



LABOR MARKET DATA AND RESOURCES: THE LIFELONG LEARNER

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PRESENTATION HIGHLIGHTS

- Labor Market Data
- Tools and Resources to Plan for the Future
- Overcoming Significant Barriers to Employment
- Q&A and Closing



LIFELONG LEARNER'S AMBITION

“You are never too old to
set another goal, or to
dream a new dream”

(C.S. Lewis)



LABOR MARKET DATA

- Industry Changes from 1990-2019
- Top 15 Occupations in Texas



DATA



KNOWLEDGE



ACTION

INDUSTRY CHANGES BY REGION: 1990-2019



Ranked by QCEW average weekly wages for that industry

TOP 15 STATEWIDE OCCUPATIONAL TRENDS

REGISTERED NURSE



- TX Employment Rate: +24.12%
- Wages (2018): \$54,346 to \$82,164

HEAVY & TRACTOR-TRAILER DRIVER



- TX Employment Rate: +17.43%
- Wages (2018): \$30,471 to \$52,646

Data Retrieved from Texas Career Check and Texas Wages

STATEWIDE OCCUPATIONAL TRENDS

GENERAL AND OPERATIONS MANAGER



- TX Employment Rate: +18.92%
- Wages (2018): \$52,473 to \$162,564

ELEMENTARY SCHOOL TEACHERS/ EXC. SPED



- TX Employment Rate: +20.41%
- Wages (2018): \$44,182 to \$62,688

STATEWIDE OCCUPATIONAL TRENDS

ACCOUNTANTS & AUDITORS



- TX Employment Rate: +18.89%
- Wages (2018): \$49,702 to \$95,446

SECONDARY SCHOOL TEACHERS/ EXC. SPED & CTE



- TX Employment Rate: +20.55%
- Wages (2018): \$45,734 to \$64,418

STATEWIDE OCCUPATIONAL TRENDS

SALES REPRESENTATIVES, SERVICES, ALL OTHER



- TX Employment Rate: +18.36%
- Wages (2018): \$28,566 to \$77,308

SOFTWARE DEVELOPERS, APPLICATIONS



- TX Employment Rate: +33.27%
- Wages (2018): \$74,479 to \$125,895

STATEWIDE OCCUPATIONAL TRENDS

SALES REPRESENTATIVES, WHOLESALE & MANUFACTURING



- TX Employment Rate: +15.75%
- Wages (2018): \$34,144 to \$87,915

SUPERVISORS OF RETAIL SALES WORKERS



- TX Employment Rate: +13.87%
- Wages (2018): \$28,841 to \$53,928

STATEWIDE OCCUPATIONAL TRENDS

SUPERVISORS OF CONSTRUCTION & EXTRACTION WORKERS



- TX Employment Rate: +19.99%
- Wages (2018): \$44,927 to \$80,886

MIDDLE SCHOOL TEACHERS EXC. SPED & CTE



- TX Employment Rate: +20.55%
- Wages (2018): \$43,947 to \$62,889

STATEWIDE OCCUPATIONAL TRENDS

LICENSED PRACTICAL & VOCATIONAL NURSES



- TX Employment Rate: +19.05%
- Wages (2018): \$37,816 to \$51,580

SUPERVISORS OF OFFICE & ADMINISTRATIVE WORKERS



- TX Employment Rate: +10.47%
- Wages (2018): \$37,437 to \$70,649

STATEWIDE OCCUPATIONAL TRENDS

ELECTRICIANS



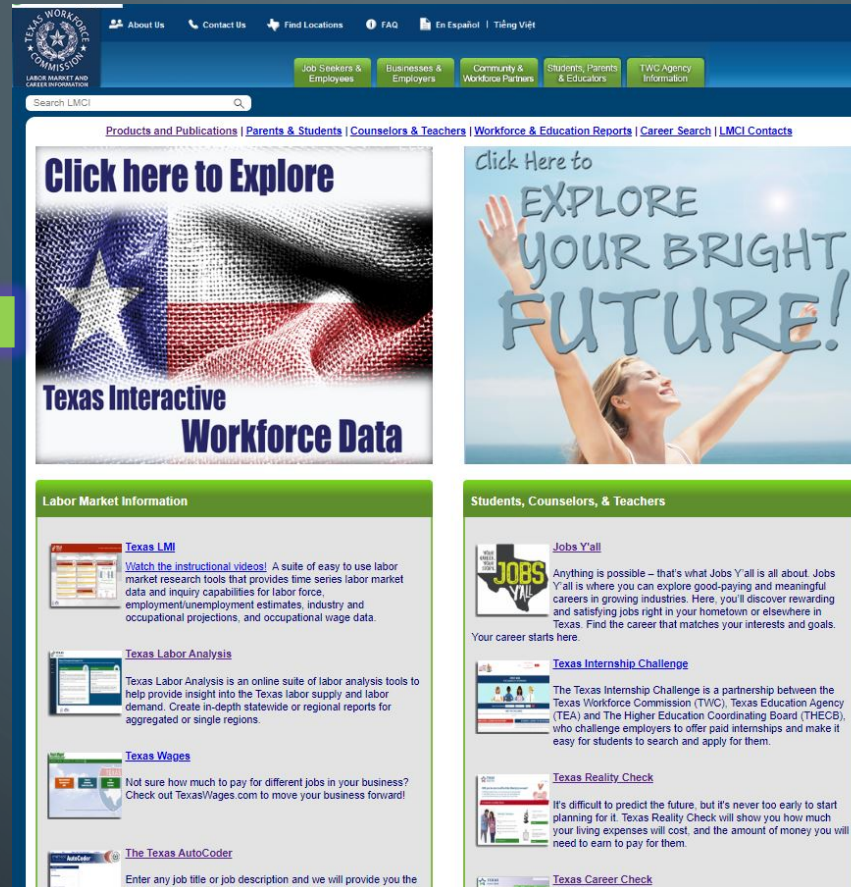
- TX Employment Rate: +17.30%
- Wages (2018): \$33,395 to \$59,768

Data Retrieved from Texas Career Check and Texas Wages

LABOR MARKET TOOLS & RESOURCES



Texascareercheck.com



Lmci.state.tx.us

Texaswages.com



CAREER ASSESSMENTS

- My Next Move
- Interest Profiler
- Myers-Briggs

MY NEXT MOVE     

O*NET Interest Profiler

Progress:  Page 1 of 5
0 of 60 questions

1.      Build kitchen cabinets

2.      Lay brick or tile

3.      Develop a new medicine

4.      Study ways to reduce water pollution

5.      Write books or plays

6.      Play a musical instrument

7.      Teach an individual an exercise routine

8.      Help people with personal or emotional problems

9.      Buy and sell stocks and bonds

10.      Manage a retail store

11.      Develop a spreadsheet using computer software

12.      Proofread records or forms

Back **Start** **Interests** **Results** **Job Zones** **Careers** **Next**

 My Next Move is sponsored by the U.S. Department of Labor, Employment & Training Administration, and developed by the National Center for O*NET Development.

TEXAS Career Check

HOME **EXPLORE CAREERS** **EXPLORE EDUCATION**






INTEREST PROFILER

A fun activity to do before exploring the world of work. Take a few minutes to answer 60 questions to identify occupations relevant to your likes and interests. Your results will lead you to a list of occupations for you to explore.

There are 4 pages of 15 questions each. You will have to answer all 15 questions in order to move to the next group of questions.

Already Completed The Interest Profiler?
[Please enter your interest profiler scores](#)

Interest Profiler: 0 of 60 questions answered.

Interest Profiler Questions	 Strongly Dislike	 Dislike	 Unsure	 Like	 Strongly Like
✓ 1. Build kitchen cabinets	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
✓ 2. Lay brick or tile	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
✓ 3. Develop a new medicine	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
✓ 4. Study ways to reduce water pollution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
✓ 5. Write books or plays	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
✓ 6. Play a musical instrument	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
✓ 7. Teach an individual an exercise routine	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
✓ 8. Help people with personal or emotional problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
✓ 9. Buy and sell stocks and bonds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
✓ 10. Manage a retail store	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
✓ 11. Develop a spreadsheet using computer software	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
✓ 12. Proofread records or forms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
✓ 13. Repair household appliances	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

HumanMetrics
TRY YOUR TRAITS BEFORE TRYING FATE

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Personality Test - Jung, Briggs Myers Types
Take free, tried-and-true personality test to identify your Jung, Briggs Myers personality type and obtain its description. Discover career choices and schools suitable for your type. [Read more...](#)
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Jung Marriage Test™
Are you compatible with your soul mate? Looking for a perfect dating partner? Will you have a good, stable relationship? Find the answer by taking the Jung Marriage Test™. [Read more...](#)
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Entrepreneur Quiz™
Starting up or running a business? Determine the size and kinds of businesses and franchises that are most favorable for you with HumanMetrics Entrepreneur Quiz™. [Read more...](#)
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Role Model Quiz™
Whether intentionally or not, we attempt to emulate our role model's behavior, regardless of how our own traits match up with theirs. It is easier when we have a role model whose important personality traits are similar to our own. Use the Role Model Quiz™ to find a role model who shares your personality traits.
Take the quiz (\$3) » | [About Role Model Quiz™](#) »

Risk Attitudes Profiler™
Why does trouble always find you? Can you control your fortunes? How can you leverage the knowledge of your "risk attitude profile"? You'll find the answers to these and many other similar questions in the Risk Attitudes Profiler™. [Read more...](#)
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Career Development Assessment
Leverage your personality traits for your success in the workplace, in business, or in a team setting. Complete career development assessment now to obtain your personal Career Development profile.
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Visionary-Pragmatist Quiz™
Are you a person with a clear, distinct vision of the future? Can you easily foresee how things are going to develop? Or perhaps your strong feature is a sense of reality and you prefer to be concerned mostly with day-to-day matters. Discover whether you are a visionary or a pragmatist now!
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Assertiveness Test
Do you actively struggle for your rights and defend your views and opinions, or do you tend to give up defending your rights and comply with the rules imposed on you? Discover how assertive you are and learn how to assert yourself with the Assertiveness Test.
Take the test (\$3) » | [About Assertiveness test](#) »

Morals Test
Do you adhere to high moral standards all the time or do you change your moral standards based on...

Organizations and Business Users
Apply advanced Jung's, Briggs Myers' typology for pre-employment assessment, team building, personal and...

WORK IN TEXAS: JOB SEARCHING AND RESUME DEVELOPMENT






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666,560
Job Openings

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106
Jobs Posted Today


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1,416,568
Active Résumés

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Tweets by @TXWorkforce

**Texas Workforce Commission** @TXWorkforce
Yes! 🎉
We help businesses 🏢 their staff for #free.
We help colleges 🎓 their programs for free.
We help students start their careers!

Let us know if you're interested in the #SkillsDevelopmentFund!
<https://twitter.com/pmimd/status/1215739261082853379>

1s

News and Announcements



3 CLUSTERED GROUPS OF BARRIERS TO EMPLOYMENT

- **Human capital barriers:** low skill level, low literacy, language barriers, limited work experience
- **Health challenges:** Psychological, physical, sensory
- **Situational barriers:** Criminal background, lack of support system, lack of childcare

HUMAN BARRIERS TO EMPLOYMENT: LOW SKILL LEVEL

- Meeting under performance measures appropriate to a student's/employee's expected skill level based on their experience and education.
- **The Goal:** To improve skillset to meet and accomplish tasks in the learning and working environment



STRATEGIES TO OVERCOMING LOW SKILL LEVEL

- Develop Awareness in Skills Needed to Acquire
- Engage in DELIBERATE Practice
- Set specific and challenging goals to meet desired skill level (90% increase in success rate in goal attainment) (Latham, 2012).
- Encourage constructive feedback and individual accountability in reaching goals

A close-up photograph of a hand holding a black marker, writing the words "IMPROVE YOUR SKILLS!" in bold, black, uppercase letters on a white surface. The text is underlined with a thick red line.



HUMAN BARRIERS TO EMPLOYMENT: LOW LITERACY

- Low ability to read and write that is expected according to an individual's education and experience.
- **The Goal:** To improve literacy areas that promotes further education and career readiness.

STRATEGIES/RESOURCES TO OVERCOMING LOW LITERACY



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HUMAN BARRIERS TO EMPLOYMENT: LANGUAGE BARRIERS

- Limitations in speaking and/or understanding a language communicated by the majority within a learning and working environment.
- **The Goal:** To obtain employment with current language proficiency and/or to improve in English proficiency for future employment and educational opportunities.





STRATEGIES TO OVERCOMING LANGUAGE BARRIERS

- Explore and tap into resources— English as a Second Language classes and networking channels.
- Texas Workforce Commission Adult Education & Literacy program
- Tap into a network of like-language speaking individuals
- Local Workforce Solutions offices— resources, seminars, and education/employment assistance

HEALTH BARRIERS TO EMPLOYMENT: PSYCHOLOGICAL

- Increased challenges in obtaining and/or maintaining employment, or successful completion of educational program.
- **The Goal:** To be compliant with treatment, or to commit to activities that will improve quality of life in education and employment that promotes a healthy work-life balance to strengthen overall sense of well-being.

Overcoming Psychological Barriers



STRATEGIES TO OVERCOMING PSYCHOLOGICAL BARRIERS

- Explore support groups
- Practice self-affirmation and goal reframing (Jury, et al., 2017).
- Adopt a “ME” day!
- Career Assessments for self-discovery

HEALTH BARRIERS TO EMPLOYMENT: ABILITY

- Challenges individuals experience due to injury, limited movements, hearing, vision, and/or stamina that affect, or alter daily living and work.
- **The Goal:** To equip individuals with tools and resources to independently participate in educational programs and to gain and maintain employment.





STRATEGIES TO OVERCOMING ABILITY LIMITATIONS

- Assistive Technology (Prosthetics, motorized wheelchairs, Screen reader/magnifier software, VoiceOver, Seeing AI smartphone application)
- Access resources such as Vocational Rehabilitation with the Texas Workforce Commission
- Join advocacy groups for networking
- Student Accommodation Offices

Remember: It's not WHAT you can do, but HOW you can do it!

SITUATIONAL BARRIERS TO EMPLOYMENT: CRIMINAL HISTORY

- Challenges an individual experiences in securing employment or participating in a training program as a result of convictions on their criminal record.
- **The Goal:** To rebuild one's reputation and to obtain and maintain employment despite criminal convictions and past mistakes.

A photograph of a "REQUEST FOR CRIMINAL BACKGROUND CHECK" form on a wooden desk. The form includes sections for "Personal Information" (Name, Address, E-Mail, City, State, Zip, Home Telephone, Other Telephone) and "Services needed". A blue pen is resting on the form. In the background, a blue cup and a calculator are visible.

Personal Information	
Name (Last)	(First) (Middle Initial) (Last)
Address (Mailing Address)	(City) (State) (Zip)
E-Mail Address	Home Telephone
	Other Telephone
Services needed	
Education (GED) Test Passed? Yes No	
Major Subject	

STRATEGIES TO OVERCOMING CRIMINAL HISTORY

- Change the lingo: Convicted ~~Felon~~ Judicially Involved Individual (JII)
- Rebuilding reputation and coping with external judgement
- Discuss the mistake (conviction) and what they learned from it in an interview setting if/when asked
- Pursue training that is open to second chances and are background friendly
- Workforce Solutions office and programs





NEGATIVITY BIAS AND HUMAN TENDENCY

WHAT WE CAN'T DO

- Use to identify areas needed for growth
- Emphasis on weaknesses can underestimate strengths
- Used to develop specific, achievable, challenging goals

WHAT WE CAN DO

- Emphasizes strengths despite challenges
- Emphasis on strengths can underestimate weaknesses
- Enables to use of strengths to carry out tasks and achieve goals

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Labor Market Career Information

Texas Workforce Commission

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Thank you

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Jury, M., Smeding, A., Stephens, J., Aelenei, C., & Darnon, C. (2017). The Experience of Low-SES Students in Higher Education: Psychological Barriers to Success and Interventions to Reduce Social-Class Inequality. *Journal of the Society for the Psychological Study of Social Issues* 73(1), 23-41.

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