
A graphic featuring a central white rectangular box with rounded corners and a drop shadow. The box contains the text "Appendix F: Labor Market Information" in a bold, italicized serif font. The box is flanked by two white banners with pointed ends, also with drop shadows, extending horizontally from the box.

***Appendix F:
Labor Market
Information***

F1. Targeted Industry and Occupations List

***F2. Identification of Individuals Responsible for
Local Labor Market Analysis***



3/1/2004

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

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 Deep 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 Deep 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. This period, 2002 - 2003, the survey will continue to use the Standard Industrial Classification (SIC) as the industry coding system. In the 2003 - 2004 period, the survey will begin to fully change over 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 Texas A&M. 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 Texas civilian labor force in October 2000 stood at 10,455,700. The number of employed Texans was 10,041,400 while the number of unemployed was 414,300. The Texas actual series unemployment rate in October 2000 was 4.0 percent.

Between 2000 and 2010, 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 DEEP EAST TEXAS REGION

Deep East Workforce Development Area, located in far east Texas, is characterized by its natural resources of forests and lakes. The Stephen F. Austin State University is located in Nacogdoches. Primary industries are agribusiness, manufacturing, and tourism. Most employment opportunities are found in food preparation, sales, teaching, and managing.

In the year 2000 the Deep East Texas region had a total population of 319,988 . The population of this area is expected to increase to 329,612 by 2010. That is a 3 percent increase in ten years.

In 2000 the Deep East Texas region total employment for all industries was 127,340 . That number is expected to grow to 142,930 by the year 2010. That is an expected increase of 15,590 , or a 12.2 percent increase in employment. Below is a chart covering employment changes for specific industries of the Deep East Texas region.

**Deep East Texas Workforce Development Board
Industry Employment
2000-2010**

Industry Title	Annual Average Employment		Change in Employment 2000-2010	Growth Rate
	2000	2010		
Agriculture/Forestry/Fishing	11,050	11,980	930	8.4
Mining	390	260	-130	-33.3
Construction	4,260	4,690	430	10.1
Durable Goods Mfg	9,760	9,910	150	1.5
Nondurable Goods Mfg	5,150	5,480	330	6.4
Transportation	2,460	2,890	430	17.5
Communications & Utilities	1,750	1,800	50	2.9
Wholesale Trade	4,020	4,520	500	12.4
Retail Trade	21,250	23,450	2,200	10.4
Finance, Insurance, & Real Estate	3,510	3,880	370	10.5
Services	42,460	50,920	8,460	19.9
Government	10,460	11,920	1,460	14
Total, All Industries	127,340	142,930	15,590	12.2

DEEP 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 Deep 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 2000-2003	0.1
Local Employment 1st Qtr 2003	0.2
Local Number of Establishments Change 2000-2003	0.05
Local Number of Establishments 1st Qtr 2003	0.05
Local Average Wages 1st Qtr 2003	0.15
Local New Hires by Industry 2001-2003	0.15
Local Exiters from Workforce Training-Obtaining Work 2002-03	0.05
Local TWC Openings 2001-2003	0.0 *
Local Industrial Coefficients of Specialization 1st Qtr 2003	0.1
National Projected Employment 2012	0.15

* 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
DEEP EAST TEXAS (17)**

NAICS	Industry	Rank	Quotient
621	Ambulatory Health Care Services	1	4.3
611	Educational Services	2	6.35
624	Social Assistance	3	12.4
722	Food Services and Drinking Places	4	14.4
311	Food Manufacturing	5	24.25
522	Credit Intermediation & Related Activity	6	24.55
332	Fabricated Metal Product Manufacturing	7	24.85
541	Professional and Technical Services	8	25.15

721	Accommodation	9	25.25
939	Local Gov't.	10	26.4
322	Paper Manufacturing	11	27.25
929	State Gov't.	12	28.15
441	Motor Vehicle and Parts Dealers	13	28.35
452	General Merchandise Stores	14	28.8
623	Nursing and Residential Care Facilities	15	29.05
221	Utilities	16	29.35
445	Food and Beverage Stores	17	29.8
713	Amusement, Gambling & Recreation Ind	18	32.85
531	Real Estate	19	35.25
238	Specialty Trade Contractors	20	35.7
622	Hospitals	21	36.95
444	Building Material & Garden Supply Stores	22	37.35
321	Wood Product Manufacturing	23	38
331	Primary Metal Manufacturing	24	39.05
813	Membership Organizations & Associations	25	39.35
484	Truck Transportation	26	39.4
236	Construction of Buildings	27	40.15
423	Merchant Wholesalers, Durable Goods	28	40.6
325	Chemical Manufacturing	29	41.05
811	Repair and Maintenance	30	41.5
551	Management of Companies and Enterprises	31	41.6
442	Furniture and Home Furnishings Stores	32	42.4
336	Transportation Equipment Manufacturing	33	42.85
446	Health and Personal Care Stores	34	42.85
561	Administrative and Support Services	35	43.05
212	Mining (except Oil and Gas)	36	43.35
517	Telecommunications	37	43.7
213	Support Activities for Mining	38	43.75
424	Merchant Wholesalers, Nondurable Goods	39	44
237	Heavy and Civil Engineering Construction	40	44.75
511	Publishing Industries	41	44.85
113	Forestry and Logging	42	45.3
333	Machinery Manufacturing	43	45.3
327	Nonmetallic Mineral Product Mfg	44	45.75
425	Electronic Markets and Agents/Brokers	45	45.9
112	Animal Production	46	46.15
312	Beverage & Tobacco Product Manufacturing	47	46.15
491	Postal Service	48	46.25
334	Computer and Electronic Product Mfg	49	47.35
524	Insurance Carriers & Related Activities	50	48.2
335	Electrical Equipment and Appliances	51	48.6
523	Financial Investment & Related Activity	52	48.65
323	Printing and Related Support Activities	53	50.7
447	Gasoline Stations	54	50.75
562	Waste Management and Remediation Service	55	51.7
448	Clothing and Clothing Accessories Stores	56	52.1
111	Crop Production	57	52.65
812	Personal and Laundry Services	58	52.7
485	Transit and Ground Passenger Transport	59	53.05
486	Pipeline Transportation	60	53.35
512	Motion Picture & Sound Recording Ind	61	53.8
326	Plastics & Rubber Products Manufacturing	62	54.8
115	Agriculture & Forestry Support Activity	63	54.95
315	Apparel Manufacturing	64	55.35
515	Broadcasting (except Internet)	65	55.5
314	Textile Product Mills	66	56.4
454	Nonstore Retailers	67	56.55

453	Miscellaneous Store Retailers	68	56.55
532	Rental and Leasing Services	69	56.7
481	Air Transportation	70	57.7
516	Internet Publishing and Broadcasting	71	57.75
492	Couriers and Messengers	72	58.15
337	Furniture and Related Product Mfg	73	58.8
443	Electronics and Appliance Stores	74	59.55
211	Oil and Gas Extraction	75	59.55
919	Federal Gov't.	76	59.6
339	Miscellaneous Manufacturing	77	60.05
712	Museums, Parks and Historical Sites	78	60.35
493	Warehousing and Storage	79	60.5
324	Petroleum & Coal Products Manufacturing	80	60.8
451	Sporting Goods/Hobby/Book/Music Stores	81	62.9
316	Leather and Allied Product Manufacturing	82	63.05
488	Support Activities for Transportation	83	63.9
487	Scenic and Sightseeing Transportation	84	66.5
711	Performing Arts and Spectator Sports	85	66.75
518	ISPs, Search Portals, & Data Processing	86	68.15
519	Other Information Services	87	69.25
525	Funds, Trusts & Other Financial Vehicles	88	71.45
814	Private Households	89	74.15
313	Textile Mills	90	78.45
114	Fishing, Hunting and Trapping	91	80.6
483	Water Transportation	92	82.05
533	Lessors, Nonfinancial Intangible Assets	93	84.55
521	Monetary Authorities - Central Bank	94	86.25

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 DEEP EAST TEXAS (17)

NAICS	Industry	<----- Local ----->										--Natl--	Quotient	Rank
		Emply Change	Emply	Estab Change	Nbr Estab	Avg Wages	New Hires	Exit	TWC Open	Ind COS	Natl Proj			
		2000-2003	1st Qtr 2003	2000-2003	<-1st Qtr 2003->	2001-03	2001-03	2002-03	2001-03	1st Qtr 2003	2002-12			
621	Ambulatory Health Care Services	4	1	3	1	3	7	3	4	17	1	4.3	1	
611	Educational Services	2	8	1	28	1	3	6	5	19	2	6.35	2	
624	Social Assistance	20	7	14	16	20	6	18	8	18	6	12.4	3	
722	Food Services and Drinking Places	3	42	2	4	12	2	1	2	28	3	14.4	4	
311	Food Manufacturing	5	60	5	49	7	22	9	59	5	25	24.25	5	
522	Credit Intermediation & Related Activity	28	43	17	17	15	13	27	14	32	18	24.55	6	
332	Fabricated Metal Product Manufacturing	7	65	15	38	11	8	19	3	11	24	24.85	7	
541	Professional and Technical Services	1	2	12	2	10	74	11	25	60	32	25.15	8	
721	Accommodation	16	4	30	31	51	20	29	17	53	16	25.25	9	
939	Local Gov't.	6	6	8	6	8	94	94	94	33	4	26.4	10	
322	Paper Manufacturing	82	21	19	79	5	9	13	9	3	46	27.25	11	
929	State Gov't.	9	19	10	19	6	93	93	93	7	12	28.15	12	
441	Motor Vehicle and Parts Dealers	10	78	18	10	17	19	21	20	24	10	28.35	13	
452	General Merchandise Stores	54	62	11	36	16	17	5	21	21	9	28.8	14	
623	Nursing and Residential Care Facilities	17	52	4	37	9	4	4	6	6	81	29.05	15	
221	Utilities	27	22	35	32	28	27	43	24	22	42	29.35	16	
445	Food and Beverage Stores	78	81	7	15	14	1	8	1	10	7	29.8	17	
713	Amusement, Gambling & Recreation Ind	56	15	45	39	58	14	36	28	55	13	32.85	18	
531	Real Estate	25	3	46	12	50	71	37	41	61	21	35.25	19	
238	Specialty Trade Contractors	70	79	16	3	18	25	7	15	44	5	35.7	20	
622	Hospitals	30	61	9	60	4	10	16	7	34	80	36.95	21	
444	Building Material & Garden Supply Stores	67	64	24	21	29	16	23	31	23	36	37.35	22	

321	Wood Product Manufacturing	89	84	6	33	2	21	14	18	2	40	38	23
331	Primary Metal Manufacturing	76	35	29	78	26	41	33	47	8	44	39.05	24
813	Membership Organizations & Associations	75	46	42	29	54	12	35	37	58	11	39.35	25
484	Truck Transportation	88	89	21	7	24	18	20	19	20	14	39.4	26
236	Construction of Buildings	73	86	27	20	30	5	10	22	41	23	40.15	27
423	Merchant Wholesalers, Durable Goods	65	39	20	11	13	32	24	43	51	78	40.6	28
325	Chemical Manufacturing	60	9	47	62	37	57	55	57	54	37	41.05	29
811	Repair and Maintenance	81	77	26	5	32	23	25	13	26	29	41.5	30
551	Management of Companies and Enterprises	24	31	50	63	42	15	61	16	78	53	41.6	31
442	Furniture and Home Furnishings Stores	12	29	48	41	49	85	40	85	39	33	42.4	32
336	Transportation Equipment Manufacturing	86	45	37	68	33	24	44	45	67	17	42.85	33
446	Health and Personal Care Stores	23	74	39	35	38	65	38	89	35	8	42.85	34
561	Administrative and Support Services	85	70	13	8	21	37	2	12	62	30	43.05	35
212	Mining (except Oil and Gas)	18	14	66	67	67	42	65	50	38	58	43.35	36
517	Telecommunications	35	75	34	45	19	63	42	44	40	19	43.7	37
213	Support Activities for Mining	14	67	59	53	43	45	17	40	15	52	43.75	38
424	Merchant Wholesalers, Nondurable Goods	8	72	23	23	25	31	26	23	45	82	44	39
237	Heavy and Civil Engineering Construction	84	76	31	27	34	28	12	30	25	39	44.75	40
511	Publishing Industries	55	47	51	48	44	34	54	82	64	28	44.85	41
113	Forestry and Logging	77	88	22	9	23	29	31	29	1	60	45.3	42
333	Machinery Manufacturing	69	68	28	50	22	75	22	10	30	15	45.3	43
327	Nonmetallic Mineral Product Mfg	26	48	52	59	56	38	50	38	42	48	45.75	44
425	Electronic Markets and Agents/Brokers	19	16	53	26	40	82	57	36	52	70	45.9	45
112	Animal Production	49	57	40	34	41	47	62	53	4	63	46.15	46
312	Beverage & Tobacco Product Manufacturing	44	38	54	65	55	48	52	26	13	59	46.15	47
491	Postal Service	46	20	33	58	27	67	85	67	29	79	46.25	48
334	Computer and Electronic Product Mfg	11	12	73	77	66	76	69	76	86	20	47.35	49
524	Insurance Carriers & Related Activities	52	82	41	14	35	35	45	46	72	26	48.2	50
335	Electrical Equipment and Appliances	58	34	55	83	52	30	58	49	43	64	48.6	51
523	Financial Investment & Related Activity	38	5	69	43	60	79	67	68	79	41	48.65	52
323	Printing and Related Support Activities	62	71	43	52	36	33	28	90	36	68	50.7	53
447	Gasoline Stations	87	85	25	13	39	11	15	11	14	90	50.75	54
562	Waste Management and Remediation Service	13	11	68	54	74	77	46	77	56	77	51.7	55
448	Clothing and Clothing Accessories Stores	80	80	36	30	48	39	30	32	50	35	52.1	56
111	Crop Production	15	49	67	55	71	46	76	35	82	38	52.65	57
812	Personal and Laundry Services	59	63	32	24	46	89	34	39	48	31	52.7	58

485	Transit and Ground Passenger Transport	66	13	70	75	79	52	60	75	69	47	53.05	59
486	Pipeline Transportation	32	66	76	64	53	53	77	58	9	62	53.35	60
512	Motion Picture & Sound Recording Ind	45	18	74	69	82	60	68	60	74	43	53.8	61
326	Plastics & Rubber Products Manufacturing	64	30	75	70	70	58	51	71	83	34	54.8	62
115	Agriculture & Forestry Support Activity	71	58	57	42	59	40	72	51	16	75	54.95	63
315	Apparel Manufacturing	50	40	72	87	81	26	78	63	71	49	55.35	64
515	Broadcasting (except Internet)	36	44	60	56	57	61	66	61	37	84	55.5	65
314	Textile Product Mills	31	17	82	74	83	44	79	86	80	74	56.4	66
454	Nonstore Retailers	72	37	63	46	61	59	59	34	49	71	56.55	67
453	Miscellaneous Store Retailers	79	83	38	22	45	36	32	42	12	94	56.55	68
532	Rental and Leasing Services	29	50	56	40	65	72	39	72	57	72	56.7	69
481	Air Transportation	51	36	88	81	87	49	74	54	88	27	57.7	70
516	Internet Publishing and Broadcasting	21	32	79	88	75	62	90	62	31	85	57.75	71
492	Couriers and Messengers	48	27	65	76	68	68	63	80	73	67	58.15	72
337	Furniture and Related Product Mfg	22	55	61	66	62	90	64	79	65	45	58.8	73
443	Electronics and Appliance Stores	39	28	64	47	63	86	53	33	66	86	59.55	74
211	Oil and Gas Extraction	61	59	77	61	64	50	71	52	27	76	59.55	75
919	Federal Gov't.	83	69	44	25	31	92	92	92	77	22	59.6	76
339	Miscellaneous Manufacturing	68	73	49	57	47	80	41	27	46	51	60.05	77
712	Museums, Parks and Historical Sites	40	24	81	80	84	84	75	84	63	55	60.35	78
493	Warehousing and Storage	53	10	78	73	76	81	73	81	81	69	60.5	79
324	Petroleum & Coal Products Manufacturing	42	33	83	89	77	69	82	69	70	56	60.8	80
451	Sporting Goods/Hobby/Book/Music Stores	57	56	58	44	69	56	49	56	59	92	62.9	81
316	Leather and Allied Product Manufacturing	43	23	89	91	90	64	84	64	93	57	63.05	82
488	Support Activities for Transportation	74	53	71	51	72	78	48	78	68	54	63.9	83
487	Scenic and Sightseeing Transportation	47	51	90	86	89	54	80	65	76	65	66.5	84
711	Performing Arts and Spectator Sports	37	26	84	71	85	83	81	83	84	83	66.75	85
518	ISPs, Search Portals, & Data Processing	34	41	80	72	80	87	47	87	85	87	68.15	86
519	Other Information Services	41	25	86	90	86	88	91	88	75	88	69.25	87
525	Funds, Trusts & Other Financial Vehicles	33	54	85	82	78	70	83	70	87	93	71.45	88
814	Private Households	63	87	62	18	73	91	70	91	47	91	74.15	89
313	Textile Mills	93	93	93	93	93	43	87	48	90	50	78.45	90
114	Fishing, Hunting and Trapping	91	91	92	92	92	51	88	74	91	61	80.6	91
483	Water Transportation	94	94	94	94	94	55	56	55	94	66	82.05	92
533	Lessors, Nonfinancial Intangible Assets	90	90	91	85	91	73	86	73	89	73	84.55	93
521	Monetary Authorities - Central Bank	92	92	87	84	88	66	89	66	92	89	86.25	94

DEEP EAST TEXAS Final Target Industry List

No.	NAICS	Industry	Origin
1.	2382	Building Equipment Contractors	Indeval
2.	3212	Veneer and Engineered Wood Products	Indeval
3.	3323	Architectural and Structural Metals	Indeval
4.	4244	Grocery Product Merchant Wholesalers	Indeval
5.	4841	General Freight Trucking	Indeval
6.	6111	Elementary and Secondary Schools	Indeval
7.	6221	General Medical and Surgical Hospitals	Indeval
8.	6231	Nursing Care Facilities	Indeval
9.	6241	Individual and Family Services	Indeval
10.	7221	Full-Service Restaurants	Indeval
11.	9290	State Government	Indeval
12.	9390	Local Government	Indeval

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 LMCI/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 Deep 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 = 1 - 4 Employees

No.	NAICS	Industry	Number of Employers in Size Class							Total	
			A (%)	B (%)	C (%)	D (%)	E (%)	F (%)	G (%)		H (%)
1.	2382	Building Equipment Contractors	0 (0)	0 (0)	1 (0)	1 (0)	13 (4)	20 (7)	37 (13)	219 (75)	291
2.	3212	Veneer and Engineered Wood Products	0 (0)	1 (17)	2 (33)	1 (17)	2 (33)	0 (0)	0 (0)	0 (0)	6
3.	3323	Architectural and Structural Metals	0 (0)	0 (0)	2 (7)	2 (7)	5 (17)	5 (17)	6 (20)	10 (33)	30
4.	4244	Grocery Product Merchant Wholesalers	0 (0)	0 (0)	1 (3)	1 (3)	1 (3)	6 (16)	12 (32)	17 (45)	38
5.	4841	General Freight Trucking	0 (0)	0 (0)	0 (0)	0 (0)	2 (11)	1 (5)	4 (21)	12 (63)	19
6.	6111	Elementary and Secondary Schools	0 (0)	1 (0)	25 (9)	76 (27)	103 (36)	26 (9)	28 (10)	24 (8)	283
7.	6221	General Medical and Surgical Hospitals	1 (4)	1 (4)	10 (40)	5 (20)	2 (8)	2 (8)	0 (0)	4 (16)	25
8.	6231	Nursing Care Facilities	0 (0)	0 (0)	10 (17)	29 (50)	6 (10)	4 (7)	3 (5)	6 (10)	58
9.	6241	Individual and Family Services	0 (0)	0 (0)	3 (2)	1 (1)	10 (7)	12 (8)	22 (15)	98 (67)	146
10.	7221	Full-Service Restaurants	0 (0)	0 (0)	0 (0)	0 (0)	10 (20)	20 (39)	12 (24)	9 (18)	51
11.	9290	State Government	0 (0)	2 (3)	3 (4)	4 (5)	7 (9)	19 (26)	19 (26)	20 (27)	74
12.	9390	Local Government	0 (0)	0 (0)	2 (0)	13 (3)	30 (7)	45 (10)	114 (25)	256 (56)	460
Texas Total, All Industries			1,110 (0)	1,742 (0)	20,539 (2)	27,177 (3)	73,162 (7)	107,295 (10)	216,972 (21)	605,275 (57)	1,053,272

* 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.

DEEP EAST TEXAS OCCUPATIONAL ANALYSIS

Up until this time, SOCRATES has been narrowing down the list of industries for the Deep 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 Deep East Texas region are listed below along with the SOC code, wages, employment for 2000, percentage change in employment 2000-2010, and absolute change in employment 2000-2010.

DEEP EAST TEXAS PRELIMINARY TARGET OCCUPATION LIST

No.	SOC	SOC Title	Employment		Change 2000-2010		Hourly Wage 2003	Non-trad'l Occ for Male(M) or Female(F)	Origin (NAICS, E&E, Cust)
			2000	2010	Actual	Percent			
1.	13-2011	Accountants and Auditors	660	740	80	12.1%	\$19.24		9290
2.	51-2099	Assemblers and Fabricators, NEC	320	350	30	9.4%	\$7.97		3212
3.	47-2011	Boilermakers	60	60	0	0.0%	\$0.00	F	3323
4.	43-3031	Bookkeeping/Accounting/Auditing	1,230	1,210	-20	-1.6%	\$10.34	M	4244
5.	53-3022	Bus Drivers, School	480	550	70	14.6%	\$8.15		6111
6.	53-3021	Bus Drivers, Transit/Intercity	130	160	30	23.1%	\$0.00		9390
7.	49-3031	Bus/Truck Mech/Diesel Speclst	210	230	20	9.5%	\$12.87	F	4841

No.	SOC	SOC Title	Employment		Change 2000-2010		Hourly Wage 2003	Non-trad'l Occ for Male(M) or Female(F)	Origin (NAICS, E&E,Cust)
			2000	2010	Actual	Percent			
8.	51-7011	Cabinetmakers/Bench Carpenters	560	610	50	8.9%	\$10.22	F	3212
9.	43-5011	Cargo and Freight Agents	40	40	0	0.0%	\$0.00		4841
10.	47-2031	Carpenters	640	680	40	6.3%	\$12.15	F	3212
11.	21-1021	Child/Family/School Social Wkrs	270	300	30	11.1%	\$14.08		6241, 9290
12.	17-3022	Civil Engineering Technicians	400	350	-50	-12.5%	\$0.00	F	9290
13.	35-3021	Combined Food Prep/Serving Wkrs	1,680	2,220	540	32.1%	\$6.17		7221
14.	35-2011	Cooks, Fast Food	480	470	-10	-2.1%	\$6.27		7221
15.	35-2012	Cooks, Institution and Cafeteria	610	660	50	8.2%	\$6.73		6111, 6231
16.	35-2014	Cooks, Restaurant	470	580	110	23.4%	\$6.50		7221
17.	33-3012	Correctional Officers/Jailers	1,280	1,710	430	33.6%	\$9.33	F	9290, 9390
18.	21-9099	Counselors/Social/Religious Wkr	250	290	40	16.0%	\$18.94		6241
19.	43-4051	Customer Service Representatives	1,600	1,920	320	20.0%	\$11.36		4841
20.	51-4031	Cutting/Punching/Press Mach Oper	280	250	-30	-10.7%	\$11.96	F	3323
21.	35-9011	Dining Room/Cafeteria Attendants	360	330	-30	-8.3%	\$6.35		7221
22.	35-9021	Dishwashers	380	340	-40	-10.5%	\$6.17		6231, 7221
23.	43-5032	Dispatchers, Ex Police/Fire/Ambu	130	150	20	15.4%	\$15.16		4841
24.	53-3031	Driver/Sales Workers	420	450	30	7.1%	\$10.39	F	4244, 7221
25.	11-9032	Educ Administrators, Elemen/Sec	350	420	70	20.0%	\$0.00		6111
26.	47-2111	Electricians	440	520	80	18.2%	\$16.59	F	2382
27.	25-2021	Elementary School Teachers	2,090	2,590	500	23.9%	\$0.00	M	6111
28.	13-1071	Employ/Recruit/Placement Speclst	210	220	10	4.8%	\$15.03		9290
29.	43-6011	Exec Secretaries/Admin Assists	1,030	1,100	70	6.8%	\$13.16		9390
30.	33-2011	Fire Fighters	260	300	40	15.4%	\$0.00	F	9390
31.	35-2021	Food Preparation Workers	850	1,000	150	17.6%	\$6.37		6231, 7221

No.	SOC	SOC Title	Employment		Change 2000-2010		Hourly Wage	Non-trad'l Occ for	Origin (NAICS, E&E,Cust)
			2000	2010	Actual	Percent	2003	Male(M) or Female(F)	
32.	11-9051	Food Service Managers	470	540	70	14.9%	\$19.20		7221
33.	11-1021	General and Operations Managers	2,200	2,380	180	8.2%	\$33.62		4841, 6241
34.	49-9021	Heating/Air Cond/Refrig Mechs	180	220	40	22.2%	\$12.11	F	2382
35.	47-3013	Helpers--Electricians	140	160	20	14.3%	\$9.93	F	2382
36.	47-3015	Helpers--Pipelayers/Plumbers	80	90	10	12.5%	\$10.65	F	2382
37.	51-9198	Helpers--Production Workers	780	800	20	2.6%	\$9.62	F	3212, 3323
38.	31-1011	Home Health Aides	1,430	1,690	260	18.2%	\$7.23	M	6231, 6241, 9290
39.	35-9031	Host/Hostess, Restaurant/Lounge	240	280	40	16.7%	\$7.00		7221
40.	53-7051	Industrial Truck/Tractor Oper	670	680	10	1.5%	\$12.38	F	3323, 4244, 4841
41.	43-4111	Interviewers Ex Eligibility/Loan	340	380	40	11.8%	\$9.75		9290
42.	37-2011	Janitor/Cleaner, Exc Maids/House	1,600	1,810	210	13.1%	\$7.05		6111, 6231
43.	53-7062	Laborers and Freight/Stock/Mover	1,710	1,790	80	4.7%	\$8.67	F	3212, 4244, 4841
44.	51-6011	Laundry and Dry-Cleaning Workers	220	240	20	9.1%	\$6.54		6231
45.	29-2061	Licensed Practical/Voc Nurses	1,090	1,260	170	15.6%	\$15.37	M	6221, 6231
46.	53-7063	Machine Feeders and Offbearers	390	330	-60	-15.4%	\$10.28		3212
47.	37-2012	Maids and Housekeeping Cleaners	940	1,100	160	17.0%	\$6.87	M	6221, 6231
48.	49-9042	Maintenance/Repair Wkrs, General	1,140	1,140	0	0.0%	\$11.57	F	9390
49.	13-1111	Management Analysts	400	450	50	12.5%	\$30.82		9290
50.	29-2011	Medical/Clinical Lab Technol	100	120	20	20.0%	\$18.51		6221
51.	11-9111	Medical/Health Services Managers	250	330	80	32.0%	\$28.40		6221
52.	47-1011	Mgr/Spvr, Construction Trade Wkr	620	710	90	14.5%	\$19.92	F	2382
53.	33-1011	Mgr/Spvr, Correctional Officer	140	180	40	28.6%	\$12.53		9290
54.	43-1011	Mgr/Spvr, Office/Admin Support	1,240	1,320	80	6.5%	\$15.73		9290
55.	51-1011	Mgr/Spvr, Production/Operat Wkr	760	750	-10	-1.3%	\$20.60	F	3212, 3323

No.	SOC	SOC Title	Employment		Change 2000-2010		Hourly Wage	Non-trad'l Occ for	Origin
			2000	2010	Actual	Percent	2003	Male(M) or Female(F)	(NAICS, E&E,Cust)
56.	25-2022	Middle School Teachers	1,010	1,210	200	19.8%	\$0.00		6111
57.	31-1012	Nursing Aides/Orderlies/Attends	1,860	2,250	390	21.0%	\$7.43	M	6221, 6231
58.	43-9061	Office Clerks, General	2,090	2,270	180	8.6%	\$8.24	M	4841, 6221, 6241, 9390
59.	53-7064	Packers and Packagers, Hand	980	1,080	100	10.2%	\$7.35		3323, 4244
60.	39-9021	Personal and Home Care Aides	1,290	1,640	350	27.1%	\$6.04	M	6241
61.	47-2152	Plumbers/Pipefitters/Steamfitter	410	450	40	9.8%	\$18.19	F	2382
62.	43-5031	Police/Fire/Ambulance Dispatcher	90	110	20	22.2%	\$8.02		9390
63.	33-3051	Police/Sheriffs Patrol Officers	690	900	210	30.4%	\$13.81	F	9390
64.	25-2011	Preschool Teachers	240	270	30	12.5%	\$10.54	M	6241
65.	29-2034	Radiologic Technols/Techs	150	180	30	20.0%	\$15.20		6221
66.	29-1111	Registered Nurses	1,800	2,330	530	29.4%	\$20.58	M	6221, 6231
67.	29-1126	Respiratory Therapists	80	110	30	37.5%	\$16.37		6221
68.	41-2031	Retail Salespersons	3,340	3,650	310	9.3%	\$9.67		4244
69.	41-4012	Sales Reps, Exc Tech/Sci Product	860	890	30	3.5%	\$26.76	F	4244
70.	51-7041	Sawing Machine Setter/Operator	290	290	0	0.0%	\$10.33	F	3212
71.	25-2031	Secondary School Teachers	1,420	1,850	430	30.3%	\$0.00		6111
72.	43-6014	Secretaries, Exc Legal/Med/Exec	1,290	1,260	-30	-2.3%	\$9.12	M	6111, 6221, 9390
73.	49-2098	Security/Fire Alarm System Insta	20	30	10	50.0%	\$9.95	F	2382
74.	47-2211	Sheet Metal Workers	140	160	20	14.3%	\$10.81	F	2382, 3323
75.	21-1093	Social and Human Service Assists	140	190	50	35.7%	\$11.36		6241
76.	11-9151	Social/Community Service Manager	100	130	30	30.0%	\$18.35		6241
77.	43-5081	Stock Clerks and Order Fillers	1,390	1,420	30	2.2%	\$8.22		4244
78.	51-2041	Struct Metal Fabricators/Fitters	90	110	20	22.2%	\$0.00	F	3323
79.	21-1011	Substance Abuse/Behavioral Couns	40	50	10	25.0%	\$13.15		6241

No.	SOC	SOC Title	Employment		Change 2000-2010		Hourly Wage	Non-trad'l Occ for	Origin (NAICS, E&E,Cust)
			2000	2010	Actual	Percent	2003	Male(M) or Female(F)	
80.	25-9041	Teacher Assistants	1,210	1,600	390	32.2%	\$0.00	M	6111
81.	25-3999	Teachers, Primary/Secondary NEC	1,030	1,310	280	27.2%	\$0.00		6111
82.	51-2092	Team Assemblers	940	990	50	5.3%	\$11.11		3212, 3323
83.	49-2022	Telecomm Equip Installers/Repair	130	110	-20	-15.4%	\$19.31	F	2382
84.	49-9052	Telecomm Line Install/Repair	70	80	10	14.3%	\$17.73	F	2382
85.	53-3032	Truck Drivers, Heavy/Tractor-Tra	2,010	2,300	290	14.4%	\$14.14	F	4244, 4841
86.	53-3033	Truck Drivers, Light or Delivery	760	850	90	11.8%	\$11.53	F	4244, 4841
87.	35-3031	Waiters and Waitresses	1,470	1,770	300	20.4%	\$6.18		7221
88.	51-8031	Water/Waste Treatment Plant Op	150	190	40	26.7%	\$13.29	F	9390
89.	51-4121	Welders/Cutters/Solderers/Brazer	520	590	70	13.5%	\$13.07	F	3323
90.	51-7042	Woodworking Machine Setter/Oper	330	330	0	0.0%	\$10.43	F	3212

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.

DEEP EAST TEXAS FINAL TARGET OCCUPATION LIST

No.	SOC	SOC Title	Non-Trad'l Occ Male(M) 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 Other Rationale
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1.	51-2011 Aircraft Structure, Surfaces, Rigging, & Systems Assemblers	(F)			Y	Y	Y	Y	Y
2.	49-3023 Automotive Service Technicians and Mechanics	(F)	Y		Y	Y	Y	Y	
3.	49-3031 Bus/Truck Mechanic /Diesel Specialist	(F)		Y	Y	Y	Y	Y	
4.	47-2031 Carpenters	(F)		Y	Y	Y	Y	Y	
5.	39-9011 Child Care Workers	(M)	Y		Y		Y	Y	Y
6.	15-1041 Computer Support Specialists		Y		Y	Y	Y	Y	
7.	15-1051 Computer Systems Analysts		Y		Y	Y	Y	Y	
8.	33-3012 Correctional Officers/Jailers	(F)	Y	Y	Y	Y	Y	Y	
9.	43-4051 Customer Service Representatives			Y	Y	Y	Y	Y	
10.	17-3011 Drafters, Engineering and Mapping Technicians, All Other				Y	Y	Y	Y	
11.	17-3023 Electrical and Electronic Engineering Technicians	(F)	Y		Y	Y	Y	Y	
12.	47-2111 Electricians	(F)	Y		Y	Y	Y	Y	
13.	51-2023 Electromechanical Equipment Assemblers	(F)	Y		Y	Y	Y	Y	
14.	25-2021 Elementary School Teachers, Except Special Education	(M)		Y	Y	Y	Y	Y	
15.	29-2041 Emergency Medical Technicians and Paramedics				Y	Y	Y	Y	

16.	43-6011	Exec Secretaries/Admin Assists		Y		Y	Y	Y	Y
17.	33-2011	Fire Fighters	(F)	Y		Y	Y	Y	Y
18.	49-9021	Heating/Air Conditioning/Refrigerator Mechanics	(F)	Y	Y	Y	Y	Y	Y
19.	49-9041	Industrial Machinery Mechanics	(F)	Y		Y	Y	Y	Y
20.	53-7051	Industrial Truck/Tractor Operator	(F)	Y	Y	Y		Y	
21.	49-9099	Installation, Maintenance, and Repair Workers, All Other	(F)	Y		Y	Y	Y	Y
22.	29-2061	Licensed Practical/Vocational Nurses	(M)	Y	Y	Y	Y	Y	Y
23.	49-9042	Maintenance/Repair Workers, General	(F)	Y	Y	Y	Y	Y	Y
24.	11-9199	Managers, All Other		Y	Y	Y	Y	Y	Y
25.	31-9092	Medical Assistants		Y		Y	Y	Y	Y
26.	43-6013	Medical Secretaries	(M)	Y		Y	Y	Y	Y
27.	31-9094	Medical Transcriptionist	(M)			Y	Y	Y	Y
28.	29-2012	Medical and Clinical Laboratory Technicians		Y	Y	Y	Y	Y	Y
29.	51-4199	Metal Workers and Plastic Workers, All Other	(F)			Y	Y	Y	Y

30.	25-2022 Middle School Teachers, Except Special & Voc. Education				Y	Y	Y	Y
31.	31-1012 Nursing Aides, Orderlies, and Attendants	(M)	Y	Y	Y		Y	Y
32.	43-9061 Office Clerks, General	(M)	Y	Y	Y		Y	Y
33.	23-2011 Paralegals and Legal Assistants	(M)	Y		Y	Y	Y	Y
34.	29-2052 Pharmacy Technicians		Y		Y	Y	Y	Y
35.	47-2152 Plumbers/Pipefitters/Steamfitter	(F)		Y	Y	Y	Y	Y
36.	33-3051 Police/Sheriffs Patrol Officers	(F)	Y	Y	Y	Y	Y	Y
37.	25-2011 Preschool Teachers	(M)	Y	Y	Y	Y	Y	Y
38.	29-2034 Radiological Technologists/Technicians		Y	Y	Y	Y	Y	Y
39.	29-1111 Registered Nurses	(M)	Y	Y	Y	Y	Y	Y
40.	29-1126 Respiratory Therapists		Y	Y	Y	Y	Y	Y
41.	25-2031 Secondary School Teachers, Except Special & Voc. Education			Y	Y	Y	Y	Y
42.	53-3032 Truck Drivers, Heavy/Tractor-Trailer	(F)	Y	Y	Y	Y	Y	Y
43.	51-4121 Welders/Cutters/Solderers/Brazer	(F)			Y	Y	Y	Y
44.	51-7042 Woodworking Machine Setter/Operators	(F)			Y	Y	Y	Y

*Targeted list was filtered using a mean wage range of \$8.50 to \$99999 per hour. Some occupations may have been added after the filter was applied.

Additional Information

No.	SOC	SOC Title	Local Wisdom and Other Rationale
1.	51-2011	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	New Industry in LWDB
5.	39-9011	Child Care Workers	Entry wage below LWDB goal, very high demand and entry level occupation that leads to career advancement with further training (teaching)
26.	43-6013	Medical Secretaries	Entry wage below LWDB goal, very high demand and entry level occupation that leads to career advancement with further training
29.	51-4199	Metal Workers and Plastic Workers, All Other	Potential Growth
31.	31-1012	Nursing Aides, Orderlies, and Attendants	Entry wage below LWDB goal, very high demand and entry level occupation that leads to career advancement with further training
32.	43-9061	Office Clerks, General	Entry wage below LWDB goal, very high demand and entry level occupation that leads to career advancement with further training

WRAP UP:
**EXTENDED APPLICATIONS FOR REGIONAL PLANNING,
EDUCATION AND SKILLS PREPARATION AND ECONOMIC
DEVELOPMENT**

Now that your region has a final list of target occupations, you may be asking, what can we do with these data? While developing a labor market plan may be a compliance activity, it is also at the heart of guiding daily program operations. Developing and updating a labor market plan helps assure that the training provided to local customers includes skills demanded by local employers and in areas in which jobs are available. In order to productively use the information provided by the SOCRATES system in the planning process there are still several more steps for regional planners to undertake. To successfully prioritize from among the final targeted occupations, regional analysts may wish to further rank the occupations based on available job openings, prevailing local wages, availability of quality training providers and programs, or other criteria that can be commonly agreed upon by the regional workforce board.

Identifying industries and occupations in demand is an important first step, but it only places you at the front gate of local skills training activities. It certainly is no guarantee that resident customers will be able to acquire the needed knowledge and skills leading to economic self-sufficiency. This is where regional labor market analysis is connected to the education and training pipeline.

Each occupation in the final targeted occupations list has one or more education or training programs necessary to achieve skill proficiency. It is these training programs which prepare local workers, employed or unemployed, to become proficient in the skills and competencies needed by the targeted industries. Training programs are organized and reported by Classification of Instruction Programs or CIP codes. The CIP coding system is a standard federal education classification system widely used throughout the country to report education activity to the federal government and, in Texas, to the Texas Higher Education Coordinating Board.

This narrative report has documented industries and occupations for regional targeting, but the full process is not yet complete. There must be further connections between occupations, schools, training programs, and skills requirements. While these final information lists are not included in this narrative report, SOCRATES provides direct links to companion systems that offer these data. For example, each occupation has unique education and training requirements, many of which are classified by CIP. For those occupations which require some occupationally-specific training, the next step after developing a targeted occupations list is to look at the CIP code(s) associated with each occupation. The analyst can then determine which, if any, of these programs is most suitable to train workforce clients with the requisite skills and employer hiring requirements (as validated by the Local Workforce Board or similar governing body). In some cases a customized training program may be necessary which addresses the tasks, duties, knowledge, skills and abilities associated with a given occupation. The rudiments for such a customized training program can be found in the occupational profiles in SOCRATES or those available in the OSCAR skill transferability system, also from LMCI. A crosswalk of SOC coded occupations linked to the appropriate CIP coded training programs is available for downloading from the main SOCRATES Internet splash page. This crosswalk also includes a relationship code identifying how important each program is to an occupation.

Similarly, one must determine if there are any training providers within the region that currently offer these training programs. For Local Workforce Boards, a final step is to determine if any of these institutions have been certified as Eligible Training Providers, thus making them

candidates for the acceptance of customer Individual Training Vouchers (ITV).

The DECIDE consumer reporting system at <http://decide.cdr.state.tx.us/> provides information on the labor market and continuing education outcomes of the past three exiting cohorts of Texas community and technical colleges organized by either training provider, LWDB region, or CIP program code. DECIDE also links to the TWC Eligible Training Provider system which displays information on those providers which have been certified by the local Boards and the State. The ETP site can be found at http://tpcs.twc.state.tx.us:9050/TPCS/jsp/swl/swl_home.htm. The Higher Education Coordinating Board website at <http://www.thecb.state.tx.us/> provides detailed profiles on programs and enrollments at each community and technical college in Texas.

In a related area, there are over 185,000 employers in Texas with 5 employees or greater--and almost 900,000 individual business establishments. Because of this volume, the SOCRATES narrative report does not provide employer names and addresses. The SOCRATES Employer Contacts Module generates a list of employers based on your targeted NAICS list. Other search criteria available to you are employer size range, city, and zip code. Information provided about the employers include: name and contact information, industries in which they work, sales volume, and number of employees. You may access the SOCRATES Employer Contacts Module by going back to your [Final Targeted Occupations List](#) and clicking the Employer Contacts Button. The TWC TRACER system will allow for the selection of a region, an industry, and a size class and provide employer listings and contact information. The TWC TRACER system is located on the Labor Market Information section of the Texas Workforce Commission website at <http://www.twc.state.tx.us/>. Another site for employer listings accessible through the SOCRATES Links page is the Department of Labor's America's Career Information Network at <http://www.acinet.org/>.

These valuable external links launched from SOCRATES, and the additional report information they generate, allow a planner or regional labor market analyst to integrate even more comprehensive planning information without the need for SOCRATES to be a duplicative website tool. Such addenda should be attached to the basic SOCRATES narrative report or integrated directly into the text using any word processing package.

Even after this process is complete there may be information gaps critical to local decision-making. It is not uncommon, for example, to see a regional workforce board, college, or other entity to attempt to extract additional information items through the use of employer surveys. Unfortunately, employer surveys tend to be expensive, traditionally unreliable, have coverage gaps, and even the good ones must be replicated each quarter or year to stay current. The data tables, reports and analyses provided through SOCRATES offer a macroeconomic analysis that is thorough, well-documented and statistically sound. At a minimum, using the SOCRATES approach initially will allow a local entity to conduct more focused, less costly, and more useful survey or focus group data collection activities. In such a case, these data should also be appended to, or integrated with this SOCRATES regional narrative report as local wisdom. In any event, combining the SOCRATES narrative reports with other such external data should provide any Texas Workforce Board, educational institution, or other entity with a comprehensive regional labor market analysis suitable to drive future program operations.

***F2. Identification of Individuals Responsible
for Local Labor Market Analysis***

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