

— THE CORE OF THE REPORT

Target Occupations for North Central Texas

The following occupations represent the 2026–2031 Target Occupations for North Central Texas. Occupations were selected using the three established thresholds below, with projected growth rates rounded to whole percentages and very limited regional-priority overrides in key industries. The final list contains 144 occupations across 13 industry clusters. Data source: Lightcast Q3 2026, 16-county North Central Texas region.

Selection thresholds for Target Occupations



HOW TO READ THE TABLES THAT FOLLOW

5-Yr % — projected five-year growth **5-Yr Change** — projected five-year net job additions

Regional Median — median annual earnings **Region 25%** — 25th-percentile earnings

Entry Education — typical entry-level education

Occupation Lists by Cluster

Agriculture, Food and Natural Resources

Job Title	5-Yr %	5-Yr Chg	Median	25%	Entry Education
Veterinarians	8%	179	\$135,946	\$114,640	*Doctoral / professional degree
Veterinary Assistants & Lab Animal Caretakers	9%	227	\$36,808	\$31,479	High school diploma or equivalent
Veterinary Technologists & Technicians	6%	320	\$42,714	\$37,387	*Associate's degree

Architecture and Construction

Job Title	5-Yr %	5-Yr Chg	Median	25%	Entry Education
Architects, Except Landscape & Naval	9%	332	\$92,824	\$72,142	*Bachelor's degree
Architectural & Civil Drafters	7%	226	\$66,770	\$54,241	*Associate's degree
Carpenters	6%	1,233	\$47,655	\$36,457	High school diploma or equivalent
Cement Masons & Concrete Finishers	7%	609	\$48,881	\$43,807	High school diploma or equivalent
Construction Laborers	9%	4,072	\$42,853	\$36,200	High school diploma or equivalent
Construction Managers	9%	2,294	\$93,054	\$65,961	*Bachelor's degree
Drywall & Ceiling Tile Installers	7%	188	\$48,286	\$40,025	High school diploma or equivalent
Electricians	10%	2,605	\$58,905	\$46,429	*High school diploma or equivalent
First-Line Supervisors, Construction & Extraction	8%	1,929	\$74,455	\$57,729	High school diploma or equivalent
HVAC & Refrigeration Mechanics & Installers	10%	1,366	\$59,075	\$46,341	*Postsecondary nondegree award
Helpers — Pipelayers, Plumbers, Pipefitters	7%	163	\$43,316	\$38,653	High school diploma or equivalent
Maintenance & Repair Workers, General	7%	3,410	\$48,911	\$39,830	*High school diploma or equivalent
Operating Engineers & Construction Equip. Operators	8%	1,031	\$51,664	\$46,949	*High school diploma or equivalent
Roofers	10%	338	\$45,472	\$36,798	High school diploma or equivalent
Security & Fire Alarm Systems Installers	9%	330	\$57,591	\$45,741	*High school diploma or equivalent
Structural Iron & Steel Workers	6%	183	\$54,164	\$48,542	*High school diploma or equivalent

*License or certification required.

— TARGET OCCUPATIONS

Occupation Lists by Cluster continued

Arts, Audio Visual Technology and Communications

Job Title	5-Yr %	5-Yr Chg	Median	25%	Entry Education
Art Directors	9%	220	\$75,901	\$37,718	Bachelor's degree
Audio & Video Technicians	9%	168	\$54,816	\$43,915	*Postsecondary nondegree award
Producers & Directors	9%	305	\$72,531	\$50,847	Bachelor's degree
Public Relations Managers	6%	186	\$131,653	\$101,502	Bachelor's degree
Public Relations Specialists	7%	591	\$69,332	\$53,794	Bachelor's degree
Writers & Authors	9%	283	\$53,968	\$27,618	Bachelor's degree

Business, Marketing, and Finance

Job Title	5-Yr %	5-Yr Chg	Median	25%	Entry Education
Accountants & Auditors	7%	3,220	\$84,113	\$68,863	*Bachelor's degree
Administrative Services Managers	8%	499	\$116,072	\$86,339	Bachelor's degree
Business Operations Specialists, All Other	6%	2,181	\$83,556	\$62,383	Bachelor's degree
Buyers & Purchasing Agents	7%	1,146	\$78,774	\$60,954	Bachelor's degree
Chief Executives	11%	577	\$197,699	\$88,079	Bachelor's degree
Compensation, Benefits & Job Analysis Specialists	7%	248	\$75,905	\$63,019	Bachelor's degree
Executive Secretaries & Admin Assistants	6%	604	\$80,057	\$64,945	High school diploma or equivalent
Facilities Managers	8%	273	\$96,374	\$63,959	*Bachelor's degree
Financial & Investment Analysts	9%	1,089	\$101,566	\$78,054	*Bachelor's degree
Financial Examiners	18%	462	\$81,823	\$65,261	*Bachelor's degree
Financial Managers	13%	3,637	\$170,518	\$130,703	Bachelor's degree
Financial Risk Specialists	9%	235	\$105,725	\$81,576	*Bachelor's degree
Financial Specialists, All Other	7%	354	\$73,831	\$58,726	*Bachelor's degree
Fundraisers	8%	158	\$62,164	\$48,981	Bachelor's degree
General & Operations Managers	6%	8,300	\$110,234	\$70,028	Bachelor's degree

Business, Marketing, and Finance continues in the next section. · *License or certification required.

— TARGET OCCUPATIONS

Business, Marketing, and Finance continued

Job Title	5-Yr %	5-Yr Chg	Median	25%	Entry Education
Human Resources Managers	6%	517	\$140,658	\$108,426	Bachelor's degree
Human Resources Specialists	7%	2,326	\$70,559	\$51,535	Bachelor's degree
Insurance Sales Agents	9%	2,505	\$59,891	\$43,680	*High school diploma or equivalent
Loan Officers	7%	672	\$74,616	\$49,013	*Bachelor's degree
Management Analysts	10%	2,540	\$104,949	\$77,185	Bachelor's degree
Managers, All Other	7%	2,456	\$113,450	\$66,882	Bachelor's degree
Market Research Analysts & Marketing Specialists	9%	2,107	\$75,167	\$57,124	Bachelor's degree
Marketing Managers	6%	1,113	\$152,377	\$106,407	Bachelor's degree
Operations Research Analysts	14%	643	\$107,023	\$79,625	Bachelor's degree
Project Management Specialists	7%	3,301	\$99,115	\$76,148	*Bachelor's degree
Property, Real Estate & Community Assoc. Managers	6%	1,292	\$64,243	\$47,608	*High school diploma or equivalent
Real Estate Brokers	10%	355	\$78,820	\$49,755	*High school diploma or equivalent
Real Estate Sales Agents	9%	1,696	\$52,901	\$35,601	*High school diploma or equivalent
Sales Engineers	6%	170	\$132,667	\$100,295	Bachelor's degree
Securities, Commodities & Financial Services Sales Agents	12%	2,041	\$88,174	\$61,391	*Bachelor's degree
Tax Preparers	7%	200	\$47,724	\$37,015	*High school diploma or equivalent
Training & Development Specialists	10%	1,364	\$70,920	\$51,807	Bachelor's degree

*License or certification required.

HIGHEST MEDIAN EARNINGS IN THE CLUSTER

Chief Executives		\$197,699
Financial Managers		\$170,518
Marketing Managers		\$152,377

8,300Most net job
additions — General
& Operations
Managers**18%**Fastest growth —
Financial Examiners

— TARGET OCCUPATIONS

Education & Training · Energy

Education and Training

Job Title	5-Yr %	5-Yr Chg	Median	25%	Entry Education
Education Administrators, Postsecondary	8%	378	\$102,082	\$82,212	Master's degree
Educational Instruction & Library Workers, All Other	8%	214	\$45,598	\$30,148	Bachelor's degree
Educational, Guidance & Career Counselors & Advisors	7%	617	\$75,090	\$56,630	*Master's degree
Teachers & Instructors, All Other	7%	152	\$47,079	\$32,740	*Bachelor's degree
Teaching Assistants, Postsecondary	13%	351	\$49,104	\$29,980	Bachelor's degree

Energy

Job Title	5-Yr %	5-Yr Chg	Median	25%	Entry Education
Electrical Power-Line Installers & Repairers	10%	444	\$78,954	\$59,765	*High school diploma or equivalent
Solar Photovoltaic Installers	13%	220	\$48,039	\$41,115	*High school diploma or equivalent

*License or certification required.



Solar keeps energy's fastest pace

Solar Photovoltaic Installers show the strongest projected five-year growth in the Energy cluster at 13% — outpacing Electrical Power-Line Installers & Repairers, and reachable with a high school diploma or equivalent.

— TARGET OCCUPATIONS · LARGEST CLUSTER

Health Science Technology

Job Title	5-Yr %	5-Yr Chg	Median	25%	Entry Education
Clinical & Counseling Psychologists	14%	171	\$105,730	\$79,199	*Doctoral / professional degree
Clinical Laboratory Technologists & Technicians	6%	619	\$59,426	\$41,530	*Bachelor's degree
Dental Hygienists	7%	508	\$101,630	\$87,818	*Associate's degree
Dentists, General	7%	265	\$174,769	\$136,567	*Doctoral / professional degree
Diagnostic Medical Sonographers	12%	272	\$99,463	\$87,679	*Associate's degree
Family Medicine Physicians	7%	178	\$262,841	\$137,474	*Doctoral / professional degree
Healthcare Social Workers	9%	252	\$75,697	\$61,265	*Master's degree
Healthcare Support Workers, All Other	8%	177	\$48,325	\$37,189	*High school diploma or equivalent
Medical & Health Services Managers	14%	2,621	\$120,864	\$90,477	Bachelor's degree
Medical Assistants	10%	2,313	\$43,092	\$38,370	*Postsecondary nondegree award
Medical Records Specialists	8%	422	\$52,774	\$45,136	*Postsecondary nondegree award
Medical Scientists, Except Epidemiologists	9%	269	\$79,480	\$71,595	Doctoral / professional degree
Medical Secretaries & Administrative Assistants	7%	1,577	\$45,162	\$38,587	High school diploma or equivalent
Nurse Practitioners	22%	1,844	\$131,513	\$103,510	*Master's degree
Nursing Assistants	7%	1,743	\$38,818	\$37,201	*Postsecondary nondegree award
Occupational Health & Safety Specialists	11%	432	\$80,791	\$60,981	*Bachelor's degree
Occupational Therapists	10%	394	\$105,260	\$84,260	*Master's degree

Health Science Technology continues on the next page. · *License or certification required.

— TARGET OCCUPATIONS · LARGEST CLUSTER

Health Science Technology continued

Job Title	5-Yr %	5-Yr Chg	Median	25%	Entry Education
Occupational Therapy Assistants	12%	163	\$83,105	\$74,410	*Associate's degree
Ophthalmic Medical Technicians	12%	302	\$50,151	\$42,951	*Postsecondary nondegree award
Pharmacists	8%	648	\$139,711	\$125,706	*Doctoral / professional degree
Pharmacy Technicians	9%	1,142	\$44,895	\$38,456	*High school diploma or equivalent
Phlebotomists	9%	364	\$46,193	\$40,430	*Postsecondary nondegree award
Physical Therapist Assistants	15%	348	\$79,448	\$63,154	*Associate's degree
Physical Therapists	9%	597	\$107,123	\$87,362	*Doctoral / professional degree
Physician Assistants	15%	548	\$139,517	\$122,888	*Master's degree
Psychiatric Technicians	12%	405	\$41,823	\$38,339	*Postsecondary nondegree award
Psychologists, All Other	12%	215	\$93,817	\$68,196	*Master's degree
Radiologic Technologists & Technicians	7%	421	\$83,557	\$71,390	*Associate's degree
Registered Nurses	7%	5,636	\$100,826	\$81,670	*Bachelor's degree
Respiratory Therapists	10%	332	\$85,076	\$77,987	*Associate's degree
Speech-Language Pathologists	10%	538	\$98,480	\$79,464	*Master's degree
Substance Abuse, Behavioral & Mental Health Counselors	15%	1,030	\$63,494	\$45,647	*Bachelor's degree
Surgical Technologists	7%	199	\$79,901	\$62,351	*Postsecondary nondegree award
Therapists, All Other	14%	188	\$77,172	\$47,798	*Bachelor's degree

*License or certification required.

Nurse Practitioners lead the Health Science cluster with 22% projected growth, while **Registered Nurses** generate the largest volume at 5,636 projected net job additions.

— TARGET OCCUPATIONS

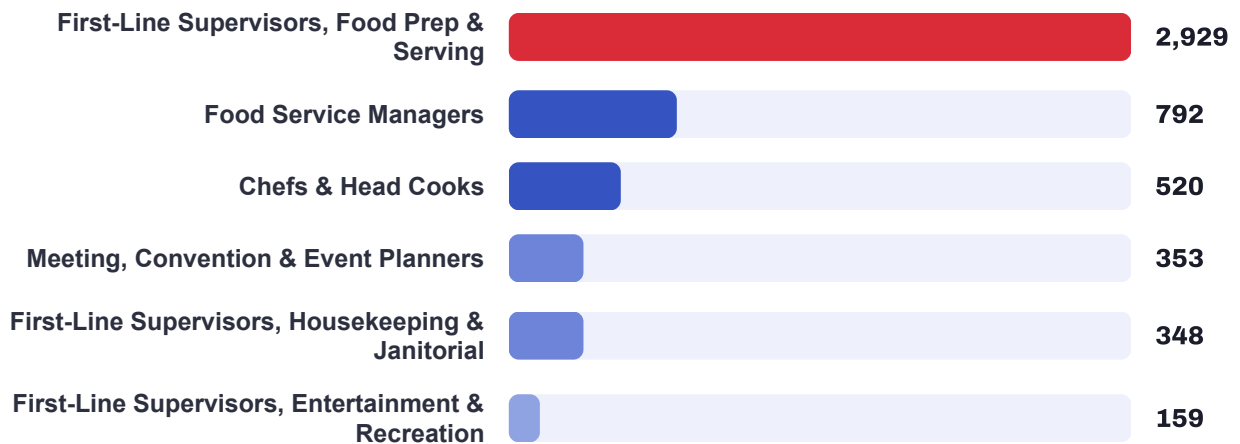
Hospitality and Tourism

Job Title	5-Yr %	5-Yr Chg	Median	25%	Entry Education
Chefs & Head Cooks	11%	520	\$57,009	\$43,449	*High school diploma or equivalent
First-Line Supervisors of Entertainment & Recreation Workers	6%	159	\$45,739	\$35,969	High school diploma or equivalent
First-Line Supervisors of Food Preparation & Serving Workers	7%	2,929	\$37,495	\$31,086	*High school diploma or equivalent
First-Line Supervisors of Housekeeping & Janitorial Workers	7%	348	\$44,125	\$33,935	High school diploma or equivalent
Food Service Managers	8%	792	\$60,052	\$45,874	*High school diploma or equivalent
Meeting, Convention & Event Planners	8%	353	\$62,809	\$47,461	*Bachelor's degree

*License or certification required.

Projected Five-Year Net Job Additions by Role

Projected five-year net job additions · Lightcast Q3 2026



6

Target occupations in the cluster

2,929

Largest single-role net job additions — Food Prep & Serving Supervisors

11%

Fastest growth — Chefs & Head Cooks

— TARGET OCCUPATIONS

Information Technology

Job Title	5-Yr %	5-Yr Chg	Median	25%	Entry Education
Computer & Information Systems Managers	11%	3,646	\$174,455	\$142,091	*Bachelor's degree
Computer Hardware Engineers	13%	219	\$161,603	\$114,033	Bachelor's degree
Computer Network Architects	12%	803	\$137,636	\$104,967	*Bachelor's degree
Computer Network Support Specialists	10%	380	\$76,076	\$55,945	*Associate's degree
Computer Occupations, All Other	8%	1,754	\$125,208	\$80,196	*Bachelor's degree
Computer Systems Analysts	11%	2,265	\$121,996	\$94,450	Bachelor's degree
Data Scientists	19%	2,065	\$126,114	\$90,084	Bachelor's degree
Database Architects	8%	342	\$153,804	\$129,013	*Bachelor's degree
Information Security Analysts	19%	1,467	\$133,638	\$103,028	*Bachelor's degree
Software Developers	13%	9,221	\$133,524	\$105,032	Bachelor's degree
Software Quality Assurance Analysts & Testers	10%	875	\$103,358	\$81,541	Bachelor's degree
Web & Digital Interface Designers	11%	326	\$98,136	\$69,708	Bachelor's degree
Web Developers	11%	224	\$91,858	\$63,456	Bachelor's degree

**License or certification required.*

9,221

Software Developers show the largest projected five-year net job additions of any Target Occupation.

19%

Fastest growth — Data Scientists & Information Security Analysts

— TARGET OCCUPATIONS

Law & Public Service · Manufacturing

Law and Public Service

Job Title	5-Yr %	5-Yr Chg	Median	25%	Entry Education
Emergency Medical Technicians	7%	222	\$38,893	\$35,801	*Postsecondary nondegree award
Firefighters	5%	473	\$65,389	\$59,361	*Postsecondary nondegree award
First-Line Supervisors of Security Workers	7%	156	\$47,135	\$37,221	*High school diploma or equivalent
Paramedics	7%	140	\$59,224	\$51,908	*Postsecondary nondegree award
Police & Sheriff's Patrol Officers	5%	984	\$92,255	\$75,919	*High school diploma or equivalent

Law and Public Service occupations are included under a Law and Public Service priority override. · *License or certification required.

Manufacturing

Job Title	5-Yr %	5-Yr Chg	Median	25%	Entry Education
Electrical & Electronic Engineering Technologists & Technicians	6%	162	\$75,401	\$58,468	*Associate's degree
First-Line Supervisors of Mechanics, Installers & Repairers	6%	1,301	\$78,671	\$60,549	*High school diploma or equivalent
Industrial Engineers	10%	1,065	\$105,945	\$92,383	*Bachelor's degree
Industrial Machinery Mechanics	11%	1,520	\$63,167	\$50,896	*High school diploma or equivalent
Molding, Coremaking & Casting Machine Operators (Metal & Plastic)	8%	195	\$42,973	\$35,731	High school diploma or equivalent
Production Workers, All Other	7%	459	\$39,391	\$34,428	*High school diploma or equivalent
Semiconductor Processing Technicians	8%	266	\$39,826	\$37,636	High school diploma or equivalent
Sheet Metal Workers	6%	209	\$55,636	\$44,757	*High school diploma or equivalent

*License or certification required.

— TARGET OCCUPATIONS

STEM · Transportation, Distribution & Logistics

STEM — Science, Technology, Engineering & Mathematics

Job Title	5-Yr %	5-Yr Chg	Median	25%	Entry Education
Civil Engineers	7%	624	\$97,144	\$76,598	*Bachelor's degree
Electrical Engineers	9%	517	\$124,173	\$89,666	*Bachelor's degree
Electronics Engineers, Except Computer	8%	334	\$134,719	\$102,998	*Bachelor's degree
Engineers, All Other	7%	229	\$110,653	\$81,025	*Bachelor's degree
Life, Physical & Social Science Technicians, All Other	7%	168	\$50,187	\$40,873	*Associate's degree
Mechanical Engineers	10%	591	\$105,554	\$86,823	*Bachelor's degree

Transportation, Distribution, and Logistics

Job Title	5-Yr %	5-Yr Chg	Median	25%	Entry Education
Airline Pilots, Copilots & Flight Engineers	7%	470	\$232,448	\$189,794	*Bachelor's degree
Automotive Body & Related Repairers	7%	361	\$55,560	\$42,959	*High school diploma or equivalent
Automotive Service Technicians & Mechanics	7%	1,522	\$46,694	\$33,651	*Postsecondary nondegree award
Cargo & Freight Agents	15%	427	\$49,234	\$45,213	High school diploma or equivalent
Flight Attendants	9%	742	\$64,874	\$49,968	*High school diploma or equivalent
Logisticians	13%	981	\$76,315	\$58,800	Bachelor's degree
Mobile Heavy Equipment Mechanics, Except Engines	9%	449	\$62,440	\$49,962	*High school diploma or equivalent
Transportation, Storage & Distribution Managers	6%	634	\$104,213	\$82,301	*High school diploma or equivalent

Logisticians carry a TDL cluster designation as an additional selection basis. · *License or certification required.