

Pathways Landscape Map Template

REQUIRED: Identify a minimum of three targeted industry sectors and at least two occupations per sector for your region based your desk-based research, existing reports, and guidance from your leadership team. At the end of the document, outline specific areas for further exploration that will be completed in the asset and gap analysis.

OPTIONAL: You may add up to two additional industry sectors, two occupations across multiple industries, or one of each, but should not exceed a total of five industries and occupations.

Table 1

Pathways Landscape Map | *Starting with Industry*

Use the template below (Table 1) to document industry and occupation targets. If there is a gap in post-secondary or secondary pathway offerings, list “to be developed.” Repeat Table 1 below for all targeted industries.

TARGET INDUSTRY: Manufacturing
Entry level hourly wage: \$16.23
Median hourly wage: \$23.41
of regional openings: Last 90 days: 269 Last 6 months: 523 Last 12 Months: 1586 Last 24 months: 3277
Projected growth in region: Current Employment: 19,876 New Jobs 10 years: -557 Replacement Jobs 10 years: 21,279
Top 3 -5 employers: Red River Army Depot, Graphic Packaging, Campbell Soup, Saputo, Texarkana Aluminum
Sources of information: JobsEQ and Lightcast

Targeted Occupations in Industry	Postsecondary Pathways	Secondary Pathways
<p><u>Occupation Name:</u> Industrial Maintenance Technician</p> <ul style="list-style-type: none"> ● Median hourly wage: \$29.73 ● # of regional openings: <ul style="list-style-type: none"> ○ Last 90 days: 7 ○ Last 6 months: 11 ○ Last 12 months: 26 ○ Last 24 months: 44 ● Projected growth in region: <ul style="list-style-type: none"> ○ Current Employment: 599 ○ New Jobs 10 years: 66 ○ Replacement jobs 10 years: 561 	<p><u>Industrial Technology:</u></p> <ul style="list-style-type: none"> ● Northeast Texas Community College: AAS <p><u>Industrial Technician Level 1:</u></p> <ul style="list-style-type: none"> ● Northeast Texas Community College: Certificate <p><u>Electro-Mechanical Technician:</u></p> <ul style="list-style-type: none"> ● Northeast Texas Community College: Certificate <p><u>Robotics/Automation Operations:</u></p> <ul style="list-style-type: none"> ● Northeast Texas Community College: Certificate <p><u>Robotics/Automation Operations Emphasis Level 1:</u></p> <ul style="list-style-type: none"> ● Northeast Texas Community College: Certificate <p><u>Certified Manufacturing Associate (CMfgA):</u></p> <ul style="list-style-type: none"> ● Northeast Texas Community College: Career Training <p><u>Certified Manufacturing Technologist (CMfgT):</u></p> <ul style="list-style-type: none"> ● Northeast Texas Community College: Career Training <p><u>Instrumentation/Robotics Technology:</u></p> <ul style="list-style-type: none"> ● Texarkana College: AAS <p><u>Instrumentation/Robotics Technology Advanced Certificate:</u></p> <ul style="list-style-type: none"> ● Texarkana College: Certificate 	<p><u>Principles of Manufacturing:</u></p> <ul style="list-style-type: none"> ● Chisum ● Clarksville ● North Lamar ● Prairieland <p><u>Principles of Applied Engineering:</u></p> <ul style="list-style-type: none"> ● Atlanta ● Chisum ● Clarksville ● Miller Grove ● Mount Pleasant ● Paris ● Pleasant Grove ● Redwater ● Sulphur Springs ● Texarkana <p><u>Robotics I:</u></p> <ul style="list-style-type: none"> ● Avery ● Chapel Hill ● DeKalb ● Detroit ● Hooks ● Hughes Springs ● Maud ● Miller Grove ● North Lamar ● Pleasant Grove

Instrumentation/Robotics Technology

Occupational Skills Award:

- Texarkana College: Certificate

Mechatronics:

- Texarkana College: AAS
- Paris Junior College: AAS

Mechatronics Certificate:

- Texarkana College: Certificate
- Paris Junior College: Certificate

Mechatronics Occupational Skills Award:

- Texarkana College: Certificate

Manufacturing Fundamentals:

- Texarkana College: Career Training

Manufacturing Applications:

- Texarkana College: Career Training

- Prairieland
- Queen City
- Redwater
- Sulphur Springs
- Texarkana

Manufacturing Engineering Technology I:

- Chapel Hill
- Paris

Engineering Design and Presentation I:

- Atlanta
- Chapel Hill
- Chisum
- Mount Pleasant
- Paris
- Pleasant Grove
- Redwater
- Texarkana

Robotics II:

- DeKalb
- Hughes Springs
- Maud
- Miller Grove
- North Lamar
- Pleasant Grove
- Queen City
- Redwater
- Sulphur Springs

Practicum in Manufacturing:

- Chapel Hill

		<ul style="list-style-type: none"> • Clarksville • DeKalb • Liberty-Eylau • Pewitt • Sulphur Springs
<p><u>Occupation Name:</u> Electrician</p> <ul style="list-style-type: none"> • Median hourly wage: \$26.15 • # of regional openings: <ul style="list-style-type: none"> ○ Last 90 days: 18 ○ Last 6 months: 35 ○ Last 12 months: 53 ○ Last 24 months: 83 • Projected growth in region: <ul style="list-style-type: none"> ○ Current Employment: 516 ○ New Jobs 10 years: 11 ○ Replacement jobs 10 years: 561 	<p><u>Electrical: Residential Wiring:</u></p> <ul style="list-style-type: none"> • Paris Junior College: Certificate <p><u>National Electric Code I:</u></p> <ul style="list-style-type: none"> • Paris Junior College: Certificate <p><u>Electrical Technology:</u></p> <ul style="list-style-type: none"> • Northeast Texas Community College: Certificate • Texarkana College: Certificate <p><u>Electrical Technology Level I:</u></p> <ul style="list-style-type: none"> • Texarkana College: Certificate <p><u>Electrical Technology Occupational Skill Award:</u></p> <ul style="list-style-type: none"> • Texarkana College: Certificate <p><u>Electrician Certificate:</u></p> <ul style="list-style-type: none"> • Paris Junior College: Certificate <p><u>Basic Electrical Theory:</u></p> <ul style="list-style-type: none"> • Paris Junior College: Certificate <p><u>Electrical: Electricians, Journeyman, Wireman & Masters MCE for License Renewal:</u></p> <ul style="list-style-type: none"> • Paris Junior College: Professional Development 	<p><u>Electrical Technology I:</u></p> <ul style="list-style-type: none"> • Mount Pleasant • Pleasant Grove • Queen City • Redwater • Texarkana <p><u>Electrical Technology II:</u></p> <ul style="list-style-type: none"> • DeKalb • Mount Pleasant
<p><u>Occupation Name:</u> Welder</p> <ul style="list-style-type: none"> • Median hourly wage: \$22.50 • # of regional openings: <ul style="list-style-type: none"> ○ Last 90 days: 10 ○ Last 6 months: 26 ○ Last 12 months: 38 ○ Last 24 months: 64 	<p><u>Welding Specialization:</u></p> <ul style="list-style-type: none"> • Northeast Texas Community College: AAS • Paris Junior College: AAS • Texarkana College: AAS 	<p><u>Agricultural Mechanics, Design, and Fabrication:</u> (Appendix A)</p> <ul style="list-style-type: none"> • Atlanta • Avery • Avinger

<ul style="list-style-type: none"> ● Projected growth in region: <ul style="list-style-type: none"> ○ Current Employment: 1149 ○ New Jobs 10 years: 55 ○ Replacement jobs 10 years: 1269 	<p><u>Structure Welding:</u></p> <ul style="list-style-type: none"> ● Northeast Texas Community College: Certificate ● Paris Junior College: Certificate <p><u>Pipe Welding Fabrication:</u></p> <ul style="list-style-type: none"> ● Northeast Texas Community College: Certificate <p><u>Pipe Welding Certificate:</u></p> <ul style="list-style-type: none"> ● Northeast Texas Community College: Certificate <p><u>Basic Welding Certificate:</u></p> <ul style="list-style-type: none"> ● Northeast Texas Community College: Certificate <p><u>Production Welding Certificate:</u></p> <ul style="list-style-type: none"> ● Paris Junior College: Certificate <p><u>Welding Beginning Welding – Arc Welding:</u></p> <ul style="list-style-type: none"> ● Paris Junior College: Certificate <p><u>Welding: Introduction to Welding Using Multiple Processes:</u></p> <ul style="list-style-type: none"> ● Paris Junior College: Certificate <p><u>Welding One-Year Certificate:</u></p> <ul style="list-style-type: none"> ● Texarkana College: Certificate <p><u>Welding Technology Occupational Skills Award:</u></p> <ul style="list-style-type: none"> ● Texarkana College: Certificate 	<ul style="list-style-type: none"> ● Bloomburg ● Chapel Hill ● Chisum ● Clarksville ● Como-Pickton ● Cooper ● Cumby ● Daingerfield-Lone Star ● DeKalb ● Detroit ● Harts Bluff ● Hooks ● Hughes Springs ● Liberty-Eylau ● Linden-Kildare ● Maud ● Mcleod ● Miller Grove ● Mount Pleasant ● Mount Vernon ● New Boston ● North Hopkins ● North Lamar ● Paris ● Pewitt ● Pleasant Grove ● Prairieland ● Queen City ● Redwater ● Rivercrest ● Saltillo ● Simms ● Sulphur Bluff ● Sulphur Springs ● Texarkana
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Applied Agricultural Engineering
(Appendix B)

- Atlanta
- Avery
- Avinger
- Bloomburg
- Chapel Hill
- Chisum
- Clarksville
- Como-Pickton
- Cooper
- Cumby
- Daingerfield-Lone Star
- DeKalb
- Detroit
- Harts Bluff
- Hooks
- Hughes Springs
- Liberty Eylau
- Linden-Kildare
- Maud
- Mcleod
- Miller Grove
- Mount Pleasant
- Mount Vernon
- New Boston
- North Hopkins
- North Lamar
- Paris
- Pewitt
- Prairieland
- Queen City
- Redwater
- Rivercrest
- Saltillo
- Simms

		<ul style="list-style-type: none"> • Sulphur Bluff • Sulphur Springs • Texarkana
Sources of information: JobsEQ and Lightcast	Sources of information: websites of IHE in Northeast Texas: Northeast Texas Community College, Paris Junior College, Texarkana College, Texas A&M University – Texarkana	Sources of information: Region 8 Education Service Center

TARGET INDUSTRY: Health Care
Entry level hourly wage: \$17.65
Median hourly wage: \$25.53
of regional openings: Last 90 days: 620 Last 6 months: 1308 Last 12 Months: 2212 Last 24 months: 4990
Projected growth in region: Current Employment: 17,149 New Jobs 10 years: 1065 Replacement Jobs 10 years: 17,282
Top 3 -5 employers: Christus St Michael, Wadley Regional Medical Center, Titus Regional Medical Center, Paris Regional Health, Collom and Carney Clinic
Sources of information: JobsEQ and Lightcast

Targeted Occupations in Industry	Postsecondary Pathways	Secondary Pathways
<p><u>Occupation Name:</u> Registered Nurse</p> <ul style="list-style-type: none"> ● Median hourly wage: \$37.14 ● # of regional openings: <ul style="list-style-type: none"> ○ Last 90 days: 377 ○ Last 6 months: 696 ○ Last 12 months: 1219 ○ Last 24 months: 2768 ● Projected growth in region: <ul style="list-style-type: none"> ○ Current Employment: 2624 ○ New Jobs 10 years: 63 ○ Replacement jobs 10 years: 1510 	<p><u>Associate Degree Nursing (LVN):</u></p> <ul style="list-style-type: none"> ● Northeast Texas Community College (ADN) ● Texarkana Community College (ADN) <p><u>BSN – Traditional Track:</u></p> <ul style="list-style-type: none"> ● Texas A&M University-Texarkana <p><u>RN to BSN:</u></p> <ul style="list-style-type: none"> ● Texas A&M University-Texarkana 	<p><u>Nursing Sciences for High School:</u> (Appendix C)</p> <ul style="list-style-type: none"> ● Atlanta ● Avery ● Avinger ● Bloomburg ● Chapel Hill ● Chisum ● Clarksville ● Como-Pickton ● Cooper ● Cumby ● Daingerfield-Lone Star ● DeKalb ● Detroit ● Harts Bluff ● Hooks ● Hughes Springs ● Liberty Eylau ● Linden-Kildare ● Maud ● Mcleod ● Mount Pleasant ● Mount Vernon ● New Boston ● North Hopkins ● North Lamar ● Paris ● Pewitt ● Pleasant Grove ● Prairieland ● Queen City ● Redwater ● Rivercrest ● Saltillo ● Simms

		<ul style="list-style-type: none"> ● Sulphur Bluff ● Sulphur Springs ● Texarkana
<p><u>Occupation Name: Clinical Laboratory Technician</u></p> <ul style="list-style-type: none"> ● Median hourly wage: \$24.62 ● # of regional openings: <ul style="list-style-type: none"> ○ Last 90 days: 7 ○ Last 6 months: 20 ○ Last 12 months: 54 ○ Last 24 months: 150 ● Projected growth in region: <ul style="list-style-type: none"> ○ Current Employment: 220 ○ New Jobs 10 years: 2 ○ Replacement jobs 10 years: 73 	<p><u>Phlebotomy Technician Career Training:</u></p> <ul style="list-style-type: none"> ● Texarkana College: Career Training ● Texas A&M University-Texarkana: Career Training <p><u>Phlebotomy Technician with Externship Certificate:</u></p> <ul style="list-style-type: none"> ● Texarkana College: Certificate <p><u>Phlebotomy, Basic & Clinical</u></p> <ul style="list-style-type: none"> ● Paris Junior College: Certificate 	<p><u>Nursing Sciences for High School: (Appendix C)</u></p> <ul style="list-style-type: none"> ● Atlanta ● Avery ● Avinger ● Bloomburg ● Chapel Hill ● Chisum ● Clarksville ● Como-Pickton ● Cooper ● Cumby ● Daingerfield-Lone Star ● DeKalb ● Detroit ● Harts Bluff ● Hooks ● Hughes Springs ● Liberty Eylau ● Linden-Kildare ● Maud ● Mcleod ● Mount Pleasant ● Mount Vernon ● New Boston ● North Hopkins ● North Lamar ● Paris ● Pewitt ● Pleasant Grove ● Prairieland ● Queen City ● Redwater ● Rivercrest ● Saltillo ● Simms

		<ul style="list-style-type: none"> ● Sulphur Bluff ● Sulphur Springs ● Texarkana
<p><u>Occupation Name: Surgical Technologist</u></p> <ul style="list-style-type: none"> ● Median hourly wage: \$25.56 ● # of regional openings: <ul style="list-style-type: none"> ○ Last 90 days: 15 ○ Last 6 months: 29 ○ Last 12 months: 43 ○ Last 24 months: 79 ● Projected growth in region: <ul style="list-style-type: none"> ○ Current Employment: 107 ○ New Jobs 10 years: 2 ○ Replacement jobs 10 years: 73 	<p><u>Sterile Processing and Surgical Technologist:</u></p> <ul style="list-style-type: none"> ● Texas A&M University-Texarkana: Career Training <p><u>Sterile Processing Technician:</u></p> <ul style="list-style-type: none"> ● Northeast Texas Community College: Career Training <p><u>Surgical Technology:</u></p> <ul style="list-style-type: none"> ● Paris Junior College: AAS 	<p><u>Nursing Sciences for High School:</u> (Appendix C)</p> <ul style="list-style-type: none"> ● Atlanta ● Avery ● Avinger ● Bloomburg ● Chapel Hill ● Chisum ● Clarksville ● Como-Pickton ● Cooper ● Cumby ● Daingerfield-Lone Star ● DeKalb ● Detroit ● Harts Bluff ● Hooks ● Hughes Springs ● Liberty Eylau ● Linden-Kildare ● Maud ● Mcleod ● Mount Pleasant ● Mount Vernon ● New Boston ● North Hopkins ● North Lamar ● Paris ● Pewitt ● Pleasant Grove ● Prairieland ● Queen City ● Redwater ● Rivercrest ● Saltillo ● Simms

		<ul style="list-style-type: none"> ● Sulphur Bluff ● Sulphur Springs ● Texarkana
Sources of information: JobsEQ and Lightcast	Sources of information: websites of IHE in Northeast Texas: Northeast Texas Community College, Paris Junior College, Texarkana College, Texas A&M University – Texarkana	Sources of information: Region 8 Education Service Center

TARGET INDUSTRY: Information Technology
Entry level hourly wage: \$17.46
Median hourly wage: \$25.87
of regional openings: Last 90 days: 64 Last 6 months: 142 Last 12 Months: 264 Last 24 months: 507
Projected growth in region: Current Employment: 695 New Jobs 10 years: 57 Replacement Jobs 10 years: 703
Top 3 -5 employers: Net Data, Windstream Communications, Basic Software Systems, IT Networks Specialists, Red River Credit Union
Sources of information: JobsEQ and Lightcast

Targeted Occupations in Industry	Postsecondary Pathways	Secondary Pathways
<p><u>Occupation Name:</u> Software Developer</p> <ul style="list-style-type: none"> ● Median hourly wage: \$46.98 ● # of regional openings: <ul style="list-style-type: none"> ○ Last 90 days: 30 ○ Last 6 months: 71 ○ Last 12 months: 149 ○ Last 24 months: 323 ● Projected growth in region: <ul style="list-style-type: none"> ○ Current Employment: 470 ○ New Jobs 10 years: 58 ○ Replacement jobs 10 years: 326 	<p><u>Computer and Information Sciences:</u></p> <p><u>Applications Specialization:</u></p> <ul style="list-style-type: none"> ● Northeast Texas Community College: AAS <p><u>Computer Science:</u></p> <ul style="list-style-type: none"> ● Paris Junior College: AAS ● Texas A&M University – Texarkana: BS <p><u>Computer Programming Certificate:</u></p> <ul style="list-style-type: none"> ● Northeast Texas Community College: Certificate <p><u>CISCO/C-Tech:</u></p> <ul style="list-style-type: none"> ● Paris Junior College: Certificate <p><u>Computer Language Career Training:</u> (Appendix E)</p> <ul style="list-style-type: none"> ● Texarkana College (27 classes) ● Texas A&M University-Texarkana (2 classes) <p><u>CompTIA:</u> (Appendix F)</p> <ul style="list-style-type: none"> ● Texas A&M University-Texarkana (12 classes) 	<p><u>Computer Sciences for High Schools:</u> (Appendix D)</p> <ul style="list-style-type: none"> ● Atlanta ● Avery ● Avinger ● Chapel Hill ● Chisum ● Como-Pickton ● Cooper ● Cumby ● Daingerfield-Lone Star ● DeKalb ● Harts Bluff ● Hughes Springs ● Liberty Eylau ● Linden-Kildare ● Maud ● Mcleod ● Mount Pleasant ● Mount Vernon ● North Hopkins ● North Lamar ● Pewitt ● Pleasant Grove ● Prairieland ● Queen City ● Red Lick ● Redwater

		<ul style="list-style-type: none"> ● Saltillo ● Sulphur Bluff ● Sulphur Springs ● Texarkana
<p><u>Occupation Name:</u> Computer Systems Analyst</p> <ul style="list-style-type: none"> ● Median hourly wage: \$39.56 ● # of regional openings: <ul style="list-style-type: none"> ○ Last 90 days: 8 ○ Last 6 months: 14 ○ Last 12 months: 56 ○ Last 24 months: 131 ● Projected growth in region: <ul style="list-style-type: none"> ○ Current Employment: 213 ○ New Jobs 10 years: -5 ○ Replacement jobs 10 years: 146 	<p><u>Computer and Information Sciences, Networking Specialization:</u></p> <ul style="list-style-type: none"> ● Northeast Texas Community College: AAS <p><u>Computer Science:</u></p> <ul style="list-style-type: none"> ● Paris Junior College: AAS ● Texas A&M University – Texarkana: BS <p><u>Computer Applications Certificate:</u></p> <ul style="list-style-type: none"> ● Northeast Texas Community College: Certificate <p><u>Advanced Computer Application Certificate:</u></p> <ul style="list-style-type: none"> ● Northeast Texas Community College: Certificate <p><u>Computer Maintenance and Repair Certificate:</u></p> <ul style="list-style-type: none"> ● Northeast Texas Community College: Certificate <p><u>Computer Support Tech – A+:</u></p> <ul style="list-style-type: none"> ● Paris Junior College: Certificate <p><u>Networking:</u></p> <ul style="list-style-type: none"> ● Paris Junior College: Certificate <p><u>Computer Networking Career Training:</u> (Appendix G)</p> <ul style="list-style-type: none"> ● Texarkana College: 3 classes 	<p><u>Computer Sciences for High Schools:</u> (Appendix D)</p> <ul style="list-style-type: none"> ● Atlanta ● Avery ● Avinger ● Chapel Hill ● Chisum ● Como-Pickton ● Cooper ● Cumby ● Daingerfield-Lone Star ● DeKalb ● Harts Bluff ● Hughes Springs ● Liberty Eylau ● Linden-Kildare ● Maud ● Mcleod ● Mount Pleasant ● Mount Vernon ● North Hopkins ● North Lamar ● Pewitt ● Pleasant Grove ● Prairieland

	<ul style="list-style-type: none"> • Texas A&M University – Texarkana: 3 classes 	<ul style="list-style-type: none"> • Queen City • Red Lick • Redwater • Saltillo • Sulphur Bluff • Sulphur Springs • Texarkana
<p><u>Occupation Name:</u> Information Security Analyst</p> <ul style="list-style-type: none"> • Median hourly wage: \$47.74 • # of regional openings: <ul style="list-style-type: none"> ○ Last 90 days: 19 ○ Last 6 months: 26 ○ Last 12 months: 65 ○ Last 24 months: 105 • Projected growth in region: <ul style="list-style-type: none"> ○ Current Employment: 51 ○ New Jobs 10 years: 12 ○ Replacement jobs 10 years: 40 	<p><u>Computer and Information Sciences, Cyber Security Specialization:</u></p> <ul style="list-style-type: none"> • Northeast Texas Community College: AAS <p><u>Cybersecurity:</u></p> <ul style="list-style-type: none"> • Paris Junior College: AAS <p><u>Computer Science:</u></p> <ul style="list-style-type: none"> • Paris Junior College: AAS • Texas A&M University – Texarkana: BS <p><u>Advanced Cyber Security Certificate:</u></p> <ul style="list-style-type: none"> • Northeast Texas Community College: Certificate <p><u>Cyber Security Certificate:</u></p> <ul style="list-style-type: none"> • Northeast Texas Community College: Certificate <p><u>Cyber Security Micro Credential:</u></p> <ul style="list-style-type: none"> • Northeast Texas Community College: Certificate <p><u>Cybersecurity Certificate:</u></p> <ul style="list-style-type: none"> • Paris Junior College: Certificate <p><u>Cybersecurity Career Training:</u> (Appendix H)</p>	<p><u>Computer Sciences for High Schools:</u> (Appendix D)</p> <ul style="list-style-type: none"> • Atlanta • Avery • Avinger • Chapel Hill • Chisum • Como-Pickton • Cooper • Cumby • Daingerfield-Lone Star • DeKalb • Harts Bluff • Hughes Springs • Liberty Eylau • Linden-Kildare • Maud • Mcleod • Mount Pleasant • Mount Vernon • North Hopkins • North Lamar • Pewitt

	<ul style="list-style-type: none"> • Texarkana College: 2 classes • Texas A&M University – Texarkana: 6 classes 	<ul style="list-style-type: none"> • Pleasant Grove • Prairieland • Queen City • Red Lick • Redwater • Saltillo • Sulphur Bluff • Sulphur Springs • Texarkana
Sources of information: JobsEQ and Lightcast	Sources of information: websites of IHE in Northeast Texas: Northeast Texas Community College, Paris Junior College, Texarkana College, Texas A&M University – Texarkana	Sources of information: Region 8 Education Service Center

TARGET INDUSTRY: Education
Entry level hourly wage: \$15.88
Median hourly wage: \$21.04
of regional openings: Last 90 days: 214 Last 6 months: 517 Last 12 Months: 738 Last 24 months: 1491
Projected growth in region: Current Employment: 11,144 New Jobs 10 years: -251 Replacement Jobs 10 years: 10,839
Top 3 -5 employers: Texas A&M University - Texarkana, Texarkana ISD, Paris Junior College, Mount Pleasant ISD, Sulphur Springs ISD
Sources of information: JobsEQ and Lightcast

Targeted Occupations in Industry	Postsecondary Pathways	Secondary Pathways
<p><u>Occupation Name:</u> Secondary Teachers</p> <ul style="list-style-type: none"> ● Median hourly wage: \$29.02 ● # of regional openings: <ul style="list-style-type: none"> ○ Last 90 days: 20 ○ Last 6 months: 52 ○ Last 12 months: 59 ○ Last 24 months: 131 ● Projected growth in region: <ul style="list-style-type: none"> ○ Current Employment: 1326 ○ New Jobs 10 years: -23 ○ Replacement jobs 10 years: 893 	<p><u>English, Teacher Certification:</u></p> <ul style="list-style-type: none"> ● Texas A&M University – Texarkana: BS or BA <p><u>Biology, Teacher Certification:</u></p> <ul style="list-style-type: none"> ● Texas A&M University – Texarkana: BS <p><u>Chemistry, Teacher Certification:</u></p> <ul style="list-style-type: none"> ● Texas A&M University – Texarkana: BS <p><u>History, Teacher Certification:</u></p> <ul style="list-style-type: none"> ● Texas A&M University – Texarkana: BS <p><u>Kinesiology, Teacher:</u></p> <ul style="list-style-type: none"> ● Texas A&M University – Texarkana: BS 	<p><u>Primary/Secondary/Post-Secondary Teachers for High School:</u></p> <ul style="list-style-type: none"> ● Atlanta ● Bloomburg ● Chapel Hill ● Chisum ● Clarksville ● Como-Pickton ● Cooper ● Cumby ● Daingerfield-Lone Star ● DeKalb ● Detroit ● Harts Bluff ● Hooks ● Liberty Eylau ● Maud ● Mount Pleasant ● Mount Vernon ● New Boston ● North Lamar ● Paris ● Pleasant Grove ● Prairieland ● Redwater ● Saltillo ● Sulphur Bluff

		<ul style="list-style-type: none"> • Sulphur Springs • Texarkana
<p><u>Occupation Name:</u> Postsecondary Teachers</p> <ul style="list-style-type: none"> • Median hourly wage: \$32.14 • # of regional openings: <ul style="list-style-type: none"> ○ Last 90 days: 24 ○ Last 6 months: 53 ○ Last 12 months: 102 ○ Last 24 months: 226 • Projected growth in region: <ul style="list-style-type: none"> ○ Current Employment: 436 ○ New Jobs 10 years: 5 ○ Replacement jobs 10 years: 363 	<p><u>English:</u></p> <ul style="list-style-type: none"> • Texas A&M University – Texarkana: MA <p><u>Master of Education:</u></p> <ul style="list-style-type: none"> • Texas A&M University – Texarkana: MEd <p><u>History:</u></p> <ul style="list-style-type: none"> • Texas A&M University – Texarkana: MS <p><u>Instructional Technology:</u></p> <ul style="list-style-type: none"> • Texas A&M University – Texarkana: MS <p><u>Doctorate in Education Leadership:</u></p> <ul style="list-style-type: none"> • Texas A&M University – Texarkana: EdD 	<p><u>Primary/Secondary/Post-Secondary Teachers for High School:</u></p> <ul style="list-style-type: none"> • Atlanta • Bloomburg • Chapel Hill • Chisum • Clarksville • Como-Pickton • Cooper • Cumby • Daingerfield-Lone Star • DeKalb • Detroit • Harts Bluff • Hooks • Liberty Eylau • Maud • Mount Pleasant • Mount Vernon • New Boston • North Lamar • Paris • Pleasant Grove • Prairieland • Redwater • Saltillo • Sulphur Bluff

		<ul style="list-style-type: none"> • Sulphur Springs • Texarkana
<p><u>Occupation Name:</u> Elementary and Middle School Teachers</p> <ul style="list-style-type: none"> • Median hourly wage: \$25.43 • # of regional openings: <ul style="list-style-type: none"> ○ Last 90 days: 61 ○ Last 6 months: 148 ○ Last 12 months: 167 ○ Last 24 months: 345 • Projected growth in region: <ul style="list-style-type: none"> ○ Current Employment: 2383 ○ New Jobs 10 years: -46 ○ Replacement jobs 10 years: 1720 	<p><u>Education (EC-6 or 4-8):</u></p> <ul style="list-style-type: none"> • Paris Junior College: AAT <p>Elementary Education:</p> <ul style="list-style-type: none"> • Texas A&M University – Texarkana: BS (can also complete at TAMUT satellite on NTCC) <p><u>Child Care Specialist:</u></p> <ul style="list-style-type: none"> • Texas A&M University – Texarkana: Career Training <p><u>Child Day Care Management:</u></p> <ul style="list-style-type: none"> • Texas A&M University – Texarkana: Career Training <p><u>Teacher’s Aide:</u></p> <ul style="list-style-type: none"> • Texas A&M University – Texarkana: Career Training 	<p><u>Primary/Secondary/Post-Secondary Teachers for High School:</u></p> <ul style="list-style-type: none"> • Atlanta • Bloomburg • Chapel Hill • Chisum • Clarksville • Como-Pickton • Cooper • Cumby • Daingerfield-Lone Star • DeKalb • Detroit • Harts Bluff • Hooks • Liberty Eylau • Maud • Mount Pleasant • Mount Vernon • New Boston • North Lamar • Paris • Pleasant Grove • Prairieland • Redwater • Saltillo • Sulphur Bluff

		<ul style="list-style-type: none"> • Sulphur Springs • Texarkana
Sources of information: JobsEQ and Lightcast	Sources of information: websites of IHE in Northeast Texas: Northeast Texas Community College, Paris Junior College, Texarkana College, Texas A&M University – Texarkana	Sources of information: Region 8 Education Service Center

Table 2

Pathways Landscape Map | Starting with Targeted Occupations into Multiple Industries

Use the template below (Table 2) if your region has identified *targeted occupations into multiple industries*. You may choose to add up to two occupations across multiple industries.

Targeted Occupations	Postsecondary Pathways	Secondary Pathways
<u>Occupation Name:</u> <ul style="list-style-type: none"> • Median hourly wage: • # of regional openings: • Projected growth in region: • Relevant industries: • Top 3 -5 employers: 	<u>Credential of Value:</u> <ul style="list-style-type: none"> • Who offers it: <u>Credential of Value:</u> <ul style="list-style-type: none"> • Who offers it: 	<u>Program of Study:</u> <ul style="list-style-type: none"> • Who offers it: <u>Program of Study:</u> <ul style="list-style-type: none"> • Who offers it:

<u>Occupation Name:</u> <ul style="list-style-type: none"> • Median hourly wage: • # of regional openings: • Projected growth in region: • Relevant industries: • Top 3 -5 employers: 	<u>Credential of Value:</u> <ul style="list-style-type: none"> • Who offers it: <u>Credential of Value:</u> <ul style="list-style-type: none"> • Who offers it: 	<u>Program of Study:</u> <ul style="list-style-type: none"> • Who offers it: <u>Program of Study:</u> <ul style="list-style-type: none"> • Who offers it:
Sources of information:	Sources of information:	Sources of information:

Areas for further exploration:

Targeted Industries and/or Occupations	Postsecondary Pathways	Secondary Pathways
	Because Northeast Texas has a border city (Texarkana, TX), schools and employers in Arkansas play a role in regional pathways.	

Appendices:

When looking at the data of existing courses and trainings available in the Northeast Texas Region, it was found that the same types of training were called different names among institutions of higher education. In addition, it was found that regional Independent School districts have clusters of courses that can be categorized together.

Definitions of categories used for the Northeast Texas Landscape Map:

- AS – Associate of Science Degree
- AAS – Applied Associate of Science Degree
- AAT – Applied Associate of Teaching Degree
- BA – Bachelor of Arts Degree
- BS – Bachelor of Science Degree
- BSN – Bachelor of Science in Nursing
- MA – Master of Arts Degree
- MS – Master of Science Degree
- MEd – Master of Education Degree
- MSN – Master of Science in Nursing
- EdD – Doctor of Education
- Certificate – Certificate of Completion of education/training issued and delivered by an institution of higher education
- Career Training – Online curriculum offered by an institution of higher education through a third-party curriculum provider. This training often satisfies education requirements for an industry recognized credential.

Appendix A: Agricultural Mechanics, Design, and Fabrication

Agricultural Equipment Design and Fabrication/Lab

- | | | | |
|---|--|--|---|
| <ul style="list-style-type: none">• Atlanta• Avery• Avinger• Bloomburg | <ul style="list-style-type: none">• Chapel Hill• Chisum• Como-Pickton• Cooper• Daingerfield-Lone Star• DeKalb• Detroit | <ul style="list-style-type: none">• Hooks• Maud• Miller Grove• Mount Vernon• North Hopkins• North Lamar• Paris | <ul style="list-style-type: none">• Pewitt• Prairieland• Redwater• Rivercrest• Saltillo• Simms• Sulphur Bluff |
|---|--|--|---|

- Sulphur Springs

Agricultural Mechanics and Metal Technologies/Lab

- Atlanta
- Avery
- Avinger
- Bloomburg
- Chapel Hill
- Chisum
- Clarksville
- Como-Pickton
- Cooper
- Cumby
- Daingerfield-Lone Star
- DeKalb
- Detroit
- Harts Bluff
- Hooks
- Hughes Springs
- Liberty Eylau
- Linden-Kildare
- Mcleod
- Miller Grove

- Mount Pleasant
- Mount Vernon
- New Boston
- North Hopkins
- North Lamar
- Paris
- Pewitt
- Pleasant Grove
- Prairieland
- Queen City
- Redwater
- Rivercrest
- Saltillo
- Simms
- Sulphur Springs
- Texarkana

Agricultural Power Systems/Lab

- DeKalb
- Hooks
- Liberty Eylau
- Maud
- Mcleod
- Miller Grove

- Mount Vernon
- New Boston
- North Hopkins
- Queen City
- Saltillo
- Simms

Agricultural Structures Design and Fabrications/Lab

- Atlanta
- Avery
- Avinger
- Bloomburg
- Chapel Hill
- Chisum
- Clarksville
- Como-Pickton
- Cooper
- Cumby
- Daingerfield-Lone Star
- DeKalb
- Detroit
- Harts Bluff
- Hooks

- Hughes Springs
- Liberty Eylau
- Linden-Kildare
- Maud
- Mcleod
- Miller Grove
- Mount Vernon
- New Boston
- North Hopkins
- North Lamar
- Paris
- Pewitt
- Prairieland
- Queen City
- Redwater
- Rivercrest
- Saltillo
- Simms
- Sulphur Bluff
- Sulphur Springs
- Texarkana

Appendix B: Applied Agricultural Engineering

Practicum in Agriculture, Food, and Natural Resources

- Atlanta
- Bloomburg
- Chapel Hill
- Como-Pickton
- Cooper
- Cumby
- Daingerfield-Lone Star
- DeKalb
- Detroit
- Hooks

- Maud
- Mcleod
- Miller Grove
- Mount Pleasant
- Mount Vernon
- New Boston
- North Lamar
- Pewitt
- Prairieland
- Saltillo
- Simms
- Sulphur Bluff

Principles of Agriculture, Food, and Natural Resources

- Sulphur Springs
- Atlanta
- Avery
- Avinger
- Bloomburg
- Chapel Hill
- Chisum
- Clarksville
- Como-Pickton
- Cooper

- Cumby
- Daingerfield-Lone Star
- DeKalb
- Detroit
- Harts Bluff
- Hooks
- Hughes Springs
- Liberty Eylau
- Linden-Kildare
- Maud
- Mcleod
- Miller Grove

- Mount Pleasant
- Mount Vernon
- New Boston
- North Hopkins

- North Lamar
- Paris
- Pewitt
- Prairieland

- Queen City
- Redwater
- Rivercrest
- Saltillo

- Simms
- Sulphur Springs
- Texarkana

Appendix C: Nursing Sciences for High School

Anatomy and Physiology

- Atlanta
- Avery
- Avinger
- Bloomburg
- Chapel Hill
- Chisum
- Clarksville
- Como-Pickton
- Cooper
- Cumby
- Daingerfield-Lone Star
- DeKalb
- Detroit
- Harts Bluff
- Hooks
- Hughes Springs
- Liberty Eylau
- Maud
- Mcleod
- Mount Pleasant
- Mount Vernon
- New Boston
- North Hopkins
- North Lamar
- Paris
- Pewitt

- Pleasant Grove
- Prairieland
- Queen City
- Redwater
- Rivercrest
- Saltillo
- Sulphur Bluff
- Sulphur Springs
- Texarkana

Health Science Theory/Health Science Clinical

- Atlanta
- Como-Pickton
- Cooper
- Cumby
- Daingerfield-Lone Star
- DeKalb
- Detroit
- Harts Bluff
- Liberty Eylau
- Linden-Kildare
- Mount Pleasant
- Mount Vernon
- New Boston
- North Hopkins
- North Lamar

- Paris
- Pleasant Grove
- Prairieland
- Redwater
- Rivercrest
- Sulphur Springs
- Texarkana

Principles of Health Science

- Atlanta
- Chapel Hill
- Chisum
- Clarksville
- Como-Pickton
- Cooper
- Cumby
- Daingerfield-Lone Star
- Detroit
- Harts Bluff
- Hughes Springs
- Liberty Eylau
- Linden-Kildare
- Maud
- Mcleod
- Mount Pleasant
- Mount Vernon
- New Boston

- North Hopkins
- North Lamar
- Paris
- Pleasant Grove
- Prairieland
- Queen City
- Redwater
- Rivercrest
- Simms
- Sulphur Bluff
- Sulphur Springs
- Texarkana

Appendix D: Computer Sciences for High Schools

AP Computer Science A, LOTE

- Chapel Hill
- Sulphur Springs
- Texarkana

AP Computer Science A, MATH

- Chapel Hill
- Sulphur Springs
- Texarkana
- AP Computer Science Principles
- Texarkana

Computer Maintenance/Lab

- DeKalb
- Harts Bluff
- Hughes Springs
- Sulphur Springs
- Texarkana

Computer Science I

- Atlanta
- Chapel Hill
- Chisum
- Cooper
- Cumby
- Hughes Springs
- North Hopkins
- North Lamar
- Pewitt
- Pleasant Grove
- Prairieland
- Queen City
- Sulphur Springs
- Texarkana

Computer Science II

- Atlanta
- Chapel Hill
- Cumby
- Hughes Springs
- North Hopkins
- Pewitt
- Pleasant Grove
- Sulphur Springs
- Texarkana

Computer Science III

- Chapel Hill
- Hughes Springs
- Texarkana

Computer Technician Practicum (2nd Time)

- Sulphur Springs

Computer Technician Practicum

- DeKalb
- Sulphur Springs

Fundamentals of Computer Science

- Chapel Hill
- Cumby
- Hughes Springs
- North Hopkins
- Sulphur Bluff
- Sulphur Springs

Game Programming and Design

- Atlanta
- Maud

Independent Study in Technology Applications

- Atlanta

- Chapel Hill
- Daingerfield-Lone Star
- DeKalb
- Harts Bluff
- Mcleod
- Mount Vernon
- Prairieland
- Red Lick

Practicum in Audio/Video Production

- Atlanta
- Daingerfield-Lone Star
- DeKalb
- Liberty Eylau
- Mcleod
- Mount Pleasant
- Pleasant Grove
- Prairieland
- Redwater
- Sulphur Springs
- Texarkana

Practicum in Information Technology

- Chapel Hill
- Harts Bluff
- Sulphur Springs

Practicum in Science, Technology, Engineering, and Mathematics

- Harts Bluff
- Mount Pleasant
- Pleasant Grove

Practicum of Information Technology

- Chapel Hill

Principles of Information Technology

- Avery
- Avinger
- Como-Pickton
- Cooper
- Daingerfield-Lone Star
- DeKalb
- Harts Bluff
- Linden-Kildare
- Mount Pleasant
- Mount Vernon
- Pewitt
- Prairieland
- Queen City
- Saltillo
- Sulphur Springs
- Texarkana

Appendix E: Computer Language Career Training

Texas A&M University – Texarkana

- AWS SysOps Administrator Program
- Azure Fundamentals (AZ-900)

Texarkana College

- Advance Python
- Advanced CSS3 and HTML5
- Advanced JavaScript Concepts
- C++ for the Absolute Beginner
- Django Training for Python Developers
- Intermediate C# Programming
- Intermediate CSS3 and HTML5
- Intermediate Java Programming
- Intermediate PHP and MySQL
- Intermediate SQL
- Introduction to C++ Programming
- Introduction to Java Programming
- Introduction to JavaScript
- Introduction to jQuery

- Introduction to PHP and MySQL
- Introduction to Programming
- Introduction to Python 2.5 Programming
- Introduction to Python 3 Programming
- Introduction to SQL
- Introduction to Vue.js Training
- Introduction to XML
- Java Developer Suite
- Java Programming Series
- Oracle PL/SQL Training
- Oracle SQL Training
- Python Data Analysis with JupyterLab
- SQL Series

Appendix F: CompTia Career Training

Texas A&M University – Texarkana

- CompTIA A+
- CompTIA Advanced Security Practitioner (CASP+) Certification
- CompTIA Cloud Essentials+ Certification
- CompTIA Cloud+ Certification
- CompTIA IT Fundamentals (FC0-U61) Certification Program
- CompTIA Linux+
- CompTIA Linux+ Certification
- CompTIA Network+
- CompTIA PenTest+ Certification
- CompTIA Security+
- CompTIA Server+
- CompTIA Server+ Certification

Appendix G: Computer Networking Career Training

Texas A&M University – Texarkana

- Certified Wireless Technician
- Cisco Certified Network Associate Program

- Information Systems Audit and Control Association® Certified Information System Auditor (CISA) Certification Course

Texarkana College

- Business Information Systems Professional
- Computer Networking Suite
- Intermediate Networking
- Intermediate Visual Basic

- Introduction to Visual Basic
- Wireless Networking

Appendix H: Cybersecurity Career Training

Texas A&M University – Texarkana

- Certified Cloud Security Professional
- Certified Ethical Hacker
- Certified Information Systems Security Professional Certificate Program (CISSP)
- Computer Hacking Forensic Investigator Certification Program
- Cybersec First Responder (CFR) Certification Program
- Systems Security Certified Practitioner (SSCP) Certification Program

Texarkana College

- Introduction to Cybersecurity
- Introduction to PC Security