



Pathways in Healing

*An Evaluation of the Talent
Development Ecosystem
Supporting the Health Care
Industry in Select Regions of Texas*

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Introduction

Project Sponsor

This project was commissioned by Educate Texas, an educational initiative of Communities Foundation of Texas.



Educate Texas is the trusted change agent to strengthen Texas public and higher

education. For more than a decade, this team has worked side by side with our partners to empower students to realize their dreams and fuel a thriving Texas.

Educate Texas launched in 2003 as the Texas High School Project (THSP). Its initial motivation was addressing the declining graduation rates for Texas high school students, as well as the low percentage of minority, low-income, and first-generation students earning higher education degrees or credentials.

In 2010, the THSP relaunched as Educate Texas to better represent the broader scope of work required to meet the ever-challenging needs of education in Texas.

In 2022 the Texas Higher Education Coordinating Board (THECB) approved a refreshed plan for higher education titled *Building a Talent Strong Texas*. Under the new plan, Texas will connect more students – including working adults – to college degrees, certificates, and other credentials that offer purpose in the economy, value in the labor market, and opportunities for good jobs and meaningful careers. The plan builds on the previous *60x30TX* plan and is organized around three updated goals:

1) Attainment of Postsecondary Credentials

The new plan expands attainment goals to include all working age Texans. In doing so, the state will increase employment opportunities and income for individuals, create a deeper talent pool for employers, and align skills with the jobs the workforce demands. Targets include:

- 60% of Texans ages 25-34 with a degree, certificate, or other high-value postsecondary credential by 2030.
- 60% of Texans ages 35-64 with a degree, certificate, or other high-value postsecondary credential by 2030.

2) Postsecondary Credentials of Value

The new plan intentionally connects degrees, certificates, and other credentials to the typical earnings of graduates. Texas will be the first state to set higher education goals focused on the value of postsecondary credentials for students' earnings, while also considering costs and student loan debt. This emphasis on the value of credentials will help students, employers, and the public be even more confident that credentials from Texas institutions of higher education will equip graduates for good jobs, continued learning, and lasting, rewarding careers. Targets include:

- 550,000 students completing postsecondary credentials of value each year
- 95% of graduates having either no undergraduate student loan debt at all or manageable levels of debt in relation to their potential earnings

3) Research, Development, and Innovation

As the pace of change in the Texas economy continues to accelerate, the new plan calls for increased investment in research and development, including basic and applied research and translating new discoveries into innovations that drive economic development. This goal emphasizes a key component of how colleges, universities, and employers must work together to advance the state's economic competitiveness for the future. Targets include:

- \$1 billion increase in annual private and federal research expenditures by 2030
- 7,500 research doctorates awarded yearly by Texas institutions of higher education

Educate Texas strives to achieve bold transformation of Texas' public and higher education systems to prepare students for success in school, in the workforce, and in life.

NS4ed, a rising leader in harnessing the power of Career-Connected Learning, is pleased to partner with Educate Texas on this work so critical to the future quality of life for individuals, families, and communities across the state of Texas.

Project Author

NS4ed is a rising leader in technology-based career and college education services and actionable research. Established more than six years ago, NS4ed has quickly become a valued partner in the education industry. By tackling complex and relevant issues based on research and aligned to policy, we empower educators with solutions to support their education initiatives and priorities.



NS4ed, LLC was founded in 2016 by Dr. Joseph Goins with the mission to provide research, policy, and practice deliverables that yield high value and actionable results for education and the workplace. With more than 30 years' experience in education and education technology himself, Dr. Goins was able to bring together a team of experts to offer a unique perspective on gathering data and understanding the policy effect and implications for developing models that yield mission critical change in a community, district or organization.

Objectives and Applications of this Report

This report seeks to provide perspective on the health care sector in Texas with particular attention on the economic value, career potential and talent pipeline of the sector in each of six Texas regions.

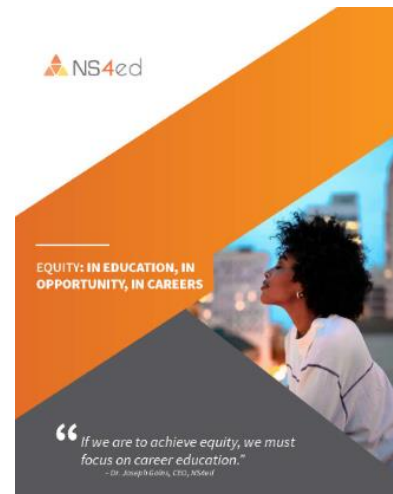
Key findings and observations from these analyses will be shared with education and industry stakeholders in each region, then revised per the inputs of the community via a series of summits. These summits will establish priorities for career-centered learning initiatives in the region.

From NS4ed's *Equity in Education and Careers*

When equity is introduced into career-focused learning, dreams can take shape. Every student can now begin to envision their ideal job, begin considering the new possibilities they have for work, and begin developing academic and career pathways that take them forward. Equity that begins with career education becomes an equalizing educational experience.

We've come a long way from times when career and education valued and rewarded competition and dominance to now, where we strive for equity, where every student has the support they need to be successful. This is a start! We've also come a long way from the old vocational-education programs to today's career and technical education (CTE) programs, where rigorous academics merge with technical skill development and postsecondary courses while still in high school.

What is equity? It's the quality of being fair and impartial. And what is the role of equity in education? Equity is the systemic approach schools need to take to successfully educate diverse student populations. For that to happen, we need to link what students learn with where they are going by intersecting Education, Employment, and Economic Development. This model of career-centered learning is the promise of equity.



This promise can be kept through our responsiveness to the multiple needs of all learners, by building trust with marginalized learners, and by ensuring their voices and perspectives are heard. This promise is kept as we give students the help and guidance they need to explore careers, understand the education and training they need for different career choices, and map pathways to reach their goals. The level of support and its direction clearly shifts the role of education to include a long-term vision linking students with next steps following graduation.

Taken together, equity and career education exemplify inclusion, with the promise that no student—regardless of race, gender, ethnicity, or economic background—is left out of career and college readiness pathways.

Career-focused education equitably prepares students for these next steps, whether students are headed for college, training programs, apprenticeships, or directly to the workforce.¹

¹ <https://ns4ed.com/resources/equitable-access-to-careers-for-all-students/>

Data and methodology

Approach

This report uses information from labor market data systems and educational data systems to gain perspective on the sufficiency of the regional talent development ecosystem to support the Health Care sector, the value to students of discrete career pathways within the health sciences, and the stakeholders who should be engaged to optimize the intersection between education and employment in this critical sector.

It uses occupational data to estimate the earnings and employment opportunities for specific types of jobs and career pathways. The difference between occupation and industry data is important to understand. Occupations, as treated in labor market data systems, are collections of tasks typically performed by one individual worker on a regular basis. That occupation has an hourly or annual salary or other pre-determined compensation structure. Industries, on the other hand, are types of businesses defined by their primary outputs. It is common for an occupation to be employed in many different industries. An administrative assistant (SOC) for example, is an occupation. It resides in the *Office and Administrative Support* career pathway and is employed by most industries in our economy. Administrative Assistants are employed in the construction industry, legal services, real estate, manufacturing, education and dozens more. This report uses a crosswalk from the United States Department of Labor to analyze the rates at which target occupations are employed in various industries. This allows us to gain perspective on the nature of the workforce in the region's health care industry that we might not intuitively consider.

The report also uses estimates of the Gross Regional Product from the United States Bureau of Economic Analysis to gain perspective on the importance of the health care sector to regional economies. This allows us to see “two sides of the elephant,” the sector's value to students and jobseekers who are making decisions and building career strategies and the sector's value to regional economies and the imperative for policy makers and educators to construct sufficient and sustainable talent pipelines that will ensure the viability of the industry and its continued growth in the region.

This report provides professional analysis of empirical data from the Texas Workforce Commission, the United States Bureau of Labor Statistics and other public data resources. It does not reflect original research like surveys or focus groups. Each of the data series from the various publishing agencies are detailed in the following list. Values are reported in both level and percentage values, and all wage and salary data from previous years are reported in the value of current U.S. dollars.

Data Sources

United States Bureau of Labor Statistics

- Quarterly Census of Employment and Wages
- Local Area Unemployment Statistics
- Current Employment Statistics
- Occupational Employment and Wages Statistics

United States Bureau of Economic Analysis

- Regional Gross Domestic Product estimates

United States Census Bureau

- American Community Survey

National Center for Education Statistics

- Integrated Postsecondary Educational Data System

Texas Workforce Commission

- Occupational and Industry Employment Projections

Educate Texas

- Various CTE and performance data

Using the Data in this Report with the NS4ed Labor Market Navigator System

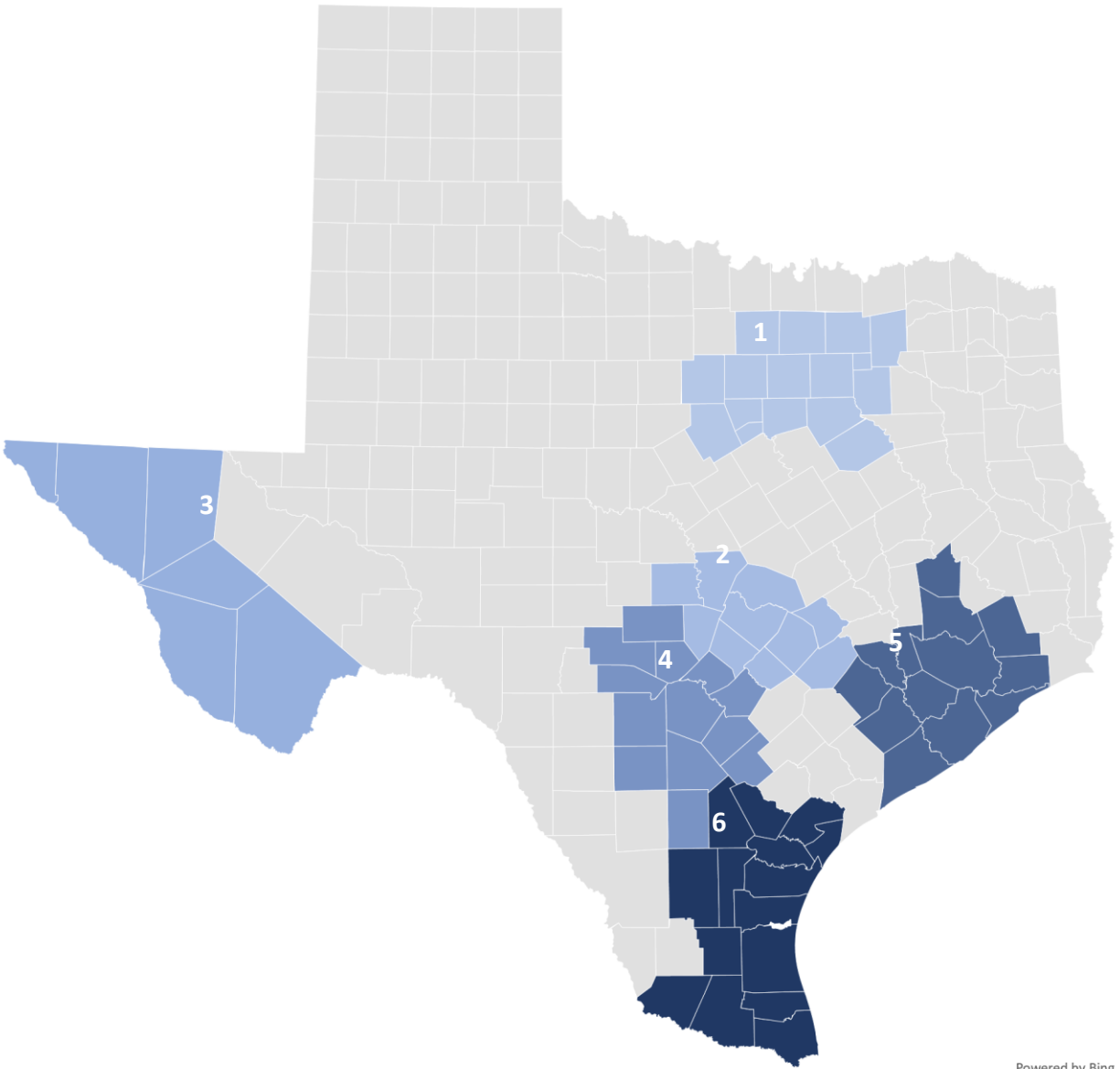
The NS4ed Labor Market Navigator system has been deployed for the use of the districts within the footprint of this study area. It provides demographic and labor market data on occupations and career pathways within each district. The Navigator system sources the same databases as this report, and until the data in the Navigator system are updated with new releases, there should be no differences between it and this report. It is important to note that the purpose of this report is to provide professional analysis of the economic and educational trends that are impacting the health care sector in Texas, while the Navigator system is to be used as a digestible and reliable source of relevant data.

Geographies

To leverage existing resources from the Texas Workforce Commission and to limit the use of derived values in the labor market analysis as much as possible, this series of reports include profiles and analysis of six custom Texas regions.

- North Texas: Workforce Regions 4 (North Central Texas), 5 (Tarrant County), and 6 (Greater Dallas).
- Austin Area: Workforce Regions 14 (Capital Area) and 15 (Rural Capital Area).
- El Paso: Workforce Region 10 (Borderplex)
- San Antonio: Workforce Region 20 (Alamo)
- Houston: Workforce Region 28 (Gulf Coast)
- South Texas: Workforce Regions 21 (South Texas), 22 (Coastal Bend), 23 (Lower Rio Grande Valley), 24 (Cameron)

Regions by Counties

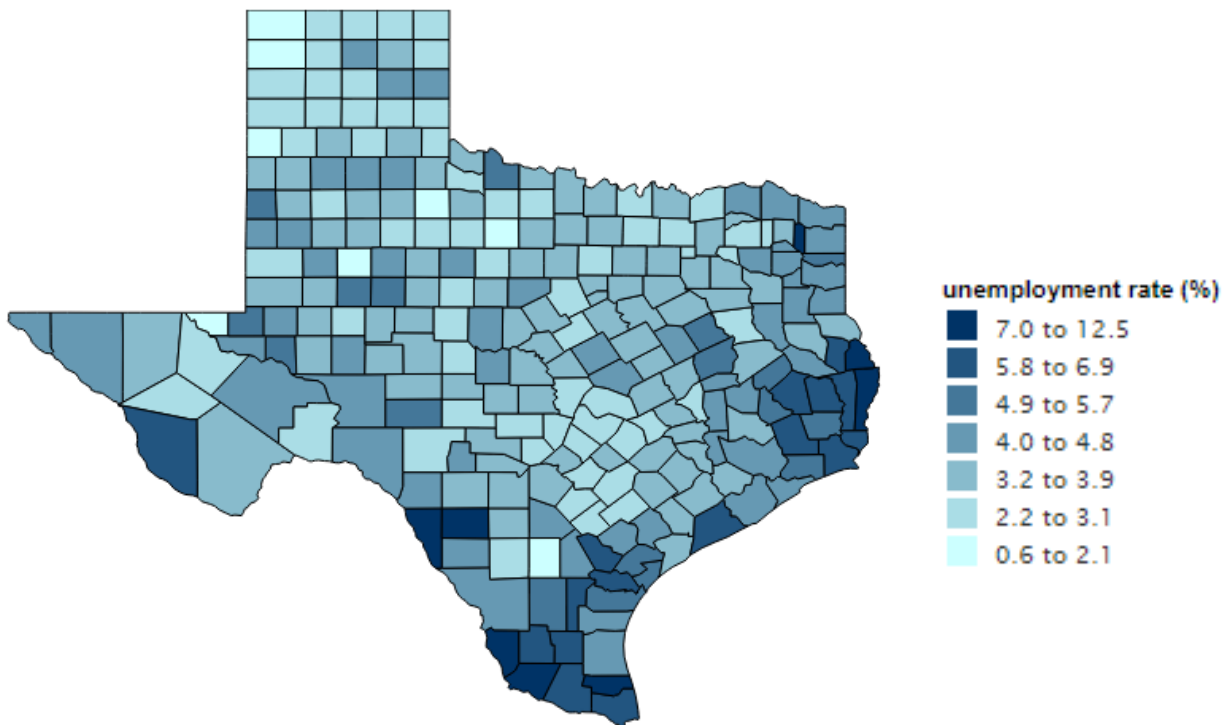
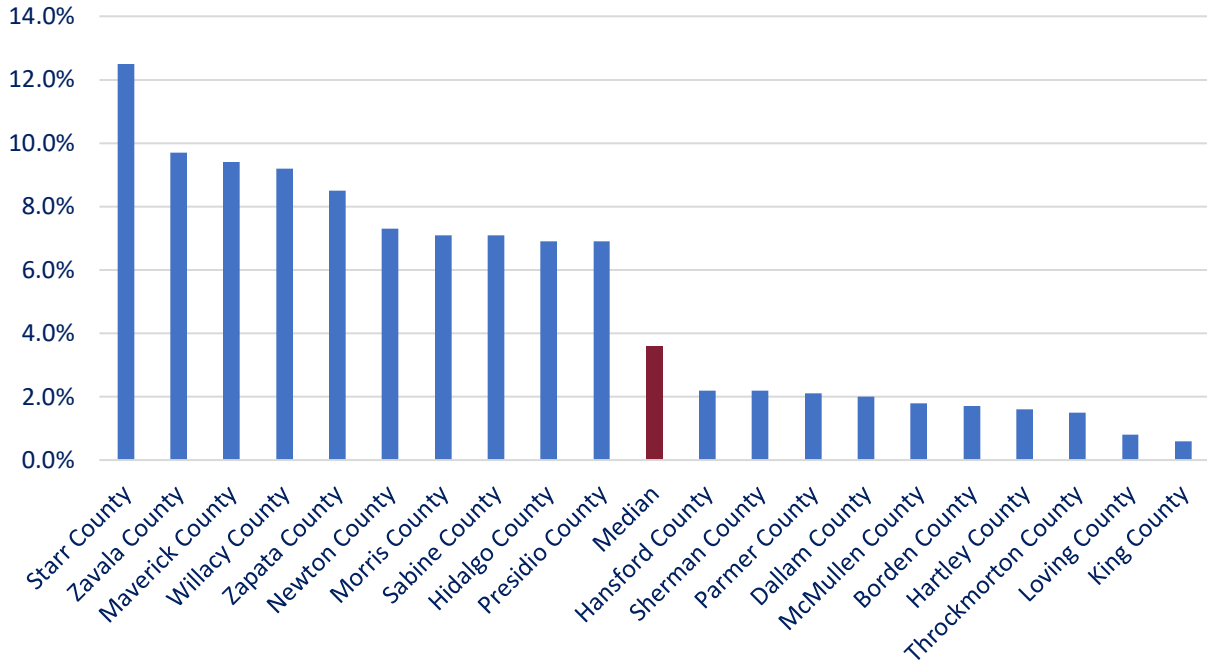


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Economic Conditions

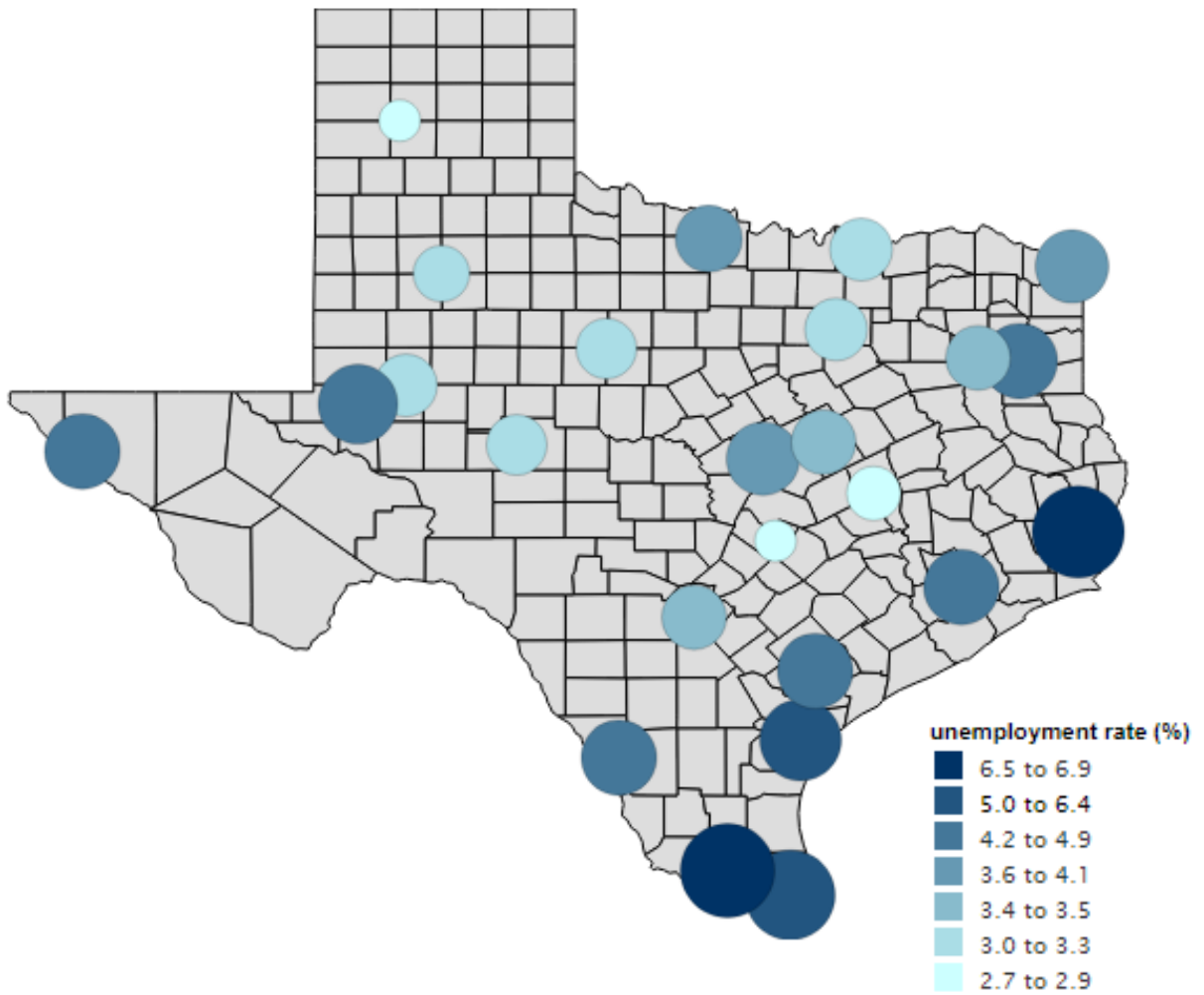
Employment and Unemployment

Unemployment Rates by County, Ten Highest and Ten Lowest, May 2022



United States Bureau of Labor Statistics
Local Area Unemployment Statistics Series

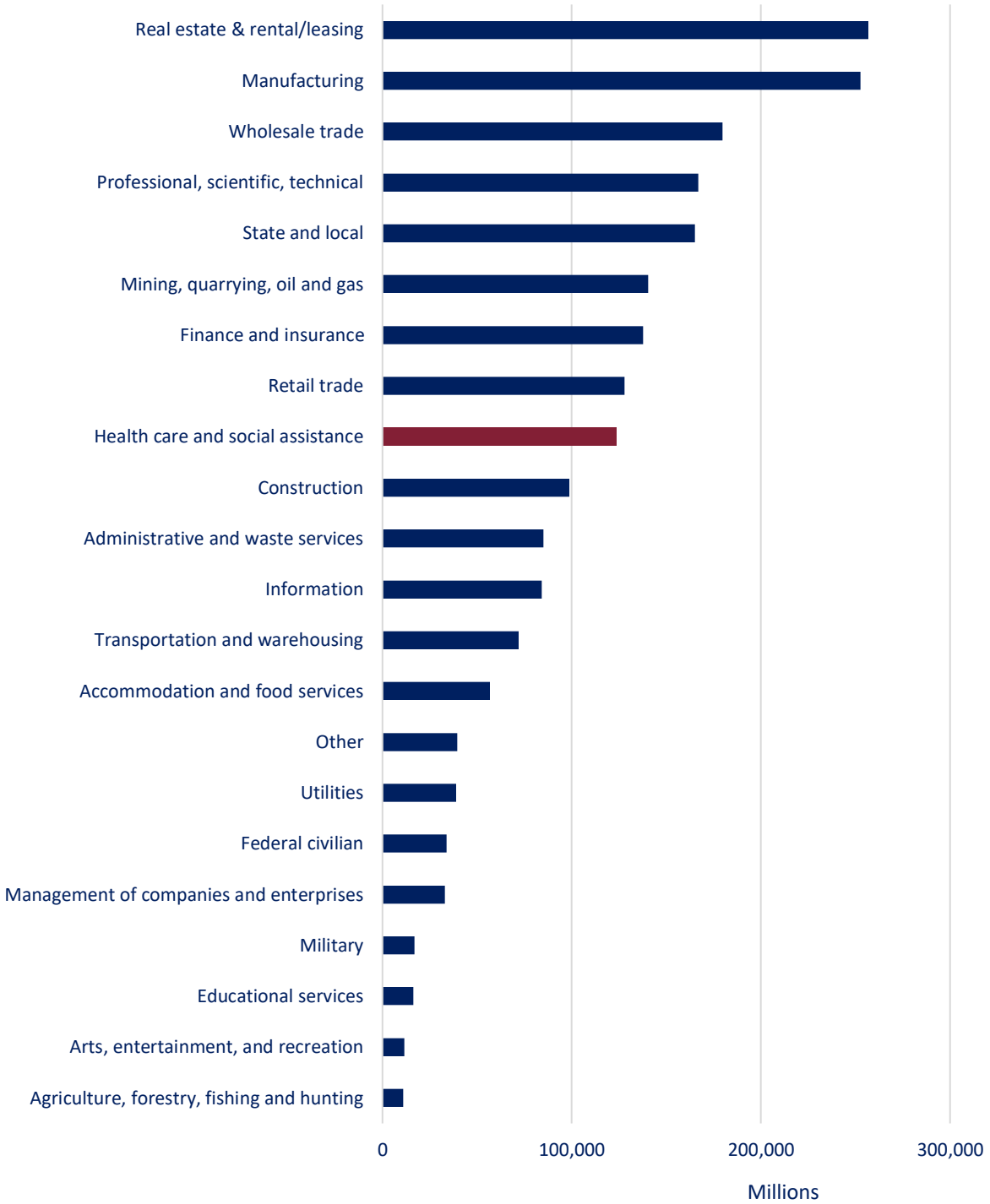
Unemployment Rates by Metropolitan Area



*United States Bureau of Labor Statistics
Local Area Unemployment Statistics Series*

Economic Activity Levels

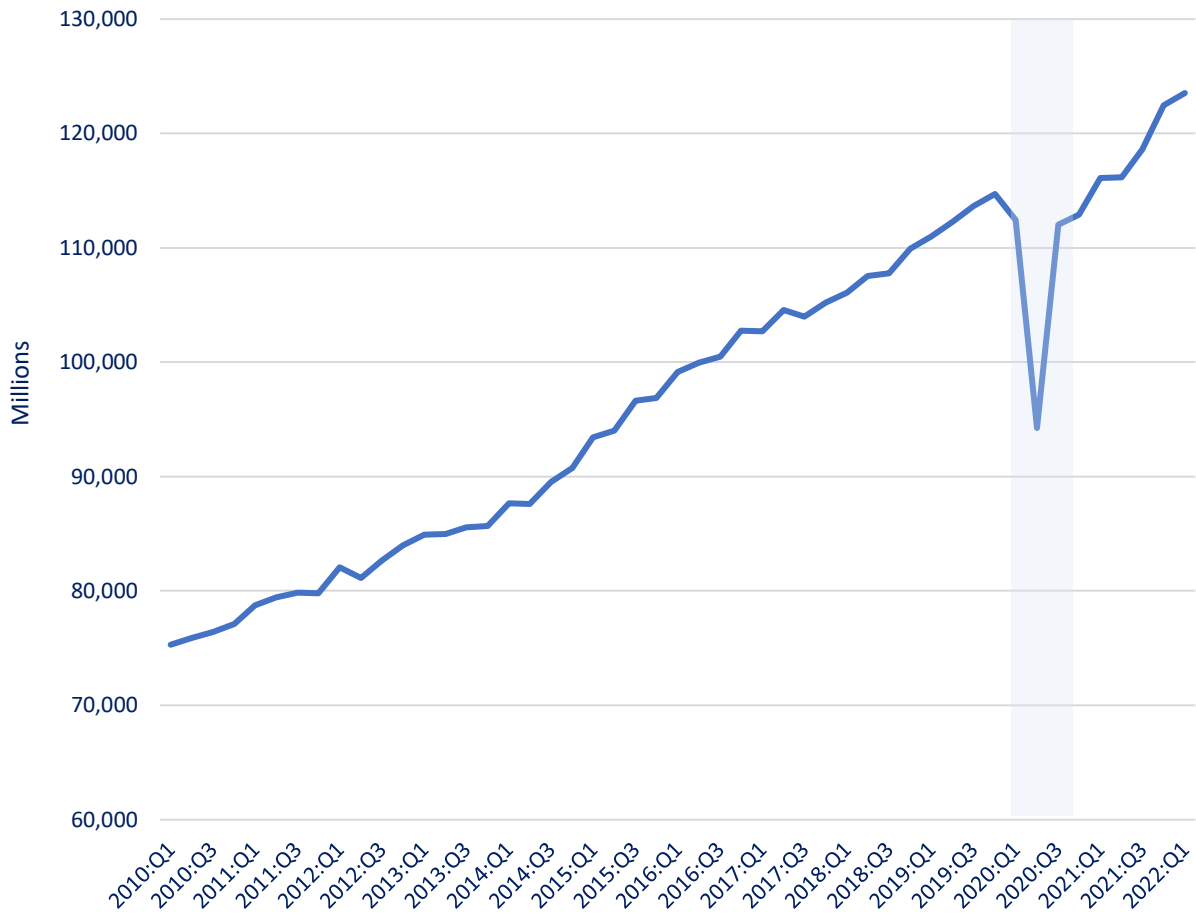
Economic Activity by Industry Sector, Texas, 2022 Q1



United States Bureau of Economic Analysis

Economic Activity Trends

Gross Domestic Product, Health Care & Social Assistance, Texas, 2010-2022



United States Bureau of Economic Analysis

Employment

The Health Care sector employed more than 1,700,000 people in Texas in the first quarter of 2022 at more than 92,000 establishments. Workers in the industry earned an average wage of \$62,291. The large majority of these jobs were in the private sector.

Note: A “firm” is an organization that is conducting business within the target industry. An “establishment” is an operation of that firm with its own defined address. For example, the theoretical ABC Company is in the business of operating four hospitals. This would be designated by the Bureau of Labor Statistics as one firm with four establishments.

Health Care and Social Assistance, by Ownership Type, Texas, 2022 Q1

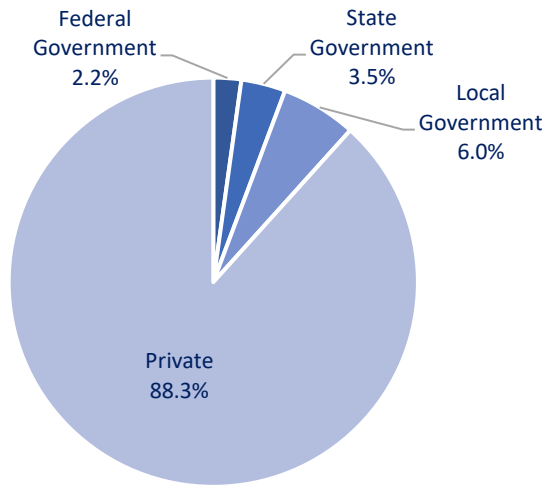


Table 1: Industry Types in the Health Care and Social Assistance Sector, Texas, 2021 Q4

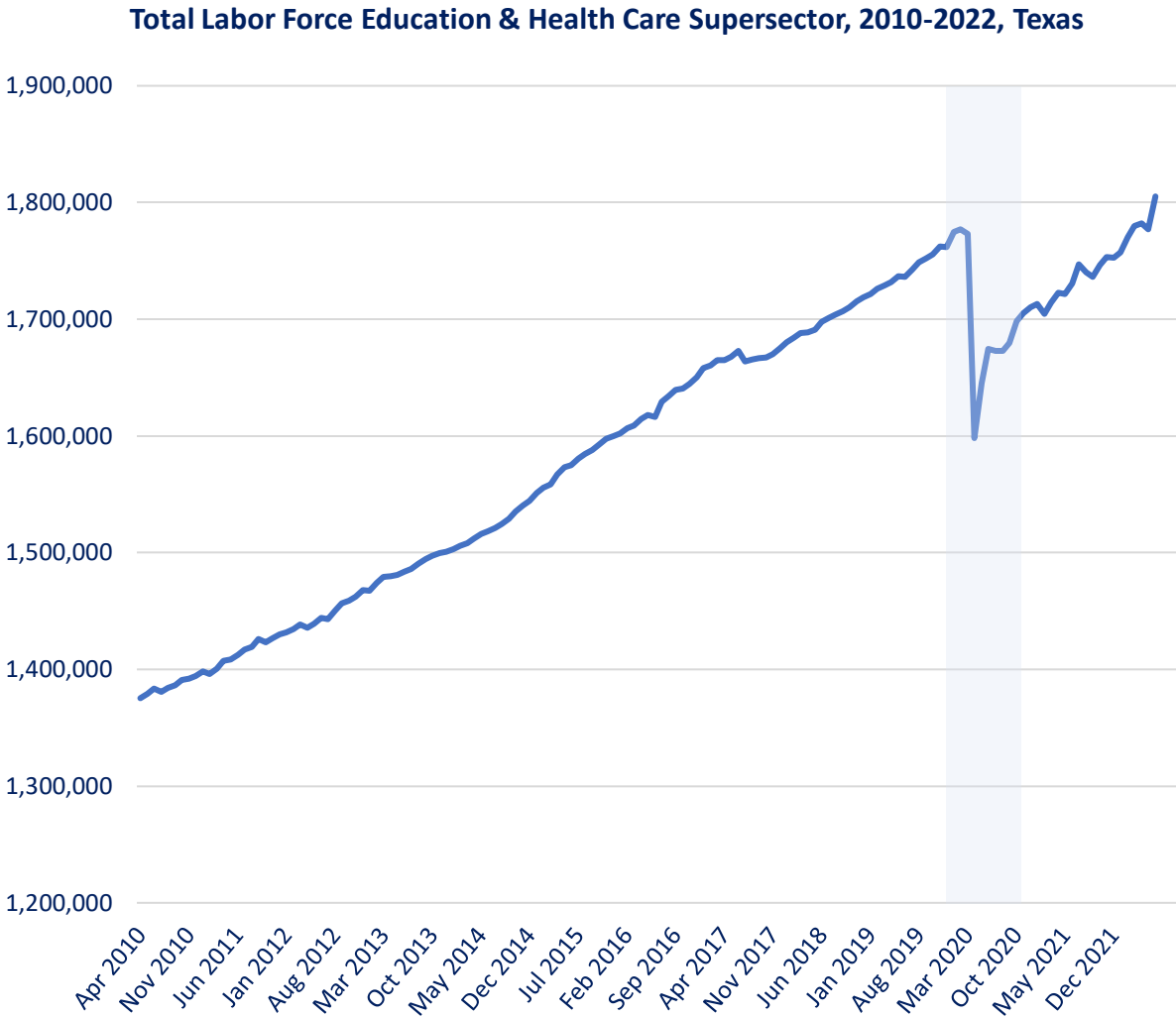
Industry	Establishments	Firms	Employment
Health Care and Social Assistance	92,400	76,722	1,722,469
Ambulatory Health Care Services	58,599	48,175	805,682
Home Health Care Services	5,448	4,291	262,935
Offices of Physicians	22,915	18,994	253,886
Offices of Dentists	11,790	10,700	83,536
Offices of Other Health Practitioners	11,650	10,515	80,325
Outpatient Care Centers	3,587	1,884	67,736
Other Ambulatory Health Care Services	1,467	940	30,261
Medical and Diagnostic Laboratories	1,742	1,216	27,003
Hospitals	1,195	775	468,015
General Medical and Surgical Hospitals	784	475	404,513
Psychiatric and Substance Abuse Hospitals	156	120	17,887
Specialty Hospitals	255	207	45,615

Industry	Establishments	Firms	Employment
Nursing and Residential Care Facilities	4,414	2,750	191,530
Nursing Care Facilities (Skilled Nursing Facilities)	1,777	1,278	90,782
Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities	923	429	37,129
Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	1,439	926	49,017
Other Residential Care Facilities	275	152	14,602
Social Assistance	28,192	25,323	257,243
Individual and Family Services	21,289	19,971	153,617
Child Day Care Services	5,695	4,631	74,668
Vocational Rehabilitation Services	456	240	15,670
Community Food and Housing, Emergency, Other Relief	752	568	13,287

United States Bureau of Labor Statistics
Quarterly Census of Employment and Wages
Analysis by Economic Modeling Specialists International

Labor Force

The state's Education and Health Services labor force (the sum of workers currently employed in those sectors and whose last employment was in those sectors). The size of the labor force hit a new all-time high mark of 1,774,700 in January 2020 but plummeted to a 54-month low in April 2020. The sector's labor force has since recovered, surpassing its previous high in March 2022.

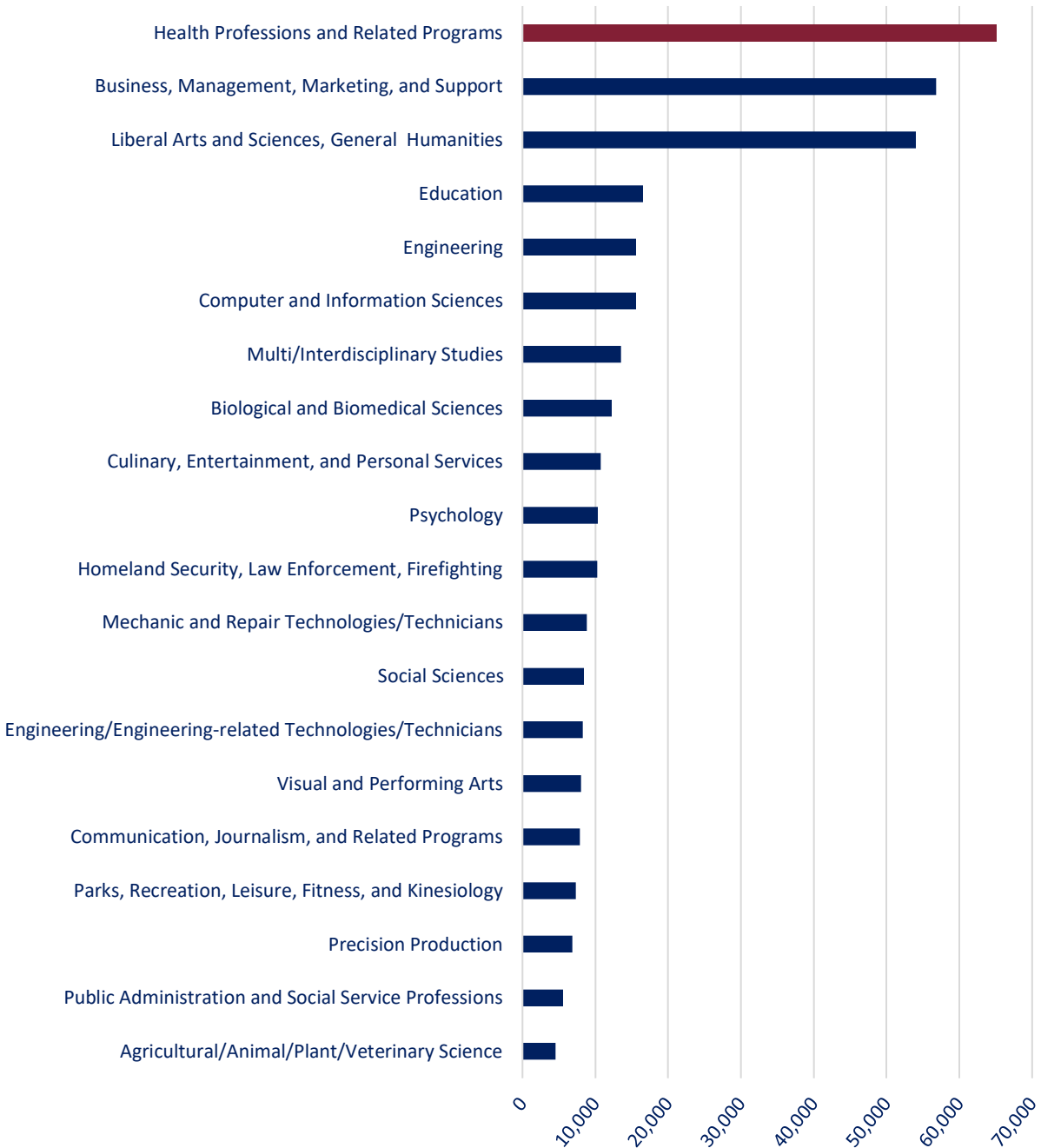


United States Bureau of Labor Statistics
Current Population Survey

Talent Pipeline

The Health Professions program family produces more total awards from Texas postsecondary institutions than any other field of study.

Postsecondary Awards by Field of Study, Texas 2019-2020



National Center for Education Statistics
Integrated Postsecondary Educational Data System
2020 Academic Year

Table 2: Health Sciences, Total Awards by Program Category, Texas, 2019-2020

Program Category	Certificates	Degrees	Total Awards
Registered Nursing, Nursing Administration, Nursing Research, Clinical Nursing	N/A	21,609	21,609
Allied Health and Medical Assisting Services	7,499	1,425	8,924
Practical Nursing, Vocational Nursing and Nursing Assistants	5,127	N/A	5,127
Allied Health Diagnostic, Intervention, and Treatment Professions	2,493	3,774	6,267
Health and Medical Administrative Services	N/A	2,293	2,293
Health Services/Allied Health/Health Sciences, General	N/A	2,253	2,253
Health and Medical Administrative Services	2,141	N/A	2,141
Dental Support Services and Allied Professions	1,515	537	2,052
Medicine	N/A	1,813	1,813
Communication Disorders Sciences and Services	N/A	1,797	1,797
Public Health	0	1,731	1,731
Rehabilitation and Therapeutic Professions	1	1,670	1,671
Mental and Social Health Services and Allied Professions	471	1,110	1,581
Clinical/Medical Laboratory Science/Research and Allied Professions	361	665	1,026
Pharmacy, Pharmaceutical Sciences, and Administration	N/A	921	921
Health Professions Education, Ethics, and Humanities	N/A	506	506
Somatic Bodywork and Related Therapeutic Services	447	N/A	447
Registered Nursing, Administration and Research and Clinical Nursing	441	N/A	441
Health/Medical Preparatory Programs	N/A	364	364
Dentistry	N/A	312	312
Chiropractic	N/A	271	271
Dietetics and Clinical Nutrition Services	60	154	214
Optometry	N/A	154	154
Alternative and Complementary Medicine and Medical Systems	N/A	102	102
Medical Illustration and Informatics	N/A	79	79
Practical Nursing, Vocational Nursing and Nursing Assistants	N/A	68	68
Advanced/Graduate Dentistry and Oral Sciences	N/A	61	61
Health Services/Allied Health/Health Sciences, General	60	N/A	60
Ophthalmic and Optometric Support Services and Allied Professions	30	21	51

Note: "N/A" indicates that the program is not offered within the region at the specified award level.

National Center for Education Statistics
Integrated Postsecondary Educational Data System
2020 Academic Year

Career and Technical Education

Secondary CTE Participation

Career and Technical Education programs are offered at 1,613 public high schools, and 1,619,219 students are enrolled in at least one CTE program of study. Across the state, 826,768 students are CTE Concentrators, meaning they are enrolled in at least two CTE classes. More than 96% of these CTE Concentrators graduate high school, and 70% go on to postsecondary education. Both of these metrics far outperform the general student population.

Table 3: Career Cluster Enrollment for Secondary CTE Concentrators, 2020

Career Cluster	Enrollment
Business Management and Administration	230,000
Arts, AV and Communications	224,000
Health Science	194,000
Agriculture, Food and Natural Resources	182,000
Human Services	155,000
STEM	132,000
Law and Public Service	106,000
Information Technology	102,000
Hospitality and Tourism	68,000
Finance	52,000
Architecture and Construction	51,000
Marketing	33,000
Education and Training	32,000
Manufacturing	32,000
Transportation, Distribution and Logistics	31,000

The Perkins Collaborative Resource Network

There are six approved programs of study within Texas’ High School Health Sciences cluster. Each provides an opportunity for students to earn high-value industry certifications.

Table 4: Approved Health Sciences Career and Technical Education Programs, Texas

Secondary Program	Certifications	
Exercise Science and Wellness	<ul style="list-style-type: none"> • Certified Personal Trainer 	<ul style="list-style-type: none"> • Licensed Dietetic Technician
Health Informatics	<ul style="list-style-type: none"> • Certified Coding Associate 	<ul style="list-style-type: none"> • Medical Coding and Billing Specialist
Health Care Diagnostics	<ul style="list-style-type: none"> • Certified Cardiographic Technician • Certified EKG/ECG Technician • Limited Licensed Radiology Technologist • Medical Laboratory Technician • Phlebotomy Technician • Registered Diagnostic Medical Sonographer - Abdomen • Registered Diagnostic Medical Sonographer - Obstetrics and Gynecology • Registered Vascular Technology • Registered Technologist - Cardiac-Interventional Radiography 	<ul style="list-style-type: none"> • Registered Technologist - Computed Tomography • Registered Technologist - Magnetic Resonance Imaging • Registered Technologist - Mammography • Registered Technologist - Nuclear Medicine Technology • Registered Technologist - Radiography • Registered Technologist - Sonography • Registered Technologist - Vascular-Interventional Radiography • Registered Technologist - Vascular Sonography
Health Care Therapeutic	<ul style="list-style-type: none"> • Certified Dental Assistant (CDA) • Clinical Medical Assistant • Certified Ophthalmic Technician • Certified Pharmacy Technician 	<ul style="list-style-type: none"> • Certified Surgical Technologist • Licensed Dental Hygienist • Orthopedic Technologist • Registered Dental Assistant
Medical Therapy	<ul style="list-style-type: none"> • Certified Occupational Therapy Assistant • Certified Respiratory Therapist 	<ul style="list-style-type: none"> • Orthopedic Exercise Specialty Certification
Nursing Science	<ul style="list-style-type: none"> • Certified Nurse Aide/Assistant (CNA) • Licensed Vocational Nurse 	<ul style="list-style-type: none"> • Patient Care Technician • Registered Nurse

Texas Education Association



Pathways in Healing

Houston Region

*An Evaluation of the Talent Development
Ecosystem Supporting the Health Care
Industry in the Houston Region*

Regional Profiles Introduction

This project organizes the target areas into six regions, each of which comprises one or more Local Workforce Development Areas. This effort profiles each region in terms of general economic and demographic trends, as well as analysis of the Health Care sector in terms of its value to the regional economy and to students and jobseekers pursuing high-value career opportunities.

This project will convene industry, education, and civic leaders in each region to refine the key findings of the analysis and establish priorities and strategies for optimizing the region's talent pipeline that supports local Health Care employers.

Labor market statistics provide a uniquely valuable perspective on industries, occupations, and programs of study. It is, however, one side of an elephant, and it is hoped this analysis will provide a starting point for the conversation with employers around how best to design, implement, and manage high-impact talent development strategies.

Houston Region Key Findings

This analysis of the Houston Region sought not only to recount key econometric indicators and to document statistical trends, but also to provide professional analysis of those data to create relevant, actionable observations that can provide context to strategic conversation around how best to support the Health Care sector in the region. It is hoped these key findings will spark conversation and be refined and expanded via the inputs of the region's industry, education and civic leaders.

Key Finding #1: The educational pipeline of talent on which the Health Care industry relies is fractured, lacking connective tissue between critical secondary and postsecondary educational experiences.

Less than a third (32.8%) of the region's population holds a bachelor's degree or higher. Approximately 7% holds an associate's degree. Another one in five has some college experience, but no degree. About one in six (16.2%) has never earned a high school diploma. Most of the highest-value opportunities within the Health Care sector require some level of advanced education, and there is an opportunity to engage secondary level students via career-focused learning and create a sustainable, intentional pipeline of talent that opt to pursue the training and educational experiences that prepare learners for high-value careers in the Health Care sector. *(Table 14 pg. 43)*

Key Finding #2: Lower-than-optimal participation in high school Health Sciences programs constricts the earliest stages of the talent pipeline.

Career and Technical Education (CTE) programs in high school are often a student's first "exploration" of careers. When the student understands the general dynamics, value propositions and career opportunities in a high-value sector like health care, it results in higher levels of enrollment in postsecondary health care programs of study. The availability of these programs of study varies widely across the region and even within districts.² *(Figures, pgs. 51-56)*

Key Finding #3: The region's economy cannot meet its objectives and achieve the type of high-quality growth envisioned by state and regional leadership without the success of the Health Care Sector as a foundational component.

The Health Care sector is a high-priority legacy industry in the Houston region, ranking as the largest private-sector industry for employment in the top ten for economic activity. The sector employs more than 344,000 people at 13,000 establishments and contributed more than \$30 billion to the regional economy in 2020. *(Figure, pg. 30; figure, pg. 31; table 15, pg. 45)*

Key Finding #4: The region's shifting age profile will create new pressures on the Health Care sector, including in terms of the total demand for health services, the specific nature of the services being offered, and the nature of services needed in specific communities.

While still somewhat younger than the national average, the age profile of the region is shifting toward an older demographic. The region's median age has risen significantly in recent years. The share of the region's population that is younger than 10 years old has declined by the largest margin, while the share

²Texas Education Agency, 2020-2021, Texas Assessment and Performance Reporting, Other Postsecondary Indicators.
https://rptsvr1.tea.texas.gov/cgi/sas/broker?_service=marykay&_program=perf rept.perfmast.sas&_debug=0&ccyy=2021&lev=R&id=11&prgopt=reports%2Ftapr%2Fpaper_tapr.sas

of those 65-74 years old has increased by the largest margin. There are significant differences in the age profiles of the various communities in the region, ranging from a median age of 29.0 years in Waller County to 42.5 years in Colorado County. (Table 10, pg. 38; Table 11, pg. 39; Figure, pg. 39)

Key Finding #5: The Health Care Sector’s growth over the last decade has been led by the Ambulatory Health Care Services industry.

Four industries comprise the Health Care and Social Assistance sector in labor market data systems. *Ambulatory Health Care Services*, including *Offices of Physicians, Specialists Offices, Dentists and Medical Laboratories* has seen remarkable growth over the last decade. The total number of jobs in the industry has increased by 40% from 2011 to 2022. Employment in the *Hospitals* industry was deeply disrupted by the COVID-19 pandemic, but growth is being seen again through early 2022. The *Nursing and Residential Care Facilities* sector has yet to return to its pre-pandemic employment levels. (Table #7, pg. 33)

Key Finding #6: Pursuit of equity in educational and economic outcomes requires a strategic approach that considers a population that is becoming less white, more racially and ethnically diverse, and older, as well as communities with a dramatic range of economic well-being.

Many factors contribute to the success of any population sub-group in accessing educational opportunities, achieving career success, and experiencing the level of financial well-being to which they aspire. The share of the region’s population that is White and non-Hispanic is consistently declining, while the share of the population that is Black, Asian, or Hispanic is rising. Individual communities have their own character and their own economic profiles. For example, only 8% of the population of Fort Bend County have income below the poverty line, and those households report a median income of \$95,561. By comparison, in Walker County, 24.1% of the population lives in poverty and the median income is \$41,855. (Table #13, pg. 42)

Key Finding #7: A significant percentage of the Health Care workforce is approaching retirement age, and that will create additional pressure on the pipeline of emerging and developing talent in the coming decade.

More than 20% of the region’s Health Care technicians and practitioners and more than 23% of those working in support occupations are 55 years or older. For comparison, only 15% of those in computer occupations food preparation and serving occupations fall in that age band. (Table #16, pg. 46)

Key Finding #8: While the COVID-19 pandemic wreaked havoc across the region’s economy, it was particularly dramatic in the Health Care sector.

The sector employed 10,000 fewer workers in 2020 than in 2019. The dramatic impact on employment was most particularly seen in the Nursing and Residential Care Facilities industry. While employment levels in the Ambulatory Health Care Services and Hospitals sectors have returned to pre-pandemic levels, Nursing and Residential Care Facilities has yet to recover those lost jobs. (Figure, pg. 33; Figure, pg. 34)

Houston Region Strategic Recommendations

Based on the key findings, following are a set of nine possible, actionable strategic recommendations that could optimize the impact of the educational ecosystem on the regional health care industry.

Recommendation #1: Create a comprehensive strategic plan to support the health care industry, including strategies that optimize each segment of the talent pipeline from initial career awareness to advanced education.

Recommendation #2: Integrate healthcare/bioscience career awareness and career literacy into every academic experience.

Recommendation #3: Recruit and convene industry and civic leaders to contribute to the skills profiles, technology requirements, and competency standards required for success in the constantly evolving Health Care industry.

Recommendation #4: Create and/or deploy a platform and protocol that will facilitate ongoing dialogue between employers and education policymakers.

Recommendation #5: Expand the capacity of the talent development ecosystem by partnering employers with educational institutions to address shortages in qualified faculty and clinical sites via collaborative strategic partnerships.

Recommendation #6: Expand the availability of Health Sciences programs at the secondary level.

Recommendation #7: Expand the availability of relevant high-quality dual enrollment and concurrent enrollment programs, especially in traditionally underserved communities.

Recommendation #8: Create and deploy high-quality professional development programs for Health Science instructors that will enhance both instructional effectiveness and familiarity with local industry dynamics and technological trends.

Recommendation #9: Create and publish an annual report detailing progress against the key performance indicators in the new strategic plan and tracking employment and wage changes in the Health Care industry.

Houston Regional Profile

Houston Region Profile

One workforce area comprises the entirety of the custom Houston Region in this profile: the Gulf Coast Workforce Area. The workforce region includes 13 counties.

Gulf Coast Workforce Area (Region 4)

Austin	Liberty
Brazoria	Matagorda
Chambers	Montgomery
Colorado	Walker
Fort Bend	Waller
Galveston	Wharton
Harris	

The Houston Region is home to 7,434,977 people, an increase of 6.5% since 2016. The number of jobs in the region increased by 3.9% over that 5-year period, lagging the population growth by a significant margin. However, the growth in the number of jobs far outpaced the national rate of 1.8%.

Table 5: Houston Region Health Care Industry Profile

Industry	2022 Firms	2022 Establishments	2022 Average Wages
Ambulatory Health Care Services	12,671	14,725	\$59,904
Hospitals	161	248	\$80,991
Residential and Skilled Nursing Facilities	638	856	\$63,800

*United States Bureau of Labor Statistics
Quarterly Census of Employment and Wages*

The region's labor force participation rate, the percentage of the civilian noninstitutional population 16+ years old who are either employed or unemployed, decreased from 63.8% to 63.0% from 2016 to 2021.

Almost a third (33.2%) of the region's 25+ population holds a bachelor's degree or higher level of education (0.1% above the national average), and 7.4% hold an associate's degree (0.3% below the national average).

Houston Region School Districts

Table 6: 2020-2021 Academic Year, Meets Grade Level or Above

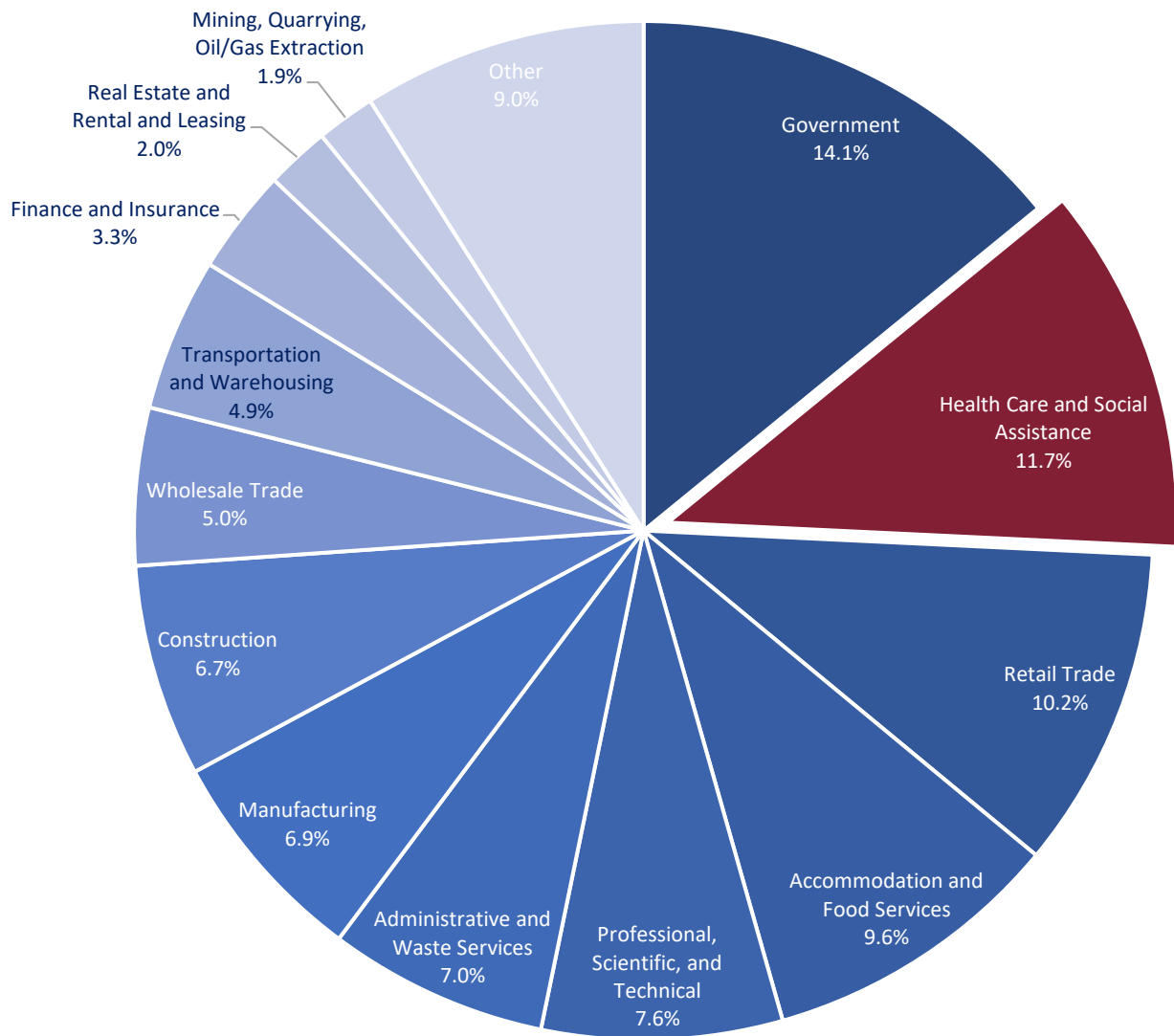
Description			2020-2021 STAAR Performance, At or Above Grade Level							Class of 2021			
ESC Region	Counties	2021 4 Year Class	8 th Grade Math	8 th Grade Reading	8 th Grade Science	End of English II	End of Biology	End of Algebra I	Dropout Rate	4 Year Graduation Rate	Continued	HSE	
4 (Houston)	<ul style="list-style-type: none"> • Brazoria • Chambers • Fort Bend • Galveston <ul style="list-style-type: none"> • Harris • Liberty • Waller 	87,973	37%	48%	45%	58%	57%	44%	5.9%	90.0%	3.8%	.2%	
3 (Victoria)	<ul style="list-style-type: none"> • Calhoun • Colorado • DeWitt • Goliad • Jackson • Karnes <ul style="list-style-type: none"> • Lavaca • Matagorda • Refugio • Victoria • Wharton 	3,761	40%	45%	39%	52%	65%	43%	4.3%	92.0%	2.1%	1.6%	
6 (Huntsville)	<ul style="list-style-type: none"> • Austin • Brazos • Burleson • Grimes • Houston • Leon • Madison • Milam <ul style="list-style-type: none"> • Montgomery • Polk • Robertson • San Jacinto • Trinity • Walker • Washington 	14,665	50%	50%	51%	61%	63%	48%	4.0%	92.8%	2.7%	.5%	

Note: Red text formatting indicates the region's lowest performance level. Green text formatting indicates its highest performance level.

Health Care in the Houston Region

The region's Health Care sector employs more than 428,000 individuals, making it one of the largest and most valuable sectors both in terms of employment and economic activity. In fact, the Health Care and Social Assistance sector employs more people than any other private sector in the region. *Economic Modelling Specialists International* estimates the sector's contribution to the Gross Regional Product (GRP) at \$30.9 billion.

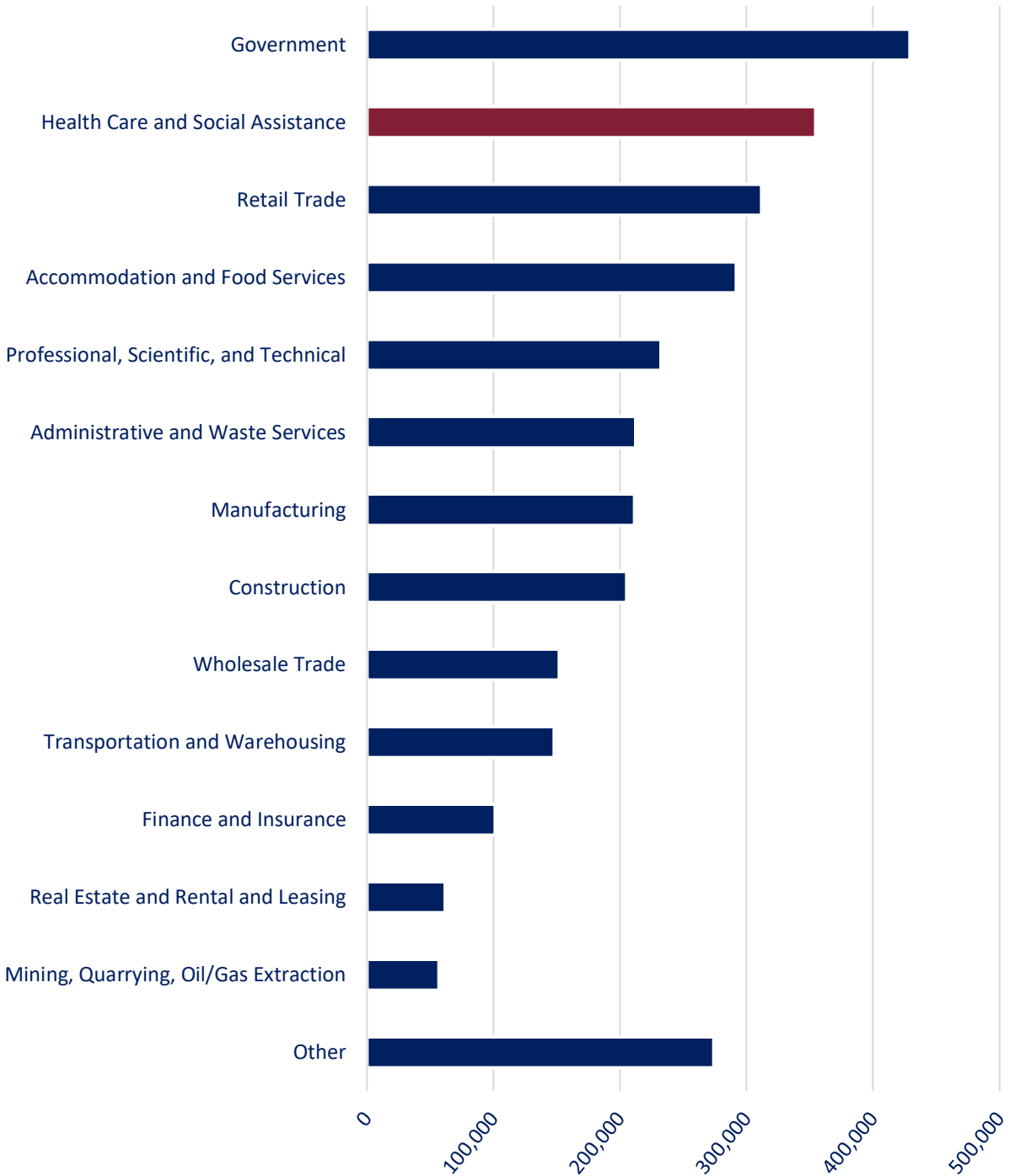
Regional Employment by Industry



Employment by Industry

The public sector is the largest employer in the region, and *Health Care and Social Assistance* is the largest private sector industry.

Regional Employment by Industry

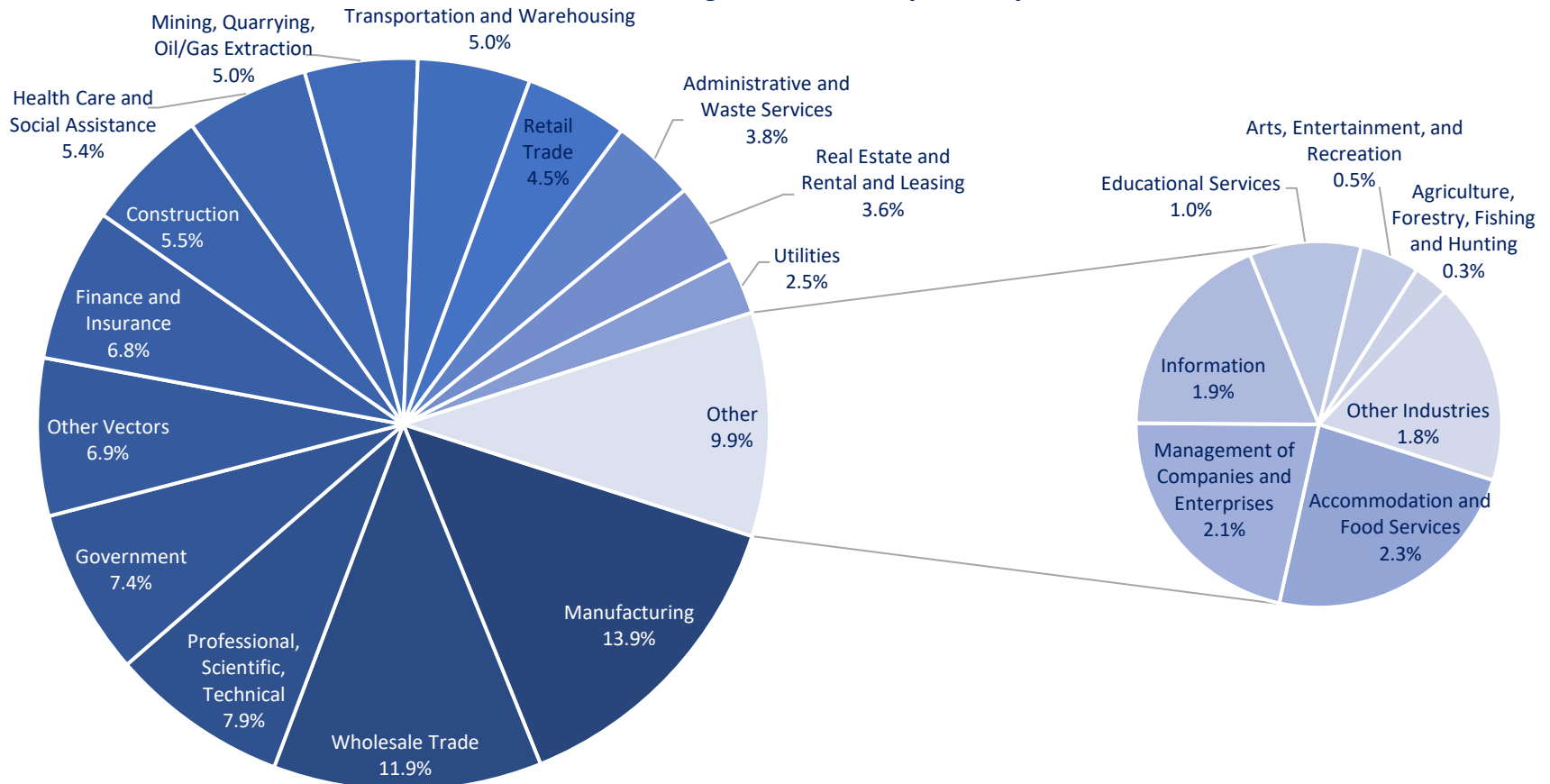


Houston Region Economy

Economic Activity

Economic activity in the region is led by the *Manufacturing* sector with more than \$79 billion contribution to gross regional product in 2021. *Wholesale Trade* (\$67 billion), *Professional, Scientific and Technical Services* (\$45 billion) and *Finance and Insurance* (\$39 billion) were also among the top producers. The *Health Care and Social Assistance* sector accounted for a \$30.9 billion contribution to the region’s economy. It was also the second largest sector industry in terms of earnings, with more than \$27 billion paid to workers.

Gross Regional Product, by Industry, 2021

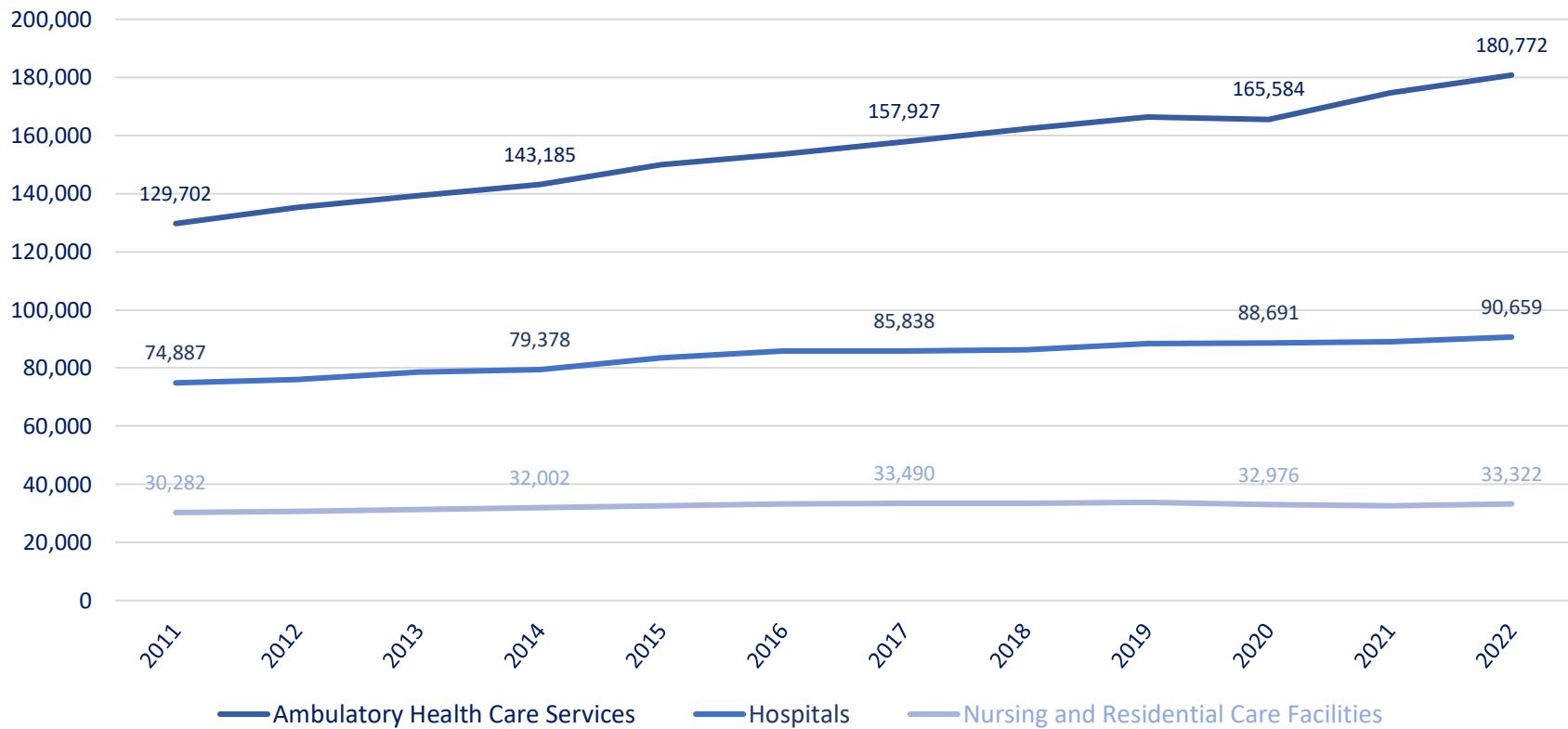


United States Bureau of Economic Analysis

Table 7: Health Care Employment by Industry, Houston Region

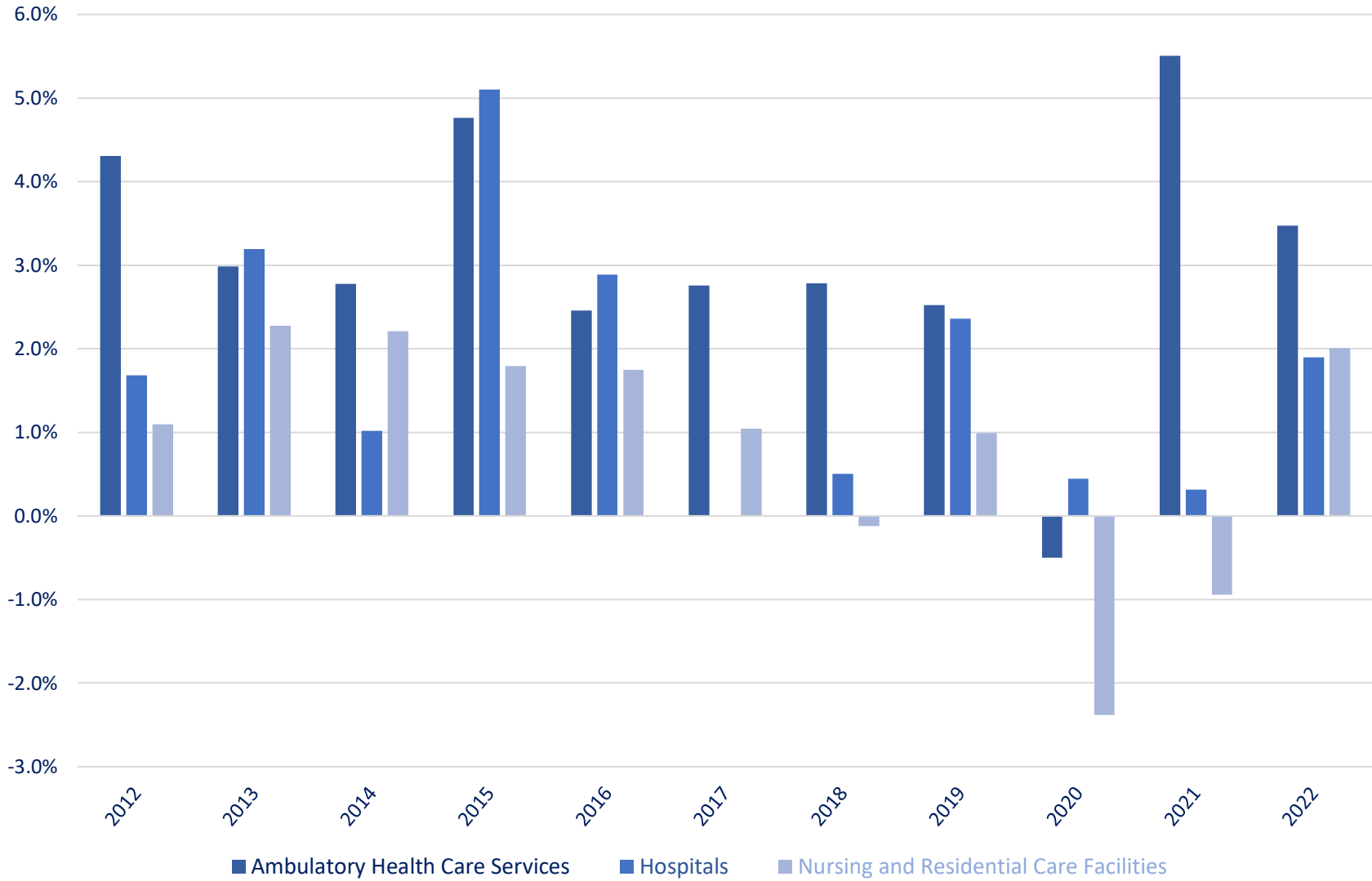
Industry	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Ambulatory Health Care Services	129,702	135,285	139,321	143,185	150,009	153,692	157,927	162,324	166,416	165,584	174,701	180,772
Hospitals	74,887	76,148	78,578	79,378	83,427	85,838	85,838	86,267	88,300	88,691	88,971	90,659
Residential and Skilled Nursing Facilities	30,282	30,614	31,311	32,002	32,575	33,143	33,490	33,450	33,782	32,976	32,666	33,322

Regional Employment by Industry



United States Bureau of Labor Statistics, Quarterly Census of Employment and Wages

Employment Rate of Change, by Industry



United States Bureau of Labor Statistics, Quarterly Census of Employment and Wages

Workforce Equilibrium

The Workforce Equilibrium Value is a proprietary process from NS4ed which aligns current demand for graduates of a particular postsecondary program of study with the current levels of emerging graduates who are qualified to fill those openings. It should be noted that the Health Professions program category had more awards in the most recent academic year than any other program category, it also returns the third-largest deficit among the Workforce Equilibrium Values in the Houston Region.

Table 8: Programs of Study Per Occupational Crosswalk, Houston Region, 2020

Program Categories	2020 Awards	Openings	WEV
Health Professions and Related Programs	13,040	92,527	(79,487)
Business, Management, Marketing, and Related Support Services	12,534	145,907	(133,373)
Liberal Arts and Sciences, General Studies and Humanities	11,509	59,506	(47,997)
Multi/Interdisciplinary Studies	2,871	109,860	(106,989)
Engineering/Engineering-related Technologies/Technicians	2,567	71,051	(68,484)
Culinary, Entertainment, and Personal Services	2,540	37,823	(35,283)
Computer and Information Sciences and Support Services	2,290	27,064	(24,774)
Precision Production	2,281	18,675	(16,394)
Mechanic and Repair Technologies/Technicians	2,241	27,390	(25,149)
Homeland Security, Law Enforcement, Firefighting, Protective Services	2,232	23,075	(20,843)
Education	2,211	24,628	(22,417)
Biological and Biomedical Sciences	1,941	15,344	(13,403)
Engineering	1,908	22,851	(20,943)
Psychology	1,621	7,313	(5,692)
Science Technologies/Technicians	1,423	6,229	(4,806)
Social Sciences	1,281	16,346	(15,065)
Legal Professions and Studies	1,264	21,323	(20,059)
Visual and Performing Arts	1,235	20,037	(18,802)
Parks, Recreation, Leisure, Fitness, and Kinesiology	1,055	23,000	(21,945)
Communication, Journalism, and Related Programs	912	9,646	(8,734)
Mathematics and Statistics	693	9,304	(8,611)
Agricultural/Animal/Plant/Veterinary Science and Related Fields	680	38,027	(37,347)
Family and Consumer Sciences/Human Sciences	614	41,783	(41,169)
Physical Sciences	557	13,084	(12,527)
Public Administration and Social Service Professions	538	21,947	(21,409)

*United States Bureau of Labor Statistics, Occupational Projections
National Center for Education Statistics, Integrated Postsecondary Educational Statistics
Analysis by the Partnership for Workforce Innovation*

Table 9: Detailed Health Professions and Related Programs, 2020, Houston Region

Program Categories	2020 Awards	Openings	WEV
Registered Nursing/Registered Nurse	2,947	5,820	(2,873)
Medical/Clinical Assistant	1,586	2,134	(548)
Medicine	650	502	148
Health/Health Care Administration/Management	440	11,762	(11,322)
Radiologic Technology/Science - Radiographer	435	906	(471)
Family Practice Nurse/Nursing	434	4,749	(4,315)
Licensed Practical/Vocational Nurse Training	414	1,196	(782)
Nursing Assistant/Aide and Patient Care Assistant/Aide	384	12,056	(11,672)
Health and Wellness, General	359	1,576	(1,217)
Health Services/Allied Health/Health Sciences, General	323	5,602	(5,279)
Dental Assisting/Assistant	318	1,065	(747)
Pharmacy Technician/Assistant	273	980	(707)
Public Health, General	250	3,585	(3,335)
Medical Insurance Coding Specialist/Coder	244	7,679	(7,435)
Emergency Medical Technology/Technician (EMT Paramedic)	214	2,109	(1,895)
Pharmacy	203	1,657	(1,454)
Surgical Technology/Technologist	188	773	(585)
Diagnostic Medical Sonography/Sonographer and Ultrasound Technician	186	555	(369)
Psychiatric/Mental Health Services Technician	153	420	(267)
Respiratory Care Therapy/Therapist	142	617	(475)
Health Information/Medical Records Technology/Technician	131	6,672	(6,541)
Physician Assistant	128	257	(129)
Health and Medical Administrative Services, Other	128	11,762	(11,634)
Dental Hygiene/Hygienist	125	244	(119)
Dentistry	104	262	(158)

United States Bureau of Labor Statistics, Occupational Projections
National Center for Education Statistics, Integrated Postsecondary Educational Statistics
Analysis by the Partnership for Workforce Innovation

Appendices

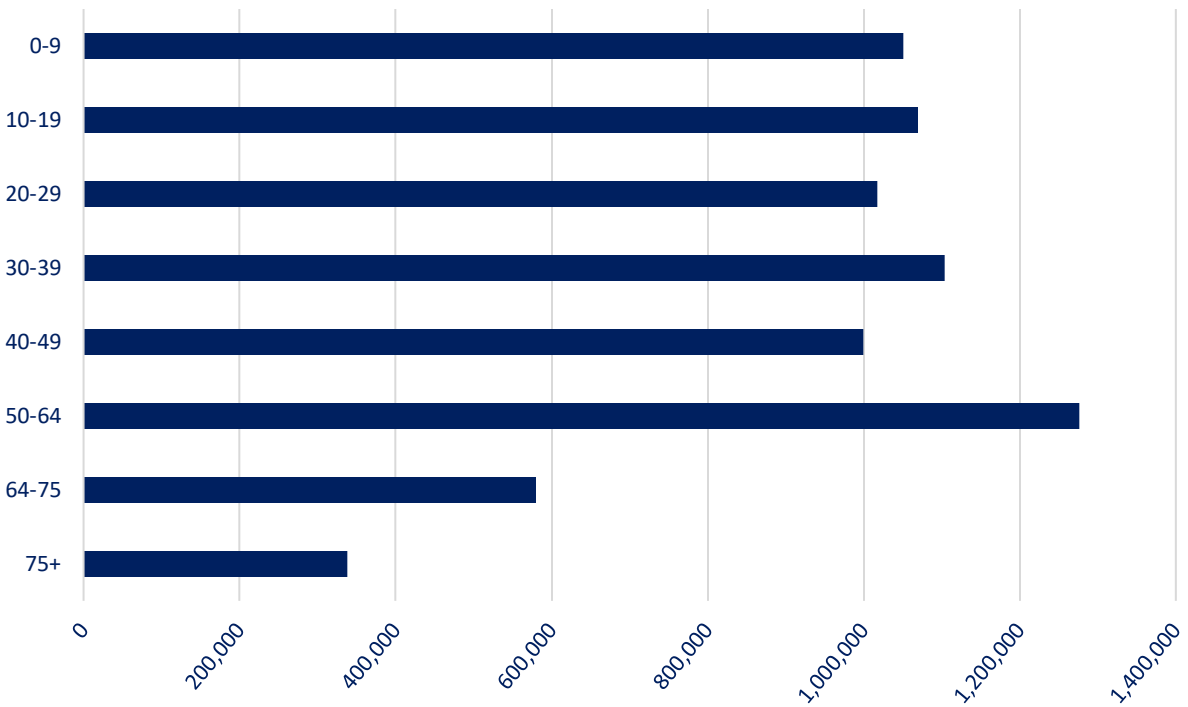
1. Houston Demographics
2. Houston Industries
3. Houston Occupations
4. Houston Talent Pipeline

Houston Region Demographics

Table 10: Age Bands, Houston Region

Band	2012 Population	2021 Population	Change	% Change	2012 % of Population	2021 % of Population
0-9	973,883	1,050,827	76,944	7.9%	15.3%	14.1%
10-19	930,037	1,069,583	139,546	15.0%	14.6%	14.4%
20-29	917,062	1,017,225	100,163	10.9%	14.4%	13.7%
30-39	932,966	1,103,735	170,769	18.3%	14.7%	14.8%
40-49	882,588	999,475	116,887	13.2%	13.9%	13.4%
50-64	1,120,127	1,275,932	155,805	13.9%	17.6%	17.2%
65-74	360,171	579,711	219,540	61.0%	5.7%	7.8%
75 and over	233,275	338,489	105,214	45.1%	3.7%	4.6%

Regional Population by Age



United States Census Bureau, American Community Survey, 2020 Five-Year Estimates

Population Share by Age, 2012 vs 2021

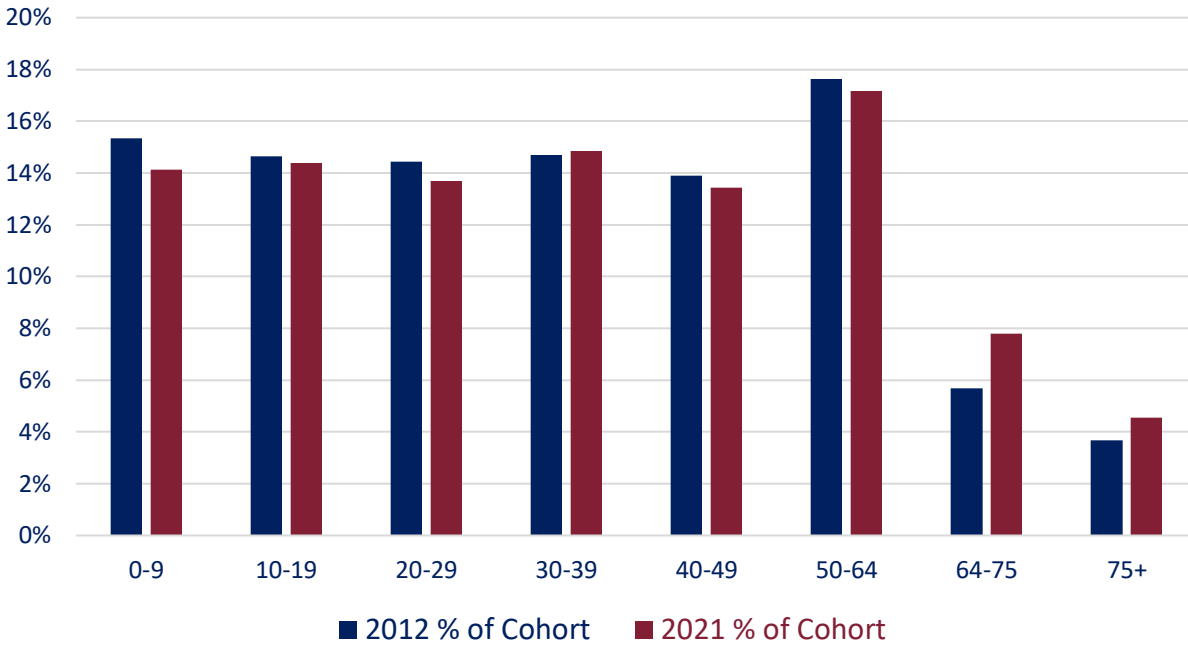
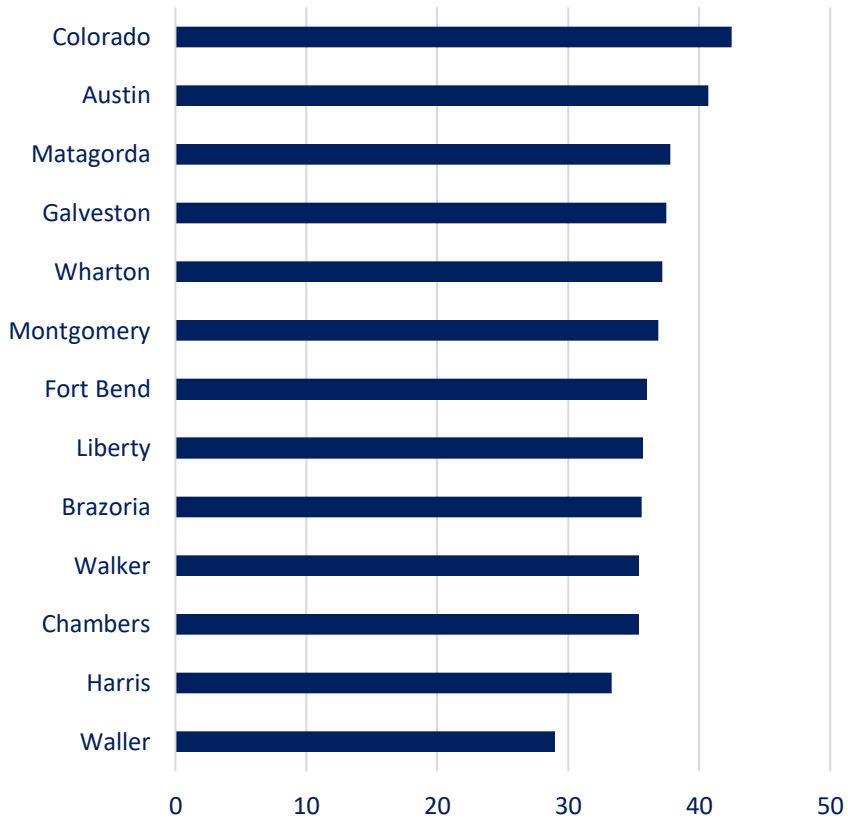


Table 11: Median Age by County, Houston Region

County	Median Age
Colorado	42.5
Austin	40.7
Matagorda	37.8
Galveston	37.5
Wharton	37.2
Montgomery	36.9
Fort Bend	36.0
Liberty	35.7
Brazoria	35.6
Chambers	35.4
Walker	35.4
Harris	33.3
Waller	29.0



United States Census Bureau, American Community Survey, 2020 Five-Year Estimates

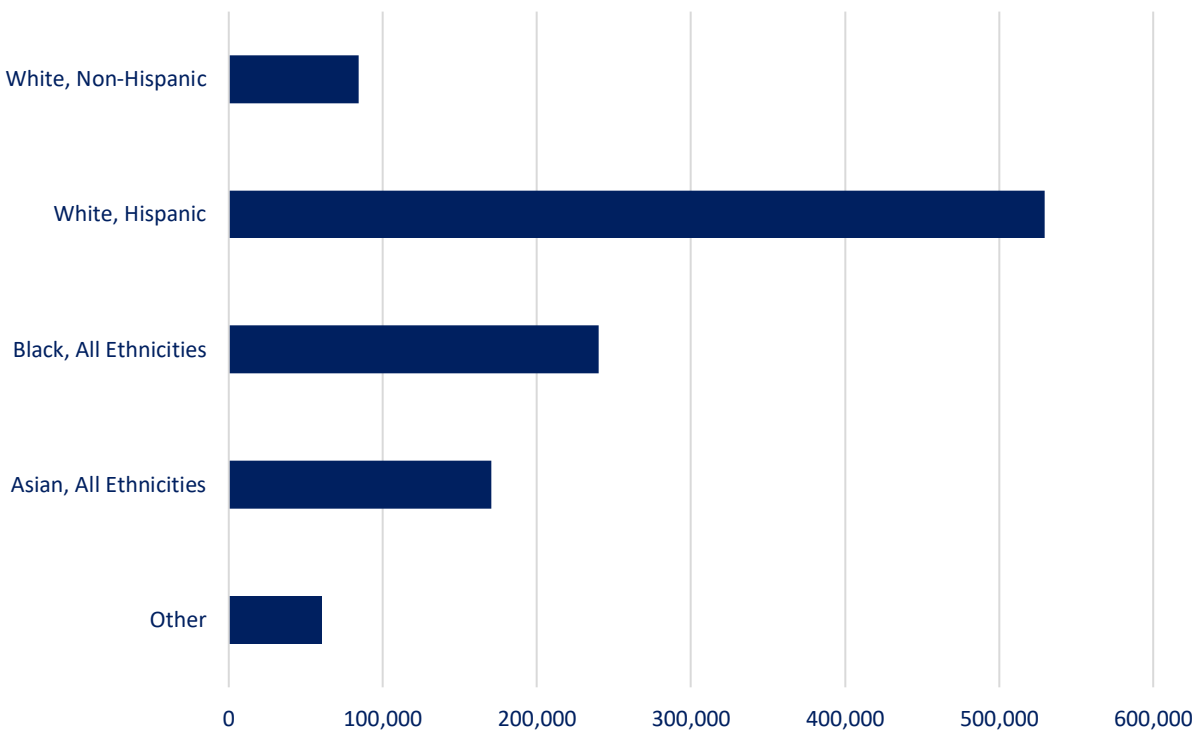
Race and Ethnicity

Racial and ethnic diversity in the region is greater than in most of the country. The White, non-Hispanic population comprises approximately 34.5% of the population, while White, Hispanic people make up 35.6%. The share of the population within these sub-groups has shifted significantly in recent years. While the White, non-Hispanic share has declined by more than four percentage points, the shares of Hispanic, Black, and Asian populations have all increased by 1.5 to 2.0 points. The region is becoming more diverse and that should provide some context from which to develop strategic approaches to developing, implementing, and administering career literacy and educational attainment initiatives.

Table 12: Race and Ethnicity Trends, Houston Region, 2012-2021

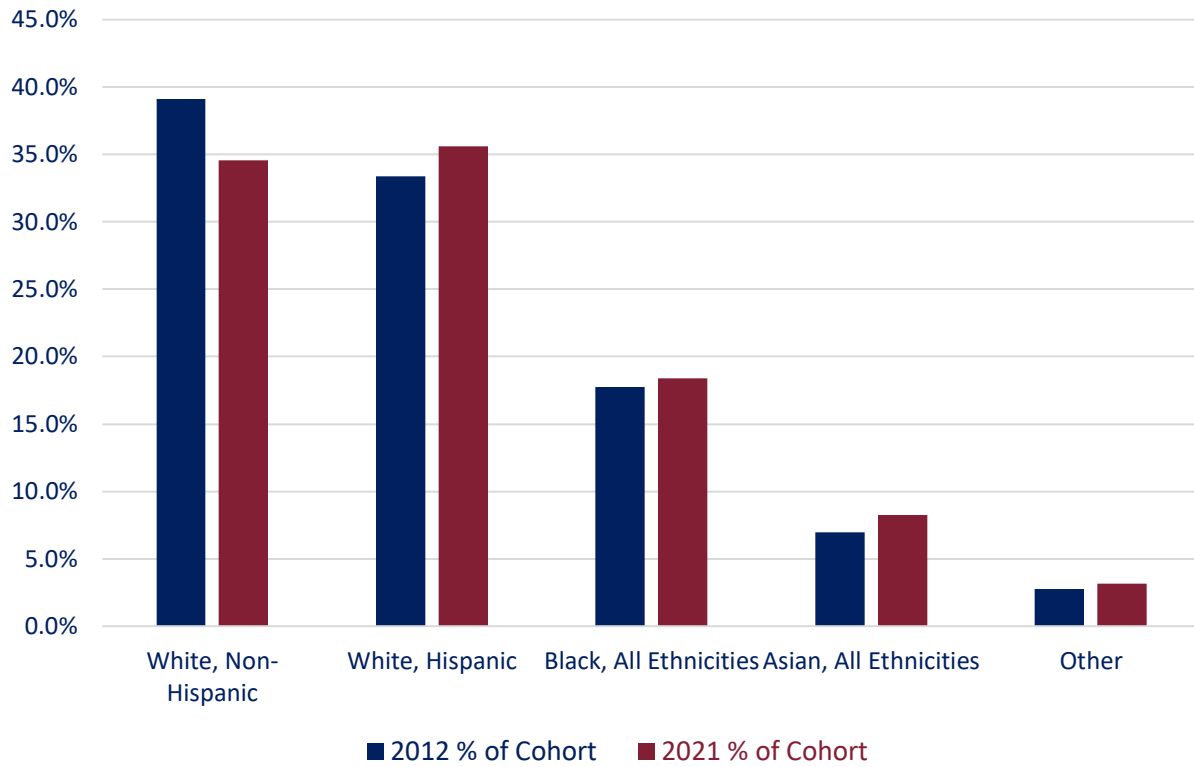
Race/Ethnicity Combination	2012 Population	2021 Population	Change	% Change	2012 % of Cohort	2021 % of Cohort
White, Non-Hispanic	2,484,330	2,568,666	84,336	3.4%	39.1%	34.5%
White, Hispanic	2,118,797	2,648,373	529,576	25.0%	33.4%	35.6%
Asian, All Ethnicities	443,282	613,817	170,535	38.5%	7.0%	8.3%
Black, All Ethnicities	1,127,751	1,367,873	240,122	21.3%	17.8%	18.4%
Other	175,949	236,249	60,300	34.3%	2.8%	3.2%
White, Non-Hispanic	2,484,330	2,568,666	84,336	3.4%	39.1%	34.5%

Regional Population Change by Race/Ethnicity



United States Census Bureau, American Community Survey, 2020 Five-Year Estimates

Change in Population Share, 2012 vs. 2021



United States Census Bureau, American Community Survey, 2020 Five-Year Estimates

Income and Poverty

Table 13: Houston Median Household Income and Poverty Rates by County

County Name	Median Household Income	% Poverty Level
Fort Bend	\$95,561	7.8%
Brazoria	\$79,270	9.2%
Montgomery	\$77,416	9.9%
Galveston	\$69,369	13.2%
Austin	\$65,365	10.8%
Harris	\$60,146	16.2%
Waller	\$57,654	16.9%
Liberty	\$49,850	14.9%
Wharton	\$49,619	17.5%
Colorado	\$49,504	10.8%
Matagorda	\$45,500	20.1%
Walker	\$41,855	24.1%

Across the Houston Region, 14.4% of the adult civilian noninstitutional population has income below the poverty level. The highest percentage of residents in poverty can be found in Walker County (24.1%) and Matagorda County (20.1%). The lowest rates are found in Fort Bend County (7.8%), Brazoria County (9.2%), and Montgomery County (9.9%).

As expected, the highest household income levels can also be found along with the lowest poverty rates in Fort Bend (\$95,561), Brazoria (\$79,270), and Montgomery (\$77,416) Counties.

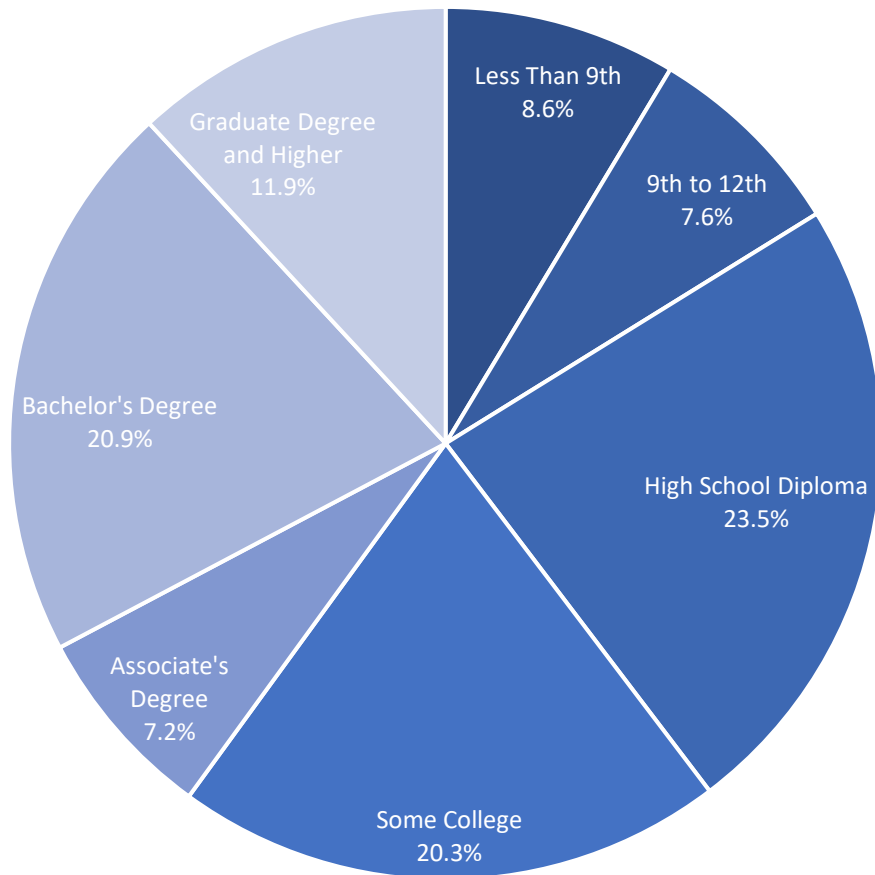
*United States Census Bureau
American Community Survey*

Educational Attainment

Across the Houston Region, approximately one of every seven residents has a level of education below a high school diploma, and another 20% have a diploma, but no further formal education. Just less than a third (32.8%) have a bachelor's degree or higher, which slightly underperforms national averages.

Table 14 Educational Attainment, Houston Region, 2021

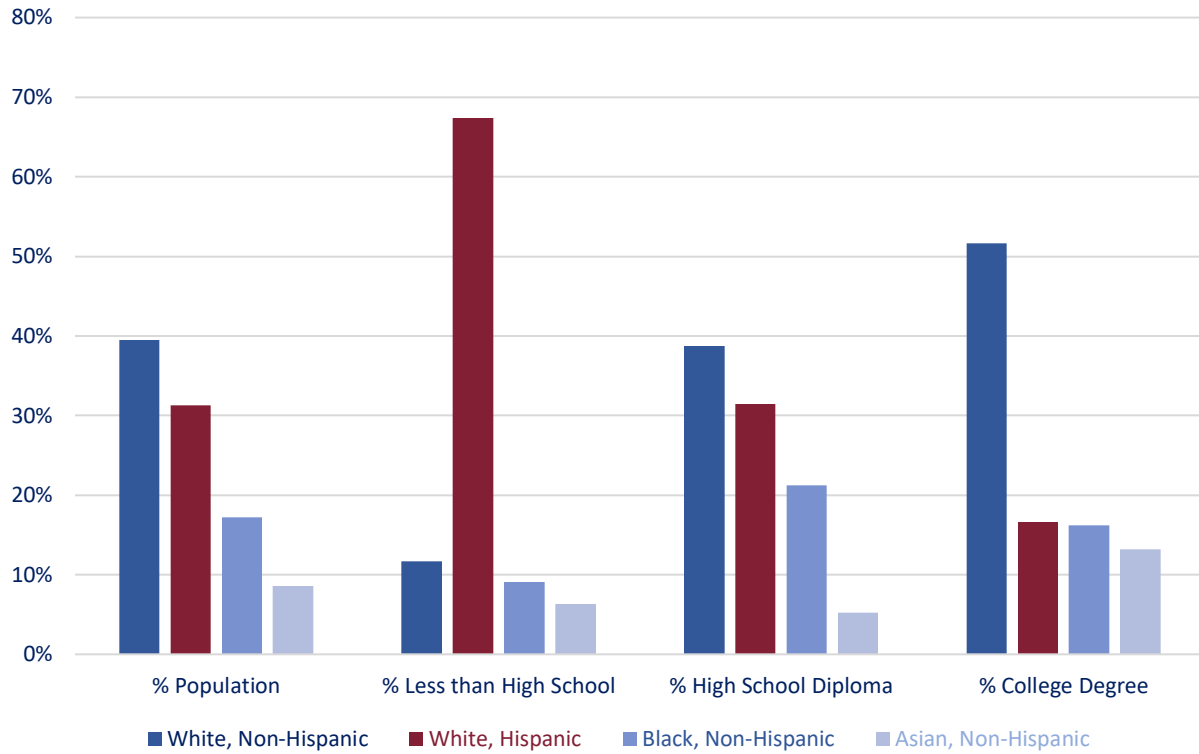
Education Level	% Region Population	% State Population	% National Population
Less Than 9th	8.6%	7.8%	4.9%
9th to 12th	7.6%	7.9%	6.6%
High School Diploma	23.5%	24.8%	26.5%
Some College	20.3%	21.2%	20.1%
Associate's Degree	7.2%	7.5%	8.7%
Bachelor's Degree	20.9%	20.0%	20.3%
Graduate Degree and Higher	11.9%	10.8%	12.8%



United States Census Bureau
American Community Survey

Stark differences in educational attainment levels are found in even a cursory analysis of racial and ethnic distributions of the statistics. White, non-Hispanic residents make up approximately 40% of the region’s population, but only 11.6% of those with less than a high school education. This population subgroup also comprises 39% of those with a high school diploma and 52% of those with a college degree. In the most striking facet of this analysis, Hispanics make up approximately 31% of the total population, but 67% of those with less than a high school education and only 17% of those with a college degree.

Regional Educational Attainment by Race/Ethnicity



United States Census Bureau
American Community Survey

Houston Region Occupations

Table 15: General Industry Categories, Houston Region, 2022

Industry	Jobs
Government	421,651
Health Care and Social Assistance	344,577
Retail Trade	310,460
Accommodation and Food Services	282,169
Professional, Scientific, Technical	228,996
Manufacturing	215,613
Administrative and Waste Services	209,571
Construction	208,035
Wholesale Trade	152,622
Transportation and Warehousing	144,535
Finance and Insurance	100,421
Other Services	87,100
Real Estate and Rental and Leasing	60,992
Mining, Quarrying, Oil/Gas Extraction	59,928
Educational Services	53,098
Management of Companies and Enterprises	41,847
Arts, Entertainment, and Recreation	31,658
Information	28,294
Utilities	18,554
Agriculture, Forestry, Fishing, Hunting	5,480

Economic Modeling Specialists International

Houston Region Occupations

While analysis of industries provides perspective on organizations and employers within the Houston Region, a look at the occupations these businesses employ begins to bring the analysis to a level on which educational strategy can begin to target the high-value careers that can both bring quality opportunities to the region’s students and support the economic prospects of employers, families and communities.

Table 16: Top Fifteen Occupation Families by Total Employment, Houston Region, 2022

Occupation	Jobs	2012-2021 Change	2012-2021 % Change	Annual Openings	% of Occupation Older than 55
Office and Administrative Support	394,794	(4,576)	(1.1%)	56,793	24.8%
Sales and Related	288,074	5,522	2.0%	50,335	21.6%
Transportation and Material Moving	278,003	14,132	5.4%	53,663	22.6%
Food Preparation and Serving Related	265,432	12,301	4.9%	67,170	15.1%
Management	203,433	27,809	15.8%	43,291	24.6%
Educational Instruction and Library	178,209	6,143	3.6%	24,433	20.1%
Production	171,505	(5,255)	(3.0%)	26,693	24.1%
Business and Financial Operations	168,527	12,288	7.9%	27,157	22.4%
Healthcare Practitioners and Technical	166,554	1,941	1.2%	15,282	20.2%
Construction and Extraction	158,971	(4,555)	(2.8%)	22,972	18.8%
Installation, Maintenance, and Repair	133,005	3,840	3.0%	20,472	23.6%
Healthcare Support	120,567	504	0.4%	17,289	23.4%
Building & Grounds Cleaning/Maintenance	88,698	3,881	4.6%	16,826	28.3%
Computer and Mathematical	79,858	1,878	2.4%	10,916	15.3%
Architecture and Engineering	75,246	(2,933)	(3.8%)	8,428	23.2%

*United States Bureau of Labor Statistics
Occupational Employment and Wage Statistics, with analysis by the Partnership for Workforce Innovation*

Health Care Technicians, Practitioners, and Support Occupations

Within the 166,000 Health Care Practitioners, and Support jobs and the 120,000 Health Care Support jobs noted in the preceding table are 88 detailed occupations, clearly illustrating the range of careers, pathways and opportunities that make up the Health Care workforce. Occupations with more than 20% of its workers older than 55 years are highlighted with red text.

Table 17: Health Care Support and Health Care Practitioners and Technical Occupations, Houston, 2022

Occupation	Jobs	Median Earnings	Annual Openings	Educational Requirement	% Older than 55
Health Care Practitioners and Technical					
Registered Nurses	55,802	\$79,878	3,232	Bachelor's	23.0%
Licensed Practical and Vocational Nurses	12,678	\$51,308	1,006	Nondegree award	24.3%
Pharmacy Technicians	8,919	\$37,882	1,017	High school	11.1%
Laboratory Technologists/Techs	6,062	\$56,957	418	Bachelor's degree	20.2%
Pharmacists	6,016	\$129,430	267	Doctoral	20.4%
Medical Records Specialists	4,956	\$44,215	780	Nondegree award	25.3%
Physicians, All Other	4,924	\$183,364	182	Doctoral	27.7%
Radiologic Technologists/Techs	4,339	\$63,354	405	Associate's degree	16.3%
Nurse Practitioners	3,978	\$121,641	602	Master's degree	20.5%
Veterinary Technologists/Techs	3,342	\$33,465	491	Associate's degree	8.8%
Physical Therapists	3,193	\$99,641	212	Doctoral	13.7%
Dentists, General	3,157	\$161,447	557	Doctoral	26.3%
Respiratory Therapists	2,996	\$65,454	146	Associate's degree	19.5%
Surgical Technologists	2,986	\$58,737	211	Nondegree award	12.4%
Physician Assistants	2,678	\$103,545	486	Master's degree	11.5%
Speech-Language Pathologists	2,623	\$77,863	224	Master's degree	15.6%
Dental Hygienists	2,452	\$75,794	172	Associate's degree	14.9%
Emergency Medical Technicians	2,425	\$36,621	288	Nondegree award	7.7%
Occupational Therapists	2,034	\$97,251	200	Master's degree	12.8%
Paramedics	1,987	\$41,072	229	Nondegree award	8.1%
Psychiatric Technicians	1,771	\$36,764	182	Nondegree award	13.5%
Pediatricians, General	1,620	\$258,961	563	Doctoral	28.8%
Diagnostic Medical Sonographers	1,594	\$77,029	118	Associate's degree	15.7%
Nurse Anesthetists	1,425	\$204,217	271	Master's degree	22.9%
General Internal Medicine Physicians	1,311	\$255,321	325	Doctoral	27.9%

Occupation	Jobs	Median Earnings	Annual Openings	Educational Requirement	% Older than 55
Health Care Support					
Home Health and Personal Care Aides	63,536	\$22,729	7,836	High school	32.2%
Nursing Assistants	16,464	\$30,845	2,091	Nondegree award	19.7%
Medical Assistants	16,192	\$36,455	1,970	Nondegree award	8.7%
Dental Assistants	8,038	\$36,889	1,515	Nondegree award	8.4%
Healthcare Support Workers, All Other	2,992	\$38,005	1,104	High school	19.0%
Phlebotomists	2,958	\$36,600	421	Nondegree award	11.2%
Massage Therapists	2,275	\$42,601	555	Nondegree award	14.1%
Physical Therapist Assistants	1,639	\$71,924	332	Associate's degree	12.2%
Veterinary Assistants and Caretakers	1,236	\$29,118	249	High school	9.4%
Orderlies	930	\$29,849	116	High school	17.8%
Occupational Therapy Assistants	899	\$75,188	267	Associate's degree	14.7%
Medical Transcriptionists	872	\$30,232	325	Nondegree award	21.7%
Physical Therapist Aides	861	\$27,632	211	High school	10.5%
Medical Equipment Preparers	810	\$38,753	124	High school	18.9%
Pharmacy Aides	404	\$24,143	101	High school	12.5%
Psychiatric Aides	368	\$29,036	59	High school	20.6%
Occupational Therapy Aides	94	\$28,811	13	High school	11.7%

Texas Workforce Commission
Occupational Employment and Wage Statistics and Occupational Employment Projections Series

Houston Talent Pipeline

The Houston Region is home to 90 degree-granting institutions of higher learning.

Table 18: Houston Region, Top Institutions of Higher Learning

Institution	2020 Awards	Certificates	Degrees
Lone Star College System	11,684	3,262	8,422
University of Houston	11,581	<i>Not Offered</i>	11,581
San Jacinto Community College	7,278	2,243	5,035
Houston Community College	6,693	1,231	5,462
Sam Houston State University	5,395	57	5,338
University of Houston-Downtown	3,764	324	3,440
Lee College	3,684	2,461	1,223
Rice University	2,500	<i>Not Offered</i>	2,500
University of Houston-Clear Lake	2,472	<i>Not Offered</i>	2,472
Prairie View A & M University	1,774	<i>Not Offered</i>	1,774
The University of Texas Health Science Center at Houston	1,743	35	1,708
Texas Southern University	1,417	<i>Not Offered</i>	1,417
College of the Mainland	1,297	631	666
Tulsa Welding School-Houston	1,238	1,238	<i>Not Offered</i>
The University of Texas Medical Branch at Galveston	1,235	26	1,209
Alvin Community College	1,178	373	805
The College of Health Care Professions-Northwest	1,135	804	331
University of St Thomas	1,024	0	1,024
Houston Baptist University	975	3	972
Brazosport College	880	361	519
Wharton County Junior College	739	193	546
Galveston College	660	356	304
Universal Technical Institute of Texas Inc.	643	643	0
Pima Medical Institute-Houston	597	440	157
Florida Career College-Houston	549	543	6
Ogle School Hair Skin Nails-Stafford	470	470	<i>Not Offered</i>
The College of Health Care Professions-Southwest Houston	429	425	4
Baylor College of Medicine	369	<i>Not Offered</i>	369
Altierus Career College-Bissonnet	364	364	0
South Texas College of Law Houston	277	<i>Not Offered</i>	277
North American University	251	<i>Not Offered</i>	251
Chamberlain University-Texas	248	<i>Not Offered</i>	248
Fortis Institute	238	228	10
Fortis College	225	222	3
Houston School of Carpentry	211	211	<i>Not Offered</i>
Center for Advanced Legal Studies	201	158	43
Remington College-North Houston Campus	199	138	61
The University of Texas MD Anderson Cancer Center	190	<i>Not Offered</i>	190

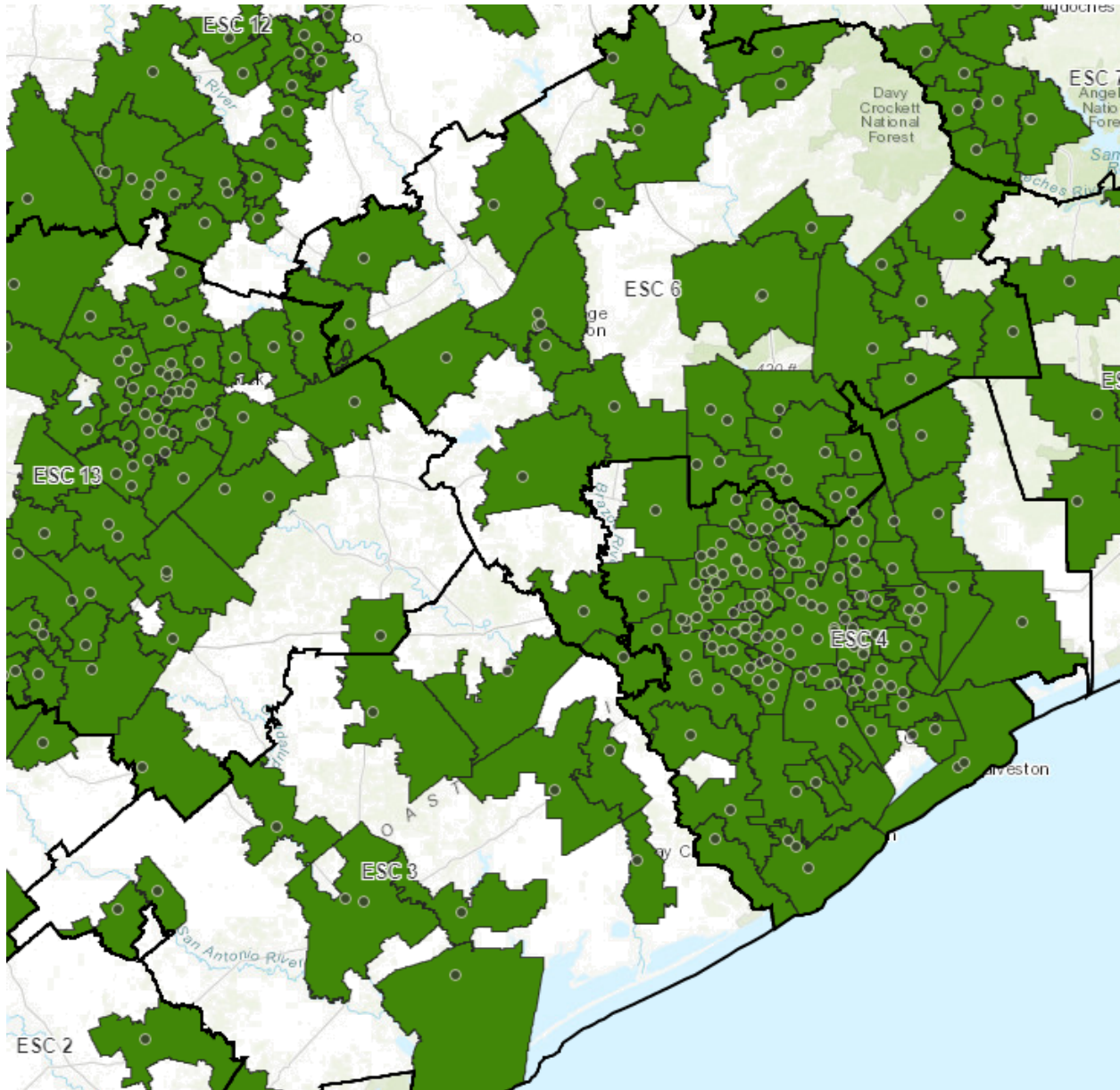
Institution	2020 Awards	Certificates	Degrees
Commonwealth Institute of Funeral Service	183	23	160
Ocean Corporation	169	169	<i>Not Offered</i>
Paul Mitchell the School-Houston	169	169	<i>Not Offered</i>
School of Automotive Machinists & Technology	153	142	11
Houston Barber School	144	144	<i>Not Offered</i>
University of Phoenix-Texas	131	24	107
Vet Tech Institute of Houston	129	<i>Not Offered</i>	129
American InterContinental University-Houston	125	12	113
Paul Mitchell the School-Clear Lake	125	125	<i>Not Offered</i>
Texas Health School	121	121	<i>Not Offered</i>
Northwest Educational Center	120	120	<i>Not Offered</i>
Culinary Institute Inc	111	56	55
College of Health Care Professions (The)	107	107	0
Aviation Institute of Maintenance-Houston	103	103	<i>Not Offered</i>
Texas Barber College	101	101	<i>Not Offered</i>
American Medical Institute Inc.	100	100	<i>Not Offered</i>
Grace School of Theology	92	2	90
The Art Institute of Houston	91	2	89
Sebring Career Schools-Houston	85	85	<i>Not Offered</i>
Texas Chiropractic College Foundation Inc	85	<i>Not Offered</i>	85
Remington College-Houston Southeast Campus	75	61	14
Houston Training Schools-Gessner	63	63	<i>Not Offered</i>
Jay's Technical Institute	60	60	<i>Not Offered</i>
Trend Barber College	48	48	<i>Not Offered</i>
American College of Acupuncture and Oriental Med	44	<i>Not Offered</i>	44
College of Biblical Studies-Houston	43	0	43
MediaTech Institute-Houston	38	3	35
Elite Welding Academy	35	35	<i>Not Offered</i>
Pearland Innovative School of Beauty	35	35	<i>Not Offered</i>
Natural Images Beauty College	33	33	<i>Not Offered</i>
Houston Training School-Main Campus	32	32	<i>Not Offered</i>
Houston Graduate School of Theology	29	0	29
The Vocational Nursing Institute Inc	22	22	<i>Not Offered</i>
Vogue International Academy	20	20	<i>Not Offered</i>
Champion Beauty College	20	20	<i>Not Offered</i>
Trend Barber College	19	19	<i>Not Offered</i>
Interactive College of Technology	17	12	5
K & G 5 Star Barber College	15	15	<i>Not Offered</i>
Houston International College Cardiotech Ultrasound	15	5	10
Mystros Barber Academy	14	14	<i>Not Offered</i>
Sebring Career Schools-Huntsville	10	10	<i>Not Offered</i>
Interactive College of Technology	2	2	0
Interactive College of Technology	0	0	0

National Center for Education Statistics
Integrated Postsecondary Educational Data System

Regional Career and Technical Education

Districts with Healthcare Diagnostics Concentrators and Completers, 2020-2021

Healthcare Diagnostics programs are offered at 11 locations across Region 3, 112 locations in Region 4 and 35 in Region 6.

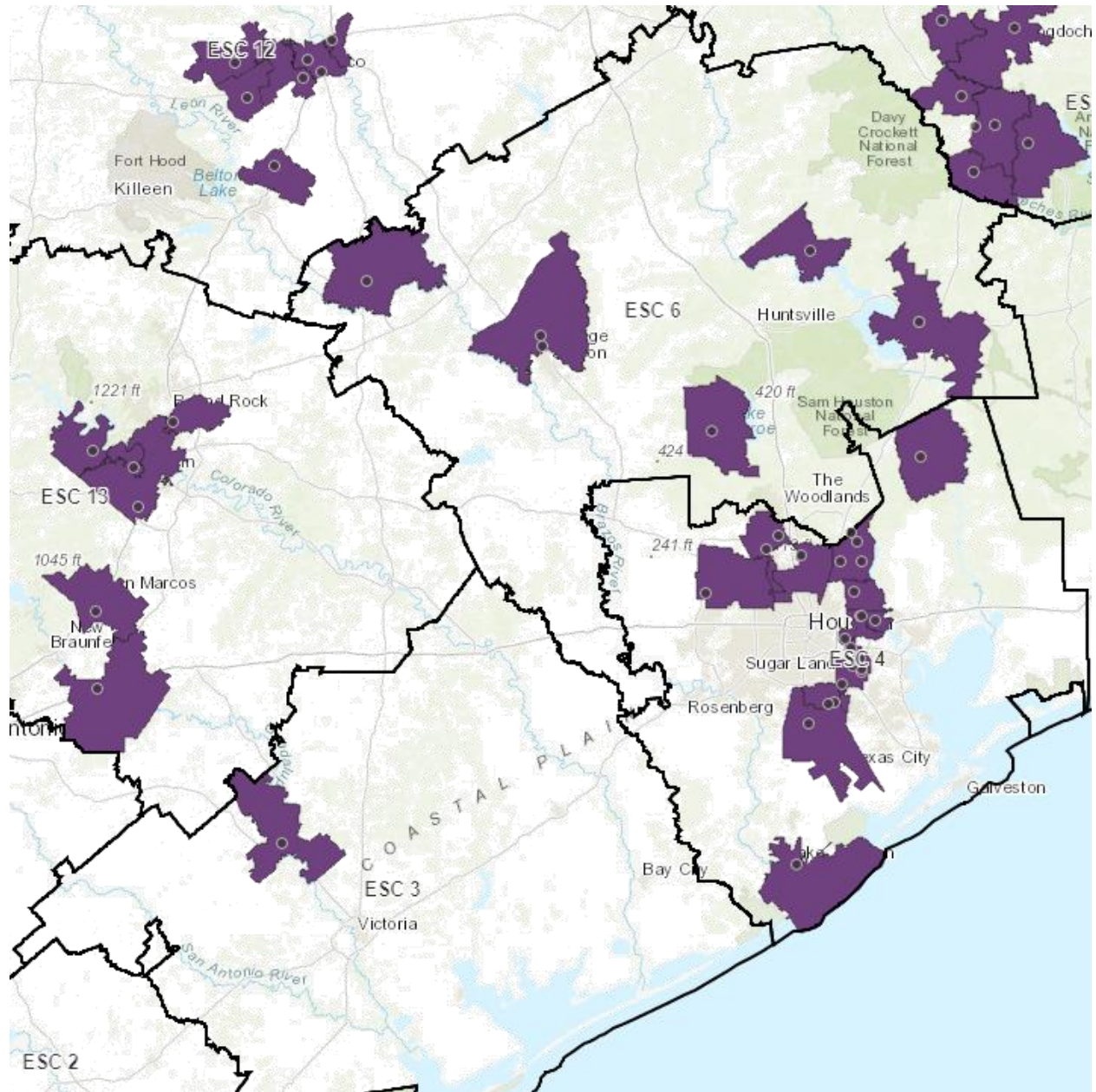


Shaded areas indicate districts with concentrators (two or more courses) and completers. Circles indicate specific campuses with concentrators and completers.³

³ <https://experience.arcgis.com/experience/f0dc818f3900452ea7cb25a95add1dfc/page/Health-Science/>

Districts with Health Informatics Concentrators and Completers, 2020-2021

Health Informatics programs are offered at 1 location across Region 3, 20 locations in Region 4 and 6 in Region 6.

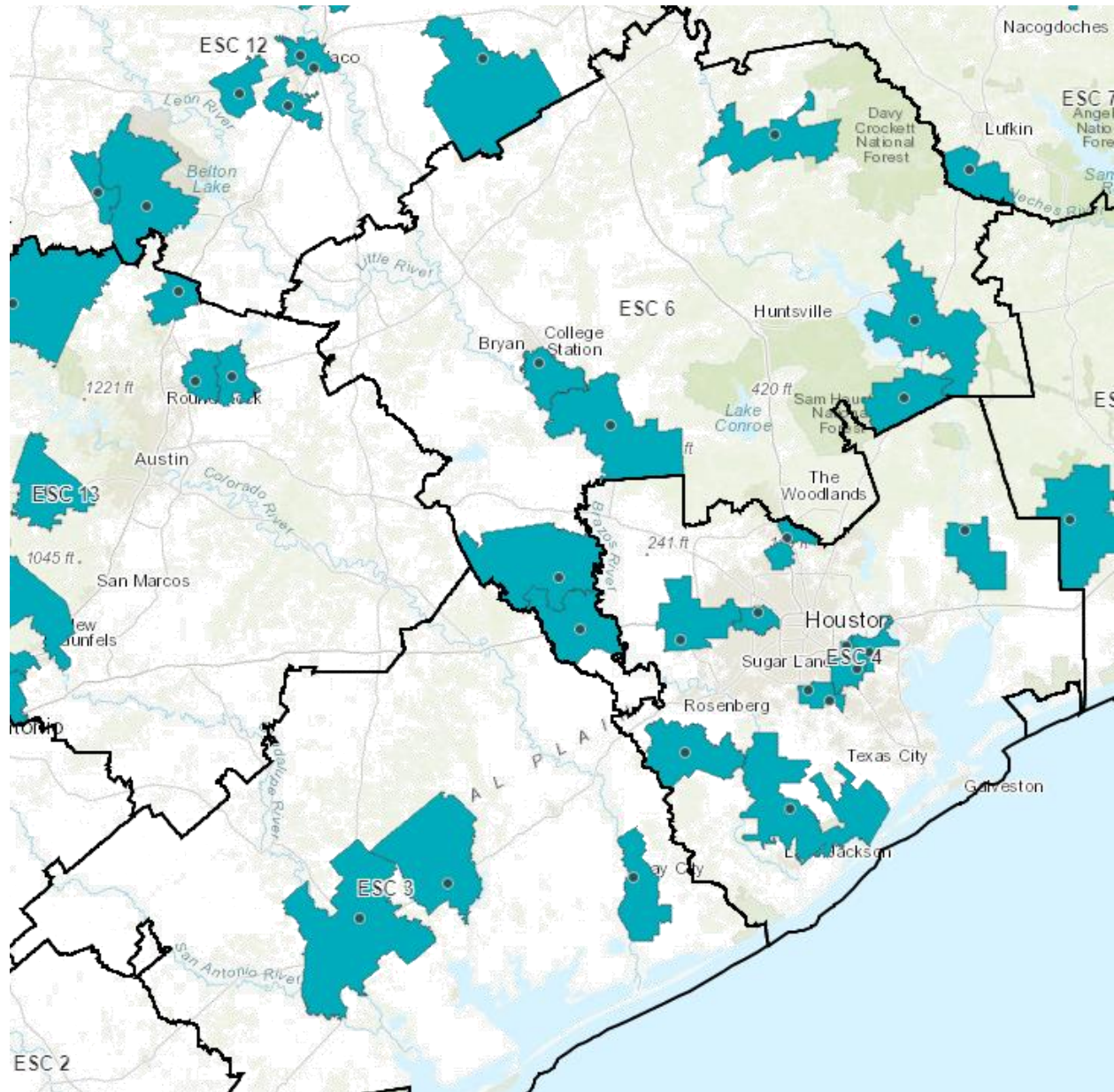


Shaded areas indicate districts with concentrators (two or more courses) and completers. Circles indicate specific campuses with concentrators and completers.⁴

⁴ <https://experience.arcgis.com/experience/f0dc818f3900452ea7cb25a95add1dfc/page/Health-Science/>

Districts with Exercise Science and Wellness Concentrators and Completers, 2020-2021

Healthcare Diagnostics programs are offered at three locations across Region 3, 12 locations in Region 4, and seven in Region 6.

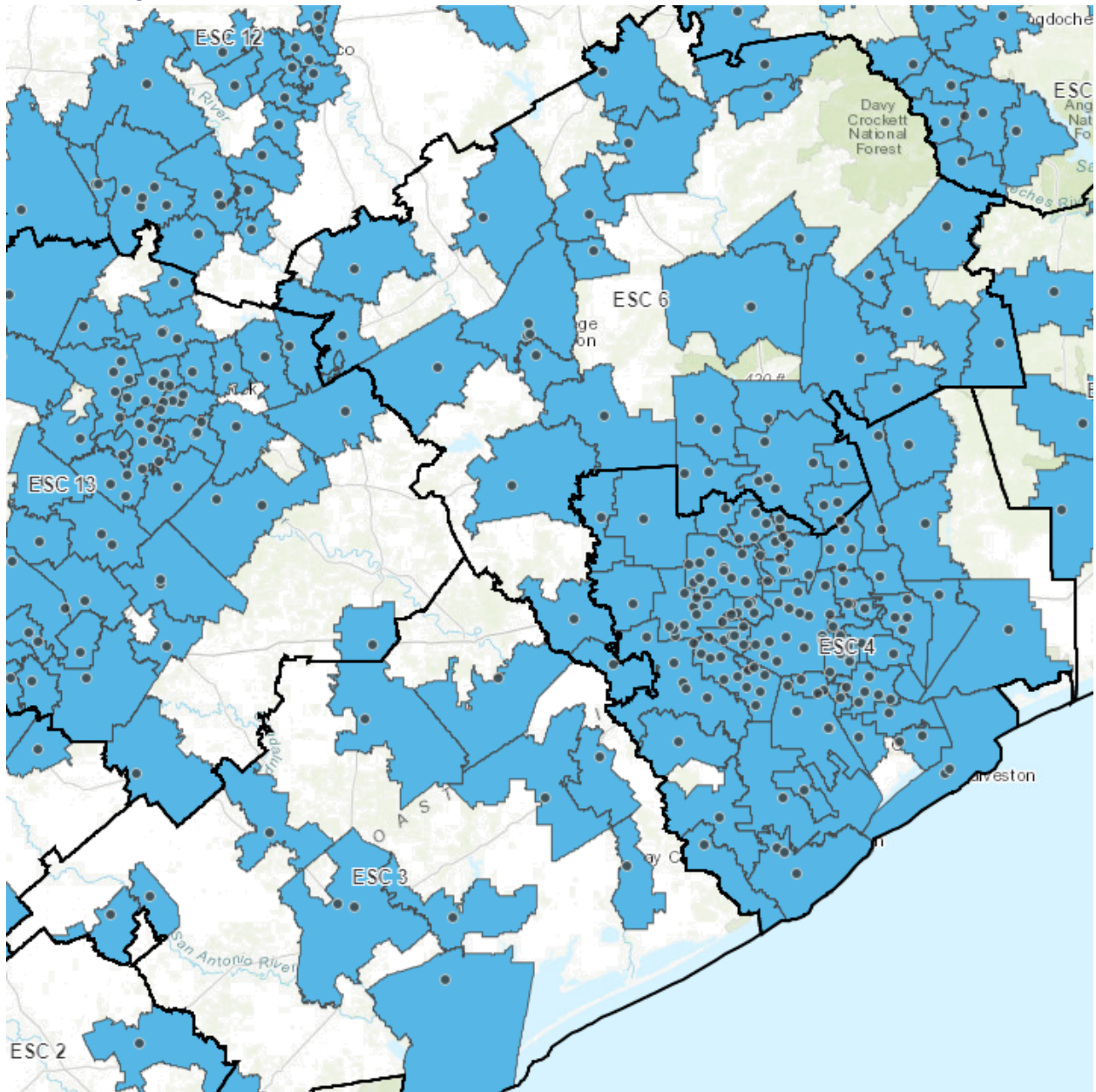


Shaded areas indicate districts with concentrators (two or more courses) and completers. Circles indicate specific campuses with concentrators and completers.⁵

⁵ <https://experience.arcgis.com/experience/f0dc818f3900452ea7cb25a95add1dfc/page/Health-Science/>

Districts with Healthcare Therapeutic Concentrators and Completers, 2020-2021

Healthcare Therapeutic programs are offered at 12 locations across Region 3, 112 locations in Region 4, and 40 in Region 6.

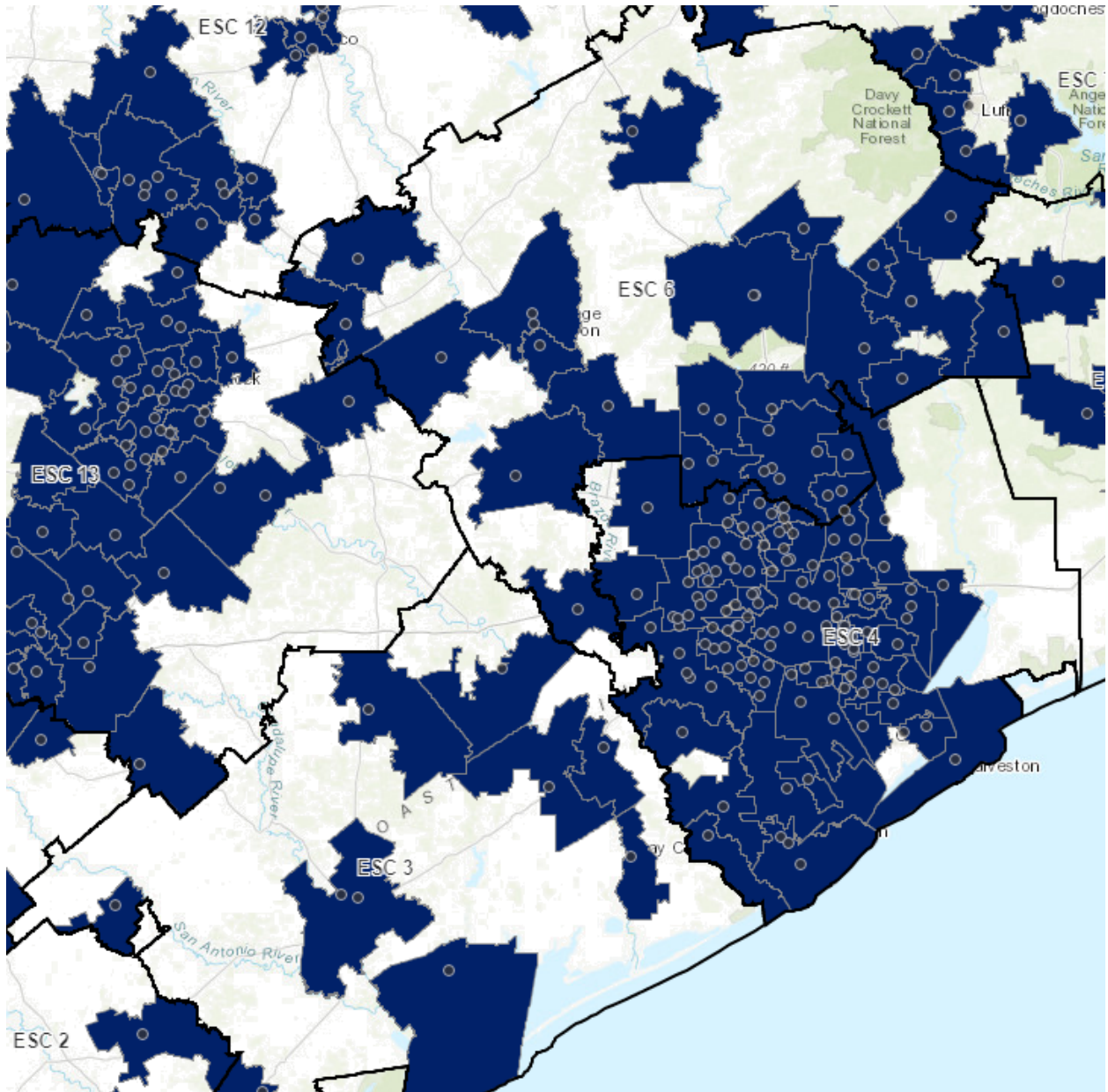


Shaded areas indicate districts with concentrators (two or more courses) and completers. Circles indicate specific campuses with concentrators and completers.⁶

⁶ <https://experience.arcgis.com/experience/f0dc818f3900452ea7cb25a95add1dfc/page/Health-Science/>

Districts with Medical Therapy Concentrators and Completers, 2020-2021

Medical Therapy programs are offered at 10 locations across Region 3, 119 locations in Region 4, and 33 in Region 6.

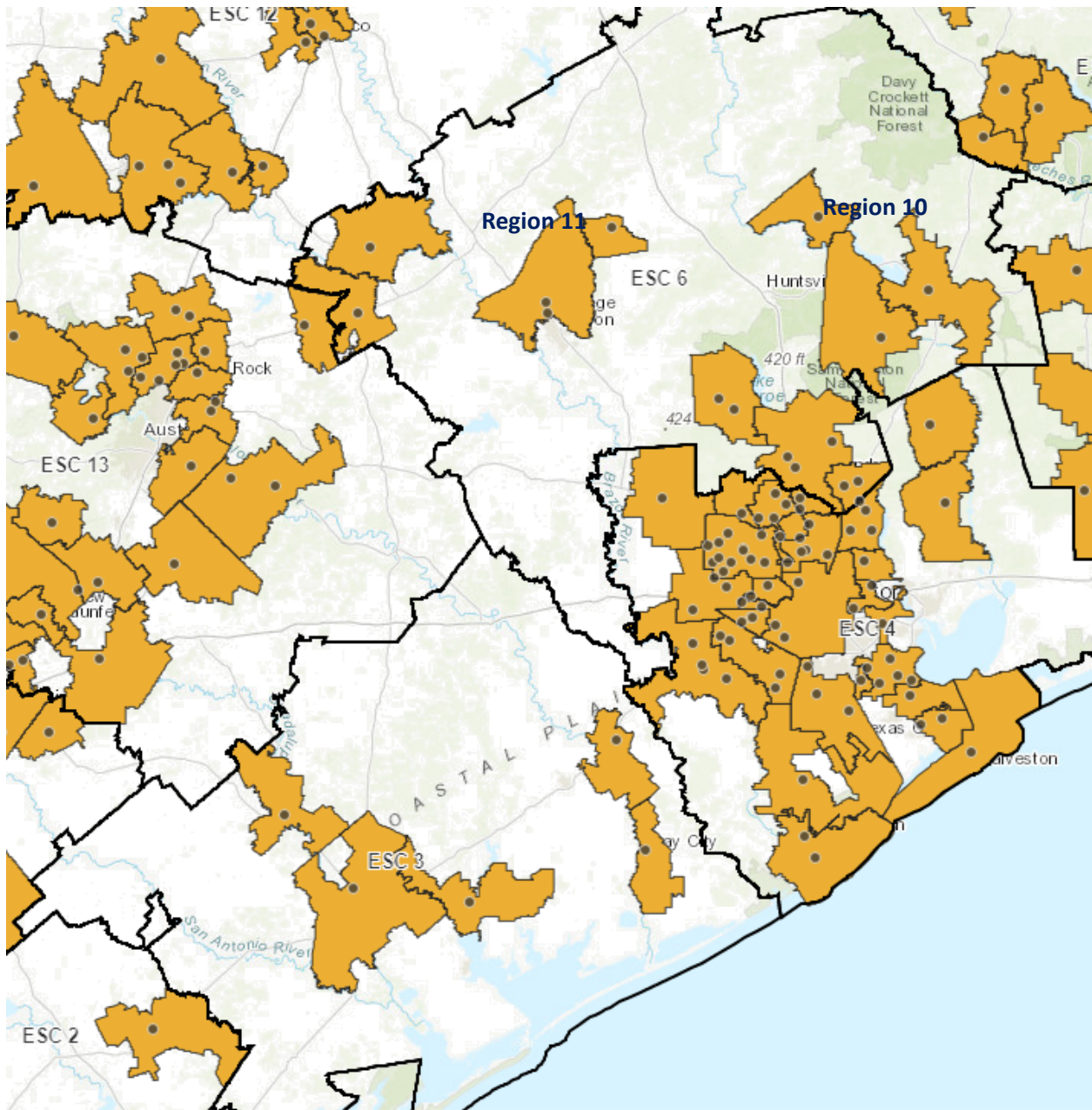


Shaded areas indicate districts with concentrators (two or more courses) and completers. Circles indicate specific campuses with concentrators and completers.⁷

⁷ <https://experience.arcgis.com/experience/f0dc818f3900452ea7cb25a95add1dfc/page/Health-Science/>

Districts with Nursing Science Concentrators and Completers, 2020-2021

Nursing Science programs are offered at five locations across Region 3, 74 locations in Region 4, and 14 in Region 6.



Shaded areas indicate districts with concentrators (two or more courses) and completers. Circles indicate specific campuses with concentrators and completers.⁸

⁸ <https://experience.arcgis.com/experience/f0dc818f3900452ea7cb25a95add1dfc/page/Health-Science/>

Houston Regional Employer Profile

Houston Ambulatory Health Care

Employer	City	Employees
Offices of Physicians (6211)		
2nd MD	Houston	100-249
Baylor College of Medicine	Houston	100-249
Baylor College of Medicine	Houston	100-249
Baylor College-Medicine-Family	Houston	100-249
Baylor Infectious Disease	Houston	100-249
Baylor St Luke's Med Ctr Path	Houston	1,000-4,999
Chi St Luke's Health Baylor Clg	Houston	5,000-9,999
Deke Slayton Cancer Ctr	Webster	100-249
Elite Sinus Spine & Ortho	Houston	100-249
Fondren Orthopedic Group LLP	Houston	100-249
Harborside Medical Group	Galveston	100-249
Jacinto Medical Group	Baytown	100-249
Kelsey-Seybold Clinic	Shenandoah	100-249
Medical Clinic of Houston	Houston	100-249
Methodist Hospital	Houston	5,000-9,999
Oncology Consultants	Houston	100-249
Paul F Fortes MD Plastic Surg	Houston	100-249
Retina Consultants of Houston	Houston	100-249
Texas Medical Ctr	Houston	100-249
UT Medical Branch	Galveston	5,000-9,999
UT Physicians	Houston	100-249
UTMB Health Angleton Danbury	Angleton	100-249
Offices of Dentists (6212)		
Castle Dental Ctr	FM 1960 Rd W # B1	250-499
Piney Point Women's Ctr	Fondren Rd # 275	100-249
Offices of Other Health Practitioners (6213)		
Ashton Parke Care Ctr	Texas City	100-249
Berkeley Eye Ctr	Houston	100-249
Cole Therapy Ctr	Spring	250-499
Cullen Eye Institute	Houston	100-249
Houston Eye Assoc Optical Ctr	Houston	100-249
Nexus Health Systems Inc	Conroe	100-249
Scoggins Therapy	Houston	100-249
Ssc Administrative Svc	Pasadena	100-249
Texas Woman's	Houston	100-249

Employer	City	Employees
US Physical Therapy Inc	Houston	100-249
Zurvita Inc	Houston	100-249
Outpatient Care Centers (6214)		
1960 Family Practice Red Oak	Houston	100-249
Baywind Village Skilled Nurse	League City	100-249
Blues Management	Houston	100-249
Children's Clinic	Richmond	100-249
Davita Med Ctr Dialysis	Houston	100-249
Dialyspa Medical Ctr LLC	Houston	100-249
Elite Center for Minimally	Houston	100-249
First Street Surgical Ctr	Bellaire	100-249
Harris County Hospital Dist	Houston	100-249
Hillcroft Medical Clinic	Sugar Land	100-249
Houston Methodist Debakey	Sugar Land	100-249
Houston Methodist Orthopedics	Sugar Land	100-249
Kelsey-Seybold Clinic	Pearland	100-249
Kelsey-Seybold Clinic	Houston	250-499
Lone Star Family Health Ctr	Conroe	100-249
Medipsych	Houston	100-249
Memorial Hermann Surgcl Hosp	Sugar Land	100-249
Northwest Diagnostic Clinic Pa	The Woodlands	100-249
Nova Med Ctr Greenspoint Office	Houston	1,000-4,999
Oakbend Medical Group Orthpdcs	Richmond	250-499
Smith Clinic	Houston	5,000-9,999
Sugar Land Surgery Ctr	Sugar Land	250-499
Texas Medical Ctr	Houston	100-249
UNIVERSITY OF TX HSC HOUSTON	Houston	250-499
UT Health Dept Diagnostic	Houston	100-249
Ut Physicians Cardiology Clnc	Houston	500-999
West Janisch Health Care	Houston	100-249
Medical and Diagnostic Laboratories (6215)		
1960 Digital Imaging	Houston	100-249
Baylor Genetics	Houston	100-249
Lab Corp	Houston	500-999
Rose Southeast	Houston	100-249
Sagis LLC	Houston	100-249
UTMB Health Diagnostic Imaging	Galveston	10,000+
Home Health Care Services (6216)		
Advanced Health Care Solutions	Rosenberg	100-249

Employer	City	Employees
Brightstar	Sugar Land	100-249
Brightstar Care Friendswood	Friendswood	100-249
Cameo Caregivers	Houston	100-249
Cornerstone Community	Houston	100-249
Creation Living Ctr	Houston	100-249
D & D Care Homes Inc	Sugar Land	100-249
Encore Caregivers	Houston	100-249
Excel E Care	Houston	500-999
Griswold Home Care	Houston	100-249
Home Health Care of Huntsville	Huntsville	100-249
Home Health Resources Agency	Houston	100-249
Independent Home Health Care	Houston	100-249
Kingsley Home Care Inc	Houston	100-249
Livhome Inc	The Woodlands	100-249
Perrylee Home Health Care Svc	Stafford	100-249
Prime Care Medical Svc	Hempstead	100-249
River Kids Texas	Pearland	250-499
Sheltering Arms Senior Svc	Houston	100-249

Houston Hospitals

Industry	City	Employees
General Medical and Surgical Hospitals (6221)		
Advanced Diagnostic Hosp-ClnC	Houston	250-499
Altus Baytown Hospital	Pearland	250-499
Baylor College-Medicine-Alkek	Houston	100-249
Baylor St Luke's Med Ctr	Houston	250-499
Bayside Community Hospital	Anahuac	100-249
Behavioral Hospital-Bellaire	Houston	100-249
CHI St Luke's Health	Houston	250-499
CHI St Luke's Health	Spring	100-249
CHI St Luke's Health-Baylor St	Houston	1,000-4,999
CHI St Luke's Patients Med Ctr	Pasadena	250-499
Columbus Community Hospital	Columbus	100-249
Cornerstone Specialty	Conroe	100-249
Cornerstone Specialty	Webster	250-499
Cypress Creek Hospital	Houston	100-249
El Campo Memorial Hospital	El Campo	100-249
Emergency Hospital Sys	Spring	250-499
Encompass Health Rehab Hosp	Conroe	100-249
Encompass Health Rehab Hosp	Humble	100-249
Encompass Health Rehab Hosp	Houston	100-249
Encompass Health Rehab Hosp	Shenandoah	100-249
Encompass Health Rehab Hosp	Sugar Land	100-249
Encompass Health Rehabilitation	Houston	100-249
First Surgical Hospital	Bellaire	100-249
HCA Houston Healthcare Clear	Webster	1,000-4,999
HCA Houston Healthcare Conroe	Conroe	1,000-4,999
HCA Houston Healthcare Kngwd	Kingwood	500-999
HCA Houston Healthcare MnInd	Texas City	500-999
HCA Houston Healthcare North	Cypress	1,000-4,999
HCA Houston Healthcare Nrthwst	Houston	1,000-4,999
HCA Houston Healthcare PrInd	Pearland	250-499
HCA Houston Healthcare Sthst	Pasadena	1,000-4,999
HCA Houston Healthcare Tomball	Tomball	500-999
Healthbridge Children's Hosp	Houston	100-249
Houston Behavioral Healthcare	Houston	100-249
Houston Methodist	Shenandoah	250-499
Houston Methodist Baytown Hosp	Baytown	1,000-4,999
Houston Methodist Clear Lake	Houston	500-999

Industry	City	Employees
Houston Methodist Continuing	Katy	100-249
Houston Methodist Sugar Land	Sugar Land	1,000-4,999
Houston Methodist West Hosp	Houston	1,000-4,999
Houston Methodist Willowbrook	Houston	1,000-4,999
Houston Physicians Hospital	Webster	100-249
Huntsville Memorial Hospital	Huntsville	100-249
Huntsville Memorial Hospital	Huntsville	250-499
Intracare North Hospital	Houston	100-249
John Sealy Hospital	Galveston	1,000-4,999
Kindred Hospital Houston	Houston	100-249
Kindred Hospital-Clear Lake	Webster	250-499
Kindred Hospital-Houston Med	Houston	250-499
Kindred Hospital-Sugar Land	Sugar Land	250-499
Kingwood Pines Hospital	Kingwood	100-249
LYNDON B Johnson Hospital	Houston	250-499
Mainland Medical Ctr	Texas City	100-249
Matagorda Regional Medical Ctr	Bay City	250-499
MDACC	Houston	100-249
Memorial Hermann Greater Hts	Houston	1,000-4,999
Memorial Hermann Katy Hospital	Katy	500-999
Memorial Hermann Meml City Med	Houston	1,000-4,999
Memorial Hermann Multi-Spec	Lake Jackson	100-249
Memorial Hermann Northeast Hsp	Humble	500-999
Memorial Hermann Ortho-Spine	Bellaire	250-499
Memorial Hermann Southeast Hsp	Houston	1,000-4,999
Memorial Hermann Sugar Land	Sugar Land	250-499
Memorial Hermann SW Hospital	Houston	1,000-4,999
Memorial Hermann the Woodlands	Shenandoah	500-999
Memorial Hermann-Tx Med Ctr	Houston	1,000-4,999
Menninger Clinic	Houston	250-499
New Horizon Hospital	Houston	100-249
Nexus Children's Hospital	Spring	100-249
Nexus Specialty Hospital	Shenandoah	100-249
North Cypress Med Ctr	Houston	100-249
Oakbend Medical Ctr	Richmond	500-999
Oakbend Wharton Hosp Campus	Wharton	250-499
Oakbend Williams Way Hosp Cmps	Richmond	250-499
Pam Health Rehab Hosp-Clear	Webster	100-249
PAM Health Rehab Hosp-Humble	Humble	100-249

Industry	City	Employees
Pam Rehabilitation Hosp-Clear	Webster	100-249
Rice Medical Ctr	Eagle Lake	100-249
School-Medicine Alumni	Galveston	250-499
Shriners Hospitals for Children	Galveston	100-249
Shriners Hospitals for Children	Houston	100-249
Spring Central Hospital	Spring	250-499
St Joseph's Medical Ctr	Houston	1,000-4,999
St Luke's Health-The Woodlands	The Woodlands	500-999
St Luke's Lakeside Hospital	The Woodlands	100-249
St Luke's Sugar Land Hospital	Sugar Land	250-499
Texas Children's Hosp Ofc-Dvmnt	Houston	100-249
Texas Emergency Hospital	Cleveland	100-249
TIRR Memorial Hermann	Houston	500-999
TOPS Surgical Specialty Hosp	Houston	100-249
Townsen Memorial Hospital	Humble	250-499
UNIVERSITY-TX MD ANDERSON CNCR	Houston	10,000+
University-Tx Med Br Galveston	Galveston	500-999
UT Health Harris County Psych	Houston	250-499
UTMB Health League City Campus	League City	250-499
Vca Kingwood Hosp	Kingwood	100-249
Woman's Hospital of Texas	Houston	500-999
Woodlands Nursing & Rehab Ctr	Spring	100-249
Woodlands Specialty Hospital	The Woodlands	100-249
Psychiatric and Substance Abuse Hospitals (6222)		
Cullen Caners	Houston	250-499
Gulf Coast Ctr	Galveston	250-499
Mhmra	Houston	1,000-4,999
Neuro Behavioral Resources	Conroe	100-249
Tri-County Behavioral Hlthcr	Conroe	500-999
Other Specialty (except psychiatric and substance abuse) Hospitals (6223)		
MD Anderson Cancer Ctr	Houston	10,000+
Memorial Hermann Cancer Ctr	Houston	5,000-9,999
Memorial Hermann Cancer Ctr	Houston	1,000-4,999
RMCC Cancer Ctr LLC	The Woodlands	100-249
University-Tx MD Anderson Cnrc	Houston	10,000+

Houston Residential and Skilled Nursing Facilities

Employer	City	Employees
Nursing Care Facilities (6231)		
Abundant Grace Care Homes Inc	Houston	100-249
Acuity Hospital-Houston	Houston	100-249
Afton Oaks Nursing & Rehab Ctr	Houston	100-249
Amazing Grace Care Homes	Houston	100-249
Arboretum of Winnie	Winnie	100-249
Bartley Dionnedra D	Humble	100-249
Briarwood Nursing & Rehab	Houston	100-249
Brookshire Nursing Ctr	Brookshire	100-249
Capital Plus Inc	Pasadena	100-249
Century Care Inc	Houston	100-249
Concierge	Houston	100-249
Country Village Care Inc	Angleton	100-249
Courtyards At Pasadena	Pasadena	100-249
Cwp Apollo Healthcare at Tx	Texas City	100-249
Faith Memorial Nursing Home	Houston	100-249
Focused Care at Beechnut	Houston	100-249
Garden Terrace at Houston	Houston	100-249
Gourdine Shemika L	Houston	100-249
HMG Park Manor of South Belt	Houston	100-249
HMG Park Manor of Tomball	Tomball	100-249
Ibe Deloris N	Katy	100-249
Jacinto Nursing & Rehab Ctr	Houston	100-249
Lane Alice	Katy	100-249
Legend Oaks Healthcare & Rehab	Houston	100-249
Legend Oaks-East Houston LP	Houston	100-249
Lexington Place Health Care	Houston	100-249
Life Shiner Care Nursing Home	Houston	100-249
Manorcare Health Svc	Houston	100-249
Marshall Jazmine	Houston	100-249
Mcclure Shawntay	Houston	100-249
Memorial Hermann Hospice	Houston	100-249
Nursing Home Neglect & Abuse	Houston	100-249
Oakmont Nursing-Rehab Ctr-Katy	Katy	100-249
Park Manor of Conroe	Conroe	100-249
Park Manor of Conroe	Conroe	100-249
Park Manor of Cyfair	Houston	100-249
Park Manor of Cypress Station	Houston	100-249
Park Manor of Humble	Humble	100-249
Park Manor of Quail Valley	Missouri City	100-249

Employer	City	Employees
Regent Care Ctr	Spring	100-249
Roberts Sade M	Houston	100-249
Senior Care Ctr Ltc	Pasadena	100-249
Seven Acres Jewish Senior Care	Houston	250-499
St Dominic Nursing Home	Houston	100-249
Tomball Rehab & Nursing	Tomball	100-249
Vosswood Nursing Ctr	Houston	100-249
Wharton Manor Nurse-Cnvlsct	Wharton	100-249
Willowbrook Senior Living	Houston	100-249
Windsong Care Ctr	Pearland	100-249
Woodridge Nursing Rehab	Houston	100-249
Continuing Care, Assisted Living Facilities (6233)		
Ashford Gardens-Cantex	Houston	100-249
Belmont Village Assisted	Houston	100-249
Broadmoor At Creekside Park	Spring	100-249
Brookdale Galleria	Houston	250-499
Brookdale Willowbrook Park	Houston	100-249
Care For Elders	Houston	100-249
Century Care of America Inc	Tomball	100-249
Clarewood House	Houston	100-249
Crescent-Cantex	Sugar Land	100-249
Cullen Residence Hall	Houston	100-249
Cypress Woods Care Ctr	Angleton	100-249
Delaney Parkway Lakes	Richmond	100-249
Eagle's Trace Senior Living	Houston	100-249
Erickson Retirement Cmnty LLC	Houston	250-499
Forum At Meml Woods Healthcare	Houston	100-249
Forum At the Woodlands	Spring	100-249
Garden Villa Nursing & Rehab	El Campo	100-249
Gardens of Bellaire	Bellaire	100-249
Hallmark	Houston	100-249
Holly Hall Retirement Cmnty	Houston	100-249
Legacy Assisted-Independent	Bay City	100-249
Legacy Campus	Bay City	100-249
Park Manor	Houston	100-249
Regent Care Ctr of Lake City	League City	100-249
Richmond State Supported Lvng	Richmond	1,000-4,999
Sam Houston Gdn Nurse-Rehab LP	Houston	100-249
Silverado Senior Living	Sugar Land	100-249



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