

**WORKFORCE**

SOLUTIONS BORDERPLEX

**WAGES  
IN THE  
BORDERPLEX  
2023**



# 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

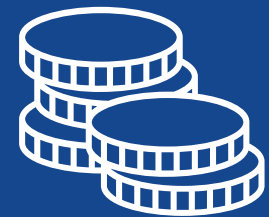
- The wage “in the middle” of the group or population.
- El Paso, TX MSA Median Wage is currently: **\$14.82 / hour**.

## Mean / Average Wage

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

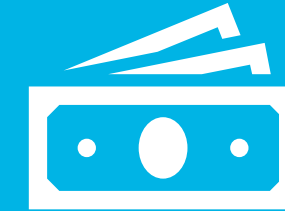
# THE FINE PRINT

## “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 2023), WSB determines El Paso's living wage is currently **\$17.24/ hour (two adults working-1 dependent)**.

# THE FINE PRINT

## “WAGE DEFINITIONS”



### 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.
- Similar and generally interchangeable with Living Wage; 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).
- Household of 3– \$16.85 (assuming 1 adult working).

# WSB Living Wage Calculation El Paso County

## Based on Census household size

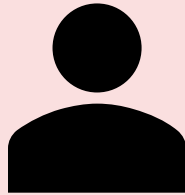
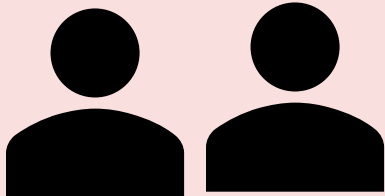
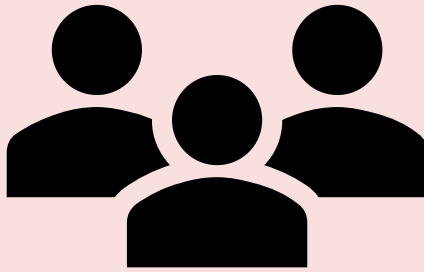
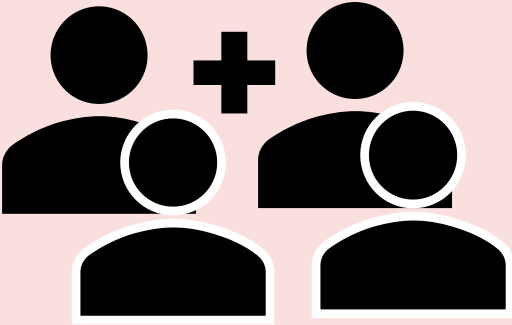
Average household size: 3 people.

## 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 = \$71,699
- Each adult working full time ( $\$71,699 \div 2$ ) = \$35,850
- Hourly wage ( $\$35,850 \div 2,080$ ) = \$17.24

Household Size	Number of Households	%
	70,511	24%
	80,439	27%
	53,483	18%
	89,037	30%
	<b>293,470</b>	<b>100%</b>

# HOT JOBS

Entry wage is **\$17.24 or more**

10% of more growth in next 10 years

20 or more annual job openings



WSB directs training funds towards these occupations



Updated annually



Currently 52 Hot Jobs



WSB can make exceptions as needed (local wisdom)

**WORKFORCE**  
SOLUTIONS BORDERPLEX

**2024** **HOT**  
**JOBS**  
BORDERPLEX



## THIS IS WHY THEY'RE HOT:

**10%** or more growth over **10** years  
**20** or more annual job openings  
**\$17.24** or more per hour entry wage

Hottest Jobs are in top wage quartiles and entry wages are at or above \$17.21

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[WSB 2024 Hot Jobs Link](#)





**WHERE IS OUR WORKFORCE  
WORKING?**

# QUARTILES

## EL PASO TX, MSA 2023

Occupation	El Paso, TX MSA 2023			Gender	
	Employment	Median Earnings	55 Years and Older	Male	Female
Management Occupations	20,680	\$ 38.82	4,156	64%	36%
Computer and Mathematical Occupations	5,960	\$ 33.90	3,438	79%	21%
Healthcare Practitioners and Technical Occupations	19,250	\$ 35.05	895	27%	73%
Architecture and Engineering Occupations	3,150 <b>20%</b>	\$ 31.66	617	87%	13%
Business and Financial Operations Occupations	14,980	\$ 29.45	321	59%	41%
Life, Physical, and Social Science Occupations	1,750	\$ 29.22	2,848	52%	48%
<b>Highest Quartile</b>	<b>65,770</b>		<b>12,276</b>		
Legal Occupations	1,330	\$ 30.36	332	34%	66%
Education, Training, and Library Occupations	23,040	\$ 29.65	4,194	53%	47%
Protective Service Occupations	9,520 <b>13%</b>	\$ 23.67	1,455	80%	20%
Community and Social Service Occupations	4,330	\$ 21.68	850	33%	67%
Arts, Design, Entertainment, Sports, and Media Occupations	2,540	\$ 19.58	471	57%	43%
<b>Upper-middle Quartile</b>	<b>40,760</b>		<b>7,302</b>		
Installation, Maintenance, and Repair Occupations	14,190	\$ 19.51	2,764	96%	4%
Construction and Extraction Occupations	11,130	\$ 18.52	1,817	96%	4%
Office and Administrative Support Occupations	44,500 <b>36%</b>	\$ 17.09	9,388	30%	70%
Transportation and Material Moving Occupations	32,160	\$ 16.27	6,381	81%	19%
Production Occupations	13,960	\$ 14.89	2,925	69%	31%
<b>Lower-middle Quartile</b>	<b>115,940</b>		<b>23,275</b>		
Sales and Related Occupations	31,050	\$ 13.85	5,973	73%	27%
Farming, Fishing, and Forestry Occupations	260	\$ 12.96	46	56%	44%
Building and Grounds Cleaning and Maintenance Occupations	8,090	\$ 12.86	1,974	61%	39%
Personal Care and Service Occupations	5,380 <b>31%</b>	\$ 11.58	908	30%	70%
Food Preparation and Serving Related Occupations	34,790	\$ 11.13	3,349	46%	54%
Healthcare Support Occupations	21,280	\$ 10.83	4,947	19%	81%
<b>Lower Quartile</b>	<b>100,850</b>		<b>17,197</b>		

Quartiles	2023 Employment	Rate
Highest & Upper-middle	106,530	33%
Lower-middle & Lower	216,790	67%
<b>Total</b>	<b>323,320</b>	<b>100%</b>

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



# QUARTILES BY AGE GROUP

## EL PASO TX, MSA 2023

Occupation	El Paso, TX MSA 2023		Age Group		
	Employment		16 to 24 years	25 to 54 years	55 years and over
Management Occupations	20,680		4%	76%	20%
Computer and Mathematical Occupations	5,960		6%	78%	15%
Healthcare Practitioners and Technical Occupations	19,250		8%	74%	18%
Architecture and Engineering Occupations	3,150	<b>20%</b>	9%	71%	20%
Life, Physical, and Social Science Occupations	1,750		9%	73%	18%
Business and Financial Operations Occupations	14,980		6%	75%	19%
<b>Highest Quartile</b>	<b>65,770</b>				
Education, Training, and Library Occupations	23,040		9%	72%	18%
Legal Occupations	1,330		4%	71%	25%
Protective Service Occupations	9,520	<b>13%</b>	10%	74%	15%
Community and Social Service Occupations	4,330		6%	74%	20%
Arts, Design, Entertainment, Sports, and Media Occupations	2,540		11%	70%	19%
<b>Upper-middle Quartile</b>	<b>40,760</b>				
Installation, Maintenance, and Repair Occupations	14,190		13%	68%	19%
Construction and Extraction Occupations	11,130		13%	71%	16%
Office and Administrative Support Occupations	44,500	<b>36%</b>	13%	66%	21%
Transportation and Material Moving Occupations	32,160		17%	63%	20%
Production Occupations	13,960		12%	67%	21%
<b>Lower-middle Quartile</b>	<b>115,940</b>				
Farming, Fishing, and Forestry Occupations	260		20%	63%	18%
Sales and Related Occupations	31,050		23%	58%	19%
Building and Grounds Cleaning and Maintenance Occupations	8,090		12%	63%	24%
Personal Care and Service Occupations	5,380	<b>31%</b>	26%	57%	17%
Food Preparation and Serving Related Occupations	34,790		44%	46%	10%
Healthcare Support Occupations	21,280		14%	62%	23%
<b>Lower Quartile</b>	<b>100,850</b>				

# HOW DO WE COMPARE?

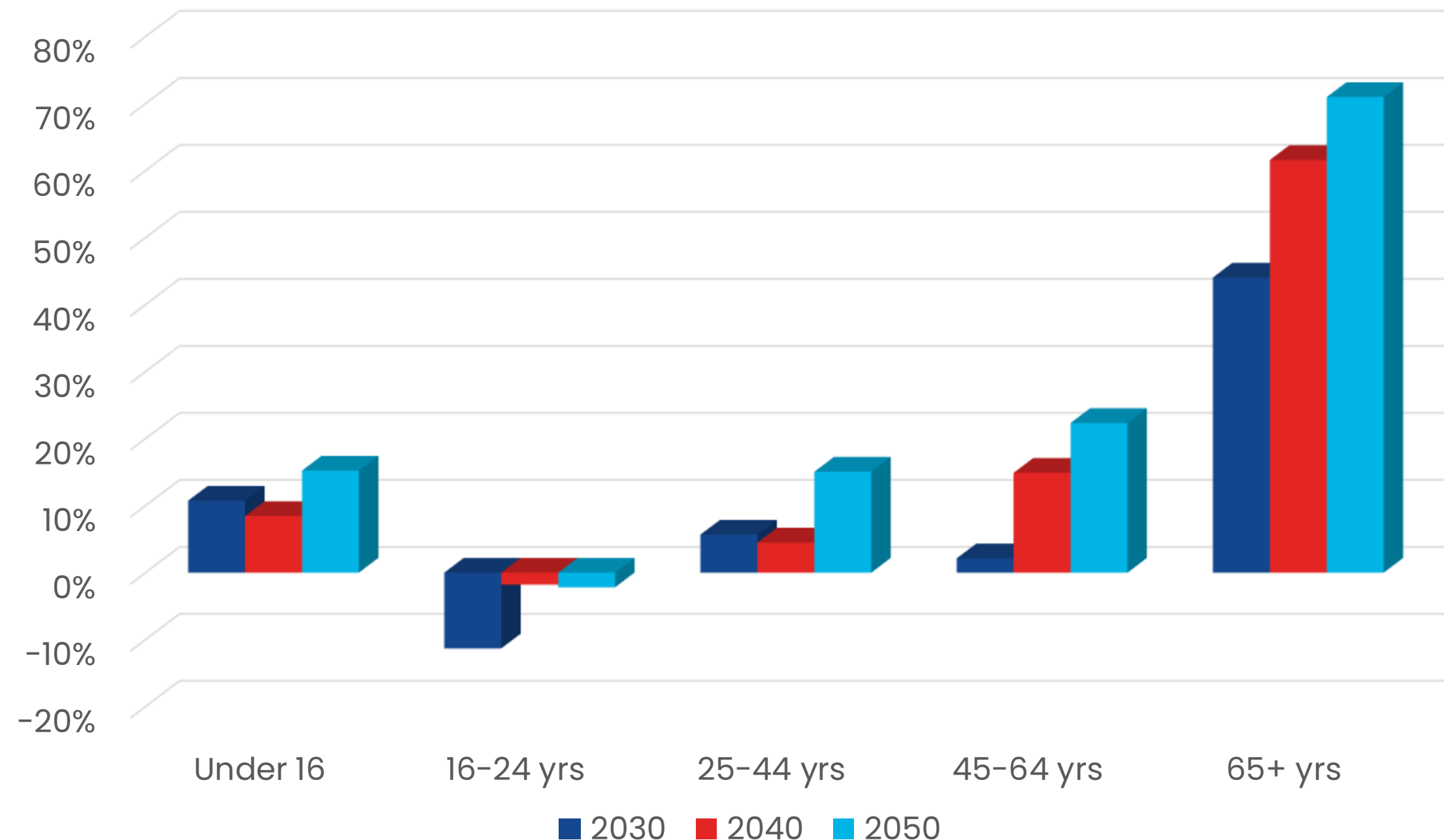


Occupation	El Paso, TX MSA 2023				Texas 2023		US 2023	
	Employment	Job Growth (vs 2022)	Median Earnings	Median Earnings Growth (vs 2022)	Employment	Median Earnings	Employment	Median Earnings
Management Occupations	20,680	10.5%	\$ 38.82	2.9%	1,124,950	\$ 50.56	10,495,770	\$ 56.19
Computer and Mathematical Occupations	5,960	30.7%	\$ 33.90	7.5%	490,410	\$ 48.33	5,177,400	\$ 50.10
Healthcare Practitioners and Technical Occupations	19,250	-4.5%	\$ 35.05	7.0%	746,510	\$ 37.99	9,284,210	\$ 38.86
Architecture and Engineering Occupations	3,150	<b>20%</b>	\$ 31.66	13.9%	225,870	<b>26%</b>	2,539,660	<b>26%</b>
Business and Financial Operations Occupations	14,980	5.9%	\$ 29.45	3.5%	838,580	\$ 36.54	10,087,830	\$ 38.00
Life, Physical, and Social Science Occupations	1,750	4.2%	\$ 29.22	1.0%	101,070	\$ 32.95	1,389,430	\$ 37.63
<b>Highest Quartile</b>	<b>65,770</b>	<b>8.1%</b>			<b>3,527,390</b>		<b>38,974,300</b>	
Legal Occupations	1,330	-0.1%	\$ 30.36	12.5%	86,740	\$ 46.32	1,240,630	\$ 47.70
Education, Training, and Library Occupations	23,040	-16.9%	\$ 29.65	15.4%	807,880	\$ 29.61	8,744,560	\$ 28.82
Protective Service Occupations	9,520	<b>13%</b>	\$ 23.67	4.1%	298,740	<b>11%</b>	3,504,330	<b>12%</b>
Community and Social Service Occupations	4,330	-5.9%	\$ 21.68	5.2%	142,710	\$ 24.37	2,418,130	\$ 25.00
Arts, Design, Entertainment, Sports, and Media Occupations	2,540	5.4%	\$ 19.58	-4.0%	139,100	\$ 24.34	2,106,490	\$ 28.33
<b>Upper-middle Quartile</b>	<b>40,760</b>	<b>-2.4%</b>			<b>1,475,170</b>		<b>18,014,140</b>	
Installation, Maintenance, and Repair Occupations	14,190	7.3%	\$ 19.51	3.8%	619,720	\$ 23.68	5,989,460	\$ 25.92
Construction and Extraction Occupations	11,130	-9.0%	\$ 18.52	3.7%	639,170	\$ 22.77	6,225,630	\$ 26.77
Office and Administrative Support Occupations	44,500	<b>36%</b>	\$ 17.09	7.2%	1,748,940	<b>37%</b>	18,533,450	<b>35%</b>
Transportation and Material Moving Occupations	32,160	3.7%	\$ 16.27	7.7%	1,271,220	\$ 18.53	13,752,760	\$ 19.25
Production Occupations	13,960	5.0%	\$ 14.89	5.2%	681,130	\$ 19.01	8,770,170	\$ 20.98
<b>Lower-middle Quartile</b>	<b>115,940</b>	<b>0.9%</b>			<b>4,960,180</b>		<b>53,271,470</b>	
Sales and Related Occupations	31,050	4.0%	\$ 13.85	-7.0%	1,217,200	\$ 16.92	13,380,660	\$ 17.67
Farming, Fishing, and Forestry Occupations	260	-2.2%	\$ 12.96	4.8%	15,210	\$ 16.62	432,200	\$ 17.08
Building and Grounds Cleaning and Maintenance Occupations	8,090	-4.0%	\$ 12.86	7.0%	348,700	\$ 14.81	4,429,070	\$ 17.30
Personal Care and Service Occupations	5,380	<b>31%</b>	\$ 11.58	6.1%	226,180	<b>27%</b>	3,040,630	<b>27%</b>
Food Preparation and Serving Related Occupations	34,790	6.0%	\$ 11.13	4.2%	1,217,760	\$ 13.42	13,247,870	\$ 15.50
Healthcare Support Occupations	21,280	3.6%	\$ 10.83	5.7%	570,140	\$ 13.43	7,063,530	\$ 17.38
<b>Lower Quartile</b>	<b>100,850</b>	<b>2.3%</b>			<b>3,595,190</b>		<b>41,593,960</b>	

# POPULATION PROJECTIONS

## EL PASO, COUNTY

Projected % Change Compare to 2022 Census



Ages	2022	2030
Under 16	203,121	224,918
16-24 yrs	125,538	111,341
25-44 yrs	238,961	252,527
45-64 yrs	187,904	191,907
65+ yrs	108,308	156,004
<b>Total</b>	<b>863,832</b>	<b>936,697</b>

Ages	2040	2050
Under 16	220,276	234,047
16-24 yrs	123,307	122,789
25-44 yrs	249,688	274,958
45-64 yrs	215,899	229,863
65+ yrs	175,003	185,190
<b>Total</b>	<b>984,173</b>	<b>1,046,847</b>

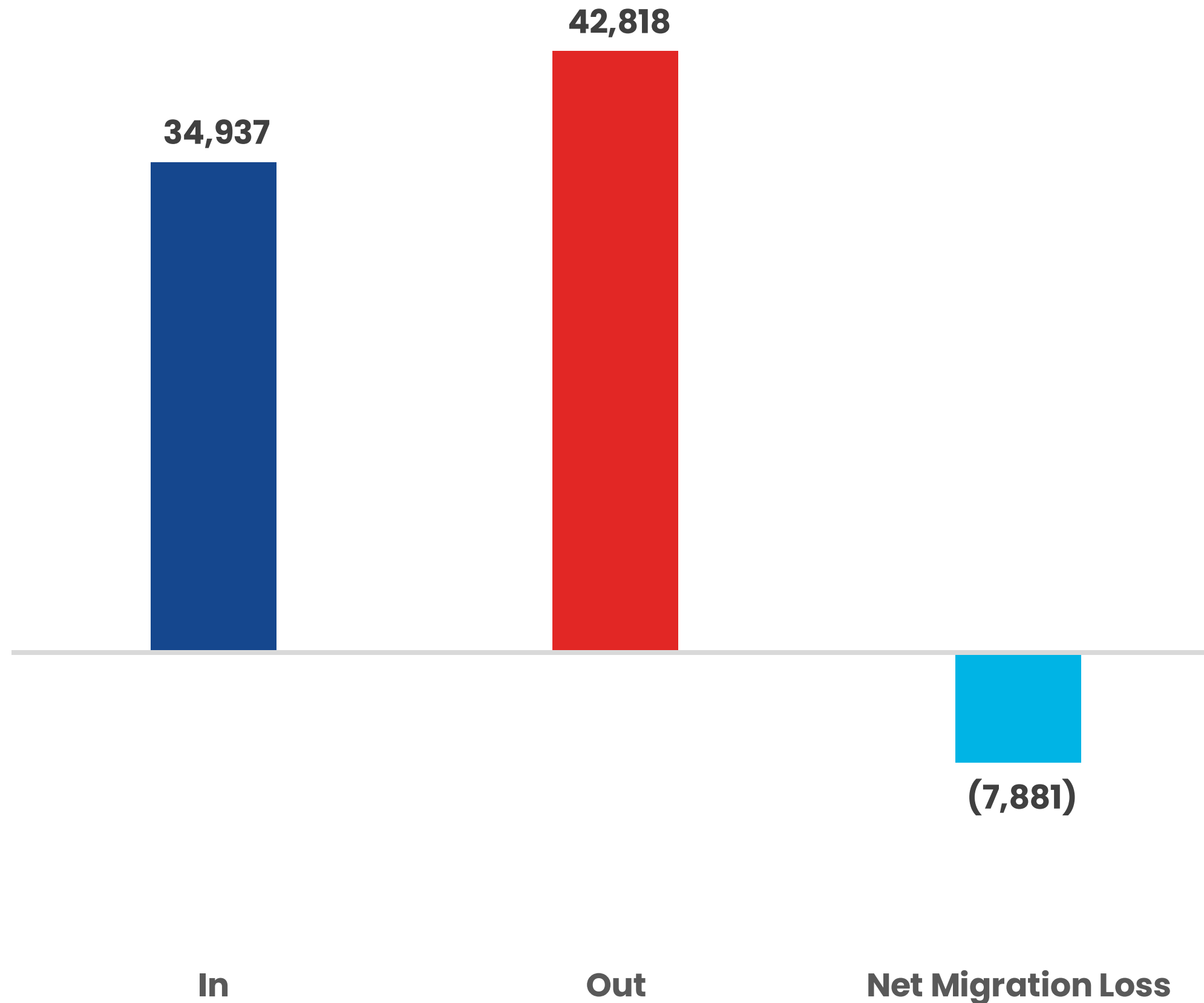
# MIGRATION PATTERNS

## 2016 - 2020

### EL PASO, COUNTY

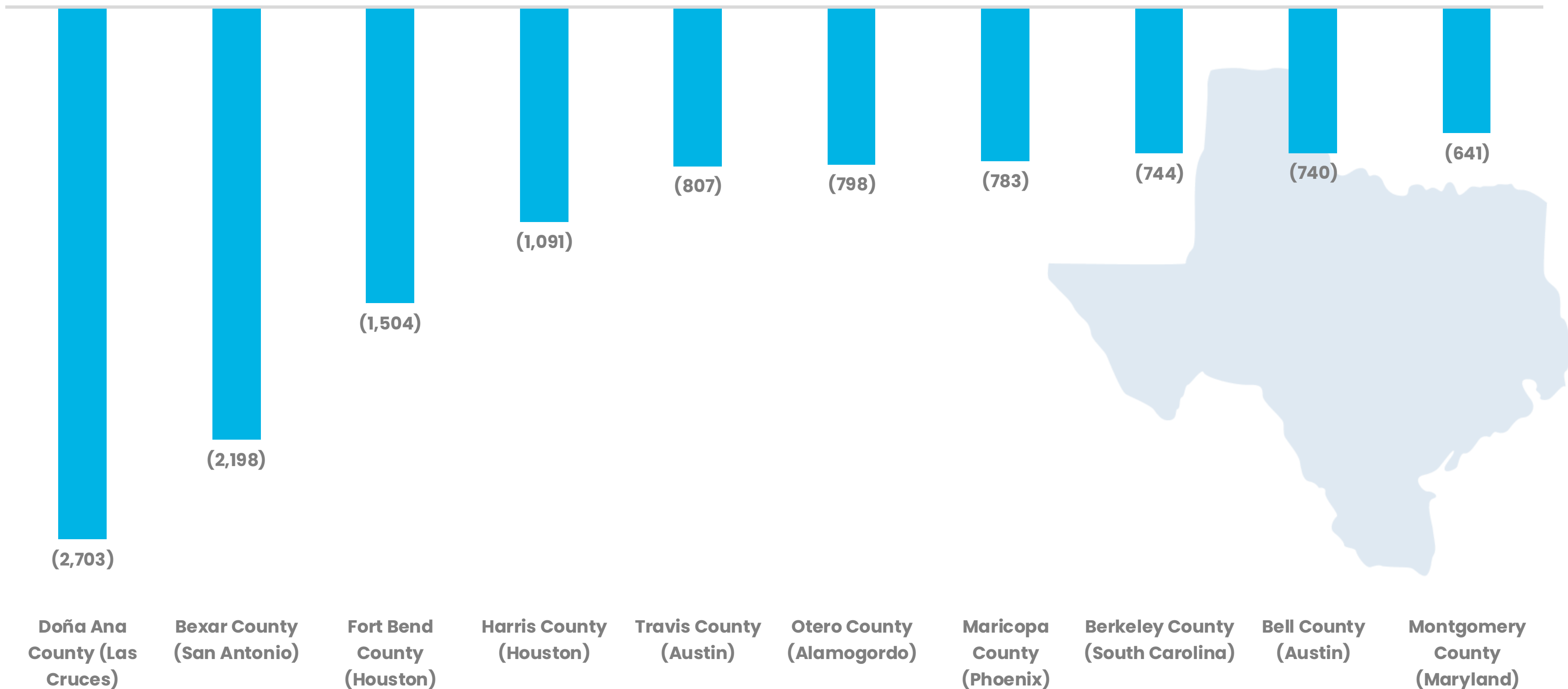
**Where are people going?**

**Where are they coming from?**



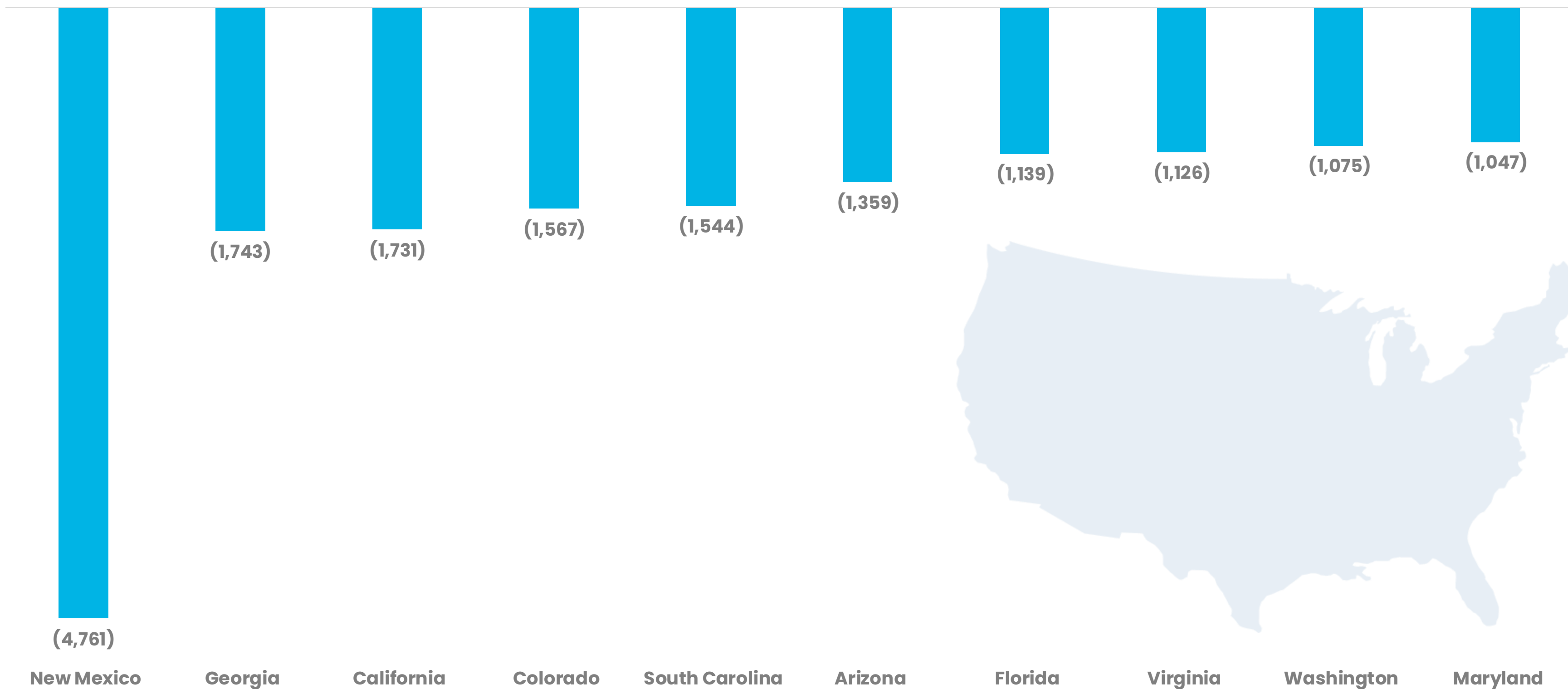
# MIGRATION LOSS FROM EL PASO TO OTHER COUNTIES

2016 - 2020



# MIGRATION LOSS FROM EL PASO TO OTHER STATES

2016 - 2020





# MIGRATION LOSS FROM OTHER STATES TO EL PASO

2016 - 2020



# A CLOSER LOOK

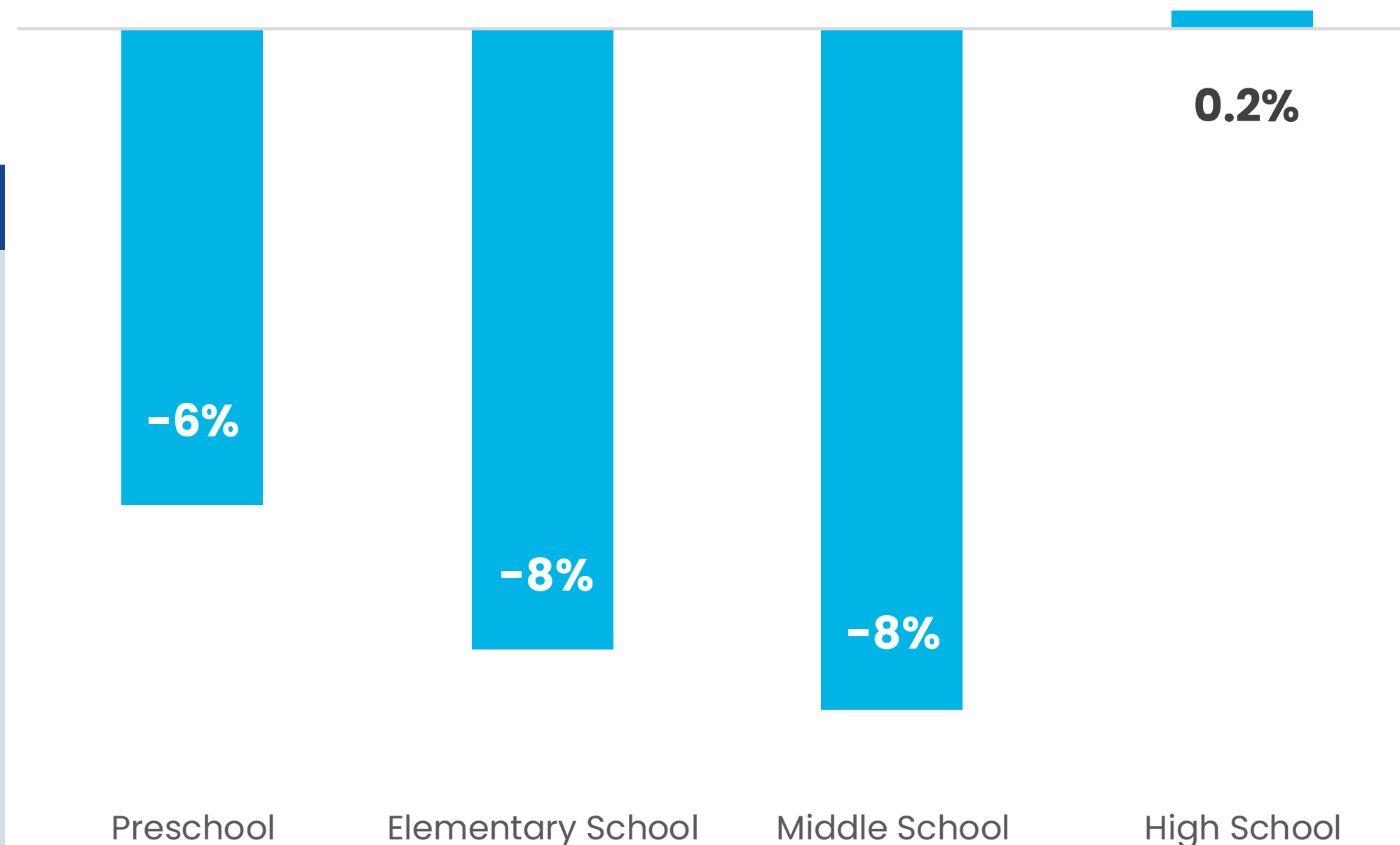


# SCHOOL ENROLLMENTS

REGION 19\*

	Pre-Covid 2019-2020	Post-Covid 2022-2023	Change
Preschool	9,056	8,534	-6%
Elementary School	70,810	65,489	-8%
Middle School	39,452	36,200	-8%
High School	55,434	55,555	0.2%
<b>Total</b>	<b>174,752</b>	<b>165,778</b>	<b>-5%</b>

**School Enrollment % Change from 2019-2020 to 2022-2023**



\*Region 19: El Paso County and Hudspeth County school districts.

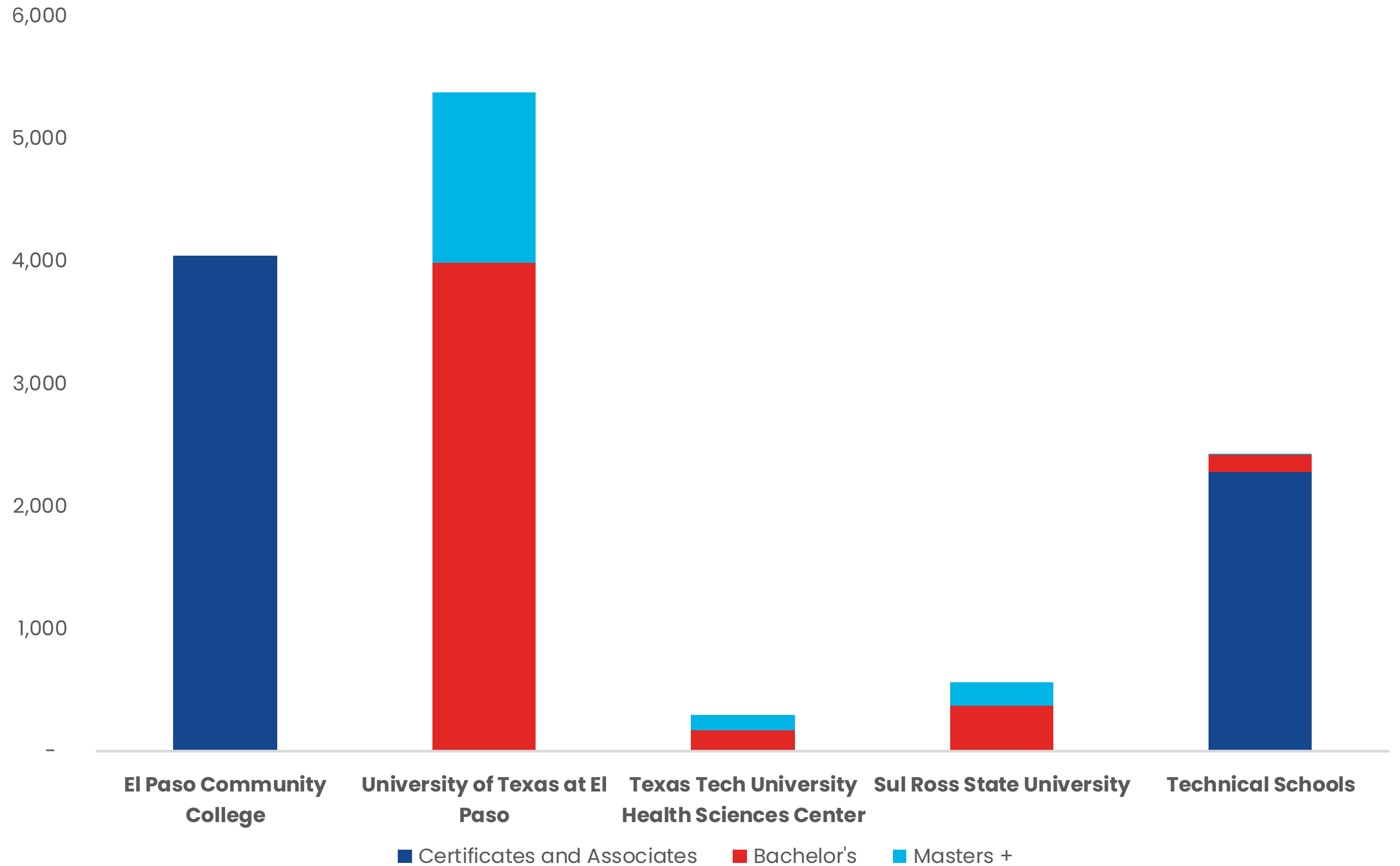
Source: Texas Education Agency, 2022.

# BORDERPLEX COLLEGE AWARDS

**12,712**  
**Awards**  
(2021-2022)

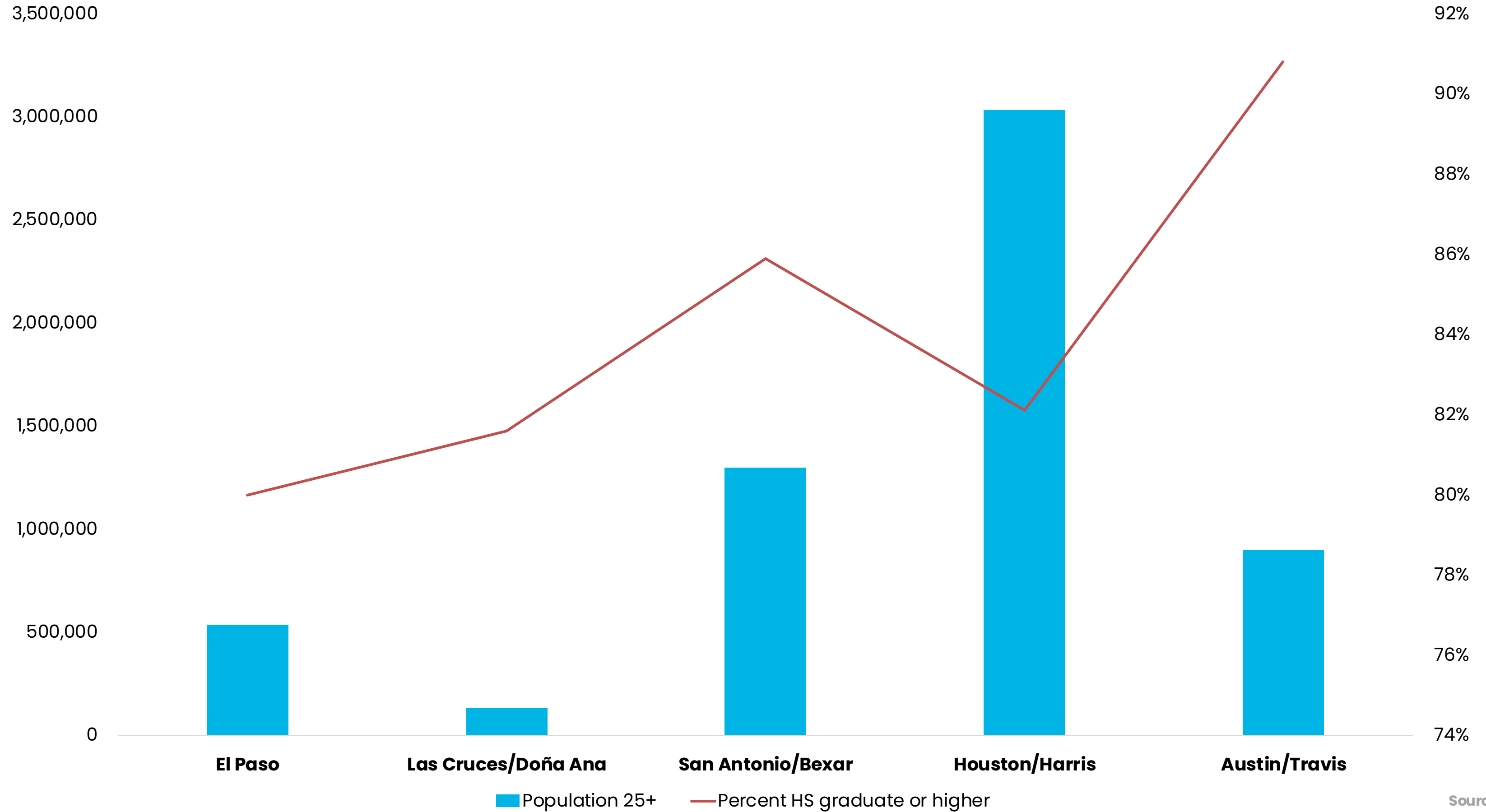


**13,257**  
**Awards**  
(2020-2021)



# EDUCATIONAL ATTAINMENT

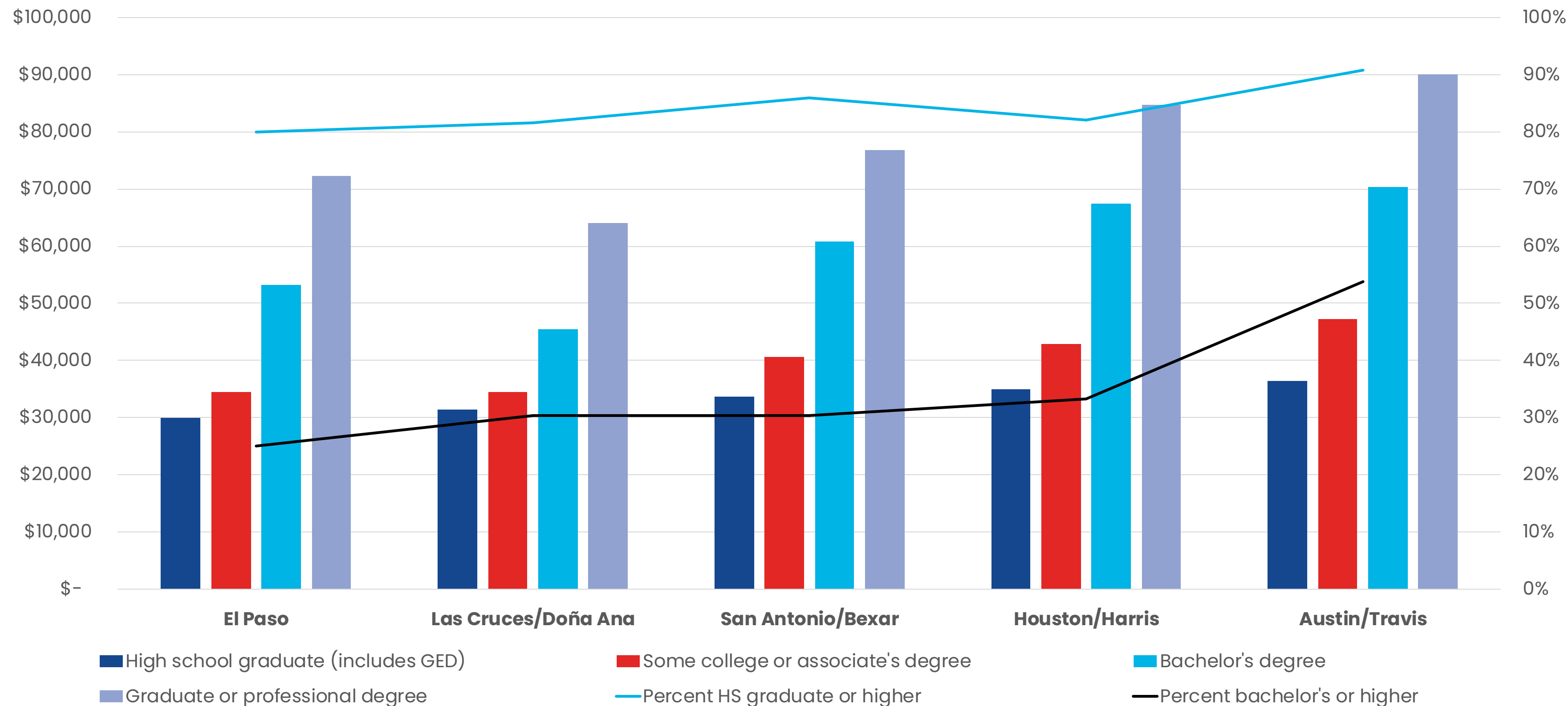
## POPULATION OVER 25 YEARS



Source: US Census, 2022

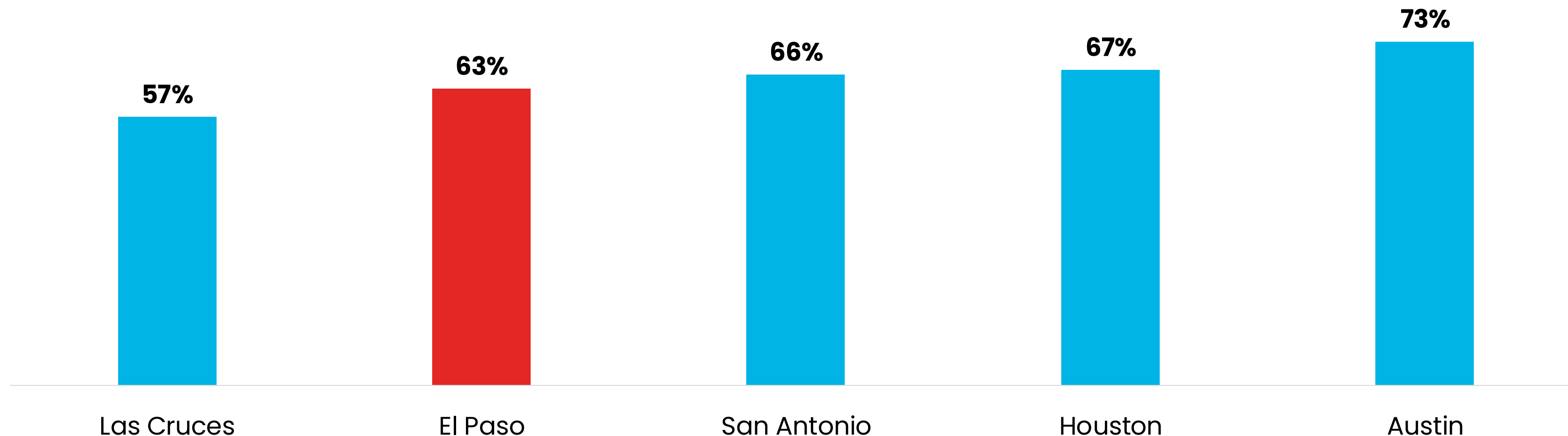
# MEDIAN EARNINGS BY EDUCATIONAL ATTAINMENT

POPULATION OVER 25 YEARS



# LABOR FORCE PARTICIPATION RATE

POPULATION OVER 16 YEARS, BY COUNTY



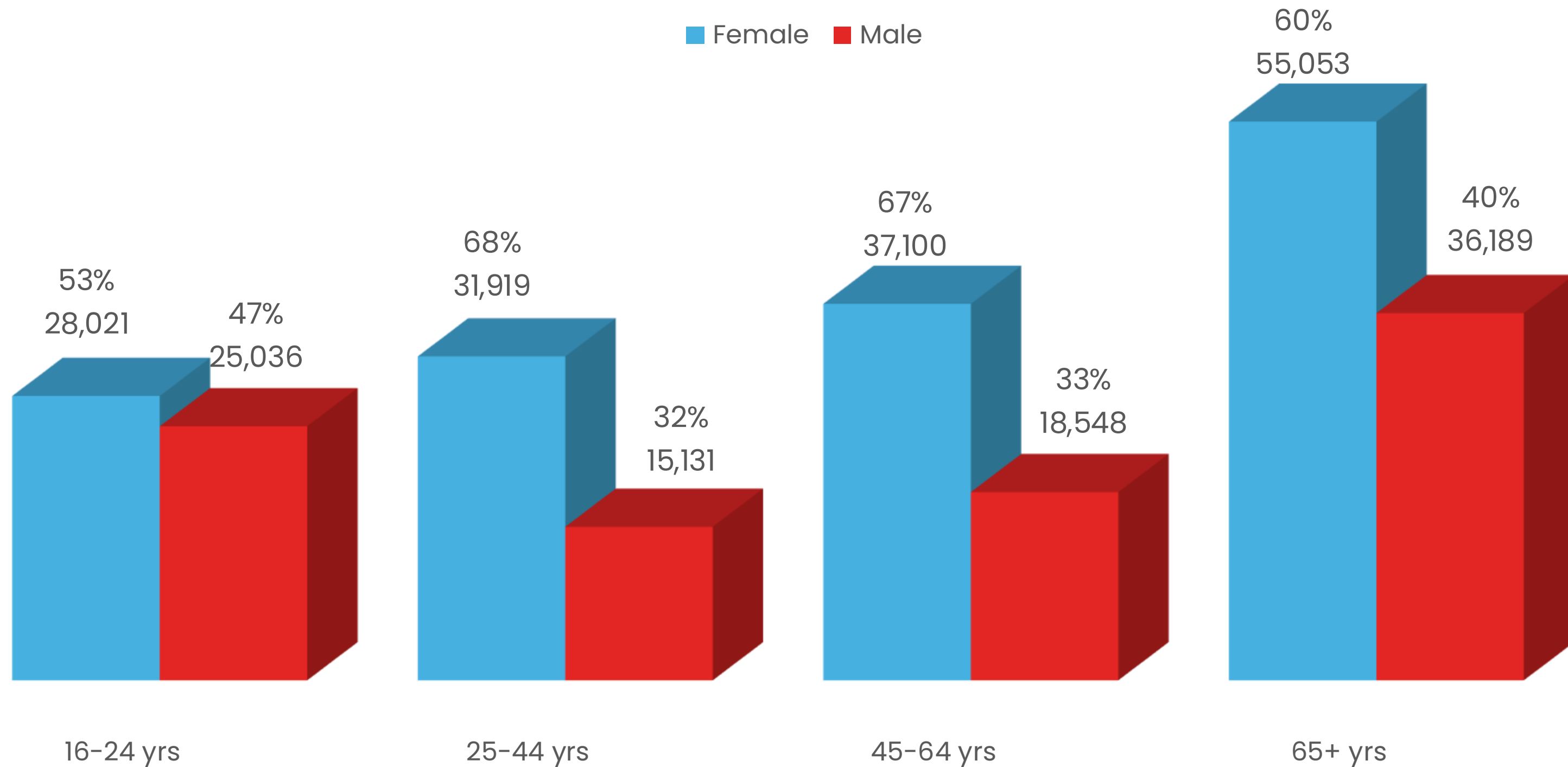
Add to the labor force:	To reach:
22,355	66%
28,962	67%
68,605	73%

# NOT IN THE LABOR FORCE

EL PASO, COUNTY

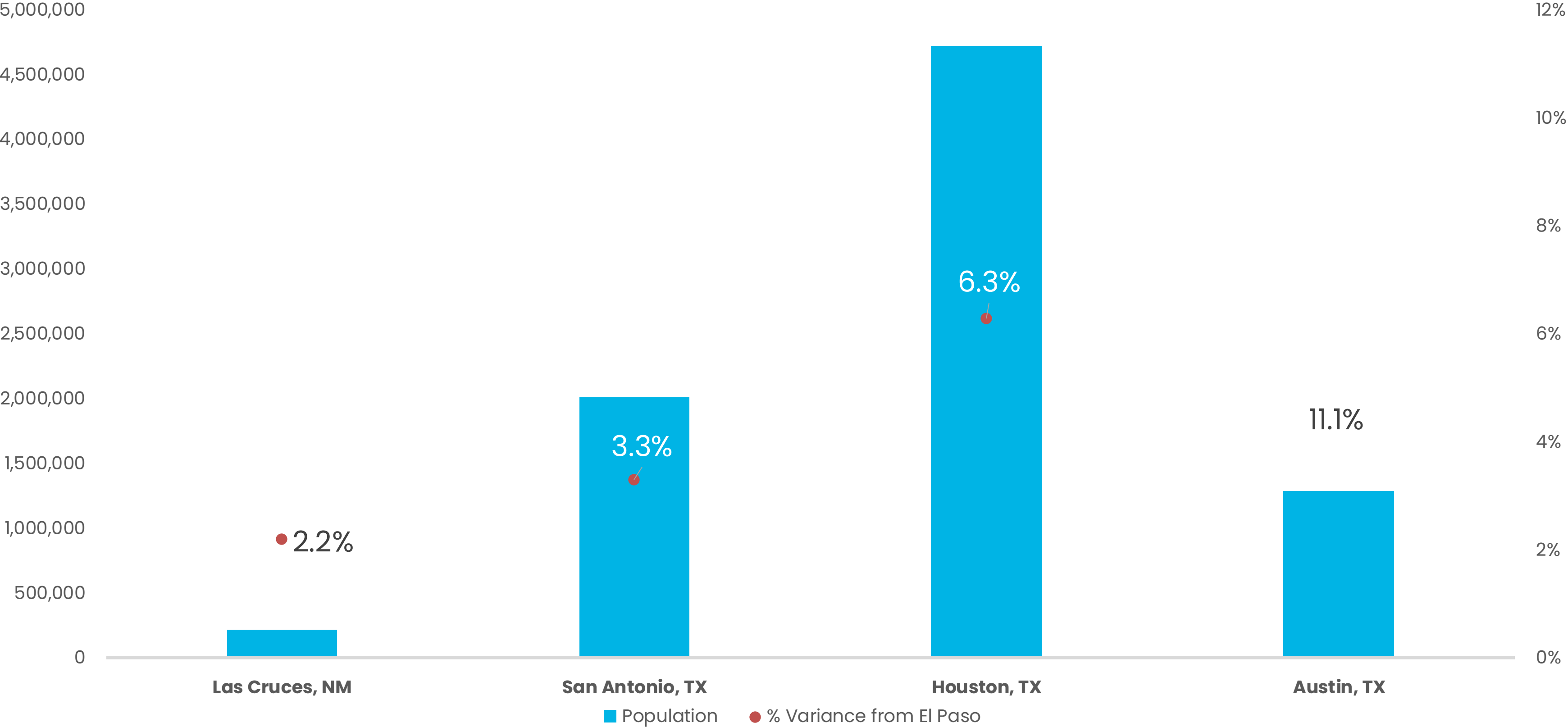
## Not in the Labor Force by Age and Gender

■ Female ■ Male





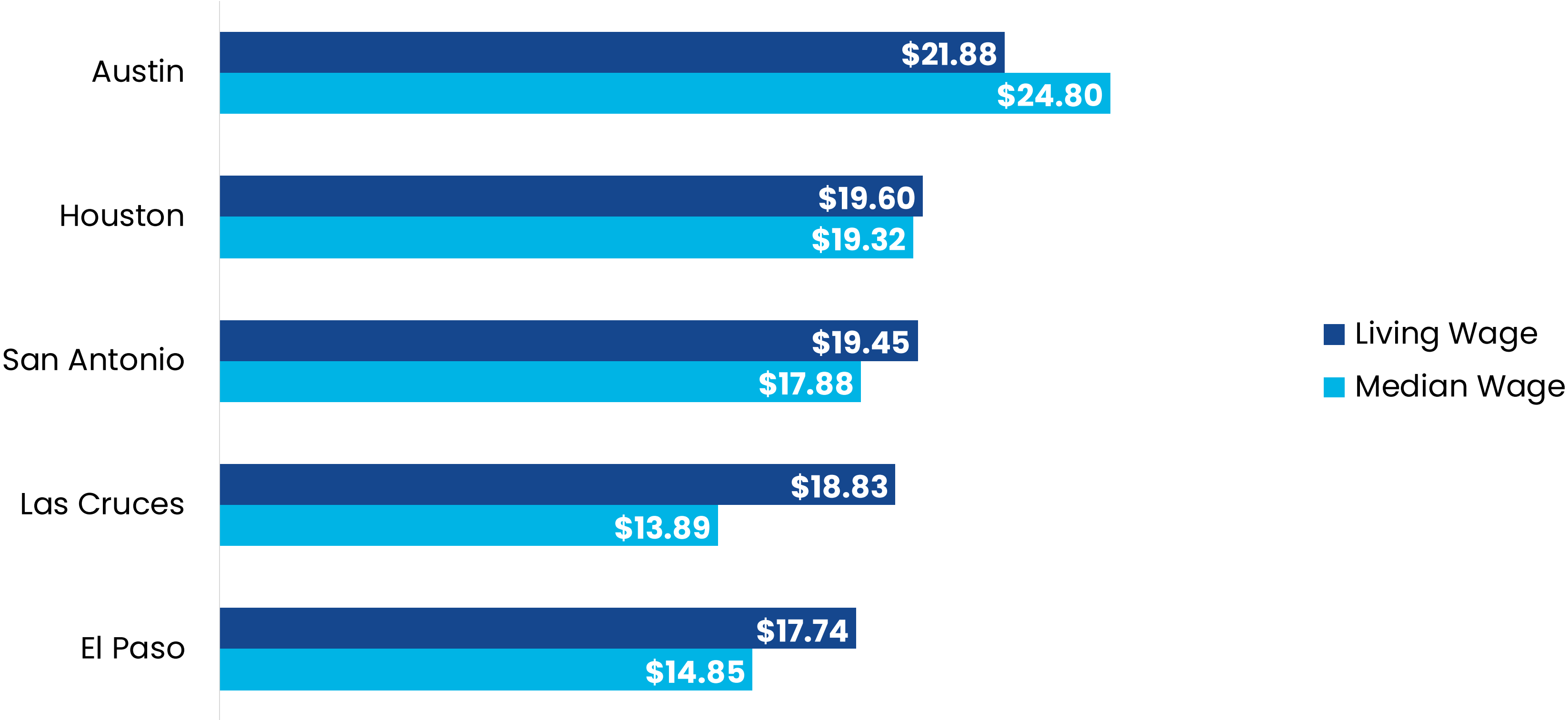
# COST OF LIVING COMPARISON



Source: C2ER 2023, Census 2022

# LIVING WAGE COMPARISON

BY COUNTY, 2023



Source: MIT Living Wage Calculator  
\* Current WSB Living Wage retrieved on Jun 2023

# 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
<b>Construction</b>													
Civil Engineers	\$ 33.75	\$ 41.15	\$ 38.48	\$ 41.99	\$ 44.89	Austin	33%	11.1%	21.9%	\$ 15,367	\$ 41.15	21.9%	\$ 15,380
Security and Fire Alarm Systems Installers	\$ 28.90	\$ 18.94	\$ 24.00	\$ 23.45	\$ 26.35	El Paso					\$ 24.00		
Operating Engineers and Other Construction Equipment Operators	\$ 19.39	\$ 21.88	\$ 22.55	\$ 22.96	\$ 23.48	Austin	21%	11.1%	10.0%	\$ 4,033	\$ 22.55	16.3%	\$ 6,580
Electricians	\$ 22.01	\$ 23.26	\$ 24.44	\$ 28.61	\$ 28.13	Houston	30%	6.3%	23.7%	\$ 10,836	\$ 24.44	11.1%	\$ 5,060
Plumbers, Pipefitters, and Steamfitters	\$ 22.36	\$ 22.75	\$ 23.80	\$ 29.08	\$ 29.20	Austin	31%	11.1%	19.5%	\$ 9,079	\$ 23.80	6.5%	\$ 3,000
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$ 19.64	\$ 22.95	\$ 23.32	\$ 26.47	\$ 24.45	Houston	35%	6.3%	28.5%	\$ 11,626	\$ 23.32	18.7%	\$ 7,640
<b>Defense</b>													
Probation Officers and Correctional Treatment Specialists	\$ 20.19	\$ 28.24	\$ 22.14	\$ 22.83	\$ 24.90	Las Cruces	40%	2.2%	37.7%	\$ 15,816	\$ 22.83	13.1%	\$ 5,490
Fire Inspectors and Investigators	\$ 33.17	\$ 30.19	\$ 30.13	\$ 37.46	\$ 41.10	Austin	24%	11.1%	12.8%	\$ 8,831	\$ 33.17	0.0%	\$ -
Public Safety Telecommunicators	\$ 19.38	\$ 21.18	\$ 21.66	\$ 23.16	\$ 24.98	Austin	29%	11.1%	17.7%	\$ 7,154	\$ 21.66	11.7%	\$ 4,730
Detectives and Criminal Investigators	\$ 47.78	\$ 47.78	\$ 42.98	\$ 40.86	\$ 36.92	El Paso					\$ 42.98		
<b>Education</b>													
Career/Technical Education Teachers, Postsecondary	\$ 29.25	\$ 23.24	\$ 30.85	\$ 34.25	\$ 31.36	Houston	17%	6.3%	10.8%	\$ 6,568	\$ 30.85	5.5%	\$ 3,340
Preschool Teachers, Except Special Education	\$ 14.63	\$ 13.75	\$ 17.33	\$ 16.46	\$ 17.88	Austin	22%	11.1%	11.1%	\$ 3,372	\$ 16.46	12.5%	\$ 3,800
Elementary School Teachers, Except Special Education	\$ 30.23	\$ 34.34	\$ 30.29	\$ 31.10	\$ 30.34	Las Cruces	14%	2.2%	11.4%	\$ 7,167	\$ 30.34	0.4%	\$ 230
Middle School Teachers, Except Special and Career/Technical Education	\$ 29.88	\$ 38.30	\$ 29.93	\$ 31.98	\$ 30.03	Las Cruces	28%	2.2%	26.0%	\$ 16,153	\$ 30.03	0.5%	\$ 330
Secondary School Teachers, Except Special and Career/Technical Education	\$ 29.83	\$ 35.50	\$ 29.97	\$ 31.86	\$ 30.42	Las Cruces	19%	2.2%	16.8%	\$ 10,425	\$ 30.42	2.0%	\$ 1,230
Special Education Teachers, Kindergarten and Elementary School	\$ 30.16	\$ 29.17	\$ 30.19	\$ 31.77	\$ 31.19	Houston	5%	6.3%	-0.9%	\$ (592)	\$ 30.19	0.1%	\$ 70
Special Education Teachers, Secondary School	\$ 29.62	\$ 30.11	\$ 29.92	\$ 31.95	\$ 31.14	Houston	8%	6.3%	1.6%	\$ 969	\$ 30.11	1.6%	\$ 1,010

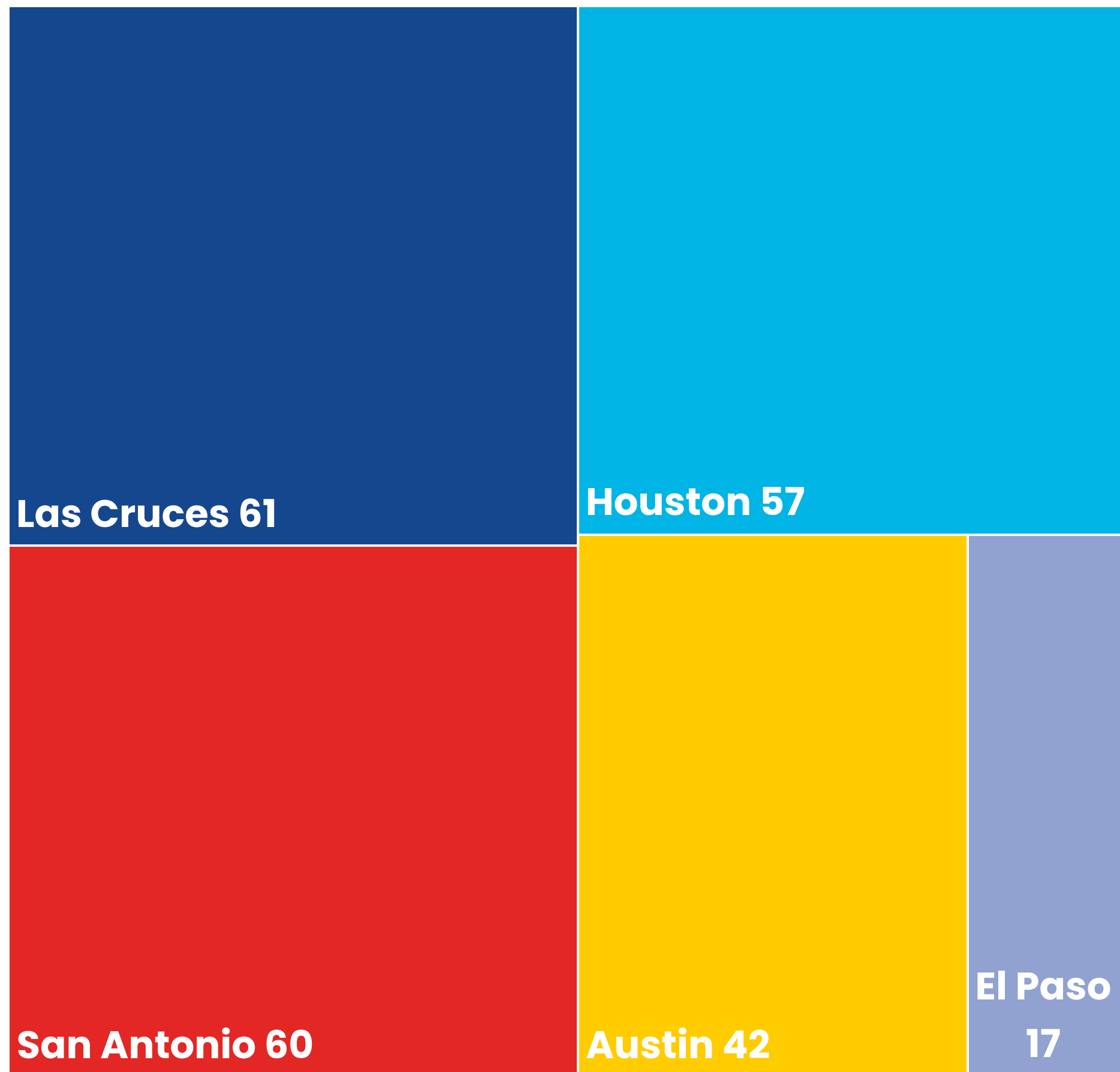
# WAGE COMPARISON

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
<b>Finance</b>													
Claims Adjusters, Examiners, and Investigators	\$ 29.07	\$ 35.80	\$ 29.43	\$ 36.67	\$ 30.88	Houston	26%	6.3%	19.8%	\$ 12,001	\$ 30.88	6.2%	\$ 3,770
Compliance Officers	\$ 39.46	\$ 33.22	\$ 32.21	\$ 36.15	\$ 31.18	El Paso					\$ 33.22		
Accountants and Auditors	\$ 31.13	\$ 29.35	\$ 37.25	\$ 39.34	\$ 38.56	Houston	26%	6.3%	20.1%	\$ 13,011	\$ 37.25	19.7%	\$ 12,750
Budget Analysts	\$ 33.22	\$ 36.87	\$ 40.33	\$ 41.93	\$ 36.05	Houston	26%	6.3%	19.9%	\$ 13,757	\$ 36.87	11.0%	\$ 7,580
Loan Officers	\$ 23.78	\$ 34.69	\$ 31.70	\$ 33.25	\$ 30.63	Las Cruces	46%	2.2%	43.6%	\$ 21,592	\$ 31.70	33.3%	\$ 16,460
<b>Human Resources</b>													
Human Resources Specialists	\$ 23.62	\$ 24.36	\$ 29.83	\$ 30.42	\$ 32.57	Austin	38%	11.1%	26.8%	\$ 13,168	\$ 29.83	26.3%	\$ 12,930
<b>Information Technology</b>													
Computer Systems Analysts	\$ 40.82	\$ 40.42	\$ 47.24	\$ 54.45	\$ 50.70	Houston	33%	6.3%	27.1%	\$ 22,991	\$ 47.24	15.7%	\$ 13,340
Computer Network Support Specialists	\$ 28.55	\$ 28.70	\$ 32.89	\$ 27.38	\$ 31.46	San Antonio	15%	3.3%	11.9%	\$ 7,060	\$ 28.70	0.5%	\$ 300
Network and Computer Systems Administrators	\$ 36.99	\$ 39.22	\$ 41.19	\$ 46.71	\$ 48.51	Austin	31%	11.1%	20.1%	\$ 15,430	\$ 41.19	11.4%	\$ 8,740
Software Developers	\$ 51.32	\$ 54.07	\$ 59.90	\$ 60.44	\$ 63.13	Austin	23%	11.1%	11.9%	\$ 12,721	\$ 59.90	16.7%	\$ 17,850
<b>Manufacturing</b>													
Electrical Engineers	\$ 39.38	\$ 54.63	\$ 46.40	\$ 51.55	\$ 51.50	Las Cruces	39%	2.2%	36.5%	\$ 29,898	\$ 51.50	30.7%	\$ 25,190
Industrial Engineers	\$ 38.47	\$ 50.68	\$ 48.25	\$ 52.22	\$ 48.05	Houston	36%	6.3%	29.4%	\$ 23,559	\$ 48.25	25.4%	\$ 20,330
Industrial Machinery Mechanics	\$ 22.09	\$ 21.90	\$ 28.05	\$ 29.91	\$ 30.10	Austin	36%	11.1%	25.2%	\$ 11,571	\$ 28.05	27.0%	\$ 12,410
Electrical and Electronics Repairers, Commercial and Industrial Equipment	\$ 23.93	\$ 37.36	\$ 30.87	\$ 39.40	\$ 31.48	Houston	65%	6.3%	58.4%	\$ 29,044	\$ 31.48	31.6%	\$ 15,710
Mobile Heavy Equipment Mechanics, Except Engines	\$ 24.56	\$ 28.81	\$ 29.13	\$ 29.78	\$ 28.32	Houston	21%	6.3%	15.0%	\$ 7,642	\$ 28.81	17.3%	\$ 8,840
<b>Marketing</b>													
Public Relations Specialists	\$ 23.59	\$ 23.68	\$ 28.31	\$ 29.18	\$ 30.50	Austin	29%	11.1%	18.2%	\$ 8,913	\$ 28.31	20.0%	\$ 9,820

# 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
<b>Medical and Health</b>													
Child, Family, and School Social Workers	\$ 23.29	\$ 26.79	\$ 24.22	\$ 24.22	\$ 24.51	Las Cruces	15%	2.2%	12.8%	\$ 6,204	\$ 24.22	4.0%	\$ 1,930
Healthcare Social Workers	\$ 27.84	\$ 33.88	\$ 30.30	\$ 30.73	\$ 34.37	Austin	23%	11.1%	12.4%	\$ 7,152	\$ 30.73	10.4%	\$ 6,010
Health Education Specialists	\$ 23.52	\$ 23.81	\$ 26.28	\$ 28.82	\$ 29.23	Austin	24%	11.1%	13.2%	\$ 6,439	\$ 26.28	11.7%	\$ 5,730
Occupational Health and Safety Specialists	\$ 29.20	\$ 34.86	\$ 36.08	\$ 38.46	\$ 37.85	Houston	32%	6.3%	25.4%	\$ 15,433	\$ 36.08	23.6%	\$ 14,310
Respiratory Therapists	\$ 31.35	\$ 29.85	\$ 36.26	\$ 37.50	\$ 38.08	Austin	21%	11.1%	10.4%	\$ 6,773	\$ 36.26	15.7%	\$ 10,220
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	\$ 23.09	\$ 28.56	\$ 25.44	\$ 27.62	\$ 26.26	Las Cruces	24%	2.2%	21.5%	\$ 10,313	\$ 26.26	13.7%	\$ 6,590
Registered Nurses	\$ 37.48	\$ 37.70	\$ 40.26	\$ 44.87	\$ 44.94	Austin	20%	11.1%	8.8%	\$ 6,868	\$ 40.26	7.4%	\$ 5,790
Dental Hygienists	\$ 38.30	\$ 43.05	\$ 39.81	\$ 45.07	\$ 46.51	Austin	21%	11.1%	10.3%	\$ 8,238	\$ 43.05	12.4%	\$ 9,890
Radiologic Technologists and Technicians	\$ 31.59	\$ 30.20	\$ 36.92	\$ 36.94	\$ 37.65	Austin	19%	11.1%	8.1%	\$ 5,306	\$ 36.92	16.9%	\$ 11,090
Surgical Technologists	\$ 27.56	\$ 25.26	\$ 23.62	\$ 30.61	\$ 30.42	Houston	11%	6.3%	4.7%	\$ 2,718	\$ 27.56	0.0%	\$ -
Licensed Practical and Licensed Vocational Nurses	\$ 24.45	\$ 28.82	\$ 27.72	\$ 28.46	\$ 29.08	Austin	19%	11.1%	7.8%	\$ 3,975	\$ 28.46	16.4%	\$ 8,330
Medical Records Specialists	\$ 19.97	\$ 17.57	\$ 20.80	\$ 22.00	\$ 21.10	Houston	10%	6.3%	3.9%	\$ 1,603	\$ 20.80	4.2%	\$ 1,730
Occupational Therapy Assistants	\$ 30.16	\$ 32.79	\$ 36.03	\$ 34.91	\$ 38.04	Austin	26.1%	11.1%	15.0%	\$ 9,415.86	\$ 34.91	15.7%	\$ 9,880
Physical Therapist Assistants	\$ 30.16	\$ 27.78	\$ 36.00	\$ 36.86	\$ 37.59	Austin	25%	11.1%	13.5%	\$ 8,476	\$ 36.00	19.3%	\$ 12,140
<b>Tranportation and Logistics</b>													
Logisticians	\$ 31.48	\$ 36.33	\$ 37.40	\$ 34.69	\$ 36.71	San Antonio	19%	3.3%	15.5%	\$ 10,169	\$ 36.33	15.4%	\$ 10,100
<b>Other</b>													
General and Operations Managers	\$ 34.15	\$ 45.88	\$ 42.54	\$ 48.69	\$ 49.32	Austin	44%	11.1%	33.3%	\$ 23,676	\$ 45.88	34.4%	\$ 24,400
Management Analysts	\$ 34.78	\$ 35.28	\$ 43.74	\$ 42.18	\$ 40.57	San Antonio	26%	3.3%	22.5%	\$ 16,253	\$ 40.57	16.6%	\$ 12,040
Paralegals and Legal Assistants	\$ 22.26	\$ 22.84	\$ 28.95	\$ 28.47	\$ 29.75	Austin	34%	11.1%	22.5%	\$ 10,430	\$ 28.47	27.9%	\$ 12,910
Operations Research Analysts	\$ 31.33	\$ 50.51	\$ 44.36	\$ 40.83	\$ 41.83	Las Cruces	61%	2.2%	59.0%	\$ 38,466	\$ 41.83	33.5%	\$ 21,840

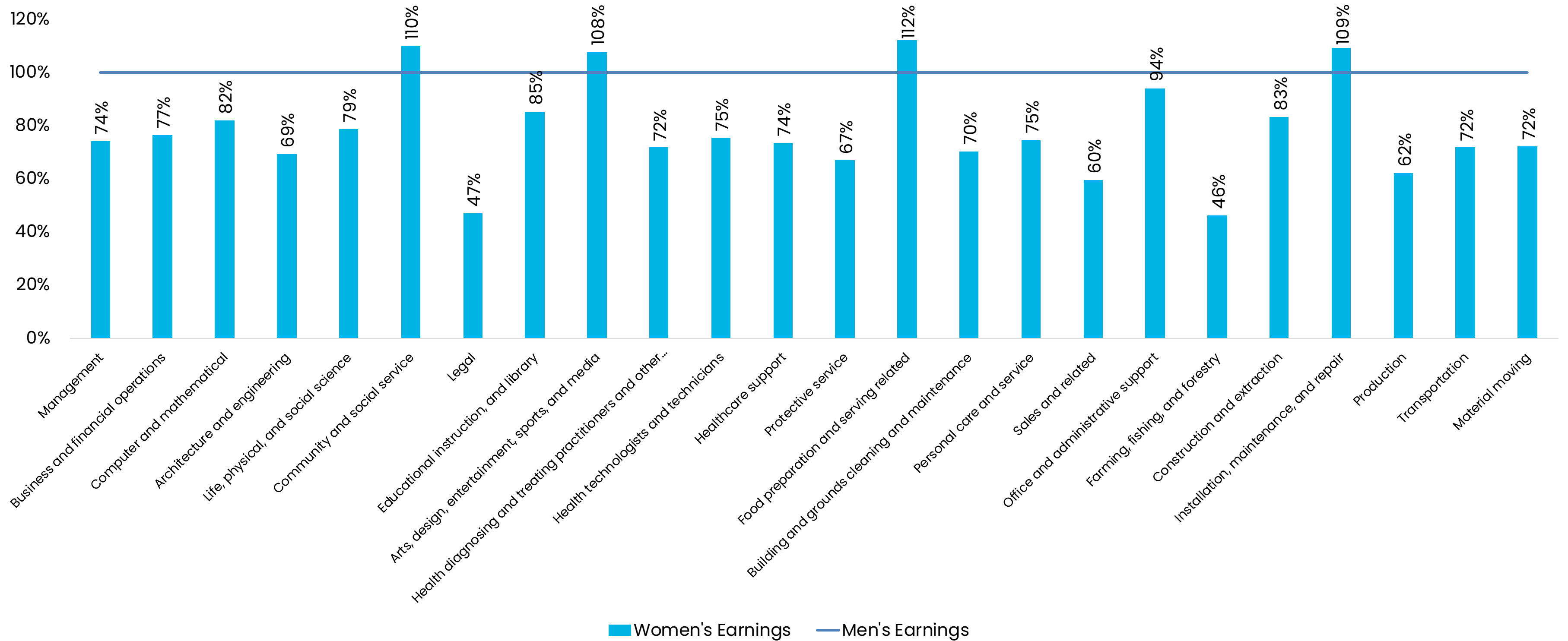


## CRIME RATE

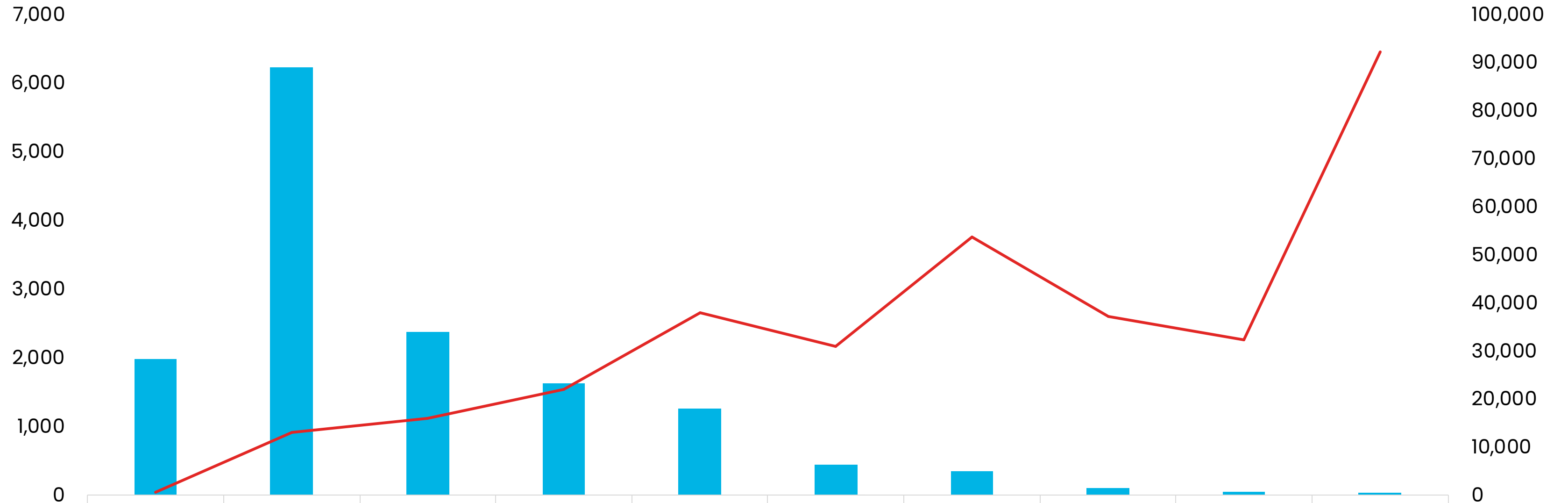
PER 1,000

RESIDENTS

# WOMEN'S EARNINGS AS PERCENTAGE OF MEN'S EARNINGS



# BORDERPLEX EMPLOYERS



Employers	1,978	6,236	2,378	1,634	1,256	448	352	108	47	32
Total Employees	614	13,095	15,947	21,992	37,932	30,963	53,776	37,097	32,292	92,250

Employers Total Employees

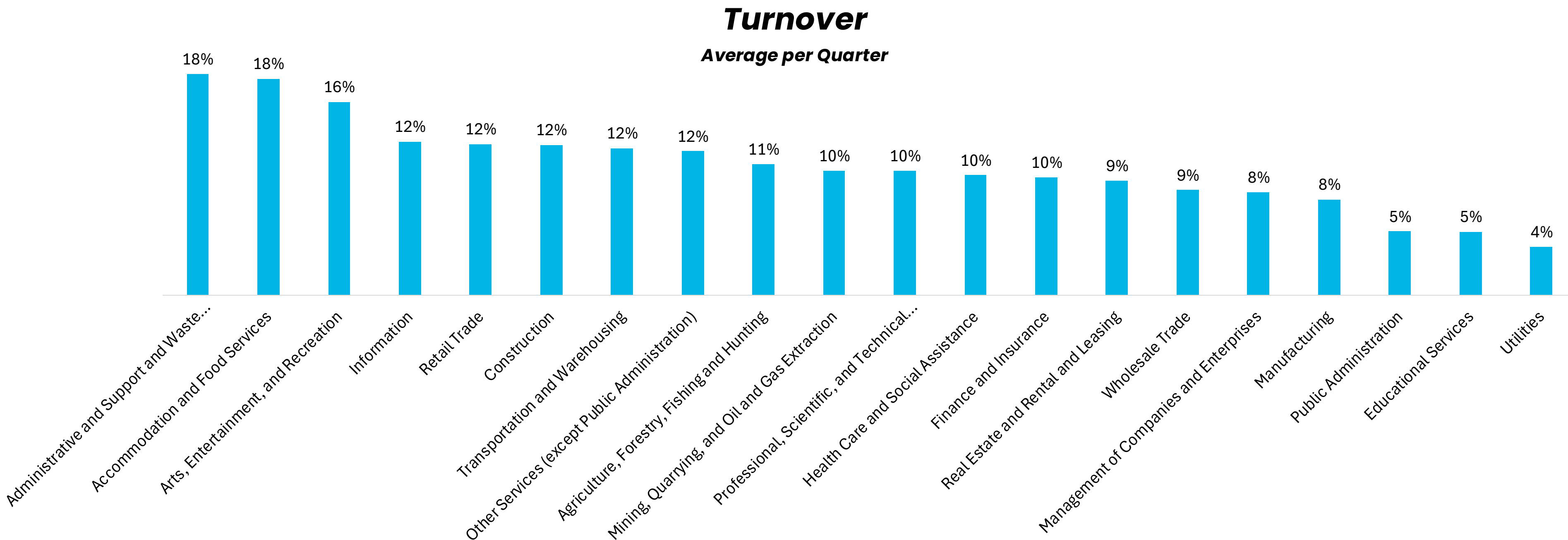
Quarterly Employment is figured as an average of each of the three months reported.

Source: Texas Workforce Commission 2023-Q3



# TURNOVER RATE BY INDUSTRY

Q2 2022 – Q1 2023



**Turnover – Calculated by taking the average of New Hires + Separations and dividing by “Full Quarter” Employment**

# PRODUCTIVITY

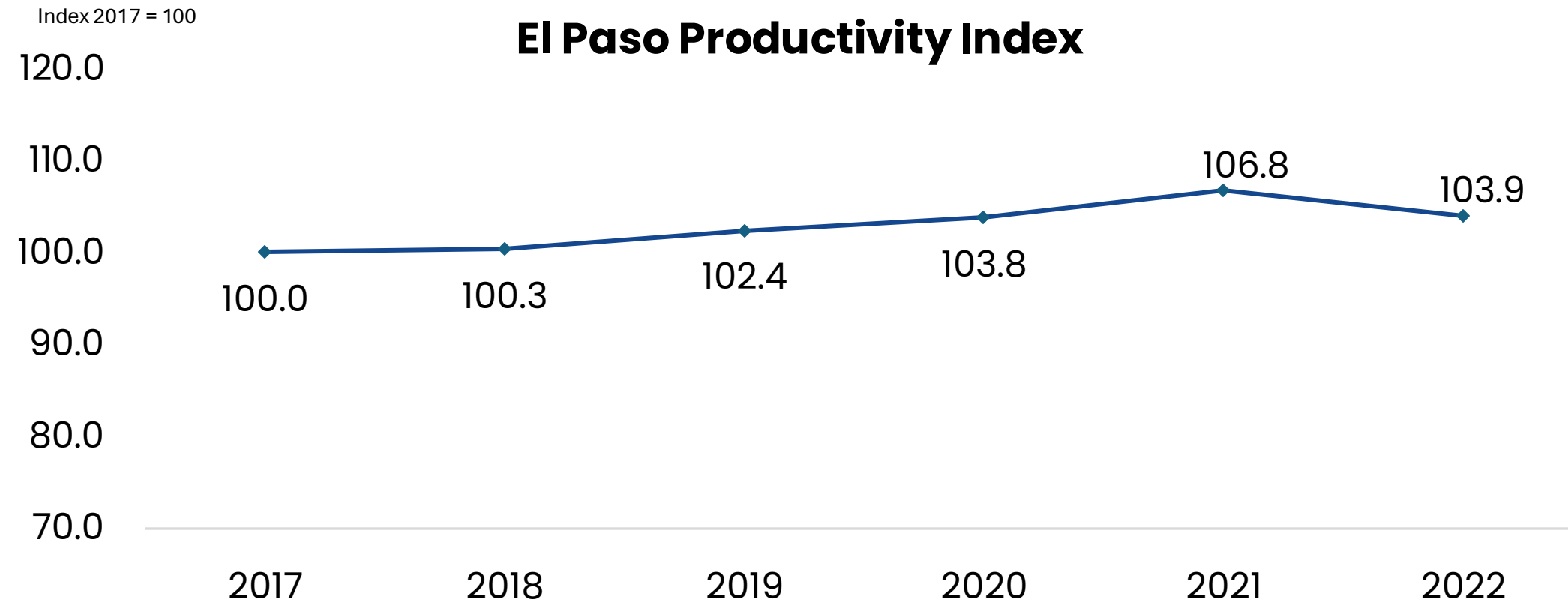


$$\text{Productivity} = \frac{\text{Total El Paso GDP (\$)}}{\text{Total El Paso Workers}}$$

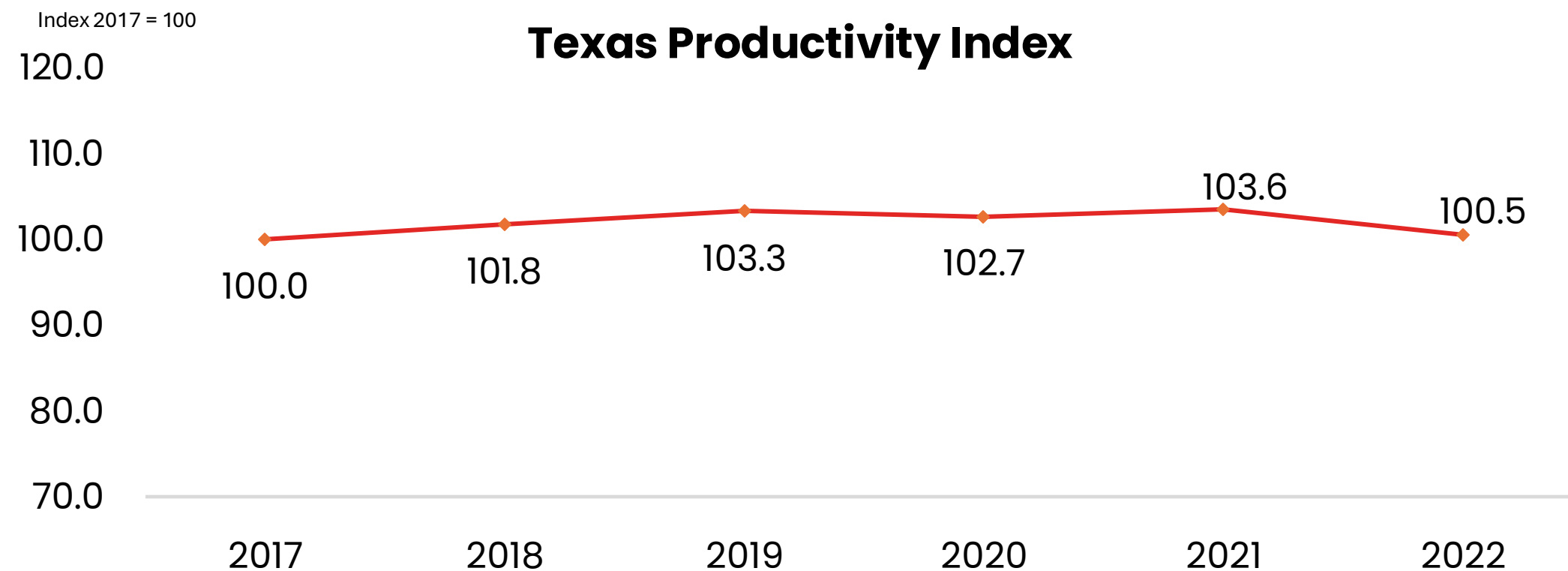
**GDP:** Total monetary or market value of all the finished goods and services produced. It is used to gauge a county or region's economic health.

**Productivity:** Measures how efficiently inputs (such as labor) are converted into output. It is measured as output (GDP) per worker.

# PRODUCTIVITY INDEX



- Since 2017, **El Paso** Productivity has increased on average **0.8%** per year.



- In **Texas**, on average, it has increased **0.1%** per year.

# WSB is Here to Help



Presentation posted on our website:

[www.borderplexjobs.com](http://www.borderplexjobs.com)

Help conduct a wage analysis for your organization.

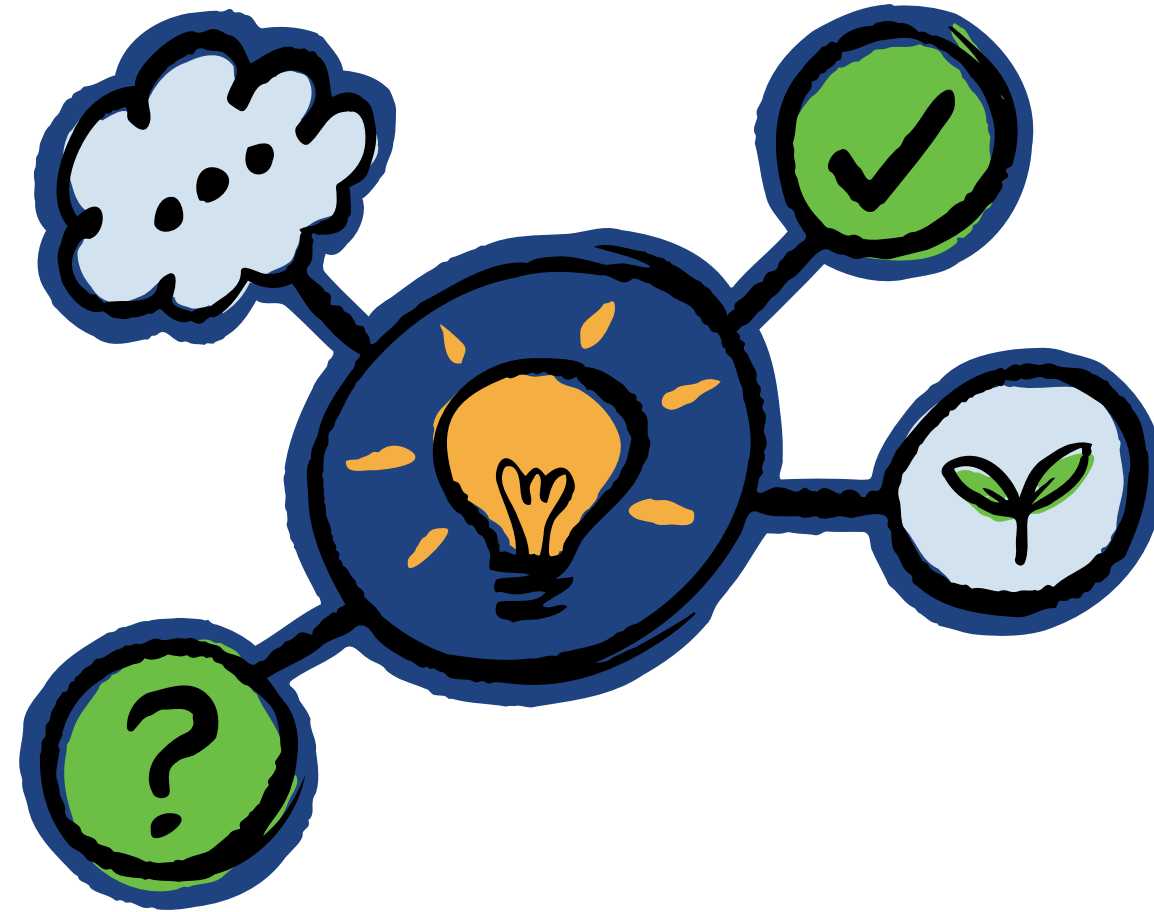
Provide data on wages, forecasts, pathways.

[Research@borderplexjobs.com](mailto:Research@borderplexjobs.com)

Questions

Thoughts

Comments



**Thank You!**