

T.L.L. Temple Foundation's

LUFKIN-NACOGDOCHES REGION ECONOMIC AND LABOR MARKET PROFILE



ACKNOWLEDGMENTS

This Lufkin-Nacogdoches Region Economic and Labor Market Profile is part of a series commissioned by the T.L.L. Temple Foundation, which includes the following reports:

1. Rural East Texas Economic Opportunity Analysis Summary Profile,
2. Lufkin-Nacogdoches Region Economic and Labor Market Profile,
3. Beaumont-Port Arthur Region Economic and Labor Market Profile, and
4. Texarkana-Region Economic and Labor Market Profile.

The four profiles have also been collected into a comprehensive edition, titled “Rural East Texas Economic Opportunity Analysis.”

The goals of this work are to strengthen the alignment of and linkages between the talent pipeline and key industry clusters in rural East Texas. Economic and labor market research was provided by Alexander Research and Consulting. Graphic design was completed by Safflor Design.

All profiles are available for download from the T.L.L. Temple Foundation’s website at www.tlltemple.foundation.

ABOUT THE PROJECT SPONSORS AND CONSULTING TEAM



T.L.L. TEMPLE FOUNDATION
EST 1962
BUILDING A THRIVING DEEP EAST TEXAS

The **T.L.L. Temple Foundation** works alongside rural communities to build a thriving East Texas and to alleviate poverty, creating access and opportunities for all.

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

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Image courtesy T.L.L. Temple Foundation

Sample

EXECUTIVE SUMMARY

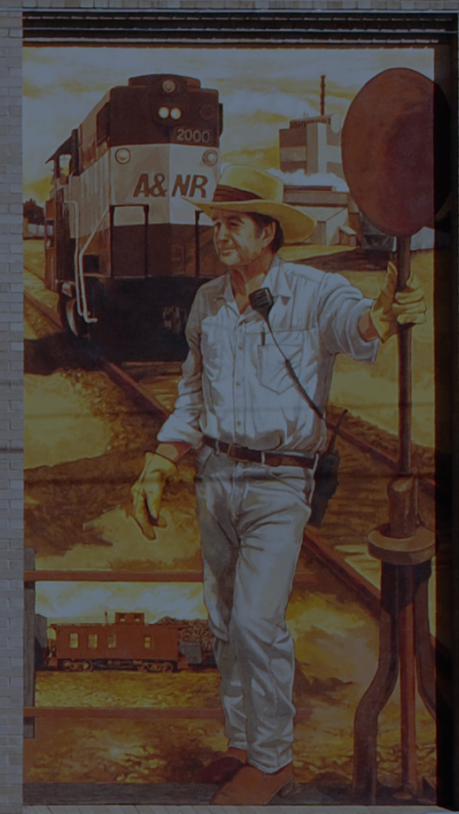


Image by Patrick Feller via Flickr



LUFKIN-NACOGDOCHES REGION SUMMARY

KEY FINDINGS

The Situation

Though the Lufkin-Nacogdoches region had never fully recovered from the Great Recession, it had been growing, slowly but surely, in most of the years leading up to the Pandemic. With pronounced industry clusters related to forestry and forest products and livestock production and processing, the economy has shown a degree of stability and resiliency in spite of mild population loss in the region. Although these clusters are resource-based, the presence of downstream pieces of the value chain means greater job and wealth creation opportunities overall. These clusters will likely face ongoing modernization and automation pressures; however, their demand outlook is favorable. On the other hand, declining population poses a risk as it can lead to job losses in sectors that rely on population, including retail trade; healthcare; other services; and government.

Economic Drivers

In addition to forestry and forest products and livestock production and processing, the Lufkin-Nacogdoches region has a large healthcare sector as well as a cluster of activities that center on and around Stephen F. Austin State University. These specializations are reflected in the region's industry and occupational strengths.

Workforce Demand

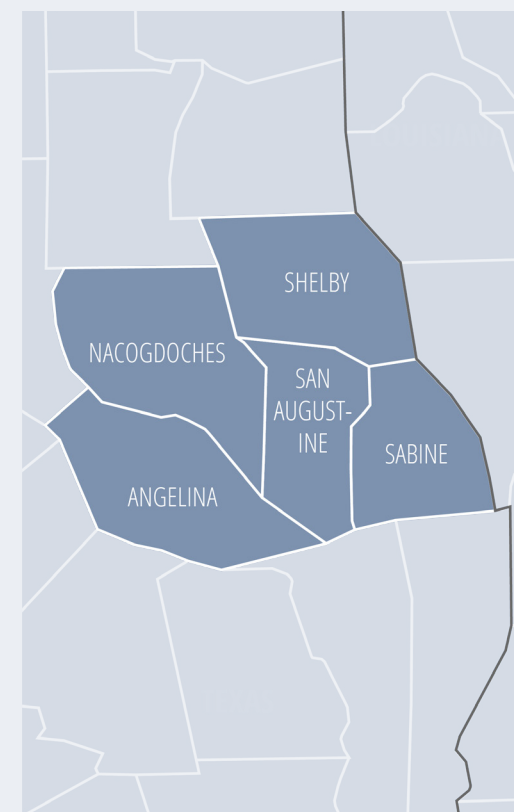
Middle-skill and middle-wage occupations occupy the largest share of the regional employment base. However, these jobs have been declining and are expected to experience only modest

growth in the coming years. On the other hand, the share of high skill is trending upward. Though office and administrative occupations are on a downward trend, other occupational families are growing. In fact, a wide range of occupations in business and financial operations; management; healthcare; education; and skilled trades/production are expected to be in high-demand and face less automation risk.

Educational Infrastructure and Alignment

The region has more than 20 school districts and 2 public higher education institutions. Of the almost 2,400 high school graduates from regional school districts that can be tracked, 68 percent are employed in Texas in the fall semester after graduation and about 60 percent of these recent graduates are employed in retail or accommodations and food services. The top destinations for the 61 percent of regional high school graduates that enroll in higher education are Angelina College followed by Stephen F. Austin. In other words, many high school graduates stay local and either work, go to college, or both. Stephen F. Austin is the largest source of bachelor's degrees and Angelina College serves as an important source of associate's degrees and certificates. These two institutions together graduate more than enough students to fill entry-level openings that require postsecondary degrees. However, Stephen F. Austin attracts students from around the state and many of their graduates are likely to move to a different region upon graduation. With only Angelina College completions, the region appears to have a shortage of talent, particularly in health science, education and training, and business.

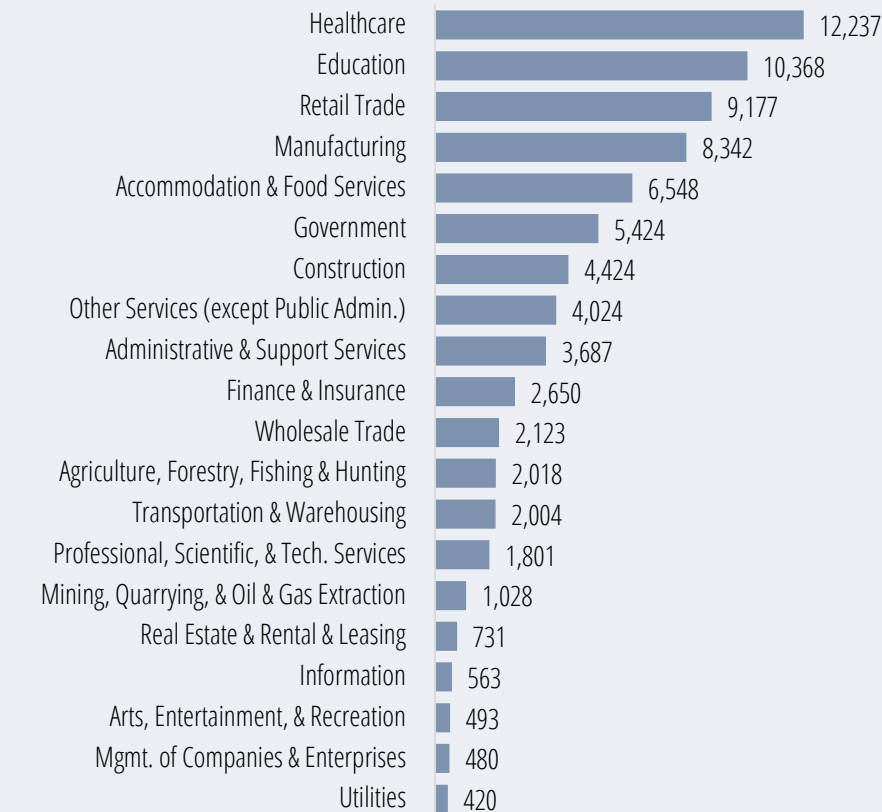
COUNTIES



KEY STATISTICS



EMPLOYMENT BY INDUSTRY



TOP HIGH-DEMAND, HIGH-WAGE JOBS*

OCCUPATION	OPENINGS (2021-2026)
1. Heavy & Tractor-Trailer Truck Drivers	959
2. General & Operations Managers	594
3. First-Line Supervisors of Retail Sales Workers	510
4. Bookkeeping, Accounting, & Auditing Clerks	431
5. First-Line Supervisors of Food Preparation & Serving Workers	425
6. Registered Nurses	405
7. Maintenance & Repair Workers, General	390
8. First-Line Supervisors of Office & Administrative Support Workers	374
9. Elementary School Teachers, Except Special Education	348
10. Postsecondary Teachers	347
11. Correctional Officers & Jailers	336
12. Licensed Practical & Licensed Vocational Nurses	290
13. Logging Equipment Operators	260
14. First-Line Supervisors of Production & Operating Workers	234
15. Sales Reps., Wholesale & Mfg., Except Tech. & Scientific Products	233

Source: Emsi 2021.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed. Page 2 header image by Jay Brittain.
* Includes only occupations that pay more than \$15.00 an hour and require some kind of postsecondary education.

Sample

LUFKIN-NACOGDOCHES REGION ECONOMY

Image by Jay Brittain

SUMMARY OF FINDINGS

- The Lufkin-Nacogdoches region had an employment base of 78,545 in 2020. In 2019, the number of jobs in the region was still 3 percent lower than its 2008 peak. Then, the Pandemic resulted in an additional loss of about 2 percent of the region’s jobs between 2019 and 2020.
- In contrast to the State and the US, which had recovered from the Great Recession by 2013, the Lufkin-Nacogdoches experienced a period sluggish growth, which hindered the region’s path to recovery. In fact, the region never did fully recover the jobs lost before the most recent Pandemic.
- The largest industry sectors in the region are healthcare, education, and retail trade. The largest sources of growth over the next five years are expected to be healthcare; mining, quarrying, and oil and gas; and accommodation and food services.
- Prior to the Pandemic, the region’s top job gainers were accommodation and food services; mining, quarrying, and oil and gas; and finance and insurance. The top job losers were manufacturing, retail trade, and healthcare.
- During the Pandemic, accommodation and food services; healthcare; and administrative and support services were the top job losers. Finance and insurance; manufacturing; and

agriculture, forestry, fishing and hunting were the top job gainers between 2019 and 2020.

- Location quotients (LQs) measure the share of local industry employment relative to the nation. A high location quotient can be an indicator of a potential competitive advantage. In the Lufkin-Nacogdoches region, the mining, quarrying, and oil and gas; agriculture, forestry, fishing and hunting; utilities; education; and manufacturing sectors have above average LQs. Looking within these sectors, the region shows distinct strengths in forestry and forest products cluster as well as livestock production and processing.
- The sectors that are expected to grow the most and pay the best wages are healthcare; finance and insurance; and construction. Though manufacturing is one of the largest sectors in the region and pays some of the highest wages, the sector is not expected to gain jobs between 2021 and 2026.
- Within this region, there are two primary and distinct job centers—one in Lufkin and a slightly smaller one in Nacogdoches. These job centers, for the most part, share a common labor draw area.
- The largest employers include Stephen F Austin State University, poultry processing facilities, forest products; and regional hospitals.



DATA ANALYSIS

FIGURE 1. TOTAL EMPLOYMENT, LUFKIN-NACOGDOCHES REGION, 2008-2020

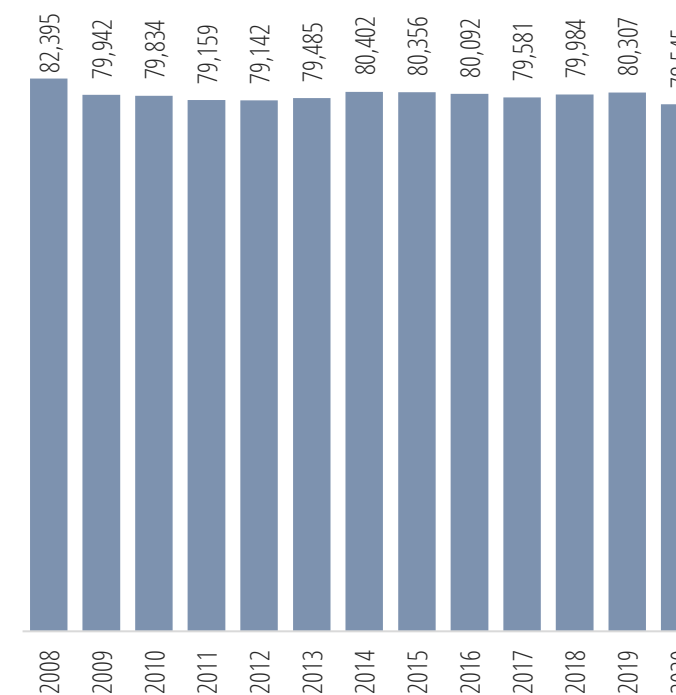
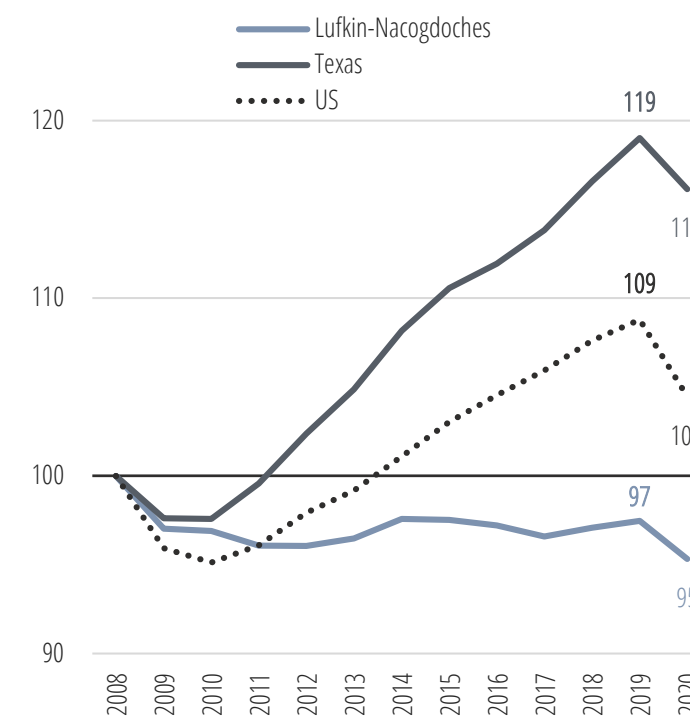


FIGURE 2. COMPARATIVE EMPLOYMENT GROWTH, 2008=100



Source (Both): Emsi 2021.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed.

FIGURE 3. EMPLOYMENT BY INDUSTRY, LUFKIN-NACOGDOCHES REGION

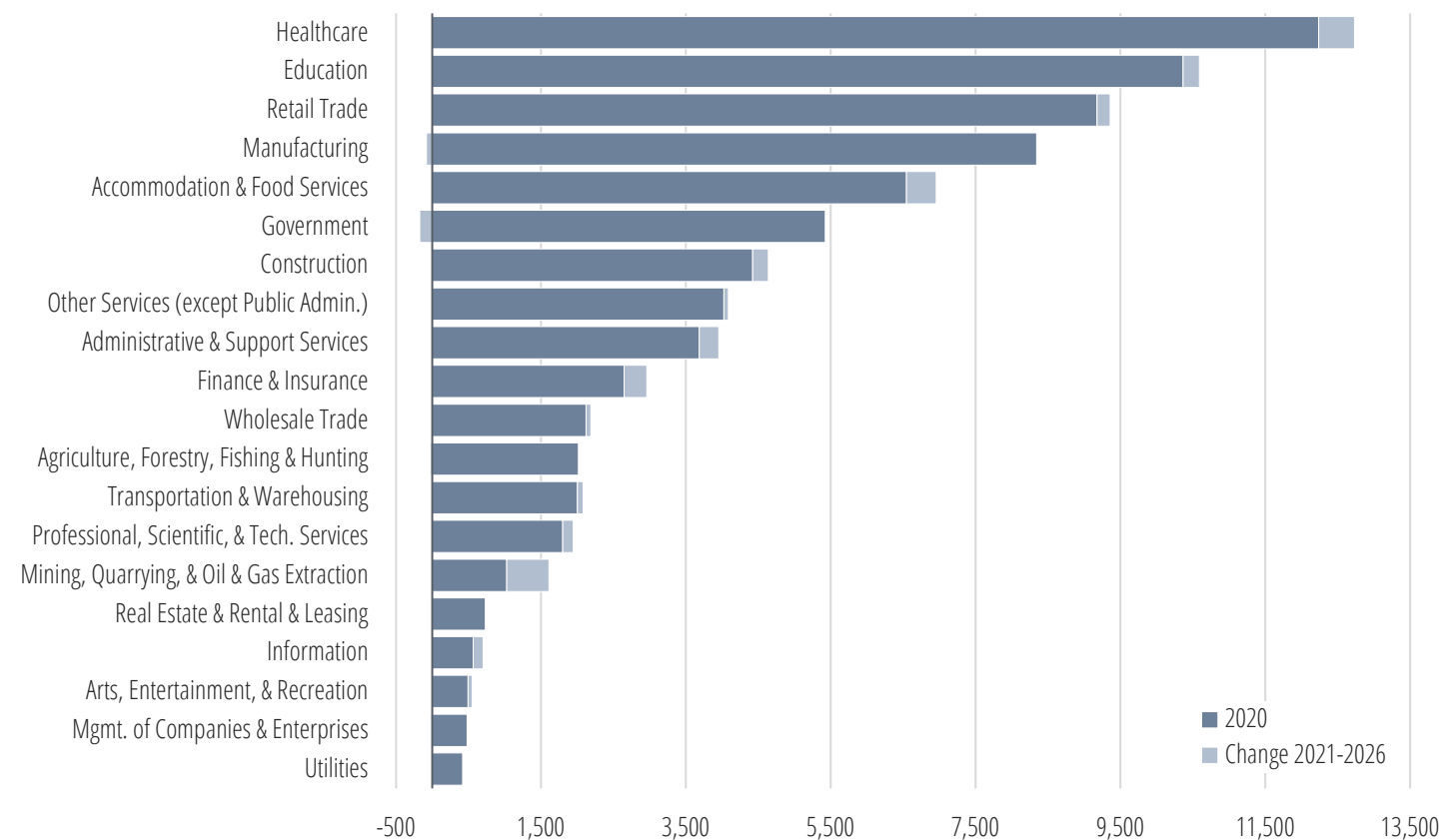
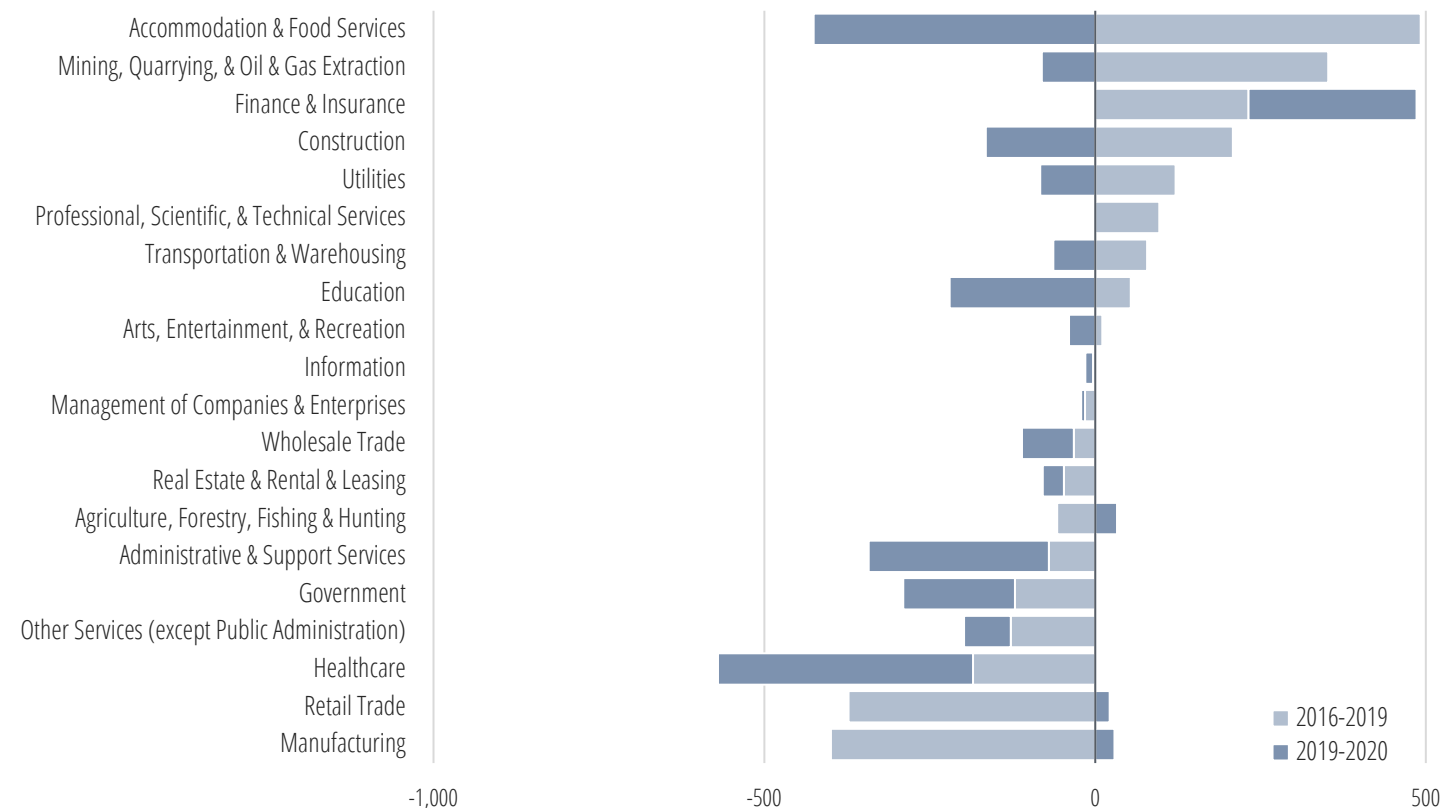
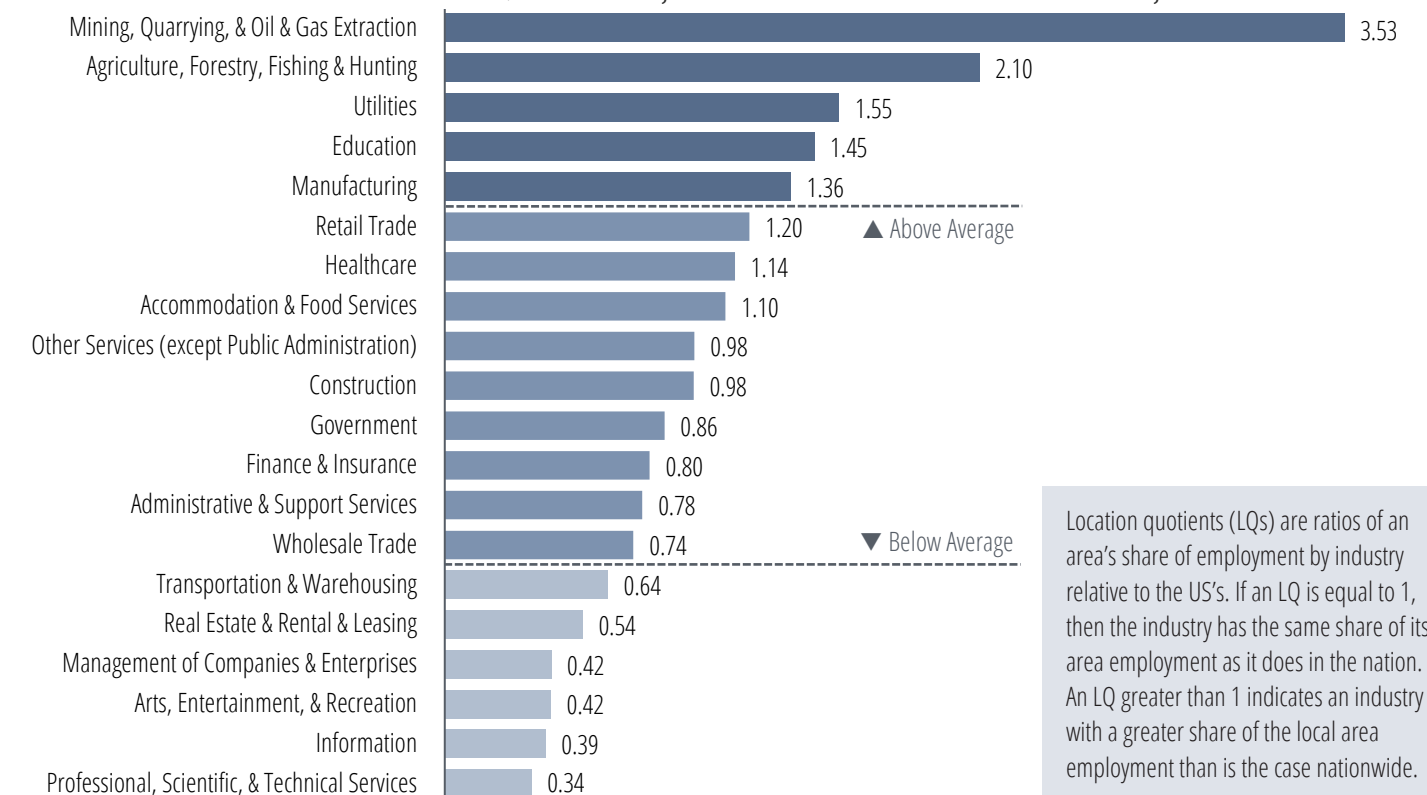


FIGURE 4. EMPLOYMENT CHANGE BY INDUSTRY, LUFKIN-NACOGDOCHES REGION



Source (Both): Emsi 2021.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed.
 Note: Healthcare includes public hospitals and education includes public schools and higher education institutions.

FIGURE 5. INDUSTRY LOCATION QUOTIENTS, LUFKIN-NACOGDOCHES REGION, 2020



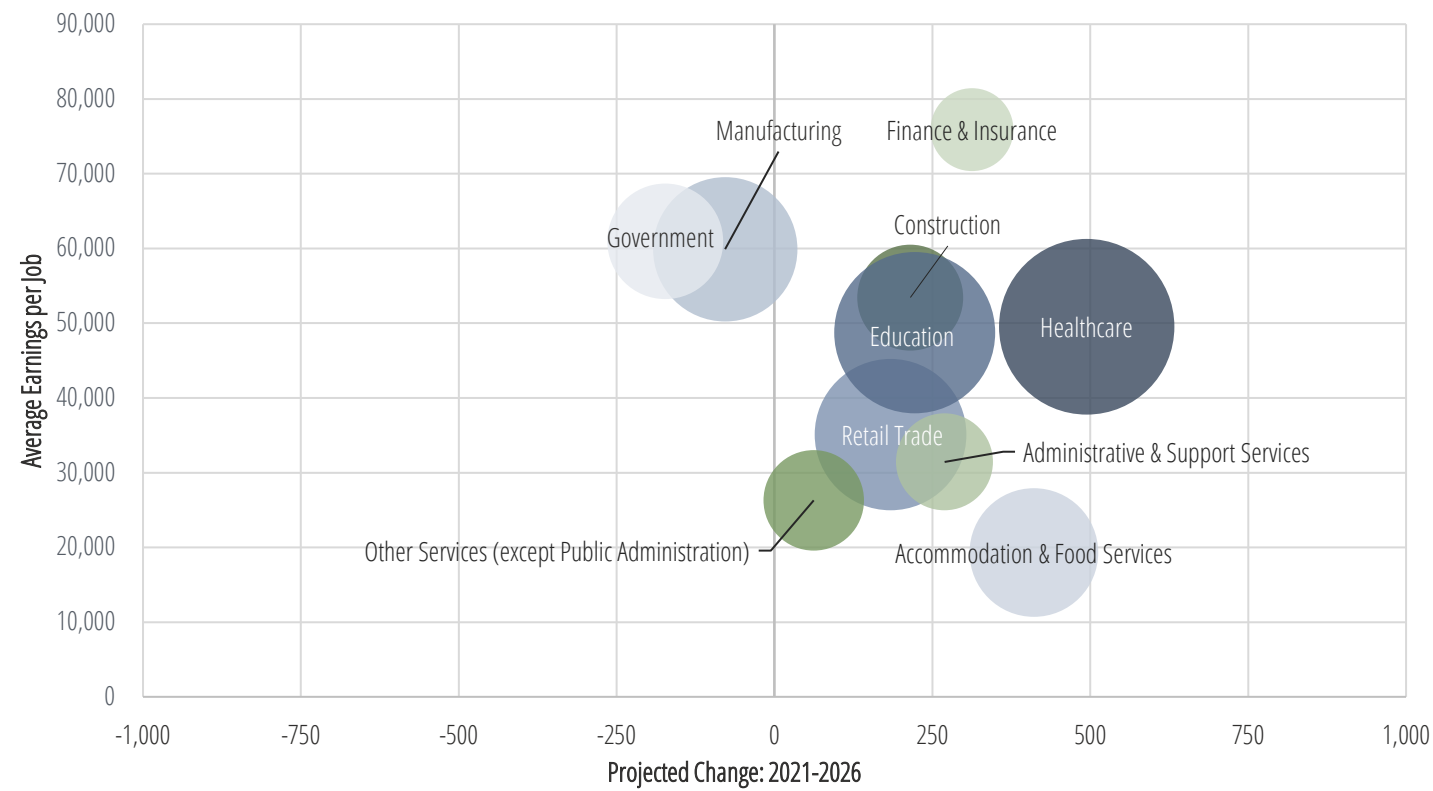
Location quotients (LQs) are ratios of an area's share of employment by industry relative to the US's. If an LQ is equal to 1, then the industry has the same share of its area employment as it does in the nation. An LQ greater than 1 indicates an industry with a greater share of the local area employment than is the case nationwide.

FIGURE 6. INDUSTRY STRENGTHS, LUFKIN-NACOGDOCHES REGION, 2020
 TOP 15 INDUSTRY LOCATION QUOTIENTS

NAICS	DESCRIPTION	2020 LOCATION QUOTIENT	2020 JOBS	2020 PAYROLLED BUSINESS LOCATIONS	AVG. EARNINGS PER JOB
3211	Sawmills & Wood Preservation	22.60	1,035	19	\$70,073
1133	Logging	14.19	502	55	\$56,271
3116	Animal Slaughtering & Processing	12.11	3,167	8	\$46,526
3212	Veneer, Plywood, & Engineered Wood Product Manufacturing	11.71	461	6	\$82,304
5612	Facilities Support Services	5.80	455	1	\$27,110
2131	Support Activities for Mining	5.54	753	42	\$84,415
3111	Animal Food Manufacturing	5.11	164	4	\$46,395
2213	Water, Sewage & Other Systems	4.95	136	25	\$47,511
1120	Animal Production	3.77	851	84	\$49,181
3359	Other Electrical Equipment & Component Manufacturing	3.53	247	1	\$86,118
4247	Petroleum & Petroleum Products Merchant Wholesalers	2.98	151	9	\$60,813
4412	Other Motor Vehicle Dealers	2.71	215	17	\$60,892
2123	Nonmetallic Mineral Mining & Quarrying	2.70	129	4	\$122,119
6216	Home Health Care Services	2.63	2,029	34	\$21,163
2373	Highway, Street, & Bridge Construction	2.48	433	10	\$66,269

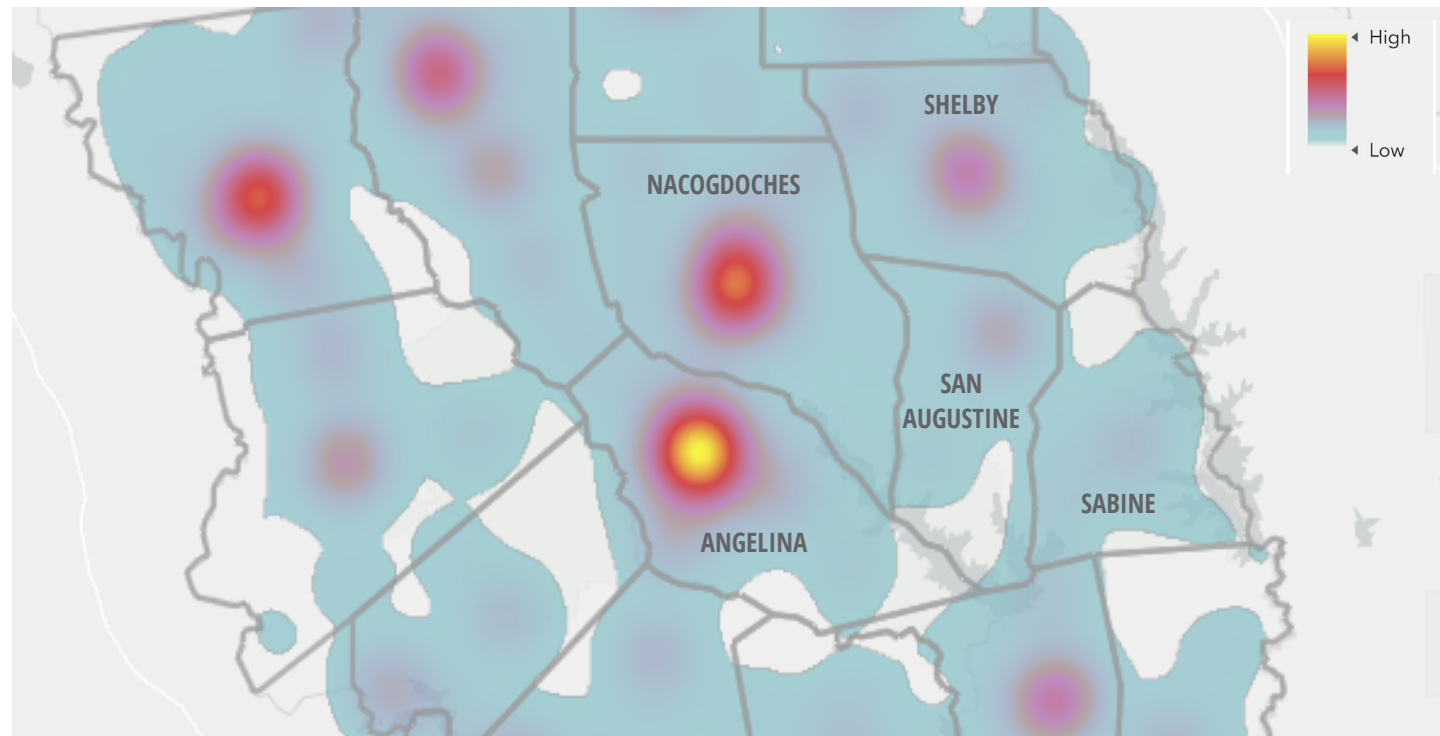
Source (Both): Emsi 2021.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed.
 Note: Healthcare includes public hospitals and education includes public schools and higher education institutions.

FIGURE 7. INDUSTRY GROWTH AND WAGES, LUFKIN-NACOGDOCHES REGION
TOP 10 INDUSTRIES



Source: Emsi 2021.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed

FIGURE 8. EMPLOYMENT CENTERS, LUFKIN-NACOGDOCHES REGION, 2018
JOB DENSITY BY CENSUS BLOCK

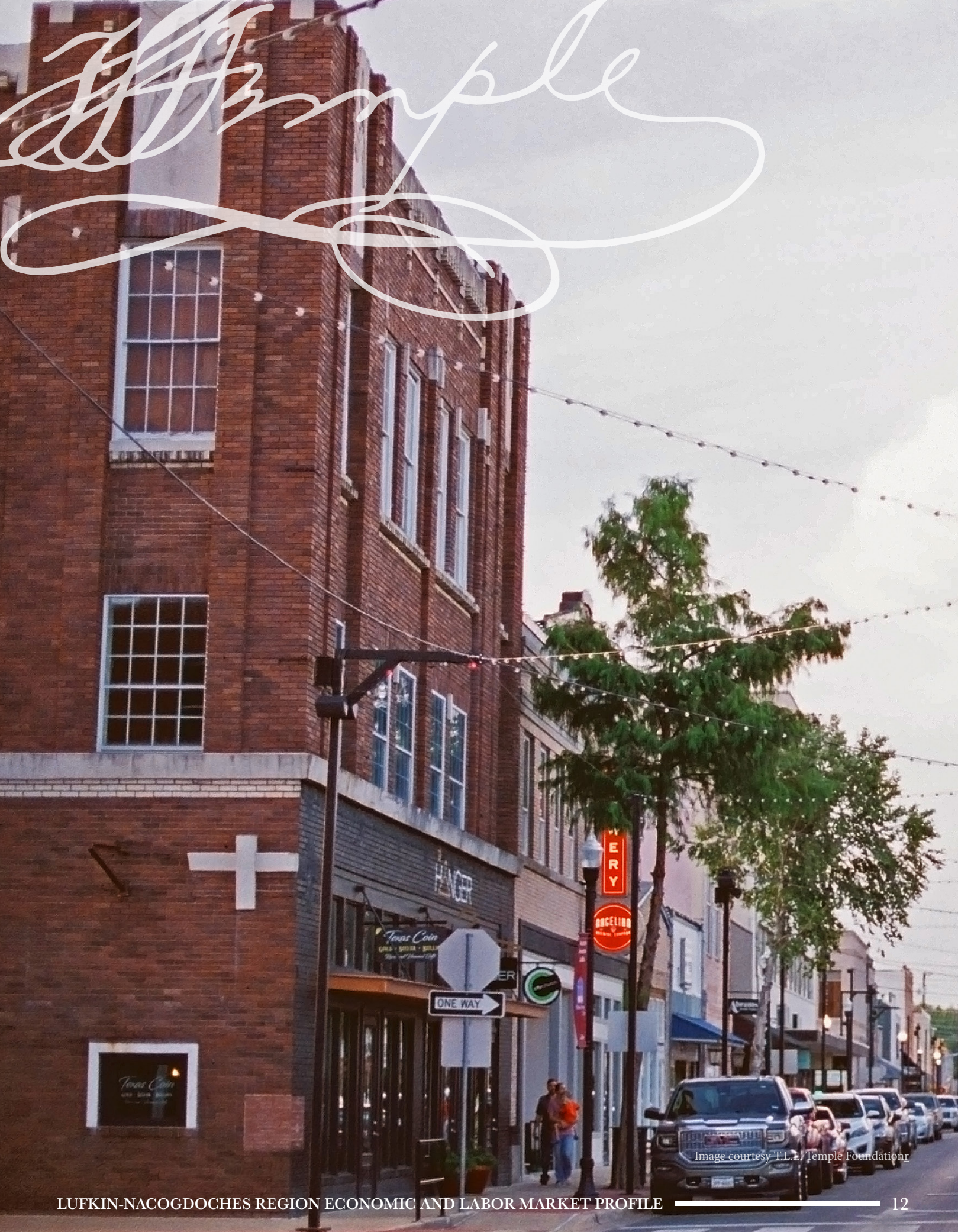


Source: US Census Bureau, LEHD Origin-Destination Employment Statistics.

FIGURE 9. TOP EMPLOYERS, LUFKIN-NACOGDOCHES REGION
TEXAS ONLY

NAME	CITY	SIZE
Stephen F Austin State Univ	Nacogdoches	5,000-9,999
Georgia-Pacific	Diboll	1,000-4,999
Pilgrim's Pride Corp	Nacogdoches	1,000-4,999
Pilgrim's Pride Corp	Lufkin	1,000-4,999
Pilgrim's Pride Corp	Lufkin	1,000-4,999
Angelina College	Lufkin	500-999
Baker Hughes Co	Lufkin	500-999
CHI St Luke's Health Meml Lfkn	Lufkin	500-999
Community Health Systems	Lufkin	500-999
Nacogdoches Memorial Hospital	Nacogdoches	500-999
Walmart Supercenter	Lufkin	500-999
Woodland Heights Medical Ctr	Lufkin	500-999
Brookshire Brothers Ltd	Lufkin	250-499
Etech	Lufkin	250-499
FORETRAVEL MOTORCOACH	Nacogdoches	250-499
Hudson Independent School	Lufkin	250-499
Lufkin City Hall	Lufkin	250-499
Lufkin High School	Lufkin	250-499
Nacogdoches Medical Ctr	Nacogdoches	250-499
Nibco Inc-Nacogdoches Plant	Nacogdoches	250-499
Pilgrim's Pride Corp	Nacogdoches	250-499
R R Donnelley	Nacogdoches	250-499
Walmart Supercenter	Center	250-499
Walmart Supercenter	Nacogdoches	250-499
American Timber & Steel	Nacogdoches	100-249
Stephen F Austin State Univ	Nacogdoches	5,000-9,999
Georgia-Pacific	Diboll	1,000-4,999

Source: Texas Labor Market Information, Texas Workforce Commission.



LUFKIN-NACOGDOCHES REGION LABOR MARKET CHARACTERISTICS



SUMMARY OF FINDINGS

- The Lufkin-Nacogdoches region has a labor force of about 80,000 individuals who are either employed or actively looking for work. The number of participants plunged during the economic shutdown in the first months of the Pandemic, and by May 2021, the labor force was still 2.3 percent smaller than its pre-Pandemic level. Within the region, San Augustine and Angelina Counties were still experiencing the largest declines in labor force participants while Sabine County's labor force grew.
- Unemployment in the region still remained high in May 2021 with Sabine, and San Augustine Counties facing unemployment rates above 8 percent.
- Looking back to 2008, the Lufkin-Nacogdoches region's unemployment rate was between the state and the nation's. However, in 2014, the national unemployment rate dropped and the regional rate stayed steady. From that point on, the regional unemployment rate remained above the national and state unemployment rates until the Pandemic.
- In terms of characteristics of the working age population (age 25 to 64), the Lufkin-Nacogdoches area has a relatively large white

population both in comparison to the state and the US and has a much smaller Hispanic/Latino population in comparison to Texas. The age distribution of the regional working age population is similar to that of the nation, which skews older than that of the state. The presence of Stephen F. Austin means that it also has a large cohort of young adults (age 16 to 24). The region has a much larger share of workers with only a high school diploma. Only 17 percent of the population 25 to 64 in the labor force has a bachelor's degree or higher, which is significantly lower than that of the state and the nation.

- A comparison of the educational requirements of jobs and the educational attainment of the population 25 to 64 in the labor force shows that more than two-thirds of the jobs in the region require a high school diploma or less. Yet, 51 percent of the workers have more than a high school diploma. This means that some workers with postsecondary education are working in jobs for which they are overqualified. The number of workers with a bachelor's degree or higher is fairly well-aligned with the number of jobs that require such a credential.



DATA ANALYSIS

FIGURE 10. LABOR MARKET SUMMARY, LUFKIN-NACOGDOCHES REGION, FEBRUARY 2020 TO MAY 2021

GEOGRAPHY	FEB 2020	APRIL 2020	MAY 2021	CHANGE (Feb. 2020 to May 2021)
LUFKIN-NACOGDOCHES REGION				
Labor Force	82,923	77,105	80,995	-2.3%
Employment	79,498	68,918	75,681	-4.8%
Unemployment	3,425	8,187	5,314	+55.2%
Unemployment Rate	4.1	10.6	6.6	+58.8%
ANGELINA COUNTY				
Labor Force	35,906	33,987	34,841	-3.0%
Employment	34,419	30,173	32,451	-5.7%
Unemployment	1,487	3,814	2,390	+60.7%
Unemployment Rate	4.1	11.2	6.9	+68.3%
NACOGDOCHES COUNTY				
Labor Force	28,842	25,752	28,027	-2.8%
Employment	27,799	23,167	26,409	-5.0%
Unemployment	1,043	2,585	1,618	+55.1%
Unemployment Rate	3.6	10.0	5.8	+61.1%
SABINE COUNTY				
Labor Force	3,798	3,786	4,019	+5.8%
Employment	3,545	3,225	3,626	+2.3%
Unemployment	253	561	393	+55.3%
Unemployment Rate	6.7	14.8	9.8	+46.3%
SAN AUGUSTINE COUNTY				
Labor Force	3,033	2,929	2,911	-4.0%
Employment	2,859	2,592	2,647	-7.4%
Unemployment	174	337	264	+51.7%
Unemployment Rate	5.7	11.5	9.1	+59.6%
SHELBY COUNTY				
Labor Force	11,344	10,651	11,197	-1.3%
Employment	10,876	9,761	10,548	-3.0%
Unemployment	468	890	649	+38.7%
Unemployment Rate	4.1	8.4	5.8	+41.5%

Source: US Bureau of Labor Statistics.

FIGURE 11. COMPARATIVE UNEMPLOYMENT RATES, 2008-2020

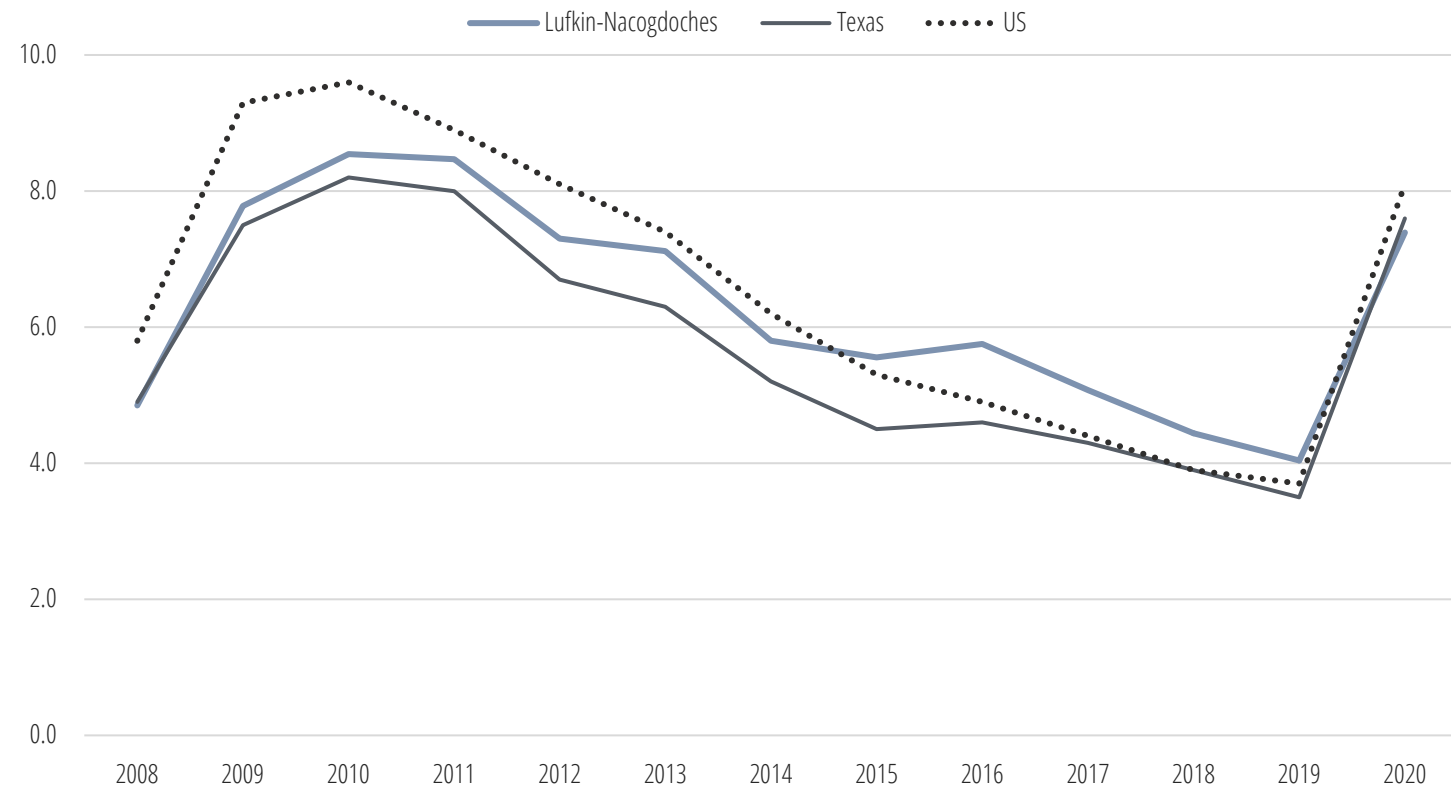


Image by Michael Barera via Wikimedia Commons

FIGURE 12. WORKING AGE POPULATION BY RACE POPULATION 16+

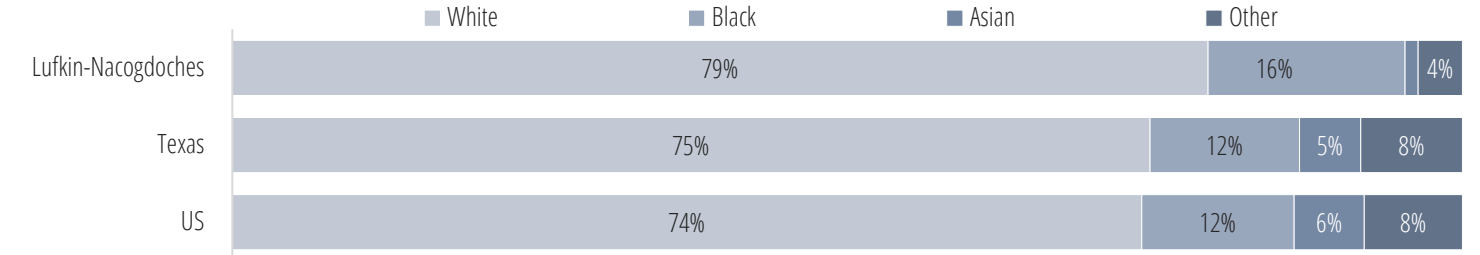


FIGURE 13. WORKING AGE POPULATION BY ETHNICITY POPULATION 16+

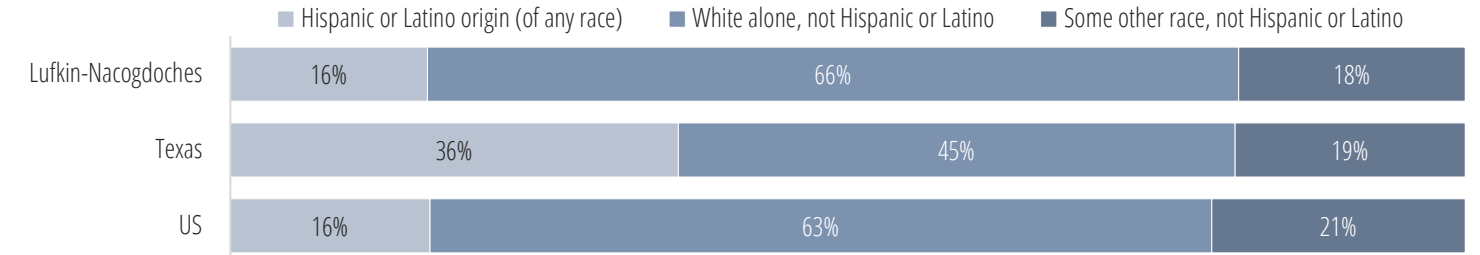


FIGURE 14. WORKING AGE POPULATION BY AGE POPULATION 16+

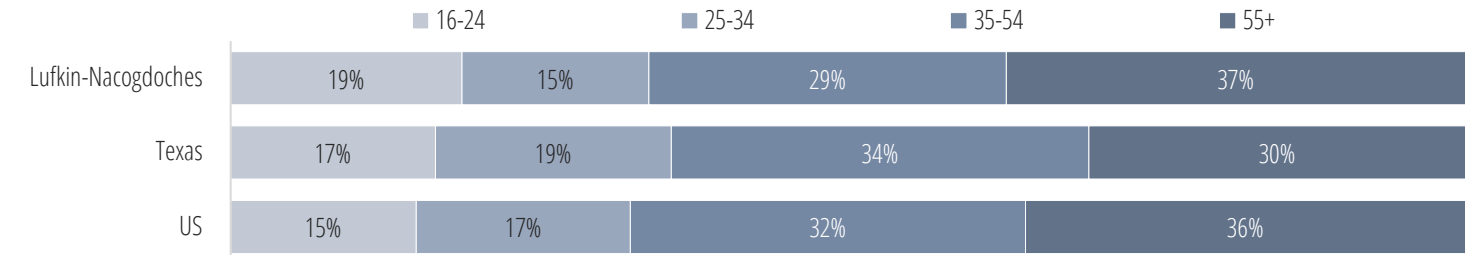


FIGURE 15. WORKERS BY EDUCATIONAL ATTAINMENT POPULATION 25 TO 64 IN THE LABOR FORCE

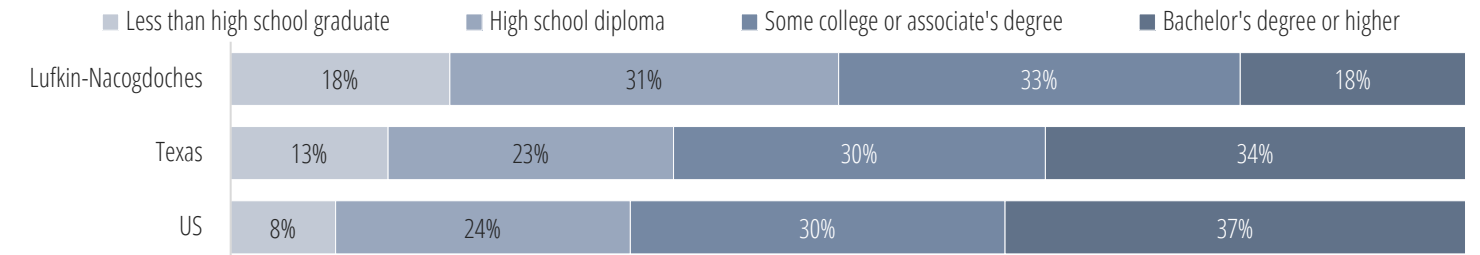
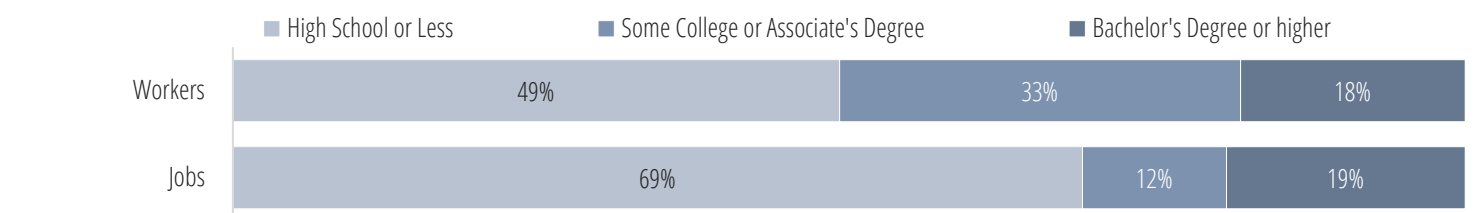


FIGURE 16. COMPARISON OF EDUCATION LEVEL OF WORKERS AND JOBS LUFKIN-NACOGDOCHES REGION



Note: (Figure 16) Workers are defined as the working age population (age 25 to 64). Sources: US Census Bureau, American Community Survey 5-year Estimates, 2019 and Emsi 2021.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed.

Sample

LUFKIN-NACOGDOCHES REGION WORKFORCE DEMAND

Image by Jay Brittain

SUMMARY OF FINDINGS

- The largest occupational families in the Lufkin-Nacogdoches region are office and administrative support; sales and related; and transportation and material moving. Over the next five years, the fastest growing occupational families are expected to be construction, food preparation, and healthcare support. The occupational families that are expected to lose the largest number of jobs are production, protective services, and farming, fishing, and forestry.
- Prior to the Pandemic, the fastest growing occupational families were management; transportation and material moving; and farming, fishing, and forestry. The occupational families that lost the largest number of jobs were office and administrative support; educational instruction; and sales and related. During the Pandemic, the occupational families that were hardest hit were food preparation; sales and related; and office and administrative support. The occupational families that grew during the Pandemic were management; business and financial operations; and farming, fishing, and forestry.
- Occupational LQs show the share of occupational employment relative to the nation. LQs above 1 indicate a higher share of occupational employment in comparison to the nation. In the Lufkin-Nacogdoches region, the occupational LQs that are above average are farming, fishing, and forestry; healthcare support; and production. The detailed occupations with the highest LQs reflect the region's specialization in forestry and forest products and livestock processing.
- The skill level of occupations is determined by the education required for entry, the experience required, and the level of on-the-job training. Low-skill jobs are those that require a high school diploma or less, no experience, and minimal on-the-job training. Middle-skill jobs require more than a high

school diploma but less than a four-year degree. High-skill jobs require a bachelor's degree or higher. In the Lufkin-Nacogdoches region, the share of lower and middle-skill jobs is larger than that of the state and nation while the share of high-skill jobs is smaller.

- Since 2008, the number of low and middle-skill jobs has declined, but it is expected to increase over the next 5 years. Meanwhile, the number of high-skill jobs has grown significantly in recent years and is expected to continue to grow.
- The high-skill occupations that are highest in-demand include a variety of management; business and operations; and education and training occupations as well as registered nurses. These occupations, with the exception of substitute teachers, pay between \$18 and \$66 an hour. The majority of the occupations are facing a high degree of retirement exposure, with more than 25 percent of their workers aged 55 or older. However, none of these occupations faces higher than average automation risk.
- The middle-skill occupations that are highest in-demand include first-line supervisors; truck drivers, healthcare, skilled trades, maintenance, and some production-related technicians. All but eight of the occupations pay above \$15 per hour and the highest paid of these occupations earn between \$20 and \$25 per hour. These occupations also face retirement exposure but are also more likely to face higher than average automation risk.
- The wage level of occupations is determined by the average hourly earnings. Low-wage jobs are those that have average hourly earnings less than \$15.00. Middle-wage jobs have average hourly earnings between \$15.00 and \$45.00. High-wage jobs have average hourly earnings more than \$45.00. The Lufkin-Nacogdoches region has a relatively high share of low-wage jobs in comparison to the US and quite a low share of high-wage jobs. About half of jobs pay, on average, between \$15 and \$45 per hour.

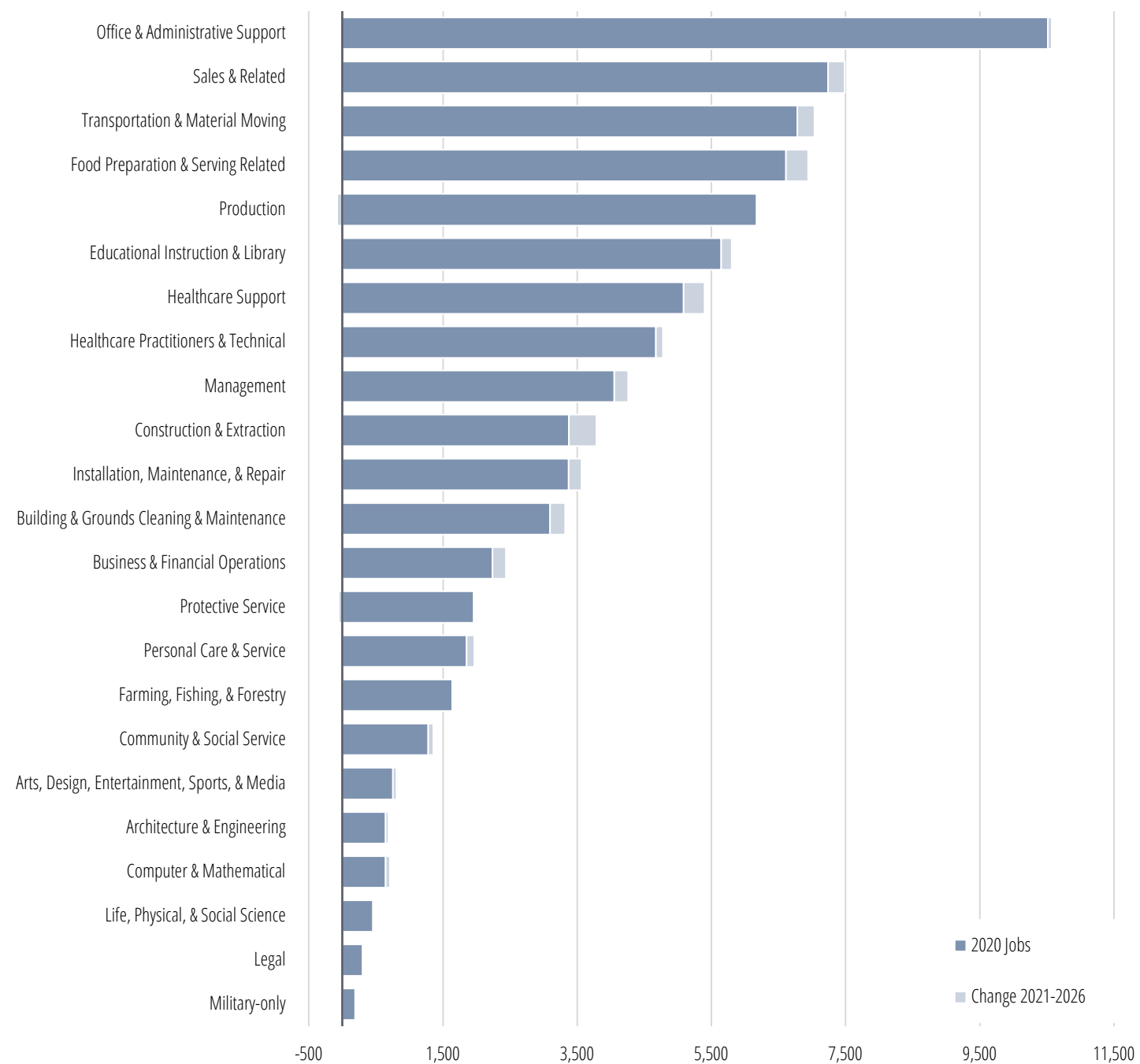
- Since 2008, the number of middle and high-wage jobs declined while the number of low-wage jobs has increased. Over the next five years, each of the wage categories is expected to grow at about 1 percent per year.
- Only five occupations fall into the high-wage, high-demand category: financial managers, management analysts, marketing manager, lawyers, and pharmacists. Three of the five occupations face higher retirement exposure but none face higher than average risk of automation.
- The middle-wage jobs that are highest in-demand include truck drivers; first-line supervisors; educational instruction, skilled trades, and nurses. Fifteen of the 25 occupations face high retirement exposure, and almost half face above average automation risk.

- In comparison to the pre-Pandemic levels of 2019, job posting activity remained low until the fall of 2020. In 2021, job posting activity increased and has remained at or above 2019 levels. There are currently more job postings than there are unemployed people. The companies in the Lufkin-Nacogdoches area with the largest number of unique job postings between June 2020 and July 2021 were Wal Mart, Dollar General, CRST International, and US Xpress. The occupations with the largest number of postings are truck drivers, registered nurses, customer service representatives, and retail salespersons. The industries with the largest number of job postings are retail trade; transportation/warehousing; administrative and support services; healthcare; and accommodation and food services.



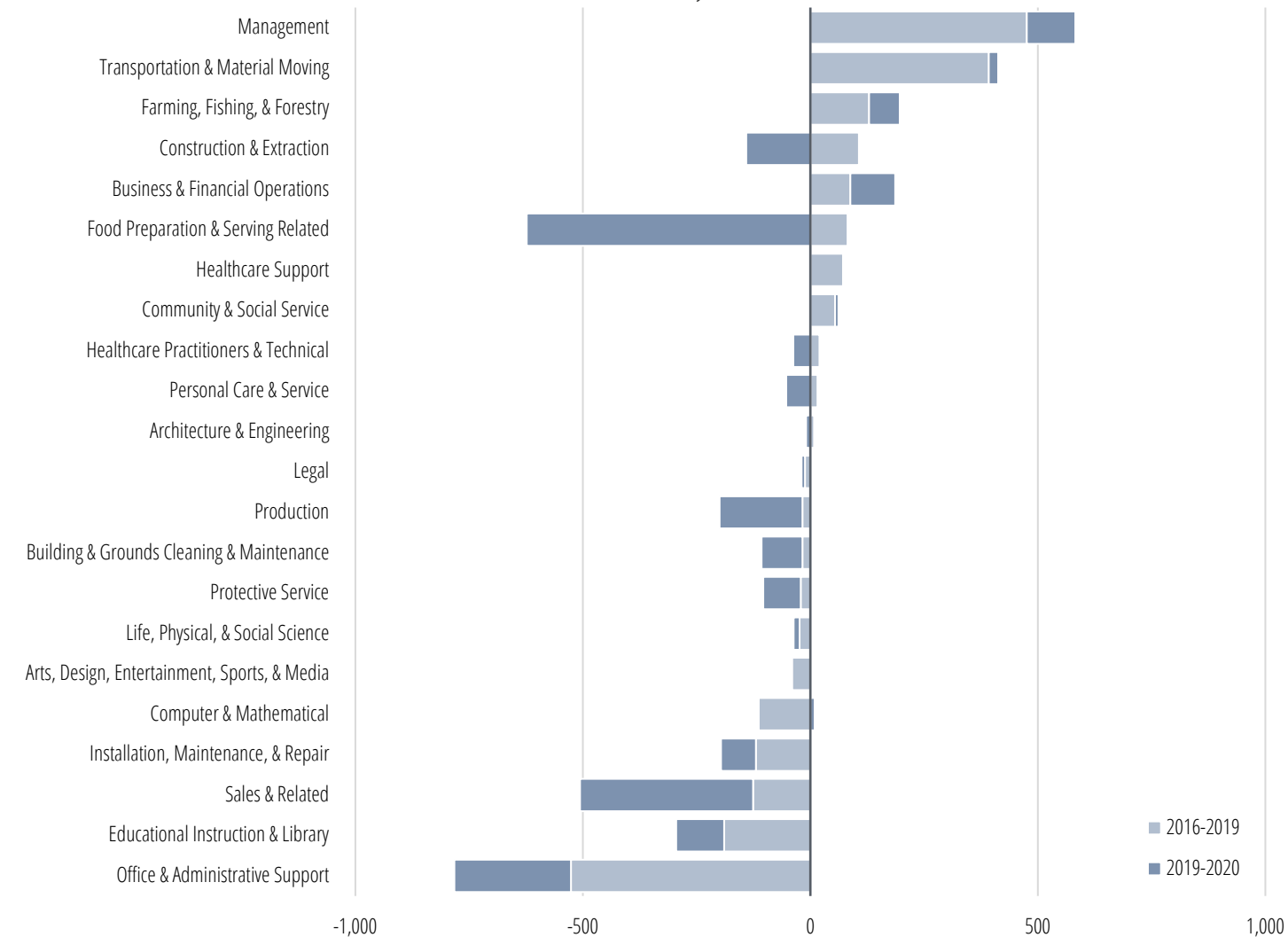
DATA ANALYSIS

FIGURE 17. EMPLOYMENT BY OCCUPATION, LUFKIN-NACOGDOCHES REGION



Source: Emsi 2021.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed.

FIGURE 18. EMPLOYMENT CHANGE BY OCCUPATION, LUFKIN-NACOGDOCHES REGION



Source: Emsi 2021.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed.



Image by ReneLibrary via Wikimedia Commons

FIGURE 19. OCCUPATIONAL LOCATION QUOTIENTS, LUFKIN-NACOGDOCHES REGION, 2020

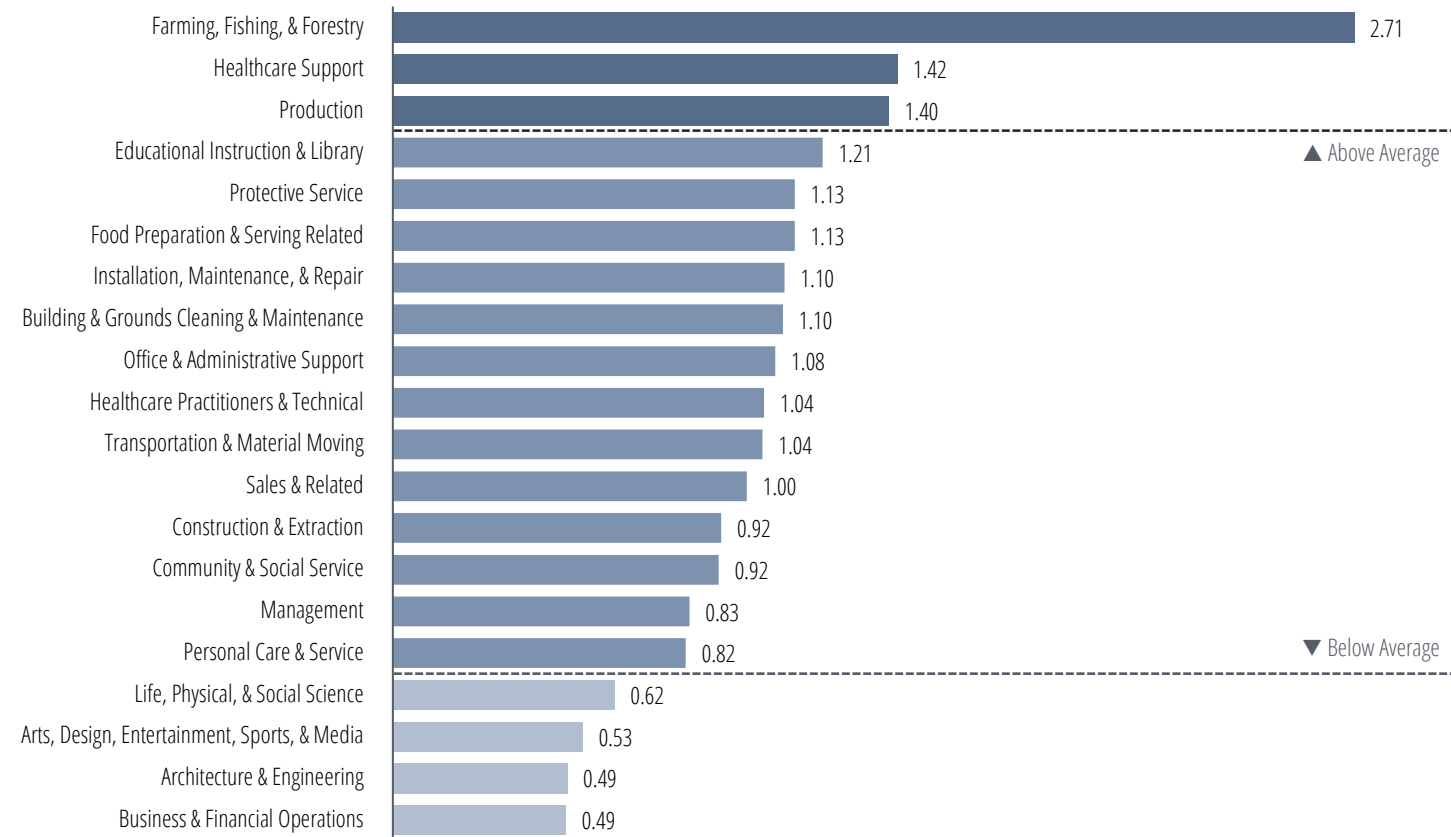


FIGURE 20. OCCUPATIONAL STRENGTHS, LUFKIN-NACOGDOCHES REGION, 2020
TOP 15 OCCUPATIONAL LOCATION QUOTIENTS

SOC	DESCRIPTION	2020 LOCATION QUOTIENT	2020 JOBS	OPENINGS (2021-2026)	MEDIAN HOURLY EARNINGS
45-4021	Fallers	29.82	103	77	\$22.14
45-4022	Logging Equipment Operators	17.32	340	260	\$21.19
51-7041	Sawing Machine Setters, Operators, & Tenders, Wood	14.88	369	198	\$11.13
51-3023	Slaughterers & Meat Packers	11.77	453	236	\$11.71
53-7011	Conveyor Operators & Tenders	8.72	114	67	\$11.73
29-9091	Athletic Trainers	6.35	102	32	\$30.03
47-5071	Roustabouts, Oil & Gas	6.12	136	184	\$19.09
43-4141	New Accounts Clerks	5.23	118	69	\$16.18
45-2041	Graders & Sorters, Agricultural Products	5.14	117	76	\$10.48
51-7042	Woodworking Machine Setters, Operators, & Tenders, Except Sawing	5.01	186	112	\$13.79
33-3012	Correctional Officers & Jailers	4.14	825	336	\$18.90
51-3022	Meat, Poultry, & Fish Cutters & Trimmers	4.03	297	157	\$14.96
33-1011	First-Line Supervisors of Correctional Officers	3.94	104	33	\$22.17
45-2093	Farmworkers, Farm, Ranch, & Aquacultural Animals	3.54	305	227	\$14.74
51-3021	Butchers & Meat Cutters	3.29	235	120	\$11.78

Source: (Both) Emsi 2021.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed.

FIGURE 21. COMPARATIVE JOBS BY SKILL LEVEL, 2021

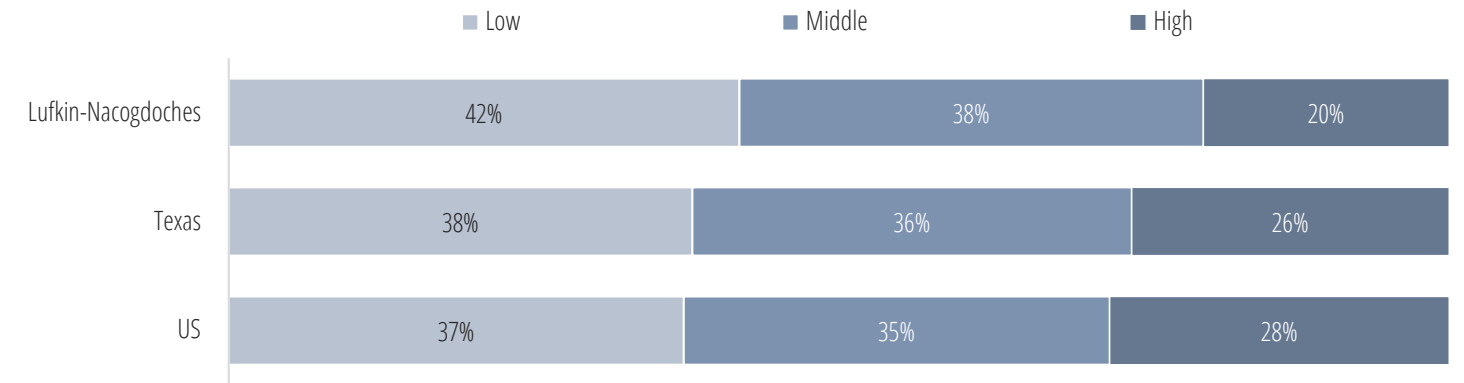
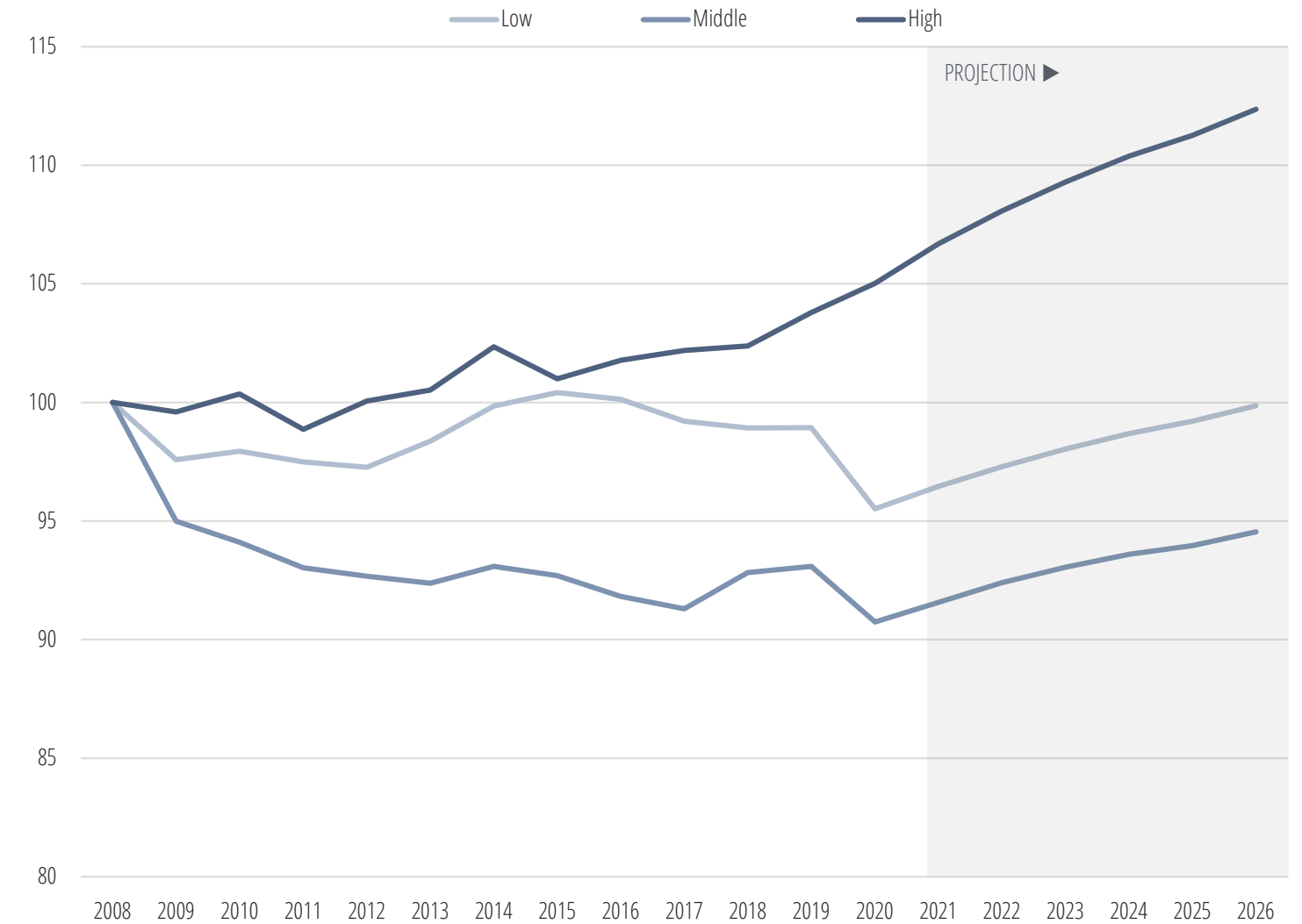


FIGURE 22. JOBS BY SKILL LEVEL, LUFKIN-NACOGDOCHES REGION, 2008-2026



Source: (Both) Emsi 2021.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed.
Note: (Figure 21) Low-skill jobs are those require a high school diploma or less, no experience, and minimal on-the-job training. Middle-skill jobs require more than a high school diploma but less than a four-year degree. High-skill jobs require a bachelor's degree or higher.

FIGURE 23. HIGH-SKILL HIGH-DEMAND OCCUPATIONS, LUFKIN-NACOGDOCHES REGION. 2021-2026 BY OPENINGS

SOC	DESCRIPTION	2020 JOBS	OPENINGS (2021-2026)	REGIONAL MEDIAN HOURLY EARNINGS	REGIONAL MEDIAN/ US MEDIAN EARNINGS	PERCENT WORKERS OVER 55	AUTOMATION INDEX
11-1021	General & Operations Managers	1,303	594	\$35.41	71.4	26%	82.2
29-1141	Registered Nurses	1,540	405	\$32.93	91.0	25%	85.3
25-2021	Elementary School Teachers, Except Special Education	987	348	\$23.79	81.3	20%	82.3
25-3031	Substitute Teachers, Short-Term	635	347	\$9.49	67.1	25%	83.3
25-1099	Postsecondary Teachers	734	347	\$32.73	88.8	29%	86.6
25-2031	Secondary School Teachers, Except Special & Career/ Technical Education	647	219	\$24.85	82.4	21%	84.9
13-2011	Accountants & Auditors	364	182	\$27.67	78.2	32%	93.1
13-1198	Project Management Specialists & Business Operations Specialists, All Other	329	178	\$27.04	72.7	27%	86.8
25-2022	Middle School Teachers, Except Special & Career/ Technical Education	450	158	\$24.07	82.5	20%	84.5
11-9198	Personal Service Mgrs., All Other; Entertainment & Recreation Mgrs., Except Gambling; & Mgrs., All Other	307	128	\$23.88	59.3	31%	84.5
21-2011	Clergy	218	124	\$21.73	88.3	44%	75.3
11-9111	Medical & Health Services Managers	239	110	\$38.06	76.6	30%	75.2
13-1071	Human Resources Specialists	200	102	\$22.28	73.0	—	83.8
11-3031	Financial Managers	181	102	\$46.05	71.9	29%	85.8
13-2072	Loan Officers	145	94	\$27.48	89.5	—	91.7
11-9021	Construction Managers	236	94	\$28.82	76.0	28%	88.6
21-1012	Educational, Guidance, & Career Counselors & Advisors	180	90	\$27.70	99.3	—	80
11-9032	Education Administrators, Kindergarten through Secondary	239	83	\$38.16	80.9	27%	79.2
13-1111	Management Analysts	117	75	\$38.45	91.0	46%	91.1
13-1161	Market Research Analysts & Marketing Specialists	102	74	\$28.10	89.2	—	88.6
25-3097	Tutors & Teachers & Instructors, All Other	110	71	\$24.74	124.0	28%	85.1
13-1028	Buyers & Purchasing Agents	154	70	\$22.26	70.2	34%	93.4
13-1151	Training & Development Specialists	131	68	\$18.03	59.8	—	88
11-2021	Marketing Managers	153	67	\$66.23	99.7	—	76.7
21-2021	Directors, Religious Activities & Education	106	64	\$22.86	105.5	37%	84.7

Source: Emsi 2021.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed.
 Note: includes only occupations with greater than 100 jobs in 2020. The automation index captures an occupation’s risk of being affected by automation. An automation index greater than 100 indicates a higher-than-average risk of automation; an automation index less than 100 indicates a lower-than-average risk of automation.

FIGURE 24. MIDDLE-SKILL HIGH-DEMAND OCCUPATIONS, LUFKIN-NACOGDOCHES REGION, 2021-2026 BY OPENINGS

SOC	DESCRIPTION	2020 JOBS	OPENINGS (2021-2026)	REGIONAL MEDIAN HOURLY EARNINGS	REGIONAL MEDIAN/ US MEDIAN EARNINGS	PERCENT WORKERS OVER 55	AUTOMATION INDEX
53-3032	Heavy & Tractor-Trailer Truck Drivers	1,599	959	\$19.65	87.2	32%	110.1
35-2014	Cooks, Restaurant	685	554	\$9.94	71.9	14%	125
41-1011	First-Line Supervisors of Retail Sales Workers	960	510	\$16.29	84.1	21%	87.8
51-2098	Miscellaneous Assemblers & Fabricators	1,045	474	\$13.81	85.7	25%	112.6
43-3031	Bookkeeping, Accounting, & Auditing Clerks	772	431	\$16.43	80.6	39%	103.6
35-1012	First-Line Supervisors of Food Preparation & Serving Workers	573	425	\$16.60	100.1	15%	107.7
43-6013	Medical Secretaries & Administrative Assistants	791	419	\$12.99	72.3	29%	93.1
25-9045	Teaching Assistants, Except Postsecondary	813	412	\$9.70	69.8	23%	89.7
31-1131	Nursing Assistants	799	410	\$11.50	77.7	19%	97
49-9071	Maintenance & Repair Workers, General	808	390	\$14.97	76.3	32%	109.6
43-1011	First-Line Supervisors of Office & Administrative Support Workers	745	374	\$22.64	80.7	27%	91.8
33-3012	Correctional Officers & Jailers	825	336	\$18.90	82.9	14%	90.5
31-9092	Medical Assistants	588	314	\$13.75	79.8	10%	97.3
29-2061	Licensed Practical & Licensed Vocational Nurses	811	290	\$21.46	91.6	24%	84.8
45-4022	Logging Equipment Operators	340	260	\$21.19	108.9	29%	108.3
51-1011	First-Line Supervisors of Production & Operating Workers	510	234	\$26.93	89.5	29%	88.6
41-4012	Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	439	233	\$23.29	78.7	33%	91.5
47-2031	Carpenters	407	201	\$15.63	71.3	23%	125.9
51-7041	Sawing Machine Setters, Operators, & Tenders, Wood	369	198	\$11.13	73.7	26%	120.4
47-2111	Electricians	272	192	\$20.50	76.3	21%	110.3
49-9041	Industrial Machinery Mechanics	309	187	\$23.02	86.5	29%	109.8
11-9013	Farmers, Ranchers, & Other Agricultural Managers	422	187	\$24.28	118.2	50%	93.5
47-5071	Roustabouts, Oil & Gas	136	184	\$19.09	100.7	—	123.5
47-1011	First-Line Supervisors of Construction Trades & Extraction Workers	276	181	\$24.85	78.3	28%	106.2
49-3023	Automotive Service Technicians & Mechanics	341	167	\$16.85	83.9	17%	105.9

Source: Emsi 2021.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed.
 Note: includes only occupations with greater than 100 jobs in 2020. The automation index captures an occupation’s risk of being affected by automation. An automation index greater than 100 indicates a higher-than-average risk of automation; an automation index less than 100 indicates a lower-than-average risk of automation.

FIGURE 25. LOW-SKILL HIGH-DEMAND OCCUPATIONS, LUFKIN-NACOGDOCHES REGION, 2021-2026 BY OPENINGS

SOC	DESCRIPTION	2020 JOBS	OPENINGS (2021-2026)	REGIONAL MEDIAN HOURLY EARNINGS	REGIONAL MEDIAN/ US MEDIAN EARNINGS	PERCENT WORKERS OVER 55	AUTOMATION INDEX
35-3023	Fast Food & Counter Workers	2,630	2,680	\$9.62	83.9	11%	130.8
31-1128	Home Health & Personal Care Aides	3,010	2,419	\$8.43	64.9	33%	93.6
41-2011	Cashiers	2,180	1,853	\$10.24	85.2	17%	105.5
41-2031	Retail Salespersons	2,189	1,618	\$11.73	90.0	25%	93.4
43-9061	Office Clerks, General	1,879	1,052	\$13.20	77.7	29%	102
35-3031	Waiters & Waitresses	1,036	944	\$10.61	92.9	8%	129.8
37-2011	Janitors & Cleaners, Except Maids & Housekeeping Cleaners	1,249	926	\$11.20	80.2	29%	122.5
43-4051	Customer Service Representatives	1,411	907	\$12.02	69.8	19%	96.4
53-7065	Stockers & Order Fillers	1,141	708	\$11.49	81.9	20%	112.3
53-7062	Laborers & Freight, Stock, & Material Movers, Hand	1,003	680	\$12.11	81.0	19%	117.2
43-6014	Secretaries & Administrative Assistants, Except Legal, Medical, & Executive	1,119	570	\$14.77	79.2	34%	91.4
37-2012	Maids & Housekeeping Cleaners	772	553	\$9.30	74.8	27%	124.5
37-3011	Landscaping & Groundskeeping Workers	749	502	\$12.09	81.3	23%	129.1
39-9011	Childcare Workers	688	492	\$9.18	78.2	20%	88
47-2061	Construction Laborers	691	391	\$13.83	79.4	17%	131.9
35-2021	Food Preparation Workers	470	367	\$9.57	76.4	17%	129.1
45-2092	Farmworkers & Laborers, Crop, Nursery, & Greenhouse	433	338	\$11.74	85.2	24%	113
53-7064	Packers & Packagers, Hand	507	312	\$11.07	82.1	22%	123.1
43-4171	Receptionists & Information Clerks	398	250	\$13.02	87.1	25%	94.2
43-3071	Tellers	379	242	\$13.17	84.0	25%	102.3
51-3023	Slaughterers & Meat Packers	453	236	\$11.71	79.3	22%	129.7
53-3033	Light Truck Drivers	359	232	\$11.69	65.8	28%	112.9
45-2093	Farmworkers, Farm, Ranch, & Aquacultural Animals	305	227	\$14.74	106.7	23%	107.3
35-2012	Cooks, Institution & Cafeteria	342	222	\$9.83	71.4	24%	108.3
39-3091	Amusement & Recreation Attendants	156	196	\$8.41	70.6	20%	108.1

Source: Emsi 2021.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed.
 Note: includes only occupations with greater than 100 jobs in 2020. The automation index captures an occupation’s risk of being affected by automation. An automation index greater than 100 indicates a higher-than-average risk of automation; an automation index less than 100 indicates a lower-than-average risk of automation.

FIGURE 26. COMPARATIVE JOBS BY WAGE LEVEL, 2021

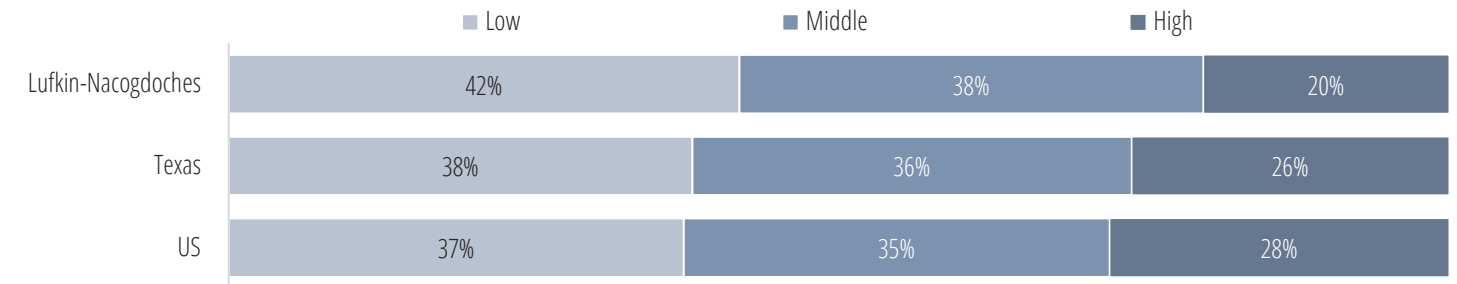


FIGURE 27. JOBS BY WAGE LEVEL, LUFKIN-NACOGDOCHES REGION, 2008-2026

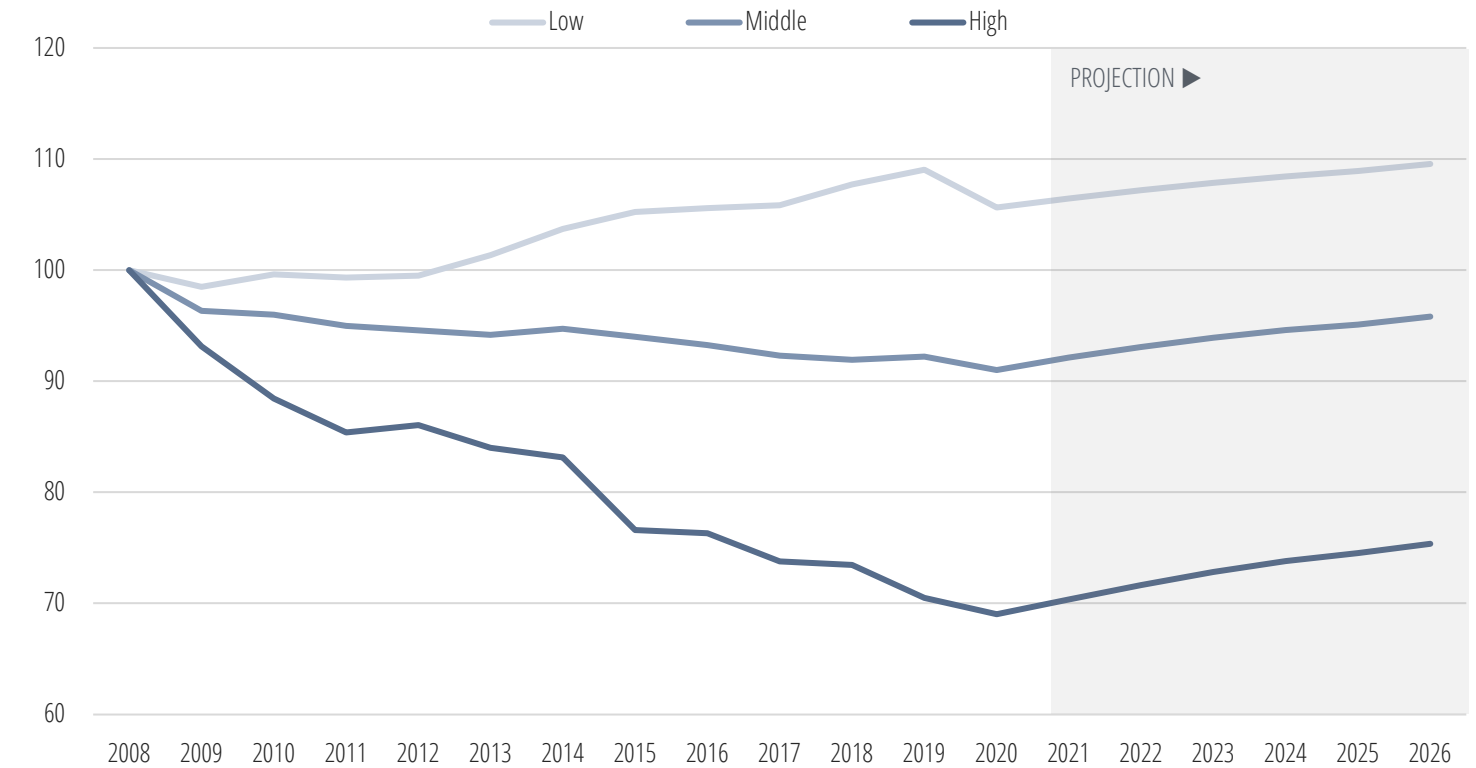


FIGURE 28. HIGH-WAGE HIGH-DEMAND OCCUPATIONS, LUFKIN-NACOGDOCHES REGION, 2021-2026 BY OPENINGS

SOC	DESCRIPTION	2020 JOBS	OPENINGS (2021-2026)	REGIONAL MEDIAN HOURLY EARNINGS	REGIONAL MEDIAN/ US MEDIAN EARNINGS	PERCENT WORKERS OVER 55	AUTOMATION INDEX
11-3031	Financial Managers	102	181	\$46.05	71.9	29%	85.8
13-1111	Management Analysts	75	117	\$38.45	91.0	46%	91.1
11-2021	Marketing Managers	67	153	\$66.23	99.7	—	76.7
23-1011	Lawyers	48	158	\$44.59	75.6	38%	81.1
29-1051	Pharmacists	24	103	\$69.14	111.8	—	89.1

Source (All): Emsi 2021.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed.
 Notes: Low-wage jobs are those that have average hourly earnings less than \$15.00. Middle-wage jobs have average hourly earnings between \$15.00 and \$45.00. High-wage jobs have average hourly earnings more than \$45.00. Figure 28 includes only occupations with greater than 100 jobs in 2020. The automation index captures an occupation’s risk of being affected by automation. An automation index greater than 100 indicates a higher-than-average risk of automation; an automation index less than 100 indicates a lower-than-average risk of automation.

FIGURE 29. MIDDLE-WAGE HIGH-DEMAND OCCUPATIONS, LUFKIN-NACOGDOCHES REGION, 2021-2026 BY OPENINGS

SOC	DESCRIPTION	2020 JOBS	OPENINGS (2021-2026)	REGIONAL MEDIAN HOURLY EARNINGS	REGIONAL MEDIAN/ US MEDIAN EARNINGS	PERCENT WORKERS OVER 55	AUTOMATION INDEX
53-3032	Heavy & Tractor-Trailer Truck Drivers	1,599	959	\$19.65	87.2	32%	110.1
11-1021	General & Operations Managers	1,303	594	\$35.41	71.4	26%	82.2
43-6014	Secretaries & Administrative Assistants, Except Legal, Medical, & Executive	1,119	570	\$14.77	79.2	34%	91.4
41-1011	First-Line Supervisors of Retail Sales Workers	960	510	\$16.29	84.1	21%	87.8
43-3031	Bookkeeping, Accounting, & Auditing Clerks	772	431	\$16.43	80.6	39%	103.6
35-1012	First-Line Supervisors of Food Preparation & Serving Workers	573	425	\$16.60	100.1	15%	107.7
29-1141	Registered Nurses	1,540	405	\$32.93	91.0	25%	85.3
47-2061	Construction Laborers	691	391	\$13.83	79.4	17%	131.9
49-9071	Maintenance & Repair Workers, General	808	390	\$14.97	76.3	32%	109.6
43-1011	First-Line Supervisors of Office & Administrative Support Workers	745	374	\$22.64	80.7	27%	91.8
25-2021	Elementary School Teachers, Except Special Education	987	348	\$23.79	81.3	20%	82.3
25-1099	Postsecondary Teachers	734	347	\$32.73	88.8	29%	86.6
33-3012	Correctional Officers & Jailers	825	336	\$18.90	82.9	14%	90.5
29-2061	Licensed Practical & Licensed Vocational Nurses	811	290	\$21.46	91.6	24%	84.8
45-4022	Logging Equipment Operators	340	260	\$21.19	108.9	29%	108.3
51-1011	First-Line Supervisors of Production & Operating Workers	510	234	\$26.93	89.5	29%	88.6
41-4012	Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	439	233	\$23.29	78.7	33%	91.5
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47-5071	Roustabouts, Oil & Gas	136	184	\$19.09	100.7	—	123.5
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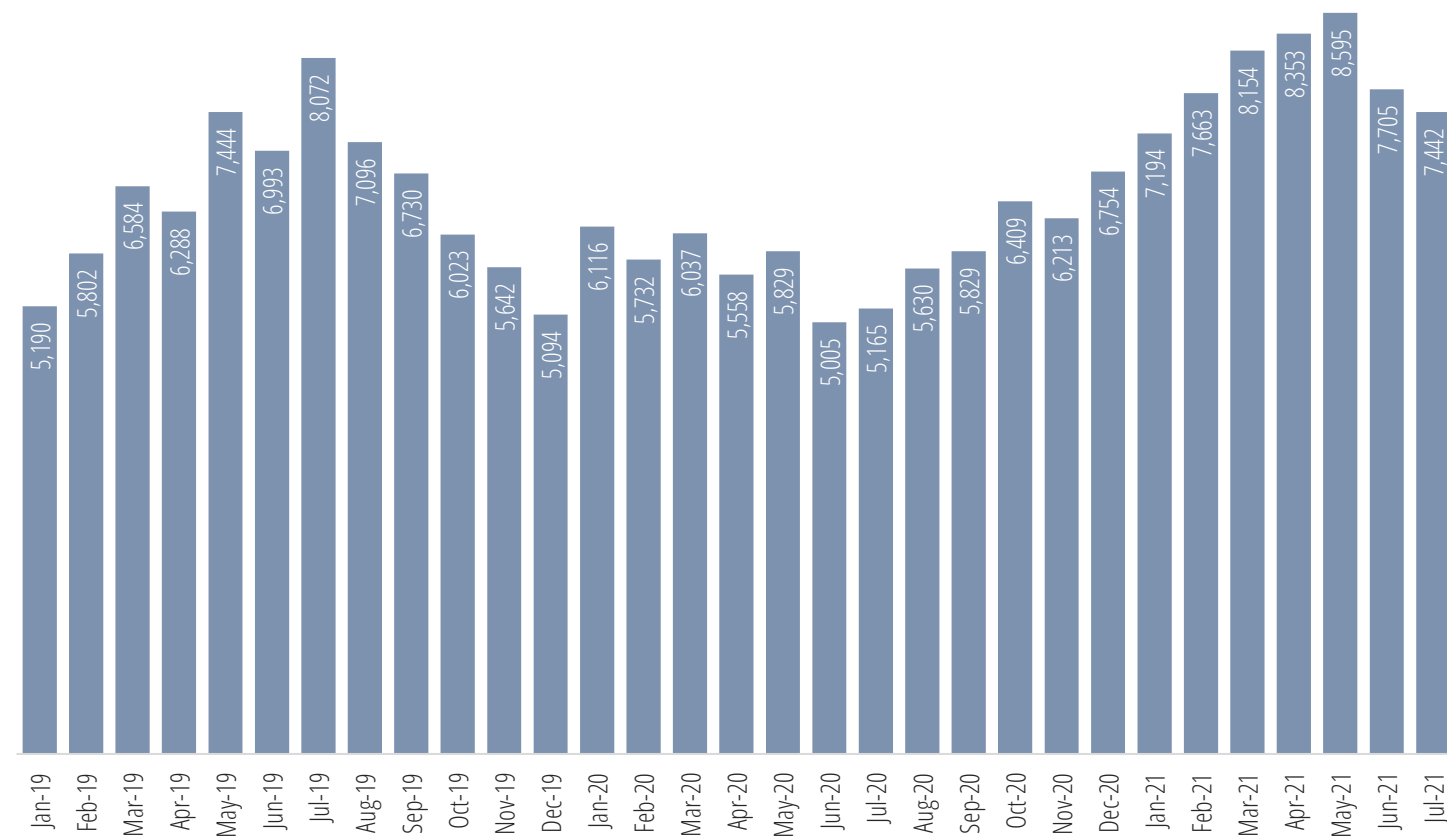
Source: Emsi 2021.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed.
 Note: includes only occupations with greater than 100 jobs in 2020. The automation index captures an occupation’s risk of being affected by automation. An automation index greater than 100 indicates a higher-than-average risk of automation; an automation index less than 100 indicates a lower-than-average risk of automation.

FIGURE 30. LOW-WAGE HIGH-DEMAND OCCUPATIONS, LUFKIN-NACOGDOCHES REGION, 2021-2026 BY OPENINGS

SOC	DESCRIPTION	2020 JOBS	OPENINGS (2021-2026)	REGIONAL MEDIAN HOURLY EARNINGS	REGIONAL MEDIAN/ US MEDIAN EARNINGS	PERCENT WORKERS > 55	AUTOMATION INDEX
35-3023	Fast Food & Counter Workers	2,630	2,680	\$9.62	83.9	11%	130.8
31-1128	Home Health & Personal Care Aides	3,010	2,419	\$8.43	64.9	33%	93.6
41-2011	Cashiers	2,180	1,853	\$10.24	85.2	17%	105.5
41-2031	Retail Salespersons	2,189	1,618	\$11.73	90.0	25%	93.4
43-9061	Office Clerks, General	1,879	1,052	\$13.20	77.7	29%	102
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53-7065	Stockers & Order Fillers	1,141	708	\$11.49	81.9	20%	112.3
53-7062	Laborers & Freight, Stock, & Material Movers, Hand	1,003	680	\$12.11	81.0	19%	117.2
35-2014	Cooks, Restaurant	685	554	\$9.94	71.9	14%	125
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39-9011	Childcare Workers	688	492	\$9.18	78.2	20%	88
51-2098	Miscellaneous Assemblers & Fabricators	1,045	474	\$13.81	85.7	25%	112.6
43-6013	Medical Secretaries & Administrative Assistants	791	419	\$12.99	72.3	29%	93.1
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35-2021	Food Preparation Workers	470	367	\$9.57	76.4	17%	129.1
25-3031	Substitute Teachers, Short-Term	635	347	\$9.49	67.1	25%	83.3
45-2092	Farmworkers & Laborers, Crop, Nursery, & Greenhouse	433	338	\$11.74	85.2	24%	113
31-9092	Medical Assistants	588	314	\$13.75	79.8	10%	97.3
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43-4171	Receptionists & Information Clerks	398	250	\$13.02	87.1	25%	94.2
43-3071	Tellers	379	242	\$13.17	84.0	25%	102.3

Source: Emsi 2021.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed.
 Note: includes only occupations with greater than 100 jobs in 2020. The automation index captures an occupation’s risk of being affected by automation. An automation index greater than 100 indicates a higher-than-average risk of automation; an automation index less than 100 indicates a lower-than-average risk of automation.

FIGURE 31. JOB POSTING ACTIVITY, LUFKIN-NACOGDOCHES REGION, JANUARY 2019-JULY 2021
MONTHLY UNIQUE JOB POSTINGS



Source: Emsi 2021.2 Job Posting Analytics.



FIGURE 32. JOB POSTING CHARACTERISTICS, LUFKIN-NACOGDOCHES REGION, JUNE 2020-JUNE 2021

UNIQUE JOB POSTINGS BY COMPANY

COMPANY	POSTINGS
Wal-Mart, Inc.	501
Dollar General Corporation	384
CRST International, Inc.	370
U.S. Xpress, Inc.	284
Paschall Truck Lines, Inc.	281
Stephen F Austin State University	257
Texas Department of State Health Services	248
Tenet Healthcare Corporation	248
Lowe's Companies, Inc.	241
United States Department of the Army	220
Uber Eats	199
COMPASS GROUP PLC	198
Jobot	196
CVS Health Corporation	193
Health	190
The Ohio State University	190
Care.com, Inc.	185
Dollar Tree, Inc.	181
Assurance IQ, LLC	169
C.R. England, Inc.	165

UNIQUE JOB POSTINGS BY INDUSTRY

INDUSTRY	POSTINGS
Retail Trade	4,933
Transportation & Warehousing	4,241
Admin. & Support & Waste Mgmt. & Remediation Services	4,098
Health Care & Social Assistance	3,817
Accommodation & Food Services	2,975
Professional, Scientific, & Technical Services	1,847
Manufacturing	1,470
Finance & Insurance	1,085
Educational Services	1,084
Public Administration	1,040
Other Services (except Public Administration)	683
Construction	668
Wholesale Trade	524
Information	484
Real Estate & Rental & Leasing	302
Agriculture, Forestry, Fishing & Hunting	109
Arts, Entertainment, & Recreation	80
Utilities	45
Mining, Quarrying, & Oil & Gas Extraction	29
Management of Companies & Enterprises	3

UNIQUE JOB POSTINGS BY OCCUPATION

OCCUPATION	POSTINGS
Heavy & Tractor-Trailer Truck Drivers	4,597
Registered Nurses	2,794
Customer Service Representatives	1,721
Retail Salespersons	1,136
First-Line Supervisors of Retail Sales Workers	1,105
Fast Food & Counter Workers	903
Stockers & Order Fillers	819
Home Health & Personal Care Aides	615
First-Line Supervisors of Food Preparation & Serving Workers	607
Cashiers	547
Light Truck Drivers	508
Cooks, Restaurant	474
Insurance Sales Agents	464
Computer User Support Specialists	423
Merchandise Displayers & Window Trimmers	391
Maintenance & Repair Workers, General	371
Secretaries & Admin. Assistants, Except Legal, Medical, & Executive	364
Licensed Practical & Licensed Vocational Nurses	338
First-Line Supervisors of Office & Admin. Support Workers	320
Maids & Housekeeping Cleaners	309



Source: (All) Emsi 2021.2 Job Posting Analytics.



LUFKIN-NACOGDOCHES REGION EDUCATION AND TRAINING INFRASTRUCTURE

Image by Jay Brittain

SUMMARY OF FINDINGS

- There are more than 20 school districts in the 6-county Lufkin-Nacogdoches region. These school districts graduate about 2,400 students each year. Of the students that can be tracked (e.g. they are enrolled in a Texas public college or university and/or working in Texas), 68 percent of these students are employed in Texas in the fall semester after their graduation. Of these students who are employed after graduation, about 60 percent work in retail or accommodations and food services. Sixty-one percent of these graduates enroll in a Texas public college or university. The top institutions that these students enroll in are Angelina College and Stephen F. Austin.
- The region has two public higher education institutions and one other private institution. Over the last three years, these institutions have conferred an average of 3,850 degrees annually. Three-fourths of these degrees are earned at Stephen F. Austin and 78 percent of these degrees are bachelor's degrees.
- Comparing the number of annual openings of entry-level occupations that require postsecondary education to the number of degrees or completions

in related fields can be an indicator of the alignment of the regional talent pipeline with regional jobs. The inclusion of Stephen F. Austin in the total number of completions shows that there are plenty of graduates from regional institutions to fill available positions. However, Stephen F. Austin attracts students from across Texas, many of whom will move out of the area upon graduation. Without Stephen F. Austin, the regional talent pipeline may have significant shortages related to health science; education; and business and an oversupply in manufacturing. Note that the annual openings of transportation, distribution, & logistics includes truck drivers, which requires a commercial drivers license. These can be acquired through a postsecondary degree program or nondegree program. Likewise, human services includes hairdressers, which can acquire needed certification through a degree or a nondegree program. Thus, these completions in these two areas are likely understated as nondegree completions are not included in these totals.



DATA ANALYSIS

FIGURE 33. ENROLLMENT AND EMPLOYMENT OUTCOMES BY SCHOOL DISTRICT, 2017-2018
NUMBER OF HIGH SCHOOL GRADUATES

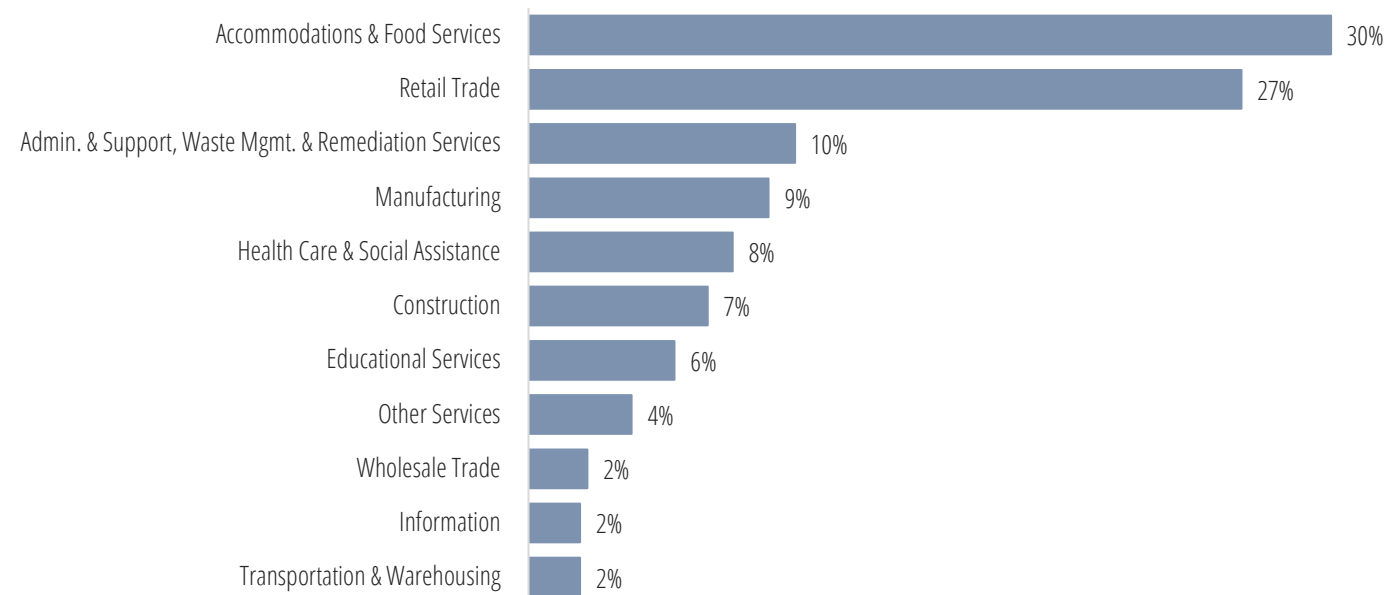
SCHOOL DISTRICT	TOTAL	ENROLLED IN COLLEGE ONLY	EMPLOYED ONLY	EMPLOYED & ENROLLED	ALL ENROLLED IN COLLEGE	ALL EMPLOYED	NOT LOCATED*
Lufkin	512	119	125	132	251	257	136
Nacogdoches	415	77	134	59	136	193	145
Hudson	204	52	52	57	109	109	43
Center	194	57	50	30	87	80	57
Huntington	147	28	49	22	50	71	48
Diboll	126	17	38	39	56	77	32
Central	111	20	30	24	44	54	37
Central Heights	88	29	18	16	45	34	25
West Sabine	61	11	19	17	28	36	14
Hemphill	59	7	16	10	17	26	26
Shelbyville	53	17	12	13	30	25	11
Garrison	50	14	19	9	23	28	8
Tenaha	49	12	13	11	23	24	13
Joaquin	47	16	11	4	20	15	16
Pineywoods Community Academy	45	13	14	8	21	22	10
San Augustine	42	15	11	5	20	16	11
Woden	38	10	14	9	19	23	5
Timpson	38	13	11	4	17	15	10
Cushing	36	9	9	5	14	14	13
Douglass	36	9	12	6	15	18	9
Zavalla	27	3	13	4	7	17	7
Chireno	20	9	3	4	13	7	11

*Not Located - High school graduates not found either as college enrolled (in a Texas public college or university in the fall semester following graduation) or employed (not found in the 4th quarter of Texas employment data as reported by the Texas Workforce Commission). Source: TPEIR, a joint effort of the Texas Education Agency and Texas Higher Education Coordinating Board.

FIGURE 34. TOP TEXAS PUBLIC COLLEGES & UNIVERSITIES, 2017-2018*
BY FALL COLLEGE ENROLLMENT OF DISTRICT HIGH SCHOOL GRADUATES,

SCHOOL DISTRICT	ANGELINA COLLEGE	STEPHEN F. AUSTIN STATE UNIV.	PANOLA COLLEGE	TEXAS A&M UNIV.	SAM HOUSTON STATE UNIV.	BLINN COLLEGE	UNIV. OF TEXAS AT AUSTIN	UNIV. OF TEXAS AT TYLER
Lufkin	131	31	—	10	7	12	9	—
Nacogdoches	40	38	—	6	—	8	5	—
Hudson	43	10	—	8	—	11	—	11
Center	5	13	44	—	—	—	—	—
Diboll	39	—	—	—	—	—	—	—
Huntington	24	9	—	6	—	—	—	—
Central	31	5	—	—	—	—	—	—
Central Heights	7	15	—	9	—	—	—	—
Shelbyville	—	—	15	6	—	—	—	—
West Sabine	16	5	—	—	—	—	—	—
Tenaha	—	—	17	—	—	—	—	—
Pineywoods	9	5	—	—	—	—	—	—
Woden	9	5	—	—	—	—	—	—
Garrison	—	7	6	—	—	—	—	—
Douglass	—	10	—	—	—	—	—	—
Cusing	—	6	—	—	—	—	—	—
Hemphill	6	—	—	—	—	—	—	—

FIGURE 35. TOP INDUSTRIES WHERE HIGH SCHOOL GRADUATES ARE EMPLOYED, 2017-2018
AVERAGE OF PERCENT OF TOTAL EMPLOYED,



* Institutions with 10 or more students.
Source: (Both) TPEIR, a joint effort of the Texas Education Agency and Texas Higher Education Coordinating Board.
Note: (Figure 35) Includes all employed students – those employed only and employed/enrolled. Number of students employed is only provided for those industries where five or more are employed.

FIGURE 36. HIGHER EDUCATION INSTITUTIONS, LUFKIN-NACOGDOCHES REGION, 2018-2020
COMPLETIONS

INSTITUTION	CITY	COMPLETIONS		
		2018	2019	2020
Stephen F Austin State University	Nacogdoches	2,848	2,848	2,873
Angelina College	Lufkin	1,163	826	860
Academy of Hair Design-Lufkin	Lufkin	46	46	40
TOTAL		4,057	3,720	3,773

FIGURE 37. COMPLETIONS BY AWARD LEVEL, LUFKIN-NACOGDOCHES REGION, 2020

INSTITUTION	STEPHEN F. AUSTIN STATE UNIV.	ANGELINA COLLEGE	ACADEMY OF HAIR DESIGN-LUFKIN
Certificates of less than 12 weeks	—	3	—
Certificates of at least 12 weeks but less than 1 year	—	87	3
Certificates of at least 1 but less than 2 years	—	337	37
Associate's degree	—	433	—
Bachelor's degree	2,239	—	—
Master's degree	627	—	—
Doctor's degree - research/scholarship	7	—	—
TOTAL	2,873	860	40

FIGURE 38. ALIGNMENT OF FIELDS OF STUDY AND JOBS, 2020
BY CAREER CLUSTER

CAREER CLUSTER	ANNUAL OPENINGS	TOTAL COMPLETIONS	ANGELINA ONLY
Health Science	450	560	219
Education & Training	449	1034	400
Transportation, Distribution & Logistics	238	8	8
Business, Marketing, & Finance	188	548	74
Human Services	148	275	26
Information Technology	48	49	5
Science, Technology, Engineering & Mathematics	44	538	9
Law and Public Service	35	101	22
Arts, Audio/Video Technology & Communications	30	349	19
Architecture & Construction	21	15	0
Manufacturing	16	78	78
Agriculture, Food & Natural Resources	11	140	0
Hospitality & Tourism	0	38	0

Source: (All) Emsi 2021.2 – QCEW Employees, Non-QCEW Employees, and Self-Employed and National Center for Education Statistics, Integrated Postsecondary Education Data System.
Notes: (All) Includes only for-credit degree or other recognized postsecondary credentials that are eligible for Federal financial aid. (Figure 38) Annual openings include only entry-level occupations that require a degree program. Completions include only for-credit degree or other recognized postsecondary credentials that are eligible for Federal financial aid.

FIGURE 39. COMPLETIONS BY FIELD OF STUDY, ANGELINA COLLEGE, 2020

CIP CODE	DESCRIPTION	ASSOCIATE'S DEGREE	CERTIFICATES OF AT LEAST 1 YR. BUT LESS THAN 2 YRS.	CERTIFICATES OF AT LEAST 12 WKS. BUT LESS THAN 1 YR.	CERTIFICATES OF LESS THAN 12 WKS.
24.0101	Liberal Arts & Sciences/Liberal Studies	—	182	—	—
24.0102	General Studies	141	—	—	—
51.3901	Licensed Practical/Vocational Nurse Training	—	76	—	—
51.3801	Registered Nursing/Registered Nurse	64	—	—	—
19.0706	Child Development	18	25	3	—
52.0201	Business Administration & Management, General	42	2	—	—
15.0403	Electromechanical/Electromechanical Engineering Tech./Technician	4	1	38	—
48.0508	Welding Technology/Welder	4	8	8	—
51.0911	Radiologic Technology/Science - Radiographer	20	—	—	—
13.1206	Teacher Education, Multiple Levels	19	—	—	—
44.0000	Human Services, General	7	3	9	—
43.0104	Criminal Justice/Safety Studies	13	0	3	—
50.0401	Design & Visual Communications, General	5	—	6	3
51.0805	Pharmacy Technician/Assistant	—	14	—	—
51.0909	Surgical Technology/Technologist	14	0	—	—
51.0904	Emergency Medical Technology/Technician (EMT Paramedic)	6	7	—	—
52.1501	Real Estate	—	0	13	—
31.0501	Sports, Kinesiology, & Physical Education/Fitness, General	12	—	—	—
51.0908	Respiratory Care Therapy/Therapist	10	—	—	—
52.0101	Business/Commerce, General	8	2	—	—
15.1301	Drafting & Design Technology/Technician, General	7	—	2	—
30.0101	Biological & Physical Sciences	9	—	—	—
51.0910	Diagnostic Med. Sonography/Sonographer & Ultrasound Technician	8	—	—	—
19.0708	Child Care & Support Services Management	—	7	—	—
47.0604	Automobile/Automotive Mechanics Technology/Technician	—	7	—	—
52.0401	Administrative Assistant & Secretarial Science, General	5	2	—	—
22.0302	Legal Assistant/Paralegal	6	—	—	—
11.0101	Computer & Information Sciences, General	4	0	1	—
15.0303	Electrical, Electronic, & Communications Engineering Tech./Technician	1	—	3	—
48.0501	Machine Tool Technology/Machinist	2	0	—	—
50.0901	Music, General	2	—	—	—
09.0101	Speech Communication & Rhetoric	1	—	—	—
10.0203	Recording Arts Technology/Technician	0	—	1	—
47.0605	Diesel Mechanics Technology/Technician	—	1	—	—
50.0701	Art/Art Studies, General	1	—	—	—

Source: National Center for Education Statistics, Integrated Postsecondary Education Data System.
 Note: Includes only for-credit degree or other recognized postsecondary credentials that are eligible for federal financial aid.

FIGURE 40. COMPLETIONS BY FIELD OF STUDY, STEPHEN F. AUSTIN STATE UNIVERSITY, 2020

CIP CODE	DESCRIPTION	BACHELOR'S DEGREE	DOCTOR'S DEGREE-RESEARCH/SCHOLARSHIP	MASTER'S DEGREE	GRAND TOTAL
30.9999	Multi-/Interdisciplinary Studies, Other	291	—	7	298
13.0401	Educational Leadership & Administration, General	—	4	174	178
31.0505	Exercise Science & Kinesiology	146	—	16	162
52.0301	Accounting	85	—	58	143
19.0101	Family & Consumer Sciences/Human Sciences, General	102	—	24	126
44.0701	Social Work	72	—	53	125
51.3801	Registered Nursing/Registered Nurse	119	—	—	119
50.0901	Music, General	83	—	23	106
42.0101	Psychology, General	97	—	5	102
52.0101	Business/Commerce, General	91	—	—	91
52.0201	Business Administration & Management, General	56	—	19	75
09.0102	Mass Communication/Media Studies	59	—	14	73
26.0101	Biology/Biological Sciences, General	64	—	4	68
52.1401	Marketing/Marketing Management, General	66	—	—	66
50.0701	Art/Art Studies, General	58	—	6	64
51.0000	Health Services/Allied Health/Health Sciences, General	59	—	—	59
52.0801	Finance, General	59	—	—	59
51.0201	Communication Sciences & Disorders, General	54	—	—	54
54.0101	History, General	34	—	6	40
52.0901	Hospitality Administration/Management, General	34	—	—	34
13.1001	Special Education & Teaching, General	—	—	33	33
50.0501	Drama & Dramatics/Theatre Arts, General	32	—	—	32
13.1202	Elementary Education & Teaching	—	—	31	31
43.0104	Criminal Justice/Safety Studies	31	—	—	31
03.0501	Forestry, General	26	0	3	29
51.2314	Rehabilitation Science	27	—	—	27
23.0101	English Language & Literature, General	23	—	3	26
11.0101	Computer & Information Sciences, General	23	—	—	23
13.1210	Early Childhood Education & Teaching	—	—	23	23
51.0203	Speech-Language Pathology/Pathologist	—	—	23	23
03.0601	Wildlife, Fish & Wildlands Science & Management	22	—	—	22
45.1001	Political Science & Government, General	22	—	—	22
01.0901	Animal Sciences, General	21	—	—	21
11.0103	Information Technology	21	—	—	21
40.0601	Geology/Earth Science, General	16	—	5	21

Continued, next page.

FIGURE 40. COMPLETIONS BY FIELD OF STUDY, STEPHEN F. AUSTIN STATE UNIVERSITY, 2020-CONTINUED

CIP CODE	DESCRIPTION	BACHELOR'S DEGREE	DOCTOR'S DEGREE-RESEARCH/SCHOLARSHIP	MASTER'S DEGREE	GRAND TOTAL
03.0104	Environmental Science	14	—	4	18
14.1201	Engineering Physics/Applied Physics	18	—	—	18
23.1302	Creative Writing	17	—	—	17
43.0107	Criminal Justice/Police Science	17	—	—	17
50.0301	Dance, General	16	—	—	16
01.0301	Agricultural Production Operations, General	15	—	—	15
13.0101	Education, General	—	—	15	15
19.0501	Foods, Nutrition, & Wellness Studies, General	15	—	—	15
27.0101	Mathematics, General	15	—	—	15
51.0913	Athletic Training/Trainer	—	—	15	15
01.0000	Agriculture, General	12	—	2	14
40.0501	Chemistry, General	14	—	—	14
45.1101	Sociology, General	14	—	—	14
50.0408	Interior Design	14	—	—	14
52.1001	Human Resources Management/Personnel Admin., General	14	—	—	14
16.0101	Foreign Languages & Literatures, General	13	—	—	13
30.0000	Multi-/Interdisciplinary Studies, General	13	—	—	13
51.1508	Mental Health Counseling/Counselor	—	—	13	13
52.0601	Business/Managerial Economics	12	—	—	12
52.1101	International Business/Trade/Commerce	12	—	—	12
01.0102	Agribusiness/Agricultural Business Operations	10	—	—	10
09.0101	Speech Communication & Rhetoric	10	—	—	10
51.3805	Family Practice Nurse/Nursing	—	—	10	10
19.0203	Consumer Merchandising/Retailing Management	9	—	—	9
42.2805	School Psychology	—	3	6	9
51.3101	Dietetics/Dietitian	9	—	—	9
52.0501	Business/Corporate Communications, General	9	—	—	9
13.1102	College Student Counseling & Personnel Services	—	—	8	8
44.0401	Public Administration	2	—	6	8
51.0202	Audiology/Audiologist	8	—	—	8
45.0701	Geography	7	—	—	7
30.0101	Biological & Physical Sciences	—	—	6	6
01.1103	Horticultural Science	5	—	—	5
45.0702	Geographic Information Science & Cartography	5	—	—	5
27.0503	Mathematics & Statistics	—	—	4	4

Continued, next page.

FIGURE 40. COMPLETIONS BY FIELD OF STUDY, STEPHEN F. AUSTIN STATE UNIVERSITY, 2020-CONTINUED

CIP CODE	DESCRIPTION	BACHELOR'S DEGREE	DOCTOR'S DEGREE-RESEARCH/SCHOLARSHIP	MASTER'S DEGREE	GRAND TOTAL
31.0301	Parks, Recreation, & Leisure Facilities Management, General	—	—	4	4
01.0201	Agricultural Mechanization, General	3	—	—	3
26.0202	Biochemistry	3	—	—	3
40.0801	Physics, General	3	—	—	3
52.1902	Fashion Merchandising	3	—	—	3
03.0506	Forest Management/Forest Resources Management	2	—	—	2
09.0907	International & Intercultural Communication	2	—	—	2
24.0101	Liberal Arts & Sciences/Liberal Studies	2	—	—	2
26.1201	Biotechnology	—	—	2	2
38.0101	Philosophy	2	—	—	2
52.0803	Banking & Financial Support Services	2	—	—	2
01.0907	Poultry Science	1	—	—	1
13.1311	Mathematics Teacher Education	—	—	1	1
16.0908	Hispanic & Latin American Languages, Lit., & Linguistics, General	—	—	1	1
22.0302	Legal Assistant/Paralegal	1	—	—	1
45.0601	Economics, General	1	—	—	1
50.0703	Art History, Criticism & Conservation	1	—	—	1
52.2001	Construction Management, General	1	—	—	1

Source: National Center for Education Statistics, Integrated Postsecondary Education Data System. Includes only for-credit degree or other recognized postsecondary credentials that are eligible for Federal financial aid.

Note: Includes only for-credit degree or other recognized postsecondary credentials that are eligible for federal financial aid. Conclusion



Sample

CONCLUSION

Image by Jay Brittain

KEY CONCEPTS

Career Clusters

Groups of related types of work and occupations.

Completions

Measurements of the number of students who completed an academic or occupational instructional program. Completions include programs offered for credit at postsecondary institutions—degrees, certificates, and other such formal awards.

Fields of Study

Standardized categories of instructional programs. Fields of Study are classified using the Classification of Instruction Programs (CIP) taxonomy to facilitate the collecting, reporting, and analyzing of program data.

Industry Sectors

Groups of companies or economic units that share production processes. Industries are classified using the North American Industry Classification System (NAICS).

Occupational Demands

Measurements of the number of openings in a specified time period.

Occupations

Groups of jobs that require similar knowledge, skills, and abilities to perform a variety of activities and tasks. Occupations are classified using the Standard Occupational Classification (SOC) taxonomy.

Openings

Numbers of new and replacement jobs. New jobs are positions that did not exist in the prior time period; replacement jobs are positions that were vacated by a worker who changed occupations.

Traded Sectors

Sectors in which companies sell products or services across regions and/or countries outside of their local area.

Primary Jobs

Jobs that infuse new dollars into the economy within industries that are traded or export-oriented. Examples include agriculture, mining, oil, & gas, and manufacturing.



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