

Strategic Plan Environmental Scan

Temple College

The information in this document was compiled by the Temple College Office of Institutional Effectiveness, Research, and Planning from a variety of internal and external sources.

Temple College

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County Narrative Profiles

Source: Labor Market and Career Information / Texas Workforce Commission

Bell County Narrative

Geography

Regional Information: The Bell County region (FIPS code:48027) had an estimated population of 277,743 in 2008. The region consists of 1,088 square miles with a **population density** of 255.28 residents per square mile compared to a statewide density of 91.95. This county ranked 19th in 2000 population compared to all 254 counties in Texas. Bell County is a member of TWC's Central Texas Local Workforce Development region. This area is a **metropolitan** county. This county also ranked 58th in size by square miles when compared to all counties in Texas. The Bell County area is assigned to the following district(s): Texas Representative District(s) of 54-55 and State Senatorial District(s) of 24. The area is in the U.S. Congressional District(s) of: 11. The county seat is Belton and the county's **major city, town or place** is Killeen. See Texas Online at <http://www.state.tx.us/portal/tol/en/gov/11/1> for State and local updates. Bell County is classified as a metropolitan county by virtue of either its close relationship with a significant central city or lack thereof. Using 2000 Census population data, roughly 86.05 percent of all Texas population could be found in the 76 metropolitan counties defined by the federal Office of Management and Budget (OMB) for 2003. In 1993 the county was classified as a metropolitan county. Texas has established a network of 24 **Councils of Government** (COGs) to assist local governments in planning for common needs and to coordinate regional economic development activity. Bell County falls within the Central Texas Council of Governments region. For additional information and links to the COG regions see www.txregionalcouncil.org/.

The Office of the State Climatologist in College Station, under the guidance of the National Oceanic and Atmospheric Administration, maintains 10-year intervals of weather compilations. For most recent interval as of January 1, 1993, the **rainfall** in the region averages 34.9 inches per year compared to the Texas average of 30.1 inches per year. The average **growing season** in the Bell County region is 260 days. Texas is so climatically diverse that statewide averages are generally irrelevant as a means of comparison. The **average temperature** in January gathered by the Office of the State Climatologist ranges from 35 degrees to an average for July of 95 degrees. The Texas Department of Agriculture estimates the **freeze dates** range from Nov 24 to Mar 9. Current and past climate information can be found at <http://www.farmersalmanac.com/weather/uszone5.html> and <http://lwf.ncdc.noaa.gov/oa/ncdc.html>.

Natural amenities of the area, according to the U.S. Department of Interior, reflect an overall percent of **surface water** of 2.6 percent compared to 2.5 percent statewide. The land surface

form topography for the region is described as tablelands with moderate relief. Considerably more detailed information can be found at: <http://www.tpwd.state.tx.us/texaswater/sb1/> and http://www.netstate.com/states/geography/tx_geography.htm.

Local Workforce Boards: Bell County is a member of the TWC Central Texas local workforce board area. In order to contact the board or TWC's Tele Center by phone, call 1-800-939-6631. Local addresses, references to specific needs and services can be found at the Central Texas web site at <http://www.twc.state.tx.us/dirs/wdas/wda26.html>. For further information on all Local Workforce Board go to <http://www.twc.state.tx.us/dirs/wdbs/wdbmap.html>.

Population

County population estimates are updated periodically by the Texas State Data Center – Office of the State Demographer at the University of Texas at San Antonio. County estimates are primarily based on the 100 percent population counts from the latest April, 2000 decennial census and are calculated to reveal population change up to a current date, in this case January 2008. These estimation methodologies utilize information on births, deaths and elementary school enrollment to estimate population. In this method, migration of the school-age population is assumed to be indicative of migration in the total population (with adjustments being made for the historical differences between the school-age migration rate and the total population's rate of migration). Data on public school enrollment from the Texas Education Agency and data from the Texas State Data Center's survey of private schools in Texas are used to estimate change in the school-age population. Data on institutional populations were obtained from applicable institutions, while data on other special populations, such as the elderly population were obtained from the U.S. Bureau of the Census.

According to the county-based population estimates from the Texas State Data Center, Bell County changed in population from 237,974 in April, 2000 to an estimated 277,743 in January 2008 by 39,769 residents. This reflects an increase of 16.7 percent in population. During the same time period, the state's population changed by 3,253,597 residents from 20,851,820 to an estimated 24,105,417 persons representing a comparative change of 15.6 percent. A variety of data topics for Texas and all the counties is available at: <http://quickfacts.census.gov/qfd/states/48000.html>.

The region's race/ethnic distribution in 2000 is estimated by the Census Bureau to be:

<u>Race/Ethnicity</u>	<u>Population</u>	<u>Area Percent</u>	<u>Statewide Percent</u>
White	150,900	63.4	70.97
Black	48,624	20.4	11.53
Other	8,957	3.8	3.33
Hispanic ^o	39,701	16.7	31.99

° Hispanic count includes White, Black and other representation when reported.

Population Age

The age distribution of an area can provide valuable insight into the region's economic composition and income potential. By national standards, Texas has a relatively young population. The 2000 Census estimates for Texas show a population composition as follows:

<u>Age</u>	<u>Population</u>	<u>Area Percent</u>	<u>Statewide</u>
Under 5	21,100	8.9	7.8
5-14	37,461	15.7	15.8
15-19	18,329	7.7	7.8
20-44	99,711	41.9	38.5
45-64	40,508	17.0	20.2
65+	20,865	8.8	9.9

While the median age for Texas was 32.30 years in 2000, the Bell County area had a median age of 29.20 according to the 2000 Census.

Population Gender

The gender distribution of an area can provide additional insight into the region's overall distribution in the population by male and female. Of the area's population, 119,467 were male which represents 50.2 percent and 118,507 were female which represents 49.8 percent. This compares to the statewide percentage of 49.6 percent for male and 50.4 percent for female.

Special Age Groups and Gender

Youth and Older Workers: Other age cohorts may be of special interest for Workforce Development Board's summer youth programs and older worker programs. The Bell County region has 34,232 persons **age 14-21** representing 15.0 percent of the population. This compares with 13.3 percent statewide. For the potential older age cohort, 18,853 persons or 8.3 percent are **55 or over** in the Bell County region based on the 2000 Census. This compares to 9.9 percent statewide.

Ages 25-44: If the population cohort 45 and over is higher than the state average, this suggests a stable, mature population comprised of mainly "empty-nesters," retirees and the aged. When the 25-44 age cohort is higher than the state average, this is a healthy economic situation since this group contains the greatest share of the labor force. Decreases over time in this group, especially

when similar changes are not occurring statewide, can be an indication that people are moving out of an area they consider to be a poor labor market. In Bell County the total number in the age groups of 25 to 44, was 73,412 or 32.2 percent. This compares to a statewide percentage of 31.9 percent.

Ages 18 and Older: For the population generally considered in the ages to participate in the labor market, the total population who were 18 years and over totaled 14,965,061 in Texas which represented 71.8 percent of the total population. In this study area, the total persons in this age group was 169,236 or 71.1 percent of the total population. Within this age group in Texas the number of males in 2000 who were 18 years and over represented 7,338,177 persons or 35.2 percent of the total population while females age 18 years and over represented 7,626,884 or 36.6 percent. In the Bell County area, males 18 and over represented 84,321 or 35.4 percent in comparison and females totaled to 84,915 or 35.7 percent.

Veteran Status: According to the U.S. Bureau of Census, the area had 144,988 persons in the population age 18 years and older in the year 2000. Of that number, 34,758 or 24.0 percent responded as being a civilian veteran, compared to 11.8 percent statewide. A "civilian veteran" is a person 18 years old or over who has served (even for a short time), but is not now serving, on active duty in the U.S. Army, Navy, Air Force, Marine Corps, or the Coast Guard, or who served in the U.S. Merchant Marine during World War II. People who served in the National Guard or military Reserves are classified as veterans only if they were ever called or ordered to active duty, not counting the 4-6 months for initial training or yearly summer camps.

Disability Status: From the 2000 Census, data on Disability Status were derived when respondents reported long-lasting conditions: (a) blindness, deafness, or a severe vision or hearing impairment, (sensory disability) and (b) a condition that substantially limits one or more basic physical activities such as walking, climbing stairs, reaching, lifting, or carrying (physical disability). Disability status was also derived if the individuals in the working age range of 21 to 64 years had a physical, mental, or emotional condition lasting 6 months or more that made it difficult to perform certain activities such as: (a) learning, remembering, or concentrating (mental disability); (b) dressing, bathing, or getting around inside the home (self-care disability); (c) going outside the home alone to shop or visit a doctor's office (going outside the home disability); and (d) working at a job or business (employment disability).

It was reported in the 2000 Census that the area had an estimated 57,043 persons residing there between the ages of 5 to 20 years of age with approximately 4,868 or 8.5 percent with a **disability**. In Texas, the percent with disabilities in this same age bracket was 7.9 percent. In the working age population group - ages 21 to 64 years, the area had approximately 113,399 persons, of which 22,046 were categorized to be in a disability status. This represented 19.4 percent compared to 19.9 percent in the state overall. For those persons in this age group that had a disability, approximately 12,610 or 57.2 percent were employed. For those who had no disability, an estimated 67,784 or 74.2 percent were employed. For the retirement age group of 65 years of age and older, 19,127 persons resided of which 8,765 were disabled. The percent of

this age group with a disabled status was 45.8 percent and this compared to 44.8 percent in Texas overall.

Ages 65 and Older: For the population who are considered to be at the age of retirement or older - 65 years and older, the total number of persons in Texas was 2,072,532 or 9.9 percent of the total population in 2000. This region had a total of 20,865 or 8.8 percent in this older age group. In the same age group of 65 years and over, males in Texas represented 862,181 or 4.1 percent of the total population and females totaled to 1,210,351 or 5.8 percent, while in this study area, males totaled to 8,720 or 3.7 percent of all persons in this area and females represented 12,145 or 5.1 percent of all persons. For other general and special population information from the 2000 Census as well as specific populations topics, link to <http://www.census.gov/census2000/states/tx.html>.

Population Projections

The Office of the State Demographer for the State of Texas distributes the most widely used population projections for Texas. **Projection estimates** in these tables and the methodology for **migration scenarios** have been revised as of 2006 by the Texas State Data Center and Office of the State Demographer - now housed at University of Texas San Antonio. Each projection series includes three scenarios resulting in three alternative sets of population values for the State and each county are presented in these projections. These scenarios assume the same set of mortality and fertility assumptions in each scenario but differ in their assumptions relative to net migration. The net migration assumptions made for three scenarios are derived from 1990-2000 patterns which have been altered relative to expected future population trends. This is done by systematically and uniformly altering the adjusted 1990-2000 net migration rates by age, sex and race/ethnicity. The scenarios so produced are referred to as the zero migration (0.0) scenario, the one-half 1990-2000 (0.5) scenario, the 1990-2000 (1.0) scenario and the 1990-2000 (2.0) scenario.

The recommended scenario for most county based projection reporting used is believed to be the 0.5 scenario as most appropriate scenario for most counties in Texas. This scenario has been prepared as an approximate average of the zero (0.0) and 1990-2000 (1.0) scenarios. It assumes rates of net migration one-half of those of the 1990s. The reason for including this scenario is that many counties in the State are unlikely to continue to experience the overall levels of relatively extensive growth of the 1990s. A scenario which projects rates of population growth that are approximately an average of the zero and the 1990-2000 scenarios is one that suggests slower but steadier growth than occurred during 1990-2000 (For a more detailed discussion see <http://txsdc.utsa.edu>).

Using this projection scenario, the following table represents population projections for Bell County:

Population Projections and Percent Change Since 2000*										
<u>Year</u>	<u>Total</u>	<u>Pct Chg</u>	<u>Anglo</u>	<u>Pct Chg</u>	<u>Black</u>	<u>Pct Chg</u>	<u>Hispanic</u>	<u>Pct Chg</u>	<u>Other</u>	<u>Pct Chg</u>

2000	237,974	---	138,933	---	49,800	---	39,701	---	9,540	---
2005	260,413	9.4	144,119	3.7	57,017	14.5	47,544	19.8	11,733	23.0
2010	281,806	18.4	147,276	6.0	64,356	29.2	56,088	41.3	14,086	47.7
2015	301,997	26.9	148,503	6.9	71,894	44.4	65,040	63.8	16,560	73.6
2020	321,190	35.0	148,212	6.7	79,124	58.9	74,676	88.1	19,178	101.0
2025	340,892	43.2	147,492	6.2	86,219	73.1	85,132	114.4	22,049	131.1
2030	361,104	51.7	146,481	5.4	93,157	87.1	96,294	142.5	25,172	163.9
2035	380,229	59.8	144,414	3.9	99,607	100.0	107,722	171.3	28,486	198.6
2040	397,754	67.1	141,052	1.5	105,491	111.8	119,195	200.2	32,016	235.6

* Anglo, Black, and Other excludes Hispanic counts.

For comparison purposes, the Texas population projections, using the same scenario methodology, are as follows:

Year	Population Projections and Percent Change Since 2000*									
	Total	Pct Chg	Anglo	Pct Chg	Black	Pct Chg	Hispanic	Pct Chg	Other	Pct Chg
2000	20,851,820	---	11,074,716	---	2,421,653	---	6,669,666	---	685,785	---
2005	22,556,054	8.2	11,327,875	2.3	2,588,604	6.9	7,820,854	17.3	818,721	19.4
2010	24,330,612	16.7	11,533,974	4.1	2,754,744	13.8	9,080,436	36.1	961,458	40.2
2015	26,156,715	25.4	11,694,533	5.6	2,913,063	20.3	10,436,536	56.5	1,112,583	62.2
2020	28,005,788	34.3	11,796,493	6.5	3,052,401	26.0	11,882,998	78.2	1,273,896	85.8
2025	29,897,443	43.4	11,830,579	6.8	3,170,986	30.9	13,448,469	101.6	1,447,409	111.1
2030	31,830,589	52.7	11,789,298	6.5	3,268,616	35.0	15,140,100	127.0	1,632,575	138.1
2035	33,789,668	62.0	11,682,014	5.5	3,345,684	38.2	16,934,444	153.9	1,827,526	166.5
2040	35,761,201	71.5	11,525,112	4.1	3,403,169	40.5	18,804,298	181.9	2,028,622	195.8

* Anglo, Black, and Other excludes Hispanic counts.

County to County Migration

Out-Migration: Using Internal Revenue Service (IRS) information regarding changes in residences between two filing years 2007 and 2008, statistics regarding moving in and out of counties can reveal patterns of migration as well as patterns of out-of-state and foreign migration to and from selected counties. During this time Bell County reported 102,295 total tax returns were matched to tabulate outflow migration. Of these returns approximately 30.8 percent showed a change in residences by moving out from their originating county in 2007 to another county in 2008. Of these who moved out of their original county, 37.2 percent moved to another county within Texas, while 57.1 percent moved to a different state but within the U.S. Those who moved from their originating county in the year 2007 to a foreign country in 2008 was approximately 5.8 percent.

The IRS county migration data reports income by the number of returns and the number of exemptions. The number of returns - as a unit of analysis may be used as a proxy for household income and the number of exemptions may be used as a proxy for the number of individuals in a family. Using the number of returns for household income, the Bell County overall has an

average household earnings of \$44,279. Of those households which remained in the same area, an average reported non-migrating household income of \$46,065 during the period 2007 to 2008. Total income earned by 14,542 households leaving the region was \$487,110,000 which represents an average income of \$33,497.

The top 5 counties showing the most households and their average income leaving Bell County to other counties during 2007 to 2008 were:

County and State	Households Moving Out	Average Income Moving Out
Coryell County, TX	988	\$25,649
Foreign - Outside U.S.	884	\$30,925
El Paso County, CO	521	\$32,292
Travis County, TX	486	\$32,307
Williamson County, TX	444	\$42,971

In-Migration: During the period 2007 to 2008, there were approximately 103,846 total tax returns were matched to calculate inflow migration. Of these returns approximately 33.2 percent showed a change in residences by moving in from their originating county in 2007 to a county in the study area in 2008. Of these who moved into the study area from another county, 32.6 percent moved from other counties in Texas, while 57.8 percent moved from a county in a different state but within the U.S. Those who moved into the study area during the 2007-2008 period from a foreign country was approximately 9.7 percent.

Using the number of returns as a proxy for household income, the Bell County overall has an average household earnings of \$43,690. Of those households which remained in the same area, had an average reported non-migrating household income of \$46,065 during the period 2007 to 2008. Total income earned by 16,093 households entering the region was \$494,691,000 which represents an average income of \$30,740.

The top 5 counties showing the most households and their average income migrating into Bell County from other counties during 2007 to 2008 were:

County and State	Households Moving In	Average Income Moving In
Foreign - Outside U.S.	1,532	\$28,761
Coryell County, TX	989	\$29,583
Travis County, TX	327	\$32,927
Bexar County, TX	323	\$36,576

Change in Aggregated Earnings: Gains and losses of residential earnings and buying power due to a migration can be reflected in observed differences in aggregate dollars entering and leaving an area. County to county migration information from the IRS shows a net change for the Bell County region of \$7,581,000.00. A positive value represents an increase in earnings for an area and a negative value represents a loss of income during the 2007 - 2008 period.

Vital Statistics: According to the Texas Department of State Health Services for vital statistics for the year 2004, the Bell County area had a total of 4,916 live births which represents a **live birth rate** of 19.5 births for every 1,000 persons in the study area compared to a statewide rate of 17.0 births per 1,000 persons in the population. The area had a total of 1,653 **deaths** representing a rate of 6.6 for every 1,000 persons compared to a statewide rate of 6.8.

Employment

Civilian Labor Force (CLF): The most recent civilian labor force estimates from TWC for Texas statewide in November 2009 is 12,103,220 which is an increase in the labor force of 294,996 persons since November 2008. This represents a 2.5 percent change in Texas during this time period. These estimates are not seasonally adjusted. Bell County had a civilian labor force of 127,186 for November 2009 which was a change of 1,865 in CLF since November 2008. This change represented an increase of 1.5 percent for the study area. For another glimpse into TWC/LMI's Texas and County information, link to:
<http://www.tracer2.com/cgi/dataanalysis/AreaSelection.asp?tableName=Labforce>.

Economic Diversification: Relative to the Texas economy, the LMCI economic diversification index measures the degree to which a county economy is diversified. Significant concentrations of employment in only one or two industrial sectors makes an area less diversified and more susceptible to widespread economic decline should a key sector suffer a significant loss. While economic diversification or a balanced distribution of employment across all major industry sectors, is generally desirable, in some cases, especially where a region is exploiting a comparative advantage (such as access to raw materials, access to transportation routes, etc.) a statistically diverse economy does not necessarily correlate with higher growth. Of the three levels of diversification ranging from below average, average and above average, Bell County had an economic base which is of below average diversity.

Employment By Major Industry Sector: The most recent employment data from TWC by major industrial sector for Bell County compared to Texas are shown below in a table for two years. The Department of Labor calls these major categories "Super Sectors". One advantage in reviewing employment changes at broad industrial levels is that it allows for a unique snapshot of major differences in the total civilian labor force for a selected study area when compared to any larger statewide trend. When employment changes at a higher rate than the state, there may

be comparative advantages in the local economy which are driving these changes. Conversely, when change is at a lower rate, then the Super Sector is showing less growth in comparison to the state and may consequently have a smaller comparative **change impact**.

Bell County Industry Sector	AREA EMPLOYMENT				STATEWIDE EMPLOYMENT			
	2008 1st Qtr	2009 1st Qtr	Abs Chg	Pct Chg	2008 1st Qtr	2009 1st Qtr	Abs Chg	Pct Chg
Total, All Industries	101,020	102,806	1,786	1.77	10,359,640	10,253,639	-106,001	-1.02
Natural Resources & Mining	300	278	-22	-7.33	280,220	277,472	-2,748	-0.98
Construction	4,280	4,486	206	4.81	699,053	659,518	-39,535	-5.66
Manufacturing	7,320	6,921	-399	-5.45	933,820	881,632	-52,188	-5.59
Trade, Transport. & Utilities	21,760	21,370	-390	-1.79	2,226,052	2,173,922	-52,130	-2.34
Information	2,550	2,370	-180	-7.06	226,430	218,352	-8,078	-3.57
Financial Activities Group	4,980	4,397	-583	-11.71	641,253	630,679	-10,574	-1.65
Prof., Business & Other Svcs	9,070	8,655	-415	-4.58	1,333,708	1,293,185	-40,523	-3.04
Education & Health Svcs.	31,060	33,564	2,504	8.06	2,300,695	2,379,530	78,835	3.43
Leisure & Hospitality Group	10,370	10,621	251	2.42	998,569	1,006,276	7,707	0.77
Other Services	2,970	3,187	217	7.31	292,276	291,405	-871	-0.30
Public Administration	6,320	6,935	615	9.73	418,602	435,774	17,172	4.10

Compared to Texas, the table above shows employment sectors in Bell County changed at a higher rate for *Construction, Manufacturing, Trade, Transport. & Utilities, Education & Health Svcs., Leisure & Hospitality Group, Other Services* and *Public Administration* between 1st quarter 2008 and 1st quarter 2009. During that same time period, area employment for *Natural Resources & Mining, Information, Financial Activities Group* and *Prof., Business & Other Svcs* changed at a lower rate when compared to Texas.

Occupations: The best source of occupational information at the county level is from the 2000 Census. The total number of persons 16 years of age or older who were employed in Bell County during the 2000 Census was 90,230. The following presents a table of those employed by occupational categories for this region compared to statewide percentages:

<u>Occupational Categories</u>	<u>Count</u>	<u>Area Percent</u>	<u>Statewide Percent</u>
Mgmt., Professional Occs.	27,657	30.7	33.3
Service Occupations	15,544	17.2	14.6
Sales and Office Occupations	24,447	27.1	27.2
Farming/Fishing/Forestry Occs.	332	0.4	0.7
Constr., Extraction Occs.	9,382	10.4	10.9
Production, Transport. Occs.	12,868	14.3	13.2

Class of Worker: Another way to view the types of workers in an area's labor force is by class of worker. According to the 2000 Census, the area had 64,525 employees who were private wage

and salary workers representing 71.5 percent of all workers. The region had another 19,718 persons who were government workers or 21.9 percent, 5,710 who were self employed workers or 6.3 percent and 277 who were unpaid family workers representing 0.3 percent. This compares to the Texas statewide distribution of 78.0 percent for private wage and salary workers, 14.6 percent for government workers, 7.1 percent for self employed, and 0.3 percent for unpaid family workers.

Unemployment: According to TWC unemployment figures for November 2009 Bell County had an unemployment estimate of 8,707 persons which represents a rate of 6.8 compared to a Texas statewide unemployment rate of 7.9 for the same month. For the study area these estimates represent an increase from November 2008 unemployment rate of 5.3 percent. The Texas statewide unemployment rate was 5.4 for November 2008. For the latest unemployment rates, see TWC's LMI website - Unemployment Rates (LAUS): <http://www.tracer2.com/cgi/dataanalysis/AreaSelection.asp?tableName=Labforce> and for a description of methodology link to: <http://www.tracer2.com/article.asp?ARTICLEID=148>.

Reporting Establishments: The TWC indicates 3,848 business reporting units operating in Bell County in the first quarter of 2008 with an average of 24.91 workers per unit. Average firm size makes a difference for job hunting and job development strategy because larger firms tend to have better defined ports of entry and in-house training capabilities. Although definitions vary greatly, small business can be defined as less than 50 workers and medium sized is 250 or less. The Texas average is 22.86 workers per unit. Regions with higher than average number of workers per unit tend to be dominated economically by a few very large employers.

Commuting to Work: Commuting to work for workers 16 years and over has a number of implications for transportation and municipal services study. Bell County had a total of 88,794 or 78.9 percent who drove their car to work alone, 15,985 or 14.2 percent who car pooled, 318 or 0.3 percent used public transportation, 4,034 or 3.6 percent who walked to work, 1,532 or 1.4 percent of regional workers who used other means to work, and 1,922 or 1.7 percent who worked at home. These methods of commuting to work compare to the Texas statewide results by: car alone (77.7%), car pool (14.5%), public transportation (1.9%), walked (1.9%), other means (1.3%), and worked at home (2.8%). The average travel time to work in minutes was 21.10 for the region as compared to an overall statewide average of 25.4 minutes.

Employers by Employee Size Class: Employer contact information and employee size ranges are collected and updated by the Analyst Resource Center from InfoUSA Inc. The most current release is a product called the Employer Database 2009 1st Edition. This product shows that the area had approximately 1,897 establishments which employed 10 or more employees. Of these employers, approximately 0.5 percent employed over 1000 employees. 0.5 percent employed between approximately 500 and 999 employees, 8.1 percent employed between approximately 100 and 499 employees, 10.8 percent employed between 50 and 99 employees, 30.2 percent employed between 20 and 49 employees, and 50.0 percent employed between approximately 10 and 19 employees.

Top 10 Manufacturers for the Bell County Region:

- Wilsonart International Inc
- Pactiv
- American Desk Mfg Co
- Texas Hydraulics Inc
- C & H Die Casting Inc
- Carpenter Co
- Custom Printing
- Fleetwood Homes Of Texas
- Amaco Products
- Materials Transportation Co

Income

Personal Income: According to the most recent data released by the BEA 2005, Bell County's total personal income, excluding farm, was \$7,912,908,000 which represented an increase of \$782,817,000 when compared to the 2004 **total personal income**, excluding farm, of \$7,130,091,000. For Statewide personal income, the total of \$686,943,289,000 for 2004 and \$741,099,703,000 for the year 2004, shows an increase of \$54,156,414,000. This indicates that Bell County has a personal income showing a rate change of 11.0 percent compared to the statewide income at a rate change of 7.9 percent for the same period. Income from all government and government enterprises for the area was a total of \$4,633,223,000 for the year 2005. This was an increase of 13.7 percent from the 2004 figure of \$4,076,165,000. Texas statewide had an increase of 5.7 percent for **government income. Military income**, excluding federal civilian income, for 2005 was \$3,537,750,000 compared to \$3,061,862,000 in 2004 for the study area. This was an increase of 15.5 percent compared to a statewide change of no change percent for the same period. For further information link to: <http://www.bea.gov/bea/regional/reis>.

Per Capita Income: Total personal income is a widely used measure of regional economic health while per capita income is generally used to compare the relative well-being of residents across areas (not accounting for differences in area cost of living). The per capita personal income for 2005 was \$31,139 in Bell County while Texas statewide had a per capita income of \$32,460. For more information on this data, please go to <http://www.bea.gov/bea/regional/reis>.

Government Transfer Payments: The Bell County region received over \$1,082,028,000 in transfer of payments in FY2005 which reflected a \$4,254 per capita transfer payment compared to the Texas per capita payment of \$4,194. Transfer payments includes the total amount of government allocations to people who qualify for income assistance. This consists largely of supplemental security income payments, family assistance, general assistance payments, food stamp payments, and other assistance payments, including emergency assistance. For more

information on this data, please go to <http://www.bea.gov/beat/regional/reis>.

Residence Adjustment: Some areas function as major employment centers and others serve as "bedroom communities". This means that residents may work in one region but live, pay taxes and spend most of their income in their resident region. The degree to which a regional area serves as a bedroom community can be measured by a "residence adjustment" to the area personal income. The residence adjustment in the Bell County region was \$-1,104,402 in 2005. By 2006 the adjustment represented a decrease to \$-1,348,300. A negative number implies that workers commute into the region to earn income but do not reside there. Growth over time of negative residence adjustments generally implies an eroding tax base for the region. Similarly, a positive figure implies that on balance the region exports jobs and income to residents of other regions. For more information on this data, please go to <http://www.bea.gov/beat/regional/reis>.

Average Weekly Wage: TWC reported an average weekly wage during 1st quarter 2007 for all covered wages and salaried employment in the Bell County region to be \$672.08. Average weekly wages for 1st quarter 2008 was \$678.13, an increase of 0.9 percent. This is compared to a decrease of -2.1 percent statewide for the same period of time. The Texas statewide average weekly wage in the 1st quarter of 2008 was \$884.74. These wage data are the result of the reported quarterly wages and salaries paid by employers divided by 13 weeks. For the most current information, link to:

<http://www.tracer2.com/cgi/dataanalysis/AreaSelection.asp?tableName=Industry>

UI Benefits: The region had \$15,553,742 in Unemployment Insurance benefits paid during calendar year 2008. In the Bell County region, the average duration before exhausting regular UI benefits in calendar year 2008 was approximately 14.1 weeks, while the statewide average duration before exhausting regular UI benefits in calendar year 2008 was approximately 13.4 weeks. The most likely interpretation of longer duration times is greater difficulty finding a job. Therefore, duration can serve as a good barometer for local general economic conditions. The average weekly benefits payment for Regular UI in 2008 was \$303.19 for the Bell County region compared to \$307.5 in Texas statewide.

Personal Income by Place of Residence: Personal income by place of residence, based on the 2000 Bureau of Economic Analysis (BEA) estimates was roughly \$68,799 for the Bell County region. This compares to \$78,626 statewide. This figure is much higher than the per capita income level because it includes all wage earners living within a single household. Also, income data from BEA will be different than income data from other agencies due to that fact the BEA includes other sources of income such as farm wages, dividends, interest, rent and transfer payments. For more information on this data, please go to <http://www.bea.gov/beat/regional/reis>.

Poverty Population: The U.S. Department of Census estimated a 2002 poverty population for the Bell County region for people of all ages at 29,624 persons. That figure represents 12.1 percent of the non-institutional population compared to a Texas percentage of 15.4 percent for people of all ages. The estimated number of people under the age of 18 in the study area in

poverty was 11,266 in 1999. This figure was 5.3 percent of all people under 18 in the study area compared to Texas statewide which was 6.0 percent of all people under 18 as estimated in 1999. According to the 2000 Census, the number of families living below poverty status in 1999 were 6,012 which was 9.7 percent of all families in the study area. This compared to 12.0 percent of all families statewide living in poverty status in 1999. The total number of individuals living below poverty status was 27,607 in 1999 which was 11.6 percent of all individuals in the study area. This compared to 15.0 percent of all individuals living below poverty status statewide. For the most recent Poverty information, see: <http://www.census.gov/hhes/www/saipe/county.html> .

Gross Retail Sales: Income can be viewed in several ways and under different definitions. Per capita income tends to have a direct relationship with the growth of gross sales and most service sector industries in an area. **Gross sales** for the region estimated by the Texas Comptroller of Public Accounts were \$1,272,287,714 in the 2nd quarter 2008 which represented a decrease of -4.6 percent to \$1,214,314,878.00 by the 2nd quarter 2009. The statewide change for the same period was a decrease of -11.7 percent in gross sales. The total number of **reporting outlets** for the same period was 2,183 in the 2nd quarter 2008 and 2,060 in the 2nd quarter 2009. This region had a decrease of -5.6 percent in the study area compared to the statewide change for the same period of a decrease of -3.7 percent. For the most recent Gross Retail Sales information, please see: <http://www.window.state.tx.us/taxinfo/sales/>.

Housing

Household Units and Size: The total number of **housing units** in 2000 in Bell County according the Census was 85,507 with an average household size of 2.7 persons. The average **household size** for Texas was 2.7 persons for the same period. **Home ownership rates** for this area was 55.7 percent compared to Texas statewide which had a rate of 63.8 percent. While in Texas statewide the percent of households with persons under 18 years of age in 2000 was 40.9 percent, this study area had a percent of 43.4. The percent of households with persons 65 years of age or older was 19.9 percent in Texas statewide while 16.8 percent of Bell County had households with individuals 65 years of age and older.

Types of Structures: While Texas had approximately 63.4 percent of the housing units in the category of one **detached structures** in 2000 according to the census, the study area had approximately 60.7 percent. **Mobile homes** in the area made up 10.0 percent when compared to a statewide percentage of 9.0 percent. More recently built housing structures in the area shows new development has taken place in the region. The total number of **new housing structures** built between 1995 and March 2000 was 15,982 or 17.2 percent in Bell County compared to 13.2 percent statewide.

Owner and Renter Occupied: According to the 2000 Census, the percent of **owner-occupied** units with a value of \$100,000 or greater in Bell County was 25.7 percent compared to 36.7 percent for the state. The percent of **renter-occupied** units with rent values of \$500 per month or greater was 52.1 percent as compared to the Texas percentage of 60.4 percent. The **median**

home value in Bell County according to the 2000 census was \$78,100.00 compared to a statewide median value of \$82,500.00. **Median rent** for the area was \$543.00 compared to \$574.00 for the state. For this area, the total number of renter-occupied housing units was 37,885 which represented 44.3 percent of all occupied housing units in 2000. This compares to a Texas statewide percentage of 36.2 percent for the same period.

Education

The total number of public independent school districts in Bell County for the school year 1999-2000 was 9 according to the Texas Education Agency. The overall average daily attendance for the same year was 46,082.

Enrollment: School enrollment data from the 2000 Census showed that there were 65,774 persons in the population who were 3 years of age and older and enrolled in school in the study area during the census collection period. Of this population, the following table shows a breakdown of what types of schools persons were enrolled compared to similar statewide information:

<u>Type of School</u>	<u>Count</u>	<u>Area Percent</u>	<u>Statewide Percent</u>
Nursery school or preschool	4,507	6.9	6.6
Kindergarten	4,256	6.5	5.9
Elementary School (grades 1-8)	29,963	45.6	45.5
High School (grades 9-12)	13,181	20.0	21.9
College or graduate school	13,867	21.1	20.2

Educational Attainment: The total number of persons 25 years of age or older who responded to the level of educational attainment during the 2000 Census was 137,430. Of those persons, the following presents a table on various levels of educational attainment for this region compared to statewide percentages:

<u>Educational Attainment</u>	<u>Count</u>	<u>Area Percent</u>	<u>Statewide Percent</u>
Less than 9th Grade	7,950	5.8	11.5
9 th to 12 th grade, no diploma	13,131	9.6	12.9
H.S. graduate (inc. equiv.)	37,714	27.4	24.8
Some college, no degree	39,459	28.7	22.4
Associate Degree	11,968	8.7	5.2
Bachelor's Degree	18,364	13.4	15.6
Graduate or Prof. Degree	8,844	6.4	7.6

Another useful grouping of these statistics shows that the percent of high school graduates or

higher was 84.7 percent for the area compared to 75.7 percent for Texas. Also, the percent with bachelor's degree or higher was 19.8 percent as compared to 23.2 percent for Texas.

Dropout and Attrition Rates: Information from the Texas Education Agency on student **dropouts** from public schools for 2004-2005 shows that 223 students, grades 7-12, dropped out of school in this study area. This represents a dropout rate of 0.90 percent as compared to a Texas statewide percentage of 0.90 percent of all students who dropped out during this period. **Attrition** rates are often viewed as measures of the percentage of students that begin high school but do not graduate with a diploma. It is arguably a more reasonable way to view dropouts from an economic viewpoint. One way to view educational progress in a region is to estimate the number of persons who persist to high school graduation as opposed to standard dropout statistics. Attrition rates are calculated by the Intercultural Development Research Association (IDRA). IDRA conducts research and development activities; creates, implements and administers innovative education programs; and provides teacher, administrator, and parent training and technical assistance. The attrition rates for Bell County during the period 2004-2005 by race and ethnicity were 35 percent for all students, 43 percent for Blacks, 26 percent for Whites, and 45 percent for Hispanics. In order to review the latest Secondary Schools Enrollment and Dropouts information posted on the Texas Education Agency, link to: <http://www.tea.state.tx.us/research/>.

Health

Health Facilities - The number of acute and psychiatric care **hospitals** in Bell County as of October 2007 was 8, with an average total beds capacity of approximately 133.0 compared to a statewide ratio of 123.1 beds per hospital according to statistical reports from the Texas Department of State Health Services. Link to <http://www.dshs.state.tx.us> for more data reporting on health care facilities. The Texas State Board of Pharmacy data for October 2007 shows there are 40 licensed **pharmacies** in the study area. The total number of licensed pharmacies statewide is 5,919. For additional information on Texas Pharmacies, link to the Texas State Board of Pharmacy at <http://www.tsbp.state.tx.us/index.htm>.

Health Practitioners - According to the Texas Department of State Health Services October 2007 report, there were 725 direct patient care and primary care **physicians** who practiced in the region. The ratio of total persons to each physician in the area was 358.8 residents per each physician. This compares to a statewide ratio of 460.5 persons for each physician in Texas. Another way of reporting these figures is by showing the number of physicians as a ratio per 100,000 residents. In this study area, the ratio in direct patient care was 538.6 as compared to the statewide ratio of 638.3 in direct patient care physicians per 100,000 population as of 2007. The ratio of physicians in primary care was 1,250.6 compared to a statewide ratio of 1,472.0 physicians in primary care per 100,000 persons in the population statewide. Link to <http://www.dshs.state.tx.us> for more data.

The study area had a total of 2,362 **registered nurses** (RN) working in the study area,

representing a ratio of 110.1 persons for each RN in the area. The statewide ratio was 152.2 persons for each RN in the state. For the same time period, the ratio of RNs per 100,000 population was 908.3 compared to 657.0 per 100,000 statewide. Link to <http://www.dshs.state.tx.us> for more data.

The number of **licensed vocational nurses (LVN)** who practiced in the area was 1,248 representing a ratio of 208.4 persons per each LVN in the area. This compared to 363.8 persons per each LVN statewide. The ratio of LVNs per 100,000 population was 479.8 compared to 274.9 per 100,000 population statewide. See <http://www.dshs.state.tx.us> for a wider variety of Health Professionals and related information.

The Texas Department of State Health Services information for October 2007 also reports that there were 129 **dentists** in the study area, with a ratio of 2,016.4 persons for each dentist in the area. The ratio of dentists per 100,000 residents was 49.6. By comparison, there was a statewide ratio of 42.8 dentists per 100,000 residents, with a total of 10,151 dentists statewide. See <http://www.dshs.state.tx.us> for a wider variety of Health Professionals and related information.

According to data from the Texas Department of State Health Services for October 2007, there were 687 licensed **Emergency Medical Technicians**, or EMTs, for the study area; a ratio of 264.1 licensed EMTs per 100,000 residents. The statewide ratio was 218.0 EMTs per 100,000 residents, with a total of 51,718 EMTs statewide. See <http://www.dshs.state.tx.us> for a wider variety of Health Professionals and related information.

Also, according to the October 2007 report from the Texas Department of State Health Services, there were 216 **pharmacists** in this area, which is a ratio of 1,204.3 persons for each pharmacist. Texas has 18,138 pharmacists statewide, or a ratio of 1,308.2 persons for each pharmacist in the area. The ratio of pharmacists per 100,000 residents was 83.0 compared to 76.4 per 100,000 residents statewide. See <http://www.dshs.state.tx.us> for a wider variety of Health Professionals and related information.

The Texas Department of State Health Services information for October 2007 shows that for the study area there were 19 **occupational therapists**; a ratio of 13,690.6 persons for each occupational therapist. The statewide ratio was 11,072.6 persons for each occupational therapist, with a total of 2,143 occupational therapists statewide. The ratio of occupational therapists per 100,000 residents was 7.3 compared to 9.0 statewide. See <http://www.dshs.state.tx.us> for a wider variety of Health Professionals and related information.

Medical & Health Services Employment*

Area			Statewide		
2007 1st Qtr	2008 1st Qtr	Pct Change	2007 1st Qtr	2008 1st Qtr	Pct Change

12,449	13,893	11.60%	1,092,916	1,135,001	3.85%
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* Includes: Hospitals, Medical/Health Offices; Home Health, Nursing, Elderly Residential facilities; Individual/Family, Emergency & Other Relief Svcs., Vocational Rehab. Svcs.
 [NAICS: 6211,6212-19,6221-23,6231-33,6239,6241-43]
 Due to confidentiality, employment for small areas may be suppressed and reported as zero.

Health Statistics - Some of the leading **causes of mortality** in Texas include malignant neoplasms or cancer, heart disease, and chronic lower respiratory disease. From information gathered by Texas Department of State Health Services for 2004, the study area had a total of 395 reported deaths from malignant neoplasm **cancer**. On a statewide level, Texas had 33,836 reported deaths from malignant neoplasm cancer. Texas Department of State Health Services reports that for 2004 there were 430 deaths from **heart disease**, and 82 deaths from lower respiratory disease in the selected study area. By contrast, Texas statewide had 40,091 deaths from heart disease and 7,387 deaths from **chronic lower respiratory disease**. See <http://www.dshs.state.tx.us> for a wider variety of Texas health, disease and related information.

Several state agencies collect statistics on health status indicators that can be used to assess the strengths or weaknesses of public health in a local area or community. For this study area, the Texas Department of State Health Services reported for August 2004 there were 46 **infant deaths**, as compared with a statewide rate of 2,398. See <http://www.dshs.state.tx.us> for a wider variety of Texas health, disease and related information.

The Texas Department of State Health Services reported that for August 2003 there were 192 total **teen pregnancies** in this area. There were different teen pregnancy rates in the study area depending on race, with 50 for Black teens, 67 for Hispanic teens and 75 for White teens. Statewide rates for teenage pregnancy were 19,730 for total teenage pregnancies, with 3,003 for Black teens, 12,693 for Hispanic teens and 4,034 for White teens. See <http://www.dshs.state.tx.us> for a wider variety of Texas health, disease and related information.

In the Health and Human Services 2003 Data Book, figures show that the number of children under 19 in this area whom were **not covered by health insurance** is 12,974, which is 5.8% of the reported population in that age group. The number of **uninsured children** statewide is 885,999, or 7.1% of the reported population for children under 19. For more information, or to view or download the entire data book, see <http://www.hhsc.state.tx.us>.

Other Facts of Interest

- According to the Texas Secretary of State's Office, for the November 2008 presidential election, there were 162,177 **registered voters** in Bell County. The **voter turnout** was 90,334 representing 55.7 percent of **eligible voters**. The **election results** were 49,242 or 54.5 percent for McCain/Palin, 40,413 or 44.7 percent for Obama/Biden, and 679 or 0.8 percent for all other presidential candidates. The

statewide results were 55.5 percent for McCain/Palin, 43.7 percent for Obama/Biden, and approximately 0.9 percent for all other candidates. See: <http://www.sos.state.tx.us/elections/voter/index.shtml> for other topics of interest.

- Information on the three categories of child placement services from the Texas Department of Family and Protective Services for 2006 showed that the area had 5 **foster homes**, 31 **foster/adoptive homes** and 6 **adoptive homes**. The total number of **licensed day care facilities** were 166 with a total capacity of 12,914. The total number of **family homes licensed for 24-hour care** was 137. Link to http://www.dfps.state.tx.us/About/Data_Books_and_Annual_Reports/2006/databook/default.asp for further information.
 - There were approximately 12,459 crimes reported in the Bell County area during 2005 or a 8.9 percent change from the 11,445 crimes reported for 2004. Statewide, the total of all reported crimes was 1,117,806 for 2005 representing a -1.8 percent change from the reported totals of 1,138,346 for 2004. This information was collect from the FBI, Uniform Crime Reports, as prepared by the National Archive of Criminal Justice Data; see the U.S. Dept. of Justice site: <http://www.ojp.usdoj.gov/bjs/dtdata.htm> for the most recent reported data.
 - The total **jail capacity** for public and private jails in the region was 709 as of October 1, 2006 according to the Texas Commission on Jail Standards. **Jail population** was at 98.7 percent capacity when compared to maximum capacity. At this same time, this compared to a statewide capacity of 90.4 percent. For more detailed information, see to: <http://www.tcjs.state.tx.us/index.php?linkid=320>.
 - The region had 17 **commercial banks** in 2007, as reported by the Federal Deposit Insurance Corporation (FDIC), with **total deposits** of \$1,964,000,000 and **assets** of \$3,070,325,000. The 2007 **deposit to population ratio** was \$7,182 for the Bell County region compared to the Texas ratio of \$13,816. A ratio less than the state average generally indicates either the presence of an adjacent city or county not within the described region serving as a regional financial center, or per capita income well below the state average. These numbers do not reflect assets and deposits which are held in branch offices of banks whose headquarters are in another city or state. The most recent FDIC data for this area is at <http://www2.fdic.gov/sod/index.asp>.
 - While all counties in Texas are served by banks, savings and loan institutions and credit unions, many counties may not show these offices directly reported in its geography by the FDIC or other governing agencies. For the 2007 reporting period in Bell County, the number of **saving and loans** was 3 which had a total of savings and loan assets of \$0 and deposits of \$51,300,000 These figures are in contrast to the statewide total of 54 savings and loans, with \$7,767,193,400 in assets and \$12,067,400,000 in deposits. For more information, please see:
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<http://www2.fdic.gov/sdi/index.asp>. There were 6 **credit unions** in the study area according to the National Credit Union Administration data. For 2007, the latest year of reported data, these credit unions had a total of \$261,586,475 in assets and \$225,295,402 in deposits, as compared to a total of 615 credit unions statewide, with \$48,883,686,146 in assets and \$36,648,314,014 in deposits. Credit union statistics and other information on credit unions can be found at <http://webapps.ncua.gov/customquery>.

Milam County Report

Geography

Regional Information: The Milam County region (FIPS code:48331) had an estimated population of 25,468 in 2008. The region consists of 1,022 square miles with a **population density** of 24.92 residents per square mile compared to a statewide density of 91.95. This county ranked 97th in 2000 population compared to all 254 counties in Texas. Milam County is a member of TWC's Central Texas Local Workforce Development region. This area is a **rural** county. This county also ranked 76th in size by square miles when compared to all counties in Texas. The Milam County area is assigned to the following district(s): Texas Representative District(s) of 20 and State Senatorial District(s) of 5. The area is in the U.S. Congressional District(s) of: 11. The county seat is Cameron and the county's **major city, town or place** is Cameron. See Texas Online at <http://www.state.tx.us/portal/tol/en/gov/11/1> for State and local updates. Milam County is classified as a rural county by virtue of either its close relationship with a significant central city or lack thereof. Using 2000 Census population data, roughly 86.05 percent of all Texas population could be found in the 76 metropolitan counties defined by the federal Office of Management and Budget (OMB) for 2003. In 1993 the county was classified as a rural county. Texas has established a network of 24 **Councils of Government** (COGs) to assist local governments in planning for common needs and to coordinate regional economic development activity. Milam County falls within the Central Texas Council of Governments region. For additional information and links to the COG regions see www.txregionalcouncil.org/.

The Office of the State Climatologist in College Station, under the guidance of the National Oceanic and Atmospheric Administration, maintains 10-year intervals of weather compilations. For most recent interval as of January 1, 1993, the **rainfall** in the region averages 34.2 inches per year compared to the Texas average of 30.1 inches per year. The average **growing season** in the Milam County region is 256 days. Texas is so climatically diverse that statewide averages are generally irrelevant as a means of comparison. The **average temperature** in January gathered by the Office of the State Climatologist ranges from 38 degrees to an average for July of 95 degrees. The Texas Department of Agriculture estimates the **freeze dates** range from Nov 24 to Mar 13. Current and past climate information can be found at <http://www.farmersalmanac.com/weather/uszone5.html> and <http://lwf.ncdc.noaa.gov/oa/ncdc.html>.

Natural amenities of the area, according to the U.S. Department of Interior, reflect an overall percent of **surface water** of 0.5 percent compared to 2.5 percent statewide. The land surface form topography for the region is described as irregular plains. Considerably more detailed information can be found at: <http://www.tpwd.state.tx.us/texaswater/sb1/> and http://www.netstate.com/states/geography/tx_geography.htm.

Local Workforce Boards: Milam County is a member of the TWC Central Texas local workforce board area. In order to contact the board or TWC's Tele Center by phone, call 1-800-939-6631. Local addresses, references to specific needs and services can be found at the Central Texas web site at <http://www.twc.state.tx.us/dirs/wdas/wda26.html>. For further information on all Local Workforce Board go to <http://www.twc.state.tx.us/dirs/wdbs/wdbmap.html>.

Population

County population estimates are updated periodically by the Texas State Data Center – Office of the State Demographer at the University of Texas at San Antonio. County estimates are primarily based on the 100 percent population counts from the latest April, 2000 decennial census and are calculated to reveal population change up to a current date, in this case January 2008. These estimation methodologies utilize information on births, deaths and elementary school enrollment to estimate population. In this method, migration of the school-age population is assumed to be indicative of migration in the total population (with adjustments being made for the historical differences between the school-age migration rate and the total population's rate of migration). Data on public school enrollment from the Texas Education Agency and data from the Texas State Data Center's survey of private schools in Texas are used to estimate change in the school-age population. Data on institutional populations were obtained from applicable institutions, while data on other special populations, such as the elderly population were obtained from the U.S. Bureau of the Census.

According to the county-based population estimates from the Texas State Data Center, Milam County changed in population from 24,238 in April, 2000 to an estimated 25,468 in January 2008 by 1,230 residents. This reflects an increase of 5.1 percent in population. During the same time period, the state's population changed by 3,253,597 residents from 20,851,820 to an estimated 24,105,417 persons representing a comparative change of 15.6 percent. A variety of data topics for Texas and all the counties is available at: <http://quickfacts.census.gov/qfd/states/48000.html>.

The region's race/ethnic distribution in 2000 is estimated by the Census Bureau to be:

<u>Race/Ethnicity</u>	<u>Population</u>	<u>Area Percent</u>	<u>Statewide Percent</u>
White	19,121	78.9	70.97
Black	2,678	11.0	11.53

Other	177	0.7	3.33
Hispanic^o	4,516	18.6	31.99

^o Hispanic count includes White, Black and other representation when reported.

Population Age

The age distribution of an area can provide valuable insight into the region's economic composition and income potential. By national standards, Texas has a relatively young population. The 2000 Census estimates for Texas show a population composition as follows:

<u>Age</u>	<u>Population</u>	<u>Area Percent</u>	<u>Statewide</u>
Under 5	1,654	6.8	7.8
5-14	3,731	15.4	15.8
15-19	1,882	7.8	7.8
20-44	7,245	29.9	38.5
45-64	5,553	22.9	20.2
65+	4,173	17.2	9.9

While the median age for Texas was 32.30 years in 2000, the Milam County area had a median age of 38.00 according to the 2000 Census.

Population Gender

The gender distribution of an area can provide additional insight into the region's overall distribution in the population by male and female. Of the area's population, 11,881 were male which represents 49.0 percent and 12,357 were female which represents 51.0 percent. This compares to the statewide percentage of 49.6 percent for male and 50.4 percent for female.

Special Age Groups and Gender

Youth and Older Workers: Other age cohorts may be of special interest for Workforce Development Board's summer youth programs and older worker programs. The Milam County region has 3,436 persons **age 14-21** representing 13.7 percent of the population. This compares with 13.3 percent statewide. For the potential older age cohort, 4,114 persons or 16.4 percent are **55 or over** in the Milam County region based on the 2000 Census. This compares to 9.9 percent statewide.

Ages 25-44: If the population cohort 45 and over is higher than the state average, this suggests a

stable, mature population comprised of mainly "empty-nesters," retirees and the aged. When the 25-44 age cohort is higher than the state average, this is a healthy economic situation since this group contains the greatest share of the labor force. Decreases over time in this group, especially when similar changes are not occurring statewide, can be an indication that people are moving out of an area they consider to be a poor labor market. In Milam County the total number in the age groups of 25 to 44, was 6,747 or 26.9 percent. This compares to a statewide percentage of 31.9 percent.

Ages 18 and Older: For the population generally considered in the ages to participate in the labor market, the total population who were 18 years and over totaled 14,965,061 in Texas which represented 71.8 percent of the total population. In this study area, the total persons in this age group was 17,582 or 72.5 percent of the total population. Within this age group in Texas the number of males in 2000 who were 18 years and over represented 7,338,177 persons or 35.2 percent of the total population while females age 18 years and over represented 7,626,884 or 36.6 percent. In the Milam County area, males 18 and over represented 8,358 or 34.5 percent in comparison and females totaled to 9,224 or 38.1 percent.

Veteran Status: According to the U.S. Bureau of Census, the area had 17,607 persons in the population age 18 years and older in the year 2000. Of that number, 2,734 or 15.5 percent responded as being a civilian veteran, compared to 11.8 percent statewide. A "civilian veteran" is a person 18 years old or over who has served (even for a short time), but is not now serving, on active duty in the U.S. Army, Navy, Air Force, Marine Corps, or the Coast Guard, or who served in the U.S. Merchant Marine during World War II. People who served in the National Guard or military Reserves are classified as veterans only if they were ever called or ordered to active duty, not counting the 4-6 months for initial training or yearly summer camps.

Disability Status: From the 2000 Census, data on Disability Status were derived when respondents reported long-lasting conditions: (a) blindness, deafness, or a severe vision or hearing impairment, (sensory disability) and (b) a condition that substantially limits one or more basic physical activities such as walking, climbing stairs, reaching, lifting, or carrying (physical disability). Disability status was also derived if the individuals in the working age range of 21 to 64 years had a physical, mental, or emotional condition lasting 6 months or more that made it difficult to perform certain activities such as: (a) learning, remembering, or concentrating (mental disability); (b) dressing, bathing, or getting around inside the home (self-care disability); (c) going outside the home alone to shop or visit a doctor's office (going outside the home disability); and (d) working at a job or business (employment disability).

It was reported in the 2000 Census that the area had an estimated 5,946 persons residing there between the ages of 5 to 20 years of age with approximately 430 or 7.2 percent with a **disability**. In Texas, the percent with disabilities in this same age bracket was 7.9 percent. In the working age population group - ages 21 to 64 years, the area had approximately 12,501 persons, of which 2,580 were categorized to be in a disability status. This represented 20.6 percent compared to 19.9 percent in the state overall. For those persons in this age group that had a disability,

approximately 1,486 or 57.6 percent were employed. For those who had no disability, an estimated 7,401 or 74.6 percent were employed. For the retirement age group of 65 years of age and older, 3,789 persons resided of which 1,574 were disabled. The percent of this age group with a disabled status was 41.5 percent and this compared to 44.8 percent in Texas overall.

Ages 65 and Older: For the population who are considered to be at the age of retirement or older - 65 years and older, the total number of persons in Texas was 2,072,532 or 9.9 percent of the total population in 2000. This region had a total of 4,173 or 17.2 percent in this older age group. In the same age group of 65 years and over, males in Texas represented 862,181 or 4.1 percent of the total population and females totaled to 1,210,351 or 5.8 percent, while in this study area, males totaled to 1,744 or 7.2 percent of all persons in this area and females represented 2,429 or 10.0 percent of all persons. For other general and special population information from the 2000 Census as well as specific populations topics, link to <http://www.census.gov/census2000/states/tx.html>.

Population Projections

The Office of the State Demographer for the State of Texas distributes the most widely used population projections for Texas. **Projection estimates** in these tables and the methodology for **migration scenarios** have been revised as of 2006 by the Texas State Data Center and Office of the State Demographer - now housed at University of Texas San Antonio. Each projection series includes three scenarios resulting in three alternative sets of population values for the State and each county are presented in these projections. These scenarios assume the same set of mortality and fertility assumptions in each scenario but differ in their assumptions relative to net migration. The net migration assumptions made for three scenarios are derived from 1990-2000 patterns which have been altered relative to expected future population trends. This is done by systematically and uniformly altering the adjusted 1990-2000 net migration rates by age, sex and race/ethnicity. The scenarios so produced are referred to as the zero migration (0.0) scenario, the one-half 1990-2000 (0.5) scenario, the 1990-2000 (1.0) scenario and the 1990-2000 (2.0) scenario.

The recommended scenario for most county based projection reporting used is believed to be the 0.5 scenario as most appropriate scenario for most counties in Texas. This scenario has been prepared as an approximate average of the zero (0.0) and 1990-2000 (1.0) scenarios. It assumes rates of net migration one-half of those of the 1990s. The reason for including this scenario is that many counties in the State are unlikely to continue to experience the overall levels of relatively extensive growth of the 1990s. A scenario which projects rates of population growth that are approximately an average of the zero and the 1990-2000 scenarios is one that suggests slower but steadier growth than occurred during 1990-2000 (For a more detailed discussion see <http://txsdc.utsa.edu>).

Using this projection scenario, the following table represents population projections for Milam County:



Population Projections and Percent Change Since 2000*										
Year	Total	Pct Chg	Anglo	Pct Chg	Black	Pct Chg	Hispanic	Pct Chg	Other	Pct Chg
2000	24,238	---	16,878	---	2,669	---	4,516	---	175	---
2005	25,095	3.5	16,908	0.2	2,845	6.6	5,164	14.3	178	1.7
2010	26,079	7.6	17,015	0.8	3,014	12.9	5,867	29.9	183	4.6
2015	27,090	11.8	17,134	1.5	3,175	19.0	6,595	46.0	186	6.3
2020	28,020	15.6	17,168	1.7	3,305	23.8	7,357	62.9	190	8.6
2025	28,730	18.5	17,067	1.1	3,329	24.7	8,145	80.4	189	8.0
2030	29,331	21.0	16,861	-0.1	3,348	25.4	8,939	97.9	183	4.6
2035	29,882	23.3	16,572	-1.8	3,385	26.8	9,750	115.9	175	0.0
2040	30,342	25.2	16,235	-3.8	3,411	27.8	10,533	133.2	163	-6.9

* Anglo, Black, and Other excludes Hispanic counts.

For comparison purposes, the Texas population projections, using the same scenario methodology, are as follows:

Population Projections and Percent Change Since 2000*										
Year	Total	Pct Chg	Anglo	Pct Chg	Black	Pct Chg	Hispanic	Pct Chg	Other	Pct Chg
2000	20,851,820	---	11,074,716	---	2,421,653	---	6,669,666	---	685,785	---
2005	22,556,054	8.2	11,327,875	2.3	2,588,604	6.9	7,820,854	17.3	818,721	19.4
2010	24,330,612	16.7	11,533,974	4.1	2,754,744	13.8	9,080,436	36.1	961,458	40.2
2015	26,156,715	25.4	11,694,533	5.6	2,913,063	20.3	10,436,536	56.5	1,112,583	62.2
2020	28,005,788	34.3	11,796,493	6.5	3,052,401	26.0	11,882,998	78.2	1,273,896	85.8
2025	29,897,443	43.4	11,830,579	6.8	3,170,986	30.9	13,448,469	101.6	1,447,409	111.1
2030	31,830,589	52.7	11,789,298	6.5	3,268,616	35.0	15,140,100	127.0	1,632,575	138.1
2035	33,789,668	62.0	11,682,014	5.5	3,345,684	38.2	16,934,444	153.9	1,827,526	166.5
2040	35,761,201	71.5	11,525,112	4.1	3,403,169	40.5	18,804,298	181.9	2,028,622	195.8

* Anglo, Black, and Other excludes Hispanic counts.

County to County Migration

Out-Migration: Using Internal Revenue Service (IRS) information regarding changes in residences between two filing years 2007 and 2008, statistics regarding moving in and out of counties can reveal patterns of migration as well as patterns of out-of-state and foreign migration to and from selected counties. During this time Milam County reported 8,372 total tax returns were matched to tabulate outflow migration. Of these returns approximately 15.2 percent showed a change in residences by moving out from their originating county in 2007 to another county in 2008. Of these who moved out of their original county, 86.9 percent moved to another county within Texas, while 13.1 percent moved to a different state but within the U.S. Those who moved from their originating county in the year 2007 to a foreign country in 2008 was approximately 0.0 percent.

The IRS county migration data reports income by the number of returns and the number of exemptions. The number of returns - as a unit of analysis may be used as a proxy for household income and the number of exemptions may be used as a proxy for the number of individuals in a family. Using the number of returns for household income, the Milam County overall has an average household earnings of \$45,398. Of those households which remained in the same area, an average reported non-migrating household income of \$46,207 during the period 2007 to 2008. Total income earned by 641 households leaving the region was \$22,845,000 which represents an

average income of \$35,640.

The top 5 counties showing the most households and their average income leaving Milam County to other counties during 2007 to 2008 were:

County and State	Households Moving Out	Average Income Moving Out
Bell County, TX	89	\$35,989
Williamson County, TX	87	\$35,126
Travis County, TX	58	\$40,966
Brazos County, TX	38	\$40,605
Harris County, TX	26	\$30,462

In-Migration: During the period 2007 to 2008, there were approximately 8,399 total tax returns were matched to calculate inflow migration. Of these returns approximately 16.9 percent showed a change in residences by moving in from their originating county in 2007 to a county in the study area in 2008. Of these who moved into the study area from another county, 84.2 percent moved from other counties in Texas, while 15.8 percent moved from a county in a different state but within the U.S. Those who moved into the study area during the 2007-2008 period from a foreign country was approximately 0.0 percent.

Using the number of returns as a proxy for household income, the Milam County overall has an average household earnings of \$45,347. Of those households which remained in the same area, had an average reported non-migrating household income of \$46,207 during the period 2007 to 2008. Total income earned by 668 households entering the region was \$23,642,000 which represents an average income of \$35,392.

The top 5 counties showing the most households and their average income migrating into Milam County from other counties during 2007 to 2008 were:

County and State	Households Moving In	Average Income Moving In
Bell County, TX	84	\$27,488
Williamson County, TX	83	\$41,578
Travis County, TX	46	\$32,000
Harris County, TX	39	\$29,282
Brazos County, TX	32	\$27,875

Change in Aggregated Earnings: Gains and losses of residential earnings and buying power due to a migration can be reflected in observed differences in aggregate dollars entering and leaving an area. County to county migration information from the IRS shows a net change for the Milam County region of \$797,000.00. A positive value represents an increase in earnings for an area and a negative value represents a loss of income during the 2007 - 2008 period.

Vital Statistics: According to the Texas Department of State Health Services for vital statistics for the year 2004, the Milam County area had a total of 396 live births which represents a **live birth rate** of 15.6 births for every 1,000 persons in the study area compared to a statewide rate of 17.0 births per 1,000 persons in the population. The area had a total of 283 **deaths** representing a rate of 11.2 for every 1,000 persons compared to a statewide rate of 6.8.

Employment

Civilian Labor Force (CLF): The most recent civilian labor force estimates from TWC for Texas statewide in November 2009 is 12,103,220 which is an increase in the labor force of 294,996 persons since November 2008. This represents a 2.5 percent change in Texas during this time period. These estimates are not seasonally adjusted. Milam County had a civilian labor force of 12,492 for November 2009 which was a change of 81 in CLF since November 2008. This change represented an increase of 0.7 percent for the study area. For another glimpse into TWC/LMI's Texas and County information, link to:
<http://www.tracer2.com/cgi/dataanalysis/AreaSelection.asp?tableName=Labforce>.

Economic Diversification: Relative to the Texas economy, the LMCI economic diversification index measures the degree to which a county economy is diversified. Significant concentrations of employment in only one or two industrial sectors makes an area less diversified and more susceptible to widespread economic decline should a key sector suffer a significant loss. While economic diversification or a balanced distribution of employment across all major industry sectors, is generally desirable, in some cases, especially where a region is exploiting a comparative advantage (such as access to raw materials, access to transportation routes, etc.) a statistically diverse economy does not necessarily correlate with higher growth. Of the three levels of diversification ranging from below average, average and above average, Milam County had an economic base which is of average diversity.

Employment By Major Industry Sector: The most recent employment data from TWC by major industrial sector for Milam County compared to Texas are shown below in a table for two years. The Department of Labor calls these major categories "Super Sectors". One advantage in reviewing employment changes at broad industrial levels is that it allows for a unique snapshot of major differences in the total civilian labor force for a selected study area when compared to any larger statewide trend. When employment changes at a higher rate than the state, there may be comparative advantages in the local economy which are driving these changes. Conversely,

when change is at a lower rate, then the Super Sector is showing less growth in comparison to the state and may consequently have a smaller comparative **change impact**.

Milam County Industry Sector	AREA EMPLOYMENT				STATEWIDE EMPLOYMENT			
	2008 1st Qtr	2009 1st Qtr	Abs Chg	Pct Chg	2008 1st Qtr	2009 1st Qtr	Abs Chg	Pct Chg
Total, All Industries	7,880	5,848	-2,032	-25.79	10,359,640	10,253,639	-106,001	-1.02
Natural Resources & Mining	210	216	6	2.86	280,220	277,472	-2,748	-0.98
Construction	1,940	736	-1,204	-62.06	699,053	659,518	-39,535	-5.66
Manufacturing	1,320	467	-853	-64.62	933,820	881,632	-52,188	-5.59
Trade, Transport. & Utilities	1,130	1,183	53	4.69	2,226,052	2,173,922	-52,130	-2.34
Information	NA	NA	NA	NA	226,430	218,352	-8,078	-3.57
Financial Activities Group	250	251	1	0.40	641,253	630,679	-10,574	-1.65
Prof., Business & Other Svcs	270	394	124	45.93	1,333,708	1,293,185	-40,523	-3.04
Education & Health Svcs.	1,740	1,699	-41	-2.36	2,300,695	2,379,530	78,835	3.43
Leisure & Hospitality Group	400	366	-34	-8.50	998,569	1,006,276	7,707	0.77
Other Services	300	167	-133	-44.33	292,276	291,405	-871	-0.30
Public Administration	290	301	11	3.79	418,602	435,774	17,172	4.10

Compared to Texas, the table above shows employment sectors in Milam County changed at a higher rate for *Natural Resources & Mining*, *Trade, Transport. & Utilities*, *Financial Activities Group* and *Prof., Business & Other Svcs* between 1st quarter 2008 and 1st quarter 2009. During that same time period, area employment for *Construction*, *Manufacturing*, *Education & Health Svcs.*, *Leisure & Hospitality Group*, *Other Services* and *Public Administration* changed at a lower rate when compared to Texas.

Occupations: The best source of occupational information at the county level is from the 2000 Census. The total number of persons 16 years of age or older who were employed in Milam County during the 2000 Census was 10,305. The following presents a table of those employed by occupational categories for this region compared to statewide percentages:

<u>Occupational Categories</u>	<u>Count</u>	<u>Area Percent</u>	<u>Statewide Percent</u>
Mgmt., Professional Occs.	2,404	23.3	33.3
Service Occupations	1,684	16.3	14.6
Sales and Office Occupations	2,382	23.1	27.2
Farming/Fishing/Forestry Occs.	211	2.0	0.7
Constr., Extraction Occs.	1,665	16.2	10.9
Production, Transport. Occs.	1,959	19.0	13.2

Class of Worker: Another way to view the types of workers in an area's labor force is by class of worker. According to the 2000 Census, the area had 7,490 employees who were private wage and salary workers representing 72.7 percent of all workers. The region had another 1,474 persons who were government workers or 14.3 percent, 1,228 who were self employed workers or 11.9 percent and 113 who were unpaid family workers representing 1.1 percent. This compares to the Texas statewide distribution of 78.0 percent for private wage and salary workers, 14.6 percent for government workers, 7.1 percent for self employed, and 0.3 percent for unpaid

family workers.

Unemployment: According to TWC unemployment figures for November 2009 Milam County had an unemployment estimate of 1,214 persons which represents a rate of 9.7 compared to a Texas statewide unemployment rate of 7.9 for the same month. For the study area these estimates represent an increase from November 2008 unemployment rate of 6.8 percent. The Texas statewide unemployment rate was 5.4 for November 2008. For the latest unemployment rates, see TWC's LMI website - Unemployment Rates (LAUS): <http://www.tracer2.com/cgi/dataanalysis/AreaSelection.asp?tableName=Labforce> and for a description of methodology link to: <http://www.tracer2.com/article.asp?ARTICLEID=148>.

Reporting Establishments: The TWC indicates 433 business reporting units operating in Milam County in the first quarter of 2008 with an average of 16.41 workers per unit. Average firm size makes a difference for job hunting and job development strategy because larger firms tend to have better defined ports of entry and in-house training capabilities. Although definitions vary greatly, small business can be defined as less than 50 workers and medium sized is 250 or less. The Texas average is 22.86 workers per unit. Regions with higher than average number of workers per unit tend to be dominated economically by a few very large employers.

Commuting to Work: Commuting to work for workers 16 years and over has a number of implications for transportation and municipal services study. Milam County had a total of 7,954 or 78.5 percent who drove their car to work alone, 1,477 or 14.6 percent who car pooled, 0 or 0.0 percent used public transportation, 231 or 2.3 percent who walked to work, 139 or 1.4 percent of regional workers who used other means to work, and 327 or 3.2 percent who worked at home. These methods of commuting to work compare to the Texas statewide results by: car alone (77.7%), car pool (14.5%), public transportation (1.9%), walked (1.9%), other means (1.3%), and worked at home (2.8%). The average travel time to work in minutes was 27.10 for the region as compared to an overall statewide average of 25.4 minutes.

Employers by Employee Size Class: Employer contact information and employee size ranges are collected and updated by the Analyst Resource Center from InfoUSA Inc. The most current release is a product called the Employer Database 2009 1st Edition. This product shows that the area had approximately 148 establishments which employed 10 or more employees. Of these employers, approximately 0.7 percent employed over 1000 employees, 0.0 percent employed between approximately 500 and 999 employees, 2.7 percent employed between approximately 100 and 499 employees, 13.5 percent employed between 50 and 99 employees, 31.8 percent employed between 20 and 49 employees, and 51.4 percent employed between approximately 10 and 19 employees.

Top 10 Manufacturers for the Milam County Region:

- Royal Seating Corp
 - Ll Sams Inc
-

- Charlotte Pipe & Foundry
- Reed Minerals
- Coufal Equipment Co Inc
- Thrall Gin Co Inc
- Thorndale Co-op Gin Co
- Main Printing
- Mc Atee Cabinets
- Jarma Industries

Income

Personal Income: According to the most recent data released by the BEA 2005, Milam County's total personal income, excluding farm, was \$582,430,000 which represented an increase of \$43,629,000 when compared to the 2004 **total personal income**, excluding farm, of \$538,801,000. For Statewide personal income, the total of \$686,943,289,000 for 2004 and \$741,099,703,000 for the year 2005, shows an increase of \$54,156,414,000. This indicates that Milam County has a personal income showing a rate change of 8.1 percent compared to the statewide income at a rate change of 7.9 percent for the same period. Income from all government and government enterprises for the area was a total of \$52,986,000 for the year 2005. This was an increase of 6.2 percent from the 2004 figure of \$49,901,000. Texas statewide had an increase of 5.7 percent for **government income**. **Military income**, excluding federal civilian income, for 2005 was \$2,315,000 compared to \$2,069,000 in 2004 for the study area. This was an increase of 11.9 percent compared to a statewide change of no change percent for the same period. For further information link to: <http://www.bea.gov/beat/regional/reis>.

Per Capita Income: Total personal income is a widely used measure of regional economic health while per capita income is generally used to compare the relative well-being of residents across areas (not accounting for differences in area cost of living). The per capita personal income for 2005 was \$23,550 in Milam County while Texas statewide had a per capita income of \$32,460. For more information on this data, please go to <http://www.bea.gov/beat/regional/reis>.

Government Transfer Payments: The Milam County region received over \$144,584,000 in transfer of payments in FY2005 which reflected a \$5,738 per capita transfer payment compared to the Texas per capita payment of \$4,194. Transfer payments includes the total amount of government allocations to people who qualify for income assistance. This consists largely of supplemental security income payments, family assistance, general assistance payments, food stamp payments, and other assistance payments, including emergency assistance. For more information on this data, please go to <http://www.bea.gov/beat/regional/reis>.

Residence Adjustment: Some areas function as major employment centers and others serve as "bedroom communities". This means that residents may work in one region but live, pay taxes and spend most of their income in their resident region. The degree to which a regional area

serves as a bedroom community can be measured by a "residence adjustment" to the area personal income. The residence adjustment in the Milam County region was \$57,997 in 2005. By 2006 the adjustment represented an increase to \$58,605. A negative number implies that workers commute into the region to earn income but do not reside there. Growth over time of negative residence adjustments generally implies an eroding tax base for the region. Similarly, a positive figure implies that on balance the region exports jobs and income to residents of other regions. For more information on this data, please go to <http://www.bea.gov/bea/regional/reis>.

Average Weekly Wage: TWC reported an average weekly wage during 1st quarter 2007 for all covered wages and salaried employment in the Milam County region to be \$715.18. Average weekly wages for 1st quarter 2008 was \$801.02, an increase of 12.0 percent. This is compared to a decrease of -2.1 percent statewide for the same period of time. The Texas statewide average weekly wage in the 1st quarter of 2008 was \$884.74. These wage data are the result of the reported quarterly wages and salaries paid by employers divided by 13 weeks. For the most current information, link to:

<http://www.tracer2.com/cgi/dataanalysis/AreaSelection.asp?tableName=Industry>

UI Benefits: The region had \$1,483,325 in Unemployment Insurance benefits paid during calendar year 2008. In the Milam County region, the average duration before exhausting regular UI benefits in calendar year 2008 was approximately 10.1 weeks, while the statewide average duration before exhausting regular UI benefits in calendar year 2008 was approximately 13.4 weeks. The most likely interpretation of longer duration times is greater difficulty finding a job. Therefore, duration can serve as a good barometer for local general economic conditions. The average weekly benefits payment for Regular UI in 2008 was \$315.15 for the Milam County region compared to \$307.5 in Texas statewide.

Personal Income by Place of Residence: Personal income by place of residence, based on the 2000 Bureau of Economic Analysis (BEA) estimates was roughly \$56,859 for the Milam County region. This compares to \$78,626 statewide. This figure is much higher than the per capita income level because it includes all wage earners living within a single household. Also, income data from BEA will be different than income data from other agencies due to that fact the BEA includes other sources of income such as farm wages, dividends, interest, rent and transfer payments. For more information on this data, please go to <http://www.bea.gov/bea/regional/reis>.

Poverty Population: The U.S. Department of Census estimated a 2002 poverty population for the Milam County region for people of all ages at 4,172 persons. That figure represents 16.7 percent of the non-institutional population compared to a Texas percentage of 15.4 percent for people of all ages. The estimated number of people under the age of 18 in the study area in poverty was 1,429 in 1999. This figure was 6.1 percent of all people under 18 in the study area compared to Texas statewide which was 6.0 percent of all people under 18 as estimated in 1999. According to the 2000 Census, the number of families living below poverty status in 1999 were 804 which was 12.2 percent of all families in the study area. This compared to 12.0 percent of all families statewide living in poverty status in 1999. The total number of individuals living below

poverty status was 3,777 in 1999 which was 15.6 percent of all individuals in the study area. This compared to 15.0 percent of all individuals living below poverty status statewide. For the most recent Poverty information, see: <http://www.census.gov/hhes/www/saipe/county.html> .

Gross Retail Sales: Income can be viewed in several ways and under different definitions. Per capita income tends to have a direct relationship with the growth of gross sales and most service sector industries in an area. **Gross sales** for the region estimated by the Texas Comptroller of Public Accounts were \$54,689,574 in the 2nd quarter 2008 which represented a decrease of -26.9 percent to \$39,982,309.00 by the 2nd quarter 2009. The statewide change for the same period was a decrease of -11.7 percent in gross sales. The total number of **reporting outlets** for the same period was 198 in the 2nd quarter 2008 and 180 in the 2nd quarter 2009. This region had a decrease of -9.1 percent in the study area compared to the statewide change for the same period of a decrease of -3.7 percent. For the most recent Gross Retail Sales information, please see: <http://www.window.state.tx.us/taxinfo/sales/>.

Housing

Household Units and Size: The total number of **housing units** in 2000 in Milam County according the Census was 9,199 with an average household size of 2.6 persons. The average **household size** for Texas was 2.7 persons for the same period. **Home ownership rates** for this area was 73.0 percent compared to Texas statewide which had a rate of 63.8 percent. While in Texas statewide the percent of households with persons under 18 years of age in 2000 was 40.9 percent, this study area had a percent of 36.2. The percent of households with persons 65 years of age or older was 19.9 percent in Texas statewide while 31.8 percent of Milam County had households with individuals 65 years of age and older.

Types of Structures: While Texas had approximately 63.4 percent of the housing units in the category of one **detached structures** in 2000 according to the census, the study area had approximately 76.5 percent. **Mobile homes** in the area made up 15.9 percent when compared to a statewide percentage of 9.0 percent. More recently built housing structures in the area shows new development has taken place in the region. The total number of **new housing structures** built between 1995 and March 2000 was 808 or 7.4 percent in Milam County compared to 13.2 percent statewide.

Owner and Renter Occupied: According to the 2000 Census, the percent of **owner-occupied** units with a value of \$100,000 or greater in Milam County was 12.6 percent compared to 36.7 percent for the state. The percent of **renter-occupied** units with rent values of \$500 per month or greater was 22.9 percent as compared to the Texas percentage of 60.4 percent. The **median home value** in Milam County according to the 2000 census was \$49,300.00 compared to a statewide median value of \$82,500.00. **Median rent** for the area was \$390.00 compared to \$574.00 for the state. For this area, the total number of renter-occupied housing units was 2,482 which represented 27.0 percent of all occupied housing units in 2000. This compares to a Texas statewide percentage of 36.2 percent for the same period.

Education

The total number of public independent school districts in Milam County for the school year 1999-2000 was 6 according to the Texas Education Agency. The overall average daily attendance for the same year was 4,490.

Enrollment: School enrollment data from the 2000 Census showed that there were 6,297 persons in the population who were 3 years of age and older and enrolled in school in the study area during the census collection period. Of this population, the following table shows a breakdown of what types of schools persons were enrolled compared to similar statewide information:

<u>Type of School</u>	<u>Count</u>	<u>Area Percent</u>	<u>Statewide Percent</u>
Nursery school or preschool	394	6.3	6.6
Kindergarten	364	5.8	5.9
Elementary School (grades 1-8)	3,114	49.5	45.5
High School (grades 9-12)	1,778	28.2	21.9
College or graduate school	647	10.3	20.2

Educational Attainment: The total number of persons 25 years of age or older who responded to the level of educational attainment during the 2000 Census was 15,641. Of those persons, the following presents a table on various levels of educational attainment for this region compared to statewide percentages:

<u>Educational Attainment</u>	<u>Count</u>	<u>Area Percent</u>	<u>Statewide Percent</u>
Less than 9th Grade	1,849	11.8	11.5
9 th to 12 th grade, no diploma	2,705	17.3	12.9
H.S. graduate (inc. equiv.)	5,788	37.0	24.8
Some college, no degree	2,871	18.4	22.4
Associate Degree	609	3.9	5.2
Bachelor's Degree	1,365	8.7	15.6
Graduate or Prof. Degree	454	2.9	7.6

Another useful grouping of these statistics shows that the percent of high school graduates or higher was 70.9 percent for the area compared to 75.7 percent for Texas. Also, the percent with bachelor's degree or higher was 11.6 percent as compared to 23.2 percent for Texas.

Dropout and Attrition Rates: Information from the Texas Education Agency on student dropouts from public schools for 2004-2005 shows that 8 students, grades 7-12, dropped out of

school in this study area. This represents a dropout rate of 0.33 percent as compared to a Texas statewide percentage of 0.90 percent of all students who dropped out during this period.

Attrition rates are often viewed as measures of the percentage of students that begin high school but do not graduate with a diploma. It is arguably a more reasonable way to view dropouts from an economic viewpoint. One way to view educational progress in a region is to estimate the number of persons who persist to high school graduation as opposed to standard dropout statistics. Attrition rates are calculated by the Intercultural Development Research Association (IDRA). IDRA conducts research and development activities; creates, implements and administers innovative education programs; and provides teacher, administrator, and parent training and technical assistance. The attrition rates for Milam County during the period 2004-2005 by race and ethnicity were 27 percent for all students, 25 percent for Blacks, 20 percent for Whites, and 40 percent for Hispanics. In order to review the latest Secondary Schools Enrollment and Dropouts information posted on the Texas Education Agency, link to: <http://www.tea.state.tx.us/research/>.

Health

Health Facilities - The number of acute and psychiatric care **hospitals** in Milam County as of October 2007 was 2, with an average total beds capacity of approximately 34.5 compared to a statewide ratio of 123.1 beds per hospital according to statistical reports from the Texas Department of State Health Services. Link to <http://www.dshs.state.tx.us> for more data reporting on health care facilities. The Texas State Board of Pharmacy data for October 2007 shows there are 9 licensed **pharmacies** in the study area. The total number of licensed pharmacies statewide is 5,919. For additional information on Texas Pharmacies, link to the Texas State Board of Pharmacy at <http://www.tsbp.state.tx.us/index.htm>.

Health Practitioners - According to the Texas Department of State Health Services October 2007 report, there were 16 direct patient care and primary care **physicians** who practiced in the region. The ratio of total persons to each physician in the area was 1,624.9 residents per each physician. This compares to a statewide ratio of 460.5 persons for each physician in Texas. Another way of reporting these figures is by showing the number of physicians as a ratio per 100,000 residents. In this study area, the ratio in direct patient care was 2,599.8 as compared to the statewide ratio of 638.3 in direct patient care physicians per 100,000 population as of 2007. The ratio of physicians in primary care was 3,249.8 compared to a statewide ratio of 1,472.0 physicians in primary care per 100,000 persons in the population statewide. Link to <http://www.dshs.state.tx.us> for more data.

The study area had a total of 70 **registered nurses** (RN) working in the study area, representing a ratio of 371.4 persons for each RN in the area. The statewide ratio was 152.2 persons for each RN in the state. For the same time period, the ratio of RNs per 100,000 population was 269.3 compared to 657.0 per 100,000 statewide. Link to <http://www.dshs.state.tx.us> for more data.

The number of **licensed vocational nurses** (LVN) who practiced in the area was 86 representing

a ratio of 302.3 persons per each LVN in the area. This compared to 363.8 persons per each LVN statewide. The ratio of LVNs per 100,000 population was 330.8 compared to 274.9 per 100,000 population statewide. See <http://www.dshs.state.tx.us> for a wider variety of Health Professionals and related information.

The Texas Department of State Health Services information for October 2007 also reports that there were 4 **dentists** in the study area, with a ratio of 6,499.5 persons for each dentist in the area. The ratio of dentists per 100,000 residents was 15.4. By comparison, there was a statewide ratio of 42.8 dentists per 100,000 residents, with a total of 10,151 dentists statewide. See <http://www.dshs.state.tx.us> for a wider variety of Health Professionals and related information.

According to data from the Texas Department of State Health Services for October 2007, there were 68 licensed **Emergency Medical Technicians**, or EMTs, for the study area; a ratio of 261.6 licensed EMTs per 100,000 residents. The statewide ratio was 218.0 EMTs per 100,000 residents, with a total of 51,718 EMTs statewide. See <http://www.dshs.state.tx.us> for a wider variety of Health Professionals and related information.

Also, according to the October 2007 report from the Texas Department of State Health Services, there were 9 **pharmacists** in this area, which is a ratio of 2,888.7 persons for each pharmacist. Texas has 18,138 pharmacists statewide, or a ratio of 1,308.2 persons for each pharmacist in the area. The ratio of pharmacists per 100,000 residents was 34.6 compared to 76.4 per 100,000 residents statewide. See <http://www.dshs.state.tx.us> for a wider variety of Health Professionals and related information.

The Texas Department of State Health Services information for October 2007 shows that for the study area there were 0 **occupational therapists**; a ratio of n/a persons for each occupational therapist. The statewide ratio was 11,072.6 persons for each occupational therapist, with a total of 2,143 occupational therapists statewide. The ratio of occupational therapists per 100,000 residents was n/a compared to 9.0 statewide. See <http://www.dshs.state.tx.us> for a wider variety of Health Professionals and related information.

Medical & Health Services Employment*

Area			Statewide		
2007 1st Qtr	2008 1st Qtr	Pct Change	2007 1st Qtr	2008 1st Qtr	Pct Change
783	858	9.58%	1,092,916	1,135,001	3.85%

* Includes: Hospitals, Medical/Health Offices; Home Health, Nursing, Elderly Residential facilities; Individual/Family, Emergency & Other Relief Svcs., Vocational Rehab. Svcs.
 [NAICS: 6211,6212-19,6221-23,6231-33,6239,6241-43]
 Due to confidentiality, employment for small areas may be suppressed and reported as zero.

Health Statistics - Some of the leading **causes of mortality** in Texas include malignant neoplasms or cancer, heart disease, and chronic lower respiratory disease. From information gathered by Texas Department of State Health Services for 2004, the study area had a total of 64 reported deaths from malignant neoplasm **cancer**. On a statewide level, Texas had 33,836 reported deaths from malignant neoplasm cancer. Texas Department of State Health Services reports that for 2004 there were 73 deaths from **heart disease**, and 18 deaths from lower respiratory disease in the selected study area. By contrast, Texas statewide had 40,091 deaths from heart disease and 7,387 deaths from **chronic lower respiratory disease**. See <http://www.dshs.state.tx.us> for a wider variety of Texas health, disease and related information.

Several state agencies collect statistics on health status indicators that can be used to assess the strengths or weaknesses of public health in a local area or community. For this study area, the Texas Department of State Health Services reported for August 2004 there were 6 **infant deaths**, as compared with a statewide rate of 2,398. See <http://www.dshs.state.tx.us> for a wider variety of Texas health, disease and related information.

The Texas Department of State Health Services reported that for August 2003 there were 21 total **teen pregnancies** in this area. There were different teen pregnancy rates in the study area depending on race, with 7 for Black teens, 10 for Hispanic teens and 4 for White teens. Statewide rates for teenage pregnancy were 19,730 for total teenage pregnancies, with 3,003 for Black teens, 12,693 for Hispanic teens and 4,034 for White teens. See <http://www.dshs.state.tx.us> for a wider variety of Texas health, disease and related information.

In the Health and Human Services 2003 Data Book, figures show that the number of children under 19 in this area whom were **not covered by health insurance** is 1,137, which is 6.1% of the reported population in that age group. The number of **uninsured children** statewide is 885,999, or 7.1% of the reported population for children under 19. For more information, or to view or download the entire data book, see <http://www.hhsc.state.tx.us>.

Information On The Web

The Bureau of Census has a variety of useful Quick Facts for each county in Texas. The Quick Fact report for Milam county can be accessed at the following URL: <http://quickfacts.census.gov/qfd/states/48/48331.html>. Some counties maintain their own Internet sites for local information. If a county hosts its own Web site, it may be accessed through a URL with the following format <http://www.co.County Name Goes Here.tx.us>.

Other Facts of Interest

- According to the Texas Secretary of State's Office, for the November 2008 presidential election, there were 14,652 **registered voters** in Milam County. The
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voter turnout was 8,357 representing 57.0 percent of **eligible voters**. The **election results** were 5,217 or 62.4 percent for McCain/Palin, 3,044 or 36.4 percent for Obama/Biden, and 96 or 1.1 percent for all other presidential candidates. The statewide results were 55.5 percent for McCain/Palin, 43.7 percent for Obama/Biden, and approximately 0.9 percent for all other candidates. See: <http://www.sos.state.tx.us/elections/voter/index.shtml> for other topics of interest.

- Information on the three categories of child placement services from the Texas Department of Family and Protective Services for 2006 showed that the area had 2 **foster homes**, 1 **foster/adoptive homes** and 0 **adoptive homes**. The total number of **licensed day care facilities** were 15 with a total capacity of 556. The total number of **family homes licensed for 24-hour care** was 9. Link to http://www.dfps.state.tx.us/About/Data_Books_and_Annual_Reports/2006/databook/default.asp for further information.
 - There were approximately 710 crimes reported in the Milam County area during 2005 or a -4.4 percent change from the 743 crimes reported for 2004. Statewide, the total of all reported crimes was 1,117,806 for 2005 representing a -1.8 percent change from the reported totals of 1,138,346 for 2004. This information was collect from the FBI, Uniform Crime Reports, as prepared by the National Archive of Criminal Justice Data; see the U.S. Dept. of Justice site: <http://www.ojp.usdoj.gov/bjs/dtdata.htm> for the most recent reported data.
 - The total **jail capacity** for public and private jails in the region was 160 as of October 1, 2006 according to the Texas Commission on Jail Standards. **Jail population** was at 76.9 percent capacity when compared to maximum capacity. At this same time, this compared to a statewide capacity of 90.4 percent. For more detailed information, see to: <http://www.tcjs.state.tx.us/index.php?linkid=320>.
 - The region had 4 **commercial banks** in 2007, as reported by the Federal Deposit Insurance Corporation (FDIC), with **total deposits** of \$253,000,000 and **assets** of \$454,615,000. The 2007 **deposit to population ratio** was \$9,870 for the Milam County region compared to the Texas ratio of \$13,816. A ratio less than the state average generally indicates either the presence of an adjacent city or county not within the described region serving as a regional financial center, or per capita income well below the state average. These numbers do not reflect assets and deposits which are held in branch offices of banks whose headquarters are in another city or state. The most recent FDIC data for this area is at <http://www2.fdic.gov/sod/index.asp>.
 - While all counties in Texas are served by banks, savings and loan institutions and credit unions, many counties may not show these offices directly reported in its geography by the FDIC or other governing agencies. For the 2007 reporting period in Milam County, the number of **saving and loans** was 0 which had a total of savings
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and loan assets of \$0 and deposits of \$0 These figures are in contrast to the statewide total of 54 savings and loans, with \$7,767,193,400 in assets and \$12,067,400,000 in deposits. For more information, please see: <http://www2.fdic.gov/sdi/index.asp>. There were 1 **credit unions** in the study area according to the National Credit Union Administration data. For 2007, the latest year of reported data, these credit unions had a total of \$51,115,178 in assets and \$42,643,401 in deposits, as compared to a total of 615 credit unions statewide, with \$48,883,686,146 in assets and \$36,648,314,014 in deposits. Credit union statistics and other information on credit unions can be found at <http://webapps.ncua.gov/customquery>.

Williamson County Report

Geography

Regional Information: The Williamson County region (FIPS code:48491) had an estimated population of 381,461 in 2008. The region consists of 1,135 square miles with a **population density** of 336.09 residents per square mile compared to a statewide density of 91.95. This county ranked 16th in 2000 population compared to all 254 counties in Texas. Williamson County is a member of TWC's Rural Capital Local Workforce Development region. This area is a **metropolitan** county. This county also ranked 49th in size by square miles when compared to all counties in Texas. The Williamson County area is assigned to the following district(s): Texas Representative District(s) of 20,52 and State Senatorial District(s) of 5. The area is in the U.S. Congressional District(s) of: 11,31. The county seat is Georgetown and the county's **major city, town or place** is Round Rock. See Texas Online at <http://www.state.tx.us/portal/tol/en/gov/11/1> for State and local updates. Williamson County is classified as a metropolitan county by virtue of either its close relationship with a significant central city or lack thereof. Using 2000 Census population data, roughly 86.05 percent of all Texas population could be found in the 76 metropolitan counties defined by the federal Office of Management and Budget (OMB) for 2003. In 1993 the county was classified as a metropolitan county. Texas has established a network of 24 **Councils of Government** (COGs) to assist local governments in planning for common needs and to coordinate regional economic development activity. Williamson County falls within the Capitol Area Planning Council region. For additional information and links to the COG regions see www.txregionalcouncil.org/.

The Office of the State Climatologist in College Station, under the guidance of the National Oceanic and Atmospheric Administration, maintains 10-year intervals of weather compilations. For most recent interval as of January 1, 1993, the **rainfall** in the region averages 34.4 inches per year compared to the Texas average of 30.1 inches per year. The average **growing season** in the Williamson County region is 258 days. Texas is so climatically diverse that statewide averages are generally irrelevant as a means of comparison. The **average temperature** in January gathered by the Office of the State Climatologist ranges from 34 degrees to an average for July of 96 degrees. The Texas Department of Agriculture estimates the **freeze dates** range from Nov 24 to Mar 11. Current and past climate information can be found at

<http://www.farmersalmanac.com/weather/uszone5.html> and <http://lwf.ncdc.noaa.gov/oa/ncdc.html>.

Natural amenities of the area, according to the U.S. Department of Interior, reflect an overall percent of **surface water** of 1.1 percent compared to 2.5 percent statewide. The land surface form topography for the region is described as tablelands with moderate relief. Considerably more detailed information can be found at: <http://www.tpwd.state.tx.us/texaswater/sb1/> and http://www.netstate.com/states/geography/tx_geography.htm.

Local Workforce Boards: Williamson County is a member of the TWC Rural Capital local workforce board area. In order to contact the board or TWC's Tele Center by phone, call 1-800-939-6631. Local addresses, references to specific needs and services can be found at the Rural Capital web site at <http://www.twc.state.tx.us/dirs/wdas/wda15.html>. For further information on all Local Workforce Board go to <http://www.twc.state.tx.us/dirs/wdbs/wdbmap.html>.

Population

County population estimates are updated periodically by the Texas State Data Center – Office of the State Demographer at the University of Texas at San Antonio. County estimates are primarily based on the 100 percent population counts from the latest April, 2000 decennial census and are calculated to reveal population change up to a current date, in this case January 2008. These estimation methodologies utilize information on births, deaths and elementary school enrollment to estimate population. In this method, migration of the school-age population is assumed to be indicative of migration in the total population (with adjustments being made for the historical differences between the school-age migration rate and the total population's rate of migration). Data on public school enrollment from the Texas Education Agency and data from the Texas State Data Center's survey of private schools in Texas are used to estimate change in the school-age population. Data on institutional populations were obtained from applicable institutions, while data on other special populations, such as the elderly population were obtained from the U.S. Bureau of the Census.

According to the county-based population estimates from the Texas State Data Center, Williamson County changed in population from 249,967 in April, 2000 to an estimated 381,461 in January 2008 by 131,494 residents. This reflects an increase of 52.6 percent in population. During the same time period, the state's population changed by 3,253,597 residents from 20,851,820 to an estimated 24,105,417 persons representing a comparative change of 15.6 percent. A variety of data topics for Texas and all the counties is available at: <http://quickfacts.census.gov/qfd/states/48000.html>.

The region's race/ethnic distribution in 2000 is estimated by the Census Bureau to be:

<u>Race/Ethnicity</u>	<u>Population</u>	<u>Area Percent</u>	<u>Statewide Percent</u>
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White	205,994	82.4	70.97
Black	12,790	5.1	11.53
Other	7,923	3.2	3.33
Hispanic^o	42,990	17.2	31.99

^o Hispanic count includes White, Black and other representation when reported.

Population Age

The age distribution of an area can provide valuable insight into the region's economic composition and income potential. By national standards, Texas has a relatively young population. The 2000 Census estimates for Texas show a population composition as follows:

<u>Age</u>	<u>Population</u>	<u>Area Percent</u>	<u>Statewide</u>
Under 5	21,322	8.5	7.8
5-14	42,028	16.8	15.8
15-19	17,852	7.1	7.8
20-44	102,733	41.1	38.5
45-64	47,643	19.1	20.2
65+	18,389	7.4	9.9

While the median age for Texas was 32.30 years in 2000, the Williamson County area had a median age of 32.30 according to the 2000 Census.

Population Gender

The gender distribution of an area can provide additional insight into the region's overall distribution in the population by male and female. Of the area's population, 124,517 were male which represents 49.8 percent and 125,450 were female which represents 50.2 percent. This compares to the statewide percentage of 49.6 percent for male and 50.4 percent for female.

Special Age Groups and Gender

Youth and Older Workers: Other age cohorts may be of special interest for Workforce Development Board's summer youth programs and older worker programs. The Williamson County region has 32,705 persons **age 14-21** representing 13.6 percent of the population. This compares with 13.3 percent statewide. For the potential older age cohort, 14,843 persons or 6.2 percent are **55 or over** in the Williamson County region based on the 2000 Census. This compares to 9.9 percent statewide.

Ages 25-44: If the population cohort 45 and over is higher than the state average, this suggests a stable, mature population comprised of mainly "empty-nesters," retirees and the aged. When the 25-44 age cohort is higher than the state average, this is a healthy economic situation since this group contains the greatest share of the labor force. Decreases over time in this group, especially when similar changes are not occurring statewide, can be an indication that people are moving out of an area they consider to be a poor labor market. In Williamson County the total number in the age groups of 25 to 44, was 88,597 or 36.9 percent. This compares to a statewide percentage of 31.9 percent.

Ages 18 and Older: For the population generally considered in the ages to participate in the labor market, the total population who were 18 years and over totaled 14,965,061 in Texas which represented 71.8 percent of the total population. In this study area, the total persons in this age group was 175,065 or 70.0 percent of the total population. Within this age group in Texas the number of males in 2000 who were 18 years and over represented 7,338,177 persons or 35.2 percent of the total population while females age 18 years and over represented 7,626,884 or 36.6 percent. In the Williamson County area, males 18 and over represented 86,081 or 34.4 percent in comparison and females totaled to 88,984 or 35.6 percent.

Veteran Status: According to the U.S. Bureau of Census, the area had 174,993 persons in the population age 18 years and older in the year 2000. Of that number, 23,644 or 13.5 percent responded as being a civilian veteran, compared to 11.8 percent statewide. A "civilian veteran" is a person 18 years old or over who has served (even for a short time), but is not now serving, on active duty in the U.S. Army, Navy, Air Force, Marine Corps, or the Coast Guard, or who served in the U.S. Merchant Marine during World War II. People who served in the National Guard or military Reserves are classified as veterans only if they were ever called or ordered to active duty, not counting the 4-6 months for initial training or yearly summer camps.

Disability Status: From the 2000 Census, data on Disability Status were derived when respondents reported long-lasting conditions: (a) blindness, deafness, or a severe vision or hearing impairment, (sensory disability) and (b) a condition that substantially limits one or more basic physical activities such as walking, climbing stairs, reaching, lifting, or carrying (physical disability). Disability status was also derived if the individuals in the working age range of 21 to 64 years had a physical, mental, or emotional condition lasting 6 months or more that made it difficult to perform certain activities such as: (a) learning, remembering, or concentrating (mental disability); (b) dressing, bathing, or getting around inside the home (self-care disability); (c) going outside the home alone to shop or visit a doctor's office (going outside the home disability); and (d) working at a job or business (employment disability).

It was reported in the 2000 Census that the area had an estimated 62,228 persons residing there between the ages of 5 to 20 years of age with approximately 3,949 or 6.3 percent with a **disability**. In Texas, the percent with disabilities in this same age bracket was 7.9 percent. In the working age population group - ages 21 to 64 years, the area had approximately 146,112 persons,

of which 19,381 were categorized to be in a disability status. This represented 13.3 percent compared to 19.9 percent in the state overall. For those persons in this age group that had a disability, approximately 13,509 or 69.7 percent were employed. For those who had no disability, an estimated 104,173 or 82.2 percent were employed. For the retirement age group of 65 years of age and older, 16,641 persons resided of which 6,488 were disabled. The percent of this age group with a disabled status was 39.0 percent and this compared to 44.8 percent in Texas overall.

Ages 65 and Older: For the population who are considered to be at the age of retirement or older - 65 years and older, the total number of persons in Texas was 2,072,532 or 9.9 percent of the total population in 2000. This region had a total of 18,389 or 7.4 percent in this older age group. In the same age group of 65 years and over, males in Texas represented 862,181 or 4.1 percent of the total population and females totaled to 1,210,351 or 5.8 percent, while in this study area, males totaled to 7,744 or 3.1 percent of all persons in this area and females represented 10,645 or 4.3 percent of all persons. For other general and special population information from the 2000 Census as well as specific populations topics, link to <http://www.census.gov/census2000/states/tx.html>.

Population Projections

The Office of the State Demographer for the State of Texas distributes the most widely used population projections for Texas. **Projection estimates** in these tables and the methodology for **migration scenarios** have been revised as of 2006 by the Texas State Data Center and Office of the State Demographer - now housed at University of Texas San Antonio. Each projection series includes three scenarios resulting in three alternative sets of population values for the State and each county are presented in these projections. These scenarios assume the same set of mortality and fertility assumptions in each scenario but differ in their assumptions relative to net migration. The net migration assumptions made for three scenarios are derived from 1990-2000 patterns which have been altered relative to expected future population trends. This is done by systematically and uniformly altering the adjusted 1990-2000 net migration rates by age, sex and race/ethnicity. The scenarios so produced are referred to as the zero migration (0.0) scenario, the one-half 1990-2000 (0.5) scenario, the 1990-2000 (1.0) scenario and the 1990-2000 (2.0) scenario.

The recommended scenario for most county based projection reporting used is believed to be the 0.5 scenario as most appropriate scenario for most counties in Texas. This scenario has been prepared as an approximate average of the zero (0.0) and 1990-2000 (1.0) scenarios. It assumes rates of net migration one-half of those of the 1990s. The reason for including this scenario is that many counties in the State are unlikely to continue to experience the overall levels of relatively extensive growth of the 1990s. A scenario which projects rates of population growth that are approximately an average of the zero and the 1990-2000 scenarios is one that suggests slower but steadier growth than occurred during 1990-2000 (For a more detailed discussion see <http://txsdc.utsa.edu>).

Using this projection scenario, the following table represents population projections for Williamson County:

Population Projections and Percent Change Since 2000*										
Year	Total	Pct Chg	Anglo	Pct Chg	Black	Pct Chg	Hispanic	Pct Chg	Other	Pct Chg
2000	249,967	---	185,788	---	13,185	---	42,990	---	8,004	---
2005	295,522	18.2	214,577	15.5	15,802	19.8	55,168	28.3	9,975	24.6
2010	344,657	37.9	243,784	31.2	18,793	42.5	69,948	62.7	12,132	51.6
2015	398,421	59.4	274,028	47.5	22,173	68.2	87,672	103.9	14,548	81.8
2020	458,673	83.5	306,633	65.0	25,834	95.9	108,929	153.4	17,277	115.9
2025	526,144	110.5	341,515	83.8	29,833	126.3	134,224	212.2	20,572	157.0
2030	599,926	140.0	377,526	103.2	34,024	158.1	164,053	281.6	24,323	203.9
2035	678,460	171.4	413,088	122.3	38,451	191.6	198,605	362.0	28,316	253.8
2040	760,740	204.3	447,098	140.6	43,072	226.7	238,227	454.1	32,343	304.1

* Anglo, Black, and Other excludes Hispanic counts.

For comparison purposes, the Texas population projections, using the same scenario methodology, are as follows:

Population Projections and Percent Change Since 2000*										
Year	Total	Pct Chg	Anglo	Pct Chg	Black	Pct Chg	Hispanic	Pct Chg	Other	Pct Chg
2000	20,851,820	---	11,074,716	---	2,421,653	---	6,669,666	---	685,785	---
2005	22,556,054	8.2	11,327,875	2.3	2,588,604	6.9	7,820,854	17.3	818,721	19.4
2010	24,330,612	16.7	11,533,974	4.1	2,754,744	13.8	9,080,436	36.1	961,458	40.2
2015	26,156,715	25.4	11,694,533	5.6	2,913,063	20.3	10,436,536	56.5	1,112,583	62.2
2020	28,005,788	34.3	11,796,493	6.5	3,052,401	26.0	11,882,998	78.2	1,273,896	85.8
2025	29,897,443	43.4	11,830,579	6.8	3,170,986	30.9	13,448,469	101.6	1,447,409	111.1
2030	31,830,589	52.7	11,789,298	6.5	3,268,616	35.0	15,140,100	127.0	1,632,575	138.1
2035	33,789,668	62.0	11,682,014	5.5	3,345,684	38.2	16,934,444	153.9	1,827,526	166.5
2040	35,761,201	71.5	11,525,112	4.1	3,403,169	40.5	18,804,298	181.9	2,028,622	195.8

* Anglo, Black, and Other excludes Hispanic counts.

County to County Migration

Out-Migration: Using Internal Revenue Service (IRS) information regarding changes in residences between two filing years 2007 and 2008, statistics regarding moving in and out of counties can reveal patterns of migration as well as patterns of out-of-state and foreign migration to and from selected counties. During this time Williamson County reported 127,779 total tax returns were matched to tabulate outflow migration. Of these returns approximately 18.6 percent showed a change in residences by moving out from their originating county in 2007 to another county in 2008. Of these who moved out of their original county, 75.0 percent moved to another county within Texas, while 24.3 percent moved to a different state but within the U.S. Those who moved from their originating county in the year 2007 to a foreign country in 2008 was approximately 0.8 percent.

The IRS county migration data reports income by the number of returns and the number of exemptions. The number of returns - as a unit of analysis may be used as a proxy for household income and the number of exemptions may be used as a proxy for the number of individuals in a

family. Using the number of returns for household income, the Williamson County overall has an average household earnings of \$68,613. Of those households which remained in the same area, an average reported non-migrating household income of \$70,675 during the period 2007 to 2008. Total income earned by 12,535 households leaving the region was \$622,452,000 which represents an average income of \$49,657.

The top 5 counties showing the most households and their average income leaving Williamson County to other counties during 2007 to 2008 were:

County and State	Households Moving Out	Average Income Moving Out
Travis County, TX	5,575	\$45,557
Harris County, TX	424	\$55,505
Bexar County, TX	313	\$46,288
Bell County, TX	309	\$36,560
Hays County, TX	243	\$50,914

In-Migration: During the period 2007 to 2008, there were approximately 134,172 total tax returns were matched to calculate inflow migration. Of these returns approximately 28.2 percent showed a change in residences by moving in from their originating county in 2007 to a county in the study area in 2008. Of these who moved into the study area from another county, 67.0 percent moved from other counties in Texas, while 32.2 percent moved from a county in a different state but within the U.S. Those who moved into the study area during the 2007-2008 period from a foreign country was approximately 0.7 percent.

Using the number of returns as a proxy for household income, the Williamson County overall has an average household earnings of \$68,386. Of those households which remained in the same area, had an average reported non-migrating household income of \$70,675 during the period 2007 to 2008. Total income earned by 18,928 households entering the region was \$1,030,605,000 which represents an average income of \$54,449.

The top 5 counties showing the most households and their average income migrating into Williamson County from other counties during 2007 to 2008 were:

County and State	Households Moving In	Average Income Moving In
Travis County, TX	7,818	\$50,952
Harris County, TX	512	\$55,037
Bell County, TX	444	\$42,971

Bexar County, TX	408	\$64,017
Los Angeles County, CA	284	\$45,690

Change in Aggregated Earnings: Gains and losses of residential earnings and buying power due to a migration can be reflected in observed differences in aggregate dollars entering and leaving an area. County to county migration information from the IRS shows a net change for the Williamson County region of \$408,153,000.00. A positive value represents an increase in earnings for an area and a negative value represents a loss of income during the 2007 - 2008 period.

Vital Statistics: According to the Texas Department of State Health Services for vital statistics for the year 2004, the Williamson County area had a total of 5,409 live births which represents a **live birth rate** of 17.5 births for every 1,000 persons in the study area compared to a statewide rate of 17.0 births per 1,000 persons in the population. The area had a total of 1,410 **deaths** representing a rate of 4.6 for every 1,000 persons compared to a statewide rate of 6.8.

Employment

Civilian Labor Force (CLF): The most recent civilian labor force estimates from TWC for Texas statewide in November 2009 is 12,103,220 which is an increase in the labor force of 294,996 persons since November 2008. This represents a 2.5 percent change in Texas during this time period. These estimates are not seasonally adjusted. Williamson County had a civilian labor force of 208,418 for November 2009 which was a change of 7,224 in CLF since November 2008. This change represented an increase of 3.6 percent for the study area. For another glimpse into TWC/LMI's Texas and County information, link to: <http://www.tracer2.com/cgi/dataanalysis/AreaSelection.asp?tableName=Labforce>.

Economic Diversification: Relative to the Texas economy, the LMCI economic diversification index measures the degree to which a county economy is diversified. Significant concentrations of employment in only one or two industrial sectors makes an area less diversified and more susceptible to widespread economic decline should a key sector suffer a significant loss. While economic diversification or a balanced distribution of employment across all major industry sectors, is generally desirable, in some cases, especially where a region is exploiting a comparative advantage (such as access to raw materials, access to transportation routes, etc.) a statistically diverse economy does not necessarily correlate with higher growth. Of the three levels of diversification ranging from below average, average and above average, Williamson County had an economic base which is of average diversity.

Employment By Major Industry Sector: The most recent employment data from TWC by major industrial sector for Williamson County compared to Texas are shown below in a table for two years. The Department of Labor calls these major categories "Super Sectors". One advantage

in reviewing employment changes at broad industrial levels is that it allows for a unique snapshot of major differences in the total civilian labor force for a selected study area when compared to any larger statewide trend. When employment changes at a higher rate than the state, there may be comparative advantages in the local economy which are driving these changes. Conversely, when change is at a lower rate, then the Super Sector is showing less growth in comparison to the state and may consequently have a smaller comparative **change impact**.

Williamson County Industry Sector	AREA EMPLOYMENT				STATEWIDE EMPLOYMENT			
	2008 1st Qtr	2009 1st Qtr	Abs Chg	Pct Chg	2008 1st Qtr	2009 1st Qtr	Abs Chg	Pct Chg
Total, All Industries	120,190	118,903	-1,287	-1.07	10,359,640	10,253,639	-106,001	-1.02
Natural Resources & Mining	900	795	-105	-11.67	280,220	277,472	-2,748	-0.98
Construction	10,830	9,499	-1,331	-12.29	699,053	659,518	-39,535	-5.66
Manufacturing	6,840	6,110	-730	-10.67	933,820	881,632	-52,188	-5.59
Trade, Transport. & Utilities	34,410	32,235	-2,175	-6.32	2,226,052	2,173,922	-52,130	-2.34
Information	1,260	1,271	11	0.87	226,430	218,352	-8,078	-3.57
Financial Activities Group	7,120	7,354	234	3.29	641,253	630,679	-10,574	-1.65
Prof., Business & Other Svcs	13,730	14,358	628	4.57	1,333,708	1,293,185	-40,523	-3.04
Education & Health Svcs.	23,860	25,220	1,360	5.70	2,300,695	2,379,530	78,835	3.43
Leisure & Hospitality Group	13,090	13,522	432	3.30	998,569	1,006,276	7,707	0.77
Other Services	4,450	4,691	241	5.42	292,276	291,405	-871	-0.30
Public Administration	3,570	3,798	228	6.39	418,602	435,774	17,172	4.10

Compared to Texas, the table above shows employment sectors in Williamson County changed at a higher rate for *Information, Financial Activities Group, Prof., Business & Other Svcs, Education & Health Svcs., Leisure & Hospitality Group, Other Services* and *Public Administration* between 1st quarter 2008 and 1st quarter 2009. During that same time period, area employment for *Natural Resources & Mining, Construction, Manufacturing* and *Trade, Transport. & Utilities* changed at a lower rate when compared to Texas.

Occupations: The best source of occupational information at the county level is from the 2000 Census. The total number of persons 16 years of age or older who were employed in Williamson County during the 2000 Census was 129,192. The following presents a table of those employed by occupational categories for this region compared to statewide percentages:

<u>Occupational Categories</u>	<u>Count</u>	<u>Area Percent</u>	<u>Statewide Percent</u>
Mgmt., Professional Occs.	54,842	42.4	33.3
Service Occupations	12,916	10.0	14.6
Sales and Office Occupations	36,431	28.2	27.2
Farming/Fishing/Forestry Occs.	293	0.2	0.7
Constr., Extraction Occs.	12,089	9.4	10.9
Production, Transport. Occs.	12,621	9.8	13.2

Class of Worker: Another way to view the types of workers in an area's labor force is by class of worker. According to the 2000 Census, the area had 100,540 employees who were private

wage and salary workers representing 77.8 percent of all workers. The region had another 19,822 persons who were government workers or 15.3 percent, 8,539 who were self employed workers or 6.6 percent and 291 who were unpaid family workers representing 0.2 percent. This compares to the Texas statewide distribution of 78.0 percent for private wage and salary workers, 14.6 percent for government workers, 7.1 percent for self employed, and 0.3 percent for unpaid family workers.

Unemployment: According to TWC unemployment figures for November 2009 Williamson County had an unemployment estimate of 15,618 persons which represents a rate of 7.5 compared to a Texas statewide unemployment rate of 7.9 for the same month. For the study area these estimates represent an increase from November 2008 unemployment rate of 5.1 percent. The Texas statewide unemployment rate was 5.4 for November 2008. For the latest unemployment rates, see TWC's LMI website - Unemployment Rates (LAUS): <http://www.tracer2.com/cgi/dataanalysis/AreaSelection.asp?tableName=Labforce> and for a description of methodology link to: <http://www.tracer2.com/article.asp?ARTICLEID=148>.

Reporting Establishments: The TWC indicates 5,903 business reporting units operating in Williamson County in the first quarter of 2008 with an average of 19.21 workers per unit. Average firm size makes a difference for job hunting and job development strategy because larger firms tend to have better defined ports of entry and in-house training capabilities. Although definitions vary greatly, small business can be defined as less than 50 workers and medium sized is 250 or less. The Texas average is 22.86 workers per unit. Regions with higher than average number of workers per unit tend to be dominated economically by a few very large employers.

Commuting to Work: Commuting to work for workers 16 years and over has a number of implications for transportation and municipal services study. Williamson County had a total of 104,960 or 82.2 percent who drove their car to work alone, 15,055 or 11.8 percent who car pooled, 420 or 0.3 percent used public transportation, 1,328 or 1.0 percent who walked to work, 1,100 or 0.9 percent of regional workers who used other means to work, and 4,776 or 3.7 percent who worked at home. These methods of commuting to work compare to the Texas statewide results by: car alone (77.7%), car pool (14.5%), public transportation (1.9%), walked (1.9%), other means (1.3%), and worked at home (2.8%). The average travel time to work in minutes was 28.00 for the region as compared to an overall statewide average of 25.4 minutes.

Employers by Employee Size Class: Employer contact information and employee size ranges are collected and updated by the Analyst Resource Center from InfoUSA Inc. The most current release is a product called the Employer Database 2009 1st Edition. This product shows that the area had approximately 2,233 establishments which employed 10 or more employees. Of these employers, approximately 0.1 percent employed over 1000 employees. 0.4 percent employed between approximately 500 and 999 employees, 7.8 percent employed between approximately 100 and 499 employees, 10.7 percent employed between 50 and 99 employees, 30.0 percent employed between 20 and 49 employees, and 51.1 percent employed between approximately 10

and 19 employees.

Top 10 Manufacturers for the Williamson County Region:

- Dell Inc
- Cypress Semiconductor Tx Inc
- Burnes Of Boston Group
- Airborn Inc
- Du Pont Photomasks Inc
- Coreslab Structures Texas Inc
- Ets-lindgren
- Texwood Furniture Corp
- Thermo Measuretech
- Chatsworth Products Inc

Income

Personal Income: According to the most recent data released by the BEA 2005, Williamson County's total personal income, excluding farm, was \$10,674,633,000 which represented an increase of \$1,340,524,000 when compared to the 2004 **total personal income**, excluding farm, of \$ 9,334,109,000. For Statewide personal income, the total of \$686,943,289,000 for 2004 and \$741,099,703,000 for the year 2004, shows an increase of \$54,156,414,000. This indicates that Williamson County has a personal income showing a rate change of 14.4 percent compared to the statewide income at a rate change of 7.9 percent for the same period. Income from all government and government enterprises for the area was a total of \$698,717,000 for the year 2005. This was an increase of 9.4 percent from the 2004 figure of \$638,969,000. Texas statewide had an increase of 5.7 percent for **government income**. **Military income**, excluding federal civilian income, for 2005 was \$30,578,000 compared to \$26,156,000 in 2004 for the study area. This was an increase of 16.9 percent compared to a statewide change of no change percent for the same period. For further information link to: <http://www.bea.gov/bea/regional/reis>.

Per Capita Income: Total personal income is a widely used measure of regional economic health while per capita income is generally used to compare the relative well-being of residents across areas (not accounting for differences in area cost of living). The per capita personal income for 2005 was \$31,933 in Williamson County while Texas statewide had a per capita income of \$32,460. For more information on this data, please go to <http://www.bea.gov/bea/regional/reis>.

Government Transfer Payments: The Williamson County region received over \$888,880,000 in transfer of payments in FY2005 which reflected a \$2,658 per capita transfer payment compared to the Texas per capita payment of \$4,194. Transfer payments includes the total amount of government allocations to people who qualify for income assistance. This consists largely of supplemental security income payments, family assistance, general assistance

payments, food stamp payments, and other assistance payments, including emergency assistance. For more information on this data, please go to <http://www.bea.gov/bean/regional/reis>.

Residence Adjustment: Some areas function as major employment centers and others serve as "bedroom communities". This means that residents may work in one region but live, pay taxes and spend most of their income in their resident region. The degree to which a regional area serves as a bedroom community can be measured by a "residence adjustment" to the area personal income. The residence adjustment in the Williamson County region was \$3,396,521 in 2005. By 2006 the adjustment represented an increase to \$3,681,723. A negative number implies that workers commute into the region to earn income but do not reside there. Growth over time of negative residence adjustments generally implies an eroding tax base for the region. Similarly, a positive figure implies that on balance the region exports jobs and income to residents of other regions. For more information on this data, please go to <http://www.bea.gov/bean/regional/reis>.

Average Weekly Wage: TWC reported an average weekly wage during 1st quarter 2007 for all covered wages and salaried employment in the Williamson County region to be \$919.92. Average weekly wages for 1st quarter 2008 was \$863.49, a decrease of -6.1 percent. This is compared to a decrease of -2.1 percent statewide for the same period of time. The Texas statewide average weekly wage in the 1st quarter of 2008 was \$884.74. These wage data are the result of the reported quarterly wages and salaries paid by employers divided by 13 weeks. For the most current information, link to:

<http://www.tracer2.com/cgi/dataanalysis/AreaSelection.asp?tableName=Industry>

UI Benefits: The region had \$20,802,160 in Unemployment Insurance benefits paid during calendar year 2008. In the Williamson County region, the average duration before exhausting regular UI benefits in calendar year 2008 was approximately 13.6 weeks, while the statewide average duration before exhausting regular UI benefits in calendar year 2008 was approximately 13.4 weeks. The most likely interpretation of longer duration times is greater difficulty finding a job. Therefore, duration can serve as a good barometer for local general economic conditions. The average weekly benefits payment for Regular UI in 2008 was \$340.52 for the Williamson County region compared to \$307.5 in Texas statewide.

Personal Income by Place of Residence: Personal income by place of residence, based on the 2000 Bureau of Economic Analysis (BEA) estimates was roughly \$87,610 for the Williamson County region. This compares to \$78,626 statewide. This figure is much higher than the per capita income level because it includes all wage earners living within a single household. Also, income data from BEA will be different than income data from other agencies due to that fact the BEA includes other sources of income such as farm wages, dividends, interest, rent and transfer payments. For more information on this data, please go to <http://www.bea.gov/bean/regional/reis>.

Poverty Population: The U.S. Department of Census estimated a 2002 poverty population for the Williamson County region for people of all ages at 19,262 persons. That figure represents 6.6 percent of the non-institutional population compared to a Texas percentage of 15.4 percent for

people of all ages. The estimated number of people under the age of 18 in the study area in poverty was 4,198 in 1999. This figure was 2.0 percent of all people under 18 in the study area compared to Texas statewide which was 6.0 percent of all people under 18 as estimated in 1999. According to the 2000 Census, the number of families living below poverty status in 1999 were 2,272 which was 3.4 percent of all families in the study area. This compared to 12.0 percent of all families statewide living in poverty status in 1999. The total number of individuals living below poverty status was 11,735 in 1999 which was 4.7 percent of all individuals in the study area. This compared to 15.0 percent of all individuals living below poverty status statewide. For the most recent Poverty information, see: <http://www.census.gov/hhes/www/saipe/county.html> .

Gross Retail Sales: Income can be viewed in several ways and under different definitions. Per capita income tends to have a direct relationship with the growth of gross sales and most service sector industries in an area. **Gross sales** for the region estimated by the Texas Comptroller of Public Accounts were \$1,452,058,704 in the 2nd quarter 2008 which represented a decrease of -6.4 percent to \$1,359,156,405.00 by the 2nd quarter 2009. The statewide change for the same period was a decrease of -11.7 percent in gross sales. The total number of **reporting outlets** for the same period was 3,112 in the 2nd quarter 2008 and 2,932 in the 2nd quarter 2009. This region had a decrease of -5.8 percent in the study area compared to the statewide change for the same period of a decrease of -3.7 percent. For the most recent Gross Retail Sales information, please see: <http://www.window.state.tx.us/taxinfo/sales/>.

Housing

Household Units and Size: The total number of **housing units** in 2000 in Williamson County according the Census was 86,766 with an average household size of 2.8 persons. The average **household size** for Texas was 2.7 persons for the same period. **Home ownership rates** for this area was 74.2 percent compared to Texas statewide which had a rate of 63.8 percent. While in Texas statewide the percent of households with persons under 18 years of age in 2000 was 40.9 percent, this study area had a percent of 46.5. The percent of households with persons 65 years of age or older was 19.9 percent in Texas statewide while 14.1 percent of Williamson County had households with individuals 65 years of age and older.

Types of Structures: While Texas had approximately 63.4 percent of the housing units in the category of one **detached structures** in 2000 according to the census, the study area had approximately 75.9 percent. **Mobile homes** in the area made up 5.1 percent when compared to a statewide percentage of 9.0 percent. More recently built housing structures in the area shows new development has taken place in the region. The total number of **new housing structures** built between 1995 and March 2000 was 29,691 or 32.9 percent in Williamson County compared to 13.2 percent statewide.

Owner and Renter Occupied: According to the 2000 Census, the percent of **owner-occupied** units with a value of \$100,000 or greater in Williamson County was 71.6 percent compared to 36.7 percent for the state. The percent of **renter-occupied** units with rent values of \$500 per

month or greater was 83.7 percent as compared to the Texas percentage of 60.4 percent. The **median home value** in Williamson County according to the 2000 census was \$125,800.00 compared to a statewide median value of \$82,500.00. **Median rent** for the area was \$787.00 compared to \$574.00 for the state. For this area, the total number of renter-occupied housing units was 22,386 which represented 25.8 percent of all occupied housing units in 2000. This compares to a Texas statewide percentage of 36.2 percent for the same period.

Education

The total number of public independent school districts in Williamson County for the school year 1999-2000 was 11 according to the Texas Education Agency. The overall average daily attendance for the same year was 56,217.

Enrollment: School enrollment data from the 2000 Census showed that there were 70,940 persons in the population who were 3 years of age and older and enrolled in school in the study area during the census collection period. Of this population, the following table shows a breakdown of what types of schools persons were enrolled compared to similar statewide information:

<u>Type of School</u>	<u>Count</u>	<u>Area Percent</u>	<u>Statewide Percent</u>
Nursery school or preschool	6,132	8.6	6.6
Kindergarten	4,366	6.2	5.9
Elementary School (grades 1-8)	33,922	47.8	45.5
High School (grades 9-12)	15,084	21.3	21.9
College or graduate school	11,436	16.1	20.2

Educational Attainment: The total number of persons 25 years of age or older who responded to the level of educational attainment during the 2000 Census was 155,565. Of those persons, the following presents a table on various levels of educational attainment for this region compared to statewide percentages:

<u>Educational Attainment</u>	<u>Count</u>	<u>Area Percent</u>	<u>Statewide Percent</u>
Less than 9th Grade	7,418	4.8	11.5
9 th to 12 th grade, no diploma	9,946	6.4	12.9
H.S. graduate (inc. equiv.)	34,524	22.2	24.8
Some college, no degree	41,031	26.4	22.4
Associate Degree	10,337	6.6	5.2
Bachelor's Degree	38,013	24.4	15.6
Graduate or Prof. Degree	14,296	9.2	7.6

Another useful grouping of these statistics shows that the percent of high school graduates or higher was 88.8 percent for the area compared to 75.7 percent for Texas. Also, the percent with bachelor's degree or higher was 33.6 percent as compared to 23.2 percent for Texas.

Dropout and Attrition Rates: Information from the Texas Education Agency on student **dropouts** from public schools for 2004-2005 shows that 186 students, grades 7-12, dropped out of school in this study area. This represents a dropout rate of 0.54 percent as compared to a Texas statewide percentage of 0.90 percent of all students who dropped out during this period. **Attrition** rates are often viewed as measures of the percentage of students that begin high school but do not graduate with a diploma. It is arguably a more reasonable way to view dropouts from an economic viewpoint. One way to view educational progress in a region is to estimate the number of persons who persist to high school graduation as opposed to standard dropout statistics. Attrition rates are calculated by the Intercultural Development Research Association (IDRA). IDRA conducts research and development activities; creates, implements and administers innovative education programs; and provides teacher, administrator, and parent training and technical assistance. The attrition rates for Williamson County during the period 2004-2005 by race and ethnicity were 28 percent for all students, 42 percent for Blacks, 20 percent for Whites, and 46 percent for Hispanics. In order to review the latest Secondary Schools Enrollment and Dropouts information posted on the Texas Education Agency, link to: <http://www.tea.state.tx.us/research/>.

Health

Health Facilities - The number of acute and psychiatric care **hospitals** in Williamson County as of October 2007 was 3, with an average total beds capacity of approximately 108.0 compared to a statewide ratio of 123.1 beds per hospital according to statistical reports from the Texas Department of State Health Services. Link to <http://www.dshs.state.tx.us> for more data reporting on health care facilities. The Texas State Board of Pharmacy data for October 2007 shows there are 73 licensed **pharmacies** in the study area. The total number of licensed pharmacies statewide is 5,919. For additional information on Texas Pharmacies, link to the Texas State Board of Pharmacy at <http://www.tsbp.state.tx.us/index.htm>.

Health Practitioners - According to the Texas Department of State Health Services October 2007 report, there were 519 direct patient care and primary care **physicians** who practiced in the region. The ratio of total persons to each physician in the area was 687.0 residents per each physician. This compares to a statewide ratio of 460.5 persons for each physician in Texas. Another way of reporting these figures is by showing the number of physicians as a ratio per 100,000 residents. In this study area, the ratio in direct patient care was 876.0 as compared to the statewide ratio of 638.3 in direct patient care physicians per 100,000 population as of 2007. The ratio of physicians in primary care was 1,498.1 compared to a statewide ratio of 1,472.0 physicians in primary care per 100,000 persons in the population statewide. Link to <http://www.dshs.state.tx.us> for more data.

The study area had a total of 1,279 **registered nurses** (RN) working in the study area, representing a ratio of 278.8 persons for each RN in the area. The statewide ratio was 152.2 persons for each RN in the state. For the same time period, the ratio of RNs per 100,000 population was 358.7 compared to 657.0 per 100,000 statewide. Link to <http://www.dshs.state.tx.us> for more data.

The number of **licensed vocational nurses** (LVN) who practiced in the area was 528 representing a ratio of 675.3 persons per each LVN in the area. This compared to 363.8 persons per each LVN statewide. The ratio of LVNs per 100,000 population was 148.1 compared to 274.9 per 100,000 population statewide. See <http://www.dshs.state.tx.us> for a wider variety of Health Professionals and related information.

The Texas Department of State Health Services information for October 2007 also reports that there were 192 **dentists** in the study area, with a ratio of 1,857.0 persons for each dentist in the area. The ratio of dentists per 100,000 residents was 53.9. By comparison, there was a statewide ratio of 42.8 dentists per 100,000 residents, with a total of 10,151 dentists statewide. See <http://www.dshs.state.tx.us> for a wider variety of Health Professionals and related information.

According to data from the Texas Department of State Health Services for October 2007, there were 1,035 licensed **Emergency Medical Technicians**, or EMTs, for the study area; a ratio of 290.3 licensed EMTs per 100,000 residents. The statewide ratio was 218.0 EMTs per 100,000 residents, with a total of 51,718 EMTs statewide. See <http://www.dshs.state.tx.us> for a wider variety of Health Professionals and related information.

Also, according to the October 2007 report from the Texas Department of State Health Services, there were 255 **pharmacists** in this area, which is a ratio of 1,398.2 persons for each pharmacist. Texas has 18,138 pharmacists statewide, or a ratio of 1,308.2 persons for each pharmacist in the area. The ratio of pharmacists per 100,000 residents was 71.5 compared to 76.4 per 100,000 residents statewide. See <http://www.dshs.state.tx.us> for a wider variety of Health Professionals and related information.

The Texas Department of State Health Services information for October 2007 shows that for the study area there were 38 **occupational therapists**; a ratio of 9,382.8 persons for each occupational therapist. The statewide ratio was 11,072.6 persons for each occupational therapist, with a total of 2,143 occupational therapists statewide. The ratio of occupational therapists per 100,000 residents was 10.7 compared to 9.0 statewide. See <http://www.dshs.state.tx.us> for a wider variety of Health Professionals and related information.

Medical & Health Services Employment*

Area	Statewide
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2007 1st Qtr	2008 1st Qtr	Pct Change	2007 1st Qtr	2008 1st Qtr	Pct Change
7,497	8,159	8.83%	1,092,916	1,135,001	3.85%

* Includes: Hospitals, Medical/Health Offices; Home Health, Nursing, Elderly Residential facilities; Individual/Family, Emergency & Other Relief Svcs., Vocational Rehab. Svcs.
 [NAICS: 6211,6212-19,6221-23,6231-33,6239,6241-43]
 Due to confidentiality, employment for small areas may be suppressed and reported as zero.

Health Statistics - Some of the leading **causes of mortality** in Texas include malignant neoplasms or cancer, heart disease, and chronic lower respiratory disease. From information gathered by Texas Department of State Health Services for 2004, the study area had a total of 326 reported deaths from malignant neoplasm **cancer**. On a statewide level, Texas had 33,836 reported deaths from malignant neoplasm cancer. Texas Department of State Health Services reports that for 2004 there were 293 deaths from **heart disease**, and 63 deaths from lower respiratory disease in the selected study area. By contrast, Texas statewide had 40,091 deaths from heart disease and 7,387 deaths from **chronic lower respiratory disease**. See <http://www.dshs.state.tx.us> for a wider variety of Texas health, disease and related information.

Several state agencies collect statistics on health status indicators that can be used to assess the strengths or weaknesses of public health in a local area or community. For this study area, the Texas Department of State Health Services reported for August 2004 there were 20 **infant deaths**, as compared with a statewide rate of 2,398. See <http://www.dshs.state.tx.us> for a wider variety of Texas health, disease and related information.

The Texas Department of State Health Services reported that for August 2003 there were 122 total **teen pregnancies** in this area. There were different teen pregnancy rates in the study area depending on race, with 11 for Black teens, 69 for Hispanic teens and 42 for White teens. Statewide rates for teenage pregnancy were 19,730 for total teenage pregnancies, with 3,003 for Black teens, 12,693 for Hispanic teens and 4,034 for White teens. See <http://www.dshs.state.tx.us> for a wider variety of Texas health, disease and related information.

In the Health and Human Services 2003 Data Book, figures show that the number of children under 19 in this area whom were **not covered by health insurance** is 7,952, which is 10.4% of the reported population in that age group. The number of **uninsured children** statewide is 885,999, or 7.1% of the reported population for children under 19. For more information, or to view or download the entire data book, see <http://www.hhsc.state.tx.us>.

Information On The Web

The Bureau of Census has a variety of useful Quick Facts for each county in Texas. The Quick Fact report for Williamson county can be accessed at the following URL: <http://quickfacts.census.gov/qfd/states/48/48491.html>. Some counties maintain their own Internet

sites for local information. If a county hosts its own Web site, it may be accessed through a URL with the following format <http://www.co.County Name Goes Here.tx.us>.

To research additional websites on Counties, consider any of the following:

Other Facts of Interest

- According to the Texas Secretary of State's Office, for the November 2008 presidential election, there were 232,642 **registered voters** in Williamson County. The **voter turnout** was 158,403 representing 68.1 percent of **eligible voters**. The **election results** were 88,323 or 55.8 percent for McCain/Palin, 67,691 or 42.7 percent for Obama/Biden, and 2,389 or 1.5 percent for all other presidential candidates. The statewide results were 55.5 percent for McCain/Palin, 43.7 percent for Obama/Biden, and approximately 0.9 percent for all other candidates. See: <http://www.sos.state.tx.us/elections/voter/index.shtml> for other topics of interest.
 - Information on the three categories of child placement services from the Texas Department of Family and Protective Services for 2006 showed that the area had 3 **foster homes**, 26 **foster/adoptive homes** and 10 **adoptive homes**. The total number of **licensed day care facilities** were 198 with a total capacity of 17,678. The total number of **family homes licensed for 24-hour care** was 152. Link to http://www.dfps.state.tx.us/About/Data_Books_and_Annual_Reports/2006/databook/default.asp for further information.
 - There were approximately 7,536 crimes reported in the Williamson County area during 2005 or a 12.7 percent change from the 6,686 crimes reported for 2004. Statewide, the total of all reported crimes was 1,117,806 for 2005 representing a -1.8 percent change from the reported totals of 1,138,346 for 2004. This information was collect from the FBI, Uniform Crime Reports, as prepared by the National Archive of Criminal Justice Data; see the U.S. Dept. of Justice site: <http://www.ojp.usdoj.gov/bjs/dtdata.htm> for the most recent reported data.
 - The total **jail capacity** for public and private jails in the region was 1,128 as of October 1, 2006 according to the Texas Commission on Jail Standards. **Jail population** was at 60.9 percent capacity when compared to maximum capacity. At this same time, this compared to a statewide capacity of 90.4 percent. For more detailed information, see to: <http://www.tcjs.state.tx.us/index.php?linkid=320>.
 - The region had 30 **commercial banks** in 2007, as reported by the Federal Deposit Insurance Corporation (FDIC), with **total deposits** of \$2,783,000,000 and **assets** of \$1,090,273,000. The 2007 **deposit to population ratio** was \$7,731 for the Williamson County region compared to the Texas ratio of \$13,816. A ratio less than the state average generally indicates either the presence of an adjacent city or county not within the described region serving as a regional financial center, or per capita
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income well below the state average. These numbers do not reflect assets and deposits which are held in branch offices of banks whose headquarters are in another city or state. The most recent FDIC data for this area is at <http://www2.fdic.gov/sod/index.asp>.

- While all counties in Texas are served by banks, savings and loan institutions and credit unions, many counties may not show these offices directly reported in its geography by the FDIC or other governing agencies. For the 2007 reporting period in Williamson County, the number of **savings and loans** was 4 which had a total of savings and loan assets of \$0 and deposits of \$46,900,000. These figures are in contrast to the statewide total of 54 savings and loans, with \$7,767,193,400 in assets and \$12,067,400,000 in deposits. For more information, please see: <http://www2.fdic.gov/sdi/index.asp>. There were 0 **credit unions** in the study area according to the National Credit Union Administration data. For 2007, the latest year of reported data, these credit unions had a total of \$0 in assets and \$0 in deposits, as compared to a total of 615 credit unions statewide, with \$48,883,686,146 in assets and \$36,648,314,014 in deposits. Credit union statistics and other information on credit unions can be found at <http://webapps.ncua.gov/customquery>.

Central Texas Labor Market Information

Within Central Texas, the [Texas Workforce Commission](#), the [Workforce Development Board of Central Texas](#), and the Central Texas Council of Governments have sponsored a Labor Market Survey. This activity produced two reports that are essential in the process of meeting the needs of industrial, governmental and education institutions: a list of Central Texas Key Industries and a list of Central Texas Targeted Occupations.

Central Texas Key Industries 2009-2010

Building Equipment Contractors	Offices of Physicians
Motor Vehicle/Part Merchant Wholesalers	Home Health Care Services
Building Material and Supplies Dealers	General Medical and Surgical Hospitals
Wireless Telecommunications Carriers	Nursing Care Facilities
Depository Credit Intermediation	Individual and Family Services
Architectural and Engineering Services	Automotive Repair and Maintenance
Elementary and Secondary Schools	Local Government

Central Texas Targeted Occupations

Targeted Occupations are aligned with the Key Industries. These employment situations are those jobs with the best potential for growth and quality employment. The occupations listed below are linked to descriptions from the US Bureau of Labor Statistics or to the Texas State Occupational Information Coordinating Committee's list of Emerging and Evolving Occupations in Texas.

Auto Service Techs/Mechanics	Medical Records and Health Information Technicians
Bookkeeping/Accounting/Auditing Clerks	Medical/Clinical Laboratory Technologist
Bus/Truck Mechanics/Diesel Specialist	Middle School Teachers
Carpenters	Nursing Aides/Orderlies/Attendants
Computer Support Specialist	Pharmacy Technicians
Correctional Officers and Jailers	Plumbers/Pipefitters/Steamfitter
Customer Service Representatives	Police and Sheriffs Patrol Officers
Electricians	Radiologic Technologist/Technicians
Elementary School Teachers	Registered Nurses
Environmental Engineering Technicians	Secondary School Teachers
Executive Secretaries/Admin Assistants	Social and Human Service Assistants
Fire Fighters	Stock Clerks and Order Fillers
General and Operations Managers	Surgical Technologist
Heating/Air Conditioning/Refrigeration Mechanics	Truck Driver, Heavy and Tractor Trailer
Licensed Practical/Vocational Nurse	Truck Driver, Light or Delivery
Machinist	Welders, Cutters, Solderers, Braziers
Maintenance/Repair Workers General	

Ethnicity Representation

	2008		2007	2006
Race/Ethnicity	Percent Population in Service Area	Percent Credit Enrollment	Difference	Difference
White	58.50%	61.60%	3.10%	4.20%
African- American	15.10%	19.40%	4.30%	1.50%
Hispanic	22.10%	16%	-6.10%	-4.70%
Other	4.30%	3%	-1.30%	-1.10%
Gender				
Male	51.30%	32.90%	-18.40%	-17.80%
Female	48.70%	67.10%	18.40%	17.80%

Temple College Current Status As measured by the Texas Accountability System

Participation

Key Measures

- Number of credit students enrolled on the fall census. (disaggregated by gender and ethnicity available)

Fall 2005	Fall 2006	Fall 2007	Fall 2008	Fall 2009
3,897	4,279	4,787	5,178	5,659

- Annual unduplicated enrollment including credit and non-credit students

FY 2005	FY 2006	FY 2007	FY 2008	FY 2009
8,975	8,765	9,548	10,443	11,178

Select Contextual Measures

- Enrollment Total by Semester
- Service area representation: gap between the population service area served and students enrolled in community colleges (see above)
- Annual Semester Credit Hours (SCH)
- Percent of Credit Students Receiving Pell Grants (Available by Ethnicity/Gender)

FY 2004	FY2005	FY2006	FY2007	FY2008
26.9%	26.7%	27.1%	32.6%	34.2%

- Full-Time Undergraduate Students
- Part-Time Undergraduate Students

	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009
FT	1,344	1,596	1,798	2,195	2,376
PT	2,376	2,434	2,826	3,031	3,250
	36/63%	40/60%	39/61%	42/58%	42/58%

- First Time in College Full-Time Credential Seeking Students
- First Time in College Part-Time Credential Seeking Students

	FA2005	FA2006	FA2007	FA2008	FA2009
FTFTIC	425	535	540	458	526
PTFTIC	284	326	317	266	325

Success

Key Measures

- Percentage of first-time, full-time, credential-seeking, undergraduates who have **graduated** with a degree, cert1, cert2, or advanced technology certificate **or** are **still enrolled** in Texas public or private education after six academic years

FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
47.2%	47.7%	46.7%	45.7%	45.0%

- Percentage of first-time, full-time entering, credential-seeking, undergraduates who have **graduated** with a degree, cert1, cert2, or advanced technology certificate from a Texas public and private higher education after six academic years

FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
37.5%	32.7%	34.7%	36.5%	33.9%

- Number of awards, certificates by type, core completers and field of study completers (Available by gender and ethnicity)

FY 2005	FY 2006	FY 2007	FY 2008	FY 2009
459	438	418	466	520

- Percent of students who transferred to a senior institution and percent of students who attempted at least 30 SCH before transferring to a senior institution

	FY2005	FY2006	FY2007	FY2008	FY2009
Total	428	478	198	359	210
30-42hrs	33	42	15	23	33

- The percent of underprepared and prepared students who successfully complete a related college-level course within 1 year if they met the TSI requirements, 3 years if they tested above deviation or 4 years if they tested under deviation by subject areas

Contextual Measures

- First-time Undergraduate Persistence rate after one year (Total)
- First-time Undergraduate Persistence rate after two years (Total)
- Number of Degrees and Certificates Awarded in Closing the Gaps Critical Fields
 - Computer Science
 - Engineering
 - Math
 - Physical Science
- Total Nursing/Allied Health Degrees and Certificates Awarded
- Percent of graduates either employed and/or enrolled in a Texas senior institution within six months after graduation
- Total Number of Marketable Skills Completers
- Total Associate of Arts in Teaching Completers
- The percent of underprepared students who satisfied TSI obligation within 2 years if they tested above deviation or 3 years if they tested under deviation by subject areas
- The percent of underprepared and prepared students who return the following fall

Excellence

Key Measures

- Pass rate for Programs whose graduates are required to pass a licensure exam to practice in the field

	2005	2006	2007	2008
	Pass Rate	Pass Rate	Pass Rate	Pass Rate
Associate Degree Nursing	97.8%	100%	90.2%	94.0%

Dental Hygiene	100%	100%	100%	100%
Respiratory Therapy	90.9%	100%	100%	93.3%
LVN (Main Campus)	100%	93.5%	92.5%	97.7%
LVN (Taylor Center)	100%	100%	85.0%	100%

Contextual Measures

- Certification and Licensure: Licensure and certification rate on state or national exams

FY 2006	FY2007	FY2008
95.71%	93.58%	NA

Institutional Efficiency and Effectiveness

Key Measures

- Administrative cost as a percentage of total expenditures

	FY 2003	FY2004	FY2005	FY2006	FY2007
Temple College	12.6%	12.2%	12.5%	12.8%	15.2%
Statewide Average	13.6%	13.9%	15%	15.5%	13.8%

- Revenues from all tuition and fees charged a student taking 15 semester credit hours (SCH) in the each of the fall and spring semesters

	FY 2000	FY 2004	FY 2005	FY2006	FY2007
Temple College	\$1,125	\$1,620	\$1,740	\$1,890	\$1,946
Statewide Average	\$954	\$1,244	\$1,435	\$1,721	\$1,650

Contextual Measures

- Full-Time Faculty: Number and percent of full-time faculty by gender and ethnicity
- Part-Time Faculty: Number and percent of part-time faculty by gender and ethnicity
- FTE Student/FTE Faculty Ratio
- Total Contact Hours
- Contact Hours taught by full-time faculty
- Contact Hours taught by part-time faculty

Student Concerns, Comments, and Ideas

Students were given the opportunity in an open forum to sit down and visit with the administrative staff of Temple College. The following times were advertised on flyers around campus:

- Monday, November 16th from 8:00 am – 12:00 pm;
- Tuesday, November 17th from 12:00 pm – 3:00 pm;
- Wednesday, November 18th from 4:00 pm – 7:00 pm.

Student comments and concerns were heard and when appropriate, immediate feedback was given to the students. Administrators also took the opportunity to ask questions of the learners to help identify if issues that were being presented seemed to be isolated events or common issues. The information collected during the process has been categorized below and will be used by the administration to strengthen the student and educational services offered at the college.

Customer Service

- Front-line staff in some enrollment areas are not very helpful/informed
- Get the run-around when trying to fix problems
- Very little help with TC One Card issues – call 800 #
- Phone call message never returned when seeking tutoring services
- Career advising was helpful for determining best academic path to meet career goals
- Some instructors were very helpful when learner was out for 10 days with N1H1 flu while other instructors needed more persuasion for make-up/late assignments.

Information/Communication

- Scholarship information/applications are not readily accessible to students with specific emphasis given to TC scholarships and departmental awards. Financial aid website and other communication avenues are needed to notify students of the opportunities to apply for additional aid available at TC.
- Lack of awareness of where to look for answers – catalog, handbook, TConnect, etc.
- What's taking so long? (TV's in Student Center, Additional Parking, Science Bldg renovation, etc.)
- Need more forms of communication with students – hand out flyers, facebook, twitter, MySpace, text messaging, etc.
- TC One Card – orientation for students and parents is needed
- What happened to late registration?
- How come my summer grades were never posted to D2L but are on my transcript in TConnect? And how was I supposed to know where to look to get my grades?
- Seems to be a lack of communication between student organizations and food service when students are selling food for fund raisers in the Student Center.

Educational Services

- My Math Lab is helpful but student can become dependent on the “Help” feature which is not available on tests.
- Need computers/printers in the student center for student use
- Want the Student Center to stay open the same hours as the campus, until 10pm.
- SmartThinking is a good tool but is not comprehensive. Students still need to go to the writing center for help with writing papers but staffing/hours are not sufficient.
- Staffing/hours in the Math lab is an issue. Students do not feel like they are getting the assistance they need because the lab is too busy or the staff is doing other things besides helping learners.
- Need Calculus III for non-math majors and more Microbiology sections
- Software that is required for courses should be available in the library computer labs for weekend use.
- Problem with courses that a student needs being cancelled due to low enrollment and inadequate advising to address the problem with possible VCT courses.

Online Learning

- Learners are not always getting the necessary or timely feedback they need to make corrections or be successful on assignments, quizzes, or exams.
- Difficult to figure out how to communicate with the instructor through Course Compass – didn’t log-in through D2L but directly through Course Compass.
- Lectures in Biology are not always coming in clearly and didn’t know that DVD’s were available in the media center.
- Online orientations are very helpful.
- Want instructors to have online office hours in chat rooms for students that need assistance.

Discipline

- Disruptive students in the classroom are bothering other learners. Students want faculty to enforce a disciplinary policy in the classroom.
- Faculty should adhere to the same classroom policies that are expected of learners (Cell phone use, texting).
- Student dropped a course because the instructor could not control the learners in the classroom.

Miscellaneous

- Food service has been good this year.
- There is a shower curtain being used as a stall wall in Watson Tech women's restroom.
- Complaint about no hot water in Watson Tech restrooms
- Apartment issues – roommate selection can make for difficult living environment
- Parking lot lighting by the Library was not working last week.
- Bookstore mark-up on books was above suggested retail price
- Would like to be able to purchase software through the college at a major discount.

Administrative Comments/Responses –

- New financial aid web pages are being designed and we will make sure that scholarship information is available.
- The TVs are mounted in the Student Center but we are working on the HDMI signal capability. Students will need to go to Ruth to operate the TVs.
- We will look into putting computers in the gallery area of the student center. Students may need to use their One Card to control printing.
- Parking spots (approx. 150) will be added by next fall. Students will be involved during the master planning process.
- We will look into creating a more seamless process for advising for distance education courses.
- Leonard Evans is the TC representative for the One Card. TC staff will need to be more effective in sending students to Mr. Evans when they have issues rather than directing them to call the 800 number.
- TC is looking into the idea of a Help Desk/Information kiosk. TC employees need to be more helpful in directing students to the correct and final location for assistance instead of routing them all over campus.
- D2L Discussion board comments about the TC One Card were directed to financial aid during the beginning on the semester to follow-up on students who needed assistance.
- We are working on a waiting list feature in Datatel to assist students in getting into classes after they are initially full during registration.
- Course syllabi will be available online before registration as required by recent legislation.
- Student focus groups will be held during the winter and spring for the master planning and strategic planning processes.
- Grades are not always posted in D2L but they are available in TConnect.
- The parking lot lights were probably a timer issue due to the recent time change but it will be addressed.

Faculty Concerns, Comments, and Ideas

Faculty members were given the opportunity in an open forum to sit down and visit with the administrative staff of Temple College. The following times were advertised by email to the Temple College employee list:

Monday, November 30th at 10:00 am, 1:00 pm, and 4:00 pm

Tuesday, December 1st at 8:00 am, 11:00 am, and 2:00 pm.

There were 15 faculty members that participated representing the following areas: Visual Arts, CIS, Government, Taylor Campus, Child Development, Humanities, Music, BioScience, Business, Math, Developmental Education, Student Success, Professional Development, and Speech.

Faculty comments and concerns were heard and when appropriate, immediate feedback was given. Administrators also took the opportunity to ask questions of the faculty to help identify if issues that were presented by the students were recognized by the classroom instructors. The information collected during the process has been categorized below and will be used by the administration to strengthen the student and educational services offered at the college.

Communication/Help Desk

- A Help Desk is a good idea to have a friendly face that is willing to guide and help students, and answer the switchboard. Where should the Help Desk be located?
 - Lobby of OCC - a central location but may be too noisy but would be fine for help desk if you don't have phone calls directed to the same place; the area downstairs by the coke machine may be a good location to eliminate noise and it is currently a computer area; good central location and could serve as a triage station for the building.
 - Student Center – busy location but noise might be an issue and would probably be directing most questions to resources in the OCC.
 - May need to keep computers in the area near the Help Desk to provide students with assistance; Moving the kiosk computers in the OCC to a more open environment will help cut down of inappropriate computer use.
 - Switchboard, Staff/Student Workers for the Help Desk will need training on directing learners to assistance.
 - Online office hours for D2L is a good idea for faculty who teach online or hybrid courses. However, Pager in D2L is not easy to save the communication history with a student so the instructor has a record of what was discussed.
 - Students need a forum that can be manned by the help desk such as the D2L forum but if there was a separate forum for general college questions this would help separate general questions from the distance learning questions.
 - There is a gap between the information that is delivered to faculty and the information that gets to the students. Important information can be delivered by adding extra pages provided by administration to their syllabi.
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- When adding signage, soon they become part of the wall and learners are no longer paying attention to them.
- Need a way to have announcements so that students can have video announcements across campus that catch their attention. TV's across campus would be ideal.
- Students need to go by an IT desk at registration to get their email address and sign a user agreement so that they are aware of the campus policies and expectations for their campus email account.
- Students don't do optional – they want to be told what to do.

College Readiness/Educational Services

- Many Degree seeking and certificate program students are not college ready, especially those that are TSI exempt. They are not computer literate and have poor study skills but reading seems to be the main problem. Problems seem to come from reading comprehension and may be due to a disconnect between high school reading TAKS level and college level textbooks.
- In some cases, learners may receive certificates that do not have the job skills to make them employable (reading skills).
- TC's policy is that students are required to notify their faculty of their learning needs. However, delayed notification or no notification is an issue. The letter that comes from the EAC is too vague and doesn't give the instructor the information they need to provide understanding of the disability and the kind of special effort they can give toward the student to be successful. It would be helpful to have more information for learning disabilities/needs of the students in the classroom
- Older students seem to more readily seek assistance for disabilities however; younger students fight against the "label" of the disability and don't tend to seek services. – we need to encourage personal responsibility in study skills courses.
- Students are lost on what resources are available and how to find out about it. Open to adding an institution attachment to their syllabus that identifies the resources available to students.
- Taylor Center students - most of them are not willing to drive to Temple to seek learning resources.
- Suggest a "learning styles" sheet that the learner can voluntarily complete for the course instructor that self identifies disabilities/needs that could be helpful to the instructor in class.
- Need to encourage instructors to take attendance and engage students in a relationship; helps to keep from dropping students and can facilitate learning in the course.
- Is there a way to have a college strategy to sit down with high school students and parents to explain college expectations? The difficult part of parent outreach is parent engagement during the high school years.
- Students need more orientation before school starts to understand office hours, engaging with instructors, turning in assignments, resources available, and college experience.

- To ensure student success, we need to identify who needs assistance; provide these students with faculty mentors/tutors to help them learn how to learn and possibly add a reading requirement on certificate level courses.
- Study Skills Course – may need to find a new curriculum that includes computer literacy, time management, motivation, science vocabulary, reading directions in different subjects, proper writing techniques, and technical reading. Possible delivery methods could include team teaching, guest speakers, bridge assignments to other courses, *college rules* book (guide of first 30 days of school for college students), and a physical tour of the resources available on campus.

Professional Development

- More opportunities and topics than ever.
- Difficult to take advantage of on campus professional development opportunities for instructors in Taylor/Cameron.
- Adjunct faculty need training so that they can utilize the “smart classroom” features.
- Switchboard, Staff/Student Workers need training on directing learners to the appropriate area for assistance and eliminate the “run-a-round”
- Would like more training dealing with learning disabilities, the nature of learning problems in the classroom and any legal requirements for working with these learners
- Need to remind faculty each semester about the online and campus resources available to learners.
- Need to consider how to make professional development and educational resources that are available to our satellite campuses.
- Adjunct professors may need more classroom management training than the full time professors. We need to provide professional development opportunities to the faculty that are not able to attend campus during the regular TC work day.
- Would like the administration to consider the possibility of making some of the professional development classes into CEUs so that there is an additional benefit to taking advantage of the trainings that are available on campus.

Disruptive Behaviors

- Instructors think that the disciplinary policy in the student handbook is adequate.
 - There was a suggestion to put behavior expectations and consequences in the course syllabi but it is ultimately the instructors’ job to apply it in the classroom.
 - It was discussed that there is not really a place for people to gather and visit near the admin/business building that is non-smoking. The environment is contributing to the behavior problems in this area of campus. A non-smoking gathering place needs to be considered.
 - We may need to script a response for faculty to use in the classroom to address disruptive behaviors at the beginning of each semester.
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Future Growth & Changes

- Parking needs to be placed around the fine arts building and administration building.
- Visual Arts would like to expand into the building next door to them for additional classes, office space, and storage. This would be an opportunity to expand their services.
- Need to make sure that new facility at Taylor will have a classroom that will allow for art courses.
- Would like to consider a Child Care Center. Research shows that faculty usually provide 15%, students 25%, and community would provide the rest of the population of the center. Our community is very supportive and we could collaborate with Scott & White and Head Start. The ideal location would be on 5th street (Villa Terrace)..
- Building signage - Each office needs a name on the door so that offices are identified and name plates can be moved as employees move. Directories in each building are needed for all floors. Each building should be walked from a visitor perspective to identify the office labeling needs.
- A flow sheet needs to be developed to facilitate the hiring/starting of new employees including adjunct instructors. The process is intended to make sure that supervisors, IT, and Human resources are organized and ready for new employees on their first day.

Miscellaneous

- There need to be large banners on the OCC identifying the location of student services within the building.
- Can there be an adjunct directory?
- Projectors need to be available in every classroom so that faculty can utilize technology and enhance lectures with PowerPoint presentations.
- We can eliminate copies in class by posting PowerPoint presentations and syllabi to D2L and adding a web-enhanced component to all courses.

Administrative Comments/Responses –

- The posted Reading Specialist position is intended to help us use a test/tool to identify a student's reading level and recommend materials to bridge reading gaps in course literature.
 - We may need to start tracking the success rate and retention rate of non-degree seeking students to identify if reading requirements should be implemented.
 - We are currently re-writing the student handbook and now is the time to update any disciplinary policies if necessary.
 - Mark will work on setting up workshops for professors in smart classrooms so that they know how to use the equipment and where to go for help.
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- Adjunct faculty night will be held again during in-service week.
- SHW will be designing the next campus master plan and will look at the Villa Terrace land. Will look specifically at parking on the interior versus exterior of campus but we plan to have additional 150 temporary parking spaces by the fall. Uniting visual arts with the rest of the campus will be included in the plan. Sessions will be held in early spring to get input from the stakeholders.
- Strategic Plan will begin development by the Board in January.
- May need to consider building a non-smoking deck area for students to hang out. A deck that overlooks the hike and bike trail and bridge crossing behind the Administration building could be a good location.
- After a content management system has been implemented, we can facilitate an Adjunct directory.
- Café con leche meetings are part of P-16 initiatives and target Hispanic parents to discuss college going culture but the context of the meetings was too complex. Temple College can consider more parent involvement in our College Connection events.
- We are considering requiring anyone who is taking a developmental course to also complete a study skills course. A pilot program will focus on students enrolled in multiple developmental courses and move toward including all developmental education students.
- We still need to look at various structures, including computer competency, front-loading with important information and keeping information timely to the students' needs before piloting a new course. A DVD of Drayton McLane's speech this fall could be created for use in this course to discuss leadership qualities. We will need to facilitate focus sessions to discuss the study skills course curriculum.
- There is a cell phone policy for the classroom. There is not a policy in the employee handbook for cell phone. We will work to make these handbooks consistent.
- Smart Thinking needs to be assessed by Lexile to determine its reading level.
- Online training will be available in the future. This will help with making professional development opportunities available to our satellite campuses.

Community Concerns, Comments, and Ideas

Community representatives were invited to join Temple College in a forum entitled *Growing Temple* to help TC better understand the future plans and issues within the community. The event was held in the Temple College Pavilion on December 2, 2009 from 1:00 – 4:30 pm. Representatives from various organizations joined the event and each gave a ten minute presentation about the future of their respective organization.

Following individual presentations, a group discussion was facilitated by the Chair of the Temple College Board of Trustees and the TC President. The information collected during the process has been summarized below and will be used by the administration to strengthen the student and educational services offered at the college as well as partnerships within the community and inform the strategic plan.

Dr. Robin Battershell, Temple ISD

This year, Temple ISD has increased to now have 70% of the students on free or reduced lunch. Generational poverty is a major issue facing the ISD. Generational poverty is defined as families that have lived in a low income setting over generations which leads to a continued family culture and expectation.

Dr. Battershell defined several characteristics of generational poverty – isolation in neighborhoods; looking for things in the form of services that often do not lead to life changing situations; and a lack of encouragement to their children to change their way of life or culture. She also presented several strategies the ISD is using to address generational poverty by creating opportunities for students with experience deficits.

1. Project Diploma – ISD went door to door and found people who had dropped out of school and encouraged them to come back to school to get a high school diploma. They are trying to expand the program into additional night programs for adult education.
2. Mentoring Programs – these services provide positive experiences in different types of cultures at very little expense.
3. Community Activities – due to the isolation issues, it is important to take services into the neighborhoods you intend to reach. Examples include local parks and recreation services that help to get students involved in extracurricular events.

Judge Jon Burrows, County Update

Judge Burrows presented a PowerPoint presentation and explained that the last Bell County population projections were not aggressive enough to keep up with the growth of the County. The 2010 Perryman Projection shows a population of 280,361 while the 2008 Census estimate shows the actual 285,000. In 2008 we were ranked 17 out of 254 counties and the 12th fastest growing county in Texas. Next year's census will probably allow Texas to pick up more US representatives. Bell County has a young population (under 65). Killeen-Temple-Fort Hood was listed as 5th in Forbes magazine as one of the best places for jobs.

Mayor Bill Jones, City of Temple

The mission for the City of Temple is to provide the “Best Education, best jobs, and best quality of life” – Choose Temple. The strategic plan for the city focuses on four major issues: growing the tax base, providing a high quality of life, bioscience industry, and transportation issues. The city expects that they will need to issue bonds to fund the growth plans in the next 2-3 years.

David Blackburn, Temple Medical Education District (TMED)

TMED is a coordination of medical, education, and research entities as partners to look at the assets of the area and how to protect and enhance these assets. TMED is facilitating several projects to beautify the city and promote the medical and education resources available in Temple. Future investments for TMED being considered are downtown development including the TC downtown campus and the Southeast Industrial Park.

Dr. Peter Brumleve, S&W

S&W wants to contribute in growth in size, quality, and opportunity to our community. They are the 6th largest multi-specialty health system in the US. Today they employ nearly 9,000 employees including 900 physicians and researchers, nearly 300 medical students, and 364 residents and fellows across 31 programs . Their goal is to receive national recognition as one of the top Medical School programs. Currently they accept 150 students into the medical school with a goal of accepting 200 students each year but it is first necessary to grow the faculty and contribute to the research mission. S&W projects a 36% increase in jobs through 2015 and 24% through 2020 with most of these jobs residing in Temple. These are jobs that will increase the intensity and skill level of the employees as the medical jobs change.

Dr. Brumleve suggested that S&W, City of Temple, and Temple College get together during the Strategic planning process so that we are all working off of the same assumptions.

Jonathan Scott, TEDC & Reinvestment Zone One

TEDC reported on the economic trends for the area. Temple MSA was ranked #2 for small metros in the US according to the Milken Institute Study. The city has seen 15 industrial expansions in 4 years, ranks highly in creating new jobs and in pay scale, has a diverse economic base which leads to stable employment. We are experiencing growth along I-35 corridor and have an estimated \$750M in new business investments. New businesses include a Rail Park, Gulf States Toyota, Panda Temple Power, and a HEB Distribution Center. Each of these new businesses will create workforce training opportunities.

John Cunningham, Temple Industrial Foundation

The foundation is a group of concerned citizens who support the bioscience district and are now looking for a new project to contribute their energy towards.

Tim Campbell, Temple Civic Theatre

Arts in the community provide quality performances enhancing the quality of life. Their goal is to get young people involved to improve children’s schooling and retention and to attract new

business to the community through enhanced quality of life experiences. This volunteer organization produces several productions each year on and in conjunction with TC. They also offer volunteer opportunities in the front of the house and backstage.

Wanda Williams, Central Texas Workforce

The Workforce has a two-fold commission: Serve employers – provide skilled workers and enhance productivity and competitiveness; Serve job seekers – upgrade occupational skills, improve job retention capacity, and integrate into the workforce. Their goal is to have a constant supply of skilled workers to feed into the industry. Today, 20% of jobs require a bachelor’s degree and 60% require some level of education beyond high school. The number of jobs not requiring education beyond high school has been shrinking over the last 20 years. Workforce is limited to supporting training at a maximum of two years and spend their efforts on certificate programs and “high school plus” occupations.

Target occupations for this year are provided on a handout (see attached pdf). Workforce provides financial resources to be used for child care and support to help ease the difficulties in upgrading training. Youth services focus on SCANS skills competencies (resources, interpersonal, information, systems, technology), basic skills (reading, writing, mathematics, listening, speaking), thinking skills (creative thinking, decision making, problem solving, visualizing, knowing how to learn, reasoning), and personal qualities (responsibility, self-esteem, sociability, self-management, integrity/honesty). A handout (see attached pdf) was provided outlining the SCANS skills and competencies.

Erroll Wendland, Temple College Foundation

The total assets of the foundation are approaching \$5M and the annual golf tournament serves as the primary fundraiser for the foundation. They are currently in a campaign to raise funds totaling \$400K for the TC rehearsal hall in the fine arts department.

Glenda Barron, Temple College – Other Discussion

Strategic Planning –

As part of the strategic planning process, TC will be looking at a 3-5 year outlook with the city, county, and school districts and will probably use a more aggressive growth rate than we used in the past. We will look at trend data, population growth, and qualified faculty to expand courses to match the need for the area. David Blackburn commented that the best way to figure out population data is by looking at the trash/waste for the community. We have not discussed these figures in the past but we should consider this option as we move forward.

Once a need for educational training is identified, the process to create and approve courses takes approximately 3-4 months. The biggest issue facing the College is finding qualified faculty to teach in highly skilled areas if the course is not currently in an area offered by TC. Mayor Jones reminded the participants that when we get high speed rail, we will shrink the time distance between major cities. He encouraged TC to consider the possibilities of sharing faculty with

surrounding institutions in College Station and Waco. We could be in this position in the next 10 years and we need to consider the possibilities and vision for the future.

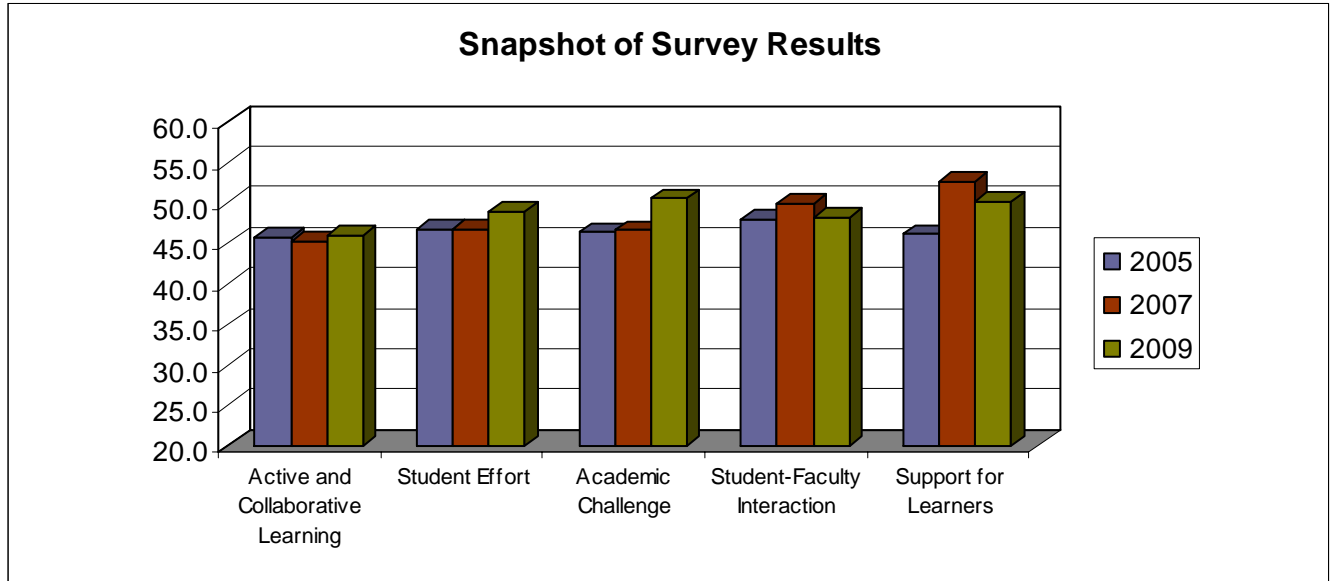
College Readiness

College readiness is a growing issue at the College. Dr. Barron explained that a student can graduate from high school with a score on the TAKS test that does not meet the requirement for college ready courses. P-16/P-20 initiatives are looking at the various levels of education to bridge the gaps in education systems. JJ Villarreal (TISD) spoke to the current process for testing at the high school level and suggested that a single score on a test may not be the best way to determine if you are college ready. TISD is looking at providing quality education to the students and the community. As we become more economically disadvantaged, students will go to junior college at a higher rate versus universities and these students often pick up adult responsibilities immediately after high school. Dr. Barron added that state wide 70% of college-going students are going to community college instead of universities immediately following high school. TC is looking at working with our area high schools to minimize the gap in testing scores and college readiness.

To assist in the effort to address college readiness, we need more college faculty and we need to make sure that our students are prepared for life after high school with reading and writing skills and computer literacy. Encourage parents to be thinking about this and get their students to get involved in dual credit and programs like the Bioscience institute. Mental preparation to go to college is essential so that citizens will be able to contribute to the whole community.

Benchmark Results for Community College Survey of Student Engagement

Snapshot of Survey Results



Active & Collaborative Learning

Means				
	2005	2007	2009	Difference
Temple College Benchmark Score	45.7	45.3	46.0	.7
National Mean	50.0	50.0	50.0	

Student Effort

Means				
	2005	2007	2009	Difference
Temple College Benchmark Score	46.8	46.7	48.9	2.2
National Mean	50.0	50.0	50.0	

Academic Challenge

Means				
	2005	2007	2009	Difference
Temple College Benchmark Score	46.4	46.6	50.5	3.9
National Mean	50.0	50.0	50.0	

Student-Faculty Interaction

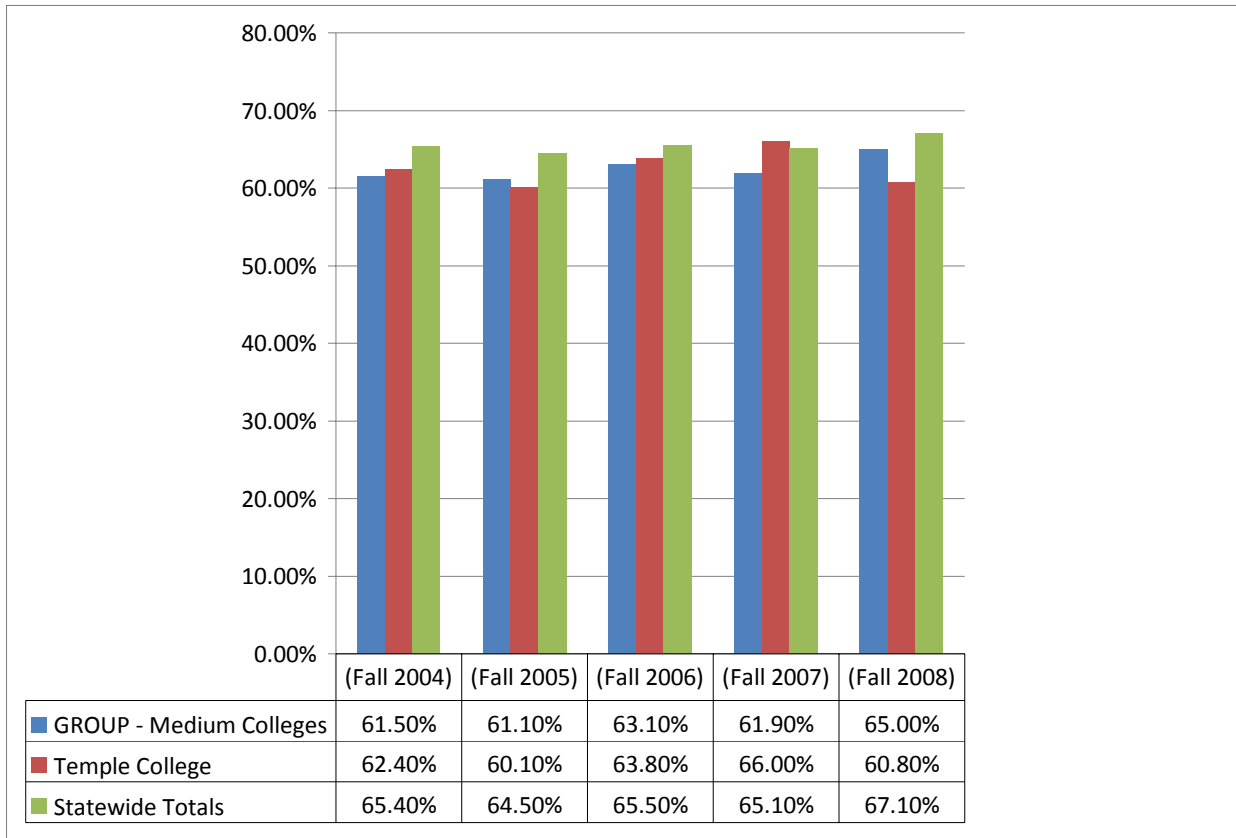
Means				
	2005	2007	2009	Difference
Temple College Benchmark Score	48.0	50.0	48.2	-1.8
National Mean	50.0	50.0	50.0	

Support for Learners

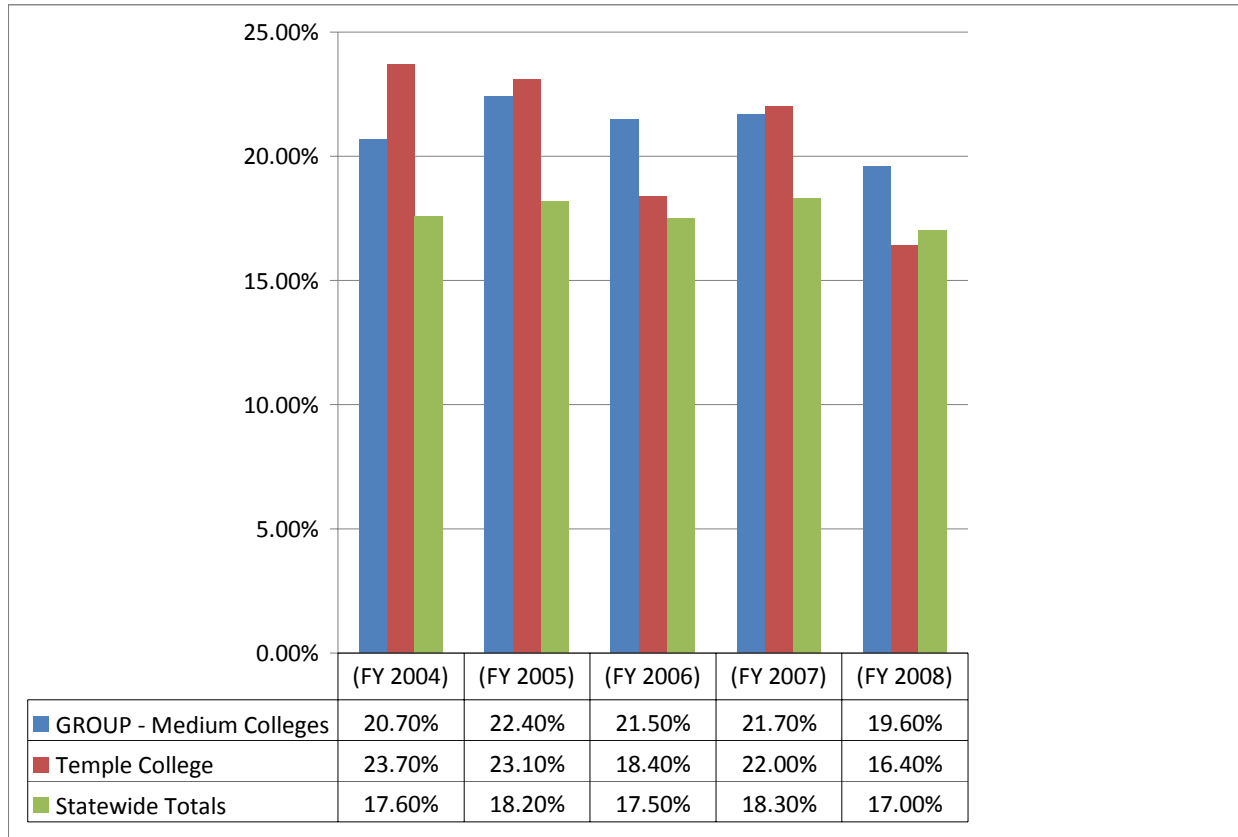
Means				
	2005	2007	2009	Difference
Temple College Benchmark Score	46.1	52.6	50.1	-2.5
National Mean	50.0	50.0	50.0	

Select Temple College Comparisons

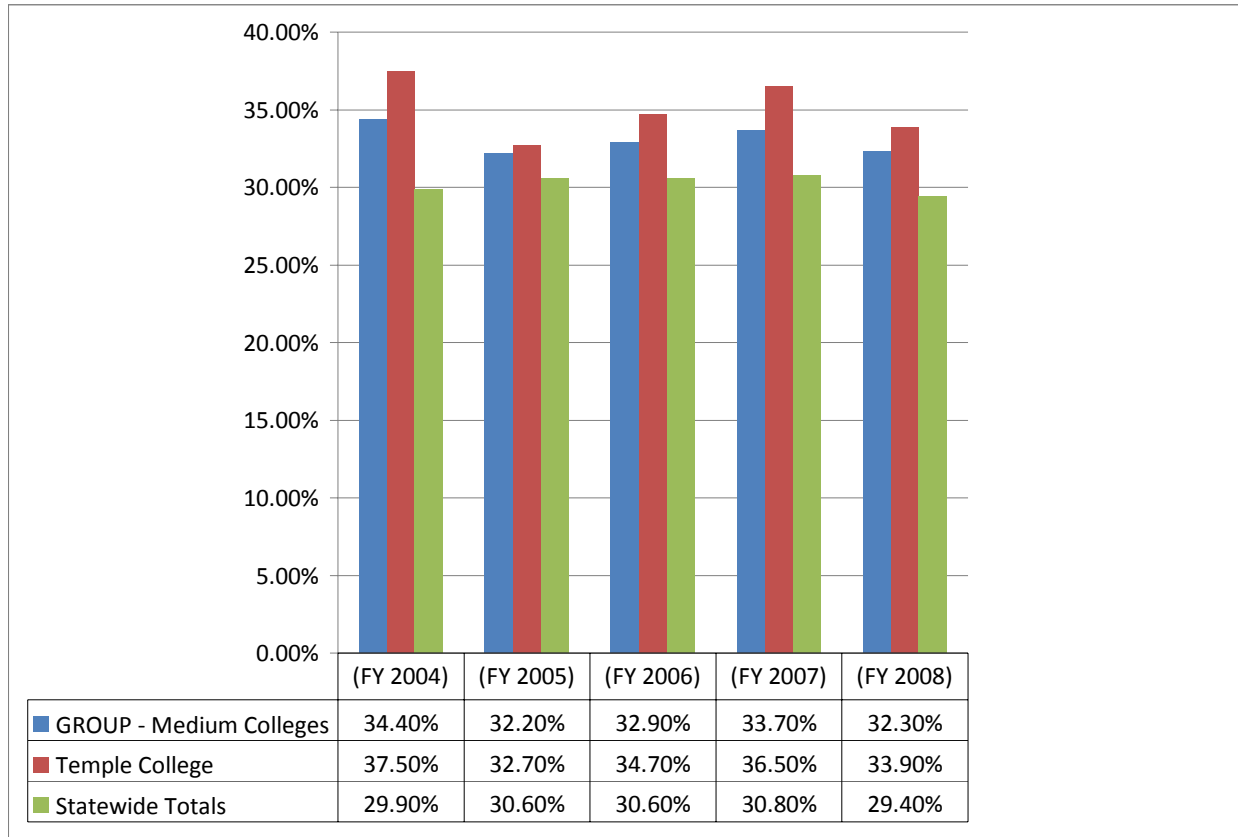
Persistence after 1 year



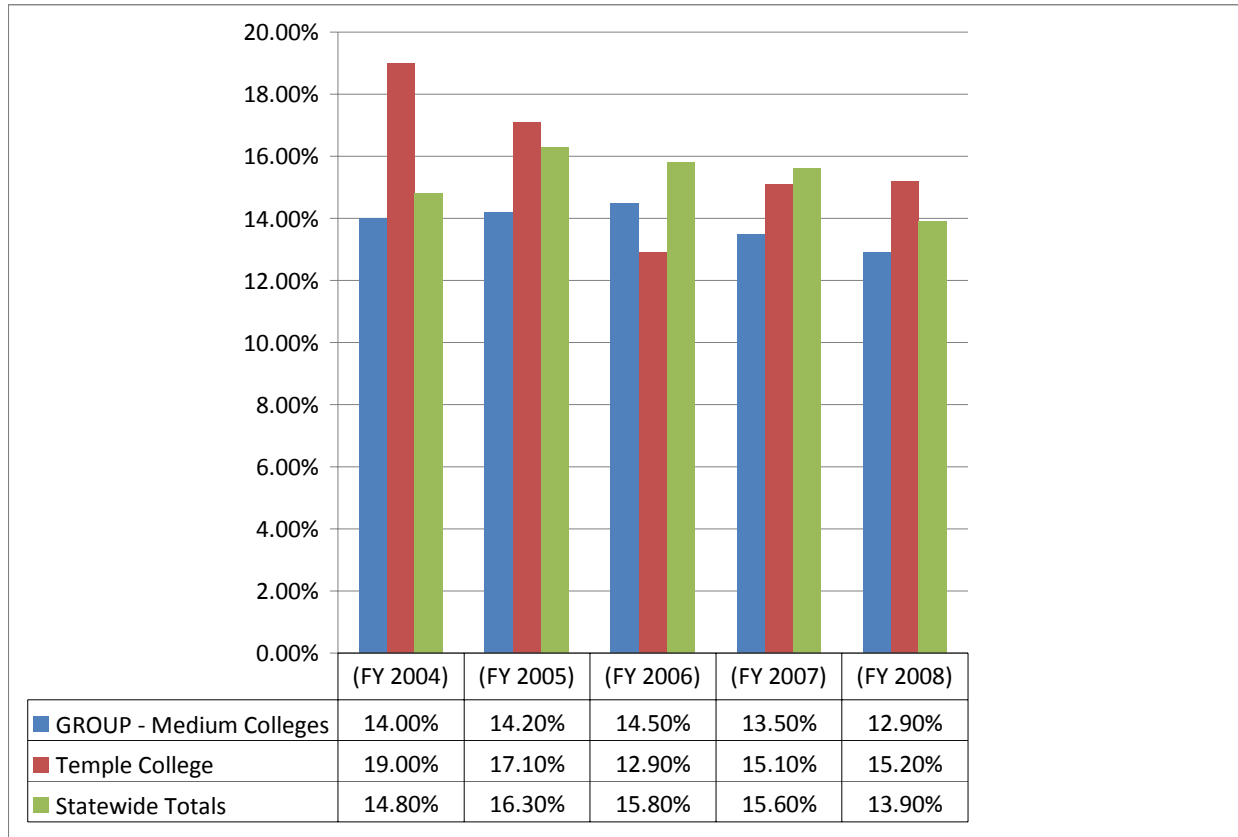
Four Year Graduation Rate



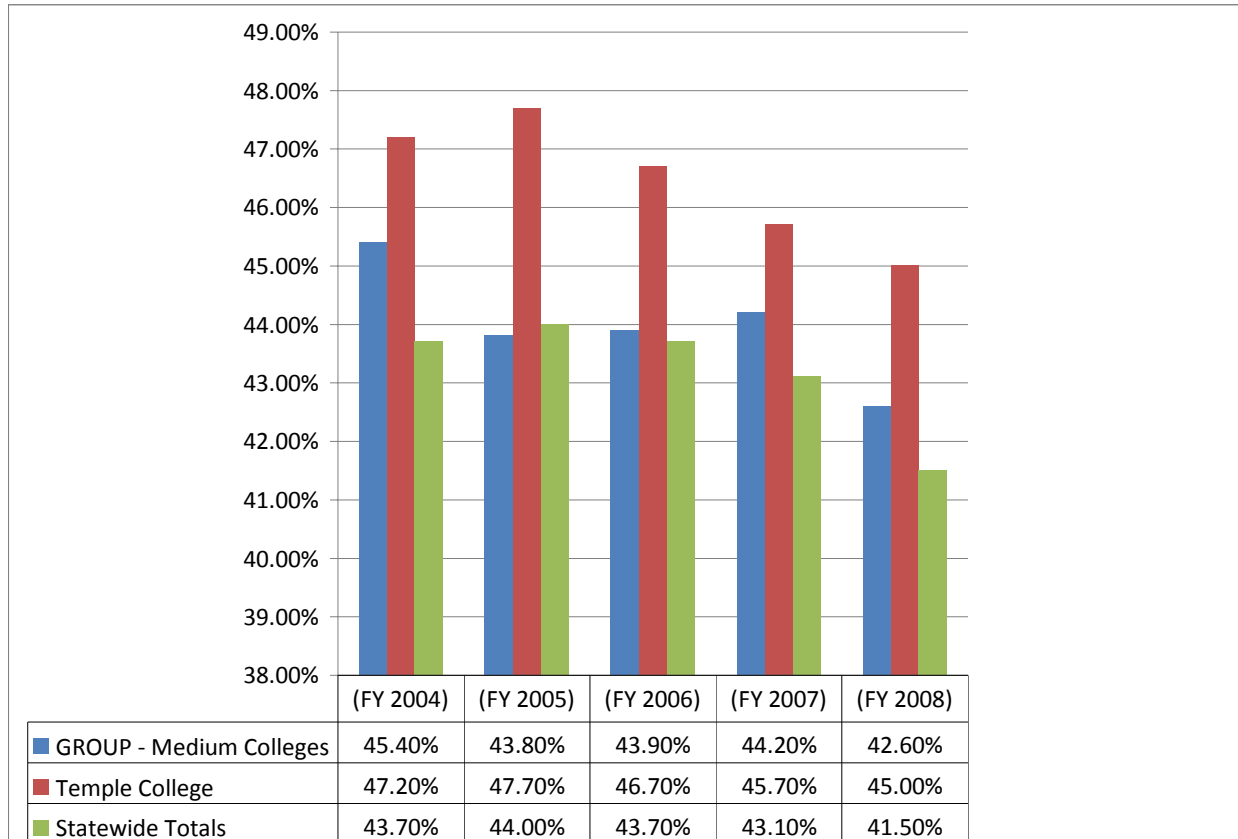
Six Year Graduation Rate



Six Year Graduation Rate Bachelors



Graduation and Persistence



Administrative Cost Ratio



Tuition and Fees

