

2023-2024

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 increased 3.3% between Fall 2022 and Fall 2023 and witnessed the highest FTIC enrollment to date.
- First Time in College (FTIC) students at PAC are more likely to graduate within 3 years than peers at comparable institutions despite some declines in recent years.
- Only 19.5% of PAC students graduate with student debt compared to 23.0% of those graduating from public, two-year institutions statewide.
- Eligibility to participate in AlamoPROMISE has expanded to include all high school graduates in Bexar county.

Population Growth and Change

- The population in the United States is predicted to continue to grow due to migration from other countries, not natural increase which will contribute to greater diversity among the population.
- Both domestic and international migration are the greatest contributors to Texas and San Antonio's population gains and predicted increases in coming years.
- As the U.S. population ages, Texas and San Antonio are projected to remain relatively stable in terms of young people and workforce eligible populations.
- The San Antonio population is 56.0% Hispanic or Latino, greater than both the state and nation.

Education

- Young adults in San Antonio 18-24 years of age are somewhat more likely to complete a high school credential (86.2%) than young adults in Texas (85.8%), but less likely to do so than young adults across the country (88.2%).
- Adults over 24-years of age in San Antonio are more likely to have sought higher education than adults in Texas but are less likely to have completed an associate's degree by 1.1%.
- 48.3%% of high school graduates who are Hispanic are meeting TSI, college readiness standards compared to 55.5% of all Texas graduates.

Income

- San Antonio has experienced declining poverty rates in recent years, rounding out 2022 with an estimated 17.7% in the city living below the poverty line.
- 28.3% of San Antonio residents without a high school credential live below the poverty level, compared to 17.6% of those with a high school credential and just 11.5% of those with some college education or an associate's degree.
- The gender wage gap in San Antonio continues to hover around \$8,000 but remains lower than the gap nationally and statewide.
- Median household income for San Antonio residents is over \$10,000 less than the country and the state.

Economic Competitiveness and Workforce

- As of February 2024, there were 1,176,800 people employed on non-farm payrolls in the San Antonio-New Braunfels metropolitan area, a 2.6% growth since February of the previous year.
- The median salary for jobs in San Antonio (\$41,010) is less than Texas generally (\$43,951) and the United States (\$45,937).
- The highest paying jobs and 34.8% of San Antonio jobs are in education, health, and business services.

Legislative Update

- Effective September 1, 2023, community college's state funding formula was updated as per House Bill 8. The funding model transitioned from a static funding model to a model based on dynamic student success outcomes.
- On January 1, 2024, State Bill 17 went into effect, requiring institutions to close offices of diversity, equity, and inclusion.

College Overview

1.1 College Update

Since 1985, Palo Alto College (PAC) has served the South Side of San Antonio, Texas. Peaking in recent years, enrollment per semester tops ten-thousand students. From Fall 2022 to Fall 2023 Palo Alto College experienced a 3.3% growth in enrollment, exceeding the 2.6% average increase across community colleges nationally (National Student Clearing House 2024).

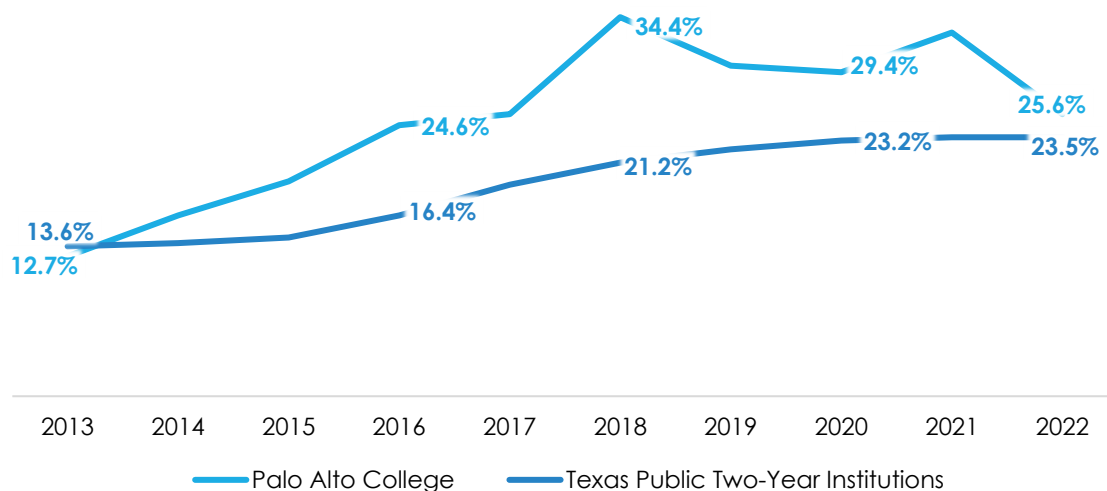
Palo Alto College saw its highest Fall enrollment in Fall 2020 with 11,193 students and its second highest in Fall 2023 with 10,908 students. Along with being one of the highest Fall enrollments, Fall 2023 saw the largest First Time in College (FTIC) of 2,332, 952 of whom were enrolled full-time. PAC has the third highest enrollment typically among the five Alamo colleges and continues to see enrollments that trend upwards.

Serving the southern side of San Antonio, a historically economically disadvantaged part of the city many of PAC's students are economically disadvantaged. The 2021 academic year saw 23% of PAC's students receiving Pell grants which is roughly equivalent to comparable institutions according to the Texas Higher Education Coordinating Board (THECB). On average, PAC students were awarded \$4,260 (THECB Online Resume for Legislators and Other Policy Makers 2023).

Despite some of these challenges, Palo Alto College students graduate with over \$2,000 less debt than graduates from public two-year institutions around the state (THECB Almanac Data 2023). Although not a huge difference, this puts \$2,000 more into the pockets of Palo Alto College graduates after they leave the institution. According to the THECB data, 19.5% of PAC students graduate with any debt at all, compared to 26.0% of peer institutions. These differences will make huge differences over the ten or twenty years following these students as they enter the workforce or continue their education and ultimately have to pay back any loans they did take out. The more students that graduate without debt, the more quickly they can establish themselves and their families in the region.

As seen in *Figure 1*, PAC students also graduate within 150% of normal time, or within 3 years, at a higher rate than their peers.

Figure 1. Graduation within 150% Normal Time Palo Alto College Compared to Texas Public, Two-Year Institutions, 2013-2022



Source: National Center for Education Statistics 2024

On average, between 2013 and 2022, 25.1% of PAC full-time FTICs graduated within 150% of normal time compared to just 19.1% of their peers across the state. The PAC 2019 full-time FTIC cohort graduation rate dropped to 25.6%, which is not much greater than the 23.5% around the state (NCES IPEDS 2024). Overall, Palo Alto College's 3-year graduation rate has increased since 2013, despite a slight drop between 2018 and 2022 as reflected in *Figure 1*. However, this cohort, as with the following one, were heavily affected by the COVID-19 pandemic, the ripples of which continue to bear out in time-lagged success measured.

Based on the Fall 2021 cohort, PAC students one-year persistence rate for full-time, first time in college students is 61.6%, which is slightly greater than the state average according to ACD KPI data for 2023. Despite a slight dip for the 2019 cohort persistence to 2020, PAC's full-time FTIC persistence rate has remained relatively consistent for the last five years.

One contributor to student success at Palo Alto College is AlamoPROMISE, which covers tuition and fees for students from participating high schools to attend one of the Alamo Colleges District colleges. AlamoPROMISE provides "last-dollar" funding through partnerships with local governments and community groups, bridging the gap between student financial needs and their education.

Texas House Bill 8

On June 9, 2023, Texas Governor Greg Abbott signed the bipartisan House Bill 8 relating to public higher education, including the public junior college state finance program, introduced by the 88th Texas Legislature.

2.1 Background

The Office of Governor Abbott's Office of Economic Development & Tourism reported that in 2021, Texas was the leading destination for companies relocating from other states, the largest energy-producing state in the nation, and the home of over 10% of Fortune 500 company headquarters.

The Federal Reserve Bank of Dallas stated that there will be a continued need for workers with more than a high school diploma but less than a four-year college degree. The Bank also expects more than 4 million jobs will be created in the state of Texas in the next 15 years.

According to the Texas Association of Community Colleges (TACC), 43% of all postsecondary students in Texas are enrolled in a community college. Additionally, community colleges in Texas award 93% of all career and technical education degrees & certificates and enrolls 94% of all dual credit enrollments in the state.

As an opportunity to transition from a static funding model to a dynamic formula with predictable funding based on outcomes, the Texas Commission on Community College Finance (TXCCCF) recommended three main components to a funding model: state funding for outcomes, affordability for students, and investments in college capacity.

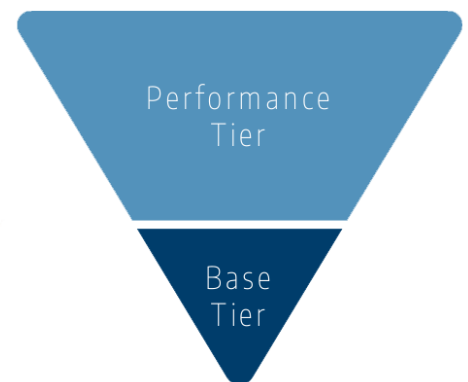
2.2 Student Funding for Outcomes

The funding model proposed by HB8 is composed of two major components that are based off dynamic outcomes: Base Tier and Performance Tier.

The expectation is that a larger share of the state funding allocated to community colleges will be comprised of the Performance Tier. The model intends to be a strategic funding source for aligning those student-focused outcomes to Texas's emerging workforce needs.

Appendix A contains an in-depth breakdown of the HB8 funding formula.

HB 8 Funding Model



2.2.1 Base Tier

The Base Tier of the funding formula entails the estimated costs of operations and the estimated local share of tax revenue. This tier of funding only applies if the estimated costs of operation outweigh the estimated local share.

The Base Tier has two main components: Instruction & Operations and Local Share.

Instruction & Operations

The Instruction & Operations component is an estimate of a college's operating needs based on characteristics of its student body and courses taught (basic allotment and contact hour production, respectively).

The basic allotment portion is calculated as the number of weighted full-time student equivalents multiplied by the basic allotment rate (established by the Texas Higher Education Coordinating Board (THECB)). Full-time student equivalents are weighted for the following characteristics: economically disadvantaged, academically disadvantaged, or adult learner.

The contact hour production is weighted by discipline as determined by the Report on Fundable Operating Expenses and funded at a statewide percentage.

The two portions are then summed to constitute the Instruction & Operations component of the Base Tier.

Local Share

The Local Share component of the Base Tier is an estimate of a college's local resource availability for meeting its Instruction & Operations cost. It is a function of the sum of the college's tax revenue and enrollment in the form of tuition and fees.

A college's tax revenue is estimated by the amount that would be raised with a \$.05 Maintenance and Operations tax rate determined by the THECB and it is not dependent on what the colleges raise each year or local tax rate charges.

The tuition and fees estimate is the amount that would be raise with average in-district tuition and fees per full-time student equivalent for non-dual credit students and the FAST rate for dual credit students.

2.2.2 Performance Tier

The Performance Tier of the funding formula is composed of weighed student outcomes including: credentials of value (for-credit and non-credit); credentials of value in high-wage, high-demand fields; students who transfer with at least 15 SCH to four-year universities; and students who complete a sequence of at least 15 SCH in dual credit courses. Weights of these outcomes include: economically disadvantaged students, academically disadvantaged students, and adult learners (25 years of age or older). For these items, colleges would receive funding based on their FY22 outcomes or their three-year average for FY20-22.

Credentials of Value

A "Credential of Value" is defined by the THECB as "credential which meet a certain cost-benefit threshold: a typical student with that credential must earn enough within 10 years to pay for the cost of their education and surpass the earnings of a typical high school graduate".

The credentials included in the FY24 calculation are:

- Bachelor's Degrees
- Associate Degrees
- Certificates (Advanced Technical Certificates, Level 1 and Level 2 Certificates, and Continuing Education Certificates)
- Occupational Skills Awards (OSA)
- Institutional Credentials Leading to Licensure and or Certification (ICLC)
- Transcribed third-part credentials recognized by the American Council on Education's National Guide

The amounts awarded for Performance Tier outcomes is displayed on *Appendix B*.

2.3 Affordability for Students

A suggestion from the TXCCCF was to increase affordability for students. One avenue for funding low-income college students was to increase funding for Texas Educational Opportunity Grants (TEOG) at two-year institutions and TEXAS Grants at four-year universities to establish a goal of serving at least 70% of qualified low-income college students, through increased state appropriations for TEOG in coming biennium.

Another avenue for affordability for students is the Financial Aid for Swift Transfer (FAST) initiative. This program is funded by the Foundation School Program for participating colleges to cover tuition and fees for all economically disadvantaged students who

enrolled in dual credit courses. This initiative is administered by the THECB with support from the Texas Education Agency (TEA). This initiative also incorporates a maximum tuition rate for dual credit courses set annually by the THECB.

2.4 Investments in College Capacity

HB8 authorized the THECB to establish an Institutional Collaboration Center to support the implementation of the new finance system. The bill also required the THECB to give preference to applicants that partner with employers. To do so, the state budget included \$16.5 million in each year and 7 FTEs to improve institutional innovations and collaborations, including grants to institutions to add capacity to meet regional workforce needs.

2.5 Impact to the Alamo Colleges District in Fiscal Year 2024

In Fiscal Year 2023, the Alamo Colleges District received a total of \$63,938,380 from the State's formula funding; this funding was based on the previous funding formula based on enrollment and contact hour production.

The Alamo Colleges District received a guaranteed \$88,641,433 in State funding in Fiscal Year 2024, a 38.6% increase in State funding. The summary of funding based on tiers and change from last fiscal year is displayed in *Appendix C*.

2.6 April 2024 THECB Board Meeting – Changes for FY25

In April 25th, 2024, the THECB held their quarterly board meeting in which Item VII-A related to Community College Finance Rule-Making. Items related to the funding formula that were discussed include: Credential of Value, Clarifications of dual credit and transfer fundable outcomes, and Methodology refinements.

Credential of Value Baseline and Premium Tiers

Starting FY25, community colleges will be eligible for performance funding in 2 tiers of Credentials of Value: Baseline and Premium.

The Credential of Value Baseline tier funds all conferred credentials when a typical graduate earns cumulative wages greater than median earnings of a typical high school graduate and recoups the net cost of attendance within 10 years of earning the credential.

The Credential of Value Premium tier provides funds for each student earning a credential of value who is projected to achieve a positive return-on-investment at or before a target year when most students in comparable programs are projected to reach positive return-on-investment.

Another change implemented within the credentials of value section is the addition of new credentials to this list of outcomes: Texas Opportunity High School Diploma (a competency-based diploma program earned through concurrent enrollment in a career and technical education program) and Third-Party Credentials (Credentials listed in the American Council on Education's National Guide).

Clarification of Dual Credit and Transfer Fundable Outcomes

A change that was adopted during the April board meeting is removing double counting of standard credit hours that previously contributed to both dual credit and transfer outcomes. Along with this change, the new methodology ensures that only one college is credited for each transfer and that a college can earn the transfer outcome only once per student.

Methodology Refinements

The high-wage, high-demand field's methodology was updated to better align with meeting Texas's workforce needs. For a field to be considered high-wage, high-demand it needs to meet either of the two following criteria: top 10 growing occupational group in the state according to 10-year demand projections from the Texas Workforce Commission and Bureau of Labor Statistics and designation of "emerging occupation" by the Commissioner or top 5 growing occupational group in the Texas Comptroller's economic region and petition of "essential occupation" by the college (up to 5 occupational groups can be petitioned by college).

The definition of adult learner was refined to those who are 25+ years old for a period (specific to a program type) prior to earning a credential.

Lastly, the data source for average tuition and fees will be updated to THECB from IPEDS.

2.7 July 2024 THECB Board Meeting – Proposed Changes for FY25

In July 2024, the THECB will be conducting a board meeting where several more change adoptions will be proposed based on the April 2024 board meeting.

The first change to be proposed is the redefining the weights and rates for fundable outcomes.

The second change will be to redefine the formula to set the value of the Base Tier to 5% of the funding to the institutions and 95% of the funding to come from the Performance Tier.

The third change will be a change to using a forecast model based on performance tier outcomes using FY 2018-2023 instead of historical values to determine funding for a college. Year-to-year changes will be limited to a 10% increase or a 5% decrease to ensure forecasts fall within realistic limits and provide funding stability to colleges. The funding will use whatever is greater between FY25 estimates or the three-year average of FY 23-25 estimates.

The last proposed change is a dynamic payment schedule. Starting with a Foundation Payment of 50% comprised of 50% of the base tier and 50% of the performance tier projected outcomes in October and followed by the first dynamic adjustment comprised of 25% of current year funding and a mid-year positive adjustment if preliminary outcomes are greater than projected in February and a Remaining Foundation Payment in June comprised of the last 25% of the foundation payment, colleges will have Close-Out Adjustments in October of Fiscal Year 2027 based on differences between projected and certified outcomes. The proposed dynamic payment timeline is displayed in *Appendix D*.

Population Growth and Demographic Shifts

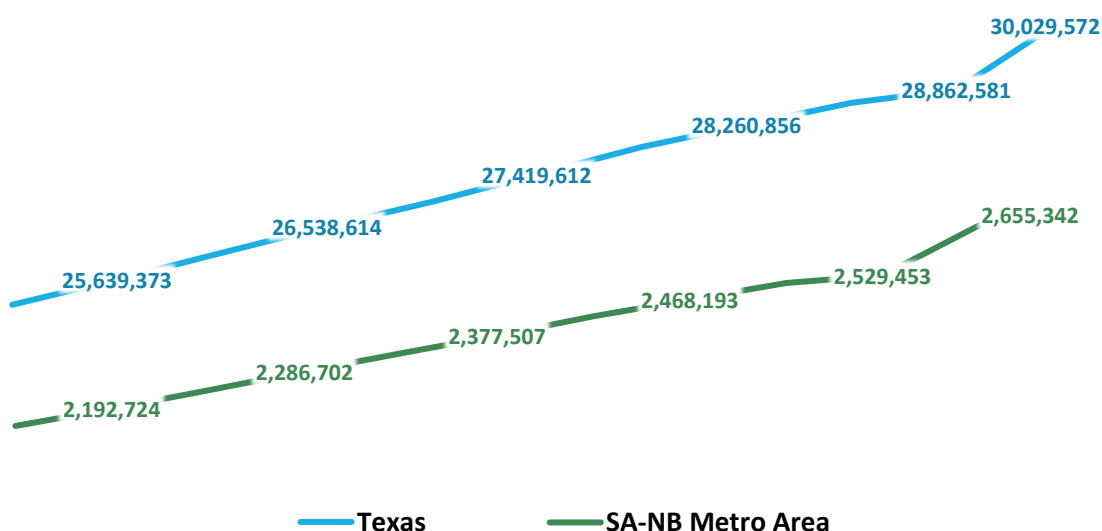
3.1 Population Growth

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 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 – 2022



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

The city of San Antonio alone reached an estimated population of 1,472,909 in 2022 and remains the 7th largest city in the United States. The city as a whole has grown approximately 11% since the 2010 decennial Census (U.S. Census 2022). According to

GreaterSATX (2023), the metropolitan area is predicted to grow an additional 5.4% by 2027, making the total population larger than 2.7 million within four years.

San Antonio and the surrounding metropolitan area is expected to continue growing in population over the next 20 years (SA Impact 2020). As such, unlike an aging population predicted nationally, the San Antonio area will not experience a decline in “traditional” college-aged cohorts. Palo Alto College is positioned to support these future students as well as older cohorts who may be seeking to change careers later in life through additional workforce training and education.

3.2 Population Changes

By 2030, the Baby Boomer generation, which remains the largest current generation, will all be 65 years or older. As they hit retirement age, the labor force will change as roughly 20% if the population reaches or surpasses retirement age and begins exiting the workforce. All generations to have followed the Baby Boomers have had fewer children than the generation before them (CDC 2023; Vespa, Medina, and Armstrong 2020). Population growth is therefore predicted to be driven by migration, as natural increase (births within the country’s borders) fails to replace or drive increases in population.

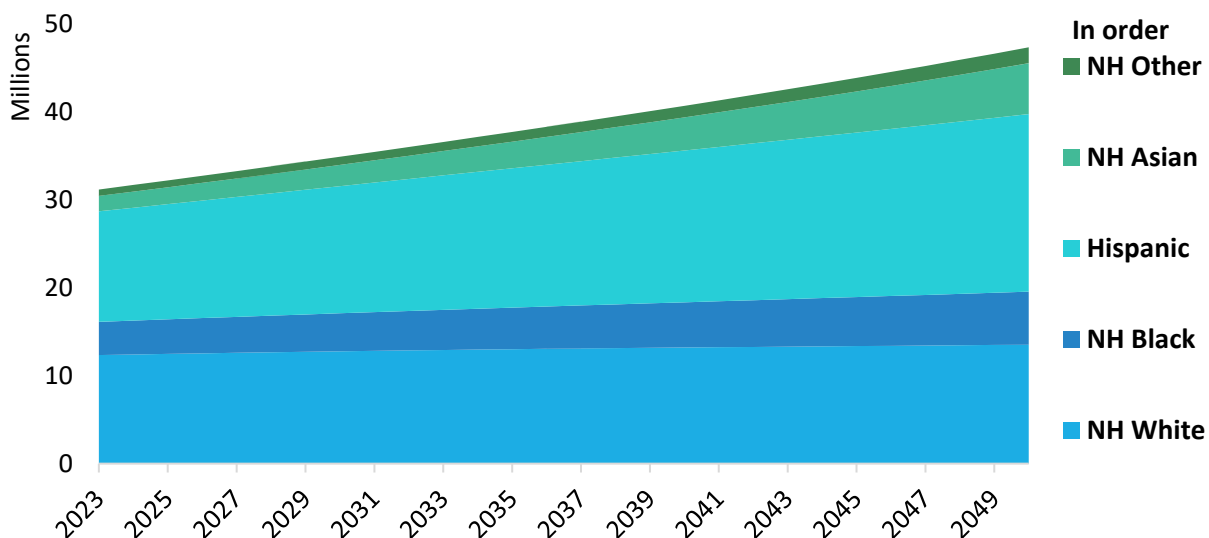
As the population of the United States will continue to grow through migration into the country, the U.S. Census Bureau predicts that the country will experience continued growing racial and ethnic diversity in coming decades. Partially due to changes in the way race and ethnicity were measured in the most recent decennial census but also due to true shifts in demographics, the 2020 Census marked a large drop in the proportion of the U.S. population that identifies as non-Hispanic whites (Marks and Rios-Vargas 2021). Although Texas is already more diverse ethnically than much of the United States, Texas is predicted to follow the same diversity trend as the country.

For Texas, and the San Antonio area, there will be less diversity shifts than for many other states in the U.S. Currently, Texas and the San Antonio-New Braunfels (SANB) metropolitan area are approximately 60% non-Hispanic white, compared to the US more generally which is 66% non-Hispanic white based on ACS 5-year estimates for 2022 (US Census Bureau). Texas has more than twice the Hispanic population than the United States generally which is nearly tripled by the SANB metropolitan area. Forty-percent of Texas residents identify as Hispanic compared to 19% of the U.S. and 56% of the metropolitan area in which PAC resides identifies as Hispanic. Located in the most heavily Hispanic area

of San Antonio, PAC already serves this major population group and therefore is positioned to continue doing so even as demographics become more heavily diverse.

The Texas Demographic Center (2023) predicts that the state will experience further growth in non-white populations through 2050. This change is expected to largely occur through a growth in the Hispanic population (US Census Bureau). 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

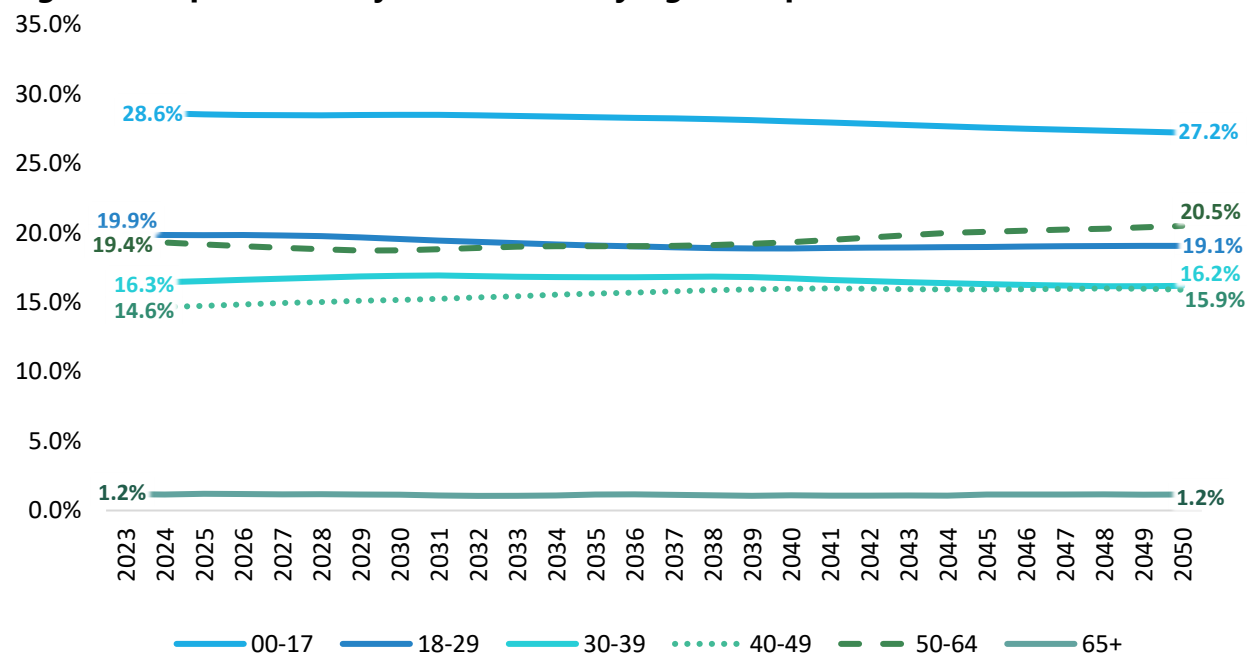
Source: Texas Demographic Center (<https://demographics.texas.gov/data/>)

In Texas specifically, non-Hispanic Asians are projected by the Texas Demographic Center (2023) to be the fastest growing racial group in Texas between 2023 and 2050, followed by the Hispanic population. This differs from national projections as Texas already has a larger than national Hispanic population.

Texas also differs from the nation generally in projected age distribution. Approximately 25% of the Texas population is under 18 years old, compared to just 22% of the country generally. Although just a three-percent difference, in a country of over 330 million people, two-percent is a huge number of individuals. The Texas population based on 2022 ACS five-year estimates is 29,243,342 meaning that 25% of the population is 7,310,835 individuals younger than 18. This will contribute in part to the projected age demographics wherein Texas is expected to maintain a younger population than the United States generally. The San Antonio-New Braunfels metropolitan area will follow the

same trends as the state, with the same percent of the population under 18 as the state. Age-based population predictions for the state can be found in *Figure 3*.

Figure 3. Population Projections Texas by Age Group, 2023 to 2050



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

Due to sizable in-migration and higher birth rates among non-white populations compared to non-Hispanic whites (CDC 2022), Texas will maintain relatively stable population proportions in the coming decades even as these groups change more drastically around the country.

San Antonio shares similar age proportions to Texas but is more diverse racially than both the nation and the state. Based on ACS 5-year estimates, 56.0% of the population of San Antonio identifies as Hispanic or Latino, compared to just 39.9% of Texas and 18.7% of the United States (US Census Bureau). Approximately 25% of both San Antonio and Texas is under 18 years old, compared to 22% of the United States. In contrast, 16.5% of the United States is 65 years or older but only 16.0% of Texas and 13.3% of San Antonio fall in the same age bracket. Texas, and San Antonio, are already beginning to take the shape of the TDC projects and diverge from the country generally.

Education and Income

4.1 Educational Attainment in San Antonio

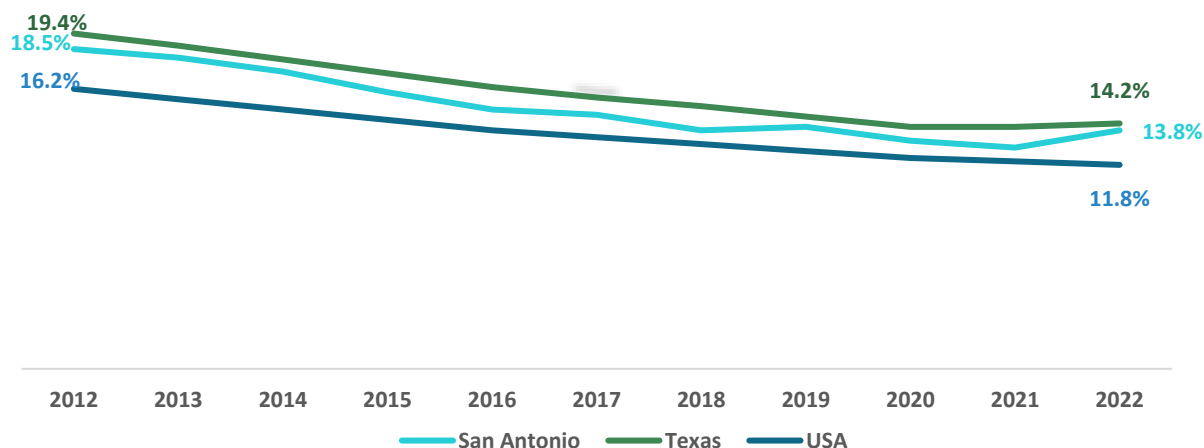
As San Antonio differs from the country and Texas regarding race and age, it also does so by experiencing lower educational attainment. Adults 25 years and older in San Antonio are less likely to have hold a Bachelor's degree or higher than in Texas generally or the rest of the country (US Census 2022). San Antonio is a leader compared to the country and Texas when it comes to having some college education. Almost a quarter, 22.3% of adults 25+ years of age in the city of San Antonio have some college education that has not necessarily resulted in an associate's degree but may have qualified them for positions earning higher pay. This is compared to just 20.9% of similar adults in the state and 19.7% of adults nationwide

4.1.1 Population with Less than a High School Degree

High school diploma or equivalent attainment is relatively similar across San Antonio, Texas, and the United States, with around 86-88% of the population between 18 and 25 having completed a high school education.

According to the SA Tomorrow Atlas development plan for the area, the South of San Antonio where Palo Alto is located has lower educational attainment than in the rest of the city. In 2019, 30% of the population generally had not completed high school education, which is 17% greater than the city at large (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 obtained a high school degree or equivalent.

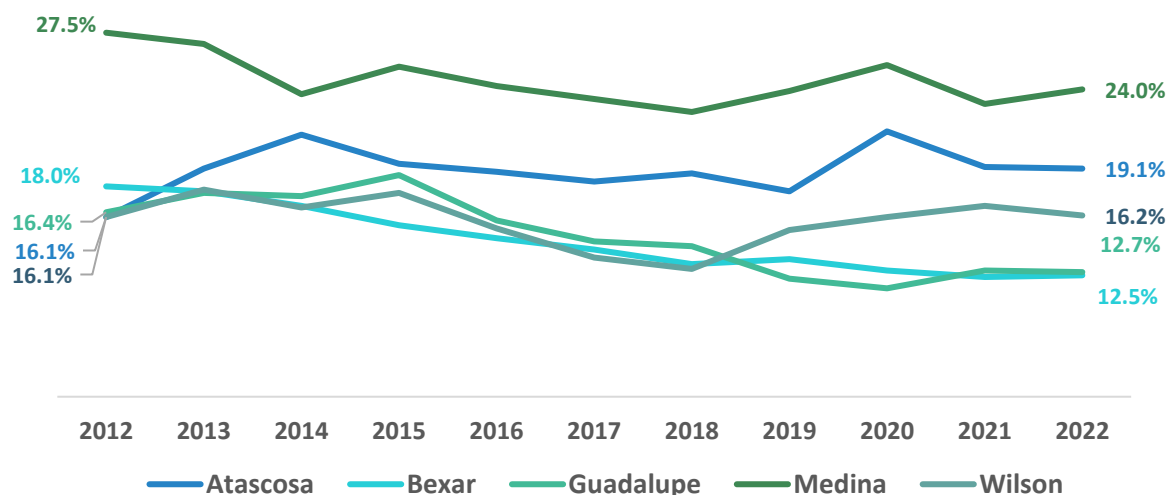
Figure 4. Population 18-24 years old with less than a High School Credential, State, Nation, and City Trends 2012-2022, percent



Source: U.S. Census Bureau, S1501 Educational Attainment (2022)

Students at Palo Alto College do not come exclusively from the San Antonio-metro area but from across Bexar and four adjacent counties. *Figure 5* displays the same time variables as *Figure 4*: the population percent of adults aged 18-24 who have not obtained 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 2012-2022, percent



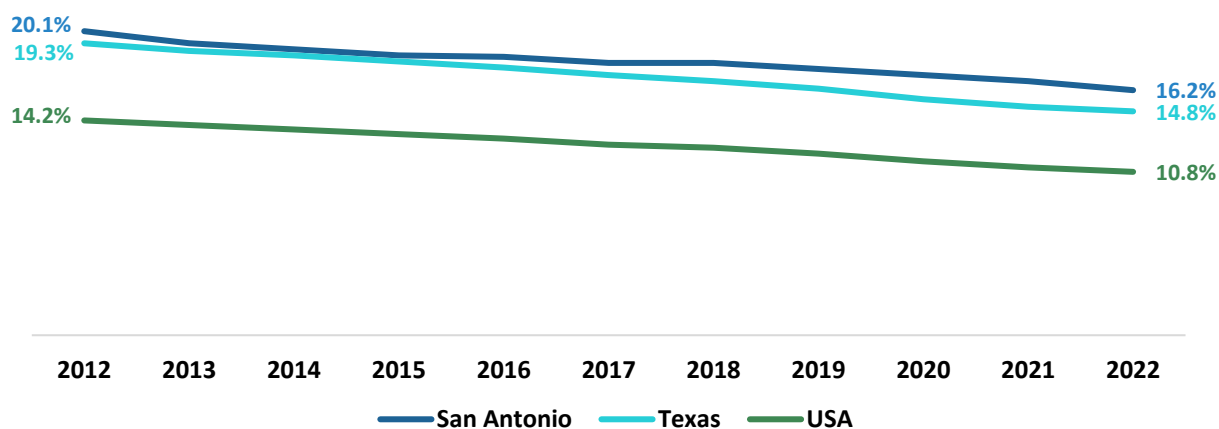
Source: U.S. Census Bureau, S1501 Educational Attainment (2022)

Bexar and Guadalupe counties have the lowest proportion of adults 18-24 who do not have a high school credential, 12.5% and 12.7% respectively. This equates to roughly 87% of those counties that have 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, 24.0%, followed by Atascosa and Wilson counties.

Since 2012, the region has seen increased completion of high school education among older adults. This may be a result of increased use of GED programs and continuing education or increase completion of high school when “traditional” ages.

Not all paths to education are the same, regardless of what is considered traditional, 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 metropolitan area.

Figure 6. Population 25 and Older with less than a High School Credential, State, Nation, and City Trends 2012-2022, percent



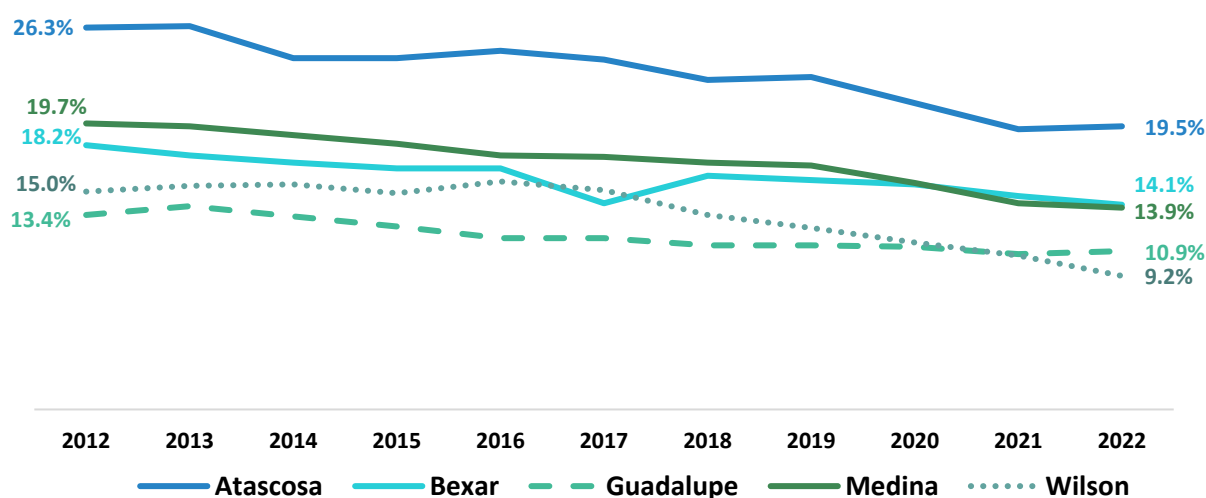
Source: U.S. Census Bureau, S1501 Educational Attainment (2022)

Despite educational attainment is on the rise for adults 25 years and older, both San Antonio and Texas generally see less high school education among adults in this age bracket compared to similar adults around the United States. In 2022, 10.8% of U.S. adults

25 years and older had not completed a high school education, down from 11.1% in 2022 according to Census Bureau estimates (ACS 2022). Similarly, across Texas and in San Antonio, there was a drop of only about 0.5% of the population 25 years of age and older have completed a high school education. Although small in percent, this equates to roughly half a million additional people which is certainly a great gain for the community.

Reviewing regional trends, 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. In 2022, Wilson County hosts the lowest percent of the population who has not obtained a high school degree or equivalent, 9.2%. Inversely then of course, Wilson also has the highest proportion of adults 25-years and older who have completed high school or a higher degree and the greatest educational attainment across the five feeder counties. *Figure 7* displays these trends between 2012 and 2021 across all of Palo Alto's feeder counties.

Figure 7. Population 25 and Older with less than a High School Credential, Regional Trends 2012-2022, percent



Source: U.S. Census Bureau, S1501 Educational Attainment (2022)

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 approximately 5% across

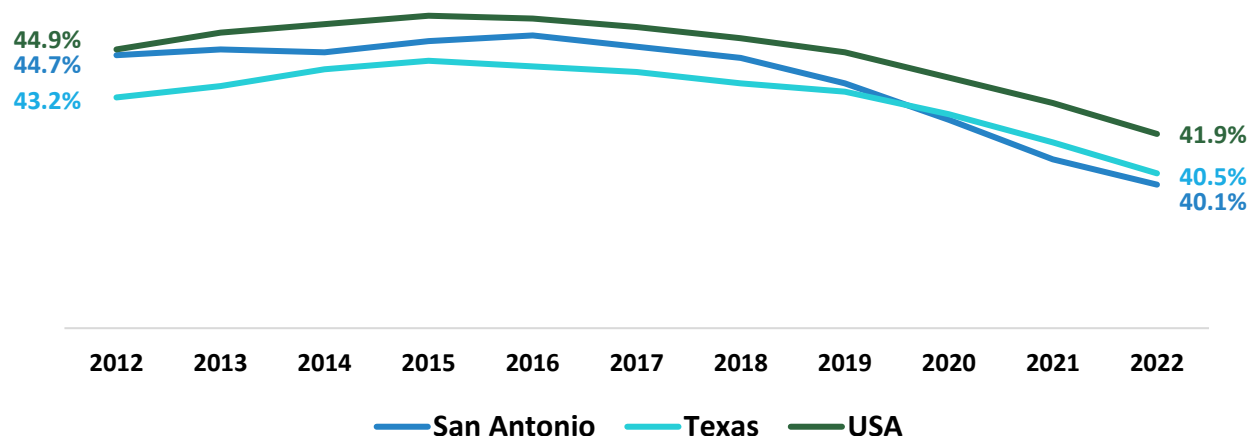
the five feeder counties since 2012. Arguably, young people are seeking higher education at institutions like Palo Alto College.

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

Data on college education supports the argument that young adults are seeking higher education in greater proportions than prior years, with increases in associate degree and some college educational attainment in the region, and particularly in the city of San Antonio.

For many years, young adults in San Antonio appear to be more likely to seek higher education than other young people in Texas. However, in recent years, adults 18-24 in Texas have passed San Antonio peers when it comes to gaining some college education or an associate's degree by a small margin. Both Texas and San Antonio fall behind the nation in educational attainment at this level, as displayed in *Figure 9*.

Figure 8. Population 18-24 with Some College or an Associate's Degree, State, City, and Nation 2012-2022, percent



Source: U.S. Census Bureau, S1501 Educational Attainment (2022)

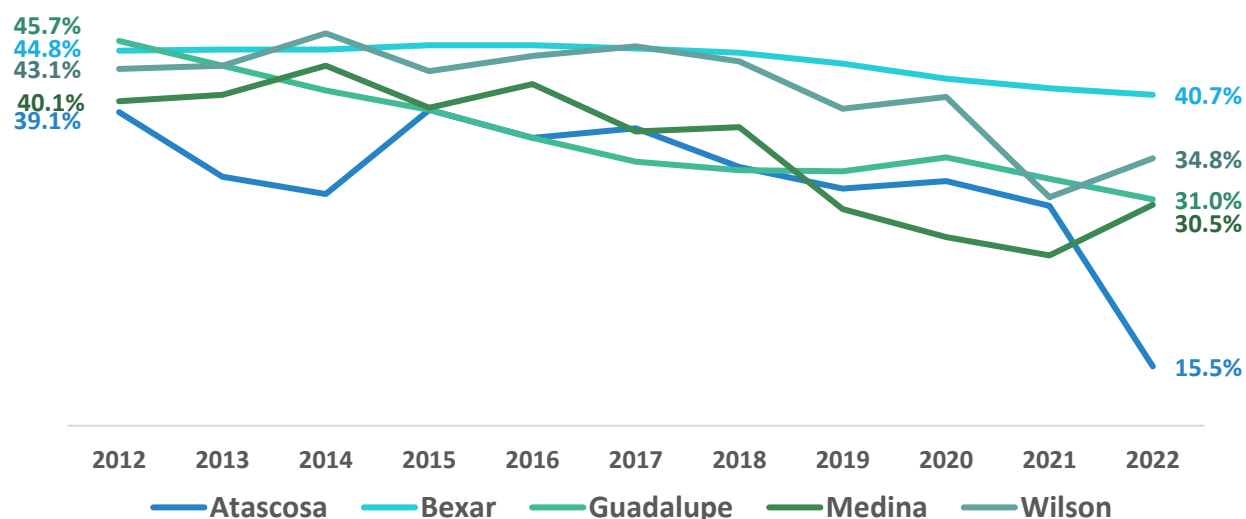
Despite declines in some college or associate's degree educational attainment at the national level among 18- to 24-year-olds, down to 41.9% in 2022 compared to 43.0% in 2021, the nation still outpaces San Antonio and Texas (US Census ACS 2022). A similar downward trend is seen across the Palo Alto feeder counties, with an apparent downward

trend in some college or associate's degree attainment. The smallest change occurred in Bexar County, with educational attainment at this level declining only 4.1% from 2012 to 2022.

In contrast, Atascosa County experienced a far larger decline – 23.6% during the same time period, 14.9% which occurred from 2021 to 2022 according to the US Census 2022 ACS 5-year estimates. It is unclear why this change may have occurred over the course of a single year. One possible explanation is that as the country re-opened post-COVID19 shutdowns in 2020 and 2021, young people who had previously remained living with parents or family in slightly more rural areas moved into the nearby and more urban areas of San Antonio, either to continue pursuing higher education at one of the city's many colleges and universities or to begin work and living independently.

Figure 9 outlines the changes between 2012 and 2022 that took place in Bexar and the surrounding area among 18- to 24-year-olds.

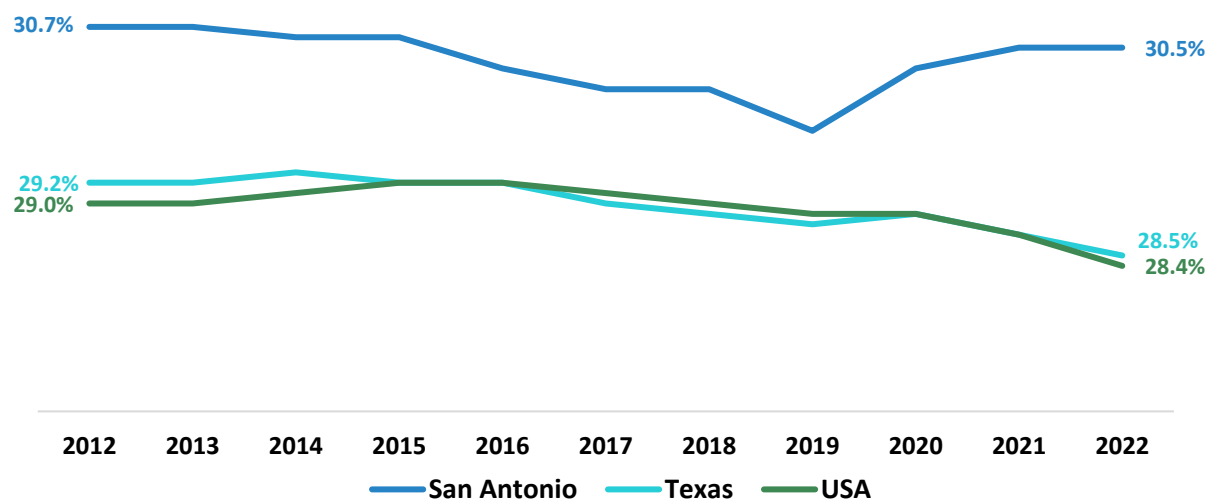
Figure 9. Population 18-24 with Some College or an Associate's Degree, Regional Trends 2012-2022, percent



Source: U.S. Census Bureau, S1501 Educational Attainment (2022)

The city of San Antonio consistently has a high proportion of the population that has achieved an associate's degree or some college education among older adults. Among the population who are 25 years old or older, approximately 30% in San Antonio have some college education or have earned an associate's degree. As seen in *Figure 10*, this is quite a bit larger than the trends in the United States and in Texas generally.

Figure 10. Population 25 and Older with Some College or an Associate's Degree, Nation, State, and City 2012-2022, percent

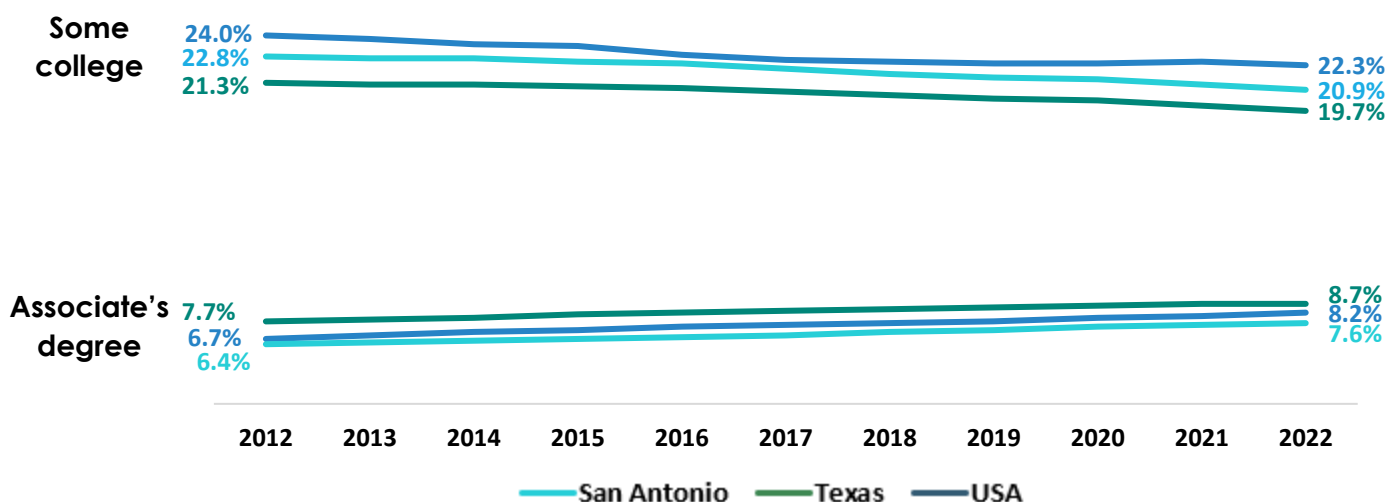


Source: U.S. Census Bureau, S1501 Educational Attainment (2022)

Although rarely disaggregated, the separation of adults over 24 years of age with some college but no associate's degree and those that have completed an associate's degree reveals interesting patterns in educational attainment at these levels. These insights may be particularly valuable to educators at community colleges. Based on these data, adults over 24 years old in San Antonio are seeking higher education in higher proportions than previous years.

It appears there is a convergence of adults with some college and adults with an associate's degree, wherein the percent of adults over 24 with an associate's degree is growing in a similar amount to those with some college is declining. This disaggregated trend is displayed in *Figure 11*.

Figure 11. Population 25 and Older with Some College or an Associate's Degree, Nation, State, and City Trends 2012-2022, percent



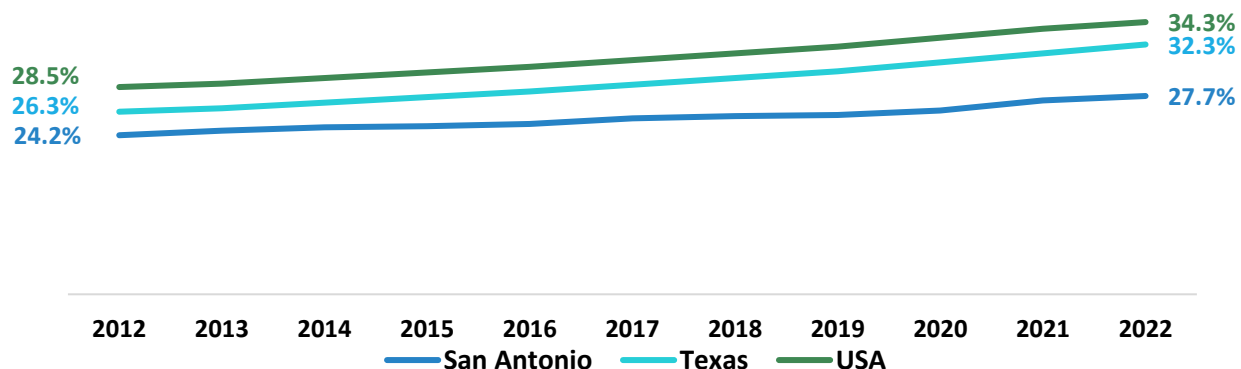
Source: U.S. Census Bureau, S1501 Educational Attainment (2022)

The same trend apparent in San Antonio and Texas is also seen at the national level. Taking the two groups into consideration together, it is apparent that earning a credential is on the rise. Those who have some college education appear to be motivated to complete their college education with an award of some kind, either an associate's or continuing on to a bachelor's degree. Like high school completion, some college education appears to be on the decline. However, because associate's degree completion is on the rise, this again indicates a rise in educational attainment among residents in the San Antonio area. If this trend continues, it is likely that bachelor's degrees are also on the rise.

4.1.3 Population with a Bachelor's Degree or Higher

Like those seeking an associate's degree, the proportion of adults 25 or older who have obtained a bachelor's degree or greater has increased steadily since 2012, in San Antonio and beyond. At the national level, bachelor's degree attainment or greater has increased 5.8% since 2012 to 2022. Although not as great an increase, during the same period the city of San Antonio has seen a 3.5% 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 2012-2022, percent

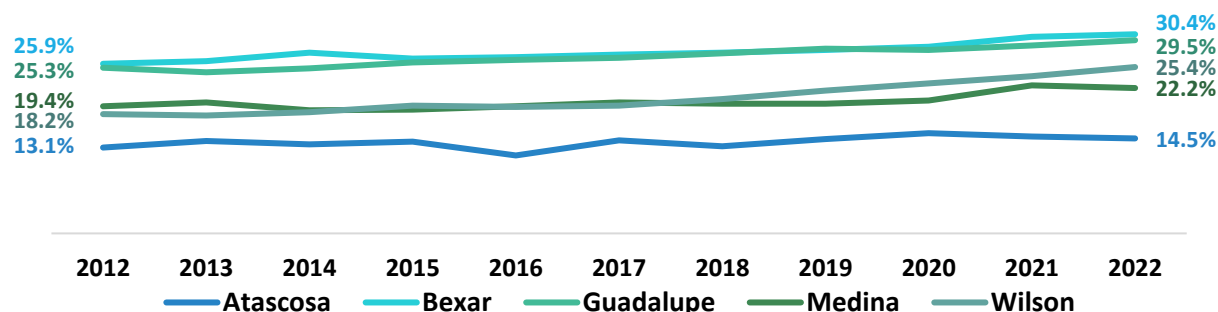


Source: U.S. Census Bureau, S1501 Educational Attainment (2022)

Consistent with state and national trends, Palo Alto's five feeder counties also have experienced growing bachelor's degree educational attainment, and/or the attainment of a higher degree. Although the degree of this increase differs by county, in general, the population that supplies PAC's student body has been seeking higher education in greater proportions since at least 2012.

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 30.4%. Guadalupe county follows closely, with 29.5% of the population having obtained a bachelor's or higher. Atascosa County has the lowest percent of the population with a BA or higher, only 14.5%, 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 2012-2022, percent



Source: U.S. Census Bureau, S1501 Educational Attainment (2022)

Census education data in this section reveals that adults 25 years and older are seeking higher education across all education levels. On average, San Antonio has seen a 3.8% increase in the completion of baccalaureate or higher education and a 1.2% increase in associate degree completion.

This is good news for the San Antonio institutions as they seek to increase enrollment. This also indicates that the residents of the region are motivated to increase their education and earning potential in the same way that the Chancellor has made the ACD moonshot – ending poverty through education.

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. Based on 2022 ACS 5-year estimates, 17.7% of the residents of San Antonio lived below the poverty line in the previous 12 months, compared to just 13.9% of Texas, and 12.5% of the nation. The city of San Antonio also experiences greater poverty than Bexar County generally, where 15.2% of the county residents live below the poverty line. As such, it makes sense why ACD Chancellor Dr. Flores has made the elimination of poverty in San Antonio one of the district's goals.

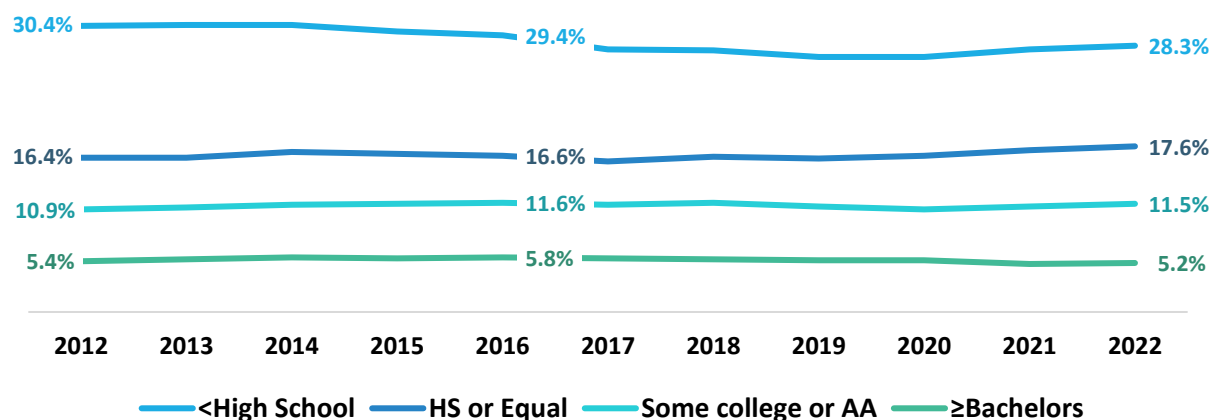
Based on increased educational attainment in the city and region, ACD has been working towards achieving the Chancellor's moonshot. As residents appear to be motivated to achieve greater educational attainment, PAC is situated to contribute greatly to this goal by aiding the residents of the Southside of San Antonio in increasing their earning potential through additional credentials and/or degrees. Palo Alto is located in the most concentrated area of poverty in the city (City of San Antonio 2023), and is therefore positioned to help these residents meet their educational, occupational, and income-related goals. This section summarizes poverty and income trends over the same time period and populations as the previous section in and around San Antonio and Palo Alto College.

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

Consistent with the greater state and country as a whole, poverty in San Antonio is correlated with educational attainment, such that greater educational attainment typically

results in higher income. *Figure 14* demonstrates this inverse relationship between educational attainment and poverty.

Figure 14. Percent in Poverty by Educational Attainment in San Antonio, 2012-2022



Source: U.S. Census Bureau, S1501 Educational Attainment (2022)

As evident in *Figure 14*, residents of San Antonio who have not completed high school are much more likely to live in poverty than those who have completed their high school education or greater. In 2022, 28.3% of those without a high school diploma or equivalent live below the poverty line compared to just 17.6% of those who have. This means approximately one in three individuals who have not completed high school live below the poverty line in San Antonio. In comparison, only around one in 20 people who have a Bachelor's degree or greater live below the poverty line.

Since 2012 trendlines indicate there is a small increase in those living below the poverty line who have some college or an associate's degree and those who have completed high school. Inflation and a rise in income among the upper class has shrunk the American middle class from approximately 61% of US adults to 50% of US adults. Median income for lower-income households grew even more slowly than that of middle-income households, making it more difficult for those with less education and less earning potential to make ends meet. This is exasperated by historical trends across race and ethnic groups, such that Black and Hispanic adults still lag behind white and Asian earners (Kochhar and Sechopoulos 2022). These issues likely contribute to the patterns seen in

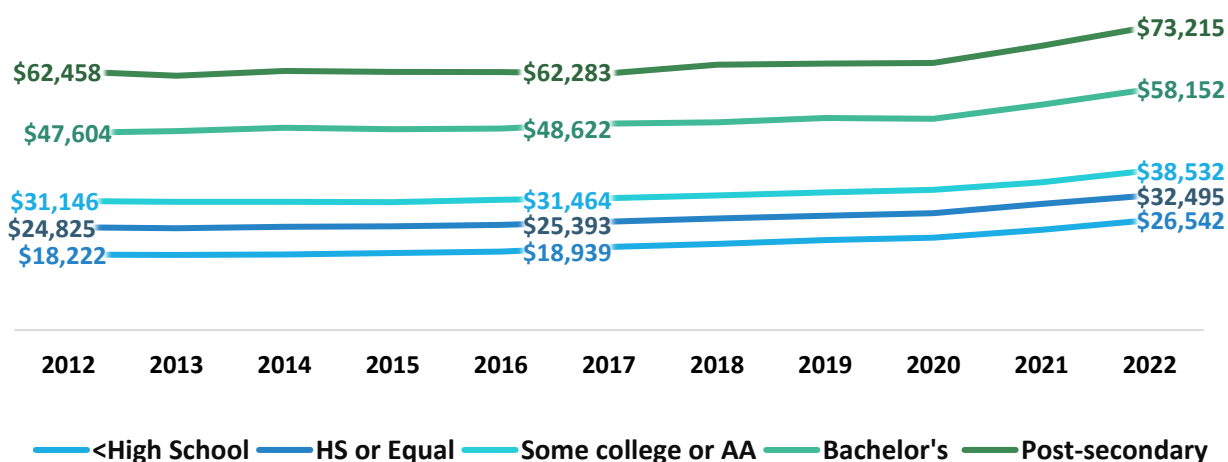
Figure 14 and around San Antonio. Economic shifts have changed the earning potential of those with middling educational attainment and reduced the buying power of their dollars.

Palo Alto students are largely of Hispanic origin and thus are part of a major demographic left behind by these changes. Education and greater earning power will make a markable difference for the area residents.

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

The opposite side of the economic coin, income is positively correlated with educational attainment, such that income typically increases for each level of education completed. This relationship is displayed in *Figure 15* for the years 2012 to 2022.

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



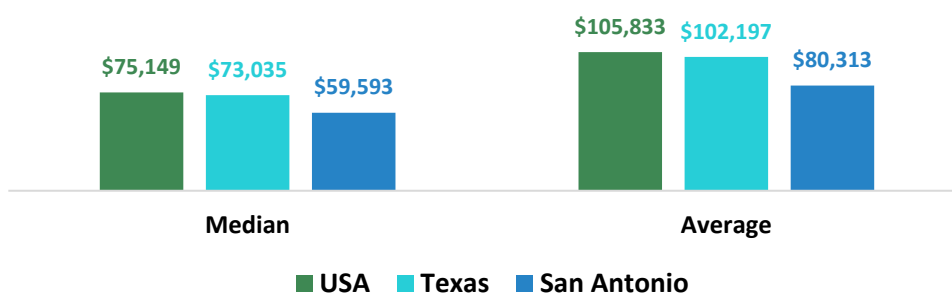
Source: U.S. Census Bureau, S1501 Educational Attainment (2022)

Based on ACS 5-year estimates, median household income in 2021 in the United States was \$69,021 while average household income reached \$97,196 (US Census 2022). San Antonian households with post-secondary degrees make over \$20,000 less than this, despite Texans generally only falling approximately \$3,000 behind their peers on the national level.

Median income, which is a more accurate measure of income as it is not affected by those top earners that pull the averages into three-digit figures, reflect similar but not as extreme differences. Median income in the US is around two-thousand dollars more than median income in Texas, but more than ten-thousand greater than median household income in San Antonio.

This data is presented in *Figure 16*.

Figure 16. Household Earnings in San Antonio, Texas, and USA 2022



Source: U.S. Census Bureau, S1901 Income in the Past 12 Months (in 2022 Inflation-Adjusted Dollars) (2022)

Fifty-percent of San Antonio households earn less than \$59,593 a year. In the context of average income, a \$20,000 difference between the nation and city, this indicates significant inequality within the metropolitan area. Increasing education and credentials in the area, particularly in the southern region of San Antonio, will not only serve ACD's greater mission of ending poverty in the area, but could also help close the greater income gap between the city, Texas, and the nation.

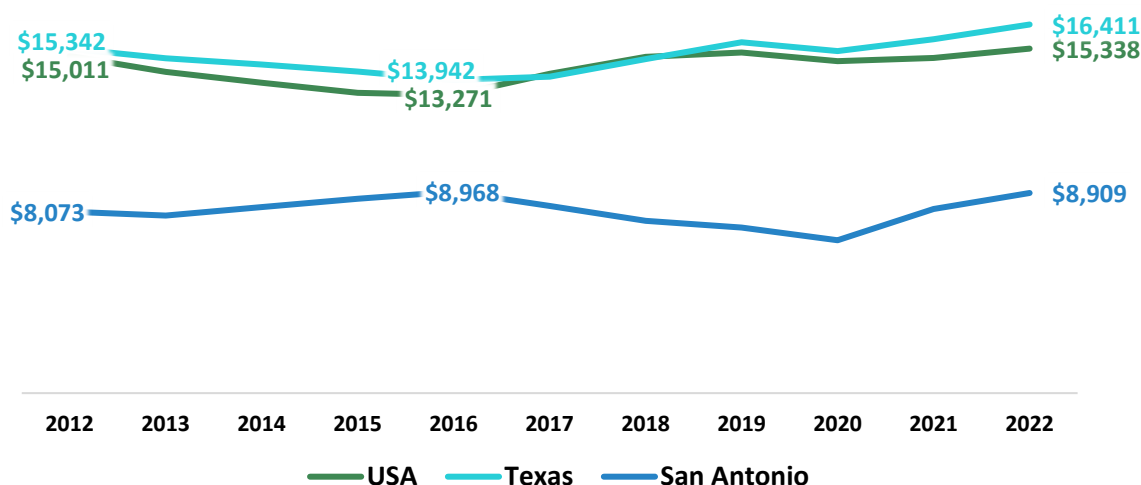
4.2.3 Median Earnings in the Past 12 Months, Gender Gap

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 16* portrays the pay gap provided by the ACS estimates over the decade between 2012 and 2022, adjusted for inflation, such that the values represent 2022 dollars, the most recent data available. These values were obtained by taking the difference between men's and women's median earnings, to control for extremely high earners, in the United States, Texas, and San Antonio. As such,

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.

positive values reflect a higher income for men compared to women. A negative value reflects women out-earning men.

Figure 16. 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 2012-2022. Displayed data are calculated from male and female median earnings.

Although the gender wage gap has been increasing in Texas and the United States since 2015, San Antonio saw reductions in that same time period, reaching just \$6,806 in 2020 (in 2022 inflation-adjusted dollars). 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 than men (Dang and Nguyen 2021). As such, the gender wage gap increased between 2020 and 2022 in San Antonio to \$8,909.

The gender gap in earnings is carried through all levels of educational attainment. Focusing on San Antonio, *Table 1* displays the difference in 2022 adjusted dollars between men's and women's earnings for the prior decade. As with *Figure 16*, these values were calculated by subtracting women's earnings from men's earnings, such that a negative value would indicate women out-earning men.

Table 1. Gender Pay Gap in San Antonio by Educational Attainment, 2022 Dollars

	<High School	HS or equivalent	Some college or AA	Baccalaureate	Post-Baccalaureate
2012	\$8,465	\$7,820	\$10,425	\$11,587	\$23,197
2013	\$8,393	\$7,574	\$10,236	\$11,937	\$21,740
2014	\$8,496	\$8,126	\$10,225	\$12,114	\$25,282
2015	\$8,104	\$8,291	\$10,573	\$13,805	\$24,015
2016	\$8,544	\$8,461	\$10,220	\$12,429	\$24,478
2017	\$9,509	\$8,870	\$9,640	\$11,976	\$23,455
2018	\$10,509	\$8,707	\$8,851	\$10,645	\$22,975
2019	\$10,022	\$7,640	\$8,618	\$10,916	\$20,469
2020	\$10,627	\$7,732	\$6,858	\$10,438	\$20,416
2021	\$11,848	\$8,104	\$8,063	\$10,984	\$19,140
2022	\$11,799	\$8,367	\$8,218	\$13,253	\$21,557
Percent Change	39.4%	7.0%	-21.2%	14.4%	-7.1%

Source: U.S. Census Bureau, S1501 American Community Survey 5-year Estimates, Educational Attainment 2012-2022. Displayed data are calculated from male and female median earnings and adjusted for average inflation to 2022 dollars.

The pay gap in median wages between men and women has been increasing across most categories of education, with the exception of a -21.2% decline among those with some college education or an associate's degree and a -7.1% decline among those with a post-baccalaureate degree. Notably, however, the median income gap among those with a post-graduate education is nearly twice that of other groups. Despite the slight decline, 2022 data places men and women with a post-graduate degree with a difference in wages of over twenty-thousand dollars.

In general, the gender gap in wages has either been increasing over the previous decade. However, among those with some college or an associate's degree, we have seen a reduction in this gap which is a positive sign for students seeking those educational levels.

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 56% are meeting Texas Success Initiative (TSI) standards for college readiness according to the Texas Higher Education Coordinating Board (THECB) (2023).

4.3.1 College Enrollment

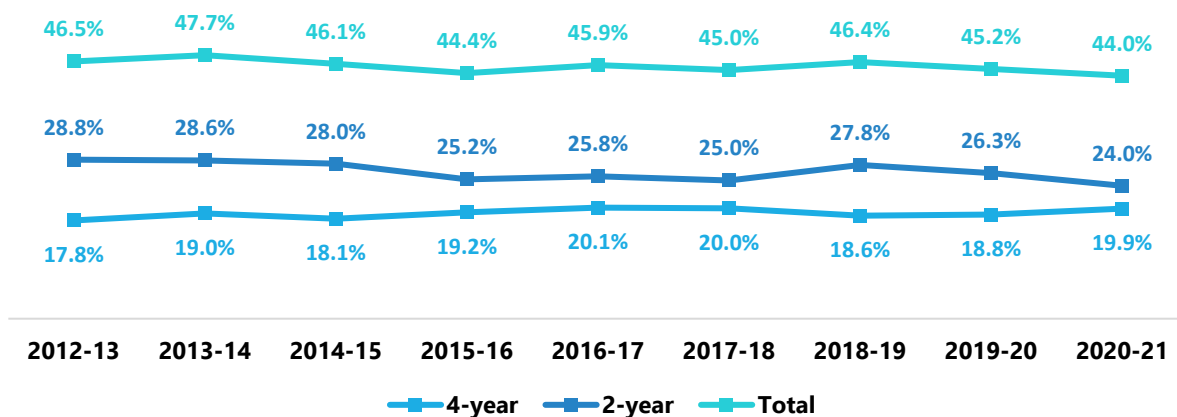
Community colleges like Palo Alto College play an important role in accessing higher education for those students who may not have been planning to attend college, who had trouble getting in to four-year institutions they originally planned to, or who face barriers to education.

Community colleges are especially important for economically disadvantaged and first-generation college students as they help ease the college entrance process and guide students through the hidden curriculum of higher education before entering a baccalaureate program. For those who do not plan to go on to a four-year institution, community colleges provide hands-on workforce training to increase earning potential and future stability for these students.

For the 2020 to 2021 academic period, only 45% of high school graduates in Texas enrolled in an institution of higher education, which is a -6.2% change from the 2019 to 2020 academic year. In fact, it has been nearly a decade since high school graduates enrolled in institutes of higher education at a rate that exceeded 50%.

The San Antonio Area Foundation has adopted a target enrollment rate of 70% enrollment which, although a tall order, may be attainable with continued enrollment efforts by local institutions. Like Texas generally, less than half of high school graduates in Bexar County enroll in an institute of higher education following graduation from high school. High school graduate enrollment trends in Bexar County to 4-year, and 2-year institutions are displayed in *Figure 17*.

Figure 17. Bexar County High School Graduates Enrolled in Higher Education by Institution Type, 2012-2021, percent



Source: Texas Public Education Information Source (TPEIR) 2022

Although there has been a decline in 2-year institution enrollment by Bexar high school graduates since the 2012-2013 academic year, these institutions continue to garner a greater percentage of high school graduates than 4-year institutions. Palo Alto in particular has seen stable to increasing enrollments over the past few years. Additionally, the Texas Higher Education Coordinating Board (THECB) projects a 5.2% increase from 2025 to 2030 (THECB 2021), a period that we are quickly approaching.

According to the Texas Higher Education Coordinating Board, two-year public institutions saw an -11.7% decline in enrollment across the state between Fall 2018 and Fall 2022. Since Fall 2018, Palo Alto College has seen an average increase in enrollment of approximately 2.2%. Given a Fall 2023 enrollment of 10,908 Palo Alto College is on track to reach a projected Fall 2025 enrollment of greater than 11,362 if enrollment increases each year by 2.2% (THECB 2021; Certified CBM0CS).

As Texas is projected to see an increase in high school graduates through 2033 by 4.4%, and thus more potential students, Palo Alto is well positioned to continue to see increasing enrollments for the foreseeable future (Western Interstate Commission for Higher Education 2020)².

According to the THECB, community and state colleges have faced a collective decline in overall enrollment while technical colleges experienced an enrollment increase of 19.74% during the same period. PAC provides a variety of both academic and technical education pathways which has allowed the institution to navigate broader patterns in enrollment that more directly impact institutions focused on one type of education. As such, Palo Alto College can continue to provide a well-rounded education to those who attend, student earning potential, and making itself an invaluable asset to the Southside of San Antonio.

4.3.2 College Readiness

The Texas Success Initiative (TSI) is a program designed to determine the college readiness of high school graduates that offers an alternative to the SAT, ACT, STAAR English III and Algebra II EOCs for Texas students. Though 55.5% of Texas high school graduates met the TSI standards for college readiness in 2021, this is conditioned by ethnicity.

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

Just over forty-eight percent (48.3%) of Hispanic high school graduates, who make up most of Palo Alto College's student body, met all TSI standards in 2021. However, of those who met the standards for Math, Writing, and Reading, only 48% enrolled in higher education. Another important student category is students who are deemed economically disadvantaged. Of those students who qualified for free meals through their schools, 43% met all TSI standards and among those who qualified for reduced price meals 53% met all categories. This is quite a bit lower than the 64% of those who did not qualify for any meal discounts due to their economic status (THECB 2023).

Palo Alto College, a long-standing Hispanic Serving Institution (HSI), is well-positioned to support the 51.7% of Hispanic test takers who did not meet all TSI standards. These students may need additional support upon entering college through developmental education academic support as well as initiatives and educators familiar with their culture and language, as many in PAC's service area speak a language other than English at home.

PAC is also positioned to bridge the gap between those who are ready for college but not enrolled by providing guidance through the higher education system. PAC also serves the broader community by providing continuing education and workforce credentials for those who do not wish to pursue an associates or higher degree. For those who are unsure about higher education, PAC also provides a place for those who wish to increase their college readiness. Backed by the Alamo Colleges District and community supports like the AlamoPROMISE fund, Palo Alto College can support the local community through bridging financial gaps in educational attainment.

Economic Competitiveness and Workforce

5.1 Employment in Targeted Industries

Serving a historically underserved community, Palo Alto College is positioned as a community college to provide valuable educational training and workforce advancement opportunities for the Southside and greater San Antonio Metropolitan area. This section examines the economic and labor market that PAC students are entering upon leaving PAC.

PAC provides training across many different industries and sets students up for a wide variety of occupations. The largest employers in the San Antonio area are USAA, the United States Air Force and Army, the University of Texas System, H-E-B, the city of San

Antonio government, local k-12 school districts, and the City of San Antonio (Greater SATX 2023).

5.1.1 Employment by Sector

According to the U.S. Bureau of Labor Statistics (BLS), Texas experienced a 1.9% increase in employment between January 2023 and January 2024. San Antonio outpaced the state slightly, increasing employment by 2.4% in the same time period.

With the exception of the information supersector, all industry supersectors³ experienced an increase in employment, with the largest growth in the “other services” category (5.5%) based on preliminary February 2024 BLS data. Large increases were also experienced across leisure and hospitality; mining, logging, and construction; and government (US Bureau of Labor Statistics 2024).

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 February 2022 and February 2024 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	Feb 2023	Feb 2024*	% Change
Total Nonfarm	1,147,400	1,176,800	2.6
Trade, Transportation, & Utilities	204,900	208,200	1.6
Government	180,500	187,300	3.8
Education & Health Services	175,600	180,300	2.7
Professional & Business Services	161,100	162,200	0.7
Leisure & Hospitality	138,200	144,400	4.5
Financial Activities	99,100	100,500	1.4
Mining, Logging, & Construction	70,100	73,100	4.3
Manufacturing	60,300	61,800	2.5
Other Services	39,700	41,900	5.5
Information	17,900	17,100	-4.5

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

*Preliminary values

³ see Appendix E for clarification and sector crosswalks

With unemployment dropping and employment rising generally, the Greater SATX Regional Economic Partnership projects increased employment across all sectors, especially as the population of the region is expected to continue growing.

5.1.2 Employment by Industry

Based on 2022 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	242,538	34.8%
Management, business, and financial occupations	95,794	12.6%
Computer, engineering, and science occupations	36,700	4.8%
Education and Health Services	68,905	9.0%
Community and social service occupations	10,359	1.4%
Legal occupations	6,641	0.9%
Educational instruction, and library occupations	39,933	5.2%
Arts, design, entertainment, sports, and media occupations	11,972	1.6%
Health diagnosing and treating practitioners and other technical occupations	27,008	3.5%
Health technologists and technicians	14,131	1.9%
Sales	162,880	21.3%
Sales and related occupations	71,812	9.4%
Office and administrative support occupations	91,088	11.9%
Natural resources and Construction	69,878	9.2%
Farming, fishing, and forestry occupations	869	0.1%
Construction and extraction occupations	46,829	6.1%
Installation, maintenance, and repair occupations	22,180	2.9%
Manufacturing and Transportation	79,327	10.4%
Production occupations	27,565	3.6%
Transportation occupations	26,435	3.5%
Material moving occupations	25,327	3.3%

Other Services and Supports	139,646	18.3%
Healthcare support occupations	26,109	3.4%
Protective service occupations	12,811	1.7%
Food preparation and serving related occupations	52,849	6.9%
Building and grounds cleaning and maintenance occupations	30,660	4.0%
Personal care and service occupations	17,217	2.3%
Total	763,174	100.0%

Source: U.S. Census Bureau, ACS 2022 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 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.

5.1.3 Wages and Benefits by Industry

As reviewed in a Section 4, median income is lower in San Antonio 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	\$70,053	\$63,104	\$56,167
Management, business, and financial occupations	\$79,542	\$72,123	\$58,891
Computer, engineering, and science occupations	\$90,456	\$84,409	\$68,818
Education, Art, and Health Services	\$51,047	\$49,813	\$47,329
Community and social service occupations	\$48,772	\$44,145	\$43,935
Legal occupations	\$95,082	\$82,472	\$67,217
Educational instruction, and library occupations	\$48,160	\$50,074	\$50,796
Arts, design, entertainment, sports, and media occupations	\$47,060	\$40,902	\$38,034
Health diagnosing and treating practitioners and other technical occupations	\$81,353	\$75,630	\$73,227

Health technologists and technicians	\$45,227	\$41,404	\$41,452
Sales	\$37,217	\$33,107	\$30,855
Sales and related occupations	\$35,950	\$31,656	\$26,874
Office and administrative support occupations	\$37,856	\$33,852	\$32,390
Natural Resources and Construction	\$46,021	\$39,046	\$34,999
Farming, fishing, and forestry occupations	\$28,282	\$28,116	\$21,800
Construction and extraction occupations	\$45,123	\$37,066	\$32,275
Installation, maintenance, and repair occupations	\$52,200	\$44,753	\$42,245
Manufacturing and Transportation	\$36,884	\$34,061	\$31,512
Production occupations	\$41,247	\$37,793	\$33,545
Transportation occupations	\$42,945	\$41,700	\$35,770
Material moving occupations	\$28,191	\$25,789	\$25,328
Other Services and Supports	\$24,555	\$20,699	\$20,307
Healthcare support occupations	\$27,732	\$21,591	\$20,722
Protective service occupations:	\$53,647	\$46,399	\$41,428
Food preparation and serving related occupations	\$17,579	\$15,882	\$17,060
Building and grounds cleaning and maintenance occupations	\$25,784	\$20,921	\$21,756
Personal care and service occupations	\$21,070	\$19,032	\$17,483
Total	\$41,945	\$40,463	\$34,369

Source: U.S. Census Bureau, ACS 2022 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, there are ten major colleges and universities in the region that support the labor market through education and workforce training. In 2021, these colleges graduated 32,705 students, many of whom directly

entered the labor force and others who went on to continue their education to ready themselves for later careers.

5.2.1 Employment and Unemployment Rates

Data from the Bureau of Labor Statistics (2024) places unemployment at the beginning of 2024 at 3.7%, slightly lower than the national and Texas unemployment rates at the same time. Unemployment spiked four years ago in April of 2020 when the area saw unemployment as high as 12.5%, though was still lower than the national peak of 13.0% and the year rounded out at 7.3%. As displayed in *Table 6*, the San Antonio workforce rebounded quickly, and the unemployment rate has been trending down from 2020 to 2024.

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
2024	1,293,836	2.0%	1,245,321	48,515	3.7%
2023	1,268,493	3.6%	1,218,797	49,696	3.9%
2022	1,223,971	2.9%	1,186,860	46,111	3.7%
2021	1,208,907	2.2%	1,146,120	62,787	5.2%
2020	1,183,338	-0.4%	1,096,750	86,588	7.3%
2019	1,188,077	1.0%	1,150,958	37,119	3.1%
2018	1,176,738	1.5%	1,137,334	39,404	3.3%
2017	1,159,970	1.5%	1,118,736	41,234	3.5%
2016	1,143,008	3.3%	1,099,891	43,117	3.7%
2015	1,106,351	1.8%	1,063,931	42,420	3.8%
2014	1,087,371	1.6%	1,036,291	51,080	4.3%
2013	1,070,576	1.9%	1,008,086	62,490	6.0%
2012	1,050,691	1.2%	985,395	65,296	6.5%

Source: U.S. Bureau of Labor Statistics (2024), Local Area Unemployment Statistics

Despite a nationwide drop in employment in 2020, the San Antonio-New Braunfels metropolitan area has rebounded and the number of people employed has increased

while unemployment has fallen. Palo Alto College is the sixth largest contributor in San Antonio (using 2021 data) of work-ready graduates according to Greater SATX (2023) and remains well-positioned to continue supporting the labor force through workforce training and education that can be transferred to a senior institution to obtain a higher degree.

5.2.2 Fastest Growing Occupations

Texas Labor Market Review reports the greatest growth has been occurring in the good producing occupations, experiencing a 2.6% increase between February 2023 and February 2024, specifically across Manufacturing and Construction subsectors. In the Service-Providing sector of the economy, occupations in Private Education and Health Services have increased by 3.5%. *Table 7* organizes occupations by type and percent change from February 2023 to February 2024 in Texas.

Table 7. Occupation Change in Texas, February 2023 and February 2024

Occupations	Positions as of February 2024	Growth from February 2023	Percent Change
<i>Total Nonagricultural</i>	14,103,700	291,400	2.1%
<i>Private Sector</i>	12,016,000	225,900	1.9%
<i>Goods-Producing</i>	2,025,400	50,500	2.6%
Mining & Logging	209,100	-4,600	-2.2%
Manufacturing	971,500	22,900	2.4%
Construction	844,800	32,200	4.0%
<i>Service-Providing</i>	12,078,300	240,900	2.0%
Information	233,200	-4,200	-1.8%
Other	488,700	1,300	0.3%
Leisure	1,505,900	7,700	0.5%
Professional & Business Services	2,144,100	24,900	1.2%
Financial	916,400	16,500	1.8%
Private Education & Health Services	1,935,600	64,900	3.5%
Trade, Transportation & Utilities	2,766,700	18,600	0.7%

Government	2,087,700	65,200	3.2%
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Source: Texas Workforce Commission (TWC) Texas Labor Market Review, April 2024

Overall, all occupation sectors experienced an increase in positions, although there were declines in subsectors of these occupations. While Service-Providing sectors saw a 2.0% increase in positions last year, the Information subsector saw a -1.8% decline in positions. Similarly, despite an overall increase of 2.6% in the Goods-Producing sector, positions in Mining and Logging experienced a -2.2% decline.

Despite projected declines in population in parts of the United States in upcoming years, Texas and San Antonio are projected to continue growing, bringing more people and more opportunities for economic growth. According to the BLS, despite fluctuations across occupational sectors, there were more job openings in Texas in December of 2023 than there were unemployed persons. As such, individuals in San Antonio who may be looking to increase their earning potential or seeking employment could likely benefit from additional education or workforce training. Palo Alto College and other ACD colleges can fill this need by supporting the San Antonio labor market through supporting and readying students for their future.

Legislation Update

The State Educational Section of the Environmental Scan contains legislation updates from the State of Texas 88th and 89th Legislative Sessions that potentially affect education and/or community colleges specifically.

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

Effective September 1, 2023

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.

SB 17 – Relating to Diversity, Equity, and Inclusion Initiatives at Public Institutions of Higher Education

Effective January 1, 2024

Requires institutions to close their diversity, equity, and inclusion offices. Bans mandatory diversity training and training that discusses race, ethnicity, gender identity or sexual orientation. Restricts hiring departments from asking for diversity statements or essays.

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 grades.

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Appendix A - House Bill 8 Funding Formula

Formula Overview

Formula Funding= Base Tier Funding + Performance Tier Funding + Transition Funding

Base Tier Funding= greater of [(Instruction & Operations - Local Share), 0]

i.e., college districts with a Local Share lower than their I&O receive the difference, and others get zero

Instruction & Operations (I&O)= Basic Allotment + Contact Hour Funding

Basic Allotment= Weighted Full-Time Student Equivalents x Basic Allotment rate

Contact Hour Funding= sum of all [(contact hours delivered in a discipline)x(statewide avg cost per contact hour in that discipline)]
x Contact Hour Funding rate

Local Share= Tuition/Fee Revenue Estimate + M&O Tax Revenue Estimate

these estimates are measures of a college district's potential to raise revenue from these sources regardless of revenues actually raised

Performance Tier Funding= sum of all [greater of (FY22 Weighted Outcome Completions or 3yr avg Weighted Outcome Completions)x(Outcome Funding rate)]

Weighted Outcome Completions= for a given year, Outcome Completion Count + sum of all [Weighted Completion Counts x Completion Weights]

Transition Funding= greater of [(FY23 Contact Hour+Success Point+Core Operations+BAT+Supplemental funds) - FY24 formula funds, 0]

Performance on Metrics

Associate		Sustained Wineries		High Potential Wineries	
Assigned Outcome	Active Count	Assigned Outcome	Active Count	Assigned Outcome	Active Count
2,281	-	-	134,135	34	-
380	-	-	-	-	-
-	-	-	-	-	-
-	-	-	-	-	-
789	-	-	-	-	-
279	-	-	-	-	-
1,823	-	-	-	-	-
489	-	-	-	-	-
303	-	-	-	-	-
1,407	-	-	-	-	-
1,441	-	-	-	-	-
1,209	-	-	-	-	-
1,368	-	-	-	-	-
23	-	-	-	-	-
136	-	-	-	-	-
1048	-	-	-	-	-
467	-	-	-	-	-
1,117	-	-	-	-	-
1,685	-	-	-	-	-
229	-	-	-	-	-
300	-	-	-	-	-
218	-	-	-	-	-
617	-	-	-	-	-
2,288	-	-	-	-	-
391	-	-	-	-	-
219	-	-	-	-	-
425	-	-	-	-	-
331	-	-	-	-	-
179	-	-	-	-	-
208	-	-	-	-	-
622	-	-	-	-	-
3,879	-	-	-	-	-
394	-	-	-	-	-
99	-	-	-	-	-
588	-	-	-	-	-
1,600	-	-	-	-	-
1,110	-	-	-	-	-
1,520	-	-	-	-	-
294	-	-	-	-	-
208	-	-	-	-	-
208	-	-	-	-	-
582	-	-	-	-	-
871	-	-	-	-	-
294	-	-	-	-	-
229	-	-	-	-	-
514	-	-	-	-	-
39	-	-	-	-	-
290	-	-	-	-	-
11,446	12,372,780	728	8,421,275	83	-

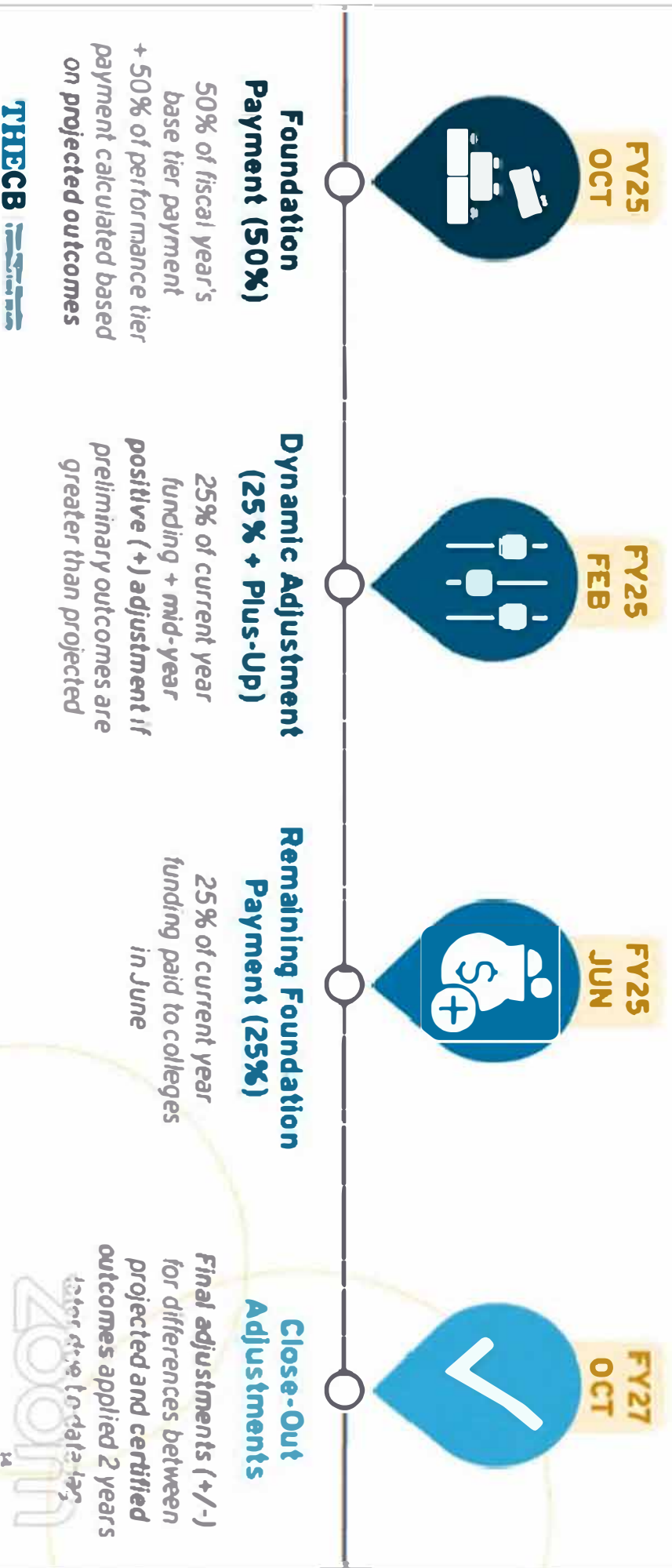
Community College Formula Funding - Fiscal Year 2024: FINAL Formula Run

10/2/2023

Formula Funding By Institution & Tier									
FICE	College District	FY 2023 Formula Funding (Formula + Rider 26 Supplements)	FY 2024 TOTAL Guaranteed Funding	FY 2024 Base Tier	FY 2024 Performance Tier	FY 2024 Transition Funding	Difference FY24 - FY23	Percent Change	
TOTAL		\$ 922,259,716	\$ 1,133,240,836	\$ 55,844,532	\$ 1,077,078,538	\$ 317,766	\$ 210,981,119	22.9%	
003607	Alamo	\$ 63,938,380	\$ 88,641,433	\$ -	\$ 88,641,433	\$ -	\$ 24,703,053	38.4%	
003539	Alvin	\$ 7,587,622	\$ 9,526,054	\$ -	\$ 9,526,054	\$ -	\$ 1,938,432	25.5%	
003540	Amarillo	\$ 13,782,665	\$ 18,576,479	\$ -	\$ 18,576,479	\$ -	\$ 4,793,814	34.8%	
006661	Angellina	\$ 7,581,843	\$ 9,079,633	\$ 1,691,046	\$ 7,388,588	\$ -	\$ 1,487,790	19.8%	
012015	Austin	\$ 49,194,187	\$ 56,050,458	\$ -	\$ 56,050,458	\$ -	\$ 6,856,271	13.9%	
003549	Blinn	\$ 25,353,968	\$ 32,758,761	\$ 1,406,169	\$ 31,352,592	\$ -	\$ 7,404,793	29.2%	
007857	Brazosport	\$ 5,234,982	\$ 6,663,283	\$ -	\$ 6,663,283	\$ -	\$ 1,428,301	27.3%	
004003	Central Texas	\$ 14,525,924	\$ 15,939,954	\$ -	\$ 15,939,954	\$ -	\$ 1,414,030	9.7%	
003553	Cisco	\$ 5,840,237	\$ 8,910,438	\$ 3,161,221	\$ 5,749,217	\$ -	\$ 3,070,201	52.6%	
003554	Clarendon	\$ 3,384,271	\$ 6,069,478	\$ 3,059,103	\$ 3,010,375	\$ -	\$ 2,685,207	79.3%	
003546	Coastal Bend	\$ 6,696,907	\$ 10,988,947	\$ 3,717,618	\$ 7,271,329	\$ -	\$ 4,292,040	64.1%	
007096	College of the Mainland	\$ 6,649,122	\$ 7,738,496	\$ -	\$ 7,738,496	\$ -	\$ 1,089,374	16.4%	
023614	Collin	\$ 44,609,466	\$ 51,540,138	\$ -	\$ 51,540,138	\$ -	\$ 6,930,671	15.5%	
009331	Dallas	\$ 91,194,681	\$ 96,999,738	\$ -	\$ 96,999,738	\$ -	\$ 5,805,056	6.4%	
003563	Del Mar	\$ 17,359,107	\$ 19,508,146	\$ -	\$ 19,508,146	\$ -	\$ 2,149,039	12.4%	
010387	El Paso	\$ 31,545,292	\$ 38,675,854	\$ -	\$ 38,675,854	\$ -	\$ 7,130,562	22.6%	
003568	Frank Phillips	\$ 2,887,423	\$ 5,799,197	\$ 2,998,897	\$ 2,800,300	\$ -	\$ 2,911,774	100.8%	
006662	Galveston	\$ 4,799,136	\$ 4,871,133	\$ -	\$ 4,871,133	\$ -	\$ 71,998	1.5%	
003570	Grayson	\$ 6,731,908	\$ 7,834,338	\$ -	\$ 7,834,338	\$ -	\$ 1,102,430	16.4%	
003573	Hill	\$ 6,524,579	\$ 10,001,750	\$ 3,167,200	\$ 6,834,550	\$ -	\$ 3,477,171	53.3%	
010633	Houston	\$ 62,399,718	\$ 62,670,854	\$ -	\$ 62,670,854	\$ -	\$ 271,136	0.4%	
003574	Howard	\$ 6,177,458	\$ 7,816,784	\$ 1,827,447	\$ 5,989,338	\$ -	\$ 1,639,326	26.5%	
003580	Kilgore	\$ 9,654,903	\$ 13,778,730	\$ 3,565,647	\$ 10,213,083	\$ -	\$ 4,123,827	42.7%	
003582	Laredo	\$ 11,248,897	\$ 19,095,033	\$ -	\$ 19,095,033	\$ -	\$ 7,846,137	69.8%	
003583	Lee	\$ 10,510,560	\$ 20,169,021	\$ -	\$ 20,169,021	\$ -	\$ 9,658,460	91.9%	
011145	Lone Star	\$ 82,949,102	\$ 97,794,246	\$ -	\$ 97,794,246	\$ -	\$ 14,845,144	17.9%	
003590	McLennan	\$ 11,913,319	\$ 13,526,367	\$ -	\$ 13,526,367	\$ -	\$ 1,613,047	13.5%	
009797	Midland	\$ 7,089,473	\$ 8,304,946	\$ -	\$ 8,304,946	\$ -	\$ 1,215,473	17.1%	
003593	Navarro	\$ 12,689,697	\$ 14,465,850	\$ 3,010,925	\$ 11,454,925	\$ -	\$ 1,776,153	14.0%	
003558	North Central	\$ 11,421,474	\$ 14,455,839	\$ 1,035,822	\$ 13,420,017	\$ -	\$ 3,034,365	26.6%	
023154	Northeast Texas	\$ 5,393,748	\$ 6,997,358	\$ 1,594,000	\$ 5,403,358	\$ -	\$ 1,603,610	29.7%	
003596	Odessa	\$ 9,840,503	\$ 14,145,913	\$ -	\$ 14,145,913	\$ -	\$ 4,305,410	43.8%	
003600	Panola	\$ 5,315,529	\$ 6,707,441	\$ 1,749,512	\$ 4,957,929	\$ -	\$ 1,391,912	26.2%	
003601	Paris	\$ 7,372,923	\$ 11,133,179	\$ 2,539,438	\$ 8,593,742	\$ -	\$ 3,760,256	51.0%	
003603	Ranger	\$ 4,227,525	\$ 7,343,309	\$ 3,224,138	\$ 4,119,171	\$ -	\$ 3,115,784	73.7%	
029137	San Jacinto	\$ 41,307,655	\$ 54,995,750	\$ -	\$ 54,995,750	\$ -	\$ 13,688,095	33.1%	
003611	South Plains	\$ 13,544,798	\$ 19,272,422	\$ 5,649,759	\$ 13,622,663	\$ -	\$ 5,727,624	42.3%	
031034	South Texas	\$ 40,094,033	\$ 52,949,625	\$ -	\$ 52,949,625	\$ -	\$ 12,855,592	32.1%	
003614	Southwest Texas	\$ 9,198,628	\$ 14,559,626	\$ 3,045,322	\$ 11,514,304	\$ -	\$ 5,360,998	58.3%	
003626	Tarrant	\$ 58,943,345	\$ 63,972,046	\$ -	\$ 63,972,046	\$ -	\$ 5,028,701	8.5%	
003627	Temple	\$ 7,027,187	\$ 8,374,879	\$ 1,091,134	\$ 7,283,746	\$ -	\$ 1,347,692	19.2%	
003628	Texarkana	\$ 6,988,564	\$ 9,476,888	\$ 2,141,788	\$ 7,335,100	\$ -	\$ 2,488,324	35.6%	
003643	Texas Southmost	\$ 9,335,004	\$ 14,173,096	\$ -	\$ 14,173,096	\$ -	\$ 4,838,092	51.8%	
003572	Trinity Valley	\$ 10,269,635	\$ 12,247,092	\$ -	\$ 12,247,092	\$ -	\$ 1,977,457	19.3%	
003648	Tyler	\$ 19,086,153	\$ 21,256,475	\$ 897,658	\$ 20,358,817	\$ -	\$ 2,170,322	11.4%	
010060	Vernon	\$ 5,742,430	\$ 8,237,927	\$ 3,115,131	\$ 5,122,796	\$ -	\$ 2,495,497	43.5%	
003662	Victoria	\$ 5,102,088	\$ 5,334,446	\$ -	\$ 5,334,446	\$ -	\$ 232,358	4.6%	
003664	Weatherford	\$ 8,925,333	\$ 9,682,488	\$ -	\$ 9,682,488	\$ -	\$ 757,154	8.5%	
009549	Western Texas	\$ 3,763,078	\$ 4,824,244	\$ 2,129,202	\$ 2,695,042	\$ -	\$ 1,061,166	28.2%	
003668	Wharton	\$ 9,305,255	\$ 9,305,255	\$ 26,356	\$ 9,261,133	\$ 317,766	\$ -	0.0%	
TOTAL		\$ 922,259,716	\$ 1,133,240,836	\$ 55,844,532	\$ 1,077,078,538	\$ 317,766	\$ 210,981,119	22.9%	

Total Formula + Non-Formula Support Funding									
		FY 2023 Formula Funding (Formula + Rider 26 Supplements)	FY 2023 Non- Formula Support	FY 2023 Total	FY 2024 Formula Funding	FY 2024 Non- Formula Support	FY 2024 Total	Difference FY24 - FY23	Percent Change
FICE	College District								
003607	Alamo	\$ 63,938,380	\$ 3,855,480	\$ 67,793,860	\$ 88,641,433	\$ 3,855,480	\$ 92,496,913	\$ 24,703,053	36.4%
003539	Alvin	\$ 7,587,622	-	\$ 7,587,622	\$ 9,526,054	-	\$ 9,526,054	\$ 1,938,432	25.5%
003540	Amarillo	\$ 13,782,665	-	\$ 13,782,665	\$ 18,576,479	-	\$ 18,576,479	\$ 4,793,814	34.8%
006661	Angellina	\$ 7,581,843	\$ 1,187,500	\$ 8,769,343	\$ 9,079,633	\$ 1,187,500	\$ 10,267,133	\$ 1,497,790	17.1%
012015	Austin	\$ 49,194,187	\$ 416,955	\$ 49,611,142	\$ 56,050,458	-	\$ 56,050,458	\$ 6,439,316	13.0%
003549	Blinn	\$ 25,353,968	-	\$ 25,353,968	\$ 32,758,761	-	\$ 32,758,761	\$ 7,404,793	29.2%
007857	Brazosport	\$ 5,234,982	\$ 475,000	\$ 5,709,982	\$ 6,663,283	\$ 500,000	\$ 7,163,283	\$ 1,453,301	25.5%
004003	Central Texas	\$ 14,525,924	-	\$ 14,525,924	\$ 15,939,954	-	\$ 15,939,954	\$ 1,414,030	9.7%
003553	Cisco	\$ 5,840,237	-	\$ 5,840,237	\$ 8,910,438	-	\$ 8,910,438	\$ 3,070,201	52.6%
003554	Clarendon	\$ 3,384,271	-	\$ 3,384,271	\$ 6,069,478	-	\$ 6,069,478	\$ 2,685,207	79.3%
003546	Coastal Bend	\$ 6,696,907	-	\$ 6,696,907	\$ 10,988,947	-	\$ 10,988,947	\$ 4,292,040	64.1%
007096	College of the Mainland	\$ 6,649,122	-	\$ 6,649,122	\$ 7,738,496	-	\$ 7,738,496	\$ 1,089,374	16.4%
023614	Collin	\$ 44,609,466	-	\$ 44,609,466	\$ 51,540,138	-	\$ 51,540,138	\$ 6,930,671	15.5%
009331	Dallas	\$ 91,194,681	\$ 1,831,907	\$ 93,026,588	\$ 96,999,738	\$ 1,831,907	\$ 98,831,645	\$ 5,805,056	6.2%
003563	Del Mar	\$ 17,359,107	-	\$ 17,359,107	\$ 19,508,146	-	\$ 19,508,146	\$ 2,149,039	12.4%
010387	El Paso	\$ 31,545,292	-	\$ 31,545,292	\$ 38,675,854	-	\$ 38,675,854	\$ 7,130,562	22.6%
003568	Frank Phillips	\$ 2,887,423	-	\$ 2,887,423	\$ 5,799,197	-	\$ 5,799,197	\$ 2,911,774	100.8%
006662	Galveston	\$ 4,799,136	-	\$ 4,799,136	\$ 4,871,133	-	\$ 4,871,133	\$ 71,998	1.5%
003570	Grayson	\$ 6,731,908	\$ 303,240	\$ 7,035,148	\$ 7,834,338	\$ 303,240	\$ 8,137,578	\$ 1,102,430	15.7%
003573	Hill	\$ 6,524,579	\$ 308,871	\$ 6,833,450	\$ 10,001,750	\$ 308,872	\$ 10,310,622	\$ 3,477,172	50.9%
010633	Houston	\$ 62,399,718	\$ 1,187,500	\$ 63,587,218	\$ 62,670,854	\$ 1,187,500	\$ 63,858,354	\$ 271,136	0.4%
003574	Howard ¹	\$ 6,177,458	\$ 3,326,403	\$ 9,503,861	\$ 7,816,784	\$ 3,326,403	\$ 11,143,187	\$ 1,639,326	17.2%
003580	Kilgore	\$ 9,654,903	-	\$ 9,654,903	\$ 13,778,730	-	\$ 13,778,730	\$ 4,123,827	42.7%
003582	Laredo	\$ 11,248,897	\$ 141,164	\$ 11,390,061	\$ 19,095,033	\$ 141,164	\$ 19,236,198	\$ 7,846,137	68.9%
003583	Lee	\$ 10,510,560	-	\$ 10,510,560	\$ 20,169,021	-	\$ 20,169,021	\$ 9,658,460	91.9%
011145	Lone Star	\$ 82,949,102	-	\$ 82,949,102	\$ 97,794,246	-	\$ 97,794,246	\$ 14,845,144	17.9%
003590	McLennan	\$ 11,913,319	-	\$ 11,913,319	\$ 13,526,367	-	\$ 13,526,367	\$ 1,613,047	13.5%
009797	Midland	\$ 7,089,473	\$ 307,853	\$ 7,397,326	\$ 8,304,946	\$ 1,182,854	\$ 9,487,800	\$ 2,090,474	28.3%
003593	Navarro	\$ 12,689,697	-	\$ 12,689,697	\$ 14,465,850	-	\$ 14,465,850	\$ 1,776,153	14.0%
003558	North Central	\$ 11,421,474	\$ 2,500,000	\$ 13,921,474	\$ 14,455,839	\$ 2,500,000	\$ 16,955,839	\$ 3,034,365	21.8%
023154	Northeast Texas	\$ 5,393,748	-	\$ 5,393,748	\$ 6,997,358	-	\$ 6,997,358	\$ 1,603,610	29.7%
003596	Odessa	\$ 9,840,503	-	\$ 9,840,503	\$ 14,145,913	-	\$ 14,145,913	\$ 4,305,410	43.8%
003600	Panola	\$ 5,315,529	-	\$ 5,315,529	\$ 6,707,441	-	\$ 6,707,441	\$ 1,391,912	26.2%
003601	Paris	\$ 7,372,923	-	\$ 7,372,923	\$ 11,133,179	-	\$ 11,133,179	\$ 3,760,256	51.0%
003603	Ranger	\$ 4,227,525	-	\$ 4,227,525	\$ 7,343,309	-	\$ 7,343,309	\$ 3,115,784	73.7%
029137	San Jacinto	\$ 41,307,655	-	\$ 41,307,655	\$ 54,995,750	-	\$ 54,995,750	\$ 13,688,095	33.1%
003611	South Plains	\$ 13,544,798	-	\$ 13,544,798	\$ 19,272,422	-	\$ 19,272,422	\$ 5,727,624	42.3%
031034	South Texas	\$ 40,094,033	-	\$ 40,094,033	\$ 52,949,625	-	\$ 52,949,625	\$ 12,855,592	32.1%
003614	Southwest Texas	\$ 9,198,628	-	\$ 9,198,628	\$ 14,559,626	\$ 2,500,000	\$ 17,059,626	\$ 7,860,998	85.5%
003626	Tarrant	\$ 58,943,345	-	\$ 58,943,345	\$ 63,972,046	-	\$ 63,972,046	\$ 5,028,701	8.5%
003627	Temple	\$ 7,027,187	-	\$ 7,027,187	\$ 8,374,879	-	\$ 8,374,879	\$ 1,347,692	19.2%
003628	Texarkana	\$ 6,988,564	-	\$ 6,988,564	\$ 9,476,888	-	\$ 9,476,888	\$ 2,488,324	35.6%
003643	Texas Southmost	\$ 9,335,004	-	\$ 9,335,004	\$ 14,173,096	-	\$ 14,173,096	\$ 4,838,092	51.8%
003572	Trinity Valley	\$ 10,269,635	-	\$ 10,269,635	\$ 12,247,092	-	\$ 12,247,092	\$ 1,977,457	19.3%
003648	Tyler	\$ 19,086,153	-	\$ 19,086,153	\$ 21,256,475	-	\$ 21,256,475	\$ 2,170,322	11.4%
010060	Vernon	\$ 5,742,430	-	\$ 5,742,430	\$ 8,237,927	-	\$ 8,237,927	\$ 2,495,497	43.5%
003662	Victoria	\$ 5,102,088	-	\$ 5,102,088	\$ 5,334,446	-	\$ 5,334,446	\$ 232,358	4.6%
003664	Weatherford	\$ 8,925,333	-	\$ 8,925,333	\$ 9,682,488	-	\$ 9,682,488	\$ 757,154	8.5%
009549	Western Texas	\$ 3,763,078	-	\$ 3,763,078	\$ 4,824,244	-	\$ 4,824,244	\$ 1,061,166	28.2%
003668	Wharton	\$ 9,305,255	-	\$ 9,305,255	\$ 9,305,255	\$ 2,000,000	\$ 11,305,255	\$ 2,000,000	21.5%
TOTAL		\$ 922,259,716	\$ 15,841,873	\$ 938,101,589	\$ 1,133,240,836	\$ 20,824,921	\$ 1,154,065,756	\$ 215,964,167	23.0%

Dynamic Payments: Funding Schedule and Adjustments



Appendix E. NAICS Super-sectors and Sectors

