



Labor Market Report

2019

Discussion Topics

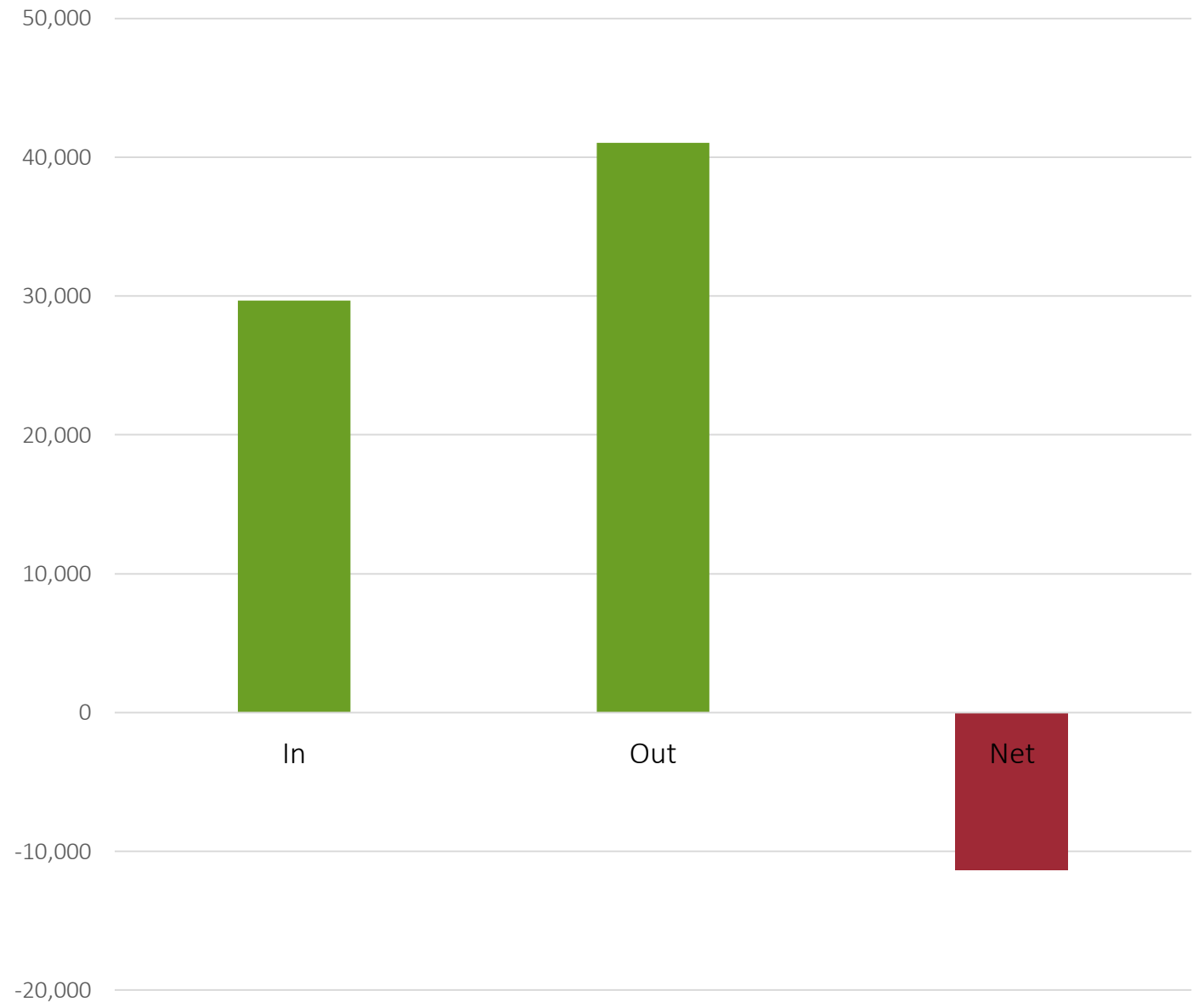
- Key economic indicators that contribute to economy
- Dispel the myths & anecdotes
- Compare with most competitive cities
- Conversation starter to replicate the good & fix the bad



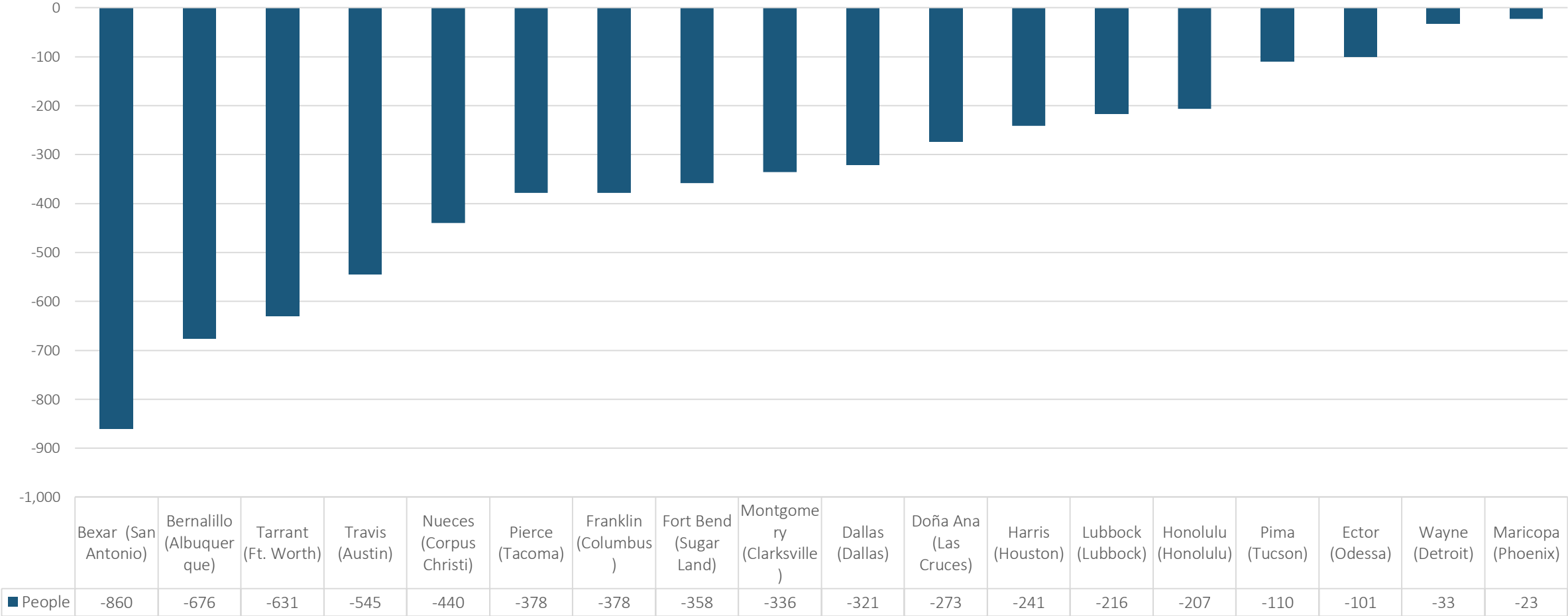
El Paso County Migration

2012 – 2017

Net migration loss of
11,347



2012-2016 Migration Loss from El Paso to other Counties



Source: US Census

El Paso Regional Academic Scorecard

Academic Preparedness

3rd Grade Reading



Algebra 1



English II



College & Career Readiness

9 hrs. Dual Credit



12 hrs. Dual Credit



College, Career, Military
Readiness



High School Graduation



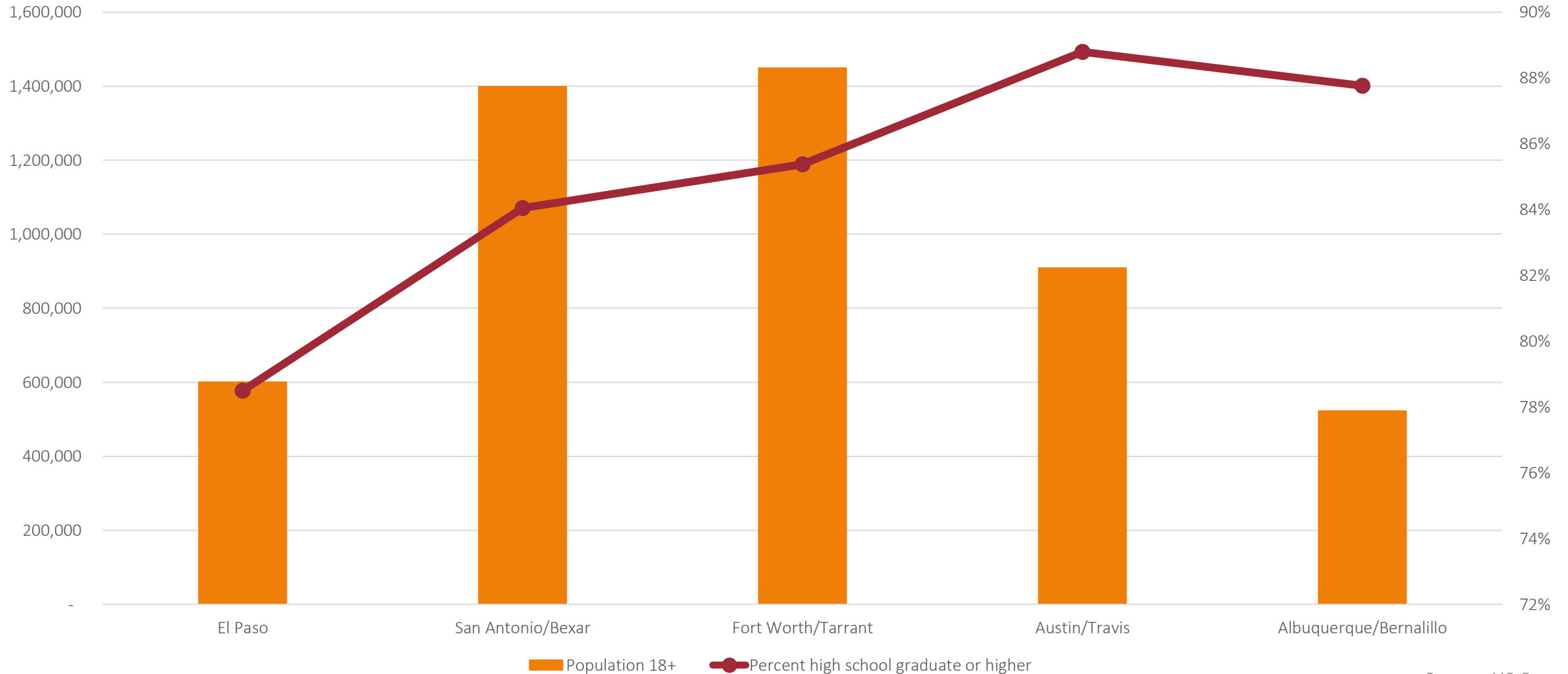
Meets or Exceeds State Performance



Below the State

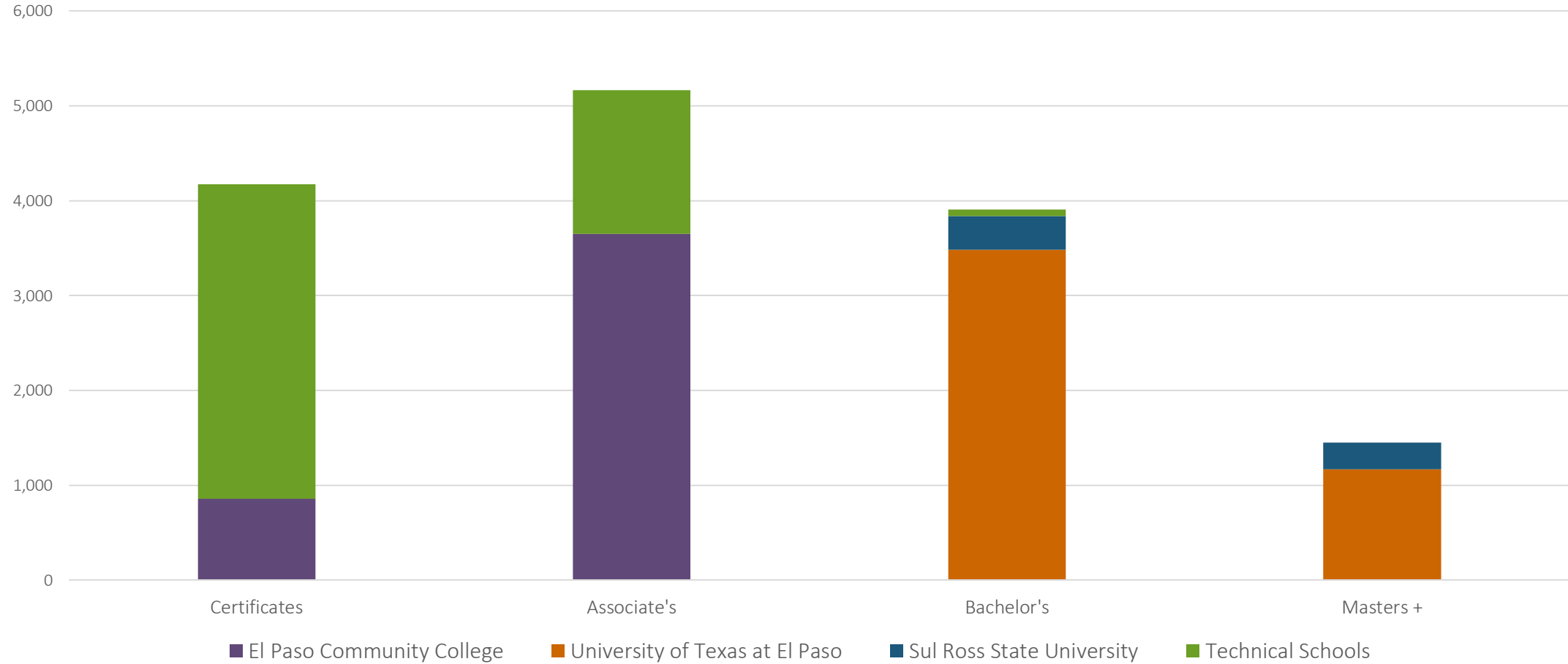
Educational Attainment

Population Over 18 years



El Paso College Awards 2017

14,698



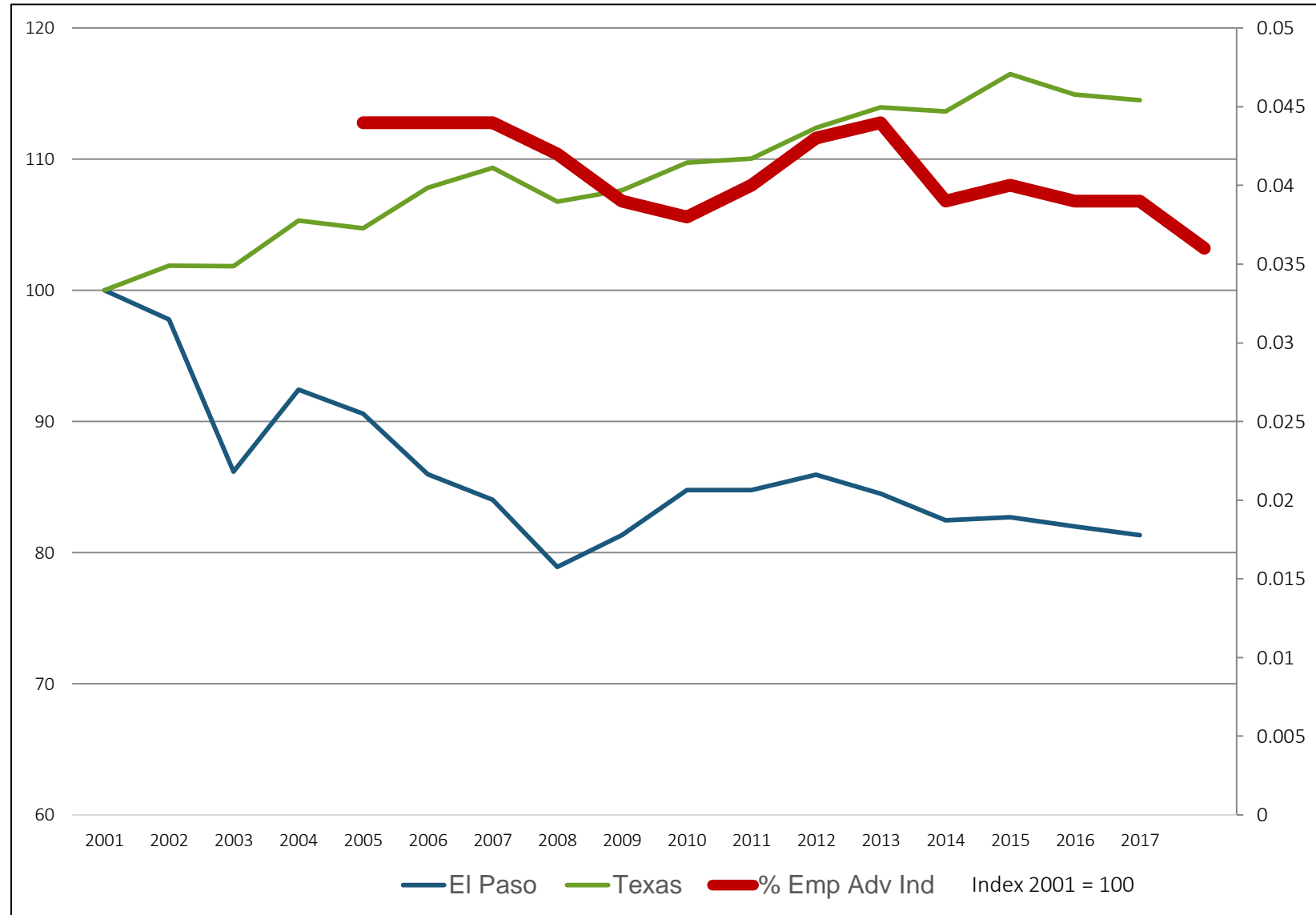


$$\text{Productivity} = \frac{\text{Total El Paso GDP (\$)}}{\text{Total El Paso Workers}}$$

- Productivity measures how efficiently labor is converted to output.
- It is measured as output (GDP) per worker.
- Gross domestic product (GDP) measures the value of all goods & services produced within an area. It is a comprehensive measure of economic activity.
- When workers' productivity rises, meaning workers steadily produce more, wages rise.
- Productivity can rise through new technology or capital or by upgrading workers skills.

Productivity in El Paso & Texas

- Productivity in Texas has **grown** at about 0.9% per year.
- Since 2011, productivity in El Paso has been **declining**.
- On average, El Paso productivity has **fallen** by 1.2% per year.
- Employment in Advanced Industries has been declining



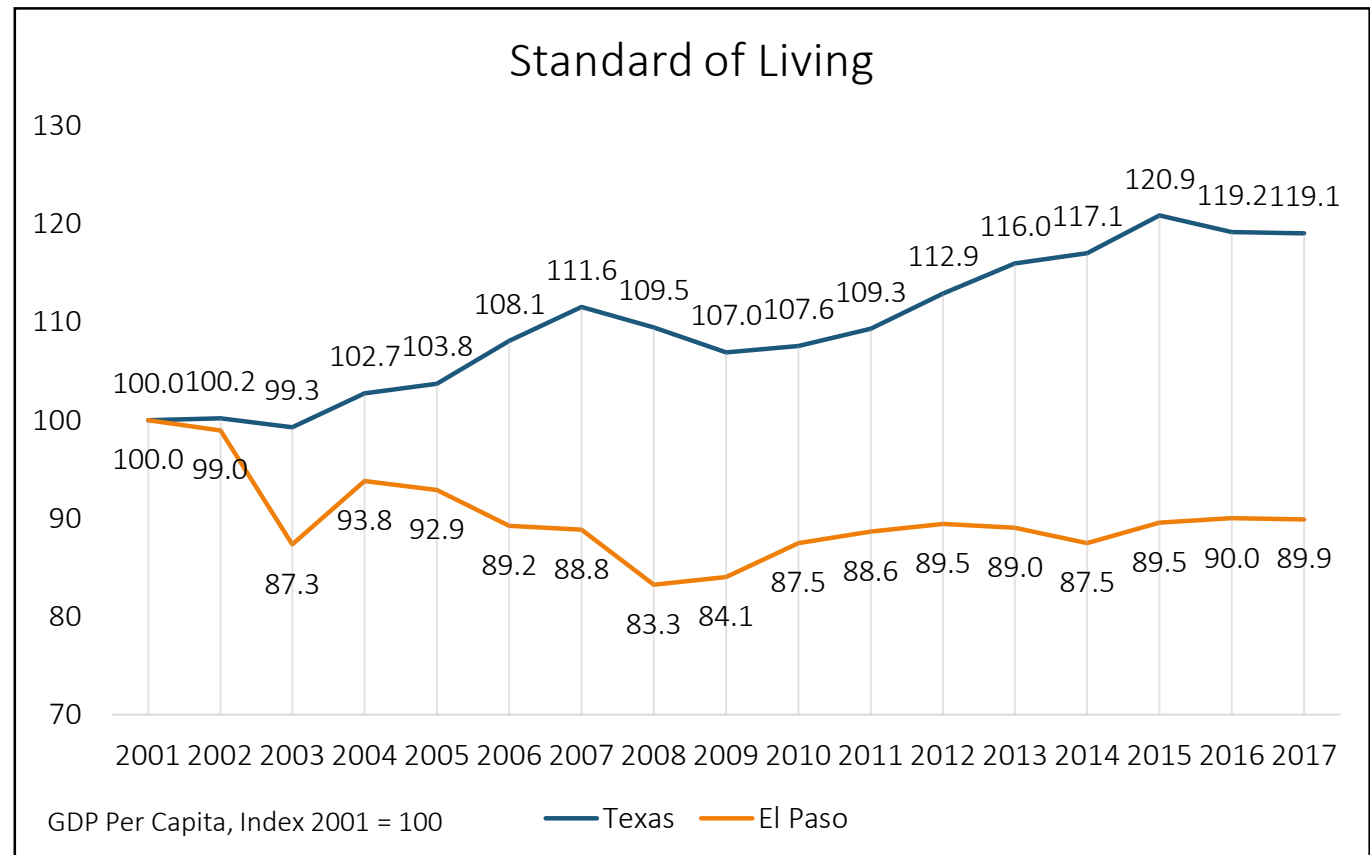


$$\text{Standard of Living} = \frac{\text{Total El Paso GDP (\$)}}{\text{Total El Paso Population}}$$

- Standard of living refers to the level of wealth, comfort, material goods, and necessities available to a certain socioeconomic class in a certain geographic area. AKA quality of life.
- If GDP per capita is increasing, disposable income increases.

Standard of Living

- Since 2001, Texas GDP per capita has **increased** an average of 1.1% per year.
- El Paso GDP per capita has **fallen** 0.6% per year over the same period.





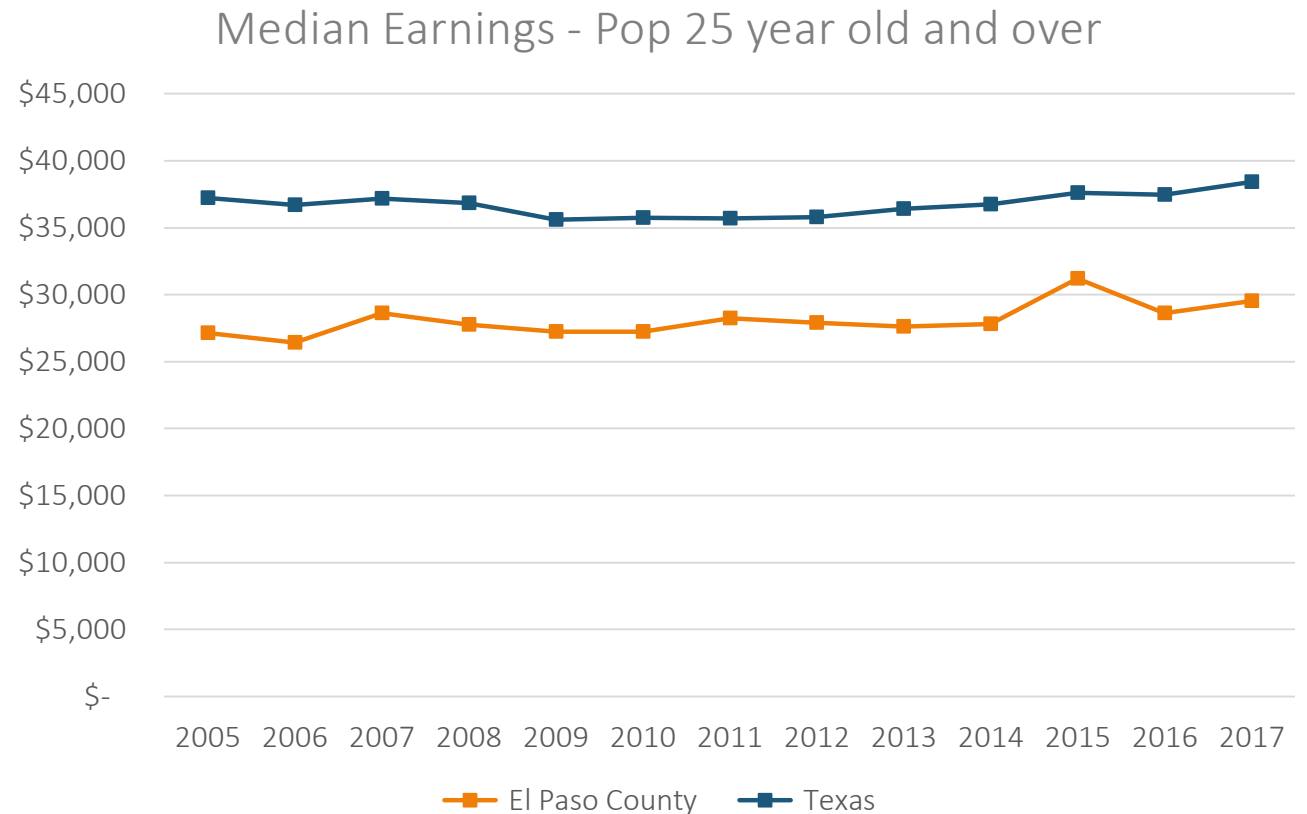
Wages are a way of measuring the quality of the jobs being created.

Median wage is “in the middle” of the group or population.

Half of the workers in the county are below or above this level.

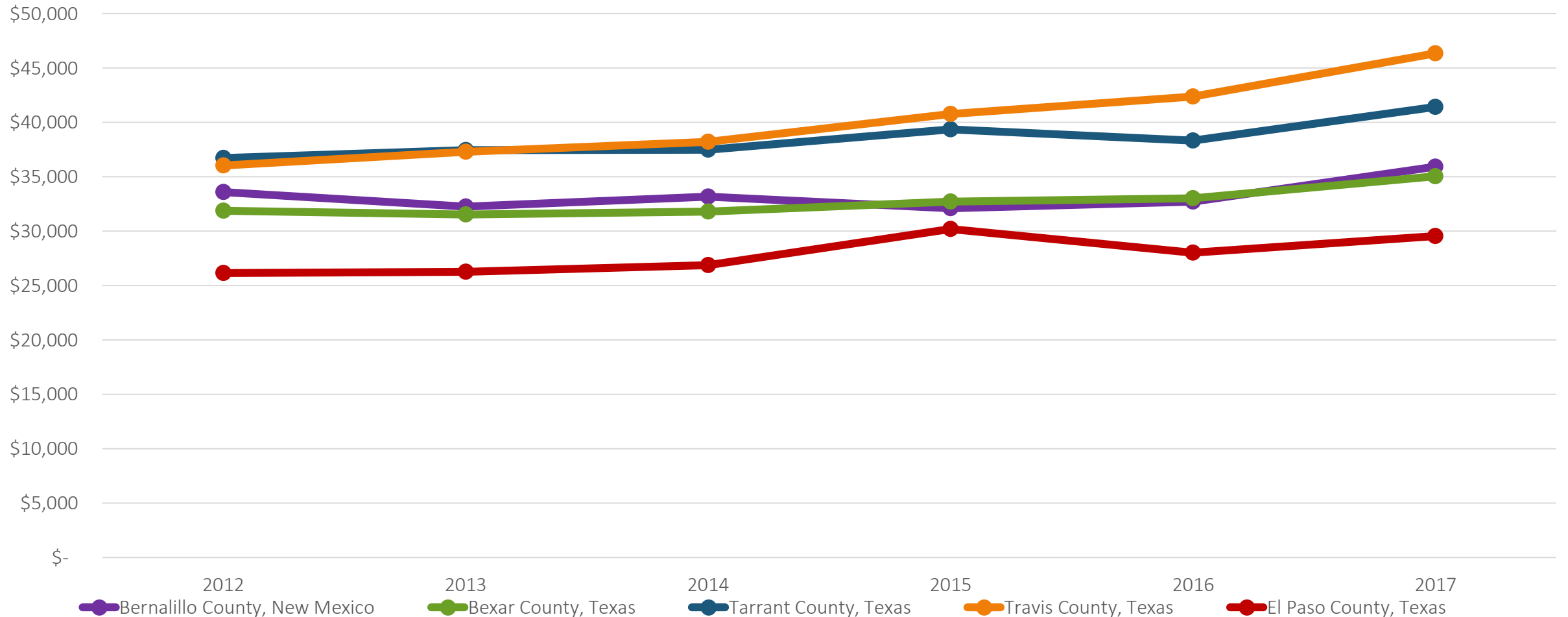
Median Earnings

- Since 2005, El Paso median earnings have been **growing faster** than Texas.
- On average, El Paso's earnings have **grown** 0.8% per year, compared to 0.3% for Texas.
- However, El Paso's 2017 median earnings of \$29,530 remain **below** Texas' median earnings of \$38,425.



Median County Wage & Unemployment

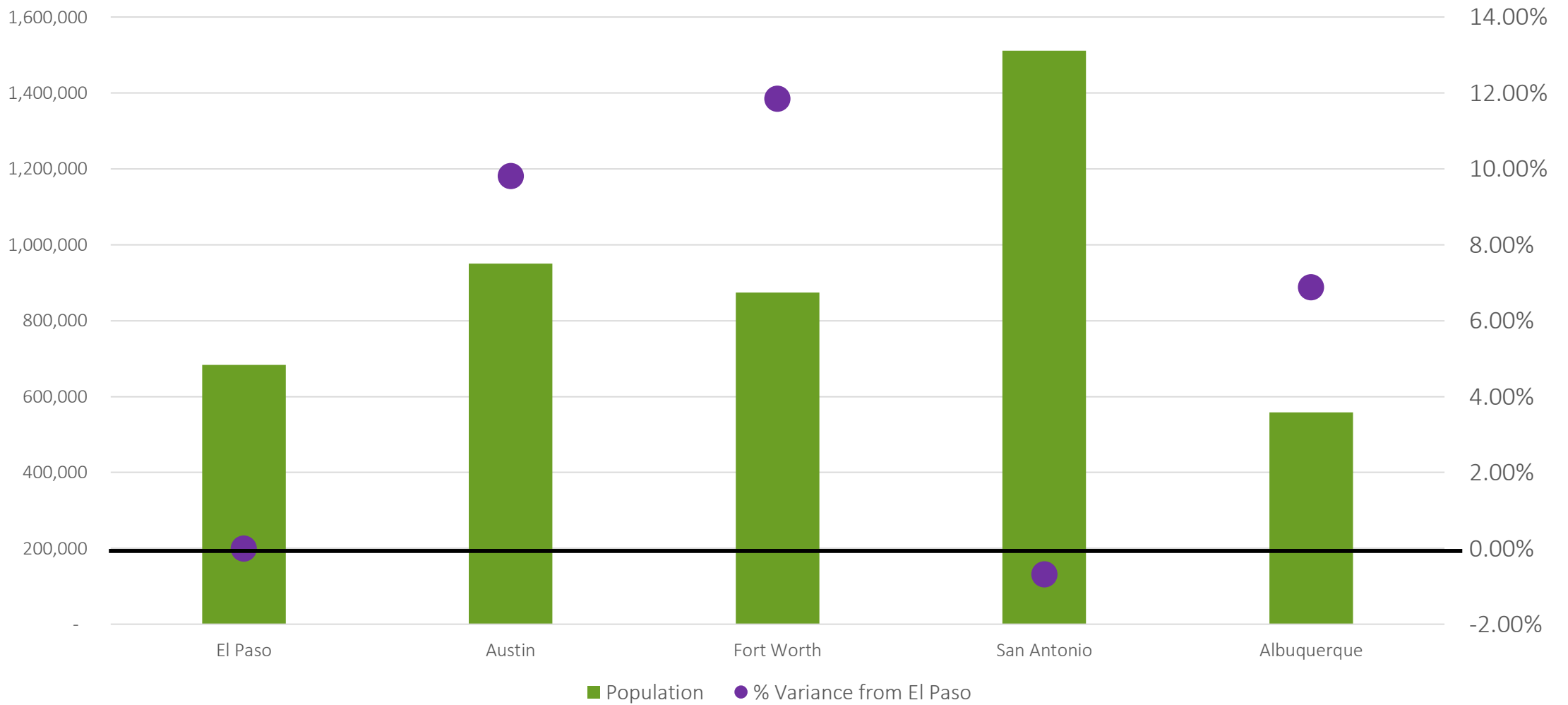
As unemployment has decreased, the Median County Wage has increased



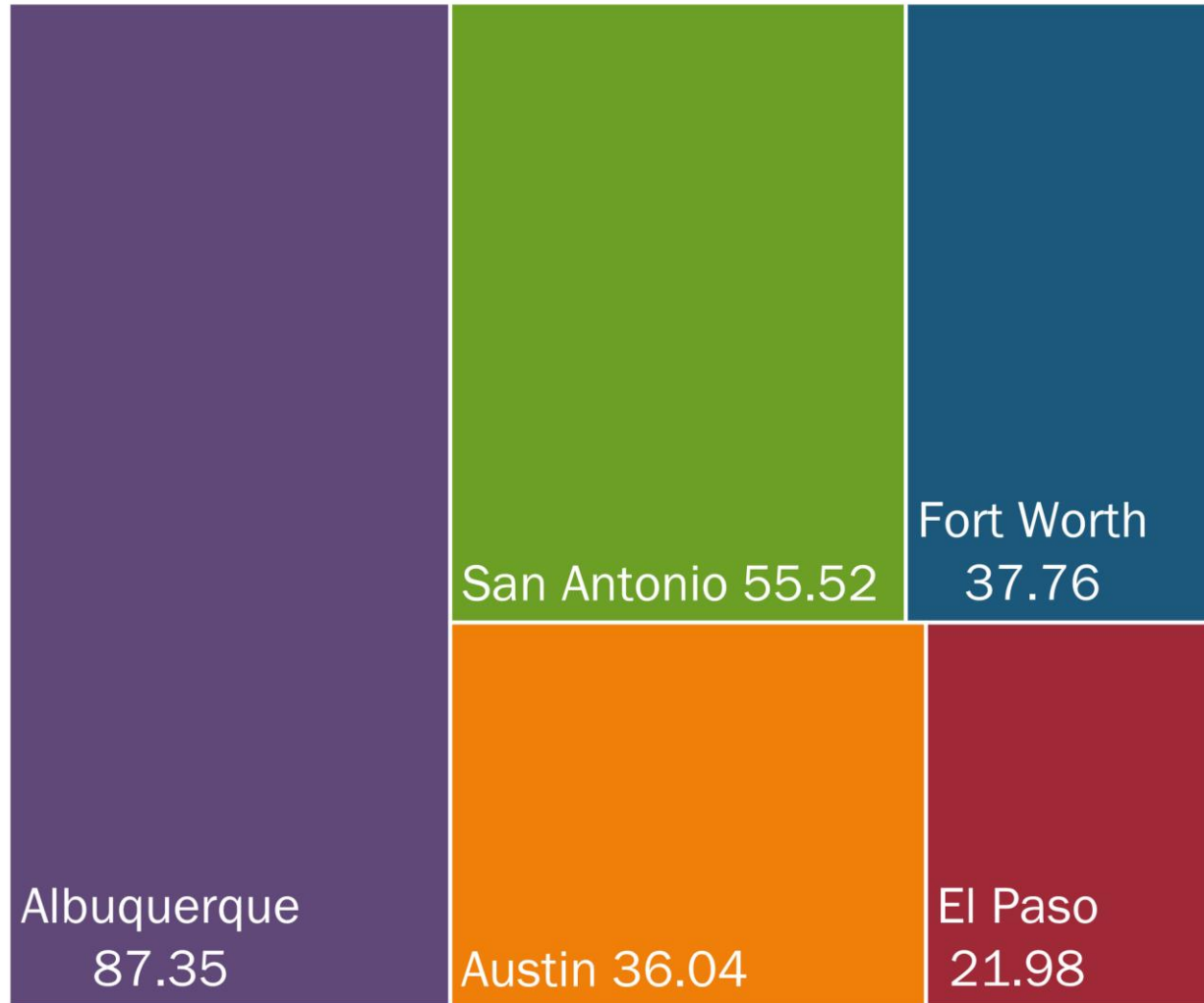
Source:

A Closer Look





Cost of Living Comparison



Crime per 1,000 Residents



Hot Jobs

- WSB uses funding for training in Hot Jobs
 - 20 or more current job openings
 - 10% + projected growth in next 10 years
 - \$12.31/hr. or more (current living wage)
 - Currently 69 occupations
- List updated annually

2020 HOT JOBS

THESE JOBS ARE "HOT" BECAUSE:

- 🔥 10% or more growth over 10 years
- 🔥 20 or more current job openings
- 🔥 \$12.31 or more per hour entry wage

WORKFORCE

2020 HOT JOBS

THESE JOBS ARE "HOT" BECAUSE:

- 10% or more growth over 10 years
- 20 or more current job openings
- \$12.31 or more per hour entry wage

Occupation	10-yr %	\$12.31	\$15.00
COMPUTER & ELECTRONIC EQUIPMENT REPAIR AND MAINTENANCE			
🔥 Software Developers, Applications	13.4%	\$16.50	\$34.67
🔥 Computer and Network System Administrators	24.8%	\$16.04	\$24.49
🔥 Database Administrators	16.0%	\$15.09	\$26.65
🔥 Computer Programmers	12.8%	\$14.59	\$24.02
🔥 Computer Support and Network Assistant	11.8%	\$13.27	\$21.86
CONSTRUCTION			
🔥 Construction and Building Inspectors	18.1%	\$13.11	\$21.59
🔥 Civil Engineering Technicians	18.0%	\$13.07	\$23.05
🔥 Electricians	13.2%	\$12.53	\$15.86
🔥 Heating, Air Conditioning, and Refrigeration Mechanics and Installers	21.3%	\$16.58	\$28.99
🔥 Plumbers, Pipefitters, and Steamfitters	10.9%	\$30.15	\$44.90
🔥 Cement Masons and Concrete Finishers	17.1%	\$20.71	\$33.35
CULINARY			
🔥 Chefs and Head Cooks	18.6%	\$15.46	\$25.28
DEFENSE			
🔥 Detectives and Criminal Investigators	19.4%	\$13.47	\$19.63
🔥 Police and Sheriff's Patrol Officers			
🔥 Firefighters			
🔥 Police, Fire, and Ambulance Dispatchers			

🔥 Hottest Occupations - Top Wage Quartiles and/or (STEM) Advanced Industries
 * New Hot Jobs for 2020

Workforce Solutions' "Living Wage"

- MIT living wage calculator considers geographical costs for housing, transportation, child care, food, etc.
- 70% of households have 3 persons or less in El Paso County (US Census)
- A household of 3 (2 adults, 1 child) requires an income of \$51,196 to avoid the need for public assistance
 - Necessary income for 2 adults, 1 child = \$51,196
 - Each adult working full time ($\$51,196 \div 2$) = \$25,598
 - Hourly wage ($\$25,598 \div 2,080$) = \$12.31

Household Size	Number of Households	%
1	59,436	23%
2	72,315	28%
3	48,687	19%
4	43,910	17%
5	24,180	9%
6	9,606	4%
7+	5,066	2%
	263,200	

El Paso Hot Jobs Wage Comparison

Occupation	El Paso	Austin (4)	Fort Worth (3)	San Antonio (1)	Albq (2)	El Paso & Highest					Median			
						City	Wage Inc	% COL Variance	Net Benefit %	Net Benefit \$	Variance from EP	Annual Investment to Median		
Computer Information Systems														
<u>Computer Network Support Specialists</u>	\$ 25.75	\$ 28.53	\$ 33.19	\$ 30.38	\$ 28.64	Fort Worth	28.89%	11.85%	17.04%	\$9,128	\$ 28.64	11.22%	\$6,011	
<u>Computer Systems Analysts</u>	\$ 34.46	\$ 41.07	\$ 43.45	\$ 40.30	\$ 37.70	Fort Worth	26.09%	11.85%	14.24%	\$10,205	\$ 40.30	16.95%	\$12,147	
<u>Computer User Support Specialists</u>	\$ 19.36	\$ 22.44	\$ 22.16	\$ 23.90	\$ 20.17	San Antonio	23.45%	-0.68%	24.13%	\$9,716	\$ 22.16	14.46%	\$5,824	
<u>Database Administrators</u>	\$ 33.31	\$ 43.76	\$ 42.22	\$ 38.20	\$ 37.56	Austin	31.37%	9.82%	21.55%	\$14,933	\$ 38.20	14.68%	\$10,171	
<u>Network & Computer Systems Administrators</u>	\$ 31.16	\$ 41.60	\$ 40.54	\$ 37.80	\$ 32.67	Austin	33.50%	9.82%	23.69%	\$15,351	\$ 37.80	21.31%	\$13,811	
<u>Software Developers, Applications</u>	\$ 38.75	\$ 51.60	\$ 51.10	\$ 47.67	\$ 41.38	Austin	33.16%	9.82%	23.34%	\$18,814	\$ 47.67	23.02%	\$18,554	

Lowest Highest

El Paso Hot Jobs Wage Comparison

Occupation	El Paso	Austin (4)	Fort Worth (3)	San Antonio (1)	Albq (2)	El Paso & Highest					MEDIAN		
						City	Wage Inc	% COL Variance	Net Benefit %	Net Benefit \$	Delta from El Paso	Annual Investment to Median	
Construction													
<u>Civil Engineers</u>	\$ 34.26	\$ 39.88	\$ 42.19	\$ 37.15	\$ 42.90	Albuquerque	25.22%	6.88%	18.33%	\$ 13,065	\$ 39.88	16.40%	\$ 11,690
<u>Civil Engineering Technicians</u>	\$ 19.81	\$ 24.53	\$ 23.12	\$ 25.81	\$ 20.24	San Antonio	30.29%	-0.68%	30.96%	\$ 12,759	\$ 23.12	16.71%	\$ 6,885
Construction & Building Inspectors	\$ 22.82	\$ 26.92	\$ 27.41	\$ 23.94	\$ 24.17	Fort Worth	20.11%	11.85%	8.26%	\$ 3,922	\$ 24.17	5.92%	\$ 2,808
<u>Construction Managers</u>	\$ 38.90	\$ 41.49	\$ 50.22	\$ 42.95	\$ 35.96	Fort Worth	29.10%	11.85%	17.25%	\$ 13,957	\$ 41.49	6.66%	\$ 5,387
Electricians	\$ 17.64	\$ 23.84	\$ 20.28	\$ 21.72	\$ 22.62	Austin	35.15%	9.82%	25.33%	\$ 9,293	\$ 21.72	23.13%	\$ 8,486
Heating, Air Conditioning, & Refrigeration Mechanics & Installers	\$ 17.52	\$ 20.34	\$ 20.99	\$ 21.65	\$ 20.86	San Antonio	23.57%	-0.68%	24.25%	\$ 8,837	\$ 20.86	19.06%	\$ 6,947
Operating Engineers & Other Construction Equipment Operators	\$ 15.59	\$ 17.88	\$ 18.22	\$ 17.25	\$ 17.99	Fort Worth	16.87%	11.85%	5.02%	\$ 1,627	\$ 17.88	14.69%	\$ 4,763
<u>Property, Real Estate & Community Assoc. Mgr.</u>	\$ 36.61	\$ 30.74	\$ 37.56	\$ 26.20	\$ 26.25	Fort Worth	2.59%	11.85%	-9.26%	\$ (7,048)	\$ 30.74	-16.03%	\$ (12,210)
Security & Fire Alarm Systems Installers	\$ 17.74	\$ 21.67	\$ 21.05	\$ 20.28	\$ 17.09	Austin	22.15%	9.82%	12.33%	\$ 4,551	\$ 20.28	14.32%	\$ 5,283

Lowest Highest

El Paso Hot Jobs Wage Comparison

Occupation	El Paso	Austin (4)	Fort Worth (3)	San Antonio (1)	Albq (2)	El Paso & Highest					Median		
						City	Wage Inc	% COL Variance	Net Benefit %	Net Benefit \$	Variance from EP	Annual Investment to Median	
Culinary													
Chefs & Head Cooks	\$ 26.52	\$ 19.57	\$ 23.34	\$ 20.13	\$ 17.31				-	-	\$ 20.13	-24.10%	-\$13,291
Defense													
Detectives & Criminal Investigators	\$ 39.33	\$ 30.65	\$ 28.52	\$ 34.89	\$ 29.07						\$ 30.65	-22.07%	-\$18,054
Firefighters	\$ 21.59	\$ 26.99	\$ 31.82	\$ 31.33	\$ 17.51	Fort Worth	47.38%	11.85%	35.53%	\$15,956	\$ 26.99	25.01%	\$11,232
Police & Sheriff's Patrol Officers	\$ 32.76	\$ 33.58	\$ 34.40	\$ 28.63	\$ 27.67	Fort Worth	5.01%	11.85%	-6.84%	-\$4,664	\$ 32.76	0.00%	\$0
Human Resources													
Human Resources Specialists	\$ 25.28	\$ 28.30	\$ 28.04	\$ 31.05	\$ 29.78	San Antonio	22.82%	-0.68%	23.50%	\$12,358	\$ 28.30	11.95%	\$6,282
Training & Development Specialists	\$ 22.54	\$ 27.98	\$ 27.55	\$ 27.71	\$ 25.69	Austin	24.13%	9.82%	14.32%	\$6,712	\$ 27.55	22.23%	\$10,421
Marketing													
Public Relations Specialists	\$ 23.64	\$ 27.63	\$ 27.93	\$ 27.42	\$ 24.90	Fort Worth	18.15%	11.85%	6.30%	\$3,096	\$ 27.42	15.99%	\$7,862

Lowest Highest

El Paso Hot Jobs Wage Comparison

Occupation	El Paso	Austin (4)	Fort Worth (3)	San Antonio (1)	Albq (2)	El Paso & Highest					Median		
						City	Wage Inc	% COL Variance	Net Benefit %	Net Benefit \$	Variance from EP	Annual Investment to Median	
Education													
<u>Education Admin., Elementary & Secondary</u>	\$ 42.39	\$ 38.79	\$ 41.20	\$ 40.63	\$ 40.65						\$ 40.65	-4.11%	-\$3,621
<u>Educational, Guidance, School, & Vocational Counselors</u>	\$ 29.82	\$ 27.73	\$ 32.41	\$ 28.26	\$ 25.75	Fort Worth	8.69%	11.85%	-3.17%	-\$1,963	\$ 28.26	-5.23%	-\$3,245
<u>Elementary School Teachers, Except Special Ed.</u>	\$ 27.88	\$ 26.92	\$ 27.50	\$ 23.07	\$ 29.40	Albuquerque	5.45%	6.88%		\$0	\$ 27.50	-1.36%	-\$790
<u>Kindergarten Teachers, Except Special Education</u>	\$ 27.98	\$ 23.70	\$ 26.25	\$ 26.53	\$ 28.32	Albuquerque	1.22%	6.88%		\$0	\$ 26.53	-5.18%	-\$3,016
<u>Librarians</u>	\$ 29.87	\$ 30.29	\$ 28.72	\$ 28.76	\$ 21.94	Austin	1.41%	9.82%	-8.41%	-\$5,227	\$ 28.76	-3.72%	-\$2,309
<u>Middle School Teachers, Except Special & Career/Technical Education</u>	\$ 28.75	\$ 27.02	\$ 28.65	\$ 28.75	\$ 24.89						\$ 28.65	-0.35%	-\$208
<u>Secondary School Teachers, Except Special & Career/Technical Education</u>	\$ 27.88	\$ 26.58	\$ 29.66	\$ 22.79	\$ 23.44	Fort Worth	6.38%	11.85%	-5.47%	-\$3,170	\$ 26.58	-4.66%	-\$2,704
<u>Special Education Teachers, Kindergarten & Elementary School</u>	\$ 28.75	\$ 27.01	\$ 28.65	\$ 28.65	\$ 29.72	Albuquerque	3.38%	6.88%	-3.51%	-\$2,097	\$ 28.65	-0.35%	-\$208
<u>Special Education Teachers, Secondary School</u>	\$ 29.47	\$ 26.01	\$ 29.47	\$ 29.08	\$ 24.56						\$ 29.08	-1.32%	-\$811
<u>Vocational Education Teachers, Postsecondary</u>	\$ 20.75	\$ 23.15	\$ 23.73	\$ 22.20	\$ 10.87	Fort Worth	14.36%	11.85%	2.51%	\$1,084	\$ 22.20	6.99%	\$3,016

Lowest Highest

El Paso Hot Jobs Wage Comparison

Occupation	El Paso	Austin (4)	Fort Worth (3)	San Antonio (1)	Albq (2)	El Paso & Highest					Median			
						City	Wage Inc	% COL Variance	Net Benefit %	Net Benefit \$	Variance from EP	Annual Investment to Median		
Finance														
<u>Accountants & Auditors</u>	\$ 28.53	\$ 31.86	\$ 36.71	\$ 34.02	\$ 29.59	Fort Worth	-16.82%	11.85%	-28.68%	-\$17,017	\$ 31.86	11.67%	\$6,926	
<u>Compliance Officers</u>	\$ 38.17	\$ 29.64	\$ 30.88	\$ 34.70	\$ 29.33								-\$79,394	
<u>Cost Estimators</u>	\$ 25.96	\$ 33.87	\$ 31.91	\$ 29.82	\$ 27.07	Austin	30.47%	9.82%	20.65%	\$11,151	\$ 29.82	14.87%	\$8,029	
<u>Financial Analysts</u>	\$ 27.02	\$ 39.07	\$ 34.96	\$ 36.96	\$ 35.32	Austin	44.60%	9.82%	34.78%	\$19,545	\$ 35.32	30.72%	\$17,264	
<u>Financial Managers</u>	\$ 49.76	\$ 71.10	\$ 73.55	\$ 75.85	\$ 50.82	San Antonio	52.43%	-0.68%	53.11%	\$54,970	\$ 71.10	42.89%	\$44,387	
<u>Insurance Sales Agents</u>	\$ 18.86	\$ 21.38	\$ 18.83	\$ 20.39	\$ 16.82	Austin	13.36%	9.82%	3.54%	\$1,390	\$ 18.86	0.00%	\$0	
<u>Loan Officers</u>	\$ 24.55	\$ 34.00	\$ 34.79	\$ 29.84	\$ 25.89	Fort Worth	41.71%	11.85%	29.86%	\$15,248	\$ 29.84	21.55%	\$11,003	
<u>Personal Financial Advisors</u>	\$ 27.54	\$ 34.51	\$ 29.41	\$ 42.62	\$ 35.81	San Antonio	54.76%	-0.68%	55.43%	\$31,754	\$ 34.51	25.31%	\$14,498	

Lowest Highest

El Paso Hot Jobs Wage Comparison

Occupation	El Paso	Austin (4)	Fort Worth (3)	San Antonio (1)	Albq (2)	El Paso & Highest					Median		
						City	Wage Inc	% COL Variance	Net Benefit %	Net Benefit \$	Variance from EP	Annual Investment to Median	
Industrial & Manufacturing													
First-Line Supervisors of Mechanics, Installers, & Repairers	\$ 26.79	\$ 29.28	\$ 31.72	\$ 30.42	\$ 24.72	Fort Worth	18.40%	11.85%	6.55%	\$3,651	\$ 29.28	9.29%	\$5,179
Industrial Machinery Mechanics	\$ 20.77	\$ 21.91	\$ 22.97	\$ 23.89	\$ 20.05	San Antonio	15.02%	-0.68%	15.70%	\$6,782	\$ 21.91	5.49%	\$2,371
Machinists	\$ 17.82	\$ 20.87	\$ 19.69	\$ 22.03	\$ 21.73	San Antonio	23.63%	-0.68%	24.30%	\$9,008	\$ 20.87	17.12%	\$6,344
Maintenance Workers, Machinery	\$ 17.16	\$ 19.14	\$ 21.44	\$ 19.05	\$ 14.38	Fort Worth	24.94%	11.85%	13.09%	\$4,672	\$ 19.05	11.01%	\$3,931
Transportation & Logistics													
Bus & Truck Mechanics & Diesel Engine Specialists	\$ 17.63	\$ 22.03	\$ 22.30	\$ 21.13	\$ 21.13	Fort Worth	26.49%	11.85%	14.64%	\$5,368	\$ 21.13	19.85%	\$7,280
Bus Drivers, Transit & Intercity	\$ 15.33	\$ 18.21	\$ 17.74	\$ 19.73	\$ 14.16	San Antonio	28.70%	-0.68%	29.38%	\$9,368	\$ 17.74	15.72%	\$5,013
Cargo & Freight Agents	\$ 24.78	\$ 19.04	\$ 21.05	\$ 25.05	\$ 25.25	Albuquerque	1.90%	6.88%	-4.99%	-\$2,571	\$ 24.78	0.00%	\$0
Heavy & Tractor-Trailer Truck Drivers (HEO-CDL Combo)	\$ 17.67	\$ 17.50	\$ 20.64	\$ 19.68	\$ 18.77	Fort Worth	16.81%	11.85%	4.96%	\$1,822	\$ 18.77	6.23%	\$2,288
<u>Logisticians</u>	\$ 34.03	\$ 42.78	\$ 39.37	\$ 38.84	\$ 36.00	Austin	25.71%	9.82%	15.89%	\$11,250	\$ 38.84	14.13%	\$10,005
<u>General Operations & Business Managers</u>	\$ 54.08	\$ 62.93	\$ 68.55	\$ 59.90	\$ 50.94	Fort Worth	26.76%	11.85%	14.91%	\$16,767	\$ 59.90	10.76%	\$12,106
<u>Management Analysts</u>	\$ 30.91	\$ 46.05	\$ 44.42	\$ 40.62	\$ 36.80	Austin	48.98%	9.82%	39.16%	\$25,178	\$ 40.62	31.41%	\$20,197

Lowest

Highest

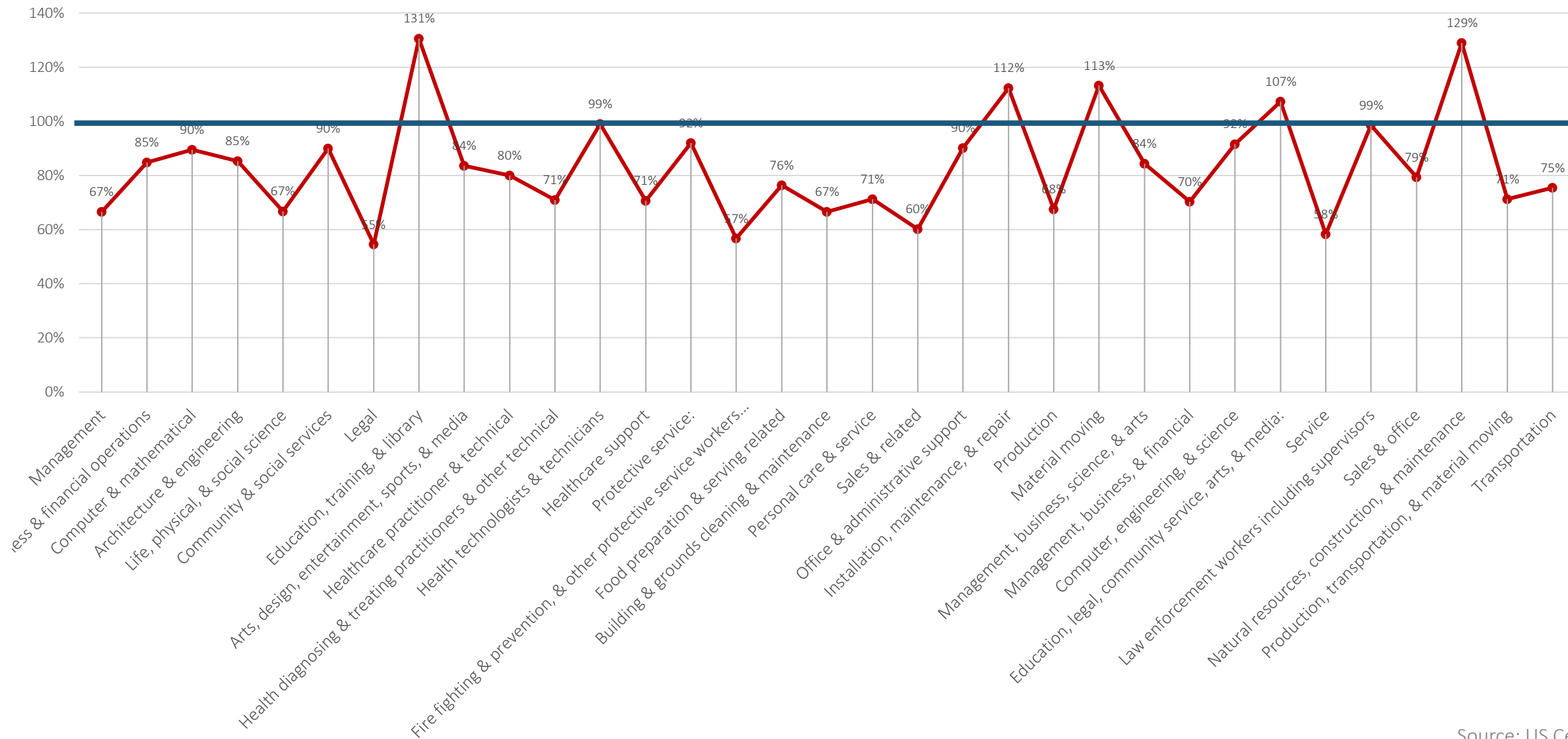
El Paso Hot Jobs Wage Comparison

Occupation	El Paso	Austin (4)	Fort Worth (3)	San Antonio (1)	Albq (2)	El Paso & Highest					Median		
						City	Wage Inc	% COL Variance	Net Benefit %	Net Benefit \$	Variance from EP	Annual Investment to Median	
Medical & Health													
<u>Child, Family, & School Social Workers</u>	\$ 19.76	\$ 20.77	\$ 19.87	\$ 20.70	\$ 17.95	Austin	5.11%	9.82%	-4.71%	-\$1,935	\$ 19.87	0.56%	\$229
<u>Dental Hygienists</u>	\$ 29.11	\$ 38.77	\$ 35.61	\$ 35.31	\$ 36.53	Austin	33.18%	9.82%	23.37%	\$14,147	\$ 35.61	22.33%	\$13,520
<u>Licensed Practical & Licensed Vocational Nurses</u>	\$ 21.32	\$ 22.46	\$ 23.15	\$ 21.96	\$ 23.32	Albuquerque	9.38%	6.88%	2.50%	\$1,107	\$ 22.46	5.35%	\$2,371
<u>Massage Therapists</u>	\$ 18.91	\$ 26.72	\$ 15.52	\$ 23.76	\$ 20.22	Austin	41.30%	9.82%	31.48%	\$12,383	\$ 20.22	6.93%	\$2,725
<u>Medical & Clinical Laboratory Technicians</u>	\$ 21.73	\$ 26.92	\$ 23.36	\$ 22.78	\$ 14.28	Austin	23.88%	9.82%	14.06%	\$6,357	\$ 22.78	4.83%	\$2,184
<u>Medical & Clinical Laboratory Technologists</u>	\$ 21.73	\$ 24.03	\$ 26.15	\$ 22.78	\$ 21.68	Fort Worth	20.34%	11.85%	8.49%	\$3,837	\$ 22.78	4.83%	\$2,184
<u>Mental Health Counselors</u>	\$ 17.01	\$ 20.09	\$ 23.27	\$ 23.46	\$ 26.92	Albuquerque	58.28%	6.88%	51.39%	\$18,183	\$ 23.27	36.80%	\$13,021
<u>Nurse Practitioners</u>	\$ 49.46	\$ 50.16	\$ 52.92	\$ 47.81	\$ 53.19	Albuquerque	7.54%	6.88%	0.66%	\$675	\$ 50.16	1.42%	\$1,456
<u>Occupational Therapists</u>	\$ 44.28	\$ 36.90	\$ 44.04	\$ 42.28	\$ 37.19						\$ 42.28	-4.52%	-\$4,160
<u>Pharmacy Technicians</u>	\$ 14.77	\$ 15.75	\$ 14.50	\$ 15.89	\$ 15.17	San Antonio	7.58%	-0.68%	8.26%	\$2,538	\$ 15.17	2.71%	\$832
<u>Physical Therapist Assistants</u>	\$ 27.61	\$ 31.03	\$ 30.31	\$ 35.81	\$ 25.85	San Antonio	29.70%	-0.68%	30.38%	\$17,445	\$ 30.31	9.78%	\$5,616
<u>Radiologic Technologists</u>	\$ 24.73	\$ 27.97	\$ 29.62	\$ 26.48	\$ 28.26	Fort Worth	19.77%	11.85%	7.92%	\$4,075	\$ 27.97	13.10%	\$6,739
<u>Registered Nurses</u>	\$ 32.76	\$ 32.70	\$ 35.90	\$ 32.41	\$ 34.95	Fort Worth	9.58%	11.85%	-2.27%	-\$1,544	\$ 32.76	0.00%	\$0
<u>Rehabilitation Counselors</u>	\$ 22.95	\$ 24.01	\$ 22.92	\$ 26.89	\$ 18.90	San Antonio	17.17%	-0.68%	17.84%	\$8,518	\$ 22.95	0.00%	\$0
<u>Respiratory Therapists</u>	\$ 24.21	\$ 27.79	\$ 29.17	\$ 28.28	\$ 27.79	Fort Worth	20.49%	11.85%	8.64%	\$4,349	\$ 27.79	14.79%	\$7,446
<u>Speech-Language Pathologists</u>	\$ 34.85	\$ 31.43	\$ 31.72	\$ 35.32	\$ 34.93	San Antonio	1.35%	-0.68%	2.03%	\$1,468	\$ 34.85	0.00%	\$0
<u>Surgical Technologists</u>	\$ 21.37	\$ 22.24	\$ 23.51	\$ 21.91	\$ 19.18	Fort Worth	10.01%	11.85%	-1.84%	-\$817	\$ 21.91	2.53%	\$1,123

Lowest Highest

Men's & Women's Earnings Ratios

El Paso 2017





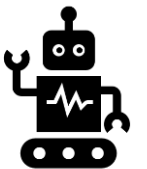
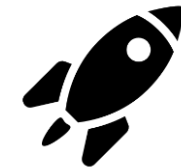
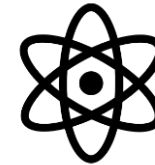
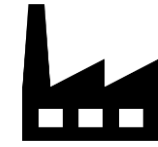
Hottest Jobs

Meet Hot Job Criteria

- Entry wage is \$12.31 or more
- 20 or more current job openings
- 10% or more growth in next 10 years

Plus

- In upper-middle & highest wage quartiles
- In advanced industries



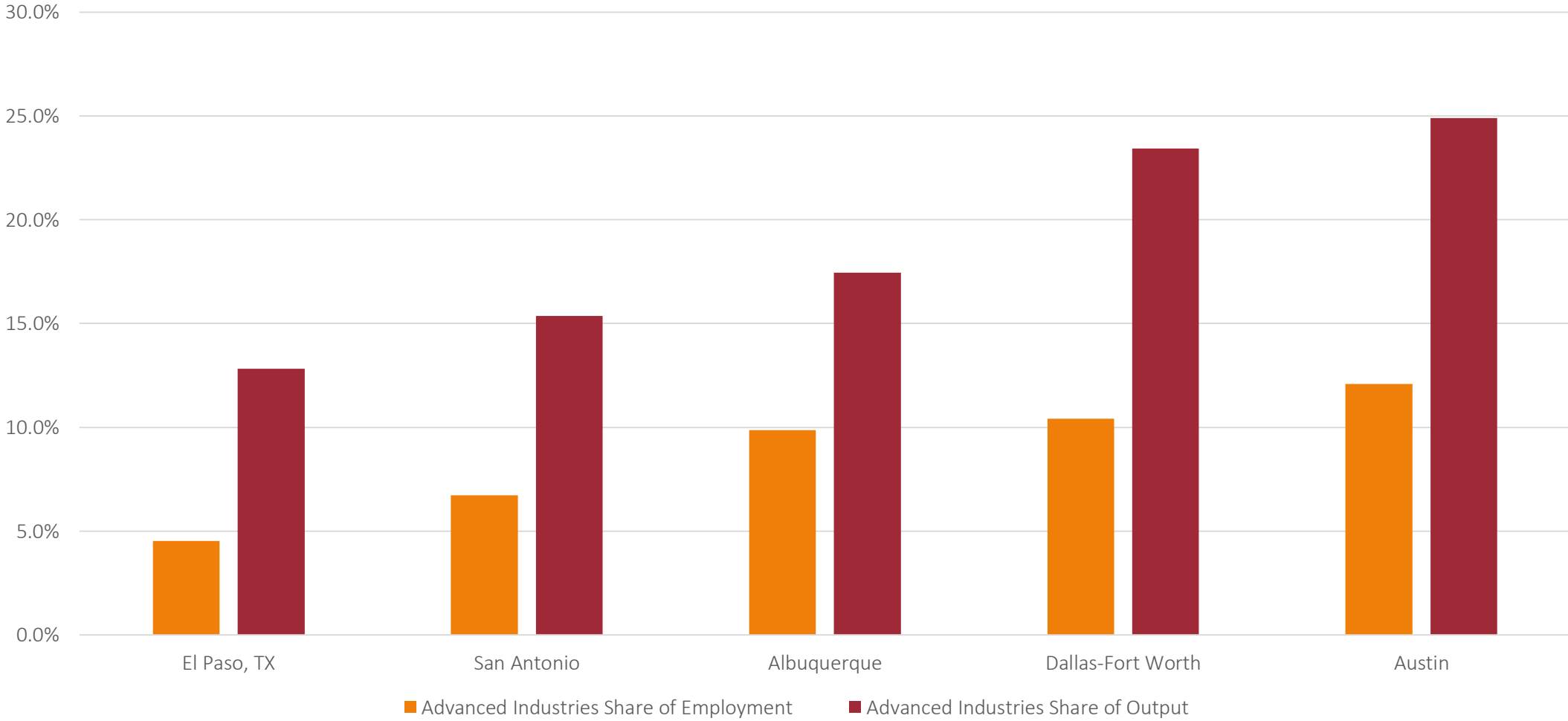


Cloudy & Rainy Jobs

- 20 or less current job openings
- 0% or negative growth in next 10 years
- Threatened by automation
 - Large cities have larger share of managerial and knowledge professions, skills that cannot be taught to machines
 - Small cities have higher portions of workforce replaced by machines than large cities, fewer jobs to offset
 - El Paso has a predicted impact of 64% (240K jobs)

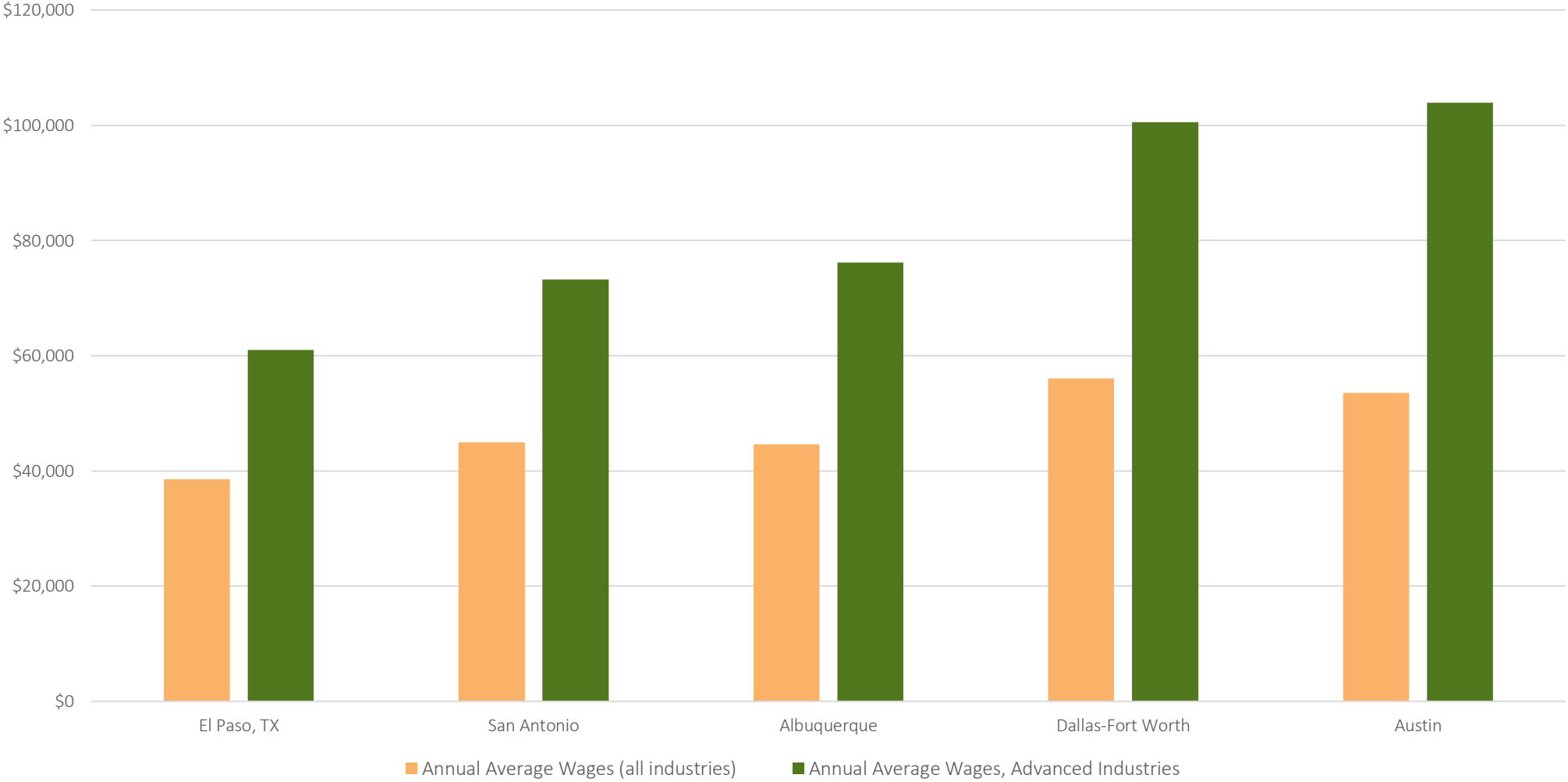


Advanced Industries Share of Employment & Output



Source: America's Industries: New trends, Brookings Institution, 2016

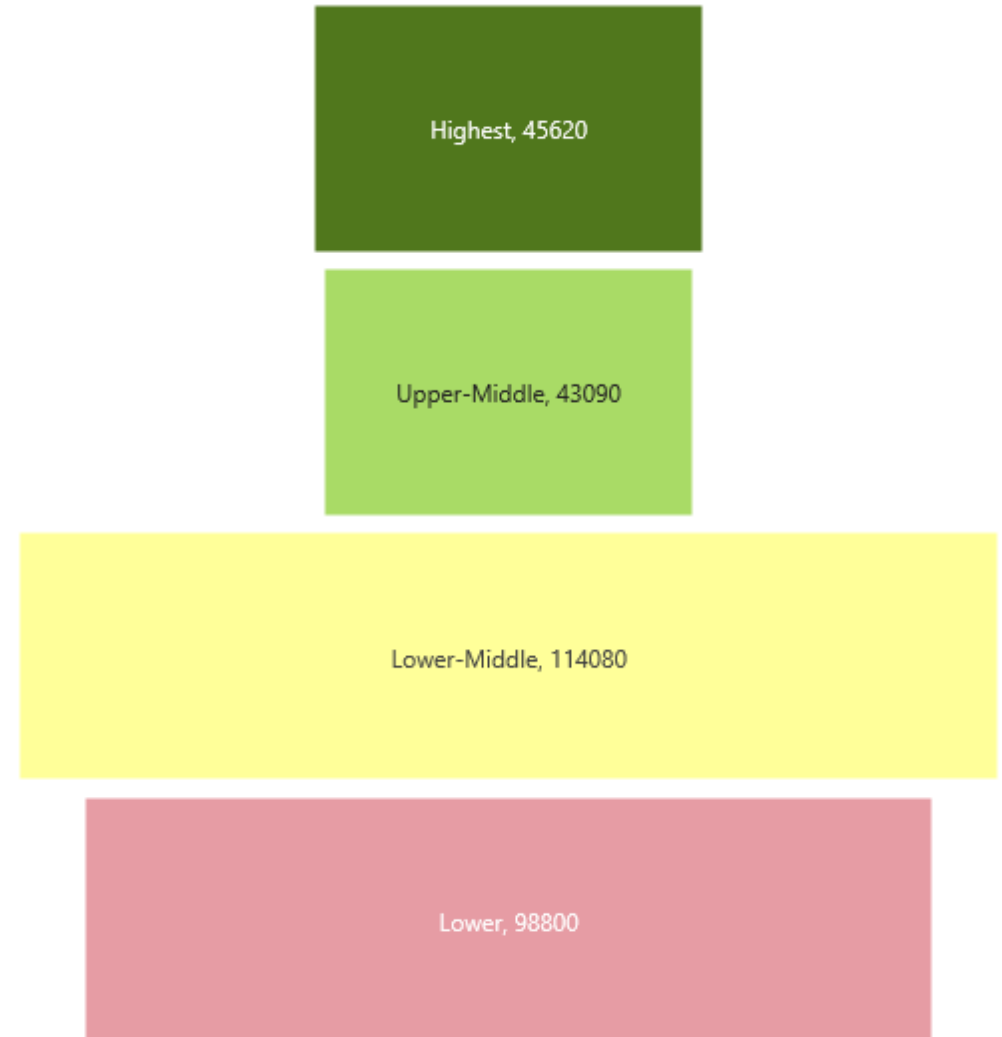
Advanced Industry Wages in El Paso

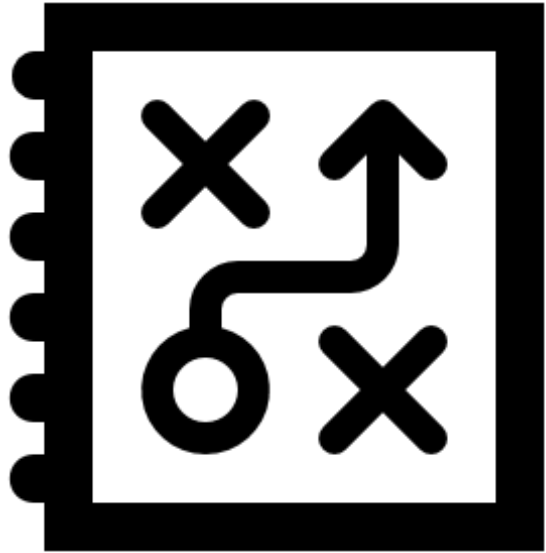


Source: America's Industries: New trends, Brookings Institution, 2016

Occupations by Wage Quartiles

	Employment	Median Earnings
Healthcare Practitioners and Technical	17,770	\$ 28.08
Computer and Mathematical	4,210	\$ 28.62
Business and Financial Operations	11,160	\$ 28.95
Architecture and Engineering	2,550	\$ 29.12
Legal	1,470	\$ 33.17
Management	8,460	\$ 44.05
Highest Quartile	45,620	
Arts, Design, Entertainment, Sports, and Media	2,410	\$ 19.25
Community and Social Service	3,490	\$ 20.73
Protective Service	10,600	\$ 20.95
Education, Training, and Library	25,620	\$ 21.71
Life, Physical, and Social Science	970	\$ 29.32
Upper-middle Quartile	43,090	
Production	14,080	\$ 11.64
Transportation and Material Moving	22,110	\$ 12.97
Office and Administrative Support	53,770	\$ 13.46
Construction and Extraction	11,490	\$ 14.25
Installation, Maintenance, and Repair	12,630	\$ 16.36
Lower-middle Quartile	114,080	
Personal Care and Service	13,480	\$ 8.81
Food Preparation and Serving Related	31,800	\$ 9.03
Farming, Fishing, and Forestry	320	\$ 9.35
Building and Grounds Cleaning and Maintenance	8,450	\$ 10.03
Sales and Related	35,780	\$ 10.93
Healthcare Support	8,970	\$ 11.34
Lower Quartile	98,800	





Being Strategic

1. **WSB targeting resources** for skills training towards Hot & Hottest Jobs

2. Develop community-wide strategy to **address wage gap**, increase wages

- Work towards reaching median over 2 years
- Address gender pay equity

3. Focus resources on **Supply Chain of Target Industries**

- Partner w/ Borderplex Alliance to update 2025 Regional Strategic Plan and focus on industries and occupations that contribute most towards GDP
- Develop incentives towards businesses that supply target industries (supply chain) and top quartile occupations
- Require incentivized companies to hire from WSB clients (unemployed, underemployed, work experience)

Collaborative
Strategies to
Improve

4. Change the World of Work for student talent pipeline

- Encourage businesses to hire high school or college students
- Modify schedules; break the Mon-Fri 8-5 tradition
- Help them afford & finish post-secondary
- Allow them to apply skills & obtain experience in fields of study
- Stop Stop-Outs: Between 2015-2018 UTEP recorded 15K stop outs
- Currently 625 job openings for entry level skilled positions = 1,250 part-time jobs for students
 - CNA-LVNS • Dental Assistant • Medical Assistant • AP/AR • HR Assistant
 - Payroll Clerk • Help Desk Associate • Network Specialist • Mechanical Engineer
 - Welder
- WSB has hired 1 student graduate and another returned after summer-internship w/ Wells Fargo San Francisco

Collaborative
Strategies to
Improve

5. Value & invest in local talent

- In 2016, BD (Becton, Dickinson and Company) utilized Skills Development Fund (partnership w Workforce & EPCC) to upskill 130 associates
- Training in advanced tech in medical drafting, electronics, manufacturing, plastics, robotics
- 2 years later named Large Plant of the Year worldwide
- Exceeded performance on safety, delivery, quality, cost, and associate management

Collaborative
Strategies to
Improve



Questions, Thoughts, Comments

THANK YOU