely on labor demand. Of these, **215 occupations** are expected to add **400** jobs or more for a total expected growth of over **762,000** jobs by 2030. Despite the threshold for this analysis being \$43,463, over **80%** of these new high-wage, high-demand jobs will pay **\$50,000** or more.



13

Industries

215

High-Wage, High-Demand
Occupations

762,000

New High-Wage,
High-Demand Jobs by 2030

Texas to Add 2.3 Million New Jobs by 2030

Texas is projected to add **2.3 million** new jobs between 2020 and 2030. Of these, **39.3%** will require some form of postsecondary education and training, including in some cases, a college degree. However, a number of jobs will not require a degree, but instead only specific technical skills, such as those in construction and manufacturing.

Higher-demand, higher-pay occupations tend to require either:

- a bachelor's degree and technical skill training, or
- some form of postsecondary education, technical skill training, and additional on-the-job training

Industries Adding the Most High-Wage, High-Demand Jobs



Most In-Demand High-Wage Occupations

Of the high-wage occupations identified, those expected to be in highest demand are:

- Management Occupations **99,402** jobs
- Healthcare Practitioners and Technical Occupations **97,089** jobs

Management workers are engaged in the planning and directing of resources. These careers typically require a bachelor's degree, but workers with higher education may earn higher wages. Healthcare practitioners and technical workers provide healthcare services and include skilled trades and professions that usually require post-secondary education in science, math, and specialized technology.

High-wage, high-demand careers span all industries and educational requirements; however, professions requiring at least a bachelor's degree will add the most positions with an expected growth of **360,000** jobs. Despite this, many high-wage, high-demand occupations also require less than a four-year degree.



Middle Skills Careers Expected to Flourish



Middle skills occupations, which require training beyond a high school diploma but less than a bachelor's degree, are expected to grow by **265,465** new jobs, with just over **95%** of these positions earning in excess of **\$45,000** annually. Overall, middle skills occupations represent about **34.8%** of the total high-wage, high-demand job growth projected through 2030, with the following showing the most expected job growth:

- # 1: Construction: **60,210** jobs
- # 2: Transportation and Warehousing: **54,652** jobs
- # 3: Healthcare and Social Assistance: **33,191** jobs

265,465

Middle Skills Jobs

95%

New Middle Skills Jobs
Making \$45,000+

Top Paying Careers Not Requiring a Four-Year Degree

88

Careers in
Manufacturing

84

Careers in
Professional and
Technical Services

78

Careers in
Construction

Apprenticeships: Filling In-Demand Occupations Through Hands-On Experience

Many occupations expected to see growth require less than a bachelor's degree. Apprenticeships provide an attractive model for employers looking for a highly skilled workforce and a career pathway for workers seeking higher levels of employment. In Texas, there are currently more than **30,000** apprentices participating in over **650** registered apprenticeship programs. Further, in FY 2023, more than **16,000** individuals entered the apprenticeship system and **4,481** participants graduated.



4,481

Apprentices Graduated
in 2023

30,000

Apprentices Currently
Obtaining Career Skills

Apprenticeship in Texas shows strong growth, increasing over **50%** since 2019, with over **17,000** participants having graduated in the last five fiscal years. The number of high-wage, high-demand apprenticeable jobs is expected to grow by **32,951** by 2030. This growth is expected to continue and will provide an alternative career pathway for thousands of Texans and a ready workforce for the state.

50%

Increase in
Apprenticeships
Since 2019

650

Apprenticeship
Programs Registered
in Texas

32,951

New
Apprenticeable
Jobs by 2030

TWC uses available data to predict the most in-demand occupations in Texas for the 2020 through 2030 timeframe. It's important to remember that each employer is unique and requires a unique combination of technical skills, education, work experience, and even soft or emotional quotient skills for each of these jobs at each of their workplaces. To learn more about the methodology used to estimate future high-demand occupations, visit <https://bit.ly/TWC-AgencyInfo-Reports>