



H.E. BUTT
FOUNDATION

ECONOMIC AND LABOR MARKET ANALYSIS

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ALEXANDER
RESEARCH & CONSULTING

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The H. E. Butt Foundation is an operating foundation focused on spiritual formation and health in families and children. Headquartered in Kerrville, Texas with offices in San Antonio, much of our work takes place deep in the Texas Hill Country on 1,900 acres situated along the Frio River Canyon. There, we run five programs—a youth camp, a family camp, an adult retreat center, an outdoor school, and a camp that provides free facility use to qualifying groups. Outside the Canyon, we operate a sixth program dedicated to fostering community engagement on behalf of families and children in the places we live and work—San Antonio, Kerrville, and Real County.

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Alexander Research & Consulting provides insights and support to help organizations amplify their impact. Specializing in community, economic, and workforce development, I offer a wide range of services, including research, analytics, program evaluation, strategic planning, and implementation support.

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TABLE OF CONTENTS

Executive Summary	1
The Real County Economic Region	3
Labor Force Characteristics	9
Workforce Demand	13
Educational Infrastructure	29
Recommendations	37

EXECUTIVE SUMMARY

As part of its Real County Community Initiative, the H. E. Butt Foundation wanted to understand economic opportunities and workforce training needs of Real County residents in the context of their greater economic region. To do this, the Foundation partnered with Alexander Research and Consulting to examine available economic and labor force data, highlight important characteristics and trends related to economic opportunities and workforce training needs, and make recommendations for community leaders in Real County to improve workforce training options and access to economic opportunities.

Many employed residents of Real County work in surrounding counties, primarily Edwards, Uvalde, Kerr and even Bexar County. Thus, to understand economic opportunities for Real County residents, we studied the industries and occupations in Real County as well as the surrounding employment destinations. In Real County, the largest industries are accommodation and food services, other services, education, retail trade, and health care. The primary employment destinations—Edwards, Uvalde, and Kerr Counties—and the secondary employment destination—Bexar County—offer employment opportunities that span a larger variety of industry sectors with higher income earning potential.

The Real County economy proved to be quite resilient during the Pandemic-related recession, spurred by continued growth in tourism and the expansion of remote work. Although the unemployment rate in Real County has consistently been above the state's since 2010, it did not spike nearly as high as the state's unemployment rate did during the economic shutdown in 2020. Furthermore, there were more residents working by the end of 2022 than there were before the Pandemic started and the labor force was larger overall. In other words, the Real County economy and labor market weathered the Pandemic well and recovered fairly quickly.

However, a number of labor force characteristics point to significant weaknesses related to the Real County workforce. The primary area of concern is labor force participation, which is the share of the working age population that is working or actively looking for work. In Real County, only 55 percent of men and 59 percent of women ages 20 to 64 participate in the labor force. By comparison, in Texas, 84 percent of men and 71 percent of women ages 20 to 64 participate in the labor force. Aside from gender, only one out of two people in Real County with a high school diploma or less, one out of three young adults (ages 16 to 24), and three out of five people of prime working age (ages 25 to 64) participate in the labor force. These participation rates are all much lower than the state's. This means that the size of the labor force in Real County is relatively low in comparison to the size of its working age population.

In Real County, the largest number of jobs are in office and administrative support occupations and sales and related occupations. The highest paying jobs are in educational instruction occupations and management occupations. The occupational families with the highest number of expected openings are food preparation, office and administrative support, sales and related, building and grounds cleaning and maintenance, and healthcare support. As mentioned above, the primary and secondary employment destinations offer employment opportunities in a wider array of industries. This is also true for occupations, both in terms of the types of careers and opportunities for advancement.

The most relevant fields of study that are related to occupations that are highest in-demand in Real County and require training beyond a high school diploma are: business (including entrepreneurship), healthcare, teaching, and trades/equipment operators/maintenance and repair. School districts are the largest and most accessible training provider in Real County, providing dual credit courses, career and technical education, and industry recognized credentials. Postsecondary education and workforce training is also available through Southwest Texas Junior College and through Workforce Solutions Middle Rio Grande's network of eligible training providers, but the in-person training programs take place outside of Real County. There are not currently any registered apprenticeship programs.

Although Real County's economy proved to be resilient, its workforce system needs strengthening—for the benefit of both residents and employers. Recommendations for enhancing the Real County workforce system center improving the alignment of education and training programs with workforce demand.

The recommendations for improving alignment are listed below.

- ▶ Promote career readiness through career and technical education and work-based learning experiences at the school districts.
- ▶ Strengthen the postsecondary education ecosystem for residents of Real County.
- ▶ Ensure adults have opportunities to pursue postsecondary training to support career advancement and upskilling.

THE REAL COUNTY ECONOMIC REGION



A study of commuting patterns can help define economic regions. These patterns show where employers in a community source labor and where workers in the community seek economic opportunities. The data shows where employment centers are and where pools of labor live. These patterns show the connections between counties, which inform the definition of the geographic areas that are the basis of this study.

Real County is a net exporter of labor: more workers commute out of the county for work than commute in. The individuals who live and work in Real County account for a little over half of all workers employed in the county but less than one-third of the employed residents.

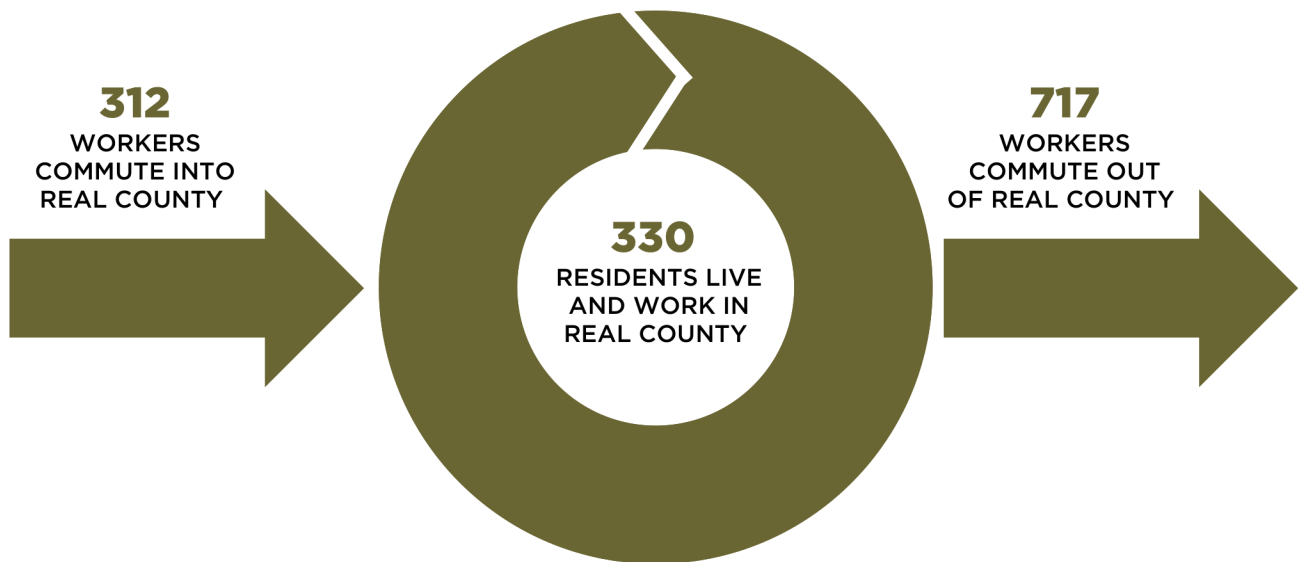


FIGURE 1. INFLOW/OUTFLOW OF WORKERS, 2019 Source: U.S. Census Bureau. LEHD Origin-Destination Employment Statistics.

Within Real County, Leakey is the primary employment center—it is where most of the jobs in the county are located. Camp Wood is the primary source of workers—it is where most of the workers in the county live.

Outside of Real County, the top sources of workers for employers that are located in Real County are Uvalde, Bexar, Medina, Upton, and Kerr counties. One out of every four workers who are employed in Real County are from one of these five counties. The top destinations for employed residents are Bexar, Edwards, Uvalde, Kerr, and Travis Counties. These destinations are where 35 percent of employed residents commute.

FIGURE 2. WHERE WORKERS IN REAL COUNTY LIVE, 2019

	COUNT	SHARE
Camp Wood, TX	73	11.4%
Leakey, TX	39	6.1%
San Antonio, TX	23	3.6%
Uvalde, TX	22	3.4%
Rankin, TX	17	2.6%
Rocksprings, TX	9	1.4%
Sabinal, TX	9	1.4%
Del Rio, TX	7	1.1%
Hondo, TX	6	0.9%
Eagle Pass, TX	5	0.8%
All Other Locations	432	67.3%

FIGURE 3. WHERE EMPLOYED RESIDENTS OF REAL COUNTY WORK, 2019

	COUNT	SHARE
Leakey, TX	161	15.4%
San Antonio, TX	105	10.0%
Rocksprings, TX	73	7.0%
Camp Wood, TX	57	5.4%
Kerrville, TX	42	4.0%
Uvalde, TX	35	3.3%
Austin, TX	24	2.3%
Del Rio, TX	20	1.9%
Laredo, TX	20	1.9%
Dallas, TX	18	1.7%
All Other Locations	492	47.0%

FIGURE 4. WHERE WORKERS IN REAL COUNTY LIVE, 2019

	COUNT	SHARE
Real County, TX	330	51.4%
Uvalde County, TX	67	10.4%
Bexar County, TX	29	4.5%
Medina County, TX	20	3.1%
Upton County, TX	20	3.1%
Kerr County, TX	18	2.8%
Edwards County, TX	16	2.5%
Bandera County, TX	15	2.3%
Maverick County, TX	10	1.6%
Kendall County, TX	9	1.4%
All Other Locations	108	16.8%

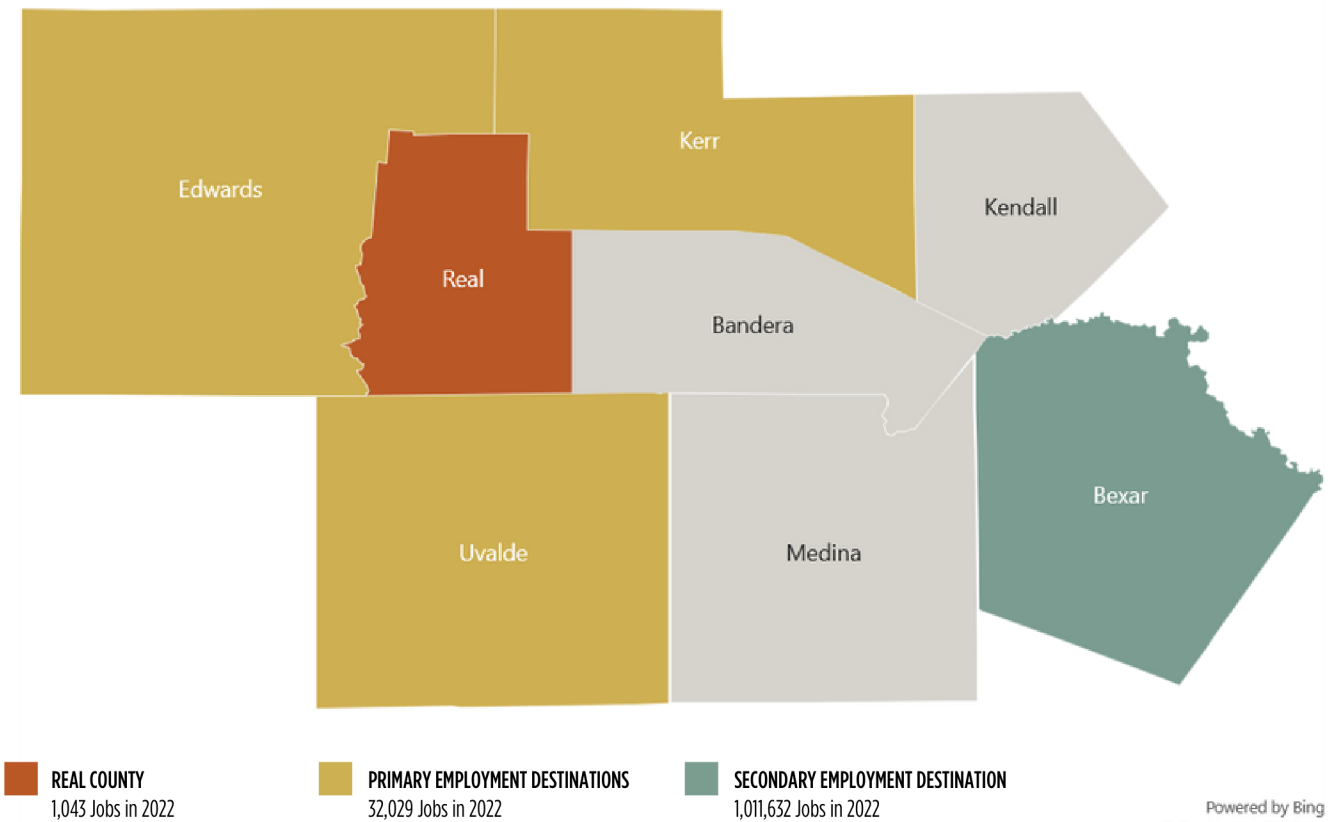
FIGURE 5. WHERE EMPLOYED RESIDENTS OF REAL COUNTY WORK, 2019

	COUNT	SHARE
Real County, TX	330	31.5%
Bexar County, TX	116	11.1%
Edwards County, TX	90	8.5%
Uvalde County, TX	68	6.5%
Kerr County, TX	62	5.9%
Travis County, TX	32	3.1%
Harris County, TX	28	2.7%
Dallas County, TX	24	2.3%
Val Verde County, TX	21	2.0%
Webb County, TX	20	1.9%
All Other Locations	256	24.5%

Source: U.S. Census Bureau. LEHD Origin-Destination Employment Statistics.

To understand the workforce training needs in Real County, we will study economic opportunity in three geographic areas that are defined based the commuting trends. The first geographic region is Real County, which had just over 1,000 jobs in 2022. The second region, Primary Employment Destinations (Primary), is composed of those surrounding counties—Edwards, Kerr, and Uvalde—that are established employment destinations for Real County residents and, together, had more than 32,000 jobs in 2022. The third region, Secondary Employment Destination (Secondary), is also a top employment destination for Real County residents but is presented separately because of the size of the employment base—Bexar County, the closest large metropolitan area—had more than 1 million jobs in 2022. The other nearby counties—Bandera, Kendall, and Medina—are more often sources of workers than employment destinations.

FIGURE 6. REAL COUNTY REGIONS OF ECONOMIC OPPORTUNITY



Source: Alexander Research and Consulting and Lightcast 2023.1 – QCEW Employees, Non-QCEW Employees, and Self-Employed.

A look at the jobs based at employers in these counties shows that each of these three geographic areas recovered all jobs lost from the Great Recession. Real County and Bexar County (secondary) experienced explosive job growth in the years leading up to the recent Pandemic-induced recession while the three counties that comprise the primary employment destinations experienced a slower recovery and stable employment leading up to 2020.

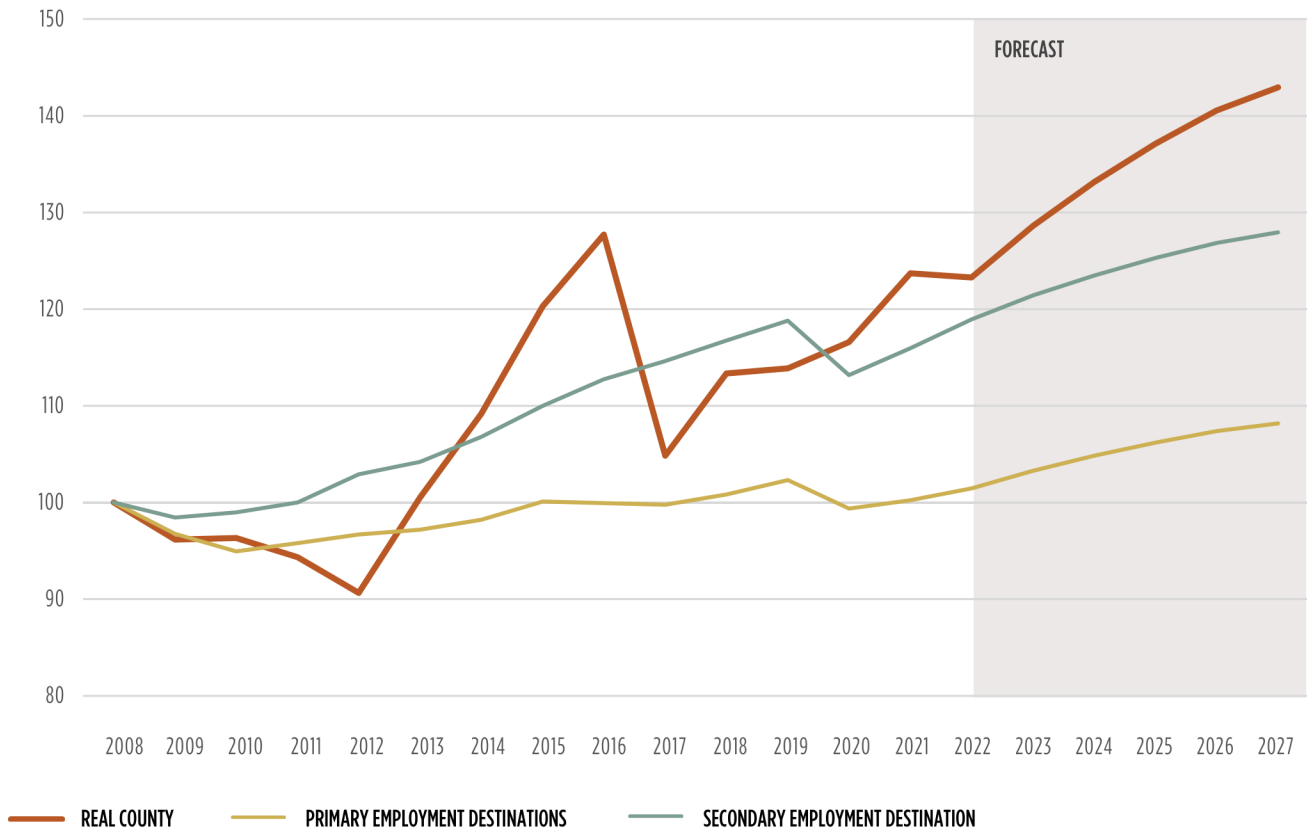
Between 2012 and 2016, Real County saw a significant expansion of its retail trade, health care, accommodation and food services, and other services sectors. Between 2016 and 2017, however, Real County experienced job losses related to downsizing in the other services category, in particular in the subsector categorized as religious organizations.

Both the primary and secondary employment destinations experienced significant job losses during 2020. In contrast, Real County saw job growth during this difficult period, proving to be resilient in this most recent economic downturn.

These employment numbers are annual averages, which masks seasonal swings in employment. However, it should be noted that Real County’s high season for tourism extends from May to September. During the summer months, employment in the county is about 20 percent higher than it is in January and February.

FIGURE 7. COMPARATIVE JOB BASE, 2008 – 2027

2008 = 100



Source: Lightcast 2023.1 – QCEW Employees, Non-QCEW Employees, and Self-Employed.

Looking at employment by industry provides insights into the distribution of jobs across the different industry sectors and across the three geographic regions. Figure 8 also shows average earnings per job for each industry and for each geography. The average earnings per job figures reflect both the wage levels of workers in these industries and the mix of occupations.

In Real County, the largest industry sectors are accommodation and food services, other services, education, retail trade, and health care. The largest component of other services is religious organizations. In the primary employment destinations area, the top four sectors are the same. However, construction surpasses other services in these counties to round out the top five. In the secondary employment destination, administrative and support services enters the mix to round out the top five.

When comparing the distribution of jobs and the average earnings per job across the three geographies what is apparent is the diversity of sectors and opportunities for economic advancement that Real County residents can access when they seek and secure employment in these other two employment destinations.

FIGURE 8. EMPLOYMENT BY INDUSTRY

DESCRIPTION	REAL		PRIMARY		SECONDARY	
	2022 JOBS	AVG. EARNINGS PER JOB	2022 JOBS	AVG. EARNINGS PER JOB	2022 JOBS	AVG. EARNINGS PER JOB
Accommodation and Food Services	192	\$23,248	3,493	\$29,475	96,540	\$29,146
Other Services (except Public Administration)	166	\$34,317	2,246	\$29,879	47,551	\$35,478
Education	142	\$52,004	3,265	\$54,299	92,588	\$65,240
Retail Trade	135	\$28,624	4,525	\$43,152	97,124	\$48,445
Health Care and Social Assistance	131	\$44,805	5,323	\$61,682	138,696	\$68,723
Agriculture, Forestry, Fishing, and Hunting	65	\$45,566	1,072	\$43,826	1,721	\$52,990
Government	57	\$44,411	1,800	\$72,254	34,405	\$90,157
Construction	35	\$37,415	2,513	\$58,263	56,857	\$70,353
Manufacturing	27	\$52,167	1,701	\$81,337	39,169	\$87,329
Administrative Support and Waste Management and Remediation Services	24	\$36,568	966	\$80,556	73,662	\$54,292
Real Estate and Rental and Leasing	16	\$36,440	490	\$54,413	21,255	\$73,690
Finance and Insurance	15	\$84,698	743	\$79,034	70,468	\$116,105
Professional, Scientific, and Technical Services	12	\$63,394	810	\$66,186	55,452	\$93,841
Information	0	\$0	338	\$72,413	15,518	\$93,480
Management of Companies and Enterprises	0	\$0	79	\$66,421	11,977	\$147,787
Wholesale Trade	<10	Insf. Data	581	\$67,058	29,468	\$92,340
Transportation and Warehousing	<10	Insf. Data	563	\$54,179	32,965	\$61,730
Arts, Entertainment, and Recreation	<10	Insf. Data	286	\$39,270	16,599	\$43,137
Mining, Quarrying, and Oil and Gas Extraction	<10	Insf. Data	157	\$76,766	2,473	\$154,415
Utilities	<10	Insf. Data	117	\$144,569	553	\$119,346

Source: Lightcast 2023.1 - QCEW Employees, Non-QCEW Employees, and Self-Employed.

Note: Education includes public schools and Health Care and Social Assistance includes public hospitals.

Figure 9 shows the sources of job growth expected over the next five years. In Real County, those same five industry sectors are expected to also be the top sources of growth with the addition of agriculture, forestry, fishing and hunting. In the primary area, the top sources of job growth are expected to include construction and manufacturing along with health care, accommodation and food services, and retail trade. In the secondary area, the top sources of growth are healthcare, accommodation and food services, education, professional services, and administrative and support services. This highlights the growing opportunities for Real County residents in sectors like manufacturing, construction, and professional services that are based in surrounding regions.

FIGURE 9. CHANGE IN EMPLOYMENT BY INDUSTRY, 2023-2027

Description	REAL	PRIMARY	SECONDARY
Accommodation and Food Services	+30	+171	+7,333
Health Care and Social Assistance	+23	+210	+8,014
Other Services (except Public Administration)	+18	+48	+1,625
Agriculture, Forestry, Fishing and Hunting	+12	-31	+168
Retail Trade	+10	+132	+3,259
Education	+10	+57	+6,021
Administrative and Support and Waste Management and Remediation Services	+7	+93	+5,191
Finance and Insurance	+6	+1	+3,266
Manufacturing	+5	+218	+1,546
Construction	+3	+243	+2,182
Professional, Scientific, and Technical Services	+1	+32	+5,735
Information	0	+34	-339
Management of Companies and Enterprises	0	+3	+836
Real Estate and Rental and Leasing	0	+36	+1,037
Government	-4	+111	+810
Transportation and Warehousing	n/a	+71	+3,061
Mining, Quarrying, and Oil and Gas Extraction	n/a	+41	-149
Arts, Entertainment, and Recreation	n/a	+29	+2,109
Wholesale Trade	n/a	+29	+932
Utilities	n/a	+7	+151

Source: Lightcast 2023.1 – QCEW Employees, Non-QCEW Employees, and Self-Employed.

LABOR FORCE CHARACTERISTICS

Individuals who have a job or who are actively looking for a job are considered to be part of the labor force. The individuals who have a job are employed and those not currently working but actively looking for a job are unemployed.

Figure 10 shows the labor force statistics prior to the Pandemic at the end of 2019, at the Pandemic low in 2020, and at the end of the year in 2022. In Real County, the labor force was 5 percent larger than its pre-Pandemic level with 4 percent more people employed. Although there were more unemployed people at the end of 2022, this can be viewed as a reflection of labor market conditions that have drawn more people into the labor force. Bexar County and Texas show similar trends – growth from pre-Pandemic levels. The primary area, however, shows that the labor force and employment level had not quite recovered to its pre-Pandemic levels by the end of 2022.

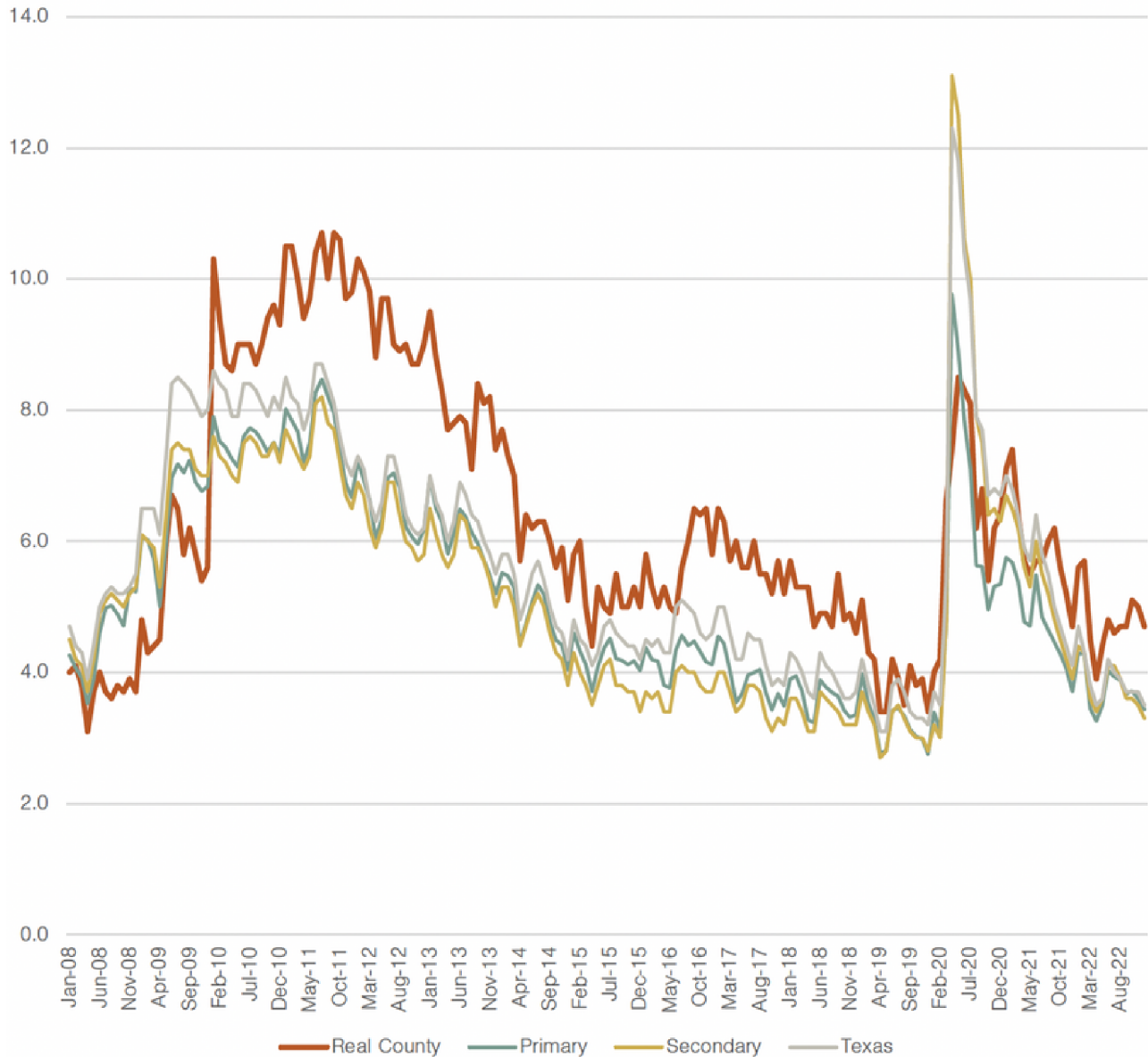
FIGURE 10. COMPARATIVE LABOR FORCE STATISTICS

	2019 (PRE-PANDEMIC)	2020 (PANDEMIC LOW)	2022 (YEAR-END)	PERCENT CHANGE FROM PRE-PANDEMIC
Real County				
Labor Force	1,002	960	1,057	5%
Employed	968	889	1,007	4%
Unemployed	34	71	50	47%
Primary				
Labor Force	34,309	31,940	33,989	-1%
Employed	33,365	28,822	32,821	-2%
Unemployed	944	3,118	1,168	24%
Secondary				
Labor Force	939,471	879,870	973,037	4%
Employed	913,483	764,317	940,543	3%
Unemployed	25,988	115,553	32,494	25%
Texas				
Labor Force	14,059,524	13,310,059	14,773,939	5%
Employed	13,603,779	11,673,643	14,260,768	5%
Unemployed	455,745	1,636,416	513,171	13%

Source: US Bureau of Labor Statistics.

The unemployment rate is the share of unemployed individuals out of the total labor force. Figure 11 shows the unemployment rates of the three geographies compared to Texas since 2008. In Real County, the unemployment rate tends to trend higher than in the other regions, including Texas. The unemployment rate during the Pandemic spiked above 8 percent in Real County, but this was not as high as it was during the Great Recession. In contrast, the other areas and Texas had higher unemployment rates during the Pandemic than they had during the Great Recession. In all the areas, the unemployment rate stayed elevated for a much longer period during the Great Recession than it did in 2020.

FIGURE 11. UNEMPLOYMENT RATE, 2008 – 2022



Source: US Bureau of Labor Statistics.

Labor force participation measures the share of the population of working age that is either working or actively looking for work. Although the labor force statistics in Real County showed resilience, the participation rate overall is concerning. As shown in Figure 12, only 39.5 percent of adults ages 16 and over in Real County participate in the labor force. Compared to the primary and secondary employment destinations and compared to Texas, the Real County participation rate is extremely low. Even when adjusting for retirees, the labor force participation rate in Real County is lower than the other two geographic regions and Texas. The participation rate for the male population is lower than the female population in Real County, which is the opposite pattern than it is in the other regions.

FIGURE 12. LABOR FORCE PARTICIPATION RATES

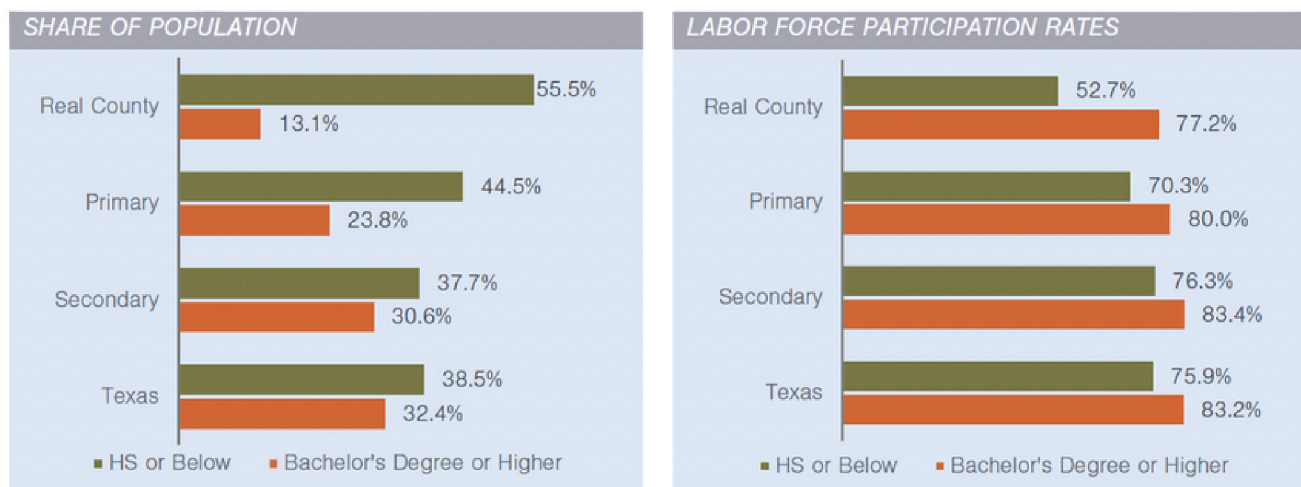
	REAL COUNTY	PRIMARY	SECONDARY	TEXAS
Population, Ages 16 and Over	39.5	56.2	66.1	65.1
Population, Ages 20 to 64	57.5	74.9	78.3	77.6
Male	55.3	77.3	83.6	84.2
Female	59.4	72.5	73.0	70.9

Source: US Census Bureau, 2021 American Community Survey, 5-year.

Aside from gender differences in labor force participation, there are also significant differences by educational attainment and age. Figure 13 shows the educational attainment of the population ages 25 to 64 and the labor force participation rates of these groups. In Real County, more than half of the working age population has a high school diploma or less and 13 percent have a bachelor’s degree or higher. These levels of educational attainment are low when compared to all three of the other geographic regions.

Generally, the demographic cohort with a high school diploma or less has a labor force participation rate above 70 percent. In Real County, this group is the largest demographic group, but only 52.7 percent of the individuals in this group participate in the labor force.

FIGURE 13. EDUCATIONAL ATTAINMENT, POPULATION AGES 25 TO 64

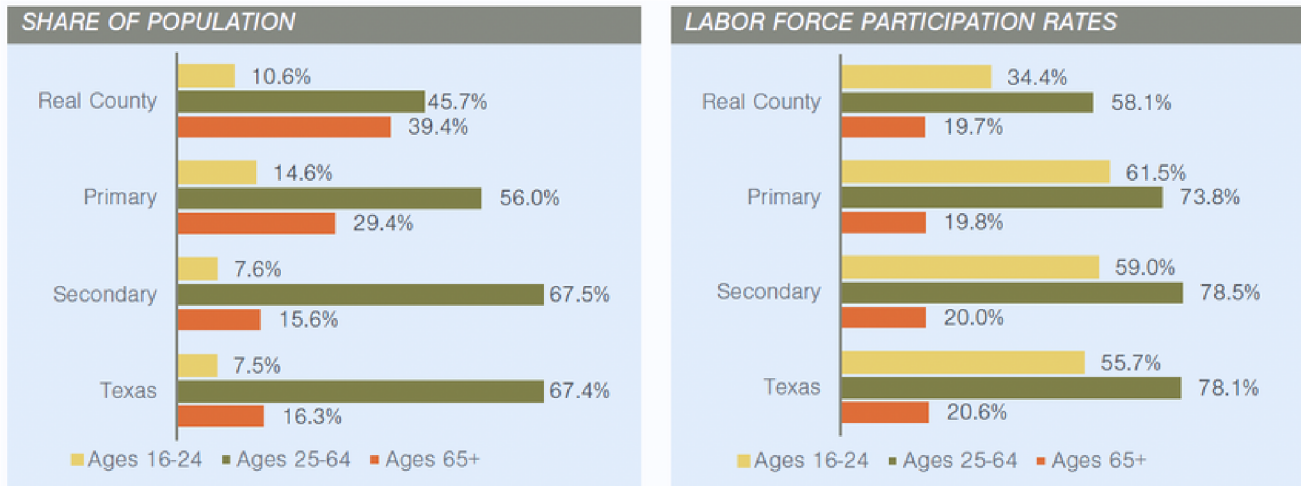


Source: US Census Bureau, 2021 American Community Survey, 5-year.

Figure 14 shows the population and labor force participation by age group. In Real County, the share of the population age 65 and older is 39.4 percent, which is the largest share of the retiree population among the employment destinations and the state. The labor force participation rate of this population in Real County is low, as would be expected, and in line with the other geographies.

The share of the prime working age population (ages 25 to 64) and the young adult population (ages 16 to 24) in Real County are relatively small and, more importantly, the labor force participation rates of these groups are quite low. For young adults, the rate of participation is 34 percent versus 55 percent or more in the other geographic areas. From prime working age, the rate of participation is 58 percent versus 70 percent or more in the other areas.

FIGURE 14. AGE STRUCTURE, POPULATION AGE 16 AND OLDER



Source: US Census Bureau, 2021 American Community Survey, 5-year.

WORKFORCE DEMAND

While the previous section examined the industrial base of the regions as measured by employment, this section looks at the kind of occupations that support the industries.

Figure 15 shows employment by occupational family. Across the three areas, office and administrative support and sales and related occupations are the largest families.

In Real County, the highest paying occupational families with the most opportunity are educational instruction and management, which includes sole proprietors. Four occupational families have fewer than ten jobs.

A look at the primary and secondary employment destinations highlights some of the benefits that workers in Real County might realize when commuting out of the county for work: wage premiums, greater diversity in opportunities, and more pathways for advancement.

THE LIVING WAGE FOR REAL COUNTY

The living wage is the hourly rate that an individual in a household must earn to support his or herself and their family. The benchmarks can be used to compare the median hourly earnings for Real County in the figures that follow.

Adults	Children	Wage
1 working	0	\$15.16
2 adults, 1 working	0	\$24.92
2 adults, 2 working	0	\$12.46
2 adults, 1 working	1	\$31.03
2 adults, 2 working	1	\$17.11

Source: Massachusetts Institute of Technology.



Courtesy of Texas Department of Transportation.

FIGURE 15. EMPLOYMENT BY OCCUPATIONAL FAMILY

Description	REAL		PRIMARY		SECONDARY	
	2022 Jobs	Median Hourly Earnings	2022 Jobs	Median Hourly Earnings	2022 Jobs	Median Hourly Earnings
Office and Administrative Support	117	\$14.34	4,022	\$16.29	138,599	\$18.13
Sales and Related	102	\$11.87	3,389	\$13.57	98,698	\$14.43
Educational Instruction and Library	92	\$21.08	1,922	\$24.36	55,237	\$28.29
Food Preparation and Serving Related	92	\$9.73	2,975	\$11.48	86,805	\$11.45
Building and Grounds Cleaning and Maintenance	89	\$11.74	1,213	\$12.26	34,379	\$13.48
Management	80	\$29.28	2,141	\$37.26	66,282	\$46.37
Healthcare Support	76	\$11.76	1,802	\$12.34	57,072	\$11.58
Personal Care and Service	67	\$11.68	815	\$12.44	24,869	\$11.93
Installation, Maintenance, and Repair	56	\$14.94	1,567	\$20.86	42,979	\$22.39
Community and Social Service	42	\$21.05	688	\$22.73	14,546	\$24.19
Transportation and Material Moving	41	\$13.59	2,072	\$15.57	77,213	\$17.01
Farming, Fishing, and Forestry	34	\$12.48	622	\$12.28	1,228	\$13.63
Construction and Extraction	29	\$16.37	1,851	\$18.33	41,860	\$20.13
Healthcare Practitioners and Technical	29	\$26.21	2,163	\$29.88	58,594	\$32.73
Protective Service	27	\$20.38	943	\$22.87	23,082	\$22.75
Production	23	\$15.88	1,608	\$16.63	35,940	\$16.90
Business and Financial Operations	21	\$27.15	1,021	\$29.25	65,426	\$33.58
Arts, Design, Entertainment, Sports, and Media	<10	Insf. Data	306	\$21.36	13,188	\$23.08
Computer and Mathematical	<10	Insf. Data	293	\$31.97	29,354	\$40.46
Architecture and Engineering	<10	Insf. Data	251	\$29.43	12,356	\$36.97
Life, Physical, and Social Science	<10	Insf. Data	175	\$29.67	7,166	\$33.56
Legal	<10	Insf. Data	109	\$30.12	6,324	\$35.34

Source: Lightcast 2023.1 – QCEW Employees, Non-QCEW Employees, and Self-Employed.

Openings is a measure of demand. It measures the number of new jobs in an occupation and the number of positions likely to be open because of worker retirements, dropping out of the labor force, or changing occupations. It represents the number of positions that will need to be filled.

Figure 16 shows the average number of openings annually by occupational family for Real County and its primary and secondary employment destinations that are expected over the next five years. In all three of the geographic areas, food preparation, office and administrative support, and sales and related occupations have the highest number of openings. These occupational families typically have lower median hourly earnings and lower educational requirements.

In Real County, the occupational families that are expected to have the highest number of openings each year, in addition to the three already mentioned, are building and grounds cleaning and maintenance; healthcare support; personal care and service; and management. All but two occupational families are expected to have at least one opening. Only architecture and engineering and legal occupations are expected to have less than one opening each year.

FIGURE 16. AVERAGE ANNUAL OPENINGS BY OCCUPATIONAL FAMILY, 2023-2027

Description	REAL	PRIMARY	SECONDARY
Food Preparation and Serving Related	24	618	19,005
Office and Administrative Support	19	517	18,611
Sales and Related	19	537	14,628
Building and Grounds Cleaning and Maintenance	18	179	5,182
Healthcare Support	17	289	9,636
Personal Care and Service	15	158	5,084
Management	11	228	6,908
Educational Instruction and Library	10	208	6,266
Transportation and Material Moving	8	355	12,533
Farming, Fishing, and Forestry	8	104	240
Installation, Maintenance, and Repair	8	189	4,889
Healthcare Practitioners and Technical	5	173	4,608
Community and Social Service	4	84	1,772
Production	4	252	4,872
Construction and Extraction	4	249	4,741
Protective Service	3	125	3,197
Business and Financial Operations	3	111	7,028
Arts, Design, Entertainment, Sports, and Media	1	37	1,684
Computer and Mathematical	1	28	2,915
Life, Physical, and Social Science	1	20	796
Architecture and Engineering	0	29	1,272
Legal	0	9	645

Source: Lightcast 2023.1 – QCEW Employees, Non-QCEW Employees, and Self-Employed.

Figure 17 takes a deeper dive into the occupations that are in-demand in Real County and shows the detailed occupations that are highest in-demand in the county. Of the 20 occupations with the highest average annual openings, only three require education beyond a high school diploma to gain entry into the occupation. These are: nursing assistant, elementary school teacher, and general and operations manager. Maintenance and repair workers and cooks are the only other two occupations in the top 20 that require additional training beyond short-term on-the-job training.

In addition, only four of the top 20 occupations have median hourly earnings above the living wage threshold for one working adult: farmers/ranchers, administrative assistants, elementary school teacher, and general and operations manager. Conversely, three of the top 20 occupations pay less than \$10 an hour: fast food and counter workers, waiters/waitresses, and hotel clerks.

FIGURE 17. TOP OCCUPATIONS IN REAL COUNTY AVERAGE ANNUAL OPENINGS

SOC	Description	2022 Jobs	Average Annual Openings	Median Hourly Earnings	Typical Entry Level Education	Work Experience	Typical On-the-Job Training
31-1128	Home Health and Personal Care Aides	51	12	\$11.71	HS diploma or equiv.	None	Short-term
41-2011	Cashiers	54	12	\$10.68	No formal credential	None	Short-term
37-2012	Maids and Housekeeping Cleaners	46	9	\$11.78	No formal credential	None	Short-term
39-9011	Childcare Workers	34	8	\$10.28	HS diploma or equiv.	None	Short-term
49-9071	Maintenance and Repair Workers, General	36	5	\$13.17	HS diploma or equiv.	None	Moderate-term
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	27	5	\$10.63	No formal credential	None	Short-term
35-3023	Fast Food and Counter Workers	14	4	\$9.07	No formal credential	None	Short-term
35-3031	Waiters and Waitresses	16	4	\$7.72	No formal credential	None	Short-term
31-1131	Nursing Assistants	18	4	Insf. Data	Postsecondary nondegree award	None	None
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	19	4	\$12.06	No formal credential	None	Short-term
37-3011	Landscaping and Groundskeeping Workers	13	4	\$12.44	No formal credential	None	Short-term
11-9013	Farmers, Ranchers, and Other Agricultural Managers	23	4	\$15.87	HS diploma or equiv.	5 yrs or more	None
41-2031	Retail Salespersons	21	3	\$10.67	No formal credential	None	Short-term
43-9061	Office Clerks, General	18	3	\$13.28	HS diploma or equiv.	None	Short-term
43-4081	Hotel, Motel, and Resort Desk Clerks	15	3	\$9.77	HS diploma or equiv.	None	Short-term
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	19	3	\$15.63	HS diploma or equiv.	None	Short-term
35-2014	Cooks, Restaurant	16	3	\$10.02	No formal credential	Less than 5 yrs	Moderate-term
53-7065	Stockers and Order Fillers	16	3	\$12.89	HS diploma or equiv.	None	Short-term
25-2021	Elementary School Teachers, Except Special Education	23	3	\$26.16	Bachelor's degree	None	None
11-1021	General and Operations Managers	23	3	\$33.34	Bachelor's degree	5 yrs or more	None

Source: Lightcast 2023.1 – QCEW Employees, Non-QCEW Employees, and Self-Employed.

Figure 18 through Figure 21 show detail about the types of entry-level occupations that require postsecondary education as well as opportunities for advancement available in Real County as workers gain experience or venture into self-employment.

FIGURE 18. TOP ENTRY-LEVEL OCCUPATIONS IN REAL COUNTY THAT REQUIRE POSTSECONDARY EDUCATION, AVERAGE ANNUAL OPENINGS

SOC	Description	2022 Jobs	Average Annual Openings	Median Hourly Earnings	Typical Entry Level Education	Work Experience	Typical On-the-Job Training
31-1131	Nursing Assistants	18	4	Insf. Data	Postsecondary nondegree award	None	None
25-2021	Elementary School Teachers, Except Special Education	23	3	\$26.16	Bachelor's degree	None	None
25-9045	Teaching Assistants, Except Postsecondary	17	2	\$12.15	Some college, no degree	None	None
21-2011	Clergy	<10	2	\$26.72	Bachelor's degree	None	Moderate-term
29-2061	Licensed Practical and Licensed Vocational Nurses	12	2	Insf. Data	Postsecondary nondegree award	None	None
29-2042	Emergency Medical Technicians	<10	2	Insf. Data	Postsecondary nondegree award	None	None
43-3031	Bookkeeping, Accounting, and Auditing Clerks	10	2	\$17.08	Some college, no degree	None	Moderate-term
25-3031	Substitute Teachers, Short-Term	<10	2	Insf. Data	Bachelor's degree	None	None
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	15	2	\$26.37	Bachelor's degree	None	None
29-1141	Registered Nurses	<10	1	Insf. Data	Bachelor's degree	None	None
53-3032	Heavy and Tractor-Trailer Truck Drivers	<10	1	Insf. Data	Postsecondary nondegree award	None	Short-term
25-2022	Middle School Teachers, Except Special and Career/Technical Education	<10	1	Insf. Data	Bachelor's degree	None	None
29-2043	Paramedics	<10	1	Insf. Data	Postsecondary nondegree award	None	None
21-2099	Religious Workers, All Other	<10	1	Insf. Data	Bachelor's degree	None	None
25-2011	Preschool Teachers, Except Special Education	<10	1	Insf. Data	Associate's degree	None	None
21-1021	Child, Family, and School Social Workers	<10	1	Insf. Data	Bachelor's degree	None	None
31-9092	Medical Assistants	<10	1	Insf. Data	Postsecondary nondegree award	None	None
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	<10	1	Insf. Data	Bachelor's degree	None	None

Source: Lightcast 2023.1 – QCEW Employees, Non-QCEW Employees, and Self-Employed.

FIGURE 19. TOP ENTRY-LEVEL OCCUPATIONS IN REAL COUNTY THAT REQUIRE ON-THE-JOB TRAINING, AVERAGE ANNUAL OPENINGS

SOC	Description	2022 Jobs	Average Annual Openings	Median Hourly Earnings	Typical Entry Level Education	Work Experience	Typical On-the-Job Training
49-9071	Maintenance and Repair Workers, General	36	5	\$13.17	HS diploma or equiv.	None	Moderate-term
45-3031	Fishing and Hunting Workers	<10	2	Insf. Data	No formal credential	None	Moderate-term
43-6012	Legal Secretaries and Administrative Assistants	<10	1	Insf. Data	HS diploma or equiv.	None	Moderate-term
27-2042	Musicians and Singers	<10	1	Insf. Data	No formal credential	None	Long-term
49-9041	Industrial Machinery Mechanics	<10	1	Insf. Data	HS diploma or equiv.	None	Long-term
47-2073	Operating Engineers and Other Construction Equipment Operators	<10	1	Insf. Data	HS diploma or equiv.	None	Moderate-term
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	<10	1	Insf. Data	HS diploma or equiv.	None	Moderate-term
47-2051	Cement Masons and Concrete Finishers	<10	1	Insf. Data	No formal credential	None	Moderate-term
47-2031	Carpenters	<10	1	Insf. Data	HS diploma or equiv.	None	Apprenticeship
33-3051	Police and Sheriff's Patrol Officers	<10	1	Insf. Data	HS diploma or equiv.	None	Moderate-term
33-3012	Correctional Officers and Jailers	<10	1	Insf. Data	HS diploma or equiv.	None	Moderate-term
51-9111	Packaging and Filling Machine Operators and Tenders	<10	1	Insf. Data	HS diploma or equiv.	None	Moderate-term
51-9011	Chemical Equipment Operators and Tenders	<10	1	Insf. Data	HS diploma or equiv.	None	Moderate-term
43-6013	Medical Secretaries and Administrative Assistants	<10	1	Insf. Data	HS diploma or equiv.	None	Moderate-term

Source: Lightcast 2023.1 – QCEW Employees, Non-QCEW Employees, and Self-Employed.

FIGURE 20. TOP OCCUPATIONS IN REAL COUNTY THAT REQUIRE EXPERIENCE, AVERAGE ANNUAL OPENINGS

SOC	Description	2022 Jobs	Average Annual Openings	Median Hourly Earnings	Typical Entry Level Education	Work Experience	Typical On-the-Job Training
11-9013	Farmers, Ranchers, and Other Agricultural Managers	23	4	\$15.87	HS diploma or equiv.	5 yrs or more	None
35-2014	Cooks, Restaurant	16	3	\$10.02	No formal credential	Less than 5 yrs	Moderate-term
11-1021	General and Operations Managers	23	3	\$33.34	Bachelor's degree	5 yrs or more	None
41-1011	First-Line Supervisors of Retail Sales Workers	13	2	\$17.60	HS diploma or equiv.	Less than 5 yrs	None
21-2021	Directors, Religious Activities and Education	<10	2	Insf. Data	Bachelor's degree	Less than 5 yrs	None
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	<10	1	Insf. Data	HS diploma or equiv.	Less than 5 yrs	None
43-1011	First-Line Supervisors of Office and Administrative Support Workers	<10	1	Insf. Data	HS diploma or equiv.	Less than 5 yrs	None
11-9141	Property, Real Estate, and Community Association Managers	<10	1	Insf. Data	HS diploma or equiv.	Less than 5 yrs	None
25-3021	Self-Enrichment Teachers	<10	1	Insf. Data	HS diploma or equiv.	Less than 5 yrs	None
33-3021	Detectives and Criminal Investigators	<10	1	Insf. Data	HS diploma or equiv.	Less than 5 yrs	Moderate-term
39-1022	First-Line Supervisors of Personal Service Workers	<10	1	Insf. Data	HS diploma or equiv.	Less than 5 yrs	None
51-1011	First-Line Supervisors of Production and Operating Workers	<10	1	Insf. Data	HS diploma or equiv.	Less than 5 yrs	None
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	<10	1	Insf. Data	HS diploma or equiv.	5 yrs or more	None
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	<10	1	Insf. Data	HS diploma or equiv.	Less than 5 yrs	None
11-9199	Managers, All Other	<10	1	Insf. Data	Bachelor's degree	Less than 5 yrs	None

Source: Lightcast 2023.1 – QCEW Employees, Non-QCEW Employees, and Self-Employed.

FIGURE 21. TOP OCCUPATIONS IN REAL COUNTY AMONG SELF-EMPLOYED, 2022 JOBS

SOC	Description	2022 Jobs	Median Hourly Earnings
11-9013	Farmers, Ranchers, and Other Agricultural Managers	15	\$14.87
37-2012	Maids and Housekeeping Cleaners	12	\$11.30
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	<10	Insf. Data
47-2031	Carpenters	<10	Insf. Data
39-9011	Childcare Workers	<10	Insf. Data
11-9199	Managers, All Other	<10	Insf. Data
31-1128	Home Health and Personal Care Aides	<10	Insf. Data
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	<10	Insf. Data
47-2061	Construction Laborers	<10	Insf. Data
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	<10	Insf. Data
47-2152	Plumbers, Pipefitters, and Steamfitters	<10	Insf. Data
45-2099	Agricultural Workers, All Other	<10	Insf. Data
47-2111	Electricians	<10	Insf. Data
47-2141	Painters, Construction and Maintenance	<10	Insf. Data
11-9021	Construction Managers	<10	Insf. Data

Source: Lightcast 2023.1 – QCEW Employees, Non-QCEW Employees, and Self-Employed.

From these figures a few career pathways emerge. These pathways represent ways for workers to advance from entry-level jobs that may not pay living wages gradually into more responsibility, income earning potential, and ultimately wealth creation opportunities.

For workers in Real County that do not pursue postsecondary education immediately after high school, a common pathway could be:



These workers would need training in supervision, management, and, in the end, small business management/entrepreneurship. For workers that do decide to pursue postsecondary education, the most relevant fields of study are:

- Business, including entrepreneurship
- Healthcare (EMT/paramedics and nursing)
- Teaching (early childhood up to secondary)
- Trades/equipment operators/maintenance & repair

Figure 22 through Figure 25 include similar detail on the occupation in demand and their training and experience needs in the primary employment destinations, and Figure 26 through Figure 29 show the same for the secondary employment destination. The same pathways and fields of study are relevant in the primary and secondary employment destinations in addition to a wealth of other opportunities.

FIGURE 22. TOP OCCUPATIONS IN PRIMARY EMPLOYMENT DESTINATIONS, AVERAGE ANNUAL OPENINGS

SOC	Description	2022 Jobs	Average Annual Openings	Median Hourly Earnings	Typical Entry Level Education	Work Experience	Typical On-the-Job Training
35-3023	Fast Food and Counter Workers	853	227	\$10.28	No formal credential	None	Short-term
41-2011	Cashiers	1,056	213	\$11.63	No formal credential	None	Short-term
41-2031	Retail Salespersons	1,069	196	\$12.34	No formal credential	None	Short-term
31-1128	Home Health and Personal Care Aides	931	172	\$12.06	No formal credential	None	Short-term
35-3031	Waiters and Waitresses	492	119	\$9.35	No formal credential	None	Short-term
43-9061	Office Clerks, General	648	111	\$14.88	No formal credential	None	Short-term
37-2012	Maids and Housekeeping Cleaners	471	94	\$10.46	No formal credential	None	Short-term
53-7065	Stockers and Order Fillers	525	91	\$15.23	HS diploma or equiv.	None	Short-term
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	431	82	\$12.05	No formal credential	None	Short-term
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	541	79	\$16.87	HS diploma or equiv.	None	Short-term
11-1021	General and Operations Managers	812	78	\$37.59	Bachelor's degree	5 yrs or more	None
39-9011	Childcare Workers	288	75	\$10.11	HS diploma or equiv.	None	Short-term
35-2014	Cooks, Restaurant	421	73	\$13.45	No formal credential	Less than 5 yrs	Moderate-term
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	299	66	\$11.42	No formal credential	None	Short-term
47-2061	Construction Laborers	439	61	\$14.25	No formal credential	None	Short-term
31-1131	Nursing Assistants	305	55	\$14.32	Postsecondary nondegree award	None	None
31-1133	Psychiatric Aides	73	55	\$14.40	HS diploma or equiv.	None	Short-term
49-9071	Maintenance and Repair Workers, General	485	54	\$17.39	HS diploma or equiv.	None	Moderate-term
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	308	54	\$14.15	No formal credential	None	Short-term
43-4051	Customer Service Representatives	350	54	\$15.15	HS diploma or equiv.	None	Short-term

Source: Lightcast 2023.1 – QCEW Employees, Non-QCEW Employees, and Self-Employed.

FIGURE 23. TOP ENTRY-LEVEL OCCUPATIONS IN PRIMARY EMPLOYMENT DESTINATIONS THAT REQUIRE POSTSECONDARY EDUCATION

SOC	Description	2022 Jobs	Average Annual Openings	Median Hourly Earnings	Typical Entry Level Education	Work Experience	Typical On-the-Job Training
31-1131	Nursing Assistants	305	55	\$14.32	Postsecondary nondegree award	None	None
29-1141	Registered Nurses	682	53	\$36.07	Bachelor's degree	None	None
43-3031	Bookkeeping, Accounting, and Auditing Clerks	361	52	\$18.65	Some college, no degree	None	Moderate-term
53-3032	Heavy and Tractor-Trailer Truck Drivers	287	45	\$19.25	Postsecondary nondegree award	None	Short-term
25-1099	Postsecondary Teachers	193	43	\$29.95	Doctoral or professional degree	None	None
31-9092	Medical Assistants	237	41	\$14.32	Postsecondary nondegree award	None	None
25-9045	Teaching Assistants, Except Postsecondary	295	39	\$12.79	Some college, no degree	None	None
25-2021	Elementary School Teachers, Except Special Education	383	37	\$26.23	Bachelor's degree	None	None
25-3031	Substitute Teachers, Short-Term	141	29	\$11.45	Bachelor's degree	None	None
29-2061	Licensed Practical and Licensed Vocational Nurses	283	29	\$24.94	Postsecondary nondegree award	None	None
49-3023	Automotive Service Technicians and Mechanics	207	28	\$22.70	Postsecondary nondegree award	None	Short-term
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	292	27	\$30.21	Bachelor's degree	None	None
13-2011	Accountants and Auditors	179	20	\$31.92	Bachelor's degree	None	None
25-2022	Middle School Teachers, Except Special and Career/Technical Education	160	16	\$25.96	Bachelor's degree	None	None
21-2011	Clergy	113	16	\$23.99	Bachelor's degree	None	Moderate-term
11-9021	Construction Managers	125	14	\$33.16	Bachelor's degree	None	Moderate-term
49-3011	Aircraft Mechanics and Service Technicians	85	13	\$28.75	Postsecondary nondegree award	None	None
31-9091	Dental Assistants	77	12	\$17.22	Postsecondary nondegree award	None	None
13-1199	Business Operations Specialists, All Other	107	11	\$31.00	Bachelor's degree	None	None
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	98	11	\$20.93	Postsecondary nondegree award	None	Long-term

Source: Lightcast 2023.1 – QCEW Employees, Non-QCEW Employees, and Self-Employed.

FIGURE 24. TOP ENTRY-LEVEL OCCUPATIONS IN PRIMARY EMPLOYMENT DESTINATIONS THAT REQUIRE ON-THE-JOB TRAINING
AVERAGE ANNUAL OPENINGS

SOC	Description	2022 Jobs	Average Annual Openings	Median Hourly Earnings	Typical Entry Level Education	Work Experience	Typical On-the-Job Training
49-9071	Maintenance and Repair Workers, General	485	54	\$17.39	HS diploma or equiv.	None	Moderate-term
43-6013	Medical Secretaries and Administrative Assistants	336	51	\$14.00	HS diploma or equiv.	None	Moderate-term
51-9071	Jewelers and Precious Stone and Metal Workers	178	32	\$16.73	HS diploma or equiv.	None	Long-term
33-3012	Correctional Officers and Jailers	213	29	\$20.88	HS diploma or equiv.	None	Moderate-term
47-2073	Operating Engineers and Other Construction Equipment Operators	173	24	\$18.61	HS diploma or equiv.	None	Moderate-term
47-2031	Carpenters	189	24	\$17.82	HS diploma or equiv.	None	Apprenticeship
45-3031	Fishing and Hunting Workers	78	20	\$15.29	HS diploma or equiv.	None	Moderate-term
47-2152	Plumbers, Pipefitters, and Steamfitters	134	19	\$18.85	HS diploma or equiv.	None	Apprenticeship
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	136	18	\$24.31	HS diploma or equiv.	None	Moderate-term
33-3051	Police and Sheriff's Patrol Officers	172	17	\$25.53	HS diploma or equiv.	None	Moderate-term
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	106	17	\$16.73	HS diploma or equiv.	None	Moderate-term
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	120	16	\$26.97	HS diploma or equiv.	None	Moderate-term
47-2111	Electricians	114	16	\$22.55	HS diploma or equiv.	None	Apprenticeship
51-2098	Miscellaneous Assemblers and Fabricators	108	15	\$14.26	HS diploma or equiv.	None	Moderate-term
43-3021	Billing and Posting Clerks	96	13	\$16.95	HS diploma or equiv.	None	Moderate-term
41-2022	Parts Salespersons	104	13	\$14.57	No formal credential	None	Moderate-term
47-2141	Painters, Construction and Maintenance	94	12	\$18.71	No formal credential	None	Moderate-term
51-4121	Welders, Cutters, Solderers, and Brazers	76	12	\$21.33	HS diploma or equiv.	None	Moderate-term
41-3041	Travel Agents	38	12	\$19.83	HS diploma or equiv.	None	Moderate-term
41-3021	Insurance Sales Agents	92	12	\$16.04	HS diploma or equiv.	None	Moderate-term

Source: Lightcast 2023.1 – QCEW Employees, Non-QCEW Employees, and Self-Employed.

FIGURE 25. TOP OCCUPATIONS IN PRIMARY EMPLOYMENT DESTINATIONS THAT REQUIRE EXPERIENCE
AVERAGE ANNUAL OPENINGS

SOC	Description	2022 Jobs	Average Annual Openings	Median Hourly Earnings	Typical Entry Level Education	Work Experience	Typical On-the-Job Training
11-1021	General and Operations Managers	812	78	\$37.59	Bachelor's degree	5 yrs or more	None
35-2014	Cooks, Restaurant	421	73	\$13.45	No formal credential	Less than 5 yrs	Moderate-term
41-1011	First-Line Supervisors of Retail Sales Workers	419	53	\$18.64	HS diploma or equiv.	Less than 5 yrs	None
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	301	49	\$14.58	HS diploma or equiv.	Less than 5 yrs	None
11-9013	Farmers, Ranchers, and Other Agricultural Managers	287	43	\$16.24	HS diploma or equiv.	5 yrs or more	None
43-1011	First-Line Supervisors of Office and Administrative Support Workers	308	36	\$24.57	HS diploma or equiv.	Less than 5 yrs	None
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	204	25	\$29.44	HS diploma or equiv.	5 yrs or more	None
11-9199	Managers, All Other	171	18	\$50.35	Bachelor's degree	Less than 5 yrs	None
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	160	16	\$30.68	HS diploma or equiv.	Less than 5 yrs	None
51-1011	First-Line Supervisors of Production and Operating Workers	122	15	\$27.53	HS diploma or equiv.	Less than 5 yrs	None
33-3021	Detectives and Criminal Investigators	149	14	\$44.50	HS diploma or equiv.	Less than 5 yrs	Moderate-term
43-6011	Executive Secretaries and Executive Administrative Assistants	73	13	\$24.19	HS diploma or equiv.	Less than 5 yrs	None
11-9111	Medical and Health Services Managers	114	11	\$47.54	Bachelor's degree	Less than 5 yrs	None
21-2021	Directors, Religious Activities and Education	79	11	\$30.94	Bachelor's degree	Less than 5 yrs	None
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	82	11	\$24.65	HS diploma or equiv.	Less than 5 yrs	None
11-9032	Education Administrators, Kindergarten through Secondary	86	8	\$41.21	Master's degree	5 yrs or more	None
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	37	8	\$24.10	HS diploma or equiv.	Less than 5 yrs	None
11-9141	Property, Real Estate, and Community Association Managers	64	8	\$22.60	HS diploma or equiv.	Less than 5 yrs	None
11-9051	Food Service Managers	32	7	\$25.43	HS diploma or equiv.	Less than 5 yrs	None
25-3021	Self-Enrichment Teachers	42	7	\$12.51	HS diploma or equiv.	Less than 5 yrs	None

Source: Lightcast 2023.1 – QCEW Employees, Non-QCEW Employees, and Self-Employed.

FIGURE 26. TOP OCCUPATIONS IN SECONDARY EMPLOYMENT DESTINATION, AVERAGE ANNUAL OPENINGS

SOC	Description	2022 Jobs	Average Annual Openings	Median Hourly Earnings	Typical Entry Level Education	Work Experience	Typical On-the-Job Training
35-3023	Fast Food and Counter Workers	26,878	7,127	\$10.48	No formal credential	None	Short-term
31-1128	Home Health and Personal Care Aides	32,965	5,408	\$10.76	HS diploma or equiv	None	Short-term
43-4051	Customer Service Representatives	29,830	4,390	\$17.54	HS diploma or equiv	None	Short-term
41-2031	Retail Salespersons	23,713	4,122	\$13.03	No formal credential	None	Short-term
41-2011	Cashiers	21,398	4,083	\$11.38	No formal credential	None	Short-term
35-3031	Waiters and Waitresses	14,605	3,523	\$10.12	No formal credential	None	Short-term
43-9061	Office Clerks, General	16,559	2,901	\$16.84	HS diploma or equiv	None	Short-term
55-9999	Military-only occupations	20,434	2,628	\$16.14	N/A	None	N/A
53-7065	Stockers and Order Fillers	15,193	2,507	\$16.72	HS diploma or equiv	None	Short-term
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	15,841	2,356	\$13.18	No formal credential	None	Short-term
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	14,103	2,171	\$14.50	No formal credential	None	Short-term
11-1021	General and Operations Managers	22,459	2,112	\$40.86	Bachelor's degree	5 years or more	None
37-2012	Maids and Housekeeping Cleaners	11,318	2,003	\$12.69	No formal credential	None	Short-term
39-9011	Childcare Workers	8,554	1,947	\$10.87	HS diploma or equiv	None	Short-term
35-2014	Cooks, Restaurant	9,373	1,749	\$13.95	No formal credential	Less than 5 years	Moderate-term
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	11,936	1,652	\$18.23	HS diploma or equiv	None	Short-term
53-3032	Heavy and Tractor-Trailer Truck Drivers	11,846	1,498	\$22.00	Postsecondary nondegree award	None	Short-term
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	8,328	1,408	\$14.80	HS diploma or equiv	Less than 5 years	None
29-1141	Registered Nurses	17,993	1,359	\$37.53	Bachelor's degree	None	None
43-3031	Bookkeeping, Accounting, and Auditing Clerks	9,988	1,295	\$20.67	Some college, no degree	None	Moderate-term

Source: Lightcast 2023.1 – QCEW Employees, Non-QCEW Employees, and Self-Employed.

FIGURE 27. TOP ENTRY-LEVEL OCCUPATIONS IN SECONDARY EMPLOYMENT DESTINATION THAT REQUIRE POSTSECONDARY EDUCATION
AVERAGE ANNUAL OPENINGS

SOC	Description	2022 Jobs	Average Annual Openings	Median Hourly Earnings	Typical Entry Level Education	Work Experience	Typical On-the-Job Training
53-3032	Heavy and Tractor-Trailer Truck Drivers	11,846	1,498	\$22.00	Postsecondary nondegree award	None	Short-term
29-1141	Registered Nurses	17,993	1,359	\$37.53	Bachelor's degree	None	None
43-3031	Bookkeeping, Accounting, and Auditing Clerks	9,988	1,295	\$20.67	Some college, no degree	None	Moderate-term
31-9092	Medical Assistants	7,815	1,096	\$17.02	Postsecondary nondegree award	None	None
25-1099	Postsecondary Teachers	9,959	1,068	\$28.78	Doctoral or professional degree	None	None
31-1131	Nursing Assistants	5,774	1,068	\$14.39	Postsecondary nondegree award	None	None
25-9045	Teaching Assistants, Except Postsecondary	6,052	792	\$14.11	Some college, no degree	None	None
13-2011	Accountants and Auditors	7,447	781	\$37.09	Bachelor's degree	None	None
13-1199	Business Operations Specialists, All Other	7,550	751	\$35.18	Bachelor's degree	None	None
25-2021	Elementary School Teachers, Except Special Education	7,901	700	\$29.54	Bachelor's degree	None	None
25-3031	Substitute Teachers, Short-Term	3,824	673	\$11.66	Bachelor's degree	None	None
13-1071	Human Resources Specialists	6,130	669	\$30.43	Bachelor's degree	None	None
13-1082	Project Management Specialists	6,101	571	\$38.94	Bachelor's degree	None	None
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	6,627	552	\$29.83	Bachelor's degree	None	None
29-2061	Licensed Practical and Licensed Vocational Nurses	5,619	543	\$23.73	Postsecondary nondegree award	None	None
49-3023	Automotive Service Technicians and Mechanics	3,956	477	\$21.68	Postsecondary nondegree award	None	Short-term
31-9091	Dental Assistants	2,938	469	\$17.71	Postsecondary nondegree award	None	None
15-1232	Computer User Support Specialists	4,924	466	\$22.90	Some college, no degree	None	None
15-1252	Software Developers	5,233	452	\$48.46	Bachelor's degree	None	None
13-1161	Market Research Analysts and Marketing Specialists	3,565	392	\$28.87	Bachelor's degree	None	None

Source: Lightcast 2023.1 – QCEW Employees, Non-QCEW Employees, and Self-Employed.

FIGURE 28. TOP ENTRY-LEVEL OCCUPATIONS IN SECONDARY EMPLOYMENT DESTINATION THAT REQUIRE ON-THE-JOB TRAINING
AVERAGE ANNUAL OPENINGS

SOC	Description	2022 Jobs	Average Annual Openings	Median Hourly Earnings	Typical Entry Level Education	Work Experience	Typical On-the-Job Training
49-9071	Maintenance and Repair Workers, General	9,499	1,017	\$18.04	HS diploma or equiv	None	Moderate-term
51-2098	Miscellaneous Assemblers and Fabricators	6,975	963	\$17.04	HS diploma or equiv	None	Moderate-term
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	7,043	920	\$23.30	HS diploma or equiv	None	Moderate-term
43-6013	Medical Secretaries and Administrative Assistants	5,517	894	\$17.89	HS diploma or equiv	None	Moderate-term
41-3021	Insurance Sales Agents	7,269	860	\$23.94	HS diploma or equiv	None	Moderate-term
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	5,078	661	\$27.65	HS diploma or equiv	None	Moderate-term
43-9041	Insurance Claims and Policy Processing Clerks	4,564	624	\$18.40	HS diploma or equiv	None	Moderate-term
47-2111	Electricians	4,582	523	\$23.54	HS diploma or equiv	None	Apprenticeship
41-9022	Real Estate Sales Agents	4,817	512	\$22.68	HS diploma or equiv	None	Moderate-term
47-2031	Carpenters	4,454	494	\$20.79	HS diploma or equiv	None	Apprenticeship
33-3051	Police and Sheriff's Patrol Officers	4,895	442	\$30.58	HS diploma or equiv	None	Moderate-term
43-3021	Billing and Posting Clerks	3,011	430	\$18.26	HS diploma or equiv	None	Moderate-term
13-1031	Claims Adjusters, Examiners, and Investigators	4,205	390	\$29.26	HS diploma or equiv	None	Long-term
51-3011	Bakers	2,704	352	\$13.74	No formal educational credential	None	Long-term
47-2152	Plumbers, Pipefitters, and Steamfitters	2,897	323	\$23.32	HS diploma or equiv	None	Apprenticeship
43-3011	Bill and Account Collectors	1,981	313	\$18.02	HS diploma or equiv	None	Moderate-term
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	2,392	305	\$18.26	HS diploma or equiv	None	Moderate-term
29-2052	Pharmacy Technicians	2,951	301	\$17.95	HS diploma or equiv	None	Moderate-term
47-2073	Operating Engineers and Other Construction Equipment Operators	2,286	284	\$21.87	HS diploma or equiv	None	Moderate-term
43-5032	Dispatchers, Except Police, Fire, and Ambulance	1,408	246	\$18.17	HS diploma or equiv	None	Moderate-term

Source: Lightcast 2023.1 – QCEW Employees, Non-QCEW Employees, and Self-Employed.

FIGURE 29. TOP OCCUPATIONS IN SECONDARY EMPLOYMENT DESTINATION THAT REQUIRE EXPERIENCE
AVERAGE ANNUAL OPENINGS

SOC	Description	2022 Jobs	Average Annual Openings	Median Hourly Earnings	Typical Entry Level Education	Work Experience	Typical On-the-Job Training
11-1021	General and Operations Managers	22,459	2,112	\$40.86	Bachelor's degree	5 yrs or more	None
35-2014	Cooks, Restaurant	9,373	1,749	\$13.95	No formal credential	Less than 5 yrs	Moderate-term
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	8,328	1,408	\$14.80	HS diploma or equiv	Less than 5 yrs	None
43-1011	First-Line Supervisors of Office and Administrative Support Workers	10,610	1,195	\$28.62	HS diploma or equiv	Less than 5 yrs	None
41-1011	First-Line Supervisors of Retail Sales Workers	9,380	1,159	\$18.90	HS diploma or equiv	Less than 5 yrs	None
11-9199	Managers, All Other	6,731	631	\$51.96	Bachelor's degree	Less than 5 yrs	None
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	4,626	479	\$29.50	HS diploma or equiv	5 yrs or more	None
13-1111	Management Analysts	4,339	463	\$38.94	Bachelor's degree	Less than 5 yrs	None
43-6011	Executive Secretaries and Executive Administrative Assistants	2,340	419	\$29.44	HS diploma or equiv	Less than 5 yrs	None
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	4,007	393	\$30.14	HS diploma or equiv	Less than 5 yrs	None
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	3,147	375	\$25.47	HS diploma or equiv	Less than 5 yrs	None
11-3031	Financial Managers	4,039	372	\$61.08	Bachelor's degree	5 yrs or more	None
11-9111	Medical and Health Services Managers	3,304	331	\$49.10	Bachelor's degree	Less than 5 yrs	None
51-1011	First-Line Supervisors of Production and Operating Workers	2,768	304	\$26.22	HS diploma or equiv	Less than 5 yrs	None
13-1151	Training and Development Specialists	2,685	285	\$24.80	Bachelor's degree	Less than 5 yrs	None
11-2022	Sales Managers	2,871	263	\$54.08	Bachelor's degree	Less than 5 yrs	None
11-3021	Computer and Information Systems Managers	2,899	256	\$63.45	Bachelor's degree	5 yrs or more	None
11-9141	Property, Real Estate, and Community Association Managers	2,731	255	\$24.06	HS diploma or equiv	Less than 5 yrs	None
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	2,029	245	\$17.28	HS diploma or equiv	Less than 5 yrs	None
41-1012	First-Line Supervisors of Non-Retail Sales Workers	2,088	241	\$34.25	HS diploma or equiv	Less than 5 yrs	None

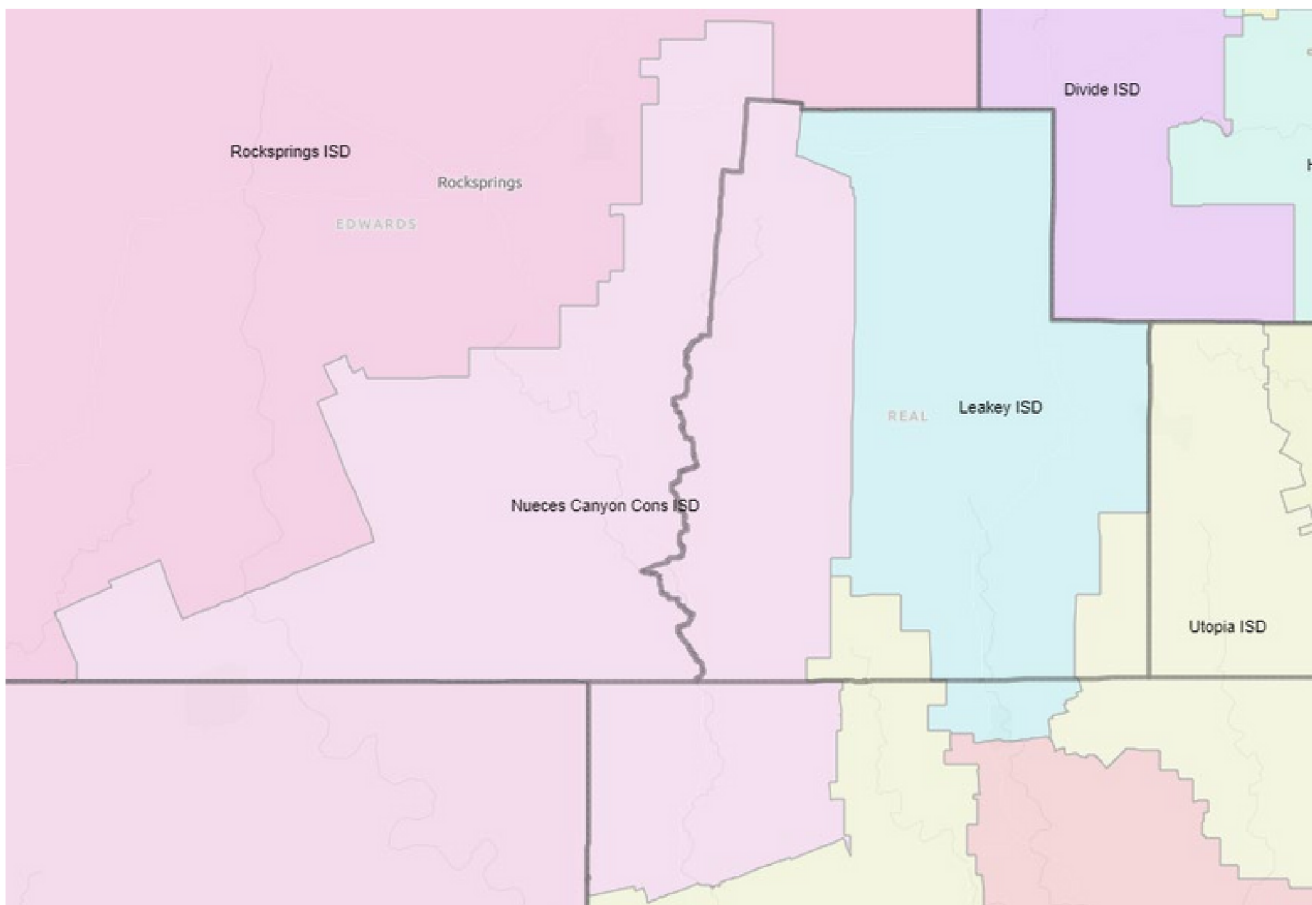
Source: Lightcast 2023.1 – QCEW Employees, Non-QCEW Employees, and Self-Employed.

EDUCATIONAL INFRASTRUCTURE

Residents of Real County have access to education and training resources through a variety of institutions. The most accessible are the school districts: Leakey ISD, Nueces Canyon ISD, and the Big Springs Charter School. In addition, Real County is part of the taxing district of Southwest Texas Junior College – the closest campus is in Uvalde. Residents who meet certain eligibility criteria can also access training through the Workforce Solutions Middle Rio Grande.

Of the school districts, Leakey ISD is the largest. Both of the ISDs are well-rated. In 2022, 30 to 40 percent of students graduated with college credits and 80 percent of Nueces Canyon graduates had an industry certification while about 8 percent of Leakey ISD graduates had an industry certification.

FIGURE 30. MAP OF INDEPENDENT SCHOOL DISTRICTS AND SELECT STATISTICS (2022)



District Name	All Student Count	District Rating	2022 Graduates	% Graduates w/ Industry Certification	% of Graduates w/ College Credits
NUECES CANYON CISD	254	A	10	80.0	30.0
LEAKEY ISD	328	B	13	7.7	38.5

Source: Texas Education Agency.

The Texas Education Agency has developed career and technical education programs in 16 career clusters with 60 different programs of study. The programs with learners in the 2020-2021 school year at the three school districts in Real County span three career clusters: agriculture, food, and natural resources; education and training; and hospitality and tourism.

FIGURE 31. CAREER AND TECHNICAL EDUCATION PROGRAMS OF STUDY, 2020-2021

District Name	Nueces Canyon CISD	Leakey ISD*	Big Springs Charter School
Total Learners	17	<10	5
<i>PROGRAM OF STUDY:</i>			
Applied Agricultural Engineering	12		
Early Learning	5		
Lodging and Resort Management			5

DEFINITIONS

CTE Concentrator—a student who completes and passes two or more high school CTE courses for a total of at least two credits within the same program of study and who is not a CTE completer.

CTE Completer—a student who completes and masses three or more high school CTE courses for a total of four or more credits, including one level three or level four course, from within the same program of study.

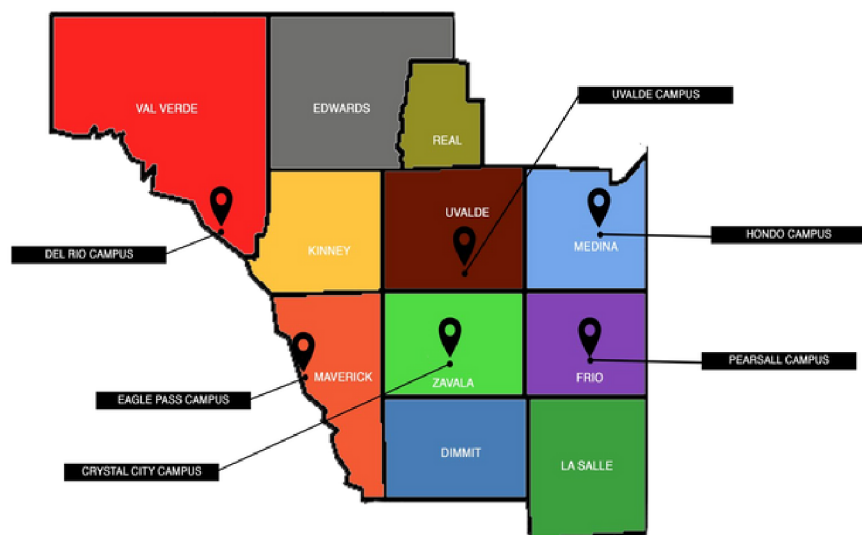
CTE Learner—a student who is either a CTE concentrator or a CTE completer.



Source: Texas Education Agency.

FIGURE 32. SOUTHWEST TEXAS JUNIOR COLLEGE SERVICE AREA

Southwest Texas Junior College (SWTJC) serves an 11-county region. Of those 11 counties, three counties are in SWTJC’s taxing district—Uvalde, Zavala, and Real. SWTJC has six campuses and currently has more than 6,000 students enrolled. About half of their enrollees are dual-credit students. Over the last five years, SWTJC has awarded between 1,000 and 1,300 certificates and degrees.



Source. Southwest Texas Junior College.

SWTJC offers five different associate degrees and a variety of certificate programs that are well-aligned with their regional labor market.

FIGURE 33. DEGREES AND PROGRAMS AT SWTJC

Associate degrees	Level 1 Certificate	Level 2 Certificate
<p>Associate of Arts (AA)</p> <ul style="list-style-type: none"> • General Studies • Fields of Study - Business, Criminal Justice, Engineering <p>Associate of Science (AS)</p> <p>Associate of Science Engineering Science (ASES)</p> <p>Associate of Arts in Teaching (AAT)</p> <p>Associate of Applied Science (AAS)</p> <ul style="list-style-type: none"> • Air Conditioning & Refrigeration Technology • Automotive Technology • Business Management • Business Office Technology • Child Development • Computer Information Systems • Construction Carpentry • Criminal Justice • Diesel Technology • Emergency Medical Technician • Radiologic Technology • Registered Nursing • Welding Technology • Wildlife Management 	<p>Basic</p> <ul style="list-style-type: none"> • Air Conditioning & Refrigeration Technology • Automotive Technology • Aircraft General Maintenance • Business Management • Business Office Technology • Child Development • Construction Carpentry • Cosmetology • Diesel Technology • Emergency Medical Technician • Law Enforcement Academy • Patient Care Technician • Powerline Technology • Vocational Nursing • Welding Technology • Wildlife Management <p>Advanced</p> <ul style="list-style-type: none"> • Air Conditioning & Refrigeration Technology • Automotive Technology • Business Management • Business Office Technology • Diesel Technology • Emergency Medical Technician • Welding Technology 	<ul style="list-style-type: none"> • Airframe Mechanics

Source: Southwest Texas Junior College

Over the last five years, by far the most popular field of study is general studies, which is most often a transfer degree. This is an indicator that most of their students plan to continue in their educational pursuits. The next most popular fields of study are welding, criminal justice, licensed practical nursing, automotive technology, and construction trades.

FIGURE 34. COMPLETIONS BY FIELD OF STUDY, 2017 - 2021

Field of Study	2017	2018	2019	2020	2021	Grand Total
General Studies	507	510	710	594	714	3,035
Welding Technology/Welder	81	86	81	43	64	355
Criminal Justice/Police Science	69	54	43	73	113	352
Licensed Practical/Vocational Nurse Training	48	52	45	49	41	235
Automobile/Automotive Mechanics Technology/Technician	38	35	32	42	33	180
Construction Trades, General	25	34	25	58	42	184
Child Development	40	28	31	29	28	156
Diesel Mechanics Technology/Technician	31	28	24	32	32	147
Registered Nursing/Registered Nurse	24	37	39	41	38	179
Wildlife, Fish and Wildlands Science and Management	13	16	34	27	34	124
Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/Technician	16	18	28	16	26	104
Nursing Assistant/Aide and Patient Care Assistant/Aide		42	27	27	99	153
Emergency Medical Technology/Technician (EMT Paramedic)			21	39	30	132
Avionics Maintenance Technology/Technician	29	27	16	18	15	105
Business Administration and Management, General	17	15	19	1	6	58
Business/Commerce, General	30	30	0	0	0	60
Cosmetology/Cosmetologist, General	15	14	18	14	14	75
Autobody/Collision and Repair Technology/Technician	22	11	6	10	3	52
Criminal Justice/Safety Studies	5	16	5	0	0	26
Business/Office Automation/Technology/Data Entry	13	18	7	5	6	49
Radiologic Technology/Science - Radiographer	16	0	20	0	18	54
Computer and Information Sciences, General	7	4	5	5	3	24
Engineering, General	3	4	3	6	5	21
Lineworker					9	9
Cosmetology, Barber/Styling, and Nail Instructor						1
Public Administration	0	1	0			0
Secondary Education and Teaching	0					1
Early Childhood Education and Teaching	0	1	0	0	0	0
Teacher Assistant/Aide	0					0
Electrical and Power Transmission Installation/Installer, General		0	0			
International Business/Trade/Commerce	0					0
Grand total	1,049	1,081	1,239	1,129	1,373	5,871

Source: National Center for Education Statistics, Integrated Postsecondary Education Data System.



Workforce Solutions Middle Rio Grande (WSMRG) is the workforce development board for Real County. It covers 9 counties, including Dimmit, Edwards, Kinney, La Salle, Maverick, Real, Uvalde, Val Verde, and Zavala Counties. They operate workforce centers in Carrizo Springs, Cotulla, Crystal City, Del Rio, Eagle Pass, and Uvalde.

WSMRG identifies occupations that are in-demand or emerging in the 9-county region and that provide opportunities for high-skill, high-wage work to include in its target occupations list. Funding is available to support training for these occupations through the federal Workforce Innovation and Opportunity Act (WIOA).

Of the 27 target occupations, almost half are occupations that are relevant to Real County and are expected to have one or more openings over the next five years. However, some of Real County's most in-demand and high-opportunity occupations are not on the target occupations list. These occupations include teachers, agricultural managers, and additional skilled trades such as carpenters and plumbers.

**FIGURE 35. TARGET OCCUPATIONS OF WORKFORCE SOLUTIONS MIDDLE RIO GRANDE
DATA FOR REAL COUNTY ONLY**

SOC	Description	2022 Jobs	Average Annual Openings	Median Hourly Earnings	Typical Entry Level Education	Work Experience	Typical On- the-Job Training
49-9071	Maintenance and Repair Workers, General	36	5	\$13.17	HS diploma or equiv.	None	Moderate-term
29-2061	Licensed Practical and Licensed Vocational Nurses	12	2	Insf. Data	Postsecondary nondegree award	None	None
29-2042	Emergency Medical Technicians	<10	2	Insf. Data	Postsecondary nondegree award	None	None
43-3031	Bookkeeping, Accounting, and Auditing Clerks	10	2	\$17.08	Some college, no degree	None	Moderate-term
29-1141	Registered Nurses	<10	1	Insf. Data	Bachelor's degree	None	None
53-3032	Heavy and Tractor-Trailer Truck Drivers	<10	1	Insf. Data	Postsecondary nondegree award	None	Short-term
29-2043	Paramedics	<10	1	Insf. Data	Postsecondary nondegree award	None	None
47-2073	Operating Engineers and Other Construction Equipment Operators	<10	1	Insf. Data	HS diploma or equiv.	None	Moderate-term
33-3021	Detectives and Criminal Investigators	<10	1	Insf. Data	HS diploma or equiv.	< 5 yrs	Moderate-term
33-3051	Police and Sheriff's Patrol Officers	<10	1	Insf. Data	HS diploma or equiv.	None	Moderate-term
33-3012	Correctional Officers and Jailers	<10	1	Insf. Data	HS diploma or equiv.	None	Moderate-term
31-9092	Medical Assistants	<10	1	Insf. Data	Postsecondary nondegree award	None	None
43-6013	Medical Secretaries and Administrative Assistants	<10	1	Insf. Data	HS diploma or equiv.	None	Moderate-term
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	<10	0	Insf. Data	Postsecondary nondegree award	None	Long-term
47-2111	Electricians	<10	0	Insf. Data	HS diploma or equiv.	None	Apprenticeship
49-9051	Electrical Power-Line Installers and Repairers	<10	0	Insf. Data	HS diploma or equiv.	None	Long-term
49-3023	Automotive Service Technicians and Mechanics	<10	0	Insf. Data	Postsecondary nondegree award	None	Short-term
15-1232	Computer User Support Specialists	<10	0	Insf. Data	Some college, no degree	None	None
33-2011	Firefighters	<10	0	Insf. Data	Postsecondary nondegree award	None	Long-term
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	<10	0	Insf. Data	HS diploma or equiv.	None	Long-term
51-4121	Welders, Cutters, Solderers, and Brazers	<10	0	Insf. Data	HS diploma or equiv.	None	Moderate-term
49-3011	Aircraft Mechanics and Service Technicians	<10	0	Insf. Data	Postsecondary nondegree award	None	None
29-2052	Pharmacy Technicians	<10	0	Insf. Data	HS diploma or equiv.	None	Moderate-term
31-9091	Dental Assistants	0	0	Insf. Data	Postsecondary nondegree award	None	None
29-2034	Radiologic Technologists and Technicians	0	0	Insf. Data	Associate's degree	None	None
31-9097	Phlebotomists	0	0	Insf. Data	Postsecondary nondegree award	None	None
15-1212	Information Security Analysts	0	0	Insf. Data	Bachelor's degree	< 5 yrs	None

Source: Texas Workforce Commission.

To receive funding for training through WIOA, an individual must enroll in a program through an eligible training provider. The list of approved programs and providers for the Middle Rio Grande region are listed in Figure 36. SWTJC is the primary eligible training provider for the Middle Rio Grande region.

FIGURE 36. WORKFORCE SOLUTIONS MIDDLE RIO GRANDE ELIGIBLE TRAINING PROVIDERS

Program Name	Provider Name	Delivery Method	Campus City
Truck Driver Training	Sendero CDL Solutions	In-person	Del Rio
Truck Driver Training	Star Career Training	In-person	Del Rio
ADN Program/Nursing	Southwest Texas Junior College	Hybrid	Del Rio
Pharmacy Technician	Southwest Texas Junior College	Hybrid	Del Rio
Vocational Nursing	Southwest Texas Junior College	Hybrid	Del Rio
Airframe Mechanics	Southwest Texas Junior College	In-person	Del Rio
Phlebotomy Technician	Southwest Texas Junior College	In-person	Del Rio
Pharmacy Technician	Southwest Texas Junior College	Hybrid	Eagle Pass
Clinical Medical Assistant	Southwest Texas Junior College	In-person	Eagle Pass
Diesel Technology AAS	Southwest Texas Junior College	In-person	Eagle Pass
Diesel Technology Level 2 Certificate	Southwest Texas Junior College	In-person	Eagle Pass
Nurse Aide for Health Care	Southwest Texas Junior College	In-person	Eagle Pass
Phlebotomy Technician	Southwest Texas Junior College	In-person	Eagle Pass
Professional Truck Driver Training	Southwest Texas Junior College	In-person	Eagle Pass
Welding Technology Level 1 Certificate	Southwest Texas Junior College	In-person	Eagle Pass
ADN Program/Nursing	Southwest Texas Junior College	Hybrid	Eagle Pass
Vocational Nursing	Southwest Texas Junior College	Hybrid	Eagle Pass
Emergency Medical Technician Basic	Southwest Texas Junior College	In-person	Eagle Pass
Powerline Technician Program	Southwest Texas Junior College	In-person	Eagle Pass
Administrative Information Technology AAS	Southwest Texas Junior College	Hybrid	Uvalde
ADN Program/Nursing	Southwest Texas Junior College	Hybrid	Uvalde
Administrative Information Technology Level 1 Certificate	Southwest Texas Junior College	Hybrid	Uvalde
Child Development AAS	Southwest Texas Junior College	Hybrid	Uvalde
Computer Information System AAS	Southwest Texas Junior College	Hybrid	Uvalde
Criminal Justice AAS	Southwest Texas Junior College	Hybrid	Uvalde
Management AAS	Southwest Texas Junior College	Hybrid	Uvalde
Pharmacy Technician	Southwest Texas Junior College	Hybrid	Uvalde
Vocational Nursing	Southwest Texas Junior College	Hybrid	Uvalde
Air Conditioning AAS	Southwest Texas Junior College	In-person	Uvalde
Air Conditioning and Refrigeration Technology Level 1 & 2 Certificate	Southwest Texas Junior College	In-person	Uvalde
Automotive Body Repair Technology Level 1 Certificate	Southwest Texas Junior College	In-person	Uvalde
Automotive Technology Level 2 Certificate	Southwest Texas Junior College	In-person	Uvalde
Basic Peace Officer	Southwest Texas Junior College	In-person	Uvalde
Child Development Associate	Southwest Texas Junior College	In-person	Uvalde
Emergency Medical Technician Basic	Southwest Texas Junior College	In-person	Uvalde
Lineman Training	Southwest Texas Junior College	In-person	Uvalde
Patient Care Technician	Southwest Texas Junior College	In-person	Uvalde
Phlebotomy Technician	Southwest Texas Junior College	In-person	Uvalde
Radiologic Technology AAS	Southwest Texas Junior College	In-person	Uvalde
Truck Driving for Electrical Lineman	Southwest Texas Junior College	In-person	Uvalde
Welding Technology AAS	Southwest Texas Junior College	In-person	Uvalde
Welding Technology Level 1 & 2 Certificate	Southwest Texas Junior College	In-person	Uvalde
Wildlife Management AAS	Southwest Texas Junior College	In-person	Uvalde

Source: Texas Workforce Commission.



Registered apprenticeships are another type of training that often contributes to a region's educational infrastructure. Apprenticeships offer individuals an opportunity to earn wages and work experience while training for specific occupations through a combination of classroom and on-the-job training. At the same time, apprenticeships provide employers with opportunities to directly connect with and develop skilled talent. The apprenticeship model is particularly well-suited for occupations where there is a low-volume of openings. Although traditionally the model has most often been used for occupations in skilled trades, they can be applied to a wide range of occupations. Currently, there are no registered apprenticeships in Real County.

RECOMMENDATIONS

To improve Real County residents' access to economic opportunities and to improve Real County employers' access to skilled workers, there needs to be a stronger system in Real County that connects workers and employers and ensures that the right training is in place to support workers' skills acquisition throughout their careers. Currently, the system in Real County is struggling. The employers in Real County reported difficulty finding and retaining the workers they need. At the same time, a higher-than-average share of the working age population is not participating in the labor force.

It is estimated that fewer than 30 percent of 8th graders in Real County go on to earn a postsecondary degree. The residents who do pursue a postsecondary degree find few opportunities available in Real County that require postsecondary training. And the opportunities that do exist in the county pay lower wages than the same occupations in the primary and secondary employment destinations.

The recommendations for this report aim to improve the county-wide workforce system.



RECOMMENDATIONS FOR ALIGNMENT

To improve the alignment of the education and training programs with workforce demand in Real County, there are three recommended areas of focus: (1) career readiness at the three school districts; (2) a stronger postsecondary education system in Real County; and (3) more opportunities for experienced workers to access training for career advancement and upskilling.

1. PROMOTE CAREER READINESS THROUGH CAREER AND TECHNICAL EDUCATION AND WORK-BASED LEARNING EXPERIENCES AT THE SCHOOL DISTRICTS

- 1.1. Encourage school districts to offer and students to participate in career and technical education programs that are most relevant to the Real County economy.

The analysis of workforce demand in both Real County and the primary employment destinations show that the most relevant programs of study are:

- Business Management (including Entrepreneurship)
- Nursing Science
- Teaching and Training
- Applied Agricultural Engineering

Each of these programs provide students with opportunities to graduate with an industry recognized credential and, in some cases, college credit or even a postsecondary degree or certificate. This would position the 70-plus percent of students, who are not going to continue to a higher education institution, to enter the workforce more prepared.

That said, a major barrier to offering career and technical education is a lack of instructors. Because these programs of study are related to common careers in Real County, there should be a wealth of people in the county with the expertise and networks to serve as instructors (with the proper certification) or to help recruit qualified instructors. This should be recognized as a priority for the community and an area where the community can come together to help the school districts.

- 1.2. Ensure that all students that graduate from high school are ready to work and have the basic skills to succeed in a career.

In addition to career and technical education, an integrated career readiness program is another important component of ensuring that Real County high school graduates are poised to enter the workforce and be successful in their careers.

Key skills that all students should have upon graduation include customer service, digital literacy or fluency, financial literacy (including basic business management and bookkeeping), and employability skills.

Building in opportunities to connect with employers provides students with knowledge of local employers and industries and provides them with exposure to the workplace in a variety of settings. This could include activities such as job shadows, internships, career days, and ultimately, a senior hiring event/signing day.

FUTURE CAREER ACADEMY (TAMPA, FL)

The Future Career Academy's mission is to ensure that students who are not college bound can enter the workforce prepared and are connected to businesses in their area that offer quality jobs and careers.

The program is integrated into the English 4/English 4 honors curriculum and covers topics such as resume writing, interviewing skills, dressing for success, and financial literacy. They also offer experiences for students to learn about business and industry in their community through videos, internships, business panels, business field trips.

At the end of the year, they organize a hiring event that features local employers and then a signing day to celebrate students who are entering an apprenticeship or are starting a new job.

To learn more, visit: thefuturecareeracademy.com

2. STRENGTHEN THE POSTSECONDARY EDUCATION ECOSYSTEM FOR RESIDENTS OF REAL COUNTY

2.1. Advocate for expanded representation of SWTJC in Real County.

Real County is one of three counties in the taxing district for SWTJC. This means that all Real County residents who own property contribute directly to the revenues of SWTJC that go to invest and support campuses around the service area. This provides Real County students with in-district tuition rates; however, the closest campus is in Uvalde. Understanding that Real County is not a major population center in the SWTJC service area, there could be a creative solution that would bring Real County residents in-county access to a limited number of SWTJC programs. This could include a small campus or perhaps an expanded partnership with the school districts to offer SWTJC classes at school district facilities after hours or when school is not in session.

2.2. Encourage more students in area ISDs to take dual credit courses to minimize time spent out-of-county on postsecondary education.

The school districts have MOUs with SWTJC and offer dual-credit courses to high school students, which is an amazing opportunity for students to graduate with college credits at no cost to their families. However, only about one-third of high school graduates are currently taking advantage of that opportunity. Be sure all families are aware of the opportunity and its benefits to encourage students to take advantage of dual-credit courses in high school. In addition, ensuring that dual-credit offerings also include career and technical coursework could boost student participation.

- 2.3. **Work with WSMRG to get relevant target occupations on the list and eligible training providers that offer relevant online or in-person programs to Real County residents.**

The target occupations list and eligible training providers are useful tools for supporting eligible Real County residents in obtaining training grants. An individual's WIOA eligibility is based on low-income status. For the Middle Rio Grande Valley, the income level is as follows:

Family Size	1	2	3	4
Income	\$14,580	\$19,720	\$24,860	\$30,000

The current target occupation list includes many occupations that are relevant to Real County residents, but about half of the occupations are not in-demand in Real County. Be sure that Real County residents who are working with WSMRG know which occupations are in-demand in Real County.

In addition, two occupations that are in-demand in Real County are not included on the target occupations list. These are teachers (25-0000)¹ and farm/ranch managers (11-9013). Both of these fall outside of traditional postsecondary education that can be obtained in two years or less. However, teachers can obtain an alternative certification within that time period and farm/ranch managers can correspond with SWTJC's wildlife management program, which is an associate's degree program.

- 2.4. **Work with WSMRG to develop apprenticeship programs with employers in the county.**

The US Department of Labor and the Texas Workforce Commission have funding available to support the expansion of registered apprenticeship programs across the US and the state of Texas. WSMRG can serve as a valuable partner in navigating the process of securing funds and developing a registered apprenticeship program. In partnership with WSMRG, identify employers and occupations that are good candidates for registered apprenticeship programs and work to build out an apprenticeship(s) in Real County.

3. ENSURE ADULTS HAVE OPPORTUNITIES TO PURSUE POSTSECONDARY TRAINING TO SUPPORT CAREER ADVANCEMENT AND UPSKILLING

- 3.1. **Secure access to training in the county, both in-person and virtually, that focuses on key skills needed for career advancement.**

As mentioned earlier in the report, a common career pathway in the county could be as follows:

¹ Workforce Solutions Rural Capital Area includes the SOC code 25-0000 on their target occupation list to be inclusive of all teachers.



Moving from occupation to occupation would require training for supervisor, managers, and entrepreneurs. This kind of training could be offered periodically in partnership with local employers and either WSMRG or SWTJC.

3.2. Work with employers to provide benefits that support employee learning.

To support employee upskilling and career advancement, encourage employers to offer their employees free/low-cost training, tuition reimbursement, and/or time-off to attend training. Raise awareness of the benefits to employers of offering such programs: increased retention and improved productivity.