



From Workforce Intelligence to Regional Action

Today's Objectives



Ground our dialogue in workforce insights specific to healthcare, energy, and semiconductor industries



Gather input from partners, experts, and stakeholders



Translate data and input into action



Mobilize around next steps



We've Been Listening



- Our region needs a better understanding of **emerging skills** and **AI impact**
- **Soft skills** are still important for managing the transition to and within workforce
- Priorities should revolve around **pathways to target occupations**
- Insights on **graduate employment outcomes**

Why This Work Matters

- 01** Workforce demand is being rapidly reshaped
- 02** Skills needs are evolving faster than traditional systems
- 03** Data exists, but is fragmented
- 04** The current situation requires a new coordinated approach



Building Connective Tissue

Higher Education

- Develops talent and credentials
- Aligns programs with workforce demand

Economic Development

- Attracts and retains industry
- Signals future workforce needs

Employers

- Define skills and hiring needs
- Provide work-based learning opportunities

Texas Talent Accelerator

- Translates quantitative and qualitative data into actionable insights
- Supports coordinated workforce strategies



From Insight to Impact

Measurable outcomes:

- Programs, Completions
- Hiring
- Investment, Partnerships
- Economic development

> **Impact**

Employers and partners:

- Confirm
- Refine
- Prioritize

> **Validation**

> **Activation**

Actions taken by:

- Institutions
- Employers
- Partners

> **Insights**

- Data-informed findings
- Workforce intelligence

Healthcare is Doing the Heavy Lifting in the U.S.



Healthcare & Social Assistance is doing the heavy lifting. It's been the most consistent source of job growth since 2023, and it's still accelerating—now up 13% [in the U.S.] from its January 2023 level.

-Gad Levanon, Chief Economist of the Burning Glass Institute

Here's Why Healthcare Matters to the DFW Economy

Jobs **grew by 564,380** over the last 5 years and are projected to **grow by 336,789** over the next 5 years.

There were **146,916 unique** job postings across **5,573 companies** who posted in the last 12 months.

TOTAL REGIONAL
EMPLOYMENT:
4,513,520

TOTAL HEALTHCARE
EMPLOYMENT:
435,961

ANTICIPATED
GROWTH BY 2030:
9%

HEALTHCARE % OF
TOTAL EMPLOYMENT:
9%

Actionable Insights

We need to get “in the weeds”



We have an opportunity to tailor our recruitment strategies and communications to better reflect the specific positions of need—the real job outcomes, wages and advancement pathways, rather than the generic high-level messages we keep using.

Expand wraparound supports



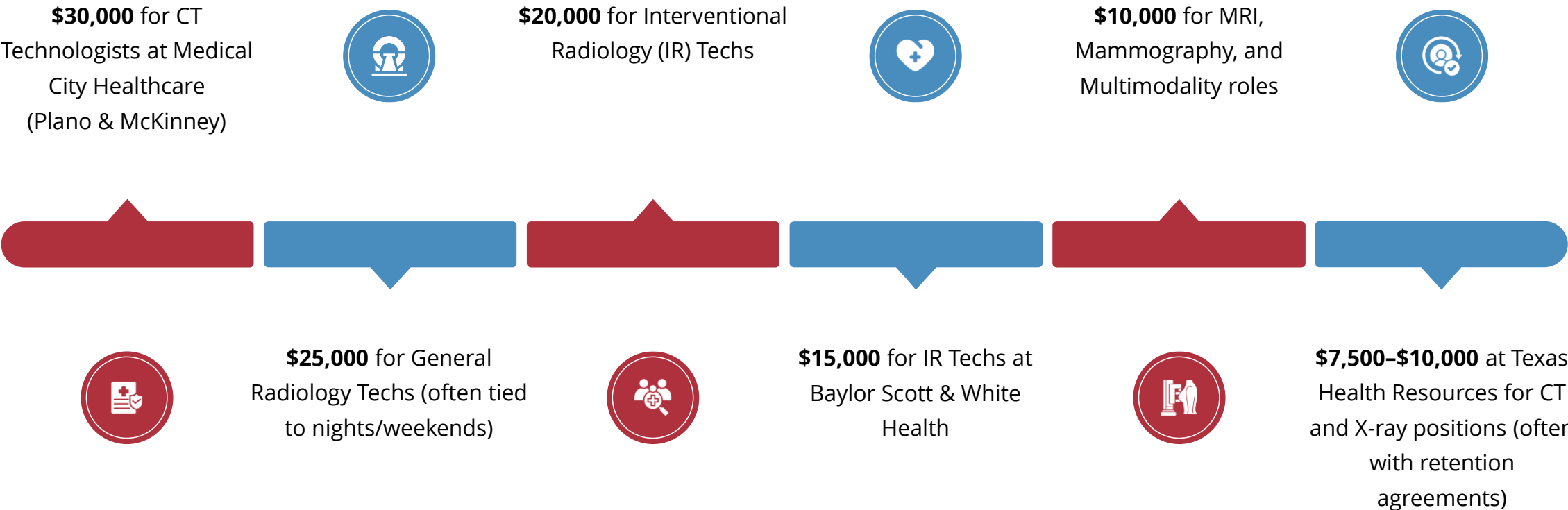
Employers and institutions should jointly invest in wraparound services to improve recruitment, persistence, completion and retention.

Allied health roles are critical



In North Texas, persistent demand signals indicate that allied health roles are a critical workforce gap, not a short-term hiring challenge.

In Collin County, Signing Bonuses for Radiologic Technology are Reaching as High as \$30,000



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Texas Talent
Accelerator

Filters

Add/Remove Sankey Levels

4 Levels

Level 1

School Name

Level 2

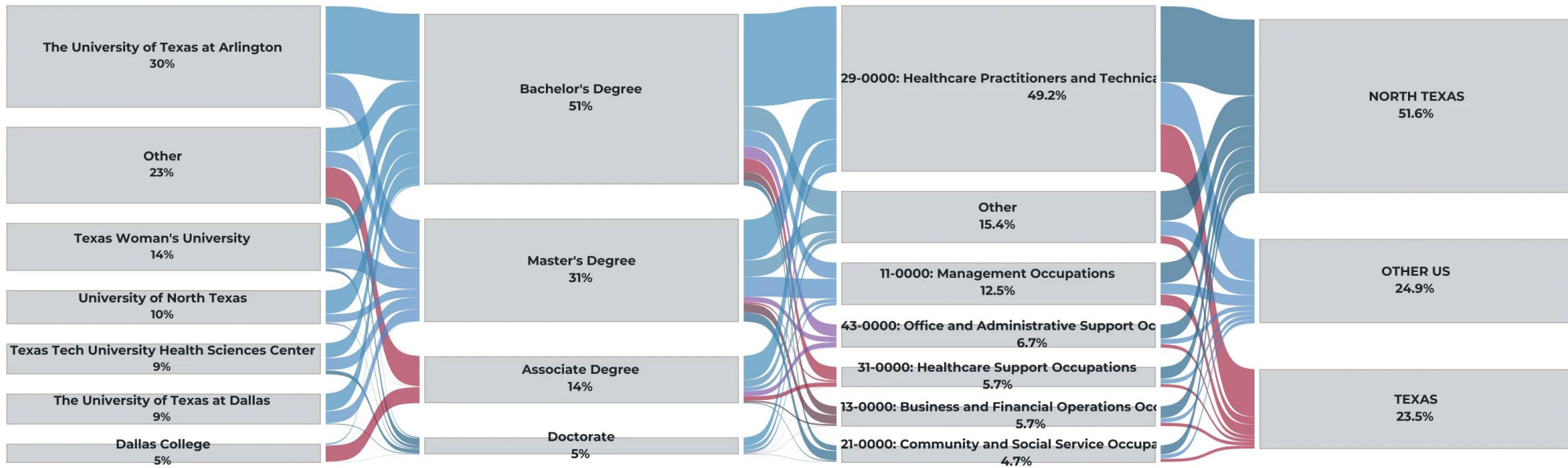
Education Level

Level 3

SOC Major Group Year 1

Level 4

Current Geographic Outcomes



TOTAL PROFILES: 37,142

FILTERS APPLIED (Limit to Top 5 values in node)

Institution Control: All

Institution Level: All

Institution: All

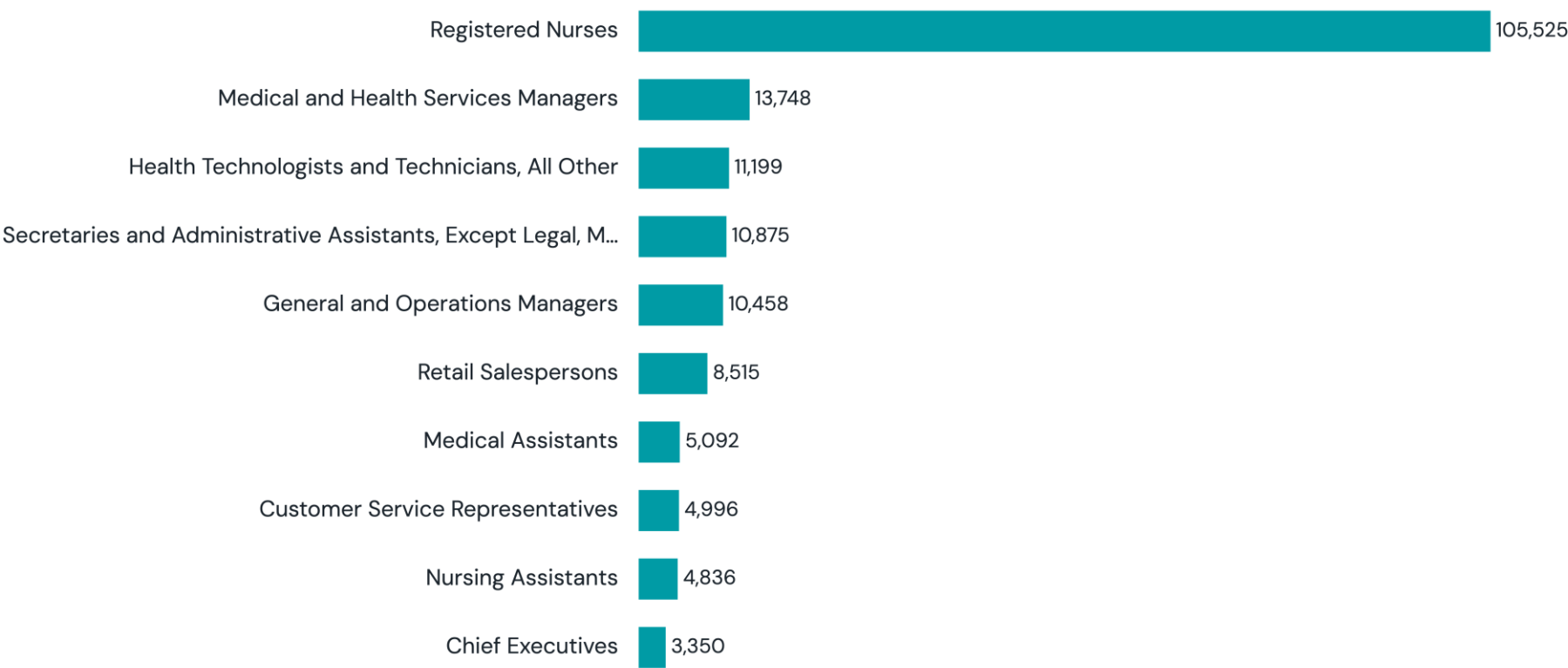
Field of Study: None

Education Level: All

Graduate Outcomes – Associates & Bachelors

What occupations do Health Professions graduates enter?

Top occupations entered after graduation · by occupation



Source: Lightcast US Social Profiles

Note: North Texas graduates, 2015–2024 cohorts. Top 10 occupations shown.

Career Pathways – Education Level

Allied Health Technologists

What education levels do workers in these occupations hold?

Education-level mix of workers currently in this occupation



Sample observations – 198,926

Source: Lightcast US Social Profiles

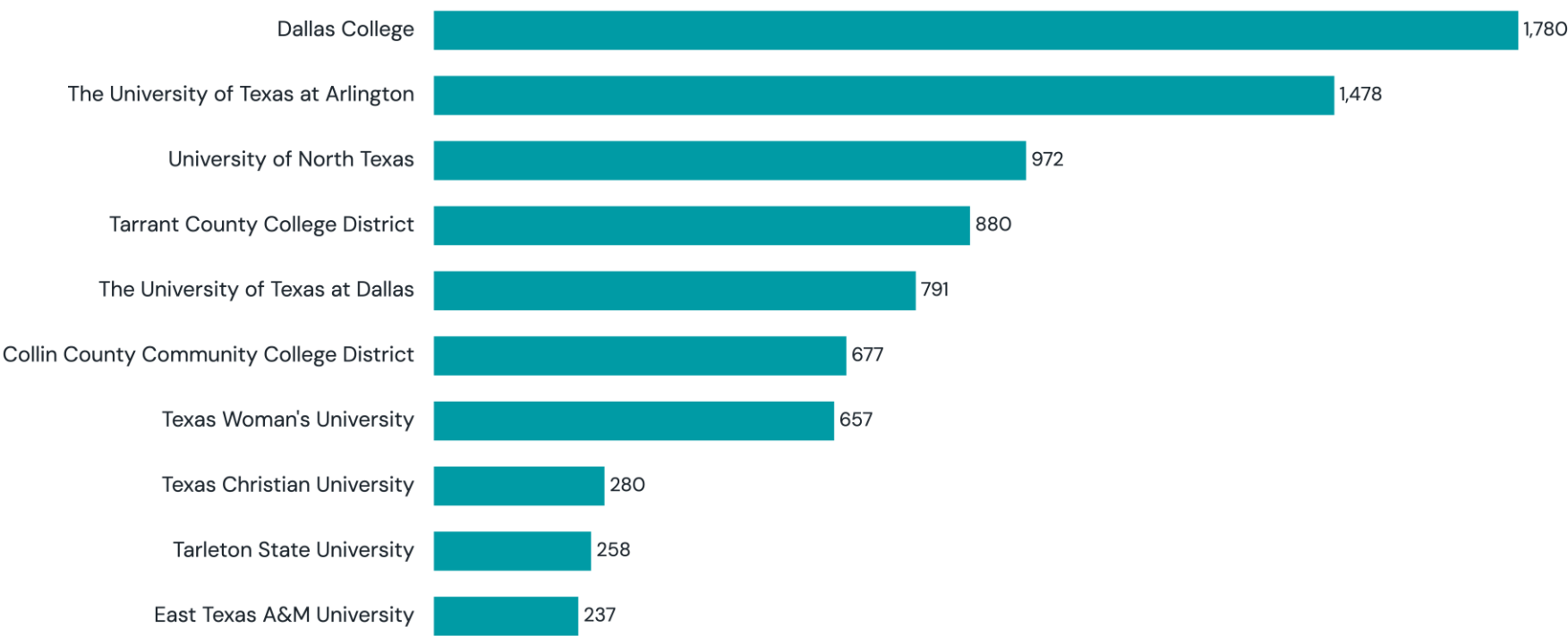
Note: North Texas workers, 2015–2024.

Career Pathways – Graduate Production

Allied Health Technologists

Which institutions feed these occupations?

Top institutions by graduates working as these occupations (current job)



Source: Lightcast US Social Profiles

Note: North Texas graduates, 2015–2024 cohorts. Top 10 institutions shown.

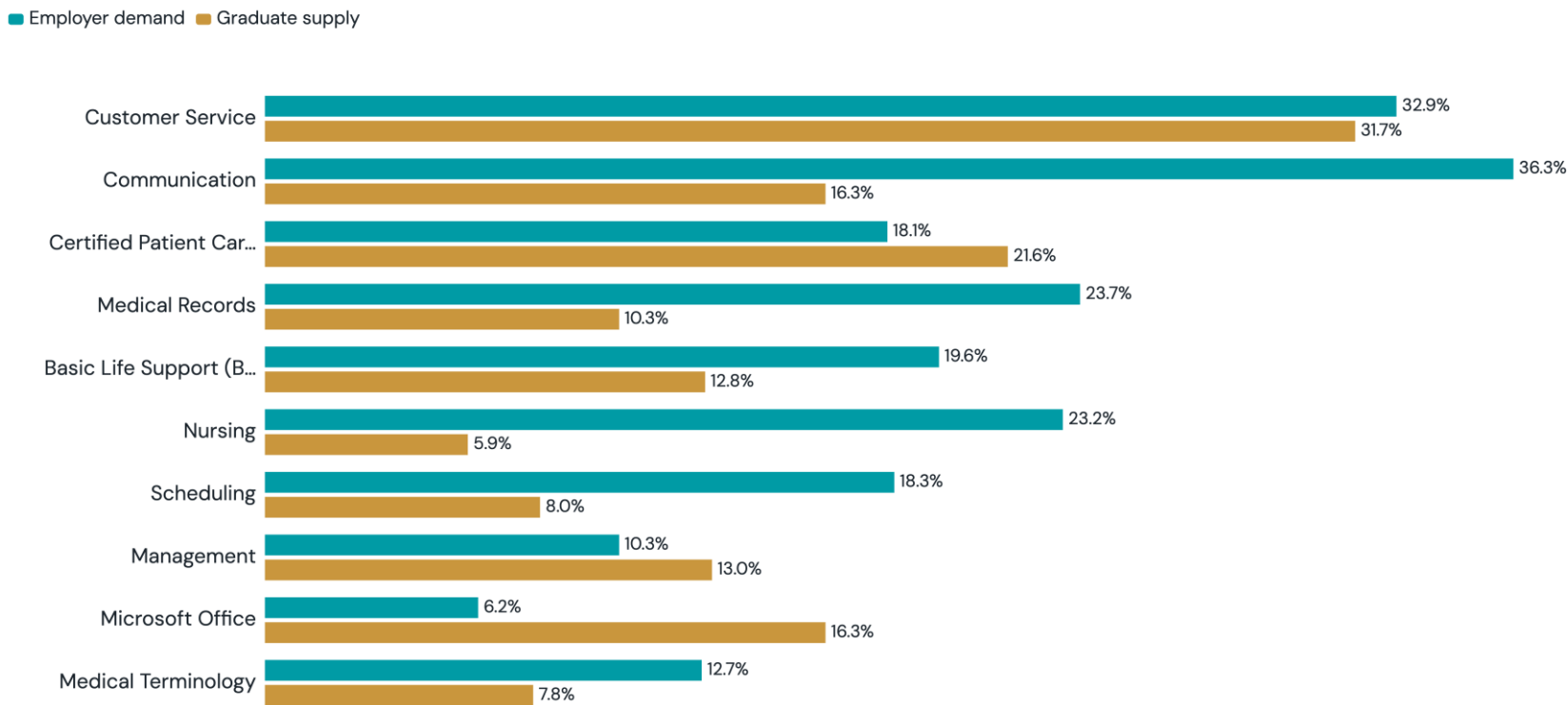
Sample observations – 9,073

Skills Gaps

Allied Health Technologists

Where do these occupations face skill gaps?

Top 10 skills by combined demand + supply share



Source: Lightcast US Social Profiles + Lightcast US Job Postings

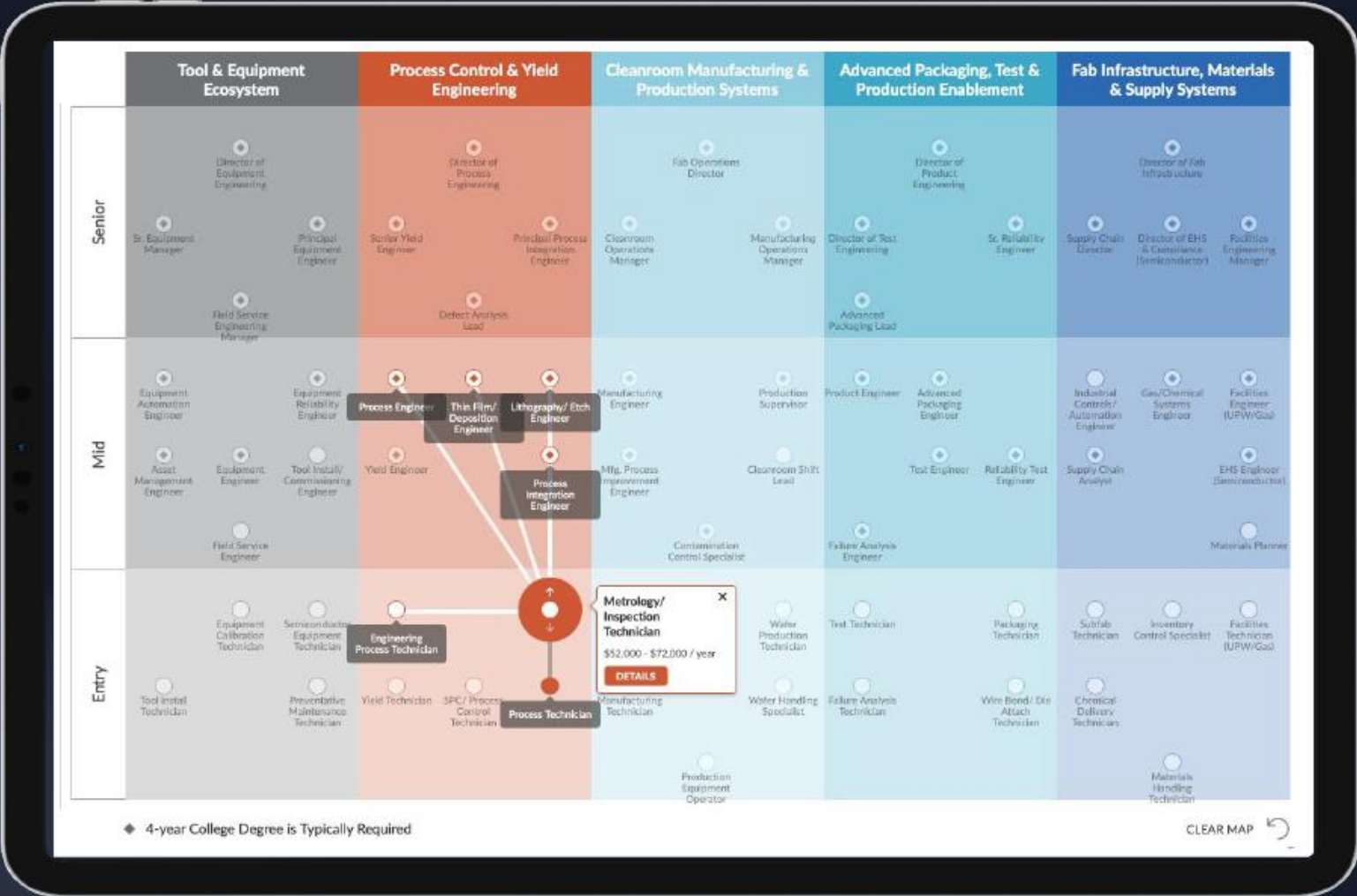
Note: North Texas, 2015–2024. Demand = job postings mentioning skill. Supply = graduates listing skill.

Sample observations – 9,073

Powering the Future: AI, Talent, and Emerging Industries



Semiconductor Career Map



Semiconductor Capability Systems

How the map is organized

Organizes occupations by **capability systems inside the fab ecosystem**, reflecting the equipment, process, and infrastructure roles being scaled by the North Texas supplier network.

Why this structure

- ◆ Directly reflects regional employer demand, prioritizing equipment, process, and facilities roles that employers are actively scaling
- ◆ Centers the technician-to-engineer pipeline, a critical and underdeveloped talent pathway in semiconductor manufacturing

What it shows

- ◆ How Technician roles could progress into Engineer positions across the fab ecosystem
- ◆ Where existing education programs connect to career pathways

ANCHOR ROLES AND HIRING DEMAND

Semiconductors

Highest Immediate Demand & Critical Bottleneck Roles

Equipment Maintenance Technician
Semiconductor Equipment Technician
Process Technician
Cleanroom Operator

Constrained & Impacted Roles

Equipment Engineer
Process Engineer
Yield Engineer
Metrology / Inspection Technician

Emerging Criticality

Advanced Packaging Engineer
Failure Analysis Engineer
Industrial Controls / Automation Engineer
Facilities Engineer (UPW/Gas)
Test Engineer

WHAT'S DRIVING DEMAND

Up to 4 fabs planned¹

TI Sherman SM1 in production; SM2–SM4 each require full technician + engineer staffing

1/3 of workforce is 55+²

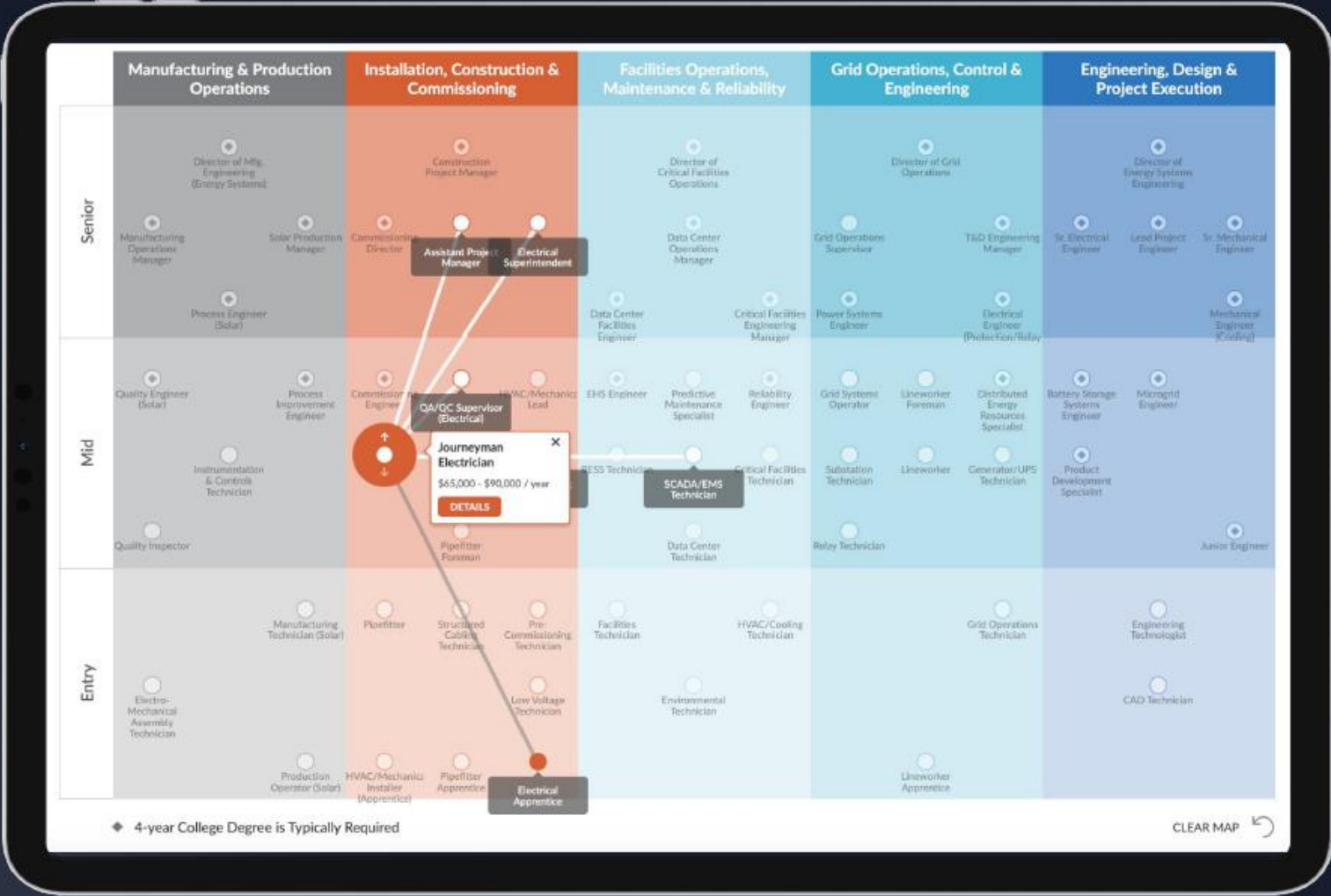
Retirement cliff hitting yield and process engineers hardest.

\$7.5B upstream investment

GlobalWafers Phase 1 & 2 in production³; OEMs scaling field service teams as fabs ramp.

Sources: ¹ TI Newsroom (Dec 2025); ² McKinsey (Feb 2024); ³ GlobalWafers

Energy Career Map



Energy Workforce Functions

How the map is organized

Organizes occupations by **workforce function**, grouping roles by what workers do across the lifecycle of energy infrastructure, from manufacturing to operations to engineering.

Why this structure

- ◆ Organizes by what you do in the lifecycle of energy infrastructure: build it, maintain it, operate it, engineer it
- Workers on a data center construction crew and a grid expansion project share the same function even though the technical systems are different

What it shows

- ◆ How workers advance within functional areas and move across sub-sectors using shared skills
- ◆ Where existing education programs connect to career pathways

ANCHOR ROLES AND HIRING DEMAND

Energy

Highest Immediate Demand

Journeyman Electrician
Commissioning Technician
HVAC/Mechanical Installer
Low Voltage Technician
Lineworker / Lineworker Apprentice

Critical Bottleneck Roles

Substation Technician
Data Center / Critical Facilities Tech
Power Systems Engineer
Electrical Superintendent
Construction Project Manager

Emerging Criticality

BESS Tech / Battery Storage Engineer
Grid Operations Supervisor
Relay Technician
Manufacturing Technician (Solar)

WHAT'S DRIVING DEMAND

6.5 GW under construction

Texas data center build is pulling electricians, HVAC, and commissioning techs from the same labor pool.¹

\$7.5B grid transmission

Planned ERCOT transmission investment in 2026, nearly double the prior year; driving lineworker and substation demand.²

225+ GW in load queue

ERCOT large-load requests nearly quadrupled in one year, majority from data centers.³

Sources: ¹JLL Data Center Report (2025); ²Texas Energy & Power; ³ERCOT System Planning Update (Dec 2025)

Partner Institutions



Join the TTA

Attend our Fall 2026 Convening

Scan to collaborate with us

