

Appendix E to the Comprehensive Roadmap to Reduce
Emissions in Texas:
Workforce Gap Analysis

EPA Grant Number 02F35501

This project has been funded wholly or in part by the U.S. Environmental Protection Agency under assistance agreement 02F35501 to the Texas Commission on Environmental Quality. The contents of this document do not necessarily reflect the views and policies of EPA, nor does EPA endorse trade names or recommend the use of commercial products mentioned in this document.

December 1, 2025

This page intentionally left blank.

TABLE OF CONTENTS

Table of Contents	i
List of Acronyms.....	ii
Chapter 1: Workforce GAP Analysis Methodology.....	iii
Chapter 2: Workforce Gap Data.....	2-1
Chapter 3: References.....	3-1

LIST OF ACRONYMS

EPS	Energy Policy Simulator
LMI	labor market information
ISIC	International Standard Industrial Classification
NAICS	North American Industry Classification System
SOC	Standard Occupational Classification
TCEQ	Texas Commission on Environmental Quality

LIST OF TABLES

Table 2-1:	LMI for Key Industries in Texas.....	2-1
Table 2-2:	Yearly Change in Jobs due to Full Implementation of Plan Actions.....	2-3
Table 2-3:	Workforce Gap Analysis Data for Key Occupations	2-4

CHAPTER 1: WORKFORCE GAP ANALYSIS METHODOLOGY

To determine potential workforce shortages due to actions in the Comprehensive Roadmap to Reduce Emissions, the Texas Commission on Environmental Quality (TCEQ) first identified key industries and occupations that align with actions in this plan. The North American Industry Classification System (NAICS) was used to identify key industries, and the 2018 Standard Occupational Classification (SOC) system was used to identify key occupations.

The yearly change in jobs due to implementation of actions in this plan was then determined using the Energy Policy Simulator (EPS) tool. Change in jobs from EPS was grouped using International Standard Industrial Classification (ISIC) codes into three aggregated categories: fossil and energy utilities, manufacturing and construction, and other (EPS 2025).

An ISIC to NAICS crosswalk was used to match the aggregated groupings from EPS to the key industries (SICCODE 2025). Key occupations were then matched to key industries using a SOC to NAICS Crosswalk (Advance CTE 2025). Labor market information (LMI) and gap analysis data for key occupations was then obtained from LMI Industry Projections and the Regional Occupational Analysis tool from the Texas Workforce Commission (Texas Workforce Commission 2024, Texas Workforce Commission 2025).

Job supply and demand data from the Regional Occupational Analysis tool for key occupations was added together according to the aggregated category from EPS. Average jobs added from actions in this plan were added to the demand. This new demand number was compared to the current supply of jobs to identify potential gaps in the workforce.

CHAPTER 2: WORKFORCE GAP DATA

Table 2-1 shows the labor market information (LMI) for the identified key industries in Texas and the corresponding aggregated category from EPS. Information in the table is sorted by industries with the most projected growth to the least. Most of the key industries identified show growth through 2032, with the largest change in warehousing and storage; professional, scientific, and technical services; management of companies and enterprises; and waste management and remediation services. Some industries showed a decline, mostly in support activities for agriculture and forestry; crop production; and forestry and logging.

Table 2-1: LMI for Key Industries in Texas

Aggregated Category from EPS	ISIC	NAICS	Industry Name	2022 Base Employment	2032 Projected Employment	Percent Change
Other	ISIC 49 - ISIC 53	493	Warehousing and storage	170,268	250,891	47.4
Other	ISIC 62 - ISIC 63	541	Professional, scientific, and technical services	895,284	1,183,578	32.2
Other	ISIC 69 - ISIC 82	551	Management of companies and enterprises	164,487	215,492	31.0
Other	ISIC 36 - ISIC 39	562	Waste management and remediation services	41,589	54,119	30.1
Fossil and energy utilities	ISIC 05	211	Oil and gas extraction	58,926	74,385	26.2
Other	ISIC 62 - ISIC 63	518	Computing infrastructure providers, data proc, hosting, related services	38,133	47,320	24.1
Other	ISIC 49 - ISIC 53	485	Transit and ground passenger transportation	16,926	20,239	19.6
Manufacturing and construction	ISIC 26	334	Computer and electronic product manufacturing	98,121	116,598	18.8
Other	ISIC 07 - ISIC 08	488	Support activities for transportation	92,636	109,774	18.5
Manufacturing and construction	ISIC 41 - ISIC 43	237	Heavy and civil engineering construction	163,134	191,378	17.3
Other	ISIC 49 - ISIC 53	484	Truck transportation	149,275	174,631	17.0
Manufacturing and construction	ISIC 31 - ISIC 33	811	Repair and maintenance	143,570	165,746	15.4

Aggregated Category from EPS	ISIC	NAICS	Industry Name	2022 Base Employment	2032 Projected Employment	Percent Change
Other	ISIC 45 - ISIC 47	423	Merchant wholesalers, durable goods	196,510	226,006	15.0
Other	ISIC 45 - ISIC 47	457	Gasoline stations and fuel dealers	96,249	110,295	14.6
Other	ISIC 45 - ISIC 47	441	Motor vehicle and parts dealers	193,828	219,590	13.3
Other	ISIC 45 - ISIC 47	444	Building material and garden equipment and supplies dealers	118,014	131,897	11.8
Manufacturing and construction	ISIC 242	332	Fabricated metal product manufacturing	30,029	33,473	11.5
Manufacturing and construction	ISIC 25	333	Machinery manufacturing	11,742	13,076	11.4
Manufacturing and construction	ISIC 41 - ISIC 43	238	Specialty trade contractors	434,666	481,708	10.8
Other	ISIC 49 - ISIC 53	482	Rail transportation	16,705	18,278	9.4
Manufacturing and construction	ISIC 10 - ISIC 12	311	Food manufacturing	107,305	117,234	9.3
Other	ISIC 49 - ISIC 53	486	Pipeline transportation	19,007	20,751	9.2
Manufacturing and construction	ISIC 27	336	Transportation equipment manufacturing	97,437	105,684	8.5
Fossil and energy utilities	ISIC 351	221	Utilities	54,950	59,271	7.9
Fossil and energy utilities	ISIC 19	325	Chemical manufacturing	13,549	14,544	7.3
Fossil and energy utilities	ISIC 05	213	Support activities for mining	119,862	126,566	5.6
Manufacturing and construction	ISIC 231	327	Nonmetallic mineral product manufacturing	39,838	41,991	5.4
Manufacturing and construction	ISIC 41 - ISIC 43	236	Construction of buildings	167,663	174,353	4.0
Manufacturing and construction	ISIC 27	335	Electrical equipment, appliance, and component manufacturing	19,782	20,414	3.2
Other	ISIC 01 - ISIC 03	112	Animal production and aquaculture	27,156	27,795	2.4

Aggregated Category from EPS	ISIC	NAICS	Industry Name	2022 Base Employment	2032 Projected Employment	Percent Change
Other	ISIC 84	999	State government, excl. education & hospitals	137,904	139,517	1.2
Manufacturing and construction	ISIC 22	326	Plastics and rubber products manufacturing	43,804	44,068	0.6
Manufacturing and construction	ISIC 241	331	Primary metal manufacturing	20,837	20,944	0.5
Manufacturing and construction	ISIC 13 - ISIC 15	339	Miscellaneous manufacturing	34,030	34,060	0.1
Other	ISIC 49 - ISIC 53	483	Water transportation	3,579	3,495	-2.3
Manufacturing and construction	ISIC 16	321	Wood product manufacturing	27,188	25,954	-4.5
Other	ISIC 45 - ISIC 47	424	Merchant wholesalers, nondurable goods	10,788	10,228	-5.2
Manufacturing and construction	ISIC 17 - ISIC 18	322	Paper manufacturing	19,337	18,196	-5.9
Manufacturing and construction	ISIC 16	324	Petroleum and coal products manufacturing	20,249	18,873	-6.8
Other	ISIC 01 - ISIC 03	113	Forestry and logging	1,638	1,478	-9.8
Other	ISIC 01 - ISIC 03	111	Crop production	18,487	16,504	-10.7
Other	ISIC 01 - ISIC 03	115	Support activities for agriculture and forestry	9,807	8,264	-15.7

EPS projected the change in jobs from the business-as-usual scenario to the full implementation scenario for each year from 2025 through 2050. The change in jobs for all economic sectors was added together to get a total change in jobs due to the actions in this plan. The change in jobs by aggregated category for all sectors is in Table 2-2. On average, total jobs will increase by over 223,000 each year if actions in this plan are fully implemented.

Table 2-2: Yearly Change in Jobs due to Full Implementation of Plan Actions

Year	Fossil Fuel and Utility Jobs	Manufacturing and Construction Jobs	Other Jobs	Total
2025	1,431	180,610	7,698	189,739
2026	2,645	212,565	76,731	291,941
2027	2,499	101,567	112,085	216,151

Year	Fossil Fuel and Utility Jobs	Manufacturing and Construction Jobs	Other Jobs	Total
2028	2,838	67,004	88,989	158,831
2029	19,660	66,854	76,639	163,153
2030	28,430	67,823	87,146	183,399
2031	26,785	55,540	92,660	174,985
2032	16,584	62,562	104,125	183,271
2033	21,772	61,353	102,187	185,312
2034	29,253	50,300	104,796	184,349
2035	38,077	28,790	87,240	154,107
2036	35,272	26,383	92,454	154,109
2037	47,402	34,294	100,867	182,563
2038	55,354	45,549	124,872	225,775
2039	54,986	54,440	147,616	257,042
2040	56,486	61,172	163,149	280,807
2041	59,951	57,549	171,841	289,341
2042	71,281	50,548	174,059	295,888
2043	69,356	42,064	176,733	288,153
2044	50,624	40,874	180,780	272,278
2045	38,456	39,768	178,972	257,196
2046	32,204	34,434	177,228	243,866
2047	32,201	30,825	168,936	231,962
2048	36,826	31,789	166,413	235,028
2049	38,843	36,759	169,968	245,570
2050	40,605	44,867	175,942	261,414
Average	34,993	61,011	127,313	223,317

TCEQ identified 337 occupations that would be affected by full implementation of actions in this plan. Those key occupations, the corresponding aggregated category from EPS, and the gap analysis data from the Regional Occupation Analysis Tool are in Table 2-3. The demand, supply, and gap data were added together by aggregated category, then the jobs added due to actions in this plan were added to the demand to determine if there would be any possible gaps.

Table 2-3: Workforce Gap Analysis Data for Key Occupations

Aggregated Category from EPS	SOC Title	Current Demand ¹	Current Supply ²	GAP (Current)	Average Annual Openings	Annual Graduates	GAP (Annual)
Fossil and energy utilities	Architectural and Engineering Managers	1,778	3,501	-1,723	1,537	18,711	-17,174
Fossil and energy utilities	Surveyors	495	1,450	-955	437	87	350

Aggregated Category from EPS	SOC Title	Current Demand ¹	Current Supply ²	GAP (Current)	Average Annual Openings	Annual Graduates	GAP (Annual)
Fossil and energy utilities	Electronics Engineers, Except Computer	418	635	-217	740	2,306	-1,566
Fossil and energy utilities	Environmental Engineers	67	506	-439	195	245	-50
Fossil and energy utilities	Materials Engineers	145	417	-272	175	239	-64
Fossil and energy utilities	Mining and Geological Engineers, Including Mining Safety Engineers	22	258	-236	15	4	11
Fossil and energy utilities	Nuclear Engineers	31	59	-28	11	94	-83
Fossil and energy utilities	Petroleum Engineers	179	3,117	-2,938	868	356	512
Fossil and energy utilities	Engineers, All Other	228	3,430	-3,202	725	2,909	-2,184
Fossil and energy utilities	Electrical and Electronic Engineering Technologists and Technicians	729	3,613	-2,884	812	1,072	-260
Fossil and energy utilities	Environmental Engineering Technologists and Technicians	4	302	-298	47	22	25
Fossil and energy utilities	Industrial Engineering Technologists and Technicians	563	3,844	-3,281	397	1,262	-865
Fossil and energy utilities	Calibration Technologists and Technicians	65	139	-74	232	1,839	-1,607
Fossil and energy utilities	Soil and Plant Scientists	42	132	-90	11	1,014	-1,003
Fossil and energy utilities	Zoologists and Wildlife Biologists	75	384	-309	N/A	577	N/A
Fossil and energy utilities	Foresters	49	54	-5	28	346	-318
Fossil and energy utilities	Geoscientists, Except Hydrologists and Geographers	113	1,761	-1,648	542	678	-136
Fossil and energy utilities	Hydrologists	18	135	-117	7	599	-592
Fossil and energy utilities	Physical Scientists, All Other	4	164	-160	98	520	-422

Aggregated Category from EPS	SOC Title	Current Demand ¹	Current Supply ²	GAP (Current)	Average Annual Openings	Annual Graduates	GAP (Annual)
Fossil and energy utilities	Hydrologic Technicians	4	19	-15	22	36	-14
Fossil and energy utilities	Forest and Conservation Technicians	16	124	-108	31	840	-809
Fossil and energy utilities	Technical Writers	248	1,903	-1,655	515	273	242
Fossil and energy utilities	First-Line Supervisors of Farming, Fishing, and Forestry Workers	N/A	548	N/A	290	1,811	-1,521
Fossil and energy utilities	Solar Photovoltaic Installers	205	1,703	-1,498	456	42	414
Fossil and energy utilities	Hazardous Materials Removal Workers	126	1,069	-943	587	N/A	N/A
Fossil and energy utilities	Derrick Operators, Oil and Gas	11	2,653	-2,642	725	N/A	N/A
Fossil and energy utilities	Rotary Drill Operators, Oil and Gas	140	2,892	-2,752	583	N/A	N/A
Fossil and energy utilities	Service Unit Operators, Oil and Gas	22	3,775	-3,753	1,725	N/A	N/A
Fossil and energy utilities	Excavating and Loading Machine and Dragline Operators, Surface Mining	145	2,932	-2,787	693	432	261
Fossil and energy utilities	Earth Drillers, Except Oil and Gas	62	787	-725	153	432	-279
Fossil and energy utilities	Explosives Workers, Ordnance Handling Experts, and Blasters	4	344	-340	5	432	-427
Fossil and energy utilities	Roustabouts, Oil and Gas	260	7,454	-7,194	2,016	N/A	N/A
Fossil and energy utilities	Helpers--Extraction Workers	79	1,027	-948	44	N/A	N/A
Fossil and energy utilities	Extraction Workers, All Other	N/A	1,786	N/A	46	432	-386
Fossil and energy utilities	Radio, Cellular, and Tower Equipment Installers and Repairers	76	656	-580	92	N/A	N/A
Fossil and energy utilities	Telecommunications Equipment Installers & Repairers, Exc. Line Installers	944	3,078	-2,134	2,281	N/A	N/A

Aggregated Category from EPS	SOC Title	Current Demand ¹	Current Supply ²	GAP (Current)	Average Annual Openings	Annual Graduates	GAP (Annual)
Fossil and energy utilities	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	306	1,052	-746	323	1,626	-1,303
Fossil and energy utilities	Outdoor Power Equipment and Other Small Engine Mechanics	39	430	-391	212	2	210
Fossil and energy utilities	Industrial Machinery Mechanics	273	4,322	-4,049	4,764	104	4,660
Fossil and energy utilities	Electrical Power-Line Installers and Repairers	433	1,795	-1,362	1,092	1,443	-351
Fossil and energy utilities	Telecommunications Line Installers and Repairers	499	1,773	-1,274	1,579	N/A	N/A
Fossil and energy utilities	Wind Turbine Service Technicians	389	1,275	-886	583	104	479
Fossil and energy utilities	Riggers	208	2,894	-2,686	424	N/A	N/A
Fossil and energy utilities	Coil Winders, Tapers, and Finishers	1	147	-146	22	N/A	N/A
Fossil and energy utilities	Nuclear Power Reactor Operators	1	42	-41	N/A	11	N/A
Fossil and energy utilities	Power Distributors and Dispatchers	N/A	219	N/A	11	N/A	N/A
Fossil and energy utilities	Power Plant Operators	58	982	-924	147	N/A	N/A
Fossil and energy utilities	Water and Wastewater Treatment Plant and System Operators	461	1,339	-878	909	10	899
Fossil and energy utilities	Gas Plant Operators	51	846	-795	177	55	122
Fossil and energy utilities	Petroleum Pump System Operators, Refinery Operators, and Gagers	10	2,486	-2,476	848	N/A	N/A
Fossil and energy utilities	Plant and System Operators, All Other	579	833	-254	239	N/A	N/A
Fossil and energy utilities	Wellhead Pumpers	6	3,349	-3,343	1,109	N/A	N/A
Fossil and energy utilities	Refuse and Recyclable Material Collectors	31	1,205	-1,174	1,936	N/A	N/A

Aggregated Category from EPS	SOC Title	Current Demand ¹	Current Supply ²	GAP (Current)	Average Annual Openings	Annual Graduates	GAP (Annual)
Manufacturing and construction	Cost Estimators	1,201	2,000	-799	1,819	35,292	-33,473
Manufacturing and construction	Aerospace Engineers	109	1,033	-924	438	6,600	-6,162
Manufacturing and construction	Bioengineers and Biomedical Engineers	40	615	-575	44	1,072	-1,028
Manufacturing and construction	Electrical Engineers	1,450	2,937	-1,487	1,096	2,698	-1,602
Manufacturing and construction	Industrial Engineers	1,809	3,140	-1,331	1,934	2,062	-128
Manufacturing and construction	Mechanical Engineers	1,220	5,863	-4,643	1,423	3,824	-2,401
Manufacturing and construction	Electrical and Electronics Drafters	287	884	-597	296	2,310	-2,014
Manufacturing and construction	Mechanical Drafters	121	1,788	-1,667	291	1,419	-1,128
Manufacturing and construction	Drafters, All Other	246	1,597	-1,351	152	1,226	-1,074
Manufacturing and construction	Electro-Mechanical and Mechatronics Technologists and Technicians	55	1,281	-1,226	72	2,310	-2,238
Manufacturing and construction	Chemists	376	1,112	-736	260	1,355	-1,095
Manufacturing and construction	Materials Scientists	20	131	-111	N/A	N/A	N/A
Manufacturing and construction	Chemical Technicians	283	1,354	-1,071	664	3,030	-2,366
Manufacturing and construction	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	4	928	-924	797	N/A	N/A
Manufacturing and construction	Logging Equipment Operators	67	265	-198	140	432	-292

Aggregated Category from EPS	SOC Title	Current Demand ¹	Current Supply ²	GAP (Current)	Average Annual Openings	Annual Graduates	GAP (Annual)
Manufacturing and construction	Operating Engineers and Other Construction Equipment Operators	1,105	11,536	-10,431	4,264	432	3,832
Manufacturing and construction	Electricians	1,520	15,546	-14,026	7,657	452	7,205
Manufacturing and construction	Sheet Metal Workers	48	1,776	-1,728	904	N/A	N/A
Manufacturing and construction	Structural Iron and Steel Workers	696	4,106	-3,410	584	N/A	N/A
Manufacturing and construction	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	2	411	-409	93	N/A	N/A
Manufacturing and construction	Helpers--Carpenters	39	3,229	-3,190	262	N/A	N/A
Manufacturing and construction	Helpers--Electricians	294	10,265	-9,971	1,301	N/A	N/A
Manufacturing and construction	Helpers--Painters, Paperhanglers, Plasterers, and Stucco Masons	N/A	1,434	N/A	34	N/A	N/A
Manufacturing and construction	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	103	7,713	-7,610	1,112	N/A	N/A
Manufacturing and construction	Helpers--Roofers	2	439	-437	29	N/A	N/A
Manufacturing and construction	Helpers, Construction Trades, All Other	39	5,643	-5,604	581	N/A	N/A
Manufacturing and construction	Fence Erectors	44	295	-251	224	N/A	N/A
Manufacturing and construction	Miscellaneous Construction and Related Workers	N/A	N/A	N/A	176	N/A	N/A

Aggregated Category from EPS	SOC Title	Current Demand ¹	Current Supply ²	GAP (Current)	Average Annual Openings	Annual Graduates	GAP (Annual)
Manufacturing and construction	Electrical and Electronics Repairers, Commercial and Industrial Equipment	407	4,145	-3,738	828	191	637
Manufacturing and construction	Mobile Heavy Equipment Mechanics, Except Engines	1,433	2,616	-1,183	2,283	N/A	N/A
Manufacturing and construction	Control and Valve Installers and Repairers, Except Mechanical Door	253	927	-674	801	96	705
Manufacturing and construction	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1,675	7,335	-5,660	3,549	2,707	842
Manufacturing and construction	Home Appliance Repairers	118	525	-407	246	N/A	N/A
Manufacturing and construction	Maintenance Workers, Machinery	1	2,128	-2,127	1,181	96	1,085
Manufacturing and construction	Millwrights	681	1,471	-790	250	96	154
Manufacturing and construction	Refractory Materials Repairers, Except Brickmasons	N/A	237	N/A	N/A	96	N/A
Manufacturing and construction	Maintenance and Repair Workers, General	8,515	17,942	-9,427	14,651	92	14,559
Manufacturing and construction	Helpers-Installation, Maintenance, and Repair Workers	2,231	8,466	-6,235	2,065	N/A	N/A
Manufacturing and construction	Installation, Maintenance, and Repair Workers, All Other	N/A	4,682	N/A	1,461	174	1,287
Manufacturing and construction	First-Line Supervisors of Production and Operating Workers	1,341	14,287	-12,946	6,603	145	6,458
Manufacturing and construction	Electrical, etc., Assemblers, Except Coil Winders, Tapers, and Finishers	177	N/A	N/A	1,815	N/A	N/A

Aggregated Category from EPS	SOC Title	Current Demand ¹	Current Supply ²	GAP (Current)	Average Annual Openings	Annual Graduates	GAP (Annual)
Manufacturing and construction	Engine and Other Machine Assemblers	84	569	-485	45	28	17
Manufacturing and construction	Structural Metal Fabricators and Fitters	34	3,029	-2,995	559	8	551
Manufacturing and construction	Fiberglass Laminators and Fabricators	4	165	-161	90	N/A	N/A
Manufacturing and construction	Miscellaneous Assemblers and Fabricators	N/A	N/A	N/A	10,808	N/A	N/A
Manufacturing and construction	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	5	170	-165	145	N/A	N/A
Manufacturing and construction	Extruding & Drawing Machine Setters, Operators, & Tenders, Metal & Plastic	35	175	-140	329	224	105
Manufacturing and construction	Forging Machine Setters, Operators, and Tenders, Metal and Plastic	16	152	-136	31	224	-193
Manufacturing and construction	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	2	142	-140	124	224	-100
Manufacturing and construction	Cutting, Punching & Press Machine Setters, Oper. & Tenders, Metal & Plastic	54	1,560	-1,506	1,091	224	867
Manufacturing and construction	Drilling & Boring Machine Tool Setters, Oper., and Tenders, Metal & Plastic	18	752	-734	24	224	-200
Manufacturing and construction	Grind., Lap., Polish. & Buff. Mach. Tool Set., Oper. & Tend., Met. & Plast.	228	469	-241	364	232	132
Manufacturing and construction	Lathe & Turning Machine Tool Setters, Operators, & Tenders, Metal & Plastic	5	746	-741	129	224	-95

Aggregated Category from EPS	SOC Title	Current Demand ¹	Current Supply ²	GAP (Current)	Average Annual Openings	Annual Graduates	GAP (Annual)
Manufacturing and construction	Milling & Planing Machine Setters, Operators, & Tenders, Metal & Plastic	12	617	-605	10	224	-214
Manufacturing and construction	Machinists	326	5,424	-5,098	2,068	232	1,836
Manufacturing and construction	Metal-Refining Furnace Operators and Tenders	7	132	-125	22	N/A	N/A
Manufacturing and construction	Pourers and Casters, Metal	N/A	25	N/A	N/A	N/A	N/A
Manufacturing and construction	Model Makers, Metal and Plastic	N/A	117	N/A	N/A	N/A	N/A
Manufacturing and construction	Patternmakers, Metal and Plastic	9	53	-44	N/A	N/A	N/A
Manufacturing and construction	Foundry Mold and Coremakers	2	40	-38	N/A	N/A	N/A
Manufacturing and construction	Molding, Coremaking & Casting Machine Set., Oper. & Tend., Metal & Plastic	N/A	396	N/A	621	N/A	N/A
Manufacturing and construction	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	N/A	465	N/A	887	232	655
Manufacturing and construction	Tool and Die Makers	159	246	-87	105	95	10
Manufacturing and construction	Welders, Cutters, Solderers, and Brazers	511	26,507	-25,996	5,602	6,247	-645
Manufacturing and construction	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	98	5,026	-4,928	137	6,243	-6,106
Manufacturing and construction	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	30	296	-266	223	232	-9

Aggregated Category from EPS	SOC Title	Current Demand ¹	Current Supply ²	GAP (Current)	Average Annual Openings	Annual Graduates	GAP (Annual)
Manufacturing and construction	Layout Workers, Metal and Plastic	1	168	-167	N/A	232	N/A
Manufacturing and construction	Plating Machine Setters, Operators, and Tenders, Metal and Plastic	29	170	-141	189	N/A	N/A
Manufacturing and construction	Tool Grinders, Filers, and Sharpeners	1	103	-102	10	8	2
Manufacturing and construction	Metal Workers and Plastic Workers, All Other	N/A	1,046	N/A	242	232	10
Manufacturing and construction	Extruding & Forming Machine Set., Oper. & Tend., Synthetic & Glass Fibers	4	91	-87	6	N/A	N/A
Manufacturing and construction	Patternmakers, Wood	N/A	10	N/A	N/A	84	N/A
Manufacturing and construction	Sawing Machine Setters, Operators, and Tenders, Wood	165	227	-62	186	84	102
Manufacturing and construction	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	2	409	-407	250	88	162
Manufacturing and construction	Woodworkers, All Other	N/A	245	N/A	21	88	-67
Manufacturing and construction	Stationary Engineers and Boiler Operators	63	246	-183	120	N/A	N/A
Manufacturing and construction	Chemical Plant and System Operators	219	4,277	-4,058	483	1,709	-1,226
Manufacturing and construction	Chemical Equipment Operators and Tenders	266	1,718	-1,452	911	1,709	-798
Manufacturing and construction	Sep., Filtering, Clarifying, Precipitating Still Mach. Set., Oper. & Tend.	23	787	-764	276	N/A	N/A

Aggregated Category from EPS	SOC Title	Current Demand ¹	Current Supply ²	GAP (Current)	Average Annual Openings	Annual Graduates	GAP (Annual)
Manufacturing and construction	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	1	532	-531	219	N/A	N/A
Manufacturing and construction	Grinding and Polishing Workers, Hand	103	301	-198	49	N/A	N/A
Manufacturing and construction	Mixing and Blending Machine Setters, Operators, and Tenders	77	701	-624	1,286	N/A	N/A
Manufacturing and construction	Cutters and Trimmers, Hand	5	220	-215	15	N/A	N/A
Manufacturing and construction	Cutting and Slicing Machine Setters, Operators, and Tenders	4	1,394	-1,390	329	N/A	N/A
Manufacturing and construction	Extruding, Forming, Pressing & Compacting Machine Setters, Oper. & Tenders	25	913	-888	323	N/A	N/A
Manufacturing and construction	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	26	92	-66	46	N/A	N/A
Manufacturing and construction	Inspectors, Testers, Sorters, Samplers, and Weighers	2,204	11,258	-9,054	6,436	65	6,371
Manufacturing and construction	Painting, Coating, and Decorating Workers	305	1,407	-1,102	41	N/A	N/A
Manufacturing and construction	Semiconductor Processing Technicians	22	442	-420	186	38	148
Manufacturing and construction	Computer Numerically Controlled Tool Operators	214	1,744	-1,530	1,152	32	1,120
Manufacturing and construction	Computer Numerically Controlled Tool Programmers	66	541	-475	182	24	158
Manufacturing and construction	Adhesive Bonding Machine Operators and Tenders	107	513	-406	48	N/A	N/A

Aggregated Category from EPS	SOC Title	Current Demand ¹	Current Supply ²	GAP (Current)	Average Annual Openings	Annual Graduates	GAP (Annual)
Manufacturing and construction	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	17	829	-812	176	N/A	N/A
Manufacturing and construction	Cooling and Freezing Equipment Operators and Tenders	N/A	96	N/A	25	N/A	N/A
Manufacturing and construction	Molders, Shapers, and Casters, Except Metal and Plastic	216	455	-239	461	N/A	N/A
Manufacturing and construction	Paper Goods Machine Setters, Operators, and Tenders	N/A	187	N/A	369	N/A	N/A
Manufacturing and construction	Helpers--Production Workers	62	34,600	-34,538	3,847	N/A	N/A
Manufacturing and construction	Production Workers, All Other	3,160	45,055	-41,895	941	N/A	N/A
Manufacturing and construction	Conveyor Operators and Tenders	N/A	906	N/A	166	N/A	N/A
Manufacturing and construction	Crane and Tower Operators	192	3,174	-2,982	827	432	395
Manufacturing and construction	Dredge Operators	N/A	56	N/A	N/A	432	N/A
Manufacturing and construction	Hoist and Winch Operators	N/A	467	N/A	N/A	432	N/A
Manufacturing and construction	Machine Feeders and Offbearers	2	992	-990	733	N/A	N/A
Other	Sales Managers	5,698	26,031	-20,333	6,605	34,503	-27,898
Other	Administrative Services Managers	314	21,914	-21,600	1,909	29,836	-27,927
Other	Facilities Managers	1,455	2,881	-1,426	826	30,802	-29,976
Other	Computer and Information Systems Managers	427	11,650	-11,223	5,726	23,285	-17,559
Other	Financial Managers	4,823	9,775	-4,952	6,390	5,519	871
Other	Industrial Production Managers	1,157	5,070	-3,913	1,543	32,571	-31,028
Other	Purchasing Managers	858	4,000	-3,142	670	32	638

Aggregated Category from EPS	SOC Title	Current Demand ¹	Current Supply ²	GAP (Current)	Average Annual Openings	Annual Graduates	GAP (Annual)
Other	Transportation, Storage, and Distribution Managers	2,287	16,453	-14,166	2,086	32,087	-30,001
Other	Compensation and Benefits Managers	501	872	-371	141	25,581	-25,440
Other	Human Resources Managers	1,339	10,433	-9,094	1,600	26,399	-24,799
Other	Training and Development Managers	230	4,610	-4,380	406	26,822	-26,416
Other	Farmers, Ranchers, and Other Agricultural Managers	122	1,285	-1,163	11,141	2,584	8,557
Other	Natural Sciences Managers	572	2,058	-1,486	536	21,745	-21,209
Other	Property, Real Estate, and Community Association Managers	2,770	9,538	-6,768	4,356	1,269	3,087
Other	Managers, All Other	3,318	34,635	-31,317	8,260	60,087	-51,827
Other	Chief Executives	832	7,923	-7,091	458	38,856	-38,398
Other	General and Operations Managers	6,590	30,247	-23,657	44,301	39,022	5,279
Other	Buyers and Purchasing Agents	N/A	N/A	N/A	3,690	N/A	N/A
Other	Claims Adjusters, Examiners, and Investigators	1,099	9,531	-8,432	1,549	66	1,483
Other	Compliance Officers	1,589	3,739	-2,150	3,289	1,692	1,597
Other	Farm Labor Contractors	N/A	309	N/A	N/A	N/A	N/A
Other	Logisticians	2,108	5,550	-3,442	2,065	25,804	-23,739
Other	Management Analysts	1,912	6,202	-4,290	4,461	34,533	-30,072
Other	Compensation, Benefits, and Job Analysis Specialists	616	1,856	-1,240	729	30,444	-29,715
Other	Training and Development Specialists	970	5,913	-4,943	4,201	2,271	1,930
Other	Accountants and Auditors	2,986	20,984	-17,998	11,830	7,789	4,041
Other	Property Appraisers and Assessors	N/A	N/A	N/A	647	N/A	N/A

Aggregated Category from EPS	SOC Title	Current Demand ¹	Current Supply ²	GAP (Current)	Average Annual Openings	Annual Graduates	GAP (Annual)
Other	Budget Analysts	69	1,482	-1,413	316	12,903	-12,587
Other	Credit Analysts	312	2,034	-1,722	490	12,756	-12,266
Other	Financial and Investment Analysts	3,022	7,290	-4,268	2,345	6,063	-3,718
Other	Insurance Underwriters	422	1,137	-715	703	129	574
Other	Financial Risk Specialists	1,128	1,373	-245	353	13,862	-13,509
Other	Financial Examiners	36	1,141	-1,105	443	7,627	-7,184
Other	Credit Counselors	226	262	-36	229	352	-123
Other	Loan Officers	1,006	5,154	-4,148	2,540	5,219	-2,679
Other	Tax Preparers	1,018	2,517	-1,499	1,614	8,128	-6,514
Other	Financial Specialists, All Other	184	4,590	-4,406	1,306	5,860	-4,554
Other	Computer Systems Analysts	1,495	7,331	-5,836	4,554	12,874	-8,320
Other	Information Security Analysts	323	5,295	-4,972	1,592	8,930	-7,338
Other	Computer and Information Research Scientists	914	923	-9	231	17,080	-16,849
Other	Computer Network Support Specialists	335	3,602	-3,267	967	9,446	-8,479
Other	Computer User Support Specialists	2,153	17,093	-14,940	6,347	110	6,237
Other	Computer Network Architects	1,359	3,805	-2,446	933	16,723	-15,790
Other	Database Administrators	1,482	3,169	-1,687	567	12,466	-11,899
Other	Database Architects	1,340	1,795	-455	676	23,036	-22,360
Other	Network and Computer Systems Administrators	1,355	6,801	-5,446	2,309	12,428	-10,119
Other	Computer Programmers	257	3,790	-3,533	690	6,372	-5,682
Other	Software Developers	8,745	12,167	-3,422	11,966	10,335	1,631
Other	Software Quality Assurance Analysts and Testers	810	3,896	-3,086	1,949	17,464	-15,515
Other	Web Developers	639	2,810	-2,171	570	4,643	-4,073
Other	Web and Digital Interface Designers	700	1,609	-909	916	17,861	-16,945

Aggregated Category from EPS	SOC Title	Current Demand ¹	Current Supply ²	GAP (Current)	Average Annual Openings	Annual Graduates	GAP (Annual)
Other	Computer Occupations, All Other	6,246	25,876	-19,630	5,445	15,525	-10,080
Other	Mathematicians	7	115	-108	N/A	3,031	N/A
Other	Operations Research Analysts	490	1,472	-982	1,381	2,390	-1,009
Other	Statisticians	56	453	-397	87	5,721	-5,634
Other	Data Scientists	3,419	8,158	-4,739	1,529	13,403	-11,874
Other	Mathematical Science Occupations, All Other	N/A	165	N/A	N/A	2,946	N/A
Other	Cartographers and Photogrammetrists	3	133	-130	170	300	-130
Other	Agricultural Engineers	N/A	177	N/A	N/A	63	N/A
Other	Chemical Engineers	373	1,960	-1,587	245	998	-753
Other	Civil Engineers	1,827	2,416	-589	2,201	2,198	3
Other	Computer Hardware Engineers	273	983	-710	241	3,625	-3,384
Other	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	71	2,694	-2,623	175	273	-98
Other	Marine Engineers and Naval Architects	44	235	-191	43	N/A	N/A
Other	Aerospace Engineering and Operations Technologists and Technicians	N/A	983	N/A	46	963	-917
Other	Civil Engineering Technologists and Technicians	30	752	-722	891	1,486	-595
Other	Mechanical Engineering Technologists and Technicians	27	1,771	-1,744	320	176	144
Other	Engineering Technologists and Technicians, Except Drafters, All Other	640	2,541	-1,901	1,071	1,958	-887
Other	Animal Scientists	N/A	205	N/A	N/A	1,828	N/A
Other	Food Scientists and Technologists	51	227	-176	91	709	-618

Aggregated Category from EPS	SOC Title	Current Demand ¹	Current Supply ²	GAP (Current)	Average Annual Openings	Annual Graduates	GAP (Annual)
Other	Biological Scientists, All Other	254	1,215	-961	148	11,821	-11,673
Other	Conservation Scientists	99	615	-516	131	933	-802
Other	Life Scientists, All Other	N/A	94	N/A	12	10,905	-10,893
Other	Physicists	59	128	-69	35	924	-889
Other	Atmospheric and Space Scientists	54	159	-105	40	83	-43
Other	Environmental Scientists and Specialists, Including Health	336	1,220	-884	370	1,028	-658
Other	Economists	82	339	-257	24	3,522	-3,498
Other	Urban and Regional Planners	294	444	-150	163	329	-166
Other	Geographers	9	99	-90	10	702	-692
Other	Political Scientists	97	498	-401	N/A	4,358	N/A
Other	Agricultural Technicians	187	598	-411	10	10,690	-10,680
Other	Food Science Technicians	15	282	-267	246	11,495	-11,249
Other	Environmental Science and Protection Technicians, Including Health	112	941	-829	312	725	-413
Other	Geological Technicians, Except Hydrologic Technicians	32	1,188	-1,156	321	618	-297
Other	Nuclear Technicians	46	152	-106	N/A	19	N/A
Other	Life, Physical, and Social Science Technicians, All Other	200	5,630	-5,430	686	6,291	-5,605
Other	Occupational Health and Safety Specialists	1,217	4,652	-3,435	2,322	325	1,997
Other	Occupational Health and Safety Technicians	1,538	2,957	-1,419	427	80	347
Other	Lawyers	2,224	4,138	-1,914	3,644	2,789	855
Other	Paralegals and Legal Assistants	1,035	8,421	-7,386	3,221	1,103	2,118

Aggregated Category from EPS	SOC Title	Current Demand ¹	Current Supply ²	GAP (Current)	Average Annual Openings	Annual Graduates	GAP (Annual)
Other	Title Examiners, Abstractors, and Searchers	235	1,913	-1,678	741	931	-190
Other	Legal Support Workers, All Other	153	1,643	-1,490	204	1,103	-899
Other	Forestry and Conservation Science Teachers, Postsecondary	N/A	26	N/A	N/A	760	N/A
Other	Forest Fire Inspectors and Prevention Specialists	1	279	-278	N/A	1,015	N/A
Other	Fish and Game Wardens	3	232	-229	N/A	8	N/A
Other	Landscaping and Groundskeeping Workers	1,728	9,130	-7,402	13,116	429	12,687
Other	Pesticide Handlers, Sprayers, and Applicators, Vegetation	133	319	-186	37	116	-79
Other	Tree Trimmers and Pruners	392	564	-172	506	N/A	N/A
Other	Real Estate Brokers	597	732	-135	408	1,269	-861
Other	Real Estate Sales Agents	2,424	5,180	-2,756	6,731	1,269	5,462
Other	Sales Engineers	316	3,119	-2,803	996	N/A	N/A
Other	First-Line Supervisors of Office and Administrative Support Workers	5,079	16,677	-11,598	17,248	1,327	15,921
Other	Bookkeeping, Accounting, and Auditing Clerks	2,189	24,953	-22,764	17,878	512	17,366
Other	Payroll and Timekeeping Clerks	506	5,238	-4,732	1,366	512	854
Other	Procurement Clerks	116	2,024	-1,908	469	199	270
Other	Eligibility Interviewers, Government Programs	720	3,645	-2,925	940	8	932
Other	Interviewers, Except Eligibility and Loan	82	1,901	-1,819	1,454	N/A	N/A
Other	Loan Interviewers and Clerks	654	3,634	-2,980	2,575	344	2,231

Aggregated Category from EPS	SOC Title	Current Demand ¹	Current Supply ²	GAP (Current)	Average Annual Openings	Annual Graduates	GAP (Annual)
Other	New Accounts Clerks	578	1,781	-1,203	336	344	-8
Other	Order Clerks	249	2,457	-2,208	761	205	556
Other	Human Resources Assistants, Except Payroll and Timekeeping	875	8,896	-8,021	987	1,718	-731
Other	Cargo and Freight Agents	238	2,985	-2,747	1,406	199	1,207
Other	Production, Planning, and Expediting Clerks	2,636	5,501	-2,865	3,695	N/A	N/A
Other	Shipping, Receiving, and Inventory Clerks	2,504	19,557	-17,053	9,308	N/A	N/A
Other	Executive Secretaries and Executive Administrative Assistants	770	28,089	-27,319	3,053	661	2,392
Other	Legal Secretaries and Administrative Assistants	222	2,516	-2,294	1,072	70	1,002
Other	Secretaries & Administrative Assistants, Except Legal, Medical, & Executive	5,520	26,055	-20,535	18,245	661	17,584
Other	Data Entry Keyers	378	19,582	-19,204	1,756	227	1,529
Other	Word Processors and Typists	97	1,297	-1,200	N/A	199	N/A
Other	Insurance Claims and Policy Processing Clerks	462	6,788	-6,326	2,122	199	1,923
Other	Statistical Assistants	N/A	412	N/A	N/A	512	N/A
Other	Office and Administrative Support Workers, All Other	N/A	27,862	N/A	1,192	N/A	N/A
Other	Animal Breeders	4	203	-199	9	43	-34
Other	Agricultural Equipment Operators	56	2,205	-2,149	195	N/A	N/A
Other	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	360	2,776	-2,416	14,586	N/A	N/A

Aggregated Category from EPS	SOC Title	Current Demand ¹	Current Supply ²	GAP (Current)	Average Annual Openings	Annual Graduates	GAP (Annual)
Other	Farmworkers, Farm, Ranch, and Aquacultural Animals	131	1,832	-1,701	7,756	N/A	N/A
Other	Agricultural Workers, All Other	N/A	835	N/A	N/A	N/A	N/A
Other	Forest and Conservation Workers	28	316	-288	N/A	100	N/A
Other	Fallers	4	51	-47	10	N/A	N/A
Other	Log Graders and Scalers	1	15	-14	N/A	N/A	N/A
Other	Logging Workers, All Other	N/A	157	N/A	N/A	N/A	N/A
Other	Construction and Building Inspectors	914	3,754	-2,840	1,815	N/A	N/A
Other	Highway Maintenance Workers	223	1,218	-995	919	432	487
Other	Rail-Track Laying and Maintenance Equipment Operators	N/A	289	N/A	89	432	-343
Other	First-Line Supervisors of Mechanics, Installers, and Repairers	3,003	4,895	-1,892	6,549	1,651	4,898
Other	Computer, Automated Teller, and Office Machine Repairers	593	1,336	-743	1,003	153	850
Other	Avionics Technicians	142	673	-531	88	127	-39
Other	Electric Motor, Power Tool, and Related Repairers	N/A	736	N/A	143	146	-3
Other	Electrical and Electronics Installers & Repairers, Transport Equipment	146	1,094	-948	N/A	4,029	N/A
Other	Electronic Equipment Installers and Repairers, Motor Vehicles	39	298	-259	N/A	4,029	N/A
Other	Aircraft Mechanics and Service Technicians	552	2,653	-2,101	1,539	502	1,037

Aggregated Category from EPS	SOC Title	Current Demand ¹	Current Supply ²	GAP (Current)	Average Annual Openings	Annual Graduates	GAP (Annual)
Other	Automotive Body and Related Repairers	577	3,039	-2,462	1,439	501	938
Other	Automotive Service Technicians and Mechanics	5,174	11,152	-5,978	7,330	4,084	3,246
Other	Bus and Truck Mechanics and Diesel Engine Specialists	1,076	3,951	-2,875	2,630	1,544	1,086
Other	Farm Equipment Mechanics and Service Technicians	46	357	-311	241	67	174
Other	Rail Car Repairers	29	306	-277	209	N/A	N/A
Other	Motorboat Mechanics and Service Technicians	43	104	-61	125	41	84
Other	Motorcycle Mechanics	29	199	-170	28	15	13
Other	Bicycle Repairers	39	139	-100	12	N/A	N/A
Other	Recreational Vehicle Service Technicians	66	246	-180	167	N/A	N/A
Other	Commercial Divers	29	723	-694	N/A	N/A	N/A
Other	Signal and Track Switch Repairers	1	54	-53	12	452	-440
Other	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	7	1,613	-1,606	197	629	-432
Other	Food Processing Workers, All Other	90	289	-199	329	N/A	N/A
Other	Packaging and Filling Machine Operators and Tenders	378	4,092	-3,714	2,429	N/A	N/A
Other	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	66	2,502	-2,436	1,609	501	1,108
Other	Aircraft Cargo Handling Supervisors	N/A	520	N/A	120	N/A	N/A
Other	Suprs of Trans & Material Moving Wkrs, Ex Aircraft Cargo Handling Suprs	1,746	N/A	N/A	5,121	N/A	N/A

Aggregated Category from EPS	SOC Title	Current Demand ¹	Current Supply ²	GAP (Current)	Average Annual Openings	Annual Graduates	GAP (Annual)
Other	Airline Pilots, Copilots, and Flight Engineers	145	835	-690	422	119	303
Other	Driver/Sales Workers	4,742	15,544	-10,802	6,391	N/A	N/A
Other	Heavy and Tractor-Trailer Truck Drivers	11,597	48,342	-36,745	29,928	1,888	28,040
Other	Light Truck Drivers	1,178	19,280	-18,102	11,930	1,888	10,042
Other	Motor Vehicle Operators, All Other	13	1,293	-1,280	839	N/A	N/A
Other	Locomotive Engineers	7	169	-162	7	N/A	N/A
Other	Rail Yard Engineers, Donkey Operators, and Hostlers	10	148	-138	N/A	N/A	N/A
Other	Railroad Brake, Signal, and Switch Operators and Locomotive Firers	197	475	-278	115	N/A	N/A
Other	Railroad Conductors and Yardmasters	51	426	-375	82	N/A	N/A
Other	Rail Transportation Workers, All Other	N/A	349	N/A	N/A	N/A	N/A
Other	Motorboat Operators	1	49	-48	7	88	-81
Other	Ship Engineers	N/A	63	N/A	40	88	-48
Other	Automotive and Watercraft Service Attendants	444	1,266	-822	1,135	N/A	N/A
Other	Transportation Workers, All Other	N/A	2,792	N/A	31	N/A	N/A
Other	Industrial Truck and Tractor Operators	1,651	26,605	-24,954	11,525	N/A	N/A
Other	Cleaners of Vehicles and Equipment	736	3,953	-3,217	5,508	N/A	N/A
Other	Laborers and Freight, Stock, and Material Movers, Hand	7,059	57,673	-50,614	36,359	N/A	N/A
Other	Packers and Packagers, Hand	881	13,502	-12,621	7,991	N/A	N/A
Other	Stockers and Order Fillers	5,181	73,474	-68,293	52,179	N/A	N/A
Other	Gas Compressor and Gas Pumping Station Operators	N/A	811	N/A	22	N/A	N/A
Other	Pump Operators, Except Wellhead Pumpers	126	1,055	-929	404	N/A	N/A

Aggregated Category from EPS	SOC Title	Current Demand ¹	Current Supply ²	GAP (Current)	Average Annual Openings	Annual Graduates	GAP (Annual)
Other	Tank Car, Truck, and Ship Loaders	178	896	-718	264	N/A	N/A
Other	Material Moving Workers, All Other	12	4,421	-4,409	18	432	-414

1Current demand from the Conference Board's Help Wanted OnLine data series for August 2025.

2Current supply from the Texas Workforce Commission's Work in Texas web tool for August 2025.

CHAPTER 3: REFERENCES

Advance CTE. 2025. "Combined CIP-SOC-NAICS Crosswalk." Last Updated June 25, 2025. https://careertech.org/wp-content/uploads/2025/09/Full_Framework_Crosswalk.xlsx.

EPS. 2025. "Energy Policy Simulator Documentation. Input-Output Model." April 1, 2025. <https://docs.energypolicy.solutions/io-model>.

SICCODE. 2025. "ISIC Codes - International Standard Industrial Classification of All Economic Activities." Accessed September 19, 2025. <https://siccode.com/isic-code-lookup-directory>.

Texas Workforce Commission. 2024. "LMI Industry Projections." Last Updated October 21, 2024. <https://www.twc.texas.gov/data-reports/lmi-industry-projections>.

Texas Workforce Commission. 2025. "Regional Occupational Analysis Tool." Accessed September 19, 2025. <https://texaslaboranalysis.com/>.