

**STATEWIDE TARGET OCCUPATIONS LIST**

This list highlights critical occupations in Texas that support growth within the Governor’s industry clusters, meeting the following criteria:

1. Relevant to a Core Industry in any of the Governor’s Industry Clusters [Aerospace and Defense (AD), Advanced Technologies and Manufacturing (ATM), Biotechnology and Life Science (BLS), Energy (E), Petroleum Refining and Chemical Products (PRCP), and Information and Computer Technology (ICT)]
2. Minimum Annual Salary of \$30,000
3. Favorable Growth-Replacement Ratio (> 1.0 -- Means that more projected job openings are due to new demand than to replacement of the current population of workers)
4. Education Preference Range: Short-term on-the-job training to Bachelor’s degree plus work experience
  - \* For 13 occupations on the list with a Bachelor’s degree preference (marked with \*), some college education less than a bachelor’s degree is also common (over 25% of workers).
5. Minimum current employment of 500 in at least one Core Industry Cluster

Occupational Title	SOC Code	Core Industry Clusters	Education Preference	Annual Salary		Employment				Average Annual Job Openings		
				Low	High	2006	2016	Change	% Change	Due to Growth	Due to Replacement	Growth-Replacement Ratio
1 Accountants and Auditors	13-2011	AD, ATM, BLS, E, ICT, PRCP	Bachelor's degree	\$41,907	\$73,223	91,950	115,350	23,400	25.4	2,340	1,620	1.44
2 Aerospace Engineering and Operations Technicians	17-3021	AD, ATM	Associate degree	\$51,573	\$76,939	900	1,000	100	11.1	15	15	1
3 Aircraft Mechanics and Service Technicians	49-3011	AD, ATM	Postsecondary vocational training	\$38,609	\$56,242	17,150	21,250	4,100	23.9	405	175	2.31
4 Atmospheric and Space Scientists	19-2021	BLS, E	Bachelor's degree	\$36,429	\$90,502	650	900	250	38.5	25	15	1.67
5 Avionics Technicians	49-2091	AD, ATM	Postsecondary vocational training	\$38,853	\$56,770	2,350	2,800	450	19.1	45	25	1.8
6 Business Operations Specialists, All Other	13-1199	AD, ATM, BLS, E, ICT, PRCP	Bachelor's degree*	\$44,662	\$79,375	60,800	80,150	19,350	31.8	1,935	650	2.98
7 Compensation and Benefits Managers	11-3041	ATM	Bachelor's or higher degree, plus work experience*	\$69,925	\$114,196	3,400	4,050	650	19.1	65	65	1
8 Compensation, Benefits, and Job Analysis Specialists	13-1072	ATM, BLS, E, ICT, PRCP	Bachelor's degree*	\$39,563	\$66,319	9,700	12,250	2,550	26.3	255	210	1.21
9 Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	13-1041	ATM, BLS, E	Long-term on-the-job training	\$37,518	\$64,333	17,550	19,850	2,300	13.1	230	205	1.12
10 Computer and Information Systems Managers	11-3021	ATM, BLS, E, ICT, PRCP	Bachelor's or higher degree, plus work experience	\$86,485	\$137,247	15,850	19,250	3,400	21.5	340	255	1.33
11 Computer Software Engineers, Applications	15-1031	AD, ATM, BLS, E, ICT, PRCP	Bachelor's degree	\$68,624	\$101,829	30,900	45,200	14,300	46.3	1,430	450	3.18
12 Computer Software Engineers, Systems Software	15-1032	AD, ATM, BLS, E, ICT	Bachelor's degree	\$70,547	\$107,164	31,150	40,450	9,300	29.9	930	455	2.04
13 Computer Systems Analysts	15-1051	AD, ATM, BLS, E, ICT, PRCP	Bachelor's degree*	\$53,869	\$91,740	43,850	59,600	15,750	35.9	1,575	1,165	1.35
14 Construction and Building Inspectors	47-4011	ATM, BLS	Work experience in a related occupation	\$33,811	\$53,146	8,400	10,200	1,800	21.4	180	155	1.16
15 Construction Managers	11-9021	BLS, E	Bachelor's degree*	\$47,002	\$79,120	60,600	76,450	15,850	26.2	1,585	940	1.69
16 Cost Estimators	13-1051	AD, ATM, BLS, E, PRCP	Work experience in a related occupation	\$39,179	\$69,071	15,050	19,350	4,300	28.6	430	310	1.39
17 Database Administrators	15-1061	AD, ATM, BLS, E, ICT	Bachelor's degree	\$48,604	\$84,389	10,400	13,950	3,550	34.1	350	110	3.18
18 Employment, Recruitment, and Placement Specialists	13-1071	ATM, BLS, E, ICT	Bachelor's degree*	\$31,507	\$59,067	15,750	19,700	3,950	25.1	395	340	1.16
19 Engineers, All Other	17-2199	AD, ATM, BLS, PRCP, E, ICT	Bachelor's degree	\$69,852	\$111,274	8,250	9,200	950	11.5	95	95	1

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20 Financial Analysts	13-2051	ATM, BLS, E, ICT, PRCP	Bachelor's degree	\$52,122	\$89,787	19,800	26,000	6,200	31.3	615	115	5.35
21 Financial Managers	11-3031	AD, ATM, BLS, E, ICT, PRCP	Bachelor's or higher degree, plus work experience	\$72,408	\$132,032	27,250	32,350	5,100	18.7	515	395	1.3
22 First-Line Supervisors/Managers of Construction Trades and Extraction Workers	47-1011	ATM, BLS, E	Work experience in a related occupation	\$37,845	\$61,984	56,250	68,500	12,250	21.8	1,225	785	1.56
23 Human Resources, Training, and Labor Relations Specialists, All Other	13-1079	ICT	Bachelor's degree*	\$44,140	\$75,241	9,100	12,050	2,950	32.4	295	195	1.51
24 Industrial Engineering Technicians	17-3026	AD, ATM, BLS, E, ICT, PRCP	Associate degree	\$41,559	\$79,978	8,950	10,900	1,950	21.8	195	175	1.11
25 Industrial Engineers	17-2112	AD, ATM, BLS, E, ICT, PRCP	Bachelor's degree*	\$60,109	\$93,911	12,200	16,300	4,100	33.6	410	295	1.39
26 Industrial Machinery Mechanics	49-9041	AD, ATM, BLS, E, ICT, PRCP	Long-term on-the-job training	\$31,420	\$49,968	25,250	32,850	7,600	30.1	765	420	1.82
27 Loan Officers	13-2072	E	Bachelor's degree*	\$42,274	\$79,586	20,750	25,050	4,300	20.7	435	225	1.93
28 Market Research Analysts	19-3021	ATM, BLS, E, ICT, PRCP	Bachelor's degree	\$43,847	\$92,425	19,050	23,450	4,400	23.1	435	130	3.35
29 Medical and Clinical Laboratory Technologists	29-2011	BLS, ICT	Bachelor's degree*	\$41,379	\$56,443	12,750	15,950	3,200	25.1	320	195	1.64
30 Millwrights	49-9044	E	Long-term on-the-job training	\$31,279	\$50,613	3,000	3,950	950	31.7	95	40	2.38
31 Multi-Media Artists and Animators	27-1014	ATM, ICT	Bachelor's degree*	\$31,188	\$69,412	7,000	9,200	2,200	31.4	220	165	1.33
32 Network and Computer Systems Administrators	15-1071	ATM, BLS, E, ICT	Bachelor's degree*	\$48,173	\$77,049	25,250	33,650	8,400	33.3	840	575	1.46
33 Network Systems and Data Communications Analysts	15-1081	ATM, BLS, E, ICT, PRCP	Bachelor's degree*	\$49,286	\$83,845	17,750	27,600	9,850	55.5	985	360	2.74
34 Occupational Health and Safety Specialists	29-9011	ATM, BLS, E	Bachelor's degree	\$41,949	\$72,491	4,050	4,850	800	19.8	80	75	1.07
35 Personal Financial Advisors	13-2052	E, PRCP	Bachelor's degree	\$43,773	\$112,769	10,900	14,400	3,500	32.1	350	100	3.5
36 Petroleum Engineers	17-2171	ATM, BLS, E, PRCP	Bachelor's degree	\$85,919	\$0	8,550	10,950	2,400	28.1	240	220	1.09
37 Plumbers, Pipefitters, and Steamfitters	47-2152	ATM, BLS, E, PRCP	Long-term on-the-job training	\$31,140	\$49,186	31,900	39,350	7,450	23.4	745	660	1.13
38 Public Relations Specialists	27-3031	ATM, BLS, E, ICT	Bachelor's degree	\$36,155	\$66,975	15,950	19,350	3,400	21.3	345	120	2.88
39 Radiologic Technologists and Technicians	29-2034	BLS	Associate degree	\$39,408	\$57,997	13,400	17,400	4,000	29.9	405	180	2.25
40 Registered Nurses	29-1111	BLS, ICT	Associate degree	\$48,964	\$68,494	157,850	217,450	59,600	37.8	5,960	2,605	2.29
41 Rotary Drill Operators, Oil and Gas	47-5012	E	Moderate-term on-the-job training	\$32,019	\$56,118	7,650	10,100	2,450	32	245	80	3.06
42 Sales Representatives, Services, All Other	41-3099	ATM, BLS, E, ICT	Moderate-term on-the-job training	\$30,025	\$73,555	38,000	51,000	13,000	34.2	1,300	895	1.45
43 Training and Development Specialists	13-1073	ATM, BLS, E, ICT	Bachelor's degree*	\$37,866	\$64,528	15,650	19,350	3,700	23.6	370	335	1.1