

2018-2019

ENVIRONMENTAL SCAN



ALAMO COLLEGES DISTRICT
Palo Alto College

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EDUCATION AND INCOME

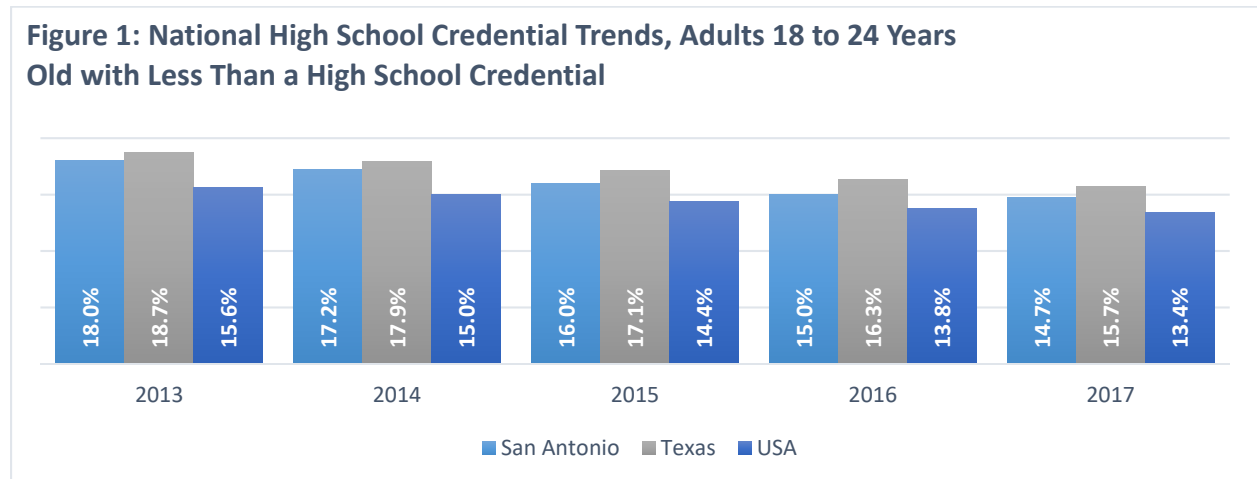
1.1 Educational Attainment in San Antonio

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 gap has narrowed from 2.4 to 1.3 percentage points, but remains an area of concern. 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.

1.1.1 POPULATION WITH LESS THAN A HIGH SCHOOL DEGREE

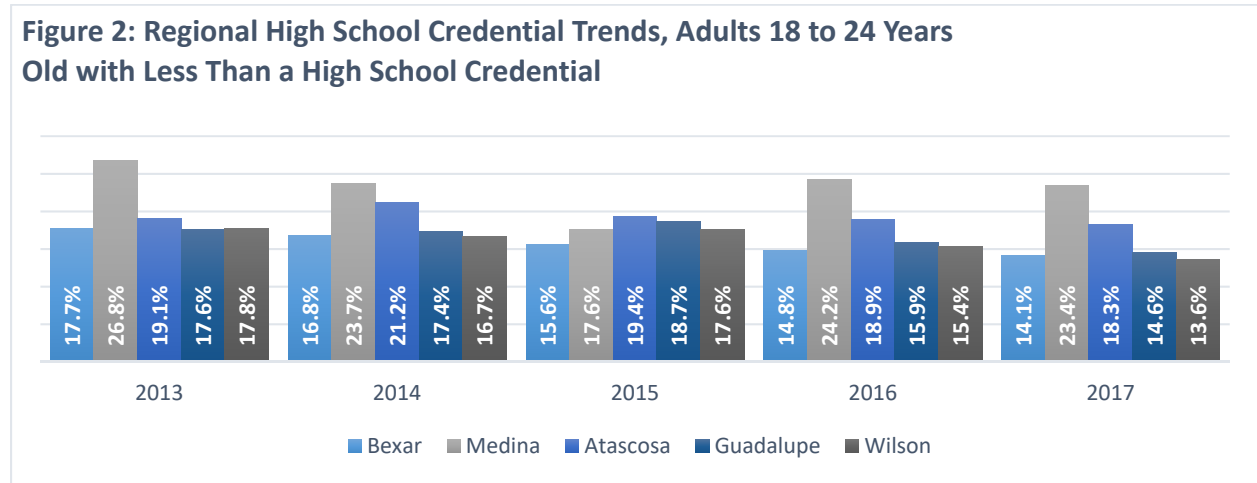
The most recent American Community Survey (ACS 2017, 5-Year Estimate) shows that 85.8% of the San Antonio (Bexar County) population attained at least a high school degree or equivalency. This figure compares favorably against the four closest counties (Medina, Atascosa, Guadalupe, and Wilson) and the average for Texas. However, young adults living in San Antonio are less likely to have a high school credential than the United States on average (a difference of 1.0 percentage points).

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 18.0% in 2013 to 14.7% in 2017. San Antonio residents remain more likely to have completed a high school credential than the average Texas young adult, but remain less likely to do so than the United States average.



Source: US Census Bureau, American Fact Finder, S1501 Educational Attainment (2017)

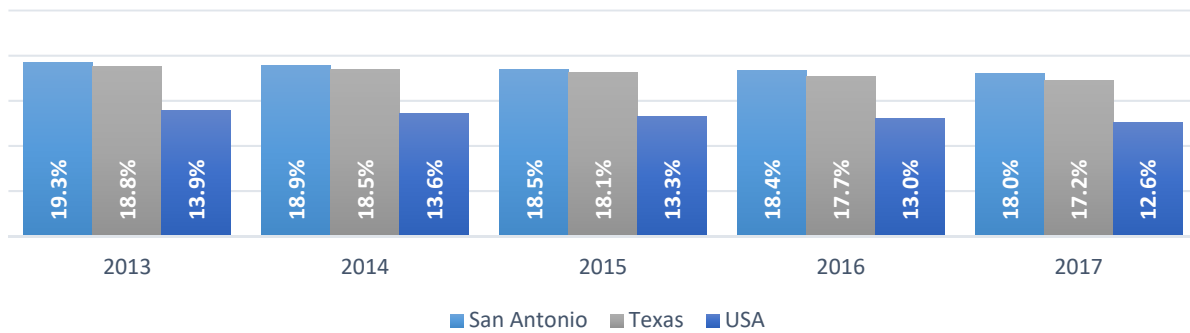
Figure 2 demonstrates a comparison for the same group of residents but with a regional focus. Trends show Bexar County as a regional leader in educational attainment, with steady improvements over the past five years. Feeder counties, those proximal to Bexar County and representing an important source of student enrollments for Palo Alto College, show mixed results where educational attainment is concerned. A notable exception to the general trend is Wilson county which reported a smaller proportion of young adults lacking a high school credential than Bexar county in 2017.



Source: US Census Bureau, American Fact Finder, S1501 Educational Attainment (2017)

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 (Figure 3). When reviewing Figure 3, decreases in percentages over time represent improvements in educational attainment.

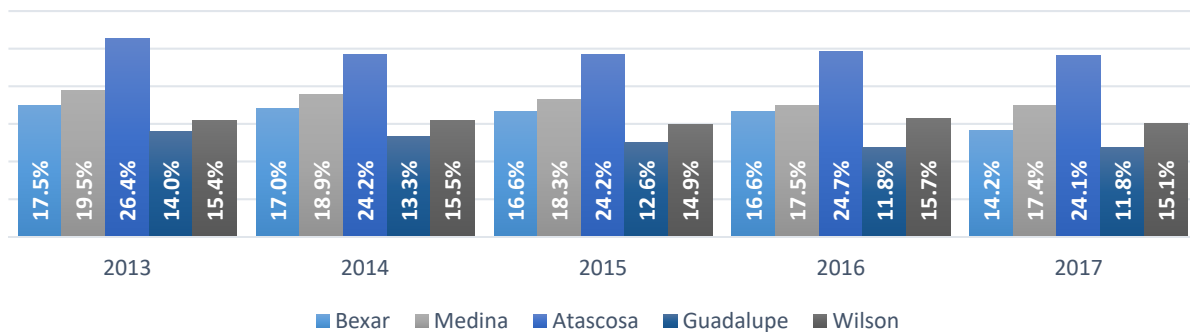
Figure 3: National High School Credential Trends, Adults 25 Years Old and Older with Less Than a High School Credential



Source: US Census Bureau, American Fact Finder, S1501 Educational Attainment (2017)

Analysis of high school credential patterns on a regional scale reveals Bexar County made substantial improvements compared to most feeder counties when focusing on older adults. In *Figure 4*, Bexar County demonstrates steady improvements in this metric over time. Feeder counties included in this summary also trend towards improvements in educational attainment. In 2017, only Wilson county reports a smaller percentage of older adults lacking a high school credential than Bexar county.

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



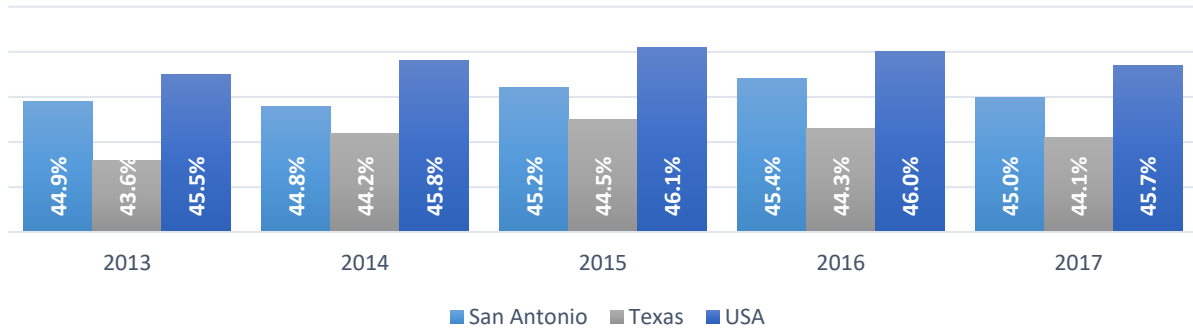
Source: US Census Bureau, American Fact Finder, S1501 Educational Attainment (2017)

1.1.2 POPULATION WITH SOME COLLEGE EDUCATION OR AN ASSOCIATE DEGREE

Educational attainment figures from the ACS also speak to the proportion of young adult 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 are more likely to obtain this level of education than the Texas average, though those

same figures are below the national average. Over the past five years, the attainment level has generally increased for San Antonio, Texas, and national averages. Figures for the most recent year for which data is available reveals that San Antonio residents were slightly less likely (0.4%) to attempt some college than in the previous year. State and national figures reveal similar declines with decreases of 0.2% and 0.3% respectively.

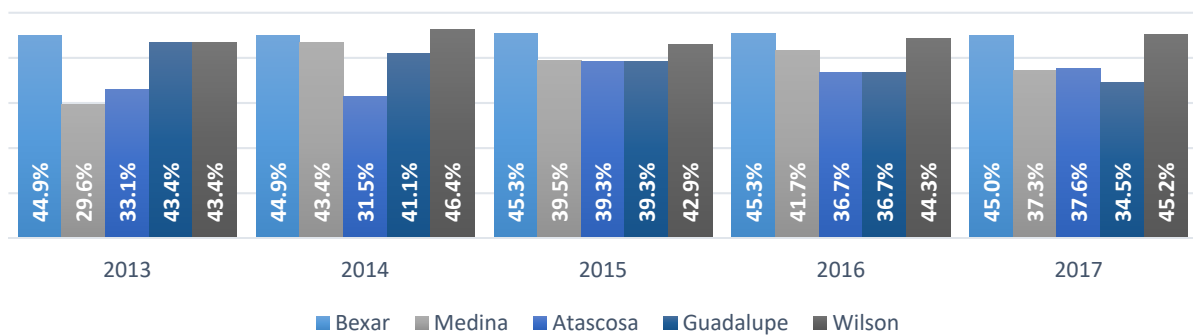
Figure 5: National College Enrollment Trends, Adults 18 to 24 Years Old with Some College



Source: US Census Bureau, American Fact Finder, S1501 Educational Attainment (2017)

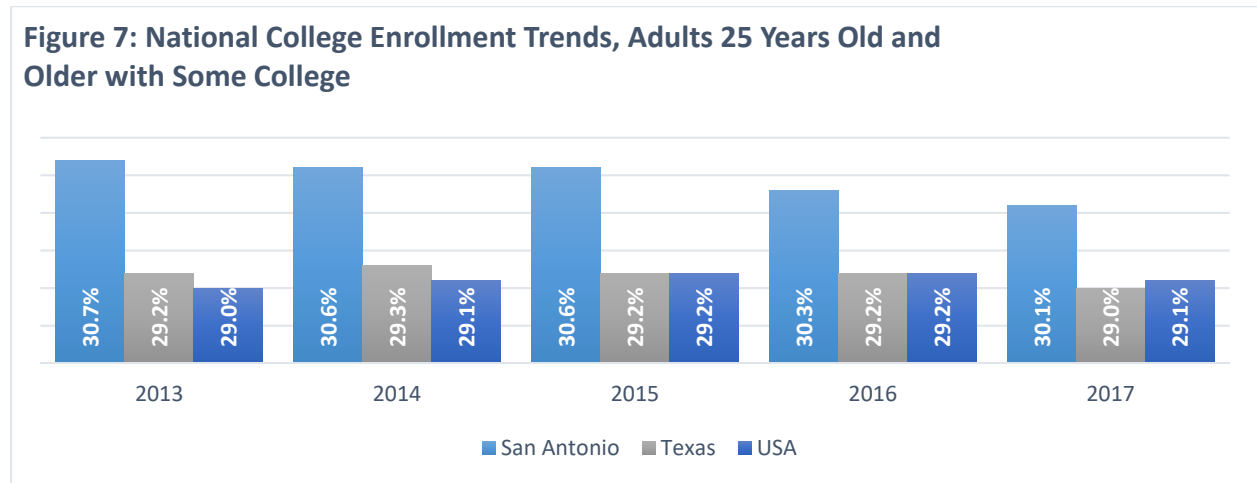
Figure 6 highlights the same group of residents on a regional scale. Results indicate that a higher percentage of Bexar County residents have attempted some college or completed an associate degree than residents of most feeder counties. For the most recent year for which data is available, residents of Wilson county were slightly more likely to have attempted at least some college than Bexar county residents, though rankings for these two counties fluctuate over time.

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



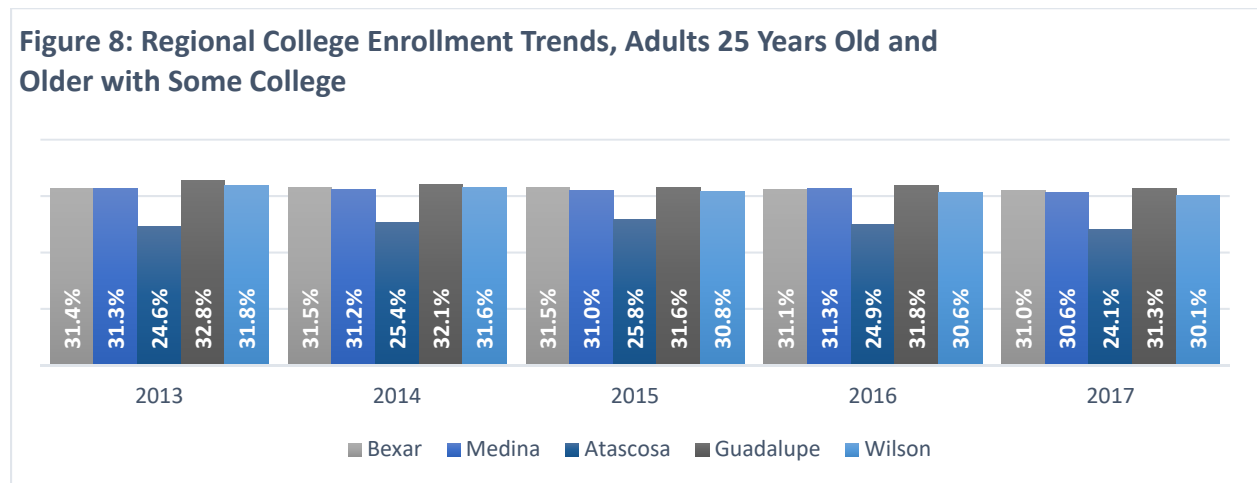
Source: US Census Bureau, American Fact Finder, S1501 Educational Attainment (2017)

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. However, there has been a slight decline in the percentage of older adults with some college education in San Antonio from 30.7% 2013 to 30.1% in 2017.



Source: US Census Bureau, American Fact Finder, S1501 Educational Attainment (2017)

On a regional scale, the general trend for educational attainment in older adults is one of slow decline. As demonstrated in *Figure 8*, the percentage of Bexar County adults attempting some college has remained at just over 30%, but small declines over the past five years have resulted in a change of -0.4 percentage points. Feeder counties see slightly more variability in this measure but over time have seen losses of between .5 and 1.7 percentage points.

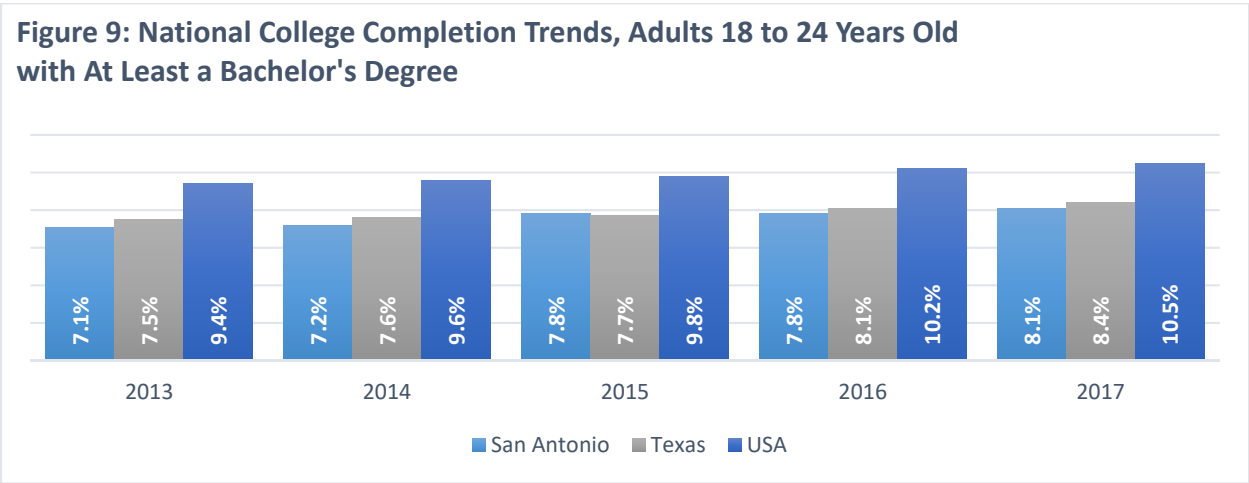


Source: US Census Bureau, American Fact Finder, S1501 Educational Attainment (2017)

1.1.3 POPULATION WITH BACHELOR’S DEGREE OR HIGHER

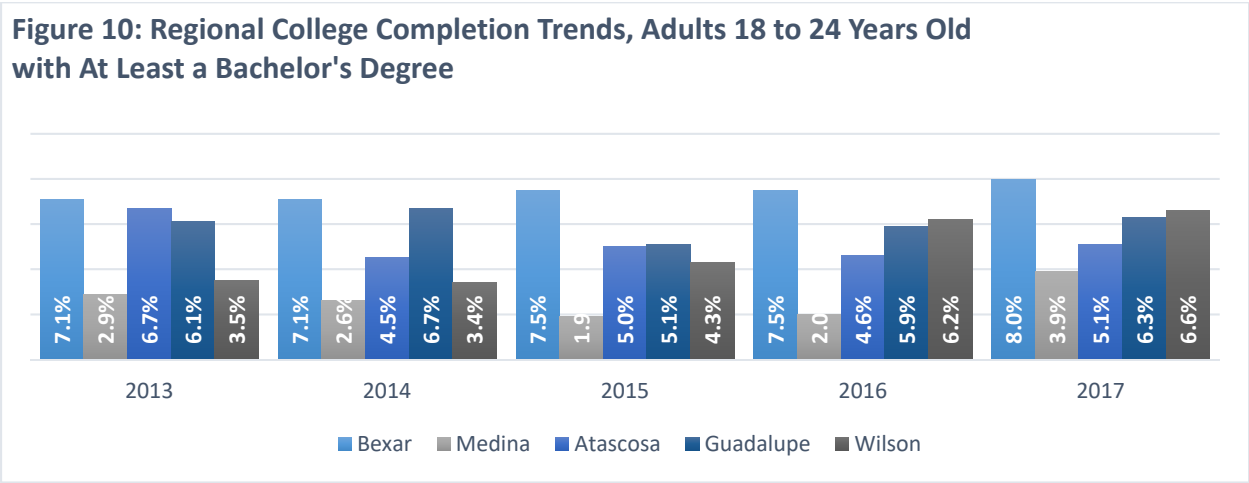
An examination of ACS educational attainment figures of individuals completing at least a bachelor’s degree reveals additional promising trends. Generally, a growing fraction of the population has completed a bachelor’s degree across city, county, state, and national levels.

Young adults are increasingly likely to complete a college program in the past five years. This pattern holds true for all comparison analysis levels in *Figure 9*. While San Antonio still lags behind Texas and the United States, the trend is moving in a positive direction.



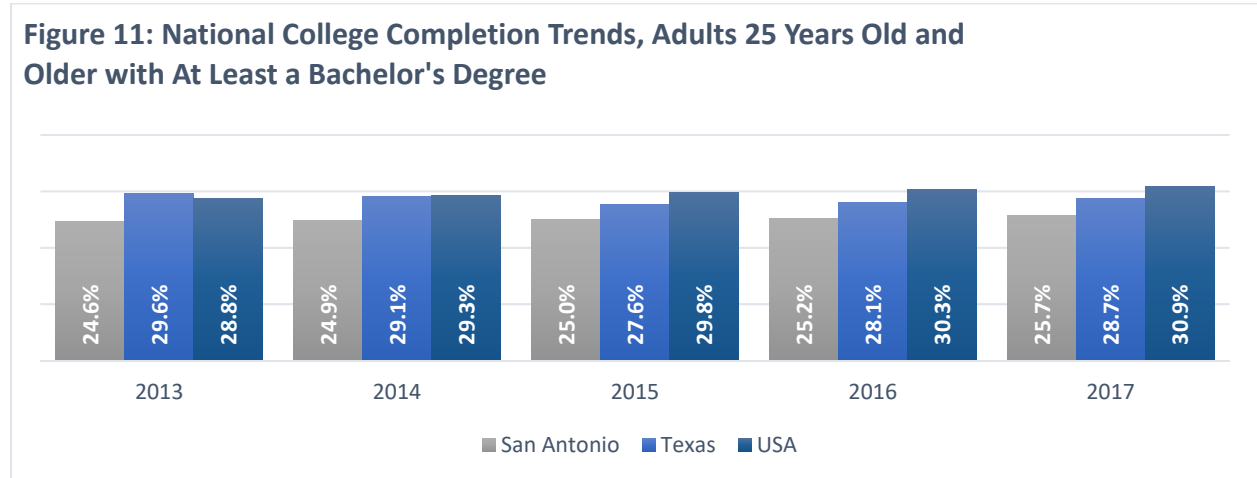
Source: US Census Bureau, American Fact Finder, S1501 Educational Attainment (2017)

A comparable pattern of results can be found from county-level data organized in *Figure 10*. As shown before, 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 consistently higher than the same metric from PAC feeder counties, though general improvement can be seen in those groups as well.



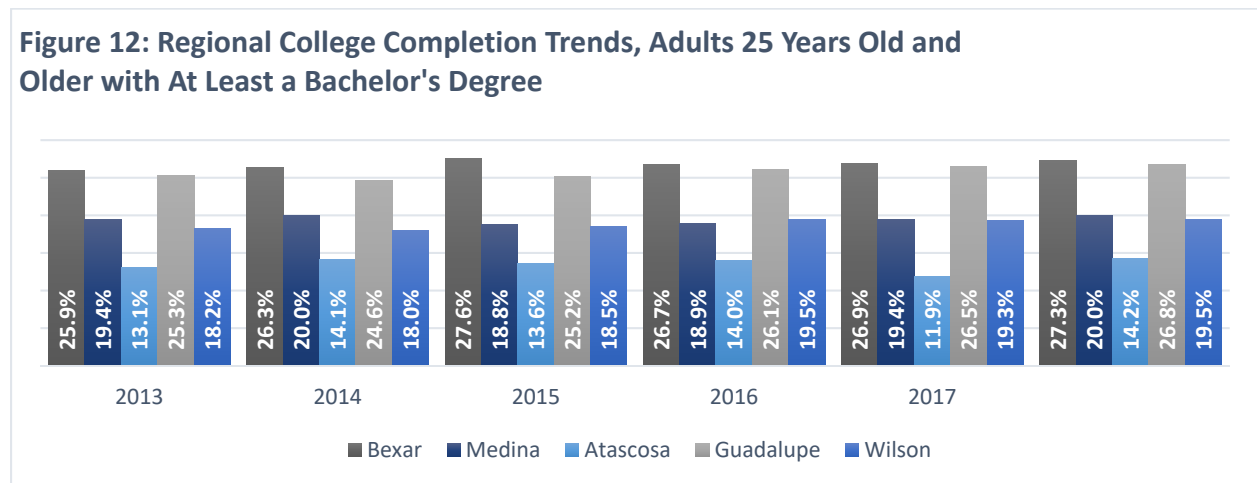
Source: US Census Bureau, American Fact Finder, S1501 Educational Attainment (2017)

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.



Source: US Census Bureau, American Fact Finder, S1501 Educational Attainment (2017)

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

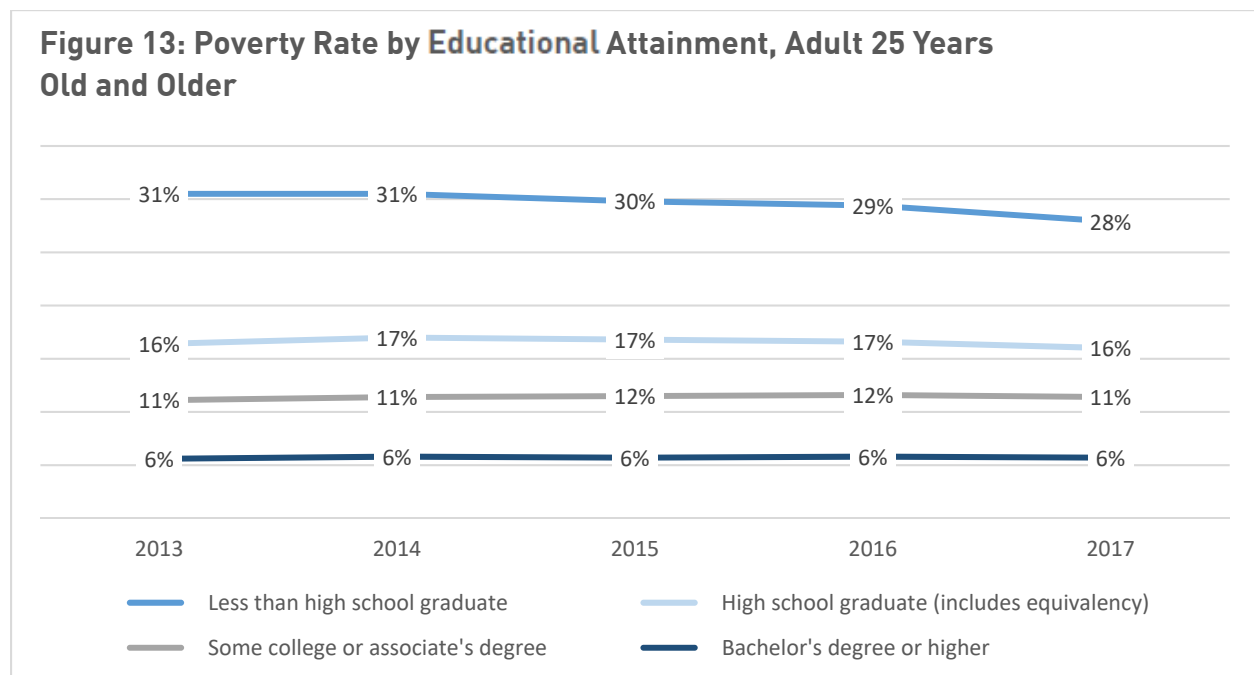


Source: US Census Bureau, American Fact Finder, S1501 Educational Attainment (2017)

1.2 Income and the Impact of Educational Attainment in San Antonio

1.2.1 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. Conversely, the poverty rate for all other levels of educational attainment has generally held steady or decreased slightly.

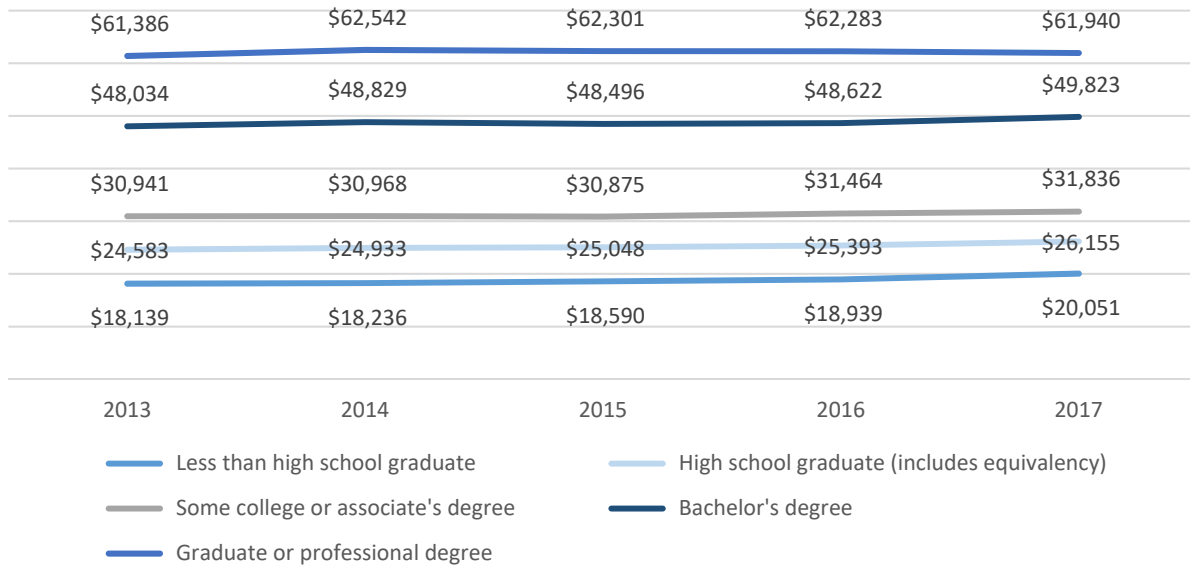


Source: US Census Bureau, American Fact Finder, S1501 Educational Attainment (2017)

1.2.2 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. Data summarized in *Figure 14* suggests that the largest increases in median income are associated with the completion of a bachelor's degree and with the completion of a graduate/professional degree.

Figure 14: Median Earnings by Educational Attainment

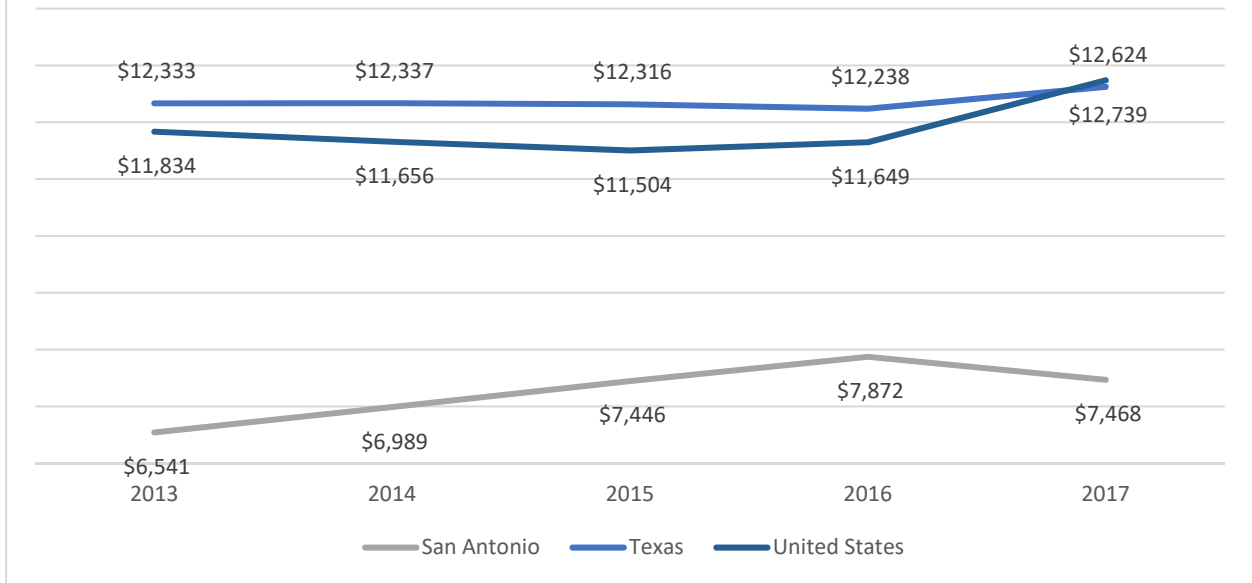


Source: US Census Bureau, American Fact Finder, S1501 Educational Attainment (2017)

1.2.3 MEDIAN EARNINGS IN THE PAST 12 MONTHS, GENDER GAP

Review of ACS data with a focus on observing potential 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 2012 through 2016. For much of this timeframe the gender pay gap slowly decreased in Texas and the United States, while it increased in San Antonio. The most recent year of figures demonstrates a reversal of this trend: Gender pay gap shrunk in San Antonio while it increased in both the state and most sharply for the nation. 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).

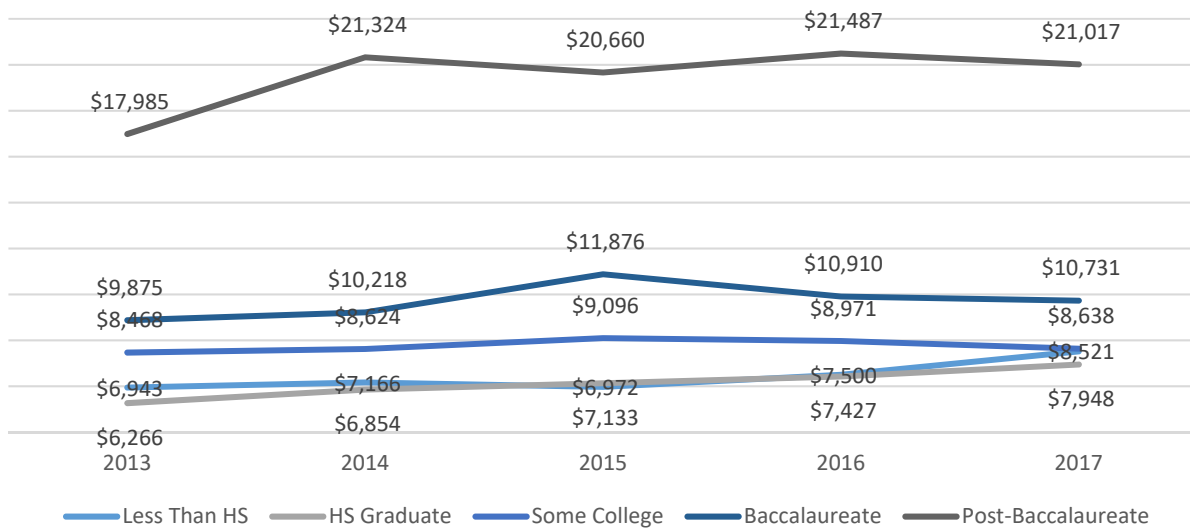
Figure 15: Gender Pay Gap Trend, In Dollars US



Source: US Census Bureau, American Community Survey, B20004 Educational Attainment (2017). Displayed figures are calculated from male and female median wage data.

In order to further understand the gender gap phenomenon in San Antonio, these data were segmented by educational attainment and are summarized in *Figure 16*. Trends over this timeframe reveal that the gender pay gap increases with educational attainment and has generally increased over time. Focusing on changes over the past year reveals that pay gap has increased for the two groups with the lowest educational attainment. At the same time pay gap has decreased a small amount for all other educational attainment groups.

Figure 16: Gender Pay Gap in San Antonio by Educational Attainment, In Dollars US



Source: US Census Bureau, American Community Survey, B20004, Educational Attainment (2017)

1.3 College Enrollment and College Readiness

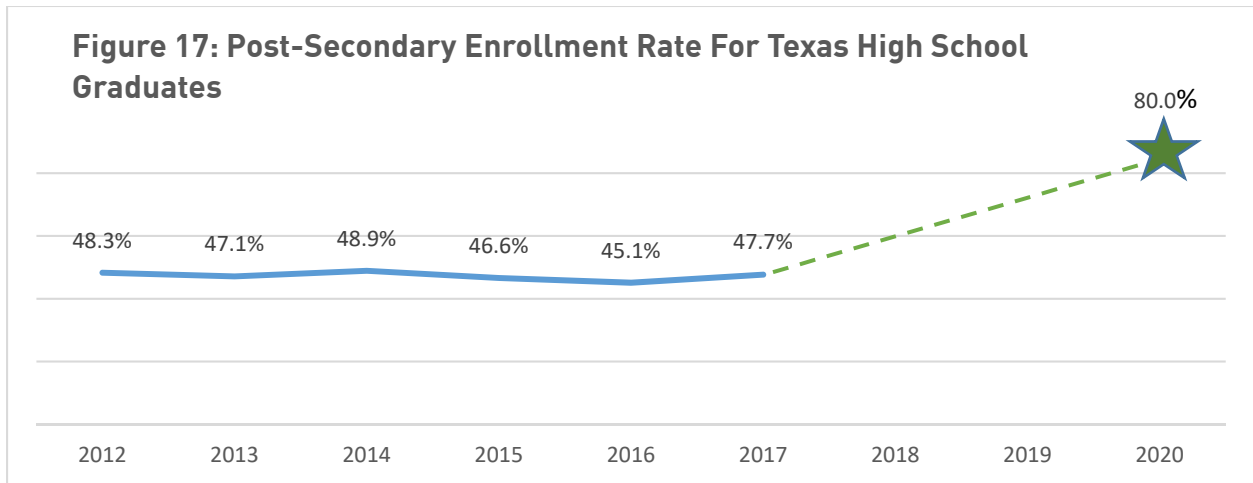
1.3.1 COLLEGE ENROLLMENT

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 in college students.

According to the National Center for Education Statistics, 34% of all undergraduate students and 17% of all full-time undergraduate students were enrolled in community colleges in Fall 2017. Additionally, 49% of all students who completed a degree at a four-year institution in 2016-2017 had enrolled in a two-year institution at some point in the previous 10 years (National Student Clearinghouse 2017). 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 2017 through Fall 2018 indicates that overall postsecondary enrollment decreased by 1.7% for two-year and four-year Title IV, degree-granting institutions. Between 2010 and 2016, community colleges enrollment of full-time students declined from 29% to 20%, and undergraduate student enrollment reduced from 44% to 36%. These trends taken together indicate that enrollment in higher education can be expected to decrease over time.

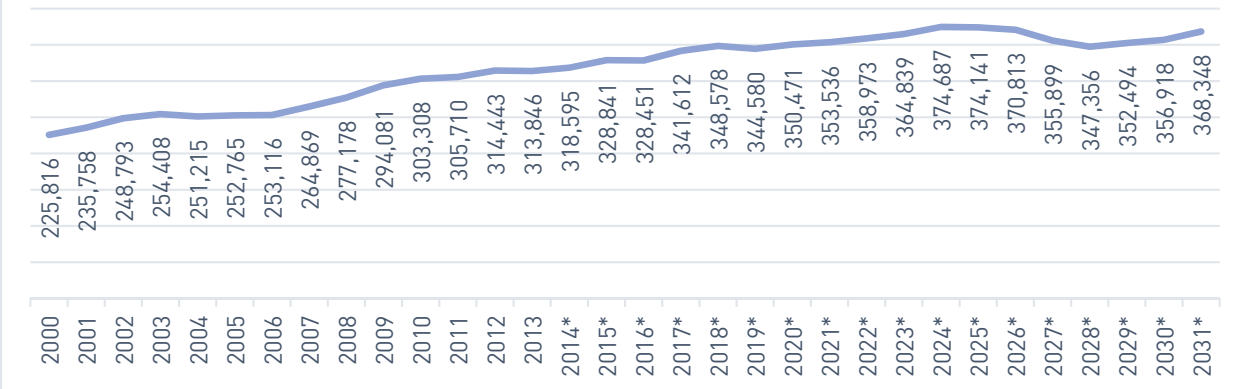
Focusing on local post-secondary enrollment trends, the City of San Antonio, through the San Antonio Area Foundation, has adopted a target rate of 80% post-secondary enrollment for all high school graduates by 2020. Accomplishing this goal has been challenging; *Figure 17* demonstrates that this metric has fluctuated in the 45% to 50% ranges since 2012. Reaching the 80% target would require a substantial acceleration in the post-secondary enrollment rate of high school graduates.



Source: San Antonio 2020, San Antonio Area Foundation, THECB. (2017)

Palo Alto College is diligently 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 12% between 2015 and 2031. High school graduate supply data are organized in *Figure 18*. Further strengthening this expectation is that share of Hispanic students graduating from high school will remain constant (50%) from 2015 to 2031. As a Hispanic Serving Institution (HSI), Palo Alto College will be well-positioned to serve Hispanic students looking for higher education opportunities.

Figure 18: Texas High School Graduates Projection



Source: Western Interstate Commission for Higher Education (2016)

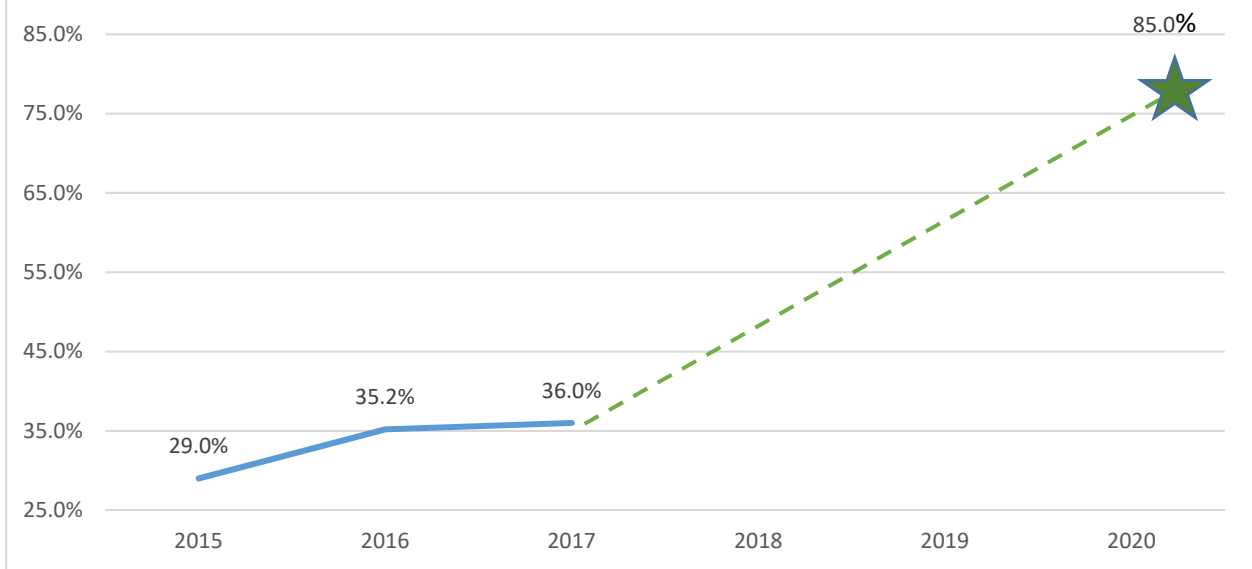
Similarly, a recent Texas Higher Education Coordinating Board (THECB) Enrollment Forecast (2017-2030) indicated that public two-year colleges in Texas are expected to have an enrollment increase of 7.9% between 2019 and 2030, or an annualized growth rate of .72% on average. It is important to note that these projections exclude changes in concurrent enrollment and speak exclusively to college students.

1.3.2 COLLEGE READINESS

Texas Success Initiative (TSI) Assessment has been designed to help two-year and four-year institutions to 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 2020. Texas recently changed college readiness assessments, so trend data is difficult to conceptualize. However, given current rates of college readiness, goal achievement will be challenging, as shown in *Figure 19*.

Figure 19: College-Ready High School Graduates, San Antonio



Source: San Antonio 2020, San Antonio Area Foundation, TEA. (2018)

ECONOMIC COMPETITIVENESS AND WORKFORCE

1.4 Employment in Target Industries

Like many other community colleges, Palo Alto College is the physical manifestations 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 1 summarizes San Antonio's major employers, sorted by the number of local individuals it employs as reported by the San Antonio Economic Development Foundation. Fully half of the top 6 entire are federally-supported military bases, joined by one school district, a regional supermarket chain and a financial institution whos primary market consists of military personnel.

Table 1: 20 Major Regional Employers in San Antonio

Employer	Sector	Number of Local Employees
Lackland Air Force Base	Military	37,000
Fort Sam Houston-U.S. Army	Military	32,000
H-E-B	Super Market Chain	20,000
USAA	Financial Services and Insurance	18,305
Northside I.S.D.	School District	13,977
Randolph Air Force Base	Military	11,000
Methodist Healthcare System	Health Care Services	9,851
City of San Antonio	San Antonio	9,145
North East I.S.D.	School District	8,789
San Antonio I.S.D.	School District	7,703
Baptist Health System	Health Care Services	6,383
Wells Fargo	Financial Services	5,073
JP Morgan Chase	Financial Services	5,000
Harland Clarke	Managed Services	5,000
Andeavor	Oil refiner	5,000
Bill Miller Bar-B-Q	Restaurant Chain	4,500

Table 1 (cont.): 20 Major Regional Employers in San Antonio

Employer	Sector	Number of Local Employees
ATT	Phone, Wireless, and Internet services	4,300
Valero Energy Corp.	Oil Refiner and Gasoline Mktg	4,000
Rackspace	IT Managed Hosting Solutions	3,540
CPS Energy	Utilities	3,125

Source: San Antonio Economic Development Foundation (2018)

Similarly, Table 2 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 extraction, financial services, manufacturing and information technology.

Table 2: Corporate Headquarters in San Antonio

Employer	Sector	Number of Local Employees
H-E-B	Super Market Chain	20,000
USAA	Financial Services and Insurance	17,000
Cullen / Frost Bankers	Financial Services	3,982
Bill Miller Bar-B-Q	Fast Food Chain	3,540
Rackspace	IT Managed Hosting Solutions	3,300
CPS Energy	Utilities	3,022
Toyota Motor Manufacturing	Auto Manufacturing	2,900
Clear Channel Communications, Inc.	TV & Radio Stations, Outdoor Ads	2,800
Southwest Research Institute	Applied Research	2,715
Valero Energy	Oil Refiner & Gasoline Mktg.	1,653
Harland Clarke	Check Printing	1,500
KCI	Medical Supplies	1,400

Table 2 (cont.): Corporate Headquarters in San Antonio

Employer	Sector	Number of Local Employees
Tesoro	Oil Refiner & Petroleum Products	1,300
HVHC	Optical Manufacturing	1,200
Security Service Federal Credit Union	Financial Institution	1,200
The SWBC	Insurance	1,200
NuStar Energy	Energy	550

Source: San Antonio Economic Development Foundation (2018)

1.4.1 EMPLOYMENT BY SECTOR

According to the U.S. Bureau of Labor Statistics, the industry sector with the highest growth in San Antonio in the past year was Mining and Logging with an increase of 13.6%. Most other employment sectors demonstrated relatively small change. Major employment sectors for the local statistical area are displayed in *Table 3*

Table 3: Major Employment Sectors in San Antonio-New Braunfels Statistical Area

Sector	2017	2016	Change
Total Nonfarm	1,065,000	97,800	0.80%
Government	176,700	174,100	1.50%
Education and Health Services	167,300	163,100	2.60%
Professional and Business Services	134,700	138,000	-2.40%
Leisure and Hospitality	134,900	134,000	0.70%
Trade, Transportation, and Utilities	188,600	187,100	0.80%
Financial Activities	90,600	90,100	0.60%
Mining, Logging	9,200	8,100	13.60%
Construction	55,100	55,000	0.20%
Manufacturing	48,900	48,300	1.20%
Other Services	38,700	38,000	1.80%
Information	20,300	20,500	-0.93%

Source: U.S. Bureau of Labor Statistics (2018)

1.4.2 EMPLOYMENT BY INDUSTRY

According to LMCI-TRACER, total employment is projected to grow by 22.6% from 2014 to 2024. *Table 4* presents the industries adding the most jobs.

Table 4: Alamo Workforce Development Area* - Industries Adding the Most Jobs

Industry Title	2014	2024	Number Change	Growth Rate
TOTAL ALL INDUSTRIES	1,067,800	1,309,530	241,730	22.60%
Services Providing	876,370	1,086,780	210,410	24.00%
Education & Health Services	240,900	312,530	71,630	29.70%
Trade, Transportation, & Utilities	173,830	209,670	35,840	20.60%
Health Care & Social Assistance	140,840	184,990	44,150	31.30%
Leisure & Hospitality	124,340	159,160	34,820	28.00%
Professional & Business Services	119,960	150,800	30,840	25.70%
Retail Trade	112,030	135,150	23,120	20.60%
Accommodation & Food Services	110,120	141,570	31,450	28.60%
Goods Producing	109,740	127,910	18,170	16.60%
Educational Services, Public & Private	100,050	127,540	27,490	27.50%
Educational Services	100,050	127,540	27,490	27.50%
Food Services & Drinking Places	93,340	121,420	28,080	30.10%
Restaurants & Other Eating Places	84,270	110,370	26,100	31.00%
Self Employed Workers, All Jobs	81,690	94,840	13,150	16.10%
Total Self Employed Workers, All Jobs	81,690	94,840	13,150	16.10%
Unclassified	81,690	94,840	13,150	16.10%
Financial Activities	80,140	96,680	16,540	20.60%
Elementary & Secondary Schools, Public & Private	69,620	90,970	21,350	30.70%
Administrative & Waste Services	63,990	81,480	17,490	27.30%
Finance & Insurance	63,900	77,850	13,950	21.80%

Table 4 (cont.): Alamo Workforce Development Area* - Industries Adding the Most Jobs

Industry Title	2014	2024	Number Change	Growth Rate
Administrative & Support Services	62,180	79,160	16,980	27.30%
Construction	47,840	61,180	13,340	27.90%
Hospitals, Public & Private	35,280	46,240	10,960	31.10%

Source: Texas Workforce Commission (www.tracer2.com, 03/2019)

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.

1.4.3 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 2018 was 9,977,580 with a median annual wage of \$33,890 in 2017. The top 10% of the population employed earned an annual wage of \$82,780, while the lowest 10% of the population employed earned an annual wage of \$18,020. Industry and occupational wage data for the San Antonio-New Braunfels statistical area is summarized in Table 5.

Table 5. San Antonio-New Braunfels Statistical Area, Industry and Occupation Wage data 2018

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	9,977,580	\$16.30	\$33,890	\$8.66	\$39.80	\$18,020	\$82,780
Office and Administrative Support Occupations	175,090	\$15.63	\$32,500	\$9.91	\$26.87	\$20,600	\$55,890
Sales and Related Occupations	107,440	\$12.94	\$26,920	\$8.37	\$34.31	\$17,410	\$71,370
Food Preparation and Serving Related Occupations	106,970	\$9.36	\$19,460	\$7.87	\$16.08	\$16,360	\$33,450
Education, Training, and Library Occupations	61,930	\$25.37	\$52,760	\$9.72	\$36.97	\$20,210	\$76,900
Healthcare Practitioners and Technical Occupations	61,250	\$28.11	\$58,460	\$14.46	\$66.66	\$30,070	\$138,660

Table 5. San Antonio-New Braunfels Statistical Area, Industry and Occupation Wage data 2018

Occupation	Employment	Hourly median wage	Annual median wage	Hourly 10th percentile wage	Hourly 90th percentile wage	Annual 10th percentile wage	Annual 90th percentile wage
Transportation and Material Moving Occupations	56,200	\$14.03	\$29,180	\$8.71	\$26.09	\$18,120	\$54,260
Business and Financial Operations Occupations	54,330	\$32.78	\$68,190	\$18.43	\$53.69	\$38,330	\$111,680
Personal Care and Service Occupations	41,710	\$9.22	\$19,170	\$7.85	\$14.75	\$16,340	\$30,680
Production Occupations	41,070	\$14.58	\$30,320	\$8.94	\$28.88	\$18,590	\$60,060
Construction and Extraction Occupations	39,440	\$17.31	\$36,000	\$11.30	\$30.46	\$23,500	\$63,350
Installation, Maintenance, and Repair Occupations	39,050	\$18.93	\$39,370	\$11.28	\$31.47	\$23,470	\$65,460
Management Occupations	35,240	\$47.46	\$98,710	\$23.74	\$98.52	\$49,380	\$204,930
Computer and Mathematical Occupations	28,580	\$37.68	\$78,380	\$20.78	\$62.36	\$43,210	\$129,720
Building and Grounds Cleaning and Maintenance Occupations	28,460	\$10.80	\$22,460	\$8.17	\$15.93	\$17,000	\$33,130
Healthcare Support Occupations	27,030	\$12.90	\$26,830	\$8.88	\$21.38	\$18,480	\$44,460
Protective Service Occupations	24,830	\$17.82	\$37,070	\$8.85	\$36.05	\$18,420	\$74,990
Architecture and Engineering Occupations	12,920	\$33.24	\$69,130	\$17.21	\$59.30	\$35,800	\$123,350

Table 5 (cont.): San Antonio-New Braunfels Statistical Area, Industry and Occupation Wage data May 2016

Occupation	Employment	Hourly median wage	Annual median wage	Hourly 10th percentile wage	Hourly 90th percentile wage	Annual 10th percentile wage	Annual 90th percentile wage
Community and Social Service Occupations	11,660	\$20.11	\$41,830	\$9.43	\$32.53	\$19,620	\$67,670
Arts, Design, Entertainment, Sports, and Media Occupations	11,640	\$19.14	\$39,810	\$9.03	\$40.60	\$18,790	\$84,450
Legal Occupations	7,000	\$30.44	\$63,320	\$15.89	\$76.22	\$33,050	\$158,540
Life, Physical, and Social Science Occupations	4,890	\$31.33	\$65,170	\$16.46	\$55.96	\$34,240	\$116,400
Farming, Fishing, and Forestry Occupations	850	\$10.63	\$22,110	\$8.05	\$17.59	\$16,730	\$36,590
Office and Administrative Support Occupations	175,090	\$15.63	\$32,500	\$9.91	\$26.87	\$20,600	\$55,890

Source: U.S. Bureau of Labor Statistics (2018)

1.5 Workforce

1.5.1 EMPLOYMENT AND UNEMPLOYMENT RATES

The San Antonio Economic Development Foundation (SAEDF) provides data on civilian labor force growth and unemployment rates. In October 2016, San Antonio’s total civilian workforce was 1,121,400, with an associated unemployment rate of 3.7%. The 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 has experienced continued growth in its civilian labor force in recent years, with a decline in unemployment rates since 2012. 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. Unemployment figures for San Antonio are summarized in *Table 6*.

Table 6: San Antonio Workforce-Employment and Unemployment 2003-2016

Year	Total Civilian Labor Force	Percent Growth	Number of People Employed	Number of People Unemployed	Unemployment Rate
2016	1,135,725	3.30%	1,093,136	42,589	3.70%
2015	1,099,597	3.30%	1,057,538	42,059	3.80%
2014	1,064,254	1.45%	1,018,694	45,560	4.30%
2013	1,049,019	2.20%	986,252	62,767	6.00%
2012	1,026,242	1.40%	959,876	66,366	6.50%
2011	1,012,433	2.40%	943,728	75,318	7.40%
2010	988,764	2.40%	928,675	72,505	7.30%
2009	965,670	2.10%	906,524	64,391	6.70%
2008	942,671	2.20%	898,774	44,351	4.70%
2007	921,968	0.80%	883,141	37,919	4.10%
2006	914,670	2.00%	872,518	42,152	4.60%
2005	896,886	1.50%	852,165	44,721	5.00%
2004	883,892	1.20%	834,039	44,300	5.60%
2003	873,494	1.50%	820,022	31,700	6.10%

Source: U.S. Bureau of Labor Statistics (2018)

1.5.2 FASTEST GROWING OCCUPATIONS

According to the Texas Workforce Commission’s Labor Market & Career Information (LMCI)-TRACER data, the fastest expected growing occupations in 2024 will be within the health, STEM, and education sectors. STEM-related workforce figures are summarized in *Table 7*.

Table 7: Alamo Workforce Development Area* - Fastest Growing Occupations

Occupational Title	Annual Average Employment 2014	Annual Average Employment 2024	Number Change 2014-2024	Percent Growth 2014-2024
Total, All Occupations	1,067,800	1,309,530	241,730	22.6%
Mathematical Science Occupations	1420	2,080	660	46.5%
Occupational Therapy & Physical Therapist Assistants & Aides	1890	2610	720	38.1%
Supervisors of Food Preparation & Serving Workers	8330	11180	2850	34.2%
Animal Care & Service Workers	1560	2050	490	31.4%
Preschool, Primary, Secondary, & Special Ed School Teachers	35,120	46,040	10,920	31.1%
Food & Beverage Serving Workers	57510	75190	17680	30.7%
Other Personal Care & Service Workers	35480	46360	10880	30.7%
Nursing, Psychiatric, & Home Health Aides	14120	18270	4150	29.4%
Health Diagnosing & Treating Practitioners	35820	46310	10490	29.3%
Other Healthcare Support Occupations	13180	17000	3820	29.0%
Other Education, Training, & Library Occupations	10160	13,040	2880	28.3%
Helpers, Construction Trades	2300	2940	640	27.8%
Grounds Maintenance Workers	7690	9820	2130	27.7%
Counselors/Social Workers/Other Social Service Specialists	10,710	13,610	2,900	27.1%
Building Cleaning & Pest Control Workers	26040	33040	7000	26.9%
Computer Occupations	26890	34080	7190	26.7%
Legal Support Workers	3200	4,040	840	26.3%
Health Technologists & Technicians	25540	32230	6690	26.2%
Other Transportation Workers	2260	2850	590	26.1%

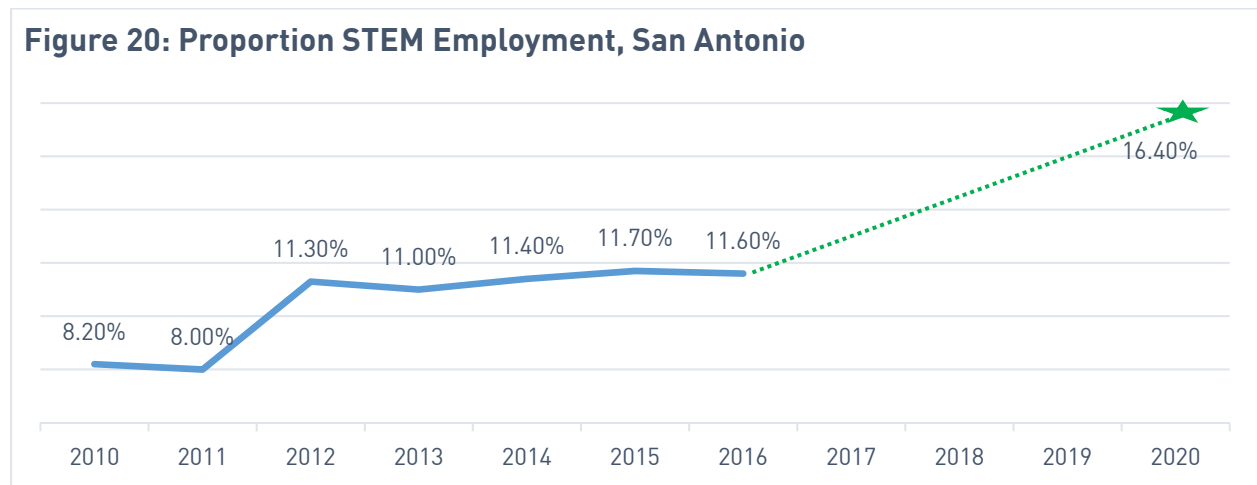
Source: Texas Workforce Commission (www.tracer2.com, 03/2019)

Note: Table shows total employment in all occupations and the fastest growing occupations. Occupations in this list must have 500 or more employees in 2014.

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

1.6 San Antonio STEM Economy

The 2018 Impact Report, published by SA2020 characterizes the San Antonio workforce as highly educated, with an economic engine driven by entrepreneurship and highly capable workforce. As a result of these economic drivers, this city is home for many technological/manufacturing companies including Toyota, Boeing, Rackspace, and Sirius, as well as many military/aeronautical bases. *Figure 20* displays the fraction of employment opportunities in San Antonio classified as STEM occupations. This trend can be considered as moderate growth over the past few years. However, substantial acceleration in STEM employment growth will be necessary if San Antonio is to achieve its 16.4% goal by 2020.



Source: San Antonio 2020, San Antonio Area Foundation, U.S. Bureau of Labor Statistics (2018)

1.6.1 EMPLOYMENT IN STEM OCCUPATIONS

The San Antonio Area Foundation, a community foundation that works to address San Antonio's needs through grants, programs, and scholarships, has set a target for STEM occupations to make up 16.40% of total employment opportunities in the area by 2020. While, the STEM economy for San Antonio has grown recently there seems to be a challenge in creating and filling STEM employment opportunities since total employment rates in STEM occupations has remained constant.

LEGISLATION UPDATE

The State Educational Legislation section of our Environmental Scan contains legislation updates from the State of Texas 86th Legislative Session that potentially affects education.

SB 1- Budget

Signed: 06/15/2019

	FY Ending August 31, 2020	Current FY Ending Aug. 31, 2021
Core Operations	\$ 680,406	680,406
Student Success	\$6,160,109	\$6,160,109
Contact Hour Funding	\$52,933,955	\$52,933,963
Veterans Assistance Ctrs	\$4,058,400	\$4,058,400
Total	\$66,832,870	\$66,832,878

SB 2- Property Tax Reform

Signed: 06/15/2019

Requires taxing units (cities, counties, etc.) to seek voter approval before implementing tax increases of 3.5% or greater from one year to the next. Community colleges must obtain similar approval for increases of 8% or more.

HB 3- School Finance Reform

Signed: 06/02/2019

Provides 11.6 billion dollars in school finance with 6.5 billion in new funding, representing approximately a 20% increase over previous funding commitments. Legislation also includes 5.1 billion in property tax reductions.

SB 11- School Safety

Signed: 06/06/2019

Focuses on increasing school safety preparedness, including mandatory instruction for students and staff. Also establishes school district threat assessment teams to identify potential threats and interventions.

SB 12- Teacher Pension Reform

Signed: 06/09/2019

Allocates 1.1 billion in new funding for teacher retirement pension obligations. Also authorizes disbursement of a one-time supplementary payment to retired teachers.

HB 1545- Rules Governing Alcohol Sales

Signed: 06/15/2019

Reverses previous regulations for breweries abolishing the sale of alcohol for consumption off premises. Additionally increases the amount of liquor licenses held by any single individual.

SB 1978- Religious Freedom

Signed: 06/10/2019

Prohibits government retaliation against individuals or groups based on their religious affiliation. Known as the "Save Chik-fil-A" bill, this statute empowers the State Attorney General to file suit against government bodies in Texas believed to be in violation.

HB 3809- Sex Abuse Statute of Limitation Extension

Signed: 06/14/2019

Extends the statute of limitations on filing lawsuits (civil) in sex abuse cases from 15 to 30 years. This extension also applies to *culpable entities*.

APPENDIX A

Appendix A. Industries at a Glance

List of Supersectors and Associated Subsectors	
Information	
	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
Financial Activities	
	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
Professional and Business Services	
	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
Educational and Health Services	
	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
Leisure and Hospitality	
	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)

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

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>