



# House Higher Education Committee

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August 10, 2022

Dr. Cesar Maldonado, Chancellor  
*Houston Community College System*

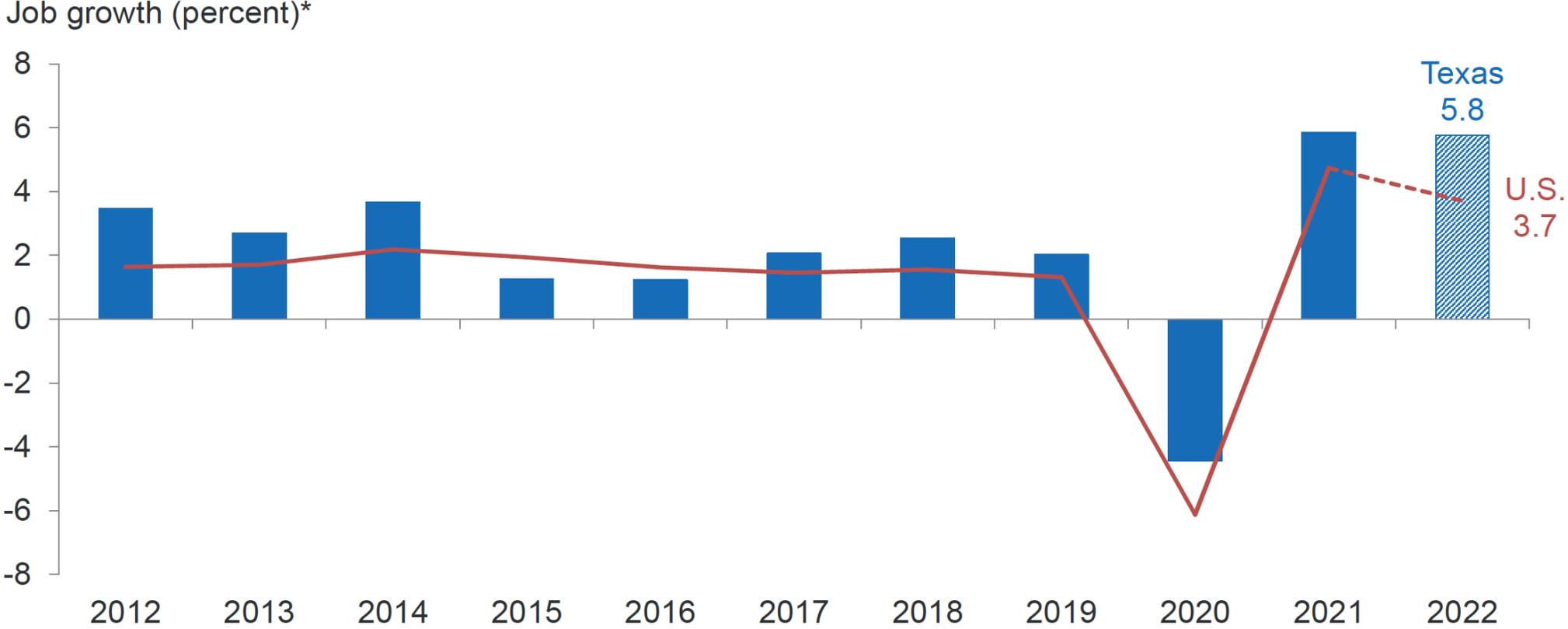
# TRUE INITIATIVE (SB 1102)

## GENERAL PROVISIONS

- TRUE is a competitive grant program administered by THECB
- TRUE funds institutions to accelerate new and expand or redesign existing workforce training programs in high-demand skills occupations – ending in post-secondary degrees or certificates
- Awards are to be developed in consultation with employers
- Use personalized pathways to facilitate shortest time to employment
- Maintains accountability measures
- Support regional focus
- Show preference to consortium
- Target displaced workers
- Affordable to Students

# TEXAS WORKFORCE TRENDS AND OUTLOOK

# Dallas Fed forecasts 2022 employment to grow 4.5 percent



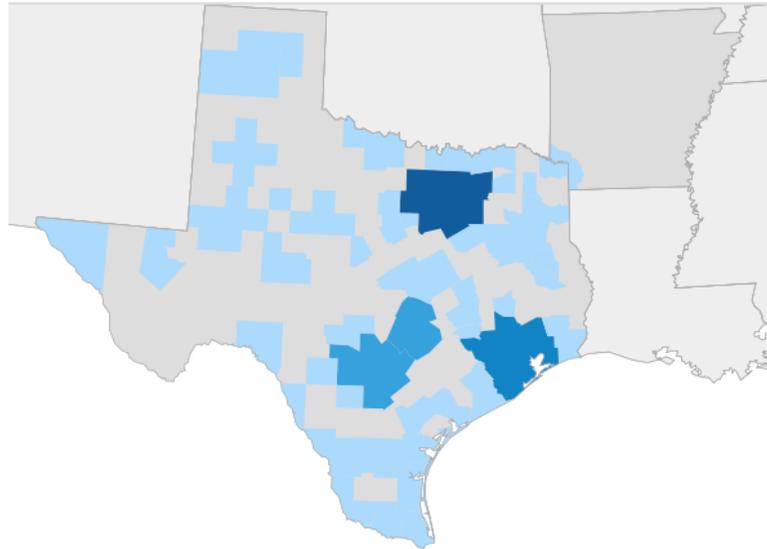
\*Seasonally adjusted, annualized rate. Partial year data is represented with a shaded bar/dashed line.  
NOTE: Last data points are annualized job growth for Texas (Jun. 2022/Dec. 2021) and U.S. (Jun. 2022/Dec. 2021).  
SOURCES: Bureau of Labor Statistics; Texas Workforce Commission; seasonal and other adjustments by FRB Dallas.  
DATA: <https://www.dallasfed.org/research/econdata/tae000000.aspx>

Source: <https://www.dallasfed.org/-/media/Documents/research/econdata/texasconomy.pdf?la=en>

# Texas Job Posting nearly 1.2M over last year

## Job Postings Regional Breakdown

[Jump to Job Postings by Location](#) ■■■



MSA	Unique Postings (Jul 2021 - Jun 2022)
Dallas-Fort Worth-Arlington, TX	424,683
Houston-The Woodlands-Sugar Land, TX	222,219
Austin-Round Rock-Georgetown, TX	121,482
San Antonio-New Braunfels, TX	107,279
El Paso, TX	28,717

Source: Lightcast Analyst (Formerly Emsi Burning Glass), 8-2022

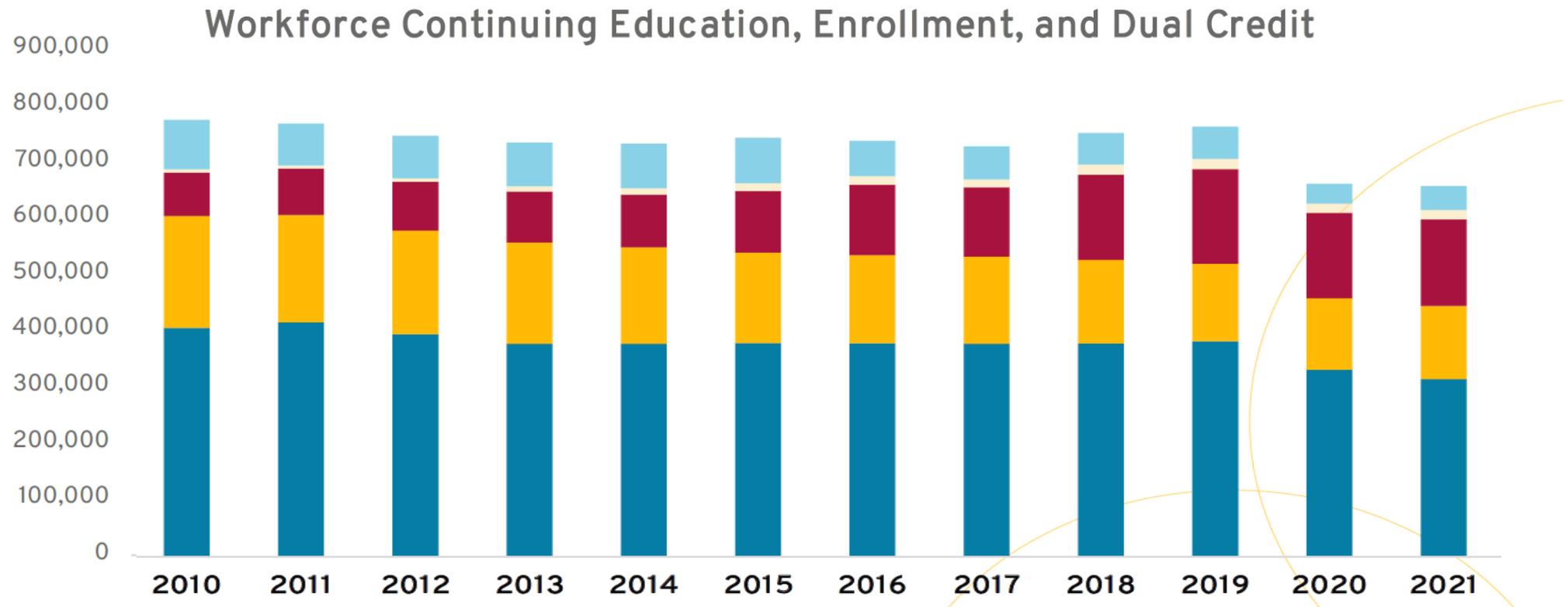
# Middle skill job shortage 55,000 for 2017-2018 academic year

**EXHIBIT 4: LARGEST DEGREE AND CERTIFICATE SHORTAGES IN TEXAS BY INDUSTRY, 2017-18 ACADEMIC YEAR**



Source: JobsEQ

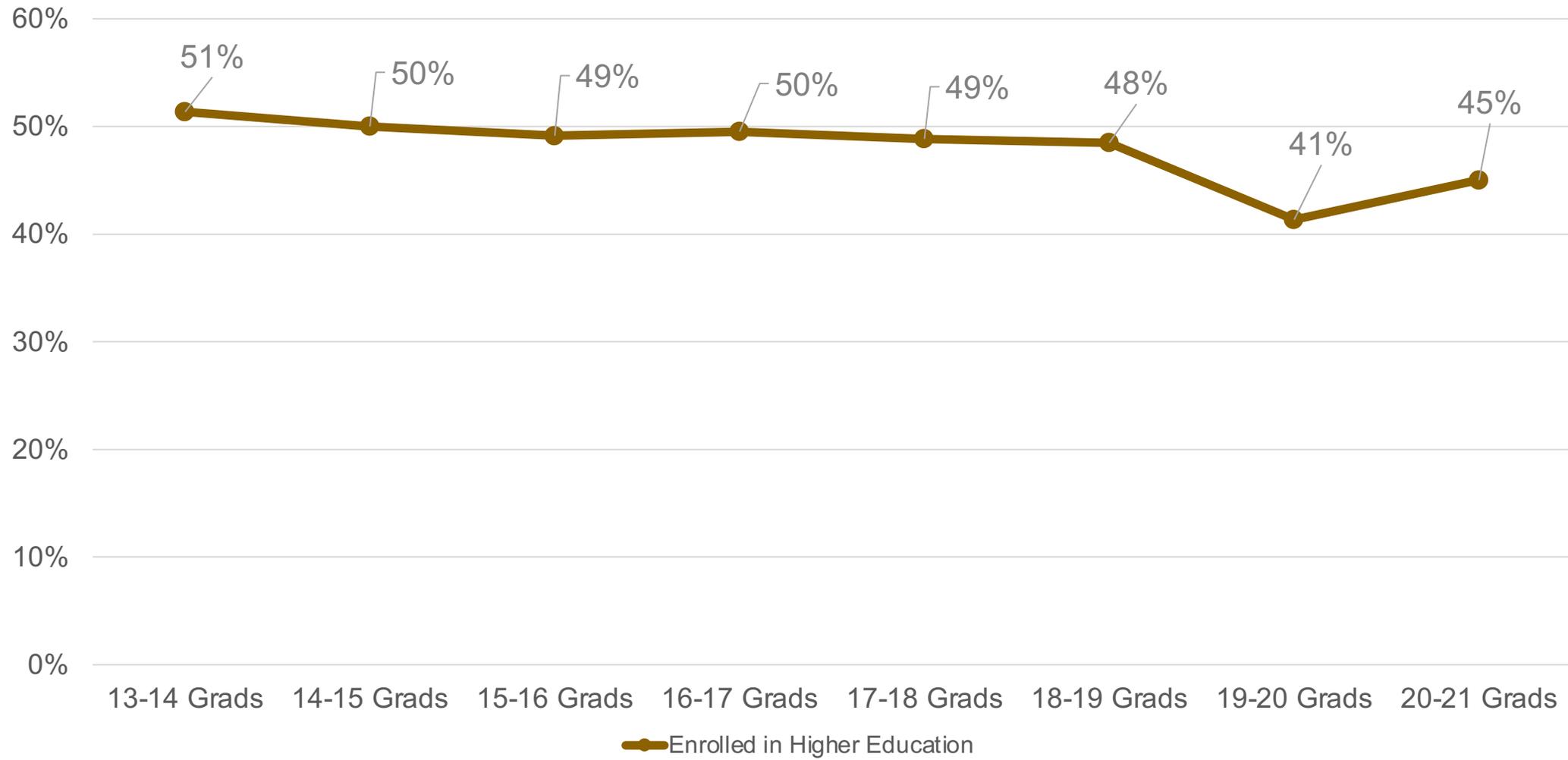
# Texas workforce education enrollments declined over 113,000 from Fall 2010 to Fall 2021



- Academic enrollments excluding dual credit declined by 100,728 from their peak in Fall 2011 to Fall 2021.
- Traditional and continuing workforce education declined by 113,180 from their peak in Fall 2010 to Fall 2021.

Source: adapted from <https://reportcenter.highered.texas.gov/meeting/advisory-committee-supporting-documents/txccf-presentation-harrison-keller-june-21-2022/>

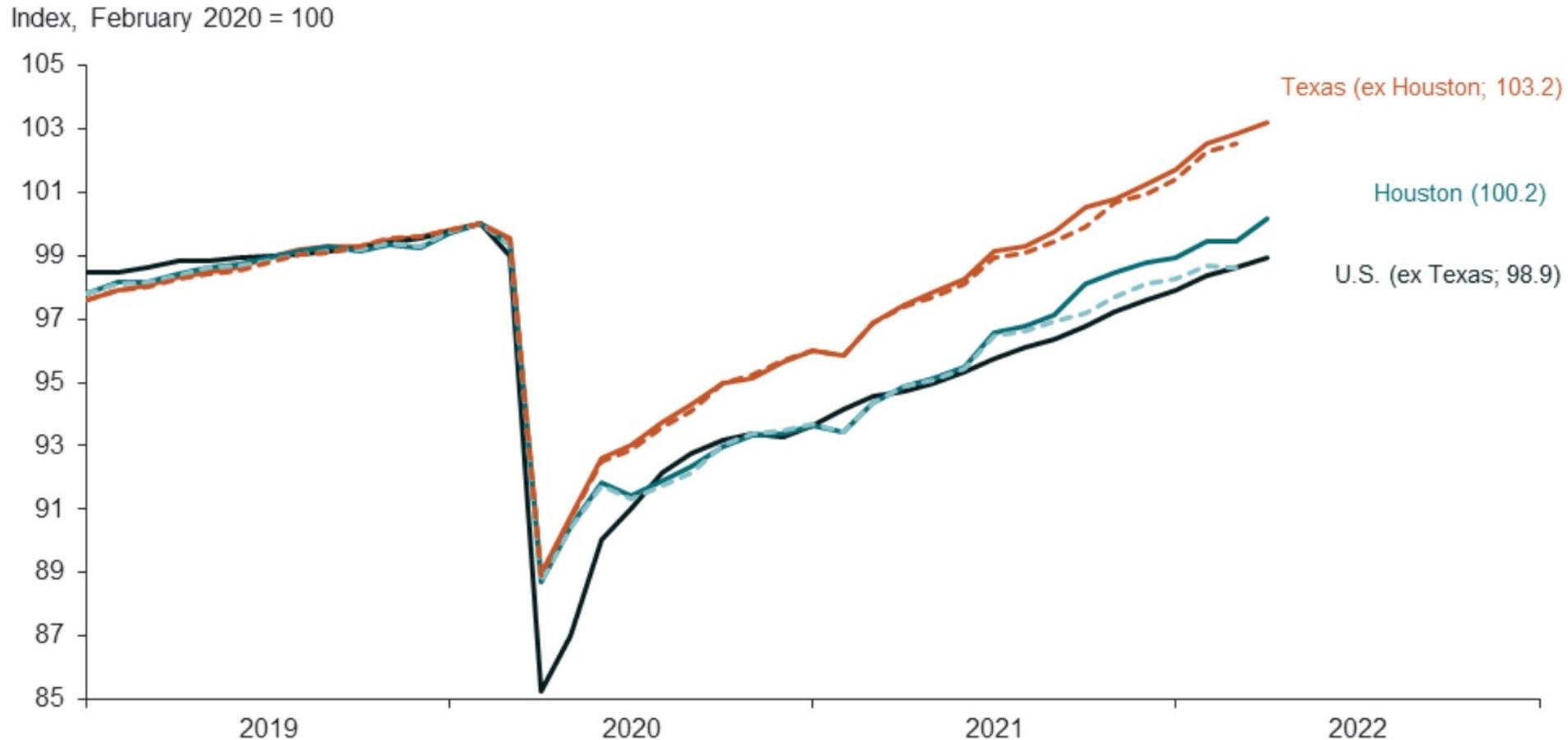
# Texas high school graduates enrolling in higher education declines 6% over last decade



Source: THECB, HS graduates found in higher education, 2013-2014 through 2020-2021

# HOUSTON REGION WORKFORCE TRENDS AND OUTLOOK

# Texas job growth remains positive with Houston payrolls reaching 100.2 percent of February 2020 levels



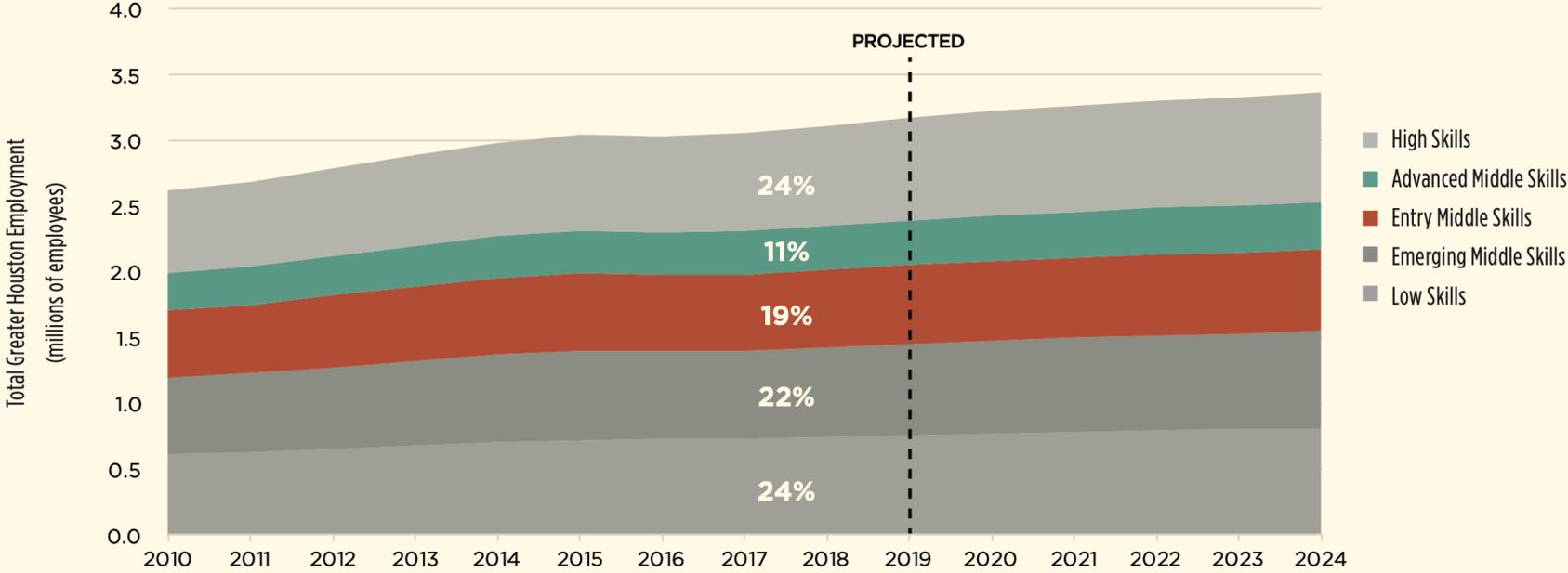
NOTE: Dashed lines are based on the Bureau of Labor Statistics' annual benchmark (released in March 2022) using administrative data for third quarter 2021. Solid lines are data based on the Dallas Fed's quarterly early benchmark update using administrative data for fourth quarter 2021.

SOURCE: Bureau of Labor Statistics, adjustments by the Dallas Fed.

<https://www.dallasfed.org/research/indicators/hou/2022/hou2206.aspx>

# Nearly half of Houston area job growth requires middle skills

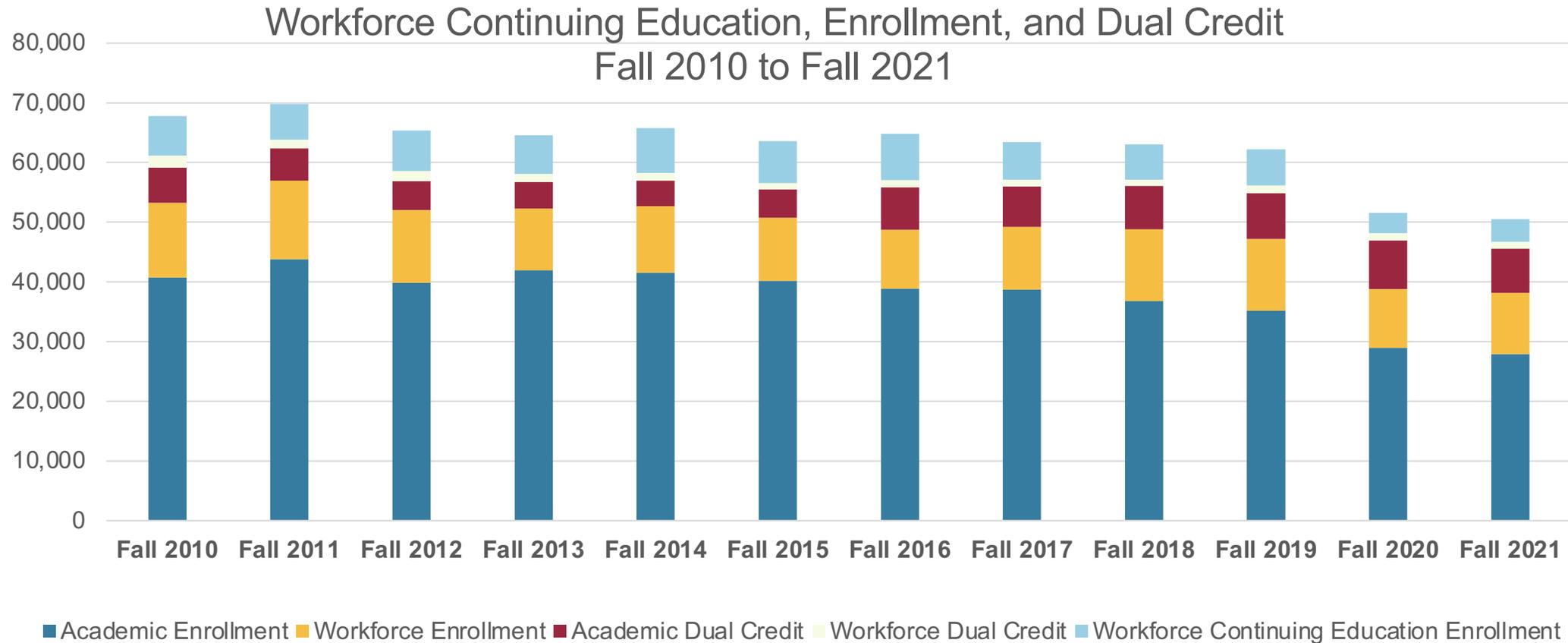
**Figure 4: Job Growth in the Region is Expected to Continue, Including Among Middle-Skill Occupations (2010-2018 Actual/2019-2024 Projected)**



Source: TEConomy's analysis of EMSI 2019.2 occupational employment data.

Source: [Middle Skills Matter to Greater Houston, Upskill Houston](#)

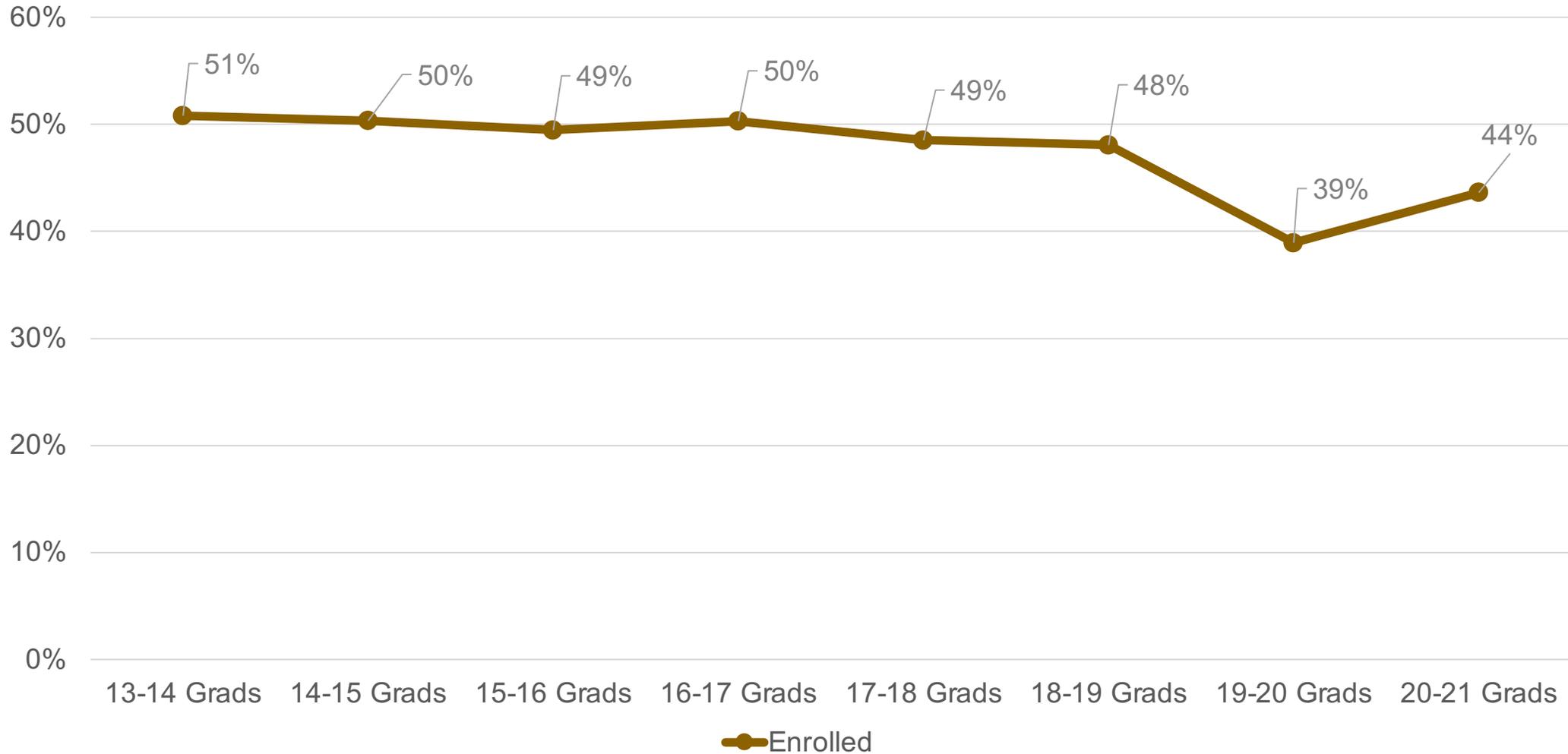
# HCC workforce education enrollments declined over 5,100 from Fall 2010 to Fall 2021



- Academic enrollments (excluding dual credit) declined by 12,863 from Fall 2010 to Fall 2021.
- Traditional and continuing education workforce enrollments declined by 5,131 from Fall 2010 to Fall 2021.

Source: HCC Student Information System, Datamart 002, 004, 005, includes flex enrollment.

# HCC area high school graduates enrolling in higher education declined 7% over last decade



Source: THECB, HS graduates found in higher education, 2013-2014 through 2020-2021; HCC districts include Houston, Spring Branch, Fort Bend, Katy, and Alief.

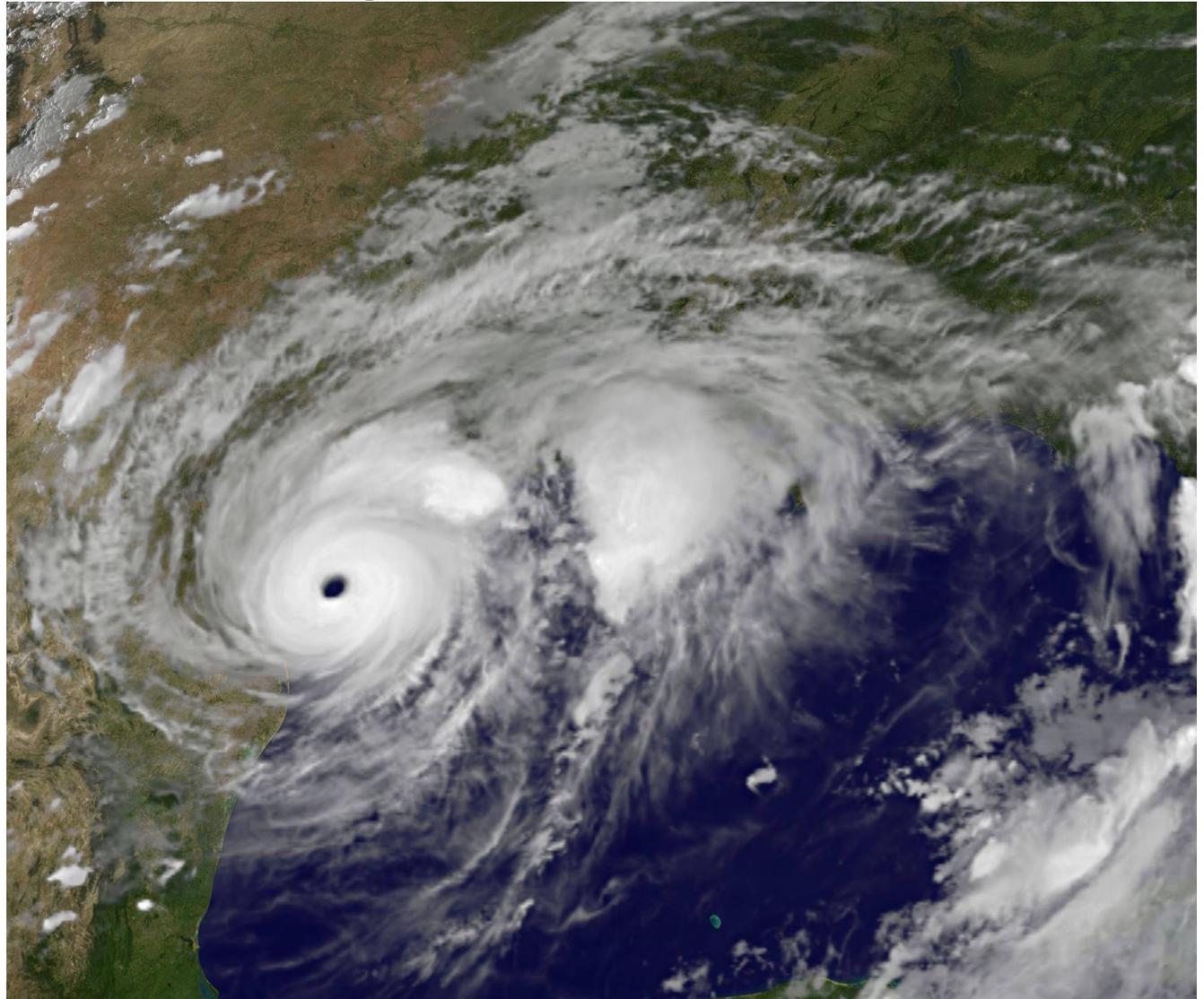
# Perfect storm is brewing with divergent workforce needs and capacity

## OPPORTUNITY

- Growing economy
- Increased job demand

## THREATS

- Fewer high school grads entering higher education
- Declining overall college enrollment
- Decreasing level of college readiness



Consistent and Predictable Funding  
Promotes Sustainable Success

# HCC-TRUE Round 1 funds increase in Cybersecurity training

Grant Type: Consortium: Texas Southmost College  
Houston Community College, San Jacinto College

Industry Sectors: Supply Chain Management and  
Logistics and Cybersecurity and Infrastructure

Total Grant: \$1.8M

## HCC Specific Grant Details

- Target Sector: Cybersecurity
- Grant Allocation: \$649K
  - Equipment: \$591K
  - Instruction Capacity: \$58K
- Results: Increased enrollment 175
- Economic Impact: \$1.5M
- Implementation time: 6 months



# HCC-TRUE Round 1 funds increase in CDL training

Grant Type: Individual: Houston Community College

Industry Sectors: Logistics, CDL/truck driving

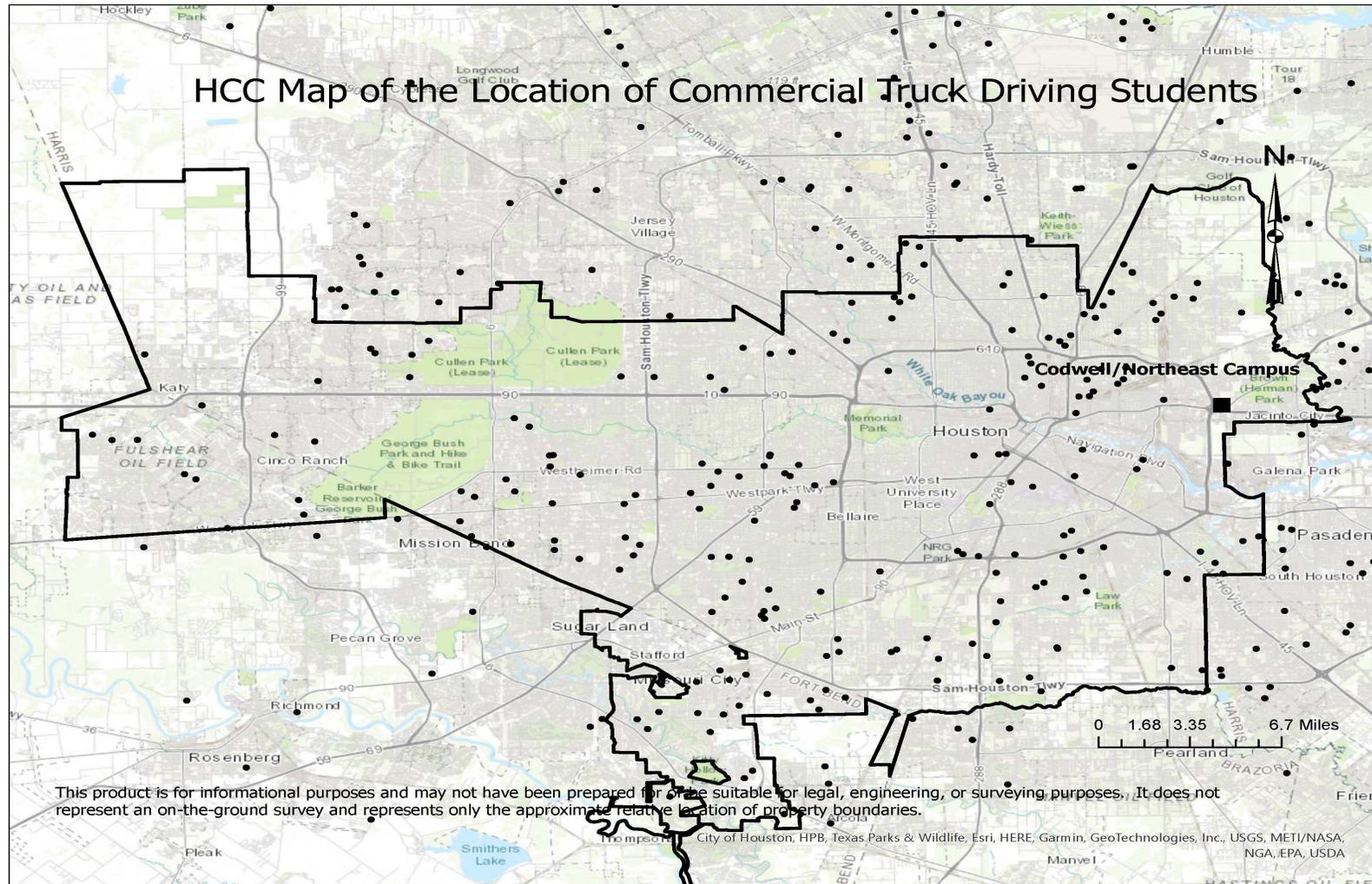
Total Grant: \$448K

## HCC Specific Grant Details

- Target Sector: Cybersecurity
- Grant Allocation: \$448K
  - Equipment: \$417K
  - Instruction Capacity: \$31K
- Results: Increased enrollment 120
- Economic Impact: \$1.0M
- Implementation time: 10 months



# TRUE funding extends HCC's reach to meet CDL demands



# HCC-TRUE Round 2 funds increase in Manufacturing training

Grant Type: Consortium: Houston Community College, Brazosport College, San Jacinto College

Industry Sectors: Petrochemical, Manufacturing, Construction

Total Grant: \$1.0M

## HCC Specific Grant Details

- Target Sector: Manufacturing
- Grant Allocation: \$336K
  - Equipment: \$118K
  - Instruction Capacity: \$85K
  - Direct Student Support \$133K
- Results: Increased enrollment 75
- Economic Impact: \$840K
- Implementation time: 6 months

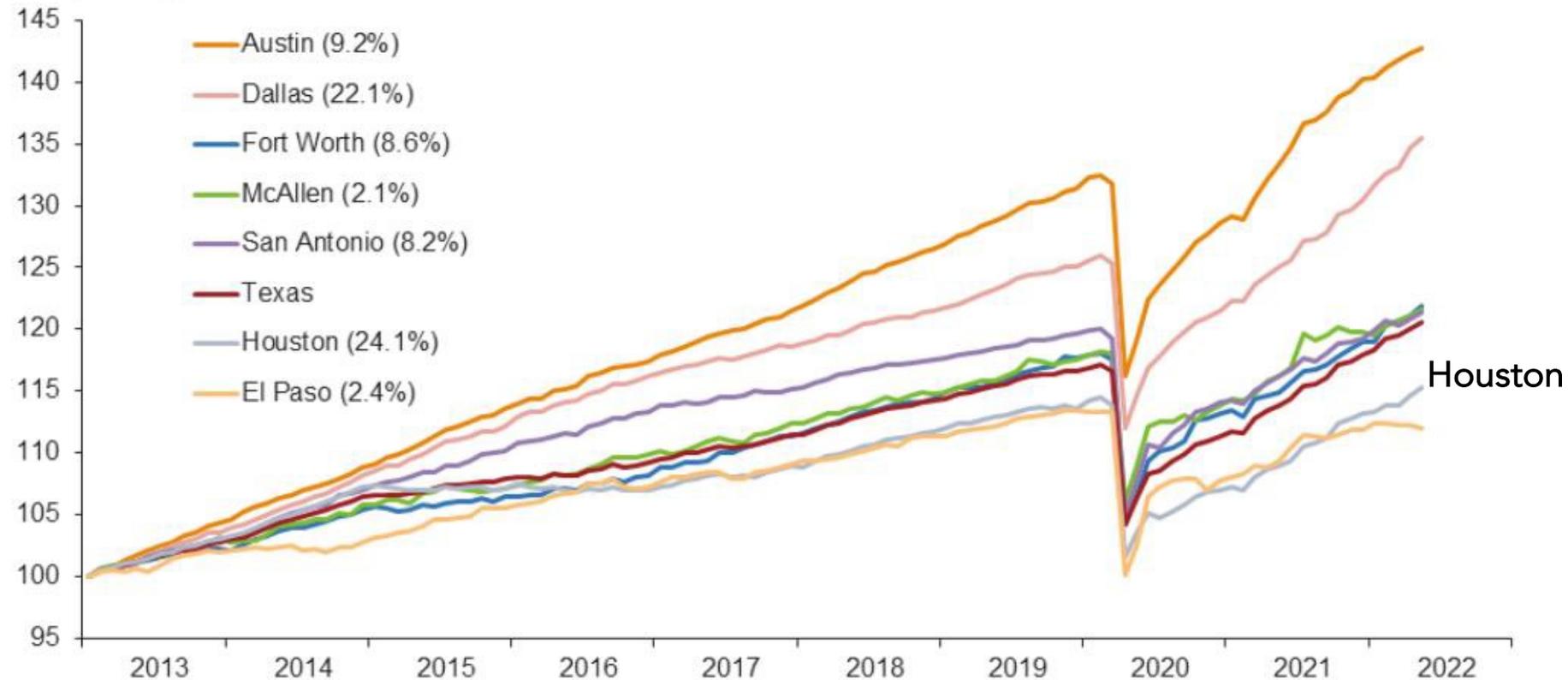


TEXAS GROWTH IS DEPENDENT  
ON SUSTAINED WORKFORCE  
DEVELOPMENT

# Payroll growth continues ... Houston 24.1% of 05/22 employment – Texas needs sustained workforce funding

## Employment Growth by Metro

Index, January 2013 = 100\*



\* Seasonally adjusted

NOTE: Numbers in parenthesis refer to the share of May 2022 Texas employment.

Source: Bureau of Labor Statistics; Texas Workforce Commission; adjustments by the Dallas Fed.

Source: [https://www.dallasfed.org/-/media/Documents/educate/events/2022/22international/22international\\_Schreck.pdf](https://www.dallasfed.org/-/media/Documents/educate/events/2022/22international/22international_Schreck.pdf)

**Thank you**