

Mobility + Infrastructure (M+I)

AUSTIN LABOR MARKET INSIGHTS + COMMUNITY IMPACTS

KEY TAKEAWAYS

Meeting the Moment

- Austin’s unprecedented growth and major infrastructure projects like the IH-35 expansion, Project Connect, and airport redevelopment require **10,000** skilled workers annually.
- Currently, regional training programs meet only **40%** of this demand and women make up just **14%** of the industry’s workforce. Workforce shortages risk project delays, impacting economic and community development.
- By prioritizing workforce readiness, we ensure that infrastructure investments focus on creating career pathways and delivering much needed infrastructure to support our growing community.

PRIORITY OCCUPATIONS

In-Demand Career Pathways

	CURRENT EMPLOYMENT	10-YR FORECAST EMPLOYMENT	ANNUAL GROWTH RATE	AVG ANNUAL SALARY
SALES & TRUCK DRIVERS	21,893	28,147	2.5%	\$51,900
CONSTRUCTION LABORERS	13,942	18,184	2.7%	\$42,300
GENERAL MAINTENANCE & REPAIR WORKERS	13,263	16,613	2.3%	\$48,400
FIRST-LINE CONSTRUCTION SUPERVISORS	8,256	10,514	2.4%	\$78,500
CARPENTERS	5,663	7,136	2.3%	\$51,100
TOTAL INDUSTRY	137,663	174,266	2.4%	\$72,754

Source: JobsEQ, 2024Q2, Austin metro; Lightcast

HIRING TRENDS

- Over the last 12 months, Austin’s construction and natural resources sector grew **5.9%**, added **5,100** jobs, and saw the fastest growth across major private industry sectors for our region.
- From Dec 2024 – Jan 2025, job postings for M+I priority occupations exceeded **2,000** with over **930** employers hiring for talent.
- In 2024, M+I priority occupations had over **12,000** total job postings with over **2,900** employers competing for skilled talent. Drivers, Sales Workers and Truck Drivers saw the largest number of postings averaging over **1,300** monthly hires.

Source: [Opportunity Austin](#); The Conference Board-Lightcast Help Wanted OnLine (HWOL) Data Series

INDUSTRY PARTNERSHIP HIGHLIGHT

Transforming Economic Development

The Austin Infrastructure Academy (AIA), administered by Workforce Solutions Capital Area (WFS), shifts the traditional economic development paradigm by putting workforce development at the forefront. By aligning recruitment, training, and job placement with infrastructure investments, AIA ensures that workforce readiness drives project success and community resilience. This integrated approach creates a robust talent pipeline that supports regional growth while empowering residents with careers.

The first-ever HER Power Summit, hosted by Opportunity Austin in Jan 2025, brought together over 60 women from diverse workforce and educational backgrounds. Attendees connected with 27 employers and engaged in breakout sessions led by WFS, Austin Energy, and CapMetro. The summit highlighted M+I careers, introduced AIA, surveyed participants, and encouraged more women to join this critical, growing industry.

CAREER AWARENESS & OUTREACH IMPACTS

- 1.3K** students responded to the M+I Sector Partnership survey
Capturing what students are seeking in a career for this industry
- 685** middle and high school students participated in Trades Day
Held by Construction Industry Education Foundation, WFS, Austin Community College, and We Build Texas Roads Coalition with 28 exhibitors participating

GET INVOLVED. Looking to connect with future talent and strengthen your workforce? Click or scan to join the M+I Sector Partnership.

