

# State of the Workforce: Austin-Round Rock

CentralTX@Work 2010  
Hyatt Regency Austin  
April 21, 2010



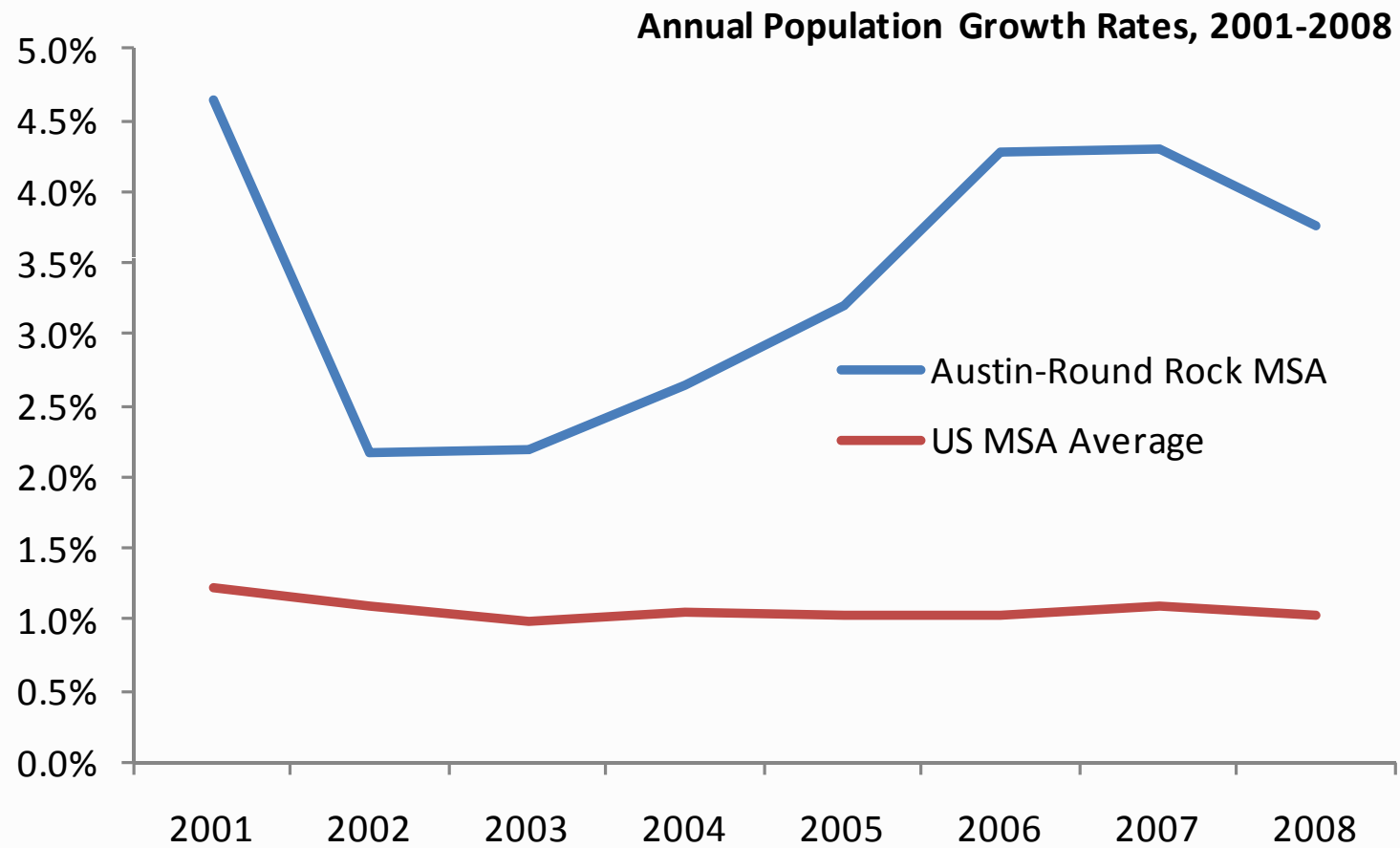


## Key Points

- Austin-Round Rock MSA is among the strongest labor markets in U.S.
- Workforce development system is recognized as innovative and exemplary of best practices
- Complacency is a risk—underlying challenges need attention

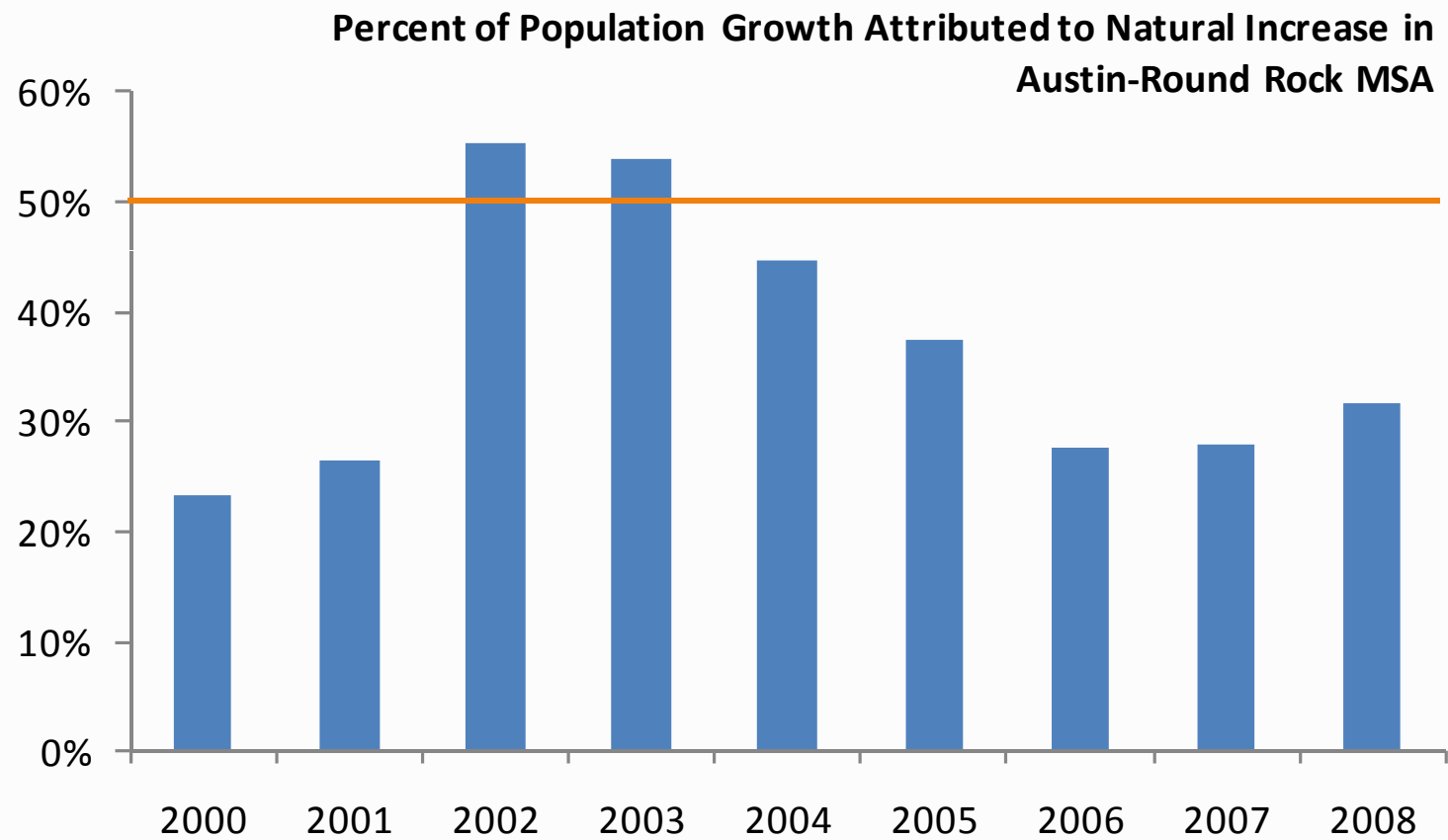


# Population Growth





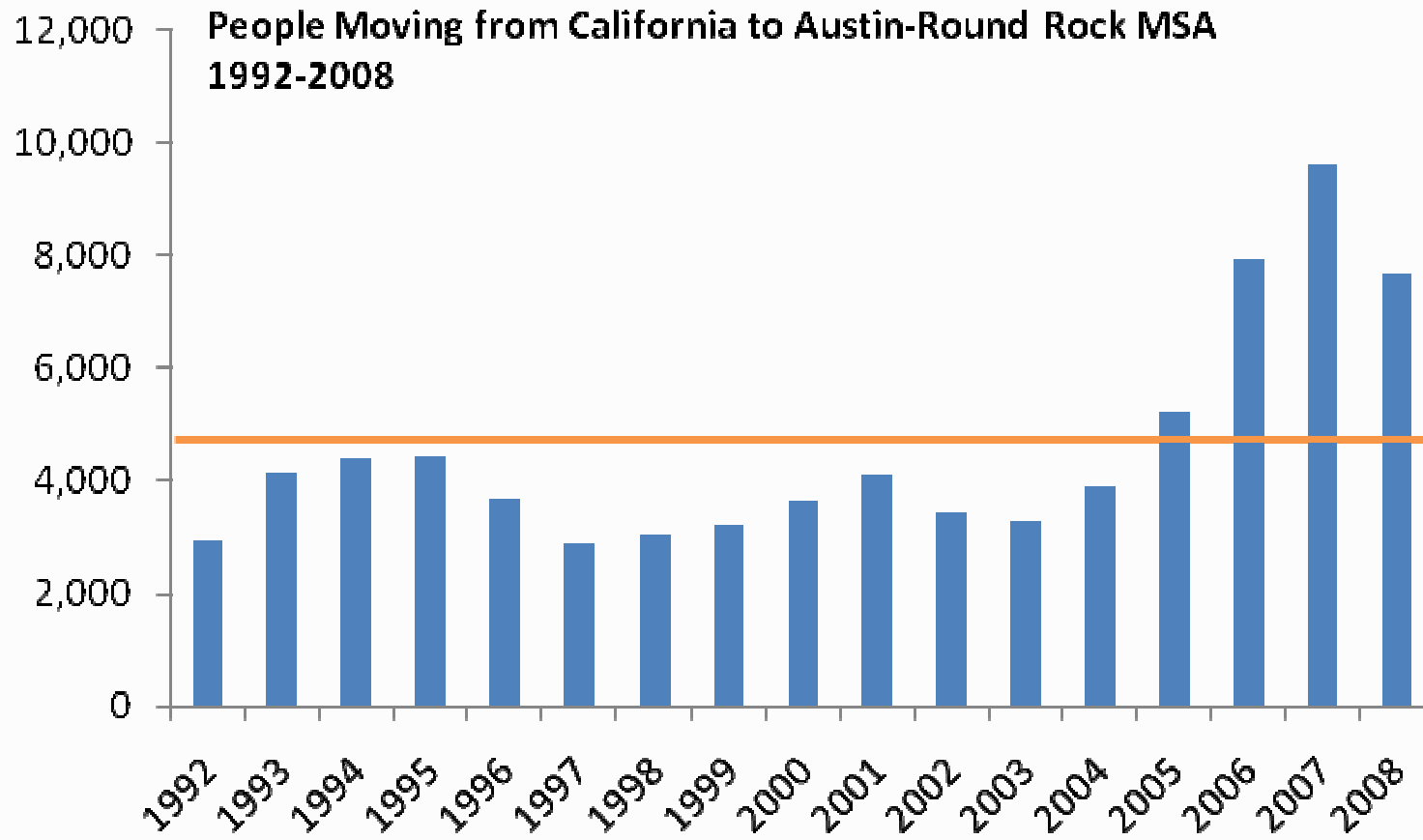
## Migration



Source: U.S. Census Bureau



## California



Source: Internal Revenue Service



## Race/Ethnicity

Race/Ethnicity	2001	2008	Change	Percent
Hispanic	351,179	515,252	164,073	46.7%
White	794,893	915,982	121,089	15.2%
Black	104,178	127,857	23,679	22.7%
Other	55,304	78,845	23,541	42.6%

Source: Texas State Data Center. Race/ethnicity categories in table are as reported by TSDC. No further breakdowns are available in the annual population estimates data.



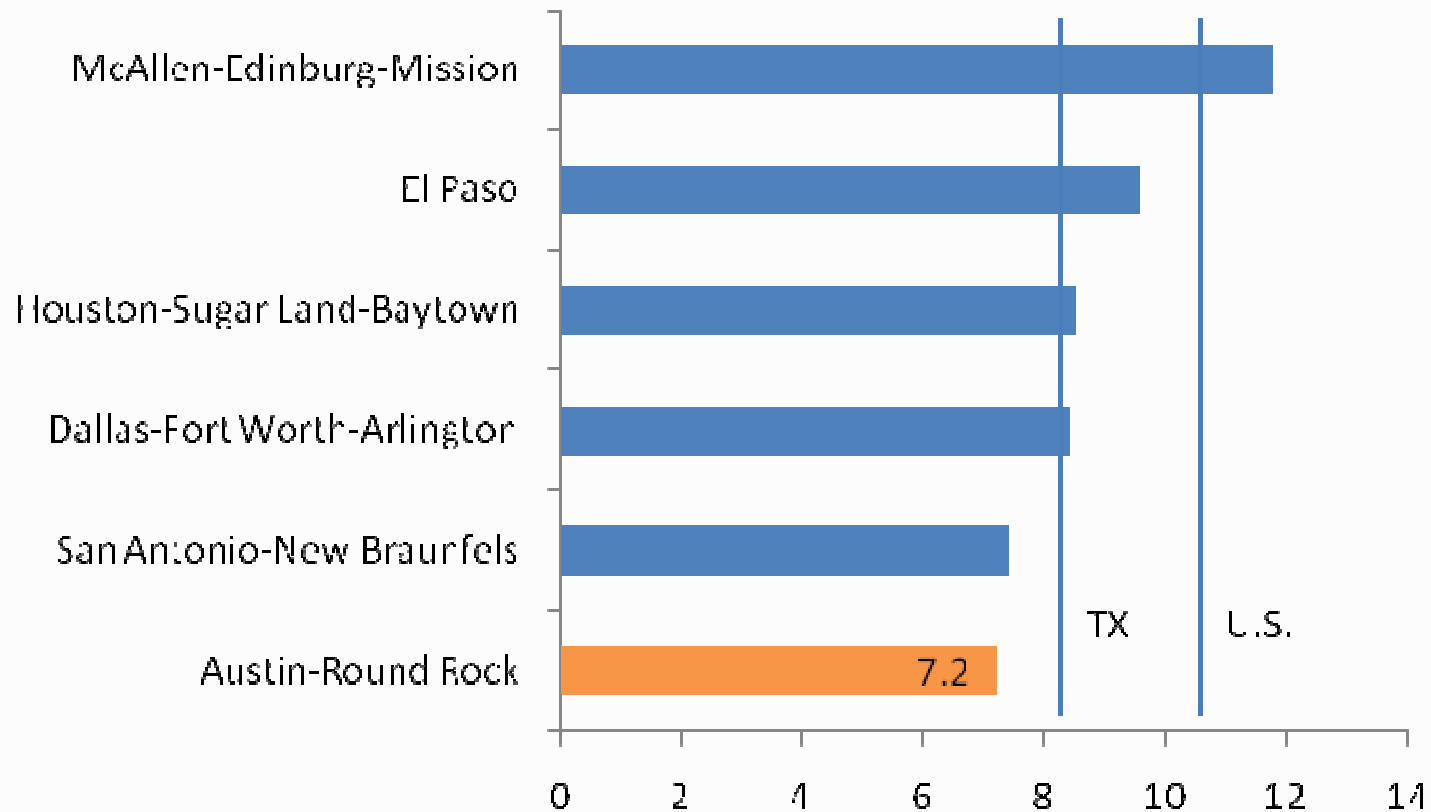
## Population Projections

	2010	2020	Change	Rate
Bastrop County	76,678	94,847	18,169	23.7%
Caldwell County	38,396	43,182	4,785	12.5%
Hays County	163,218	230,446	67,229	41.2%
Travis County	1,057,275	1,242,190	184,915	17.5%
Williamson County	431,492	641,720	210,228	48.7%
Austin-Round Rock MSA	1,767,060	2,252,385	485,325	27.5%

Source: IHS Global Insight. 2010 data are estimates.



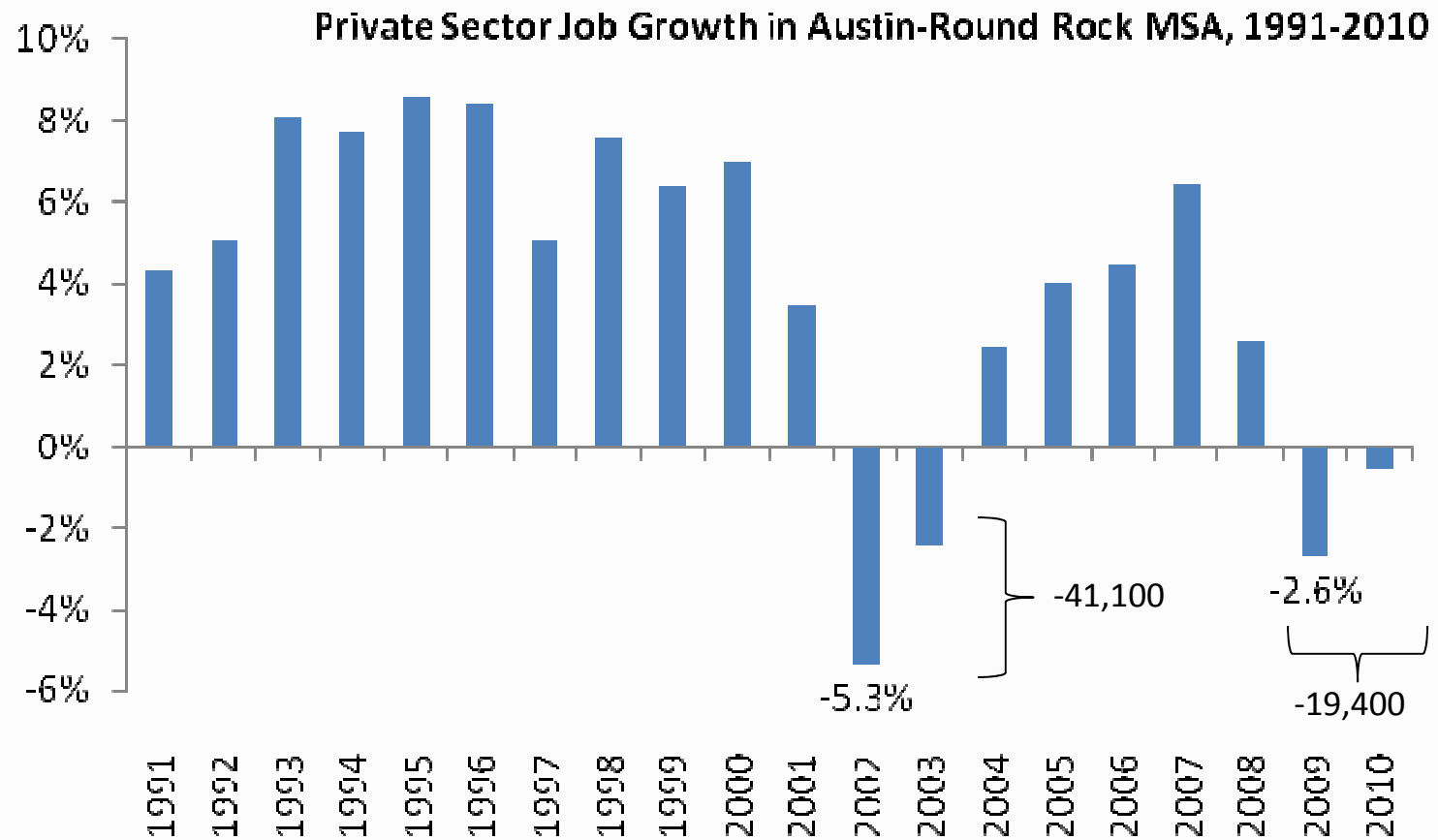
## Unemployment Rate



Source: Texas Workforce Commission. Data is the unadjusted rate for February 2010.



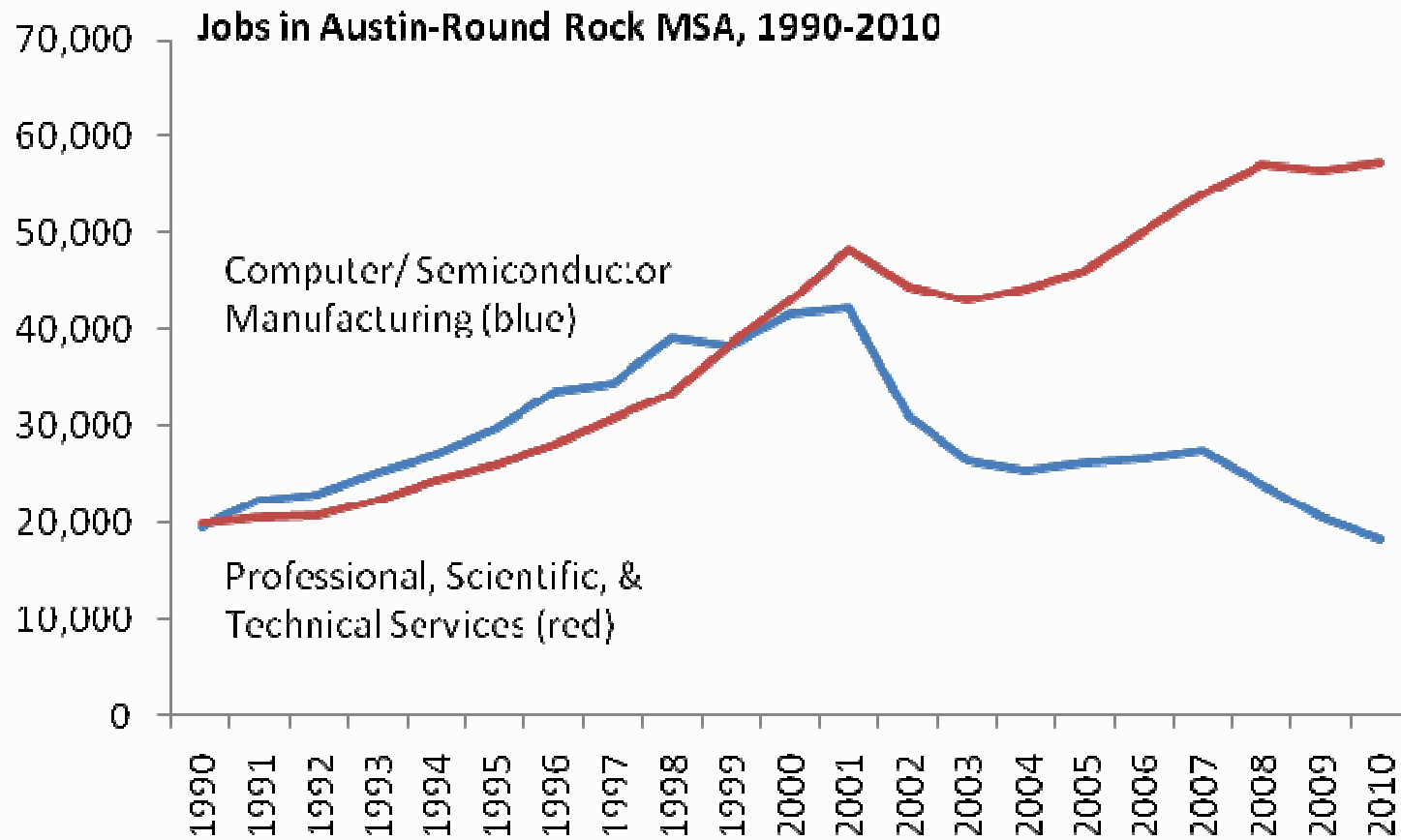
## Tale of Two Recessions



Source: Texas Workforce Commission. Data is change from March to March. Not seasonally adjusted.



## Technology Transition



Source: Texas Workforce Commission. Data is for March of each year. Not seasonally adjusted.



## Fastest Growing Industries

	Jobs 2009	Job Growth 2002-2009	Percent
Professional/technical services	105,826	32,939	45%
Real estate	53,001	21,493	68%
Food services/drinking places	69,078	18,491	37%
Administrative/support svcs	61,747	12,027	24%
Ambulatory health care svcs	38,269	11,122	41%
Local government	77,931	9,895	15%
State government	75,250	9,334	14%
Securities, investments	15,388	6,100	66%
Educational services	18,423	5,781	46%

Source: EMSI. Includes full-time and part-time employment.



## Other Key Trends

- 228,000 nonfarm proprietors (i.e. self-employed, contractors) account for 23% of total jobs
- Growth shifting north – Williamson County will go from 16% to 24% of all jobs by 2039
- Per capita income went from 103% of U.S. metro average in 2000 to 91% in 2008



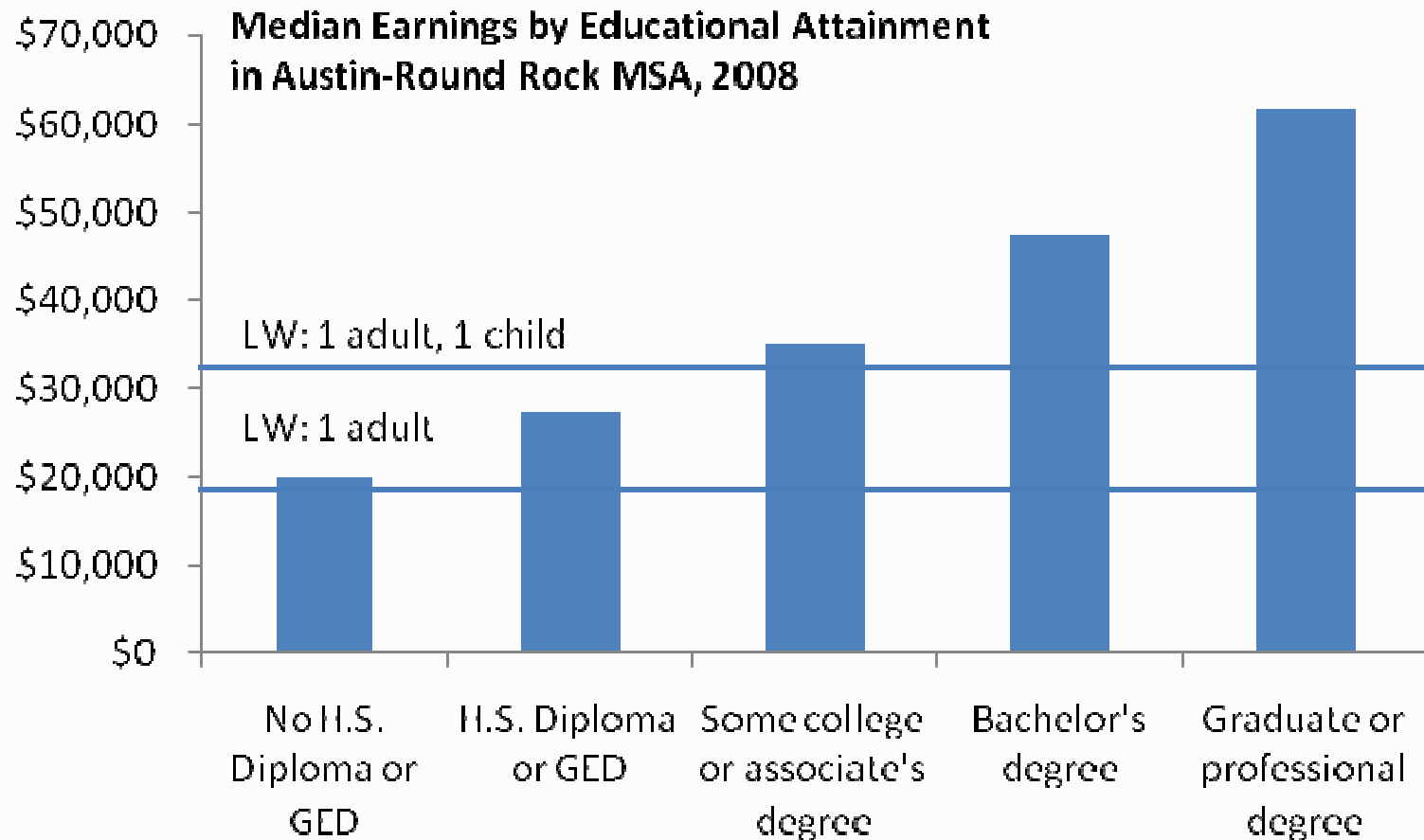
## Educational Attainment

Population Age 25+	Asian	Black	Hispanic	White
No H.S. Diploma or GED	8%	13%	36%	5%
H.S. Diploma or GED	12%	28%	25%	17%
Some college, no degree	9%	28%	18%	24%
Associate's degree	5%	8%	5%	8%
Bachelor's degree	32%	16%	12%	30%
Graduate degree	34%	7%	5%	17%
Postsecondary degree	71%	31%	21%	54%

Source: U.S. Census Bureau. Percentages may not sum to 100 due to rounding.



## Educational Attainment



Source: U.S. Census Bureau. Living wage estimates are from Poverty in America for city of Austin: \$33,842 and \$18,138. <http://www.livingwage.geog.psu.edu>



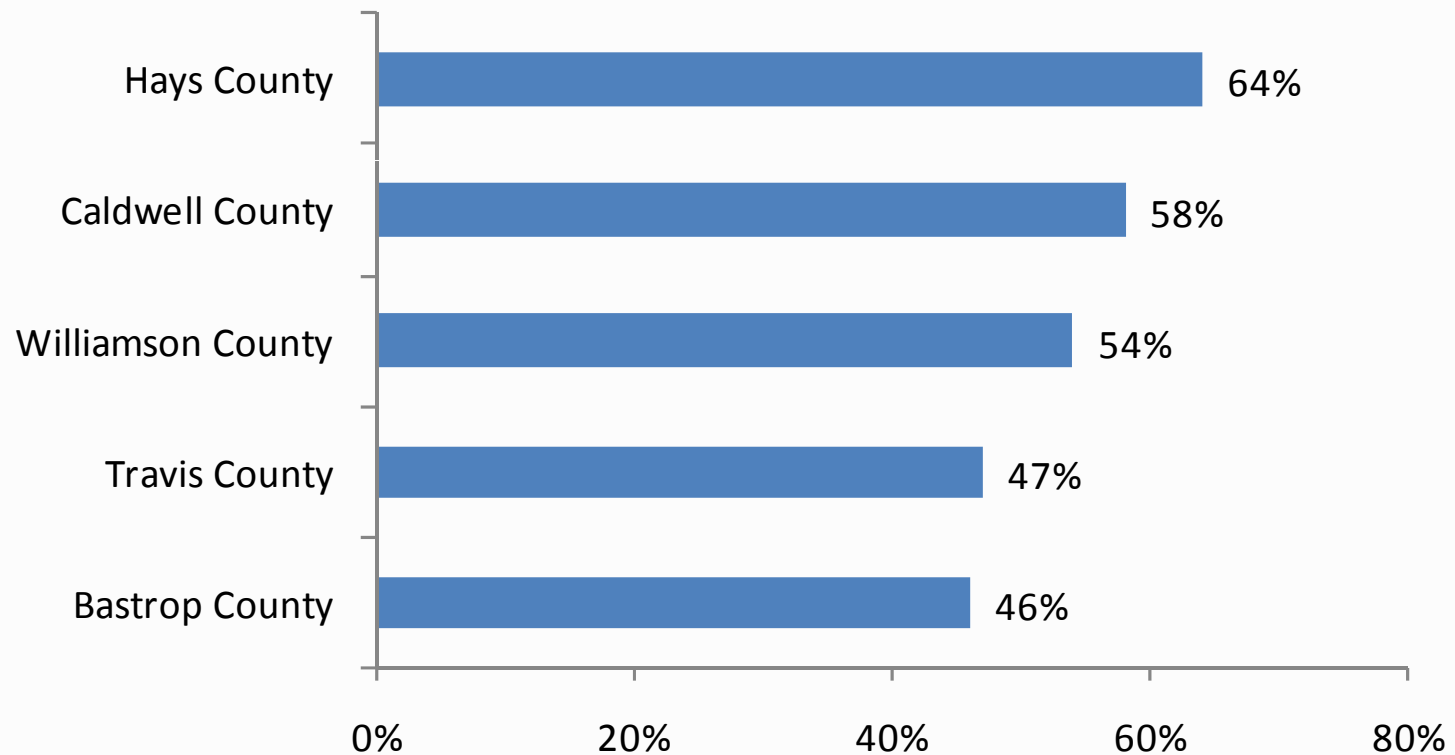
## Educational Attainment

Race/Ethnicity	Median Earnings for Full-Time Workers	
	Men	Women
Asian	\$61,911	\$44,800
Black	\$38,041	\$31,243
Hispanic	\$30,233	\$27,011
White	\$55,466	\$41,904



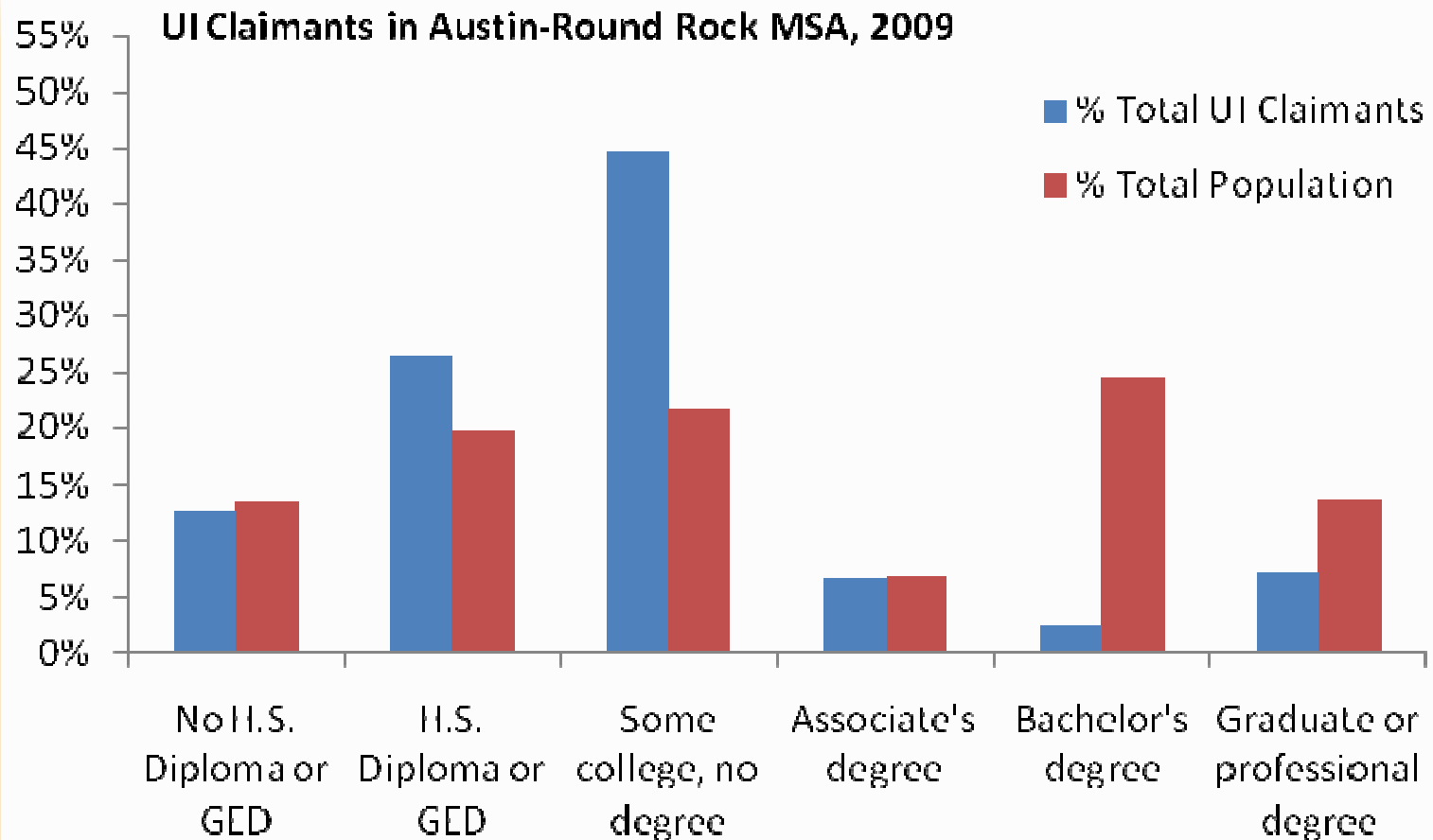
## Mobility

Percentage of Workers in County Who Live Outside County, 2008





# Unemployment



Source: U.S. Census Bureau, Workforce Solutions Capital Area, Workforce Solutions Rural Capital Area. Calculations by CAPCOG. UI is an abbreviation for unemployment insurance and may not represent the true unemployed population.



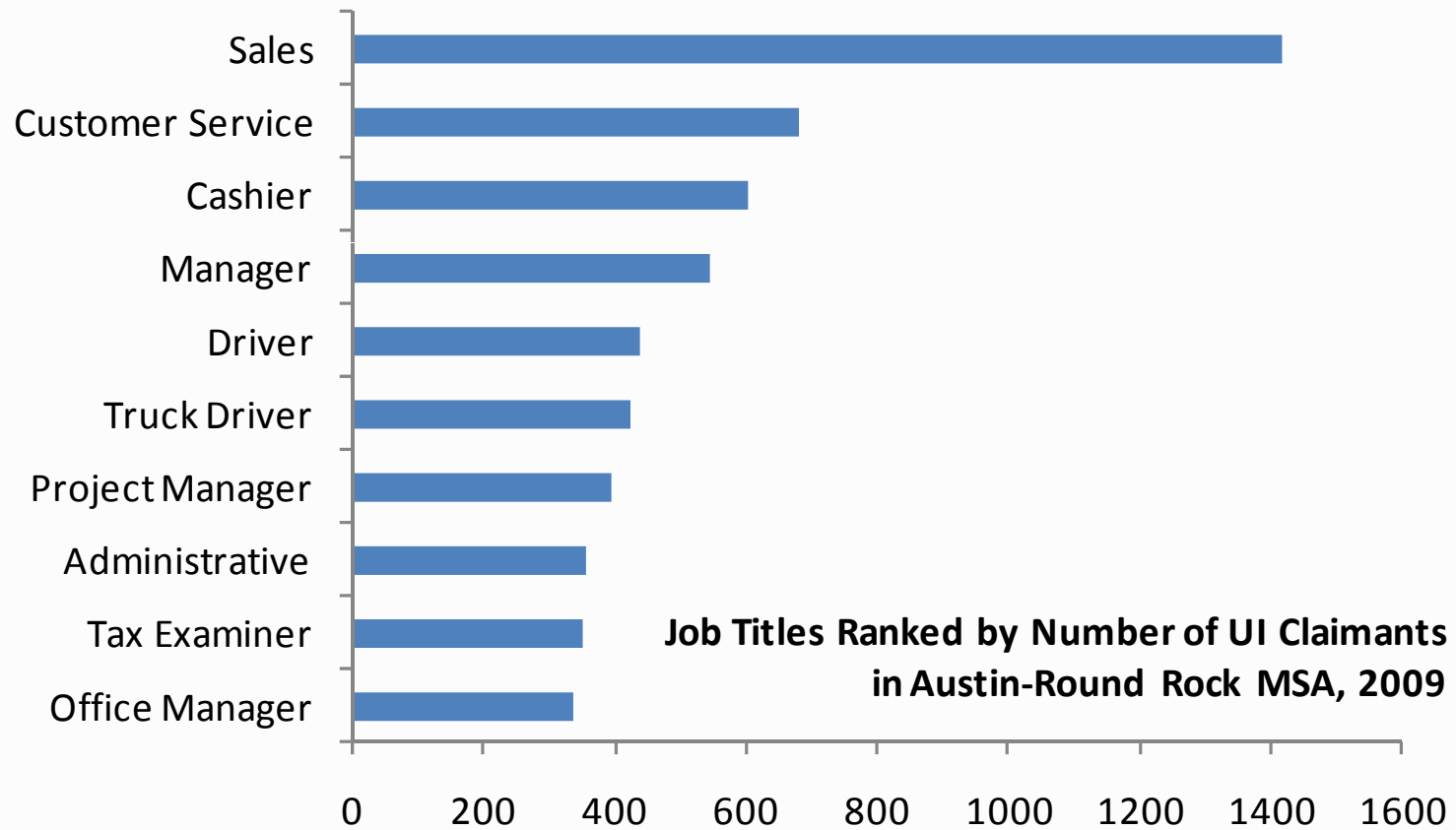
## Unemployment

Industry	UI Claimants 2009	% Total Claimants	% Total Employment
Temp Help Services	4,429	8.64%	1.26%
Computer/Software Wholesalers	1,937	3.78%	1.84%
Semiconductor Manufacturing	1,834	3.58%	1.05%
Engineering Services	1,280	2.50%	1.03%
Full-Service Restaurants	936	1.83%	3.19%
Custom Computer Programming	889	1.74%	1.03%
Limited-Service Restaurants	866	1.69%	2.33%
Computer Systems Design	608	1.19%	0.86%

Source: Workforce Solutions Capital Area, Workforce Solutions Rural Capital Area. Calculations by CAPCOG.  
UI is an abbreviation for unemployment insurance and may not represent the true unemployed population.



## Unemployment



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## Target Occupations, 2009-2019

Occupation	Exp. Annual Openings	Degrees/Certs Awarded 2008	Educational Requirement
Accountants and auditors	601	799	Bachelor
Elementary school teachers	544	184	Bachelor
Registered nurses	471	458	Associate
Computer systems analysts	324	378	Bachelor
Secondary school teachers	295	312	Bachelor
Comp software engineers	285	13	Bachelor
Network systems analysts	265	475	Bachelor
Middle school teachers	249	263	Bachelor
Computer support specialists	244	0	Associate

Source: U.S. Department of Education, EMSI. Table includes only the higher education institutions in Austin-Round Rock MSA reporting data to DOE and made available in the National Center for Education Statistics publicly accessible database (IPEDS). Not all target occupations are shown. Contact Workforce Solutions Capital Area and Workforce Solutions Rural Capital Area for complete lists.



## Health Care/Biotechnology

- 2,916 establishments
- 64,312 jobs
- Hospitals and physicians offices account for 49% of jobs
- 35% job growth projected, 2009-19
- 58% require postsecondary degree



## Health Care/Biotechnology, 2009-19

Occupation	Expected Job Growth	Median Wage	Educ/Training Requirement
Registered nurses	1,968	\$27.52	Associate
Medical assistants	1,333	\$13.69	Mod training
Physicians and surgeons	1,191	\$100.33	First prof degree
Nursing aides	873	\$10.79	Vocational award
Secretaries	795	\$12.88	Mod training
Home health aides	719	\$9.20	Short training
Office clerks	679	\$10.74	Short training
Dental assistants	658	\$16.58	Mod training
First-line supervisors	631	\$22.11	Exp related field

Source: EMSI. Includes full-time and part-time jobs. Median wage data is for 2009.



## Renewable Energy

- 5,298 establishments
- 73,874 jobs
- Management/technical consulting is largest sector (26%)
- 40% job growth projected, 2009-19
- 44% require postsecondary degree



## Renewable Energy, 2009-19

Occupation	Expected Job Growth	Median Wage	Educ/Training Requirement
Management analysts	3,463	\$22.20	Degree plus exp
Construction laborers	1,757	\$12.87	Mod training
Heating/AC mechanics	1,107	\$18.30	Long training
First-line supervisors	1,045	\$23.93	Exp related field
Electricians	1,011	\$18.52	Long training
Construction managers	957	\$24.80	Bachelor
Plumbers	925	\$21.45	Long training
Civil engineers	822	\$31.95	Bachelor
Executive secretaries	798	\$16.90	Mod training

Source: EMSI. Includes full-time and part-time jobs. Median wage data is for 2009.



## IT, Computers, Digital/Creative Media

- 2,642 establishments
- 49,311 jobs
- Computer systems design is largest (43%) and fastest growing sector
- 16% job growth projected, 2009-19
- 69% require postsecondary degree



## IT, Comp, Digital/Creative, 2009-19

Occupation	Expected Job Growth	Median Wage	Educ/Training Requirement
Comp soft engineers, apps	1,517	\$41.92	Bachelor
Comp soft engineers, systems	1,070	\$41.96	Bachelor
Computer systems analysts	836	\$30.36	Bachelor
Network systems analysts	722	\$24.00	Bachelor
Computer support specialists	647	\$18.62	Associate
Network administrators	378	\$26.51	Bachelor
Customer service reps	328	\$13.60	Mod training
Computer programmers	319	\$32.13	Bachelor
Management analysts	254	\$22.20	Degree plus exp

Source: EMSI. Includes full-time and part-time jobs. Median wage data is for 2009.



## Recommendations

Sustainability

Equity

Competitiveness



## Recommendations

- Education system (k-16) must understand that it is part of the part of the workforce delivery chain. School must be aligned to work.
- ISDs should place a greater emphasis on Career and Technology education.
- Area ISDs and ACC should explore collaborating on the establishment of a regional career and technology education and training center.



## Recommendations

- Increase support for Adult Basic Education (ABE) and English as a Second Language (ESL) programs.
- ABE and ESL programs must integrate literacy and occupational skills training.
- Increase awareness of the region's driver industries and the available occupations – career paths within each.
- Define and support career ladders that take lower skilled workers to higher wage, high demand rungs.



## Recommendations

- Increase enrollments and completion rates in post-secondary certificate and degree programs that match labor needs.
- Increase funding and access to mid-career training (continuous learning).
- Increase minority participation in education and workforce development activities and access to high demand jobs/careers.



## Recommendations

- Establish a collaborative infrastructure between workforce development, education and economic development.
- Develop a region-wide human capital strategy with a regional economic growth strategy.
- Establish a locally funded workforce education and training fund.



## Key Workforce Indicators

- % of population 25 years of age and older with a high school diploma.
- % of population 25 years of age and older with at least some post-secondary education.
- % of population age 18 to 24 with a post-secondary certificate or degree.
- % of post-secondary degrees awarded in science and engineers.
- Labor force participation rate.



## Key Workforce Indicators

- % of students graduating high school.
- % of students graduating high school college and work ready.



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