

*2021-2022*

# *ENVIRONMENTAL SCAN*

PERFORMING ARTS CENTER



ALAMO COLLEGES DISTRICT  
Palo Alto College

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# EXECUTIVE SUMMARY

Annually, the Office of Institutional Research, Planning, and Effectiveness at Palo Alto College (PAC) conducts an Environmental Scan that focuses on educational, economic, and social trends to gauge the environment as it impacts the College. This report includes: an overview of the college, population and educational attainment trends, workforce projections, and legislative updates. The intent of this document is to provide information to be used during annual planning processes and guide the direction of the institution.

## Key Findings: College Update

- Enrollment at PAC decreased approximately 6% from fall 2020 to fall 2021, whereas enrollment decreased 4% for community colleges statewide.
- 69.3% of First Time in College (FTIC) students needed developmental education for the fall 2021 cohort at Palo Alto College.
- PAC's graduation rates surpass state averages for full-time and part-time FTIC students and only 21.6% of Palo Alto College students graduate with debt compared to 28.5% statewide.
- Eligibility to participate in AlamoPROMISE expanded for graduates from 25 to 47 high schools in Phase 2.

## Key Findings: Impact of COVID-19

- 34% of students described their personal financial situation as worse than pre-pandemic.
- Nearly half (49%) of students did not know if their college provided support services to help students cope with stress related to the COVID-19.
- Community college enrollment fell an additional 7.8% this year, over the 9.5% decrease from the prior year. Community colleges have now lost over 827,000 students since spring 2020.
- Transfer enrollment dropped 6.9 percent over the last year, resulting in 16.0% decrease over two years since the spring of 2020.
- Immediate fall enrollment rates for recent high school graduates declined 6.8 percent in fall 2020. Enrollment declines are 2.3 times steeper for low income high schools compared to higher income schools.

## Key Findings: Population Growth and Demographic Shifts

- The U.S. population is expected to age considerably and become more racially and ethnically diverse.
- San Antonio is expected to nearly double in population size by 2040.
- 64.7% percent of San Antonio's population is Hispanic or Latino, compared to 39.4% for the state.

- San Antonio continues to have a greater percentage of people living below the poverty level (17.6%) compared to Texas (14.2%) and the U.S. (12.8%).
- In District 4, where Palo Alto College is located, 19.2% of individuals live below the poverty level and the per capita income is 25% lower than compared to the city (\$18,500 vs. \$24,684).

#### Key Findings: Education and Income

- San Antonio young adults, 18 to 24 years of age, are more likely (86.8%) to have completed a high school credential than the overall Texas rate (86%), but are less likely to do so than the United States average (87.8%).
- In San Antonio, 27% of adults 25 years and over who have less than a high school credential live in poverty, compared to 17% of adults who have a high school credential or equivalent and 11% for adults with some college or associate degree.
- San Antonio's gender pay gap has consistently decreased over the last five years, while the national pay gap has continued to increase over the same timespan.
- The City of San Antonio adopted a target rate of 80% post-secondary enrollment for all high school graduates by 2020. The rate was 47% as of 2020.
- The City of San Antonio adopted a target rate of 85% of high school graduates testing as college-ready in English and Math by 2020. The rate fell short of the target at 40% as of 2020.

#### Key Findings: Economic Competitiveness and Workforce

- As of 2021, the number of people employed in the San Antonio-New Braunfels MSA was 997,280 with a median annual wage of \$51,736.
- San Antonio's unemployment rates reached 7.3% in 2020 and then decreased to 5.2% in 2021.
- Major regional employers include: several military bases, a school district, a regional supermarket chain, and financial institutions.
- The industry sector with the highest percentage growth in San Antonio in the past year was Other Services with an increase of 15.4%. Leisure and Hospitality followed with an 11.9% increase.

#### Key Findings: Legislation Update

- CARES Act - Higher Education Emergency Relief Fund: Provided approximately \$14 billion of aid to postsecondary education as the Higher Education Emergency Relief Fund.
- HB 1525 – Revises certain Education Code provisions relating to local taxation and revenue, the level of recapture paid to the state by certain property wealthy districts, funding allotments for students taking career and technology education courses and those enrolled in fast-growth schools, early literacy training requirements for educators, and the teacher incentive allotment.

# COLLEGE OVERVIEW

## 1.1 College Update

Palo Alto College has served the South Side community of San Antonio, Texas for nearly 40 years. Enrollment at PAC had increased 29.1% from fall 2015 to fall 2020, whereas the average percent change in enrollment for two-year public institution statewide during the same five-year period decreased by 4.3% (THECB Almanac, 2021). However, enrollment decreased from fall 2020 to fall 2021 by approximately 6% at PAC compared to 4% across all community colleges statewide. Palo Alto College serves a large proportion of economically disadvantaged students in Bexar county and the surrounding area. Most recent data shows that during the 2019 fiscal year, 28% of PAC students received Federal Pell Grants with an average amount of \$4,481, compared to 25% receiving an average amount of \$4,646 across THECB peer group institutions (THECB Online Resume for Legislators and Other Policy Makers, 2020).

Palo Alto College serves the second largest percentage of students who do not meet state readiness standards in one or more areas under the Texas Success Initiative (TSI) across the five Alamo Colleges, with 69.3% of First Time in College (FTIC) students needing developmental education for the fall 2021 cohort. However, while the state 3-year graduation rate for full-time FTIC students in the fall 2017 cohort was only 25.7%, the graduation rate for PAC was 30.1%.

As shown in *Table 1*, PAC’s graduation rates surpass state averages for full-time and part-time FTIC students. Also, only 21.6% of Palo Alto College students graduate with debt compared to 28.5% statewide. Of students who graduate with debt, Palo Alto College students leave owing \$837 less on average than statewide graduates (\$14,788 for Palo Alto College compared to \$15,625 statewide). Native student debt, or the average debt of students who graduated from the institution where they were enrolled as a FTIC student, is even lower for PAC students at \$14,568 for FY 2020 graduates.

**Table 1: Graduation Rates, Palo Alto College and Texas Two-Year Public Institutions**

Graduation Rates	Palo Alto College	Statewide Two-Year Public Institutions	Percentage Point Difference
<b>3-Year (Full-time)</b>	30.1%	25.7%	4.4%
<b>4-Year (Full-time)</b>	36.6%	33.6%	3.0%
<b>6-Year (Full-time)</b>	43.9%	42.2%	1.7%
<b>3-Year (Part-time)</b>	15.0%	14.1%	0.9%
<b>4-Year (Part-time)</b>	21.3%	20.2%	1.1%
<b>6-Year (Part-time)</b>	28.8%	27.7%	1.1%

Source: Texas Higher Education Coordinating Board (2021)

Even with a higher percentage of students enrolled part-time at PAC (80.9%), compared to the statewide rate of 77.8%, the average time to complete an associate degree is lower at PAC (3.3

years) than the statewide average of 3.9 years. Additionally, PAC students graduate with an average of 71 credit hours, which is eleven hours less than the statewide average.

The *Digest of Education Statistics* report states that the overall fall 2019 to fall 2020 persistence rate for first-time, full-time degree-seeking students at public 2-year institutions was 61.4%, which is 3.4 percentage points higher than Texas’s overall persistence rate of 58%. Palo Alto College’s rate fell below both state and national figures at 53% (The National Center for Education Statistics, 2022).

In effort to continue to provide access to affordable higher education to the South Side community, PAC implemented ALAMOPromise starting fall 2020. The Alamo Colleges District, in partnership with the local government and community, developed AlamoPROMISE, a program through which financial barriers to higher education are eliminated by providing last-dollar funding to fill the gap between a student’s financial aid award and the cost of tuition and mandatory fees for up to three years at one of the Alamo Colleges District’s five colleges.

## 1.2 ALAMOPromise

Inspired by successful Promise programs across the country, AlamoPROMISE partners with UP Partnership, San Antonio Education Partnership, and SA Works with the goal of increasing the college-going rate of high school seniors to 70% in five years (rate for 2020 was 47% for San Antonio).

From 25 high schools in Phase 1, to now 47 participating high schools shown in *Table 2*, graduating seniors are eligible to participate in AlamoPROMISE. Out of the 47 participating high schools, 16 are direct feeders to PAC. As a result, PAC enrolled over a thousand, more than one-third, of the AlamoPROMISE participating students during the first year.

**Table 2: AlamoPROMISE Eligible High Schools, 2022**

High School	District
Academy of Creative Education	North East ISD
Advanced Learning Academy	San Antonio ISD
Alamo Academies	Judson ISD
Brooks Collegiate Academy	Brooks ISD
CAST STEM High School	Southwest ISD
CAST Tech High School	San Antonio ISD
Chavez Excel Academy	Northside ISD
Cooper Academy at Navarro	San Antonio ISD
Dillard McCollum High School	Harlandale ISD
East Central High School	East Central ISD
Edgewood Fine Arts Academy	Edgewood ISD
Fox Technical High School	San Antonio ISD
Frank L. Madla ECHS	New Frontiers
Frank M. Tejada Academy	Harlandale ISD

G. W. Brackenridge High School	San Antonio ISD
Harlandale High School	Harlandale ISD
Harlandale STEM ECHS	Harlandale ISD
Highlands High School	San Antonio ISD
John Jay High School	Northside ISD
John F. Kennedy High School	Edgewood ISD
Judson High School	Judson ISD
Karen Wagner High School	Judson ISD
Lee High School	North East ISD
Legacy of Educational Excellence High School	North East ISD
Luther Burbank High School	San Antonio ISD
McArthur High School	North East ISD
Madison High School	North East ISD
Marshall High School	Northside ISD
Memorial High School	Edgewood ISD
NXT Level Youth Opportunity Center	NXT Level of San Antonio
Oliver Wendell Holmes High School	Northside ISD
Sam Houston High School	San Antonio ISD
Somerset High School	Somerset ISD
South San Antonio High School	South San Antonio ISD
Southside High School	Southside ISD
Southwest High School	Southwest ISD
Southwest Legacy High School	Southwest ISD
St. Philip's College ECHS	San Antonio ISD
Stevens HS	Northside ISD
Sydney Lanier High School	San Antonio ISD
Theodore Roosevelt High School	North East ISD
Thomas A. Edison High School	San Antonio ISD
Thomas Jefferson High School	San Antonio ISD
Travis ECHS	San Antonio ISD
Veterans Memorial HS	Judson ISD
Young Men's Leadership Academy	San Antonio ISD
Young Women's Leadership Academy	San Antonio ISD

Source: Alamo Colleges (2022)

ALAMOPromise is expected to have a significant economic impact through its contribution to Bexar County's gross domestic product. *Table 3* displays the year-to-year economic impact of the Alamo Colleges without the inclusion of ALAMOPromise, whereas *Table 4* shows the 5-year impact of ALAMOPromise in addition to the annual economic impact of the Alamo Colleges shown in *Table 3*. ALAMOPromise is expected to generate \$728 million in overall growth in labor income and \$962 million in additional economic activity, which is equivalent to 1% of local gross domestic product.

**Table 3: Annual Impact of the Alamo Colleges previous to AlamoPROMISE**

Impact	Employment	Labor Income	Value Added	Output
Indirect	2,850.50	\$137,352,648.03	\$268,641,487.07	\$489,196,231.47
Induced	722.84	\$34,011,980.42	\$57,989,164.22	\$99,089,739.34
<b>Total</b>	<b>3,573.35</b>	<b>\$171,364,628.44</b>	<b>\$326,630,651.29</b>	<b>\$588,285,970.81</b>

Source: Alamo Colleges Office of Institutional Research and Effectiveness Services

**Table 4: 5-Year Impact of the Alamo Colleges due to AlamoPROMISE**

Impact	Employment	Labor Income	Value Added	Output
Direct	12,013.17	\$484,493,025.36	\$519,083,071.83	\$943,156,463.01
Indirect	2,227.88	\$102,501,431.32	\$202,463,982.13	\$338,575,848.84
Induced	2,996.31	\$141,140,692.82	\$240,500,599.63	\$411,188,090.48
<b>Total</b>	<b>17,237.36</b>	<b>\$728,135,149.50</b>	<b>\$962,047,653.59</b>	<b>\$1,692,920,402.32</b>

Source: Alamo Colleges Office of Institutional Research and Effectiveness Services

## IMPACT OF COVID-19

### 2.1 Impact of COVID-19

The 2019 novel coronavirus (COVID-19) has impacted nearly every aspect of society and continues to reshaped the educational environment as institutions implement strategies focused on relief, recovery, and reimagining a post-pandemic world. Community Colleges across the nation rapidly transitioned to remote learning and have faced many challenges in terms of ensuring the health and safety of students, faculty, and staff; declines in enrollment; and providing support to students.

Based on the Center for Community College Student Engagement (CCSSE)'s 2021 Community College Survey of Student Engagement, administered to 120,833 students across 273 colleges in spring 2021, COVID-19 continues to have an impact on students' overall well-being and sense of safety on campuses. 59% of respondents who attended classes in person agreed that they tried to avoid situations on campus in which they were unable to stay six feet away from others. In addition, 34% of students described their personal financial situation as worse than pre-pandemic. Despite the stresses brought on by the pandemic, nearly half (49%) did not know if their college provided support services to help students cope with stress related to the COVID-19.

According to National Student Clearinghouse's enrollment estimates, enrollment declines continued to worsen into spring 2022 for a total two-year decline of 7.4 percent or nearly 1.3 million students since spring 2020. COVID-19 had the greatest impact on community colleges in terms of decreases in enrollment across all segments of higher education. Community college enrollment fell an additional 7.8% this year over the 9.5% decrease from the prior year, and community colleges have now lost over 827,000 students since spring 2020. While community college enrollment declined universally regardless of student characteristics, the steepest of those declines for spring 2022 were among full-time students, learners over the age of 24, and women.

Additionally, transfer enrollment dropped 6.9 percent over the last year, resulting in 16.0% decrease over the two years since the spring of 2020. In a major shift from previous years, upward transfer enrollment is on a steep decline. After remaining largely stable last year, upward transfers dropped 11.6 percent from spring 2021 to spring 2022. All student groups declined without exception, irrespective of age, gender, and race/ethnicity (National Student Clearinghouse, 2022).

The National Student Clearinghouse's *Highschool Benchmarks COVID-19 Special Analysis Update & Correction* (2021) reported that immediate fall enrollment rates for recent high school graduates declined 6.8 percent in fall 2020. This decline was 4.5 times greater than the drop between the 2018 and 2019 classes (-1.5%), despite the overall 2020 graduate numbers from participant high schools remaining stable from the previous year. Prior to the pandemic, the year-over-year changes in enrollment numbers varied little by high school characteristics such as poverty, income, race, and urbanicity; however, large disparities became apparent during the pandemic. The pandemic disproportionately affected graduates of low-income, high-poverty, and high-minority high schools, with their enrollments dropping more steeply than their more advantaged counterparts. For instance, enrollment declines are 2.3 times steeper for low-income high schools compared to higher income schools.

## POPULATION GROWTH AND DEMOGRAPHIC SHIFTS

### 3.1 Population Growth

The annual growth rate of the United States population has been declining over the past decade and dropped to a low of 0.1% from 2020 to 2021, marking the lowest annual growth rate since the founding of the nation. The slow rate of growth can be attributed to decreased net international migration, decreased fertility, and increased mortality due in part to the COVID-19 pandemic. While 17 states and the District of Columbia saw population declines, Texas and 32 other states saw population increases. Despite slowing population growth, the U.S. population is expected to increase by 79 million people, surpassing 400 million, by 2060. (U.S. Census Bureau, 2020)

Texas, the second most populous state, had the highest numeric growth in population from 2020 to 2021. The growth in Texas last year was primarily due to net domestic migration (170,307) and natural increase (113,845). Texas is predicted to approach 47.3 million by 2050, an 88.3% increase since 2010 (Texas Demographic Center, 2021). While over 73% of U.S. counties decreased in population size in 2021, five of the ten counties with the largest increases in population were located in Texas. Collin, Fort Bend, Williamson, Denton and Montgomery counties gained a combined 145,663 residents.

On a national level, San Antonio had the largest numeric increase of 13,626 people between 2020 to 2021 and is the 7th most populous city with over 1.6 million people (U.S. Census Bureau, 2021). According to SA 2020's Impact report (2020), San Antonio is expected to nearly double in population size by 2040.

## 3.2 Demographic Shifts

The U.S. Census Bureau (2020) published a report marking the year 2030 as a demographic turning point in the United States. By 2030, one of every five Americans are projected to be an older adult as all baby boomers will be over 65 years of age. Older adults will outnumber children for the first time in U.S. history by mid-2030s. The U.S. population is expected to age considerably, with the number of people over the age of 65 nearly doubling from 49 million in 2016 to 95 million by 2060. Additionally, the United States is expected to become more racially and ethnically diverse. As birth rates decrease and the number of deaths increase, immigration is projected to surpass natural increase as the primary driver of population growth. By 2060, one in three Americans are projected to be a race other than White. People who are two or more races are the fastest-growing racial or ethnic group, followed by Asians and Hispanics.

Like the rest of the nation, Texas is projected to undergo similar demographic shifts. The Texas population grew 16.8% between 2010 and 2020, and growth has not been distributed evenly across age and racial/ethnic groups. By 2050, 8.3 million Texans, or 17.5% of the population, are expected to be over 65 years of age. Individuals over 85 years of age will be the fastest growing age group between 2010 and 2050, nearly quadrupling in size and approaching 1.5 million. Meanwhile, children ages 0 to 4 and 5 to 17 are projected to be the slowest growing age groups. Even with slow growth, the population between the ages of 0 to 17 is still expected to increase by over 56% by 2050 in Texas. Non-Hispanic Asians are expected to be the fastest growing racial/ethnic group, nearing 6 million by 2050. The other two fastest growing racial/ethnic groups are people who are two-or-more races and Hispanics. The Hispanic population is expected to surpass the non-Hispanic White population in size by 2022 (Texas Demographic Center, 2019).

In San Antonio, 64.7% percent of the population is Hispanic or Latino, which is 25.3% percent higher than the State's overall percentage of 39.4%. The percent of the population 65 years and over in San Antonio is 0.2% lower than the overall percentage in Texas at 12.3%, and is 3.7% less than the U.S. percentage. While, median age is increasing at local, state, and national levels, San Antonio's median age (33.8 years) is lower than the State (34.8 years) and national (38.2 years) median ages. Poverty rates have increased at all levels, with San Antonio continuing to have a greater percentage of people living below the poverty level (17.6%), compared to Texas (14.2%) and the U.S. (12.8%) as of 2020 (U.S. Census Bureau, 2020 ACS 5-Year Estimates).

In District 4, where Palo Alto College is located, approximately 80.7% of the population is Hispanic or Latino and 19.2% of individuals live below the poverty level. The per capita income for District 4 is \$18,500, with an unemployment rate of 7.5% (SA2020, 2020).

# EDUCATION AND INCOME

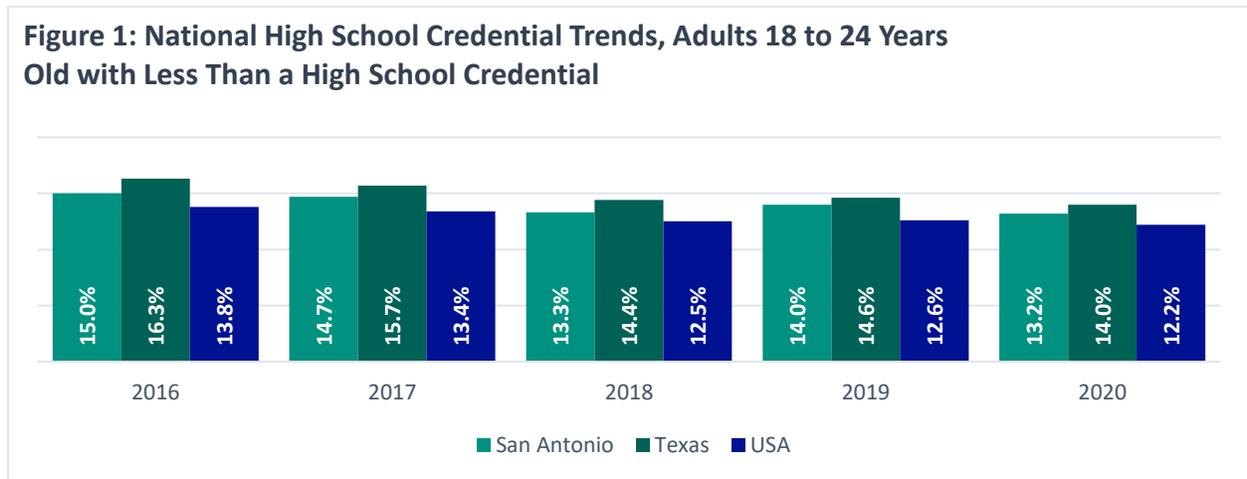
## 4.1 Educational Attainment in San Antonio

Educational attainment has traditionally been considered a challenge for San Antonio. Historically, the proportion of young adults (residents age 18 to 24) without a high school credential has been greater in our community than the national average. This demographic characteristic is critical for Palo Alto College, as lower educational attainment rates have a demonstrable impact on poverty for residents of our community. This section summarizes educational attainment trends for San Antonio and compares it to national, state, and regional averages.

### 4.1.1 Population with Less than a High School Degree

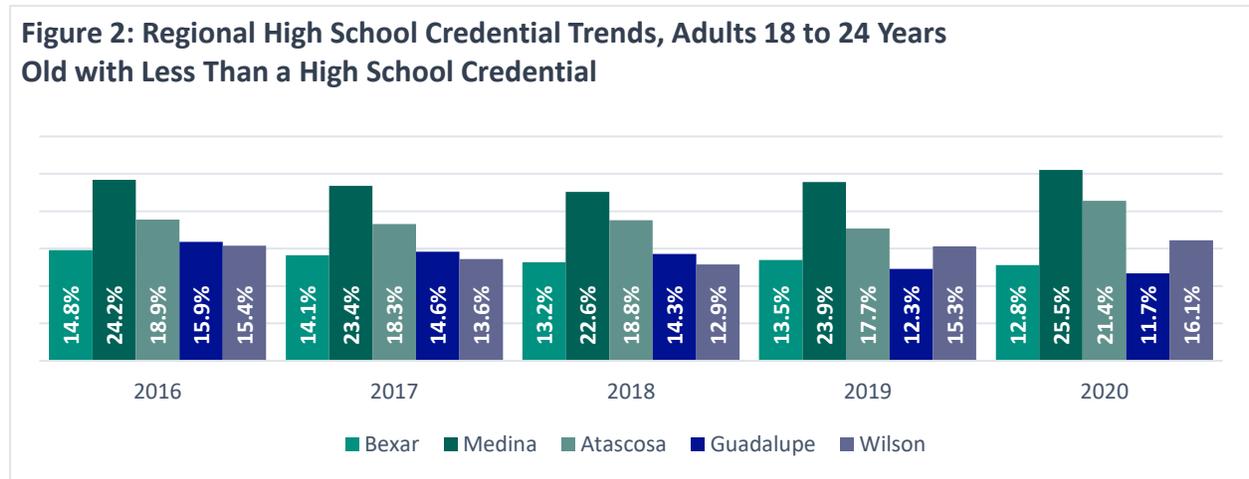
The most recent American Community Survey (ACS) shows that 82.7% of the San Antonio population over 25 years of age attained at least a high school degree or equivalency, compared to 88.5% nationally. With the exception of Atascosa County, this figure compares unfavorably against three of the closest counties to San Antonio: Medina, Guadalupe, and Wilson, as well as the average for Texas. In addition, young adults living in San Antonio are less likely to have a high school credential than the United States on average, a difference of 1 percentage point (U.S. Census Bureau, 2020).

*Figure 1* summarizes changes in the number of young adults with less than a high school credential in San Antonio. ACS estimates show a steady improvement in educational attainment with a decrease in the percentage of young adults with less than a high school credential from 15.0% in 2016 to 13.2% in 2020. San Antonio young adults, 18 to 24 years of age, remain more likely to have completed a high school credential than the overall Texas rate, but remain less likely to do so than the United States average.



Source: US Census Bureau, S1501 Educational Attainment (2020)

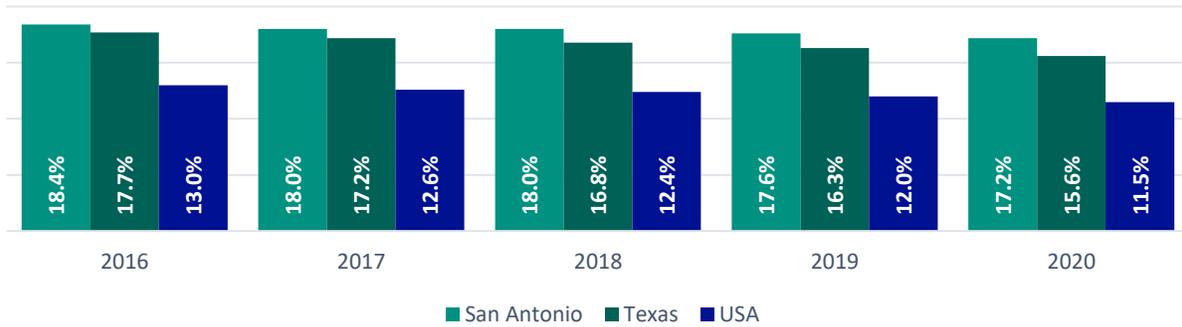
Figure 2 demonstrates a comparison for the same group of residents but with a regional focus. Trends show Bexar County as a regional leader in educational attainment, with steady improvements over the past five years. Feeder counties, those proximal to Bexar County and representing an important source of student enrollment for Palo Alto College, show mixed results where educational attainment is concerned. A notable trend is Guadalupe county, which has consistently decreased in the rate of young adults with less than a high school credential from 2016 to 2020. Over the last two years, Guadalupe County surpassed Bexar in terms of young adults completing high school.



Source: US Census Bureau, S1501 Educational Attainment (2020)

A review of educational attainment trends for older adults (25 years and older) reveals a different pattern. When considering proportion of the population with a high school credential, San Antonio consistently lags slightly behind Texas and further behind the United States. Percentages of adults 25 years and older with less than a high school credential has decreased consistently over the past five years at local, state, and national levels, as shown in Figure 3. When reviewing Figure 3, decreases in percentages over time represent improvements in educational attainment.

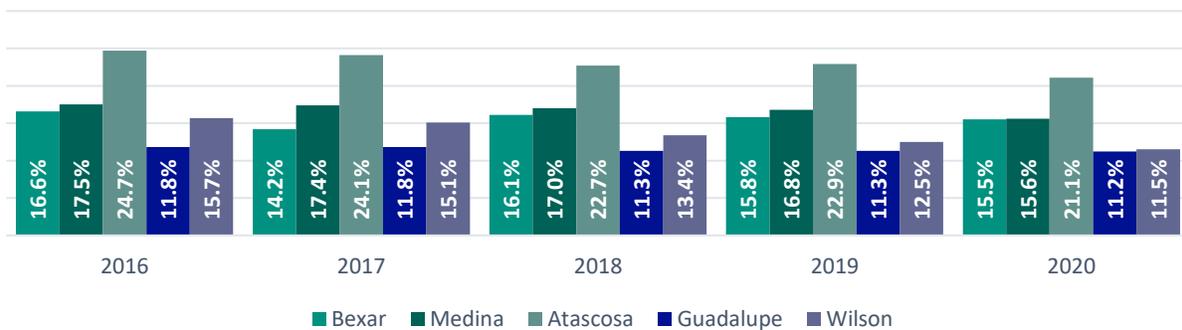
**Figure 3: National High School Credential Trends, Adults 25 Years Old and Older with Less Than a High School Credential**



Source: US Census Bureau, S1501 Educational Attainment (2020)

Analysis of high school credential patterns for adults 25 years and older on a regional scale reveals a decrease in the proportion of adults with less than a high school credential across all five counties in the past five years. *Figure 4* demonstrates the trends in this metric over time for Bexar County and the other feeder counties. In 2020, Bexar County reported larger percentages of older adults lacking a high school credential than Guadalupe and Wilson Counties while Medina and Atascosa Counties reported larger percentages than Bexar County.

**Figure 4: Regional High School Credential Trends, Adults 25 Years Old and Older with Less Than a High School Credential**

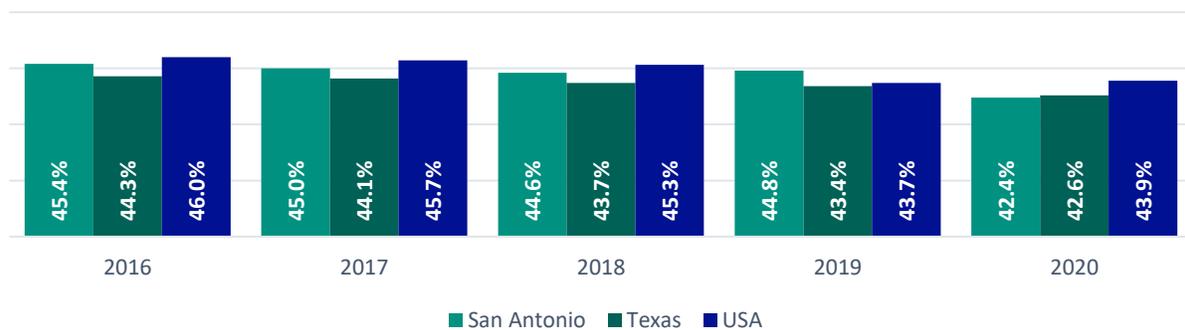


Source: US Census Bureau, S1501 Educational Attainment (2020)

### 4.1.2 Population with Some College Education or an Associate Degree

Educational attainment figures from the ACS also speak to the proportion of young adults attempting a post-secondary education by obtaining at least some college credit or an associate degree. Data patterns in this comparison, summarized in *Figure 5*, indicate that San Antonio residents were more likely to obtain this level of education than the Texas average, but below the national average. 2019 was the first year that San Antonio’s figure was higher than both the national and state figures, but then experienced a 2.4% decline in 2020 falling below both state and national levels.

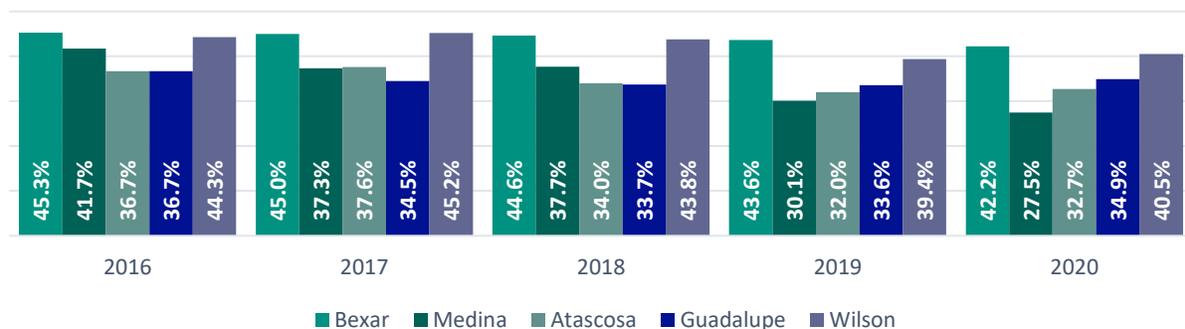
**Figure 5: National College Enrollment Trends, Adults 18 to 24 Years Old with Some College**



Source: US Census Bureau, S1501 Educational Attainment (2020)

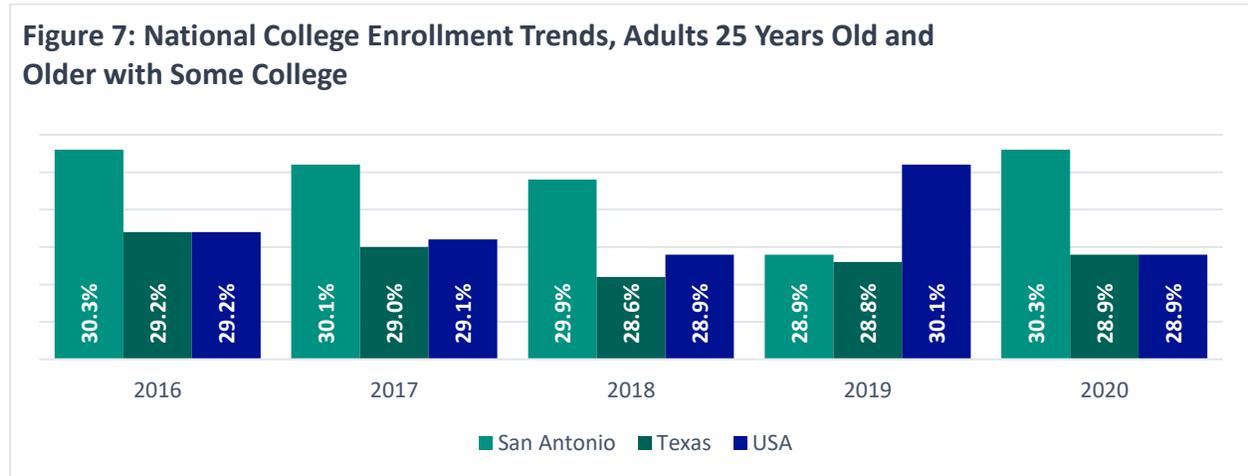
*Figure 6* highlights the same group of residents on a regional scale. Results indicate that a higher percentage of Bexar County young adults have attempted some college or completed an associate degree than residents of all feeder counties.

**Figure 6: Regional College Enrollment Trends, Adults 18 to 24 Years Old with Some College**



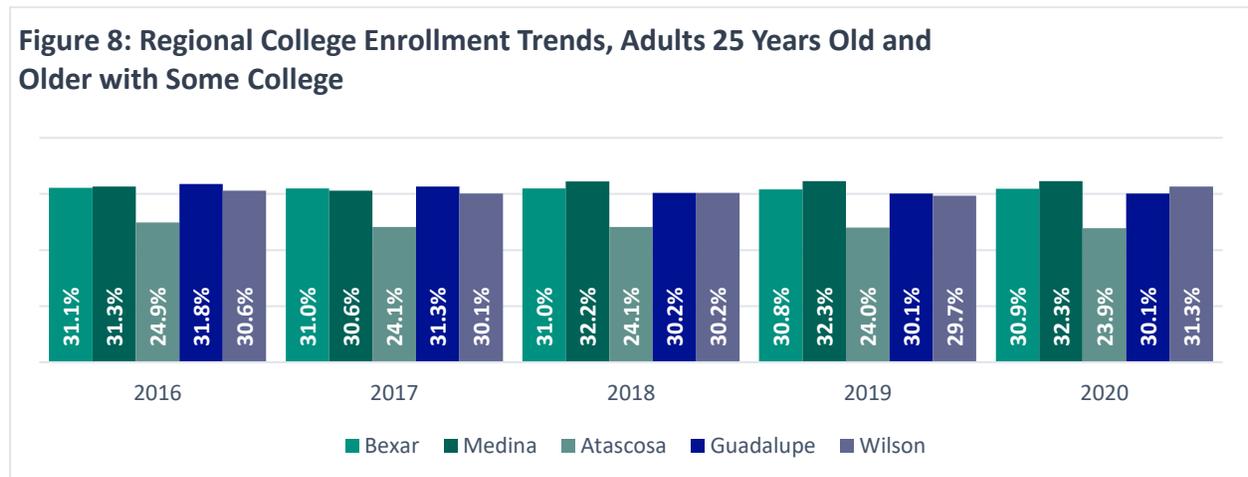
Source: US Census Bureau, S1501 Educational Attainment (2020)

As shown in *Figure 7*, San Antonio leads both Texas and the United States in the percentage of older adults who attained at least some post-secondary education. Over time, the proportion of the population attempting college has largely held steady for all comparison groups. San Antonio experienced a 1% decrease from 2018 to 2019, then increased to 1.4% in 2020, reaching percentages from 2016. In that same year, we see the opposite occur at the national level.



Source: US Census Bureau, S1501 Educational Attainment (2020)

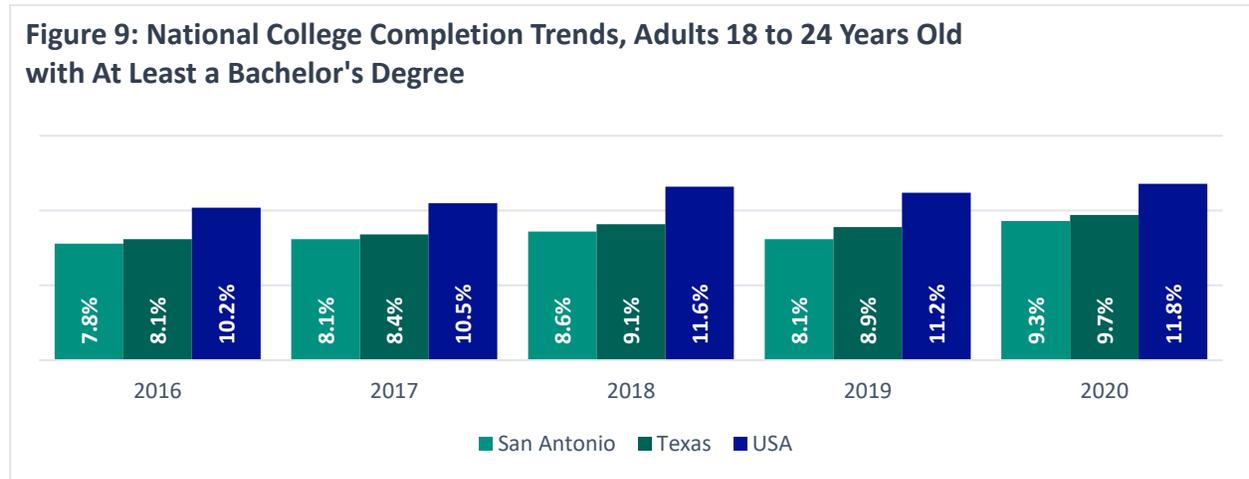
On a regional scale, the general trend for educational attainment in older adults is one of slow decline, with the exception of a 1% increase over the past five years for Medina County and a less than 1% increase for Wilson County. As demonstrated in *Figure 8*, the percentage of Bexar County adults attempting some college has remained around 31%, with small declines over the past five years resulting in a change of -0.2 percentage points. Feeder counties see slightly more variability in this measure but over time have seen losses between 1 and 1.7 percentage points, with the exception of Medina and Wilson County which both have seen increases.



Source: US Census Bureau, S1501 Educational Attainment (2020)

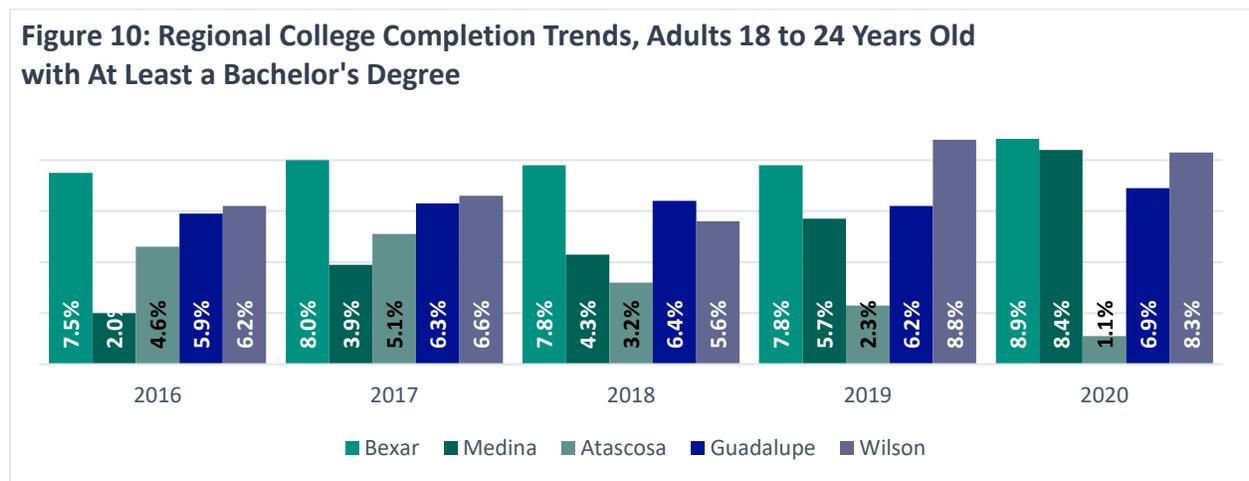
### 4.1.3 Population with Bachelor's Degree or Higher

ACS educational attainment data for individuals completing at least a bachelor's degree reveals additional promising trends. Generally, a growing fraction of the population has completed a bachelor's degree across city, county, state, and national levels, with the exception of 2019 data which shows a slight decrease. San Antonio lags behind Texas and the United States across all five years.



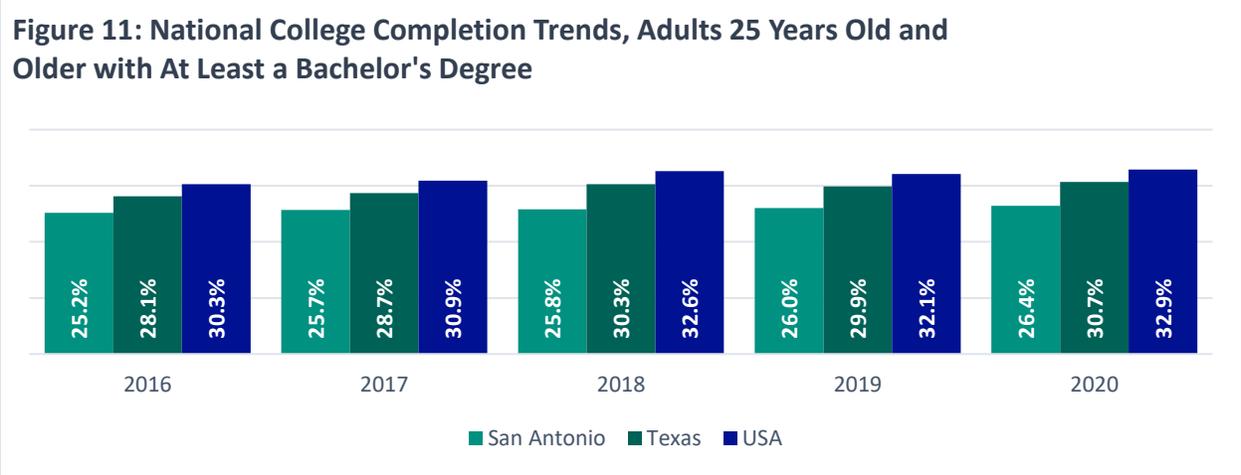
Source: US Census Bureau, S1501 Educational Attainment (2020)

A comparable pattern of results can be found from county-level data organized in *Figure 10*. The proportion of young adults completing a bachelor's degree in Bexar County has increased over the past five years. The percentage of adults 18 to 24 years old with at least a bachelor's degree in Bexar County is higher than the same metric from PAC feeder counties with the exception of Wilson County in 2019. Notably, Medina County showed a 6.4% increase from 2016 to 2020 and went from being the lowest contender in this category to the second highest, just below Bexar.



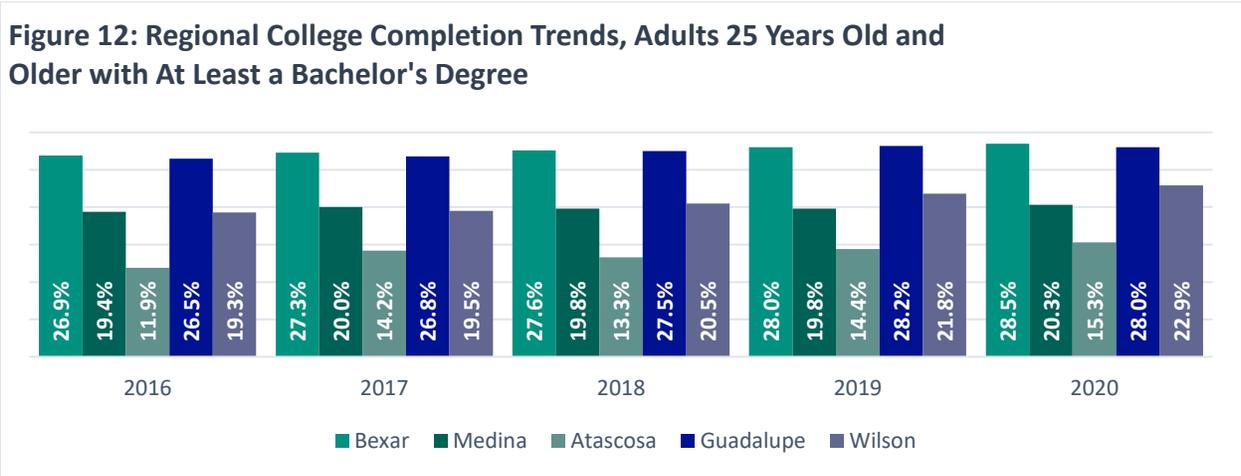
Source: US Census Bureau, S1501 Educational Attainment (2020)

Educational attainment of bachelor’s degrees for older adults reveals similar results. *Figure 11* demonstrates small, consistent increases in educational attainment over the past five years for San Antonio, Texas, and the United States. While San Antonio lags behind the state and national figures, these trends show positive growth for San Antonio.



Source: US Census Bureau, S1501 Educational Attainment (2020)

At a regional level, the trend for older adults obtaining a bachelor’s degree is less consistent over time and across counties. Educational attainment at this level is generally improving for Bexar, Medina, Atascosa, Guadalupe, and Wilson counties. Data for all Palo Alto College feeder counties are displayed in *Figure 12*.



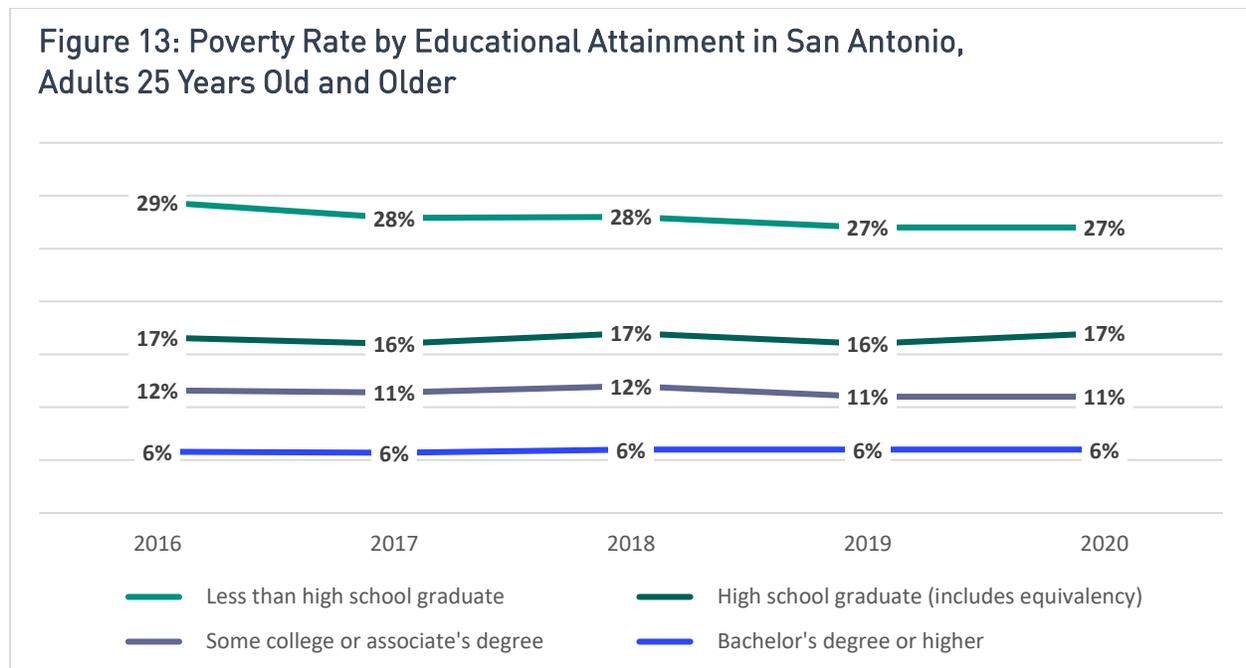
Source: US Census Bureau, S1501 Educational Attainment (2020)

## 4.2 Income and the Impact of Educational Attainment in San Antonio

High poverty rates have been a challenge for San Antonio. Historically, the proportion of individuals living below the poverty level has been greater in our community than the national and state averages. While the city's poverty rate has decrease over the past five years, it remains an area of concern with nearly one out of five individuals living in poverty. This demographic characteristic is critical for Palo Alto College, as many of the students served by the college come from low-income areas. This section summarizes income trends for San Antonio as it relates to educational attainment and compares it to national, state, and regional averages.

### 4.2.1 Poverty Rate for Population 25 Years and Older by Educational Attainment Level

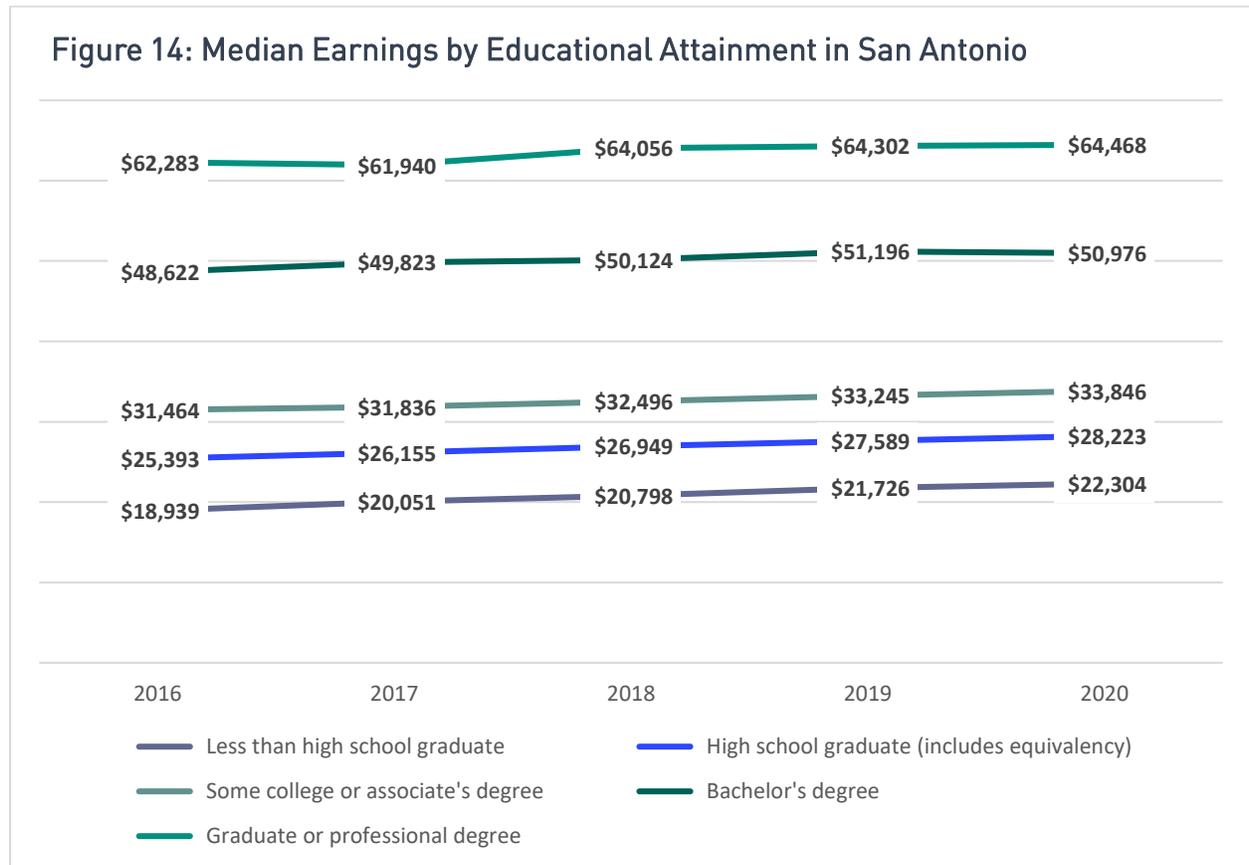
The poverty rate of San Antonio residents is correlated to educational attainment, as demonstrated in *Figure 13*. As educational attainment increases, the likelihood of individuals being classified as living below the poverty rate decreases. The single most substantial improvement is observed for individuals completing at least a high school credential. Notably, the poverty rate for individuals without a high school credential has fallen slowly over the past five years. The poverty rate for all other levels of educational attainment has generally held steady or decreased slightly.



Source: US Census Bureau, S1501 Educational Attainment (2020)

## 4.2.2 Median Earnings in the Past 12 Months for Population 25 Years and Over by Educational Attainment

Median earnings for adults in San Antonio are related to educational attainment. As educational attainment increases (from no high school credential to graduate/professional degree), median income increases. Although data summarized in *Figure 14* suggests that the largest increases in median income over the last five years are associated with the population with less than high school credential, the median income averages for bachelor's degree and graduate or professional degree are substantially greater.

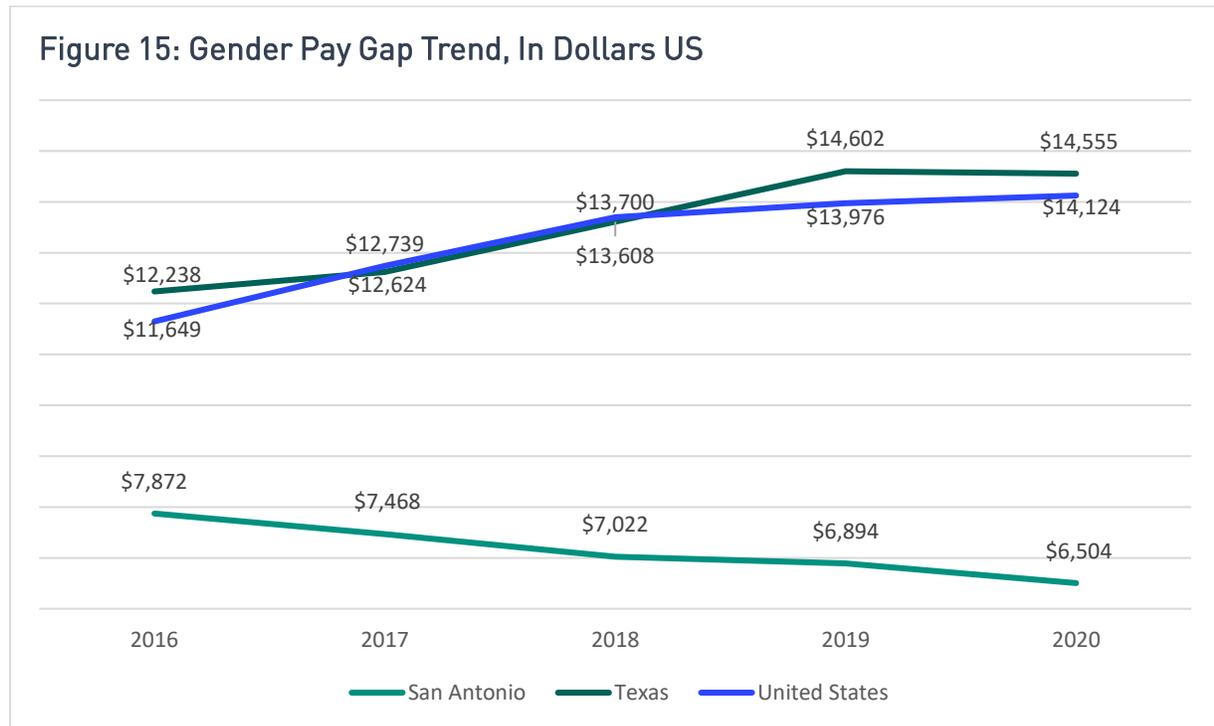


Source: US Census Bureau, S1501 Educational Attainment (2020)

## 4.2.3 Median Earnings in The Past 12 Months, Gender Gap

Review of ACS data with a focus on observing differences in economic outcomes between individuals in the Palo Alto College service area highlights a continuing and growing difference in earnings between males and females. *Figure 15* displays differences in median earnings between sexes from 2016 through 2020. For a major part of this timeframe, the gender pay gap increased in Texas and the United States, with the rate slowing for United States in 2018 and then decreasing slightly for Texas in 2020. San Antonio's gender pay gap has consistently decreased over the past

five years. In interpreting this figure, it is important to remember that increased dollar amounts refer to the difference in median earnings between males and females; a positive number indicates that males earn more than females (a zero value would indicate equivalence in male and female earnings). San Antonio's gender pay gap has remained smaller than the state and national gap.



Source: US Census Bureau, American Community Survey, B20004 Educational Attainment (2020). Displayed figures are calculated from male and female median wage data.

In order to further understand the gender gap phenomenon in San Antonio, these datapoints were segmented by educational attainment and are summarized in *Table 5*. Trends over this timeframe reveal that the gender pay gap is the most extreme for those with a post-baccalaureate degree, followed by the population with less than a high school credential. From 2016 to 2020, the less than high school population is the only group for which the gender pay gap has increased in San Antonio. Some college and post-Baccalaureate groups saw the largest decreases of \$2,417 and \$1,976 respectively. Focusing on the 2019 to 2020 change, the Some College population had the largest decrease in gap of \$1,503, follow by Baccalaureate with a decrease of \$231. At the same time, the pay gap has increased for all other educational attainment groups. The largest gap is seen among men and women with post-baccalaureate, with men earning approximately \$20,000 more than women.

**Table 5: Gender Pay Gap in San Antonio by Educational Attainment, in Dollars US**

Educational Attainment	2016	2017	2018	2019	2020
Less Than HS	\$ 7,500	\$ 8,521	\$ 9,617	\$ 9,370	\$ 10,156
HS Graduate	\$ 7,427	\$ 7,948	\$ 7,968	\$ 7,143	\$ 7,389
Some College	\$ 8,971	\$ 8,638	\$ 8,099	\$ 8,057	\$ 6,554
Baccalaureate	\$ 10,910	\$ 10,731	\$ 9,741	\$ 10,206	\$ 9,975
Post-Baccalaureate	\$ 21,487	\$ 21,017	\$ 21,024	\$ 19,137	\$ 19,511

Source: US Census Bureau, American Community Survey, B20004, Educational Attainment (2020)

### 4.3 College Enrollment and College Readiness

Lower college-going rates and lack of college readiness have been a challenge for San Antonio. With less than half of high school graduates enrolling in college and approximately only 40% considered college ready, meeting college enrollment and college readiness goals has been difficult. This section summarizes post-secondary enrollment and college readiness trends for San Antonio as it relates to state and city goals.

#### 4.3.1 College Enrollment

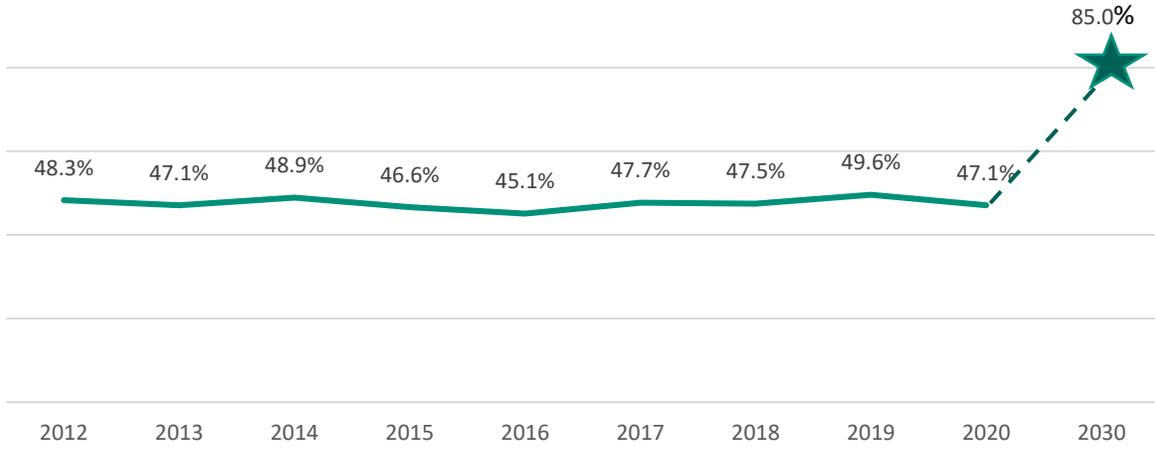
Community colleges play an important role in higher education. The geographic proximity to home, open admission policy, and low tuition make community colleges an important part of post-secondary education, especially for economically disadvantaged and first-generation students.

According to the National Center for Education Statistics, 31% of all undergraduate students and 18% of all full-time undergraduate students were enrolled in community colleges in fall 2020. Additionally, 49% of all students who completed a degree at a four-year institution in 2018-2019 had enrolled in a two-year institution at some point in the previous 10 years (National Student Clearinghouse 2020). Texas had the most former community college students among bachelor’s degree earners in 2015-2016, with 75% of four-year graduates attending a community college previously.

National Student Clearinghouse data from fall 2020 through fall 2021 indicates that overall postsecondary enrollment decreased by 2.7 percent for two-year and four-year Title IV, degree-granting institutions. Since the start of the pandemic, public two-year colleges continue to be the most affected institutions with a 13.2% enrollment decline from fall 2019 to fall 2021.

Focusing on local post-secondary enrollment trends, the City of San Antonio, through the San Antonio Area Foundation, adopted a target rate of 85% post-secondary enrollment for all high school graduates by 2030 after failing to accomplish an 80% enrollment target for 2020. *Figure 16* demonstrates that this metric has fluctuated in the 45% to 50% ranges since 2012. Reaching the 85% target would require a substantial acceleration in the post-secondary enrollment rate of high school graduates.

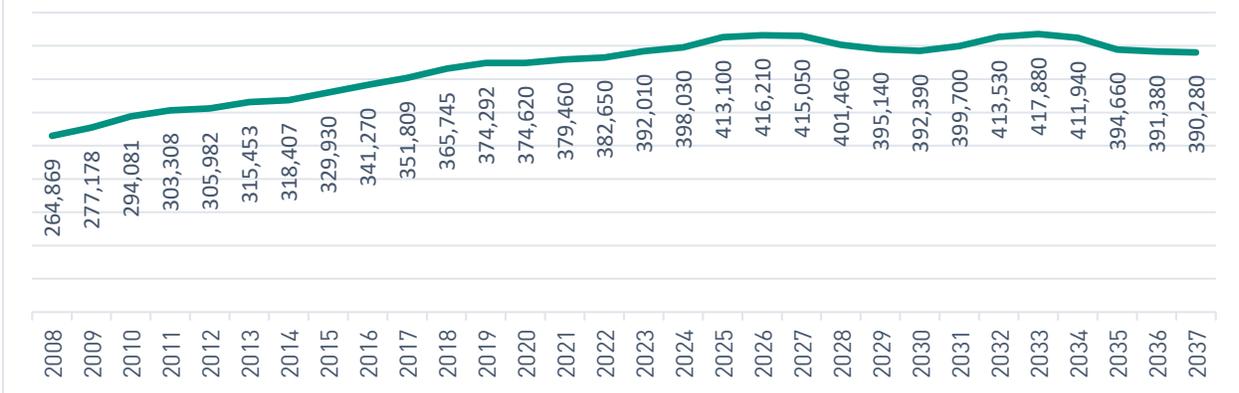
**Figure 16: Post-Secondary Matriculation Rate For Texas High School Graduates**



Source: San Antonio 2020, San Antonio Area Foundation, THECB. (2021)

Palo Alto College is working toward increasing the proportion of San Antonio residents pursuing a post-secondary education. Among the factors informing this expectation is the increasing supply of students earning a high school credential. This indicator has increased in the past 10 years and is expected to increase by 11% between 2017 and 2037. High school graduate supply data are organized in *Figure 17*. It is expected that Hispanic students graduating from high school will make up the largest proportion. As a Hispanic Serving Institution (HSI), Palo Alto College will be well-positioned to serve Hispanic students looking for higher education opportunities.

**Figure 17: Texas High School Graduates Projection**



Source: Western Interstate Commission for Higher Education (2020)

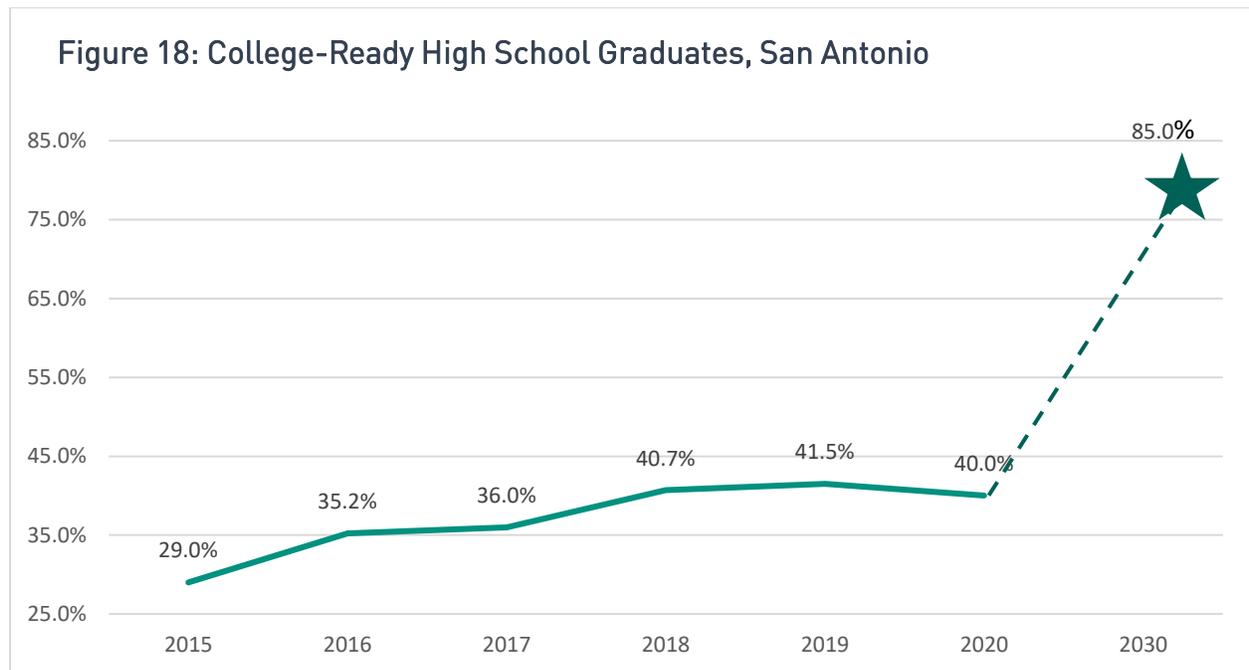
A recent Texas Higher Education Coordinating Board (THECB) Enrollment Forecast (2021-2035) indicated that public two-year colleges in Texas are expected to have an enrollment increase of

15.2% between 2020 and 2030, or an annualized growth rate of 1.5% on average. It is important to note that these projections exclude changes in concurrent enrollment.

### 4.3.2 College Readiness

Texas Success Initiative (TSI) Assessment has been designed to help two-year and four-year institutions determine college readiness by evaluating students in three areas: math, reading, and writing. An incoming college student in Texas is required to take the TSI, unless exempt by ACT, SAT, transfer, or veteran status. The TSI determines whether the students are placed in college-level or developmental courses upon post-secondary matriculation.

The City of San Antonio, through the San Antonio Area Foundation, has adopted a target rate of 85% of high school graduates testing as college-ready in English and Math by 2030. Texas recently changed college readiness assessments, so trend data is difficult to conceptualize. However, given current rates of college readiness, achievement of the goal will be challenging. As shown in *Figure 18*, the latest data for 2020 shows the first decline since 2015.



Source: San Antonio 2020, San Antonio Area Foundation, TEA. (2021)

# ECONOMIC COMPETITIVENESS AND WORKFORCE

## 5.1 Employment in Target Industries

Like many community colleges, Palo Alto College is the reflection of our community's desire for transformation - educationally and economically. In order to promote the mutual prosperity of our residents and the enterprises thriving in San Antonio, it is important for PAC to periodically review local labor market trends. *Table 6* summarizes San Antonio's major employers, sorted by the number of individuals it employs as reported by Greater SATX. The top 3 entries are a military base, regional supermarket chain, and a financial institution whose primary market consists of military personnel.

**Table 6: 10 Major Regional Employers in San Antonio**

Employer	Sector	Number of Employees
Joint Base San Antonio-Lackland	Military Base	33,300
HEB	Super Market Chain	20,000
USAA	Financial Services	19,000
City of San Antonio	Public Sector	13,000
Joint Base-Randolph	Military Base	12,000
San Antonio Independent School District	School District	11,000
Baptist Health System	Healthcare Services	7,500
Rackspace Technology	IT Managed Hosting Solutions	6,300
Whataburger	Fast Food Chain	6,000
Cullen/Frost Bank	Financial Services	4,600

Source: Greater SATX (2022)

Similarly, *Table 7* organizes the largest corporate headquarters in San Antonio, sorted by the number of local employees (not necessarily working in the headquarters). These organizations have recognized the unique advantages of doing business in San Antonio and have elected to partner more closely with this community. Organizations on this list represent a diverse range of industries like retail, financial services, manufacturing, and information technology.

**Table 7: Corporate Headquarters in San Antonio**

Employer	Sector	Number of Local Employees
H-E-B	Super Market Chain	20,000
USAA	Financial Services and Insurance	19,000
Rackspace	IT Managed Hosting Solutions	6,300
Whataburger	Fast Food Restaurant Chain	6,000
Rush Enterprises	Commercial Vehicle Retailer	5,000
Frost Bank	Financial Services	4,600
TaskUs	Content Moderation	4,000
Bill Miller Bar-B-Q	Fast Food Restaurant Chain	3,500
Toyota Motor Manufacturing, TX	Automobile Manufacturer	3,200
Southwest Research Institute	Research and Development Organization	3,000
SWBC	Financial Services	3,000
iHeartMedia	Mass Media Corporation	2,800
Accenture	IT Services	2,000

Source: Greater SATX (2022)

### 5.1.1 Employment by Sector

According to the U.S. Bureau of Labor Statistics, the industry sector with the highest percentage growth in San Antonio over the past year was Other Services with an increase of 15.4%. Leisure and Hospitality followed with an 11.9% increase. Most other industry sectors in the area have had minor increases with percentage points not surpassing 5.5%. *Table 8* displays the changes employment sectors from 2021 to 2022.

**Table 8: Major Employment Sectors in San Antonio-New Braunfels Statistical Area**

Sector	2022	2021	Change
Total Nonfarm	1,099,000	1,046,700	5.0%
Trade, Transportation, and Utilities	192,600	184,400	4.4%
Government	175,700	173,100	1.5%
Education and Health Services	171,100	163,500	4.6%
Professional and Business Services	152,500	146,200	4.3%
Leisure and Hospitality	134,600	120,300	11.9%
Financial Activities	97,900	92,800	5.5%
Mining, Logging and Construction	62,700	63,200	-0.8%
Manufacturing	53,100	50,900	4.3%
Other Services	41,200	35,700	15.4%
Information	17,600	17,800	1.1%

Source: U.S. Bureau of Labor Statistics (2022)

### 5.1.2 Employment by Industry

According to LMCI-TRACER, total employment is projected to grow 15.7% from 2018 to 2028. *Table 9* presents the industries adding the most jobs.

**Table 9: Alamo Workforce Development Area\* - Industries Employment Growth Projections 2018 to 2028**

Industry Title	Estimated Employment (2018)	Projected Employment (2028)	Employment Change	Percentage Change
<b>TOTAL, ALL INDUSTRIES</b>	<b>1,158,263</b>	<b>1,340,601</b>	<b>182,338</b>	<b>15.74%</b>
Education and Health Services	257,342	308,286	50,944	19.80%
Trade, Transportation and Utilities	189,055	215,284	26,229	13.87%
Leisure and Hospitality	140,833	165,520	24,687	17.53%
Professional and Business Services	136,997	159,453	22,456	16.39%
Self Employed Workers, All Jobs	87,244	97,738	10,494	12.03%
Financial Activities	84,507	100,174	15,667	18.54%
Public Administration	78,597	85,797	7,200	9.16%
Construction	54,872	57,487	2,615	4.77%
Manufacturing	52,211	62,442	10,231	19.60%
Other Services	40,994	43,920	2,926	7.14%
Information	20,449	24,438	3,989	19.51%
Natural Resources and Mining	15,162	20,062	4,900	32.32%

Source: Texas Workforce Commission (03/2021) – no change

Note: Table shows total employment in all industries and the industries adding the most jobs

\*Defined as Atascosa, Bandera, Bexar, Comal, Frio, Gillespie, Guadalupe, Karnes, Kendall, Kerr, Medina, and Wilson Counties.

### 5.1.3 Wages and Benefits by Industry

According to the US Bureau of Labor Statistics, the number of people employed in the San Antonio-New Braunfels MSA was 997,280 with a median annual wage of \$37,957 in 2021. The top 10% of the population employed earned a wage of at least \$95,661, while the lowest 10% of the population employed earned at most \$22,046. Industry and occupational wage data for the San Antonio-New Braunfels statistical area is summarized in *Table 10*.

Table 10: San Antonio-New Braunfels Statistical Area, Occupation Wage data 2021

Occupation	Employment	Hourly median wage	Annual median wage	Hourly 10th percentile wage	Hourly 90th percentile wage	Annual 10th percentile wage	Annual 90th percentile wage
All Occupations	997,280	\$18.25	\$37,957	\$10.60	\$45.99	\$22,046	\$95,661
Management Occupations	62,750	\$47.53	\$98,870	\$22.37	\$95.60	\$46,540	\$198,850
Business and Financial Operations Occupations	64,690	\$35.05	\$72,890	\$18.84	\$57.59	\$39,180	\$119,780
Computer and Mathematical Occupations	28,940	\$38.60	\$80,290	\$21.70	\$63.14	\$45,140	\$131,340
Architecture and Engineering Occupations	12,960	\$36.59	\$76,110	\$19.24	\$61.55	\$40,020	\$128,020
Life, Physical, and Social Science Occupations	6,760	\$32.84	\$68,310	\$18.08	\$56.51	\$37,600	\$117,540
Community and Social Service Occupations	12,320	\$22.78	\$47,390	\$14.54	\$36.58	\$30,250	\$76,090
Legal Occupations	6,280	\$35.98	\$74,830	\$14.82	\$83.45	\$30,830	\$173,570
Educational Instruction and Library Occupations	60,390	\$28.53	\$59,340	\$11.40	\$36.58	\$23,710	\$76,090
Arts, Design, Entertainment, Sports, and Media Occupations	9,330	\$22.32	\$46,430	\$11.23	\$41.26	\$23,360	\$85,820
Healthcare Practitioners and Technical Occupations	60,540	\$32.81	\$68,240	\$17.50	\$69.57	\$36,400	\$144,710
Healthcare Support Occupations	57,040	\$12.22	\$25,420	\$8.37	\$18.27	\$17,410	\$38,000
Protective Service Occupations	23,220	\$22.63	\$47,060	\$10.94	\$37.76	\$22,750	\$78,540

**Table 10 (cont.): San Antonio-New Braunfels Statistical Area, Occupation Wage Data**

Occupation	Employment	Hourly median wage	Annual median wage	Hourly 10th percentile wage	Hourly 90th percentile wage	Annual 10th percentile wage	Annual 90th percentile wage
Food Preparation and Serving Related Occupations	93,640	\$11.11	\$23,110	\$8.52	\$17.56	\$17,720	\$36,520
Building and Grounds Cleaning and Maintenance Occupations	26,810	\$13.63	\$28,350	\$10.16	\$18.43	\$21,130	\$38,330
Personal Care and Service Occupations	18,200	\$11.79	\$24,520	\$8.56	\$22.04	\$17,810	\$45,850
Sales and Related Occupations	99,280	\$14.20	\$29,540	\$9.56	\$36.08	\$19,890	\$75,040
Office and Administrative Support Occupations	144,920	\$17.98	\$37,400	\$11.86	\$28.73	\$24,670	\$59,760
Farming, Fishing, and Forestry Occupations	620	\$14.07	\$29,270	\$8.54	\$23.29	\$17,760	\$48,450
Construction and Extraction Occupations	40,910	\$21.18	\$44,060	\$14.14	\$32.07	\$29,420	\$66,710
Installation, Maintenance, and Repair Occupations	43,460	\$22.47	\$46,740	\$13.88	\$36.84	\$28,870	\$76,630
Production Occupations	40,600	\$17.09	\$35,540	\$11.12	\$28.71	\$23,120	\$59,720
Transportation and Material Moving Occupations	83,630	\$17.17	\$35,710	\$10.90	\$26.69	\$22,660	\$55,510

Source: U.S. Bureau of Labor Statistics (2021)

## 5.2 Workforce

The city’s economic sustainability derives from a robust education system of 15 colleges and universities, which graduate approximately 25,000 students each year, as well as many training programs (San Antonio Economic Development Foundation, 2020). The continuous growth of industries within our development area comes with an increase in the civilian labor force and a decrease in unemployment rate.

## 5.2.1 Employment and Unemployment Rates

The Texas Labor Market Information (LMI) provides data on civilian labor force growth and unemployment rate. In 2021, San Antonio-New Braunfels Statistical Area's total civilian workforce was 1,208,907, with an associated unemployment rate of 5.20%, a decrease from the previous year's rate of 7.30% which was the highest unemployment rate since 2011. According to SAEDF, San Antonio is ranked as the top city in the nation for economic growth potential and as one of the strongest performing economies based on employment and unemployment levels. San Antonio had experienced continued growth in its civilian labor force in recent years, with a decline in unemployment rate since 2012. In 2020, however, the total civilian labor force saw its first decrease in over a decade. From 2020 to 2021, the total civilian labor force increased similar to years prior to 2020. Unemployment figures for San Antonio-New Braunfels Statistical Area are summarized in *Table 11*.

**Table 11: San Antonio-New Braunfels Statistical Area-Employment and Unemployment 2007-2021**

Year	Total Civilian Labor Force	Percent Growth	Number of People Employed	Number of People Unemployed	Unemployment Rate
2021	1,208,907	2.16%	1,146,120	62,787	5.2%
2020	1,183,338	-0.40%	1,096,750	86,588	7.3%
2019	1,188,077	0.96%	1,150,958	37,119	3.1%
2018	1,176,738	1.45%	1,137,334	39,404	3.3%
2017	1,159,970	1.48%	1,118,736	41,234	3.5%
2016	1,143,008	3.31%	1,099,891	43,117	3.7%
2015	1,106,351	1.75%	1,063,931	42,420	3.8%
2014	1,087,371	1.57%	1,036,291	51,080	4.3%
2013	1,070,576	1.89%	1,008,086	62,490	6.0%
2012	1,050,691	1.19%	985,395	65,296	6.5%
2011	1,038,366	1.92%	961,993	76,373	7.4%
2010	1,018,805	5.17%	944,681	74,124	7.3%
2009	968,711	2.48%	904,308	64,403	6.7%
2008	945,286	2.39%	901,544	43,742	4.7%
2007	923,222	0.80%	885,251	37,971	4.1%

Source: U.S. Bureau of Labor Statistics (2021)

## 5.2.2 Fastest Growing Occupations

According to the Texas Workforce Commission's Labor Market & Career Information (LMCI)-TRACER data, the fastest expected growing occupations in 2028 will be within the Personal Care and Service sectors. Industry figures are summarized in *Table 12*.

**Table 12: Alamo Workforce Development Area\* - Fastest Growing Occupations**

Occupations	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percentage Change 2018-2028
<b>Total, All Occupations</b>	<b>1,158,263</b>	<b>1,340,601</b>	<b>182,338</b>	<b>15.74%</b>
Personal Care and Service	53,239	69,260	16,021	30.09%
Computer and Mathematical	27,704	34,833	7,129	25.73%
Healthcare Support	35,154	43,198	8,044	22.88%
Community and Social Service	16,832	20,542	3,710	22.04%
Legal	7,377	8,931	1,554	21.07%
Life, Physical, and Social Science	6,507	7,794	1,287	19.78%
Food Preparation and Serving	116,754	138,350	21,596	18.50%
Business and Financial Operations	58,527	69,247	10,720	18.32%
Healthcare Practitioners and Technical	69,691	82,439	12,748	18.29%
Architecture and Engineering	16,192	19,026	2,834	17.50%
Transportation and Material Moving	68,396	79,875	11,479	16.78%
Protective Service	27,720	31,989	4,269	15.40%
Production	47,888	55,070	7,182	15.00%
Installation, Maintenance, and Repair	45,036	51,733	6,697	14.87%
Management	71,406	81,759	10,353	14.50%
Arts, Design, Entertainment, Sports, and Media	17,372	19,822	2,450	14.10%

Table 12 (cont.): Alamo Workforce Development Area\* - Fastest Growing Occupations

Occupations	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028
Sales and Related	122,216	139,348	17,132	14.02%
Education, Training, and Library	65,582	74,578	8,996	13.72%
Building and Grounds Cleaning and Maintenance	35,295	39,664	4,369	12.38%
Construction and Extraction	54,345	59,917	5,572	10.25%
Office and Administrative Support	183,421	200,839	17,418	9.50%
Farming, Fishing, and Forestry	11,609	12,387	778	6.70%

Source: Texas Workforce Commission ([www.texaslmi.com](http://www.texaslmi.com), 03/2021)

\*Defined as Atascosa, Bandera, Bexar, Comal, Frio, Gillespie, Guadalupe, Karnes, Kendall, Kerr, Medina, and Wilson Counties.

## LEGISLATION UPDATE

The State Educational Legislation section of our Environmental Scan contains legislation updates from the State of Texas 87<sup>th</sup> Legislative Session that potentially affects education.

### SB 1- General Appropriations Bill

Signed: 06/18/2021

	FY Ending August 31, 2022	FY Ending August 31, 2023
Core Operations	\$ 680,406	\$680,406
Student Success	\$12,507,659	\$12,507,659
Contact Hour Funding	\$51,200,312	\$51,200,312
Veterans Assistance Centers	\$3,855,480	\$3,855,480
Total	\$67,793,857	\$67,793,857

### CARES Act – Higher Education Emergency Relief Fund

Signed: 03/27/2020

Allots \$2.2 trillion to provide fast and direct economic aid to American people negatively affected by the COVID-19 Pandemic. Approximately \$14 billion of the aid was given to the Office of Postsecondary Education as the Higher Education Emergency Relief Fund.

### HB 1525 – Public School Finance

Signed: 05/31/2021

Revises certain Education Code provisions relating to local taxation and revenue, the level of recapture paid to the state by certain property wealthy districts, funding allotments for students taking career and technology education courses and those enrolled in fast-growth schools, early literacy training requirements for educators, and the teacher incentive allotment.

### SB 1385 – Student Athlete Compensation

Signed: 05/31/2021

Prohibits institutions of higher education from prohibiting student athletes from earning compensation from their name, image, or likeness, restrict schools' policies relating to student athletes, place restrictions on the type of contracts athletes could enter into, and establish requirements for a financial literacy and life skills workshop for student athletes.

### SB 1232 – Texas Permanent School Fund

Signed: 05/31/2021

Creates the Texas Permanent School Fund Corporation to manage the Permanent School Fund (PSF ) and the Charter District Bond Guarantee Reserve Fund. It would require the transfer of certain revenue from the School Land Board to the corporation, and repeal requirements for a PSF Liquid Account.

### SB 1615 – Adult Education Programs

Signed: 05/19/2021

Revises the requirements for an adult education program's instructional model and for associated training and services. The bill, in addition to revising specifications for the program's accountability framework, requires the commissioner of education to adopt a separate accountability framework for an adult education program located in a correctional facility and provides for transitional performance measures for both frameworks. The bill authorizes the revocation of a charter for certain repeated failures to meet performance standards and revises applicable provisions relating to charter eligibility and expansion amendments, appropriate secondary exit level testing, and program accountability. The bill raises the age at which a program student becomes ineligible for foundation school program (FSP) funding from 26 to 50 years of age.

## HB 588 – Texas Promise Grant Program

Status: Did not pass committee

Provides assistance in the payment of tuition and mandatory fees to enable eligible students to attend two-year institutions of higher education. Alamo Colleges has initiated ALAMOPromise in Fall 2020.

## SB 649 – Automatic Voter Registration of Students

Status: Pending

Proposes that the county's voter registrar shall automatically register any county resident who is eligible to vote and is enrolled in an institution of higher education as a voter.

## SB 740 – Baccalaureate Degree Programs in Junior Colleges

Status: Pending

Sets the requirements for a public junior college district to offer a baccalaureate degree program. The requirements are based off the district's taxable property valuation amounts and positive assessment of the overall financial health. These requirements shall be approved by the Texas Higher Education Coordinating Board (THECB).

## HJR 20 – Funding for Veteran Education

Status: Pending

Proposes a constitutional amendment to require the legislature to appropriate funds to state institutions of higher education to fund certain education programs for veterans.

# APPENDIX A

## Appendix A. Industries at a Glance

List of Supersectors and Associated Subsectors	
<b>Information</b>	
	Newspaper, Periodical, Book, and Directory Publishers: NAICS 5111
	Software Publishers: NAICS 5112
	Motion Picture and Video Industries: NAICS 5121
	Sound Recording Industries: NAICS 5122
	Radio and Television Broadcasting: NAICS 5151
<b>Financial Activities</b>	
	Monetary Authorities - Central Bank: NAICS 5211
	Depository Credit Intermediation: NAICS 5221
	Nondepository Credit Intermediation: NAICS 5222
	Activities Related to Credit Intermediation: NAICS 5223
	Securities and Commodity Contracts Intermediation and Brokerage: NAICS 5231
<b>Professional and Business Services</b>	
	Legal Services: NAICS 5411
	Accounting, Tax Preparation, Bookkeeping, and Payroll Services: NAICS 5412
	Architectural, Engineering, and Related Services: NAICS 5413
	Specialized Design Services: NAICS 5414
	Computer Systems Design and Related Services: NAICS 5415
<b>Educational and Health Services</b>	
	Elementary and Secondary Schools: NAICS 6111
	Junior Colleges: NAICS 6112
	Psychiatric and Substance Abuse Hospitals: NAICS 6222
	Specialty (except Psychiatric and Substance Abuse) Hospitals: NAICS 6223
	Nursing Care Facilities: NAICS 6231
<b>Leisure and Hospitality</b>	
	Promoters of Performing Arts, Sports, and Similar Events: NAICS 7113
	Agents and Managers for Artists, Athletes, Entertainers, and Other Public Figures: NAICS 7114
	Independent Artists, Writers, and Performers: NAICS 7115
	Museums, Historical Sites, and Similar Institutions: NAICS 7121
	Amusement Parks and Arcades: NAICS 7131

Source: U.S. Bureau of Labor Statistics ([www.bls.gov](http://www.bls.gov))

Note: Appendix A shows partial list of supersector and associated subsectors. For a more detailed list visit: <https://www.bls.gov/iag/tgs/iag07.htm>

## APPENDIX B

### Appendix B. Program(s) of Study and Training by Occupation

Program(s) of Study and Training by Occupation	
<b>Mathematical Science Occupations</b>	
	26.1102 Biostatistics
	27.0101 Mathematics, General
	27.0102 Algebra and Number Theory
<b>Occupational Therapy &amp; Physical Therapist Assistants &amp; Aides</b>	
	51.0803 Occupational Therapist Assistant
	51.0806 Physical Therapy Technician/Assistant
	51.2604 Rehabilitation Aide
<b>Supervisors of Food Preparation &amp; Serving Workers</b>	
	12.0503 Culinary Arts/Chef Training
	12.0505 Food Preparation/Professional Cooking/Kitchen Assistant
	12.0508 Institutional Food Workers
<b>Preschool, Primary, Secondary, &amp; Special Ed School Teachers</b>	
	13.1099 Special Education and Teaching, Other
	13.1202 Elementary Education and Teaching
	13.1203 Junior High/Intermediate/Middle School Education and Teaching
<b>Nursing, Psychiatric, &amp; Home Health Aides</b>	
	51.2601 Health Aide
	51.2602 Home Health Aide/Home Attendant
	51.3902 Nursing Assistant/Aide and Patient Care Assistant/Aide
<b>Health Diagnosing &amp; Treating Practitioners</b>	
	51.2009 Industrial and Physical Pharmacy and Cosmetic Sciences
	51.2306 Occupational Therapy/Therapist
	51.2501 Veterinary Sciences/Veterinary Clinical Sciences, General
<b>Other Healthcare Support Occupations</b>	
	51.0601 Dental Assisting/Assistant
	51.0801 Medical/Clinical Assistant
	51.0808 Veterinary/Animal Health Technology/Technician and Veterinary Assistant
<b>Other Education, Training, &amp; Library Occupations</b>	
	19.0706 Child Development
	19.0707 Family and Community Services
	25.9999 Library Science, Other
<b>Computer Occupations</b>	
	11.0101 Computer and Information Sciences, General
	11.0102 Artificial Intelligence
	11.0103 Information Technology

Source: Economic Development and Employer Planning System ([www.edeps.org](http://www.edeps.org))

Note: Appendix B shows partial list of programs of study by occupation. For a more detailed list visit:

<http://www.edeps.org/SelectUA.aspx?st=ZZ>