

WIOA In-Demand Industry Sectors List

Board Name:	West Central	Date Submitted or Updated:	3/20/2025
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Use this spreadsheet to identify the Board's top high-demand industries. The Board's high-demand industries may include, but are not limited to, industries related to a governor's industry cluster

*** If non-LMI data is used, Boards must update the table title dates reflect the time frame for which they have gathered data.**

2022 North American Industry Classification System (NAICS) Code (4-digit)	NAICS Industry Title	* Annual Average Employment 2023	* Annual Average Employment 2033	* Number Change 2023-2033	* Percent Growth 2023-2033	Does Industry Relate to a Governor's Industry Cluster? (yes or no)	Additional Rationale, Local Wisdom, Comments	Labor Market Information Data Source(s)
5412	Accounting, Tax Preparation, Bookkeeping, and Payroll Services	840	875	35	4.2%	no	Avg. annual demand is 80 hires/yr, key industry for Accountants	JobsEQ
3323	Architectural and Structural Metals Manufacturing	780	812	32	4.1%	no	Avg. annual demand is 82 hires/yr, key industry for Welders	JobsEQ
4411	Automobile Dealers	1,688	1752	64	3.8%	no	Avg. annual demand is 194 hires/yr, key industry for Auto. Mechanics; stakeholder survey indicates this is a significant industry for this area	JobsEQ
8111	Automotive Repair and Maintenance	1,234	1258	24	1.9%	no	Avg. annual demand is 126 hires/yr, key industry for Auto. Mechanics	JobsEQ
2382	Building Equipment Contractors	2,780	3015	235	8.5%	no	Avg. annual demand is 280 hires/yr, key industry for Electricians and HVAC Mechanics	JobsEQ
1121	Cattle Ranching and Farming	1,100	1089	-11	-1.0%	no	Avg. annual demand is 144 hires/yr, stakeholder survey garnered majority respondent support as a key industry for this area	JobsEQ
6113	Colleges, Universities, and Professional Schools	2,141	2244	103	4.8%	yes	Avg. annual demand is 204 hires/yr	JobsEQ
5221	Depository Credit Intermediation	1,846	1855	9	0.5%	no	Avg. annual demand is 155 hires/yr	JobsEQ
2211	Electric Power Generation, Transmission and Distribution	1,412	2032	620	43.9%	yes	Avg. annual demand is 206 hires/yr, key industry for Wind Turbine Techs.	JobsEQ
6111	Elementary and Secondary Schools	10,548	10742	194	1.8%	no	Avg. annual demand is 1009 hires/yr, key industry for teaching occupations	JobsEQ

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2022 North American Industry Classification System (NAICS) Code (4-digit)	NAICS Industry Title	* Annual Average Employment 2023	* Annual Average Employment 2033	* Number Change 2023-2033	* Percent Growth 2023-2033	Does Industry Relate to a Governor's Industry Cluster? (yes or no)	Additional Rationale, Local Wisdom, Comments	Labor Market Information Data Source(s)
5613	Employment Services	1,054	1076	22	2.1%	no	Avg. annual demand is 118 hires/yr	JobsEQ
9211	Executive, Legislative, and Other General Government Support	1,957	2007	50	2.6%	no	hires/yr, key industry for Police and Sheriff Patrol Officers	JobsEQ
4841	General Freight Trucking	991	1011	20	2.0%	no	Avg. annual demand is 104 hires/yr, key industry for Truck Drivers	JobsEQ
6221	General Medical and Surgical Hospitals	7,202	7562	360	5.0%	no	Avg. annual demand is 612 hires/yr, key industry for RNs and Medical Svcs Mgrs	JobsEQ
2373	Highway, Street, and Bridge Construction	1,108	1169	61	5.5%	no	Avg. annual demand is 103 hires/yr	JobsEQ
5241	Insurance Carriers	1,269	1368	99	7.8%	no	Avg. annual demand is 116 hires/yr	JobsEQ
9221	Justice, Public Order, and Safety Activities	3,579	3644	65	1.8%	no	Avg. annual demand is 336 hires/yr, key industry for Police and Sheriff Patrol Officers, and for Correctional Officers and Jailers	JobsEQ
3274	Lime and Gypsum Product Manufacturing	434	402	-32	-7.4%	no	Avg. annual demand is 39 hires/yr; this industry has a strong growth record over the last 10 years (18%) and staff believes there will be a strong need for building materials due to recent eastern catastrophes, that is not projected in LMI	JobsEQ

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4238	Machinery, Equipment, and Supplies Merchant Wholesalers	1,455	1529	74	5.1%	no	Avg. annual demand is 148 hires/yr, stakeholder survey garnered majority respondent support as a key industry for this area	JobsEQ
6211	Offices of Physicians	2,611	2896	285	10.9%	no	Avg. annual demand is 250 hires/yr	JobsEQ
2111	Oil and Gas Extraction	921	880	-41	-4.5%	yes	Avg. annual demand is 73 hires/yr; staff believes the emphasis on this and related industries by the new administration will positively impact growth and overall demand that is not projected in LMI	JobsEQ
2389	Other Specialty Trade Contractors	1,428	1506	78	5.5%	no	Avg. annual demand is 136 hires/yr; key industry for Construction Laborers; stakeholder survey garnered majority respondent support as a key industry for this area	JobsEQ
2361	Residential Building Construction	987	1049	62	6.3%	no	Avg. annual demand is 91 hires/yr; continuous new housing development projects across the area	JobsEQ
6232	Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities	2,329	2494	165	7.1%	no	Avg. annual demand is 291 hires/yr	JobsEQ

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2131	Support Activities for Mining	3,399	3403	4	0.1%	no	Avg. annual demand is 318 hires/yr; staff believes the emphasis on this and related industries by the new administration will positively impact growth and overall demand that is not projected in LMI	JobsEQ
2371	Utility System Construction	792	837	45	5.7%	yes	Avg. annual demand is 74 hires/yr; significant employer of Construction Laborers and Operating Engineers	JobsEQ

WIOA In-Demand Occupations List

Board Name:	West Central	Date Submitted or Updated:	4/9/2025
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*** If non-LMI data is used, Boards must update the table title dates to reflect the time frame for which they have gathered data.**

Standard Occupational Classification (SOC) or Occupational Information Network (O*NET) Job Code	In-Demand Occupation Job Title	* Annual Average Employment 2023	* Annual Average Employment 2033	* Number Change 2023–2033	* Percent Change 2023–2033	Annual Change in Employment (Growth)	Additional Rationale, Local Wisdom, and Comments	Labor Market Information Data Source(s)
13-2011	Accountants and Auditors	941	1002	61	6.5%	6	Avg. annual demand is 80 hires per yr, 95 new postings in the last 12 mos. indicating high demand.	Jobs EQ
49-3023	Automotive Service Technicians and Mechanics	959	997	38	4.0%	4	Avg. annual demand is 84 hires per yr, 111 new postings in the last 12 mos. indicating high demand.	Jobs EQ
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,347	1287	-60	-4.5%	-6	Avg. annual demand is 143 hires per yr, 104 new postings in the last 12 mos. indicating high demand.	Jobs EQ
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	338	347	9	2.7%	1	Avg. annual demand is 29 hires per yr, 97 new postings in the last 12 mos. indicating high demand. This occupation supports in-demand industries and other demand occupations.	Jobs EQ
47-2061	Construction Laborers	1,672	1811	139	8.3%	14	Avg. annual demand is 159 hires per yr, 90 new postings in the last 12 mos. indicating high demand.	Jobs EQ
33-3012	Correctional Officers and Jailers	939	899	-40	-4.3%	-4	Avg. annual demand is 77 hires per yr, 134 new postings in the last 12 mos. indicating high demand.	Jobs EQ
49-9051	Electrical Power-Line Installers and Repairers	216	251	35	16.2%	4	Avg. annual demand is 21 hires per yr, 31 new postings in the last 12 mos. Stakeholder survey garnered majority respondent support as a high demand occupation. Demand expected to increase due to broadband initiatives.	Jobs EQ
47-2111	Electricians	792	890	98	12.4%	10	Avg. annual demand is 85 hires per yr, 58 new postings in the last 12 mos. In a stakeholder survey, employer comment feedback stated a need for 'Trained blue collar workers for construction, plumbing, electricians, energy (wind, solar, oil and gas), manufacturing', supporting high demand. Anticipate further demand due to current data center construction and potential attraction of related new employers.	Jobs EQ
25-2021	Elementary School Teachers, Except Special Education	1,636	1674	38	2.3%	4	Avg. annual demand is 113 hires per yr, 25 new postings in the last 12 mos. In a stakeholder survey, 100% of employer respondents stated teaching occupations are in high demand.	Jobs EQ
29-2042	Emergency Medical Technicians	227	239	12	5.3%	1	Avg. annual demand is 18 hires per yr, 55 new postings in the last 12 mos. indicating demand that meets the Board's baseline requirement. In addition, this occupation is a career pathway to LVNs and RNs.	Jobs EQ
11-9013	Farmers, Ranchers, and Other Agricultural Managers	4,366	4196	-170	-3.9%	-17	Avg. annual demand is 435 hires per yr, 1 new posting in the last 12 mos. (this is insignificant since public job posting sites are atypical in recruitment methods for these jobs). Agriculture continues to be a major driver of the region's economy and current workforce is aging out of business, so anticipate need for replacements.	Jobs EQ
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	946	1004	58	6.1%	6	Avg. annual demand is 80 hires per yr, 46 new postings in the last 12 mos. This occupation supports in-demand industries and other demand occupations.	Jobs EQ
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	699	750	51	7.3%	5	Avg. annual demand is 62 hires per yr, 161 new postings in the last 12 mos. indicating high demand. This occupation supports in-demand industries and other demand occupations.	Jobs EQ

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43-1011	First-Line Supervisors of Office and Administrative Support Workers	1,473	1419	-54	-3.7%	-5	Avg. annual demand is 131 hires per yr, 95 new postings in the last 12 mos. indicating high demand.	Jobs EQ
51-1011	First-Line Supervisors of Production and Operating Workers	632	649	17	2.7%	2	Avg. annual demand is 61 hires per yr, 72 new postings in the last 12 mos. This occupation supports in-demand industries and other high demand occupations.	Jobs EQ
11-1021	General and Operations Managers	3,701	3929	228	6.2%	23	Avg. annual demand is 327 hires per yr, 108 new postings in the last 12 mos. indicating high demand.	Jobs EQ
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	405	452	47	11.6%	5	Avg. annual demand is 40 hires per yr, 55 new postings in the last 12 mos. This occupation supports in-demand industries.	Jobs EQ
53-3032	Heavy and Tractor-Trailer Truck Drivers	2,468	2551	83	3.4%	8	Avg. annual demand is 264 hires per yr, 715 new postings in the last 12 mos. indicating very high demand.	Jobs EQ
49-9041	Industrial Machinery Mechanics	584	670	86	14.7%	9	Avg. annual demand is 56 hires per yr, 17 new postings in the last 12 mos. Stakeholder survey garnered majority respondent support as a high demand occupation. In addition, employer feedback stated there is high demand in manufacturing for "craftsmen" or "skilled trades" workers, which may indicate a mismatch between occupational titles and industry demand	Jobs EQ
29-2061	Licensed Practical and Licensed Vocational Nurses	844	872	28	3.3%	3	Avg. annual demand is 71 hires per yr, 387 new postings in the last 12 mos. indicating very high demand.	Jobs EQ
51-4041	Machinists	181	190	9	5.0%	1	Avg. annual demand is 19 hires per yr, 15 new postings in the last 12 mos. Stakeholder survey garnered majority respondent support as a high demand occupation. The possible occupational title mismatch (discussed above for IMMs) is also a consideration for this occupation.	Jobs EQ
49-9071	Maintenance and Repair Workers, General	1,389	1471	82	5.9%	8	Avg. annual demand is 137 hires per yr, 114 new postings in the last 12 mos. indicating high demand.	Jobs EQ
11-9111	Medical and Health Services Managers	641	829	188	29.3%	19	Avg. annual demand is 70 hires per yr, 1131 new postings in the last 12 mos. indicating very high demand.	Jobs EQ
31-9092	Medical Assistants	695	815	120	17.3%	12	Avg. annual demand is 108 hires per yr, 72 new postings in the last 12 mos. This is a career pathway to RNs.	Jobs EQ
25-2022	Middle School Teachers, Except Special and Career/Technical Education	806	825	19	2.4%	2	Avg. annual demand is 56 hires per yr, 3 new postings in the last 12 mos. In a stakeholder survey, 100% of employer respondents stated that teaching occupations are in high demand.	Jobs EQ
47-2073	Operating Engineers and Other Construction Equipment Operators	601	626	25	4.2%	3	Avg. annual demand is 53 hires per yr, 72 new postings in the last 12 mos.	Jobs EQ
47-2152	Plumbers, Pipefitters, and Steamfitters	482	518	36	7.5%	4	Avg. annual demand is 46 hires per yr, 20 new postings in the last 12 mos., stakeholder survey garnered majority respondent support as a high demand occupation. In addition, employer comment feedback stated a need for 'Trained blue collar workers for construction, plumbing, electricians, energy (wind, solar, oil and gas), manufacturing'.	Jobs EQ

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33-3051	Police and Sheriffs Patrol Officers	848	883	35	4.1%	4	Avg. annual demand is 67 hires per yr, 109 new postings in the last 12 mos. indicating high demand.	Jobs EQ
29-1141	Registered Nurses	3,504	3762	258	7.4%	26	Avg. annual demand is 210 hires per yr, 4148 new postings in the last 12 mos. indicating very high demand.	Jobs EQ
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	706	730	24	3.4%	2	Avg. annual demand is 71 hires per yr, 386 new postings in the last 12 mos. indicating very high demand.	Jobs EQ
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	835	849	14	1.7%	1	Avg. annual demand is 75 hires per yr, 11 new postings in the last 12 mos.	Jobs EQ
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	1,257	1287	30	2.4%	3	Avg. annual demand is 81 hires per yr, 81 new postings in the last 12 mos. In a stakeholder survey, 100% of employer respondents stated that teaching occupations are in high demand.	Jobs EQ
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,676	1687	11	0.7%	1	Avg. annual demand is 184 hires per yr, 393 new postings in the last 12 mos. indicating very high demand.	Jobs EQ
25-2052	Special Education Teachers, Kindergarten and Elementary School	282	288	6	2.1%	1	Avg. annual demand is 20 hires per yr, 12 new postings in the last 12 mos. In a stakeholder survey, 100% of employer respondents stated that teaching occupations are in high demand. Another respondent stated that while districts can bypass certification requirements for many teaching positions (and that 45% of all new teachers in Region XIV last year were uncertified), SPED teachers must be certified.	Jobs EQ
25-2057	Special Education Teachers, Middle School	104	106	2	1.9%	0	Avg. annual demand is 7 hires per yr, 0 new postings in the last 12 mos. In a stakeholder survey, 100% of employer respondents stated that teaching occupations are in high demand. Another respondent stated that while districts can bypass certification requirements for many teaching positions (and that 45% of all new teachers in Region XIV last year were uncertified), SPED teachers must be certified.	Jobs EQ

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25-2058	Special Education Teachers, Secondary School	153	157	4	2.6%	0	Avg. annual demand is 11 hires per yr, 0 new postings in the last 12 mos. In a stakeholder survey, 100% of employer respondents stated that teaching occupations are in high demand. Another respondent stated that while districts can bypass certification requirements for many teaching positions (and that 45% of all new teachers in Region XIV last year were uncertified), SPED teachers must be certified.	Jobs EQ
51-4121	Welders, Cutters, Solderers, and Brazers	548	572	24	4.4%	2	Avg. annual demand is 5 / hires per yr, 5 / new postings in the last 12 mos. This occupation supports in-demand industries.	Jobs EQ
49-9081	Wind Turbine Service Technicians	244	522	278	113.9%	28	Avg. annual demand is 62 hires per yr, 114 new postings in the last 12 mos. indicating high demand.	Jobs EQ

WIOA Target Occupations List

Board Name:	West Central	Date Submitted or Updated:	4/9/2025
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Use this template to identify the Board's target occupations, which are occupations that: 1) are in demand, 2) have a dedicated training component, and 3) provide wages that meet a Board's self-sufficiency requirements.

* If other data sources are used outside of TWC, Boards must update the table title dates to reflect the time frame for which they have gathered data.

Standard Occupational Classification (SOC) Code (6-digit)	Target Occupation Job Title	* Annual Average Employment 2023	* Annual Average Employment 2033	* Number Change 2023-2033	* Percent Growth 2023-2033	Annual Change in Employment (Growth)	Starting Salary per Hour (Entry Wage)	Top Salary per Hour (Experienced Wage)	Typical Education Needed for Entry into Occupation	Are there Eligible Training Providers (ETPs) offering training for this occupation?	How many individuals will ETPs train and/or certify to fill current openings?	Additional Rationale, Local Wisdom, and Comments	Is this a Career Pathway Occupation? (yes or no)	Labor Market Information Data Source(s)
49-3023	Automotive Service Technicians and Mechanics	959	997	38	4.0%	4	\$16	\$29	PS Non-Degree Award	yes	31	Avg. annual demand is 84 hires per yr, 111 new postings in the last 12 mos. indicating high demand.	no	JobsEQ, THECB Database
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	338	347	9	2.7%	1	\$19	\$31	PS Non-Degree Award	yes	25	Avg. annual demand is 29 hires per yr, 97 new postings in the last 12 mos. indicating high demand. This occupation supports in-demand industries and other demand occupations.	no	JobsEQ, THECB Database
49-9051	Electrical Power-Line Installers and Repairers	216	251	35	16.2%	4	\$24	\$39	PS Non-Degree Award	yes	33	Avg. annual demand is 21 hires per yr, 31 new postings in the last 12 mos. Stakeholder survey garnered majority respondent support as a high demand occupation. Demand expected to increase due to broadband initiatives.	no	JobsEQ, THECB Database
47-2111	Electricians	792	890	98	12.4%	10	\$17	\$29	Apprent.	no	0	38 new postings in the last 12 mos. In a stakeholder survey, employer comment feedback stated a need for "Trained blue collar workers for construction, plumbing, electricians, energy (wind, solar, oil and gas), manufacturing", supporting high demand. Anticipate further demand due to current data center construction and potential attraction of related new employers.	no	JobsEQ
25-2021	Elementary School Teachers, Except Special Education	1636	1674	38	2.3%	4	\$22	\$29	Bachelor's Degree	yes	117	Avg. annual demand is 12 hires per yr, 25 new postings in the last 12 mos. In a stakeholder survey, 100% of employer respondents stated teaching occupations are in high demand. This is a targeted occupation due to a local fast-track eligible training program.	no	JobsEQ
29-2042	Emergency Medical Technicians	227	239	12	5.3%	1	\$14	\$20	PS Non-Degree Award	yes	24	Avg. annual demand is 16 hires per yr, 55 new postings in the last 12 mos. indicating demand that meets the Board's baseline requirement. In addition, this occupation is a career pathway to LVNs and RNs.	yes	JobsEQ, THECB Database
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	405	452	47	11.6%	5	\$16	\$27	PS Non-Degree Award	yes	11	Avg. annual demand is 40 hires per yr, 55 new postings in the last 12 mos. This occupation supports in-demand industries.	no	JobsEQ
53-3032	Heavy and Tractor-Trailer Truck Drivers	2468	2551	83	3.4%	8	\$19	\$30	PS Non-Degree Award	yes	151	Avg. annual demand is 264 hires per yr, 715 new postings in the last 12 mos. indicating very high demand.	no	JobsEQ, TWC CSC
49-9041	Industrial Machinery Mechanics	584	670	86	14.7%	9	\$19	\$33	PS Non-Degree Award	yes	5	17 new postings in the last 12 mos. Stakeholder survey garnered majority respondent support as a high demand occupation. In addition, employer feedback stated there is high demand in manufacturing for "craftsmen" or "skilled trades" workers, which may indicate a mismatch between occupational titles and industry demand	no	JobsEQ
29-2061	Licensed Practical and Licensed Vocational Nurses	844	872	28	3.3%	3	\$22	\$28	PS Non-Degree Award	yes	84	Avg. annual demand is 71 hires per yr, 387 new postings in the last 12 mos. indicating very high demand.	no	JobsEQ, THECB Database

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Standard Occupational Classification (SOC) Code (6-digit)	Target Occupation Job Title	* Annual Average Employment 2023	* Annual Average Employment 2033	* Number Change 2023-2033	* Percent Growth 2023-2033	Annual Change in Employment (Growth)	Starting Salary per Hour (Entry Wage)	Top Salary per Hour (Experienced Wage)	Typical Education Needed for Entry into Occupation	Are there Eligible Training Providers (ETPs) offering training for this occupation?	How many individuals will ETPs train and/or certify to fill current openings?	Additional Rationale, Local Wisdom, and Comments	Is this a Career Pathway Occupation? (yes or no)	Labor Market Information Data Source(s)
51-4041	Machinists	181	190	9	5.0%	1	\$16	\$26	PS Non-Degree Award	no	3	15 new postings in the last 12 mos. Stakeholder survey garnered majority respondent support as a high demand occupation. The possible occupational title mismatch (discussed above for IMMs) is also a consideration for this occupation.	no	JobsEQ
31-9092	Medical Assistants	695	815	120	17.3%	12	\$15	\$19	PS Non-Degree Award	yes	4	Avg. annual demand is 108 hires per yr, 72 new postings in the last 12 mos. This is a career pathway to RNs.	yes	JobsEQ
25-2022	Middle School Teachers, Except Special and Career/Technical Education	806	825	19	2.4%	2	\$23	\$29	Bachelor's Degree	yes	105	15 new postings in the last 12 mos. In a stakeholder survey, 100% of employer respondents stated that teaching occupations are in high demand. This is a targeted occupation due to a local fast-track eligible training program.	no	JobsEQ
47-2152	Plumbers, Pipefitters, and Steamfitters	482	518	36	7.5%	4	\$17	\$28	Apprent.	no	0	20 new postings in the last 12 mos.; stakeholder survey garnered majority respondent support as a high demand occupation. In addition, employer comment feedback stated a need for 'Trained blue collar workers for construction, plumbing, electricians, energy (wind, solar, oil and gas), manufacturing'.	no	JobsEQ
29-1141	Registered Nurses	3504	3762	258	7.4%	26	\$33	\$42	Associate Degree	yes	247	Avg. annual demand is 210 hires per yr, 4148 new postings in the last 12 mos. indicating very high demand.	no	JobsEQ, THECB Database
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	1257	1287	30	2.4%	3	\$23	\$31	Bachelor's Degree	yes	267	81 new postings in the last 12 mos. In a stakeholder survey, 100% of employer respondents stated that teaching occupations are in high demand. This is a targeted occupation due to a local fast-track eligible training program.	no	JobsEQ
51-4121	Welders, Cutters, Solderers, and Brazers	548	572	24	4.4%	2	\$18	\$27	PS Non-Degree Award	yes	216	Avg. annual demand is 57 hires per yr, 57 new postings in the last 12 mos. This occupation supports in-demand industries.	no	JobsEQ, THECB Database
49-9081	Wind Turbine Service Technicians	244	522	278	113.9%	28	\$23	\$34	PS Non-Degree Award	yes	30	Avg. annual demand is 62 hires per yr, 114 new postings in the last 12 mos. indicating high demand.	no	JobsEQ, TWC ETPL Performance Report