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# S O C R A T E S

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7/13/2010

**North East Texas  
Local Workforce Development Board  
Regional Narrative  
Labor Market Plan**

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Just as information is important to an individual business, it is also important in economic development. Every region and community in Texas is unique. Each one has its own industries, natural resources, workers, education and training institutes, technologies, and recreational areas that make it different from other areas of the state. The common thread that all communities have is their need to provide jobs for their citizens.

The objective of the LMCI (Labor Market Career Information) SOCRATES system is to provide the North East Texas Workforce Development Board with a documented, detailed regional economic plan for targeting industries and occupations. SOCRATES allows the local board to take advantage of a combination of regional knowledge and the most current labor market information available. The primary purpose of the SOCRATES system is to assist local planners, analysts and decision makers in describing and documenting changes in the regional labor market in a way that enables them to support community business leaders in making informed workforce development and educational planning decisions.

This SOCRATES Regional Narrative provides documentation for the entire scope of the regional analysis procedure as well as the corresponding results for each objective set forth by the regional workforce development boards. This narrative will traverse through the entire SOCRATES analysis process, explaining the procedures used, the options available to be utilized, and provide accurate labor market documentation at each stage of the process.

## **TARGETING PROCESS**

The targeting process is a system of steps designed to rank industries and occupations in your region according to a set of economic indicators. This process enables planners and analysts to identify those industries that show the greatest potential for job openings. However, the targeting process is not an economic forecasting model. It is a means of prioritizing industries on the basis of a number of historical measures as well as national and statewide employment projections to identify where the job opportunities of the future are likely to be located. The targeting process begins by building a high demand list of industries that meet or exceed standard employment and wage criteria set forth by the regional planning board. (See *Connecting the Dots: Chapter 5*)

Basically, the process begins with a compilation of all industries within the state of Texas. Using a predetermined set of standard criteria, the local board navigates through a variable step-by-step process to narrow down this list into a finalized core group of promising industries for the region.

SOCRATES utilizes a default scale of ranking prospective target industries and occupations while eliminating those that show less promising future employment possibilities. However, we recognize that in many instances, the regional planners may have some knowledge of industries or occupations that may or may not appear in the final output lists. Because of this, SOCRATES is also designed to allow planners to weight criteria more heavily than others. That is, the regional board has the option to place more emphasis on specific indicators than on others. The standard default indicators capture both local and national dynamics, but other more industry-specific variables may be substituted.

In addition, before the final lists are compiled, there is also an option of simply adding or subtracting other meaningful industries as seen fit by local planners. Planners have the option of applying "local wisdom" that might not be captured during the standard targeting process.

Once the list of industries is screened and finalized, the focus then shifts to targeting the occupations within those industries that meet the boards required characteristics. These occupations are usually required to have elements such as offering long-term employment prospects, having above-average hourly wages, and having a skill level obtainable by the labor force within the region. Again, before the list is finalized, the board has the option to add to the list of occupations from LMCI's *Emerging and Evolving Occupations* publication and other occupations or skill sets those employers might discuss when directly engaged by the board staff or business service representatives.

The specific requirement steps used in the analysis for the North East Texas region are listed in order below. The board may want to refer back to this outline to briefly overview the scope of the targeting process.

## **BACKGROUND CONCEPTS**

**Derived Demand** Since the purpose of the SOCRATES system is to produce a list of targeted occupations, you may be curious as to why we begin with industrial analysis and not a direct list of employers. SOCRATES starts with industrial analysis because of the concept of "derived demand." Labor is a factor of production within each industry. Jobs originate from industrial activity. Derived demand refers to the fact that, when industries demand a component such as labor, they do so because those additional workers will permit firms to produce a good or service which consumers are willing to pay for. The demand for labor is thus derived ultimately from the consumer demand for final goods. Industrial employment therefore is a good indicator of the demand for goods and services produced by that industry. By examining employment within industries, we can determine the demand occupations that are likely to provide future employment for your region.

### **Targeting Industries**

SOCRATES offers three different methods to derive a list of target industries for your region. The user has a choice of utilizing a single method, or they can perform only two, or all three analysis. The industrial targeting methods are listed below:

1. **Industrial Search** - allows the user to search Industries by NAICS code, search by keyword, or browse a list of all industries.
2. **INDEVAL** - this industrial evaluation model is designed to aid labor market analysts in prioritizing industries with the greatest employment potential from among an entire regional economy by examining and ranking those industries based on selected economic variables. The final product of the INDEVAL model is an ordered list of industries ranked by variables that have the strongest effect on a regional labor market.
3. **Shift-Share Analysis** - this analysis provides a representation of changes in employment growth or decline, and it is useful for targeting industries that might offer significant future employment opportunities. By interpreting data provided by shift-share, you can explore the advantages your region may enjoy, as well as identify growth, or potential growth industries that are worthy of further investigation.

### Information Sources

As previously stated, each industry requires specific occupational skills to produce their final product or service. Once an industrial analysis is completed, SOCRATES provides a list of those occupations required within each industry using an Industry/Occupation matrix. Each industry hires workers in a variety of occupations that, when taken as a whole, can be referred to as an occupational staffing pattern or "occupational matrix."

For any region in Texas, an industry/occupation matrix can be developed which includes data on occupational staffing patterns by industry for all industries in the area under study. The targeting process built in to SOCRATES combines considerable regional industry and occupational information in addition to selected Texas statewide data to help your region identify current employment trends.

The SOCRATES Industry/Occupation matrix is designed as a result of a comprehensive employer survey conducted by the Texas Workforce Commission's Labor Market Career Information unit. The survey covers almost 100,000 employers every three years and is mandated to have a 75% or better response rate. The Standard Occupational Classification (SOC) taxonomy is used as the occupational coding system in the survey and is recognized as the most statistically precise and comprehensive employment matrix available. The survey uses to the North American Industry Classification System (NAICS). This detailed data collection process is accurate and ongoing, so your region can be confident in the quality of the data presented in SOCRATES.

### Targeted Occupations vs. Demand Occupations

It is important to differentiate between targeted occupations and demand occupations. A "demand" occupation simply implies that large numbers of job openings are likely. A "targeted" occupation, on the other hand, offers both a large number of expected job openings and meets other criteria set forth by the local work force board. Simply expressed, a demand occupation is one which has above average projected job openings. It could be said that targeted occupations are demand occupations that also meet the criteria set forth by the regional boards. Not all demand occupations will meet the local board's targeting standards.

### Occupational Profiles

Finally, SOCRATES provides detailed occupational characteristics in the form of occupational profiles to allow informed local choices to be made in the creation of a final regional targeted occupation list. These occupational profiles include data such as comprehensive occupation descriptions, Texas and regional labor market information, employment patterns, associated training, and training providers.

## **STATEWIDE ECONOMIC CONDITIONS**

The Texas economy is closely tied to that of the United States as a whole. In fact, the national economic outlook has a strong bearing on both local and Texas forecasts. Given the number of new and emerging consumer markets around the world, American Business is increasingly looking for money-making opportunities outside of the United States. With this increased amount of world trade, Texas is becoming more dependent on the global economy for much of its prosperity.

In terms of population, Texas had 20,851,820 persons in April 2000. According to the Census Bureau, Texas is projected to gain 1.8 million new residents between 2000 and 2005. This ranks Texas as the fastest growing state in the union over the forecast period. With 84.6 percent of its population living in metropolitan areas, Texas is predominantly an urban state. This is underscored by recent population trends-the state's 24 metropolitan areas accounted for over 91 percent of Texas population growth between 1990 and 1999. Growth in the state's metro areas, however, is not evenly distributed. With few exceptions, the fastest growing metropolitan areas in the state are large-Dallas-Fort Worth, Houston-Galveston-Brazoria, San Antonio, Austin-San Marcos-or are located along the border with Mexico-El Paso, McAllen-Edinburg-Mission, Brownsville-Harlingen-San Benito, and Laredo. One of the fastest growing regions in the state is the Lower Rio Grande Valley. The two adjacent metros in the Valley-McAllen and Brownsville-together added 220,703 people between 1990 and 1999-about the same as the increase for the entire San Antonio metro area during the same period.

The Texas population is expected to reach 33.9 million by 2030, according to the most recent population projections from the Texas State Data Center at the University of Texas at San Antonio. This would represent a near doubling of the state's population from 17 million in 1990. Hispanics will account for two-thirds of this growth and are expected to outnumber Anglos in Texas by 2025.

The most recent civilian labor force estimates from TWC for Texas statewide in May 2010 is 12,162,174 which is an increase in the labor force of 289,726 persons since May 2009. This represents a 2.4 percent change in Texas during this time period. These estimates are not seasonally adjusted.

Between 2006 and 2016, Texas is projected to add slightly over 1.8 million new jobs, 60 percent of which will be found in the management, technical, and service occupations. Additionally, 2.4 million job vacancies will occur as workers separate from their jobs. These job openings will become available through retirements, promotions, or transfers. Employment in Texas is expected to grow by 17.6 percent during the projection

period, compared to a U.S. job growth rate of 15.2 percent.

Texas leads all states in job creation for the 1990's, and this growth is broad-based. Texas ranks among the leading states in most economic sectors in job growth. While manufacturing jobs have declined nationally since January 1990, Texas has experienced a significant increase. The state's expanding population and economy have benefited the Texas construction sector, which has added 225,100 jobs since January 1990. Texas employment in finance, insurance, and real estate (FIRE) has increased by 22.7 percent since January 1990. Texas employs far more people in the mining sector (which includes oil and gas production) than any other state. While the state has experienced a net decline in mining jobs since January 1990, the sector has enjoyed relative stability compared to the "boom" and "bust" cycles of the 1980's.

The services sector includes a wide range of industries varying from architectural engineering, software, and film production to hotels, hospitals, and dry cleaners. The services sector is Texas' largest, employing 2.7 million people, and has been the engine for much of Texas' growth, generating more than two-fifths of the state's net job gain this decade. The expansion of international trade, as well as the overall improvement of the Texas and U.S. economies, is contributing to growth in the transportation, communications, and utilities and wholesale & retail trade sectors. Texas accounts for a disproportionately large share of U.S. growth in both sectors.

**GENERAL ECONOMIC BACKGROUND OF THE NORTH EAST TEXAS REGION**

Bordered on the North by the Red River, this forested area is predominantly heavy in agribusiness, including timber and paper products, dairy products, and miscellaneous grain crops. Other industries include oil and lignite mining, miscellaneous manufacturing, and tourism. Major cities such as Texarkana, Paris, and Sulphur Springs serve as educational centers. Major occupational opportunities exist for sales representatives, managers, personal service workers, and food preparation workers.

According to the U.S. Census for the year 2000, North East Texas region had a total population of 256,830 . The Texas Office of the State Demographer reported that the population of this area is expected to increase to 264,813 by 2010. That is a 3.1 percent increase in ten years.

The most recent civilian labor force estimates from TWC for Texas statewide in May 2010 is 12,162,174 which is an increase in the labor force of 289,726 persons since May 2009. This represents a 2.4 percent change in Texas during this time period. These estimates are not seasonally adjusted. North East Texas had a civilian labor force of 135,430 for May 2010 which was a change of 2,062 in CLF since May 2009. This change represented an increase of 1.5 percent for the study area.

Results from the TWC/LMCI Projections project indicated that in 2006 the North East Texas region total employment for all industries was 132,600 . That number is expected to grow to 153,350 by the year 2016. That is an expected increase of 20,750, which represents an 15.6 percent increase in employment. Below is a chart covering employment changes for specific industries of the North East Texas region.

**North East Texas Workforce Development Board  
Industry Employment  
2006-2016**

Industry Title	Annual Average Employment		Change in Employment 2006-2016	Growth Rate
	2006	2016		
Self-Employed & Unpaid Family Workers	19,150	20,850	1,700	8.9
Natural Resources & Mining	1,400	1,350	-50	-0.9
Construction	3,800	4,400	600	17.1
Manufacturing	20,150	22,350	2,200	11
Trade, Transportation, & Utilities	21,800	25,100	3,300	15.1
Information	1,100	1,250	150	13.5
Financial Activities	4,100	4,700	600	14.9
Professional & Business Services	5,250	6,650	1,400	27.4
Education & Health Services	29,100	37,350	8,250	28.3
Leisure & Hospitality	8,000	9,850	1,850	23.1
Other Services Ex. Government	4,250	5,000	750	17.7
Government	9,950	11,300	1,350	13.9
<b>TOTAL EMPLOYMENT</b>	<b>132,600</b>	<b>153,350</b>	<b>20,750</b>	<b>15.6</b>

**NORTH EAST TEXAS INDUSTRIAL ANALYSIS**

Industrial analysis is the process of prioritizing industries in the regional economy according to job opening potential. It is dependent on the interpretation and synthesis of various economic indicators and appropriate statistical data, and is also reliant on decisions made by the local workforce board. As in any other market, rather than trying to predict the future or plan based on current observations, it is more logical to identify powerful trends already underway and then decide on a direction to head in based on that information.

We have briefly examined the current economic condition of the State of Texas as well as the economic structure of the North East Texas region. Now, by using the SOCRATES system, the analysis isolates the "key leading industries" that display the most promise for future job openings. You should expect to derive a list of 5-12 industries from which your region will draw out the target occupations later in the analysis.

SOCRATES uses the strongest available labor market information to accurately analyze and prioritize target industries for your region. As stated previously, in regards to industrial targeting, your region has three main options, or starting points from which to proceed.

### INDEVAL

Your region chose to perform an Industrial Evaluation (INDEVAL). INDEVAL aids labor market analysts in prioritizing industries with the greatest employment potential from among an entire regional economy by examining and ranking those industries based on selected economic variables. The final product of the INDEVAL model is an ordered list of industries ranked by variables that have the strongest effect on a regional labor market. Utilizing INDEVAL will allow regional analysts to derive a targeted industries list from which they can focus in on specific occupations.

INDEVAL is an easy-to-comprehend and use tool for regional industrial analysis which provides considerable statistical documentation of regional labor market phenomena. As such, it is an ideal tool to assist workforce development program planners and occupational deans and educational professionals to identify which industries offer the greatest potential for job opportunity. In a nutshell, the INDEVAL model has its origins in sound economic principles, crunches a lot of national, state and regional data transparent to the user, weights and interprets the results, and generates output reports suitable for presentation.

In SOCRATES, the INDEVAL model is included as one approach to identify key leading industries suitable for increased attention by regional business services representatives. It also is useful for identifying industry sectors that are significant to the local economy and thus might be candidates for the creation of employer-driven partnerships. Lastly, the industries which rise to the top of the INDEVAL model output are likely to have an increasing demand for workers, many of whom are still in the education pipeline. Colleges and other postsecondary intermediaries should explore the types of worker skills associated with these industry sectors.

It is important to remember that all indicators are not equally significant in identifying potential job openings. Some, such as historical change in employment, projections and current employment should obviously be weighed more heavily. The total of all weighted indicators should equal 1.0 or 100%. Ultimately, the user should be able to identify the top ten or so industries with the most job producing possibilities.

#### Your region chose the following INDEVAL weighting scheme:

**WEIGHTS:**

Local Employment Change 1st Qtr 2007-1st Qtr 2009	0.1
Local Employment 1st Qtr 2009	0.15
Local Industry Employment Location Quotients 1st Qtr 2009	0.15
Local Average Weekly Wages 1st Qtr 2009	0.15
Local Short Term Projected Employment Abs Chg 2006-2008	0.05
Local Short Term Projected Employment Pct Chg 2006-2008	0.1
Local Long Term Projected Employment 2016	0.1
Local Long Term Projected Abs Change 2006-2016	0.1
Local Long Term Projected Pct Change 2006-2016	0.05
National Projected Employment in 2016	0.05

\* A weight of 0.0 means the variable was not used to calculate the rankings.

The industries in your region were ranked in the following order based on the preceding weights.

### INDEVAL RANKING

#### NORTH EAST TEXAS (07)

NAICS	Industry	Rank	Quotient
621	Ambulatory Health Care Services	1	10.35
611	Educational Services	2	11.55
622	Hospitals	3	13.55
522	Credit Intermediation & Related Activity	4	15.1
722	Food Services and Drinking Places	5	18.4
311	Food Manufacturing	6	20.85
493	Warehousing and Storage	7	21.65
332	Fabricated Metal Product Manufacturing	8	21.9
452	General Merchandise Stores	9	22.45
488	Support Activities for Transportation	10	23.3
221	Utilities	11	23.75
623	Nursing and Residential Care Facilities	12	24.1
336	Transportation Equipment Manufacturing	13	24.25
541	Professional and Technical Services	14	24.8
484	Truck Transportation	15	25.55
423	Merchant Wholesalers, Durable Goods	16	26.5
624	Social Assistance	17	26.55
424	Merchant Wholesalers, Nondurable Goods	18	27.15
561	Administrative and Support Services	19	28.25
441	Motor Vehicle and Parts Dealers	20	28.7
444	Building Material & Garden Supply Stores	21	29.3
331	Primary Metal Manufacturing	22	29.35

322	Paper Manufacturing	23	30.15
213	Support Activities for Mining	24	32.25
811	Repair and Maintenance	25	32.6
524	Insurance Carriers & Related Activities	26	34.1
446	Health and Personal Care Stores	27	34.3
551	Management of Companies and Enterprises	28	35.4
238	Specialty Trade Contractors	29	36.6
237	Heavy and Civil Engineering Construction	30	37.1
445	Food and Beverage Stores	31	37.7
919	Federal Gov't.	32	38
813	Membership Organizations & Associations	33	38.1
532	Rental and Leasing Services	34	38.35
321	Wood Product Manufacturing	35	38.5
562	Waste Management and Remediation Service	36	39.05
812	Personal and Laundry Services	37	39.3
113	Forestry and Logging	38	40.35
236	Construction of Buildings	39	40.55
448	Clothing and Clothing Accessories Stores	40	41
425	Electronic Markets and Agents/Brokers	41	41
325	Chemical Manufacturing	42	41.95
517	Telecommunications	43	42.15
713	Amusement, Gambling & Recreation Ind	44	42.75
447	Gasoline Stations	45	43.35
112	Animal Production	46	43.6
531	Real Estate	47	43.65
523	Financial Investment & Related Activity	48	44.25
453	Miscellaneous Store Retailers	49	44.5
939	Local Gov't.	50	45.35
721	Accommodation	51	45.8
443	Electronics and Appliance Stores	52	45.95
442	Furniture and Home Furnishings Stores	53	46.15
492	Couriers and Messengers	54	47.05
333	Machinery Manufacturing	55	47.45
327	Nonmetallic Mineral Product Mfg	56	48.15
511	Publishing Industries	57	48.85
929	State Gov't.	58	49.25
454	Nonstore Retailers	59	51.45
515	Broadcasting (except Internet)	60	52.7
326	Plastics & Rubber Products Manufacturing	61	53.15
337	Furniture and Related Product Mfg	62	54
115	Agriculture & Forestry Support Activity	63	55.65
512	Motion Picture & Sound Recording Ind	64	55.8
212	Mining (except Oil and Gas)	65	56.35
485	Transit and Ground Passenger Transport	66	57
451	Sporting Goods/Hobby/Book/Music Stores	67	57
814	Private Households	68	58.35
323	Printing and Related Support Activities	69	58.4
339	Miscellaneous Manufacturing	70	59.25
111	Crop Production	71	59.85
518	ISPs, Search Portals, & Data Processing	72	61.7
486	Pipeline Transportation	73	65.65
491	Postal Service	74	65.95
211	Oil and Gas Extraction	75	67.45
712	Museums, Parks and Historical Sites	76	68.3
324	Petroleum & Coal Products Manufacturing	77	69.4
315	Apparel Manufacturing	78	71.8
335	Electrical Equipment and Appliances	79	72.95
711	Performing Arts and Spectator Sports	80	73.5
482	Rail Transportation	81	74.15
334	Computer and Electronic Product Mfg	82	74.95
314	Textile Product Mills	83	77.6
313	Textile Mills	84	78.8
533	Lessors, Nonfinancial Intangible Assets	85	79.65
114	Fishing, Hunting and Trapping	86	79.8
483	Water Transportation	87	81.25
312	Beverage & Tobacco Product Manufacturing	88	82.35
316	Leather and Allied Product Manufacturing	89	83.3
487	Scenic and Sightseeing Transportation	90	84.4
481	Air Transportation	91	86.75
516	Internet Publishing and Broadcasting	92	88.95
525	Funds, Trusts & Other Financial Vehicles	93	89.5
519	Other Information Services	94	90.15
521	Monetary Authorities - Central Bank	95	90.8

In addition to the regional INDEVAL ranking chart, this narrative also provides a rank orders report to show how the single industries fared in the chosen weighted indicators.

RANK ORDERS

NORTH EAST TEXAS (07)

NAICS	Industry	Local										Natl		
		Emply Change	Emply	IND LQs	Avg. Weekly Wage	Short Term Abs Chg	Short Term Pct ChgS	Loc Proj	Abs Chg	Pct Chg	Proj Emp Chg	Emp	Quot	Rank
		2007Q1-2009Q1	1st Qtr2009			2006 to 2008	2006 to 2008	2016	2006 - 2016					
621	Ambulatory Health Care Services	22	2	13	31	2	4	2	1	5	4	10.35	1	
611	Educational Services	4	1	24	36	1	6	1	2	14	7	11.55	2	
622	Hospitals	32	5	21	18	4	16	5	4	15	6	13.55	3	
522	Credit Intermediation & Related Activity	24	11	26	9	9	17	9	10	22	13	15.1	4	
722	Food Services and Drinking Places	3	3	33	68	3	12	3	3	10	1	18.4	5	
311	Food Manufacturing	66	4	1	27	5	57	4	5	28	24	20.85	6	
493	Warehousing and Storage	2	25	22	26	24	7	34	23	12	46	21.65	7	
332	Fabricated Metal Product Manufacturing	61	12	10	10	12	42	10	18	40	28	21.9	8	
452	General Merchandise Stores	20	7	17	53	11	55	6	8	18	11	22.45	9	
488	Support Activities for Transportation	62	33	9	5	21	20	24	16	8	52	23.3	10	
221	Utilities	8	30	12	1	36	56	31	24	17	55	23.75	11	
623	Nursing and Residential Care Facilities	56	9	20	55	7	25	8	9	19	8	24.1	12	
336	Transportation Equipment Manufacturing	65	20	16	40	8	11	13	14	23	20	24.25	13	
541	Professional and Technical Services	15	17	73	23	13	18	19	12	13	3	24.8	14	
484	Truck Transportation	49	22	18	30	18	28	22	19	21	26	25.55	15	
423	Merchant Wholesalers, Durable Goods	42	21	48	11	17	31	21	22	31	10	26.5	16	
624	Social Assistance	16	26	53	59	14	5	16	7	1	14	26.55	17	
424	Merchant Wholesalers, Nondurable Goods	6	14	23	21	63	74	18	25	42	18	27.15	18	
561	Administrative and Support Services	64	10	55	57	6	14	7	6	9	2	28.25	19	
441	Motor Vehicle and Parts Dealers	55	16	19	32	22	63	15	20	29	16	28.7	20	
444	Building Material & Garden Supply Stores	67	23	7	45	16	51	11	15	27	30	29.3	21	
331	Primary Metal Manufacturing	73	18	3	3	20	46	20	50	50	67	29.35	22	
322	Paper Manufacturing	51	15	2	4	19	53	17	74	72	59	30.15	23	
213	Support Activities for Mining	13	51	38	7	51	24	53	26	3	71	32.25	24	
811	Repair and Maintenance	46	28	30	43	27	48	26	21	11	29	32.6	25	
524	Insurance Carriers & Related Activities	59	37	56	14	26	26	30	27	36	15	34.1	26	
446	Health and Personal Care Stores	11	34	36	34	43	64	33	28	26	33	34.3	27	
551	Management of Companies and Enterprises	10	40	76	29	35	9	45	33	25	19	35.4	28	
238	Specialty Trade Contractors	60	13	46	28	87	84	12	17	33	5	36.6	29	
237	Heavy and Civil Engineering Construction	7	32	29	33	86	86	28	29	37	37	37.1	30	
445	Food and Beverage Stores	12	24	45	58	28	68	23	42	43	12	37.7	31	
919	Federal Gov't.	1	6	5	6	15	67	93	93	93	93	38	32	
813	Membership Organizations & Associations	43	47	61	64	37	22	14	11	20	9	38.1	33	
532	Rental and Leasing Services	39	44	32	41	38	36	39	34	38	44	38.35	34	
321	Wood Product Manufacturing	50	29	8	39	29	60	27	62	62	53	38.5	35	
562	Waste Management and Remediation Service	17	56	43	13	47	10	57	55	55	65	39.05	36	
812	Personal and Laundry Services	19	36	47	56	33	41	36	38	41	27	39.3	37	
113	Forestry and Logging	34	55	4	22	70	73	51	36	16	90	40.35	38	
236	Construction of Buildings	63	35	51	20	88	88	25	13	6	21	40.55	39	
448	Clothing and Clothing Accessories Stores	27	31	44	63	39	66	32	30	32	25	41	40	
425	Electronic Markets and Agents/Brokers	44	59	58	12	25	1	54	56	56	42	41	41	
325	Chemical Manufacturing	48	49	52	19	45	52	40	40	35	39	41.95	42	
517	Telecommunications	18	45	62	8	50	49	43	64	64	36	42.15	43	
713	Amusement, Gambling & Recreation Ind	38	43	57	69	31	13	38	39	39	22	42.75	44	
447	Gasoline Stations	14	27	15	62	56	72	29	77	75	40	43.35	45	
112	Animal Production	36	42	6	50	84	85	41	35	34	66	43.6	46	
531	Real Estate	21	46	69	51	40	33	44	43	30	23	43.65	47	
523	Financial Investment & Related Activity	29	65	77	2	61	43	63	41	2	38	44.25	48	
453	Miscellaneous Store Retailers	54	39	25	54	32	44	35	68	68	34	44.5	49	
939	Local Gov't.	5	8	40	35	10	34	95	95	95	95	45.55	50	
721	Accommodation	9	38	65	67	30	19	42	73	73	17	45.8	51	
443	Electronics and Appliance Stores	47	53	39	47	53	62	47	32	24	49	45.95	52	
442	Furniture and Home Furnishings Stores	45	52	42	52	41	32	48	49	49	47	46.15	53	
492	Couriers and Messengers	81	57	68	15	54	29	58	37	7	50	47.05	54	
333	Machinery Manufacturing	58	41	49	17	34	39	76	71	71	35	47.45	55	
327	Nonmetallic Mineral Product Mfg	57	60	37	25	48	47	52	60	60	57	48.15	56	
511	Publishing Industries	40	48	54	49	42	40	46	66	66	32	48.85	57	
929	State Gov't.	41	19	31	16	23	59	94	94	94	94	49.25	58	
454	Nonstore Retailers	30	62	60	37	55	27	61	67	67	60	51.45	59	
515	Broadcasting (except Internet)	31	66	63	42	62	37	65	48	48	69	52.7	60	
326	Plastics & Rubber Products Manufacturing	35	68	78	24	60	35	67	58	58	45	53.15	61	
337	Furniture and Related Product Mfg	52	54	35	44	59	70	50	75	74	54	54	62	
115	Agriculture & Forestry Support Activity	26	69	74	48	68	30	64	52	52	76	55.65	63	
512	Motion Picture & Sound Recording Ind	28	67	72	66	57	8	66	59	59	63	55.8	64	
212	Mining (except Oil and Gas)	69	73	11	73	49	58	71	46	46	73	56.35	65	
485	Transit and Ground Passenger Transport	68	70	41	70	46	23	74	53	53	62	57	66	
451	Sporting Goods/Hobby/Book/Music Stores	33	50	50	65	81	81	49	65	65	43	57	67	

814	Private Households	25	58	64	60	64	61	62	72	76	41	58.35	68
323	Printing and Related Support Activities	37	61	70	46	58	45	77	70	70	51	58.4	69
339	Miscellaneous Manufacturing	53	63	59	38	66	69	59	76	77	48	59.25	70
111	Crop Production	23	64	71	61	71	71	68	51	51	61	59.85	71
518	ISPs, Search Portals, & Data Processing	88	93	66	93	52	3	60	31	4	58	61.7	72
486	Pipeline Transportation	75	75	28	75	80	80	69	54	54	89	65.65	73
491	Postal Service	91	91	27	91	44	65	37	57	57	91	65.95	74
211	Oil and Gas Extraction	80	80	67	80	74	38	72	45	45	79	67.45	75
712	Museums, Parks and Historical Sites	85	85	75	85	69	15	73	47	47	75	68.3	76
324	Petroleum & Coal Products Manufacturing	92	92	14	92	65	54	75	69	69	80	69.4	77
315	Apparel Manufacturing	87	87	34	87	85	87	56	63	63	78	71.8	78
335	Electrical Equipment and Appliances	82	82	80	82	72	50	70	61	61	68	72.95	79
711	Performing Arts and Spectator Sports	84	84	81	84	67	2	84	84	84	64	73.5	80
482	Rail Transportation	77	78	88	78	95	95	55	44	44	70	74.15	81
334	Computer and Electronic Product Mfg	76	81	85	81	73	21	92	92	92	31	74.95	82
314	Textile Product Mills	71	76	84	76	76	76	80	80	80	74	77.6	83
313	Textile Mills	72	72	87	72	79	79	85	85	85	77	78.8	84
533	Lessors, Nonfinancial Intangible Assets	79	79	83	79	77	77	79	79	79	86	79.65	85
114	Fishing, Hunting and Trapping	93	77	79	77	78	78	78	78	78	87	79.8	86
483	Water Transportation	70	71	93	71	89	89	86	86	86	83	81.25	87
312	Beverage & Tobacco Product Manufacturing	83	88	82	88	75	75	82	82	82	72	82.35	88
316	Leather and Allied Product Manufacturing	74	74	90	74	93	93	88	88	88	85	83.3	89
487	Scenic and Sightseeing Transportation	78	83	89	83	90	90	81	81	81	92	84.4	90
481	Air Transportation	95	95	86	95	82	82	83	83	83	56	86.75	91
516	Internet Publishing and Broadcasting	86	86	92	86	92	92	91	91	91	84	88.95	92
525	Funds, Trusts & Other Financial Vehicles	94	94	91	94	83	83	87	87	87	81	89.5	93
519	Other Information Services	89	89	94	89	94	94	89	89	89	82	90.15	94
521	Monetary Authorities - Central Bank	90	90	95	90	91	91	90	90	90	88	90.8	95

**NORTH EAST TEXAS Final Target Industry List**

No. NAICS	Industry	Origin
1. 2211	Power Generation and Supply	Indeval
2. 2213	Water, Sewage and Other Systems	Indeval
3. 2373	Highway, Street, and Bridge Construction	Indeval
4. 3114	Fruit, Vegetable, & Specialty Foods Mfg	Indeval
5. 3115	Dairy Product Manufacturing	Indeval
6. 3254	Pharmaceutical & Medicine Manufacturing	Indeval
7. 3362	Motor Vehicle Body and Trailer Mfg	Indeval
8. 3364	Aerospace Product & Parts Manufacturing	Indeval
9. 4842	Specialized Freight Trucking	Indeval
10. 4885	Freight Transportation Arrangement	Indeval
11. 4931	Warehousing and Storage	Indeval
12. 5221	Depository Credit Intermediation	Indeval
13. 5411	Legal Services	Indeval
14. 5413	Architectural and Engineering Services	Indeval
15. 5611	Office Administrative Services	Indeval
16. 5617	Services to Buildings and Dwellings	Indeval
17. 5629	Remediation and Other Waste Services	Indeval
18. 6111	Elementary and Secondary Schools	Indeval
19. 6221	General Medical and Surgical Hospitals	Indeval
20. 6232	Residential Mental Health Facilities	Indeval
21. 6241	Individual and Family Services	Indeval
22. 7221	Full-Service Restaurants	Indeval
23. 8111	Automotive Repair and Maintenance	Indeval
24. 8113	Commercial Machinery Repair/Maintenance	Indeval

There are two economic development groupings which may assist an area in defining and promoting strategic analysis of possible training needs and labor market growth. These two groupings are: [1] the TWC/LMCI Sectors group and [2] the Governor's Clusters. The industries on the Final Targeted Industry List are associated to these groupings in the following tables:

**TWC/LMCI Sectors:**

NAICS	Title
2211	Energy, Mining and Related Support Services
2213	Distribution, Transportation & Logistics
2373	Heavy and Special Trade Construction
3114	Agriculture, Forestry and Food
3115	Agriculture, Forestry and Food
3254	Biotechnology, Life Sciences & Medical
3362	Transportation Equipment
3364	Transportation Equipment
4842	Distribution, Transportation & Logistics
4885	Distribution, Transportation & Logistics
4931	Distribution, Transportation & Logistics
5221	Business and Financial Services
5411	Legal, Protective & Human Support Services
5413	Business and Financial Services
5611	Business and Financial Services
5617	Business and Financial Services
5629	Distribution, Transportation & Logistics
6111	Education, Training & Personal Development
6221	Biotechnology, Life Sciences & Medical
6232	Legal, Protective & Human Support Services
6241	Legal, Protective & Human Support Services
7221	Tourism, Hospitality and Leisure
8111	Transportation Equipment
8113	Production Support & Industrial Machinery

Governor's Clusters:

NAICS	Title
2211	Energy Core
2213	* No Assignment *
2373	* No Assignment *
3114	Aerospace and Defense Ancillary
3115	* No Assignment *
3254	Biotech and Life Sciences Core
3362	Advanced Technologies and Manufacturing Core
3364	Aerospace and Defense Core
3364	Advanced Technologies and Manufacturing Core
4842	Aerospace and Defense Support
4842	Energy Support
4842	Petroleum Refining and Chemical Products Support
4842	Advanced Technologies and Manufacturing Support
4885	Petroleum Refining and Chemical Products Support
4885	Advanced Technologies and Manufacturing Support
4931	Aerospace and Defense Support
4931	Information and Computer Technology Support
4931	Petroleum Refining and Chemical Products Support
4931	Advanced Technologies and Manufacturing Support
5221	Aerospace and Defense Support
5221	Energy Support
5221	Petroleum Refining and Chemical Products Support
5221	Advanced Technologies and Manufacturing Support
5411	Biotech and Life Sciences Core with Medical Services
5411	Biotech and Life Sciences Support
5411	Energy Support
5411	Information and Computer Technology Support
5411	Petroleum Refining and Chemical Products Support
5411	Advanced Technologies and Manufacturing Support
5413	Aerospace and Defense Support
5413	Biotech and Life Sciences Core
5413	Energy Support
5413	Information and Computer Technology Support
5413	Petroleum Refining and Chemical Products Support
5413	Advanced Technologies and Manufacturing Core
5611	Information and Computer Technology Support
5617	* No Assignment *
5629	Biotech and Life Sciences Core
5629	Advanced Technologies and Manufacturing Support
6111	* No Assignment *

- 6221 Biotech and Life Sciences Core with Medical Services
- 6221 Biotech and Life Sciences Core
- 6232 \* No Assignment \*
- 6241 \* No Assignment \*
- 7221 \* No Assignment \*
- 8111 \* No Assignment \*
- 8113 \* No Assignment \*

The use of labor market data to identify targeted industries can be a powerful and informative approach. However, armed with this information, the next step is to engage regional employers to validate and expand upon this analysis. Thus, one of the objectives of building a targeted industries list is to identify key industry sectors in the community from which you can build industry partnerships.

**EMPLOYER CONTACT INFORMATION**

You may find it very useful to have an actual detailed list of employers in your region who may employ the types of occupations from your targeted list of industries. The following is a table which shows the estimated number of employers in your region from the Final Targeted NAICS categories. The employers are categorized by the estimated number of employees who work at each employment site. These counts are from the LMC/TWC employer data files for those employers who employ one or more employees. Many employers are assigned to multiple NAICS.

**Number of Top Employers in the North East Texas Region  
for Final Target Industries**

(In Each Size Class)

Employer Size Ranges

- A = 1000 + Employees
- B = 500 - 999 Employees
- C = 100 - 499 Employees
- D = 50 - 99 Employees
- E = 20 - 49 Employees
- F = 10 - 19 Employees
- G = 5 - 9 Employees
- H = Less than 5 Employees

No. NAICS	Industry	Number of Employers in Size Class								Total
		A (%)	B (%)	C (%)	D (%)	E (%)	F (%)	G (%)	H (%)	
1. 2211	Power Generation and Supply	0 (0)	0 (0)	2 (16)	0 (0)	2 (16)	0 (0)	6 (50)	2 (16)	12
2. 2213	Water, Sewage and Other Systems	0 (0)	0 (0)	1 (2)	0 (0)	2 (4)	5 (10)	17 (36)	21 (45)	46
3. 2373	Highway, Street, and Bridge Construction	0 (0)	0 (0)	1 (2)	4 (9)	7 (16)	14 (32)	7 (16)	10 (23)	43
4. 3114	Fruit, Vegetable, & Specialty Foods Mfg	0 (0)	1 (20)	3 (60)	0 (0)	0 (0)	1 (20)	0 (0)	0 (0)	5
5. 3115	Dairy Product Manufacturing	0 (0)	0 (0)	1 (25)	1 (25)	0 (0)	1 (25)	0 (0)	1 (25)	4
6. 3254	Pharmaceutical & Medicine Manufacturing	0 (0)	0 (0)	1 (100)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	1
7. 3362	Motor Vehicle Body and Trailer Mfg	0 (0)	0 (0)	5 (13)	3 (8)	4 (11)	6 (16)	5 (13)	13 (36)	36
8. 3364	Aerospace Product & Parts Manufacturing	0 (0)	0 (0)	0 (0)	0 (0)	3 (75)	0 (0)	0 (0)	1 (25)	4
9. 4842	Specialized Freight Trucking	0 (0)	0 (0)	1 (0)	0 (0)	5 (4)	23 (21)	16 (15)	60 (57)	105
10. 4885	Freight Transportation Arrangement	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	3 (27)	2 (18)	6 (54)	11
11. 4931	Warehousing and Storage	0 (0)	0 (0)	1 (3)	1 (3)	0 (0)	6 (20)	3 (10)	18 (62)	29
12. 5221	Depository Credit Intermediation	0 (0)	0 (0)	2 (1)	9 (4)	19 (9)	34 (17)	90 (46)	39 (20)	193
13. 5411	Legal Services	0 (0)	0 (0)	0 (0)	0 (0)	5 (2)	25 (10)	36 (14)	176 (72)	242
14. 5413	Architectural and Engineering Services	0 (0)	0 (0)	0 (0)	0 (0)	8 (10)	4 (5)	14 (18)	48 (64)	74
15. 5611	Office Administrative Services	0 (0)	0 (0)	0 (0)	0 (0)	3 (30)	0 (0)	1 (10)	6 (60)	10
16. 5617	Services to Buildings and Dwellings	0 (0)	0 (0)	0 (0)	0 (0)	9 (4)	16 (7)	29 (14)	150 (73)	204
17. 5629	Remediation and Other Waste Services	0 (0)	0 (0)	0 (0)	0 (0)	1 (4)	2 (8)	3 (12)	18 (75)	24
18. 6111	Elementary and Secondary Schools	0 (0)	0 (0)	21 (8)	69 (27)	86 (34)	25 (10)	24 (9)	24 (9)	249
19. 6221	General Medical and Surgical Hospitals	5 (17)	2 (7)	7 (25)	4 (14)	0 (0)	3 (10)	2 (7)	5 (17)	28
20. 6232	Residential Mental Health Facilities	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	1 (100)	0 (0)	1
21. 6241	Individual and Family Services	0 (0)	0 (0)	2 (1)	1 (0)	8 (5)	18 (11)	50 (32)	74 (48)	153
22. 7221	Full-Service Restaurants	0 (0)	0 (0)	2 (0)	19 (6)	58 (19)	89 (29)	77 (25)	58 (19)	303
23. 8111	Automotive Repair and Maintenance	0 (0)	0 (0)	3 (0)	5 (0)	19 (3)	41 (7)	91 (16)	382 (70)	541
24. 8113	Commercial Machinery Repair/Maintenance	0 (0)	0 (0)	0 (0)	1 (2)	0 (0)	3 (6)	10 (20)	34 (70)	48

Texas Total, All Industries 1,229 (0) 1,988 (0) 26,201 (2) 35,473 (2) 97,252 (7) 143,100 (11) 244,330 (19) 685,071 (55) 1,234,644

\* Many employers are assigned to multiple NAICS and due to rounding, the sum of percentages may not equal 100.

For greater detail and actual employer contact information, you can access the SOCRATES Employer Contacts option and the TRACER system. In many cases, this listing is merely a starting place to engage local employers. There are likely many more firms conducting business in each industry sector. Direct employer contact can be very useful in validating market conditions, identifying emerging or evolving occupations or skill sets that are in demand, and chronicling local compensation and work conditions.

### NORTH EAST TEXAS OCCUPATIONAL ANALYSIS

Up until this time, SOCRATES has been narrowing down the list of industries for the North East Texas Workforce Development Board. At this point of SOCRATES, the focus of the targeting process shifts from industries to the subset of occupations within those industries. From your regions final target list of industries you can also derive a list of coinciding occupations. *Out of this final set of targeted industries, the local workforce development board is looking specifically for a final set of occupations that will offer the best prospects for employment now and in the future.* The board can also explore occupational profiles of each targeted occupation and has the option of adding new emerging and evolving occupations to the final target list. Further still, the regional board has the option of adding or subtracting any other custom occupations, or occupations from the SOC code dictionary to the final target list.

The Standard Occupational Classification (SOC) statewide survey matrix is recognized as the most statistically accurate and comprehensive employment matrix available.

SOCRATES extrapolated the top ten occupations from each industry in the final targeted industries list.

The preliminary target occupations selected for the North East Texas region are listed below along with the SOC code and title, base year 2006 employment, 2016 projection estimates, percentage change and absolute change in employment during the period 2006 to 2016 and area hourly wages. The list also includes non-traditional occupations by gender and the targeted industry origins by NAICS.

### NORTH EAST TEXAS PRELIMINARY TARGET OCCUPATION LIST

No.	SOC	SOC Title	Employment		Change 2006-2016		Hourly Wage 2008	Non-trad'l Occ for Male(M) or Female(F)	Origin (NAICS,E&E,Cust)
			2006	2016	Actual	Percent			
1.	17-2011	Aerospace Engineers	42	51	9	21.4%	\$0.00	F	3364
2.	49-3011	Aircraft Mechanics/Service Techs	170	231	61	35.9%	\$0.00	F	3364
3.	51-2011	Aircraft Struct/Surfaces/Rig Asm	9	10	1	11.1%	\$0.00	F	3364
4.	17-1011	Architects, Exc Landscape/Naval	35	41	6	17.1%	\$0.00	F	5413
5.	17-3011	Architectural and Civil Drafters	25	25	0	0.0%	\$0.00	F	5413
6.	51-2099	Assemblers and Fabricators, NEC	79	97	18	22.8%	\$12.28		3362
7.	49-3023	Auto Service Techs/Mechanics	640	764	124	19.4%	\$21.69	F	8111
8.	49-3021	Automotive Body/Related Repairer	165	184	19	11.5%	\$13.39	F	8111
9.	43-3031	Bookkeeping/Accounting/Auditing	1,350	1,474	124	9.2%	\$13.39	M	5221, 4885, 2213, 5411, 5611, 8113
10.	53-3022	Bus Drivers, School	375	461	86	22.9%	\$7.82		6111
11.	49-3031	Bus/Truck Mech/Diesel Speclst	229	279	50	21.8%	\$21.10	F	4842
12.	13-1199	Business Operations Speclst, NEC	580	757	177	30.5%	\$25.89		2211
13.	51-3021	Butchers and Meat Cutters	174	174	0	0.0%	\$11.25	F	4931
14.	43-5011	Cargo and Freight Agents	62	68	6	9.7%	\$21.83		4885, 4842
15.	47-2031	Carpenters	377	437	60	15.9%	\$15.81	F	2373, 5629
16.	41-2011	Cashiers	3,291	3,386	95	2.9%	\$7.63	M	4931
17.	47-2051	Cement Masons/Concrete Finishers	151	183	32	21.2%	\$12.89	F	2373
18.	11-1011	Chief Executives	155	188	33	21.3%	\$48.19		5611
19.	39-9011	Child Care Workers	1,517	1,929	412	27.2%	\$7.22	M	6232
20.	21-1021	Child/Family/School Social Wkrs	149	186	37	24.8%	\$14.59		6232, 6241
21.	17-3022	Civil Engineering Technicians	133	158	25	18.8%	\$16.92	F	5413
22.	17-2051	Civil Engineers	88	107	19	21.6%	\$0.00	F	5413
23.	53-7061	Cleaners of Vehicles and Equipmt	473	526	53	11.2%	\$9.28	F	8111
24.	35-3021	Combined Food Prep/Serving Wkrs	2,898	3,503	605	20.9%	\$7.35		7221
25.	15-1021	Computer Programmers	137	152	15	10.9%	\$31.63		5611
26.	47-2061	Construction Laborers	852	973	121	14.2%	\$10.92	F	2373, 5629
27.	11-9021	Construction Managers	265	300	35	13.2%	\$26.17	F	2373
28.	49-9012	Control/Valve Installers/Repairs	63	66	3	4.8%	\$16.57	F	2213
29.	35-2011	Cooks, Fast Food	336	401	65	19.3%	\$7.40		7221

30.	35-2012	Cooks, Institution and Cafeteria	422	446	24	5.7%	\$7.90			6111, 6232
31.	35-2014	Cooks, Restaurant	469	641	172	36.7%	\$8.50			7221
32.	51-9193	Cooling and Freezing Equip Oper	47	53	6	12.8%	\$0.00	F		3115
33.	33-3012	Correctional Officers/Jailers	590	686	96	16.3%	\$15.10	F		5611
34.	43-4051	Customer Service Representatives	1,352	1,698	346	25.6%	\$11.70		5221, 4931, 2211, 2213, 4842, 5611, 3254	
35.	35-9011	Dining Room/Cafeteria Attendants	256	335	79	30.9%	\$7.26			7221
36.	35-9021	Dishwashers	261	339	78	29.9%	\$7.35			7221
37.	43-5032	Dispatchers, Ex Police/Fire/Ambu	141	158	17	12.1%	\$15.35			4842
38.	53-3031	Driver/Sales Workers	402	466	64	15.9%	\$14.11	F		7221, 3115
39.	11-9032	Educ Administrators, Elemen/Sec	235	287	52	22.1%	\$0.00			6111
40.	49-9051	Elec Power-Line Insta/Repair	115	137	22	19.1%	\$0.00	F		2211
41.	49-2095	Elec/Electronics Repairer, Power	23	25	2	8.7%	\$0.00	F		2211
42.	49-2092	Electric Motor/Power Tool Repair	10	11	1	10.0%	\$0.00	F		8113
43.	25-2021	Elementary School Teachers	1,727	2,171	444	25.7%	\$0.00	M		6111
44.	51-2031	Engine and Other Machine Asmb	17	17	0	0.0%	\$0.00	F		3362
45.	11-9041	Engineering Managers	84	100	16	19.0%	\$47.25			3364, 5413
46.	17-2199	Engineers, NEC	60	72	12	20.0%	\$0.00	F		2211, 3362
47.	43-6011	Exec Secretaries/Admin Assists	1,160	1,331	171	14.7%	\$15.03		5221, 5411, 5413, 6241	
48.	51-9041	Extrude/Form/Pressing Mach Oper	150	168	18	12.0%	\$0.00	F		3254
49.	51-2091	Fiberglass Laminators/Fabricator	20	25	5	25.0%	\$0.00			3364
50.	43-4071	File Clerks	164	109	-55	-33.5%	\$10.06	M		5411
51.	11-3031	Financial Managers	289	351	62	21.5%	\$34.69			5221
52.	51-3092	Food Batchmakers	318	344	26	8.2%	\$0.00			3114, 3115
53.	51-3093	Food Cooking Machine Oper/Tend	112	117	5	4.5%	\$0.00			3115
54.	35-9099	Food Prep/Serving Related Wkrs	61	63	2	3.3%	\$0.00			4931
55.	35-2021	Food Preparation Workers	415	500	85	20.5%	\$7.72		7221, 4931, 5617	
56.	11-9051	Food Service Managers	298	349	51	17.1%	\$28.39			7221
57.	11-1021	General and Operations Managers	1,487	1,780	293	19.7%	\$37.27		4931, 4885, 2213, 6232, 5411, 5413, 4842, 6241, 5617, 5611,	
58.	47-2121	Glaziers	36	42	6	16.7%	\$0.00	F		5629
59.	49-9098	Helpers--Install/Maint/Repair Wk	158	196	38	24.1%	\$22.45	F		8111
60.	51-9198	Helpers--Production Workers	586	692	106	18.1%	\$11.37	F		3114, 3362, 3254
61.	31-1011	Home Health Aides	1,037	1,575	538	51.9%	\$7.75	M		6232, 6241
62.	35-9031	Host/Hostess, Restaurant/Lounge	177	243	66	37.3%	\$7.31			7221
63.	17-2112	Industrial Engineers	100	125	25	25.0%	\$32.61	F		3362
64.	49-9041	Industrial Machinery Mechanics	611	676	65	10.6%	\$19.60	F		2211
65.	11-3051	Industrial Production Managers	186	208	22	11.8%	\$36.64	F		3254
66.	53-7051	Industrial Truck/Tractor Oper	781	874	93	11.9%	\$13.05	F		3114, 3115, 4931, 4885, 4842
67.	51-9061	Inspector/Tester/Sorter/Sampler	555	604	49	8.8%	\$16.08			3364
68.	49-9099	Install/Maint/Repair Wkrs, NEC	53	63	10	18.9%	\$14.66	F		5629, 8113
69.	27-3091	Interpreters and Translators	38	44	6	15.8%	\$12.17			3254
70.	37-2011	Janitor/Cleaner, Exc Maids/House	1,522	1,837	315	20.7%	\$9.22		6111, 3114, 5617	
71.	53-7062	Laborers and Freight/Stock/Mover	1,936	2,145	209	10.8%	\$10.92	F		3114, 4885, 4842
72.	37-3011	Landscaping/Groundskeep Wkrs	536	620	84	15.7%	\$9.60	F		5617
73.	23-1011	Lawyers	391	476	85	21.7%	\$42.22	F		5411
74.	43-6012	Legal Secretaries	99	122	23	23.2%	\$13.25	M		5411
75.	29-2061	Licensed Practical/Voc Nurses	1,145	1,369	224	19.6%	\$15.71	M		6221, 6232
76.	43-4131	Loan Interviewers and Clerks	146	151	5	3.4%	\$13.56			5221
77.	13-2072	Loan Officers	180	197	17	9.4%	\$25.49			5221
78.	51-4041	Machinists	341	392	51	15.0%	\$14.83	F		3362, 3364, 8113
79.	37-2012	Maids and Housekeeping Cleaners	844	936	92	10.9%	\$8.14	M		6221, 5617
80.	49-9042	Maintenance/Repair Wkrs, General	1,085	1,283	198	18.2%	\$13.46	F		3114, 3115, 5617, 3254
81.	13-1111	Management Analysts	286	339	53	18.5%	\$28.46			5611
82.	17-2141	Mechanical Engineers	108	123	16	13.9%	\$36.48	F		3364, 5413, 8113
83.	29-2011	Medical/Clinical Lab Technol	159	194	35	22.0%	\$22.20			6221
84.	11-9111	Medical/Health Services Managers	295	378	83	28.1%	\$30.81			6221
85.	43-5041	Meter Readers, Utilities	52	32	-20	-38.5%	\$11.66	F		2211
86.	47-1011	Mgr/Spvr, Construction Trade Wkr	372	435	63	16.9%	\$25.18	F		2373, 5629
87.	37-1011	Mgr/Spvr, Housekeeping/Janitor	127	151	24	18.9%	\$16.73			5617
88.	49-1011	Mgr/Spvr, Mechanics/Installers	438	520	82	18.7%	\$27.16	F		2211, 2213, 8111
89.	43-1011	Mgr/Spvr, Office/Admin Support	1,116	1,250	134	12.0%	\$18.64		5221, 5411, 8111	
90.	51-1011	Mgr/Spvr, Production/Operat Wkr	1,056	1,205	149	14.1%	\$22.84	F		3114, 3115, 3362, 3364
91.	41-1011	Mgr/Spvr, Retail Sales Workers	1,727	1,899	172	10.0%	\$16.23			4931
92.	25-2022	Middle School Teachers	940	1,129	189	20.1%	\$0.00			6111
93.	49-3042	Mobile Heavy Equip Mechanics	184	185	1	0.5%	\$0.00	F		2373, 8113

94.	43-4141	New Accounts Clerks	102	114	12	11.8%	\$12.29	M		5221
95.	31-1012	Nursing Aides/Orderlies/Attends	1,809	2,225	416	23.0%	\$9.26	M		6221, 6232
96.	43-9061	Office Clerks, General	1,965	2,173	208	10.6%	\$10.37	M	6111, 6221, 5221, 4885, 2211, 2213, 5411, 4842, 6241, 5611,	
97.	47-2073	Operating Eng/Construct Equip	392	425	33	8.4%	\$14.02	F		2373, 5629
98.	51-9111	Packaging and Filling Machine Op	601	625	24	4.0%	\$10.92			3114, 3115, 3254
99.	53-7064	Packers and Packagers, Hand	686	774	88	12.8%	\$11.28			3114, 3115, 3254
100.	51-9122	Painters, Transportation Equipmt	74	94	20	27.0%	\$19.76	F		8111
101.	23-2011	Paralegals and Legal Assistants	135	181	46	34.1%	\$0.00	M		5411
102.	47-2071	Paving/Surfacing/Tamping Equip	61	74	13	21.3%	\$12.70	F		2373
103.	39-9021	Personal and Home Care Aides	2,451	3,777	1,326	54.1%	\$7.01	M		6232, 6241
104.	37-2021	Pest Control Workers	24	29	5	20.8%	\$0.00	F		5617
105.	47-2151	Pipelayers	52	56	4	7.7%	\$0.00	F		2373
106.	47-2152	Plumbers/Pipefitters/Steamfitter	231	273	42	18.2%	\$0.00	F		2213
107.	51-8013	Power Plant Operators	35	40	5	14.3%	\$0.00	F		2211
108.	25-2011	Preschool Teachers	320	443	123	38.4%	\$9.76	M		6241
109.	51-5023	Printing Machine Operators	105	118	13	12.4%	\$12.45			3115
110.	51-9199	Production Workers, NEC	104	112	8	7.7%	\$15.99	F		3362
111.	43-5061	Production/Planning/Exped Clk	215	249	34	15.8%	\$20.24			4885
112.	29-2034	Radiologic Technols/Techs	190	241	51	26.8%	\$21.51			6221
113.	43-4171	Receptionists/Information Clerks	810	1,008	198	24.4%	\$9.70	M		5411, 8111
114.	53-7081	Refuse/Recycle Material Collectr	70	79	9	12.9%	\$11.57	F		5629
115.	29-1111	Registered Nurses	2,499	3,314	815	32.6%	\$26.64	M		6221
116.	21-1015	Rehabilitation Counselors	52	63	11	21.2%	\$0.00			6232
117.	47-2171	Reinforcing Iron and Rebar Wkrs	32	35	3	9.4%	\$0.00	F		5629
118.	43-4181	Reservation/Transport Ticket Ag	27	33	6	22.2%	\$0.00			5611
119.	39-9041	Residential Advisors	35	42	7	20.0%	\$9.92			6232
120.	29-1126	Respiratory Therapists	116	150	34	29.3%	\$20.55			6221
121.	41-2031	Retail Salespersons	4,222	5,221	999	23.7%	\$11.36			4931
122.	41-4012	Sales Reps, Exc Tech/Sci Product	1,060	1,221	161	15.2%	\$18.51	F		8113
123.	41-3099	Sales Reps, Services, NEC	147	191	44	29.9%	\$19.21			2213
124.	41-9099	Sales and Related Workers, NEC	89	112	23	25.8%	\$0.00			2213
125.	25-2031	Secondary School Teachers	1,148	1,413	265	23.1%	\$0.00			6111
126.	43-6014	Secretaries, Exc Legal/Med/Exec	1,618	1,627	9	0.6%	\$11.09	M		6111, 6221, 8113
127.	33-9032	Security Guards	401	406	5	1.2%	\$10.91	F		5617
128.	43-5071	Shipping/Receiving/Traffic Clerk	632	680	48	7.6%	\$13.87			4885, 3254
129.	21-1093	Social and Human Service Assists	240	286	46	19.2%	\$9.55			6241
130.	11-9151	Social/Community Service Manager	77	96	19	24.7%	\$26.73			6241
131.	43-5081	Stock Clerks and Order Fillers	1,182	1,111	-71	-6.0%	\$9.79			4931
132.	47-2221	Structural Iron and Steel Wkrs	50	56	6	12.0%	\$0.00	F		5629
133.	21-1011	Substance Abuse/Behavioral Couns	22	29	7	31.8%	\$0.00			6241
134.	17-3031	Surveying and Mapping Techs	33	38	5	15.2%	\$15.09	F		5413
135.	17-1022	Surveyors	21	24	3	14.3%	\$26.14	F		5413
136.	25-9041	Teacher Assistants	1,082	1,342	260	24.0%	\$0.00	M		6111
137.	51-2092	Team Assemblers	982	1,167	185	18.8%	\$12.32			3114, 3362, 3364, 3254
138.	43-3071	Tellers	571	667	96	16.8%	\$10.53	M		5221
139.	11-3071	Transport/Storage/Distrib Mgr	61	76	15	24.6%	\$31.28			4885
140.	53-3032	Truck Drivers, Heavy/Tractor-Tra	1,757	2,060	303	17.2%	\$16.36	F		4885, 4842, 2373
141.	53-3033	Truck Drivers, Light or Delivery	961	1,146	185	19.3%	\$12.32	F		4842, 5611
142.	35-3031	Waiters and Waitresses	1,255	1,682	427	34.0%	\$7.61			7221
143.	51-8031	Water/Waste Treatment Plant Op	125	146	21	16.8%	\$11.17	F		2213
144.	51-4121	Welders/Cutters/Solderers/Brazer	842	995	153	18.2%	\$18.75	F		3362, 5629, 8113

Because each local workforce development board has their own specific criteria for targeted occupations, SOCRATES allows the user to keep or not keep specific occupations on the final targeted list. However, it is important to provide accurate documentation as to why specific occupations were added to the final target occupation list. Within the SOCRATES final target occupations list, there are seven checkboxes of reasons for each occupation. This feature allows the user to provide the reasons for keeping each target occupation. This is to aid the board in summarizing the user's input in the targeting process.

The following occupations remained in the final target industry list based on the reason(s) marked with a "Y" in the seven reason columns.

**NORTH EAST TEXAS FINAL TARGET OCCUPATION LIST**

No.	SOC	SOC Title	Non-Trad'l Occ for Male(M) or Female(F)	Successful Board Placement History	Key Occupation in Targeted Industry	Good Employment Growth Prospects	Wages Above LWDB Goal	Education Time Within LWDB Goal	Available Training Provider Identified	Local Wisdom and Employer Validation
1.	13-2011	Accountants and Auditors		Y	Y	Y	Y		Y	Y
2.	49-3023	Auto Service Techs/Mechanics	(F)	Y	Y	Y	Y	Y	Y	Y
3.	43-3011	Bill and Account Collectors		Y	Y	Y	Y	Y	Y	Y
4.	43-3031	Bookkeeping/Accounting/Auditing	(M)	Y	Y	Y	Y	Y	Y	Y
5.	49-3031	Bus/Truck Mech/Diesel Speclst	(F)	Y	Y	Y	Y	Y	Y	Y
6.	13-1199	Business Operations Speclst, NEC		Y	Y	Y	Y		Y	Y
7.	47-2031	Carpenters	(F)	Y	Y	Y	Y	Y	Y	Y
8.	21-1021	Child/Family/School Social Wkrs		Y	Y	Y	Y		Y	Y
9.	47-2051	Construction Laborers	(F)	Y	Y	Y	Y	Y	Y	Y
10.	11-9021	Construction Managers	(F)	Y	Y	Y	Y		Y	Y
11.	35-2014	Cooks, Restaurant		Y	Y	Y		Y	Y	Y
12.	43-4051	Customer Service Representatives		Y	Y	Y	Y	Y	Y	Y
13.	47-2111	Electricians	(F)	Y	Y	Y	Y	Y	Y	Y
14.	43-6011	Exec Secretaries/Admin Assists		Y	Y	Y	Y	Y	Y	Y
15.	11-3031	Financial Managers		Y	Y	Y	Y		Y	Y
16.	11-1021	General and Operations Managers		Y	Y	Y	Y		Y	Y
17.	49-9021	Heating/Air Cond/Refrig Mechs	(F)	Y	Y	Y	Y	Y	Y	Y
18.	49-9098	Helpers--Install/Maint/Repair Wk	(F)	Y	Y	Y	Y	Y	Y	Y
19.	51-9198	Helpers--Production Workers	(F)	Y	Y	Y	Y	Y	Y	Y
20.	17-2112	Industrial Engineers	(F)	Y	Y	Y	Y		Y	Y
21.	49-9041	Industrial Machinery Mechanics	(F)	Y	Y	Y	Y	Y	Y	Y
22.	37-2011	Janitor/Cleaner, Exc Maids/House		Y	Y	Y		Y	Y	Y
23.	53-7062	Laborers and Freight/Stock/Mover	(F)	Y	Y	Y	Y	Y	Y	Y
24.	37-3011	Landscaping/Groundskeep Wkrs	(F)	Y	Y	Y	Y	Y	Y	Y
25.	29-2061	Licensed Practical/Voc Nurses	(M)	Y	Y	Y	Y	Y	Y	Y
26.	51-4041	Machinists	(F)	Y	Y	Y	Y	Y	Y	Y
27.	49-9042	Maintenance/Repair Wkrs, General	(F)	Y	Y	Y	Y	Y	Y	Y

28.	11-9111	Medical/Health Services Managers		Y	Y	Y	Y		Y	Y
29.	47-1011	Mgr/Spvr, Construction Trade Wkr	(F)	Y	Y	Y	Y	Y	Y	Y
30.	35-1012	Mgr/Spvr, Food Prep/Svc Wkrs		Y	Y	Y	Y	Y	Y	Y
31.	53-1021	Mgr/Spvr, Helpers/Laborers/Mover	(F)	Y	Y	Y	Y	Y	Y	Y
32.	49-1011	Mgr/Spvr, Mechanics/Installers	(F)	Y	Y	Y	Y	Y	Y	Y
33.	43-1011	Mgr/Spvr, Office/Admin Support		Y	Y	Y	Y	Y	Y	Y
34.	51-1011	Mgr/Spvr, Production/Operat Wkr	(F)	Y	Y	Y	Y	Y	Y	Y
35.	53-1031	Mgr/Spvr, Transportation/Moving	(F)	Y	Y	Y	Y	Y	Y	Y
36.	31-1012	Nursing Aides/Orderlies/Attends	(M)	Y	Y	Y		Y	Y	Y
37.	43-9061	Office Clerks, General	(M)	Y	Y	Y	Y	Y	Y	Y
38.	47-2073	Operating Eng/Construct Equip	(F)	Y	Y	Y	Y	Y	Y	Y
39.	29-2052	Pharmacy Technicians		Y	Y	Y	Y	Y	Y	Y
40.	43-5061	Production/Planning/Exped Clk		Y	Y	Y	Y	Y	Y	Y
41.	29-2034	Radiologic Technols/Techs		Y	Y	Y	Y	Y	Y	Y
42.	43-4171	Receptionists/Information Clerks	(M)	Y	Y	Y	Y	Y	Y	Y
43.	29-1111	Registered Nurses	(M)	Y	Y	Y	Y	Y	Y	Y
44.	43-6014	Secretaries, Exc Legal/Med/Exec	(M)	Y	Y	Y	Y	Y	Y	Y
45.	43-5071	Shipping/Receiving/Traffic Clerk		Y	Y	Y	Y	Y	Y	Y
46.	21-1093	Social and Human Service Assists		Y	Y	Y	Y	Y	Y	Y
47.	51-2041	Struct Metal Fabricators/Fitters	(F)	Y	Y	Y	Y	Y	Y	Y
48.	25-3099	Teachers and Instructors, NEC		Y	Y	Y	Y		Y	Y
49.	51-2092	Team Assemblers		Y	Y	Y	Y	Y	Y	Y
50.	43-3071	Tellers	(M)	Y	Y	Y	Y	Y	Y	Y
51.	53-3032	Truck Drivers, Heavy/Tractor-Tra	(F)	Y	Y	Y	Y	Y	Y	Y
52.	53-3033	Truck Drivers, Light or Delivery	(F)	Y	Y	Y	Y	Y	Y	Y
53.	51-8031	Water/Waste Treatment Plant Op	(F)	Y	Y	Y	Y	Y	Y	Y
54.	51-4121	Welders/Cutters/Solderers/Brazer	(F)	Y	Y	Y	Y	Y	Y	Y

\*Targeted list was filtered using a mean wage range of \$8.00 to \$99999 per hour. Some occupations may have been added after the filter was applied.

No.	SOC	SOC Title	Local Wisdom and Employer Validation
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1.	13-2011 Accountants and Auditors	Employer validation
2.	49-3023 Auto Service Techs/Mechanics	Employer validation
3.	43-3011 Bill and Account Collectors	Employer validation
4.	43-3031 Bookkeeping/Accounting/Auditing	Employer validation
5.	49-3031 Bus/Truck Mech/Diesel Speclst	Employer validation
6.	13-1199 Business Operations Speclst, NEC	Employer validation
7.	47-2031 Carpenters	Employer validation
8.	21-1021 Child/Family/School Social Wkrs	Employer validation
9.	47-2061 Construction Laborers	Major highway construction projects in the area
10.	11-9021 Construction Managers	Major highway construction projects in the area
11.	35-2014 Cooks, Restaurant	High growth in eating establishments and hotels. Wages skewed due to inclusion of fast food restaurants in calculation and are generally higher for graduates of culinary arts programs.
12.	43-4051 Customer Service Representatives	Telemarketing companies in Texarkana and Paris providing job opportunities for youth and first time unemployed
13.	47-2111 Electricians	Employer validation
14.	43-6011 Exec Secretaries/Admin Assists	Employer validation
15.	11-3031 Financial Managers	Employer validation
16.	11-1021 General and Operations Managers	Employer validation
17.	49-9021 Heating/Air Cond/Refrig Mechs	High growth in services to building and dwellings as well as opportunities for green jobs
18.	49-9098 Helpers--Install/Maint/Repair Wk	High growth in services to buildings and dwellings as well as opportunities for green jobs
19.	51-9198 Helpers--Production Workers	Continued growth and expansion in food manufacturing.
20.	17-2112 Industrial Engineers	Employer validation
21.	49-9041 Industrial Machinery Mechanics	Employer validation
22.	37-2011 Janitor/Cleaner, Exc Maids/House	High growth in services to buildings and dwellings and hotel industry. Inclusion of this occupation is intended to provide OJT opportunities for housekeeping managers of hotels and hospitals
23.	53-7062 Laborers and Freight/Stock/Mover	High growth in transportation and warehousing
24.	37-3011 Landscaping/Groundskeep Wkrs	High growth in services to buildings and dwellings
25.	29-2061 Licensed Practical/Voc Nurses	Employer validation
26.	51-4041 Machinists	Employer validation
27.	49-9042 Maintenance/Repair Wkrs, General	Employer validation
28.	11-9111 Medical/Health Services Managers	Employer validation
29.	47-1011 Mgr/Spvr, Construction Trade Wkr	Major highway construction projects in the area

30.	35-1012 Mgr/Spvr, Food Prep/Svc Wkrs	High growth in eating establishments and hotel industry
31.	53-1021 Mgr/Spvr, Helpers/Laborers/Mover	Growth in transportation and warehousing
32.	49-1011 Mgr/Spvr, Mechanics/Installers	Employer validation
33.	43-1011 Mgr/Spvr, Office/Admin Support	Employer validation
34.	51-1011 Mgr/Spvr, Production/Operat Wkr	Employer validation
35.	53-1031 Mgr/Spvr, Transportation/Moving	Growth in transportation and warehousing
36.	31-1012 Nursing Aides/Orderlies/Attends	Employer validation. Wages are low but career ladder opportunities for advancement into the medical field and educational opportunities funded by employers is high
37.	43-9061 Office Clerks, General	Employer validation
38.	47-2073 Operating Eng/Construct Equip	Major highway construction projects in the area and environmental clean up projects planned in near future
39.	29-2052 Pharmacy Technicians	Employer validation
40.	43-5061 Production/Planning/Exped Clk	Growth in transportation and warehousing
41.	29-2034 Radiologic Technols/Techs	Employer validation
42.	43-4171 Receptionists/Information Clerks	Employer validation
43.	29-1111 Registered Nurses	Employer validation
44.	43-6014 Secretaries, Exc Legal/Med/Exec	Employer validation
45.	43-5071 Shipping/Receiving/Traffic Clerk	Growth in transportation and warehousing
46.	21-1093 Social and Human Service Assists	Employer validation
47.	51-2041 Struct Metal Fabricators/Filters	Major highway construction projects in the area
48.	25-3099 Teachers and Instructors, NEC	High growth area and opportunity for unemployed workers with degrees
49.	51-2092 Team Assemblers	Employer validation
50.	43-3071 Tellers	Employer validation
51.	53-3032 Truck Drivers, Heavy/Tractor-Tra	High growth in transportation and warehousing
52.	53-3033 Truck Drivers, Light or Delivery	High growth in transportation and warehousing
53.	51-8031 Water/Waste Treatment Plant Op	Planned water conservation projects and potential for green jobs
54.	51-4121 Welders/Cutters/Solderers/Brazer	Employer validation

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