

2025 High-Skill High-Growth Scholarship Eligible Occupations^{1,2,5}

SOC	Occupation Title	Employment Growth				Due to Exits from Workforce	Annual Openings			Typical Education Needed for Entry into Occupation	Work Experience in a Related Occupation	Typical On-the-job Training	Median Hourly Wage 2023
		Annual Averages 2022	2032	Net Change	Percent Change		Due to Transfers between Occupations	Due to New Job Growth	Total Openings				
13-0000	Business & Financial Operations												
13-1041	Compliance Officers	7,000	8,167	1,167	16.7	262	313	117	692	Bachelor's degree	None	Moderate-term on-the-job training	\$36.05
13-1051	Cost Estimators	5,359	5,757	398	7.4	180	275	40	495	Bachelor's degree	None	Moderate-term on-the-job training	\$36.48
13-1071	Human Resources Specialists	16,822	20,334	3,512	20.9	555	964	351	1,870	Bachelor's degree	None	None	\$30.39
13-1081	Logisticians	4,405	5,896	1,491	33.8	139	268	149	556	Bachelor's degree	None	None	\$34.69
13-1082	Project Management Specialists	26,663	30,929	4,266	16.0	659	1,326	427	2,412	Bachelor's degree	None	None	\$46.71
13-1111	Management Analysts	7,039	8,485	1,446	20.5	267	357	145	769	Bachelor's degree	Less than 5 years	None	\$42.18
13-1141	Compensation, Benefits, and Job Analysis Specialists	2,006	2,392	386	19.2	65	87	39	191	Bachelor's degree	Less than 5 years	None	\$39.82
13-1151	Training and Development Specialists	7,798	9,395	1,597	20.5	261	451	160	872	Bachelor's degree	Less than 5 years	None	\$30.40
13-1161	Market Research Analysts and Marketing Specialists	10,791	13,579	2,788	25.8	382	709	279	1,370	Bachelor's degree	None	None	\$30.12
13-2011	Accountants and Auditors	30,428	36,022	5,594	18.4	1,026	1,504	559	3,089	Bachelor's degree	None	None	\$39.29
13-2051	Financial and Investment Analysts	6,912	8,323	1,411	20.4	164	312	141	617	Bachelor's degree	None	None	\$44.79
15-0000	Computer and Mathematical Occupations												
15-1211	Computer Systems Analysts	11,846	15,417	3,571	30.1	341	453	357	1,151	Bachelor's degree	None	None	\$54.10
15-1212	Information Security Analysts	2,448	3,587	1,139	46.5	66	111	114	291	Bachelor's degree	Less than 5 years	None	\$54.46
15-1231	Computer Network Support Specialists	2,273	2,721	448	19.7	61	102	45	208	Associate's degree	None	Moderate-term on-the-job training	\$27.21
15-1232	Computer User Support Specialists	13,377	16,212	2,835	21.2	363	607	284	1,254	Some college, no degree	None	Moderate-term on-the-job training	\$26.45
15-1241	Computer Network Architects	2,040	2,369	329	16.1	40	75	33	148	Bachelor's degree	5 years or more	None	\$62.44
15-1242	Database Administrators	1,304	1,579	275	21.1	36	46	28	110	Bachelor's degree	None	None	\$48.91
15-1243	Database Architects	811	995	184	22.7	23	29	18	70	Bachelor's degree	Less than 5 years	None	\$63.95
15-1244	Network and Computer Systems Administrators	5,780	6,727	947	16.4	128	218	95	441	Bachelor's degree	None	None	\$46.47
15-1252	Software Developers	19,802	28,367	8,565	43.3	413	862	856	2,131	Bachelor's degree	None	None	\$60.44
15-1253	Software Quality Assurance Analysts and Testers	3,222	4,394	1,172	36.4	96	136	117	349	Bachelor's degree	None	None	\$48.53
15-1254	Web Developers	1,277	1,711	434	34.0	29	62	43	134	Bachelor's degree	None	None	\$44.80
15-1255	Web and Digital Interface Designers	2,509	3,085	576	23.0	78	119	58	255	Bachelor's degree	None	None	\$38.88
15-2031	Operations Research Analysts	2,264	3,200	936	41.3	78	85	94	257	Bachelor's degree	None	None	\$40.81
15-2051	Data Scientists	3,618	5,217	1,599	44.2	100	161	160	421	Bachelor's degree	None	None	\$46.87
17-0000	Architecture and Engineering Occupations												
17-1011	Architects, Except Landscape and Naval	1,857	2,035	178	9.6	57	60	18	135	Bachelor's degree	None	Internship/residency	\$37.88
17-1022	Surveyors	1,847	2,026	179	9.7	59	62	18	139	Bachelor's degree	None	Internship/residency	\$29.67
17-2011	Aerospace Engineers	1,668	2,097	429	25.7	43	54	43	140	Bachelor's degree	None	None	\$67.41
17-2041	Chemical Engineers	2,166	2,577	411	19.0	52	72	41	165	Bachelor's degree	None	None	\$80.03
17-2051	Civil Engineers	9,415	10,376	961	10.2	213	366	96	675	Bachelor's degree	None	None	\$41.99
17-2071	Electrical Engineers	3,921	4,399	478	12.2	96	124	48	268	Bachelor's degree	None	None	\$51.55
17-2081	Environmental Engineers	967	1,150	183	18.9	32	35	18	85	Bachelor's degree	None	None	\$60.12
17-2112	Industrial Engineers	7,206	8,725	1,519	21.1	194	242	152	588	Bachelor's degree	None	None	\$52.19
17-2141	Mechanical Engineers	6,975	8,255	1,280	18.4	169	244	128	541	Bachelor's degree	None	None	\$57.10
17-2151	Mining & Geological Engineers, Incl. Mining Safety Engineers	192	226	34	17.7	4	8	3	15	Bachelor's degree	None	None	\$48.73
17-2171	Petroleum Engineers	5,833	7,102	1,269	21.8	122	235	127	484	Bachelor's degree	None	None	\$75.76
17-3011	Architectural and Civil Drafters	4,499	4,775	276	6.1	192	235	28	455	Associate's degree	None	None	\$28.15
17-3012	Electrical and Electronics Drafters	962	1,052	90	9.4	35	46	9	90	Associate's degree	None	None	\$30.92
17-3022	Civil Engineering Technologists and Technicians	2,462	2,675	213	8.7	98	133	21	252	Associate's degree	None	None	\$30.33
17-3023	Electrical & Electronic Engineering Technologists and Technicians	1,622	1,758	136	8.4	86	76	14	176	Associate's degree	None	None	\$32.44
17-3026	Industrial Engineering Technologists and Technicians	1,288	1,418	130	10.1	52	70	13	135	Associate's degree	None	None	\$36.22
17-3027	Mechanical Engineering Technologists and Technicians	1,312	1,355	43	3.3	51	69	4	124	Associate's degree	None	None	\$31.49
17-3028	Calibration Technologists and Technicians	839	940	101	12.0	34	46	10	90	Associate's degree	None	None	\$36.96
17-3031	Surveying and Mapping Technicians	2,889	3,202	313	10.8	127	226	31	384	High school diploma or equivalent	None	Moderate-term on-the-job training	\$23.26

2025 High-Skill High-Growth **Scholarship Eligible** Occupations^{1,2,5}

SOC	Occupation Title	Employment Growth				Due to Exits from Workforce	Annual Openings			Typical Education Needed for Entry into Occupation	Work Experience in a Related Occupation	Typical On-the-job Training	Median Hourly Wage 2023
		Annual Averages 2022	2032	Net Change	Percent Change		Due to Transfers between Occupations	Due to New Job Growth	Total Openings				
19-0000	Life, Physical, and Social Science Occupations												
19-2042	Geoscientists, Except Hydrologists and Geographers	2,582	3,200	618	23.9	39	183	62	284	Bachelor's degree	None	None	\$67.76
19-4021	Biological Technicians	1,867	2,138	271	14.5	65	180	27	272	Bachelor's degree	None	None	\$24.05
19-4031	Chemical Technicians	2,612	2,815	203	7.8	56	255	20	331	Associate's degree	None	Moderate-term on-the-job training	\$43.26
19-4042	Environmental Science and Protection Technicians, Incl. Health	816	1,019	203	24.9	16	76	20	112	Associate's degree	None	None	\$22.90
19-4043	Geological Technicians, Except Hydrologic Technicians	1,032	1,130	98	9.5	19	90	10	119	Associate's degree	None	Moderate-term on-the-job training	\$27.31
19-4044	Hydrologic Technicians	215	220	5	2.3	4	18	0	22	Associate's degree	None	Moderate-term on-the-job training	\$24.53
19-5011	Occupational Health and Safety Specialists	5,589	7,224	1,635	29.3	180	491	164	835	Bachelor's degree	None	None	\$38.46
21-0000	Community and Social Service Occupations												
21-1018	Substance Abuse, Behavioral Disorder Mental Health Counselors	4,617	5,906	1,289	27.9	189	243	129	561	Bachelor's degree	None	None	\$27.45
23-0000	Legal Occupations												
23-2011	Paralegals and Legal Assistants	6,393	7,940	1,547	24.2	270	454	155	879	Associate's degree	None	None	\$28.34
23-2093	Title Examiners, Abstractors, and Searchers	2,143	2,575	432	20.2	96	126	43	265	High school diploma or equivalent	None	Moderate-term on-the-job training	\$29.38
25-0000	Educational Instruction and Library Occupations³												
25-2011	Preschool Teachers, Except Special Education	14,563	17,643	3,080	21.2	737	950	308	1,995	Associate's degree	None	None	\$16.46
25-2012	Kindergarten Teachers, Except Special Education	3,774	4,415	641	17.0	187	242	64	493	Bachelor's degree	None	None	\$31.71
25-2021	Elementary School Teachers, Ex. Special Education	36,127	42,558	6,431	17.8	1,321	1,293	643	3,257	Bachelor's degree	None	None	\$31.08
25-2022	Middle School Teachers, Ex. Special and CTE	16,664	19,687	3,023	18.1	610	597	302	1,509	Bachelor's degree	None	None	\$31.93
25-2031	Secondary School Teachers, Ex. CTE	24,588	29,102	4,514	18.4	779	866	451	2,096	Bachelor's degree	None	None	\$31.86
25-2032	Career/Technical Education Teachers, Secondary School	3,020	3,528	508	16.8	95	106	51	252	Bachelor's degree	Less than 5 years	None	\$32.30
25-2052	Special Ed. Teachers, Kindergarten & Elementary School	3,480	4,071	591	17.0	126	125	59	310	Bachelor's degree	None	None	\$31.54
25-2057	Special Education Teachers, Middle School	1,771	2,072	301	17.0	64	64	30	158	Bachelor's degree	None	None	\$31.91
25-2058	Special Education Teachers, Secondary School	2,493	2,925	432	17.3	91	90	43	224	Bachelor's degree	None	None	\$31.78
25-3011	Adult Basic Education, Adult Secondary Ed., ESL Instructors	644	655	11	1.7	40	37	1	78	Bachelor's degree	None	None	\$25.44
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations												
27-3091	Interpreters and Translators	3,125	3,598	473	15.1	170	160	47	377	Bachelor's degree	None	None	\$26.66
29-0000	Healthcare Practitioners and Technical Occupations												
29-1126	Respiratory Therapists	3,089	3,878	789	25.5	107	64	79	250	Associate's degree	None	None	\$37.49
29-1141	Registered Nurses	60,722	70,730	10,008	16.5	2,182	1,352	1,001	4,535	Bachelor's degree	None	None	\$44.68
29-1292	Dental Hygienists	2,066	2,467	401	19.4	97	50	40	187	Associate's degree	None	None	\$45.03
29-2010	Clinical Laboratory Technologists and Technicians	6,511	7,744	1,233	18.9	242	211	123	576	Bachelor's degree	None	None	\$25.04
29-2031	Cardiovascular Technologists and Technicians	1,043	1,211	168	16.1	37	31	17	85	Associate's degree	None	None	\$21.75
29-2032	Diagnostic Medical Sonographers	1,752	2,290	538	30.7	55	47	54	156	Associate's degree	None	None	\$39.36
29-2034	Radiologic Technologists and Technicians	4,731	5,723	992	21.0	159	113	99	371	Associate's degree	None	None	\$36.82
29-2035	Magnetic Resonance Imaging Technologists	816	991	175	21.4	27	20	18	65	Associate's degree	Less than 5 years	None	\$41.28
29-2036	Medical Dosimetrists	112	134	22	19.6	3	3	2	8	Bachelor's degree	None	None	\$64.42
29-2055	Surgical Technologists	2,302	2,694	392	17.0	75	73	39	187	Postsecondary nondegree award	None	None	\$30.53
29-2061	Licensed Practical and Licensed Vocational Nurses	12,906	14,764	1,858	14.4	561	486	186	1,233	Postsecondary nondegree award	None	None	\$28.37
29-2072	Medical Records Specialists	4,464	5,381	917	20.5	185	140	92	417	Postsecondary nondegree award	None	None	\$22.00
29-9021	Health Information Technologists and Medical Registrars	906	1,187	281	31.0	35	28	28	91	Associate's degree	None	None	\$36.89
29-9093	Surgical Assistants	508	594	86	16.9	18	15	9	42	Postsecondary nondegree award	None	None	\$30.24

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		Annual Averages 2022	2032	Net Change	Percent Change		Due to Transfers between Occupations	Due to New Job Growth	Total Openings				
31-0000	Healthcare Support Occupations												
31-2011	Occupational Therapy Assistants	1,002	1,387	385	38.4	59	104	38	201	Associate's degree	None	None	\$34.91
31-2021	Physical Therapist Assistants	1,728	2,308	580	33.6	97	176	58	331	Associate's degree	None	None	\$36.86
41-0000	Sales and Related Occupations												
41-9031	Sales Engineers	1,564	1,832	268	17.1	52	101	27	180	Bachelor's degree	None	Moderate-term on-the-job training	\$56.84
43-0000	Office and Administrative Support Occupations												
43-5061	Production, Planning, and Expediting Clerks	7,911	9,104	1,193	15.1	331	531	119	981	High school diploma or equivalent	None	Moderate-term on-the-job training	\$23.45
47-0000	Construction and Extraction Occupations⁴												
47-1011	First-Line Supervisors of Construction Trades & Extraction Workers	29,299	33,210	3,911	13.3	1,040	1,420	391	2,851	High school diploma or equivalent	5 years or more	None	\$34.43
47-2011	Boilermakers	1,002	1,105	103	10.3	38	50	10	98	High school diploma or equivalent	None	Apprenticeship	\$32.41
47-2031	Carpenters	13,164	14,223	1,059	8.0	477	645	106	1,228	High school diploma or equivalent	None	Apprenticeship	\$23.00
47-2073	Operating Engineers & Other Construction Equipment Operators	11,105	12,615	1,510	13.6	393	598	151	1,142	High school diploma or equivalent	None	Moderate-term on-the-job training	\$22.94
47-2111	Electricians	20,281	23,770	3,489	17.2	732	1,186	349	2,267	High school diploma or equivalent	None	Apprenticeship	\$28.60
47-2132	Insulation Workers, Mechanical	1,625	1,750	125	7.7	49	79	12	140	High school diploma or equivalent	None	Apprenticeship	\$24.07
47-2152	Plumbers, Pipefitters, and Steamfitters	11,144	12,593	1,449	13.0	374	636	145	1,155	High school diploma or equivalent	None	Apprenticeship	\$28.98
47-2171	Reinforcing Iron and Rebar Workers	2,344	2,571	227	9.7	87	108	23	218	High school diploma or equivalent	None	Apprenticeship	\$23.36
47-2211	Sheet Metal Workers	2,297	2,522	225	9.8	88	130	22	240	High school diploma or equivalent	None	Apprenticeship	\$24.53
47-2221	Structural Iron and Steel Workers	2,166	2,278	112	5.2	56	132	11	199	High school diploma or equivalent	None	Apprenticeship	\$23.38
47-4011	Construction and Building Inspectors	4,483	4,805	322	7.2	302	222	32	556	High school diploma or equivalent	5 years or more	Moderate-term on-the-job training	\$31.49
47-5012	Rotary Drill Operators, Oil and Gas	2,099	2,279	180	8.6	65	156	18	239	No formal educational credential	None	Moderate-term on-the-job training	\$38.46
47-5013	Service Unit Operators, Oil and Gas	4,169	4,562	393	9.4	130	311	39	480	No formal educational credential	None	Moderate-term on-the-job training	\$25.99
47-5071	Roustabouts, Oil and Gas	4,817	5,394	577	12.0	152	364	58	574	No formal educational credential	None	Moderate-term on-the-job training	\$22.53
49-0000	Installation, Maintenance, and Repair Occupations												
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	17,059	19,509	2,450	14.4	704	794	245	1,743	High school diploma or equivalent	Less than 5 years	None	\$35.95
49-2098	Security and Fire Alarm Systems Installers	2,482	2,988	506	20.4	104	179	51	334	High school diploma or equivalent	None	Moderate-term on-the-job training	\$23.45
49-3011	Aircraft Mechanics and Service Technicians	3,465	3,922	457	13.2	109	157	46	312	Postsecondary nondegree award	None	None	\$37.85
49-3023	Automotive Service Technicians and Mechanics	17,572	19,947	2,375	13.5	652	928	238	1,818	Postsecondary nondegree award	None	Short-term on-the-job training	\$22.78
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	6,779	7,630	851	12.6	257	335	85	677	High school diploma or equivalent	None	Long-term on-the-job training	\$28.29
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	6,106	7,597	1,491	24.4	222	340	149	711	High school diploma or equivalent	None	Long-term on-the-job training	\$29.75
49-9012	Control & Valve Installers and Repairers, Except Mechanical Door	3,506	4,084	578	16.5	128	148	58	334	High school diploma or equivalent	None	Moderate-term on-the-job training	\$23.34
49-9021	Heating, Air Cond., & Refrigeration Mechanics and Installers	7,414	8,836	1,422	19.2	255	419	142	816	Postsecondary nondegree award	None	Long-term on-the-job training	\$26.06
49-9041	Industrial Machinery Mechanics	13,728	17,253	3,525	25.7	550	641	352	1,543	High school diploma or equivalent	None	Long-term on-the-job training	\$29.90
49-9043	Maintenance Workers, Machinery	2,608	3,089	481	18.4	137	126	48	311	High school diploma or equivalent	None	Long-term on-the-job training	\$27.17
49-9051	Electrical Power-Line Installers and Repairers	3,059	3,554	495	16.2	90	158	50	298	High school diploma or equivalent	None	Long-term on-the-job training	\$36.03
49-9052	Telecommunications Line Installers and Repairers	2,916	3,296	380	13.0	96	178	38	312	High school diploma or equivalent	None	Long-term on-the-job training	\$23.79
49-9062	Medical Equipment Repairers	2,064	2,700	636	30.8	92	124	64	280	Associate's degree	None	Moderate-term on-the-job training	\$24.30
49-9081	Wind Turbine Service Technicians	1,683	2,742	1,059	62.9	85	123	106	314	Postsecondary nondegree award	None	Long-term on-the-job training	\$29.58
51-0000	Production Occupations												
51-4041	Machinists	6,264	7,016	752	12.0	265	378	75	718	High school diploma or equivalent	None	Long-term on-the-job training	\$24.11
51-4121	Welders, Cutters, Solderers, and Brazers	16,666	18,737	2,071	12.4	536	1,173	207	1,916	High school diploma or equivalent	None	Moderate-term on-the-job training	\$24.94
51-8091	Chemical Plant and System Operators	4,762	4,785	23	0.5	121	311	2	434	High school diploma or equivalent	None	Moderate-term on-the-job training	\$51.20
51-9161	Computer Numerically Controlled Tool Operators	4,991	5,067	76	1.5	157	297	8	462	High school diploma or equivalent	None	Moderate-term on-the-job training	\$23.89
51-9162	Computer Numerically Controlled Tool Programmers	721	899	178	24.7	25	48	18	91	Postsecondary nondegree award	None	Moderate-term on-the-job training	\$30.50

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		Annual Averages 2022	2032	Net Change	Percent Change		Due to Transfers between Occupations	Due to New Job Growth	Total Openings				
53-0000	Transportation and Material Moving Occupations												
53-3032	Heavy and Tractor-Trailer Truck Drivers	53,795	64,684	10,889	20.2	2,682	3,470	1,089	7,241	Postsecondary nondegree award	None	Short-term on-the-job training	\$24.39
53-5021	Captains, Mates, and Pilots of Water Vessels	2,023	2,141	118	5.8	81	131	12	224	Postsecondary nondegree award	Less than 5 years	None	\$57.81
53-7021	Crane and Tower Operators	3,177	3,582	405	12.7	111	198	41	349	High school diploma or equivalent	Less than 5 years	Moderate-term on-the-job training	\$35.39
53-7072	Pump Operators, Except Wellhead Pumpers	1,379	1,688	309	22.4	53	100	31	184	High school diploma or equivalent	None	Moderate-term on-the-job training	\$26.60
53-7073	Wellhead Pumpers	3,310	4,181	871	26.3	130	245	87	462	High school diploma or equivalent	Less than 5 years	Moderate-term on-the-job training	\$37.24

Notes

High-skill High-growth Scholarship Eligible Occupations targeted by the Gulf Coast Workforce Board are those requiring a bachelor's degree or less that offer the best employment opportunities for the region's residents now and in the future.

1. The criteria used to identify the above occupations are as follows:

- 50% or more of total occupational employment must be found in within Gulf Coast Workforce Board Targeted Industries
- Projected employment in 2032 greater than or equal to the median for all occupations in the region (≥ 1,668)
- A projected growth rate greater than or equal to the average of all occupations in the region (≥ 14.9%) between 2022 and 2032
- Minimum education requirements of a postsecondary degree or certificate, moderate on-the-job training with no less than a high school diploma, long-term on-the-job training, apprenticeship, internship/residency or work experience in a related occupation
- Median hourly wages greater than or equal to the OES 2023 median wage for all occupations in the region (≥ \$22.54)
- Occupations found on the previous High-skill High-growth Occupation List and which meet four of the five criteria immediately above have been retained

- 2. Other occupations meeting some but not all of the above criteria have also been included based on the best regional labor market intelligence available. Employers can petition for the inclusion of additional as labor market conditions change.
- 3. Hourly wages were obtained by dividing the reported median annual wage by 2,080 hours. Note that actual per hour earnings are likely to differ as education-related occupations are typically compensated on a 9 or 10 month basis.
- 4. Occupations that do not officially require a formal educational credential, but do require moderate on-the-job training, are included due to their importance to the oil and gas industry.
- 5. Source: Texas Workforce Commission - Labor Market and Career Information. 2023 Occupational Employment and Wage Statistics (OEWS) and 2022-2032 Long Term Projections.

Authorized for use by the Gulf Coast Workforce Board: **February 4, 2025**