

Texoma Regional Workforce Strategic Plan

June 30, 2002



Prepared by:



Introduction

Texoma: A Region in Transition

The Texoma Workforce Area is a three-county region encompassing Cooke, Fannin and Grayson Counties. Located north of Dallas, all three counties share a border and a workforce with the state of Oklahoma. Texoma, though still mainly rural, has the growing Sherman-Denison metropolitan area, the encroaching Dallas Metroplex, and an increasing commuting workforce from Oklahoma. This gradual shift from the rural setting has created a demand for a more diverse industrial base and a skilled workforce to meet employer demands. By focusing on the workforce issues facing these three counties, such as the aging population, an increasing literacy problem, a growing skills gap, and the education of the emerging workforce, the demands of a region in change can be met.



Why Engage in a Regional Planning Process?

In early 2002, Workforce Texoma procured the services of Corporation for a Skilled Workforce (CSW) to facilitate creation of a region-wide strategic plan for the three counties of Cooke, Fannin, and Grayson. CSW is a non-profit corporation specializing in helping communities thrive in a skill and knowledge driven economy.

This represents a first attempt to 'regionalize' workforce, economic and educational development issues and activities into a single cohesive plan. This plan identifies the current economic conditions and emerging workforce issues and, consequently, can help Texoma become a region that resolves crucial challenges and emerges with a competitive advantage.

CSW began the strategic planning process by culling important workforce information from a rich secondary research base, augmented with several different primary research activities. After an analysis and synthesis process, CSW presented the Board and the community a summary of the emerging issues, and identified those with the highest leverage points in which Texoma should invest and concentrate.

The planning process culminated with a Board/Stakeholder group session that identified goals and strategies to become the initial blueprint for the Board to use in engaging the community in refining and owning a community workforce strategic plan. This document will be the foundation from which to build future activities and programs to be explored, adopted and carried out by the community at large.

The Present and Future Role of the Board

A fundamental answer to the question of “why a workforce board exists” is to identify and facilitate the management of workforce issues, and to convene the relevant organizations and individuals to address them.

The Texoma Board has, over the last 2 months, identified the workforce challenges, convened many of the appropriate players, helped to facilitate robust discussions and has engaged in a strategic planning process by identifying the goals and strategies needed to respond to the challenges. They have not only moved the goals into action plans, they have taken the crucial steps of identifying the additional resources needed and creating the benchmarks for success.

The Board, under the guidance of the Staff and the Quality Planning Committee, will monitor and assess the outcomes and refine and revise the plan as issues are addressed. When the priorities change as additional information and feedback becomes known, it will be incorporated as a continuous feedback loop.

The Board’s role will continue in providing ongoing:

- Community assessments/audits
- Workforce intelligence
- Strategic planning opportunities
- Advocating new policy development

They will assume an advocacy role, create and maintain strategic partnerships, disseminate topical and needed information and data, and act as a convener, driver and ‘doer.’

The Role of This Document

This strategic plan, having comprehensive secondary and primary data points as its foundation, has identified three major areas of concern for the community to work on. In establishing goals and identifying the baseline, action steps, roles, resources, outcomes and measurements, the Texoma Board will be impacting the major areas of growing concern to the three county area.

Using this Strategic Plan

While this strategic plan is comprehensive in scope, it is developed to address two distinct communities of interest: 1) community stakeholders with a focus on addressing broad community workforce issues, and 2) the board’s membership.

As other members of the community read the plan, they will be able to focus on the same objectives and work on the same activities and programs, enabling Texoma to achieve an economy of scale with sustainable results.

Each Board and community member who reads this document will be able to assess the impact they personally can have on the final outcomes.

Certain questions should be considered as individuals and organizations decide how to support the established priorities:

- How do the issues identified in the plan align with those faced by their own organization?
- Will achieving these goals cause changes for those partner organizations?
- What are further partnership strategies, not already identified, that could be established to achieve success?
- What are the activities that could have near term results with the most meaningful outcomes for the region as a whole?

A final note: feedback is integral to the continuous improvement cycle. Without the constant input from the stakeholders, this is just another document that will reside on the shelves, collecting dust. The Workforce Texoma Board views this as a long-term, directional plan that will be clarified, modified and improved as the need arises. The continued community dialogue is the essential ingredient to create Texoma's Workforce of Tomorrow.

Context

National Data

Over the past year, the national economy has experienced slowed growth resulting in a large number of layoffs. Most of the layoffs occurred in jobs such as manual labor, service, materials handling, technical trades, and administrative support, reflecting the impact of technology and global competition on the economy. The *Wall Street Journal* (1/23/02) noted that unlike previous economic downturns, the current slowing is fairly uniform across all regions of the country, with nearly one-half of all state economies in recession, including Texas. This recession actually started in the Midwest, the exact opposite of the 1990-91 recession that began in the Northeast and only mildly affected the Midwest. The recession was expected to end this spring, led by stabilizing of the manufacturing centers in the Midwest and South.

Over the past year, demand has increased for skilled professionals, managers and specialists in management-related occupations, continuing a five-year trend. According to the Employment Policy Foundation's analysis *Building America's Workforce for the 21st Century*, if the trend continues, 43.3% of the jobs in the next 30 years may be in highly paid managerial, professional and management related occupations, including accounting, finance, technical sales, engineering, computer science, human resource management and information technology. At the same time, lower-skill jobs such as

equipment operators, assembly line workers, and manual services workers will fall in proportion to only 23.1% of the total. The Bureau of Labor Statistics bears this out by predicting the most growth nationally for 1998-2008 for:

- Computer Engineers
- Computer Support Specialists
- Systems Analysts
- Database Administrators
- Desktop Publishing Specialists
- Paralegals and Legal Assistants
- Personal Care and Home Health Aides
- Medical Assistants

The Employment Policy Foundation (EPF) noted that “The traditional pyramid of occupations is being turned on its head as technology and globalization turn workplaces into centers of management, information, and professional services for globally integrated productive enterprises.” EPF further predicts that:

- Tight labor markets will continue over the next 30 years as the baby boom generation retires.
- Based on demographic trends and labor force participation rates, the American workplace can expect to face a shortage of 27.9 million workers by 2031.
- The greatest growth of employment will be concentrated in the highest paying jobs.

A major challenge will be the capacity of our education and training system to fill the needs for skilled employees in management, information technology, and professional occupations.

State and Regional Data

Texas has experienced a 20% population increase since 1990. With 91% of the Texas population living in metropolitan areas, the large metropolitan centers of Houston, San Antonio and Dallas are the dominant population centers with resident populations in excess of one million people each. The predominantly rural setting of Texoma stands in sharp contrast to the urban centers of population located across Texas. Sherman, located within Grayson County, is the lone metropolitan area in the Texoma region. The Sherman/Denison metropolitan area serves as a manufacturing, distribution, and trade center for northern Texas and southern Oklahoma.

Texas has added more than 2,400,000 non-farm jobs since 1990, and has been ahead of all other states in net job creation in nearly all major job sectors. Certain industries, such as manufacturing and construction, have experienced significant growth even though the U.S. has experienced downturns in these industries. The expanding population and economy of Texas have greatly influenced the demand in the construction industry

with the addition of more than 200,000 new jobs since 1990. Texoma reflects the state trend with significant increases in the construction industries, the finance, insurance and real estate industry, and also reflects the very recent downturn in manufacturing jobs.

In spite of above national growth in almost all job sectors, Texas is currently experiencing its highest unemployment rate in eight years. Between the period of May 2001 to May 2002, Texas recorded a net loss of 92,000 jobs. Among those industries affected the most was the manufacturing industry, which accounted for over 60,000 of jobs lost. Both Grayson County, with Sherman as the center of manufacturing for Texoma, and Fannin County experienced the industrial downturn losing 6.9% and 1.5% of manufacturing jobs respectively.

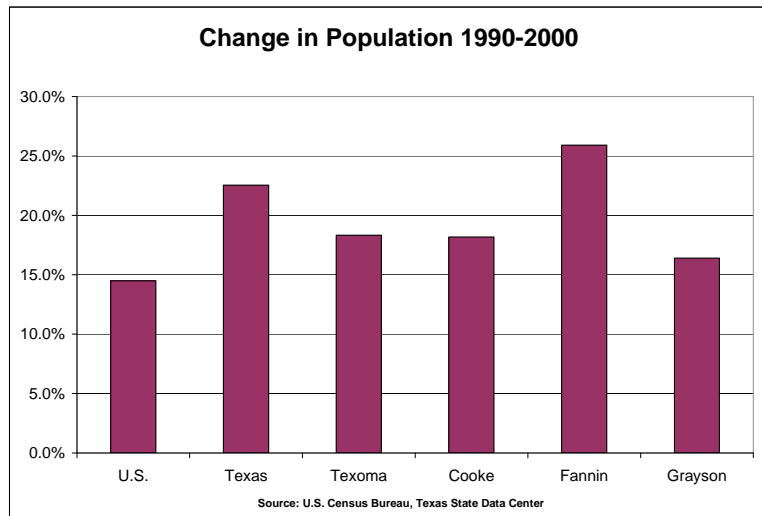
As Texas and Texoma emerge from the current recession, the resultant economic shifts will cause changing demands of employers and new employment growth opportunities. These will require Texoma's education and training providers to focus on how they can assist in creating a more highly skilled workforce that can adapt to the industrial changes in the region.

The State of Texoma's Workforce

Workforce Supply

The Region's Population Is Experiencing High Growth

- The state of Texas and all areas in Texoma had a higher percentage growth than the national average of 14.4%.
- Fannin County had a population increase of over 6,000 people - a 26% increase since 1990 - exceeding both national and state growth. Grayson County had the largest number of new county residents with over 15,000 additional residents since 1990.
- While Fannin County is growing faster than the state average and Cooke and Grayson slower, all are growing significantly faster than the national rate of population growth. As a result, the region's workforce strategies must be developed to account for anticipated continued growth in population and the need for jobs that can support a larger population.



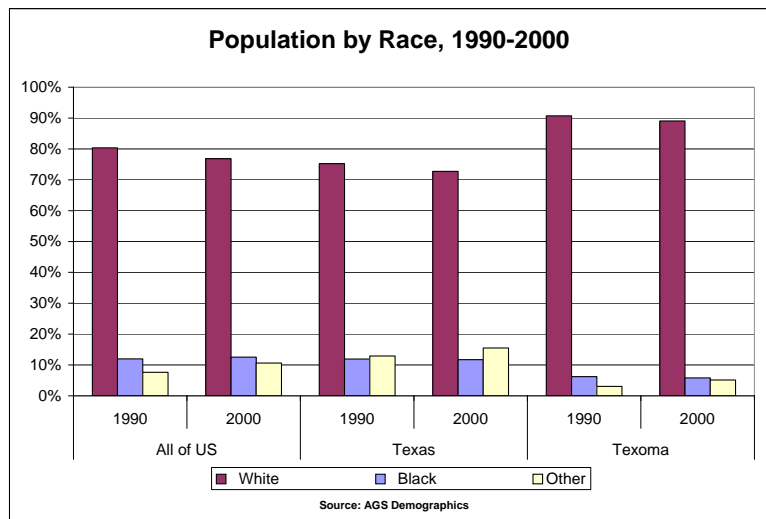
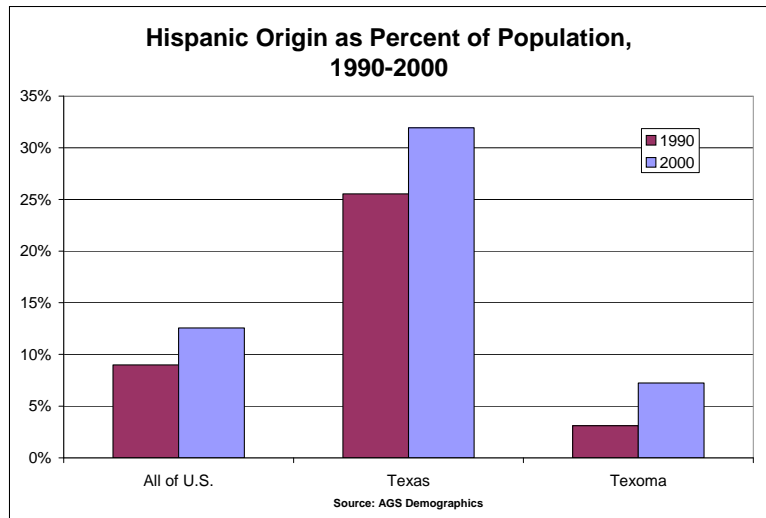
Population Trends: 1980-2011

	Texas	Texoma	Cooke	Fannin	Grayson
1980	14,167,937	141,032	27,542	24,202	89,288
1990	16,986,510	150,603	30,777	24,804	95,022
2000	20,851,015	178,219	36,373	31,242	110,604
2006	23,002,301	194,054	39,578	34,761	119,715
2011	25,037,385	208,938	42,596	38,102	128,240

Source: U.S. Census Bureau, AGS Demographics

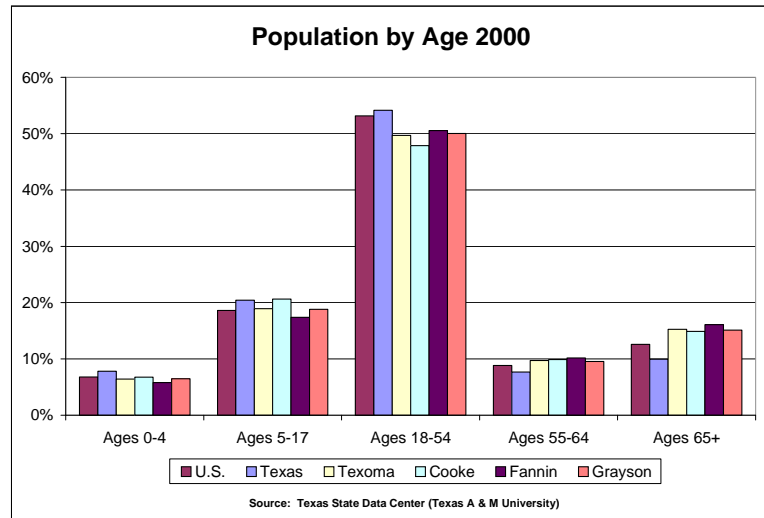
Hispanic Population Growing Rapidly

- The population of Texoma is less diverse than the state of Texas, with the non-white population making up just over 10% of the total. Conversely, the state of Texas has almost 30% of its population distributed across races other than white.
- All three counties experienced a large increase in the number of people of Hispanic origin. Each county more than doubled its number of persons claiming Hispanic origin from the 1990 to the 2000 census.
- With increases in Hispanic population in all areas, changes in the ethnic composition of the workforce may require changes in education, training, social service, workforce development and other infrastructure resources. In particular, this may indicate a need to identify potential English Literacy needs.



Population Concentrated in Prime Working Age Range

- The median age in all areas exceeds the national and state median age of 35 and 32 respectively. Fannin surpassed the state median age by eight years in 1990 and 2001.
- The largest percentage of individuals are of prime working age - ages 18 to 64 - which indicates that investing in the skills of incumbent workers will have a large impact on the overall skills of the workforce.
- All areas in Texoma have a youth population (ages 5-17) that is large enough to compensate for those individuals that will be exiting the workforce in the following years, so long as these youth remain in the region.



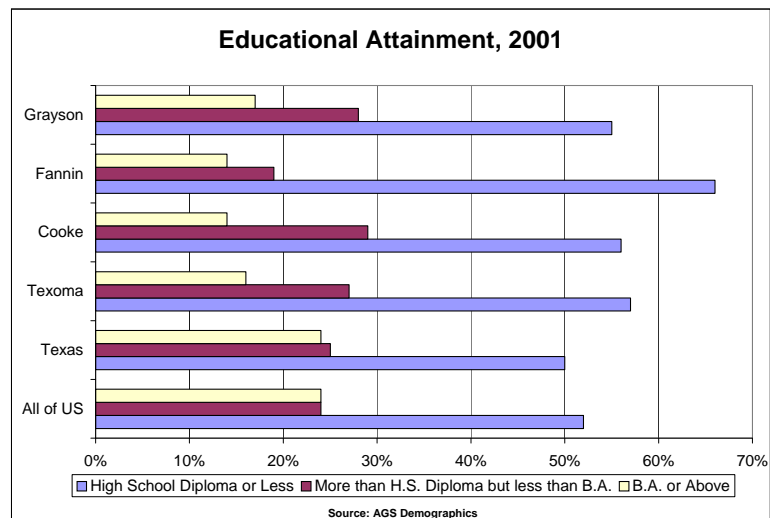
Median Age 1990 & 2001

	US	Texas	Texoma	Cooke	Fannin	Grayson
1990	32	30	34	33	38	34
2001	35	32	38	37	40	38

Source: AGS Demographics

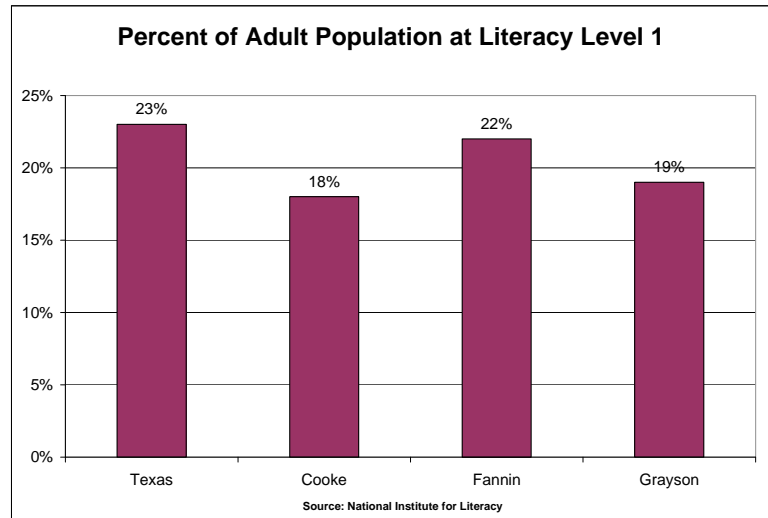
Educational Attainment Slightly Below State, Nation

- Texoma has a lower percentage of people possessing a Bachelor's degree or higher than either Texas or the United States.
- Texoma exceeds the state and national average of number of residents with more than a high school diploma but less than a Bachelor's degree. This educational attainment level includes the individuals with an Associate's degree and or post-secondary vocational education.



1 out of 5 Adults Face Serious Literacy Challenges

- Approximately 20% of Texoma adults are at or below Adult Literacy Level 1, slightly better than the statewide level of 23%.
- Fannin County joins 113 other counties in Texas in having 20% to 30% of adult residents at or below the Adult Literacy Level of 1.
- According to the National Adult Literacy Survey, Level 1 individuals usually can:



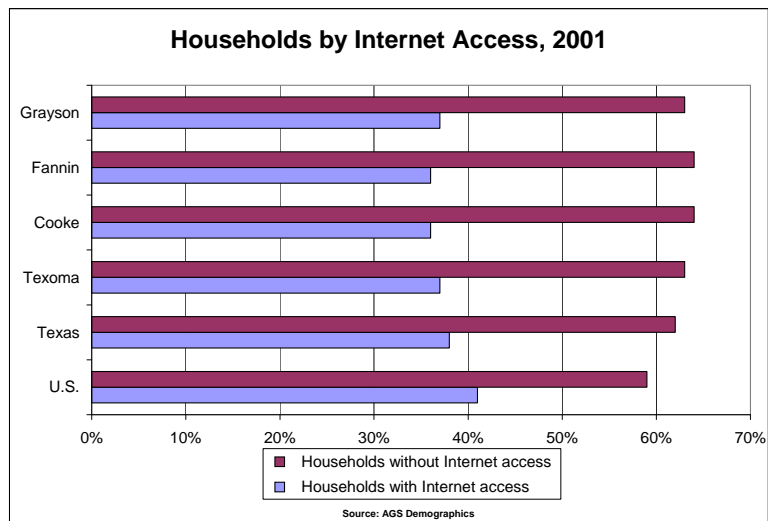
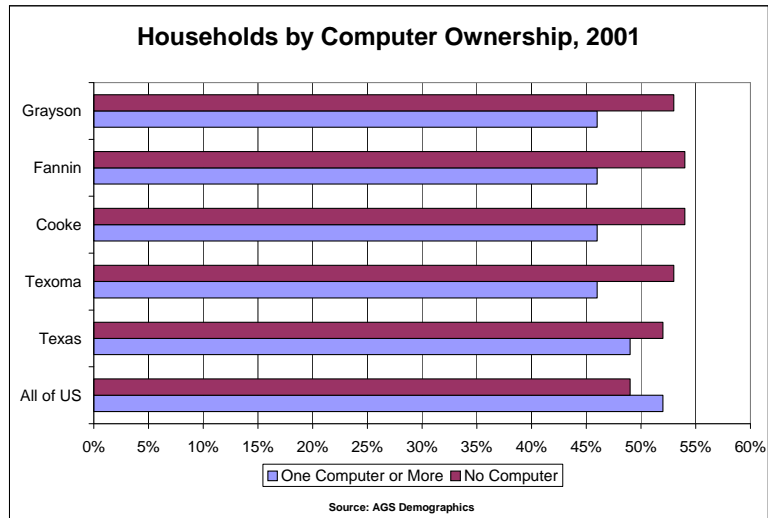
- ◆ Sign their name
- ◆ Total a bank deposit slip
- ◆ Identify a country in a short article
- ◆ Locate a piece of information in a sports article
- ◆ Locate the expiration date on their driver's license

But usually cannot:

- ◆ Locate eligibility from a table of employee benefits
- ◆ Total costs from an order
- ◆ Locate an intersection on a street map
- ◆ Fill out a government benefits application
- ◆ Locate two pieces of information in a sports article
- ◆ Understand an appliance warrant

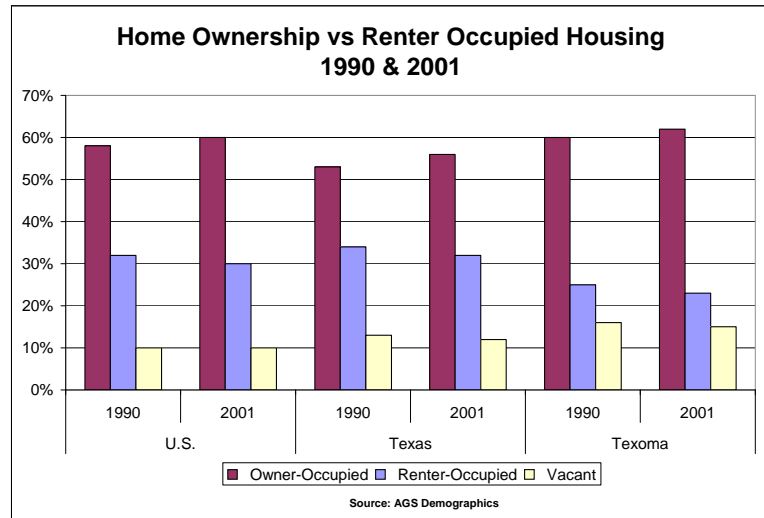
Nearly Half of Texoma Homes Have Computers

- The number of households that own at least one computer is similar across all counties of the Texoma region, which is behind the state by just over 3%.
- Nearly 40% of Texoma households have Internet access, very similar to state and national patterns.



Home Ownership is Increasing

- The number of housing units has increased, with owner-occupied housing rates rising while renter occupied housing rates are decreasing.



Most Live and Work in Same County

Top Five Counties Commuted to for Employment (1990)

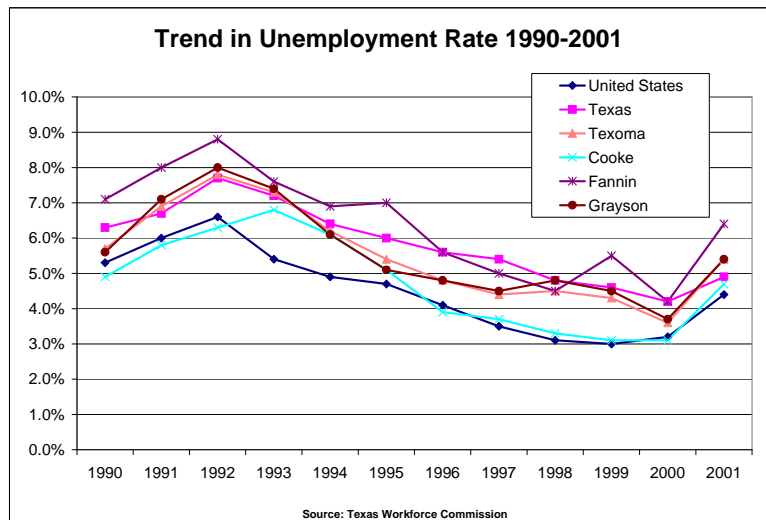
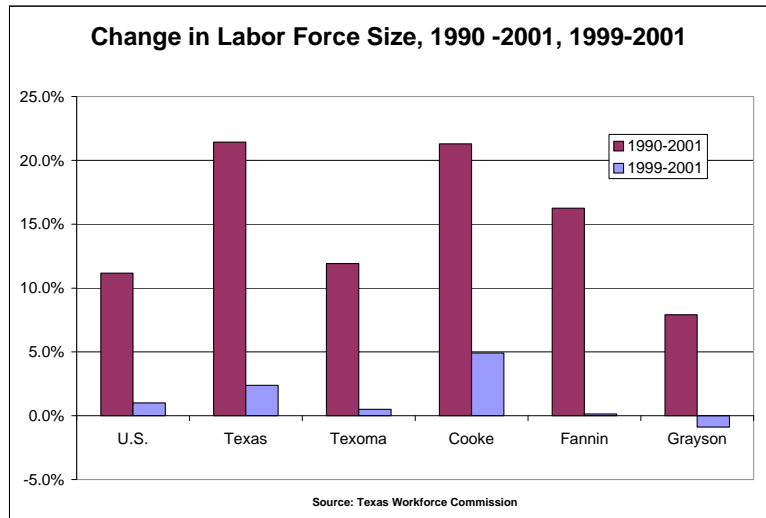
	% of Cty Workforce		% of Cty Workforce		% of Cty Workforce
Cooke		Fannin		Grayson	
Grayson Cty	4.7%	Grayson Cty	5.9%	Bryan Cty	5.6%
Denton Cty	2.4%	Hunt Cty	1.6%	Fannin Cty	2.4%
Love Cty	2.3%	Lamar Cty	1.4%	Collin Cty	1.4%
Montague Cty	1.9%	Collin Cty	1.0%	Cooke Cty	1.3%
Tarrant Cty	0.6%	Bexar Cty	0.8%	Dallas Cty	0.4%

Source: U.S. Census Bureau

- Across Texoma, more than 85% of workers live and work in the same county.
- Among the three counties, Grayson County has the smallest proportion of its labor force (13.5%) leaving the county to find employment.
- Both Cooke and Fannin counties have 5% and 6%, respectively, of their labor force traveling to Grayson County for employment, reflecting the employment concentration on Sherman/Dennison.

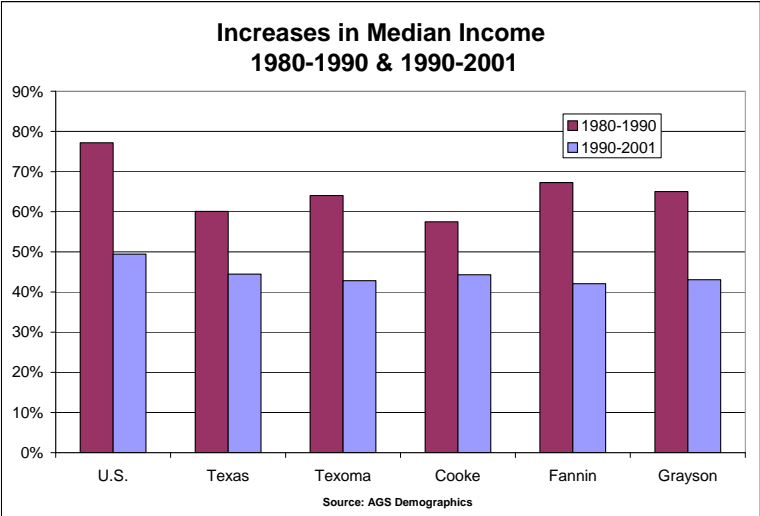
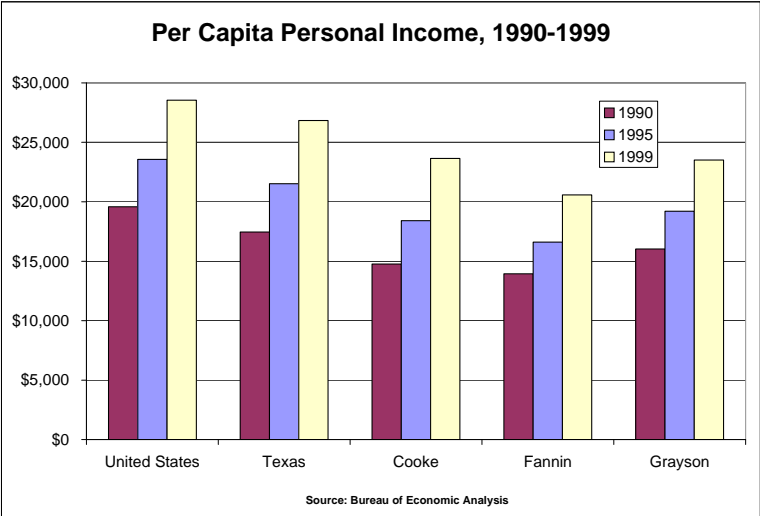
Labor Force Growth Concentrated in Cooke County

- Texoma's labor force has increased by more than 8,000 members since 1990. The 12% increase is far less than the state increase but more than the national average.
- Cooke County had the strongest growth (21.3%), which matched the state average. The largest workforce is located in Grayson County, which had significant influence over the total percent growth of the area.
- Cooke County experienced significant growth from 1999-2001, while Fannin's labor force grew only slightly and Grayson's decreased by 1%.
- Overall unemployment trends have closely resembled the unemployment trends for both the state and nation.
- All areas experienced an increase in unemployment from 2000-2001.



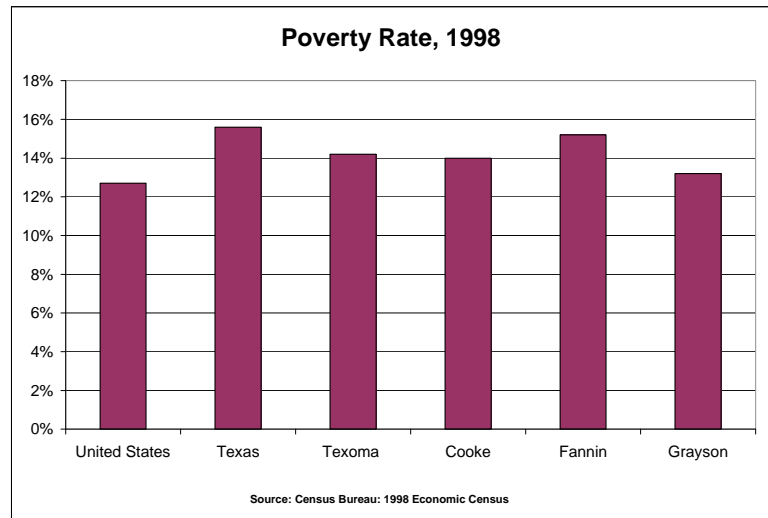
Income Growing, Still Lags State, Nation

- While the median income for the state of Texas is higher than the counties in Texoma, median income growth in Texoma was 4% higher in the 1990's, reducing the gap.
- The Texoma median income has increased from \$24,403 in 1990 to \$34,862 in 2001.
- Per capita personal income is lower in all workforce areas in comparison to the state.



People Living in Poverty

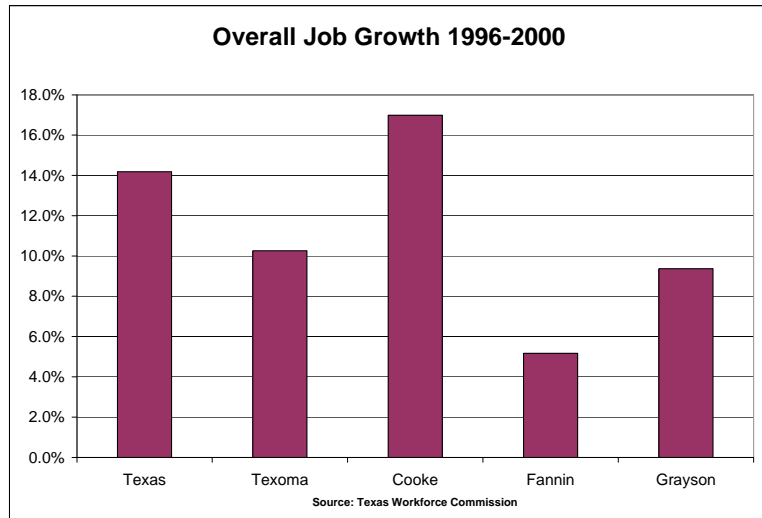
- Data from the 1998 Economic Census indicate that there were over 22,000 people living at or below the poverty level in Texoma at that time. This is less than the Texas but more than the national average.



Workforce Demand

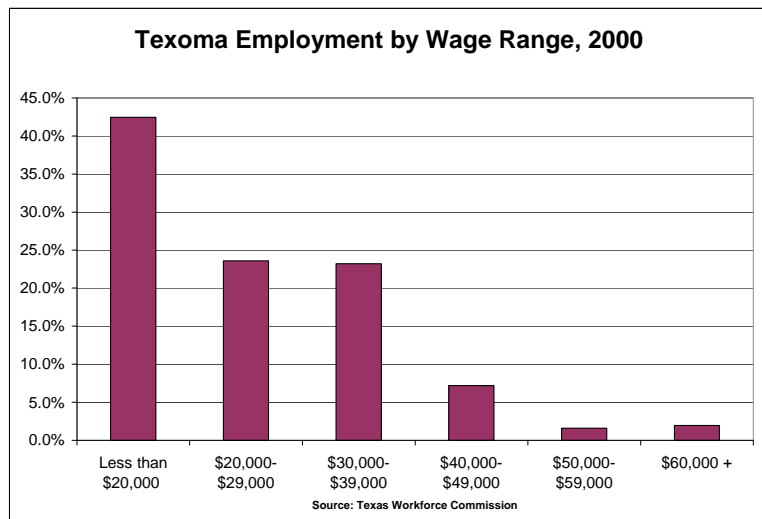
Job Growth Lags Statewide Pace

- The Texoma region experienced a 10% increase in number of new jobs since 1996 (over 6,000 jobs), roughly 4% less than the state.
- The majority of that growth was in Cooke County at 17%, with Fannin and Grayson falling below the region and state rate.



4 of 10 Texoma Workers Make Less than \$20,000

- 19,220 individuals (42.5%) of Texoma's employed labor force have an income of less than \$20,000 a year. More than half of the workers in the region make less than \$30,000.
- By contrast, just 880 Texoma residents made more than \$60,000 in 2000.



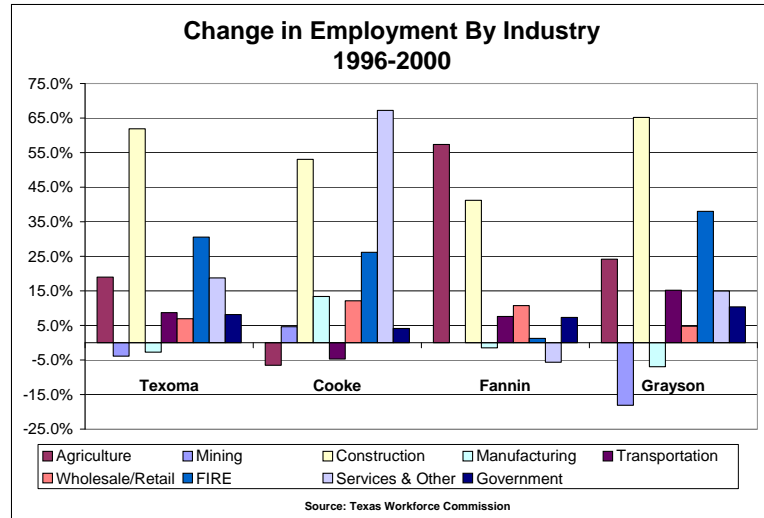
Employment By Wage Range

Wage Range	Employment
\$60,000 or more	880
\$50,000-\$59,000	720
\$40,000-\$49,000	3250
\$30,000-\$39,000	10510
\$20,000-\$29,000	10680
Less that \$20,000	19220

Source: Texas Workforce Commission

Job Growth Greatest in Construction, Services

- The Construction industry had the highest percent growth from 1996 to 2000 with a 61% increase in the number of new jobs available (just over 1,200 new jobs).
- The Services Industry had the highest growth in number of new jobs with almost 2,300 created since 1996.
- The large decrease in the Mining Industry of Grayson County comes from the decrease from 143 jobs in 1996 to 117 jobs in 2000.
- In number of jobs, the highest growth areas were Grayson County's Construction Industry (1,092 new jobs) and Services Industry (1,457 new jobs), and Cooke County's Services Industry (877 new jobs).



Leading Industries

- From information gathered through the Texas Workforce Commission, an industry evaluation was done to determine the Top 10 Industries.
- The Texas Workforce Commission created this list of industries by ranking variables that have strong effects on the region's labor market (industry growth, industry employment, average industry wage, etc.).

Texoma's Leading Industries

SIC	Industry	Rank
73	Business Services	1
17	Special Trade Contractors	2
80	Health Services	3
58	Eating & Drinking Places	4
16	General Contractors, Ex Bldg	5
55	Auto Dealers & Service Stations	6
34	Fabricated Metal Products	7
42	Trucking & Warehousing	8
59	Misc. Retail Stores	9
63	Insurance Carriers	10

Source: Texas Workforce Commission (Industry Evaluation)

Key Occupations

Top 20 Occupations

Rank	Occupations
1	General and Operations Managers
2	Registered Nurses
3	Secondary School Teachers, Except Special and Vocational Education
4	Elementary School Teachers, Except Special Education
5	Retail Salespersons
6	Cashiers
7	Middle School Teachers, Except Special and Vocational Education
8	First-Line Supervisors/Managers of Production and Operating Workers
9	Office Clerks, General
10	First-Line Supervisors/Managers of Retail Sales Workers
11	First-Line Supervisors/Managers of Office and Administrative Support Workers
12	Machinists
13	Chief Executives
14	Truck Drivers, Heavy and Tractor-Trailer
15	Secretaries, Except Legal, Medical, and Executive
16	Maintenance and Repair Workers, General
17	Licensed Practical and Licensed Vocational Nurses
18	Combined Food Preparation and Serving Workers, Including Fast Food
19	Pharmacists
20	Nursing Aides, Orderlies, and Attendants

Source: Texas Workforce Commission

- Based on current employment, wage, and occupational projections, the occupations listed are those that ranked the highest.
- Seven of the top 20 occupations require a post-secondary vocational education or Associate's degree.

Skills In Demand

- O*Net (an occupational database supported by the Bureau of Labor Statistics) was used to score each of the Top 20 occupations in 42 different skills.
- The scores were then averaged across the top 20 occupations to determine the top 15 skills that will be in highest demand.

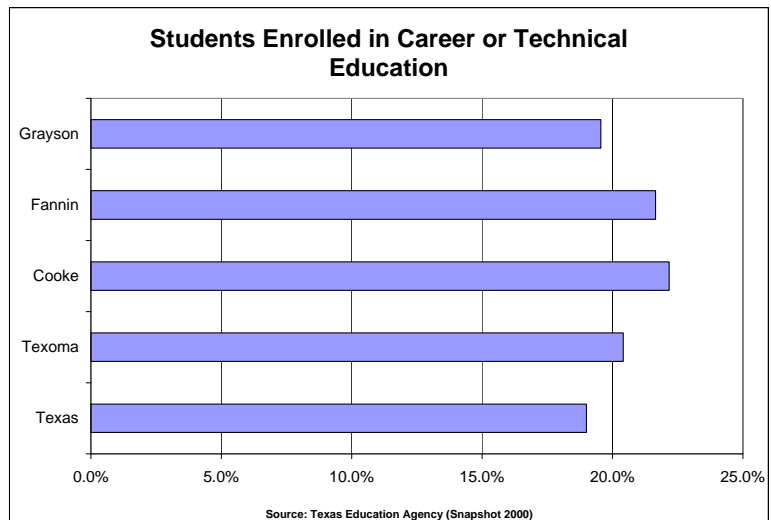
Rank	Skills in Demand
1	Reading Comprehension
2	Active Listening
3	Speaking
4	Mathematics
5	Problem Identification
6	Writing
7	Monitoring
8	Information Organization
9	Information Gathering
10	Social Perceptiveness
11	Critical Thinking
12	Learning Strategies
13	Coordination
14	Solution Appraisal
15	Active Learning

Source: O*Net

Emerging Workforce

Career and Vocational Education

- The public school districts in the Texoma workforce area slightly exceed the state average for high school students participating in work based learning or vocational education prior to graduation.



Texoma Students Score Above State Averages in Texas Assessment of Academic Skills Test

- Texoma students in most districts averaged higher scores across all of the tests used in the Texas Assessment of Academic Skills (TAAS) system. TAAS measures reading and mathematics at grades 3 through 8 and the exit level; writing at grades 4, 8, and the exit level; and science and social studies at grade 8. Spanish-version TAAS tests are administered at grades 3 through 6. Satisfactory performance on the TAAS exit level tests is prerequisite to a high school diploma.

Percent of Students in Spring of 2000 Passing Texas Assessment of Academic Skills (TAAS) by District

ISD	All Tests			
	Taken	Reading	Writing	Math
Texas	80.0	87.4	88.3	87.5
Cooke County				
Gainesville	78.7	87.9	84.6	87.3
Muenster	96.7	97.0	100.0	98.3
Valley View	92.0	95.7	95.5	96.5
Callisburg	86.5	93.2	89.3	92.5
Era	88.8	92.2	98.6	92.9
Lindsay	89.6	94.2	94.6	92.7
Walnut Bend	32.0	44.0	55.6	44.0
Sivells Bend	61.9	73.7	85.7	70.0
Fannin County				
Bonham	76.3	84.8	87.3	84.8
Dodd City	89.3	92.1	97.5	91.8
Ector	78.4	89.1	84.5	84.8
Honey Grove	81.0	92.1	85.4	88.2
Leonard	79.1	85.6	83.3	88.7
Savoy	82.0	87.0	84.6	97.5
Trenton	86.6	94.6	87.7	94.5
Sam Rayburn	83.8	93.1	96.1	88.1
Grayson County				
Bells	88.1	94.0	93.9	93.1
Collinsville	89.8	96.1	89.5	96.6
Denison	89.6	94.1	95.7	94.5
Howe	95.5	97.6	96.8	97.7
Sherman	78.4	88.5	88.1	85.1
Tioga	90.5	96.8	100.0	91.8
Van Alstyne	84.6	89.2	96.2	90.3
Whitesboro	81.5	89.9	90.4	87.3
Whitewright	93.5	96.7	97.7	96.7
Pottsboro	83.2	91.4	92.0	88.5
S and S Cons	85.0	92.2	94.5	89.6
Gunter	97.7	98.9	100.0	98.5
Tom Bean	88.0	94.4	96.6	91.2

Source: Texas Education Agency

Standardized Test Score Performance Above State Average

- Whether taking the ACT or the SAT for College entrance exams, the majority of public schools in the three counties are above state average test scores.
- 15 of the 20 districts releasing SAT averages surpass the state average score.
- Only 6 of the 24 school districts reporting ACT scores were below the Texas average for 1999.

Average Score of College Admission Test by District (Class of 1999)

ISD	SAT	ACT
Texas	989	20.2
Cooke County		
Gainesville	1019	20.1
Muenster	1045	23.0
Valley View	1097	25.8
Callisburg	1031	20.3
Era	1111	21.7
Lindsay	1103	21.4
Walnut Bend	*	*
Sivells Bend	*	*
Fannin County		
Bonham	962	21.4
Dodd City	*	19.9
Ector	*	*
Honey Grove	*	21.4
Leonard	*	21.1
Savoy	*	*
Trenton	1000	21.9
Sam Rayburn	872	22.8
Grayson County		
Bells	934	19.5
Collinsville	*	21.4
Denison	1076	20.8
Howe	1026	20.8
Sherman	1039	20.4
Tioga	*	*
Van Alstyne	1026	18.6
Whitesboro	1022	21.4
Whitewright	1018	21.2
Pottsboro	972	20.0
S and S Cons	1041	21.7
Gunter	1038	21.4
Tom Bean	932	19.9

Source: Texas Education Agency

*Data not available in report or district with no H.S.

Graduation Rates Exceed State Rates

- Overall, Cooke, Fannin, and Grayson counties are exceeding the state average graduation rate.
- Only three of the 26 public school districts report lower graduation rates for the class of 1999 than the state average.

Graduation Rates by District (Class of 1999)

District	Graduation Rate in %
Texas	80.0
Cooke County	
Gainesville	77.5
Muenster	95.5
Valley View	97.4
Callisburg	87.5
Era	100.0
Lindsay	95.6
Walnut Bend	*
Sivells Bend	*
Fannin County	
Bonham	87.2
Dodd City	100.0
Ector	78.9
Honey Grove	96.5
Leonard	85.5
Savoy	92.9
Trenton	83.9
Sam Rayburn	89.7
Grayson County	
Bells	92.2
Collinsville	97.1
Denison	79.3
Howe	97.1
Sherman	80.0
Tioga	*
Van Alstyne	90.6
Whitesboro	83.7
Whitewright	90.6
Pottsboro	86.1
S and S Cons	93.7
Gunter	96.1
Tom Bean	94.3

Source: Texas Education Agency

(*) District with no H.S.

Dropout Rates Below State Rates

- Overall, Cooke, Fannin, and Grayson counties are well below the state dropout rate.
- Only three of the 26 public school districts report higher dropout rates for the class of 1999 than the state average, and many most are well below.
- Students in the following categories are identified as dropouts:
 - ◆ A student is identified as a dropout if the individual is absent without an approved excuse or documented transfer and does not return to school by the fall of the following school year
 - ◆ Students who enter the military before graduation
 - ◆ Students from special education, ungraded, or alternative education programs who leave school
 - ◆ Students who leave school and enter a program not qualifying as an elementary/secondary school (e.g., cosmetology school)
 - ◆ Students enrolled as migrants and whose whereabouts are unknown

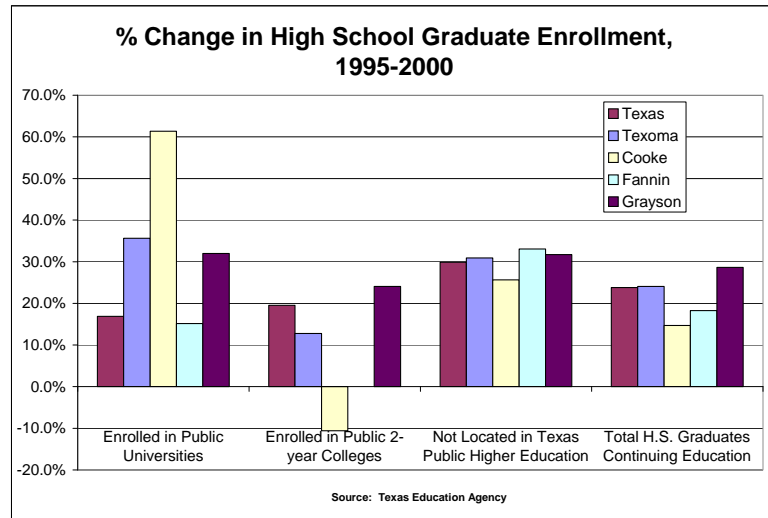
ISD	Annual Dropout Rate (98-99)
Texas	1.4
Cooke County	
Gainesville	0.8
Muenster	0.5
Valley View	0.3
Callisburg	0.4
Era	0.0
Lindsay	0.0
Walnut Bend	*
Sivells Bend	*
Fannin County	
Bonham	0.9
Dodd City	0.0
Ector	0.0
Honey Grove	1.0
Leonard	0.8
Savoy	0.6
Trenton	1.6
Sam Rayburn	1.8
Grayson County	
Bells	0.3
Collinsville	0.0
Denison	1.7
Howe	0.2
Sherman	1.3
Tioga	*
Van Alstyne	0.6
Whitesboro	0.1
Whitewright	0.3
Pottsboro	1.2
S and S Cons	0.9
Gunter	1.5
Tom Bean	0.2

Source: Texas Education Agency
(2000 District Snapshots)

* District with no H.S.

Enrollment in Universities Increased 30% in Five Years

- The number of students choosing to continue their education at a four-year post-secondary institute increased in Texoma by over 30% from 1995-2000 (1,500 in 1995 to 1,850 in 2000).



8,600 Youth Live In Poverty

- While both Texas and Texoma have higher rates of youth in poverty than the U.S. average, all three counties in Texoma have a lower rate than the state.
- 8,600 youths live at or below the poverty level in the Texoma workforce area.

