



# August Workforce Update: Houston

In this edition of our Monthly Workforce Update, you'll find real-time insights about the labor market: key stats about Houston's labor market, the hiring rate in Houston, the fastest-growing jobs across the country right now, and the career transitions that we've observed into those jobs in the city.

You can also find our latest national- and metro area-level hiring rates in our monthly [Workforce Reports](#), published the first Thursday of every calendar month.

## How you can use these insights:

- Understand how COVID-19 is impacting hiring in Houston, and which are the top industries hiring in August.
- Discover the fastest-growing jobs across the country in August. These jobs are critical to fill to help us navigate the rapidly- changing healthcare and other needs of the country.
- Learn how members in Houston have made career transitions into the fastest-growing jobs. By looking at the skills similarity and training investment needed to make each transition, you can learn where there might be potentially untapped talent pools to fill these roles.

Note that insights in this report show workforce representation through LinkedIn data, which are influenced by LinkedIn's geography or industry penetration. For more information, visit [economicgraph.linkedin.com](https://economicgraph.linkedin.com) or contact [economicgraph@linkedin.com](mailto:economicgraph@linkedin.com).

## Houston At-a-Glance

Our insights into the labor market in Houston represent:



**3M**

Members

*175M+ across the U.S.*



**106K**

Companies

*2M+ across the U.S.*



**35K**

Skills

*37K+ across the U.S.*



**33K**

Schools

*85K+ across the U.S.*

# Hiring

## LinkedIn Hiring Rate

Our data shows that hiring continues to recover after bottoming out in May, but remains vulnerable to shifts in public health measures. In Houston, hiring leveled out in August.



The LinkedIn Hiring Rate (LHR) is a measure of hires normalized by LinkedIn membership. It is computed as the percentage of LinkedIn members who added a new employer in the same period the job began, divided by the total number of LinkedIn members in the corresponding location. Please note this hiring rate reflects a 14-day rolling sum and is not seasonally adjusted, which allows us to see the small dips and daily trends. Our seasonally adjusted hiring data is published on a monthly cadence [here](#).

## Top Industries Hiring

The top industries hiring in August in Houston were:

- 1 Education
- 2 Healthcare
- 3 Energy & Mining
- 4 Software & IT Services
- 5 Corporate Services

# Hiring Deep Dive

A closer look at our hiring rate reveals how coronavirus has changed hiring trends across genders and company types. Below, you can see these trends in Houston benchmarked by historical rates pre-COVID, the aggregate rates during the height of the pandemic, and the rates as they stand during the month of August.

- We know women have been disproportionately impacted by the onset of coronavirus. Across the U.S., we saw the number of women hired for every 100 men hired decrease from a historical value of 89 to 85 during COVID. **In Houston, hiring for women is slightly worse than what we see at the national level and is now at a relatively higher rate than what we saw before COVID.** This indicates that women are recovering from the closure of traditionally women-led sectors.
- High-Growth Firms\* are a key driver of economic growth, and in many regions these companies have shown higher resilience to the pandemic. As we look at hiring rates of these companies more recently, our data show **High-Growth Firms in Houston surpassed pre-COVID hiring levels.**



\*High-Growth Firms are defined as companies with at least 10 employees, that are young (7 years old or younger) and growing fast (+20% headcount growth in the past 3 years). Learn more at [economicgraph.linkedin.com/the-future-of-work](https://economicgraph.linkedin.com/the-future-of-work).

# Fastest-Growing Jobs

Our data reveals the fastest-growing healthcare and non-healthcare jobs across the country during the August, and the top five skills needed for those roles.

## Healthcare

	Job*	Top Skills**
1	Public Health Specialist	Community Outreach, Public Health, Program Development, Program Evaluation, Epidemiology
2	Patient Coordinator	Healthcare, Hospitals, Healthcare Management, U.S. Health Insurance Portability and Accountability Act (HIPAA), Medical Terminology
3	Behavior Analyst	Applied Behavior Analysis, Autism Spectrum Disorders, Developmental Disabilities, Behavior Management, Functional Behavior Assessments
4	Intensive Care Nurse	Critical Care Nursing, Advanced Cardiac Life Support (ACLS), Nursing, Basic Life Support (BLS), Patient Safety
5	Patient Care Technician	Cardiopulmonary Resuscitation (CPR), Patient Safety, Basic Life Support (BLS), Nursing, Vital Signs
6	Medical Assistant	Electronic Medical Record (EMR), Medical Terminology, Vital Signs, Medical Assisting, Phlebotomy
7	Health Coach	Wellness Coaching, Nutrition, Wellness, Holistic Health, Nutritional Counseling
8	Dentist	Dentistry, Cosmetic Dentistry, Restorative Dentistry, Oral Surgery, Endodontics
9	Respiratory Therapist	Basic Life Support (BLS), Advanced Cardiac Life Support (ACLS), Critical Care Nursing, Respiratory Therapy, NRP
10	Health Specialist	Healthcare, Community Outreach, Public Health, Health Education, Mental Health
11	Medical Receptionist	Healthcare, Medical Terminology, Electronic Medical Record (EMR), Medical Records, Receptionist Duties
12	Physical Therapist	Physical Therapy, Rehabilitation, Manual Therapy, Orthopedic Surgery, Sports Medicine
13	Occupational Therapist	Healthcare, Occupational Therapy, Rehabilitation, Medicine, Pediatrics
14	Psychotherapist	Psychotherapy, Mental Health, Mental Health Counseling, Group Therapy, Family Therapy
15	Dental Assistant	Cardiopulmonary Resuscitation (CPR), Dental Assisting, Patient Education, Dentistry, Dental Care
16	Pharmacy Technician	Healthcare, Pharmacy, Pharmacy Technicians, Pharmaceutical Industry, Community Pharmacy
17	Marriage And Family Therapist	Psychotherapy, Mental Health, Mental Health Counseling, Family Therapy, Group Therapy
18	Orthopaedic Surgeon	Medicine, Surgery, Orthopedic Surgery, Medical Education, Sports Medicine
19	Physical Therapist Assistant	Physical Therapy, Rehabilitation, Cardiopulmonary Resuscitation (CPR), Manual Therapy, Orthopedic Surgery
20	Patient Service Representative	Healthcare, U.S. Health Insurance Portability and Accountability Act (HIPAA), Electronic Medical Record (EMR), Medical Terminology, Epic Systems

## Non-Healthcare

	Job*	Top Skills**
1	Mortgage Loan Processor	Mortgage Lending, Loans, Credit, Residential Mortgages, Refinance
2	Fulfillment Associate	Time Management, Inventory Management, Retail, Warehouse Operations, Forklift Operation
3	Retail Associate	Time Management, Teamwork, Retail, Retail Sales, Cashiering
4	Epidemiologist	Public Health, Epidemiology, Program Evaluation, Biostatistics, Infectious Diseases
5	Loan Officer Assistant	Mortgage Lending, Loans, Loan Origination, Residential Mortgages, Refinance
6	Nanny	Time Management, Teamwork, Childcare, Working With Children, Child Development
7	Campaign Specialist	Social Media, Community Outreach, Fundraising, Political Campaigns, Politics
8	Customer Relationship Specialist	Customer Relationship Management (CRM), Account Management, Customer Satisfaction, Customer Retention, Marketing Management
9	Mortgage Underwriter	Credit, Credit Analysis, Mortgage Lending, Residential Mortgages, Mortgage Underwriting
10	Public Health Specialist	Community Outreach, Public Health, Program Development, Program Evaluation, Epidemiology
11	Notary Public	Notary Public, Real Estate, Real Estate Transactions, Signing Agent, Notary
12	Loan Clerk	Loans, Credit, Mortgage Lending, Residential Mortgages, U.S. Federal Housing Authority (FHA)
13	Lending Specialist	Banking, Loans, Credit, Consumer Lending, Credit Analysis
14	Management Development Specialist	Time Management, Teamwork, Event Planning, Insurance, Property & Casualty Insurance
15	Strategic Advisor	Strategy, Business Strategy, Start-ups, Strategic Partnerships, Entrepreneurship
16	Manufacturing Associate	Good Manufacturing Practice (GMP), Biotechnology, Standard Operating Procedure (SOP), Aseptic Technique, Aseptic Processing
17	Campaign Coordinator	Event Planning, Community Outreach, Nonprofit Organizations, Fundraising, Political Campaigns
18	Life Coach	Life Coaching, Coaching, Personal Development, Wellness Coaching, Transformational Life Coaching
19	Processing Assistant	Microsoft Word, Time Management, Data Entry, Microsoft Outlook, Banking
20	Investment Banking Analyst	Financial Modeling, Financial Analysis, Investment Banking, Valuation, Mergers & Acquisitions (M&A)

\*We calculate the fastest-growing jobs by looking at hires at the national level between the August 2020 compared to the August 2019.

\*\*We identify the top skills needed for those jobs using LinkedIn's Skills Genome Methodology, a method that uses machine learning algorithms to find the most representative skills of an occupation from skills added by members to their profiles.

# Career Transitions

Our data also reveals the career transitions members in Houston have made into the fastest-growing jobs across the country. By looking at the skills similarity and training investment needed to make each transition, you can understand where there might be potentially untapped talent pools in Houston to fill these roles.

Sector	Fast-Growing Job	Previous Job	Transition Rate*	Skill Similarity**	Training Investment***
Healthcare	Behavior Analyst	Behavioral Health Technician	6.0	82.5	Low (*)
	Medical Assistant	Medical Scribe	5.7	62.0	Medium (*)
		Phlebotomist	5.4	81.6	Low / Medium (*)
	Patient Care Technician	Certified Nursing Assistant	2.3	92.0	Low / Medium (*)
	Physical Therapist	Physical Therapy Technician	14.5	67.6	Medium / High (*)
	Physical Therapist Assistant	Physical Therapy Technician	10.7	72.9	Low / Medium (*)

\*Transition Rate is the share of historical job transitions that went into the corresponding fast-growing jobs (2015-Present).

\*\*Skill Similarity measures the overlap of skills between a fast-growing job and the corresponding previous job, on a scale between 0 (totally different skills) and 100 (completely identical skills).

\*\*\*Training Investment refers to the amount of time required to train for the growing job. Low is 0-3 months, medium is 3-12 months, and high is 12+ months. An additional (\*) indicates the transition requires (or may require) a certification or license.