



Education-Workforce-Economic Development
March 06, 2019

BISD Curriculum Committee Workshop

Pat Hobbs, WFS Cameron Executive Director

I. State of the Cameron Workforce

Population – 420,201 – “Young” (31 yr. avg. age – State = 34.3) and “growing” (20%+, every 10 yrs.)

Civilian Labor Force – (16 to 64 working or seeking work) - 167,414

Per Capita Income - \$16,085 (State = \$28,985)

Median Income: \$36,095 (60% of National Avg.)

Unemployment Rate – 5.8% Dec. 2018 (State = 3.7%)
*(11.2% Jan'13)

% of Population living in poverty = 31.2% (State = 16%)

I. State of the Cameron Workforce (Cont,)

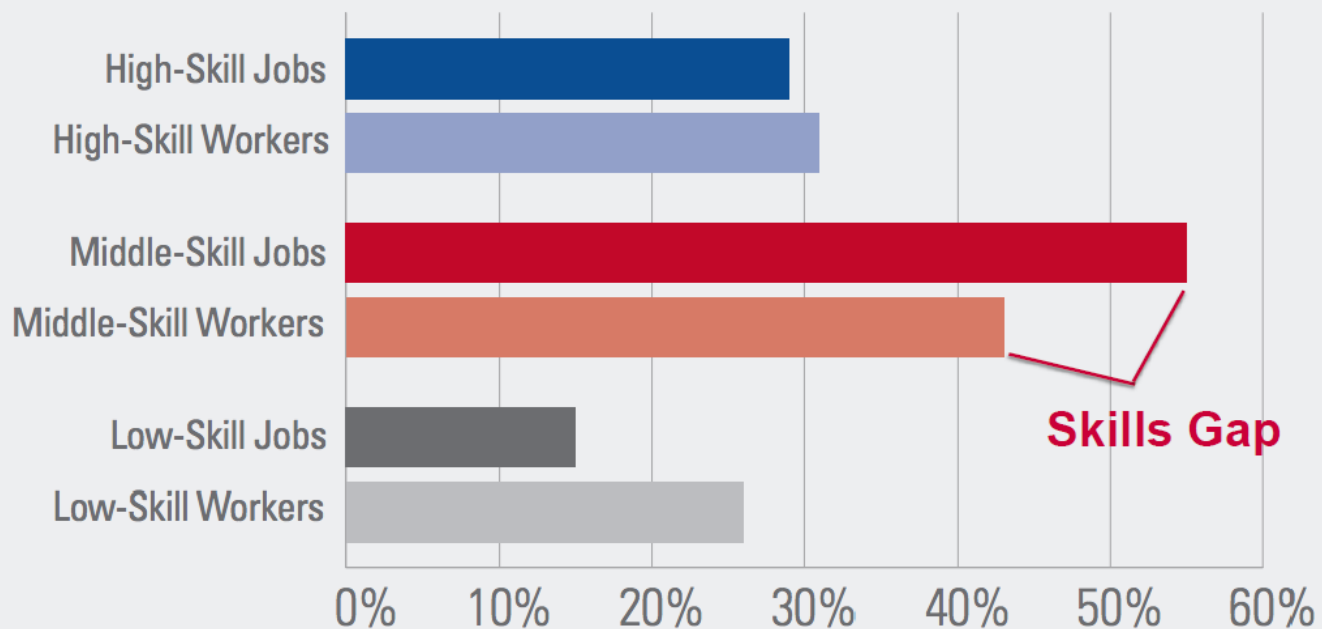
Single –parent households = 19.3%

% of Population w/o HS Diploma = 33.8% (State = 17.2%) * (was 50% 12 years ago)** Drops Workforce to 114,510

% of Population with Bachelor's or Higher = 17.2% (State = 28.7%)

Jobs and Workers by Skill Level

Jobs and Workers by Skill Level, Texas, 2012



Source: NSC analysis of Bureau of Labor Statistics Occupational Employment Statistics by State, May 2012 and American Community Survey data, 2012.



70% of Texas jobs will require
Technical Education

I. State of the Cameron Workforce (Cont.)

Target Industries

- * Healthcare
- * Construction/Skilled Trades
- * Criminal Justice/Homeland Security
- * Information Technology
- * Energy
- * Advanced Manufacturing/Robotics
- * Education
- * Business Services

II. Targeted Industries: (Cont.)

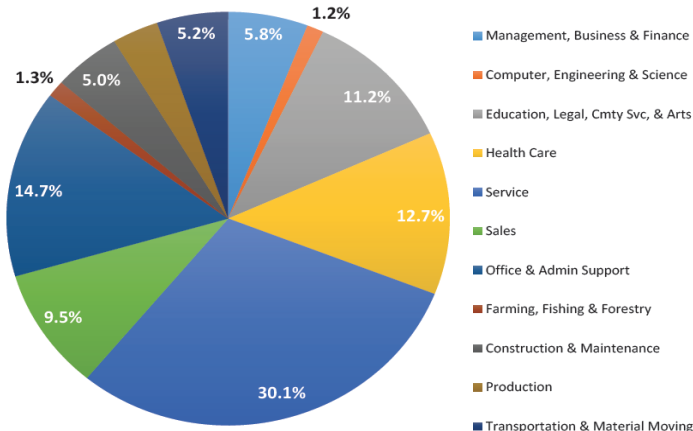
78 % of workforce is defined by 4 Industries



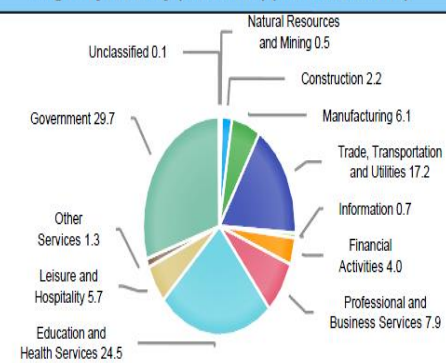
II. Targeted Industries: (Cont.)

Tracer 2

Cameron County WDA 2016 Occupational Families Employment



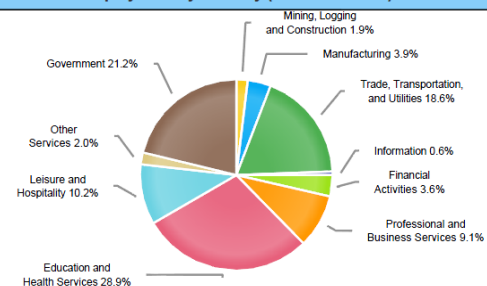
Wages by Industry (in millions) (3rd Quarter 2018)



Employment by Industry (December 2018)

Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	144,600	2.1%	0.0%
Mining, Logging and Construction	2,800	-3.4%	0.0%
Manufacturing	5,700	9.6%	0.0%
Trade, Transportation, and Utilities	26,900	3.5%	0.4%
Information	800	-11.1%	-11.1%
Financial Activities	5,200	0.0%	0.0%
Professional and Business Services	13,200	6.5%	0.0%
Education and Health Services	41,800	2.5%	-0.2%
Leisure and Hospitality	14,700	-0.7%	0.0%
Other Services	2,900	3.6%	0.0%
Government	30,600	0.0%	0.3%

Employment by Industry (December 2018)



II. Targeted Industries: (Cont.)

Fastest Growing Jobs List

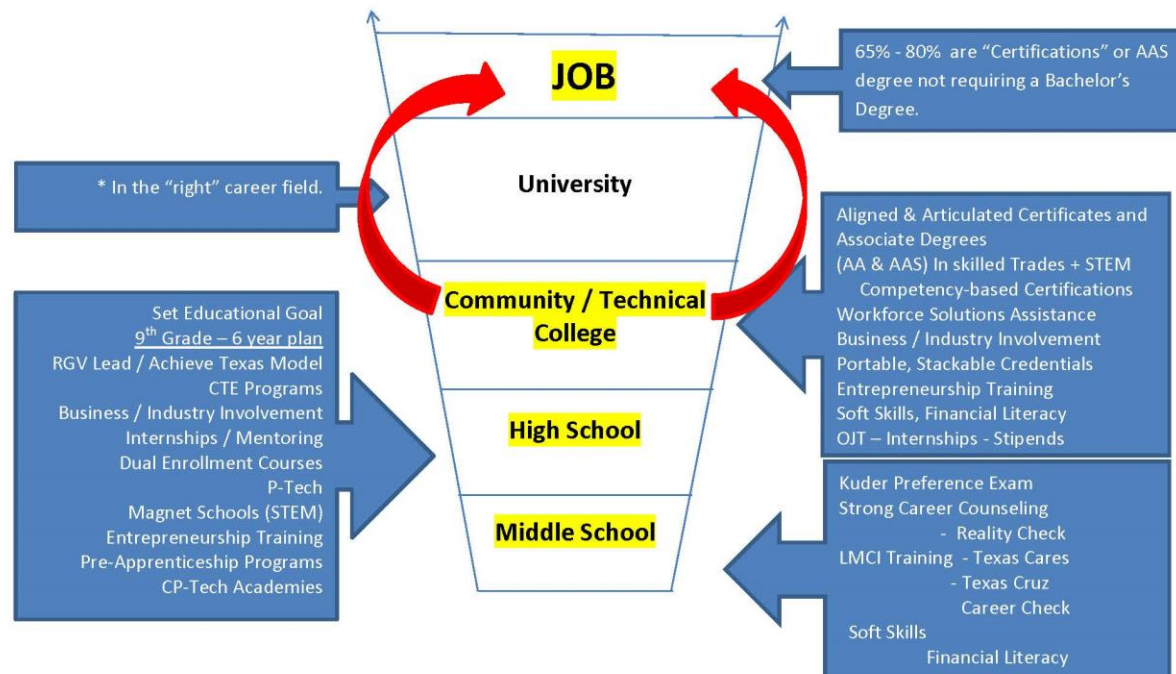
Texas Occupational Projections, Long Term 2016-2026

Cameron County WDA Fastest Growing Occupations*

Occ Code	Occupational Title	Annual Average Employment 2016	Annual Average Employment 2026	Number Change 2016-2026	Percent Change 2016-2026	2017 Mean Hourly Wage
31-1011	Home Health Aides	5,700	8,332	2,632	46.2	\$8.98
39-9021	Personal Care Aides	13,752	19,073	5,321	38.7	\$9.07
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	4,042	5,485	1,443	35.7	\$8.81
35-2014	Cooks, Restaurant	1,242	1,621	379	30.5	\$10.11
31-9092	Medical Assistants	856	1,111	255	29.8	\$11.07
43-6013	Medical Secretaries	1,222	1,546	324	26.5	\$13.00
35-3031	Waiters and Waitresses	2,406	2,977	571	23.7	\$9.76
43-3021	Billing and Posting Clerks	503	613	110	21.9	\$13.32
35-2021	Food Preparation Workers	945	1,147	202	21.4	\$10.32
35-9011	Dining Room and Cafeteria Attendants and Ba	692	838	146	21.1	\$9.04
41-3021	Insurance Sales Agents	609	732	123	20.2	\$14.57
31-1014	Nursing Assistants	1,856	2,229	373	20.1	\$10.69
53-7062	Laborers and Freight, Stock, and Material Mov	1,666	1,993	327	19.6	\$10.80
43-4051	Customer Service Representatives	3,786	4,528	742	19.6	\$11.13
29-1141	Registered Nurses	2,174	2,599	425	19.5	\$33.98
39-9011	Childcare Workers	2,397	2,849	452	18.9	\$9.40
13-2011	Accountants and Auditors	609	718	109	17.9	\$31.72
11-1021	General and Operations Managers	1,356	1,598	242	17.8	\$48.82
11-9199	Managers, All Other	562	661	99	17.6	\$48.64
53-3032	Heavy and Tractor-Trailer Truck Drivers	1,988	2,338	350	17.6	\$21.62
35-3011	Bartenders	555	651	96	17.3	\$11.71
25-3098	Substitute Teachers	1,621	1,889	268	16.5	\$11.85
37-3011	Landscaping and Groundskeeping Workers	642	747	105	16.4	\$10.63

II. Targeted Industries: (Cont.)

“The Workforce Pipeline”



“Guided Education is the Key”

Courtesy of:

Pat Hobbs, Executive Director
Workforce Solutions Cameron

III. Challenges

- A. Workforce Literacy – (TWIC – 112,000 need ABE, 30% of workforce without High School Diploma)
- B. “Skills Gap” – Skilled workforce needs to meet needs of incoming projects – STEM skills.
 - 1. High School CATE Programs--Not enough, and NOT in skilled trades where jobs are.
 - 2. TSTC & TSC Certificate and AAS programs—Must be aligned with CATE programs
- C. Background Checks & Drug Tests
- D. Retiring skilled trades workers, with few replacements in pipeline –40% to 60% retirements in most industries over next 5 years.
- E. Career Awareness for Skilled Trades in Middle Schools and High Schools.

*** Only 42% of first -year Bachelor -seeking students complete their degrees, and very many major in a field no longer in demand*

IV. Opportunities

- A. **Technical Program Development at ISD's, TSC, and TSTC.** Take out the old and bring in the new –aligned with labor market data.
- B. **Encouraging Engagement of Business Community with internships, etc. for student exposure to world of work**
- C. **Incumbent Worker Soft Skills Training**
- D. **Entrepreneurship Training**
- E. **Texas Workforce Commission Initiatives:**
 - a. **Skills Development Grants---***New Brownsville Manufacturing Assoc.*
 - b. **Skills for Small Business Grants**
 - c. **High Demand Occupations Matching Grants**
 - d. **Wagner-Peyser Internship Grants**
 - c. **JET Grants**
 - e. **Texas Industry Partnership (TIP) Grants**
 - f. **TWC Grants for Special Situations (Apprenticeship, Construction)**

IV. Opportunities (cont.)

- F. P-TECH Dual Enrollment High Schools (SB 22)
- G. New BISD Trades certification Center-Cummins Middle School
- H. Liquefied Natural Gas (LNG)
 - Two (2) Trains = 649 Carpenters, 515 Electricians, 123 Millwrights, 225 Operators, 275 Ironworkers/Riggers, 450 Pipefitters, 75 Painters, 400 Laborers
- I. Pre-Apprenticeship Programs
- J. Industrial Maintenance-\$23/Hr.

How BISD Can Help It's Students:

- * Demonstrate through actions the value of technical education. Help change the "4-year degree necessity" paradigm.
- * Strengthen Career Awareness in Elementary and Middle Schools. Consider addition of middle school career counselors.
- * Continue to install value-added CTE programs of study, with imbedded industry-recognized certifications in skills trades/STEM/Manufacturing occupations that are "stackable credentials."
- * Continue CTE program alignment with college technical programs.

How BISD Can Help It's Students:

- * Invest in a P-TECH Dual Enrollment Center with programs aligned with TSC and TSTC technical programs.
- * Promote industry/business participation with internships, OJTs, mentoring, etc.
- * Consider Pre-Apprenticeship CTE Programs.
- * Develop "Work-based" Programs in CTE by partnering with new and current industries.
(Construction w/LNG contractor; LNG Plant Technology w/Rio Grande LNG, Manufacturing Technology w/STMA leaders, SATA, Etc.)

Questions?

