



Targeted Occupations List FY 2021

Purpose of this analysis: Workforce Solutions Capital Area must annually assess whether its targeted occupations list is aligned with high-demand occupations for the Austin/Travis County region. The targeted occupations list are the only occupations for which WFSCA will provide funding.

Requested action: WFSCA requests that the Operations Committee review the targeted occupation list for FY 2021 and recommend for full Board of Directors vote in August 2020.

Impact on the Master Community Workforce Plan: Additionally, WFSCA determines whether its targeted occupations represent the middle-skill industries that are the focus of the Master Community Workforce Plan. By aligning its targeted occupations with those in the MCWP, WFSCA is bringing awareness to high-demand middle skill occupations and providing wrap-around services to clients to enroll and persist in training. In addition, WFS is tracking clients through training and into employment in training-related jobs.

Proposed changes for TOL:

Occupation	Change	Reason
Computer Programmer	Removed	Negative annualized percentage growth per TWC and many of the job duties performed for this occupation may be found in other occupations such as software developers and database administrators, affirmed with employers and employer industry association Austin Technology Council
EMT/Paramedic	Separated SOC	Recent standard occupational classification (SOC) code changes have split these two occupations into separate SOC codes on the targeted occupation list.
Software Developer, Applications & Systems Software	Combined SOC	Recent SOC changes combined these two occupations into one SOC code on the targeted occupation list.
Diagnostic Medical Sonographer	Reviewed, kept on TOL	Low number of job postings annually per Burning Glass for Austin MSA and per TWC for Travis County, employers affirmed high demand
Respiratory Therapist	Reviewed, kept on TOL	Low number of job postings annually per TWC and Burning Glass in Travis County, employers affirmed high demand
Surgical Technician	Reviewed, kept on TOL	Low number for 1-year projected demand per Jobs Eq, employers affirmed high demand
Industrial Machinery Mechanic	Reviewed, kept on TOL	Has very few real-time job openings in Travis County per Labor Insight, employers affirmed demand
Machinist	Reviewed, kept on TOL	Has very few-real time job openings in Travis County per Labor Insight, employers affirmed demand

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Software Developer, Applications & Systems Software	Combined SOC	Recent SOC changes combined these two occupations into one SOC code on the targeted occupation list.
Construction Manager	Reviewed not added	High demand occupation, high entry-level salary, and training can be less than a 4-year degree

TOL Criteria:

Current job openings (per Labor Insight)	= or > 45
Projected job openings 2016-2026 (per TWC and JobsEQ)	= or > 50
Starting wage (200% poverty for 1 person)	\$25,520
Required education (consideration for occupations that pose entry level position for youth and adults that is leading to career pathway)	More than a HS diploma, but less than a 4-year degree (can include long-term On-the –Job training, such as apprenticeships, or postsecondary, some college, no degree, and/or an associates degree)
Focus industries	Goal of 90% in IT, HC and Skilled Trades/Adv Manufacturing. The draft TOL includes 4 in Prof & Bus Services/90% in the three focus MCWP areas.
Local Training Outcome	Compare graduation outcome data from local training providers
Industry Feedback	Employers and/or industry associations provide feedback based on the demand of the occupation in the region



Workforce Solutions Capital Area Targeted Occupations

Processing August 2020

#	2010 SOC	New SOC	Occupation Job Title	Industry
1	--	13-2011	Accountants and Auditors	Professional & Business Services
2	--	43-3031	Bookkeeping, Accounting, and Auditing Clerks	Professional & Business Services
3	--	47-2031	Carpenters	Skilled Trades
4	15-1150	15-1150	Computer Support Specialists includes:	Information Technology
			15-1231 Computer Network Support Specialists	
			15-1232 Computer User Support Specialists	
5	15-1131	15-1251	Computer Programmers	Information Technology
6	15-1121	15-1211	Computer Systems Analysts	Information Technology
7	15-1141	15-1245	Database Administrators and Architects	Information Technology
8	--	31-9091	Dental Assistants	Health Sciences
9	29-2021	29-1292	Dental Hygienists	Health Sciences
10	--	29-2032	Diagnostic Medical Sonographers	Health Sciences
11	--	47-2111	Electricians	Skilled Trades
12	29-2041	29-2042	Emergency Medical Technicians	Health Sciences
13	--	17-3020	Engineering Technicians, Except Drafters, limited to:	Skilled Trades
			17-3023 Electrical and Electronic Engineering Technologists and Technicians	
			17-3022 Civil Engineering Technologists and Technicians	
14	--	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Skilled Trades
15	--	53-3032	Heavy and Tractor-Trailer Truck Drivers	Skilled Trades
16	--	49-9041	Industrial Machinery Mechanics	Skilled Trades
17	--	29-2061	Licensed Practical and Licensed Vocational Nurses	Health Sciences
18	--	51-4041	Machinists	Skilled Trades
19	--	49-9071	Maintenance and Repair Workers, General	Skilled Trades
20	--	13-1111	Management Analysts	Professional & Business Services
21	--	29-2012	Medical and Clinical Laboratory Technicians	Health Sciences
22	--	31-9092	Medical Assistants	Health Sciences
			(requires obtaining 31-9097 Phlebotomists certification)	
23	29-2071	29-2098	Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	Health Sciences
24	--	43-6013	Medical Secretaries and Administrative Assistants	Health Sciences
25	15-1142	15-1244	Network and Computer Systems Administrators	Information Technology
26	31-1014	31-1131	Nursing Assistants	Health Sciences
27	--	29-2043	Paramedics	Health Sciences
28	--	29-2052	Pharmacy Technicians	Health Sciences
29	--	31-2021	Physical Therapist Assistants	Health Sciences
30	--	47-2152	Plumbers, Pipefitters, and Steamfitters	Skilled Trades
31	--	29-2034	Radiologic Technologists and Technicians	Health Sciences
32	--	29-1141	Registered Nurses	Health Sciences
33	--	29-1126	Respiratory Therapists	Health Sciences
34	--	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	Professional & Business Services
35	--	47-2211	Sheet Metal Workers	Skilled Trades
36	15-1133	15-1256	Software Developers and Software Quality Assurance Analysts and Testers	Information Technology
	15-1132			
37	--	29-2055	Surgical Technologists	Health Sciences
38	--	49-3000	Vehicle & Mobile Equipment Mechanics, Installers & Repairers, limited to:	Skilled Trades
			49-3023 Automotive Service Technicians and Mechanics	
			49-3031 Bus and Truck Mechanics and Diesel Engine Specialists	
39	15-1134	15-1257	Web Developers and Digital Interface Designers	Information Technology
40	--	51-4121	Welders, Cutters, Solderers, and Brazers	Skilled Trades

Industry Feedback

Computer Programmer Occupation

Summary on behalf of Ms. Gunst and Mr. Miranda, Austin Tech Council

Noted that computer programmers is somewhat outdated in lieu of updated titles like software developers, full stack, backend/fe developer, and other associated titles. Encouraged WFS to explore other IT-based credentials such as company-specific training i.e. Apple Swift Training, Cisco, SDFC, CompTIA A+, AWS, PmP, ITIL, and the like. Depending on the demand, these trainings can help workers connect to entry level, middle-skill jobs with specific tech companies.

Industry Machinery Mechanic and Machinist Occupations

Summary on behalf of Ms. Walty, Formaspace

Noted that Formaspace does not have either position - industrial machinery mechanic or machinist - within their organization; however, they do have a maintenance technician who does regular maintenance on their Komo and Bander. Formaspace just posted and hired for this position 2 months ago and this position could be aligned with the industrial machinery mechanic occupation.

Follow-up questions asked to Ms. Walty:

- How often would you say you recruit for the maintenance technician position? [New position this year](#)
- How many do you have on staff for this position on an average basis? [1](#)
- On average, how much do your maintenance technicians make as a starting salary? [\\$50K/yr](#)
- Is this a difficult position to hire for? (based on lack of training/experience, etc.) [No](#)
- Would you consider an industrial machinery mechanic as the govt. identified SOC code for your maintenance technicians? [Yes, but at an entry-level position](#)

Summary on behalf of Mr. Newman, Athena Manufacturing

Noted machinists are hard to find and there are usually machinist openings. Should be even harder to fill machinist positions if Tesla moves to town. Same thing with machinery mechanics.

Follow-up questions asked to Mr. Newman:

- How many machinists do you have on staff on average? [30](#)
- How many machinery mechanics do you have on staff on average? [2](#)
- Where do you currently recruit for these positions? [Indeed, word of mouth](#)
- Is experience or formalized training required? [Yes and Yes](#)
- Programs that offer training for machinists and/or machinery mechanics: [TSTC Hutto](#)

Respiratory Therapist, Diagnostic Sonographer, and Surgical Technician Occupations

Summary on behalf of Ms. King and the Central TX Health Care Partnership

Noted that hospital employers were all in agreement that respiratory therapists, sonographers, and surgical technicians are still in high demand and should remain on the list. When asked why they thought those positions were in high demand, but the numbers were so low, the Partnership said that it is a candidate issue - there aren't enough new graduates for these three careers to meet the need. Example, if one of their surgical technicians leaves their organization, it is almost impossible to find a replacement. When asked if there were other careers the Partnership would like to see on the list, they mentioned pharmacy technician, cardiovascular technician, and patient care technicians (PCT). Of these three careers mentioned, pharmacy technician is currently on the TOL.

Construction Manager Occupation

Summary on behalf of Ms. Cotrell, Operations Manager with American Constructors

Noted the title of the position is not industry standard language. Industry standard positions would be: Project Manager, Superintendent, Assistant Superintendent, Project Engineer, and Field Engineer.

If the intent is that all of these positions are covered by this generic title, then the breadth of experience and education will vary dramatically within each of these different roles. Having said all that, below is what we typically look for in field management personnel:

- Experience in the construction industry. This experience could either be as working with a General Contractor or could be working with a Subcontractor.
- Education: 4-year degree is preferred, 2 year associate degree is an option.
 - Absent the degree, the individual would have to have 5-10 years of foreman level experience in the construction field
 - With that level of experience, specialized training/certification would make transitioning into a field management position possible.

Follow-up questions asked to Ms. Cotrell:

- How many construction managers do you have on staff on average? [This would depend on who you classify as a construction manager. All included 40.](#)
- How often do you hire for this position? High turnover? [Low turnover](#)
- Where do you recruit for these positions now? [LinkedIn, colleges, and word of mouth](#)
- What training providers do you partner with or recruit from to hire for these positions? Multiple Colleges in state and out of state that have a high level engineering program.

Summary on behalf of Mr. Terwileger, Austin Electrical JATC

Noted Construction Managers are really called 'Project Managers' around Austin Electrical JATC. Their job is to manage a project with regards to schedule, manpower, hours, materials, equipment, rentals, pay applications, etc. They work closely with the Field Management like Superintendents, General Foreman, and Foreman. The best Project Managers tend to come from the construction trades as a



promotion from Field Management position. The knowledge they have gained from doing actual work on construction projects is the most valuable training they can get.

Do they need a 4-year degree? Do they need a 2-year degree? Do they really need a degree at all? If you decide to go to college for a degree in Construction Management, you should be prepared to spend at least two years afterward working in the field alongside a Superintendent or General Foreman. They don't need a 4-year degree but really a Construction Managers 'Apprenticeship'.

Summary on behalf of Mr. Arguello, Biggs Plumbing

Noted none of their site foreman have college degrees, but they do have a Journeyman license that requires 3-4 years of plumbing experience. Their project managers split time between the work sites and office. They do not have degrees, but most have a Journeyman license which they keep current. Project management does require more office, technology, communication and scheduling skills. Good project managers and foreman are hard to find. Most people can't handle the pressure of managing people and keeping a schedule.

Their estimator has a degree, but it is not required. They need to be good with numbers, technology and have industry knowledge. Their accountant does not have a degree, but she knows the software and has acquired industry knowledge.

Mr. Arguello is the business architect and works directly with the owner to make sure they have the organizational structure, technology, strategies, and people to successfully carry out the owner's goals for the company. If they were to post for Mr. Arguello's position, they would require a degree and/or 10-15 years of successful leadership in a business setting and knowledge of specific technology related to all facets of running a successful company. Mr. Arguello believes that foreman of large general contractors whom he works with typically have a construction degree or employ people with successful experience leading the construction process.

Summary on behalf of Mr. Cueller, TD Industries

Noted construction managers is a pretty high level role, so in his experience, he would not call it "in-demand". It is required and necessary, but companies wouldn't need too many in one area, depending on how much work they have.

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