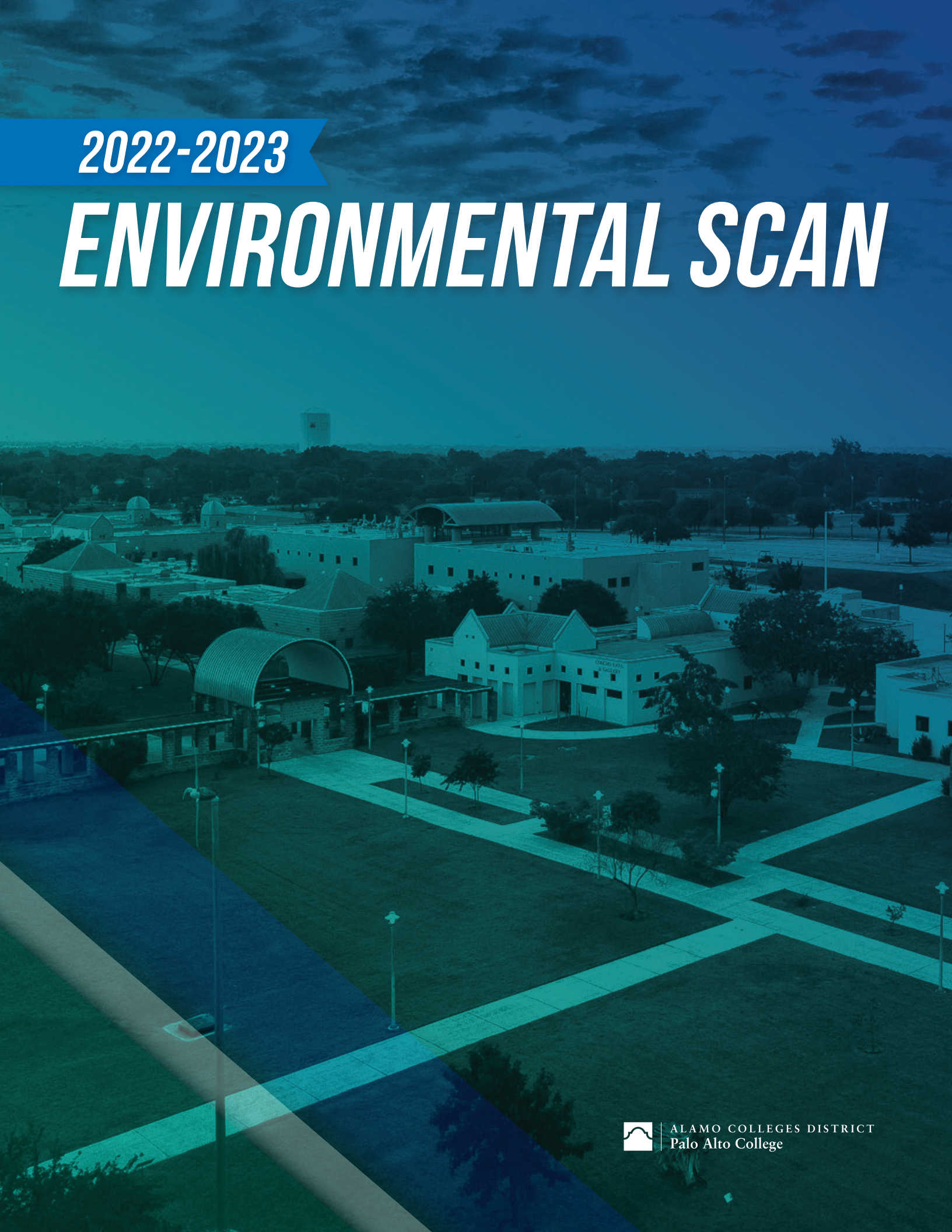


2022-2023

ENVIRONMENTAL SCAN



ALAMO COLLEGES DISTRICT
Palo Alto College

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Executive Summary

The Office of Institutional Research, Planning, and Effectiveness at Palo Alto College (PAC) conducts an Environmental Scan each year to gauge the social and economic conditions of the surrounding area and those of current and future students. The local population and economy have direct impacts on PAC through enrollment and student futures. As such, this report contains: an overview of PAC enrollment and graduation; local, regional, and national population and educational attainment trends and projections; workforce and economic predictions and realities facing graduating students; and legislative updates. This document is developed with the intent to aid annual planning processes and guide decision making for college leaders.

Key Findings

College Update

- Enrollment at PAC decreased by -0.8% from Fall 2021 to Fall 2022 while community colleges statewide saw enrollments rise 0.2%, based on preliminary data.
- First Time in College (FTIC) students at PAC are more likely to graduate within 3 years than peers at comparable institutions.
- Only 16.7% of PAC students graduate with student debt, compared to 28.4% of those graduating with an associate's degree statewide.
- Eligibility to participate in AlamoPROMISE increased by 52.1% to graduates from 73 high schools in the region.

COVID-19

- The effects of the pandemic continue to impact community colleges and their students, particularly those like PAC.

Population Growth and Change

- The population in the United States is predicted to continue growing due to global migration.
- Domestic and international migration are the greatest contributor to Texas and San Antonio's population gains.
- The population of Texas is not expected to age with the U.S. population generally, maintaining relatively stable proportions across age groups.

- The San Antonio population is 65.7% Hispanic or Latino, greater than both the state and nation.

Income

- San Antonio has experienced declining poverty rates in recent years, reaching 17.6% in 2021.
- 27.9% of San Antonio residents without a high school credential live below the poverty level, compared to 17.2% of those with a high school credential and just 11.2% of those with some college education or an associate's degree.
- The gender wage gap in San Antonio is over \$5,000 less than in Texas or the United States generally.

Education

- Young adults in San Antonio 18-24 years of age are more likely to complete a high school credential (87.2%) than young adults in Texas (86.0%), but less likely to do so than young adults across the country (88.0%).
- Adults over 24-years of age in San Antonio are less likely to have completed an associate's degree but more likely to have sought higher education than adults in Texas or across the country.
- 53% of high school graduates who are Hispanic are meeting TSI, college-readiness standards, compared to 60% of all Texas graduates.

Economic Competitiveness and Workforce

- As of January 2023, there were 1,139,600 people employed on non-farm payrolls in the San Antonio-New Braunfels metropolitan area, an overall growth of 49,200 persons employed from January 2022.
- Median household income for San Antonio residents is over \$10,000 less than the country and the state.
- The median salary for jobs in San Antonio (\$34,369) is less than Texas generally (\$40,463) and the United States (\$41,945).
- The highest-paying and 34.8% of San Antonio jobs are in education, health, and business services.

Legislative Update

- Funding changes proposed to K-12 schools may provide additional resources and aid in the preparedness of low-income students.

- SB 13 and SB 19 change required language for contracts to be paid with public funds.

College Overview

1.1 College Update

Palo Alto College has served the South Side of San Antonio, Texas since its founding in 1985. Average enrollment hovers around 10,000 students per year. According to Texas Higher Education Coordinating Board (THECB) preliminary data, PAC experienced a 0.8% decline in enrollment between Fall 2021 and Fall 2022, while community and state colleges generally increased enrollment by 0.2%.

Though PAC experienced an overall decline of 1.9% enrollment during the COVID-19 period, from Fall 2019 to Fall 2021, this reflects a much smaller decline than other community colleges statewide. Community colleges in Texas saw enrollment declines of 14.6% between Fall 2019 and Fall 2021 and all state public two-year institutions saw a similar decline of 13.5% in enrollment over the same time period (THECB Almanac 2023).

In the past five years, enrollment at PAC has increased 12.7%, from 9,368 students in Fall 2017 to 10,559 students in Fall 2021. Current enrollment, though down slightly since the Fall 2020 high of 11,193 is still 11.8% greater than Fall 2017 enrollment. Taking both the five-year trend and the more recent enrollment comparisons into account, PAC enrollment remains relatively stable even when comparable institutions across the state see large changes in enrollment.

Palo Alto College serves a large proportion of students who are economically disadvantaged. During 2019, the most recent data available, 28% of PAC students received Federal Pell grants in an average amount of \$4,481. This represents 3% more PAC students receiving Pell grants than students at comparable institutions (THECB Online Resume for Legislators and Other Policy Makers 2020).

In 2021, 28.4% of students graduating with an associate's degree from a Texas public two-year institution left their college with student loan debt, compared to just 16.7% of Palo Alto students (THECB Almanac 2023). PAC students who leave with debt will owe \$1,592 less than graduates of comparable institutions. The average student loan debt for public two-year institutions across Texas is \$15,738 compared to \$14,146 for PAC graduates.

As shown in *Table 1*, PAC students who are first-time in college and full-time are more likely to graduate with a degree than students at other two-year public institutions in the state of Texas within 3, 4, and 6 years of entering the college. Palo Alto's 3-year

graduate rate is also 3.8% higher than the national 3-year graduation rate for public two-year institutions, 29% (THECB 2021; NCES 2022)

Table 1. Full Time Student Graduation Rate with Associate’s Degree, Palo Alto College Compared to Texas Public Two-Year Institutions, 2021

Graduation Rates	Palo Alto College	Statewide Two-Year Public Institutions	Percent Difference
3-Year	32.8%	20.6%	12.2%
4-Year	33.1%	23.4%	9.7%
6-Year	31.5%	19.4%	12.1%

Source: Texas Higher Education Coordinating Board 60x30TX Accountability System

Palo Alto College students are also more likely to graduate within 3 years than students from other public two-year institutions across the state. The Texas Higher Education Coordinating Board (THECB) reports that 15.7% of students who were underprepared for college in 2018 graduated with an associate’s degree in 2020 compared to 27.1% of PAC students in the same position. PAC also graduated a higher percentage of prepared students in the same cohort, 46% compared to 27.7% in Texas generally. Further, 96.3% of PAC students pass certification and licensure requirements compared to 88.82% of Texans seeking the same credentials (THECB 2020).

PAC students graduate faster than comparable students, taking 3.4 years to complete their associate’s degree compared to 3.8 years for other Texans. Students at public two-year institutions across the state also took an average of 80 semester credit hours to complete their degree in 2021, which is eight more than PAC students (THECB 2022). Palo Alto College also outpaces statewide public two-year institutions in terms of persistence rates. Based on 2020 data, PAC students one-year persistence rate is 68.2%, which is just slightly greater than 66.5% for community colleges statewide and comparable with the national persistence rate for first- and full-time students at two-year institutions, 68.7% (NSCH Snapshot Report 2022; THECB 2022).

Based on the most recent data available, students from Palo Alto College are sticking with college at comparable rates to the nation and graduating more quickly, and with fewer extraneous credit hours, than comparable students. PAC students graduate with less debt and more certifications and licenses than other students, putting them on the road to success either through transfer to a higher institution or by entering the workforce.

The successes across Palo Alto College are furthered through the AlamoPROMISE initiative. AlamoPROMISE provides tuition and fee payment coverage for students from participating high schools to attend one of the Alamo Colleges District colleges, like Palo Alto. Partnering with local governments and the community, AlamoPROMISE provides “last-dollar” funding, bridging the gap between student need and financial aid award.

1.2 AlamoPROMISE

Committed to using education to eliminate poverty and increase social mobility for residents, the Alamo Colleges District (ACD) partnered with Up Partnership, San Antonio Education Partnership, and SA Works as well as numerous local entities to provide “last-dollar” funding for those attending one of the five ACD community colleges.

Research suggests that as much as 59% of students use financial aid information when making decisions about pursuing higher education (De La Rosa and Tierney 2006). Financial aid that targets unmet financial needs for students is more likely to increase persistence and graduation rates than merit-based awards (Herbaut and Geven 2019). Thus, partnering with local schools to communicate and facilitate AlamoPROMISE as a means of overcoming financial difficulties is imperative to increasing enrollment and educational attainment across the region.

The number of participating high schools has increased by 52.08% in the past year, from 48 to 73. These high schools are listed in *Appendix A*. The more high schools with eligible graduates, the more potential students, and the greater potential for Palo Alto College to enroll and graduate successful workers into the community.

Continuing Impact of COVID-19

2.1 Impact of COVID-19

The 2019 novel coronavirus (COVID-19) has and continues to impact nearly every aspect of society and has had a major impact on higher education, starting with enrollment. Enrollments dropped dramatically for community colleges during the height of the pandemic period and while enrollments appear to be stabilizing, if not returning to pre-

pandemic levels, students continue to face adverse challenges. Community colleges tend to serve already disadvantaged populations; community college students were, and are currently, more likely to face negative effects of the pandemic.

Based on the 2021 Community College Survey of Student Engagement (CCSSE), 29% of community college students are food insecure and 14% face housing insecurities. These challenges are the domain of community colleges as 69% of CCSSE respondents reported lack of finances as a reason they may withdraw from college. To maintain enrollment and to better the lives of our students and our communities, community colleges are needed to help connect students to non-academic resources (CCSSE 2022). The same survey finds that the students most impacted by these issues are more likely to be students of color and low-income students. As a Hispanic serving institution in a low-income area, PAC is a major community resource for local persons affected by the pandemic. CCSSE concludes that colleges that do not actively engage in supporting their students across their needs stand to lose the most engaged part of their student body, impacting the college community in more ways than enrollment figures.

Population Growth and Demographic Shifts

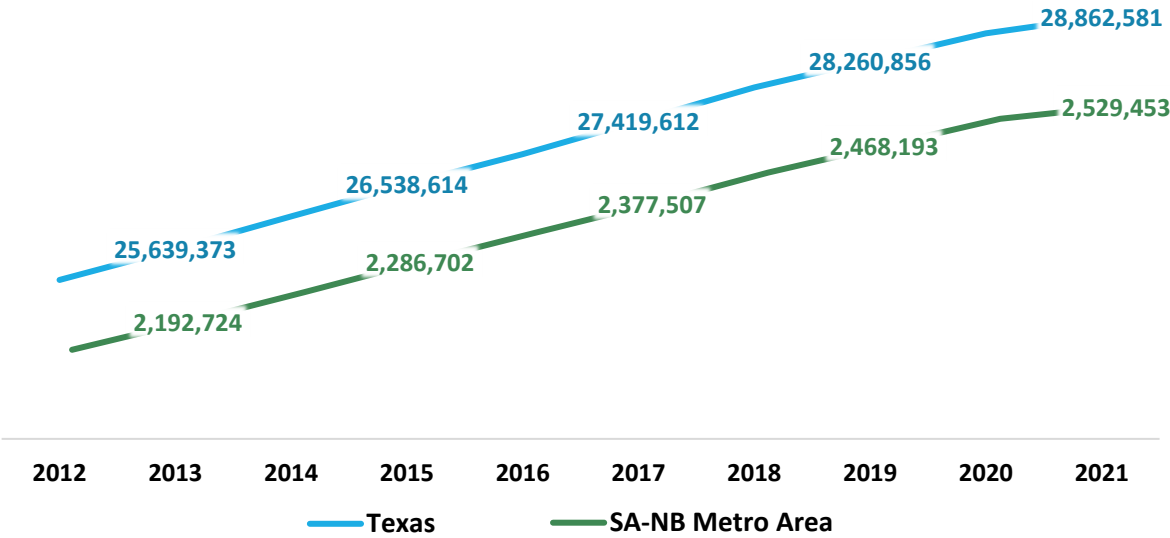
3.1 Population Growth

Although the U.S. is on the precipice of an aging population and experiencing declining birth rates, the overall population has continued to increase by small margins largely due to in-migration. Between 2021 and 2022, the U.S. experienced a population growth of 168.8% compared to the prior year, which was affected by COVID-19 pandemic policies relating to travel and migration. International migration is considered to be the largest contributor to the 2022 growth, bringing 1,010,923 people into the country. However, births continued to outpace deaths in the past year, representing the greatest increase in births since 2007. The United States is expected to continue growing in population, albeit slowly, in coming years (U.S. Census 2022).

Already the most populous region, population growth is greatest in the South. In particular, the state of Texas has seen the greatest growth across all U.S. states, passing the 30 million population mark in 2022, a 1.6% increase over 2021. This population gain in 2022 resulted from both domestic and international in-migration, adding 230,961 and 118,614 people respectively. The natural increase of births minus deaths also added

118,159 additional people to the state in 2021. Affecting Palo Alto College more closely, the San Antonio-New Braunfels metropolitan area experienced a modest 1% gain in population between 2020 and 2021, an increase expected in 2022 as well (U.S. Census 2022). *Figure 1* reflects the population changes in Texas and the San Antonio-New Braunfels Metropolitan Area.

Figure 1. Population Change in Texas and San Antonio-New Braunfels, 2012 – 2021



Source: U.S. Census Bureau, DP05 ACS Demographic and Housing Estimates

The city of San Antonio alone reached a population of 1,451,835 in 2022 and remains the 7th largest city in the United States (U.S. Census 2022). South San Antonio, where Palo Alto College is located, has grown by 1% annually in the past decade. The southern part of the city is slightly younger on average, 33.5 years, compared to the rest of the city, 34.2 years (SA Tomorrow Atlas 2020). San Antonio and the surrounding metropolitan area is expected to continue growing in population over the next 20 years (SA Impact 2020). As such, the San Antonio area will not experience a decline in college-aged cohorts despite an aging national population.

3.2 Population Changes

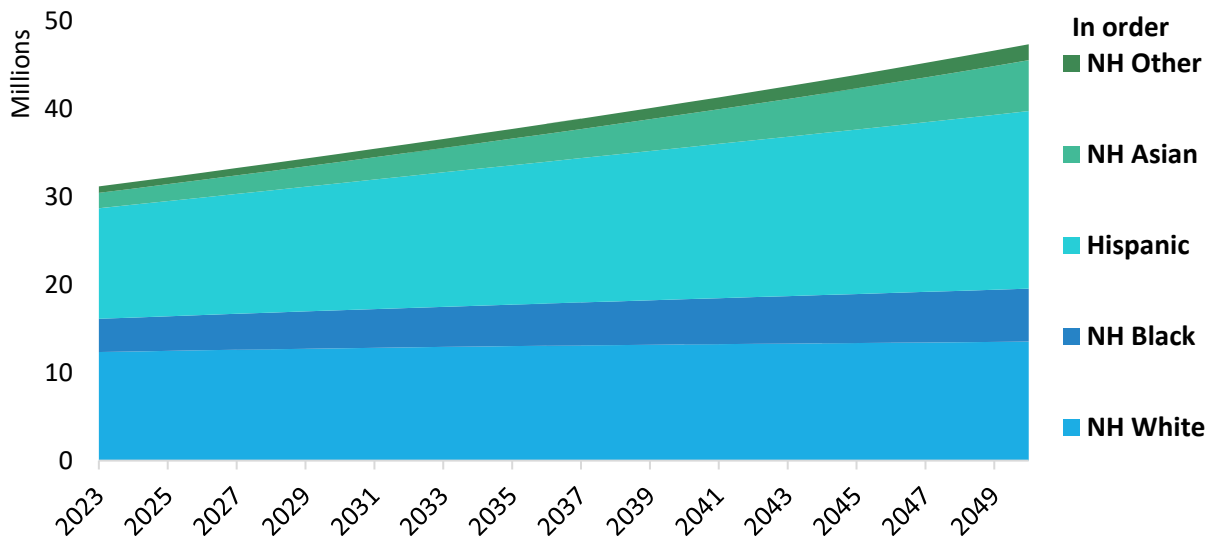
As the world speeds towards 2030, the United States faces a number of demographic changes. First, the baby boomer generation will all be 65 or older in 2030. As a country,

there are likely to be increased retirements and, conversely, job openings as approximately 20% of the population will be of retirement age. Additionally, 2034 will mark the first time in U.S. history where older adults will outnumber children as birth rates have declined since the Great Recession (CDC 2023; Vespa, Medina, and Armstrong 2020). An aging population also predicts that deaths will outnumber births, such that predicted population growth will be driven by migration into the country and not natural increase.

The U.S. Census Bureau also predicts that the country will continue to experience growing racial and ethnic diversity. In 2020, the non-Hispanic white only population dropped by 8.6% to 61.6% of the population. Although this is in part due to changes to how race and ethnicity are measured by the Census Bureau (Marks and Rios-Vargas 2021), this also reflects the ever-growing diversity of the United States.

Texas is predicted to follow the same demographic patterns regarding race and ethnicity, becoming more diverse over time. However, Texas differs from the nation generally by already being more diverse. Non-Hispanic whites are not the majority in Texas, unlike the country generally. According to projections by the Texas Demographic Center (TDC), by 2050, Texas will experience further growth in non-white populations. The non-Hispanic white population is expected to decline from 39.7% to 28.6% in 2050. The Hispanic population is projected to increase from approximately 39.3% of the population to 42.7% in 2050 (U.S. Census 2020; TDC 2023). This change is presented in *Figure 2* as stacked population counts.

Figure 2. Population Projections in Millions for Texas by Race, 2023 to 2050



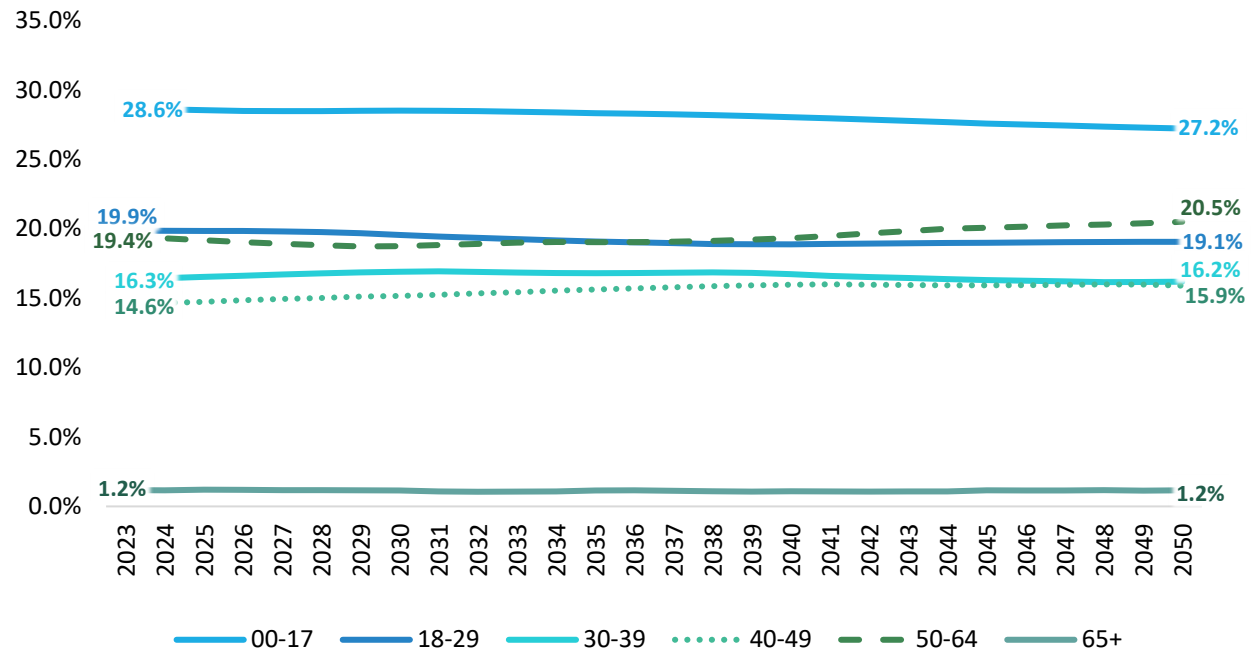
NH = Non-Hispanic

Source: Texas Demographic Center (<https://demographics.texas.gov/data/>)

Non-Hispanic Asians are projected to be the fastest growing racial group in Texas between 2023 and 2050. The 2020 Decennial Census reports 1,561,518 non-Hispanic Asians currently in Texas which is projected to grow to just below 6 million by 2050, a 207% change. The Hispanic population is projected to grow in number by 8.8 million persons by 2050, a 76% increase.

Texas differs from the country in projected age distribution. As the nation ages, Texas is projected to maintain relatively steady age groups, including for those 65 and older after 2034. Although Texas is projected to have a declining proportion of children aged 0-17, that population is only expected to decline by 1.4%. The age-based population predictions are displayed in *Figure 3*.

Figure 3. Population Projections in Millions for Texas by Age, 2023 to 2050



Source: Texas Demographic Center (<https://demographics.texas.gov/data/>)

The Texas population benefits from in-migration and higher birth rates among non-white populations compared to non-Hispanic whites (CDC 2022), which make up the majority of the population. As such, Texas is projected to maintain stable population proportions by age through 2050 even as the racial and ethnic demographics shift.

San Antonio is significantly more diverse than both the nation and Texas. Based on ACS 5-year estimates, 65.7% of the population of San Antonio is Hispanic, over 20% higher than the percentage of Hispanic persons in Texas and more than 40% higher than the nation. ACS 5-year estimates for 2021 find San Antonio and Texas younger on average than across the United States. Approximately 25% of people in Texas are younger than 25-years-old compared to 22.5% of the country. The inverse of this is also reflected. 2023 estimates place 12.6% of the Texas population aged 65-years and older compared to 15.9% of the country. Texas has already begun to fulfill the TDC projections of a maintaining a relatively stable age-based population compared to the country.

Education and Income

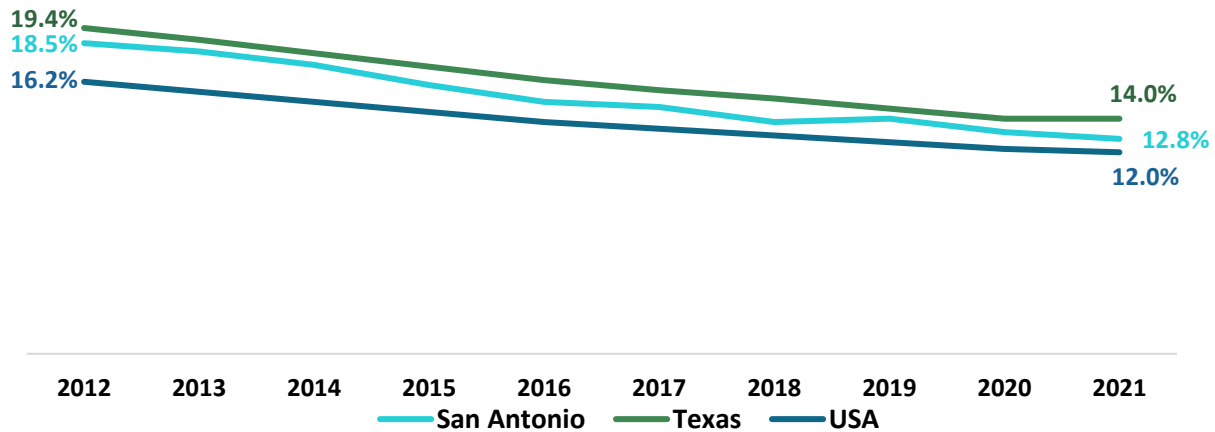
4.1 Educational Attainment in San Antonio

Compared to the nation and state, San Antonio has lower than average educational attainment, as adults 25 years and older in the metropolitan area are less likely to have a high school credential, an associate's degree, a bachelor's degree, or greater than comparable adults in the country and Texas. However, San Antonio does emerge as a leader compared to the U.S. and Texas when it comes to having some college education that has not necessarily resulted in an associate's or other type of degree. Almost a quarter, 22.5% of adults 25+ years of age in the city of San Antonio have some college education, compared to 21.2% of similar adults in the state and 20.0% of adults nationwide.

4.1.1 Population with Less than a High School Degree

The most recent American Community Survey (ACS) 5-year estimates show that 88% of the U.S. population between 18 and 25 years of age have obtained a high school degree or equivalent. The city of San Antonio has slightly lower high school attainment, 87.2%, than the country, but is higher than Texas generally (86%). According to the SA Tomorrow Atlas development plan for the area, the South of San Antonio where Palo Alto College is located also has lower educational attainment than in the rest of the city. In 2019, 30% of the population had less than a high school diploma, 17% more than the city generally (SA Tomorrow Atlas 2020). *Figure 4* displays trend lines for the U.S., Texas, and San Antonio between 2012 and 2021 for adults between 18 and 24 who have not attained a high school degree or equivalent.

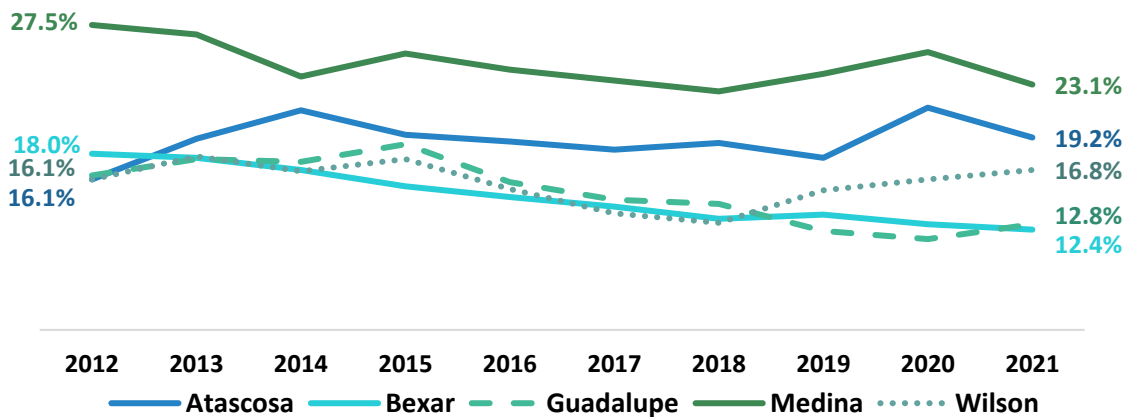
Figure 4. Population 18-24 years old with less than a High School Credential, State, Nation, and City Trends 2012-2021, percent



Source: U.S. Census Bureau, S1501 Educational Attainment (2021)

Students at Palo Alto College largely come from Bexar county and four adjacent counties. *Figure 5* displays the same time variables as *Figure 4*: population percent of adults aged 18-24 who have not attained a high school diploma or equivalent in these feeder counties.

Figure 5. Adults 18-24 years old with less than a High School Credential, Regional Trends 2012-2021, percent



Source: U.S. Census Bureau, S1501 Educational Attainment (2021)

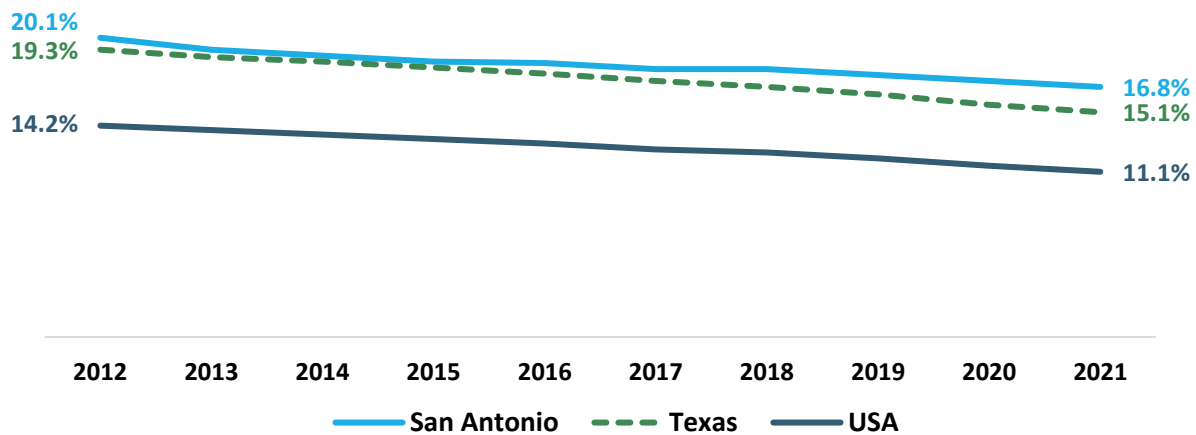
Bexar county has the lowest proportion of adults 18-24 who do not have a high school credential, 12.4%, which equates to 87.6% of the county that has completed the equivalent of a high school diploma or greater. Medina county has the highest percent

of young people between 18 and 24 who have less than a high school credential, 23.1%, followed by Atascosa, Wilson, and Guadalupe.

High school or equivalent completion appears to be increasing across the region, as most counties see declines in 18-24-year-olds with less than a high school credential. Both Atascosa County and Wilson County saw slight increases in lower than high school completion, 1.2% and 0.7% respectively in the last year. Wilson County is the only feeder county that had an overall increase in young adults who have not obtained a high school credential.

Not all paths to education are the same and some adults take longer to complete their high school degree or an equivalent credential after young adulthood. This is evident as high school or greater completion has been increasing for older adults since 2012. The decline in the proportion of the population with a high school or equivalent diploma represents an increase in high school completion or the attainment of a higher degree. This is presented in *Figure 6*, which compares the ten-year trends for adults 25 years and older who have less than a high school degree or equivalent for the nation, state, and San Antonio.

Figure 6. Population 25 and Older with less than a High School Credential, State, Nation, and City Trends 2012-2021, percent



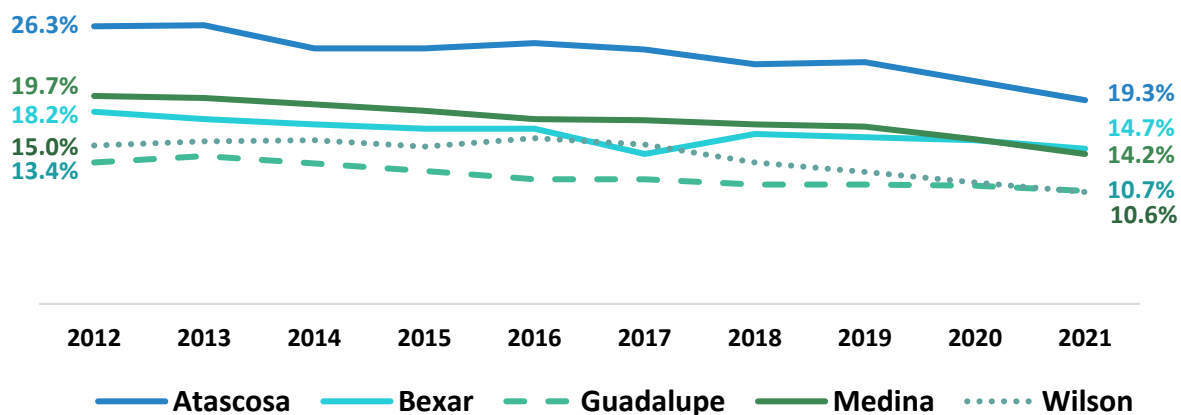
Source: U.S. Census Bureau, S1501 Educational Attainment (2021)

Although educational attainment is on the rise among adults 25 years of age and older, both Texas and San Antonio have unfavorable rates of high school attainment compared to the rest of the country. In 2021, 11.1% of U.S. adults 25 years and older

had less than a high school credential according to Census Bureau estimates (ACS 2021). Across Texas, 15.1% of adults 25 years and older had less than a high school degree or equivalent. Like Texas, San Antonio adults continue to have lower high school credential attainment than the nation, 16.8% in 2021, but the overall trend is towards greater high school or greater educational attainment since 2012 (ACS 2021).

Reviewing the past decade, the trends are favorable for the region, as less than high school credential attainment has generally been on the decline across Bexar and comparable counties for adults 25 years and older. Guadalupe County has the lowest percent of the population who has not obtained a high school degree or equivalent, 10.6%. As such, Guadalupe also has the highest proportion of adults 25-years and older who have completed high school or a higher degree. *Figure 7* displays these trends between 2012 and 2021 across Bexar and the other feeder counties.

Figure 7. Population 25 and Older with less than a High School Credential, Regional Trends 2012-2021, percent



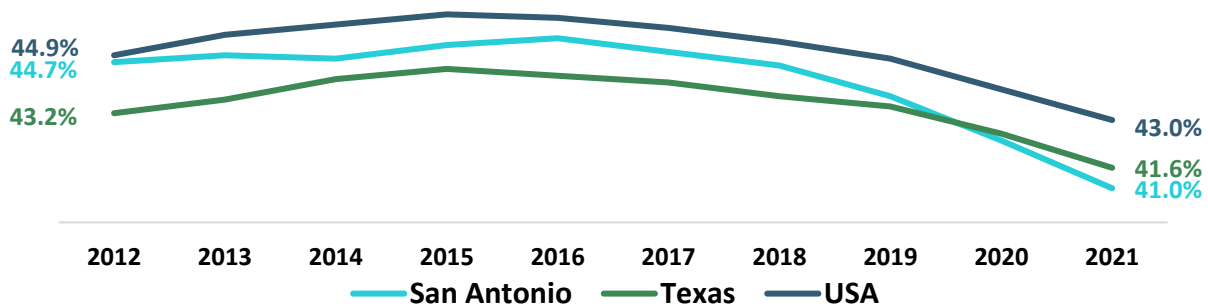
Source: U.S. Census Bureau, S1501 Educational Attainment (2021)

Adults with less than a high school degree or equivalent credential across the region is trending down, indicating educational attainment in the region is increasing. On average, high school or greater educational attainment has increased by 4.6% across the five feeder counties. This indicates an increase in young people who can and may be seeking higher education at institutions like Palo Alto College.

4.1.2 Population with Some College Education or an Associate’s Degree

Figures pulled from the ACS regarding some college education or the completion of an associate’s degree also indicate many young adults are seeking further education after high school. Though San Antonio residents are typically more likely to seek higher education than other young people in the state, rates have dropped in recent years. In 2021, the city fell 0.6% behind Texas overall for adults 18-24 with some college education or an associate’s degree. As displayed in *Figure 8*, both Texas and San Antonio fall behind the nation in terms of some college education, despite the nation ending 2021 lower than previous years at 43.0% attainment.

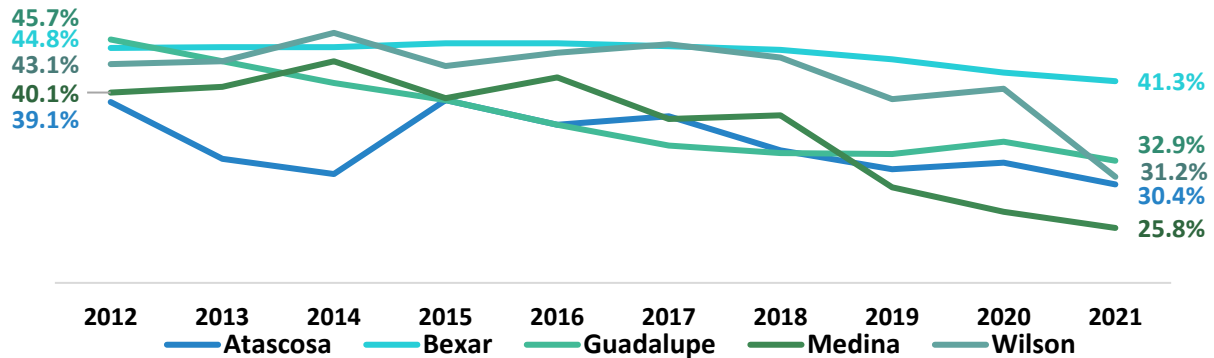
Figure 8. Population 18-24 with Some College or an Associate’s Degree, State, City, and Nation 2012-2021, percent



Source: U.S. Census Bureau, S1501 Educational Attainment (2021)

Though there are differences regionally, the same trend is experienced by the five feeder counties, as the average educational attainment of some college or associate’s degree across the five counties drops over ten points, from 42.6% to 32.3%. *Figure 9* outlines the changes between 2012 and 2021 that took place in Bexar and the surrounding area among 18- to 24-year-olds.

Figure 9. Population 18-24 with Some College or an Associate’s Degree, Regional Trends 2012-2021, percent

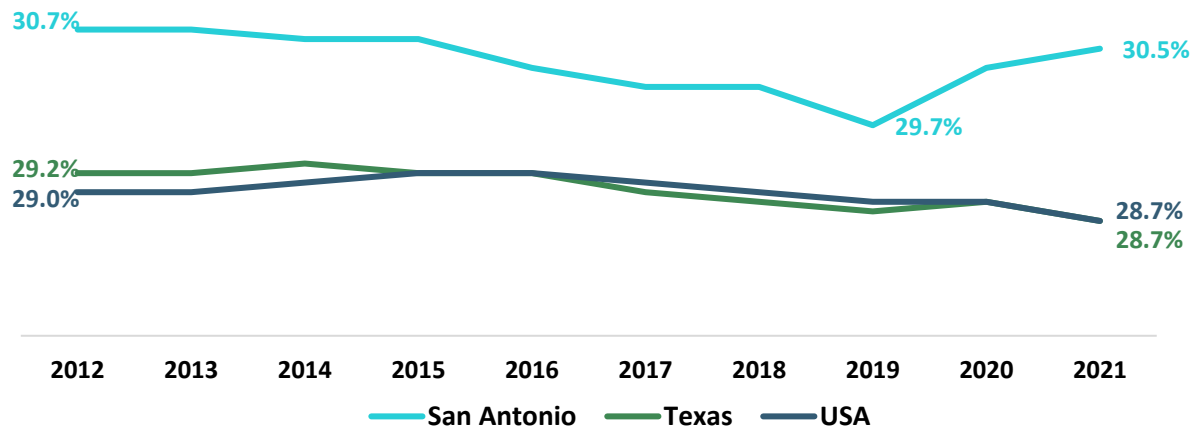


Source: U.S. Census Bureau, S1501 Educational Attainment (2021)

Notably, Bexar County has experienced the least change over the years, dipping only slightly from 44.8% of young people 18 to 24 attaining some college education or an associate’s degree in 2012 to 41.3% in 2021. The biggest change took place in Medina County, dropping from 40.1% in 2012 to 25.8% in 2021, a 14.3% decrease in this type of higher educational attainment among 18- to 24-year-olds.

These trends flip among adults 25 and older. San Antonio has and continues to surpass the state generally and the nation in terms of some college or associate’s degree attainment, represented in *Figure 10*. Only dipping below 30% briefly in 2019, nearly one in three adults over the age of 24 in San Antonio have sought higher education in the previous decade.

Figure 10. Population 25 and Older with Some College or an Associate’s Degree, Nation, State, and City 2012-2021, percent

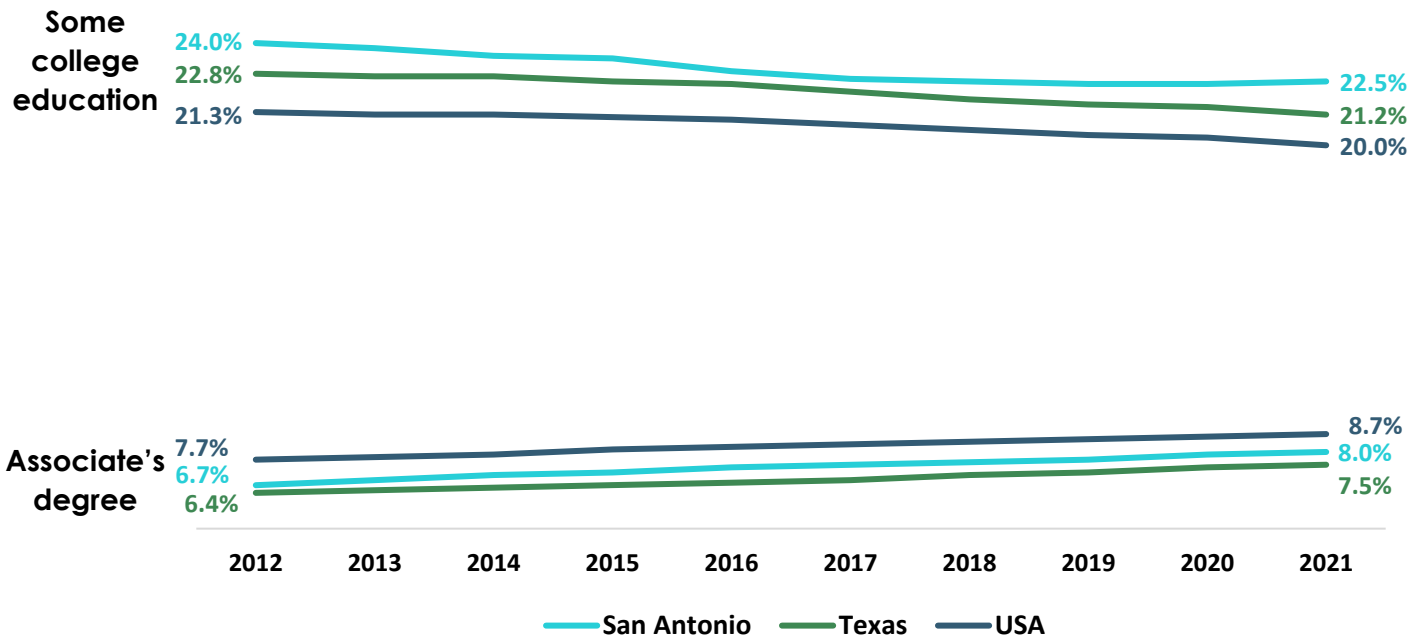


Source: U.S. Census Bureau, S1501 Educational Attainment (2021)

Trends since 2012 indicate that the population with some college education is actively seeking to complete their associate's degree or obtain a higher degree. Although not a direct change in percent from having some college to an associate's degree, as some likely continue on to a bachelor's and others may not wish to pursue a degree at all, over time the populations appear to be slowly converging. Between 2012 and 2021 national, regional, and city rates for adults over 25-years-old have all increased by at least a full percentage point, while those with some college education has declined. The gap between some college education and a completed degree is closing

Though only available for those 25 and older, educational attainment separated by those with some college and associate's degree is displayed in *Figure 11*.

Figure 11. Population 25 and Older with Some College or an Associate's Degree, Nation, State, and City Trends 2012-2021, percent



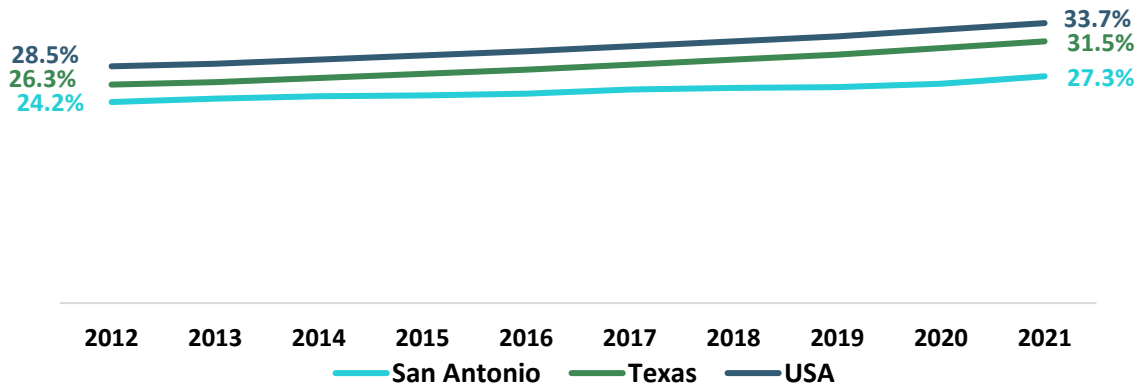
Source: U.S. Census Bureau, S1501 Educational Attainment (2021)

Also a national trend, *Figure 11* indicates there is a large proportion of the population in the city of San Antonio who are pursuing higher education, including the type provided by institutions like Palo Alto College. In general, despite a lower proportion of the population over 25 holding an associate's degree, adults in San Antonio and Texas have pursued higher education at greater rates than adults of the same age across the country.

4.1.3 Population with a Bachelor's Degree or Higher

Like those seeking an associate's degree, the proportion of adults over 25 who have obtained a bachelor's degree or greater has increased steadily over the previous decade. Between 2012 and 2021, the city of San Antonio alone has seen a 5.2% increase in the proportion of adults over the age of 25 with a bachelor's degree or higher. These trends are displayed in *Figure 12*.

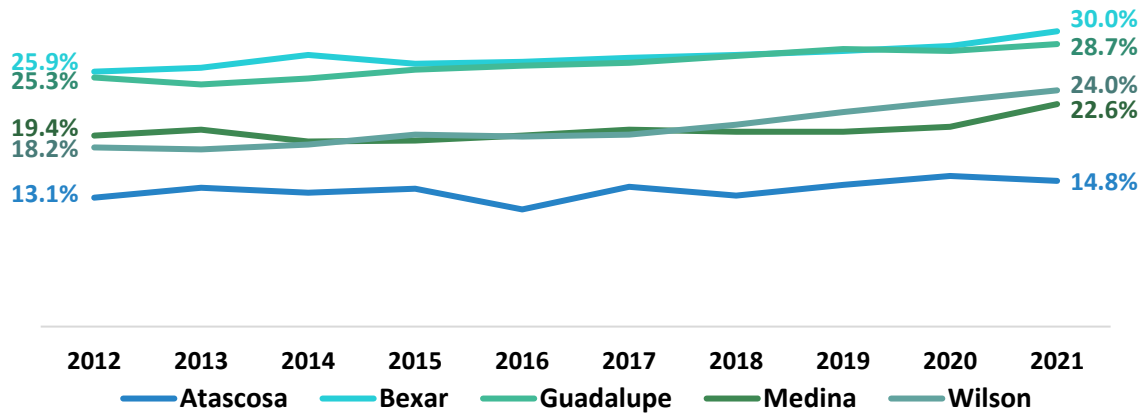
Figure 12. Population 25 and Older with a Bachelor's degree or higher, Nation, State, and City 2012-2021, percent



Source: U.S. Census Bureau, S1501 Educational Attainment (2021)

Like the city, state, and country educational attainment of a bachelor's or post-secondary degree across the region that makes up PAC's student body has generally increased. Bexar County, which houses San Antonio and PAC, hosts the greatest percent of individuals over the age of 25 with a bachelor's or higher at 30.0%. Guadalupe County follows closely, trending along with Bexar County across the previous decade up to 28.7% of the population with a bachelor's or higher. Atascosa has less than half the educational attainment greater than an associate's degree of Bexar, only 14.8%, but still reflects an increase from 13.1% in 2012. These trends are displayed in *Figure 13*.

Figure 13. Population 25 and Older with a Bachelor’s degree or higher, Regional Comparisons 2012-2021, percent



Source: U.S. Census Bureau, S1501 Educational Attainment (2021)

As with adults who have sought out college education on some level, taking some courses, earning a certificate, or an associate’s degree, adults over the age of 25 have been earning bachelor’s degrees and higher credentials at greater rates than prior years across PAC feeder counties. On average, the area has seen an 3.6% increase in the completion of baccalaureate or higher education. This is good news for the San Antonio area, as education is a reliable track to higher income.

4.2 Income and the Impact of Educational Attainment in San Antonio

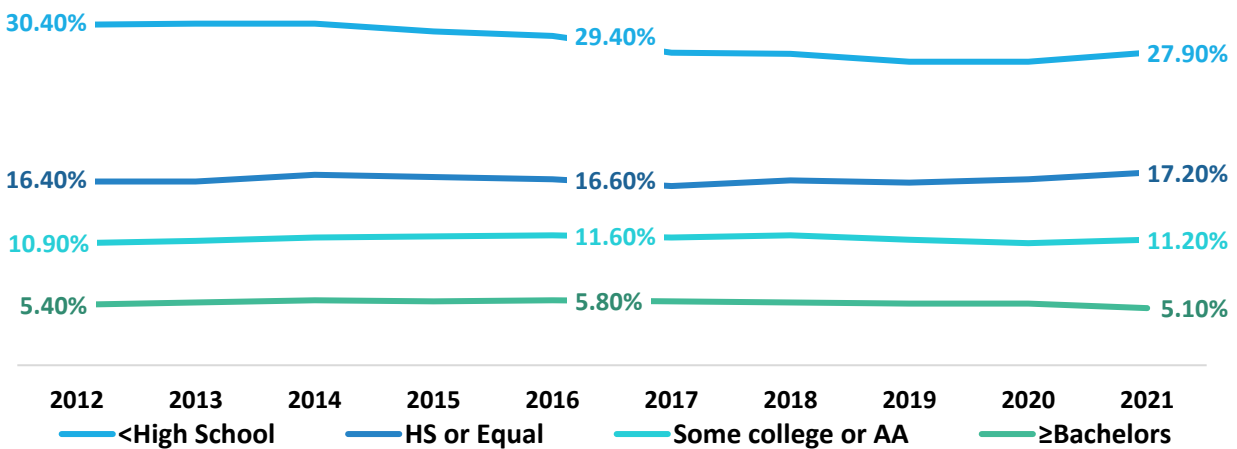
A higher proportion of the population in San Antonio lives below the poverty level than across Texas and the rest of the country. However, San Antonio has seen declining poverty rates in recent years, dropping from 19.8% in 2015 to 17.6% in 2021 based on ACS 5-year estimates. This represents roughly 1 out of every 5 and a half citizens despite promising declines.

The president of the Alamo Colleges District has declared it a mission of the colleges to eliminate poverty through education. Given the increased rate of educational attainment in the area, that mission is well under way. PAC stands to serve many of the individuals targeted by this mission, as the greatest concentration of poverty in San Antonio is in the southern part of the city where Palo Alto College is located (City of San Antonio 2023). This section summarizes poverty and income trends over the same time period as the previous section in San Antonio.

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

As with the greater United States, poverty in San Antonio is correlated with educational attainment. *Figure 14* demonstrates the inverse relationship between educational attainment and poverty, as higher educational attainment decreases the likelihood of individuals living below the poverty rate.

Figure 14. Percent in Poverty by Educational Attainment in San Antonio, 2012-2021



Source: U.S. Census Bureau, S1501 Educational Attainment (2021)

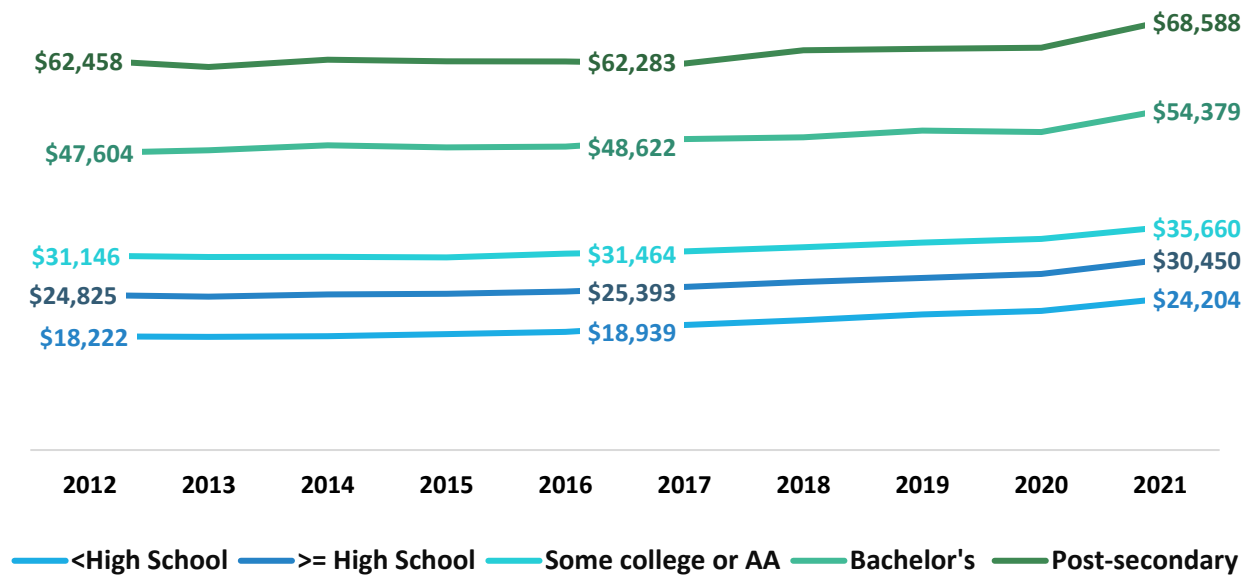
Although the percent living below the poverty rate appears to be growing slightly for those with some college or an associate's and those with a high school credential, the differences are slight and likely in part represent the effects of the COVID-19 pandemic on income in 2020 and 2021. As data from 2022 and beyond is released, this relationship will be made clearer.

Even with effects of the pandemic, there is a general downward trend for poverty among those who have not attained a high school diploma or equivalent credential. Between 2012 and 2021, the percent in poverty for this group has declined steadily even as other groups held steady or showed small increases.

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

As poverty is associated with educational attainment, so is income. Although poverty is inversely correlated with education, median income is positively correlated, reflecting greater income for each level of education completed. This pattern is displayed in *Figure 15* for the years 2012 to 2021.

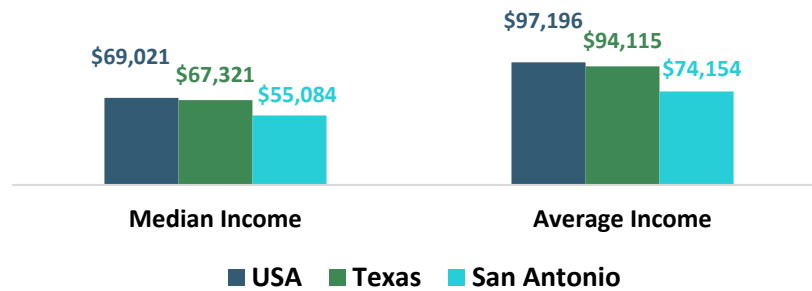
Figure 15. Median Income by Educational Attainment in San Antonio, 2012-2021 (in 2021 inflation-adjusted dollars)



Source: U.S. Census Bureau, S1501 Educational Attainment (2021)

Based on ACS 5-year estimates, median household income in 2021 in the United States was \$69,021 (US Census 2021). Even San Antonians who hold terminal degrees do not quite meet the national median. On average, San Antonio falls behind the country and Texas when it comes to earnings. Both the median and average income of San Antonians falls more than \$10,000 below the rest of the country. This data is presented in *Figure 16*.

Figure 16. Household Earnings in San Antonio, Texas, and USA 2021



Source: U.S. Census Bureau, S1901 Income in the Past 12 Months (in 2021 Inflation-Adjusted Dollars) (2021)

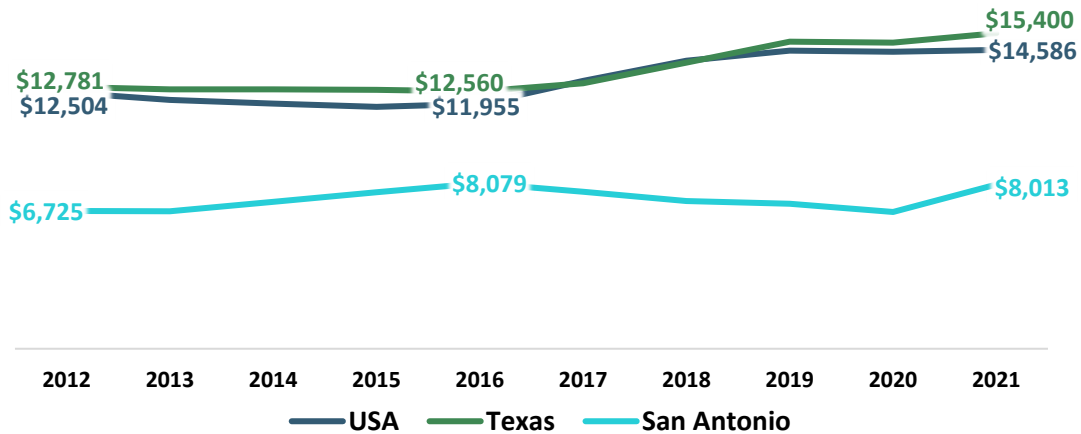
Fifty-percent of San Antonio households earn less than \$55,084 a year, and although average income is pulled higher by nearly \$20,000 this indicates significant inequality in the metropolitan area. Increasing educational attainment in the area will not only serve ACD’s greater mission of ending poverty and reduce income inequality in the area, but also increase the earning power of San Antonio’s workforce, closing the greater income gap between the city, Texas, and the nation.

4.2.3 Median Earnings in the Past 12 Months, Gender Gap

The income gap is not only prevalent across geographic spaces, as ACS 5-year estimates also reveal an increasing gap in earnings between males and females, here forward identified as men and women¹. However, San Antonio appears to be leading the nation when it comes to closing the gender wage gap. *Figure 17* portrays the pay gap provided by the ACS estimates over the 2012-2021 time period, adjusted for inflation, such that the values represent 2021 dollars, the most recent data available. These values were obtained by taking the difference between men’s and women’s median earnings in the United States, Texas, and San Antonio so that positive values reflect a higher income for men. A negative value reflects incidents when men earn less than women in each location.

¹ Census estimates use self-disclosed sex, not gender. PEW estimates indicate 1.6% of all US adults and 5% of adults 18-29 are transgender or non-binary (Brown 2022). As the majority of the population is cis-gender, this report will convert the sex category data to a gender identifier.

Figure 17. Gender Gap Earnings Trends in San Antonio, Texas, and USA 2021



Source: U.S. Census Bureau, S1501 American Community Survey 5-year Estimates, Educational Attainment 2012-2021. Displayed data are calculated from male and female median earnings.

Although in Texas and across the country the gender wage gap has been increasing since 2015, San Antonio saw reductions in that same time period, reaching just \$6,504 in 2020. However, the pandemic job losses and need for childcare likely affected this trend as women were more likely to report losing or leaving their jobs during the pandemic (Dang and Nguyen 2021). As such, the gender wage gap increased slightly in 2021 in San Antonio to \$8,013.

This trend is seen across educational attainment. The gap in men’s and women’s earnings generally widened between 2012 and 2021, with occasional exceptions. At no point did the pay gap near zero. Detailed data for this trend can be found in *Table 2*. As with *Figure 17*, these values are adjusted for inflation, representing 2021 dollars.

Table 2. Gender Pay Gap in San Antonio by Educational Attainment, 2021 Dollars

	<High School	HS or equivalent	Some college or AA	Baccalaureate	Post-Baccalaureate
2012	\$7,052	\$6,514	\$8,685	\$9,652	\$19,324
2013	\$7,126	\$6,431	\$8,691	\$10,135	\$18,458
2014	\$7,354	\$7,034	\$8,851	\$10,487	\$21,885
2015	\$7,155	\$7,321	\$9,335	\$12,188	\$21,203
2016	\$7,697	\$7,622	\$9,207	\$11,197	\$22,052
2017	\$8,745	\$8,157	\$8,865	\$11,013	\$21,570
2018	\$9,870	\$8,178	\$8,312	\$9,997	\$21,577
2019	\$9,616	\$7,331	\$8,269	\$10,474	\$19,640

2020	\$10,423	\$7,583	\$6,726	\$10,237	\$20,024
2021	\$11,579	\$7,920	\$7,880	\$10,735	\$18,706

Source: U.S. Census Bureau, S1501 American Community Survey 5-year Estimates, Educational Attainment 2012-2021. Displayed data are calculated from male and female median earnings.

For those with less than a high school credential, the annual median pay gap is increasing steadily, from \$7,052 in 2012 to \$11,579 in 2021. In contrast, those with a high school credential saw the pay gap widen between 2012 and 2016, reaching \$8,178 only to decline to \$7,583 in 2020 and rise again to \$7,920 in 2021. Those with some college or an associate’s degree and a bachelor’s degree follow the same pattern, closing the gap slightly over the years only to widen it again in 2021. Like the other groups, those with a post-baccalaureate education reached a peak in 2016 of \$22,052 but declined steadily through 2021, ending the pay gap at \$18,706. Notably, however, this is almost twice the gap as other groups, representing a greater gender pay gap among those with terminal degrees.

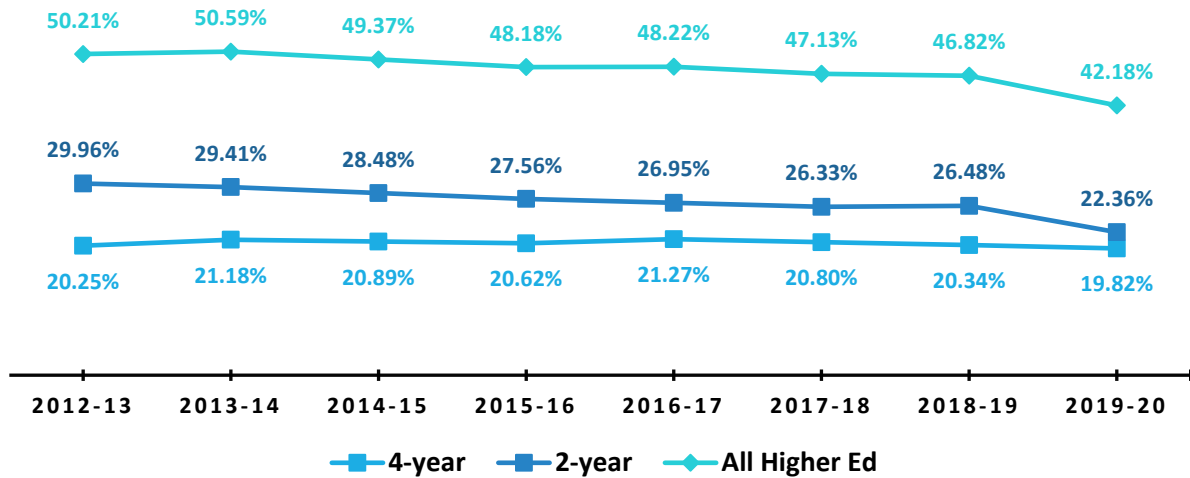
4.3 College Enrollment and College Readiness

Compounding issues of college enrollment, college readiness has been a challenge in San Antonio. Less than half of high school graduates enroll in higher education for the following fall yet 60% are meeting Texas Success Initiative (TSI) standards for college readiness.

4.3.1 College Enrollment

Community colleges, like PAC, play an important role in facilitating higher education, accepting more students, and being more accessible to local students than private, four-year institutions. They are especially important for economically disadvantaged and first-generation students, aiding them in navigating higher education and career readiness. In 2021, only 45% of high school graduates in Texas enrolled in an institution of higher education, which is a 6.2% change from 2019. The San Antonio Area Foundation has adopted a target enrollment rate of 85% after failing to reach their goal of 80% in 2020. This enrollment figure will be difficult to attain, as high school graduate enrollment in higher education has not reached 50% since the 2013-2014 academic year. Enrollment trends across the state, 4-year, and 2-year institutions are displayed in *Figure 18*.

Figure 18. Texas High School Graduates Enrolled in Higher Education by Institution Type, 2012-2020, percent



Source: Texas Public Education Information Source (TPEIR) 2022

Though high school graduate enrollment in 2-year college has declined from nearly 30% in the 2012-2013 academic year to 22.36% in the 2019-2020 academic year, Texas is projected to increase the overall number of high school graduates by 4.4% between 2023 and 2033 (Western Interstate Commission for Higher Education 2020)².

As such, if enrollment rates stabilize in the next few years, more students will still enroll numerically than in previous years. Palo Alto College has been experiencing a smaller decline in enrollment than comparable institutions statewide in recent years and is positioned to maintain or increase enrollment based on the number of high school graduates predicted in the coming decade.

According to the Texas Higher Education Coordinating Board, community and state colleges collectively saw a 1.7% decline in enrollment between 2020 and 2021 while technical colleges saw a 19.7% increase in enrollment during the same period. This is good news for Palo Alto College. As a community college that emphasizes in career and technical training, PAC is positioned to maintain near-equivalent enrollment or increase enrollment as students appear to be seeking technically education and training at higher rates than previous years.

² These projections will likely be dampened by the COVID-19 pandemic. For more information, see “How the Pandemic Compounds Education Pipeline Challenges” (February 2023) by the Western Interstate Commission for Higher Education

4.3.2 College Readiness

The Texas Success Initiative (TSI) is a program designed to determine the college readiness of high school graduates. It offers an alternative to the SAT, ACT, and STAAR English III and Algebra II EOCs for Texas students. Though 60% of Texas high school graduates met the TSI standards for college readiness in 2020, this is conditioned by ethnicity.

Fifty-three percent (53%) of Hispanic high school graduates, who make up most of Palo Alto's student body, are meeting TSI standards in math, reading, and writing. However, of all Hispanic high school graduates in Texas, only 35% enrolled in higher education in 2020. Economically disadvantaged students are also less likely than their peers to meet the TSI standards, 51.3% compared to 68% without economic disadvantage (THECB 2020).

As a Hispanic Serving Institution (HSI), Palo Alto is well-positioned to support the 47% who may need additional support to complete a college degree by offering developmental education academic support. PAC is also positioned to bridge the gap between those who are ready for college but not enrolled as PAC represents a local, community alternative to many four-year institutions. Further, Palo Alto College is located in an area of the city where more families face economic disadvantage and is backed by supports like the AlamoPROMISE fund to support such students.

Economic Competitiveness and Workforce

5.1 Employment in Targeted Industries

As a community college, Palo Alto College is a key part of preparing San Antonio's future workforce and bettering the future of individuals in terms of educational attainment and earning potential. Understanding the market that PAC students are entering is imperative to providing the best education and career training possible.

PAC students are preparing for jobs across business sectors. The largest employers in the San Antonio area are USAA, the United States Air Force and Army, H-E-B, the city of San Antonio government, University of Texas, two local K-12 school districts, and Wells Fargo (Greater SATX 2022).

5.1.1 Employment by Sector

According to the U.S. Bureau of Labor Statistics (BLS), Texas experienced a 5.1% increase in employment between January 2022 and January 2023. San Antonio kept pace, increasing enrollment by 4.5% in the same year.

All industry supersectors (see Appendix B for clarification and sector crosswalks) experienced an increase in employment, with the largest growth in leisure and hospitality (12.9%). There were also significant increases across information services, other services, and in mining, logging, and construction (US Bureau of Labor Statistics 2023). Seasonal adjustments reduce employment gains in the metropolitan area from 4.5% to just 0.1% but still reflects increasing employment trends. The employment changes between January 2022 and January 2023 are organized by the total number of employed persons in 2023 in *Table 3*.

Table 3. Major Employment Sectors in San Antonio-New Braunfels Metro Area

Sector	Jan 2022	Jan 2023	% Change
Total Nonfarm	1,091,400	1,139,600	4.5
Trade, Transportation, & Utilities	199,300	204,500	2.6
Government	176,500	180,500	2.3
Education & Health Services	164,600	167,800	1.9
Professional & Business Services	156,200	161,100	3.1
Leisure & Hospitality	126,100	142,400	12.9
Financial Activities	96,700	102,200	5.7
Mining, Logging, & Construction	64,400	69,200	7.5
Manufacturing	54,400	58,100	6.8
Other Services	36,800	39,900	8.4
Information	17,500	19,000	8.6

Source: Bureau of Labor Statistics, San Antonio-New Braunfels, TX Metropolitan Area Data Tables

With unemployment dropping and a rise in employment generally, the Greater SATX Regional Economic Partnership projects increases in employment across all sectors. The greatest increases are expected to occur in professional, scientific, and technical services, construction, and government positions (SATX 2020).

5.1.2 Employment by Industry

Available based on 2021 ACS 5-year estimates, employment in the San Antonio metropolitan area is concentrated in three major industries: education and healthcare, arts and entertainment, and professional and business services. The greatest concentration of workers is in industries related to health, education, finance, and business, which the U.S. Census includes in a single category representing 34.8% of all workers in the area. These services are followed in employment by occupations that support those services: building and grounds maintenance workers, cafeteria and food preparation staff, and law enforcement among others. Such workers make up 20.1% of the San Antonio area workforce. Table 4 presents the ACS Estimates for 2021 for San Antonio.

Table 4. Employment by Industry and Occupation in San Antonio 2021

Sector	Employment	Percent
Education, Health, and Business Services	237,972	34.8%
Management, business, and financial occupations	93,523	13.7%
Computer, engineering, and science occupations	35,505	5.2%
Education and Health Services	68,566	10.1%
Community and social service occupations	10,652	1.6%
Legal occupations	6,747	1.0%
Educational instruction, and library occupations	39,375	5.8%
Arts, design, entertainment, sports, and media occupations	11,792	1.7%
Health diagnosing and treating practitioners and other technical occupations	26,454	3.9%
Health technologists and technicians	13,924	2.1%
Sales	161,209	23.6%
Sales and related occupations	71,065	10.4%
Office and administrative support occupations	90,144	13.2%
Natural resources and Construction	69,126	10.1%
Farming, fishing, and forestry occupations	1,038	0.2%
Construction and extraction occupations	45,925	6.7%
Installation, maintenance, and repair occupations	22,163	3.3%
Manufacturing and Transportation	77,681	11.4%
Production occupations	27,529	4.0%
Transportation occupations	25,902	3.8%
Material moving occupations	24,250	3.6%
Other Services and Supports	137,186	20.1%
Healthcare support occupations	25,325	3.7%
Protective service occupations	12,279	1.8%

Food preparation and serving related occupations	51,045	7.5%
Building and grounds cleaning and maintenance occupations	30,790	4.5%
Personal care and service occupations	17,747	2.6%
Total	237,972	100.0

Source: U.S. Census Bureau, ACS 2021 5-Year Estimates Table S401

Based on trends in employment growth for the area, the Texas Labor Market Information (TLMI) estimates that the Alamo area, centered in San Antonio, will see a 21.6% increase in employment between 2020 and 2030. ACS 5-year estimates report a 14.2% increase in employment between 2012 and 2021 in the metropolitan area which lends support for continued employment growth in the area as estimated by TLMI.

5.1.3 Wages and Benefits by Industry

As previously discussed, median income is lower in the San Antonio metropolitan area than across Texas and the nation overall. This trend is relatively stable across industry and occupation, as the median income of San Antonian workers falls below state and national comparisons. This data is presented in *Table 5* in 2021 inflation-adjusted dollars.

Table 5. Individual Median Income by Occupation, Nation, State, and Metropolitan Area 2021

Label	USA	Texas	San Antonio
Education, Health, and Business Services	\$64,779	\$63,104	\$56,167
Management, business, and financial occupations	\$73,747	\$72,123	\$58,891
Computer, engineering, and science occupations	\$83,789	\$84,409	\$68,818
Education, Art, and Health Services	\$47,210	\$49,813	\$47,329
Community and social service occupations	\$44,925	\$44,145	\$43,935
Legal occupations	\$88,013	\$82,472	\$67,217
Educational instruction, and library occupations	\$44,678	\$50,074	\$50,796
Arts, design, entertainment, sports, and media occupations	\$43,591	\$40,902	\$38,034
Health diagnosing and treating practitioners and other technical occupations	\$75,327	\$75,630	\$73,227
Health technologists and technicians	\$41,524	\$41,404	\$41,452

Sales	\$34,446	\$33,107	\$30,855
Sales and related occupations	\$33,178	\$31,656	\$26,874
Office and administrative support occupations	\$35,058	\$33,852	\$32,390
Natural Resources and Construction	\$42,372	\$39,046	\$34,999
Farming, fishing, and forestry occupations	\$25,716	\$28,116	\$21,800
Construction and extraction occupations	\$41,315	\$37,066	\$32,275
Installation, maintenance, and repair occupations	\$48,436	\$44,753	\$42,245
Manufacturing and Transportation	\$34,028	\$34,061	\$31,512
Production occupations	\$38,103	\$37,793	\$33,545
Transportation occupations	\$39,572	\$41,700	\$35,770
Material moving occupations	\$25,906	\$25,789	\$25,328
Other Services and Supports	\$22,166	\$20,699	\$20,307
Healthcare support occupations	\$25,441	\$21,591	\$20,722
Protective service occupations:	\$49,731	\$46,399	\$41,428
Food preparation and serving related occupations	\$16,379	\$15,882	\$17,060
Building and grounds cleaning and maintenance occupations	\$23,378	\$20,921	\$21,756
Personal care and service occupations	\$19,212	\$19,032	\$17,483
Total	\$41,945	\$40,463	\$34,369

Source: U.S. Census Bureau, ACS 2021 5-Year Estimates Table S411

The only industries in which San Antonian workers out-earn workers across the state and nation is educational instruction and library occupations and food preparation and serving related occupations. Though San Antonio is a growing city, the median earnings indicate limited pull factors to bring further migration and a greater labor force to the area. Due to the lower median earnings across industries, the economic prospects of job seekers in the area may push them to relocate for greater earning potential.

5.2 Workforce

Despite lower than state and national earnings in the metropolitan area, San Antonio has great potential for an ever-growing and productive labor market. According to the Greater SATX Regional Economic Partnership, the San Antonio metropolitan area is served by 15 colleges and universities with over 160,000 students enrolled. In 2020,

these colleges graduated 32,380 students, many of whom directly entered the labor force.

5.2.1 Employment and Unemployment Rates

Data from the Bureau of Labor Statistics (2022) places unemployment in 2022 at 3.7%, roughly equivalent to the national rate during the same year. Average unemployment in the San Antonio metropolitan area peaked at 7.3% in 2020 as the COVID-19 pandemic hit the world. This reflected similar employment rates to the Great Recession in 2009-2011. April of 2020 saw unemployment in the area as high as 12.5%, though was still lower than the national peak of 13.0%. As displayed in *Table 6*, the San Antonio workforce rebounded quickly, and the unemployment rate dropping steadily from May 2020 to December 2021.

Table 6. Employment and Unemployment Counts and Rates for the San Antonio-New Braunfels Statistical Area, 2012-2022

Year	Total Civilian Labor Force	Percent Growth	Number of People Employed	Number of People Unemployed	Unemployment Rate
2022	1,223,971	2.91%	1,186,860	46,111	3.7%
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%

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

The San Antonio-New Braunfels metropolitan area boasts a healthy and growing employment sector, with increasing job opportunities and a growing workforce. Palo Alto College contributes to the education and training of this workforce. Through the

degree and technical programs offered by PAC, as well as the internship and experiential learning opportunities available, students leaving PAC are well-positioned to transition into the workforce, either upon graduation or after seeking a bachelor’s degree.

5.2.2 Fastest Growing Occupations

Texas Labor Market Review reports the greatest growth has been occurring in mining and logging professions, experiencing a 13.2% increase in January 2023 over January 2022. In the service providing sector of the economy, occupations in information which range from information clerks who maintain records to information systems analysts and IT directors followed mining and logging with a 7.4% increase between 2022 and 2023. *Table 7* organizes occupations by type and percent change from January 2022 to January 2023 in Texas.

Table 6. Occupation Change in Texas, January 2022 and January 2023

Occupations	Positions as of January 2023	Growth from January 2022	Percent Change
<i>Total Nonagricultural</i>	13,782,300	654,100	5
<i>Private Sector</i>	11,759,400	607,400	5.4
<i>Goods-Producing</i>	1,966,400	117,800	6.4
Mining & Logging	213,800	24,900	13.2
Manufacturing	957,500	58,100	6.5
Construction	795,100	34,800	4.6
<i>Service-Providing</i>	11,815,900	536,300	4.8
Information	236,700	16,300	7.4
Other	467,100	31,800	7.3
Leisure	1,460,400	90,000	6.6
Professional & Business Services	2,121,200	115,100	5.7
Financial	902,700	42,800	5
Private Education & Health Services	1,851,200	84,800	4.8
Trade, Transportation & Utilities	2,753,700	108,800	4.1
Government	2,022,900	46,700	2.4

Source: Texas Workforce Commission (TWC) Texas Labor Market Review, February 2023

Texas is experiencing growth across the economy, as all occupation sectors saw increases in positions over the course of 2022. Though leisure and hospitality saw a modest increase over the course of the year (6.6%), the leisure and hospitality sector experienced continually increasing growth during the last half of 2022 into January 2023. Similarly, though experiencing a modest increase in positions on average, the business and professional services sector experienced its greatest growth in almost two years in January 2022, adding 8,100 positions that month alone.

Texas and the San Antonio area are experiencing an occupation and population expansion, keeping unemployment down and economic growth high. The (TWC) Texas Labor Market Review reports that there are nearly as many job openings posted online as there are unemployed persons. As such, the challenge is not finding jobs for unemployed persons but matching the right people to the available jobs. Part of finding the right person for the job is qualification matching. Postings for middle-skill jobs, those that require more than a high school education but less than a four-year degree, increased by 18.4% in 2022 (TWC 2023). Palo Alto is situated to help fill these positions, by providing the education, training, and workforce San Antonio and Texas generally are seeking.

Legislation Update

The State Educational Section of the Environmental Scan contains legislation updates from the State of Texas 87th and 88th Legislative Sessions that potentially affect education and/or community colleges specifically.

HB 8 – Relating to the Administration, Coordination, and Support of Public Higher Education

Pending

State funding for colleges would be tied to student performance, such as credentials awarded, credits earned, and upwards transfers with a base level of funding tied to enrollment.

HB 31 - Relating to the Use of Average Enrollment for Purposes of the Public School Finance System

Pending

Would change public school funding to enrollment-based from the current system of

attendance-based funding. Could differentially impact low-income students by making more school resources available in k-12th grade.

SB 2066 – Emergent Bilingual Students

Effective September 1, 2022

Re-labels “students of limited English proficiency” as “emergent bilingual students” in the Texas Education Code.

HB 4545 – Accelerated and Supplemental Instruction

Effective September 1, 2022

Removes “high stakes” testing or the requirement for 5th and 8th grade students to pass state assessments in reading and math before being promoted to the next grade level. Requires districts to provide students who fail to perform satisfactorily at a third, fifth, or eighth grade math or reading assessment with additional instruction in these areas during the following summer or school year while keeping the student in instruction for the current grade level.

SB 13 – Vendor Verifications in District Contracts – Energy

Effective September 1, 2022

Requires contracts to contain a written verification that the company under contract does not currently boycott energy companies and will not boycott energy companies during the term of the contract, when the company has 10 or more full-time employees and a value of \$100,000 or more paid wholly or in part from public funds.

SB 19 - Vendor Verifications in District Contracts – Firearms

Effective September 1, 2022

Requires contracts to contain a written verification that the company under contract does not have a practice, policy, guidance, or directive that discriminates and will not discriminate against a firearm entity or a firearm trade association during the term of the contract, when the company has 10 or more full-time employees and a value of \$100,000 or more paid wholly or in part from public funds.

HB 1927 – Firearm Carry Act

Effective September 1, 2022

Makes it legal for any person of lawful age who is not otherwise prohibited from carrying a handgun to carry concealed or holstered in public places without a handgun license. Places responsibility on the property owner to post signs at the entrance of the premises or other property if it is prohibited to carry a handgun. It remains a felony to carry a handgun on school premises, buildings and grounds where school events are taking place, school passenger transportation, and polling places.

The changes may be confusing to campus visitors, students, faculty, and staff.

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Appendix A. High Schools with Graduates Eligible for AlamoPROMISE

1. Academy of Creative Education
2. Advanced Learning Academy
3. Alamo Academies
4. Alamo Heights High School
5. Brackenridge HS
6. Brandeis High School
7. Brennan High School
8. Brooks Academy of Science & Engineering
9. Brooks Collegiate Academy
10. Burbank HS
11. CAST Lead High School
12. CAST Med High School
13. CAST STEM High School
14. CAST Teach High School
15. CAST Tech High School
16. Chavez Excel Academy
17. Churchill High School
18. Clark High School
19. Cole High School
20. Cooper Academy at Navarro
21. East Central HS
22. Edgewood Fine Arts Academy
23. Edison HS
24. Fox Technical HS
25. Frank L. Madla ECHS
26. Frank M. Tejada Academy
27. George Gervin Academy
28. Harlan High School
29. Harlandale HS
30. Harlandale STEM ECHS
31. Health Careers High School
32. Highlands HS
33. Holmes /NSITE HS
34. Imelda Davis Early College High School
35. International School of the Americas
36. Jay/SEA HS
37. Jefferson HS
38. Johnson High School
39. Judson Early College Academy
40. Judson HS
41. Judson Learning Academy
42. Kennedy HS
43. Lanier HS
44. Learn4Life Edgewood
45. Lee HS
46. MacArthur HS
47. Madison HS
48. Marshall HS
49. McCollum HS
50. Memorial HS
51. NXT Level Youth Opportunity Center
52. O'Connor High School/Agriculture Academy
53. Randolph High School
54. Reagan High School
55. Roosevelt HS
56. Sam Houston HS
57. Somerset /ZECLA HS
58. Sotomayor High School
59. South San Antonio HS
60. South San Antonio West Campus High School
61. Southside HS
62. Southwest HS
63. Southwest Legacy HS
64. St. Philip's College ECHS
65. Stacey High School
66. Stevens HS
67. Taft High School/Communication Arts
68. Travis ECHS
69. Veterans Memorial HS
70. Wagner HS
71. Warren High School/Construction Careers Academy
72. Young Men's Leadership Academy
73. Young Women's Leadership Academy

Appendix B. NAICS Super-sectors and Sectors

