



Workforce Solutions Alamo Local Plan 2025-2028



Workforce Solutions Alamo



Who We Are: Governing board for the regional workforce system



Mission: Strengthen the 13-county Alamo regional economy by growing and connecting talent pipelines (people) to employers



Sector-Based Model: Career paths in high-growth, high-wage and high-demand industries in collaboration with employers and strategic partners



Career Pathway: Career exploration & exposure, connection with employers, navigating the career ladder, training and resources to meet labor demands

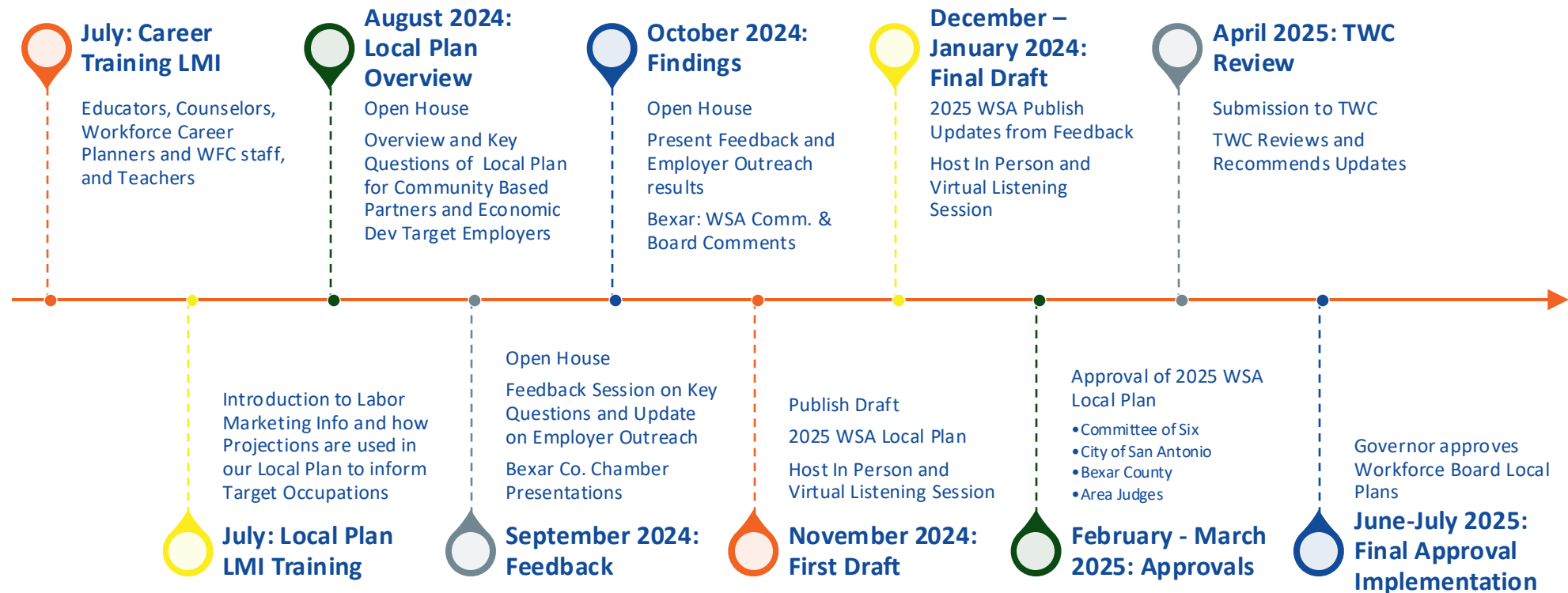
2025-2028 Local Plan Purpose

- Reflect dynamics and changes of the labor force in our 13-County Alamo Region
- Develop strategies to better serve our regions' employers, job seekers, and the overall economy
- Identify emerging in-demand industries and occupations aligning with The Texas Workforce System Strategic Plan Goals 2024-2031, and compliance with TWC requirements and goals.





WSA 2025 Local Plan Input Time



Call to Action: Local Plan Feedback



LISTENING
SESSIONS



ONE-ON-ONE DATA
SESSIONS



EMPLOYER
FOCUSED
SESSIONS



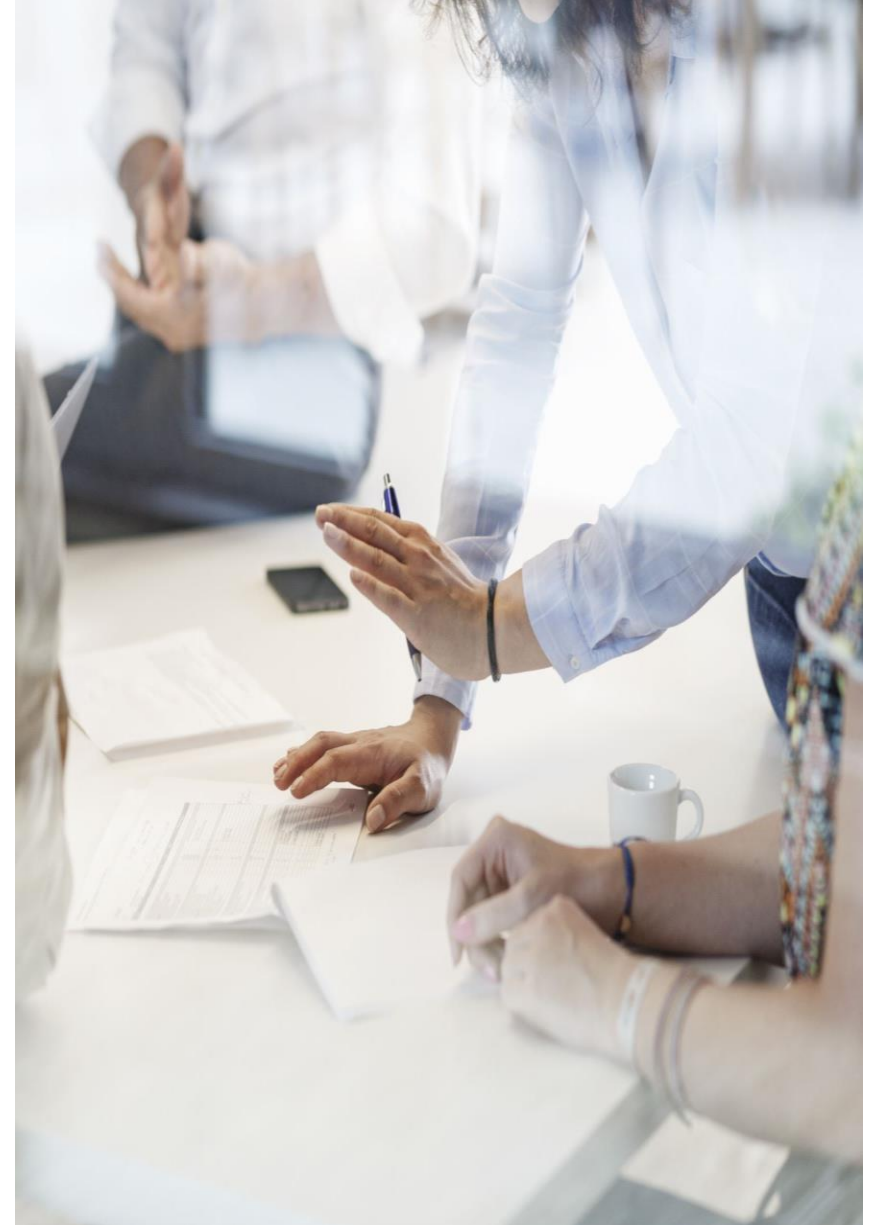
STRATEGIC
PARTNER
PRESENTATIONS



PUBLIC COMMENT
FEEDBACK

Local Plan Feedback Audience

- Business Partners
- Local Government Officials
- Educational Institutions
- Economic Development Partners
- School Districts
- Chambers of Commerce
- Employers
- Associations



Target Occupations List

TWC Requires Boards to:

- Identify target occupations critical to the region's in-demand industries
- Develop a ranking / cutoff criteria
 - WSA identifies primary and secondary data targets.
- Use six-digit Standard Occupational Classification (SOC) codes to identify occupations
- Dedicate WIOA and other training resources to these occupations

Source: TWC



Local Plan Years in Comparison

2020-2024

- \$15.00 Target Avg. Wage
- **6** Clusters
- **11** Industry Sectors
- **22** In-Demand Industries
- **62** Target Demand Occupations



2022-2024

- \$17.00 Target Avg. Wage
- **6** Clusters
- **8** Industry Sectors
- **16** In-Demand Industries
- **57** Target Demand Occupations



2025-2028

- \$19.00 Target Avg. Wage
- **6** Clusters
- **8** Industry Sectors
- **16** In-Demand Industries
- **74** Target Demand Occupations

Proposed Industry Clusters

Aerospace/ Manufacturing

Healthcare

Information Technology/
Cybersecurity

Construction & Gas/ Warehousing &
Transportation/ Finance/ Other

Education/ Hospitality



Industry Sectors

TWC recommends listing 10–15 in-demand industries.

- Proposing 16 in-demand industries
- Industries that have a substantial and current or potential impact on the local economy
- Contribution to the growth and/or stability of other supporting businesses or industry sectors.
- Include jobs that lead to economic self-sufficiency and opportunities for advancement

Source: TWC



In-Demand Industries 2022-2032

Count	Industry NAICS	Industry Title	Number Change 2022-2032	Percent Change 2022-2032	Average Hourly Wage
1	2111	Oil and Gas Extraction	690	37.8	\$81.75
2	2131	Support Activities for Mining	1,415	24.9	\$44.77
3	2371	Utility System Construction	800	13.4	\$37.03
4	2382	Building Equipment Contractors	3,007	15.2	\$35.38
5	3361	Motor Vehicle Manufacturing	3,218	62	\$48.07
6	3363	Motor Vehicle Parts Manufacturing	1,291	21.5	\$31.20
7	4931	Warehousing and Storage	9,283	50.6	\$23.90
8	5221	Credit intermediation and related activities (5221 and 5223 only)	4,490	15.9	\$39.90
9	5415	Computer Systems Design and Related Services	5,965	51.9	\$49.18
10	5416	Management, Scientific, and Technical Consulting Services	5,340	46.4	\$41.79
11	5419	Other Professional, Scientific, and Technical Services	2,547	41.9	\$29.30
12	6111	Elementary and Secondary Schools	10,807	13.8	\$24.73
13	6211	Offices of Physicians	4,520	17.9	\$51.81
14	6212	Offices of Dentists	1,438	17.8	\$29.40
15	6215	Medical and Diagnostic Laboratories	451	20.4	\$38.08
16	6221	General Medical and Surgical Hospitals	5,841	16.6	\$32.56

Source: LMCI/Industry Projections 2022 2032



Aerospace/ Manufacturing Occupations

Industrial Engineers

Mechanical Engineers

Engineering Technologists and Technicians, Except Drafters, All Other *New

Environmental Science and Protection Technicians, Including Health *New

Industrial Machinery Mechanics

Computer Numerically Controlled Tool Programmers

Precision Instrument and Equipment Repairers, All Other *New

Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders *New

Welders, Cutters, Solderers, and Brazers

Heavy and Tractor-Trailer Truck Drivers



Source: LMCI/Industry Projections 2022-2032

Target Occupations – Aerospace/Manufacturing

SOC Code	SOC Title	Current Employment (2023)	Education	Entry Level Wage (as of 2023)	Experienced Level Wage (as of 2023)	Change in employment 2032 - 2022	Percentage Change	Mean Annual Wage 2023
17-2112	Industrial Engineers	1,560	Bachelor's Degree	\$71,979	\$119,584	362	26.35	\$103,716
17-2141	Mechanical Engineers	1,110	Bachelor's Degree	\$67,610	\$119,240	206	18.43	\$102,030
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other *New	550	Associate's Degree	\$41,401	\$78,266	135	23.6	\$65,978
19-4042	Environmental Science and Protection Technicians, Including Health *New	280	Associate's Degree	\$41,010	\$61,708	51	27.57	\$54,808
49-9041	Industrial Machinery Mechanics	2,990	High-School Diploma or Equivalent	\$43,327	\$71,134	807	30.06	\$61,865
51-9162	Computer Numerically Controlled Tool Programmers	70	Postsecondary Non-Degree Award	\$38,284	\$76,778	10	16.67	\$63,947
49-9069	Precision Instrument and Equipment Repairers, All Other *New	120	High-School Diploma or Equivalent	\$47,704	\$70,682	3	3.9	\$63,024
51-4121	Welders, Cutters, Solderers, and Brazers	2,310	High-School Diploma or Equivalent	\$36,406	\$57,765	211	9.1	\$50,648
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders *New	2,310	High- School Diploma or Equivalent	\$42,249	\$55,182	6	8.5	\$50,211
53-3032	Heavy and Tractor-Trailer Truck Drivers	16,260	Postsecondary Non-Degree Award	\$35,015	\$58,873	4,563	25.09	\$50,920



Healthcare Occupations

Respiratory Therapists

Registered Nurses

Dental Hygienists

Diagnostic Medical Sonographers

Radiologic Technologists and Technicians

Health Information Technologists and Medical Registrars *New

Magnetic Resonance Imaging Technologists

Pharmacy Technicians

Surgical Technologists

Licensed Practical and Licensed Vocational Nurses

Medical Records Specialists

Occupational Therapy Assistants

Physical Therapist Assistants

Dental Assistants

Massage Therapists * New

Medical Assistants

Nursing Assistants

Cardiovascular Technologists and Technicians

Phlebotomists

Source: LMCI/Industry Projections 2022-2032



Target Occupations - Healthcare

SOC Code	SOC Title	Current Employment (2023)	Education	Entry Level Wage (as of 2023)	Experienced Level Wage (as of 2023)	Change in employment 2032 - 2022	Percentage Change	Mean Annual Wage 2023
29-1126	Respiratory Therapists	950	Associate's Degree	\$61,078	\$81,104	222	23.22	\$74,429
29-1141	Registered Nurses	23,030	Bachelor's Degree	\$67,452	\$99,334	2,937	13.65	\$88,706
29-1292	Dental Hygienists	1,260	Associate's Degree	\$75,433	\$89,884	210	18.52	\$85,067
29-2032	Diagnostic Medical Sonographers	570	Associate's Degree	\$66,001	\$88,449	192	24.62	\$80,966
29-2034	Radiologic Technologists and Technicians	1,920	Associate's Degree	\$55,557	\$81,453	281	17.6	\$72,821
29-9021	Health Information Technologists and Medical Registrars *New	310	Associate's Degree	\$50,991	\$94,080	483	29.1	\$79,726
29-2035	Magnetic Resonance Imaging Technologists	200	Associate's Degree	\$71,624	\$91,139	34	18.38	\$84,634
29-2052	Pharmacy Technicians	3,290	High-School Diploma or Equivalent	\$37,097	\$47,966	826	24.31	\$44,343
29-2055	Surgical Technologists	1,170	Postsecondary Non-Degree Award	\$37,288	\$58,196	188	16.35	\$51,227
29-2061	Licensed Practical and Licensed Vocational Nurses	5,970	Postsecondary Non-Degree Award	\$46,578	\$62,076	732	11.68	\$56,910
29-2072	Medical Records Specialists	1,760	Postsecondary Non-Degree Award	\$33,014	\$53,850	2,204	16.7	\$46,904
31-2011	Occupational Therapy Assistants	450	Associate's Degree	\$58,904	\$81,989	97	26.36	\$74,294
31-2021	Physical Therapist Assistants	950	Associate's Degree	\$48,779	\$82,366	250	27.65	\$71,170
31-9091	Dental Assistants	3,430	Postsecondary Non-Degree Award	\$33,972	\$46,226	587	16.99	\$42,141
31-9011	Massage Therapists * New	490	Postsecondary Non-Degree Award	\$28,410	\$60,545	214	25.85	\$49,836
31-9092	Medical Assistants	7,670	Postsecondary Non-Degree Award	\$33,037	\$41,320	1,805	23	\$38,480
31-1131	Nursing Assistants	7,520	Postsecondary Non-Degree Award	\$29,305	\$38,180	1,083	14.37	\$35,214
29-2031	Cardiovascular Technologists and Technicians	410	Associate's Degree	\$34,198	\$65,380	437	14.1	\$54,995
31-9097	Phlebotomists	1,160	Postsecondary Non-Degree Award	\$33,086	\$43,156	331	25.5	\$40,144



Source: LMCI/Industry Projections 2022-2032

Information Technology/ Cybersecurity Occupations

Computer and Information Systems Managers

Computer Systems Analysts

Information Security Analysts

Computer Network Support Specialists

Computer User Support Specialists

Database Administrators

Network and Computer Systems Administrators

Software Developers

Software Quality Assurance Analysts and Testers

Web Developers

Computer Occupations, All Other

Operations Research Analysts

Data Scientists * New

Computer Programmers * New

Source: LMCI/Industry Projections 2022-2032



Target Occupations - Information Technology/ Cybersecurity

SOC Code	SOC Title	Current Employment (2023)	Education	Entry Level Wage (as of 2023)	Experienced Level Wage (as of 2023)	Change in employment 2032 - 2022	Percentage Change	Mean Annual Wage 2023
11-3021	Computer and Information Systems Managers	3,580	Bachelor's Degree	\$100,290	\$191,560	1,176	32.67	\$161,136
15-1211	Computer Systems Analysts	3,170	Bachelor's Degree	\$65,647	\$124,119	825	27.16	\$104,629
15-1212	Information Security Analysts	1,250	Bachelor's Degree	\$76,751	\$137,528	611	51.43	\$117,269
15-1231	Computer Network Support Specialists	700	Associate's Degree	\$51,192	\$82,444	160	21.62	\$72,026
15-1232	Computer User Support Specialists	5,140	Some College, No Degree	\$36,617	\$63,712	1,160	21.61	\$54,681
15-1242	Database Administrators	460	Bachelor's Degree	\$58,396	\$121,738	106	21.68	\$100,624
15-1244	Network and Computer Systems Administrators	2,400	Bachelor's Degree	\$59,579	\$108,052	582	23.39	\$91,894
15-1252	Software Developers	6,240	Bachelor's Degree	\$79,320	\$141,849	2,176	44.6	\$121,006
15-1253	Software Quality Assurance Analysts and Testers	1,420	Bachelor's Degree	\$64,817	\$114,655	426	35.62	\$98,042
15-1254	Web Developers	450	Associate's Degree	\$54,264	\$109,352	187	33.45	\$90,990
15-1299	Computer Occupations, All Other	5,300	Bachelor's Degree	\$63,556	\$125,591	1,341	25.16	\$104,913
15-2031	Operations Research Analysts	870	Bachelor's Degree	\$58,426	\$111,595	395	40.22	\$93,872
15-2051	Data Scientists * New	1,250	Bachelor's Degree	\$60,665	\$135,971	415	52.33	\$110,869
15-1251	Computer Programmers * New	400	Bachelor's Degree	\$57,333	\$112,854	22	3.6	\$94,348

Source: LMCI/Industry Projections 2022-2032



Construction/Utilities Occupations

Construction Managers

First-Line Supervisors of Construction Trades and Extraction Workers

Electricians

Plumbers, Pipefitters, and Steamfitters

First-Line Supervisors of Mechanics, Installers, and Repairers

Heating, Air Conditioning, and Refrigeration Mechanics and Installers

Source: LMCI/Industry Projections 2022-2032



Target Occupations – Construction/ Utilities

SOC Code	SOC Title	Current Employment (2023)	Education	Entry Level Wage (as of 2023)	Experienced Level Wage (as of 2023)	Change in employment 2032 - 2022	Percentage Change	Mean Annual Wage 2023
11-9021	Construction Managers	3,610	Bachelor's Degree	\$65,322	\$122,929	651	15.21	\$103,727
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	6,450	High-School Diploma or Equivalent	\$49,000	\$83,970	916	12.69	\$72,313
47-2111	Electricians	5,850	High-School Diploma or Equivalent	\$38,292	\$62,653	1,086	19.59	\$54,532
47-2152	Plumbers, Pipefitters, and Steamfitters	3,130	High-School Diploma or Equivalent	\$36,964	\$60,968	516	14.11	\$52,966
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	5,300	High-School Diploma or Equivalent	\$45,676	\$84,412	925	17.2	\$71,500
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	2,990	Postsecondary Non-Degree Award	\$35,105	\$60,070	565	17.99	\$51,748

Source: LMCI/Industry Projections 2022-2032



Oil & Gas/Warehousing & Transportation/Finance/Others Occupations

Automotive Service Technicians and Mechanics

Calibration Technologists and Technicians *New

General and Operations Managers

Human Resources Specialists

Logisticians

Project Management Specialists

Management Analysts

Market Research Analysts and Marketing Specialists

Accountants and Auditors

Securities, Commodities, and Financial Services Sales Agents

Bookkeeping, Accounting, and Auditing Clerks

Supervisors of Transportation & Material Moving Workers, Except Aircraft Cargo Handling Supervisors *New

Bus and Truck Mechanics and Diesel Engine Specialists

Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel *New

Source: LMCI/Industry Projections 2022-2032



Target Occupations -

Oil & Gas/ Warehouse & Transportation/ Finance/ Other

SOC Code	SOC Title	Current Employment (2023)	Education	Entry Level Wage (as of 2023)	Experienced Level Wage (as of 2023)	Change in employment 2032 - 2022	Percentage Change	Mean Annual Wage 2023
49-3023	Automotive Service Technicians and Mechanics	6,360	Postsecondary Non-Degree Award	\$31,210	\$60,451	1,350	19.79	\$50,704
17-3028	Calibration Technologists and Technicians *New	230	Associate's Degree	\$44,627	\$77,249	24	15.1	\$66,372
11-1021	General and Operations Managers	33,690	Bachelor's Degree	\$44,789	\$147,052	6,707	18.92	\$112,964
13-1071	Human Resources Specialists	7,740	Bachelor's Degree	\$42,315	\$82,899	1,202	16.33	\$69,371
13-1081	Logisticians	1,920	Bachelor's Degree	\$52,178	\$94,000	577	33.78	\$80,059
13-1082	Project Management Specialists	9,260	Bachelor's Degree	\$54,801	\$107,873	1,292	16.95	\$90,183
13-1111	Management Analysts	4,840	Bachelor's Degree	\$58,992	\$116,490	1,004	21.5	\$97,324
13-1161	Market Research Analysts and Marketing Specialists	4,250	Bachelor's Degree	\$42,280	\$86,284	1,230	28.34	\$71,616
13-2011	Accountants and Auditors	8,210	Bachelor's Degree	\$54,865	\$103,575	1,685	18.62	\$87,339
41-3031	Securities, Commodities, and Financial Services Sales Agents	3,470	Bachelor's Degree	\$40,553	\$109,098	682	21.44	\$86,250
43-3031	Bookkeeping, Accounting, and Auditing Clerks	10,110	Some College, No Degree	\$32,840	\$52,661	829	6.63	\$46,054
53-1047	Supervisors of Transportation & Material Moving Workers, Except Aircraft Cargo Handling Supervisors *New	4,210	High-School Diploma or Equivalent	\$37,636	\$71,106	1,003	23.01	\$59,949
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	2,180	High-School Diploma or Equivalent	\$40,626	\$65,594	298	14.5	\$57,262
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel *New	8,290	High-School Diploma or Equivalent	\$35,527	\$78,327	1,325	16.37	\$64,064



Source: LMCI/Industry Projections 2022-2032

Education/ Hospitality Occupations

Food Service Managers

Meeting Convention, and Event Planner *New

Chef and Head Cooks

Lodging Manager *New

Preschool Teachers, Except Special Education * New

Elementary School Teachers, Except Special Education

Middle School Teachers, Except Special and Career/Technical Education

Secondary School Teachers, Except Special and Career/Technical Education

Police and Sheriff's Patrol Officers

Court Reporters and Simultaneous Captioners *New

Childcare Workers *New

Source: LMCI/Industry Projections 2022-2032



Target Occupations – Education/ Hospitality

SOC Code	SOC Title	Current Employment (2023)	Education	Entry Level Wage (as of 2023)	Experienced Level Wage (as of 2023)	Change in employment 2032 - 2022	Percentage Change	Mean Annual Wage 2023
11-9051	Food Service Managers	1,880	High-School Diploma or Equivalent	\$44,812	\$71,396	421	17.14	\$62,535
13-1121	Meeting Convention, and Event Planner *New	910	Bachelor's Degree	\$27,306	\$58,424	204	20.97	\$48,048
35-1011	Chef and Head Cooks	1,510	High-School Diploma or Equivalent	\$29,243	\$60,851	382	22.2	\$50,315
11-9081	Lodging Manager *New	400	High-School Diploma or Equivalent	\$42,976	\$79,513	99	26.3	\$67,329
25-2011	Preschool Teachers, Except Special Education * New	3,540	Associate's Degree	\$27,153	\$52,005	952	19.71	\$43,721
25-2021	Elementary School Teachers, Except Special Education	11,050	Bachelor's Degree	\$53,332	\$69,191	1,700	14.92	\$63,905
25-2022	Middle School Teachers, Except Special and Career/Technical Education	5,160	Bachelor's Degree	\$54,202	\$65,814	748	15.13	\$61,943
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	9,880	Bachelor's Degree	\$54,252	\$69,586	1,458	15.37	\$64,475
33-3051	Police and Sheriff's Patrol Officers	4,890	High-School Diploma or Equivalent	\$54,672	\$80,137	781	14.74	\$71,648
27-3092	Court Reporters and Simultaneous Captioners *New	40	Postsecondary Non-Degree Award	\$25,241	\$92,554	156	14.71	\$70,116
39-9011	Childcare Workers *New	3,790	High-School Diploma or Equivalent	\$21,876	\$32,613	865	11.37	\$29,036



New Target Occupations Proposed

Standard Occupation Classification (SOC)	Target Occupation Job Title (Name)
39-9011	Childcare Workers
15-1251	Computer Programmers
17-3029	Engineering Technologists and Technicians, Except Drafters
19-4042	Environmental Science and Protection Technicians
17-3028	Calibration Technologists and Technicians
49-9069	Precision Instrument and Equipment Repairers
53-1047	Supervisors of Transportation & Material Moving Workers (Except Aircraft Cargo Handling)
29-9021	Health Information Technologists and Medical Registrars
11-9081	Lodging Managers
31-9011	Massage Therapists
15-2051	Data Scientists
27-3092	Court Reporters and Simultaneous Captioners
25-2011	Preschool Teachers, Except Special Education
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel
13-1121	Meeting, Convention, and Event Planners
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tender



Next Steps

Approvals

- Executive Committee – March 7, 2025
- CO6 – March 7, 2025
- Board of Directors – March 14, 2025
- Bexar County, City of San Antonio, and Area Judges - TBD

Submit to TWC April 2025

