



Addressing Workforce Needs: A Labor Market Data Deep Dive and Discussion

Public Works Council, August 24, 2021



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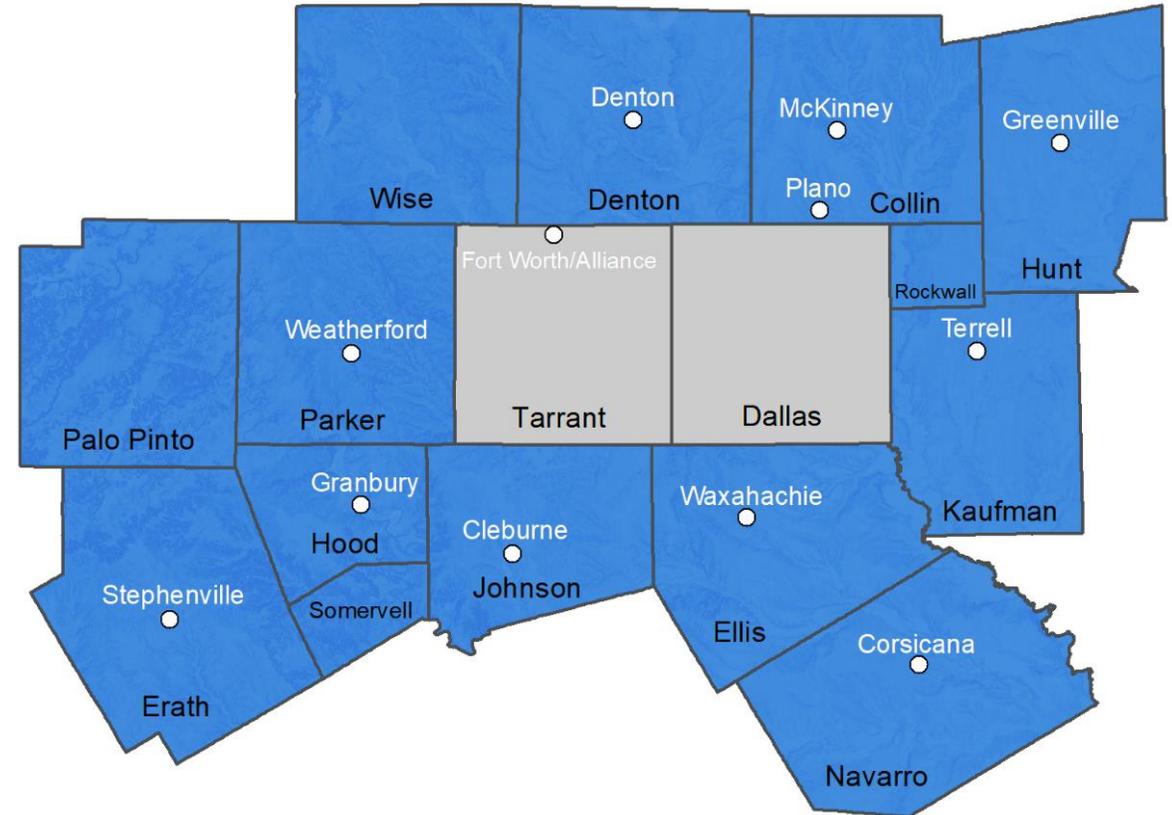
Workforce Solutions for North Central Texas is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. For the hearing impaired, call TDD 1-800-735-2889 or VOICE 1-800-735-2988. Workforce Solutions for North Central Texas services are provided based on eligibility.

Workforce Solutions For North Central Texas

- We oversee programs to assure:
 - Businesses in our 14-county service area remain competitive and grow jobs
 - Workers have opportunities to obtain skills that will help them become or remain self-sufficient

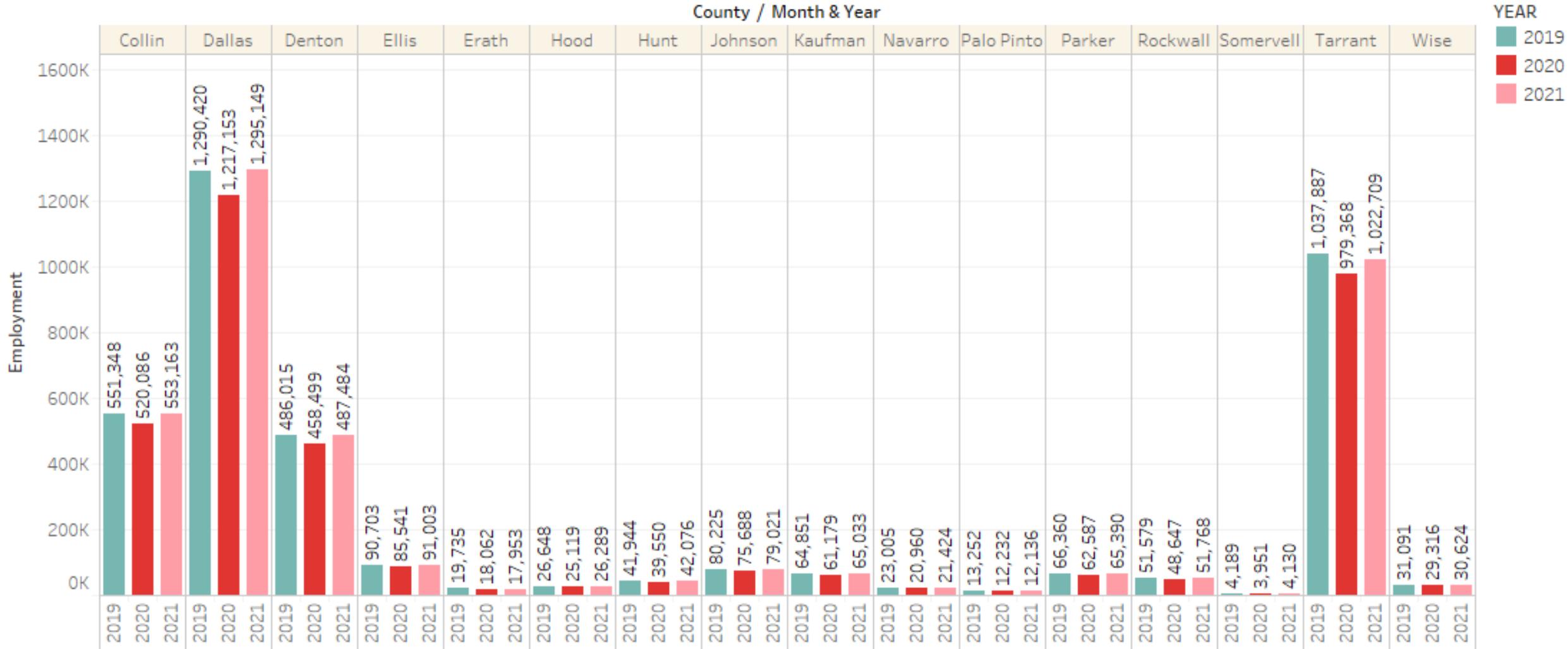
• We Serve 14 Counties

- | | |
|-----------|--------------|
| — Collin | — Kaufman |
| — Denton | — Navarro |
| — Ellis | — Palo Pinto |
| — Erath | — Parker |
| — Hood | — Rockwall |
| — Hunt | — Somervell |
| — Johnson | — Wise |



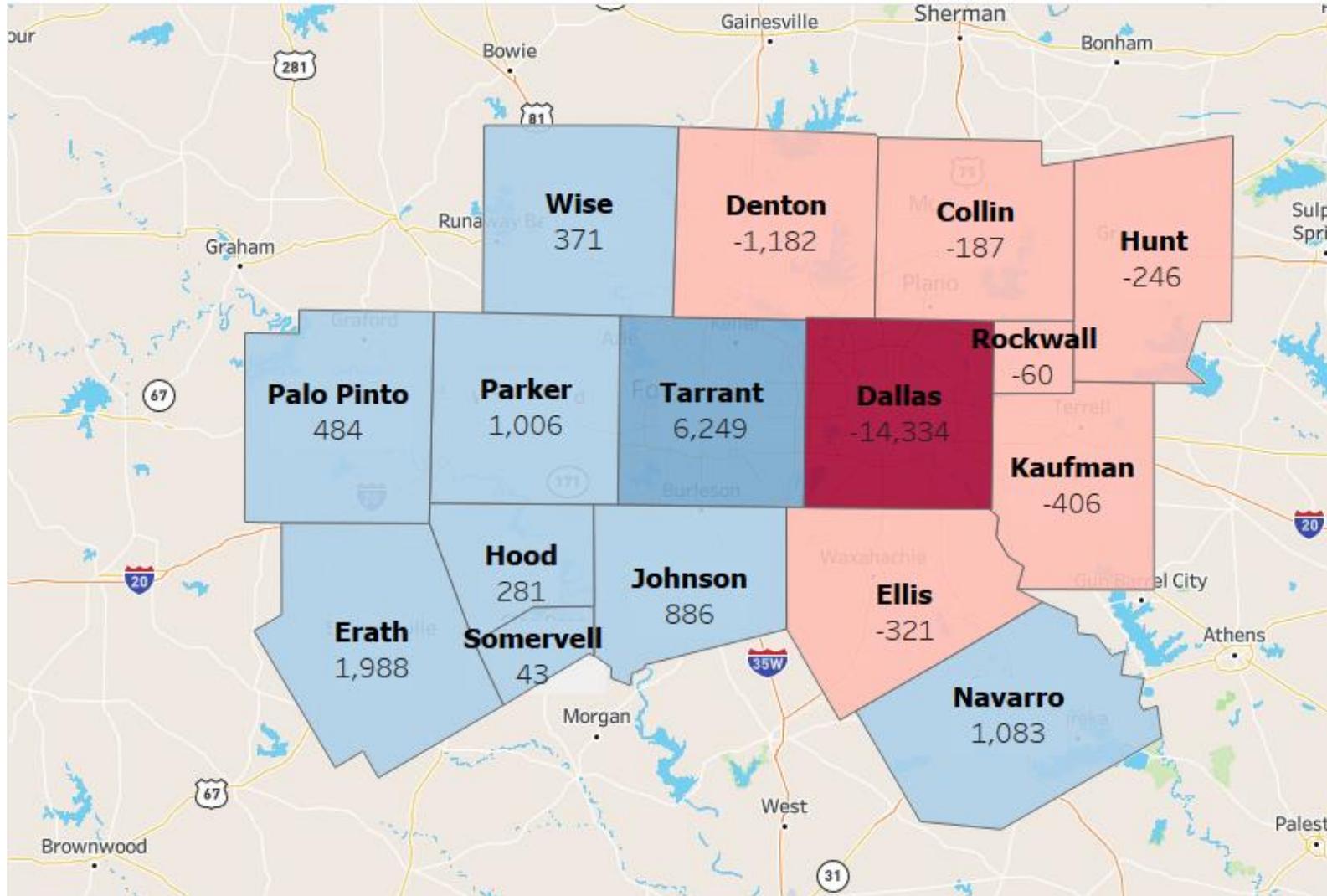
Employment

Last Three Years Based on June

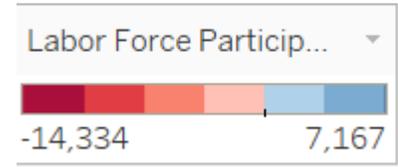


Labor Force Participation

Difference Between Feb. 2020 and Jun. 2021



Labor Force Participation reflects the population 16 years and older that is working or actively looking for work.



Critical Occupations to Public Works

Occupation	Job Title
Bus and Truck Mechanics and Diesel Engine Specialists (49-3031)	Diesel Mechanic
Highway Maintenance Workers (47-4051)	Equipment Operator (EO), Highway Maintainer Crew Worker
Construction and Building Inspectors (47-4011)	Building Inspector, Public Works Inspector, Code Enforcement Officer
Maintenance Workers, Machinery (49-9043)	Maintenance Technician
Water and Wastewater Treatment Plant and System Operators (51-8031)	Plant Operator, Wastewater Treatment Plant Operator, Water Treatment Operator

Critical Occupations to Public Works, Part 2

Occupation	Job Title
Operating Engineers and Other Construction Equipment Operators (47-2073)	Heavy Equipment Operator, Machine Operator
Civil Engineers (17-2051)	Project Engineer, Structural Engineer
Civil Engineering Technologists and Technicians (17-3022)	Civil Engineering Assistant
Construction Laborers (47-2061)	Construction Worker, Site Work Laborer
Electrical Power-Line Installers and Repairers (49-9051)	Journeyman Lineman, Electric Lineman
Paving, Surfacing, and Tamping Equipment Operators (47-2071)	Asphalt Paver Operator, Asphalt Raker

Critical Occupations to Public Works, Part 2

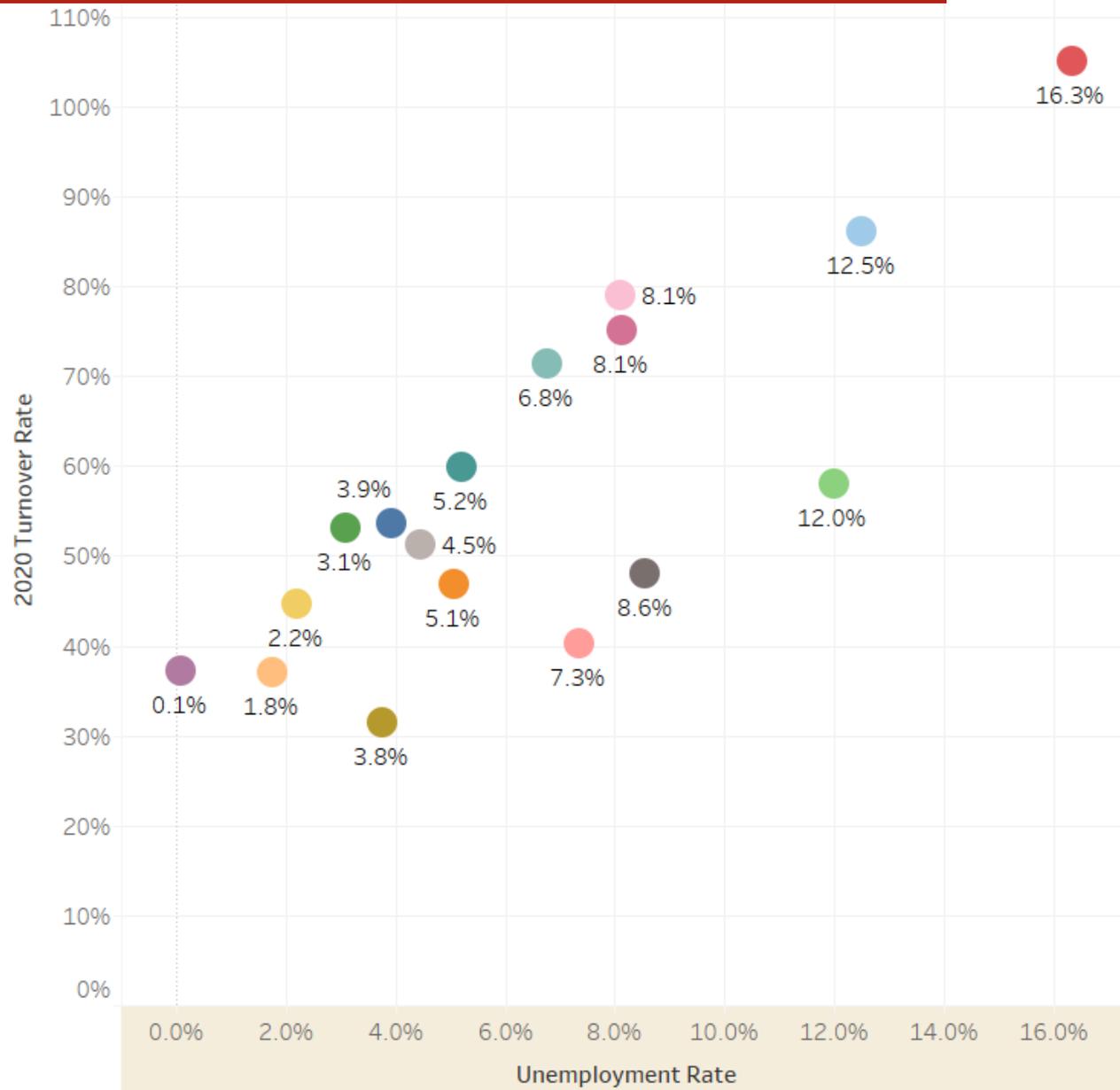
Occupation	Job Title
Mobile Heavy Equipment Mechanics, Except Engines (49-3042)	Construction Equipment Mechanic, Equipment Mechanic, Field Mechanic
Helpers, Construction Trades, All Other (47-3019)	
First-Line Supervisors of Construction Trades and Extraction Workers (47-1011)	Construction Supervisor, Field Supervisor
Heavy and Tractor-Trailer Truck Drivers (53-3032)	Truck Driver, Production Truck Driver
Construction Managers (11-9021)	Construction Superintendent, Construction Area Manager
Cement Masons and Concrete Finishers (47-2051)	Cement Mason, Concrete Finisher

Turnover Rate

Group	Occupation	
Architecture & Engineering	Civil Engineering Technologists and Technicians	47%
	Civil Engineers	37%
Construction & Extraction	Cement Masons and Concrete Finishers	86%
	Construction and Building Inspectors	53%
	Construction Laborers	58%
	First-Line Supervisors of Construction Trades and Extraction Workers	60%
	Helpers, Construction Trades, All Other	105%
	Highway Maintenance Workers	40%
	Operating Engineers and Other Construction Equipment Operators	75%
	Paving, Surfacing, and Tamping Equipment Operators	79%
Installation, Maintenance, & Repair	Bus and Truck Mechanics and Diesel Engine Specialists	54%
	Electrical Power-Line Installers and Repairers	45%
	Maintenance Workers, Machinery	48%
	Mobile Heavy Equipment Mechanics, Except Engines	51%
Management	Construction Managers	31%
Production	Water and Wastewater Treatment Plant and System Operators	37%
Transportation and Materi..	Heavy and Tractor-Trailer Truck Drivers	71%

Turnover rate gives context for how often employees in a given occupation are moving to different employers.

Unemployment Rate & Turnover Rate

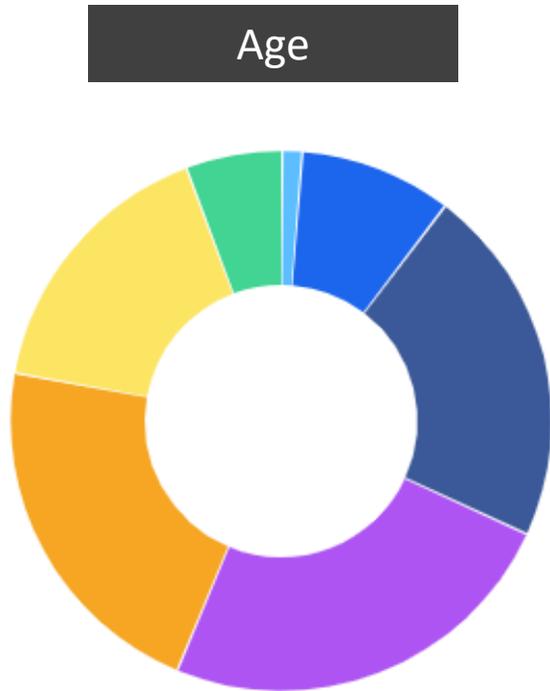


Occupation

- Bus and Truck Mechanics and Diesel Engine Specialists
- Cement Masons and Concrete Finishers
- Civil Engineering Technologists and Technicians
- Civil Engineers
- Construction and Building Inspectors
- Construction Laborers
- Construction Managers
- Electrical Power-Line Installers and Repairers
- First-Line Supervisors of Construction Trades and Extraction Workers
- Heavy and Tractor-Trailer Truck Drivers
- Helpers, Construction Trades, All Other
- Highway Maintenance Workers
- Maintenance Workers, Machinery
- Mobile Heavy Equipment Mechanics, Except Engines
- Operating Engineers and Other Construction Equipment Operators
- Paving, Surfacing, and Tamping Equipment Operators
- Water and Wastewater Treatment Plant and System Operators

Unemployment Rate represents the number unemployed people as a percent of the labor force. The rate is reflective of people aged 16 years and older who had no employment during the reference period, but that were available for work and looking for a job.

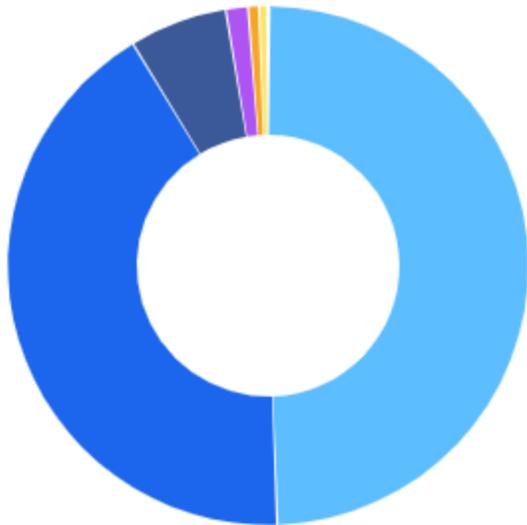
Demographics: Construction & Extraction Occupations



	% of Jobs	Jobs
● 14-18	1.2%	946
● 19-24	9.1%	7,249
● 25-34	21.5%	17,144
● 35-44	24.4%	19,446
● 45-54	21.6%	17,183
● 55-64	16.5%	13,108
● 65+	5.8%	4,591

Demographics: Construction & Extraction Occupations

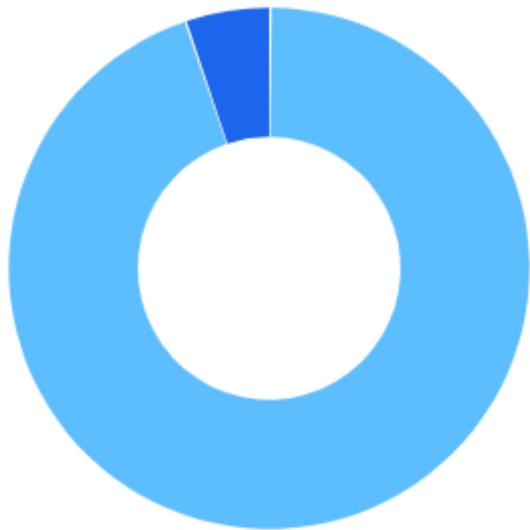
Race & Ethnicity



	% of Jobs	Jobs
Hispanic or Latino	49.4%	39,335
White	41.9%	33,362
Black or African American	6.1%	4,839
Asian	1.4%	1,097
Two or More Races	0.7%	534
American Indian or Alaska Native	0.5%	402
Native Hawaiian or Other Pacific Islander	0.1%	100

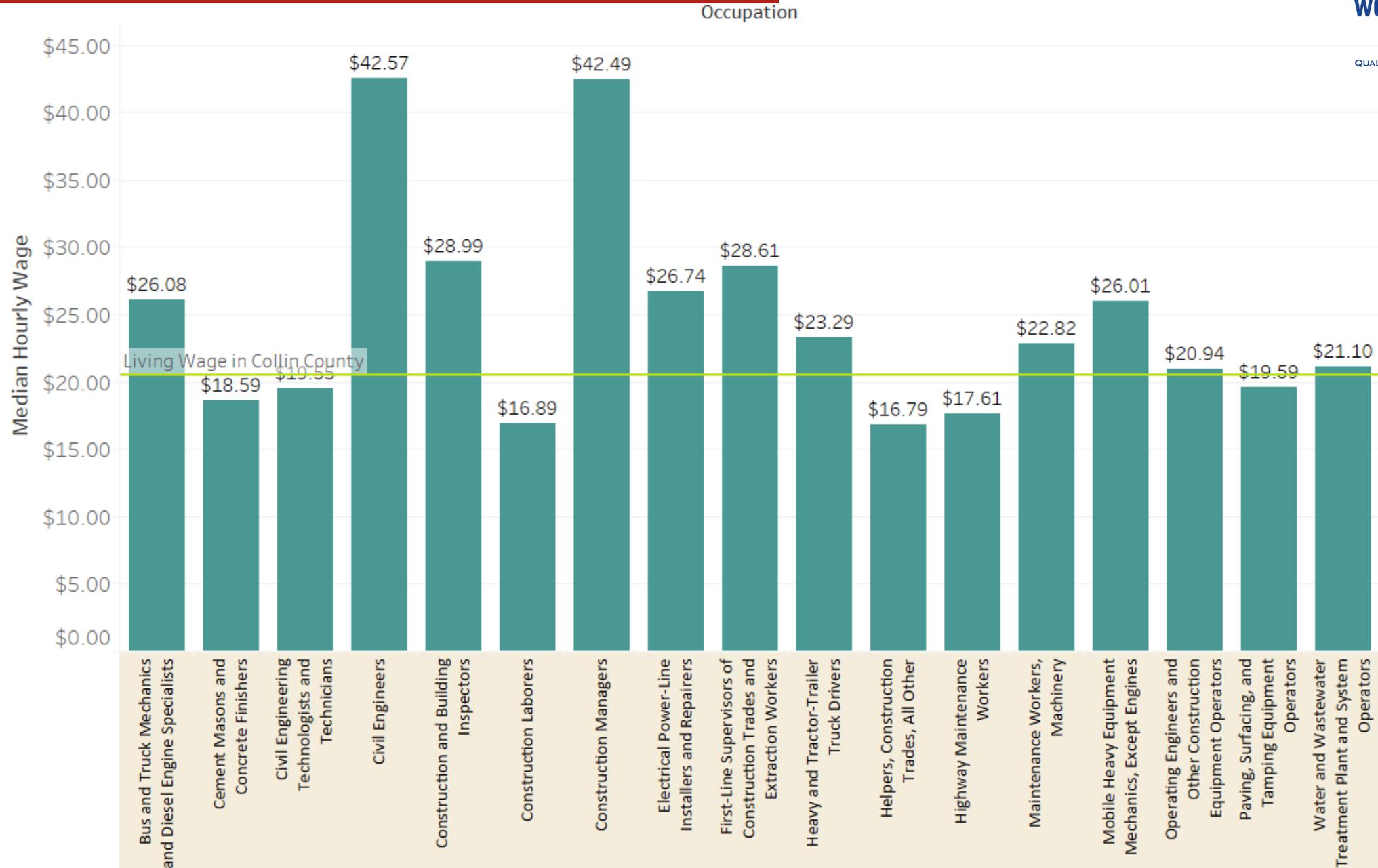
Demographics: Construction & Extraction Occupations

Gender



	% of Jobs	Jobs
● Males	94.7%	75,465
● Females	5.3%	4,202

Wages

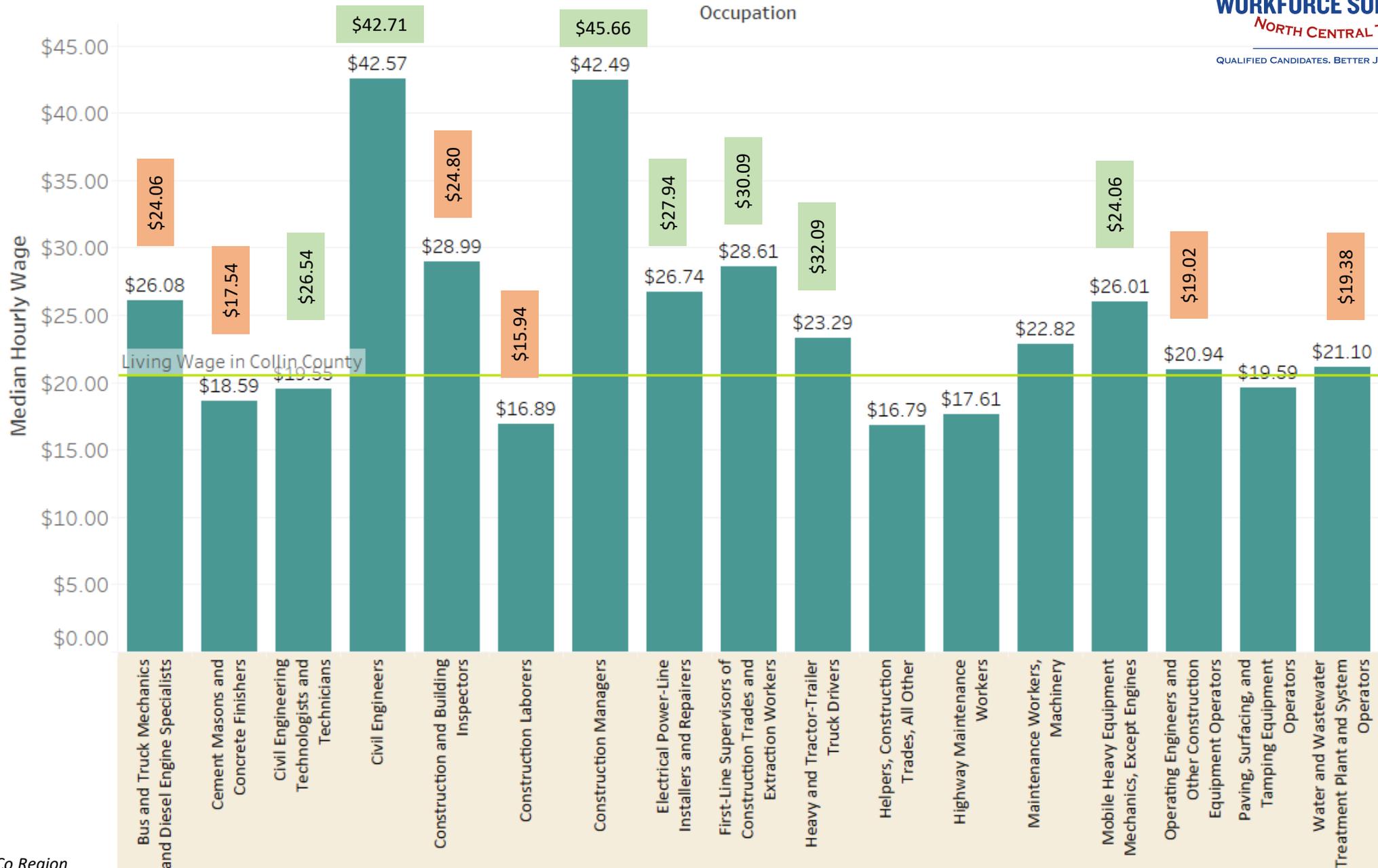


\$20.53

Median wage is the boundary between the highest paid 50 percent and the lowest paid 50 percent of workers in that occupation.

Source: JobsEQ, 16-Co Region

Historical Wages vs Wages Advertised through Online Job Postings



Source: Emsi Job Postings, 16-Co Region

Difference in Pay Between Commercial Construction & Public Works?

Construction in 16-County Region, 2021Q1¹

<input type="checkbox"/>	NAICS	Industry	CURRENT	
			Empl	Avg Ann Wages
<input type="checkbox"/>	23721	Land Subdivision	2,203	\$144,232
<input type="checkbox"/>	23621	Industrial Building Construction	2,357	\$99,999
<input type="checkbox"/>	23622	Commercial and Institutional Building Construction	20,263	\$89,639
<input type="checkbox"/>	23611	Residential Building Construction	27,196	\$87,042
<input type="checkbox"/>	23829	Other Building Equipment Contractors	4,129	\$81,949
<input type="checkbox"/>	23712	Oil and Gas Pipeline and Related Structures Construction	4,138	\$76,440
<input type="checkbox"/>	23713	Power and Communication Line and Related Structures Construction	6,933	\$74,620
<input type="checkbox"/>	23799	Other Heavy and Civil Engineering Construction	2,804	\$71,302
<input type="checkbox"/>	23711	Water and Sewer Line and Related Structures Construction	9,416	\$65,096
<input type="checkbox"/>	23822	Plumbing, Heating, and Air-Conditioning Contractors	33,672	\$64,712
<input type="checkbox"/>	23731	Highway, Street, and Bridge Construction	15,439	\$63,993
<input type="checkbox"/>	23816	Roofing Contractors	7,547	\$63,310
<input type="checkbox"/>	23821	Electrical Contractors and Other Wiring Installation Contractors	28,682	\$62,983

Workforce Trends

- A record 4 million people quit their jobs in April alone, according to the Labor Department
 - Contributing factors:
 - lingering health concerns
 - working mothers staying home to care for children
 - generous unemployment insurance benefits
 - decisions to retire or prioritize other activities
 - greater focus on career paths that offer stable, higher paying jobs
- Monster reports as many as 95% of workers are currently considering changing jobs
- Dallas Federal Reserve reported almost one in four workers fully at Home in February 2021, with a projected 20% increase in remote work by next year

WSNCT Business Development Unit

Employer Engagement

- Identify hiring and training needs
- Provide talent development solutions
- Promote available employer services



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Apprenticeships

Employers Benefit from Hiring Apprentices

- Develops a pipeline of skilled workers
- Employers gain workers with customized skills
- Boosts Retention
- Positive Return on Investment





WORKFORCE SOLUTIONS
NORTH CENTRAL TEXAS

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Stay in Contact!

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