

# Contents

What is Lightcast Data? .....	1
Report Parameters .....	2
Executive Summary .....	3
Jobs .....	4
Compensation .....	7
Job Posting Activity .....	8
Demographics .....	12
Occupational Programs .....	14

## What is Lightcast Data?

Lightcast data is a hybrid dataset derived from official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics. Leveraging the unique strengths of each source, our data modeling team creates an authoritative dataset that captures more than 99% of all workers in the United States. This core offering is then enriched with data from online social profiles, resumés, and job postings to give you a complete view of the workforce.

Lightcast data is frequently cited in major publications such as *The Atlantic*, *Forbes*, *Harvard Business Review*, *The New York Times*, *The Wall Street Journal*, and *USA Today*.



## Report Parameters

### 2 Occupations

11-9199 Managers, All Other

---

### 1 State

---

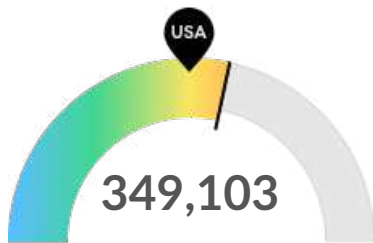
### Class of Worker

QCEW Employees, Non-QCEW Employees, Self-Employed, and  
Extended Proprietors

The information in this report pertains to the chosen occupations and geographical area.

## Executive Summary

### Light Job Posting Demand Over a Deep Supply of Regional Jobs



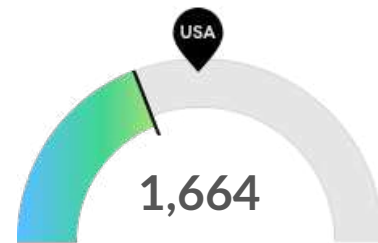
**Jobs (2026)**

Texas is a hotspot for this kind of job. The national average for an area this size is 288,418\* employees, while there are 349,103 here.



**Compensation**

Earnings are about average in Texas. The national median salary for your occupations is \$70,635, compared to \$68,697 here.



**Job Posting Demand**

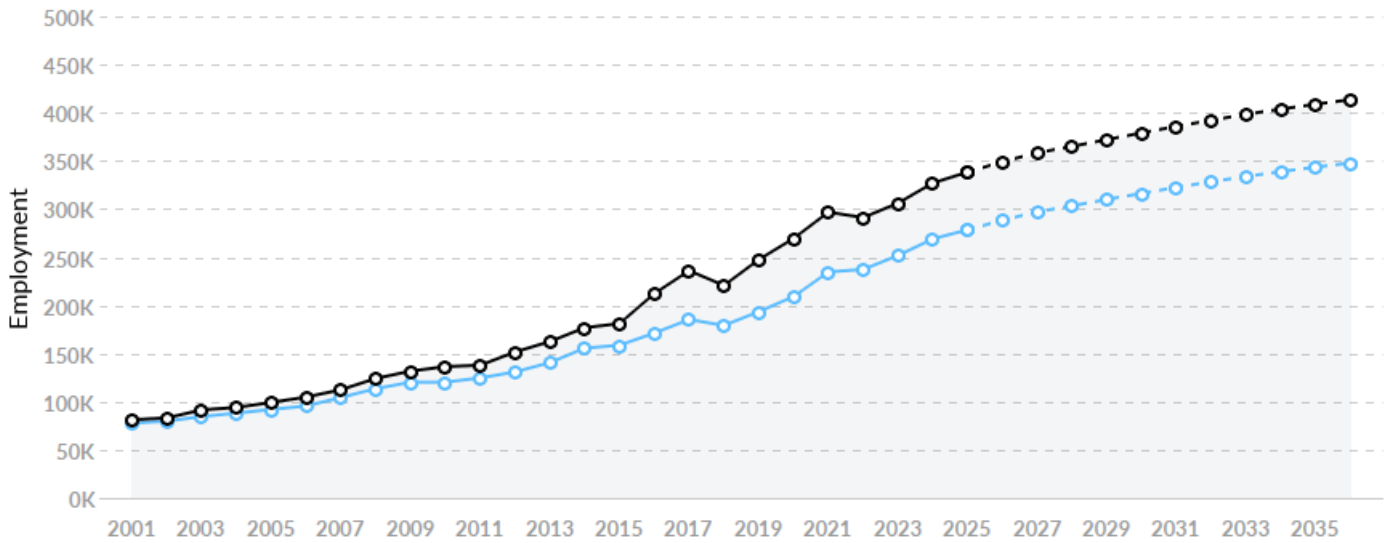
Job posting activity is low in Texas. The national average for an area this size is 2,398\* job postings/mo, while there is 1,664 here.

\*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and Texas. In other words, the values represent the national average adjusted for region size.

# Jobs

## Regional Employment Is Higher Than the National Average

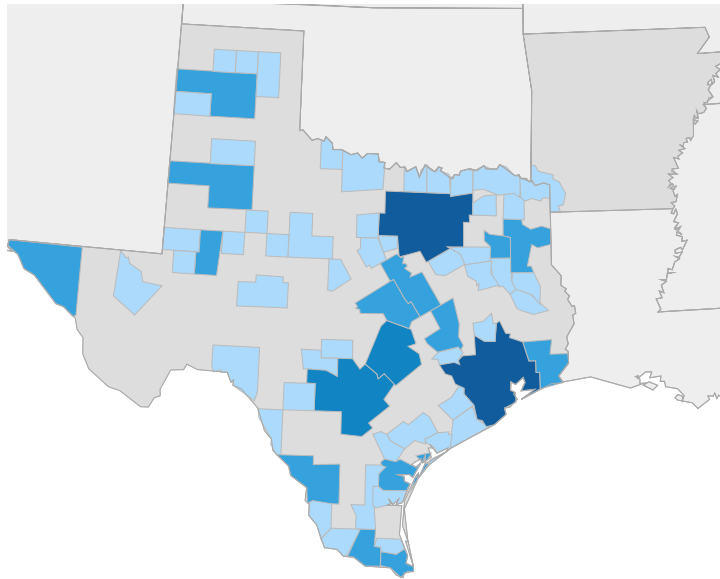
An average area of this size typically has 288,418\* jobs, while there are 349,103 here. This higher than average supply of jobs may make it easier for workers in this field to find employment in your area.



Region	2026 Jobs	2035 Jobs	Change	% Change
● Texas	349,103	408,828	59,725	17.1%
● National Average	288,418	343,520	55,102	19.1%

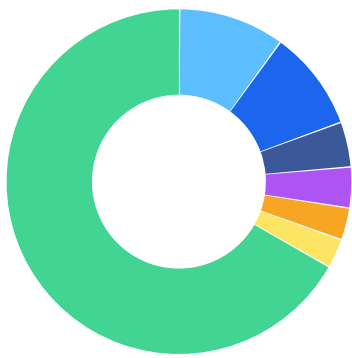
\*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and Texas. In other words, the values represent the national average adjusted for region size.





## Regional Breakdown



MSA	2026 Jobs
Dallas-Fort Worth-Arlington, TX	101,086
Houston-Pasadena-The Woodlands, TX	87,968
Austin-Round Rock-San Marcos, TX	32,251
San Antonio-New Braunfels, TX	26,922
McAllen-Edinburg-Mission, TX	7,651

## Most Jobs are Found in the Other Financial Investment Activities Industry Sector

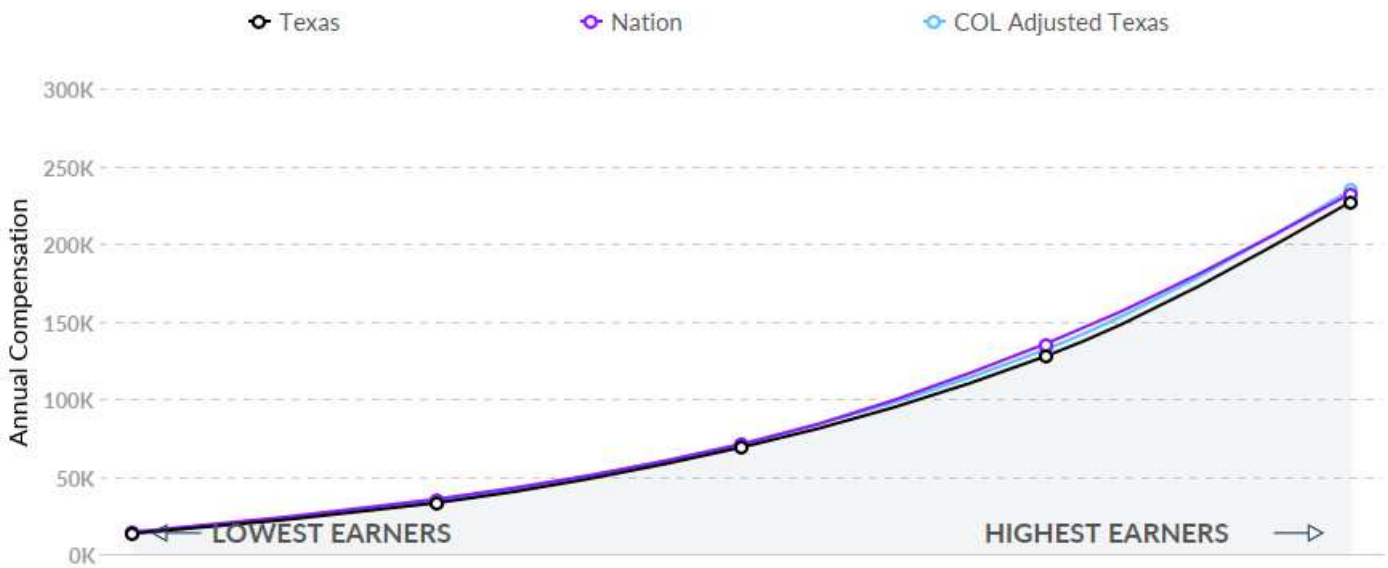


Industry	% of Occupation in Industry (2026)
 Other Financial Investment Activities	9.9%
 Oil and Gas Extraction	9.4%
 Management, Scientific, and Technical Consulting Services	4.2%
 Office Administrative Services	3.8%
 Other Specialty Trade Contractors	3.0%
 Building Finishing Contractors	2.7%
 Other	66.9%

# Compensation

## Regional Compensation Is 3% Lower Than National Compensation

For your occupations, the 2024 median wage in Texas is \$68,697, while the national median wage is \$70,635.



# Job Posting Activity



**4,993 Unique Job Postings**

The number of unique postings for this job from Jan 2026 to Mar 2026.



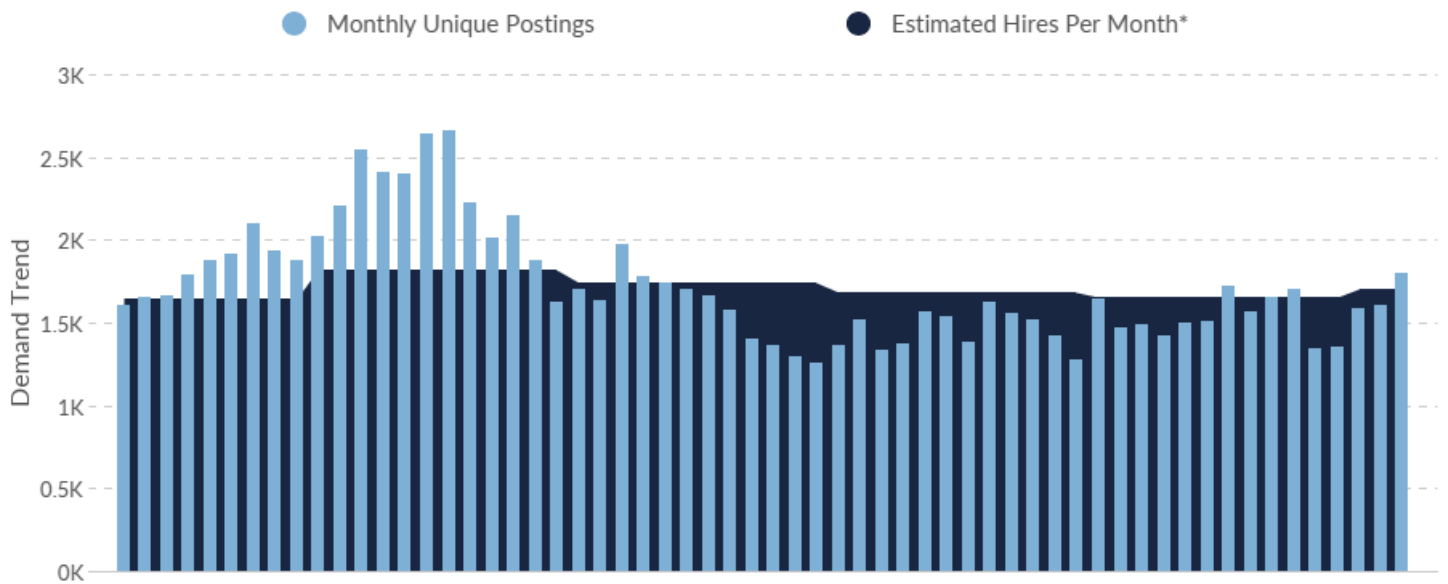
**1,751 Companies Posting**

All employers in the region who posted for this job from Jan 2026 to Mar 2026.



**19 Day Median Duration**

Posting duration is the same as what's typical in the region.



Occupation	Avg Monthly Postings (Jan 2026 - Mar 2026)	Avg Monthly Hires (Jan 2026 - Mar 2026)
Managers, All Other	1,647	1,698
Industrial-Organizational Psychologists	18	4

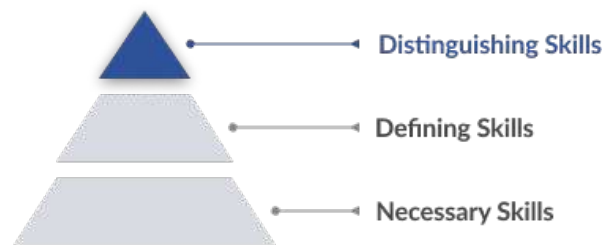
\*A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Lightcast hires are calculated using a combination of Lightcast jobs data, information on separation rates from the Bureau of Labor Statistics (BLS), and industry-based hires data from the Census Bureau.

Top Companies	Unique Postings
State Of Texas	100
Lockheed Martin	70
Texas Health and Human Services	67
Texas Health and Human Services	55
KPMG	48
Portfolio Resident Services	48
Amazon	38
University of Houston	38
Texas A&M University	35
Google	32

Top Job Titles	Unique Postings
Program Managers	419
Program Coordinators	224
Program Specialists	183
Compliance Managers	103
Technical Program Managers	87
Program Directors	64
Service Delivery Managers	45
Staff Psychologists	43
Program Supervisors	32
Directors of Program Management...	31

## Top Distinguishing Skills by Demand

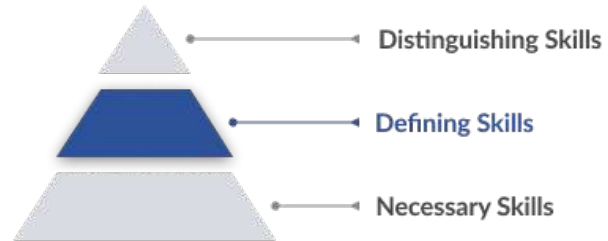
An occupation's Distinguishing Skills are the advanced skills that are called for occasionally. An employee with these skills is likely more specialized and able to differentiate themselves from others in the same role.



Skill	Salary Boosting	Job Postings Requesting	Projected Growth	Growth Relative to Market
Compliance Management	✘	323	+5.8%	Stable
Regulatory Affairs	✘	70	+7.6%	Stable

## Top Defining Skills by Demand

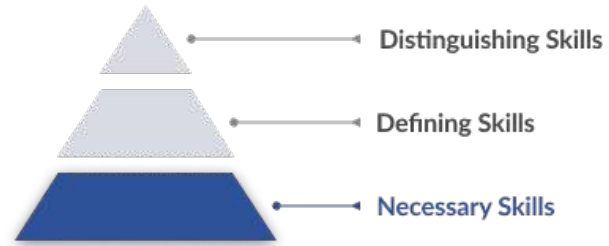
An occupation's Defining Skills represent the day-to-day tasks and responsibilities of the job. An employee needs these skills to qualify for and perform successfully in this occupation.



Skill	Salary Boosting	Job Postings Requiring	Projected Growth	Growth Relative to Market
Project Management	✗	1,336	+19.8%	Rapidly Growing
Psychology	✗	264	+6.8%	Stable
Mental Health	✗	125	+13.2%	Growing
Behavioral Health	✗	112	+10.0%	Growing
Clinical Research	✗	66	+25.4%	Rapidly Growing
Board Certified/Board Eligible	✗	56	+18.7%	Growing
Clinical Psychology License	✗	48	+5.6%	Stable
Treatment Planning	✗	43	+6.7%	Stable
Basic Research	✓	38	+10.8%	Growing
Data Acquisition	✗	36	+9.6%	Growing

## Top Necessary Skills by Demand

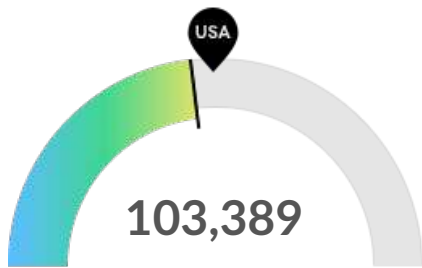
An occupation's Necessary Skills are the specialized skills required for that job and relevant across other similar jobs. An employee needs these skills as building blocks to perform the more complex Defining Skills.



Skill	Salary Boosting	Job Postings Requiring	Projected Growth	Growth Relative to Market
Auditing	✗	886	+21.8%	Rapidly Growing
Marketing	✗	570	+23.0%	Rapidly Growing
Finance	✗	555	+27.3%	Rapidly Growing
Valid Driver's License	✗	526	+7.5%	Stable
Social Work	✗	361	+9.7%	Growing
Program Development	✗	198	+19.9%	Rapidly Growing
Case Management	✗	176	+9.4%	Growing
Program Evaluation	✗	130	+19.0%	Growing
Student Services	✗	77	+7.1%	Stable
Trauma Care	✗	71	+11.9%	Growing

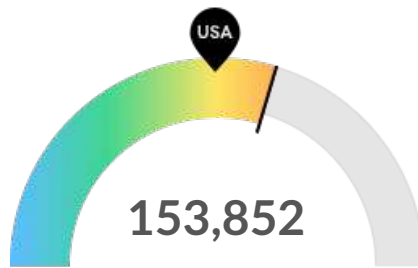
# Demographics

## Retention Risk Is Low, While Overall Diversity Is High



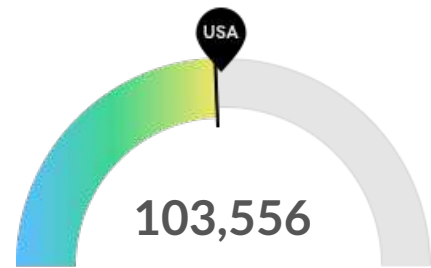
**Retention Risk**

Retention risk is low in Texas. The national average for an area this size is 115,599\* employees 55 or older, while there are 103,389 here.



**Racial Diversity**

Racial diversity is high in Texas. The national average for an area this size is 118,824\* racially diverse employees, while there are 153,852 here.

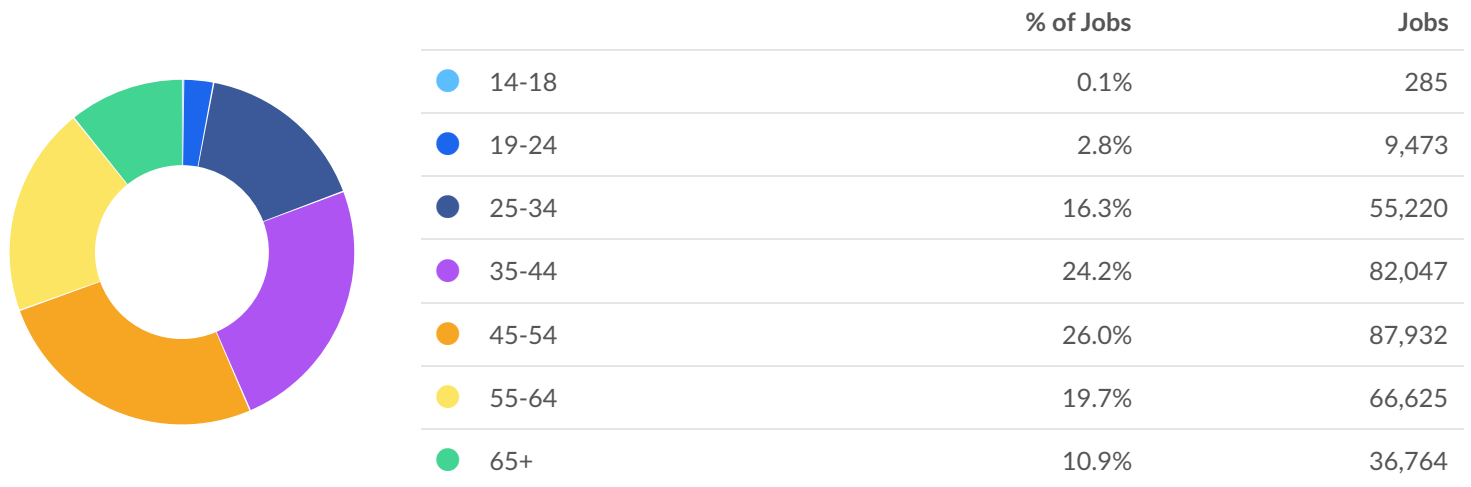


**Gender Diversity**

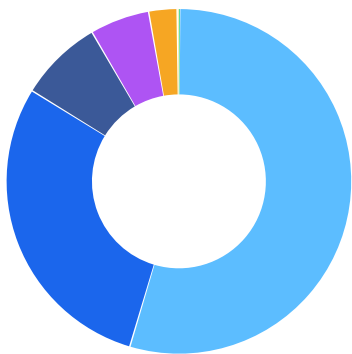
Gender diversity is about average in Texas. The national average for an area this size is 107,352\* female employees, while there are 103,556 here.

\*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and Texas. In other words, the values represent the national average adjusted for region size.

## Occupation Age Breakdown

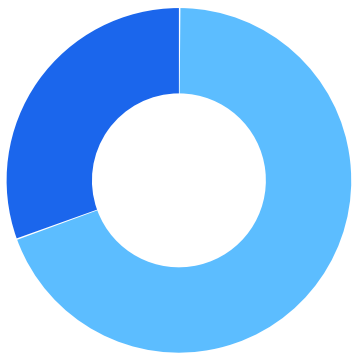


### Occupation Race/Ethnicity Breakdown



	% of Jobs	Jobs
White	54.5%	184,495
Hispanic or Latino	29.2%	98,800
Black or African American	7.8%	26,404
Asian	5.6%	18,879
Two or More Races	2.7%	8,979
American Indian or Alaska Native	0.2%	634
Native Hawaiian or Other Pacific Islander	0.0%	155

### Occupation Gender Breakdown



	% of Jobs	Jobs
Males	69.4%	234,791
Females	30.6%	103,556

## Occupational Programs



**120 Programs**

Of the programs that can train for this job, 120 have produced completions in the last 5 years.



**138,084 Completions (2024)**











The completions from all regional institutions for all degree types.



**35,560 Openings (2024)**

The average number of openings for an occupation in the region is 3,208.

CIP Code	Top Programs	Completions (2024)
24.0102	General Studies	38,078
52.0201	Business Administration and Management, General	21,283
24.0101	Liberal Arts and Sciences/Liberal Studies	15,624
42.0101	Psychology, General	10,632
52.0101	Business/Commerce, General	6,063
30.9999	Multidisciplinary Studies, Other	5,670
43.0104	Criminal Justice/Safety Studies	5,598
52.0801	Finance, General	4,485
45.1001	Political Science and Government, General	2,570
54.0101	History, General	1,903

Top Schools	Completions (2024)
Lone Star College System	8,352 
Dallas College	6,779 
Texas A&M University-College Station	5,289 
Tarrant County College District	4,852 
The University of Texas at Austin	4,443 
University of North Texas	4,265 
Collin County Community College District	3,271 
University of Houston	3,153 
Austin Community College District	3,051 
Texas Tech University	2,992 

## Appendix A - Data Sources and Calculations

### Cost of Living Data

Lightcast's cost of living data is based on the Cost of Living Index published by the Council for Community and Economic Research (C2ER).

### Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.