

Overview of Workforce Solutions Alamo 2021-2024 Modifications

Prepared by City of San Antonio Workforce Development Office Staff April 17, 2023

WSA has made the following modifications (1) to address shifting market conditions (2) to better serve the region's employers, job seekers and the overall economy, and (3) to maintain compliance with TWC:

- Updated the methodology to determine Target Occupations by raising the average wage from \$15/hour to \$17/hour. See the new methodology, below.
 - **Industries**
 - Analysis of historical labor market trends, WSA sectors and 2020-2030 industry projections using 4-digit NAICS
 - Primary data targets
 - Job projections
 - 21.6% growth; and/or
 - 500+ number change
 - Mean wages
 - At least \$17/hour
 - At least \$35,360/year
 - Secondary data targets
 - Competitive effect, location quotient
 - % Female employment
 - % Regional employment
 - Help wanted online postings
 - STEM-related
 - Local wisdom
 - Local investments
 - TWC Adding most jobs
 - TWC Fastest-growing jobs
 - **Occupations**
 - Match industries (NAICS to SOC codes) using staffing patterns
 - Primary data targets:
 - Job projections
 - 21.6% growth; and/or
 - 500+ number change
 - Mean wages
 - At least \$17/hour
 - At least \$35,360/year
 - Educational requirements
 - > High school diploma
 - <= Bachelor's degree
 - Secondary data targets:
 - >= 50 Employment changes due to growth (no exits)
 - Most job openings
 - Top 25 current employment
 - \$15/hour entry wage
 - Help wanted online postings

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- STEM-related
- Local wisdom
- Local investments
- TWC Adding most jobs
- TWC Fastest-growing jobs
- Reorganized 6 In-demand Industry Clusters based on updated labor market information:

In-demand Industry Clusters
Aerospace / Manufacturing
Health
Information Technology / Cybersecurity
Construction/Architecture / Utilities
Oil & Gas / Warehousing & Transportation / Traveler Accommodation / Finance / Other
Education

- Reduced In-demand Industry Sectors from 11 to 9 (listed in order of NAICS Code):

In-demand Industry Sectors
21 Mining, Quarrying, and Oil and Gas Extraction
23 Construction
31-33 Manufacturing
48-49 Transportation and Warehousing
52 Finance and Insurance
54 Professional, Scientific, and Technical Services
61 Educational Services
62 Health Care and Social Assistance
72 Accommodation and Food Services

- The following industry sectors were removed:
 - 42 Wholesale Trade;
 - 51 Information; and
 - 44-45 Retail Trade.
- 72 Accommodation and Food Services was added.
- Reduced In-demand Industries from 23 to 17:

In-demand Industries
2111 Oil & Gas Extraction
2131 Support Activities for Mining
2371 Utility System Construction

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2382 Building Equipment Contractors
3361 Motor Vehicle Manufacturing
3363 Motor Vehicle Parts Manufacturing
3364 Aerospace Products and Parts Manufacturing
4931 Warehousing and Storage
5221 Depository Credit Intermediation
5415 Computer Systems Design
5416 Management/Scientific, and Technical Consulting Services
6111 Elementary and Secondary Schools
6211 Offices of Physician
6212 Offices of Dentists
6215 Medical and Diagnostic Laboratories
6221 General Medical and Surgical Hospitals
7211 Traveler Accommodation

- The following industries were removed:
 - 2373 Highway, Street, and Bridge Construction
 - 4234 Professional and Commercial Equipment and Supplies Merchant Wholesalers
 - 4441 Building Material and Supplies Dealers
 - 5182 Data Processing and Related Services
 - 5242 Agencies, Brokerages, and Other Insurance Related Activities
 - 5413 Architectural, Engineering, and Related Services
 - 6223 Specialty (except Psychiatric and Substance Abuse) Hospitals
- Traveler Accommodation (7211) was added.
- Increased Target In-demand Occupations from 62 to 72:

Target In-Demand Occupations		
No.	SOC	SOC Title
1	43-5061	Production, Planning, and Expediting Clerks
2	49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers
3	49-3011	Aircraft Mechanics and Service Technicians
4	49-9041	Industrial Machinery Mechanics
5	49-9071	Maintenance and Repair Workers, General
6	51-4121	Welders, Cutters, Solderers, and Brazers
7	17-3021	Aerospace Engineering and Operations Technologists and Technicians*

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Target In-Demand Occupations		
No.	SOC	SOC Title
8	51-4041	Machinists **
9	11-9111	Medical and Health Services Managers
10	29-1141	Registered Nurses
11	29-1292	Dental Hygienists*
12	29-2032	Diagnostic Medical Sonographers
13	29-2034	Radiologic Technologists and Technicians
14	29-2052	Pharmacy Technicians
15	29-2061	Licensed Practical and Licensed Vocational Nurses
16	29-2099	Health Technologists and Technicians, All Other *
17	31-2021	Physical Therapist Assistants
18	31-9091	Dental Assistants
19	31-9092	Medical Assistants
20	43-6013	Medical Secretaries and Administrative Assistants
21	29-2072	Medical Records Specialists*
22	29-1126	Respiratory Therapists **
23	29-2010	Clinical Laboratory Technologists and Technicians **
24	29-2031	Cardiovascular Technologists and Technicians **
25	29-2055	Surgical Technologists **
26	31-2011	Occupational Therapy Assistants **
27	11-3021	Computer and Information Systems Managers
28	15-1211	Computer Systems Analysts
29	15-1212	Information Security Analysts
30	15-1231	Computer Network Support Specialists
31	15-1232	Computer User Support Specialists
32	15-1241	Computer Network Architects
33	15-1242	Database Administrators*
34	15-1243	Database Architects *
35	15-1244	Network and Computer Systems Administrators
36	15-1252	Software Developers *
37	15-1253	Software Quality Assurance Analysts and Testers *
38	15-1254	Web Developers*
39	15-1255	Web and Digital Interface Designers
40	15-1299	Computer Occupations, All Other*
41	15-2031	Operations Research Analysts
42	47-2111	Electricians
43	47-2152	Plumbers, Pipefitters, and Steamfitters
44	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers
45	11-9021	Construction Managers*
46	47-2073	Operating Engineers and Other Construction Equipment Operators **
47	47-2231	Solar Photovoltaic Installers **
48	43-3031	Bookkeeping, Accounting, and Auditing Clerks

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Target In-Demand Occupations		
No.	SOC	SOC Title
49	19-2042	Geoscientists, Except Hydrologists and Geographers*
50	11-1021	General and Operations Managers
51	11-3031	Financial Managers
52	11-3071	Transportation, Storage, and Distribution Managers*
53	13-1071	Human Resources Specialists
54	13-1081	Logisticians
55	13-1111	Management Analysts
56	13-2011	Accountants and Auditors
57	13-2072	Loan Officers*
58	43-9061	Office Clerks, General
59	53-3032	Heavy and Tractor-Trailer Truck Drivers
60	49-3023	Automotive Service Technicians and Mechanics
61	11-9051	Food Service Managers **
62	11-9081	Lodging Managers **
63	13-1121	Meeting, Convention, and Event Planners **
64	19-4021	Biological Technicians **
65	23-2011	Paralegals and Legal Assistants **
66	43-1011	First-Line Supervisors of Office and Administrative Support Workers*
67	25-2021	Elementary School Teachers, Except Special Education
68	25-2022	Middle School Teachers, Except Special and Career/Technical Education
69	25-2031	Secondary School Teachers, Except Special and Career/Technical Education
70	35-1011	Chefs and Head Cooks
71	33-3051	Police and Sheriffs Patrol Officers **
72	21-1094	Community Health Workers **

- A single asterisk above indicates a new occupation.
- A double asterisk above indicates that the occupation was requested by a WSA partner.
 - WSA included several occupations as requested by the City of San Antonio to align with the City's Ready to Work program.
- Career pathway lists tied to Target Occupations and occupations with similar CIP codes are also included.

WSA used the following primary and secondary data sources to develop the Modified Plan:

- Texas Workforce Commission;
- Quarterly Census of Employment and Wages;
- TWC/LMCI 2020-2030 Industry and Occupational Projections;
- TWC Texas Labor Analysis;
- U.S. Census Bureau 5-year Estimates;

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- EMSI / Lightcast Labor Market Data; and
- TWIST/Work in Texas.