

Heart of Texas Targeted Occupations Guide

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Degree and Certification Programs Legend

ESC – Education Service Center Region 12.

Training center located in Waco.

Hill – Hill College. *Local campus in Hillsboro. Additional campuses located outside Heart of Texas region.*

MCC – McLennan Community College. *Campus located in Waco.*

Navarro – Navarro College. *Local campus in Mexia. Additional campuses located outside Heart of Texas region.*

TSTC – Texas State Technical College. *Local campus in Waco. Additional campuses located outside Heart of Texas region.*

Menu of Workforce Solutions

Job Seeker Services

Workforce Solutions assists Job Seekers in all of the following ways:

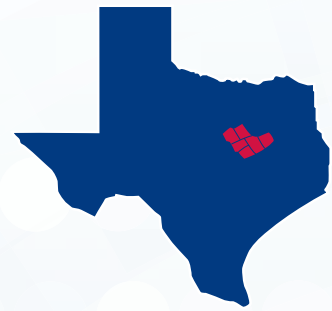
- Assistance with job searches, career exploration, skill building activities, and unemployment information
- Free job searches
- Job application assistance and job referrals
- Veteran services available
- Supportive services including child care and training assistance
- Consumer information on the quality of educational and training providers

Youth Services

Workforce Solutions assists youth in all of the following ways:

- Tutoring that helps youth to complete high school, GED, and post-secondary education
- Job readiness skills
- Soft skills, such as professionalism and timekeeping
- Locating and retaining employment
- Annual career exploration and employment event

To learn more about services offered by Workforce Solutions for the Heart of Texas, visit: www.hotworkforce.com



Heart of Texas Targeted Occupations Guide: An Introduction

Workforce Solutions for the Heart of Texas is dedicated to growing the vital industries and occupations that comprise the Heart of Texas workforce. This document outlines the high-growth, high-demand targeted occupations within the Heart of Texas region. The Heart of Texas Workforce Development Board, Inc. compiled this list through an in-depth labor market and career information analysis using data from the Texas Workforce Commission Labor Market and Career Information website and the U.S. Department of Labor O*NET website.

More specifically, this report was designed to provide information to assist residents make career choices. A description of each high-growth occupation includes:

- A brief summary of what the job entails, type of work it includes, and the typical work conditions
- The method of entry into the specific field of work
- Degree and certification programs through local colleges, if applicable
- Starting salary and growth for the occupation

Through these target occupations, Workforce Solutions for the Heart of Texas is committed to improving and growing our local economy and workforce, which means providing Job Seekers like you the tools you need to find your dream job and reach your goals.

Data Sources:

Texas Workforce Commission / Labor Market and Career Information:
<https://linci.state.tx.us>

U.S. Department of Labor / Employment and Training Administration: O*NET OnLine, <https://www.onetonline.org>

The Heart of Texas Targeted Occupations Guide refers to the "Heart of Texas area" or "region" which serves the counties of Bosque, Falls, Freestone, Hill, Limestone, and McLennan.



Aircraft Mechanic and Service Technician

\$29,120

Aircraft Mechanics and Service Technicians diagnose, adjust, repair, or overhaul aircraft engines and assemblies, such as hydraulic and pneumatic systems. Includes helicopter and aircraft engine specialists.



Starting Salary

\$29,120



Occupation Growth Over 10 Years

12.6%



Training Programs

- TSTC – Aircraft Airframe Technology [↗](#)
- TSTC – Aircraft Powerplant Technology [↗](#)

Read more about this occupation at:

<https://www.onetonline.org/link/summary/49-3011.00>

Method of Entry

- A high school diploma or GED is typically required.
- Some previous work-related skill, knowledge, or experience is preferred by employers.
- Required prior experience, such as an apprenticeship, may also be required.
- 2+ years of professional experience is a common requirement for employment.



Aircraft Structure, Surface, Rigging, and System Assembler

Aircraft Structure, Surfaces, Rigging, and Systems Assemblers, also called Sheet Metal Assembler and Riveter (SMAR), Structures Technician, Helicopter Mechanic, Aircraft Line Assembler, Assembly Riveter, Helicopter Technician, Line Assembler, or Structures Mechanic, is classified as an occupation whose job duties rely on moderate use of technology. These workers assemble, fit, fasten, and install parts of airplanes, space vehicles, or missiles, such as tails, wings, fuselage, bulkheads, stabilizers, landing gear, rigging and control equipment, or heating and ventilating systems.



Starting Salary

Not Specified



Occupation Growth Over 10 Years

Not Specified



Training Programs

TSTC – Aircraft Airframe Technology [↗](#)
TSTC – Aircraft Powerplant Technology [↗](#)

Read more about this occupation at:

<https://www.onetonline.org/link/summary/51-2011.00>

Method of Entry

- A high school diploma or GED is typically required.
- Some previous work-related skill, knowledge, or experience is preferred by employers.
- Required prior experience may include a few months to one year.
- A recognized apprenticeship program may be associated with these occupations.
- Training programs are available for these occupations.



Avionics Technician

Avionics Technicians repair and maintain components used for aircraft navigation and radio communications, weather radar system, and other instruments and computers that control flight, the engine, and other primary functions. These systems are an integral part of aircraft design and have vastly increased efficiency, capability, and reliability of modern aircraft.



Starting Salary

Not Specified



Occupation Growth Over 10 Years

Not Specified



Training Programs

TSTC – Avionics Technology [↗](#)

Read more about this occupation at:

<https://www.onetonline.org/link/summary/49-2091.00>

Method of Entry

- Must be at least 18 years of age.
- Fluency in English is required.
- A high school diploma or GED is typically required.
- Training occurs via an FAA-certified Aviation Maintenance Technician School.



Bus and Truck Mechanic and Diesel Engine Specialist

\$29,120

Bus and Truck Mechanics and Diesel Engine Specialists repair and maintain the diesel engines that power transportation equipment. Some diesel technicians and mechanics also work on other heavy vehicles and mobile equipment, including bulldozers, cranes, road graders, farm tractors, and combines. Other technicians repair diesel-powered passenger automobiles, light trucks, or boats.



Starting Salary

\$29,120



Occupation Growth Over 10 Years

15.1%



Training Programs

TSTC – Diesel Equipment Technology [↗](#)

Read more about this occupation at:

<https://www.onetonline.org/link/summary/49-3031.00>

Method of Entry

- High school courses in automotive repair, electronics, English, mathematics, and physics provide a strong foundation.
- Completion of vocational school training is typically required.
- Additional licensing, including passing an examination, may also be required.



Computer User Support Specialist

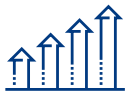
\$29,120

Computer Support Specialists provide technical assistance to computer users, including answering questions or resolving computer problems for clients in person, via telephone, or electronically. Specialists may provide assistance concerning the use of computer hardware and software, including printing, installation, word processing, electronic mail, and operating systems.



Starting Salary

\$29,120



Occupation Growth Over 10 Years

13.2%



Training Programs

Hill – Computer Science 

TSTC – Business Applications Programming 

TSTC – Computer Networking & Systems

Administration 

TSTC – Computer Programming Technology 

TSTC – Cloud & Data Center Management 

Read more about this occupation at:

<https://www.onetonline.org/link/summary/15-1151.00>

Method of Entry

- Must be at least 18 years of age.
- Fluency in English is required.
- A high school diploma or GED is typically required.
- Training occurs via an FAA-certified Aviation Maintenance Technician School.



Computer-Controlled Machine Tool Operator, Metal and Plastic

Computer-Controlled Machine Tool Operators use computer numerically controlled (CNC) machines to cut and shape precision products, such as automobile, aviation, and machine parts. CNC machines operate by reading the code included in a computer-controlled module, which drives the machine tool and performs the functions of forming and shaping a part formerly done by machine operators.



Starting Salary

Not Specified



Occupation Growth Over 10 Years

Not Specified



Training Programs

TSTC – Precision Machining Technology [↗](#)

Read more about this occupation at:

<https://www.onetonline.org/link/summary/51-4011.00>

Method of Entry

- The amount and type of education/training needed depends on the type of job.
- Entry-level CNC machine operators may need some on-the-job training.
- A high school diploma or GED is typically required.
- Additional vocational school courses may be required.
- Apprenticeship programs consisting of training and instruction may be required.



Dental Assistant

\$29,120

Dental Assistants work closely with, and under the supervision of, dentists. They assist dentists with a variety of patient care, patient and equipment set-up, and record keeping. Dental assistants should not be confused with the more highly skilled Dental Hygienists, who are licensed to perform clinical tasks.



Starting Salary

\$29,120



Occupation Growth Over 10 Years

19.6%



Training Programs

Not Specified

Read more about this occupation at:

<https://www.onetonline.org/link/summary/31-9091.00>

Method of Entry

- Most programs take one year to complete and lead to a certificate or diploma.
- Two-year programs offered at community colleges lead to an associate degree.
- A high school diploma or GED is required.
- Completion of preclinical instruction is typically required.



Electric Power-Line Installer and Repairer

\$37,440

Electrical Power-Line Installers and Repairers, also called line erectors, install and maintain the networks of power lines that go from generating plants to the customer. All line installers construct new lines by erecting utility poles and towers, or digging underground trenches, to carry the wires and cables.



Starting Salary

\$37,440



Occupation Growth Over 10 Years

Not Specified



Training Programs

TSTC – Electrical Lineworker Technology [↗](#)

Read more about this occupation at:

<https://www.onetonline.org/link/summary/49-9051.00>

Method of Entry

- High school courses in automotive repair, electronics, English, mathematics, and physics provide a strong foundation.
- Completion of vocational school training is typically required.
- Additional licensing, including passing an examination, may also be required.



Electrical and Electronics Engineering Technician

\$52,000

Electrical and Electronic Engineering Technicians apply electrical and electronic theory and related knowledge, usually under the direction of engineering staff, to design, build, repair, calibrate, and modify electrical components, circuitry, controls, and machinery for subsequent evaluation and use by engineering staff in making engineering design decisions.



Starting Salary

\$52,000



Occupation Growth Over 10 Years

Not Specified



Training Programs

TSTC – Electrical Power & Controls 

TSTC – Industrial Maintenance 

TSTC – Instrumentation Technology 

Read more about this occupation at:

<https://www.onetonline.org/link/summary/17-3023.00>

Method of Entry

- A 2-year associate degree in engineering technology is typically required.
- Completion of related college courses may be beneficial in obtaining employment.
- Additional specialized training may be required.
- Good communication skills and ability to work well with others is important.



Electrician

\$31,200

Electricians bring electricity into homes, businesses, and factories. They install and maintain the wiring, fuses, and other components through which electricity flows. Many electricians also install and maintain electrical machines in factories.



Starting Salary

\$31,200



Occupation Growth Over 10 Years

14.1%



Training Programs

TSTC – Electrical Construction Technology 

Read more about this occupation at:

<https://www.onetonline.org/link/summary/47-2111.00>

Method of Entry

- Completion of an apprenticeship is typically required.
- A combination of on-the-job training and classroom instruction is preferred.
- Obtaining a State license and passing an electrical theory exam is required.
- Good color vision is highly desirable.



Firefighter

\$33,280

Firefighters control and extinguish fires and respond to emergency situations where life, property, or the environment is at risk. Duties may include fire prevention, emergency medical service, hazardous material response, search and rescue, and disaster assistance.



Starting Salary

\$33,280



Occupation Growth Over 10 Years

7.8%



Training Programs

Hill – Fire Protection Technology [↗](#)

Read more about this occupation at:

<https://www.onetonline.org/link/summary/33-2011.00>

Method of Entry

- Completion of vocational school, on-the-job experience, or an associate degree is required.
- Some previous work-related skill, knowledge, or experience is preferred by employers.
- At least 1-2 years of training is typically required.



First-Line Supervisor of Production and Operating Workers

\$35,360

First-Line Supervisors of Production and Operating Workers supervise and coordinate the activities of inspectors, precision workers, machine setters and operators, assemblers, fabricators, and plant and system operators. They plan and establish work schedules, assignments, and production sequences to meet production goals. First line supervisors interpret specifications, blueprints, job orders, and company policies and procedures for workers, and confer with management or subordinates to resolve worker problems, complaints, or grievances.



Starting Salary

\$35,360



Occupation Growth Over 10 Years

9.1%



Training Programs

TSTC – Building Construction Technology 

Read more about this occupation at:

<https://www.onetonline.org/link/summary/51-1011.00>

Method of Entry

- Obtaining a college degree or taking relevant college courses is desirable.
- Some previous work-related skill, knowledge, or experience is preferred by employers.
- Training programs are available for these occupations.



General and Operations Manager

\$47,840

General and Operations Managers plan, direct, or coordinate the operations of public or private sector organizations. Duties and responsibilities include formulating policies, managing daily operations, and planning the use of materials and human resources, but are too diverse and general in nature to be classified in any one functional area of management or administration, such as personnel, purchasing, or administrative services.



Starting Salary

\$47,840



Occupation Growth Over 10 Years

16.0%



Training Programs

Not Specified

Read more about this occupation at:

<https://www.onetonline.org/link/summary/33-2011.00>

Method of Entry

- Most of these occupations require a four-year bachelor's degree, but some do not.
- A considerable amount of work-related skill, knowledge, or experience is needed.
- A college degree is highly desirable.
- Licenses and/or certificates may be required for some occupations.
- Several years of on-the-job training or vocational experience is typically required.



Heating, Air Conditioning, and Refrigeration Mechanic and Installer

\$27,040

Heating, Air Conditioning, and Refrigeration Mechanics and Installers maintain, repair, and install systems which consist of many mechanical, electrical, and electronic components, such as motors, compressors, pumps, fans, ducts, pipes, thermostats, and switches. With heating, ventilation, air-conditioning, and refrigeration systems often being referred to as HVACR systems, these workers also may be called HVACR Technicians.



Starting Salary

\$27,040



Occupation Growth Over 10 Years

20.5%



Training Programs

TSTC – HVAC Technology [↗](#)

Read more about this occupation at:

<https://www.onetonline.org/link/summary/49-9021.00>

Method of Entry

- Completion of a technical or trade school vocational program is highly desirable.
- An exam covering electrical codes and HVACR-specific knowledge must be passed.
- All person working with refrigerants must be certified in their proper handling.
- Training programs are available for these occupations.



Heavy and Tractor-Trailer Truck Driver

\$29,120

Heavy and Tractor-Trailer Truck Drivers provide a link between manufacturers and consumers. Businesses, and occasionally individuals, contract with trucking and warehousing companies to pick up, transport, store, and deliver a variety of goods. The industry includes general freight trucking and specialized freight trucking.



Starting Salary

\$29,120



Occupation Growth Over 10 Years

11.5%



Training Programs

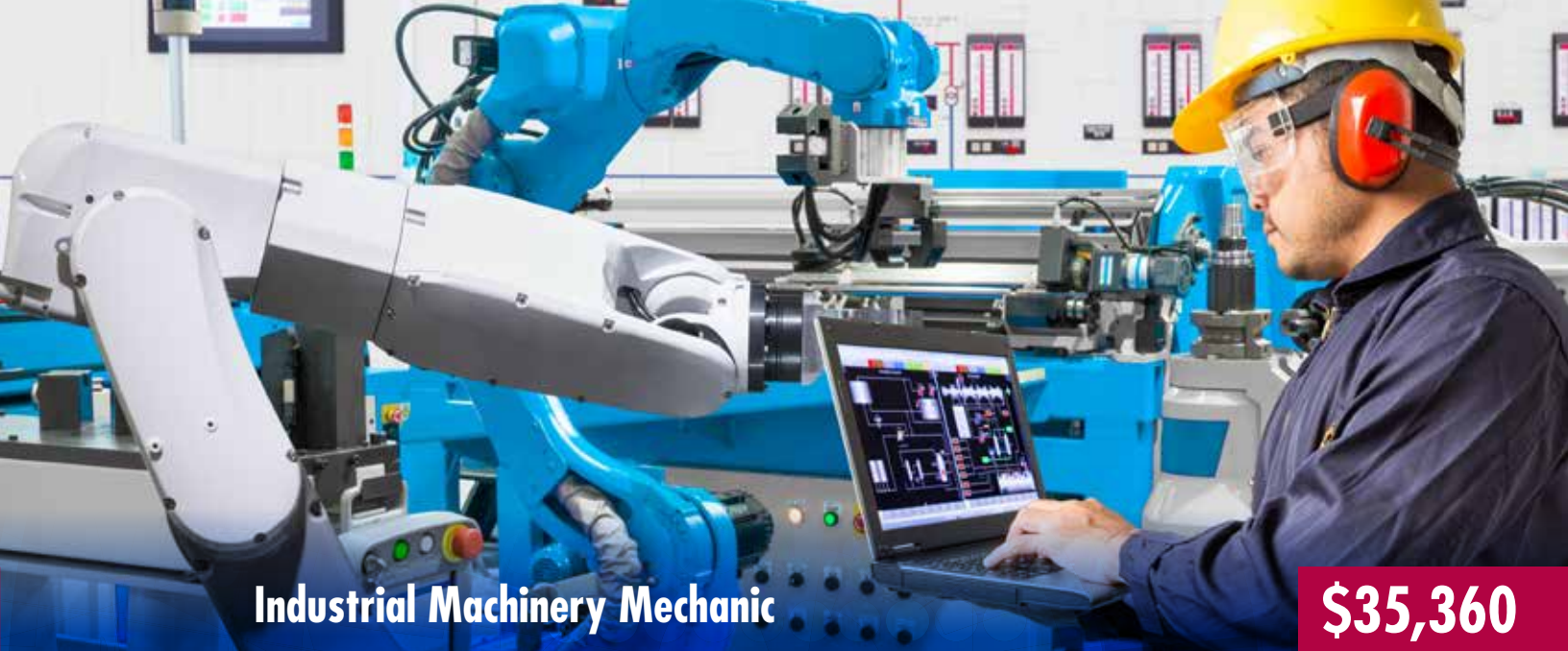
Not Specified

Read more about this occupation at:

<https://www.onetonline.org/link/summary/53-3032.00>

Method of Entry

- Attending a training school for truck drivers is one way to enter the occupation.
- A high school diploma or GED is typically required.
- Training programs are available for these occupations.



Industrial Machinery Mechanic

\$35,360

Industrial Machinery Mechanics are responsible for cleaning and lubricating machinery, performing basic diagnostic tests, checking performance, and testing damaged machine parts to determine whether major repairs are necessary. In carrying out these tasks, maintenance workers must follow machine specifications and adhere to maintenance schedules. Maintenance workers may perform minor repairs, but major repairs are generally left to machinery mechanics.



Starting Salary

\$35,360



Occupation Growth Over 10 Years

22.2%



Training Programs

Hill – Industrial Maintenance [↗](#)

TSTC – Facilities Maintenance & Management [↗](#)

TSTC – Industrial Maintenance [↗](#)

Read more about this occupation at:

<https://www.onetonline.org/link/summary/49-9041.00>

Method of Entry

- A high school diploma or GED is required.
- Some training in industrial technology is highly desirable.
- Completion of relevant postsecondary courses is preferred by employers.
- Training programs are available for these occupations.



Licensed Practical and Licensed Vocational Nurse

\$37,440

Licensed Practical and Licensed Vocational Nurses collect samples for testing, perform routine laboratory tests, and record food and fluid intake and output. They clean and monitor medical equipment, and occasionally help physicians and registered nurses perform tests and procedures. Some nurses help to deliver, care for, and feed infants. They also monitor their patients and report adverse reactions to medications or treatments.



Starting Salary

\$37,440



Occupation Growth Over 10 Years

7.3%



Training Programs

- Hill – Vocational Nursing Program [↗](#)
- Navarro – Vocational Nursing Program [↗](#)
- MCC – Associate Degree Nursing Program [↗](#)
- MCC – Vocational Nursing Program [↗](#)

Read more about this occupation at:

<https://www.onetonline.org/link/summary/29-2061.00>

Method of Entry

- Successfully passing a licensing exam is required.
- Completion of a State-approved practical nursing program is required.
- A high school diploma or GED is typically required.
- Continuing education credits are often available.
- Career-long learning is a distinct reality for these occupations.



Machinist

\$27,040

Machinists first review electronic or written blueprints or specifications for a job before they machine a part. Next, they calculate where to cut or bore into the workpiece—the piece of steel, aluminum, titanium, plastic, silicon or any other material that is being shaped. They determine how fast to feed the workpiece into the machine and how much material to remove. They then select tools and materials for the job, plan the sequence of cutting and finishing operations, and mark the workpiece to show where cuts should be made. After this layout work is completed, machinists perform the necessary machining operations.



Starting Salary

\$27,040



Occupation Growth Over 10 Years

16.4%



Training Programs

Hill – Industrial Maintenance [↗](#)

Read more about this occupation at:

<https://www.onetonline.org/link/summary/51-4041.00>

Method of Entry

- There are many different ways to enter these occupations.
- Some previous work-related skill, knowledge, or experience is preferred by employers.
- A mix of classroom and on-the-job training is very common.
- Additional coursework in mathematics, metalworking, and drafting is highly desirable.



Middle School Teacher, Ex Special/Career/Technical Ed

Middle School Teachers specialize in a specific subject, such as English, Spanish, mathematics, history, or biology. They also may teach subjects that are career oriented. In addition to conducting classroom activities, teachers oversee study halls and homerooms, supervise extracurricular activities, and accompany students on field trips. They also establish and enforce rules, adapt materials to meet students' varying needs, and prepare, administer, and grade tests and assignments to evaluate students' progress.



Starting Salary

Not Specified



Occupation Growth Over 10 Years

12.7%



Training Programs

Navarro – Education Program [↗](#)

MCC – Alternative Teacher Certification Program [↗](#)

Read more about this occupation at:

<https://www.onetonline.org/link/summary/25-2022.00>

Method of Entry

- Every teacher must have an academic major, as well as teacher training courses.
- Successfully pass the teacher certification tests for the subject/grade you wish to teach.



Operating Engineer and Other Construction Equipment Operator

\$27,040

Operating Engineers and Other Construction Equipment Operators use machinery to move construction materials, earth, and other heavy materials at construction sites and mines. They operate equipment that clears and grades land to prepare it for construction of roads, buildings, and bridges. They use machines to dig trenches to lay or repair sewer and other pipelines and hoist heavy construction materials.



Starting Salary
\$27,040



Occupation Growth Over 10 Years
15.0%



Training Programs
Not Specified

Read more about this occupation at:

<https://www.onetonline.org/link/summary/47-2073.00>

Method of Entry

- A high school diploma or GED is typically preferred.
- Completion of high school courses in automobile mechanics may be helpful.
- Some previous work-related skill, knowledge, or experience is preferred by employers.
- A commercial driver's license is required for some occupations.
- Being in good physical condition is required for some occupations.



Plumber, Pipefitter, and Steamfitter

\$29,120

Plumbers, Pipefitters, and Steamfitters install, maintain, and repair many different types of pipe systems. For example, some systems move water to a municipal water treatment plant and then to residential, commercial, and public buildings. Other systems dispose of waste, provide gas to stoves and furnaces, or provide for heating and cooling needs. Pipe systems in powerplants carry the steam that powers huge turbines. Pipes also are used in manufacturing plants to move material through the production process.



Starting Salary

\$29,120



Occupation Growth Over 10 Years

21.4%



Training Programs

- Hill – Welding Program [↗](#)
- TSTC – Plumbing & Pipefitting Technology [↗](#)
- TSTC – Welding Technology [↗](#)

Read more about this occupation at:

<https://www.onetonline.org/link/summary/47-2152.00>

Method of Entry

- There are many different ways to enter these occupations.
- Some previous work-related skill, knowledge, or experience is preferred by employers.
- Completion of career or technical school training programs is preferred.
- A mix of classroom and on-the-job training is very common.



Police and Sheriff's Patrol Officer

\$37,440

Police and Sheriff's Patrol Officers have general law enforcement duties, including maintaining regular patrols and responding to calls for service. Much of their time is spent responding to calls and doing paperwork. They may direct traffic at the scene of an accident, investigate a burglary, or give first aid to an accident victim. In large police departments, officers usually are assigned to a specific type of duty.



Starting Salary

\$37,440



Occupation Growth Over 10 Years

9.0%



Training Programs

- Hill – Criminal Justice [↗](#)
- Navarro – Criminal Justice [↗](#)
- MCC – Criminal Justice [↗](#)

Read more about this occupation at:

<https://www.onetonline.org/link/summary/33-3051.00>

Method of Entry

- Recruits attend a regional or State law enforcement academy for 12-14 weeks.
- Training includes classroom instruction in laws, ordinances, and investigation techniques.
- Recruits also receive training in patrol, traffic control, and use of firearms.
- Additional training in self-defense, first aid, and emergency response is provided.



Radiologic Technologist

\$56,160

Radiologic Technologists work with physicians, particularly radiologists, and other health care professionals preparing patients for examinations and performing X-rays. They also operate, adjust, and maintain equipment used to show portions of the human body on X-ray film or fluoroscopic screens.



Starting Salary

\$56,160



Occupation Growth Over 10 Years

14.1%



Training Programs

MCC – Radiologic Technology [↗](#)

Read more about this occupation at:

<https://www.onetonline.org/link/summary/29-2034.00>

Method of Entry

- State law requires a license for these occupations.
- Successfully completing the applicable training is required.



Registered Nurse

\$47,840

Registered Nurses (RNs), regardless of specialty or work setting, treat patients, educate patients and the public about various medical conditions, and provide advice and emotional support to patients' family members. RNs record patients' medical histories and symptoms, help perform diagnostic tests and analyze results, operate medical machinery, administer treatment and medications, and help with patient follow-up and rehabilitation.



Starting Salary

\$47,840



Occupation Growth Over 10 Years

14.8%



Training Programs

Hill – Nursing Program 
Hill – Vocational Nursing Program 
Navarro – Vocational Nursing Program 

MCC – Associate Degree Nursing Program 
MCC – Vocational Nursing Program 

Read more about this occupation at:

<https://www.onetonline.org/link/summary/29-1141.00>

Method of Entry

- A bachelor's degree, associate degree, and diploma are approved paths for these occupations.
- Completion of an accredited nursing program is required.



Respiratory Therapist

\$41,600

Respiratory Therapists assess, treat, and care for patients with breathing disorders, and also assume primary responsibility for all respiratory care modalities, including the supervision of respiratory therapy technicians. They initiate and conduct therapeutic procedures; maintain patient records; and select, assemble, check, and operate equipment.



Starting Salary

\$56,160



Occupation Growth Over 10 Years

20.0%



Training Programs

MCC – Respiratory Care Technology 

Read more about this occupation at:

<https://www.onetonline.org/link/summary/29-1126.00>

Method of Entry

- Completion of an associate degree is required.
- Training programs are available for these occupations.
- Postsecondary programs are also available for advanced occupations.
- A license is required to practice these occupations.



Secondary School Teacher, Ex Special/ Career/Technical Ed

Secondary School Teachers teach students in one or more subjects, such as English, mathematics, or social studies at the secondary level in public or private schools, and may be designated according to subject matter specialty.



Starting Salary

Not Specified



Occupation Growth Over 10 Years

12.9%



Training Programs

ESC – Alternative Teacher Certification Program [↗](#)

Hill – Education Program [↗](#)

MCC – Alternative Teacher Certification Program [↗](#)

Read more about this occupation at:

<https://www.onetonline.org/link/summary/25-2031.00>

Method of Entry

- Every teacher must have an academic major, as well as teacher training courses.
- Successfully pass the teacher certification tests for the subject/grade you wish to teach.



Welder, Cutter, Solderer, and Brazer

\$27,040

Welders, Cutters, Solderers, and Brazers have more than 80 different welding processes they can employ. Some processes are performed manually, and the work is entirely controlled by the welder, while others are semiautomatic, and the welder uses machinery, such as a wire feeder, to perform welding tasks. Welders use hand-welding, flame-cutting, hand soldering, or brazing equipment to weld or join metal components or to fill holes, indentations, or seams of fabricated metal products.



Starting Salary

\$27,040



Occupation Growth Over 10 Years

12.6%



Training Programs

Hill – Welding Program [↗](#)
TSTC – Welding Technology [↗](#)

Read more about this occupation at:

<https://www.onetonline.org/link/summary/51-4121.00>

Method of Entry

- A high school diploma or GED is typically required.
- Completion of vocational training is highly desirable.
- Many training programs can typically be completed within a few weeks.
- A license is available for advanced occupations.

WORK **SOLUTIONS** FORCE

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