

Regional Labor Market Analysis

Importance of Aligning Programs to Regional Labor Market Conditions

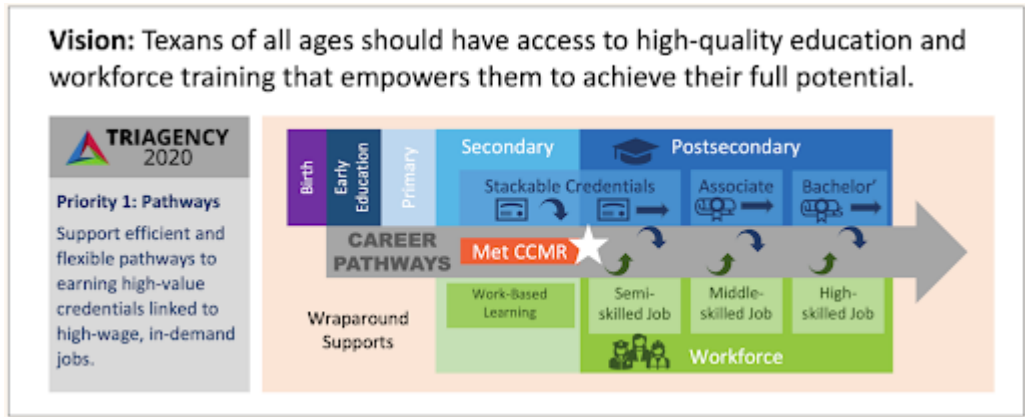


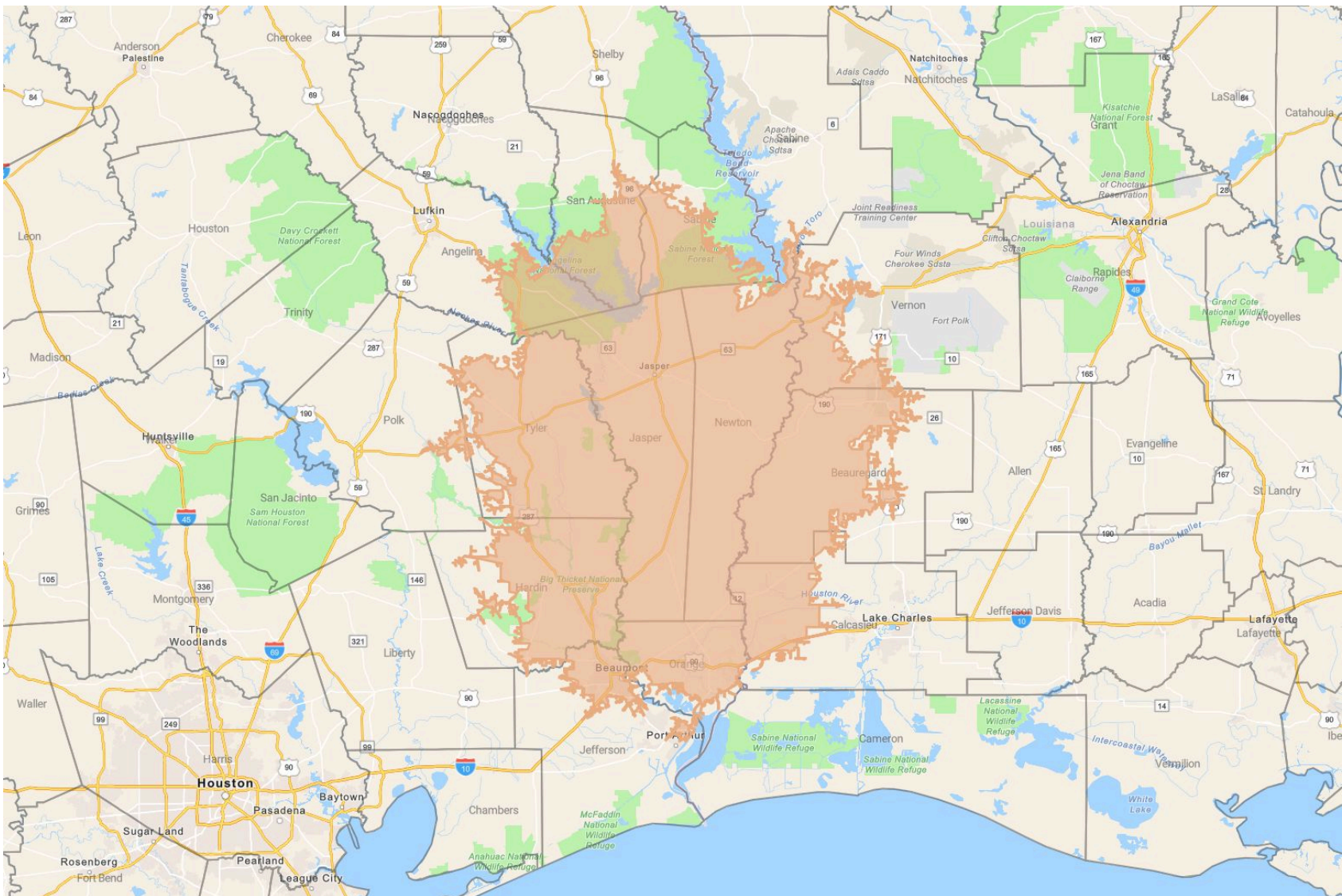
Image Credit: Brunner, J., 2021. Finding the Plough to Polaris: Predictive Validity for College, Career, and Military Readiness Indicators.

The Texas Tri-Agency Initiative consists of representatives from the Texas Education Agency (TEA), the Texas Higher Education Coordinating Board (THECB), and the Texas Workforce Commission (TWC). Tri-Agency members have established a specific priority regarding establishing pathways for Texans to earn credentials and ultimately become employed in a high-skill, high-demand industry or occupation. Aligning school districts' Career and Technical Education Programs of Study to regional workforce conditions is an important aspect of this work.

A recent study from researchers at the U.S. Census Bureau and Harvard University says nearly 60% of young adults – the study measured people at age 26 – live within 10 miles of where they grew up. Eighty percent live within 100 miles. With this in mind, it is imperative that schools develop and offer programs aligned to local labor market conditions. Preparing students for the jobs that exist in their communities is important to the local and regional economy.

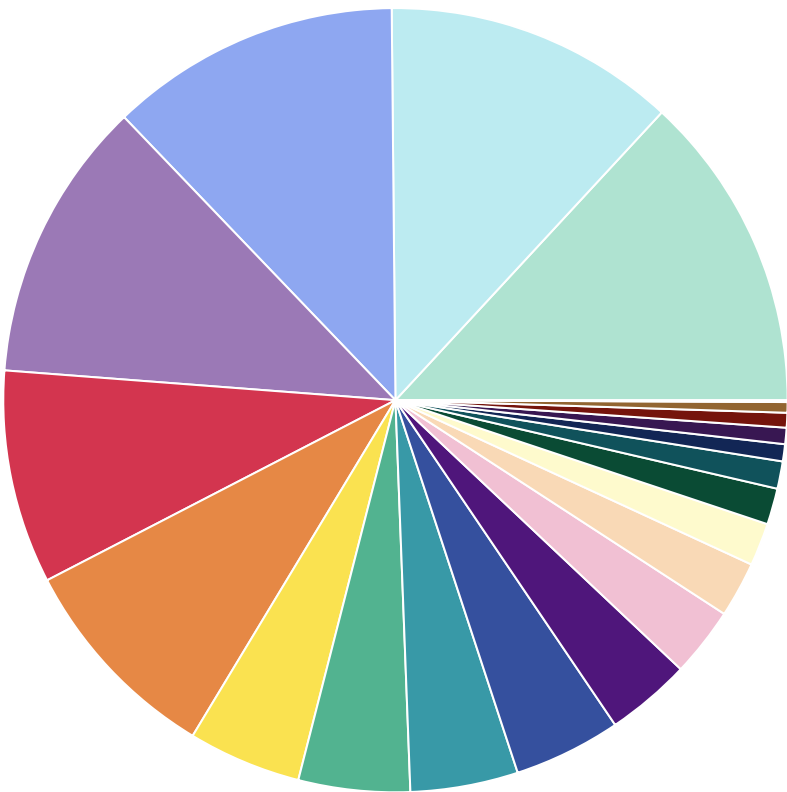
Overview

Using software from Chmura Economics (JobsEQ), CareerCraft reviewed several labor market information reports to surface key industry sectors and occupations in the defined regional labor shed. The region was defined as a 60-minute drive time from the Kirbyville Cisd central office location. Data from ZIP codes within this defined region were utilized for all reports as part of this project.



losses) over the last 10 years are Accommodation and Food Services (+2,175 jobs), Construction (+1,256), and Professional, Scientific, and Technical Services (+1,145).

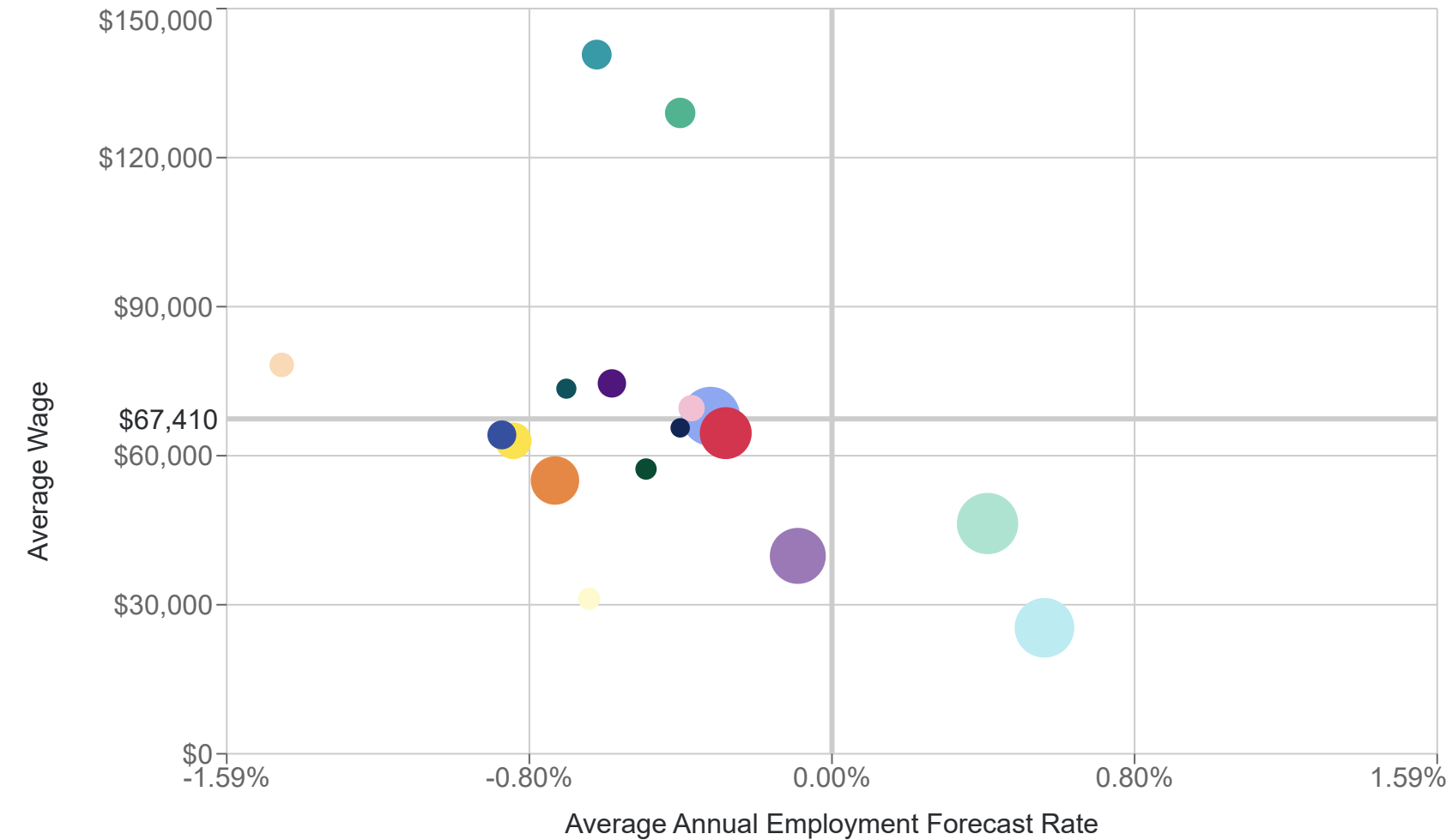
Over the next 10 years, employment in the Kirbyville Cisd Labor Shed (60-Minute Drive Time) is projected to contract by 6,212 jobs. The fastest growing sector in the region is expected to be Mining, Quarrying, and Oil and Gas Extraction with a 1.3% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Accommodation and Food Services (+1,680 jobs), Health Care and Social Assistance (+1,347), and Mining, Quarrying, and Oil and Gas Extraction (+202).



Sector	Current Employment	Percent %
 Health Care and Social Assistance	32,222	13.1%
 Construction	29,567	12.0%
 Retail Trade	29,505	12.0%
 Manufacturing	28,559	11.6%
 Accommodation and Food Services	21,635	8.8%
 Educational Services	21,508	8.8%
 Other Services (except Public Administration)	11,459	4.7%
 Public Administration	11,282	4.6%
 Administrative and Support and Waste Management and Remediation Services	10,908	4.4%
 Professional, Scientific, and Technical Services	10,858	4.4%
 Transportation and Warehousing	8,597	3.5%
 Wholesale Trade	7,023	2.9%
 Finance and Insurance	5,628	2.3%
 Agriculture, Forestry, Fishing and Hunting	4,330	1.8%
 Real Estate Rental and Leasing	3,669	1.5%
 Arts, Entertainment, and Recreation	2,775	1.1%
 Utilities	1,731	0.7%
 Information	1,654	0.7%
 Mining, Quarrying, and Oil and Gas Extraction	1,493	0.6%
 Management of Companies and Enterprises	1,069	0.4%
 Unclassified	187	0.1%

Source: JobsEQ® as of 2022Q4

Average Annual Employment Forecast Rate vs Average Wage



Industry Group	Average Annual Employment		
	Forecast Rate	Average Wages	Employment
Health	0.41%	\$46,345	32,222
Consumer Svc.	0.56%	\$25,361	30,468
Construction	-0.32%	\$67,930	29,850
Education	-0.09%	\$39,833	26,832
Professional Svc.	-0.28%	\$64,539	23,022
Retail	-0.73%	\$55,009	19,974
Public Admin.	-0.84%	\$63,000	11,282
Coal/Oil/Power	-0.4%	\$128,997	7,662
Chemical	-0.62%	\$140,738	7,333
Freight Tran.	-0.87%	\$64,189	6,862
Wood/Paper	-0.58%	\$74,553	6,613
Financial Svc.	-0.37%	\$69,570	5,637
Machinery Mfg.	-1.45%	\$78,283	4,825
Agricultural	-0.64%	\$31,217	3,873
Auto/Auto-related	-0.49%	\$57,316	3,565
Metal & Product Mfg.	-0.7%	\$73,489	3,142
Utilities	-0.4%	\$65,600	2,883

Source: JobsEQ® as of 2022Q4

Occupational Snapshot

The largest major occupation group in the Kirbyville Cisd Labor Shed (60-Minute Drive Time) is Office and Administrative Support Occupations, employing 40,130 workers. The next-largest occupation groups in the region are Sales and Related Occupations (35,084 workers) and Food Preparation and Serving Related Occupations (30,932). High location quotients (LQs) indicate occupation groups in which a region has high concentrations of employment compared to the national average. The major groups with the largest LQs in the region are Construction and Extraction Occupations (LQ = 1.59), Protective Service Occupations (1.3), and Installation, Maintenance, and Repair Occupations (1.26).

Occupation groups in the Kirbyville Cisd Labor Shed (60-Minute Drive Time) with the highest average wages per worker are Management Occupations (\$102,800), Architecture and Engineering Occupations (\$96,600), and Legal Occupations (\$95,500). The unemployment rate in the region varied among the major groups from 1.9% among Legal Occupations to 8.8% among Food Preparation and Serving Related Occupations.

Over the next 10 years, the fastest growing occupation group in the Kirbyville Cisd Labor Shed (60-Minute Drive Time) is expected to be Healthcare Support Occupations with a 1.0% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Food Preparation and Serving Related Occupations (+2,134 jobs) and Healthcare Support Occupations (+1,797). Over the same period, the highest separation demand (occupation demand due to retirements and workers moving from one occupation to another) is expected in Food Preparation and Serving Related Occupations (59,198 jobs) and Sales and Related Occupations (47,412).

There are over 800 defined occupations at the SOC detailed level. Among those occupations that support a living wage, the following occupations are expected to add the most jobs over the next 10 years in the defined region.

SOC	Occupation	Employment	Median Annual Wages	Projected 10 Year Growth	Annual Percentage Growth
29-1171.00	Nurse Practitioners	554	\$121,900	230	3.5%
11-9111.00	Medical and Health Services Managers	1,020	\$99,700	218	2%
49-9041.00	Industrial Machinery Mechanics	1,919	\$73,000	200	1%
15-1252.00	Software Developers	1,355	\$93,500	108	0.8%
11-3031.00	Financial Managers	1,049	\$117,200	103	0.9%
21-1018.00	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	593	\$41,900	101	1.6%
11-9021.00	Construction Managers	1,996	\$97,700	86	0.4%
13-1161.00	Market Research Analysts and Marketing Specialists	771	\$55,200	79	1%
29-1127.00	Speech-Language Pathologists	422	\$82,200	70	1.5%
31-2021.00	Physical Therapist Assistants	262	\$62,300	66	2.3%

Source: JobsEQ® as of 2022Q4

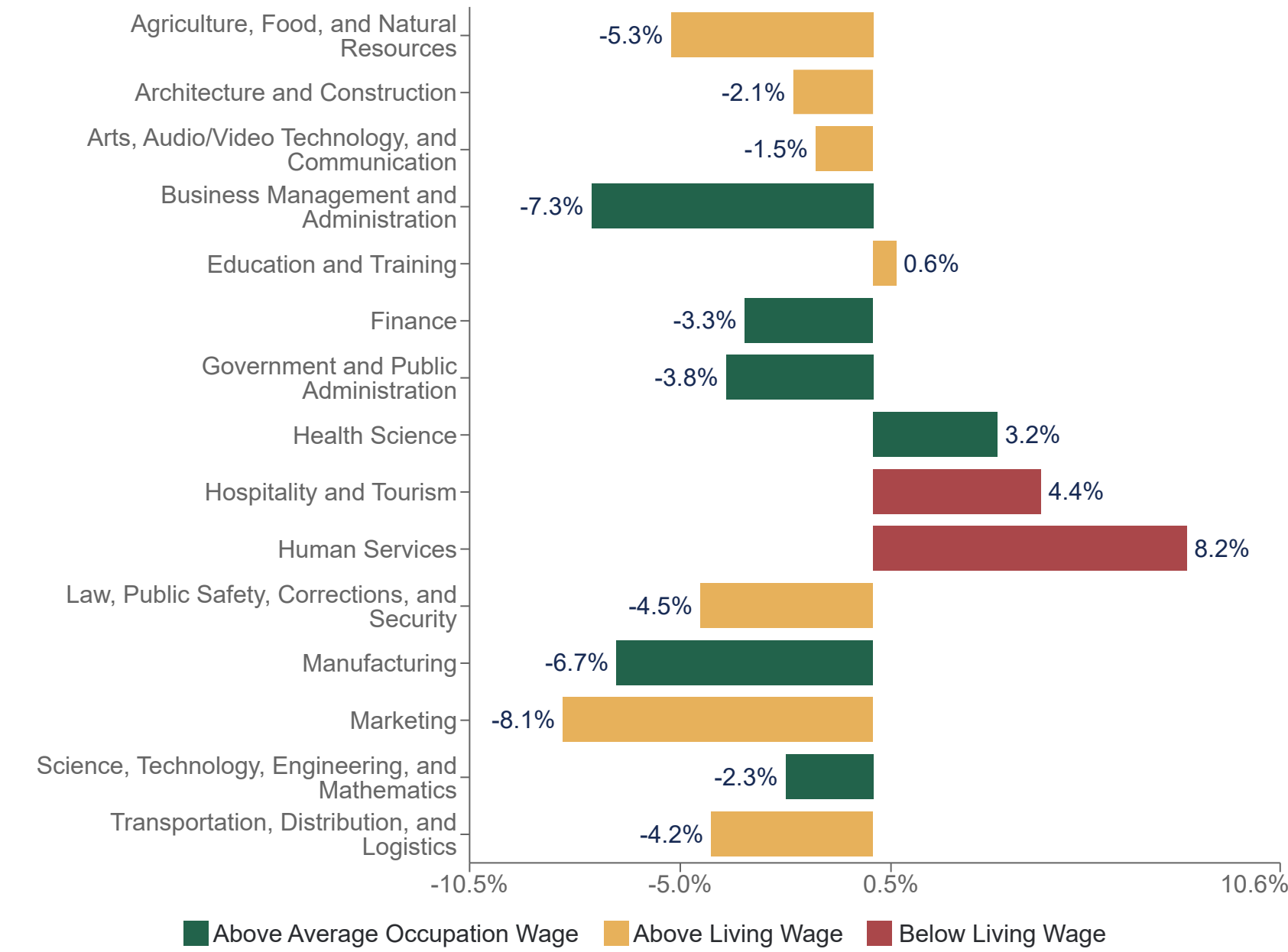
Of occupations supporting a living wage, the following occupations are projected to have the largest decline in employment over the next 10 years.

SOC	Occupation	Employment	Median Annual Wages	Projected 10 Year Decline	Annual Percentage Growth
41-1011.00	First-Line Supervisors of Retail Sales Workers	4,378	\$40,200	-485	-1.2%
43-3031.00	Bookkeeping, Accounting, and Auditing Clerks	3,701	\$40,700	-395	-1.1%
43-1011.00	First-Line Supervisors of Office and Administrative Support Workers	3,425	\$52,400	-293	-0.9%
33-3012.00	Correctional Officers and Jailers	2,143	\$43,500	-293	-1.5%
43-6011.00	Executive Secretaries and Executive Administrative Assistants	1,084	\$53,600	-270	-2.8%
51-9061.00	Inspectors, Testers, Sorters, Samplers, and Weighers	1,451	\$49,200	-264	-2.0%
43-5071.00	Shipping, Receiving, and Inventory Clerks	1,763	\$36,600	-251	-1.5%
11-9013.00	Farmers, Ranchers, and Other Agricultural Managers	2,869	\$61,400	-241	-0.9%

SOC	Occupation	Employment	Median Annual Wages	Projected 10 Year Decline	Annual Percentage Growth
51-9011.00	Chemical Equipment Operators and Tenders	1,577	\$83,500	-219	-1.5%
53-3032.00	Heavy and Tractor-Trailer Truck Drivers	5,453	\$49,000	-179	-0.3%

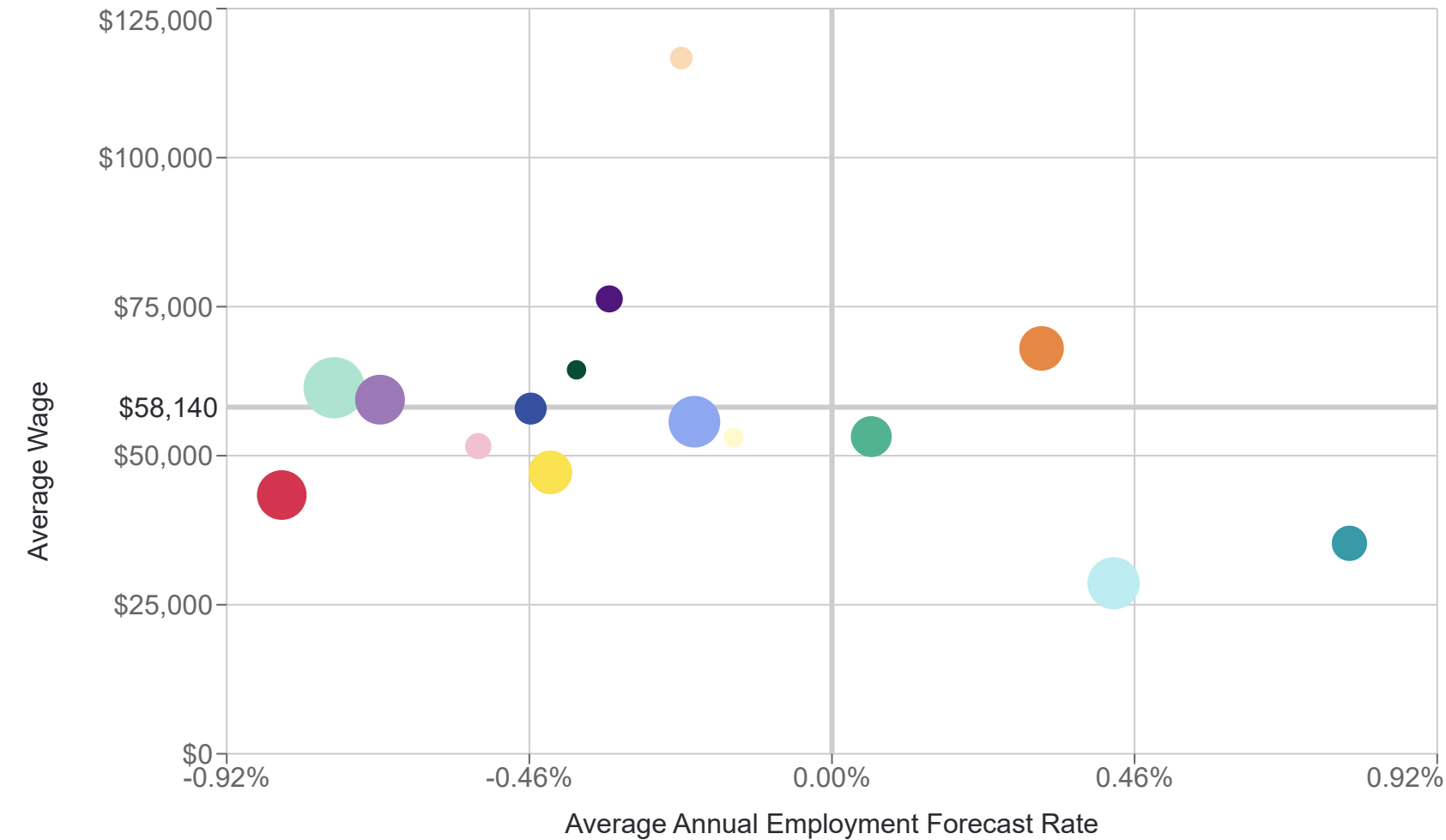
Source: JobsEQ® as of 2022Q4

Career Cluster Growth Forecast



Of those career clusters, the following pay more than the average occupation wage in the region (\$58,140).

Cluster	Average Wage
 Science, Technology, Engineering, and Mathematics	\$116,700
 Finance	\$76,300
 Health Science	\$68,000
 Government and Public Administration	\$64,400
 Business Management and Administration	\$61,400
 Manufacturing	\$59,400



CTE Cluster	Average Annual Employment Forecast Rate	Average Wages	Employment
Business Management and Administration	-0.76%	\$61,400	39,865
Hospitality and Tourism	0.43%	\$28,600	28,218
Architecture and Construction	-0.21%	\$55,700	27,682
Manufacturing	-0.69%	\$59,400	25,519
Marketing	-0.84%	\$43,400	25,391
Health Science	0.32%	\$68,000	20,009
Transportation, Distribution, and Logistics	-0.43%	\$47,200	19,158
Education and Training	0.06%	\$53,200	16,463
Human Services	0.79%	\$35,300	11,706
Law, Public Safety, Corrections, and Security	-0.46%	\$57,900	9,212
Finance	-0.34%	\$76,300	5,947
Agriculture, Food, and Natural Resources	-0.54%	\$51,600	5,418
Science, Technology, Engineering, and Mathematics	-0.23%	\$116,700	3,448
Arts, Audio/Video Technology, and Communication	-0.15%	\$53,000	2,170
Government and Public Administration	-0.39%	\$64,400	1,934

Real-Time Intelligence Findings

On June 25, 2023, real-time intelligence (job postings active during the last 12 months) reports were analyzed for the defined region. 74,420 job postings were active from 9,314 employers. Analysis of the job postings surfaced lists of the top 20 hard skills/technical skills, the top 20 soft skills/employability skills, and the top 20 certifications sought in the active postings.

"Hard Skills" (Technical Skills) Sought by Regional Employers

Skill Name	Median Wage	Median Wage "n"	Active Job Ads
Microsoft Excel	\$36,951	746	5,217
Microsoft Word	\$36,951	372	2,404
Microsoft Outlook	\$37,440	297	2,321
Using Ladders	\$41,600	88	1,991
Teaching/Training, School	\$52,464	630	1,881
Sales	\$37,440	295	1,863

Skill Name	Median Wage		Active Job Ads
	Median Wage	"n"	
Microsoft PowerPoint	\$38,926	164	1,678
Personal Computers (PC)	\$36,805	284	1,621
Mathematics	\$36,430	222	1,469
Manufacturing	\$45,063	150	1,243
SAP	\$62,853	79	1,238
Teaching/Training, Job	\$37,635	202	1,187
JavaScript	\$36,951	262	1,134
Presentation	\$54,080	112	1,108
Tractor-Trailer Trucks	\$49,920	98	996
Word Processing	\$37,440	155	957
Mechanical	\$39,354	141	862
Customer Relationship Management (CRM)	\$43,516	138	817
Plumbing	\$37,440	167	763
Nursing	\$56,872	83	754

"Soft Skills" (Employability Skills) Sought by Regional Employers

Skill Name	Median Wage		Active Job Ads
	Median Wage	"n"	
Communication (Verbal and written skills)	\$37,424	4,988	32,580
Organization	\$37,528	1,855	8,774
Interpersonal Relationships/Maintain Relationships	\$46,121	1,483	7,394
Supervision/Management	\$42,143	928	7,241
Problem Solving	\$37,442	791	6,480
Self-Motivated/Ability to Work Independently/Self Leadership	\$37,440	1,100	6,266
Initiative	\$52,464	793	3,454
Good Judgment	\$41,172	402	3,210
Leadership	\$41,371	357	3,169
Prioritize	\$41,600	427	2,911
Analytical	\$45,760	304	2,807
Project Management	\$57,351	209	2,474
Decision Making/Decisiveness	\$42,050	112	1,832
Negotiation	\$51,626	201	1,740
Coaching/Mentoring	\$48,000	163	1,415
Critical Thinking	\$44,356	109	1,371
Customer Focused	\$36,767	58	1,195
Dispute Resolution/Conflict Resolution/Diplomacy/Problem Resolution	\$41,600	176	1,112
Persistence/Perseverance/Resilience	\$38,545	122	972
Troubleshooting	\$47,167	110	924

Certifications Sought by Regional Employers

Certificate / Certification name	Median Wage		Active Job Ads
	Median Wage	"n"	
Basic Life Support (BLS)	\$54,080	141	1,770
Registered Nurse (RN)	\$64,480	187	1,738

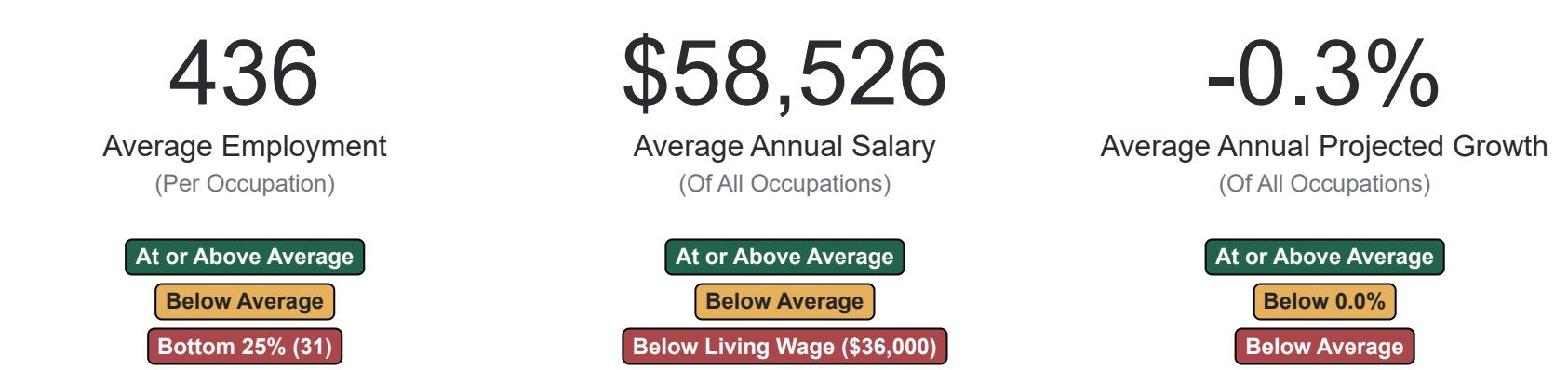
Certificate / Certification name	Median Wage	Median Wage "n"	Active Job Ads
Certification in Cardiopulmonary Resuscitation (CPR)	\$36,296	245	1,540
Advanced Cardiac Life Support Certification (ACLS)	\$62,400	35	771
Transportation Worker Identification Credential (TWIC)	\$40,010	75	727
Commercial Driver's License (CDL)	\$41,729	96	605
HAZMAT	\$62,400	8	501
Secret Clearance	\$56,246	40	456
Class A Commercial Driver's License (CDL-A)	\$70,000	87	454
Licensed Practical Nurse (LPN)	\$49,733	53	433
National Center for Construction Education & Research Certification (NCCER)	\$78,374	10	425
Pediatric Advanced Life Support (PALS)	\$62,400	17	261
Certified Public Accountant (CPA)	\$84,200	40	181
The American Registry of Radiologic Technologists (ARRT) Certification	\$45,760	15	180
Licensed Professional Counselor (LPC)	\$60,000	42	137
Licensed Clinical Social Worker (LCSW)	\$60,000	31	132
Emergency Medical Technician (EMT)	\$39,520	18	107
Licensed Professional Engineer	\$66,680	19	100
Licensed Master Social Worker (LMSW)	\$37,440	16	91
Medical Technologist (MT)	\$52,000	6	85

Resource Files

- [Economic Overview Report](#)
- [Perkins V Report](#)
- [Occupational Snapshot Report](#)
- [Real Time Intelligence \(Active Job Postings Report\)](#)

Career and Technical Education Program Audit

CareerCraft staff reviewed Kirbyville Cisd’s Career and Technical Education (CTE) programs and compared the current course sequencing for each program of study to TEA’s program of study reference guides. Outlined below are findings and considerations for each program of study offered to students in Kirbyville Cisd.



Considerations for Future Programs of Study, Endorsements, and Industry-Based Certifications

Business Management

Endorsement(s) Earned (if following [§74.13](#) and TEA Program of Study guidance)

Successful completion of the Business Management program of study will fulfill the requirements of the Business and Industry endorsement.

Career Cluster (as defined by TEA)

Business, Marketing, and Finance

Alignment to Regional Career Cluster Growth Forecast

According to the Perkins V Career Cluster Growth Forecast Report, jobs in Business Management and Administration are expected to shrink (-7.3%) over the next decade. Currently, this cluster employs 39,865 workers and offers living wages (\$61,400).

Alignment to Regional In-Demand Occupations

Occupation	Employment	Regional Annual	Projected
		Median Wages	Regional Growth Rate
Administrative Services Managers	419	\$104,100	0%
Management Analysts	852	\$91,500	0.4%
General and Operations Managers	7,668	\$87,200	-0.1%
Business Operations Specialists, All Other	2,317	\$62,600	-0.3%

Aligned Industry-Based Certification(s)

Administrative Assisting

PEIMS Code: 934

Microsoft Office Master - 2013 Track 1 (Word Expert + Excel Core + Elective)

PEIMS Code: 581

Administrative Assisting

PEIMS Code: 934

Microsoft Office Master - 2013 Track 1 (Word Expert + Excel Core + Elective)

PEIMS Code: 581

Administrative Assisting

PEIMS Code: 934

Microsoft Office Master - 2013 Track 2 (Excel Expert + Word Core + Elective)

PEIMS Code: 582

Apple iWork

PEIMS Code: 103

Microsoft Office Master - 2013 Track 2 (Excel Expert + Word Core + Elective)

PEIMS Code: 582

Apple iWork

PEIMS Code: 103

Business of Retail: Certified Specialist

PEIMS Code: 1052

Microsoft Office Master - 2013 Track 3 (Word Expert + Excel Expert)

PEIMS Code: 583

Certified Associate in Project Management (CAPM)

PEIMS Code: 367

Microsoft Office Master - 2013 Track 3 (Word Expert + Excel Expert)

PEIMS Code: 583

Certified Associate in Project Management (CAPM)

PEIMS Code: 367

Certified Associate in Project Management (CAPM)

PEIMS Code: 367

Microsoft Office Specialist 2016 Master

PEIMS Code: 580

Customer Service and Sales: Certified Specialist

PEIMS Code: 1069

Microsoft Office Specialist 2016 Master

PEIMS Code: 580

Entrepreneurship and Small Business

PEIMS Code: 512

Microsoft Office Specialist 2016 Master

PEIMS Code: 580

Entrepreneurship and Small Business

PEIMS Code: 512

Microsoft Office Specialist Excel

PEIMS Code: 551

⚠ Retirement Date: August 31, 2024

Entrepreneurship and Small Business

PEIMS Code: 512

Microsoft Office Specialist Excel

PEIMS Code: 551

⚠ Retirement Date: August 31, 2024

General Management

PEIMS Code: 995

Microsoft Office Specialist: Microsoft Access Expert (Access 2019)

PEIMS Code: 1020

General Management

PEIMS Code: 995

Microsoft Office Specialist: Microsoft Access Expert (Access 2019)

PEIMS Code: 1020

Google Cloud Certified Professional- G Suite

PEIMS Code: 832

Microsoft Office Specialist: Microsoft Access Expert (Access 2019)

PEIMS Code: 1020

Google Cloud Certified Professional- G Suite

PEIMS Code: 832

Microsoft Office Specialist: Microsoft Excel Expert (Excel 2019)

PEIMS Code: 560

MB-920: Microsoft Dynamics 365 Fundamentals Finance and Operations Apps

PEIMS Code: 1018

Microsoft Office Specialist: Microsoft Excel Expert (Excel 2019)

PEIMS Code: 560

MB-920: Microsoft Dynamics 365 Fundamentals Finance and Operations Apps

PEIMS Code: 1018

Microsoft Office Specialist: Microsoft Excel Expert (Excel 2019)

PEIMS Code: 560

MB-920: Microsoft Dynamics 365 Fundamentals Finance and Operations Apps

PEIMS Code: 1018

Microsoft Office Specialist: Microsoft Word Expert (Word 2019)
PEIMS Code: 570

Microsoft Office Specialist: Microsoft Word Expert (Word 2019)
PEIMS Code: 570

Microsoft Office Specialist: Microsoft Word Expert (Word 2019)
PEIMS Code: 570

Microsoft Office Specialist Word
PEIMS Code: 552
⚠ Retirement Date: August 31, 2024

Microsoft Office Specialist Word
PEIMS Code: 552
⚠ Retirement Date: August 31, 2024

Project Management Institute (PMI) Project Management Ready
PEIMS Code: 1037

Project Management Institute (PMI) Project Management Ready
PEIMS Code: 1037

Project Management Institute (PMI) Project Management Ready
PEIMS Code: 1037

Stukent Social Media Marketing Certification
PEIMS Code: 1042

Web Development

Endorsement(s) Earned (if following [§74.13](#) and TEA Program of Study guidance)

Successful completion of the Web Development program of study will fulfill the requirements of the Business and Industry endorsement or STEM endorsement if the math and science requirements are met.

Career Cluster (as defined by TEA)

Information Technology

Alignment to Regional In-Demand Occupations

Occupation	Employment	Regional Annual Median Wages	Projected Regional Growth Rate
Software Developers	1,355	\$93,500	0.8%
Web Developers	116	\$62,700	-0.1%

Aligned Industry-Based Certification(s)

Adobe Certified Associate (ACA) - Flash (Interactive Media using Adobe Flash Professional)
PEIMS Code: 14

Adobe Certified Associate (ACA) - Flash (Interactive Media using Adobe Flash Professional)
PEIMS Code: 14

Adobe Certified Associate (ACA) - Web Design Specialist - 3 Exams (Flash Professional CS6 or Animate CC + Dreamweaver + Photoshop)
PEIMS Code: 20

Adobe Certified Associate (ACA) - Web Design Specialist - 3 Exams (Flash Professional CS6 or Animate CC + Dreamweaver + Photoshop)
PEIMS Code: 20

Adobe Certified Expert (ACE) - Premiere Pro
PEIMS Code: 34

Adobe Certified Expert (ACE) - Premiere Pro
PEIMS Code: 34

Certified User: Programmer
PEIMS Code: 1065

Certified Web and Mobile App Developer Apprentice
PEIMS Code: 966

Certified Web and Mobile App Developer Apprentice
PEIMS Code: 966

Certified Web and Mobile App Developer Apprentice
PEIMS Code: 966

Certified Web Animator Associate
PEIMS Code: 967

Certified Web Animator Associate
PEIMS Code: 967

Certified Web Animator Associate
PEIMS Code: 967

CodeHS Python Level 1 Certification
PEIMS Code: 1067

CodeHS Python Level 1 Certification
PEIMS Code: 1067

CodeHS Python Level 1 Certification
PEIMS Code: 1067

CodeHS Web Design Level 1 Certification
PEIMS Code: 1068

CodeHS Web Design Level 1 Certification
PEIMS Code: 1068

CodeHS Web Design Level 1 Certification
PEIMS Code: 1068

Google Analytics Individual Qualification
PEIMS Code: 538
⚠ Retirement Date: August 31, 2024

Google Analytics Individual Qualification
PEIMS Code: 538
⚠ Retirement Date: August 31, 2024

Information Technology Specialist: HTML5 Application Development
PEIMS Code: 1078

Information Technology Specialist: HTML5 Application Development
PEIMS Code: 1078

Information Technology Specialist: HTML5 Application Development
PEIMS Code: 1078

Information Technology Specialist: HTML and CSS
PEIMS Code: 1077

Information Technology Specialist: HTML and CSS

PEIMS Code: 1077

Information Technology Specialist: HTML and CSS

PEIMS Code: 1077

Information Technology Specialist: JavaScript

PEIMS Code: 1080

Information Technology Specialist: JavaScript

PEIMS Code: 1080

Information Technology Specialist: JavaScript

PEIMS Code: 1080

Microsoft Azure Data Fundamentals

PEIMS Code: 1084

Microsoft Azure Data Fundamentals

PEIMS Code: 1084

Microsoft Azure Data Fundamentals

PEIMS Code: 1084

Microsoft Technology Associate (MTA) HTML5 Application Development Fundamentals

PEIMS Code: 592

⚠ Retirement Date: June 30, 2022

Microsoft Technology Associate (MTA) HTML5 Application Development Fundamentals

PEIMS Code: 592

⚠ Retirement Date: June 30, 2022

Microsoft Technology Associate (MTA) Introduction to Programming Using HTML and CSS

PEIMS Code: 593

⚠ Retirement Date: June 30, 2022

Microsoft Technology Associate (MTA) Introduction to Programming Using HTML and CSS

PEIMS Code: 593

⚠ Retirement Date: June 30, 2022

Engineering Foundations

Endorsement(s) Earned (if following [§74.13](#) and TEA Program of Study guidance)

Successful completion of the Engineering Foundations program of study will fulfill the requirements of the Business and Industry endorsement or STEM endorsement if the math and science requirements are met.

Career Cluster (as defined by TEA)

Engineering

Alignment to Regional Career Cluster Growth Forecast

According to the Perkins V Career Cluster Growth Forecast Report, jobs in Science, Technology, Engineering, and Mathematics are expected to shrink (-2.3%) over the next decade. Currently, this cluster employs 3,448 workers and offers living wages (\$116,700).

Alignment to Regional In-Demand Occupations

Occupation	Employment	Regional Annual Median Wages	Projected
			Regional Growth Rate
Chemical Engineers	447	\$122,800	0.7%
Mechanical Engineers	539	\$117,600	-0.7%
Aerospace Engineers	61	\$109,500	0%
Electrical Engineers	362	\$108,000	-0.4%
Industrial Engineers	608	\$105,200	-0.2%

Aligned Industry-Based Certification(s)

Autodesk Associate (Certified User) AutoCAD

PEIMS Code: 939

Autodesk Associate (Certified User) AutoCAD

PEIMS Code: 939

Microsoft Technology Associate (MTA) Introduction to Programming Using Java

PEIMS Code: 594

⚠ Retirement Date: June 30, 2022

Microsoft Technology Associate (MTA) Introduction to Programming Using Java

PEIMS Code: 594

⚠ Retirement Date: June 30, 2022

Microsoft Technology Associate (MTA) Introduction to Programming Using JavaScript

PEIMS Code: 595

⚠ Retirement Date: June 30, 2022

Microsoft Technology Associate (MTA) Introduction to Programming Using JavaScript

PEIMS Code: 595

⚠ Retirement Date: June 30, 2022

Oracle Certified Associate Java SE 8 Programmer

PEIMS Code: 770

Oracle Certified Associate Java SE 8 Programmer

PEIMS Code: 770

Oracle Certified Associate Java SE 8 Programmer

PEIMS Code: 770

WD Certified Web Design

PEIMS Code: 831

⚠ Retirement Date: August 31, 2024

WD Certified Web Design

PEIMS Code: 831

⚠ Retirement Date: August 31, 2024

Web Design - Job Ready

PEIMS Code: 1049

Web Design - Job Ready

PEIMS Code: 1049

Web Design - Job Ready

PEIMS Code: 1049

Autodesk Associate (Certified User) AutoCAD

PEIMS Code: 939

Autodesk Associate (Certified User) Fusion 360

PEIMS Code: 940

Autodesk Associate (Certified User) Fusion 360

PEIMS Code: 940

Autodesk Associate (Certified User) Fusion 360

PEIMS Code: 940

Autodesk Associate (Certified User) Inventor for Mechanical Design

PEIMS Code: 941

Autodesk Associate (Certified User) Inventor for Mechanical Design

PEIMS Code: 941

Autodesk Associate (Certified User) Inventor for Mechanical Design

PEIMS Code: 941

Autodesk Associate (Certified User) Revit Architecture

PEIMS Code: 942

Autodesk Associate (Certified User) Revit Architecture

PEIMS Code: 942

Autodesk Associate (Certified User) Revit Architecture

PEIMS Code: 942

Autodesk Associate (Certified User) Revit for Electrical

PEIMS Code: 943

Autodesk Associate (Certified User) Revit for Electrical

PEIMS Code: 943

Autodesk Associate (Certified User) Revit for Electrical

PEIMS Code: 943

Autodesk Associate (Certified User) Revit for Structural Design

PEIMS Code: 944

Autodesk Associate (Certified User) Revit for Structural Design

PEIMS Code: 944

Autodesk Associate (Certified User) Revit for Structural Design

PEIMS Code: 944

Autodesk Certified Professional Fusion 360

PEIMS Code: 945

Autodesk Certified Professional Fusion 360

PEIMS Code: 945

Autodesk Certified Professional Fusion 360

PEIMS Code: 945

Autodesk Certified Professional in AutoCAD Civil 3D

PEIMS Code: 332

Autodesk Certified Professional in AutoCAD Civil 3D

PEIMS Code: 332

Autodesk Certified Professional in AutoCAD for Design and Drafting

PEIMS Code: 946

Autodesk Certified Professional in AutoCAD for Design and Drafting

PEIMS Code: 946

Autodesk Certified Professional in AutoCAD for Design and Drafting

PEIMS Code: 946

Autodesk Certified Professional in Civil 3D for Infrastructure Design

PEIMS Code: 1051

Autodesk Certified Professional in Civil 3D for

Infrastructure Design

PEIMS Code: 1051

Autodesk Certified Professional in Civil 3D for

Infrastructure Design

PEIMS Code: 1051

Autodesk Certified Professional in Inventor for Mechanical Design

PEIMS Code: 947

Autodesk Certified Professional in Inventor for Mechanical Design

PEIMS Code: 947

Autodesk Certified Professional in Inventor for Mechanical Design

PEIMS Code: 947

Autodesk Certified Professional in Revit for Architectural Design

PEIMS Code: 948

Autodesk Certified Professional in Revit for Architectural Design

PEIMS Code: 948

Autodesk Certified Professional in Revit for Architectural Design

PEIMS Code: 948

Autodesk Certified Professional in Revit for Electrical Design

PEIMS Code: 949

Autodesk Certified Professional in Revit for Electrical Design

PEIMS Code: 949

Autodesk Certified Professional in Revit for Electrical Design

PEIMS Code: 949

Autodesk Certified Professional in Revit for Structural Design

PEIMS Code: 950

Autodesk Certified Professional in Revit for Structural Design

PEIMS Code: 950

Autodesk Certified Professional in Revit for Structural Design

PEIMS Code: 950

Autodesk Certified Professional in Revit Mechanical Building Systems

PEIMS Code: 333

Autodesk Certified Professional in Revit Mechanical Building Systems

PEIMS Code: 333

Autodesk Certified Professional in Revit MEP Electrical

PEIMS Code: 335

Autodesk Certified Professional in Revit MEP Electrical

PEIMS Code: 335

Autodesk Certified Professional or User (ACU)- Inventor

PEIMS Code: 336

Autodesk Certified Professional or User (ACU)- Inventor

PEIMS Code: 336

Autodesk Certified Professional or User in AutoCAD

PEIMS Code: 331

Autodesk Certified Professional or User in AutoCAD

PEIMS Code: 331

Autodesk Certified Professional or User in Revit Architecture

PEIMS Code: 334

Autodesk Certified Professional or User in Revit Architecture

PEIMS Code: 334

C-103 Certified Industry 4.0 Associate - Robot System Operations

PEIMS Code: 956

C-103 Certified Industry 4.0 Associate - Robot System Operations

PEIMS Code: 956

C-103 Certified Industry 4.0 Associate - Robot System Operations

PEIMS Code: 956

Certified Logistics Technician (CLT)

PEIMS Code: 841

Certified Production Technician (CPT) 4.0

PEIMS Code: 842

Certified SOLIDWORKS Associate

PEIMS Code: 410

 Retirement Date: August 31, 2024

Certified SOLIDWORKS Associate

PEIMS Code: 410

 Retirement Date: August 31, 2024

Certified SOLIDWORKS Associate (CSWA) - Academic

PEIMS Code: 1053

Certified SOLIDWORKS Associate (CSWA) - Academic

PEIMS Code: 1053

Certified SOLIDWORKS Associate (CSWA) - Academic

PEIMS Code: 1053

Certified SOLIDWORKS Associate (CSWA) - Electrical

PEIMS Code: 1054

Certified SOLIDWORKS Associate (CSWA) - Electrical

PEIMS Code: 1054

Certified SOLIDWORKS Associate (CSWA) - Electrical

PEIMS Code: 1054

Certified SOLIDWORKS Associate (CSWA) - Mechanical Design

PEIMS Code: 1055

Certified SOLIDWORKS Associate (CSWA) - Mechanical Design

PEIMS Code: 1055

Certified SOLIDWORKS Associate (CSWA) - Mechanical Design

PEIMS Code: 1055

Certified SOLIDWORKS Associate (CSWA) - Simulation

PEIMS Code: 1056

Certified SOLIDWORKS Associate (CSWA) - Simulation

PEIMS Code: 1056

Certified SOLIDWORKS Associate (CSWA) - Simulation

PEIMS Code: 1056

Certified SOLIDWORKS Associate (CSWA) - Sustainability

PEIMS Code: 1057

Certified SOLIDWORKS Associate (CSWA) -

Sustainability

PEIMS Code: 1057

Certified SOLIDWORKS Associate (CSWA) - Sustainability

PEIMS Code: 1057

Certified SOLIDWORKS Professional (CSWP) - Academic

PEIMS Code: 1058

Certified SOLIDWORKS Professional (CSWP) - Academic

PEIMS Code: 1058

Certified SOLIDWORKS Professional (CSWP) - Academic

PEIMS Code: 1058

Certified SOLIDWORKS Professional (CSWPA) - Drawing Tools

PEIMS Code: 1064

Certified SOLIDWORKS Professional (CSWPA) - Drawing Tools

PEIMS Code: 1064

Certified SOLIDWORKS Professional (CSWPA) - Drawing Tools

PEIMS Code: 1064

Certified SOLIDWORKS Professional (CSWP) - Mechanical Design

PEIMS Code: 1061

Certified SOLIDWORKS Professional (CSWP) - Mechanical Design

PEIMS Code: 1061

Certified SOLIDWORKS Professional (CSWP) - Mechanical Design

PEIMS Code: 1061

Certified SOLIDWORKS Professional (CSWP) - Model Based Definition

PEIMS Code: 1062

Certified SOLIDWORKS Professional (CSWP) - Model Based Definition

PEIMS Code: 1062

Certified SOLIDWORKS Professional (CSWP) - Model Based Definition

PEIMS Code: 1062

Certified SOLIDWORKS Professional (CSWP) - Simulation

PEIMS Code: 1063

Certified SOLIDWORKS Professional (CSWP) - Simulation

PEIMS Code: 1063

Certified SOLIDWORKS Professional (CSWP) - Simulation

PEIMS Code: 1063

Engineering Technology Foundations

PEIMS Code: 989

Engineering Technology Foundations

PEIMS Code: 989

Engineering Technology Foundations

PEIMS Code: 989

FANUC Robot Operator 1

PEIMS Code: 535

Lean Six Sigma Green Belt Certification

PEIMS Code: 1010

Lean Six Sigma Green Belt Certification	Pre-Engineering/Engineering Technology - Job Ready
PEIMS Code: 1010	PEIMS Code: 1028
Lean Six Sigma Green Belt Certification	Pre-Engineering/Engineering Technology - Job Ready
PEIMS Code: 1010	PEIMS Code: 1028
Pre-Engineering/Engineering Technology - Job Ready	
PEIMS Code: 1028	

Construction Management and Inspection

Endorsement(s) Earned (if following [§74.13](#) and TEA Program of Study guidance)

Successful completion of the Construction Management and Inspection program of study will fulfill the requirements of the Business and Industry endorsement.

Career Cluster (as defined by TEA)

Architecture and Construction

Alignment to Regional Career Cluster Growth Forecast

According to the Perkins V Career Cluster Growth Forecast Report, jobs in Architecture and Construction are expected to shrink (-2.1%) over the next decade. Currently, this cluster employs 27,682 workers and offers living wages (\$55,700).

Alignment to Regional In-Demand Occupations

Occupation	Employment	Regional Annual Median Wages	Projected Regional Growth Rate
Construction Managers	1,996	\$97,700	0.4%
First-Line Supervisors of Construction Trades and Extraction Workers	3,444	\$72,700	-0.1%
Cost Estimators	702	\$70,600	-0.8%
Construction and Building Inspectors	348	\$61,600	-0.9%

Aligned Industry-Based Certification(s)

Certified Associate in Project Management (CAPM)

PEIMS Code: 367

Certified Associate in Project Management (CAPM)

PEIMS Code: 367

Certified Associate in Project Management (CAPM)

PEIMS Code: 367

HBI Pre-Apprenticeship Certificate Training (PACT), Building Construction Technology

PEIMS Code: 999

HBI Pre-Apprenticeship Certificate Training (PACT), Building Construction Technology

PEIMS Code: 999

HBI Pre-Apprenticeship Certificate Training (PACT), Building Construction Technology

PEIMS Code: 999

HBI Pre-Apprenticeship Certificate Training (PACT), Core

PEIMS Code: 1001

HBI Pre-Apprenticeship Certificate Training (PACT), Core

PEIMS Code: 1001

HBI Pre-Apprenticeship Certificate Training (PACT), Core

PEIMS Code: 1001

LEED Green Associate

PEIMS Code: 1011

LEED Green Associate

PEIMS Code: 1011

LEED Green Associate

PEIMS Code: 1011

NCCER Construction Site Safety Technician

PEIMS Code: 613

NCCER Construction Site Safety Technician

PEIMS Code: 613

NCCER Construction Site Safety Technician

PEIMS Code: 613

NCCER Construction Technology Certification Level I

PEIMS Code: 620

NCCER Construction Technology Certification Level I

PEIMS Code: 620

NCCER Construction Technology Certification Level I

PEIMS Code: 620

NCCER Core

PEIMS Code: 630

NCCER Core

PEIMS Code: 630

NCCER Core

PEIMS Code: 630

NCCER Weatherization Technician Level I

PEIMS Code: 750

NCCER Weatherization Technician Level I

PEIMS Code: 750

NCCER Weatherization Technician Level I

PEIMS Code: 750

OSHA 30 Hour Construction

PEIMS Code: 783

⚠ Retirement Date: August 31, 2024

OSHA 30 Hour Construction

PEIMS Code: 783

⚠ Retirement Date: August 31, 2024

OSHA 30 Hour General

PEIMS Code: 784

⚠ Retirement Date: August 31, 2024

OSHA 30 Hour General
PEIMS Code: 784
🚧 Retirement Date: August 31, 2024

Residential Plans Examiner - R3
PEIMS Code: 1009

Industrial Maintenance

Endorsement(s) Earned (if following §74.13 and TEA Program of Study guidance)

Successful completion of the Industrial Maintenance program of study will fulfill the requirements of the Business and Industry endorsement.

Career Cluster (as defined by TEA)
Manufacturing

Alignment to Regional Career Cluster Growth Forecast

According to the Perkins V Career Cluster Growth Forecast Report, jobs in Manufacturing are expected to shrink (-6.7%) over the next decade. Currently, this cluster employs 25,519 workers and offers living wages (\$59,400).

Alignment to Regional In-Demand Occupations

Occupation	Employment	Regional Annual Median Wages	Projected Regional Growth Rate
Industrial Production Managers	656	\$128,700	-0.5%
Industrial Engineers	608	\$105,200	-0.2%
Electrical and Electronics Repairers, Commercial and Industrial Equipment	255	\$74,900	-0.5%
Industrial Machinery Mechanics	1,919	\$73,000	1%

Aligned Industry-Based Certification(s)

- C-200 Certified Industry 4.0 Automation Systems Specialist I - 201 Electrical Systems 1
PEIMS Code: 957
- C-200 Certified Industry 4.0 Automation Systems Specialist I - 201 Electrical Systems 1
PEIMS Code: 957
- C-200 Certified Industry 4.0 Automation Systems Specialist I - 201 Electrical Systems 1
PEIMS Code: 957
- C-200 Certified Industry 4.0 Automation Systems Specialist I - 202 Electric Motor Control Systems 1
PEIMS Code: 958
- C-200 Certified Industry 4.0 Automation Systems Specialist I - 202 Electric Motor Control Systems 1
PEIMS Code: 958
- C-200 Certified Industry 4.0 Automation Systems Specialist I - 202 Electric Motor Control Systems 1
PEIMS Code: 958
- C-200 Certified Industry 4.0 Automation Systems Specialist I - 204 Motor Control Troubleshooting 1
PEIMS Code: 959
- C-200 Certified Industry 4.0 Automation Systems Specialist I - 204 Motor Control Troubleshooting 1
PEIMS Code: 959
- C-200 Certified Industry 4.0 Automation Systems Specialist I - 204 Motor Control Troubleshooting 1
PEIMS Code: 959
- Certified Logistics Technician (CLT)
PEIMS Code: 841
- Certified Production Technician (CPT) 4.0
PEIMS Code: 842
- Certified Technician-Supply Chain Automation (CT-SCA)
PEIMS Code: 965

- Residential Plans Examiner - R3
PEIMS Code: 1009
- Residential Plans Examiner - R3
PEIMS Code: 1009
- Certified Technician-Supply Chain Automation (CT-SCA)
PEIMS Code: 965
- Certified Technician-Supply Chain Automation (CT-SCA)
PEIMS Code: 965
- Employment Ready Certification - Air Conditioning
PEIMS Code: 1071
- Employment Ready Certification - Electrical
PEIMS Code: 1072
- Employment Ready Certification - Gas Heat
PEIMS Code: 1073
- Employment Ready Certification - Heat Pumps
PEIMS Code: 1074
- Employment Ready Certification - Light Commercial Air Conditioning
PEIMS Code: 1075
- HBI Pre-Apprenticeship Certificate Training (PACT), Core
PEIMS Code: 1001
- HBI Pre-Apprenticeship Certificate Training (PACT), Heating, Ventilation and Air Conditioning
PEIMS Code: 1004
- Heating, Electrical, & Air Conditioning Technology (H.E.A.T.)
PEIMS Code: 1076
- Industrial Technology Maintenance (ITM) - Basic Mechanical Systems
PEIMS Code: 600
- Industrial Technology Maintenance (ITM) - Basic Mechanical Systems
PEIMS Code: 600
- Industrial Technology Maintenance (ITM) - Basic Mechanical Systems
PEIMS Code: 600

Industrial Technology Maintenance (ITM) - Basic
Pneumatic Systems

PEIMS Code: 601

Industrial Technology Maintenance (ITM) - Basic
Pneumatic Systems

PEIMS Code: 601

Industrial Technology Maintenance (ITM) - Basic
Pneumatic Systems

PEIMS Code: 601

Industrial Technology Maintenance (ITM) - Electrical
Systems

PEIMS Code: 602

Industrial Technology Maintenance (ITM) - Electrical
Systems

PEIMS Code: 602

Industrial Technology Maintenance (ITM) - Electrical
Systems

PEIMS Code: 602

Industrial Technology Maintenance (ITM) - Maintenance
Operations

PEIMS Code: 604

Industrial Technology Maintenance (ITM) - Maintenance
Operations

PEIMS Code: 604

Industrial Technology Maintenance (ITM) - Maintenance
Operations

PEIMS Code: 604

ISCET Certified Electronics Technicians

PEIMS Code: 540

⚠ Retirement Date: August 31, 2024

ISCET Certified Electronics Technicians

PEIMS Code: 540

⚠ Retirement Date: August 31, 2024

NCCER Carpentry Level I

PEIMS Code: 610

NCCER Construction Technology Certification Level I

PEIMS Code: 620

NCCER Core

PEIMS Code: 630

NCCER Core

PEIMS Code: 630

NCCER Core

PEIMS Code: 630

NCCER Electrical Level I

PEIMS Code: 640

NCCER Electrical Level II

PEIMS Code: 641

NCCER Electronic System Technician Level I

PEIMS Code: 650

NCCER Electronic System Technician Level II

PEIMS Code: 651

NCCER Heating, Ventilation, Air Conditioning Level I

PEIMS Code: 660

NCCER Industrial Maintenance Mechanic Level I

PEIMS Code: 670

NCCER Industrial Maintenance Mechanic Level I

PEIMS Code: 670

NCCER Industrial Maintenance Mechanic Level I

PEIMS Code: 670

NCCER Industrial Maintenance Support Mechanic

PEIMS Code: 1024

NCCER Industrial Maintenance Support Mechanic

PEIMS Code: 1024

NCCER Industrial Maintenance Support Mechanic

PEIMS Code: 1024

NCCER Industrial Millwright

PEIMS Code: 1025

NCCER Industrial Millwright

PEIMS Code: 1025

NCCER Industrial Millwright

PEIMS Code: 1025

NCCER Millwright Level I

PEIMS Code: 700

NCCER Millwright Level I

PEIMS Code: 700

NCCER Millwright Level I

PEIMS Code: 700

NCCER Millwright Level II

PEIMS Code: 701

NCCER Millwright Level II

PEIMS Code: 701

NCCER Millwright Level II

PEIMS Code: 701

NCCER Sheet Metal Level I

PEIMS Code: 740

OSHA 30 Hour General

PEIMS Code: 784

⚠ Retirement Date: August 31, 2024

OSHA 30 Hour General

PEIMS Code: 784

⚠ Retirement Date: August 31, 2024

Refrigerant Handling

PEIMS Code: 870