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## Workforce Solutions North Texas Board Education Committee Meeting MINUTES

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**Date:** Monday, October 21, 2024

**Time:** 3:00 PM

**Called to order:** 3:00 PM

**Adjourned:** 4:49 PM

**Location:** Microsoft Teams and WSNT Board Office Conference Room

**Attendees:** (In Person) Kendra Ball, **Billy Clark\***, Lisa McDaniel, **Linda Whittaker**, **Michelle Wood**, and **Julie Young** (Virtual) **Toni Alonzo**, Shana Drury, **Keri Goins**, **Steve Halloway**, Ginger Hannah, **Anthony Louis**, **Kenny Miller**, Crystal Ojeda, **Debbie Powell**, Sandi Stahr, **Dirk Welch**

\*WSNT Board Members indicated in **bold**

### 1. Opening Remarks and Introductions

Kendra Ball, board staff and liaison for the WSNT Board Education Committee, opened the meeting at 3:00 PM and gave an introduction of the meeting purpose for the day—review and updates to the In-Demand and Target lists; that this review is conducted annually in accordance with WIOA and Texas Administrative Code requirements; and an acknowledgement of the merge between two board committees. It was also mentioned that all changes would be presented to the full WSNT Board of Directors for a vote in the regularly scheduled open meeting on November 7, 2024.

### 2. Selection of Committee Chair

Discussion about the process of merging Outreach and Youth Committees into Education Committee and how to select a new chair to preside over the newly combined committee. Former committees had longstanding chairs—Dirk Welch and Billy Clark, respectively. Committee member, Shana Drury of Vernon College, made a motion to appoint Welch and Clark as co-chairs of the Education Committee. Michelle Wood, WSNT Board member representing Wichita Falls ISD, seconded the motion. All in favor and motion passed.

### 3. Items for Discussion and Possible Action

#### a. Review of In-Demand Industry List

Projections data from TexasLMI.com was presented to the committee. A thorough review and discussion commenced. It was decided to select the industries with the most significant growth reflected in the 10-year projections: >100 jobs added and/or >25% increase in jobs 2022-2032. (see Figure 1)

A motion was made by Dirk Welch and seconded by Julie Young to accept the In-Demand Industries List as presented. All in favor and motion passed.

**Figure 1: North Texas In-Demand Industries**

Industry Code	Industry Title	Employment 2022	Employment 2032	# Change 2022-2032	% Change 2022-2032
2131	Support Activities for Mining	1,537	1,995	458	29.8
2381	Building Foundation And Exterior Contractors	390	617	227	58.2
2382	Building Equipment Contractors	1,045	1,160	115	11.0
4234	Professional and Commercial Equipment and Supplies Merchant Wholesalers	140	185	45	32.1
4551	Department Stores	1,191	1,512	321	27.0
4552	Warehouse Clubs, Supercenters, and Other General Merchandise Retailers	1,544	1,937	393	25.5
4922	Local Messengers and Local Delivery	74	98	24	32.4
5415	Computer Systems Design and Related Services	112	142	30	26.8
5419	Other Professional, Scientific, and Technical Services	291	413	122	41.9
5611	Office Administrative Services	225	320	95	42.2
5617	Services to Buildings and Dwellings	1,008	1,118	110	10.9
6111	Elementary and Secondary Schools	6,672	6,924	252	3.8
6211	Offices of Physicians	1,885	2,031	146	7.7
6213	Offices of Other Health Practitioners	740	882	142	19.2
6216	Home Health Care Services	2,224	2,672	448	20.1
6219	Other Ambulatory Health Care Services	192	292	100	52.1
7225	Restaurants and Other Eating Places	6,791	7,488	697	10.3

**b. Review of In-Demand Occupations List**

Projections data from TexasLMI.com was presented to the committee. A thorough review and discussion commenced. It was decided to focus on the growth data only regardless of wages to show a true picture of in-demand occupations. This review resulted in a list of occupations with the most significant growth reflected in the 10-year projections which include: >50 jobs added and/or >25% increase in jobs 2022-2032. (see Figure 2)

A motion was made by Billy Clark and seconded by Dirk Welch to accept the In-Demand Occupations List as presented. All in favor and motion passed.

Figure 2: North Texas In-Demand Occupations List													
Count	Occ Code	Occupational Title	Annual Avg Emplmt.	Annual Avg Emplmt.	Number Change	Percent Change	Annual Growth Rate	Hourly Wage 2023	Hourly Wage 2023	Top Salary/Hr.	Annual Wage 2023	Annual Wage 2023	Top Salary
			2022	2032	2022-2032	2022-2032	(AGR)	ENTRY	PCT25	EXP	ENTRY	PCT25	(Experienced)
				>500	>50	>25%							
1	11-9111	Medical and Health Services Managers	354	408	54	15%	1.43%	\$ 30.77	\$ 36.29	\$ 54.65	\$ 63,992.00	\$ 75,492.00	\$ 113,679.00
2	11-1021	General and Operations Managers	2580	2828	248	10%	0.92%	\$ 18.64	\$ 23.07	\$ 58.76	\$ 38,778.00	\$ 47,986.00	\$ 122,221.00
3	21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	191	248	57	30%	2.65%	\$ 16.03	\$ 17.53	\$ 25.53	\$ 33,350.00	\$ 36,461.00	\$ 53,113.00
4	25-2021	Elementary School Teachers, Except Special Education	1243	1305	62	5%	0.49%	\$ 30.02	\$ 32.72	\$ 41.76	\$ 46,117.00	\$ 50,259.00	\$ 64,151.00
5	29-1127	Speech-Language Pathologists	128	161	33	26%	2.32%	\$ 29.06	\$ 31.86	\$ 47.04	\$ 60,440.00	\$ 66,273.00	\$ 97,844.00
6	29-1141	Registered Nurses	1797	1988	191	11%	1.02%	\$ 29.94	\$ 32.06	\$ 41.23	\$ 62,268.00	\$ 66,694.00	\$ 85,756.00
7	29-2056	Veterinary Technologists and Technicians	100	144	44	44%	3.71%	\$ 12.12	\$ 13.70	\$ 17.47	\$ 25,205.00	\$ 28,502.00	\$ 36,337.00
8	31-1131	Nursing Assistants	1171	1227	56	5%	0.47%	\$ 13.16	\$ 13.97	\$ 17.12	\$ 27,373.00	\$ 29,065.00	\$ 35,617.00
9	31-9092	Medical Assistants	412	481	69	17%	1.56%	\$ 14.47	\$ 15.00	\$ 18.70	\$ 30,087.00	\$ 31,200.00	\$ 38,901.00
10	31-9096	Veterinary Assistants and Laboratory Animal Caretakers	52	76	24	46%	3.87%	\$ 10.36	\$ 11.11	\$ 16.40	\$ 21,540.00	\$ 23,119.00	\$ 34,105.00
11	35-1012	First-Line Supervisors of Food Preparation and Serving Workers	821	908	87	11%	1.01%	\$ 12.26	\$ 13.59	\$ 19.43	\$ 25,490.00	\$ 28,271.00	\$ 40,423.00
12	35-2014	Cooks, Restaurant	711	868	157	22%	2.02%	\$ 10.38	\$ 11.05	\$ 14.92	\$ 21,597.00	\$ 22,993.00	\$ 31,039.00
13	35-2021	Food Preparation Workers	852	940	88	10%	0.99%	\$ 9.58	\$ 10.57	\$ 14.29	\$ 19,928.00	\$ 21,986.00	\$ 29,731.00
14	35-3023	Fast Food and Counter Workers	2395	2632	237	10%	0.95%	\$ 9.36	\$ 10.43	\$ 12.62	\$ 19,460.00	\$ 21,687.00	\$ 26,245.00
15	35-3031	Waiters and Waitresses	1224	1302	78	6%	0.62%	\$ 8.02	\$ 8.25	\$ 14.39	\$ 16,691.00	\$ 17,160.00	\$ 29,931.00
16	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1239	1343	104	8%	0.81%	\$ 10.56	\$ 11.50	\$ 15.39	\$ 21,959.00	\$ 23,927.00	\$ 32,013.00
17	41-1011	First-Line Supervisors of Retail Sales Workers	966	1020	54	6%	0.55%	\$ 12.58	\$ 13.42	\$ 24.01	\$ 26,163.00	\$ 27,905.00	\$ 49,940.00
18	41-2011	Cashiers	2158	2304	146	7%	0.66%	\$ 9.56	\$ 10.55	\$ 13.35	\$ 19,888.00	\$ 21,935.00	\$ 27,775.00
19	41-2031	Retail Salespersons	2067	2193	126	6%	0.59%	\$ 10.35	\$ 11.04	\$ 17.25	\$ 21,536.00	\$ 22,970.00	\$ 35,873.00
20	47-2051	Cement Masons and Concrete Finishers	123	160	37	30%	2.66%	\$ 16.05	\$ 17.33	\$ 20.43	\$ 33,392.00	\$ 36,049.00	\$ 42,502.00
21	47-5011	Derrick Operators, Oil and Gas	78	101	23	29%	2.62%	\$ 19.37	\$ 21.67	\$ 26.01	\$ 40,299.00	\$ 45,068.00	\$ 54,095.00
22	47-5012	Rotary Drill Operators, Oil and Gas	137	178	41	30%	2.65%	\$ 18.16	\$ 19.00	\$ 26.42	\$ 37,767.00	\$ 39,520.00	\$ 54,949.00
23	47-5071	Roustabouts, Oil and Gas	327	421	94	29%	2.56%	\$ 16.44	\$ 18.24	\$ 22.16	\$ 34,205.00	\$ 37,949.00	\$ 46,096.00
24	49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	112	164	52	46%	3.89%	\$ 16.22	\$ 17.05	\$ 28.30	\$ 33,742.00	\$ 35,467.00	\$ 58,874.00
25	49-9052	Telecommunications Line Installers and Repairers	73	106	33	45%	3.80%			#N/A	#N/A	#N/A	#N/A
26	49-9071	Maintenance and Repair Workers, General	947	1010	63	7%	0.65%	\$ 13.07	\$ 14.36	\$ 21.79	\$ 27,182.00	\$ 29,878.00	\$ 45,321.00
27	53-3032	Heavy and Tractor-Trailer Truck Drivers	1334	1513	179	13%	1.27%	\$ 17.52	\$ 19.25	\$ 28.74	\$ 36,435.00	\$ 40,042.00	\$ 59,787.00
28	53-3033	Light Truck Drivers	501	562	61	12%	1.16%	\$ 12.56	\$ 14.26	\$ 24.76	\$ 26,131.00	\$ 29,661.00	\$ 51,506.00
29	53-7062	Laborers and Freight, Stock, and Material Movers, Hand	990	1093	103	10%	0.99%	\$ 12.04	\$ 13.46	\$ 17.36	\$ 25,037.00	\$ 27,995.00	\$ 36,108.00
30	53-7065	Stockers and Order Fillers	1677	1951	274	16%	1.52%	\$ 12.43	\$ 13.93	\$ 18.23	\$ 25,858.00	\$ 28,974.00	\$ 37,920.00
31	53-7073	Wellhead Pumpers	112	145	33	29%	2.62%	\$ 18.06	\$ 20.54	\$ 31.49	\$ 37,573.00	\$ 42,717.00	\$ 65,495.00

NOTE: North Texas WDA WIOA Self-sufficiency wage = \$33,822.38 annual  
 \$33,822.38 annual = \$16.26 hourly @ 40hrs/52wks; All wage values below the self-sufficiency wage of \$16.26 are indicated in red.

**c. Review and Discussion of Target Occupations List**

Projections data from TexasLMI.com was presented to the committee. A thorough review and discussion commenced. In the first step, the committee reviewed occupations which reflect a prevailing wage above the North Texas self-sufficiency wage of \$33,822.38 annual (\$16.26 hourly) and with at least one growth trait. The growth measure was loosened slightly from the In-Demand Occupation evaluation to include occupations with >20 jobs added and/or >10% increase in jobs 2022-2032. By loosening the criteria, the ‘local wisdom’ from the committee was that the resulting list reflected a clearer picture of relevant growth occupations for our region.

Once the occupations reflecting growth within the wage criteria were selected, the committee reviewed all occupations falling below the wage line and the occupations that would be removed from the Target Occupation List from the last review conducted in 2023 due to lower growth rates. There was a total of 19 occupations that the committee felt should remain on the Target Occupations List based local wisdom on key factors affecting the data and/or the career path potential. For example, it was noted that for occupations like 39-5012-*Hairdressers, Hairstylists, and Cosmetologists* and 31-9011-*Massage Therapists* which require training and licensure but are often self-employed, the wage data is underreported and though they fall below the wage line on the projections reports, the actual income of workers in these occupations is much higher. Others were added because they show high growth and are career path occupations. (See Figure 3)

A motion was made by Dirk Welch and seconded by Billy Clark to accept the Target Occupations List as presented. All in favor and motion passed.

<i>Count</i>	<i>Occ Code</i>	<i>Occupational Title</i>	<i>Annual Average Employment 2032</i>	<i>Number Change 2022-2032</i>	<i>Percent Change 2022-2032</i>	<i>Prevailing Hourly Wage 2023 PCT25</i>
			>500	>20	>10%	
1	11-3021	Computer and Information Systems Managers	96	9	10%	\$ 48.21
2	11-3031	Financial Managers	243	35	17%	\$ 43.79
3	11-9051	Food Service Managers	160	16	11%	\$ 19.25
4	11-9111	Medical and Health Services Managers	408	54	15%	\$ 36.29
5	11-1021	General and Operations Managers	2828	248	10%	\$ 23.07
6	13-1111	Management Analysts	73	10	16%	\$ 35.69
7	13-1131	Fundraisers	64	6	10%	\$ 20.28
8	13-1161	Market Research Analysts and Marketing Specialists	182	24	15%	\$ 21.22
9	13-2011	Accountants and Auditors	580	49	9%	\$ 25.37
10	15-1252	Software Developers	153	17	13%	\$ 43.69
11	17-2112	Industrial Engineers	106	11	12%	\$ 38.52
12	17-2141	Mechanical Engineers	74	7	10%	\$ 35.17
13	17-2171	Petroleum Engineers	71	13	22%	\$ 44.96
14	17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	62	6	11%	\$ 24.52
15	21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	248	57	30%	\$ 17.53
16	21-1022	Healthcare Social Workers	142	14	11%	\$ 18.59
17	25-2021	Elementary School Teachers, Except Special Education	1305	62	5%	\$ 32.72
18	25-2022	Middle School Teachers, Except Special and Career/Technical Education	539	26	5%	\$ 32.76
19	25-2031	Secondary School Teachers, Except Special and Career/Technical Education	843	43	5%	\$ 32.77
20	25-3041	Tutors	111	14	14%	\$ 16.63

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21	25-9045	Teaching Assistants, Except Postsecondary	994	42	4%	\$ 15.66
22	29-1071	Physician Assistants	80	15	23%	\$ 51.35
23	29-1122	Occupational Therapists	84	9	12%	\$ 39.85
24	29-1123	Physical Therapists	196	25	15%	\$ 40.98
25	29-1126	Respiratory Therapists	92	16	21%	\$ 29.97
26	29-1127	Speech-Language Pathologists	161	33	26%	\$ 31.86
27	29-1141	Registered Nurses	1988	191	11%	\$ 32.06
28	29-1171	Nurse Practitioners	280	47	20%	\$ 49.56
29	29-2042	Emergency Medical Technicians (formerly 29-2041 EMT/Paramedics)	186	26	16%	\$ 13.57
30	29-2043	Paramedics (formerly 29-2041 EMT/Paramedics)	94	17	22%	\$ 18.77
31	29-2052	Pharmacy Technicians	315	21	7%	\$ 17.01
32	29-2061	Licensed Practical and Licensed Vocational Nurses	1084	37	4%	\$ 22.42
33	29-2099	Health Technologists and Technicians, All Other	76	9	13%	\$ 17.52
34	31-1131	Nursing Assistants	1227	56	5%	\$ 13.97
35	31-2021	Physical Therapist Assistants	102	15	17%	\$ 31.04
36	31-9011	Massage Therapists	61	11	22%	\$ -
37	31-9092	Medical Assistants	481	69	17%	\$ 15.00
38	31-9097	Phlebotomists	118	21	22%	\$ 15.62
39	33-3051	Police and Sheriff's Patrol Officers	557	-13	-2%	\$ 23.19
40	35-1012	First-Line Supervisors of Food Preparation and Serving Workers	908	87	11%	\$ 13.59
41	39-5012	Hairdressers, Hairstylists, and Cosmetologists	323	26	9%	\$ 10.81
42	41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial	373	32	9%	\$ 18.72
43	41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific	86	11	15%	\$ 24.21
44	43-5052	Postal Service Mail Carriers	290	23	9%	\$ 19.94
45	43-5061	Production, Planning, and Expediting Clerks	671	35	6%	\$ 21.39
46	47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	531	32	6%	\$ 23.14
47	47-2051	Cement Masons and Concrete Finishers	160	37	30%	\$ 17.33
48	47-2111	Electricians	281	27	11%	\$ 17.57
49	47-2152	Plumbers, Pipefitters, and Steamfitters	219	19	10%	\$ 18.27
50	47-2211	Sheet Metal Workers	76	9	13%	\$ 18.67
51	47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	77	8	12%	\$ 13.43
52	47-5011	Derrick Operators, Oil and Gas	101	23	29%	\$ 21.67
53	47-5012	Rotary Drill Operators, Oil and Gas	178	41	30%	\$ 19.00
54	47-5013	Service Unit Operators, Oil and Gas	165	30	22%	\$ 21.32
55	47-5071	Roustabouts, Oil and Gas	421	94	29%	\$ 18.24
56	49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	435	25	6%	\$ 23.04
57	49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	164	52	46%	\$ 17.05
58	49-3011	Aircraft Mechanics and Service Technicians	465	30	7%	\$ 28.73
59	49-3021	Automotive Body and Related Repairers	124	12	11%	\$ 16.59
60	49-3023	Automotive Service Technicians and Mechanics	822	17	2%	\$ 17.03
61	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	194	22	13%	\$ 16.43
62	49-9041	Industrial Machinery Mechanics	257	23	10%	\$ 21.11
63	49-9043	Maintenance Workers, Machinery	74	9	14%	\$ 21.62
64	49-9098	Helpers--Installation, Maintenance, and Repair Workers	95	9	10%	\$ 13.39
65	51-1011	First-Line Supervisors of Production and Operating Workers	676	28	4%	\$ 21.36
66	51-4121	Welders, Cutters, Solderers, and Brazers	472	31	7%	\$ 17.81
67	53-3032	Heavy and Tractor-Trailer Truck Drivers	1513	179	13%	\$ 19.25
68	53-3033	Light Truck Drivers	562	61	12%	\$ 14.26
69	53-7051	Industrial Truck and Tractor Operators	287	20	7%	\$ 17.36
70	53-7073	Wellhead Pumpers	145	33	29%	\$ 20.54
71	15-1211	Computer Systems Analysts				
72	15-1232	Computer User Support Specialists				
73	15-1244	Network and Computer Systems Administrators				
74	17-3023	Electrical and Electronic Engineering Technologists and Technicians				
75	29-1292	Dental Hygienists				
76	29-2055	Surgical Technologists				
77	31-9091	Dental Assistants				
78	33-2011	Firefighters				
79	33-3012	Correctional Officers and Jailers				
80	51-4041	Machinists				

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