

WAGES 2022

WORKFORCE SOLUTIONS BORDERPLEX



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

Contributing Analysis Factors

- Challenge the myths & anecdotes
- Consider the various factors that contribute to economy
- Compare against our most competitive cities
- Conversation starter to replicate the good news & fix the bad news



The Fine Print

“Wage Definitions”

- **Minimum Wage**

- The most widely recognized term when it comes to employee compensation.
- It is the lowest allowable rate of pay at which an employee may sell their work (\$7.25).

- **Median Wage**

- The wage “in the middle” of the group or population.
- El Paso, TX MSA Median Wage is currently \$14.58 / hour.

- **Mean / Average Wage**

- The sum of all wages, then divided by the number of records in the data set.

The Fine Print “Wage Definitions”

Prevailing Wage

- The minimum rate of pay contractors & vendors must offer their employees when doing business with a government agency.
- Texas Workforce Commission defines prevailing wage as twenty five percent (25%) more than the entry wage for an occupation.
- Wages are tied to an occupation.

Living Wage

- The hourly rate an individual must earn to support their family without the need for public assistance.
- Reflects geographic costs related to typical minimum family expenses such as food, childcare, health insurance, housing, transportation, & other basic necessities
- Per MIT Living Wage Calculator (June 2022), WSB determines El Paso’s living wage is currently \$15.91/ hour (two adults working-1 dependent)

Self-sufficiency Wage

- Income needed for a family of a certain composition, in a given place to adequately meet their basic needs without public or private assistance.
- Self Sufficiency Wages and Living Wage are similar and generally interchangeable; however, the difference is that the MIT Living Wages also uses childcare and civic expenses in their methodology, Self Sufficiency Wages does not.
- Self Sufficiency wages are often used as income eligibility levels for government assistance, federal tax brackets, federally mandated cost of living increases.
- BLS uses the Consumer Price Index-Urban (CPI-U) to help determine self sufficiency wages
 - The CPI-U are based on prices of food, clothing, shelter, fuels, transportation, doctors' and dentists' services, drugs, and other goods and services that people buy for day-to-day living. (currently CPI-U does not include childcare and civic expenses)

WSB Living Wage Calculation – El Paso County

- **Based on census household size**
 - Most households have 3 people (199,259)
- **Utilize MIT living wage calculator**
 - A household of 3 (2 adults, 1 child) requires an income of \$66,165 to avoid the need for public assistance
- **The Math**
 - Necessary income for 2 adults, 1 child = \$66,165
 - Each adult working full time ($\$66,165 \div 2$) = \$33,082
 - Hourly wage ($\$33,082 \div 2,080$) = \$15.91

Household Size	Number of Households	%
1	68,133	24%
2	79,950	28%
3	51,176	18%
4	46,957	16%
5	26,466	9%
6	10,522	4%
7+	4,982	2%
	288,186	100%

Hot Jobs

Entry wage is \$15.91 or more

10% or more growth in next 10 years

20 or more annual job openings

- WSB directs training funds towards these occupations
- Updated annually
- Currently 50 Hot Jobs (out of 370)
- WSB can make exceptions as needed (local wisdom)

WORKFORCE
SOLUTIONS BORDERPLEX



[WSB 2023 Hot Jobs Link](#)

Where is our Workforce working at?

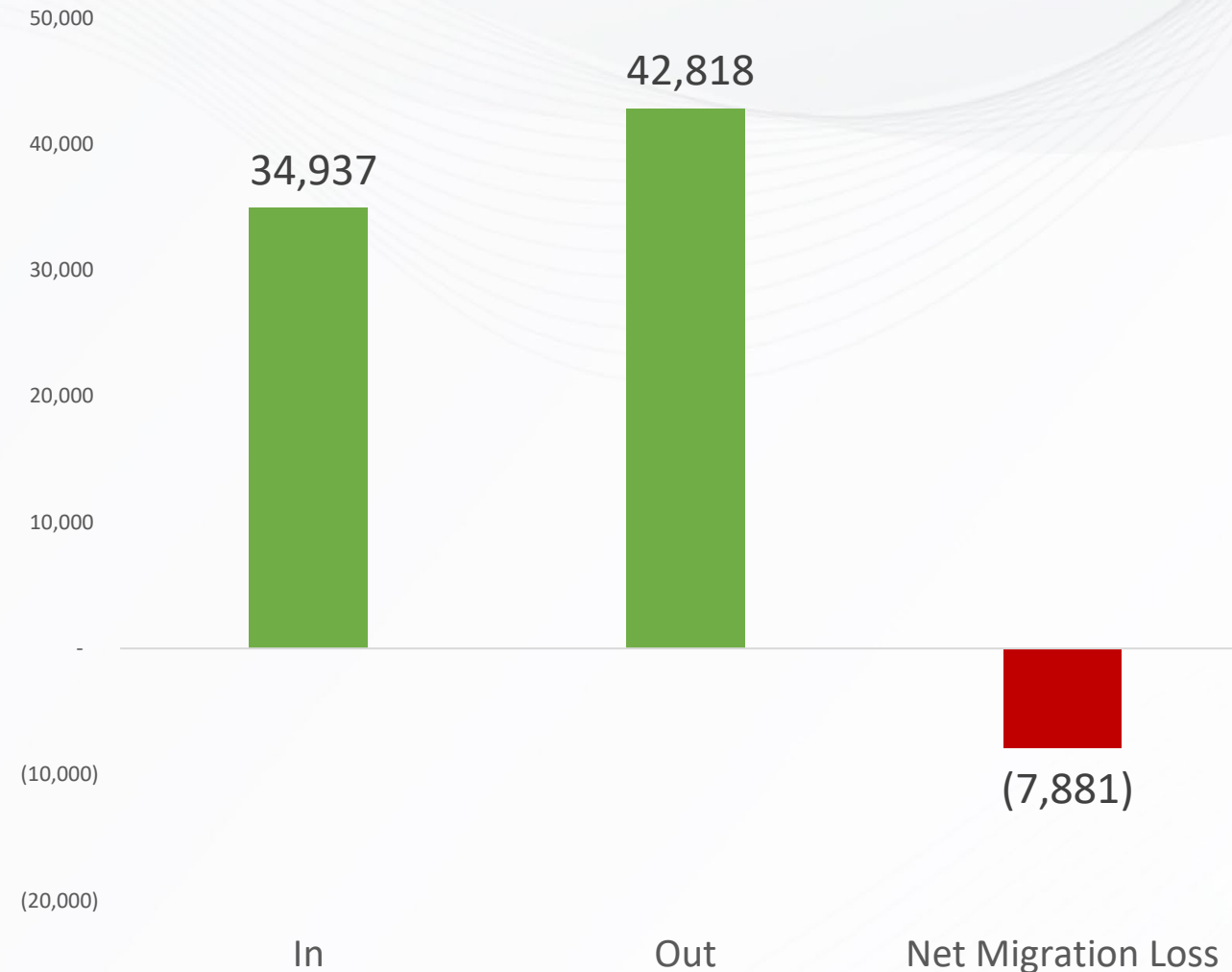
Occupation	EL Paso, TX MSA 2022		
	Employment	Median Earnings	55 Years and Older
Management Occupations	18,710	\$ 37.72	4,068
Computer and Mathematical Occupations	4,560	\$ 31.53	726
Healthcare Practitioners and Technical Occupations	18,440	\$ 30.76	3,177
Architecture and Engineering Occupations	3,300	\$ 29.58	654
Life, Physical, and Social Science Occupations	1,680	\$ 28.94	301
Business and Financial Operations Occupations	14,150	\$ 28.45	2,716
Highest Quartile	60,840		11,642
Education, Training, and Library Occupations	23,060	\$ 26.36	4,249
Legal Occupations	1,600	\$ 26.31	397
Protective Service Occupations	10,100	\$ 22.73	1,434
Community and Social Service Occupations	4,600	\$ 20.61	876
Arts, Design, Entertainment, Sports, and Media Occupations	2,410	\$ 20.40	485
Upper-middle Quartile	41,770		7,441
Installation, Maintenance, and Repair Occupations	13,230	\$ 18.79	2,623
Construction and Extraction Occupations	12,230	\$ 17.85	2,057
Office and Administrative Support Occupations	45,130	\$ 15.95	9,296
Transportation and Material Moving Occupations	31,020	\$ 15.11	6,119
Production Occupations	13,290	\$ 14.15	2,748
Lower-middle Quartile	114,900		22,844
Farming, Fishing, and Forestry Occupations	250	\$ 13.93	56
Sales and Related Occupations	31,740	\$ 13.21	5,911
Building and Grounds Cleaning and Maintenance Occupations	8,430	\$ 12.02	2,048
Personal Care and Service Occupations	4,510	\$ 10.92	712
Food Preparation and Serving Related Occupations	33,580	\$ 10.53	3,443
Healthcare Support Occupations	20,080	\$ 10.40	4,473
Lower Quartile	98,590		16,643

Quartiles	2021 Employment	Rate
Highest and Upper-middle Quartiles	102,610	32%
Lower-middle and Lower Quartiles	213,490	68%
Totals	316,100	100%

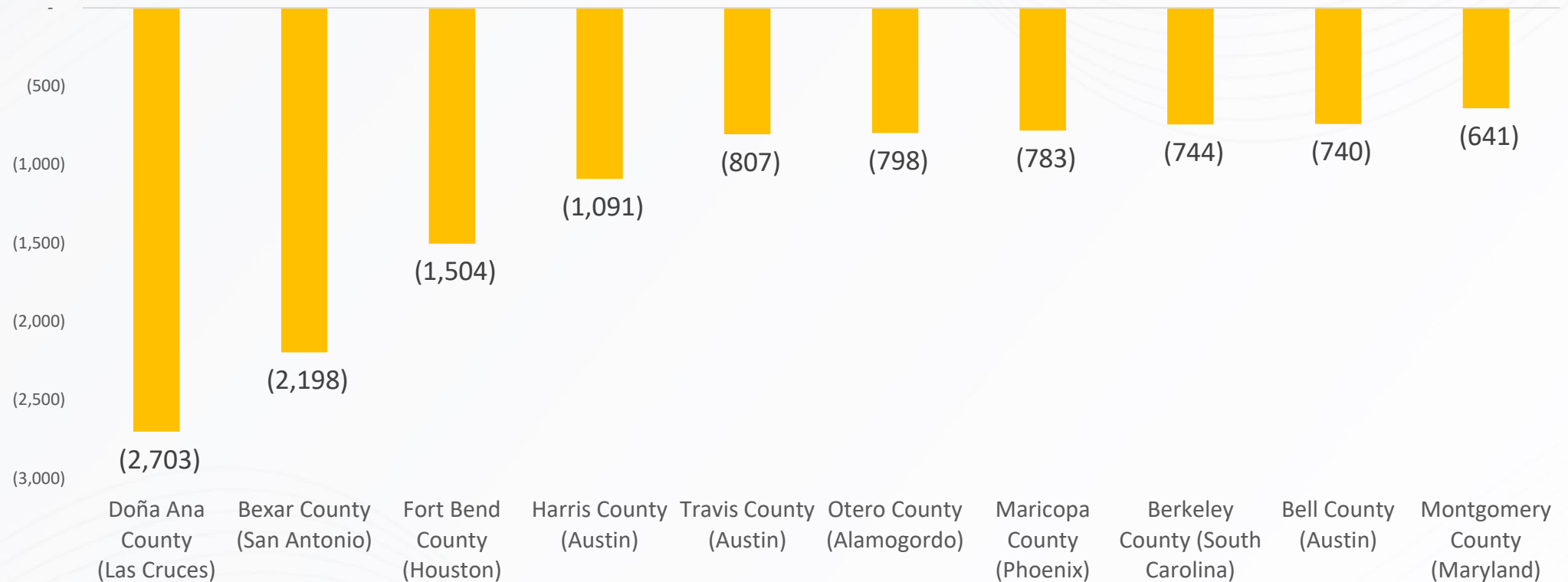
68% of the employed people are in the lowest quartiles.
(213,490 Employees)

Migration Patterns 2016-2020

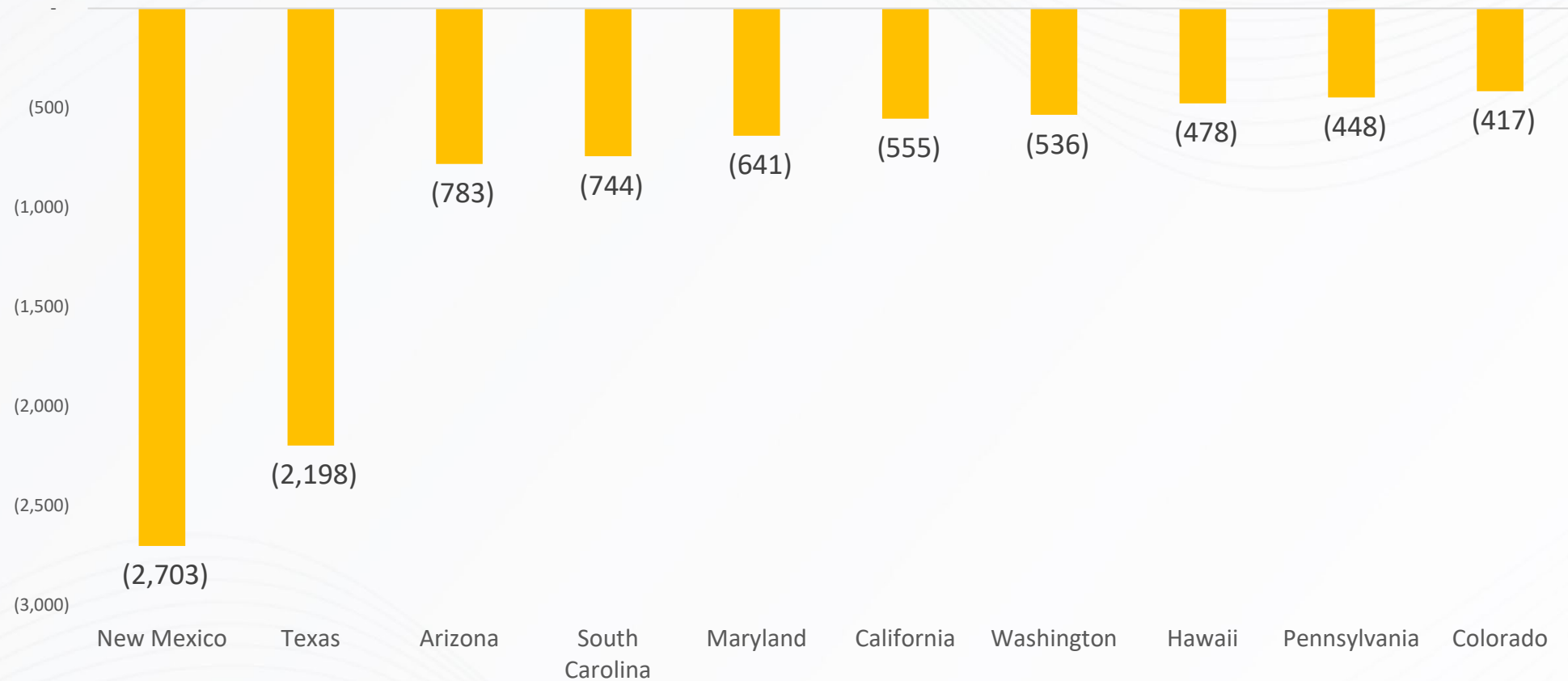
- Where are people going?
- Where are they coming from?



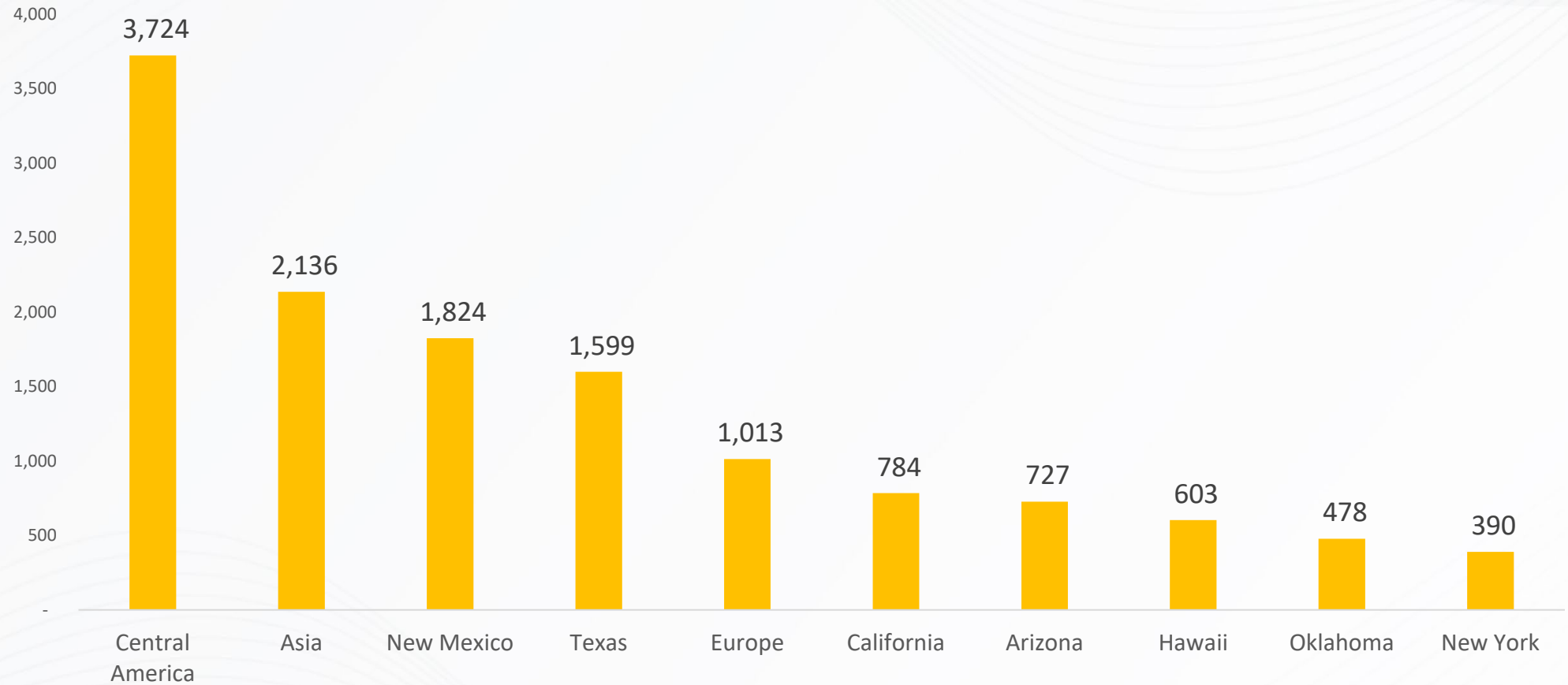
2016-2020 Migration Loss from El Paso to other Counties



2016-2020 Migration Loss from El Paso to other States



2016-2020 Migration Loss from Other States to El Paso



A Closer Look



Las Cruces

San Antonio

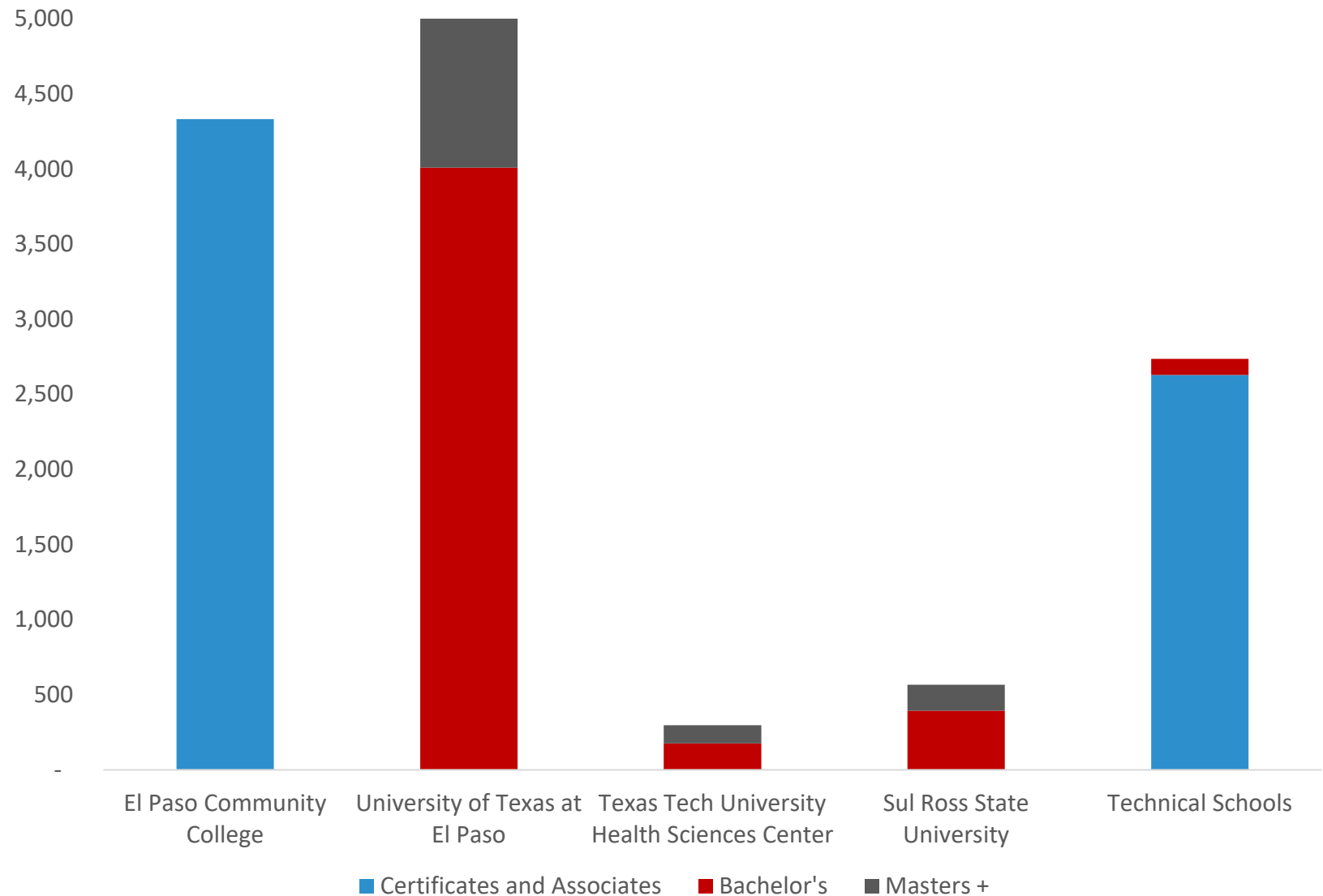
El Paso

Houston

Austin

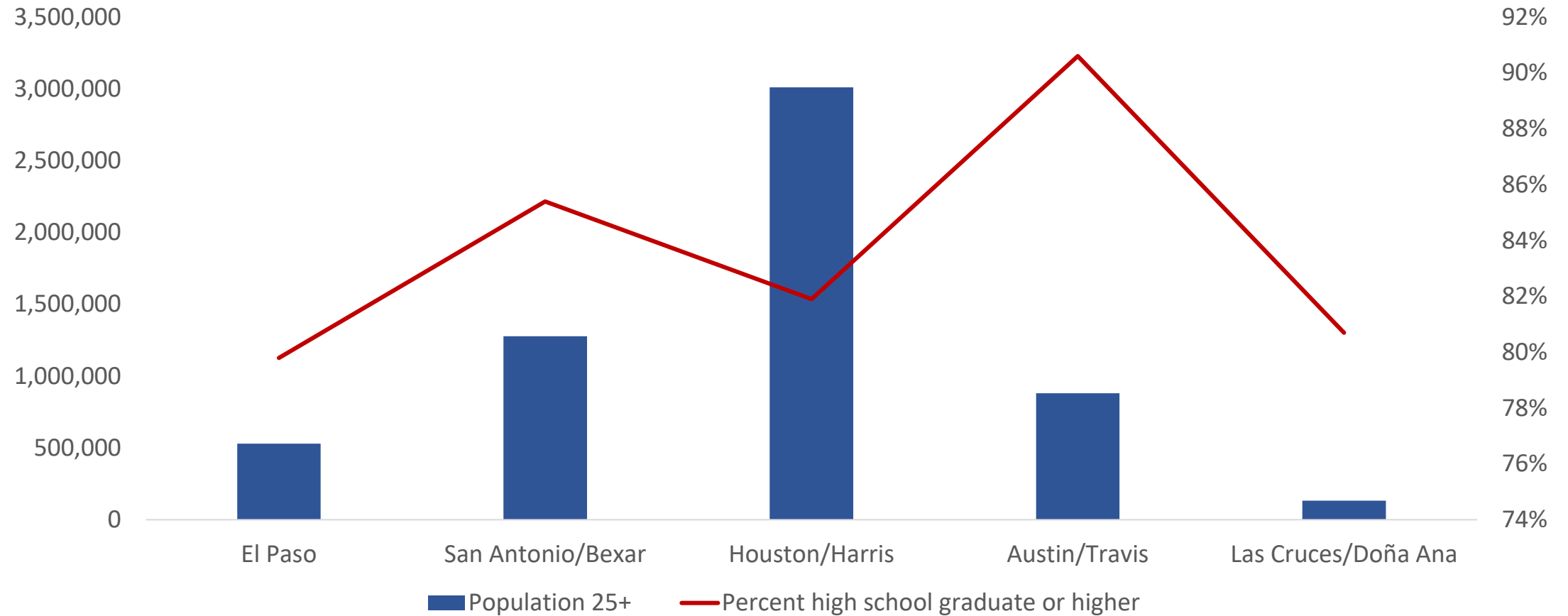
Borderplex College Awards 2020 – 2021

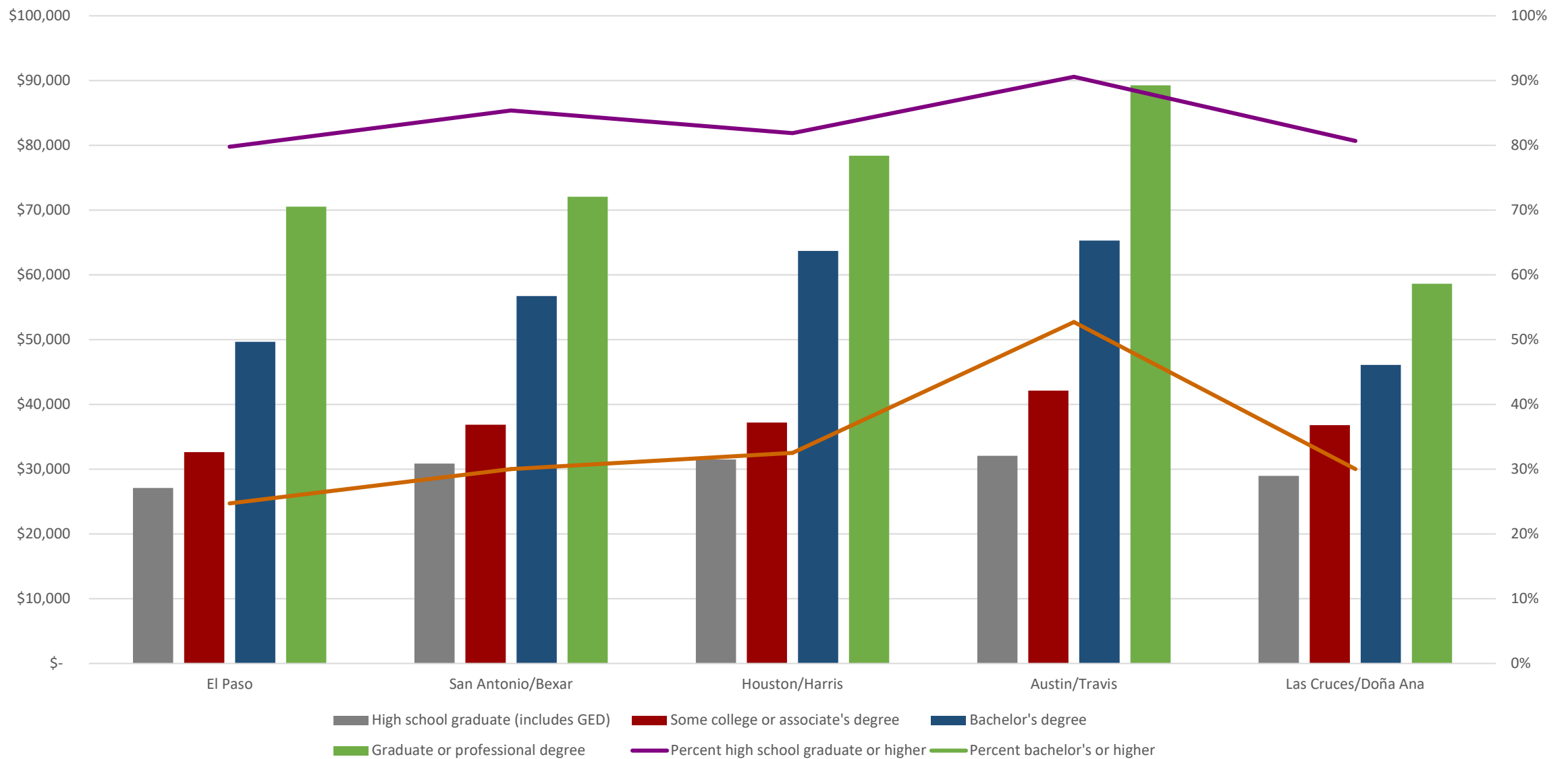
13,257



Educational Attainment

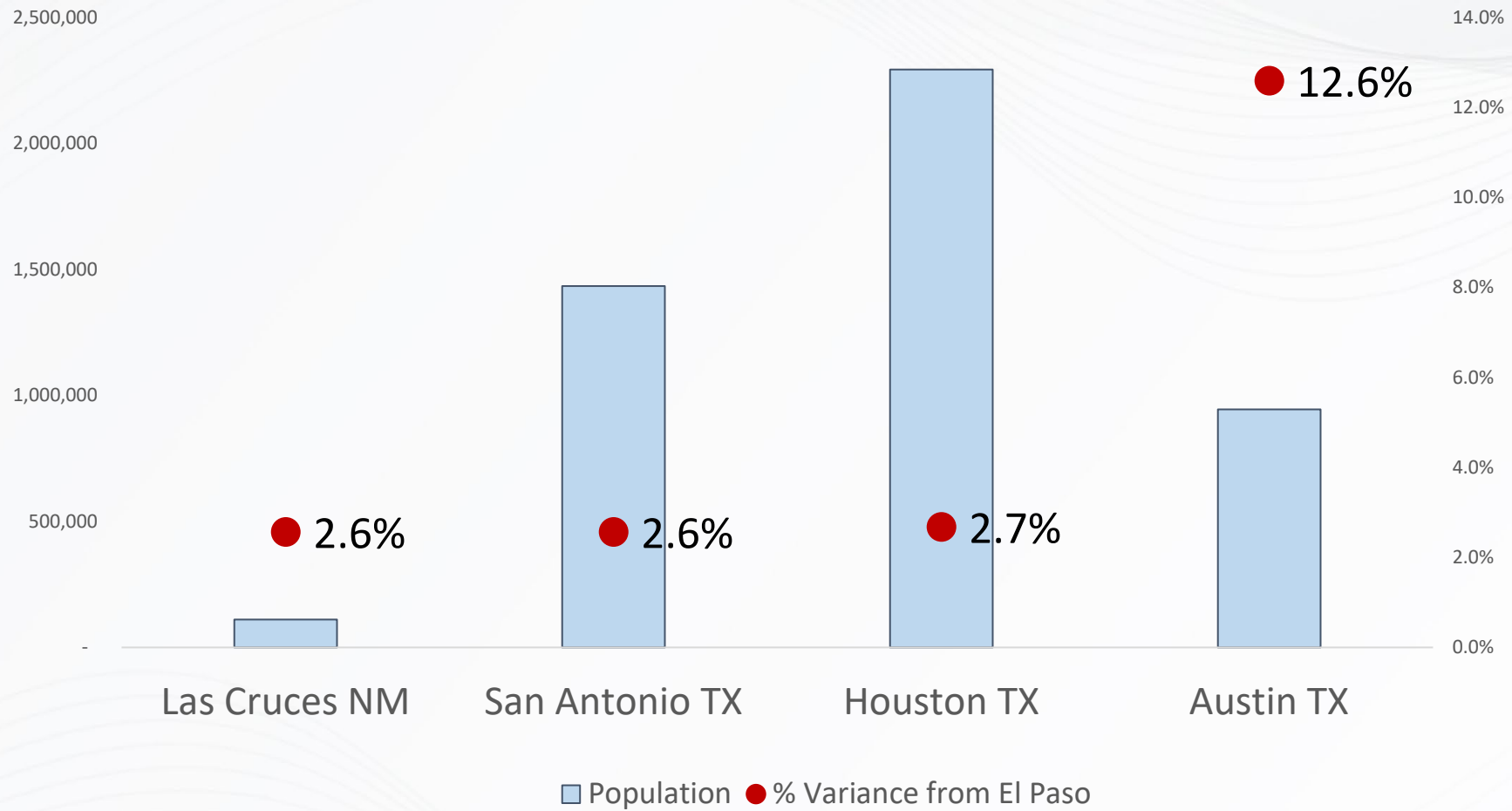
Population Over 25 years





Median Earnings by Educational Attainment

Cost of Living Comparison



Wage Comparison

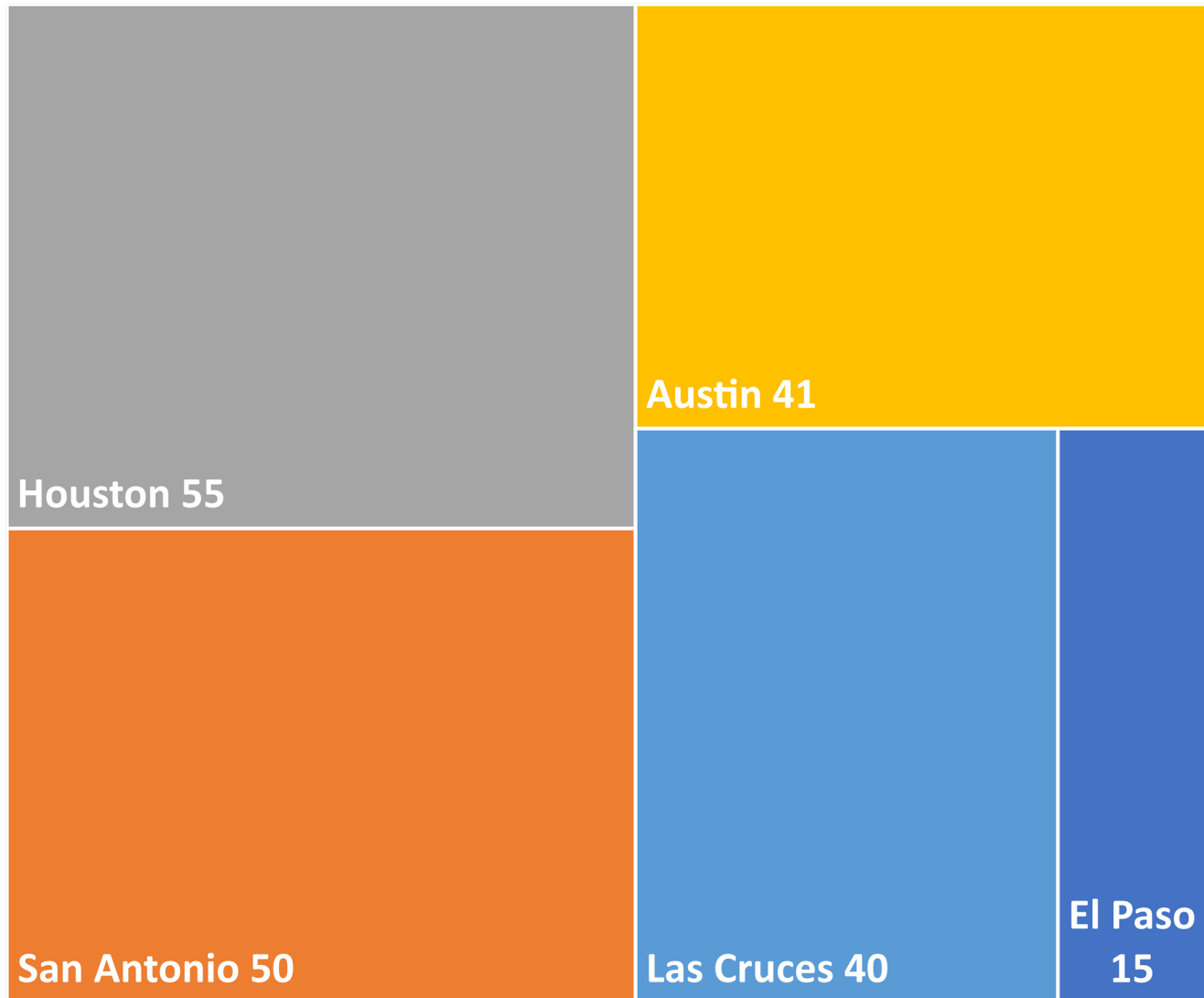
Occupation	El Paso	Las Cruces	San Antonio	Houston	Austin	El Paso & Highest					Median		
						City	Wage Increase	% COL Variance	Net Benefit %	Net Benefit \$	Median	Variance from EP	Annual Investment to Median
Computer Information Systems/Information Technology													
Computer Systems Analysts/Information Security Analyst	\$ 36.07	39.75	\$ 47.59	\$ 51.24	\$ 46.85	Houston	42%	2.7%	39.4%	\$ 29,553	\$ 46.85	29.9%	\$ 22,420
Software Developers and Software Quality Assurance Analysts and Testers	\$ 44.30	47.91	\$ 53.56	\$ 56.63	\$ 52.72	Houston	28%	2.7%	25.2%	\$ 23,195	\$ 52.72	19.0%	\$ 17,510
Network and Computer Systems Administrators	\$ 34.52	40.52	\$ 39.25	\$ 46.33	\$ 43.67	Houston	34%	2.7%	31.5%	\$ 22,639	\$ 40.52	17.4%	\$ 12,480
Construction													
Civil Engineers	\$ 32.34	39.43	\$ 38.98	\$ 44.27	\$ 41.31	Houston	37%	2.7%	34.2%	\$ 23,020	\$ 39.43	21.9%	\$ 14,740
Security and Fire Alarm Systems Installers	\$ 30.93	18.27	\$ 22.31	\$ 22.83	\$ 24.25	El Paso					\$ 22.83		
Electricians	\$ 22.31	23.67	\$ 24.25	\$ 28.53	\$ 27.33	Houston	28%	2.7%	25.2%	\$ 11,709	\$ 24.25	8.7%	\$ 4,030
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$ 21.67	21.97	\$ 22.96	\$ 23.88	\$ 23.47	Houston	10%	2.7%	7.5%	\$ 3,374	\$ 22.96	5.9%	\$ 2,670
Plumbers, Pipefitters, and Steamfitters	\$ 22.24	21.59	\$ 23.31	\$ 28.75	\$ 28.79	Austin	29%	12.6%	16.9%	\$ 7,802	\$ 23.31	4.8%	\$ 2,220
Defense													
Detectives and Criminal Investigators	\$ 45.78	45.78	\$ 39.47	\$ 37.62	\$ 33.35	El Paso					\$ 39.47		
Police and Sheriff's Patrol Officers	\$ 28.50	27.40	\$ 30.87	\$ 31.11	\$ 37.03	Austin	30%	12.6%	17.3%	\$ 10,271	\$ 30.87	8.3%	\$ 4,920
Probation Officers and Correctional Treatment Specialists	\$ 20.71	24.51	\$ 22.92	\$ 24.12	\$ 23.95	Las Cruces	18%	2.6%	15.8%	\$ 6,796	\$ 23.95	15.6%	\$ 6,740
Public Safety Telecommunicators	\$ 18.42	19.53	\$ 19.98	\$ 21.78	\$ 23.30	Austin	26%	12.6%	13.9%	\$ 5,323	\$ 19.98	8.5%	\$ 3,240
Education													
Preschool/Kindergarten Teachers, Except Special Education	\$ 19.00	13.13	\$ 17.71	\$ 14.21	\$ 16.76	El Paso					\$ 16.76		
Special Education Teachers, Secondary School	\$ 25.97	30.00	\$ 29.18	\$ 30.44	\$ 30.76	Austin	18%	12.6%	5.9%	\$ 3,165	\$ 30.00	15.5%	\$ 8,390
Special Education Teachers, Kindergarten and Elementary School	\$ 27.51	29.96	\$ 28.56	\$ 30.36	\$ 31.14	Austin	13%	12.6%	0.6%	\$ 352	\$ 29.96	8.9%	\$ 5,100
Middle School Teachers, Except Special and Career/Technical Education	\$ 28.17	36.43	\$ 28.29	\$ 30.39	\$ 29.41	Las Cruces	29%	2.6%	26.7%	\$ 15,667	\$ 29.41	4.4%	\$ 2,570
Secondary School Teachers, Except Special and Career/Technical Education	\$ 28.55	29.61	\$ 28.75	\$ 30.00	\$ 29.77	Houston	5%	2.7%	2.4%	\$ 1,431	\$ 29.61	3.7%	\$ 2,210
Elementary School Teachers, Except Special Education	\$ 28.08	37.41	\$ 29.10	\$ 30.00	\$ 29.71	Las Cruces	33%	2.6%	30.6%	\$ 17,902	\$ 29.71	5.8%	\$ 3,380
Librarians and Media Collections Specialists	\$ 30.05	28.13	\$ 29.41	\$ 30.94	\$ 30.29	Houston	3%	2.7%	0.3%	\$ 167	\$ 30.05	0.0%	\$ -
Career/Technical Education Teachers, Postsecondary	\$ 24.34	29.37	\$ 29.14	\$ 31.28	\$ 29.73	Houston	29%	2.7%	25.9%	\$ 13,096	\$ 29.37	20.7%	\$ 10,470

Wage Comparison

Occupation						El Paso & Highest					Median		
						City	Wage Increase	% COL Variance	Net Benefit %	Net Benefit \$	Median	Variance from EP	Annual Investment to Median
Finance													
Budget Analysts/Financial Analyst	\$ 32.79	35.30	\$ 38.54	\$ 41.74	\$ 34.04	Houston	27%	2.7%	24.6%	\$ 16,785	\$ 35.30	7.7%	\$ 5,220
Accountants and Auditors	\$ 29.72	28.39	\$ 36.99	\$ 38.81	\$ 37.50	Houston	31%	2.7%	27.9%	\$ 17,256	\$ 36.99	24.5%	\$ 15,120
Compliance Officers	\$ 39.42	29.81	\$ 30.83	\$ 35.67	\$ 30.00	El Paso					\$ 30.83		
Loan Officers	\$ 21.95	29.86	\$ 30.42	\$ 36.37	\$ 35.38	Houston	66%	2.7%	63.0%	\$ 28,779	\$ 30.42	38.6%	\$ 17,620
Human Resources													
Human Resources Specialists	\$ 22.74	23.74	\$ 29.67	\$ 29.87	\$ 30.19	Austin	33%	12.6%	20.2%	\$ 9,553	\$ 29.67	30.5%	\$ 14,430
Manufacturing													
Electrical Engineers	\$ 37.75	42.34	\$ 46.76	\$ 51.84	\$ 62.02	Austin	64%	12.6%	51.7%	\$ 40,598	\$ 46.76	23.9%	\$ 18,750
Industrial Engineers	\$ 35.33	48.58	\$ 45.59	\$ 49.83	\$ 49.13	Houston	41%	2.7%	38.4%	\$ 28,194	\$ 48.58	37.5%	\$ 27,560
Mobile Heavy Equipment Mechanics, Except Engines	\$ 23.40	26.95	\$ 27.54	\$ 29.06	\$ 27.35	Houston	24%	2.7%	21.5%	\$ 10,478	\$ 27.35	16.9%	\$ 8,210
Electrical and Electronics Repairers, Commercial and Industrial Equipment	\$ 21.38	29.37	\$ 29.11	\$ 33.87	\$ 25.59	Houston	58%	2.7%	55.7%	\$ 24,780	\$ 29.11	36.2%	\$ 16,080
Industrial Machinery Mechanics and Technicians	\$ 21.72	24.30	\$ 28.20	\$ 29.15	\$ 29.19	Austin	34%	12.6%	21.8%	\$ 9,850	\$ 28.20	29.8%	\$ 13,480
Marketing													
Public Relations Specialists	\$ 25.00	26.82	\$ 28.37	\$ 28.89	\$ 31.35	Austin	25%	12.6%	12.8%	\$ 6,659	\$ 28.37	13.5%	\$ 7,000

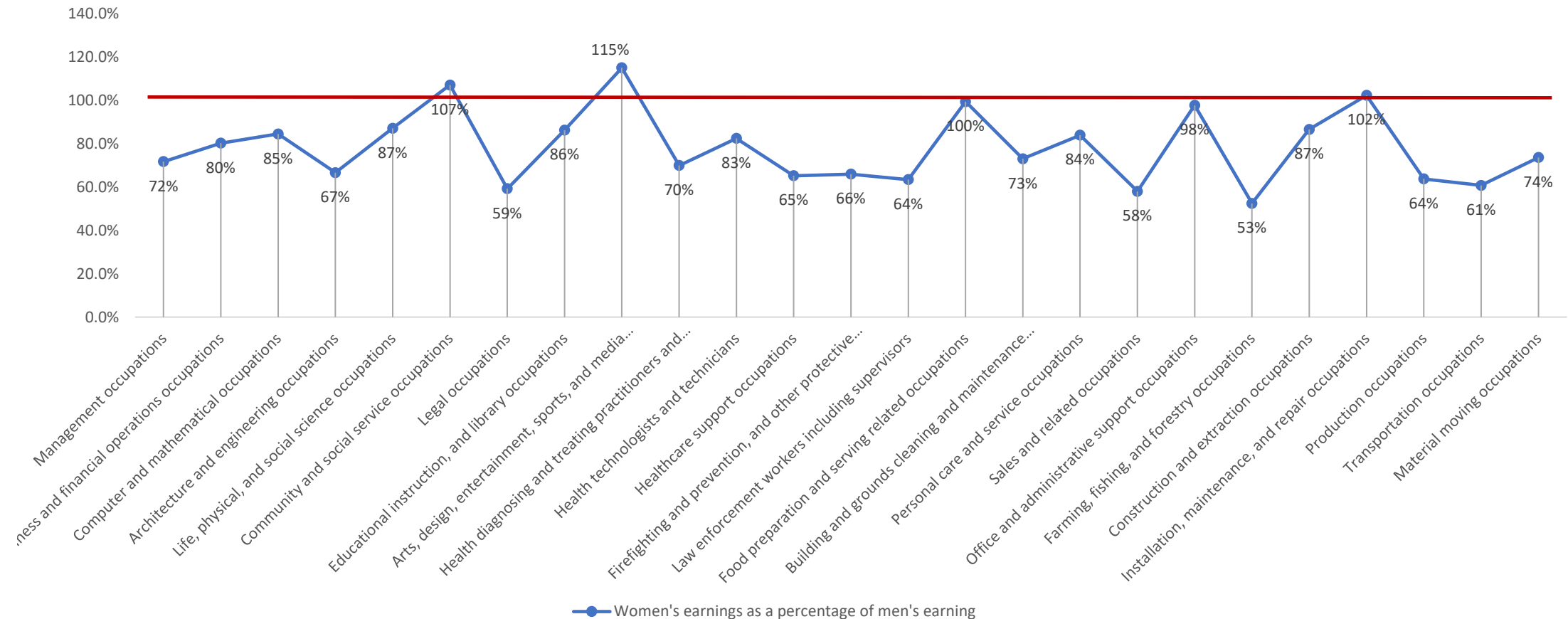
Wage Comparison

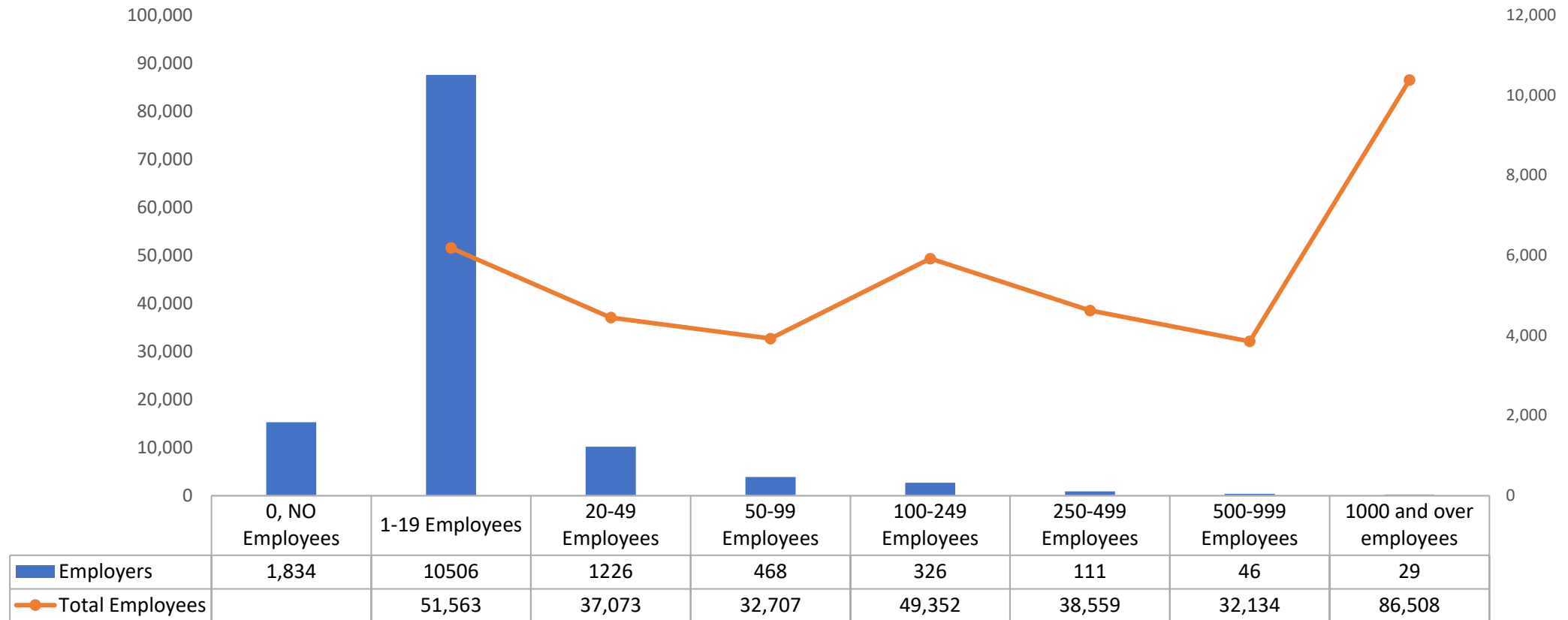
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Medical and Health													
Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians	\$ 18.48	17.70	\$ 20.38	\$ 19.28	\$ 19.09	San Antonio	10%	2.6%	7.7%	\$ 2,964	\$ 19.09	3.3%	\$ 1,270
Dental Hygienists	\$ 35.22	39.06	\$ 38.84	\$ 38.00	\$ 43.81	Austin	24%	12.6%	11.8%	\$ 8,652	\$ 38.84	10.3%	\$ 7,530
Registered Nurses	\$ 35.88	37.63	\$ 37.99	\$ 39.59	\$ 39.13	Houston	10%	2.7%	7.7%	\$ 5,723	\$ 37.99	5.9%	\$ 4,400
Diagnostic Medical Sonographers	\$ 30.77	31.97	\$ 39.02	\$ 38.11	\$ 38.77	San Antonio	27%	2.6%	24.3%	\$ 15,529	\$ 38.11	23.8%	\$ 15,260
Respiratory Therapists	\$ 29.96	27.53	\$ 34.42	\$ 36.86	\$ 36.65	Houston	23%	2.7%	20.4%	\$ 12,683	\$ 34.42	14.9%	\$ 9,280
Radiologic Technologists and Technicians	\$ 30.77	29.10	\$ 31.01	\$ 36.37	\$ 36.99	Austin	20%	12.6%	7.6%	\$ 4,856	\$ 31.01	0.8%	\$ 490
Occupational Health and Safety Specialists	\$ 28.27	35.01	\$ 35.24	\$ 37.17	\$ 34.07	Houston	31%	2.7%	28.8%	\$ 16,947	\$ 35.01	23.8%	\$ 14,020
Licensed Practical and Licensed Vocational Nurses	\$ 22.74	27.19	\$ 24.51	\$ 26.38	\$ 27.30	Austin	20%	12.6%	7.5%	\$ 3,543	\$ 26.38	16.0%	\$ 7,590
Healthcare Social Workers	\$ 24.53	29.31	\$ 29.10	\$ 29.63	\$ 32.13	Austin	31%	12.6%	18.4%	\$ 9,381	\$ 29.31	19.5%	\$ 9,930
Physical Therapist Assistants	\$ 31.36	25.38	\$ 36.11	\$ 37.06	\$ 37.65	Austin	20%	12.6%	7.5%	\$ 4,884	\$ 36.11	15.1%	\$ 9,880
Surgical Technologists	\$ 24.00	23.28	\$ 22.18	\$ 28.66	\$ 28.63	Houston	19%	2.7%	16.8%	\$ 8,365	\$ 24.00	0.0%	\$ -
Health Education Specialists	\$ 22.26	21.76	\$ 20.31	\$ 24.49	\$ 29.33	Austin	32%	12.6%	19.1%	\$ 8,866	\$ 22.26	0.0%	\$ -
Child, Family, and School Social Workers	\$ 22.50	23.57	\$ 23.61	\$ 23.64	\$ 24.16	Austin	7%	12.6%	-5.2%	(2,457)	\$ 23.61	4.9%	\$ 2,290
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	\$ 21.81	27.61	\$ 23.13	\$ 23.82	\$ 23.21	Las Cruces	27%	2.6%	24.0%	\$ 10,907	\$ 23.21	6.4%	\$ 2,920
Clinical Laboratory Technologists and Technicians	\$ 21.93	20.10	\$ 24.15	\$ 24.17	\$ 24.89	Austin	14%	12.6%	0.9%	\$ 424	\$ 24.15	10.1%	\$ 4,620
Transportation and Logistics													
Logisticians	\$ 29.70	31.92	\$ 37.23	\$ 36.40	\$ 37.03	San Antonio	25%	2.6%	22.8%	\$ 14,066	\$ 36.40	22.6%	\$ 13,940
Other													
Management Analysts	\$ 37.46	35.57	\$ 41.11	\$ 47.59	\$ 45.51	Houston	27%	2.7%	24.4%	\$ 18,995	\$ 41.11	9.8%	\$ 7,600
Operations Research Analysts	\$ 32.21	48.39	\$ 40.99	\$ 43.68	\$ 39.93	Las Cruces	50%	2.6%	47.7%	\$ 31,942	\$ 40.99	27.3%	\$ 18,270
General and Operations Managers	\$ 30.21	44.26	\$ 39.46	\$ 45.24	\$ 44.17	Houston	50%	2.7%	47.1%	\$ 29,579	\$ 44.17	46.2%	\$ 29,050



Crime per 1,000 Residents

Women's earnings as a percentage of men's earning





- 48% employees work with large employers (250+ employees)
- The majority of the employers have 50 employees or less (93%)

Strategies to Improve

1. Develop regional strategy for businesses to increase wages
 - Work towards reaching median over 2 years
 - Address pay equity
 - Encourage City and County to focus incentives towards high-skill and high-wage jobs
2. Focus on two to three target industries that have occupations that contribute most towards GDP
 - Encourage businesses to hire students and help them apply skills while obtaining real-work experience
3. What WSB is doing
 - WSB focusing new funds and grants towards skills training for “Hottest Jobs”

WSB is Here to Help

- Presentation posted on our website www.borderplexjobs.com
- Help conduct a wage analysis for your organization
Research@borderplexjobs.com
- Provide data on wages, forecasts, pathways



Questions, Thoughts, Comments

THANK YOU