



## **JOB OPENINGS REPORT NOVEMBER 2015**

**(NOT FOR CITATION OR CIRCULATION WITHOUT PERMISSION)**

**AUSTIN - ROUND ROCK - SAN MARCOS MSA  
(OCTOBER 14, 2015 to NOVEMBER 13, 2015)**

[austinchamber.com/jobopenings](http://austinchamber.com/jobopenings)

The following job market report is designed to provide insight into current employer demands, skills and occupations in the Austin area. A **directory** of Austin Chamber members who provide postsecondary/vocation training, recruiting/staffing companies and real estate services can be found at the end of this report.

### **INSIGHTS**

- **Approximately 46,600 Available Job Openings during the monthly reporting period, an increase of 3,000 postings compared to the same period last year.**
- **Largest year-over-over increases in the *Sales and Related Occupations, Food Preparation and Serving Related Occupations* and *Management Occupations* categories.**
- **19 percent of available job openings are tech-related with about 8,800 available jobs, an increase of 300 postings compared to the same period last year.**
- ***Registered Nurses* remain the top occupation in our region. Almost two-thirds of entry-level job postings for *Registered Nurses* require a Bachelor's degree or more.**

### **➤ TOP JOB OPENINGS BY OCCUPATIONAL GROUP**

There were approximately 46,600 *Available Job Openings* during the November 2015 monthly reporting period. To learn more about the **companies that have relocated or announced expansion plans** and the jobs that they bring to our economy, the list is available [here](#).

**According to the Texas Workforce Commission, the Austin MSA reported approximately [35,400 unemployed](#) in October 2015.** Approximately 83% of unemployment insurance (UI) claimants in our region have less than an associate's degree.

Over 8,800 or 19 percent of the available openings during the November reporting period fell under **Computer and Mathematical Occupations**, reflecting an increase of approximately 300 more tech-related jobs year over year. The number of available positions under **Healthcare Practitioners and Technical Occupations** decreased slightly, compared to the previous month. **Sales and Related Occupations, Office and Administrative Support Occupations** and **Management Occupations** all saw an increase in job postings compared to October 2015.

➤ **MONTHLY AD TRENDS**

The total number of available job postings was roughly 25,800 in November 2011 and have risen to 46,600 in November 2015. Of the 46,600 job postings, slightly more than half are *New Job Openings*.

➤ **TOP 15 JOB OPENINGS**

**First-Line Supervisors of Retail Sales Workers, First-Line Supervisors of Food Preparation and Serving Workers** and **Software Developers, Applications** are the top three occupations which added 200 or more available job openings compared to November 2014. Companies such as *Goodwill Industries of Central Texas, GameStop, Target Corporation, Murphy Oil Corporation* and *Advantage Sales and Marketing* are posting available positions for **First-Line Supervisors of Retail Sales Workers**. There are about 600 internship positions posted that are not reflected in this report, mostly for *Public Relations Specialists, Software Developers, Applications, Electricians, Registered Nurses, Market Research Analysts and Marketing Specialists* and *Web Developers*. *IBM, HCA-The Healthcare Company, VMWare, LIVESTRONG, Intel, DELL, American Express, ERCOT/Electric Reliability, Cox Communications* and *Scott & White* are some of the companies that have posted internship positions in November 2015.

➤ **TOP 15 JOB OPENINGS, HIRING DIFFICULTY, AND TYPICAL EDUCATION NEEDED**

Compared nationally, Austin has an easier time filling the following occupations: **Heavy and Tractor-Trailer Truck Drivers, Computer Systems Analysts** and **Retail Salespersons**.

➤ **TOP 15 JOB OPENINGS UNDER THE COMPUTER AND MATHEMATICAL OCCUPATIONS**

Tech jobs in Austin have added 300 more jobs, compared to the same period last year. *IBM, DELL, ACCENTURE, Accruent, Oracle, Apple, Inc., NetSpend, Amazon, Home Depot and Visa* are some of the companies that posted jobs in this category. Internships in this category are posted by *IBM, VMware, DELL, Cox Communications, Electronic Arts, Intel and Acxiom*.

➤ **TOP 15 JOB OPENINGS AND ITS HIRING DIFFICULTY AND TYPICAL EDUCATION NEEDED FOR ENTRY FOR COMPUTER AND MATHEMATICAL OCCUPATIONS**

The hiring difficulty for **Operations Research Analysts, Computer Network Architects, Software Developers, Systems Software and Database Administrators** is lower in our region, compared to other MSAs such as Seattle, San Francisco and San Jose. It is slightly

easier to hire **Software Developers, Applications** in the Austin MSA than in San Francisco or San Jose.

➤ **TOP 15 JOB OPENINGS UNDER THE HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS**

The top three healthcare occupations in our region are **Registered Nurses, Licensed Practical and Licensed Vocational Nurses** and **Critical Care Nurses**. **Registered Nurses** is the only healthcare-related occupation in the *Top 15 Job Openings* for all occupations. Companies such as *Ascension Health, HCA-The Healthcare Company, St. David's Medical Center, North Austin Medical Center, Community Health Systems Inc., UnitedHealth Group, Scott & White* and *Brookdale* have posted openings under this occupational category.

➤ **TOP 15 JOB OPENINGS AND ITS HIRING DIFFICULTY AND TYPICAL EDUCATION NEEDED FOR ENTRY FOR HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS**

It is harder to hire **Registered Nurses** and **Licensed Practical and Licensed Vocational Nurses** in the Austin MSA than other Texas cities such as Dallas, Houston and San Antonio. All the healthcare jobs on this list, except **Pharmacy Technicians** and **Pharmacists**, are harder to fill in our region when compared nationally.

➤ **TOP 20 HARD SKILLS IN DEMAND**

All the hard skills in demand, except **Structured Query Language** and **UNIX**, have seen an increase in demand by employers compared to the same time period last year. **Python** is the hard skill with the greatest increase in demand. The hard skills in demand by employers for *entry level jobs requiring an Associate's degree* are **Geriatrics, Pediatrics, Quality Control, Bilingual, Quality Assurance, Medical-Surgical Nursing and Technical Support**.

**TOP 20 CERTIFICATIONS IN DEMAND**

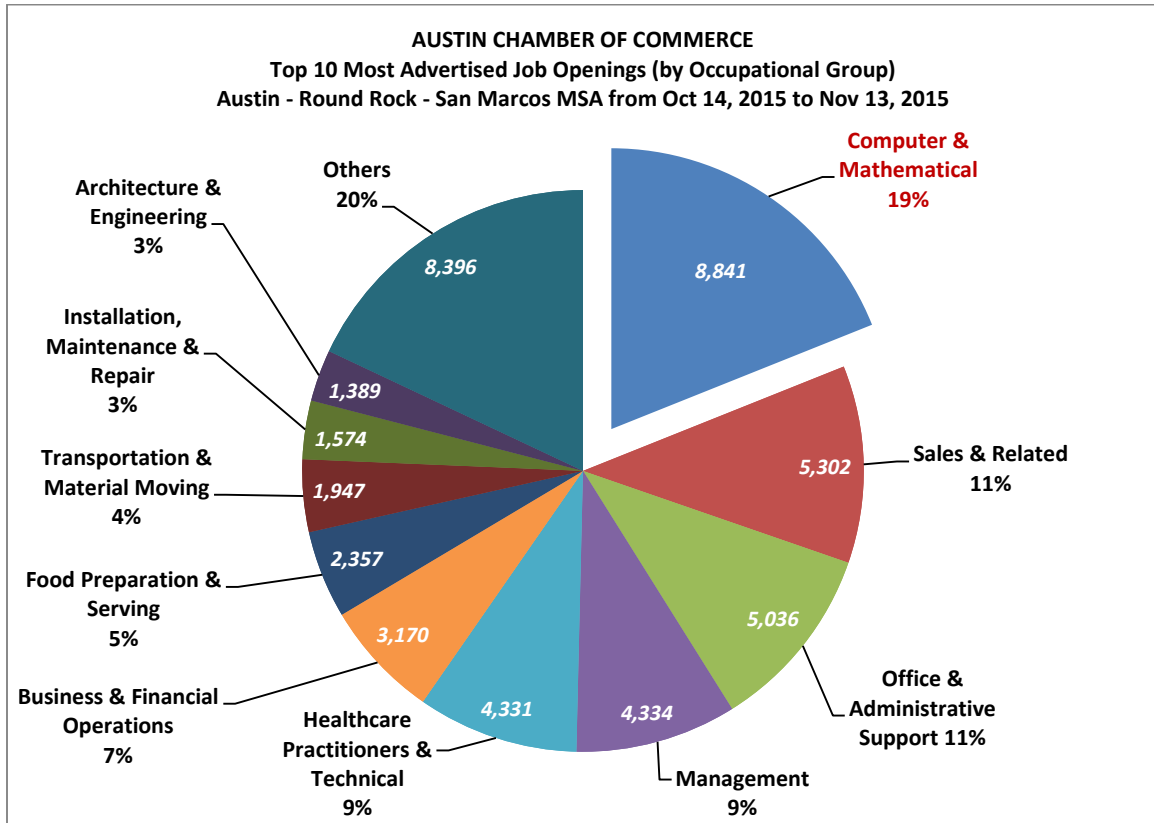
**Certified Registered Nurse (RN), Basic Life Support (BLS)** and **Certification in Cardiopulmonary Resuscitation (CPR)** continue to be the top three healthcare-related certifications in demand by regional employers. **Continuing Education (CE)** refers to the benefits offered by our region's companies to their employees. *Brookdale Senior Living, Scott & White, HCA-The Healthcare Company, St. David's Healthcare, Life Time Fitness, Inc., The University of Texas System* and *Kindred Healthcare* are some of the companies that have posted this as part of their employee benefit portfolio.

**TOP 20 SOFT SKILLS IN DEMAND**

Local employers increasingly seeking candidates with soft skills such as **Oral and written communication skills, Marketing, Detail Oriented, Creativity** and **Team-oriented**.

## TOP JOB OPENINGS

The chart and table below lists the available unique ads in major occupation groups from October 14, 2015 to November 13, 2015, a mid-monthly timeframe closely associated with federal jobs numbers.

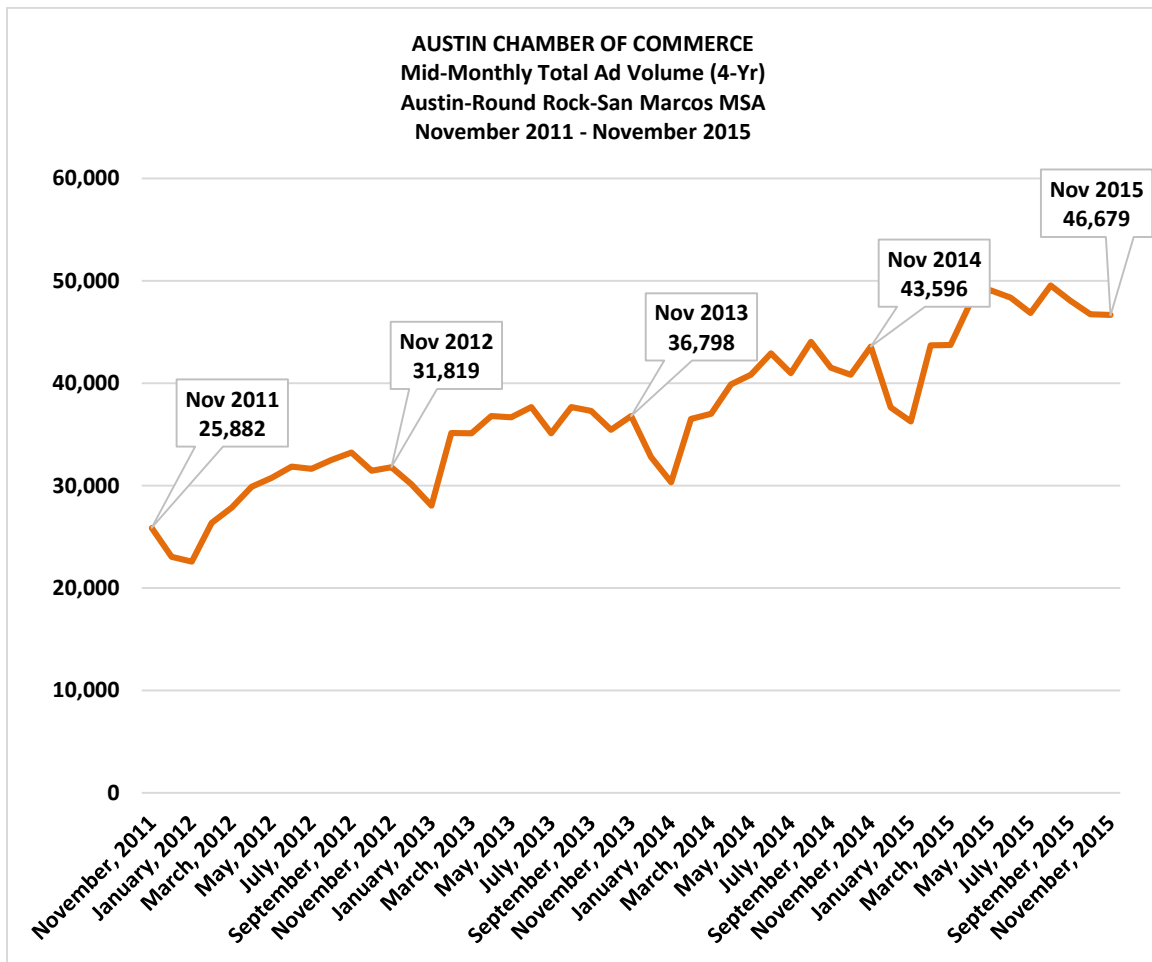


Major Occupation Group	Ad Volume	Year-to-Year Percentage Change	Year-to-Year Difference
Computer and Mathematical Occupations	8,841	3.60%	311
Sales and Related Occupations	5,302	11.10%	531
Office and Administrative Support Occupations	5,036	5.40%	257
Management Occupations	4,334	8.60%	343
Healthcare Practitioners and Technical Occupations	4,331	7.40%	299
Business and Financial Operations Occupations	3,170	8.80%	257
Food Preparation and Serving Related Occupations	2,357	25.80%	484
Transportation and Material Moving Occupations	1,947	11.60%	203
Installation, Maintenance, and Repair Occupations	1,574	2.10%	33
Architecture and Engineering Occupations	1,389	5.90%	77
Others (13)	8,396	3.50%	282
<b>Total (23)</b>	<b>46,677</b>	<b>7.10%</b>	<b>3,077</b>

SOURCE: THE CONFERENCE BOARD HELP WANTED ONLINE® (HWOL)

## MONTHLY AD TRENDS

The line chart below shows the monthly total volume of online ads posted in the Austin - Round Rock - San Marcos MSA from November 2011 through November 2015.



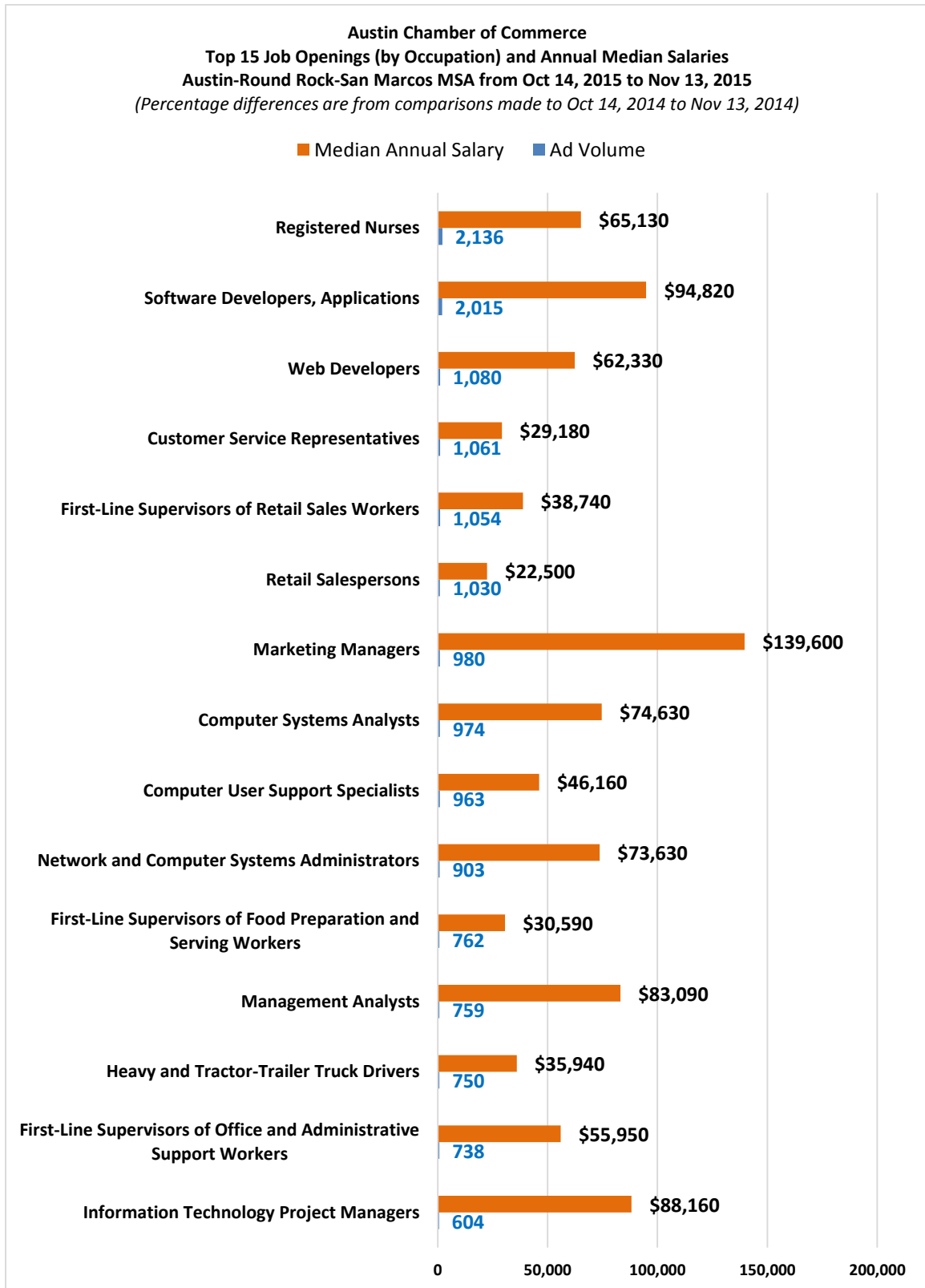
SOURCE: THE CONFERENCE BOARD HELP WANTED ONLINE ® (HWOL)

**Note:** The data for November 2015 would be the sum of all posted ads from October 14, 2015 to November 13, 2015. This reference period is aligned to the Bureau of Labor Statistics (BLS) unemployment job search time period to provide a more accurate comparison of labor supply and labor demand.

**Source: The Conference Board Help Wanted OnLine ® (HWOL) Program  
 (with data collection by Wanted Technologies)**

## TOP 15 JOB OPENINGS

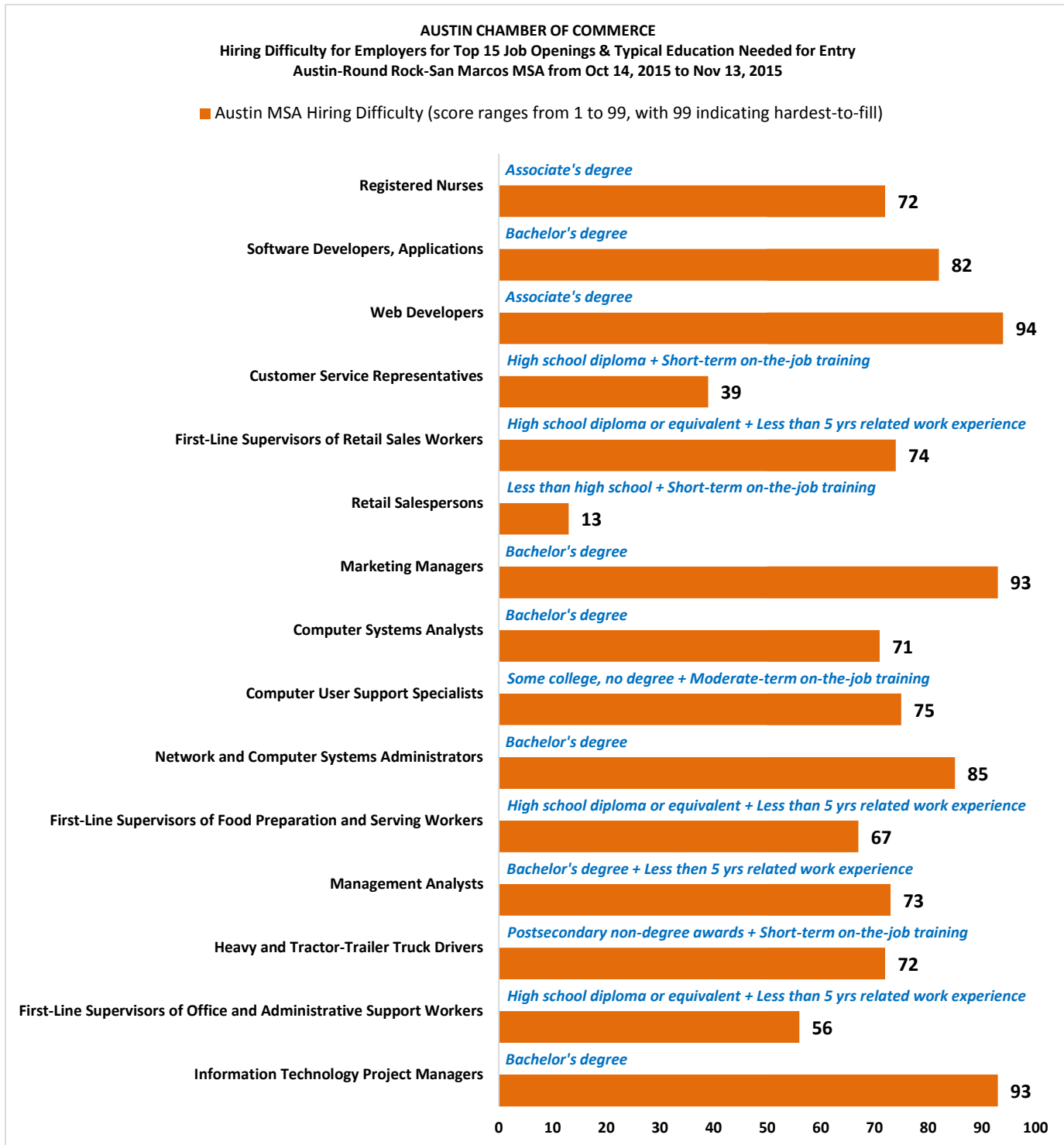
The chart below lists the top 15 job postings in the Austin – Round Rock – San Marcos MSA from October 14, 2015 to November 13, 2015.



SOURCE: THE CONFERENCE BOARD HELP WANTED ONLINE® (HWOL) AND BUREAU OF LABOR STATISTICS, MAY 2014

## TOP 15 JOB OPENINGS AND HIRING DIFFICULTY

The chart below lists the top 15 job postings and its hiring difficulty in the Austin – Round Rock – San Marcos MSA from October 14, 2015 to November 13, 2015.

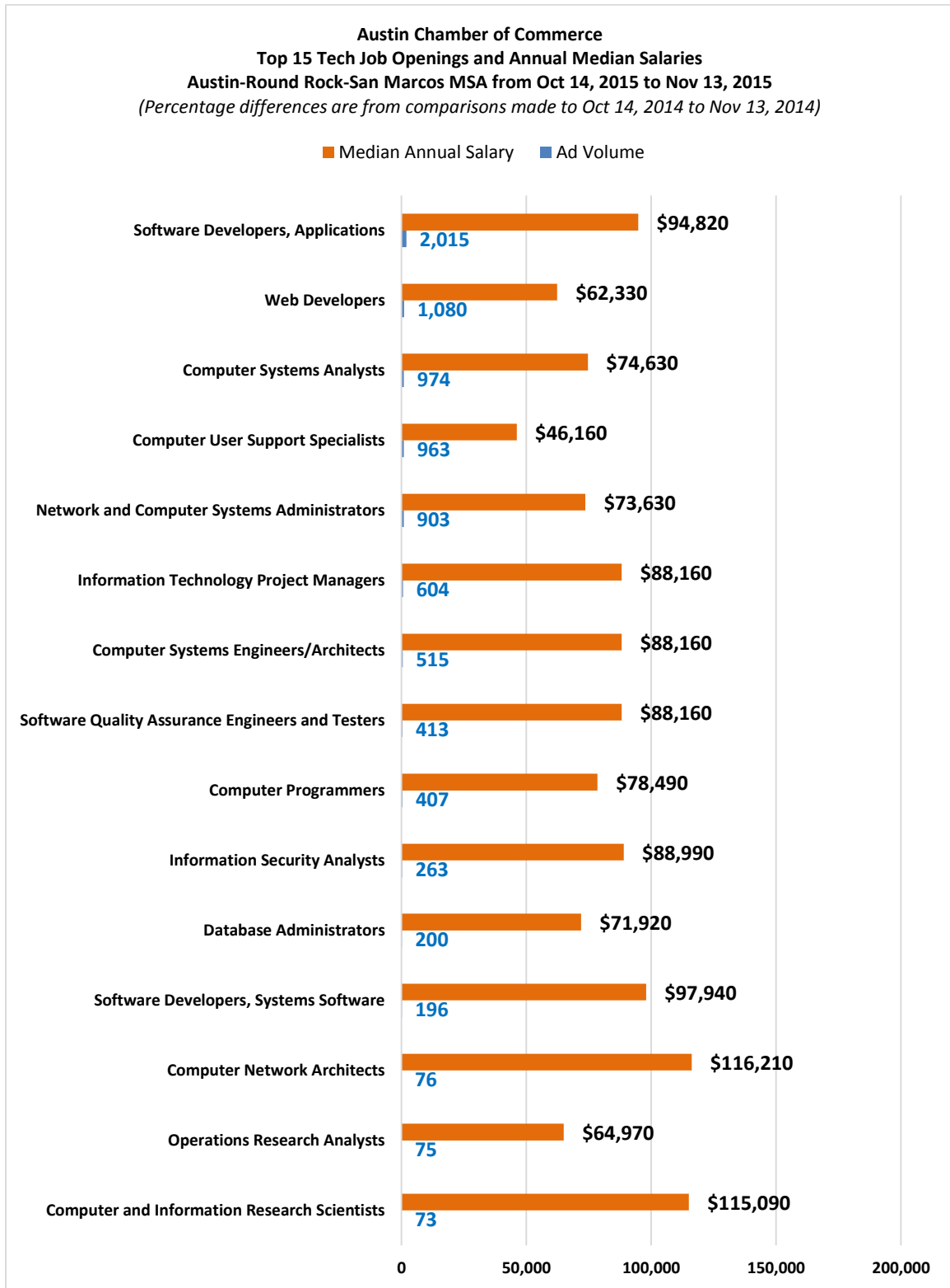


SOURCE: WANTED TECHNOLOGIES AND THE BUREAU OF LABOR STATISTICS

The **Hiring Scale** views the difficulty-to-fill indicator on market conditions. It calculates a score for each position that the employer is trying to fill. Several factors affect the hiring scale score that include the supply of available candidates, the overall demand for employers for people in the position, the location, the occupation, local unemployment rates, job site source, offered pay level, etc. The Hiring Scale scores jobs from 1 to 99 based on their projected difficulty-to-recruit.

## TOP 15 TECH JOB OPENINGS

The chart below lists the top 15 unique available job postings under Computer and Mathematical Occupations in the Austin – Round Rock – San Marcos MSA from October 14, 2015 to November 13, 2015.

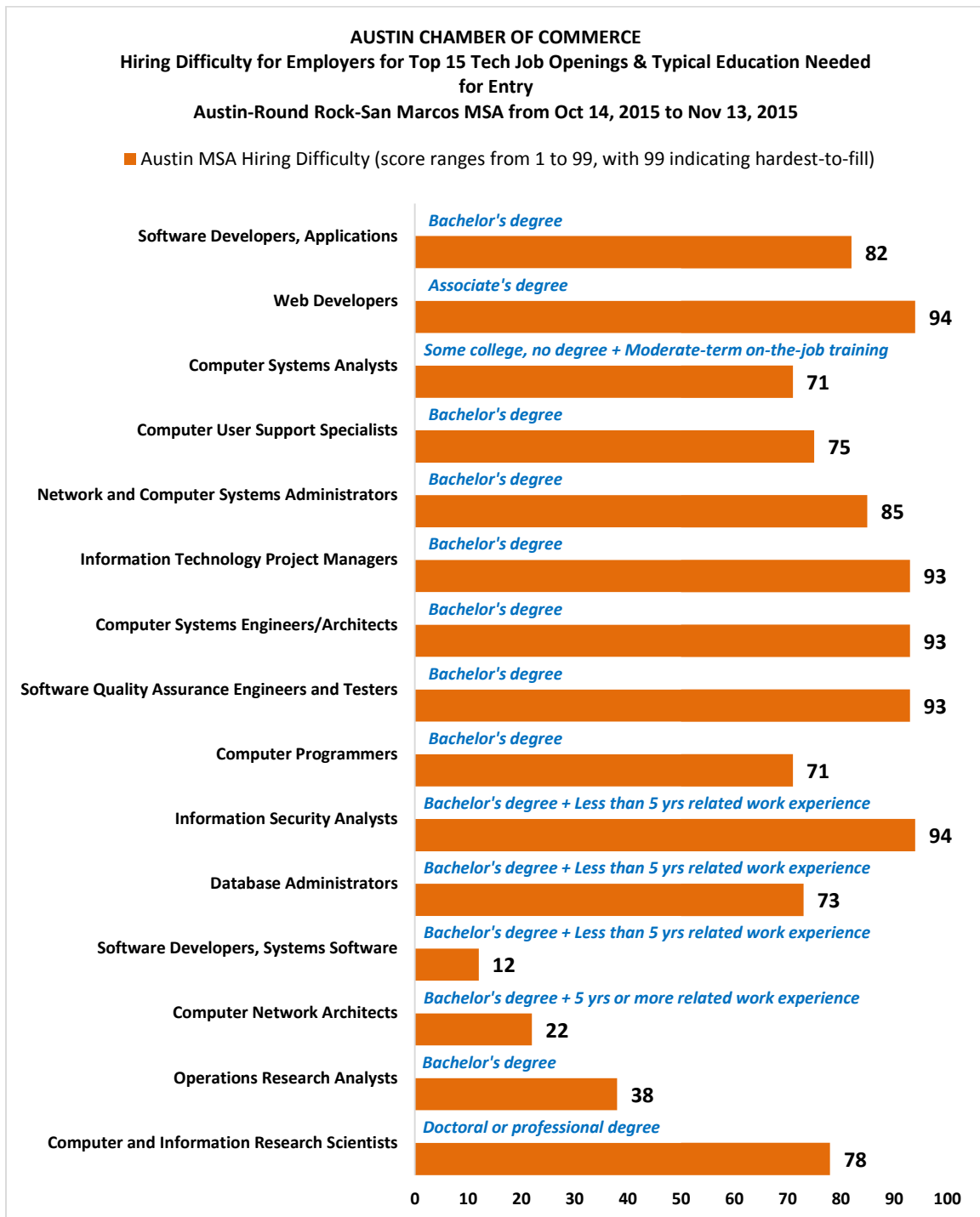


SOURCE: THE CONFERENCE BOARD HELP WANTED ONLINE (HWOL) AND BUREAU OF LABOR STATISTICS, MAY 2014



## TOP 15 TECH JOB OPENINGS AND HIRING DIFFICULTY

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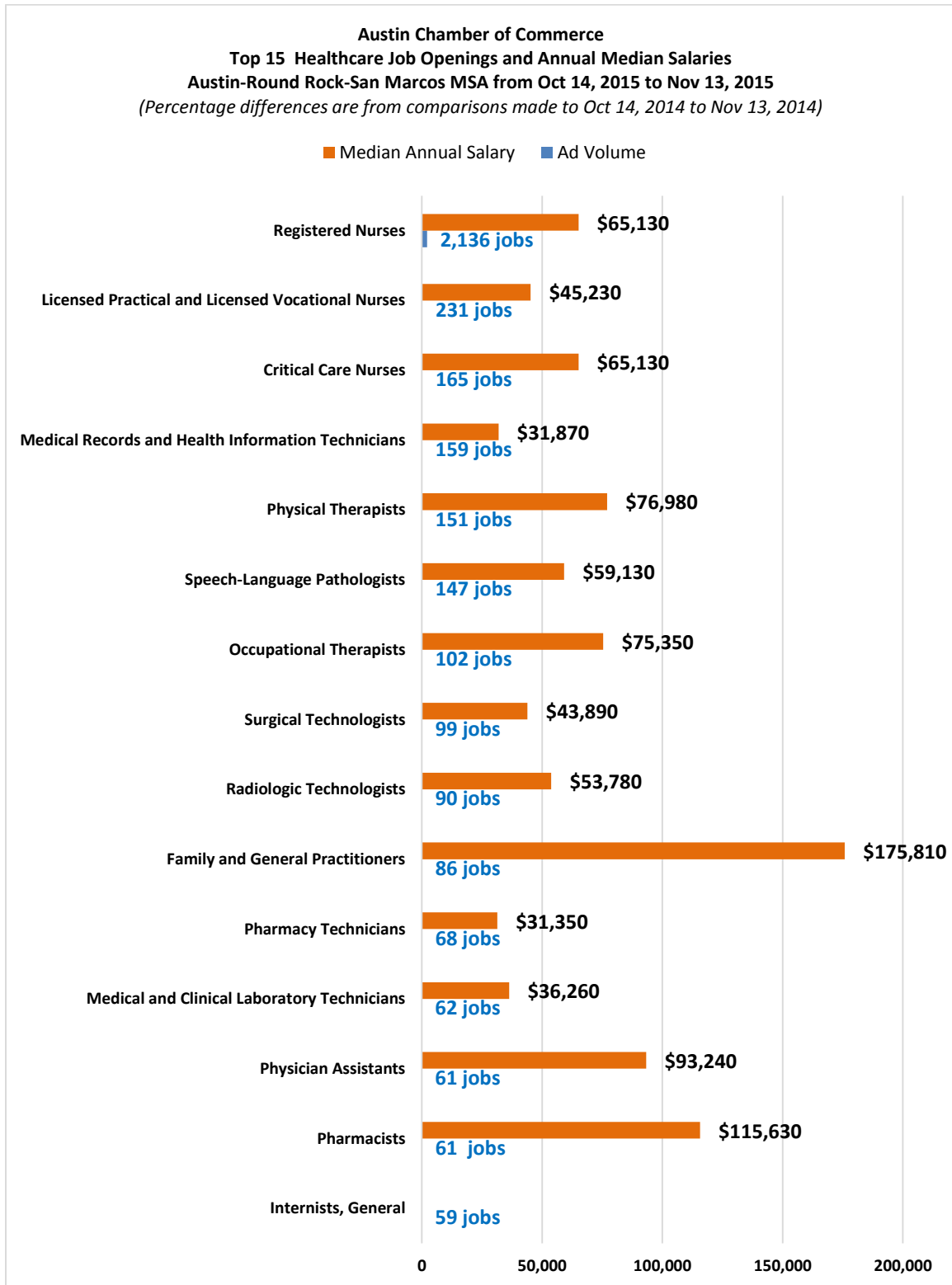


SOURCE: WANTED TECHNOLOGIES AND THE BUREAU OF LABOR STATISTICS

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## TOP 15 HEALTHCARE JOB OPENINGS

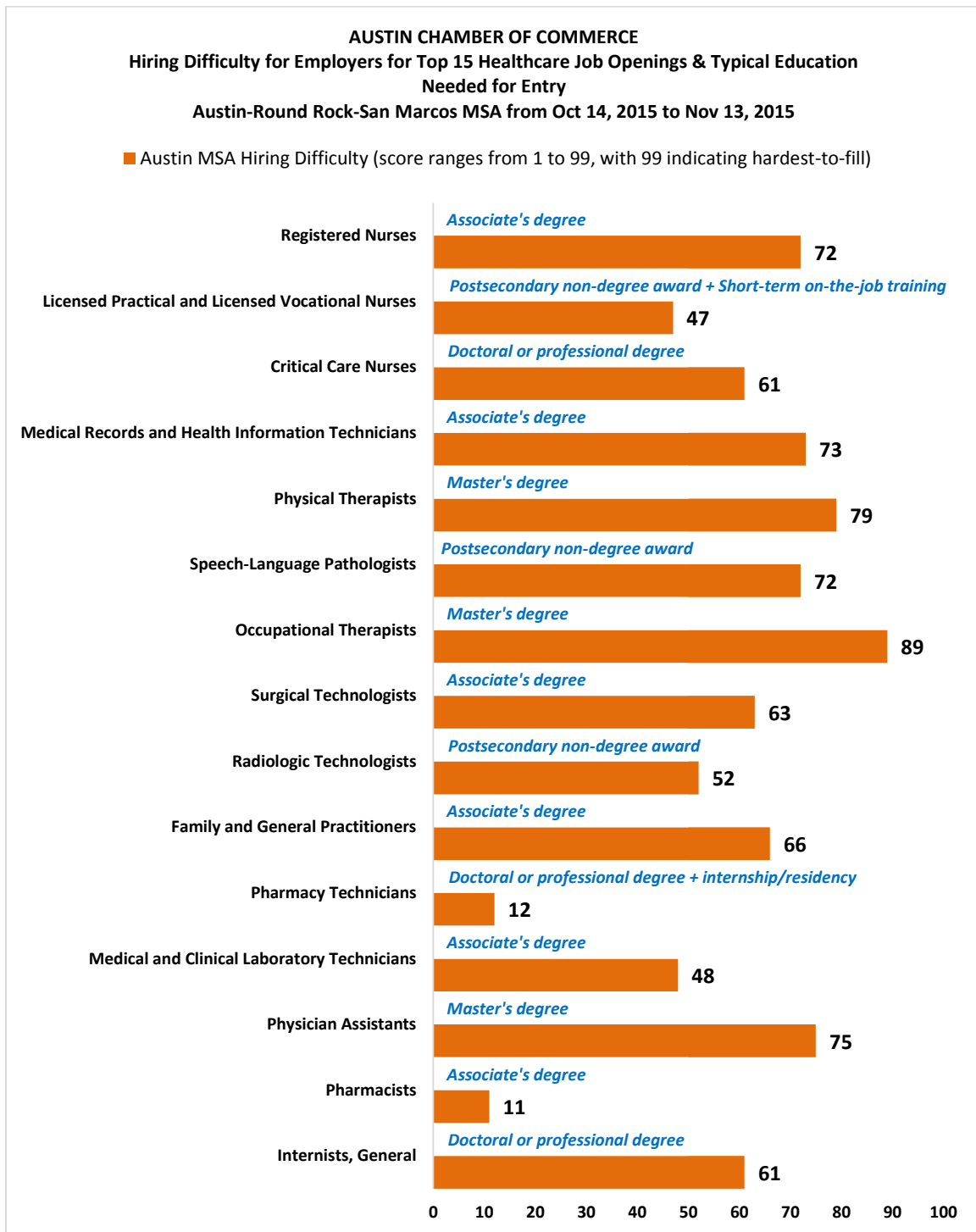
The chart below lists the top 15 unique available job postings under Healthcare Practitioners and Technical Occupations in the Austin – Round Rock – San Marcos MSA from October 14, 2015 to November 13, 2015.



SOURCE: THE CONFERENCE BOARD HELP WANTED ONLINE® (HWOL) AND BUREAU OF LABOR STATISTICS, MAY 2014

## TOP 15 HEALTHCARE JOB OPENINGS AND HIRING DIFFICULTY

The chart below lists the top 15 unique available job postings and its hiring difficulty under Healthcare Practitioners and Technical Occupations in the Austin – Round Rock – San Marcos MSA from October 14, 2015 to November 13, 2015.



SOURCE: WANTED TECHNOLOGIES AND THE BUREAU OF LABOR STATISTICS

The **Hiring Scale** views the difficulty-to-fill indicator on market conditions. It calculates a score for each position that the employer is trying to fill. Several factors affect the hiring scale score that include the supply of available candidates, the overall demand for employers for people in the position, the location, the occupation, local unemployment rates, job site source, offered pay level, etc. The Hiring Scale scores jobs from 1 to 99 based on their projected difficulty-to-recruit.

## TOP HARD SKILLS IN DEMAND

The table below lists the top hard skills in demand for the **available jobs** in the Austin – Round Rock – San Marcos MSA from October 14, 2015 to November 13, 2015.

Top 20 Hard Skills in Demand by Employers	Required Skill by Volume	Year-to-Year Difference	Top Related Skills (if 30% or more of the skill also reflects other required/optional skills)
Java	2,713	+355	JavaScript (JS)
Quality Assurance (QA)	2,606	+364	
Linux	2,235	+280	Java, Python, UNIX
Bilingual	2,149	+335	
Structured Query Language (SQL)	1,959	-441	Java
JavaScript (JS)	1,834	+362	Cascading Style Sheets (CSS), Java, Hypertext Markup Language (HTML), jQuery
Customer Relationship Management (CRM)	1,734	+348	
Python	1,572	+455	Linux, Java, Practical Extraction and Reporting Language (Perl)
Technical Support	1,454	+223	
User Experience Design (UX)	1,367	+287	
Hypertext Markup Language (HTML)	1,218	+108	Cascading Style Sheets (CSS), JavaScript (JS), Java
Salesforce CRM SFDC	1,216	+282	Customer Relationship Management (CRM)
Quality Control	1,208	+325	
Web Services	1,205	+127	Java, JavaScript (JS), Extensible Markup Language (XML), Representational State Transfer (REST), Structured Query Language (SQL), Simple Object Access Protocol (SOAP)
Cascading Style Sheets (CSS)	1,179	+256	JavaScript (JS), Hypertext Markup Language (HTML), jQuery, Java, User Experience Design (UX), HTML5
C#	1,173	+219	Microsoft .NET Framework, Java, JavaScript, Microsoft SQL Server (MS SQL), ASP .NET
Systems Development Life Cycle (SDLC)	1,137	+84	Java
UNIX	1,136	-24	Linux, Java, Practical Extraction and Reporting Language (Perl)
Practical Extraction and Reporting Language (Perl)	1,111	+206	Python, Linux, Java, UNIX, Scripting Languages
Microsoft SQL Server (MS SQL)	1,064	+75	C#, Microsoft .NET Framework, Java, JavaScript (JS), Structured Query Language (SQL)

SOURCE: WANTED TECHNOLOGIES

*Skills in Demand* provides a real-time view of skills currently in demand by employers. For example, of the available jobs from October 14, 2015 to November 13, 2015, 2,713 jobs required "Java" as a skill and 30% or more of those 2,713 job openings also posted required/optional skill(s) such as "JavaScript".

## TOP CERTIFICATIONS IN DEMAND

The table below lists the top certifications in demand for the **available jobs** in the Austin – Round Rock – San Marcos MSA from October 14, 2015 to November 13, 2015.

Top 20 Certifications in Demand by Employers	Required Certification by Volume	Year-to-Year Difference	Top Related Certifications <i>(if 30% or more of the certification also reflects other required/optional certifications)</i>
Driver's License	5,911	+2,571	
Certified Registered Nurse (RN)	3,194	-85	Basic Life Support (BLS)
Basic Life Support (BLS)	2,069	+281	Certified Registered Nurse (RN)
Certification in Cardiopulmonary Resuscitation (CPR)	1,457	+232	Certified Registered Nurse (RN)
Continuing Education (CE)	1,110	+420	
Commercial Driver's License (CDL)	942	+224	
Occupational Safety & Health Administration Certification (OSHA)	840	+187	
Food Safety Programs	797	+443	
Advanced Cardiac Life Support (ACLS)	766	+138	Certified Registered Nurse (RN), Basic Life Support (BLS), Pediatric Advanced Life Support (PALS)
HAZMAT	693	+98	
First Aid Certification	635	+241	
Health Insurance Portability and Accountability Act (HIPAA)	489	+212	Certified Registered Nurse (RN)
Certified Public Accountant (CPA)	486	+126	
Project Management Professional (PMP)	462	+67	
Special Education (SPED)	454	+36	
Licensed Vocational Nurse (LVN)	333	-62	Certified Registered Nurse (RN), Certification in Cardiopulmonary Resuscitation (CPR), Licensed Practical Nurse (LPN), Basic Life Support (BLS)
Pediatric Advanced Life Support (PALS)	316	+60	Advanced Cardiac Life Support (ACLS), Certified Registered Nurse (RN), Basic Life Support (BLS), Emergency Nursing Pediatric Course (ENPC)
Certified in Nursing Administration (CNA)	313	-48	Certified Registered Nurse (RN), Certified Nursing Assistant (CNA), Certification in Cardiopulmonary Resuscitation (CPR)
Licensed Practical Nurse (LPN)	302	+79	Certified Registered Nurse (RN), Certification in Cardiopulmonary Resuscitation (CPR), Licensed Vocational Nurse (LVN)
Physical Therapist Certification	289	+76	

SOURCE: WANTED TECHNOLOGIES

*Certifications in Demand* provides a real-time view of certifications currently in demand by employers. For example, of the available jobs from October 14, 2015 to November 13, 2015, 3,194 jobs required "Certified Registered Nurse" as a certification and 30% or more of those 3,194 job openings also posted other required/optional certification(s) such as "Basic Life Support (BLS)".

## TOP SOFT SKILLS IN DEMAND

The table below lists the top soft skills in demand for the *available jobs* in the Austin – Round Rock – San Marcos MSA from October 14, 2015 to November 13, 2015.

Top 20 Soft Skills in Demand by Employers	Required Certification by Volume	Year-to-Year Difference
Oral and written communication skills	18,402	+2,364
Marketing	9,390	+2,703
Detail oriented	6,723	+1,070
Creativity	6,132	+731
Team-oriented, teamwork	6,124	+670
Problem solving	5,598	+602
Customer service oriented	5,591	+968
Integrity	5,466	+362
Self-starting / Self-motivated	5,448	+809
Microsoft Office	5,269	+641
Management skills	3,706	+1,242
Work independently	3,615	+319
Project Management	3,571	+377
Organizational skills	3,503	+510
Management experience	3,309	+1,179
Troubleshooting	3,226	+217
Sales experience / ability	3,160	+467
Coaching	3,141	+257
Strong leadership skills	3,072	+585
Time management	3,021	+360

SOURCE: WANTED TECHNOLOGIES

## TOP EMPLOYERS

The table below lists the employers in the Austin - Round Rock - San Marcos MSA that posted *available unique ads* from October 14, 2015 to November 13, 2015.

Employer	Ad Volume
IBM	1,402
Ascension Health	1,054
DELL	941
HCA - The Healthcare Company	476
ACCENTURE	471
Apple Inc.	467
The University of Texas System	411
Oracle	391
Deloitte	331
Goodwill Industries of Central Texas	301
Robert Half International	299
Target Corporation	276
Texas State University	273
Aerotek	258
Kforce Professional Staffing, Inc.	235
Randstad	227
Scott & White	213
Pizza Hut	175
Kelly Services	165
General Motors Corporation	158
Austin Independent School District	156
Unitedhealth Group	155
Compass Group	153
Wells Fargo	152
Brookdale Senior Living	138

SOURCE: THE CONFERENCE BOARD HELP WANTED ONLINE® (HWOL)

## HIGHER EDUCATION/VOCATIONAL TRAINING/CAREER SCHOOLS AND COLLEGES

This directory lists Austin Chamber members who provide post-secondary education or training.

Institution	Member Since	Membership Level	Website	Phone
Auguste Escoffier School of Culinary Arts	2011		<a href="http://www.escoffier.edu">http://www.escoffier.edu</a>	(512) 451-5743
Austin Community College District	1973	Opportunity Austin	<a href="http://www.austincc.edu">http://www.austincc.edu</a>	(512) 223-7598
The Art Institute of Austin	2008		<a href="http://new.artinstitutes.edu/austin">http://new.artinstitutes.edu/austin</a>	(512) 691-1767
Baylor University-Executive MBA Program	1995		<a href="http://www.baylor.edu/business/awemba">http://www.baylor.edu/business/awemba</a>	(512) 255-3622
The University of Texas-Center for Transportation Research	2012		<a href="http://ctr.utexas.edu/nmc/2011/09/08/net-work-modeling-center-nmc">http://ctr.utexas.edu/nmc/2011/09/08/net-work-modeling-center-nmc</a>	(512) 232-3115
The College of Health Care Professions-Austin	2014		<a href="http://www.chcp.edu">http://www.chcp.edu</a>	(512) 892-2835
Concordia University-Texas	2001	Opportunity Austin Investor & President	<a href="http://www.concordia.edu">http://www.concordia.edu</a>	(512) 313-3000
CyberTex Institute of Technology	2000		<a href="http://www.cybertex.edu">http://www.cybertex.edu</a>	(512) 454-6116
DeVry University-Austin	2004		<a href="http://www.devry.edu/universities/us-locations/texas/austin-campus.html">http://www.devry.edu/universities/us-locations/texas/austin-campus.html</a>	(512) 231-2500
Everest Institute-Austin	2002		<a href="http://www.everest.edu/campus/austin">http://www.everest.edu/campus/austin</a>	(512) 928-1933
General Assembly	2015		<a href="https://generalassemb.ly">https://generalassemb.ly</a>	(512) 348-5665
Huston-Tillotson University	2000	Opportunity Austin Investor & President	<a href="http://www.htu.edu">http://www.htu.edu</a>	(512) 505-3000
ITT Technical Institute-Austin	1985	President	<a href="http://www.itt-tech.edu">http://www.itt-tech.edu</a>	(512) 467-6800
MakerSquare	2014		<a href="http://www.makersquare.com">http://www.makersquare.com</a>	(512) 551-8482
National American University-Austin	2007		<a href="http://www.national.edu/locations/texas/austin">http://www.national.edu/locations/texas/austin</a>	(512) 651-4700
Park University	2005		<a href="http://www.park.edu/campus-centers/texas/tx-austin.html">http://www.park.edu/campus-centers/texas/tx-austin.html</a>	(512) 385-7275
Paul Mitchell The School Austin	2003		<a href="http://austin.paulmitchell.edu">http://austin.paulmitchell.edu</a>	(512) 251-1644
Ron King Academy	2014		<a href="http://www.ronkingacademy.com">http://www.ronkingacademy.com</a>	(512) 596-5000
St. Edward's University	1983	Chairman	<a href="http://www.stedwards.edu">http://www.stedwards.edu</a>	(512) 448-8400
St. Michael's Learning Academy	2015		<a href="http://www.stmichaelslearningacademy.com">http://www.stmichaelslearningacademy.com</a>	(832) 868-3067
Strayer University	2014		<a href="http://www.strayer.edu/texas/north-austin">http://www.strayer.edu/texas/north-austin</a>	(512) 568-3300
Texas State University	1996	Opportunity Austin Investor	<a href="http://www.txstate.edu">http://www.txstate.edu</a>	(512) 245-2121
The Iron Yard	2014		<a href="http://theironyard.com/locations/austin">http://theironyard.com/locations/austin</a>	(512) 596-2939
The University of Texas at Austin	1996	Opportunity Austin Investor	<a href="http://www.utexas.edu">http://www.utexas.edu</a>	(512) 471-1232
The University of Texas at Austin-College of Pharmacy	2009		<a href="http://www.utexas.edu/pharmacy">http://www.utexas.edu/pharmacy</a>	(512) 471-3718
The University of Texas at Austin-Energy Institute	2012		<a href="http://ad-tools-p01.austin.utexas.edu">http://ad-tools-p01.austin.utexas.edu</a>	(512) 475-8822
The University of Texas at Austin-McCombs School of Business	1990		<a href="http://www.mcombs.utexas.edu">http://www.mcombs.utexas.edu</a>	(512) 471-5058
The University of Texas at Austin-Men's & Women's Athletics	2001		<a href="http://www.texassports.com">http://www.texassports.com</a>	(512) 471-4602
The University of Texas at Austin-Human Dimensions of Organizations	2013		<a href="http://hdo.utexas.edu">http://hdo.utexas.edu</a>	(512) 232-8330
The University of Texas System	2006	President	<a href="http://www.utsystem.edu">http://www.utsystem.edu</a>	(512) 499-4777
The UTEACH Institute	2015		<a href="http://uteach-institute.org">http://uteach-institute.org</a>	(512) 232-5850
University of Phoenix-Austin Campus	2005		<a href="http://www.phoenix.edu">http://www.phoenix.edu</a>	(512) 344-1400
University of St. Augustine	2012		<a href="http://www.usa.edu/Texas.aspx">http://www.usa.edu/Texas.aspx</a>	(512) 394-9766
Virginia College at Austin	2002	President	<a href="http://www.vc.edu">http://www.vc.edu</a>	(512) 371-3500
Western Governors University Texas	2012	President	<a href="http://texas.wgu.edu">http://texas.wgu.edu</a>	(512) 225-6634

For a compilation of the State Training Inventory (STI), go to <http://www.texasindustryprofiles.com/apps/sti/about.asp>



## RECRUITING AND STAFFING TALENT COMPANIES

The chart below shows a directory of Austin Chamber members who provide recruiting and staffing services.

Company	Member Since	Membership Level	Website	Phone
AcadiaHR	2007		<a href="http://www.acadiahr.com">http://www.acadiahr.com</a>	(512) 745-2985
Accountability Resources	2014		<a href="http://www.accountabilityresources.com">http://www.accountabilityresources.com</a>	(512) 241-8470
Addison Group	2015		<a href="http://www.addisongroup.com">http://www.addisongroup.com</a>	(512) 615-0300
Adecco Employment Services	2001		<a href="http://www.adecco.com">http://www.adecco.com</a>	(512) 452-9300
Affintus, LLC	2012	Chairman	<a href="http://www.affintus.com">http://www.affintus.com</a>	(512) 238-6837
AimSourcing, Inc.	2002		<a href="http://www.aimsourcing.com">http://www.aimsourcing.com</a>	(512) 225-3975
ARC (Austin Ribbon & Computer)	2013	President	<a href="http://www.arc-texas.com">http://www.arc-texas.com</a>	(512) 452-0651
Austin Fraser	2015		<a href="http://www.austinfraser.com">http://www.austinfraser.com</a>	(512) 823-0011
AustinHR	2015		<a href="http://www.austinhr.com">http://www.austinhr.com</a>	(512) 796-1378
Becker Wright Consultants, LLC	2015		<a href="http://beckerwrightconsultants.com">http://beckerwrightconsultants.com</a>	(512) 263-7977
Blue Solutions	2015		<a href="http://www.austinbluesolutions.org">http://www.austinbluesolutions.org</a>	(512) 637-7144
Brooksource	2015		<a href="http://www.brooksource.com">http://www.brooksource.com</a>	(512) 270-3025
Burnett Specialists, Inc.	1984		<a href="http://www.burnettstaffing.com">http://www.burnettstaffing.com</a>	(512) 794-0077
CSI Executive Search	2014		<a href="http://www.csi-executivesearch.com">http://www.csi-executivesearch.com</a>	(512) 301-5501
eESI - eEmployers Solutions, Inc.	2015	President	<a href="http://www.eesipeo.com">http://www.eesipeo.com</a>	(512) 335-1171
Evins Personnel Consultants, Inc.	1996		<a href="http://www.HRnetConnection.com">http://www.HRnetConnection.com</a>	(512) 454-9561
Experis	1995		<a href="http://www.experis.com">http://www.experis.com</a>	(512) 457-2727
Gary Job Corps Center	2012		<a href="http://www.jobcorps.org">http://www.jobcorps.org</a>	(512) 396-6334
Goodwill Staffing Services	2004	President	<a href="http://www.gssaustin.org">http://www.gssaustin.org</a>	(512) 637-7100
Hill Country Search Advisors, LLC	2015		<a href="http://www.hcsearchadvisors.com">http://www.hcsearchadvisors.com</a>	(512) 413-8324
HireBetter	2014		<a href="http://hirebetter.com">http://hirebetter.com</a>	(512) 355-1499
HireStarter	2012		<a href="http://hirestarter.com">http://hirestarter.com</a>	(512) 454-6222
HT Group (formerly HT Staffing, Ltd.)	2002	Opportunity Austin Investor & President	<a href="http://thehtgroup.com">http://thehtgroup.com</a>	(512) 533-9700
Indeed.com	2015	Chairman	<a href="http://indeed.com">http://indeed.com</a>	(512) 459-5300
Integrated Human Capital	2010		<a href="http://www.ihcus.com">http://www.ihcus.com</a>	(512) 454-5627
Jobs2careers	2014		<a href="http://www.jobs2careers.com">http://www.jobs2careers.com</a>	(512) 808-0190
KeyStaff, Inc.	2009		<a href="http://www.keystaffinc.com">http://www.keystaffinc.com</a>	(512) 323-6055
L.K. Jordan & Associates	2005		<a href="http://lkjordan.com">http://lkjordan.com</a>	(512) 342-0302
Labtopia, Inc.	2014		<a href="http://www.labtopiainc.com">http://www.labtopiainc.com</a>	(281) 619-2600
Luna Data Solutions, Inc.	2009	President	<a href="http://www.lunadatasolutions.com">http://www.lunadatasolutions.com</a>	(512) 828-7906
Manpower	1992		<a href="http://www.manpower.com">http://www.manpower.com</a>	(512) 989-8999
Meador Staffing Services of Austin, Inc.	1982		<a href="http://www.meador.com">http://www.meador.com</a>	(512) 346-6660
Paychex	1989		<a href="http://www.paychex.com">http://www.paychex.com</a>	(512) 241-0513
PMCS Services	2014	President	<a href="http://www.pmcsservices.com">http://www.pmcsservices.com</a>	(512) 948-3144
PMG	1994		<a href="http://www.offsitepersonnel.com">http://www.offsitepersonnel.com</a>	(800) 735-1730
PRG	2015		<a href="http://prg-usa.com">http://prg-usa.com</a>	(512) 610-9711

Company	Member Since	Membership Level	Website	Phone
Roc Search Ltd	2014		<a href="http://www.roc-search.com">http://www.roc-search.com</a>	(512) 649-1070
Skillpoint Alliance	1995		<a href="http://www.skillpointalliance.org">http://www.skillpointalliance.org</a>	(512) 323-6773
Spartan Staffing	2015		<a href="http://www.spartanstaffing.com/Austin">http://www.spartanstaffing.com/Austin</a>	(512) 873-7798
swipejobs	2015		<a href="http://www.swipejobs.com">http://www.swipejobs.com</a>	(415) 812-8178
Talent 101, Inc.	2014		<a href="http://www.talent-101.com">http://www.talent-101.com</a>	(512) 415-1522
Technology Navigators Inc.	2014		<a href="http://www.technologynavigators.com">http://www.technologynavigators.com</a>	(512) 637-9710
TEK Systems	2014		<a href="http://www.teksystems.com">http://www.teksystems.com</a>	(512) 813-2200
The Personnel Store, Inc.	2009		<a href="http://www.thepersonnelstore.com">http://www.thepersonnelstore.com</a>	(512) 236-1400
TIBH Industries, Inc.	1987		<a href="http://www.tibh.org">http://www.tibh.org</a>	(512) 451-8145
TRC Staffing Services	2011		<a href="http://www.trcstaffing.com">http://www.trcstaffing.com</a>	(512) 651-3491
UT Austin - Student Employment Referral Service	1995		<a href="http://www.hirealonghorn.org">http://www.hirealonghorn.org</a>	(512) 475-6243
Valentine HR	2015		<a href="http://valentinehr.com">http://valentinehr.com</a>	(512) 420-8267
vcfo, Inc.	1999	Opportunity Austin Investor	<a href="http://www.vcfo.com">http://www.vcfo.com</a>	(512) 345-9441
Workforce Career Center-East Center	1999		<a href="http://www.wfscapitalarea.com">http://www.wfscapitalarea.com</a>	(512) 223-5400
Workforce Career Center-South Center	2000		<a href="http://www.wfscapitalarea.com">http://www.wfscapitalarea.com</a>	(512) 381-5400
Workforce Solutions -Capital Area Workforce Board	1987	President	<a href="http://www.wfscapitalarea.com">http://www.wfscapitalarea.com</a>	(512) 791-7101
Workforce Solutions Rural Capital - Bastrop County	2011		<a href="http://www.wrksolutions.com">http://www.wrksolutions.com</a>	(512) 791-7101
Workforce Solutions Rural Capital - Caldwell & Hays County	2011		<a href="http://www.wfscapitalarea.com">http://www.wfscapitalarea.com</a>	(512) 791-7101
Workforce Solutions Rural Capital - Williamson County	2011		<a href="http://www.wfscapitalarea.com">http://www.wfscapitalarea.com</a>	(512) 791-7101
WRParr Consulting, LLC	2011		<a href="http://wrparrconsulting.com/home.html">http://wrparrconsulting.com/home.html</a>	(847) 961-8330

## RESIDENTIAL REAL ESTATE SERVICES COMPANIES

This directory lists Austin Chamber members who provide residential real estate services.

Company	Member Since	Membership Level	Website	Phone
12 Twelve Rivers Realty	2015		<a href="http://twelveriversrealty.com">http://twelveriversrealty.com</a>	(512) 588-1453
24 <sup>th</sup> Street Realty	2015		<a href="http://www.24thstreetrealty.com">http://www.24thstreetrealty.com</a>	(512) 897-0009
American Campus Communities	2007	Opportunity Austin Investor & President	<a href="http://www.americancampus.com">http://www.americancampus.com</a>	(512) 732-1000
Auction.com	2015	President	<a href="https://www.auction.com">https://www.auction.com</a>	(512) 439-3535
Austin Luxury Residential	2015		<a href="http://margaretparma.kuperrealty.com">http://margaretparma.kuperrealty.com</a>	(512) 632-9519
Austin Portfolio Real Estate	2014	Chairman	<a href="http://www.austinportfoliorealestate.com">http://www.austinportfoliorealestate.com</a>	(512) 901-9600
Austin Real Pros	2011		<a href="http://www.austinrealpros.com">http://www.austinrealpros.com</a>	(512) 458-3730
Belco Equities, Inc.	2013	Opportunity Austin Investor & President	<a href="http://www.belcoequitiesinc.com">http://www.belcoequitiesinc.com</a>	(512) 454-6200
Benchmark Development, Inc.	2006	Opportunity Austin Investor	<a href="http://benchmarktx.net">http://benchmarktx.net</a>	(512) 472-7499
Berkshire Hathaway Home Services Realty	2014	President	<a href="http://www.bhhstxrealty.com">http://www.bhhstxrealty.com</a>	(512) 483-6000
Bonner Carrington LLC	2003	Opportunity Austin Investor	<a href="http://www.bonnergarrington.com">http://www.bonnergarrington.com</a>	(512) 220-8000
Boutique Real Estate	2014		<a href="http://theboutiquerealestate.com">http://theboutiquerealestate.com</a>	(512) 481-0800
Brandi McDaniel/Realtor	2014		<a href="https://www.realtyaustin.com/agents/Brandi-McDaniel.php">https://www.realtyaustin.com/agents/Brandi-McDaniel.php</a>	(512) 241-1300
Brookfield Residential	2008	Opportunity Austin Investor & President	<a href="http://www.brookfieldresidential.com">http://www.brookfieldresidential.com</a>	(512) 391-1330
Carol Dochen Realtors, Inc.	1991		<a href="http://www.caroldochenrealtors.com">http://www.caroldochenrealtors.com</a>	(512) 345-2227
Catellus Development Corporation	2002	Opportunity Austin Investor	<a href="http://catellus.com">http://catellus.com</a>	(512) 703-9200
Centro Development LLC	2002		<a href="http://www.centrodevelopment.com">http://www.centrodevelopment.com</a>	(512) 474-8700
Coldwell Banker United, Realtors	1991		<a href="http://www.cbunited.com">http://www.cbunited.com</a>	(512) 691-1965
Colliers International	2015	President	<a href="http://www.colliers.com/en-us">http://www.colliers.com/en-us</a>	(512) 539-3000
Constructive Residential	2014		<a href="http://www.constructiveresidential.com">http://www.constructiveresidential.com</a>	(512) 247-8788
Cord Shiflet / REALTOR	2014		<a href="http://www.moreland.com">http://www.moreland.com</a>	(512) 751-2673
Crescent Communities	2014		<a href="http://www.crescentcommunities.com">http://www.crescentcommunities.com</a>	(512) 301-5000
Cypress Real Estate Advisors, Inc.	2003	Opportunity Austin Investor	<a href="http://www.cypress-advisors.com">http://www.cypress-advisors.com</a>	(512) 494-8510
DEN Property Group	2010		<a href="http://www.denpg.com">http://www.denpg.com</a>	(512) 222-3364
Denise Bodman - Real Estate Agent	2015		<a href="https://www.realtyaustin.com/agents/Denise-Bodman.php">https://www.realtyaustin.com/agents/Denise-Bodman.php</a>	(512) 903-5129
Diane Dopson Properties	2010		<a href="http://www.dianedopson.com">http://www.dianedopson.com</a>	(512) 472-3044
Dilato LLC	2015		<a href="http://www.dilatollc.com">http://www.dilatollc.com</a>	(512) 441-6609
Dwyer Realty Companies	2006		<a href="http://www.dwyerrealty.com">http://www.dwyerrealty.com</a>	(512) 327-7415
Easter and Easter Realtors	2014		<a href="http://www.easterandeaster.com">http://www.easterandeaster.com</a>	(512) 487-1999
Easterling Development, Inc.	1991		<a href="http://www.easterlingdev.com">http://www.easterlingdev.com</a>	(713) 626-1800
Element Realty	2014		<a href="http://www.bestnewhomesaustin.com">http://www.bestnewhomesaustin.com</a>	(512) 293-9159
Engel & Volkers Austin	2015		<a href="http://www.turnquistpartners.com">http://www.turnquistpartners.com</a>	(512) 914-7774
ERA Colonial Real Estate	2013		<a href="http://www.colonialrealestate.com">http://www.colonialrealestate.com</a>	(512) 452-7755
Forestar Group Inc. (Forestar Real Estate Group Inc.)	2007	Opportunity Austin Investor & Chairman	<a href="http://www.foresargroup.com">http://www.foresargroup.com</a>	(512)433-5217

Company	Member Since	Membership Level	Website	Phone
Gottesman Residential Real Estate	2003	Opportunity Austin Investor	<a href="http://www.gottesmanresidential.com">http://www.gottesmanresidential.com</a>	(512) 451-2422
Greystar Management	2014		<a href="http://www.greystar.com">http://www.greystar.com</a>	(512) 473-4224
Highland Resources, Inc.	1974	Opportunity Austin Investor	<a href="http://www.highlandresources.net">http://www.highlandresources.net</a>	(512) 474-6491
HOLT Residential	2014		<a href="http://holtresidential.com">http://holtresidential.com</a>	(512) 326-4658
HomeCorp Relocation Real Estate Services	2015		<a href="http://www.homecorporelocation.com">http://www.homecorporelocation.com</a>	(713) 334-2677
Impact Developers	2014		<a href="http://impactdevelopers.com">http://impactdevelopers.com</a>	(512) 237-7500
Jackson Properties	1994		<a href="http://jacksonproperties.com">http://jacksonproperties.com</a>	(512) 892-2500
JB Goodwin REALTORS	1972		<a href="http://www.jbgoodwin.com">http://www.jbgoodwin.com</a>	(512) 502-7800
Jessica Hatchett- Berkshire Hathaway Home Services Texas Realty	2013		<a href="http://JessicaSellsAustin.com">http://JessicaSellsAustin.com</a>	(512) 965-7253
Jill Brumley, REALTOR - Engel & Voelkers	2015		<a href="http://jillbrumleyrealtor.com">http://jillbrumleyrealtor.com</a>	(512) 914-7774
Kathy Morgan (Team) - Austin Portfolio Real Estate	2014		<a href="http://www.kathydmorgan.com">http://www.kathydmorgan.com</a>	(512) 970-2944
Keller Williams - Patricia S. Tauber	2015		<a href="http://austin.yourkwoffice.com">http://austin.yourkwoffice.com</a>	(512) 402-3241
Keller Williams Realty International	2015		<a href="http://www.kw.com">http://www.kw.com</a>	(512) 327-3070
Kuper Sotheby's International Realty	2014	Opportunity Austin Investor & President	<a href="http://www.kuperrealty.com/eng">http://www.kuperrealty.com/eng</a>	(512) 261-0008
Larry Peel Company	2012	Opportunity Austin Investor	<a href="http://www.larrypeel.com">http://www.larrypeel.com</a>	(512) 327-3333
Lee Easter, Inc., Realtors & Builders	1991		<a href="http://LeeEaster.com">http://LeeEaster.com</a>	(512) 255-1111
Lincoln Property Company	2012	Opportunity Austin Investor	<a href="http://www.lpc.com">http://www.lpc.com</a>	(512)322-3210
Linda Welsh Realty Group at Keller Williams Realty	2005		<a href="http://www.LindaWelshRealty.com">http://www.LindaWelshRealty.com</a>	(512)263-1030
Marathon Real Estate	2014		<a href="http://www.marathon-re.com">http://www.marathon-re.com</a>	(512) 653-1966
Momark Development, LLC	2006		<a href="http://www.momarkdevelopment.com">http://www.momarkdevelopment.com</a>	(512) 391-1789
Moreland Properties, Inc. - Rita Keenan	2012		<a href="http://www.moreland.com">http://www.moreland.com</a>	(512) 480-0848
Mustin & Porter Co. Realtors	2015		<a href="http://www.aboutaustin.com">http://www.aboutaustin.com</a>	(512) 282-2110
Newland Communities	2000		<a href="http://www.forestargroup.com">http://www.forestargroup.com</a>	(512) 244-6667
Oden Hughes, LLC	2013	Opportunity Austin Investor	<a href="http://odenhughesllc.com">http://odenhughesllc.com</a>	(512) 813-7111
Pauly Presley Realty	2014		<a href="http://paulypresleyrealty.com">http://paulypresleyrealty.com</a>	(512) 482-9602
Pegalo Properties	2013		<a href="http://www.501studios.com/pegalo-properties">http://www.501studios.com/pegalo-properties</a>	(512) 485-3000
Pioneer Real Estate Services	2005		<a href="http://www.pioneeraustin.com">http://www.pioneeraustin.com</a>	(512) 447-4496
Platinum Realty-Josh Baellow	2014		<a href="http://www.platinumrealtyaustin.com">http://www.platinumrealtyaustin.com</a>	(512) 627-4937
Posh Properties	2013	President	<a href="http://www.poshpropertiesaustin.com">http://www.poshpropertiesaustin.com</a>	(512) 947-9684
Presidium Group	2015		<a href="http://www.presidiumre.com">http://www.presidiumre.com</a>	(512) 494-4224
RE/MAX Austin Skyline	2004	President	<a href="http://www.austinskylinerealestate.com">http://www.austinskylinerealestate.com</a>	(512) 328-5151
Realty Austin - Kim Fodor	2015		<a href="http://www.realtyaustin.com">http://www.realtyaustin.com</a>	(512) 809-2844
Realty Austin - Lori Goto	2012		<a href="http://www.realtyaustin.com/agents/Lori-Goto.php">http://www.realtyaustin.com/agents/Lori-Goto.php</a>	(512) 461-1577
Realty Austin - Michael and Stacy Spickes	2012		<a href="http://www.realtyaustin.com/agents/Stacy-Spickes.php">http://www.realtyaustin.com/agents/Stacy-Spickes.php</a>	(512) 699-0400
Realty Austin - Salma Manzur	2014		<a href="http://www.realtyaustin.com">http://www.realtyaustin.com</a>	(512) 426-5418
RedLeaf Properties, LLC	2011		<a href="http://www.redleaf-properties.com">http://www.redleaf-properties.com</a>	(512) 472-5003
RedVenture Texas	2015		<a href="http://redventuretx.com">http://redventuretx.com</a>	(512) 670-6220
Reilly Realtors	2015		<a href="https://www.austinhomelistings.com">https://www.austinhomelistings.com</a>	(512) 600-1800
Republic Ranches LLC	2015		<a href="http://www.republicranches.com">http://www.republicranches.com</a>	(512) 658-8517
Richard Schley Realty, LLC	2014	President	<a href="http://www.schleyrealty.com">http://www.schleyrealty.com</a>	(512) 983-0021
Riverside Resources Corp.	2014	Opportunity Austin Investor	<a href="http://www.riversideresources.com">http://www.riversideresources.com</a>	(512) 476-7806
Rives Valuation Services, Inc.	2015		<a href="http://www.austinappraisalshop.com">http://www.austinappraisalshop.com</a>	(512) 380-9490
Roxan Coffman Properties	2013	Chairman	<a href="http://www.roxancoffman.com">http://www.roxancoffman.com</a>	(512) 477-6468
Sackman Enterprises	2015		<a href="http://sackman.com">http://sackman.com</a>	(212) 595-5565
Savy Realty			<a href="http://www.callsavy.com">http://www.callsavy.com</a>	(281) 684-2076
Simmons Vedder Partners, Inc.	2013		<a href="http://www.simmonsvedder.com">http://www.simmonsvedder.com</a>	(512) 381-6103

Company	Member Since	Membership Level	Website	Phone
Stanberry & Associates	1983	President	<a href="http://www.stanberry.com">http://www.stanberry.com</a>	(512) 327-9310
State Street Property Management	2015	President	<a href="http://www.ststreet.com">http://www.ststreet.com</a>	(512) 222-3870
Stratus Properties, Inc.	2012	Opportunity Austin Investor	<a href="http://www.stratusproperties.com">http://www.stratusproperties.com</a>	(512) 478-5788
Strub Residential	2015		<a href="http://www.strubresidential.com">http://www.strubresidential.com</a>	(512) 524-5558
SuVida Enterprises	2013		<a href="http://www.suvidaenterprises.com">http://www.suvidaenterprises.com</a>	(512) 627-1586
Tate Property	2013		<a href="http://www.tateproperty.com">http://www.tateproperty.com</a>	(512) 474-8283
Team West Realty	2015		<a href="http://teamwestre.com">http://teamwestre.com</a>	(512) 296-0669
Teeple Partners, Inc.	2003	Opportunity Austin Investor	<a href="http://www.teeplepartners.com">http://www.teeplepartners.com</a>	(512) 329-5755
The Roman Lopez Real Estate Team	2015		<a href="http://www.theromanlopezrealestateteam.com">http://www.theromanlopezrealestateteam.com</a>	(512) 947-2250
The Sutton Company	2014		<a href="http://www.suttoncompany.com">http://www.suttoncompany.com</a>	(512) 478-8300
Thompson Properties, Inc.	1998		<a href="http://www.thompsonproperties.com">http://www.thompsonproperties.com</a>	(512) 327-5999
TurnKey Vacation Rentals	2014		<a href="http://turnkeyvr.com">http://turnkeyvr.com</a>	(888) 512-0498
TX Real Estate People LLC	2015		<a href="http://www.txrealestatepeople.com">http://www.txrealestatepeople.com</a>	(512) 436-8160
Urbanspace Real Estate + Interiors	2006	Opportunity Austin Investor	<a href="http://www.urbanspacerealtors.com">http://www.urbanspacerealtors.com</a>	(512) 457-8884
Vacasa	2015		<a href="http://www.vacasa.com/usa/Texas/Austin">http://www.vacasa.com/usa/Texas/Austin</a>	(512) 540-5905
Walton Development	2014		<a href="http://www.waltondm.com">http://www.waltondm.com</a>	(512) 347-7070
Waterloo Realty	2014		<a href="http://www.waterloorealty.com">http://www.waterloorealty.com</a>	(512) 720-6280
Weichert, Realtors - Barton Harris & Co.	2012		<a href="http://www.bartonharrisco.com">http://www.bartonharrisco.com</a>	(512) 330-9300
Wilson & Goldrick Realtors, Inc.	1989		<a href="http://www.wilsongoldrick.com">http://www.wilsongoldrick.com</a>	(512) 328-0022

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