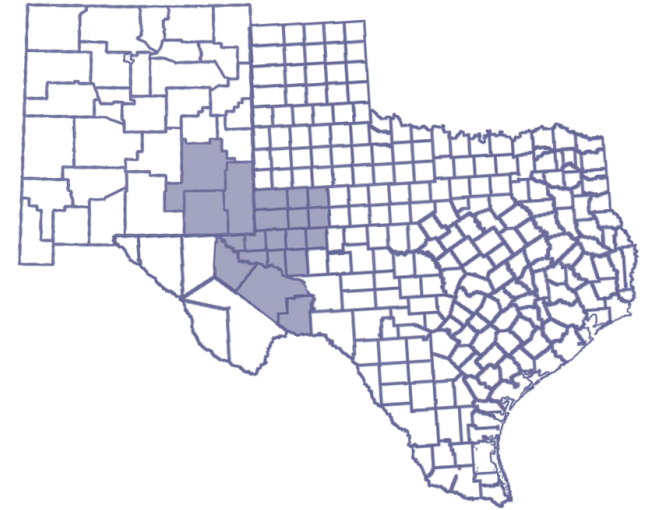




Power in Partnership

Tracee Bentley

Permian Strategic Partnership President and CEO



Demand for Workers in the Permian Basin

- **The Permian Basin is expected to see substantial economic growth** (though starting from a somewhat reduced level due to the effects of the pandemic)
- It is projected that the total need for workers (due to economic growth and replacement needs) in the Permian Basin Region will be approximately:
 - 98,300 between 2020 and 2030
 - 106,900 for 2030-40
 - 114,700 over the 2040-50 decade
- These rapidly growing occupations support the area's energy sector
 - Truck drivers
 - General and operation managers
 - Software developers
 - Accountants and auditors



The Importance of the Permian Basin to the US, Texas, and New Mexico Economies

- The Perryman Group estimated total annual economic benefits* of the oil and gas activity in the Permian Basin. Below are the findings:

For Texas:

- **+\$129.2 billion per year in TX GDP**
- **7.8% of private-sector GDP**
- **+508,000 TX Jobs**
- **+\$11.8 billion in 2021 TX Tax Collections**
- **+\$979 million in royalty income to the Texas Permanent University Fund**

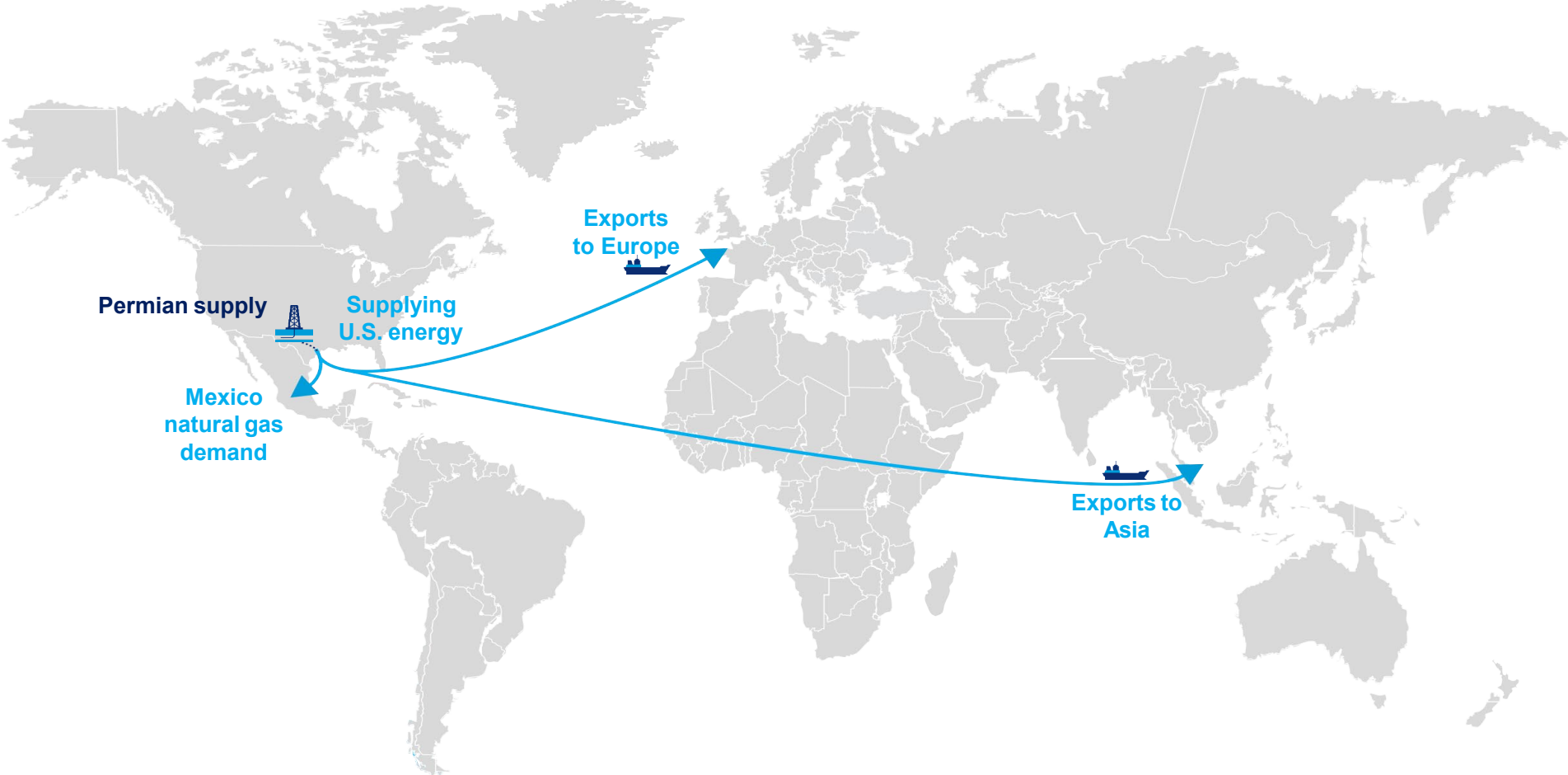
Per-Capita Basis:

- **+\$15,914 spending per resident**
- **+\$4,377 GDP per resident**
- **+\$1,199 income per resident**

For the United States:

- **+\$153.2 billion per year in US GDP**
- **+673,900 US Jobs**
- **+\$24.0 billion in 2021 US Tax Collections**

Permian Basin delivers energy to the world



Source: Chevron.



PSP Overview

Permian Strategic Partnership

The Permian Strategic Partnership is a coalition of 17 leading Permian Basin energy companies who joined together to work in partnership with leaders across the region's communities to address current and future challenges to the responsible development of the vast oil and natural gas resources of the Permian Basin in the states of New Mexico and Texas.

The Permian Strategic Partnership leverages its relationships with like-minded organizations, federal, state, and local leaders, and public partners to achieve more together than we ever could alone. Working in collaboration, we have increased funding for education, invested in career training, expanded healthcare access, improved safety and infrastructure, made housing more affordable for teachers, and expanded broadband access across the Permian Basin.



Fulfilling Our Mission

To strengthen and improve the quality of life for Permian Basin residents by partnering with federal, state, and local leaders to develop and implement strategic plans that foster superior schools, safer roads, quality healthcare, affordable housing, and a trained workforce.



Working Together for a Greater Impact

In its three years, the PSP has directly invested ~\$100 million in Permian Basin projects and contributed to collaborative investments totaling ~\$950 million.

~\$100_{mm} → ~\$950_{mm}

in PSP contributions **in collaborative investments**

Education

\$16,500,000

IDEA Public School Investment

\$4,000,000

Teacher Certification Investment

\$1,000,000

Education Technology Investment

\$7,500,000

Lower-Education STEM

\$750,000

Catalyst Investment

\$1,900,000

UTEACH

\$10,000,000

MC Teacher Excellence & Pre-K Lab

Healthcare

\$5,900,000

Texas Tech Family Medicine Residency

\$2,500,000

Regional Physician Assistant Investment

\$2,300,000

PB Counseling & Guidance

\$4,000,000

Odessa College Nursing Expansion

\$10,700,000

UTPB Nursing and Pre-Med Expansion

\$12,800,000

Texas Tech Surgery & Subspecialty

\$2,400,000

Other Healthcare Related Investments

Workforce

\$10,000,000

Hobbs CTE Program

\$800,000

Permian Basin Community Grants

\$800,000

Permian Basin Catalyst Program

\$2,600,000

Skillpoint Alliance

\$1,300,000

America's Warrior Partnership

Road Safety

\$4,270,000

First Responder Safety Equipment

Housing

\$700,000

Teacher Housing Investment

Initiative Support

\$4,400,000

Data, Research, & Outreach

**A once-in-a-generation
opportunity brought us together
for a common purpose:
to strengthen the communities
where we live and work.**

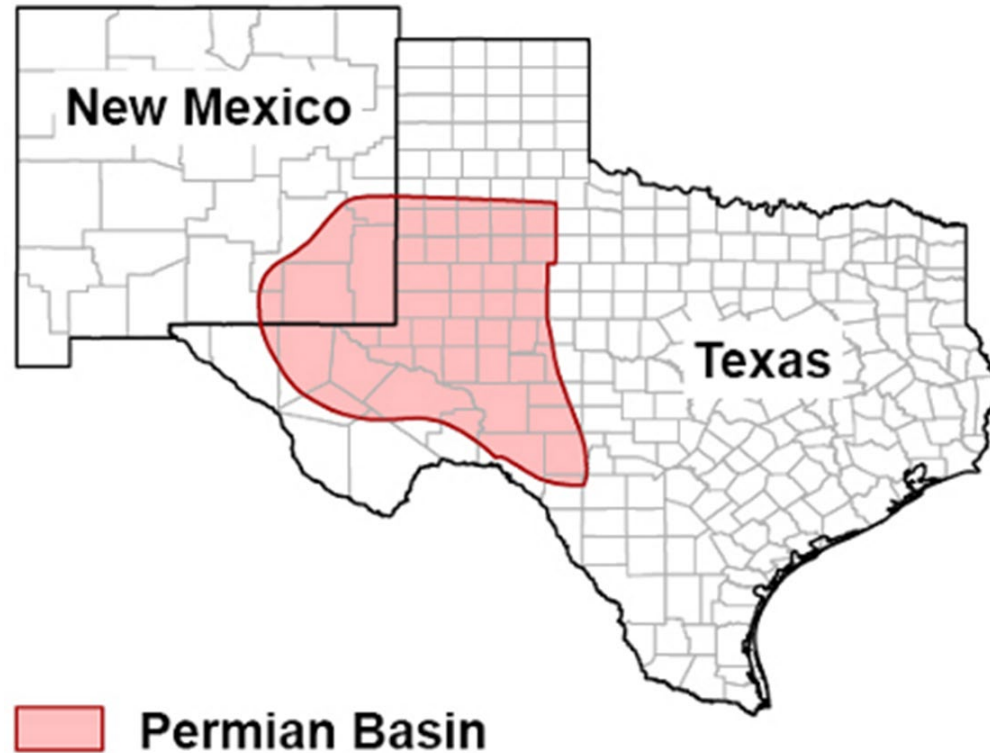


Education and Workforce

Molly Young
PSP Director of Education and Workforce Initiatives

A Regional Perspective

Rural and
far apart,
limited
resources



Since 2010, The Percent of High School Graduates Who Enroll in Texas Public or Independent Higher Education Has Declined By 4.3 Percentage Points

2010-2019 County Comparison: HS Grads Who Enrolled in Texas Public or Independent Higher Ed¹

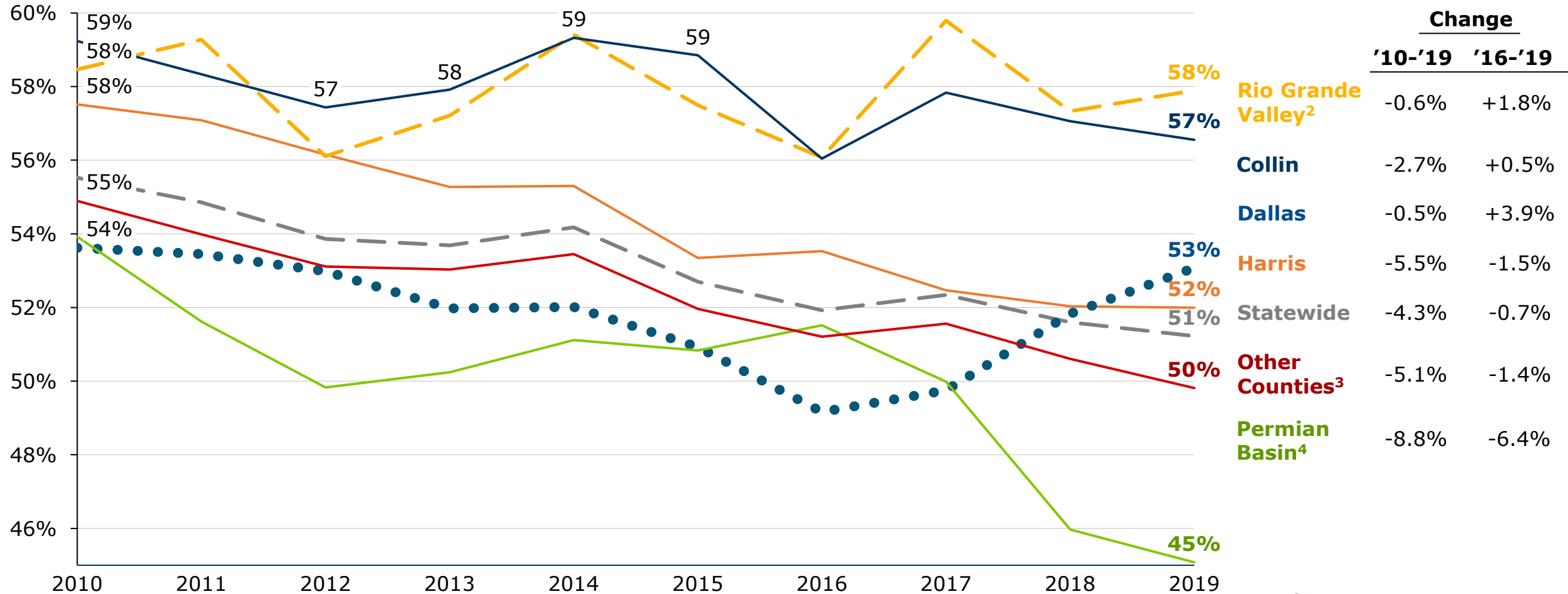
| County | K-12 EcoDis Students, 2019 | HS Grads, 2019 | # of HS Grads Enrolled | | | % HS Grads Enrolled | | |
|----------------------------------|----------------------------|----------------|------------------------|----------------|---------------|---------------------|--------------|--------------|
| | | | 2010 | 2019 | Change | 2010 | 2019 | Change |
| Permian Basin ² | 54% | 4,571 | 2,077 | 1,992 | -85 | 53.9% | 45.1% | -8.8% |
| Tarrant | 60% | 22,183 | 9,689 | 10,710 | 1,021 | 54.8% | 48.3% | -6.6% |
| Harris | 66% | 51,596 | 23,115 | 26,827 | 3,712 | 57.5% | 52.0% | -5.5% |
| Other Counties | 54% | 219,580 | 94,659 | 105,099 | 10,440 | 54.9% | 49.8% | -5.1% |
| Austin – Round Rock ³ | 48% | 21,866 | 8,545 | 11,066 | 2,521 | 55.4% | 50.6% | -4.8% |
| Bexar | 63% | 21,372 | 9,134 | 10,943 | 1,809 | 52.3% | 51.2% | -1.1% |
| Rio Grande Valley ⁴ | 86% | 22,671 | 9,672 | 13,125 | 3,453 | 58.5% | 57.9% | -0.6% |
| Dallas | 72% | 29,827 | 12,300 | 15,831 | 3,531 | 53.6% | 53.1% | -0.5% |
| Statewide | 61% | 352,297 | 147,009 | 170,842 | 23,833 | 55.5% | 51.2% | -4.3% |

Source: THECB Enrolled Fall Following HS Graduation, 2010-2019.

Footnotes: 1) Higher Ed includes Texas public and independent 2- and 4-year institutions. 2) Permian Basin includes Crane, Ector, Howard, Martin, Midland, Pecos, Presidio, Reagan, Reeves, Upton, Ward, and Winkler counties 3) The Austin – Round Rock area includes Travis, Williamson, Hays, Bastrop, and Caldwell counties. 4) The Rio Grande Valley area includes Hidalgo, Cameron, Starr, and Willacy counties.

Regional Standings for Post-Secondary Enrollment: Permian Basin Performing Poorly

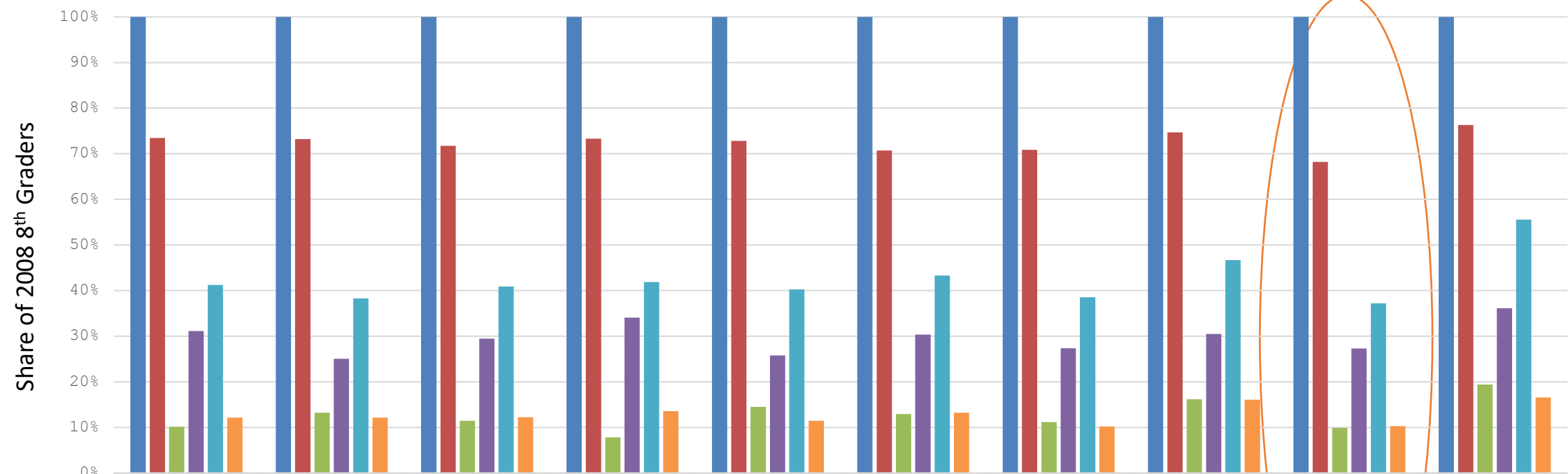
2010-2019 County Comparison: HS Grads Who Enrolled in Texas Public or Independent Higher Ed¹



Source: THECB Enrolled Fall Following HS Graduation, 2010-2019. Footnotes: 1) Higher Ed includes Texas public and independent 2- and 4-year institutions. 2) The Rio Grande Valley area includes Hidalgo, Cameron, Starr, and Willacy counties. 3) In this graph, Other Counties includes Tarrant, the Austin- Round Rock group of counties, and all remaining counties in Texas other than those listed. 4) Permian Basin includes Crane, Ector, Howard, Martin, Midland, Pecos, Presidio, Reagan, Reeves, Upton, Ward, and Winkler counties

Low Income Texas Students Enroll in 2-Year Postsecondary or Certificate Program at Higher Rates than in 4-Year Postsecondary

Education Outcomes for Texas Low Income Students:
2008 8th Grade Cohort Conducted by THECB



| | High Plains | Northwest | Metroplex | Upper East Texas | Southeast Texas | Gulf Coast | Central Texas | South Texas | West Texas | Upper Rio Grande |
|---------------------|-------------|-----------|-----------|------------------|-----------------|------------|---------------|-------------|------------|------------------|
| 8th Gr FY 2008 | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| HS Grad FY 11-13 | 73% | 73% | 72% | 73% | 73% | 71% | 71% | 75% | 68% | 76% |
| Enrolled 4 yr | 10% | 13% | 11% | 8% | 15% | 13% | 11% | 16% | 10% | 19% |
| Enrolled 2 yr | 31% | 25% | 29% | 34% | 26% | 30% | 27% | 30% | 27% | 36% |
| Overall Enrolled PS | 41% | 38% | 41% | 42% | 40% | 43% | 39% | 47% | 37% | 56% |
| PS Cert or Degree | 12% | 12% | 12% | 14% | 11% | 13% | 10% | 16% | 10% | 17% |

8th Gr FY 2008 HS Grad FY 11-13 Enrolled 4 yr Enrolled 2 yr Overall Enrolled PS PS Cert or Degree

10% completion!

Source: These charts derive from data sets prepared by the Texas Higher Education Coordinating Board's 8th Grade Cohort Monitoring Project for 2008 8th Graders tracking postsecondary (certificate, 2-yr, 4-yr) for up to 6 years after high school graduation.

The data tells us two very important things:

- 1) The region must put systems in place to get students to and through post-secondary programs
- 2) Every student should be leaving high school with an industry-recognized credential/certification

We must put innovative practices in place to accomplish our goals for ALL students in the Permian Basin.



Supporting our students and our industry:

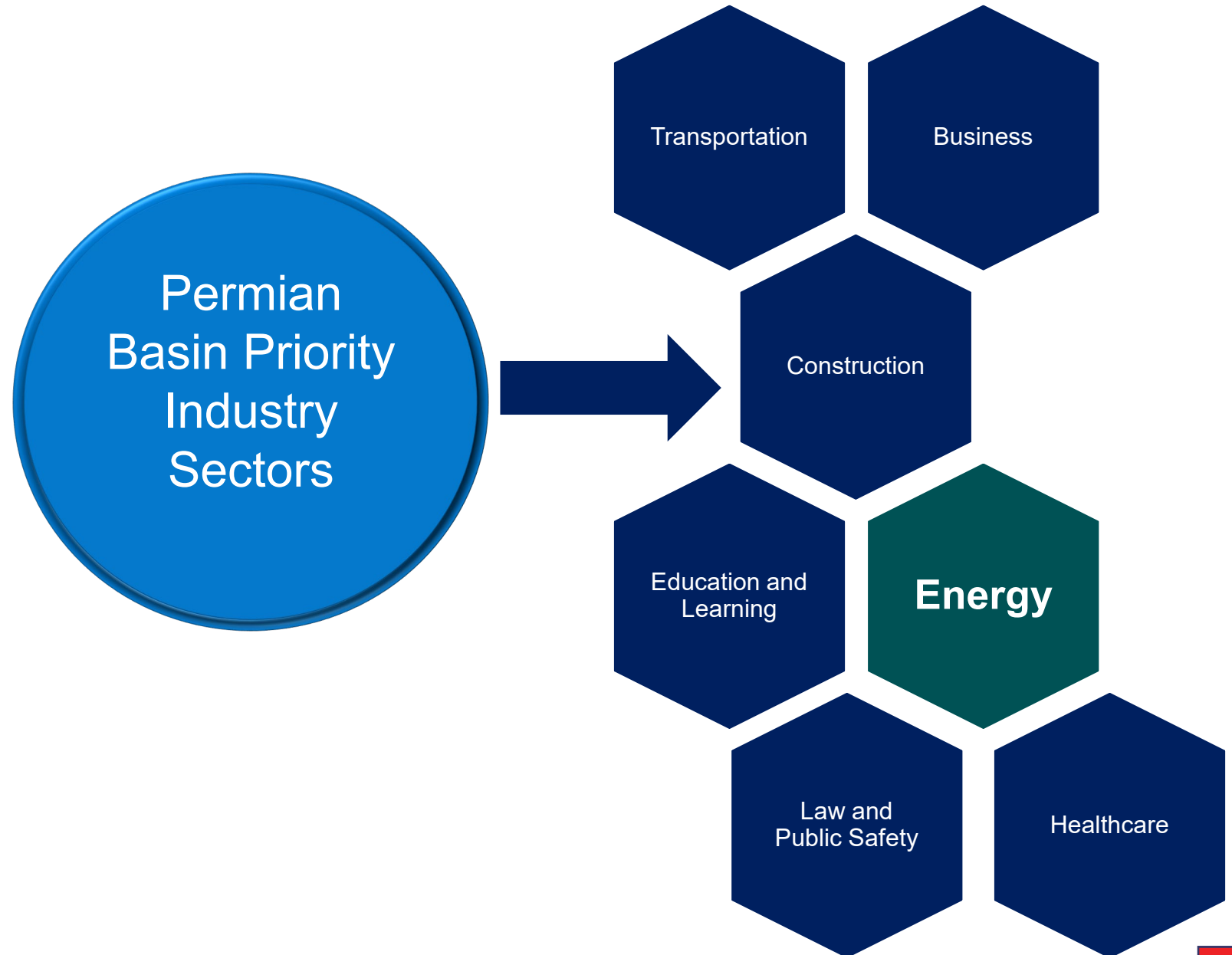
The Energy Education and Workforce Innovation Initiative

Permian Basin Priority Industry Sectors

Based on Demand and Wage Thresholds

PSP worked with the Education Strategy Group to conduct a CTE Landscape Scan that included multiple components:

- 1) Labor Market Analysis using multiple sources and included demand, growth and wage thresholds.
- 2) Research and data gathering to identify what school districts and colleges are offering.
- 3) The creation of a set of recommendations to improve CTE outcomes in the region.



Areas of Opportunity: District Survey Results

The results of the district survey identified three clear areas of focus for districts:

CTE program of
study offerings

Work-based
learning

Identifying and
incentivizing
credentials that
lead to good
jobs/good wages

Starting with the Energy Sector!

Energy Education and Workforce Innovation in the Permian Basin

Opportunity

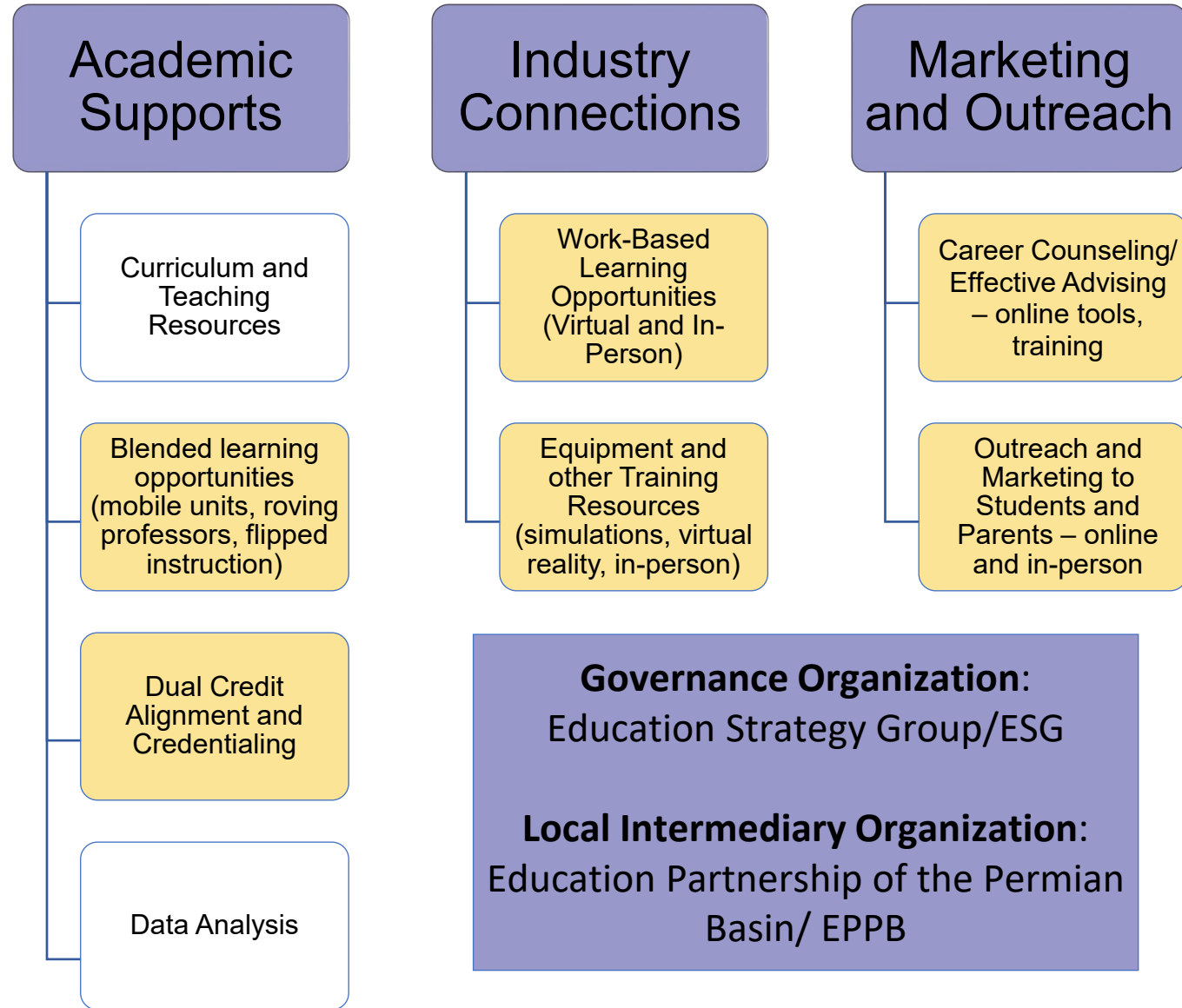
Goal: To create a comprehensive Program of Study for the Energy Industry that links K-12 to Post-Secondary and aligns with industry needs.

The Plan will include the following elements:

- Academic Supports
- Industry Connections
- Marketing and Outreach

This initiative provides the opportunity to:

- Improve student achievement
- Strengthen interest in the Energy Industry
- Build the Workforce Pipeline
- Improve the economic vitality of the Permian Basin





School Districts Leading the Way

Scott Muri

Superintendent of Schools, Ector County ISD

32,000 STUDENTS



4,200
EMPLOYEES



43 SCHOOLS



78% HISPANIC,
15% WHITE, 4%
AFRICAN
AMERICAN, 3%
OTHER



62%
ECONOMICALLY
DISADVANTAGED



JULY 2019

 FOX10 News

Recent report details Alabama's teacher shortage

 WINK News

[Upcoming school year facing significant teacher shortage in Collier County](#)

More than 150 teachers are needed in Collier County and with just over seven weeks until the new school year, the clock is ticking.

 KVUE

Ongoing teacher shortage continues to impact Central Texas schools

Hays CISD is among the school districts experiencing a shortage of teachers. As of this week, it has 64 teacher vacancies.

Teacher shortage looms for ECISD

f

Ruth Campbell, Odessa American, Texas

June 3, 2021 · 6 min read



COMPENSATION

- TEACHER INCENTIVE ALLOTMENT
- RAISING TEACHER SALARIES
- STRATEGIC COMPENSATION



PREPARATION

- TALENT PIPELINES
- EDUCATOR PREPARATION PROGRAM
- NATIONAL BOARD FOR PROFESSIONAL TEACHING STANDARDS



STRATEGIC STAFFING

- OPPORTUNITY CULTURE
- PROJECT RISE

CONNECTIVITY CRISIS

39%

OF ECISD STUDENTS WITHOUT
INTERNET AT HOME

37,126

DEVICES PURCHASED WITH
CARES FUNDS



CONNECTOR

TASKFORCE FORMED



ACADEMIC PERFORMANCE



ECTOR COUNTY ISD VIRTUAL TUTORING MODEL



Professional virtual tutors trained and vetted by provider



Flexibility with embedded tutoring sessions



Tutors use District's curriculum and MAP data



Personalized and data-informed support for student success



One-on-One tutoring:
60 hours/student/year



Outcomes-Based Contracting



Scheduled, structured and well-monitored environment



Partners provide progress monitoring

BLENDED LEARNING



The Importance of Industry Engagement

Aligning industry needs with education outputs

To Learn More...



Questions?

<https://permianpartnership.org>