



MOUNTAINS OF OPPORTUNITY

WHO IS WORKFORCE SOLUTIONS BORDERPLEX?



- Local extension of Texas Workforce Commission, one of 28 workforce boards in Texas
- Governed by the federal Workforce Innovation & Opportunity Act
- Job Center, not the unemployment office
- One of several regional economic development agencies
- We focus on & are experts on workforce, skills, & wages
- Help employers fill their workforce needs
 - Find new talent
 - Train existing talent
- Help workers be more competitive
 - Access to skills training
 - Access to better jobs

Where is our Workforce working?

Occupation	El Paso, TX MSA 2023		
	Employment	Median Earnings	55 Years and Older
Management Occupations	20,680	\$ 38.82	4,156
Healthcare Practitioners and Technical Occupations	19,250	\$ 35.05	3,438
Computer and Mathematical Occupations	5,960	\$ 33.90	895
Architecture and Engineering Occupations	3,150	\$ 31.66	617
Life, Physical, and Social Science Occupations	1,750	\$ 29.22	321
Business and Financial Operations Occupations	14,980	\$ 29.45	2,848
Highest Quartile	65,770		12,276
Legal Occupations	1,330	\$ 30.36	332
Education, Training, and Library Occupations	23,040	\$ 29.65	4,194
Protective Service Occupations	9,520	\$ 23.67	1,455
Community and Social Service Occupations	4,330	\$ 21.68	850
Arts, Design, Entertainment, Sports, and Media Occupations	2,540	\$ 19.58	471
Upper-middle Quartile	40,760		7,302
Installation, Maintenance, and Repair Occupations	14,190	\$ 19.51	2,764
Construction and Extraction Occupations	11,130	\$ 18.52	1,817
Office and Administrative Support Occupations	44,500	\$ 17.09	9,388
Transportation and Material Moving Occupations	32,160	\$ 16.27	6,381
Production Occupations	13,960	\$ 14.89	2,925
Lower-middle Quartile	115,940		23,275
Sales and Related Occupations	31,050	\$ 13.85	5,973
Farming, Fishing, and Forestry Occupations	260	\$ 12.96	46
Building and Grounds Cleaning and Maintenance Occupations	8,090	\$ 12.86	1,974
Personal Care and Service Occupations	5,380	\$ 11.58	908
Food Preparation and Serving Related Occupations	34,790	\$ 11.13	3,349
Healthcare Support Occupations	21,280	\$ 10.83	4,947
Lower Quartile	100,850		17,197

Quartiles	2023 Employment	Rate
Highest and Upper-middle Quartiles	106,530	33%
Lower-middle and Lower Quartiles	216,790	67%
Totals	323,320	100%

67% of the employed people are in the lowest quartiles.
(216,790 Employees)

WSB Living Wage Calculation – El Paso County

- **Based on census household size**
 - The average household size is 3 people
- **Utilize MIT living wage calculator**
 - A household of 3 (2 adults, 1 child) requires an income of \$71,699 to avoid the need for public assistance
- **The Math**
 - Necessary income for 2 adults, 1 child = \$73,790
 - Each adult working full time ($\$73,790 \div 2$) = \$36,895
 - Hourly wage ($\$36,895 \div 2,080$) = \$17.74

Household Size	Number of Households	%
1	74,737	25%
2	79,577	26%
3	62,674	21%
4+	83,648	28%
	300,636	100%

Regional Target Industries

Industries with *Hot Jobs*:

- ✓ Entry wage is \$17.74 or more
- ✓ 10% growth in next 10 years
- ✓ 20 or more annual job openings



**Business and
Financial Operations**



Construction



**Defense
(Rural Area Only)**



Education



Human Resources



**Information
Technology**



















Manufacturing



Medical and Health



**Transportation and
Logistics**

Occupation Title	Projected Employment Percent Change within 10 years	Total Annual Openings	Entry Wage	Experience Wage
Business and Financial Operations				
General and Operations Managers	13	935	\$ 17.21	\$ 55.76
 Project Management Specialists	13	129	\$ 21.23	\$ 43.92
 Management Analysts	17	51	\$ 21.41	\$ 49.92
 Accountants and Auditors	10	181	\$ 21.98	\$ 41.62
 Budget Analyst/Financial Analyst	12	33	\$ 24.11	\$ 40.26
 Data Scientists	52	25	\$ 21.12	\$ 51.64
Construction				
 Civil Engineers	23	65	\$ 23.81	\$ 42.16
Civil Engineering Technologists and Technicians	13	32	\$ 16.84	\$ 25.66
Operating and Other Construction Equipment Operators	12	97	\$ 16.07	\$ 22.55
Electricians	14	148	\$ 15.38	\$ 26.39
Plumbers, Pipefitters, and Steamfitters	9	81	\$ 15.52	\$ 28.56
 Security and Fire Alarm Systems Installers	14	57	\$ 18.44	\$ 33.67
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	12	75	\$ 13.36	\$ 23.91
Telecommunications Line Installers and Repairers	21	28	\$ 17.26	\$ 36.10
Education				
 Career/Technical Education Teachers, Postsecondary	15	179	\$ 25.27	\$ 60.03
 Elementary School Teachers, Except Special Education	1	283	\$ 26.20	\$ 30.83
 Middle School Teachers, Except Special and Career/Technical Education	2	24	\$ 25.63	\$ 30.46
 Secondary School Teachers, Except Special and Career/Technical Education	1	214	\$ 25.61	\$ 30.84
 Special Education Teachers	1	23	\$ 25.73	\$ 33.99
Human Resources				
Human Resources Specialists	12	150	\$ 17.25	\$ 32.90
Information Technology				
 Computer Systems Analysts	15	32	\$ 27.36	\$ 50.83
 Information Security Analysts	35	19	\$ 31.17	\$ 54.88
 Computer Network Support Specialists	15	16	\$ 21.03	\$ 32.59
 Software Developers and Software Quality Assurance Analysts and Testers	29	98	\$ 29.54	\$ 55.24

What are employers looking for?

For the last 12 months

61,341

Active Job Ads

9,608

Employers

25%

High School Diploma
or Equivalent

Hard Skills

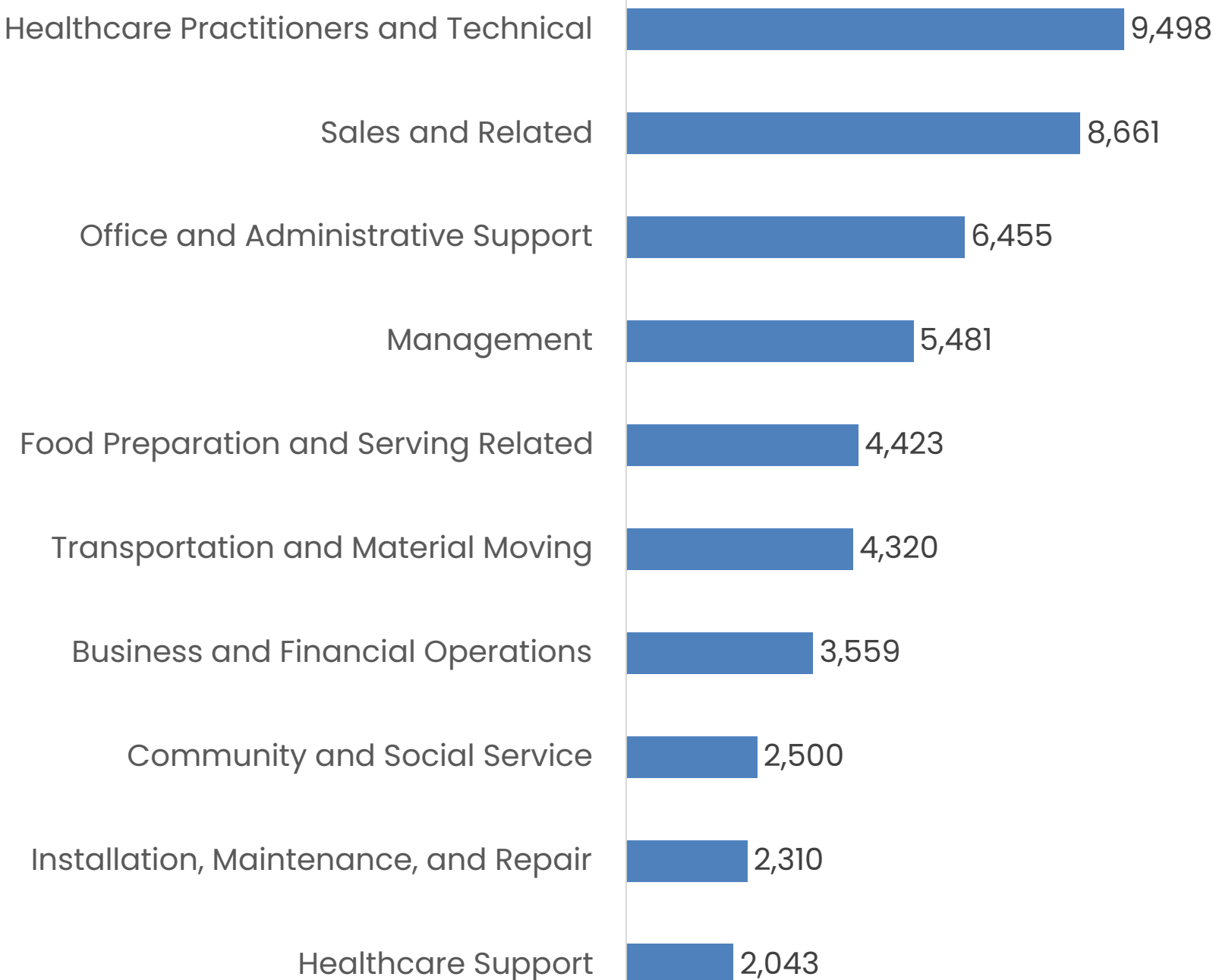
Microsoft Office: Excel, Word,
Outlook, PowerPoint (31%)
Bilingual (13%)
Sales (7%)
Teaching/Training (4%)
English (3%)

Soft Skills

Communication (49%)
Cooperative/Team Player (27%)
Customer Service (26%)
Organization (16%)
Adaptability//Flexibility/Tolerance
of Change and Uncertainty (13%)

Data from Dec 4 2023 to Dec 4 2024.

Top Occupations with Active Job Ads

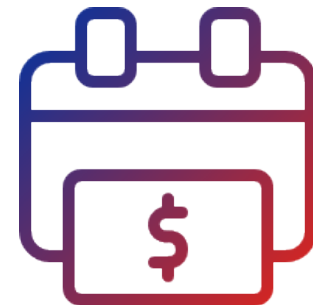


How can we help?



Training

- Career specific trainings
- Financial Literacy
- GED
- ESL Classes
- Job readiness workshops



Subsidize Wages

- Work-Based Learning (WBL)
- 240 -480 hours
- 100% of the wages are covered by WSB



Career Path

- Resume
- Guidance
- *Career Coach



Supportive Services

- Work attire
- Transportation assistance
- Certification fees
- Assistance with books, fees, school supplies, etc.



Teacher Externship

- Real-world experience with Industry
- Stipend



Resources

- Internet access
- Computers
- Telephone
- Conference rooms
- Job Fairs
- Labor Market Information (LMI)



North Loop Center

8825 N. Loop, Ste. 122
El Paso, TX 79907
915 887-2600

Northeast Center

8941 Dyer St.
El Paso, TX 79904
915 887-2600

Artcraft Job Link Site

6351 South Desert -
Suite 217
El Paso, TX 79932
915 887-2600

Alpine Center

710 E. Holland, Ste. 2
Alpine, TX 79830
432 837-9800

Presidio Center

505-B West O'Reilly
Presidio, TX 79845
432 837-9800

Military Affiliated Satellite Center

Building 725, Custer Rd.
Fort Bliss, TX 79906
915-887-2600

EL PASO's Value

Best Places to Live

62/100 Metro Areas
2024, US News & World Report

Cities with the Lowest Cost of Living

22/232 Cities
2024, Niche

Best Cities for Young Professionals

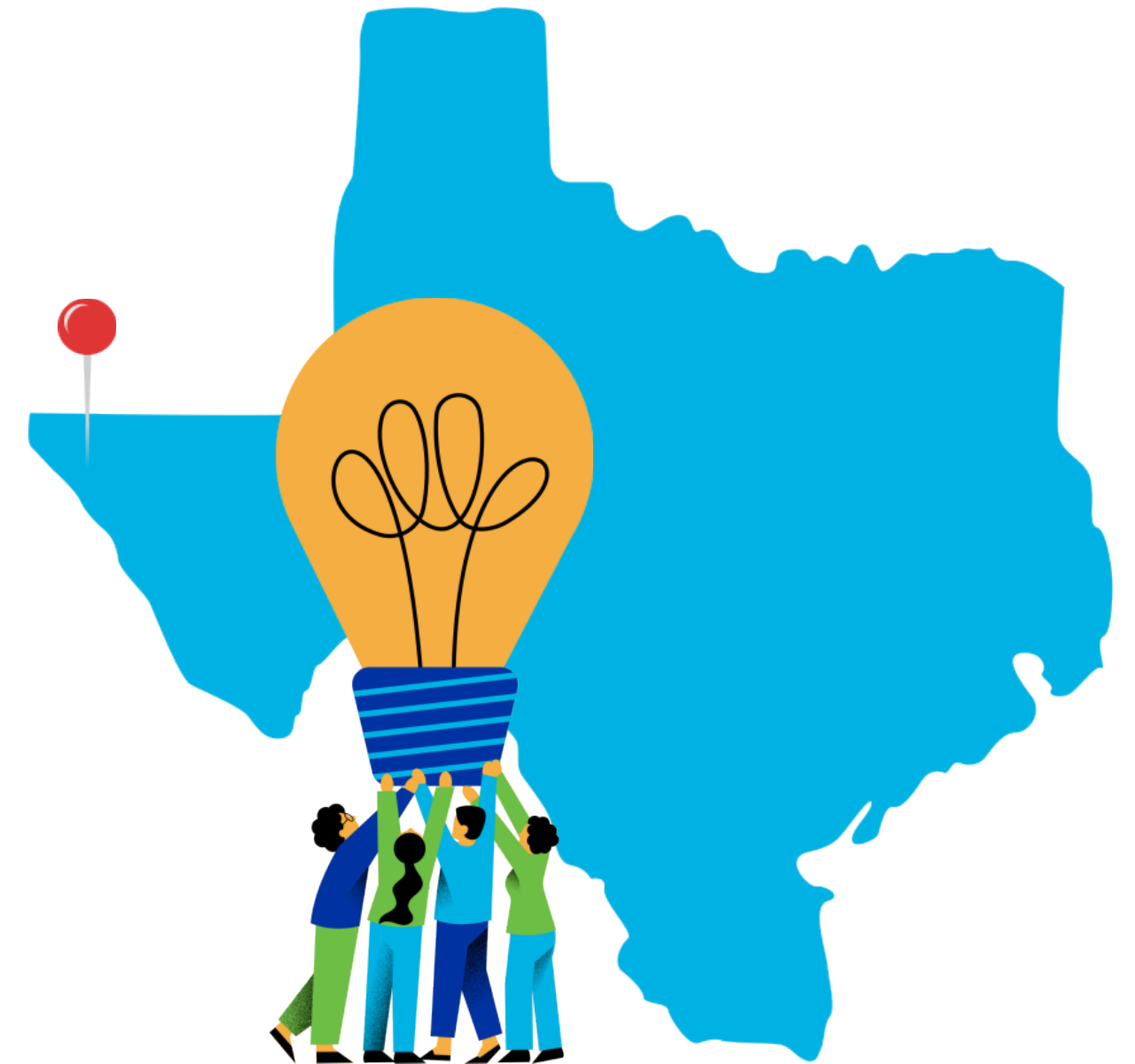
158/232 Cities
2024, Niche

Safest Places to Live

19/100 Metro Areas
2024, US News & World Report

Best Large Cities for Families

90/232 Cities
2024, Niche



We must all work together to sell this region to our students!

Questions?

Thoughts

Comments



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Thank You!



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