



**El Paso
Community
College**

The Best Place to Start *and Finish!*

WORKFORCE PARTNERSHIPS

West Texas Trustee Leadership Seminar



Community College
Association of Texas Trustees

**WILLIAM SERRATA, PH.D.
COLLEGE PRESIDENT**



MARCH 22, 2024

Setting the Context:

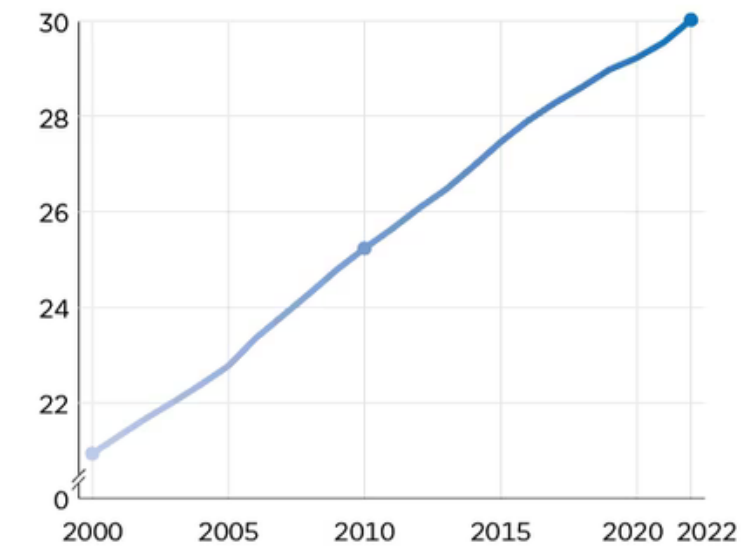
Texas Population



In 2022, Texas gained more residents than any other state, breaking the **30 million** threshold.

A Closer Look at the Population of Texas: 2000–2022

Texas Population (In millions)



The population of Texas increased by **43.4%**, making it the **fourth fastest-growing state** between 2000 and 2022.

Top 5 Fastest-Growing Counties in Texas

	July 1, 2000	July 1, 2022	Percent change
Rockwall County	43,755	123,208	182.6
Hays County	99,267	269,225	171.2
Williamson County	255,379	671,418	162.9
Fort Bend County	358,738	889,146	147.9
Kaufman County	72,270	172,366	138.5

Texas gained more residents (**9,085,073**) than any other state between 2000 and 2022.

Top 5 Largest-Gaining Counties in Texas

	July 1, 2000	July 1, 2022	Numeric change
Harris County	3,414,239	4,780,913	1,366,674
Tarrant County	1,456,919	2,154,595	697,676
Bexar County	1,398,834	2,059,530	660,696
Collin County	499,118	1,158,696	659,578
Denton County	438,791	977,281	538,490

412,958
Average number of residents added annually since 2000.

Source: U.S. Census Bureau, 2000–2010 Intercensal Estimates (2000–2009), Vintage 2020 Estimates (2010–2019), and Vintage 2022 Estimates (2020–2022).



TEXAS BY THE NUMBERS



8TH LARGEST ECONOMY IN THE WORLD

26

COMMERCIAL AIRPORTS

19

SEA PORTS

22

INTERSTATE HIGHWAYS

34

FOREIGN TRADE ZONE

58

FREIGHT RAILROADS

367

MILES OF COASTLINE

NO PERSONAL OR CORPORATE INCOME TAX



TEXAS IS THE LARGEST ENERGY-PRODUCING STATE IN THE NATION

#1

U.S. EXPORTER FOR 21 YEARS IN A ROW IN 2022



MORE THAN

15

MILLION



PEOPLE IN THE CIVILIAN LABOR FORCE

TEXAS IS THE LEADING DESTINATION FOR COMPANIES RELOCATING FROM OTHER STATES



90%

GRADUATION RATE



TEXAS HIGH SCHOOL GRADUATION RATE IS AMONG THE TOP 5 HIGHEST IN THE NATION, WITH A 90% COMPLETION RATE

TEXAS LED THE NATION IN HIGH TECH EXPORTS FOR THE 10TH CONSECUTIVE YEAR



IN 2022

NUMBER 1 JOB CREATOR

IN 2022, TEXAS ADDED

650,100 JOBS



THE LONE STAR STATE IS HOME TO

55

FORTUNE 500 COMPANY HQS



TEXAS ECONOMIC & DEVELOPMENT & TOURISM | OFFICE OF THE GOVERNOR GREG ABBOTT
512.936.0100 | GOV.TEXAS.GOV/BUSINESS

REVISED: OCTOBER 2023

Texas Labor Market

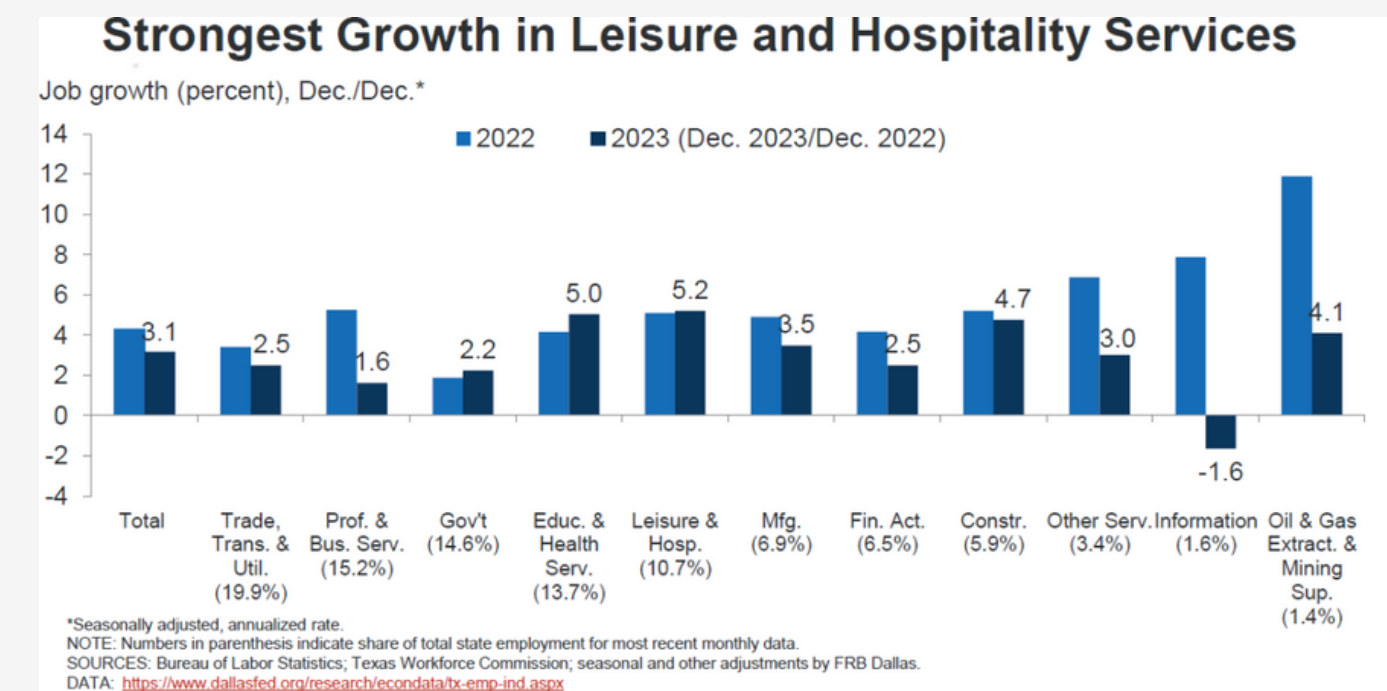
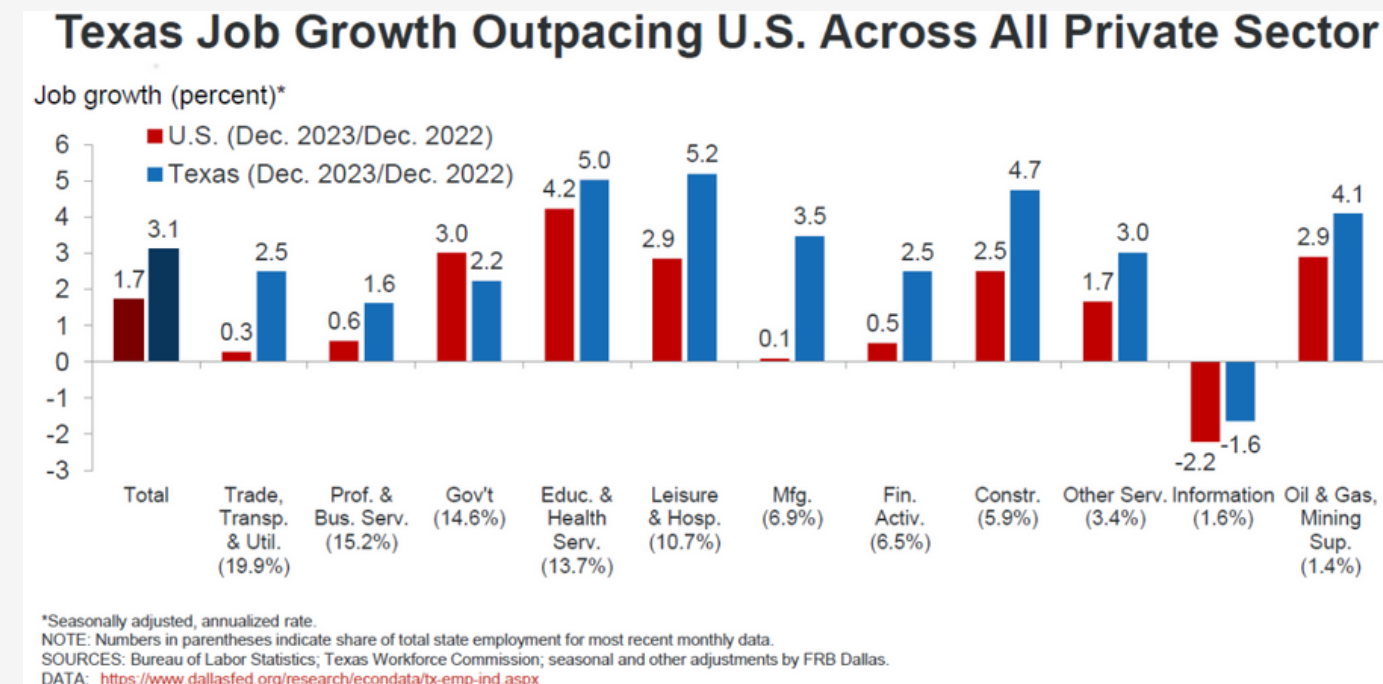


- **Texas added 369,600 jobs over the year** ending in December 2023, including 19,100 jobs during the past month.
 - Service providing sectors accounted for 267,600 of the jobs added over the year, with construction pacing the way with 32,800 new jobs in the goods producing sectors.
- **In December, the state again set all-time highs with over 14.1 million people working during the month (TWC) and a civilian labor force that now exceeds 15.2 million.**
 - The state has had 27 consecutive months of monthly historic employment highs.
- **The Texas Unemployment rate decreased to 4%** in December and remains slightly above the national rate.
- On the last business day in November, **Texas had 809 thousand unfilled jobs**, an increase from 742K the previous month (BLS, January 18, 2024).
- **The Texas labor force participation rate has held at 64.2%** for the last seven months.



Texas Labor Market - Industry Job Growth & Unemployment Rate

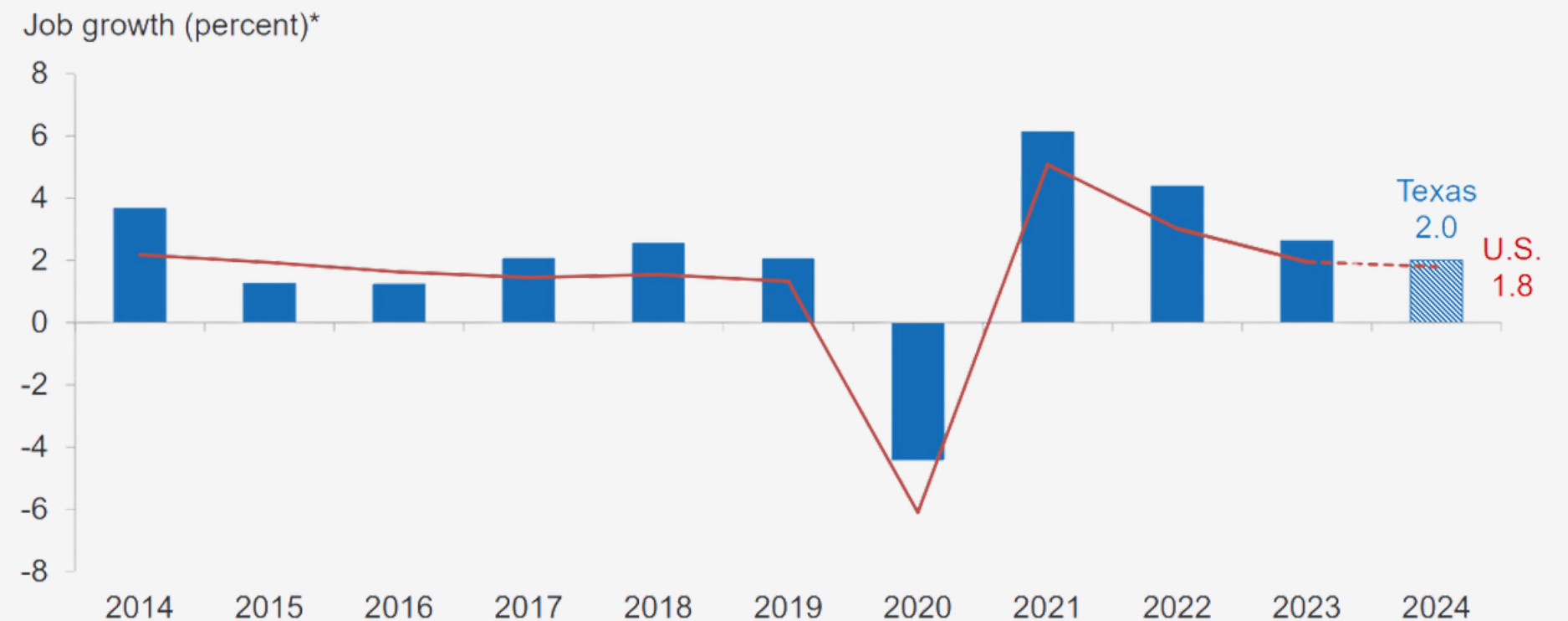
- Texas job growth outpaced the U.S. across all private industry sectors. Texas firms in Trade, Transportation & Utilities, Financial Activities, IT, Trade & Transportation, Oil & Gas, Construction, Manufacturing, and other services are significantly outpacing their peers nationally.
- In terms of growth over the year, Leisure & Hospitality, Education & Health, Construction, and Oil & Gas experienced the strongest growth in 2023.



Texas Labor Market Activity- Job Growth Continues

- Texas job growth stands at an annualized 2.0%, above the national rate of 1.8%. In terms of unemployment rate, Midland had the lowest unemployment rate at 2.6% in January.
- San Antonio led the Metro area job growth in 2023 with Dallas and Austin coming in a close second. It was a good year in terms of metro job growth.

Texas' Job Growth Exceeds the Nation at the Start of 2024



*Seasonally adjusted, annualized rate.
NOTE: Last data points are annualized job growth for Jan. 2024/Dec. 2023.
SOURCES: Bureau of Labor Statistics; Texas Workforce Commission; seasonal and other adjustments by FRB Dallas.
DATA: <https://www.dallasfed.org/research/econdata/tae000000.aspx>



Texas Reskilling and Upskilling through Education (TRUE)

The Texas Pathways strategy supports Texas Community Colleges to scale guided pathways practices associated with improving student success. The research-based strategy organizes college efforts to redesign the student experience into four pillars:

1. Mapping Pathways to Student End Goals

a. Navigation

b. Organization

c. Math Pathways

2. Helping Students Choose and Enter a Pathways

3. Keeping Students on a Pathway

4. Ensuring that Students are Learning



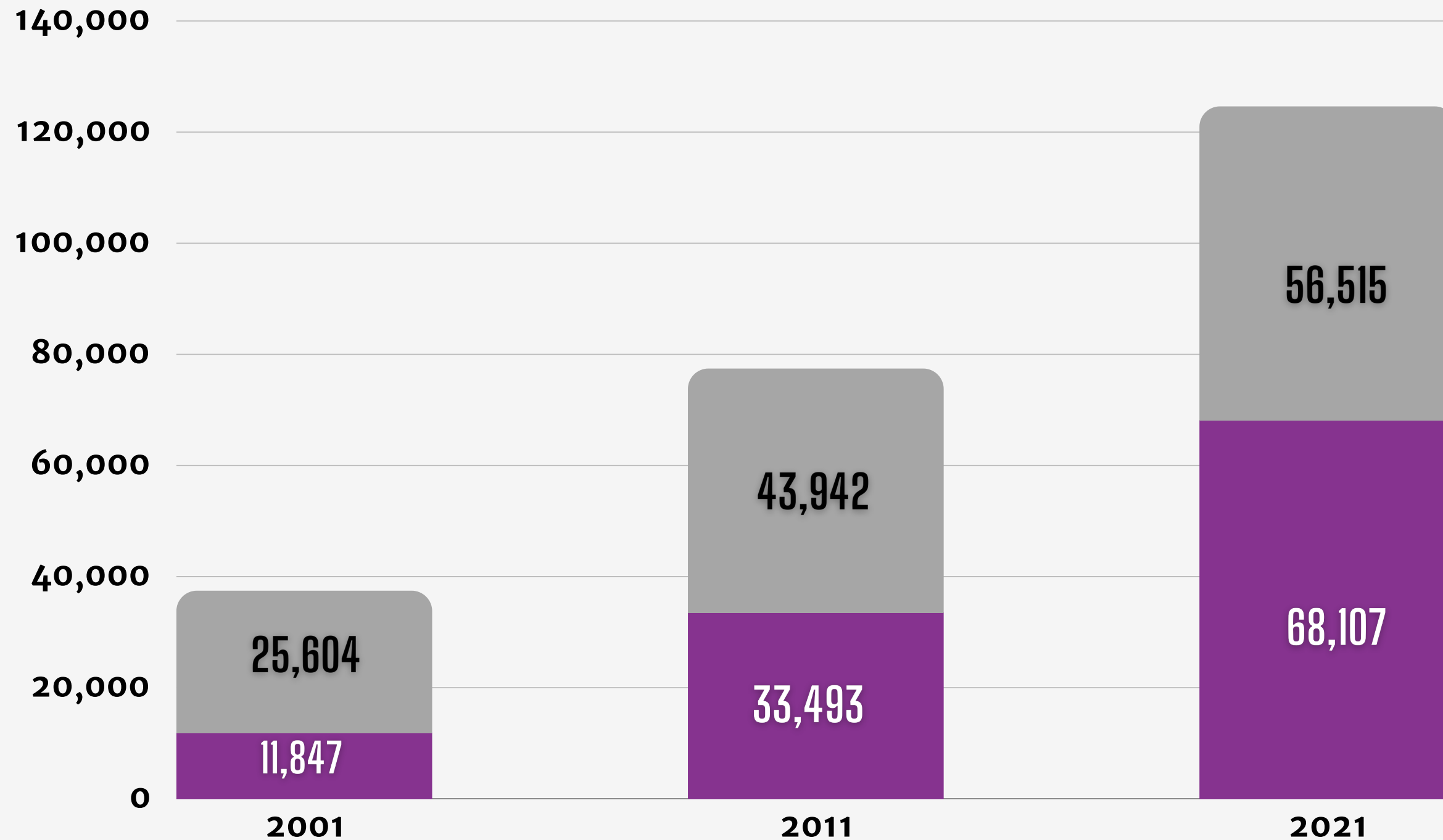
Texas Association of
Community Colleges

All Eyes ON TEXAS

Community Colleges Focus on Preparing
the Workforce of Tomorrow

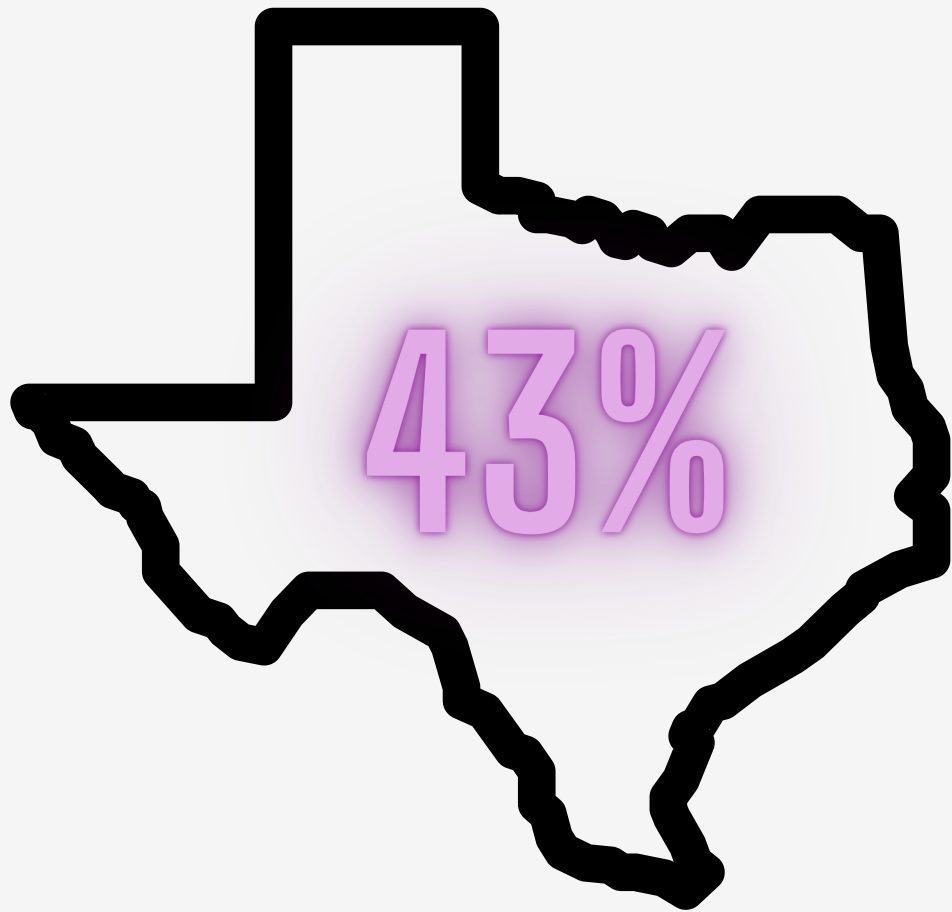
“Many of the more than 4 million jobs the state expects to add in the next 15 years will require a bachelor’s degree or more. But there will also be continued need for what some call “middle-tier” workers—those with more than a high school diploma but less than a four-year college degree.”

Texas Community Colleges Help Meet Workforce Needs



Degrees and certificates earned increased by 61% from 2011 to 2021 despite mostly flat enrollment:

- 28% growth in CTE credentials
- 104% growth in Academic certificates and degrees



Texas community colleges enroll 43% of all postsecondary students in the state.

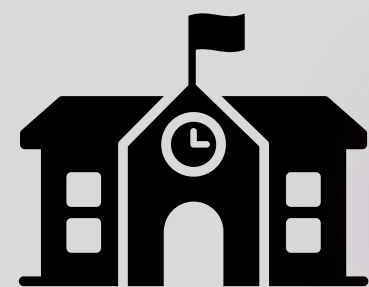
Our colleges:



Award

93%

of all career and technical education degrees & certificates



Enroll

94%

of all dual credit enrollments in the state

Provide a pathway for transfer



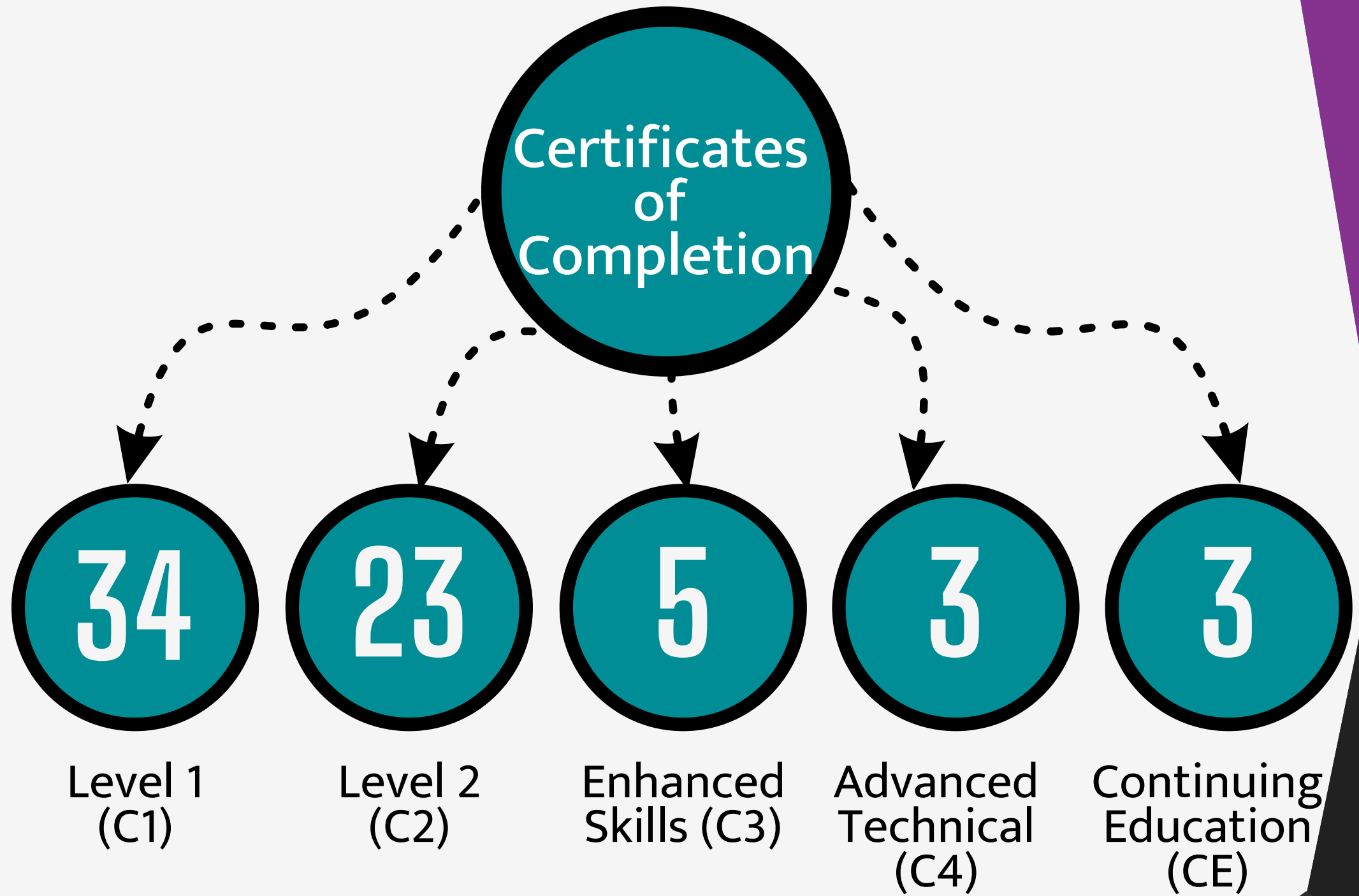
69%

of all FY2021 bachelor's degree graduates had some transfer credits from a two-year college

34%

of all FY2021 bachelor's degree graduates had more than 30 transfer credits from a two-year college

EPCC Programs: 150 Total



Where Do New Programs Come From?

- Texas Higher Education Coordinating Board Mandate
- Business and Industry
- Local Workforce Solutions Borderplex
- Texas Workforce Commission
- EPCC Faculty Input
- EPCC Instructional Leadership
- EPCC Advisory Committees

60x30TX

WORKFORCE
SOLUTIONS BORDERPLEX



Lowest-Wage Careers with EPCC Programs

Career/Job	Wage per hour	Degree	Linked EPCC Program	Area of Study
Substitute Teacher, short term	\$11.07	Bachelors	Any academic	AHCD, STEM
Hairdressers, Hairstylists, and Cosmetologists	\$11.50	Certificate	Cosmetology	Industry, Manufacturing, and Construction
Legislators	\$12.22	Bachelors	Speech Communication	AHCD
Nursing Assistants	\$12.47	Certificate	None *Nursing Assistant Course WFE- Health & Fitness	None
Teaching Assistants, Except Postsecondary	\$12.59	College, No Degree	Teacher Assistant	Education
Audiovisual Equipment Installers and Repairers	\$12.64	Certificate	Electrical Technology	Industry, Manufacturing, and Construction
Educational Instruction and Library Workers, All Other	\$12.71	Bachelors	Teacher prep EC-6, 4-8, EC-12, Special Ed.	Education
Dietetic Technicians	\$12.73	Associates	None	None
Broadcast Technicians	\$12.78	Associates	Comm.- Radio and Television Broadcasting	AHCD
Medical Assistants	\$12.86	Certificate	Medical Assisting Technology	Health Sciences
Actors	\$13.20	College, No Degree	Theater	AHCD

Highest-Wage Careers with EPCC Programs

Career/Job	Wage per hour	Degree	Linked EPCC Program	Area of Study
Sales Managers	\$68.08	Bachelors	Business Management	Business
Computer and Information Systems Managers	\$61.01	Bachelors	Computer Science	STEM
Architectural and Engineering Managers	\$57.10	Bachelors	Engineering or Architecture	STEM
Sales Rep., Wholesale and Manufacturing, Technical and Scientific Products	\$55.28	Bachelors	Biology, Chemistry, Engineering	STEM
Personal Financial Advisors	\$54.44	Bachelors	Finance, Economics, Business, Accounting	Business
Industrial Production Managers	\$49.89	Bachelors	Industrial & Systems Engineering; Accounting, Business, and Economics	STEM/Business
Financial Managers	\$48.83	Bachelors	Accounting, Business, and Economics	Business
Marketing Managers	\$47.79	Bachelors	Communication- Public Relations and Advertising	AHC
Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	\$47.63	Bachelors	Accounting, Business, and Economics	Business
Medical and Health Services Managers	\$47.47	Bachelors	Health Information Management; Nursing	Health Sciences
Human Resources Managers	\$47.18	Bachelors	Accounting, Business, and Economics	Business
Engineers, All Other	\$47.03	Bachelors	Engineering	STEM
General and Operations Managers	\$46.29	Bachelors	Accounting, Business, and Economics	Business
Information Security Analysts	\$45.39	Bachelors	Cybersecurity	STEM
Industrial Engineers	\$43.65	Bachelors	Industrial & Systems Engineering	STEM
Software Developers and Software Quality Assurance Analysts and Testers	\$42.31	Bachelors	Computer Science	STEM
Electrical Engineers	\$41.83	Bachelors	Electrical Engineering	STEM

Recent New Program Implementation

Echo-Cardiography



Master Plan
Instructional-
funded Program

Started
Summer 2021
(10-student
cohort limit)

60 credit hour
Specialized
Admissions
Program

Two Discipline
Faculty

EP County
Hourly Salary
\$40/\$50

Currently 15
Vacancies Within
a 50-mile Radius

JRCDMS Accrediting Agency
Site Visit Took Place on
February 2023

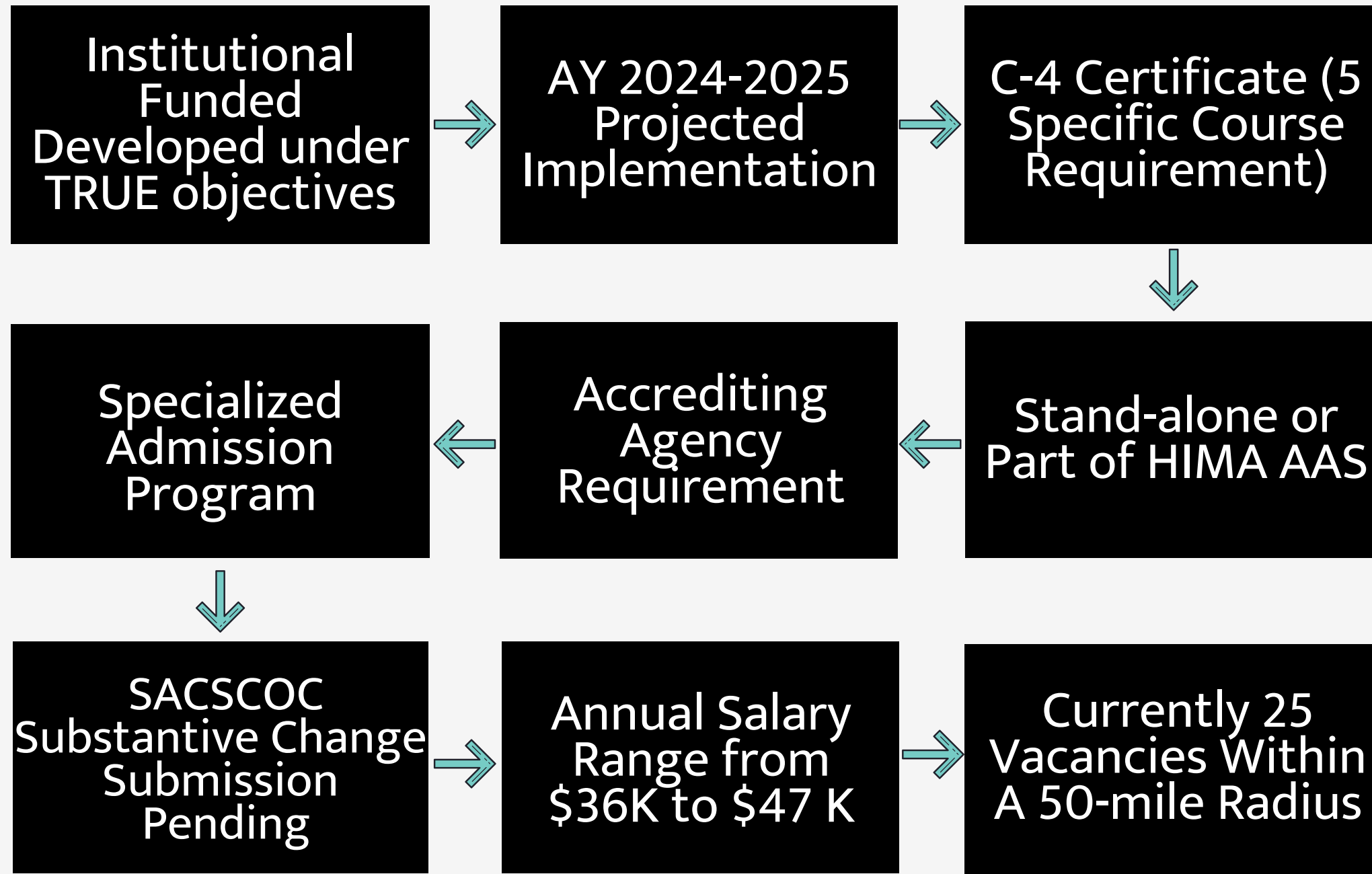


Credit Program AAS

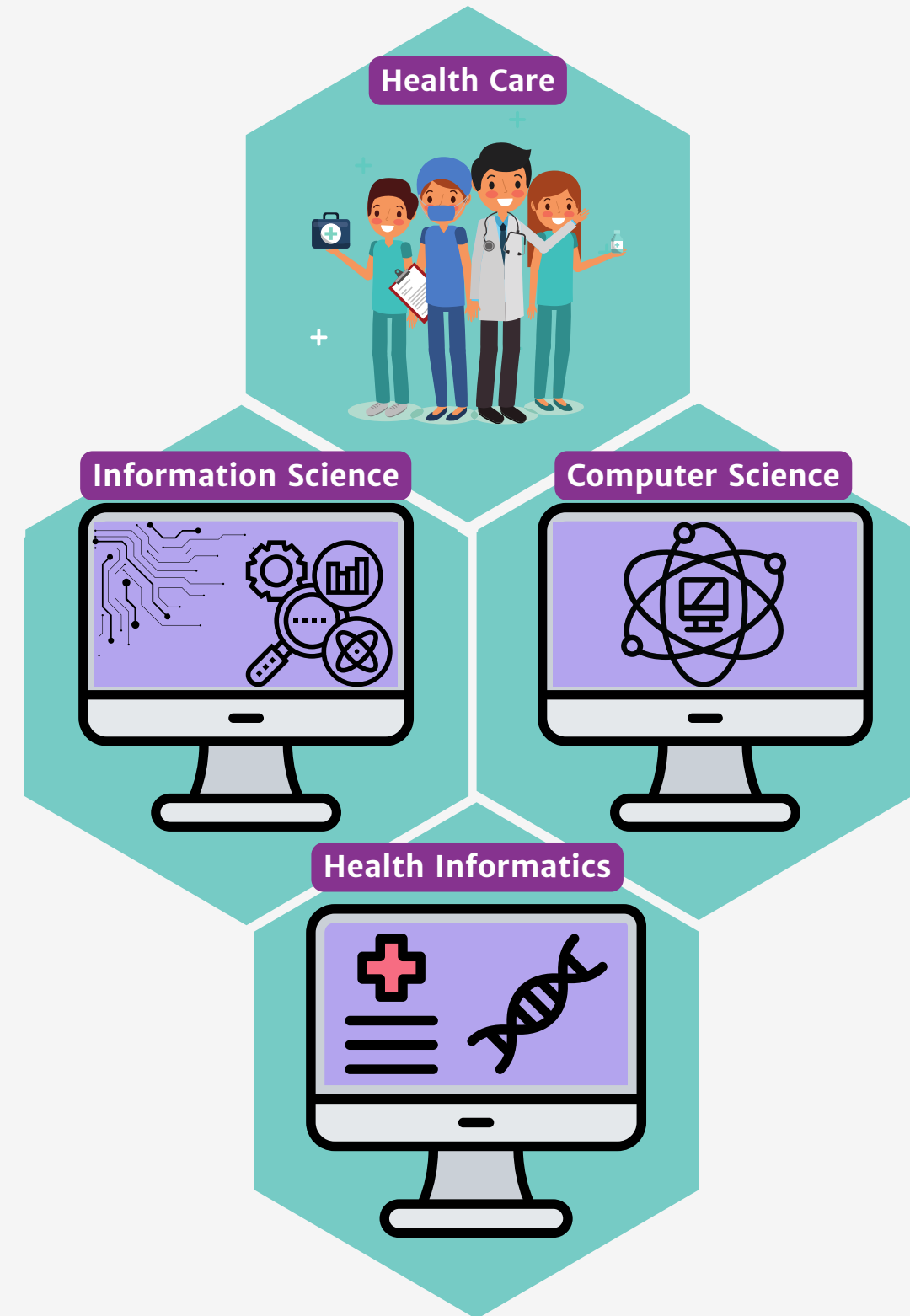


Recent New Program

IT Health Informatics & Data Management



Credit Program



Setting the Context

EPCC Credentials

Cisco Networking
Training
Certificate of
Completion



Certified Logistics
Assistant/Tech &
Forklift Operations



Data Analytics



Patient Care
Technician



Certified
Immunization
Technician





Texas Workforce Partnership Initiative

Cisco Networking Training Certificate of Completion

Business & Industry Pathway

The certificate teaches students the skills needed to design, build, and maintain small to medium-sized networks. This program provides students with the opportunity to enter the workforce and/or further their education and training in the computer-networking field. Students participate in hands-on training on Cisco routers and switches in a laboratory environment to enhance students; knowledge of network configuration. The Cisco Networking Academy training will guide the student to certification as Cisco certified Network Associate (CCNA).

Time to Earn

Certificate of Completion: 4 semesters

Non-Credit

Credit

Stackable Pathway

Examples of Job Titles

CISCO Networking Technicians

Work-based Learning

Dual Credit

Market Demand

Labor Market Demand Data

> 15% growth over the next 10 years in the El Paso region

Employer Partners

Cisco

Texas Workforce Partnership Initiative

Certified Logistics Assistant/Tech & Forklift Operations

Time to Earn

OSA: 4 Courses

X Non-Credit

✓ Credit

✓ Stackable Pathway

Examples of Job Titles

First-Line Supervisors, Transportation, Managers, Cargo and Freight Agents, Logistics Analysts, Forklift Operators

✓ Work-based Learning

X Dual Credit

Market Demand

Labor Market Demand Data

> 15% growth over the next 10 years in the El Paso region

Employer Partners

Walmart, Amazon, TranCasa, Longhorn Warehouses, El Paso Logistics





Texas Workforce Partnership Initiative

Data Analytics

Time to Earn

Level 1 Certificate: 4 courses

- Non-Credit
- Credit
- Stackable Pathway
OSA to AAS

Examples of Job Titles

Database Administrators, Database Architects, Data Scientists, Data Analysts

- Work-Based Learning
- Dual Credit



Market Demand

Labor Market Demand Data

> 33% growth over the next 10 years in the El Paso region

Employer Partners

FloWar, EP Electric, El Paso Water, GECU

Texas Workforce Partnership Initiative

Patient Care Technician

Time to Earn

Level 1 Certificate: 15 credit hours

Non-Credit

Credit

Stackable Pathway

Examples of Job Titles

Patient Care Assistant, Patient Care Technician

Work-Based Learning

Dual Credit

Market Demand

Labor Market Demand Data

> 19% growth over the next 10 years in the El Paso region



Texas Workforce Partnership Initiative

Certified Immunization Technician

Time to Earn

OSA: 18 credit hours

Non-Credit

Credit

Stackable Pathway

Examples of Job Titles

Patient Care Assistant, Patient Care Technician

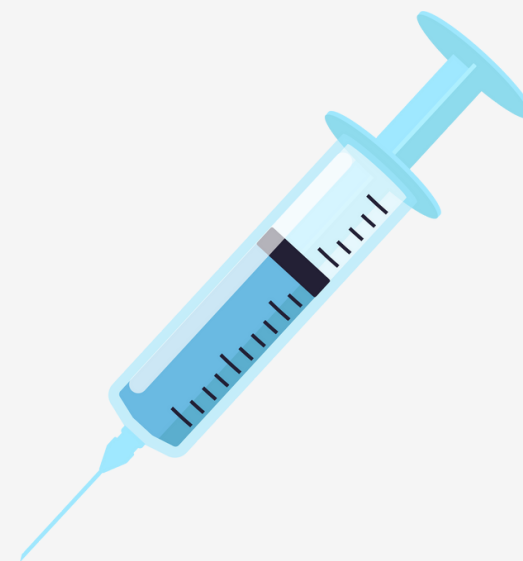
Work-Based Learning

Dual Credit

Market Demand

Labor Market Demand Data

> 19% growth over the next 10 years in the El Paso region



42 High Demand Field (80 Contact Hours)

- Accounting and Related Services
- Agricultural Business Management
- Agricultural Mechanization
- Allied Health and Medical Assisting Services
- Allied Health Diagnostic, Intervention, and Treatment Professions
- Alternative and Complementary Medical Support Services
- Alternative and Complementary Medicine and Medical Systems
- Bilingual, Multilingual, and Multicultural Education
- Biological and Physical Sciences
- Building/Construction Finishing, Management, and Inspection
- Clinical/Medical Laboratory Science/Research and Allied Professions
- Communication Disorders Sciences and Services
- Computer and Information Sciences and Support Services
- Dental Support Services and Allied Professions
- Dietetics and Clinical Nutrition Services
- Electrical/Electronics Maintenance and Repair Technologies/Technicians
- Energy Systems Maintenance and Repair Technologies/Technicians
- Engineering
- Engineering/Engineering-Related Technologies/Technicians
- Environmental/Natural Resources Management and Policy
- Fire Protection
- Ground Transportation
- Health Aides/Attendants/Orderlies
- Health and Medical Administrative Services
- Health Professions Education, Ethics, and Humanities
- Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/Technician (HAC, HACR, HVAC, HVACR)
- Heavy/Industrial Equipment Maintenance Technologies/Technicians2
- Human Development, Family Studies, and Related Services
- Legal Support Services
- Mathematics and Statistics
- Medical Illustration and Informatics
- Non-Professional Legal Studies
- Nuclear and Industrial Radiologic Technologies/Technicians
- Ophthalmic and Optometric Support Services and Allied Professions
- Physical Science Technologies/Technicians2
- Physical Sciences
- Practical Nursing, Vocational Nursing and Nursing Assistants
- Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing
- Rehabilitation and Therapeutic Professions
- Teacher Education and Professional Development, Specific Levels and Methods
- Teaching English or French as a Second or Foreign Language
- Vehicle Maintenance and Repair TechnologiesHigh Demand

Aerospace & Advanced Manufacturing

UTEP has planned two tracks:
Instrumentation Technician and
Integration Technician.

Priced out everything for WSB under one
pilot course, but it can be modified as we
build out the OSA. For now, there is no
direct credential to offer the pilot
students. They will move directly into a
paid internship after completion of the
course.

UTEP/industry meetings indicate
sufficient regional demand and UTEP is
recruiting Blue Origin and Marathon
Petroleum for this first cohort.

Both tracks are above 144 contact hours
for just the online modules alone.
EPCC will add 35-70 contact hours of
Machining and Welding Technology
courses.

Planning a January 2024 implementation
for both tracks, with roughly 6-10
students per track, funded by Workforce
Solutions Borderplex (WSB).

Will match curriculum to WECM or third-
party certification courses to determine
what award the students will receive.

There is an existing industry certification
for aerospace technicians. May need to
explore a membership to offer it.



MR. BLAYNE PRIMOZICH

Associate Vice President, Workforce & Continuing Education



Workforce Strategic Initiatives

Texas Workforce Commission Skills Development Fund Grants

The Toro Company

- 1,612 Training Hours
- \$87,704 Awarded

Fall 2023 Grants

The Hospitals of Providence

- Award: \$359,678
- Training Hours: 1,766

Southwest Venture Plastics

- 1,354 Training Hours
- \$91,628 Awarded

Apprenticeships

TWC Chapter 133

- \$278,266 Awarded
- 987 Apprentices

THECB

- \$136,000 Awarded
- 541 Apprentices

Bienvivir

- Award: \$109,150
- Training Hours: 1,453



House Bill 8 and New Programs

Data Sources and Partnerships

- Workforce Solutions Borderplex In-Demand Jobs
- THECB Labor Market Information Tool
- Hanover Research
- Business Higher Education Forum
- Jobs for the Future
- Advisory Committees

Target Areas

- Logistics
- Law Enforcement
- Construction Safety and Management
- Office Skills/Customer Service



The logo is a large, light gray watermark in the background. It features a five-pointed star in the center, surrounded by a circular border with a gear-like or scalloped edge. The text is centered over this logo.

**TEXAS ASSOCIATION OF
COMMUNITY COLLEGES
BUSINESS ADVISORY COUNCIL**

Business Advisory Council General Roster

Began November 2020



Dr. Brenda Hellyer
Chancellor,
San Jacinto College



Mr. Woody L. Hunt
Sr. Chairman
Board of Directors,
Hunt Companies, Inc.



Ms. Tamara Atkinson
CEO
Workforce Solutions-
Capital Area



Mr. Tony Bennett
CEO & President
Texas Association
of Manufacturers



Ms. Sonja Clark
HR Site Leader
Bell Helicopter



Dr. Mark Escamilla
President
Del Mar College



Ms. Teresa Grant
Workforce
Development &
Education Lead
Tesla



Mr. Jon Gustafson
Performance
Consultant
Lockheed Martin



Mr. Michael Jacobson
Chair
Metro 8 Chambers of
Commerce



Mr. Mark Leitner
CEO
UT Health Carthage &
Henderson



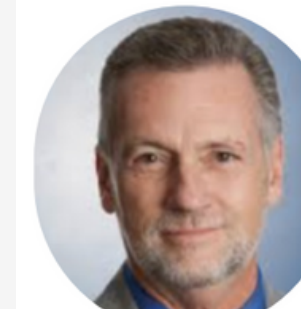
Dr. Joe May
Chair,
Metro 8 Chambers of
Commerce



Ms. Anne Motsenbocker
Managing Director,
J.P. Morgan Chase



Mr. Bill Priefert
CEO
Priefert
Manufacturing



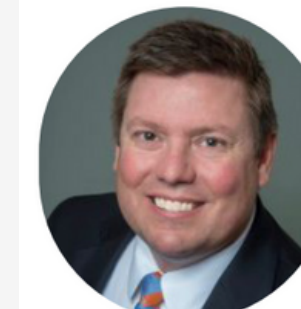
Dr. Richard Rhodes
President
Texas A&M
University-Central
Texas



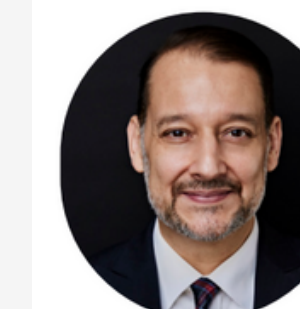
Mr. Hector Rivero
CEO & President
Texas Chemical
Council



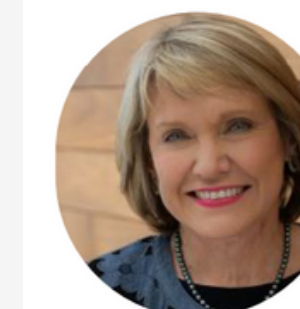
Mr. Carlton Schwab
CEO
Texas Economic Dev.
Council



Dr. Michael Simon
President
Angelina College



Dr. William Serrata
President
El Paso Community
College



Dr. Millicent Valek
President
Brazosport College



Mr. Michael VanDerSnick
Sr. VP
Americas
Manufacturing at
LyondellBasell



Mr. Massey Villarreal
CEO & President
Precision Task Group,
Inc.



Ms. Courtney Wardlaw
Public and
Government Affairs
Advisor
XTO
Energy/ExxonMobil



Mr. Josh Weatherly
Dir., Vertical Sales
and Global Programs
Amazon Web
Services



Mr. Ben Weinheimer
VP
Texas Cattle Feeders
Association



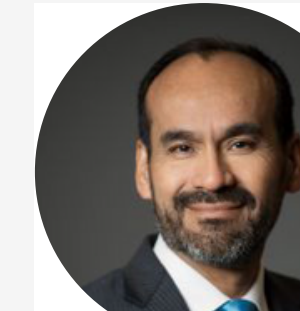
Dr. Greg Williams
President
Odessa College



Mr. Todd Williams
Chairman & CEO
Commit Partnership



Mr. Justin Yancy
President
Texas Business
Leadership Council



Mr. Jacob Fraire
President & CEO,
TACC
Ex-Officio Member



Dr. Cynthia Ferrell
Vice President, Texas
Success Center
Ex-Officio Member



Mr. Andres Alcantar
Public Policy
Consultant
Ex-Officio Member

Business Advisory Council

The Business Advisory Council (BAC) provides strategic guidance in three key areas:

1. **Changes in the economy and job market.**

- a. Provide insight into the areas of future job growth and the skills most critical to business and industry.

2. **Texas Reskilling and Upskilling through Education (TRUE).**

- a. Provide support, strategic guidance, and advocacy in establishing and advancing the components of the TRUE Initiative.

3. **Legislative priorities and strategies.**

- a. Provide strategic guidance in advancing the components of the TACC legislative priorities in support of a stronger Texas economy.

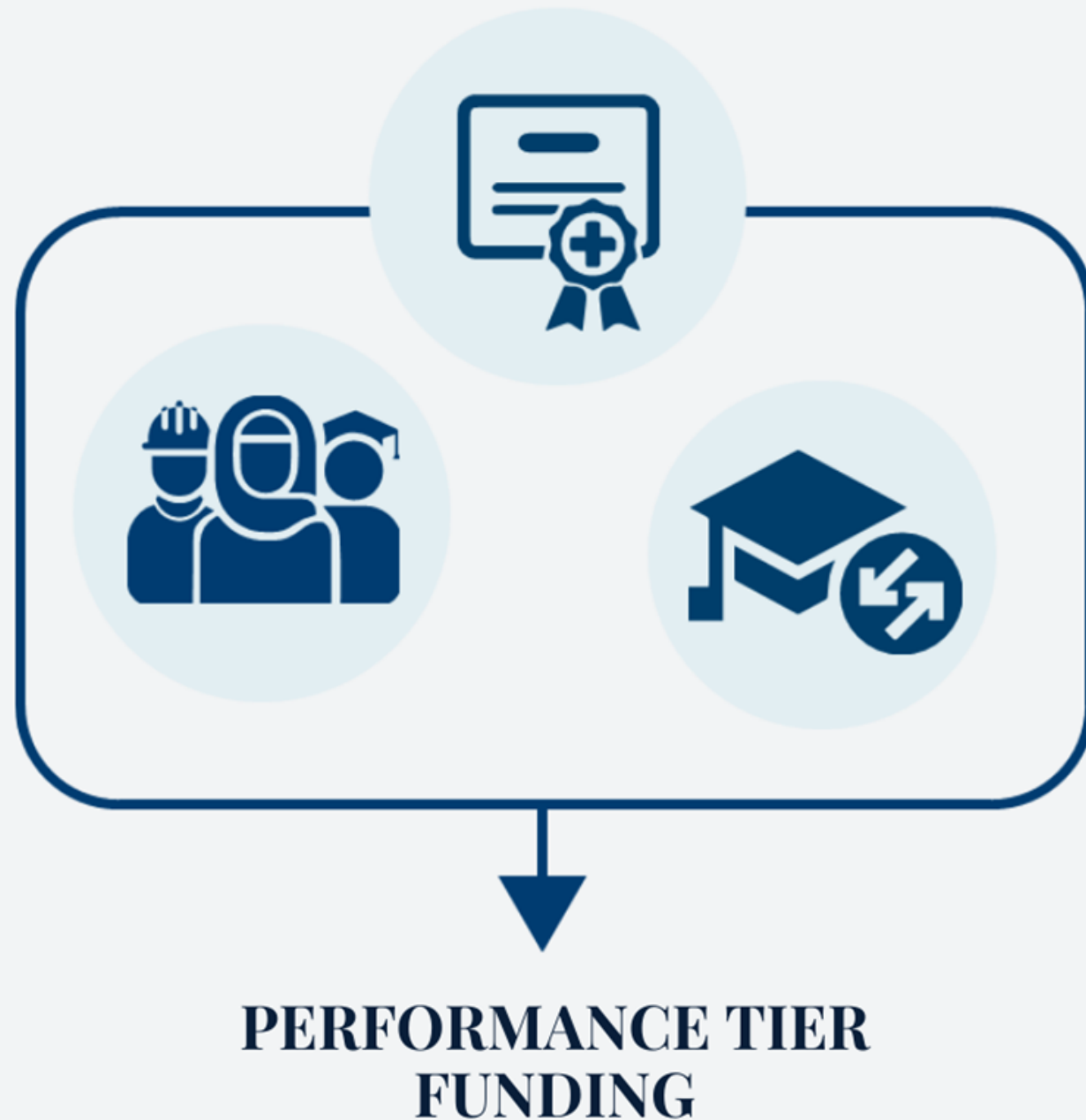


Texas Association of
Community Colleges



ENACTMENT OF HOUSE BILL 8

Performance Tier



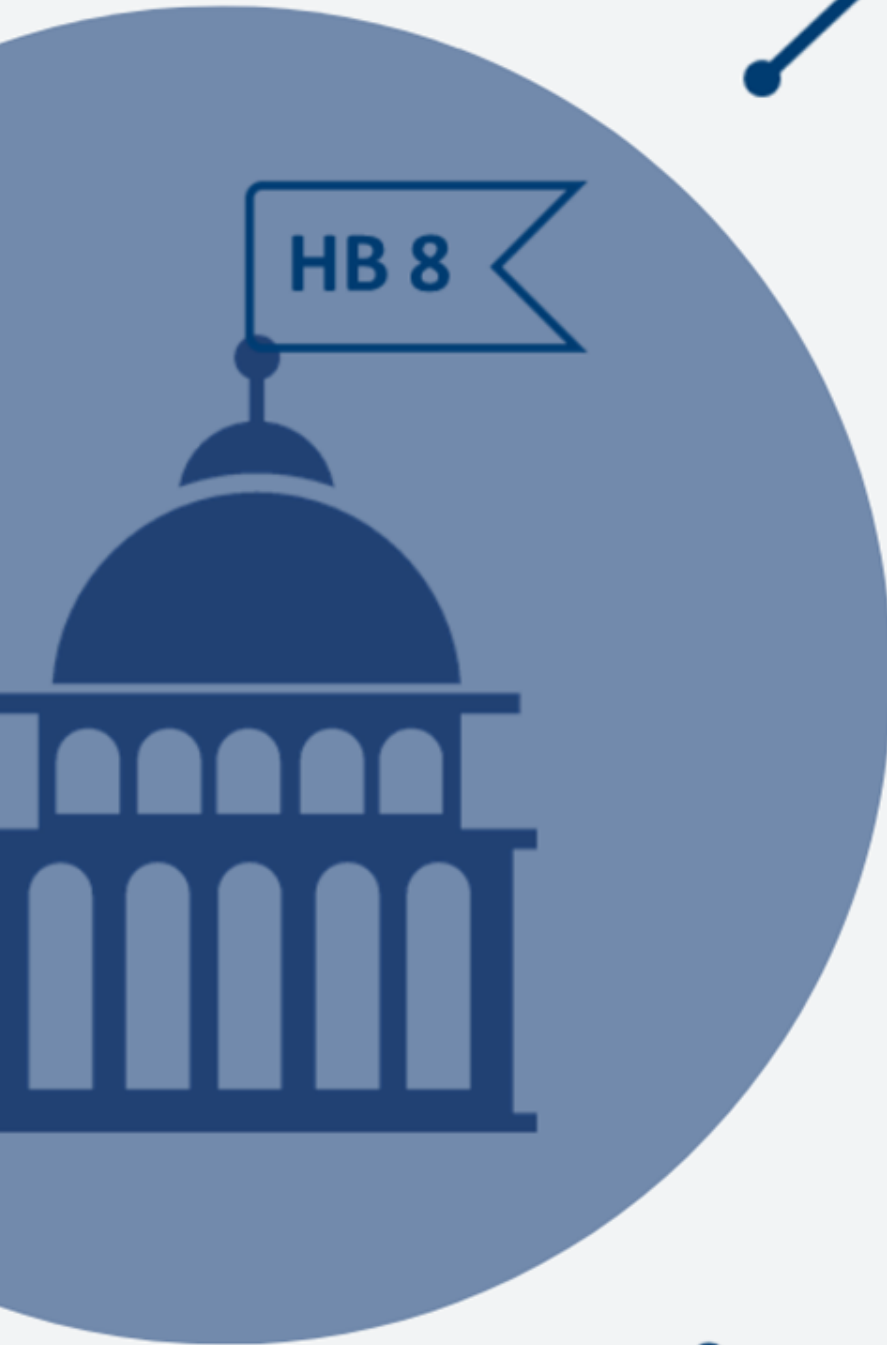
Outcomes

- **Credentials of Value**, including credentials from credit and non-credit programs
- Credentials of value awarded in **high-demand fields**
- Students who **transfer with at least 15 Student Credit Hours (SCH)** to four-year universities
- Students who complete a **sequence of at least 15 SCH in dual-credit courses**

Weights

- Economically disadvantaged
- Academically disadvantaged
- Adult learners (25 years of age or older)

Key Components of House Bill 8



Financial Aid for Swift Transfer (FAST)

A new financial aid program that would allow “educationally disadvantaged” students to enroll in dual credit classes at no cost to them.



Shared Services

Encourages public junior colleges to participate in institutional collaborations that help students afford college, complete credentials, and transfer.



Performance Tier

The funding level that constitutes the majority of state funding and is comprised of measurable outcomes.



Base Tier

The funding level that ensures each public junior college has access to a defined level of funding for instruction and operations.



Community Colleges Standing Advisory Committee (SAC)

A group of community college leaders that will provide advice and counsel to the Texas Higher Education Coordinating Board during implementation.

THANK YOU



**El Paso
Community
College**

The Best Place to Start *and Finish!*

William Severt