

Expanding the Pipeline

2025 ANNUAL REPORT

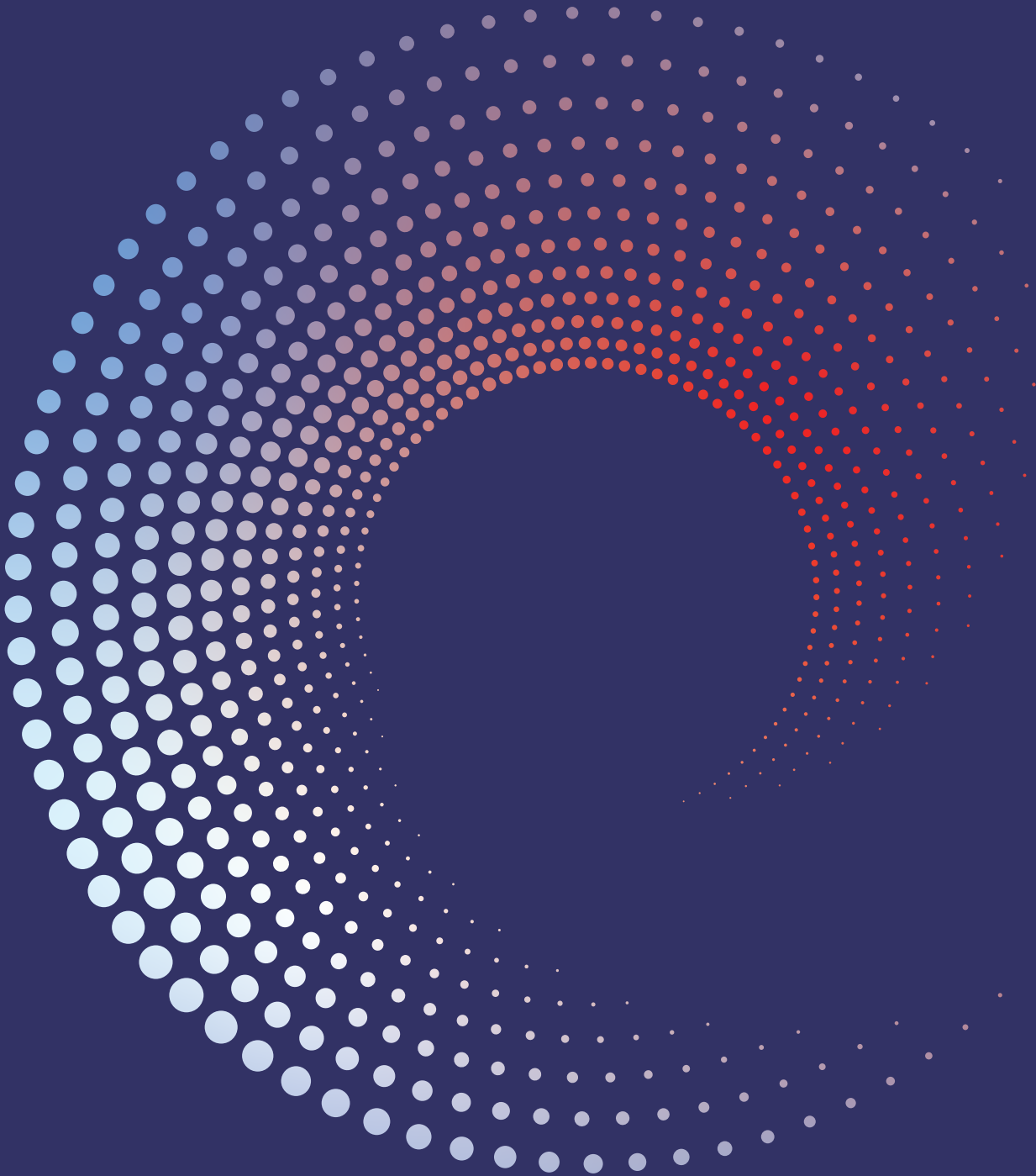


Table of Contents

Letter From Our Chairman	02
Letter From Our President & CEO	03
Our Mission	04
Total Investments	06
Investment in Education	08
Investment in Healthcare	16
Investment in Workforce	26
Investment in Road Safety and Infrastructure	36
About the Permian Strategic Partnership	46

In the **seven years** since the **Permian Strategic Partnership** was formed, our pursuit has been to make a lasting regional impact in public education, access to healthcare, enhanced road safety, and workforce development opportunities—but we haven't done it alone. It is only through strong public-private partnerships with local industry leaders, public school systems, strong communities, state leaders, philanthropic partners, and countless passionate people that we have achieved meaningful results.

Working together with the 27 energy companies and two university systems who make up the PSP, we have assisted in opening 5 new school campuses, expanding 11 healthcare professional training programs, opening 4 new career and technical education centers, and reducing traffic fatalities by over 10 percent—and even more projects are planned for the future. As new schools and healthcare centers open, students graduate from training and residency programs, and roadways become safer, these collective investments will continue to make an impact well into the future.

We realize that our partnership is uncommon. In most cases, industry competitors don't work together to achieve common goals. As the third largest energy play in the world, following Russia and Saudi Arabia, the Permian Basin is essential to national security and energy independence. To protect U.S. interests and ensure the continued prosperity of the region, our continued investment in its infrastructure is critical.

There is power in numbers—and there is also power in people. As you review the results shared in this report, we hope you'll feel inspired to join us, multiplying the impact of our investment.

Letter from the Chairman

The strength of the Permian Basin comes from the people and communities who call West Texas and Southeast New Mexico home, a truth that has held for generations. The Permian Strategic Partnership (PSP) was established with a shared understanding that as the region continues to grow, we all have a responsibility to the generations ahead.

Sec. Don Evans built a strong foundation as our first Chairman. His work with our PSP partners, both public and private, creating an organization that can sustain its important work for West Texas and Southeastern New Mexico communities. I am grateful for his continued leadership as Chairman Emeritus.

Over the past seven years, the PSP and its members have leveraged resources and focused investments to deliver measurable progress. As a longtime Midland resident, I have seen the powerful results of this partnership, and I am motivated by the opportunities ahead.

We remain purposeful in our approach, targeting education, healthcare, road safety, and workforce development. In 2025, the PSP members advanced initiatives that strengthen the region's infrastructure, improve roadway safety, and expand opportunities for both students and workers. Education and workforce readiness remain central to the PSP's mission and to the resilience of the Permian Basin.

The Permian Basin is more than a key region for the nation's energy economy. It's a place where families build their lives, where businesses grow, and where future generations will find opportunity. The PSP is committed to these communities.

As more people live and work in the Permian Basin, our support will remain as steady and focused as it has been for our first seven years. Together with community leaders, educators, and public partners, the PSP will help ensure the Permian Basin remains a place of opportunity for decades to come.



A handwritten signature in black ink that reads "J Harper". The signature is fluid and cursive, with the first letter of each name being capitalized and larger than the others.

Jack Harper
Chairman, Permian Strategic Partnership

Letter from the President & CEO

I am proud to share our 2025 Annual Report with you. Each year offers an opportunity to reflect on the progress our region has made and the work ahead. From the beginning, the Permian Strategic Partnership (PSP) has been guided by a simple but powerful mission: to strengthen the Permian Basin as a place where families can thrive, businesses can grow, and communities can prosper for generations.

The Permian Basin continues to stand at the center of American energy leadership and economic opportunity. The growth and vitality of this region bring both promise and responsibility. At PSP, we believe it is our role, and our shared commitment, to ensure that growth is matched by meaningful investment in the people and infrastructure that support our communities.

Since our founding, PSP members have committed \$214 million in direct investment to the Permian Basin. Working alongside public partners and community stakeholders, these contributions have helped leverage more than \$2.3 billion in additional investment across critical priorities such as public education, healthcare access, workforce development, and road safety. Together, these efforts help strengthen the foundation for long-term prosperity in this region.

In 2025, the PSP continued advancing initiatives designed to support the Permian Basin's rapid growth. This year, we partnered with New Mexico Junior College to expand the Commercial Driver's License program, contributing \$1 million toward improving roadway safety and increasing the number of certified drivers on our roadways. Investments like these are essential as our region grows and traffic volumes increase across the region.

Education and workforce readiness also remain central to PSP's mission. In 2025, the PSP invested \$15 million to support expanding career and technical education opportunities for students at both Artesia Public Schools and Southeast New Mexico College. We were also proud to support future educational leaders across our region enrolling in the Holdsworth Aspiring Principals' Program, designed to strengthen collaboration and develop strong leaders on our school campuses.

Our progress would not be possible without the continued leadership and commitment of our member organizations. Today, the PSP includes 27 member companies and higher education institutions that share a common goal: ensuring the Permian Basin remains one of the best places in the country to live, work, and raise a family.

As the PSP continues into the next chapter of its work, our priorities remain clear. We will continue investing in the infrastructure, education systems, and community resources that allow the people of the Permian Basin to thrive.



A handwritten signature in blue ink that reads "Tracee Bentley".

Tracee Bentley

President & CEO, Permian Strategic Partnership

The Permian Strategic Partnership's mission is 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 public schools, quality healthcare, a trained workforce, and safer roads. The companies and universities involved with the Permian Strategic Partnership bring people, expertise, resources, and leadership to develop solutions in partnership with local leaders and communities.

We strive to make a difference in four key focus areas:

Education

Healthcare

Workforce Development

Road Safety

Our accomplishments in each of these areas are highlighted in this report.



EDUCATION



ROAD SAFETY



HEALTHCARE



WORKFORCE DEVELOPMENT

The Permian Strategic Partnership has directly invested approximately \$213 million in Permian Basin projects that has led to collaborative investments totaling more than

\$2,300,000,000

Working Together for a Greater Impact

Investing in the Permian Basin is the right thing to do for the future of our industry, for the vitality of the region’s communities, and for the country. The members of the Permian Strategic Partnership (PSP) feel a responsibility to give back to this region that has provided jobs, energy security, and economic stability to the U.S.

EDUCATION

\$16.5 million

IDEA Public Schools

\$7.5 million

Cal Ripken STEM Centers

\$5 million

Principal Internship

\$2.5 million

Parental Involvement Advocacy

\$4.9 million

Holdsworth Campus Leadership Program

\$3.9 million

National Teacher Board Certification

\$17 million

Harmony Public Schools in Midland and Odessa

\$2.7 million

Holdsworth Aspiring Principals Program

\$4.5 million

Energy Education and Workforce Curriculum

\$4 million

Education Campaign

\$10 million

Midland College Center for Teaching Excellence and Pre-K Lab School

\$4.3 million

Other Education-Related Investments

WORKFORCE DEVELOPMENT

\$1.3 million

America's Warrior Partnership
Veteran Opportunities

\$1.9 million

UTeach Teacher Recruitment

\$5 million

Artesia Public Schools CTE Center

\$10 million

Ector County Career and Technical
Education (CTE) Center

\$2.6 million

Skillpoint Alliance Job Training

\$10 million

Hobbs Career and Technical Education
(CTE) Center

\$10 million

Southeast New Mexico College Trades x
Technologies Center

000,000

ROAD SAFETY

\$3 million

TxDOT HERO Truck Program

\$4.8 million

Road & Safety Investment

\$3.5 million

Odessa College Truck Driving
Academy Expansion

\$1 million

New Mexico Junior College Commercial
Driver's License Program Expansion

\$1.7 million

New Mexico Regional First Responder
and Fire Trainings

INITIATIVE SUPPORT

\$2.4 million

Data, Research, & Outreach

HEALTHCARE

\$2.5 million

Texas Tech University Health Sciences Center
Physician Assistant (PA) Program

\$12.8 million

Texas Tech University Health Sciences Center
Surgery Residency & Subspecialty Fellowship

\$5.9 million

Texas Tech University Health Sciences Center
Family Medicine Residency &
Mental Health Fellowship

\$10.7 million

University of Texas Permian Basin
Nursing & Pre-Med Expansion

\$4 million

Odessa College Nursing Program Expansion

\$58 thousand

Artesia and Hobbs
Tele-Audiology Programs

\$12.5 million

Permian Basin Behavioral Health Center

\$5 million

University of Texas Permian Basin
Behavioral Health Professionals

\$2.3 million

Permian Basin Counseling & Guidance

\$4.3 million

Texas Tech University Health Sciences
Center Pediatric Residency Program

\$7.7 million

Other Healthcare-Related Investments

INVESTMENT IN  EDUCATION

Supporting Student Success

When it comes to building a stronger Permian Basin, education is the foundational building block. Families relocating to our region seek strong, high-performing public schools. Students need trained educators and dedicated campus leaders to develop the skills needed for lifelong success. And our community needs sustainable career and technical education to train the next generation of workers who will fill vital roles in business, industry, healthcare, education, and all sectors of our economy.

By investing in education today, we are building a stronger future for the Permian Basin tomorrow. The PSP is proud to partner with public schools, communities, and families as we work to build capacity for Permian schools, develop teachers and leaders, and support campuses in reaching rigorous standards of excellence. Across each of our education initiatives, our greatest goal is always to improve student outcomes. We believe every student deserves access to a high-quality school with excellent instruction—and we can only get there through continued investment and partnership.



Our key goals for education are to:

1

INCREASE HIGH-QUALITY SEATS

to benefit Permian Basin public school students

2

DEVELOP TEACHERS AND SCHOOL LEADERS

at campus and district levels to enhance student achievement

3

ENGAGE COMMUNITIES AND FAMILIES

to create a shared vision of academic success



We're working to meet these goals by investing in a number of education initiatives across West Texas and Southeast New Mexico:

\$16.5
MILLION

IDEA SCHOOLS

Expanded IDEA Public Schools in our region to meet the growing demand and need.

\$10
MILLION

MIDLAND COLLEGE CENTER FOR TEACHING EXCELLENCE AND THE PRE-K LAB SCHOOL INITIATIVE

The PSP donated funding for construction and programming at this new facility, which provides professional development for teachers and expands preschool programming.

\$7.5
MILLION

CAL RIPKEN STEM CENTERS

In partnership with the Cal Ripken, Sr. Foundation, we provided support for 134 elementary schools in the Permian Basin to receive state-of-the-art STEM centers, along with training and materials for teachers to provide weekly STEM lessons.

\$4.6
MILLION

HOLDSWORTH CAMPUS LEADERSHIP PROGRAM

We partnered with the Holdsworth Center to facilitate a two-year campus leadership program for a cohort of school leaders across 22 schools and districts.

\$2.7
MILLION

HOLDSWORTH ASPIRING PRINCIPALS PROGRAM

In 2025, we launched a new leadership development program for aspiring principals, which will provide training for up to 100 future school leaders in 44 districts in West Texas and Southeast New Mexico.

\$3.9
MILLION

NATIONAL TEACHER BOARD CERTIFICATION

Board Certified teachers can have a significant impact on a student's learning. Our investment in this program has resulted in the enrollment of nearly 400 teachers in Board Certification programs across 10 counties in West Texas and Southeast New Mexico.

\$4.5
MILLION

ENERGY EDUCATION AND WORKFORCE CURRICULUM

To address a shortage of skilled professionals in the energy sector, we launched Energy Pathways, a comprehensive energy and resource program delivered across 22 counties.

\$17
MILLION

HARMONY PUBLIC SCHOOLS

In 2023, we provided \$7 million to support the construction of Midland Harmony Science Academy, which provides high-quality STEM-based education to students. In 2024, we invested \$10 million to establish Harmony School of Innovation Odessa.



Building Education Leaders in the Permian Basin

HOLDSWORTH ASPIRING PRINCIPALS PROGRAM

Principals play a pivotal role in school success, helping to increase student achievement, improve teacher retention, and reduce absenteeism. Historically, the Permian Basin has faced significant challenges in building a high-quality pipeline for school leaders, including principals. High turnover, limited resources for leadership development, and a lack of qualified candidates have made it difficult for schools to find principals with the experience needed to improve school performance.

To address leadership gaps, the Permian Strategic Partnership is investing \$2.7 million in the Aspiring Principals Program, a leadership development initiative offering world-class preparation to educators who seek to become a principal in the Permian Basin region of Texas and New Mexico in the next 1-3 years. The program was created in partnership with The Holdsworth Center, a nonprofit organization focused on impacting the quality of PreK-12 public education by supporting and developing educational leaders. Additional funding was provided by the Scharbauer Foundation and the Still Water Foundation.

The Holdsworth Center facilitates the program, which provides hands-on training, personalized coaching, and educational sessions from experienced school leaders. Aspiring principals

gain insights and a broader perspective by visiting schools across Texas led by high-performing principals. Each participant is paired with a principal in another district, who acts as a coach and mentor. Candidates shadow principals in their daily work, then return to their home campus to apply their learnings to principal-level projects. Coaches also visit candidates' schools to provide guidance and feedback.

The program kicked off in 2025, with 27 educators in its first cohort. Educators were identified as potential principal candidates by school districts and the Holdsworth Center, and were accepted into the program free of charge. A second cohort was accepted in 2026, and a third will enter the program in 2027. Over the course of the three-year program, PSP's investment will support up to 100 future school leaders in 44 districts across West Texas and Southeast New Mexico.

We look forward to seeing the results of this innovative leadership training initiative—and welcoming new principals of excellence to our Permian public schools in the near future.

"I'm going to walk out as a better leader. A stronger, more confident administrator that can go into my campus with new ideas."



WELTON BLAYLOCK | ADMINISTRATOR, E.K. DOWNING ELEMENTARY, ECTOR COUNTY ISD

\$2.7
MILLION

PSP INVESTMENT IN ASPIRING PRINCIPALS PROGRAM

UP TO
100

FUTURE SCHOOL LEADERS WILL BE SUPPORTED BY THIS PROGRAM



Expanding Our Capacity for Care

The Permian Basin is growing—and its healthcare needs are, too. As the region expands, investment in healthcare infrastructure is critical to ensure everyone who calls the Permian Basin home has reliable access to quality healthcare. Our comprehensive healthcare assessment of the Permian Basin revealed needs and opportunities in the following areas:

- Specialty Care
- Emergency and Trauma Care
- Behavioral Health
- Digital and Telehealth
- Primary Care

We are supporting a number of initiatives to address these needs, from expanding training programs, to constructing new healthcare facilities, to exploring innovative approaches like clinics and telehealth. In 2025, we invested in a new pediatric residency program at Texas Tech University Health Sciences Center, two new tele-audiology clinics in Artesia and Hobbs, and a mental health summit launched in collaboration with our industry, healthcare, and non-profit partners.

We are committed to continued investment in healthcare, as we work together with our community partners to create a healthier Permian Basin.





Our key goals for healthcare are to:

1

INCREASE ACCESS TO PRIMARY CARE PHYSICIANS
and address the primary care shortage

2

EXPAND THE BREADTH OF SPECIALTY CARE
in the Permian Basin

3

EXTEND EMERGENCY AND TRAUMA CARE
to meet regional health needs



We're working to meet these goals by investing in healthcare across West Texas and Southeast New Mexico. Our initiatives include:

MEDICAL PROFESSIONAL TRAINING PROGRAMS

Our support for the programs below has led to an increase of more than 330 potential healthcare providers in the Permian Basin.

\$5.9
MILLION

TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER – FAMILY MEDICINE RESIDENCY & MENTAL HEALTH FELLOWSHIP

Through this initiative, PSP has supported the addition of 21 Family Medicine residents (7 per year) and 2 Mental Health Fellows (2 per year), directly increasing the number of primary care physicians and mental health professionals in the Permian Basin.

\$2.5
MILLION

TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER – PHYSICIAN ASSISTANT (PA) PROGRAM

PAs can provide high-quality primary care at a lower cost than physicians, and require fewer years of training. Since expansion, PSP's support for this program produces 12 additional PAs per year.

\$12.8
MILLION

TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER – SURGERY RESIDENCY & SUBSPECIALTY FELLOWSHIP

Skilled surgeons and subspecialists are a critical need in the Permian Basin, and at full capacity these programs will train:

- 15 Surgery Residents
- 6 Cardiology Fellows
- 4 Pulmonology Fellows
- 4 Critical Care Fellows

OTHER PSP HEALTHCARE INITIATIVES

\$12.5
MILLION

PERMIAN BASIN BEHAVIORAL HEALTH CENTER

Expected to open in 2026, this exciting new facility will expand access to behavioral healthcare across the region. It will include 200 patient beds, a crisis center, and an outpatient center.

\$800
THOUSAND

TEXAS TECH MOBILE CLINICS

Provided in partnership with Texas Tech University Health Sciences Center, *Medicine on the Move* mobile clinics travel to remote areas, bringing healthcare where it is needed most.

\$4
MILLION

ODESSA COLLEGE NURSING EXPANSION

Our region is facing a nursing shortage, and PSP is addressing it by expanding regional nursing education programs. With support from PSP, Odessa College has expanded its nursing program to accommodate over 30 additional Associate Degree Nurses (30/year), and over 40 additional Licensed Vocational Nurses (40/year).

\$10.7
MILLION

UNIVERSITY OF TEXAS PERMIAN BASIN NURSING & PRE-MED EXPANSION

The PSP is also supporting Nursing and Pre-Med programs at the University of Texas Permian Basin. This expansion will allow the University to produce over 100 additional Bachelor of Science in Nursing (BSN) Graduates and over 100 additional Pre-Med Graduates.

\$5
MILLION

UNIVERSITY OF TEXAS PERMIAN BASIN BEHAVIORAL HEALTH PROFESSIONALS

Behavioral health is a growing concern in the Permian Basin – and the PSP is working to address it by supporting behavioral health facilities and professional training. Its investment in the University of Texas Permian Basin's Behavioral Health Professional program has led to an increase of over 10 Licensed Professional Counselors (LPCs), over 20 Licensed Psychological Associates (LPAs), and over 50 social workers per year.

\$2.3
MILLION

PERMIAN BASIN COUNSELING & GUIDANCE

The PSP partnered with FMH Foundation and West Texas Counseling & Guidance to establish Permian Basin Counseling & Guidance (PBCG), providing a six-year commitment to fund expanded mental and behavioral health services across the Permian Basin.

\$1.2
MILLION

COVID VACCINATION CAMPAIGN

During the COVID crisis, PSP provided funding for vaccine efforts, helping to improve public health and prevent the spread of disease.

Building a Pipeline of Pediatricians

TEXAS TECH HEALTH SCIENCES CENTER PEDIATRIC RESIDENCY PROGRAM

Families in the Permian Basin need accessible pediatric care—but today, there aren't enough pediatricians to meet the needs of our growing region. The aging population of general pediatricians, coupled with the challenges of recruiting new providers to rural areas, threatens access to timely, local, high-quality care for children. As a result, parents may have to travel many miles to find pediatric care, and face long wait lists for specialists. This creates a burden for families and hinders economic growth. But what if we could bring more pediatricians to the Permian Basin by training them right here?

Texas Tech University Health Sciences Center (TTUHSC), a key member of the Permian Strategic Partnership, is already working to address the healthcare needs of our community, but until now, its Permian Basin campus has not had a pediatric residency program. Along with PSP leadership, TTUHSC noticed many of its own medical school graduates—including 13% in 2025—were matched to outside pediatric residency programs, prompting them to leave the Permian Basin and train elsewhere. Rather than losing new physicians to other residency programs, university leaders proposed creating its own residency program. We're excited to announce that this new program is now in development.

In 2025, the Permian Strategic Partnership committed \$4.3 million in funding for a new pediatric residency program at TTUHSC Permian Basin. These funds will be combined with \$3.5 million from the Scharbauer Foundation and a \$7.9 million commitment from TTUHSC. The program will start accepting residents in July 2028, and by 2030, it is projected to support 12 pediatric residents (4 per training year). In addition to training general pediatricians, the program will also recruit multiple subspecialist physicians to serve as teaching faculty, while also treating patients in the community.

Physicians often remain in the regions where they complete their residencies. By establishing a pediatric residency program in the Permian Basin, TTUHSC will attract new pediatricians to the area, helping to ensure consistent, accessible healthcare is available to children and their families.

\$4.3
MILLION

PSP'S INVESTMENT
IN A NEW PEDIATRIC
RESIDENCY PROGRAM AT
TTUHSC PERMIAN BASIN

12

PEDIATRIC RESIDENTS
WILL BE SUPPORTED
BY THIS PROGRAM





Improving Outcomes through Early Intervention

ARTESIA AND HOBBS TELE-AUDIOLOGY PROGRAMS

Listening is key to learning—so when children are born with hearing loss, they need early intervention to give them the best chance of success. When hearing differences are identified early, children can be fitted with hearing aids, receive life-changing cochlear implants, or begin other therapies that allow them to hear properly, which can have a significant impact on their learning and development. Unfortunately, families in the Permian Basin are facing significant delays to receive critical hearing screenings, delaying their access to care.

Currently, children ages 0–2 in Southeast New Mexico are experiencing wait times of up to nine months for audiology services, according to the New Mexico Department of Health – Children’s Medical Services. Such delays can stunt key developmental milestones. To address this disparity, the Permian Strategic Partnership is contributing \$58,000 to a project spearheaded by The New Mexico School for the Deaf, supporting the expansion of access to critical early hearing detection and intervention services for infants and families in Southeast New Mexico.

The funds will be used to purchase specialized screening equipment that will outfit two brand-new infant tele-audiology clinics, located in Artesia and Hobbs. The clinics will be operated by the New Mexico School for the Deaf, bringing essential infant hearing screening, diagnosis, and intervention services directly to our local communities.

The Hobbs clinic is supported through a partnership between PSP and the JF Maddox Foundation, while the Artesia clinic is funded by the PSP in collaboration with the Written in Red Foundation, John A. Yates & Charlotte G. Yates Legacy Foundation, Carlsbad Community Foundation, and the PY Foundation. Both clinics will use tele-audiology technology to connect families with licensed pediatric audiologists, closing gaps for rural and underserved communities and significantly shortening the time between initial screening and diagnosis, an essential factor in effective early intervention. Both clinics began serving infants in January 2026, and held ribbon-cutting ceremonies in April 2026.

We are proud to partner with these philanthropic leaders to bring these essential services to the Permian Basin, helping to ensure infants in Southeast New Mexico receive timely, high-quality care close to home.

1 out of 20

CHILDREN TESTED IN NEW MEXICO IS FOUND TO HAVE HEARING LOSS

40-50

BABIES WERE ON A WAITLIST FOR SCREENING SERVICES PRIOR TO CLINIC LAUNCH

20

REFERRALS WERE RECEIVED WHEN THE CLINIC OPENED IN JANUARY

Breaking the Stigma

MIDLAND MENTAL HEALTH AWARENESS & SUICIDE PREVENTION SUMMIT

In the oil and gas industry, the workforce prides themselves on toughness—they brave challenging conditions, work long days, and often travel far from their families to work in the field. While their strength is admirable, toughing it out for too long can take a toll on mental health. In 2025, the PSP helped organize the first-ever Midland Mental Health Awareness & Suicide Prevention Summit, to break the stigma around talking about mental health, and to provide a forum for discussion, along with resources and support.

The event was hosted by Chevron and featured speakers from leading energy companies and healthcare organizations, including Chevron, ConocoPhillips, ExxonMobil, Permian Basin Counseling & Guidance, The Beacon Alliance, The Springboard Center, and the American Foundation for Suicide Prevention. Topics included The State of Mental Health in the Permian Basin, Firearm Responsibility, Addiction, Meeting the Needs of Women in Oil and Gas, Creating Mental Health Programming, and Talking About Mental Health to create a more supportive workplace.

More than 100 people attended the event, from field personnel to corporate office employees and community partners. By supporting this summit, our partners in the industry demonstrated their commitment to addressing mental health openly and seriously. The response from industry professionals was overwhelmingly positive, with many expressing a strong desire to continue and expand the conversation.

Hosting the mental health summit was an extension of the PSP's broader efforts to support high-quality mental health services in the Permian Basin. We have also invested in the construction of the new Permian Basin Behavioral Health Center, which will open in spring of 2026, greatly expanding mental health services for our region.



TOUGH ENOUGH TO TALK ABOUT IT



“In an industry where pushing ourselves is part of the job, it can take its toll. The Mental Health Summit was a critical step forward—recognizing that mental health matters and empowering people with the tools to take action.”



AARON PAYNE | SENIOR OPERATIONS MANAGER, HELMERICH & PAYNE

OVER
25%

OF PEOPLE GLOBALLY EXPERIENCE MENTAL OR BEHAVIORAL DISORDERS AT SOME POINT IN THEIR LIVES¹

4.8%

OF ADULTS AGED 18 OR OLDER IN 2021 (~ 12.3 MILLION PEOPLE) HAD SERIOUS THOUGHTS OF SUICIDE²

1. Stigma towards people with mental disorders and its components – a perspective from multi-ethnic Singapore. Subramaniam M, Abdin E, Picco L, et al. *Epidemiol Psychiatr Sci.* 2017;26:371–382. doi: 10.1017/S2045796016000159. [DOI] [PMC free article] [PubMed] [Google Scholar]
2. Substance Abuse and Mental Health Services Administration. (2022). Key substance use and mental health indicators in the United States: Results from the 2021 National Survey on Drug Use and Health (HHS Publication No. PEP22-07-01-005, NSDUH Series H-57). Center for Behavioral Health Statistics and Quality, Substance Abuse and Mental Health Services Administration. <https://www.samhsa.gov/data/report/2021-nsduh-annual-national-report>

INVESTMENT IN  WORKFORCE

Preparing for Our Future Workforce Needs

The Permian Basin is vital to the U.S. energy industry, economy, and national security—and to ensure that our region continues to thrive, we must invest in preparing the next generation to support our future workforce needs. By 2050, the Permian Basin will need an estimated 306,000 new workers, across all industry roles. To meet this demand, we must first build the infrastructure to support workforce development.

With this in mind, our workforce development focus area invests in initiatives designed to attract and develop highly skilled workers, retain them in our region, and remove barriers like a lack of accessible education, training resources, or healthcare. In previous years, we've invested in teacher recruitment, skills and job training, Career and Technical Education (CTE) Centers, and programs for veterans. In 2025, we provided funding for two new CTE Centers, serving high school and college students as well as professionals, and expanding workforce education across our region.



Our key goals for workforce are to:

1

IDENTIFY, TARGET AND ATTRACT VIABLE TALENT POOLS

to the Permian Basin

2

IDENTIFY AND SUPPORT PARTNERS

to provide development and training for a skilled workforce

3

PARTNER TO ENHANCE RESOURCES

that attract and retain a quality workforce in the Permian Basin



We're working to meet these goals by investing in workforce initiatives across West Texas and Southeast New Mexico, including:

POST-SECONDARY EDUCATION

\$1.9
MILLION

UTEACH

UTeach is a program that recruits and trains STEM majors for the teaching field. In partnership with UTeach and the University of Texas Permian Basin, the PSP provided funding to help cover tuition and mandatory fees for undergraduates majoring in education in a science or math field.

\$800
THOUSAND

CATALYST SKILLS ALIGNMENT PROGRAM

PSP partnered with PetroSkills and the University of Texas Petroleum Extension (PETEX) to develop the Catalyst workforce development program, a first-of-its-kind initiative to align industry training needs with the educational system's ability to deliver those skills.

\$10
MILLION

HOBBS CTE

The PSP helped fund construction of the Hobbs Career and Technical Education Center, which provides career pathways and training for high school students who wish to pursue technical degrees or enter the workforce after graduation.

\$1.3
MILLION

AMERICA'S WARRIOR PARTNERSHIP

We joined forces with America's Warrior Partnership (AWP), a national veteran organization that connects veterans with local resources and opportunities, to launch the Permian Warrior Partnership, serving all veterans in our region.

\$2.6
MILLION

SKILLPOINT ALLIANCE

PSP provided support for Skillpoint Alliance, a nonprofit organization that provides no-cost job training in the skilled trades to lower-income, underserved populations, to expand its services to the Permian Basin. From 2022 through 2025, 482 students have graduated from the Electrical Program and HVAC Program.

\$5
MILLION

ARTESIA PUBLIC SCHOOLS CTE CENTER

PSP supported construction for the new facility, which will focus on Oil & Gas and Energy, Gasoline and Diesel Automotive, Construction Trades, CAD/Architecture Drafting, Health Sciences and Art.

\$10
MILLION

SOUTHEAST NEW MEXICO COLLEGE TRADES X TECHNOLOGIES

This innovative new facility will provide technical training for professionals, as well as dual-credit programs.

Equipping Our Students for Strong, Stable Careers

NEW CAREER AND TECHNICAL EDUCATION (CTE) CENTER FOR ARTESIA PUBLIC SCHOOLS

Students in the Permian Basin are seeking advanced career and technical training to pursue high-paying careers. Meanwhile, regional businesses need well-trained employees to fill critical industry roles. To meet these needs, PSP is partnering with Artesia Public Schools to provide funding for the construction of a new CTE Center. In 2025, PSP committed \$5,000,000 to the initiative, which will house facilities for education in Oil & Gas and Energy, as well as Gasoline and Diesel Automotive, Construction Trades, CAD/Architecture Drafting, Health Sciences, and Art.

Artesia Public Schools was intentional in their district planning process, surveying all students in grades 6-12 to determine which programs they were most interested in pursuing. Results showed that 68% of students expressed interest in taking CTE courses—and based on the district's projections, more than 1,130 students are expected to enroll in a CTE course over the next six years.

The planned facility is the second CTE Center to be built in Artesia, and expands on the district's already-successful CTE programs. The first center was focused on Business, Mass Communications, Culinary Arts, and Life Skills. This second center will expand offerings for students, and better prepare the community to meet workforce needs.

PSP is proud to partner with Artesia Public Schools in building the career center, which will give students the opportunity to select an appropriate career pathway, develop and grow through hands-on training, and graduate with the ability to immediately impact the local workforce. Construction began in March of 2025, and the facility is expected to be operational during the 2026-2027 school year.





“Artesia Public Schools is incredibly grateful for PSP’s investment in our students. Our new CTE Center will help students find their path and equip them with the tools to succeed, whether they choose to enter the workforce immediately after graduation or pursue post-secondary education.”



DARIAN JARAMILLO | SUPERINTENDENT, ARTESIA PUBLIC SCHOOLS

68%

OF STUDENTS IN ARTESIA PUBLIC SCHOOLS EXPRESSED INTEREST IN TAKING CTE COURSES



Partnering with Higher Education to Provide High-Demand Job Training

SOUTHEAST NEW MEXICO COLLEGE TRADES X TECHNOLOGIES

Energy industry jobs pay high wages, provide career stability, and are in high demand—yet across the Permian Basin, companies are struggling to fill important roles. The Permian Basin is expected to require an additional 306,000 workers by 2050 to meet growing workforce demands. Recognizing this growing need, the PSP is committed to investing in career and technical education across the Permian Basin.

In 2025, the PSP announced a \$10 million investment into Southeast New Mexico College's innovative new Trades x Technologies (T2) facility, a 40,000-square-foot building that will provide classroom and lab spaces designed to prepare New Mexico students and emerging professionals for high-paying careers in energy and advanced industry sectors.

The new Trades x Technologies Building will feature programs in Electrical Technology, Petroleum Technology, and Radiologic Control Technology, while expanding existing programs in Industrial Maintenance Technology and Natural Gas Compression

Technology. Students will gain hands-on experience learning in unique spaces, including indoor shops, outdoor training areas, simulator rooms, classroom and lab spaces for instrumentation and programmable logic controller (PLC) training, a computer lab, a testing center, and faculty offices.

In addition to local support, the Trades x Technologies project received state and national funding. The project was allocated \$5 million through the New Mexico General Obligation Bond, approved by voters in November 2024, with programming supported by an \$11.7 million U.S. Department of Energy grant.

The PSP is proud to partner with Southeast New Mexico College in building a talent pipeline that supports the Permian Basin's continued growth and innovation. By investing in cutting-edge training programs, we're not only preparing residents for high-wage, high-demand careers, we're also strengthening the region's workforce and supporting long-term economic growth across the Permian Basin.

“This facility will have a transformative impact, giving students hands-on, real-world training that aligns with today’s workforce needs. We’re proud to create an accessible, high-quality space for technical education and career development right here in our community. Thanks to the Permian Strategic Partnership’s investment, we’re building a pipeline of skilled professionals that will benefit Southeast New Mexico for generations to come.”



DR. KEVIN BEARDMORE | PRESIDENT, SOUTHEAST NEW MEXICO COLLEGE

\$10
MILLION

PSP’S INVESTMENT IN SOUTHEAST NEW MEXICO COLLEGE
TRADES X TECHNOLOGIES CENTER



INVESTMENT IN  ROAD SAFETY AND INFRASTRUCTURE

Paving the Way for a Safer Permian Basin

The Permian Strategic Partnership has been investing in road safety and infrastructure for years—and the impact of our projects is making a big impact, as evidenced by recent reports from the Texas and New Mexico Departments of Transportation. In 2025, Permian Basin roadway fatalities decreased by 10.3 percent across both states. For Permian Basin counties in Texas, transportation fatalities decreased by 8.5 percent, while in New Mexico, similar fatalities decreased by 15.2 percent.

These results are encouraging, and show that our previous projects are making a difference. Over the years, we have invested in driver training programs to bring more safe drivers to Permian roadways, purchased equipment for first responders, advocated with TxDOT and NMDOT for state funding to support roadway projects, and provided funding to bring the life-saving Highway Emergency Response Operator (HERO) program to the Permian Basin. In 2025, we rolled out new investments to expand training for commercial drivers license (CDL) drivers, firefighters, and first responders, and we continued support for our successful HERO program.

We are thrilled to see our investment in road safety paying off—and as we continue to partner with state and community leaders, the road ahead is looking even brighter.



Our key goals for road safety and infrastructure are to:

1

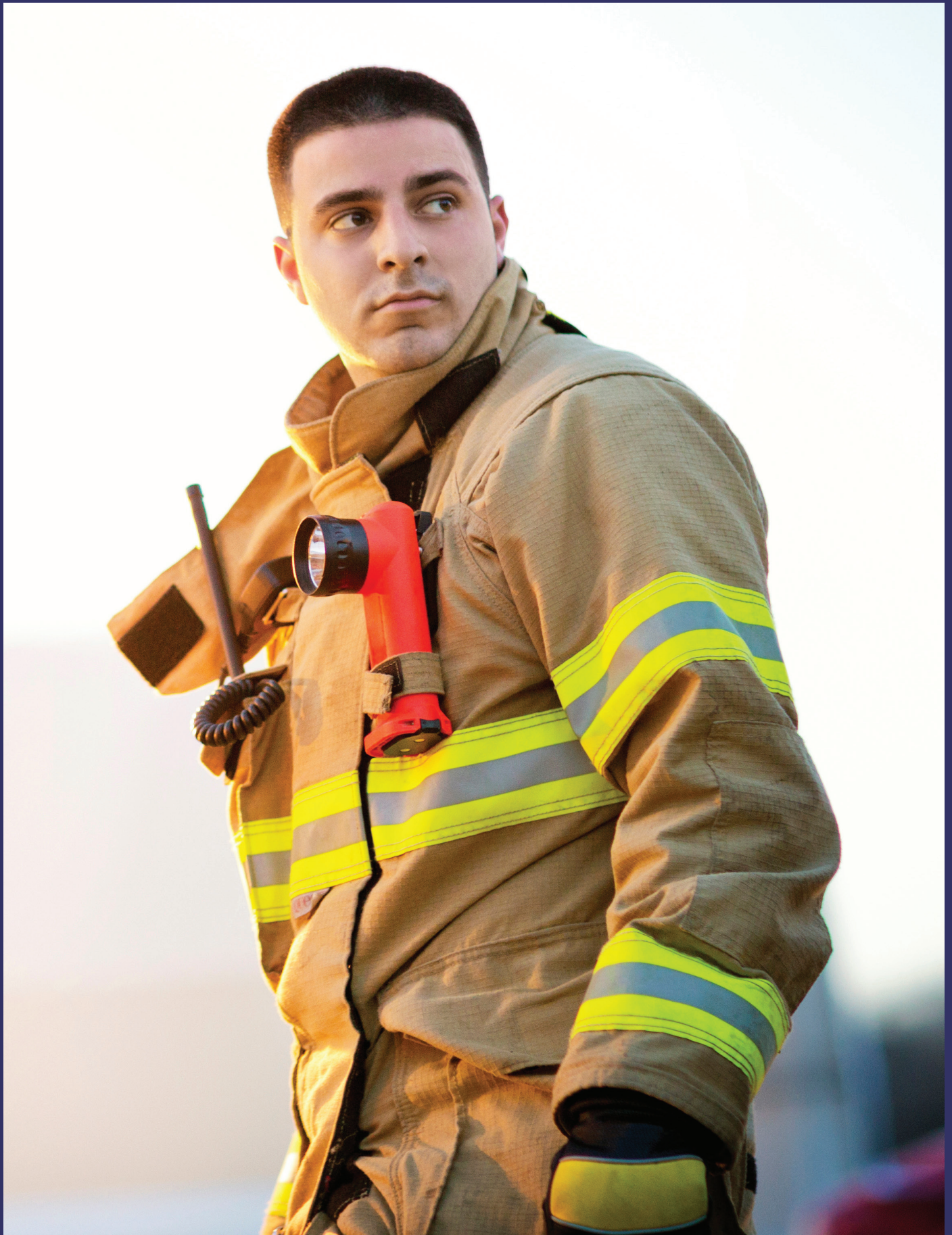
REDUCE CRASHES AND FATALITIES

2

IMPROVE ROAD INFRASTRUCTURE

3

DEVELOP PARTNER RELATIONSHIPS



We're working to meet these goals by investing in road safety and infrastructure across West Texas and Southeast New Mexico. Our initiatives include:

PSP INVESTMENTS

\$1.03
MILLION

NEW MEXICO JUNIOR COLLEGE CDL PROGRAM EXPANSION

To get more safe drivers behind the wheel, the PSP supported NMJC's efforts to expand its certification program for commercial drivers.

\$3.5
MILLION

ODESSA COLLEGE TRUCK DRIVING ACADEMY

Our region has a shortage of qualified, safe CDL truck drivers to fill important roles. To meet this need, the PSP invested in expanding the Odessa College Truck Driving Academy, enabling the program to increase its capacity from 146 to 240 students per year.

\$1.7
MILLION

NEW MEXICO REGIONAL FIRST RESPONDER AND FIRE TRAININGS

In 2025, PSP invested in expanding first responder and fire rescue training and recruitment programs in Southeast New Mexico.

PSP ADVOCACY FOR TX AND NM STATE DOLLARS

\$1.34
BILLION

TXDOT PERMIAN PROMISE

Since 2019, the Texas Department of Transportation has committed \$1.1 billion to projects identified as Permian priority projects by PSP members.

\$75
MILLION

TxDOT BUILD GRANT SUPPORT PROJECTS

The PSP advocated for Texas to receive funding through the U.S. Department of Transportation's BUILD (Better Utilizing Investments to Leverage Development) grant program, to support roadway projects.

\$3
MILLION

TxDOT HERO TRUCK PROGRAM

In 2024, the PSP provided funding to purchase, equip, and staff a fleet of at least four Highway Emergency Response Operator (HERO) trucks to patrol two incident-prone Permian highways in Midland and Ector Counties, and respond to roadway incidents.

\$100
THOUSAND

NORTHEAST MIDLAND VOLUNTEER FIRE STATION

PSP provided life-saving equipment to help volunteer firefighters keep their communities safe.

PHASE 1

\$1.1
MILLION

PHASE 2

\$3.2
MILLION

FIRST RESPONDER SAFETY EQUIPMENT

To support our first responders and reduce vehicle crash fatalities, the Permian Strategic Partnership partnered with the Permian Road Safety Coalition (PRSC) to provide 8,700 pieces of special equipment requested by fire, police, and other emergency providers.

\$12.5
MILLION

NMDOT BUILD GRANT SUPPORTS PROJECTS

With PSP's support, New Mexico received U.S. Department of Transportation BUILD funds for the creation of safety corridors on US 285 and NM 128.

Faster Response Times for Highway Accidents

TEXAS DEPARTMENT OF TRANSPORTATION HERO PROGRAM UPDATE

It's hard to overstate the impact of our investment in the Highway Emergency Response Operator (HERO) program. Funded in 2024 with an initial investment of \$3 million, the HERO program was launched to provide free roadside assistance to motorists, including vehicle repairs, traffic management, and swift accident response. HERO staff are specially trained to assist when incidents occur on major roadways, such as moving vehicles off the road, directing traffic, helping motorists with flat tires, and moving accident debris out of active traffic lanes.

In partnership with the Texas Department of Transportation (TxDOT) and Midland County, the PSP's contribution was part of a \$5M investment that helped bring the HERO program to Midland and Ector counties. The funds covered startup costs to provide, staff, and equip four HERO trucks, which rolled out in early 2025. Over the past year, these trucks have patrolled I-20 and SH 191 in Midland and Ector Counties seven days per week, with project costs covered through 2026. Services were provided free of charge to motorists—and since the program launched, it's had incredible results.

From July to December of 2025, HERO staff responded to 3,820 total incidents, including 290 crashes and 1,508 disabled vehicles. HERO operators performed 11,435 total services, including 64 jump starts and 302 tire changes. They also helped prevent secondary accidents by setting up flares and/or cones at 1,216 sites and removing debris from 447 locations.

The PSP is proud to support the HERO program—and even more proud of the heroic drivers who administer it.





“The HERO program has already been making an incredible road safety impact in the short amount of time since we launched. Midland County is grateful the PSP championed this program and made our joint partnership with TxDOT possible.”



JUDGE TERRY JOHNSON | MIDLAND COUNTY

3,820

TOTAL INCIDENTS HERO OPERATORS HAVE RESPONDED TO FROM JULY-DECEMBER OF 2025

237,476

MILES PATROLLED



Safe Drivers. Safer Roads.

NEW MEXICO JUNIOR COLLEGE CDL PROGRAM EXPANSION

Safe commercial drivers are in high demand in the energy industry, but currently, there aren't enough training programs to meet workforce needs—and the gap is growing. The region is projected to need about 7,000 new Commercial Driver's License (CDL) certified drivers by 2040. A key strategy in PSP's road safety initiative is to expand enrollment and improve training assets at existing CDL training programs. In 2025, we took a big step toward achieving this goal by investing over \$1 million to expand the CDL Training Program at New Mexico Junior College (NMJC).

This investment will fund new equipment, additional instructors, scholarships, and infrastructure, ensuring more drivers can access high-quality training, making roads safer and strengthening our regional workforce and economy. Plains All American was a key partner in the investment, providing additional funds to donate a truck and trailer to NMJC, expanding its training fleet to accommodate more students.

By expanding the CDL program at NMJC, we're not just training drivers; we are investing in the safety, the economic strength, and the future of our community. This initiative will help meet workforce demands and save lives on our roads.

"This investment will allow us to train more students, reduce waitlists, and provide top-tier training with the most up-to-date equipment. Ultimately, this means more qualified drivers and safer roads for everyone in southeastern New Mexico and the broader Permian Basin."



STEVE SAUCEDA | VICE PRESIDENT OF WORKFORCE DEVELOPMENT,
NEW MEXICO JUNIOR COLLEGE

7,000

NEW CDL DRIVERS
WILL BE NEEDED IN THE
PERMIAN BASIN BY 2040

Funding Fire & First Responder Training in Southeast New Mexico

REGIONAL FIRST RESPONDER AND FIRE TRAINING PROGRAMS

Fires and emergencies demand fast action—but in the Permian Basin, there is a significant shortage of certified first responders and firefighters. As a result, response times in the region are often delayed. To address the problem, PSP is partnering with fire departments, colleges, emergency medical providers and other partners in Southeast New Mexico to expand training programs for first responders and firefighters across the region.

Rapid growth in the Permian Basin of New Mexico requires a corresponding investment in the professional development and equipment of our fire and rescue services to ensure community safety. Currently, many departments struggle to maintain training standards and attract new personnel. To address the problem, the PSP is working with community partners to implement a strategic, long-term plan to centralize and provide advanced training resources. By partnering with Eddy County Fire and Rescue, the Southeast New Mexico Fire Chiefs Association, and local colleges, we can create a recruitment pipeline for the next generation of firefighters and paramedics, and make a lasting impact on road safety in the Permian Basin.

In 2025, the PSP committed to investing \$1,700,000.00 over four years, to create a multi-pronged, centralized advanced training program located in the Permian Basin. Key aspects of the program include the construction of a burn building with basement fire simulation capabilities, formalization of partnerships with Southeast New Mexico College, Eastern New Mexico - Roswell, and New Mexico Junior Colleges, and the establishment of a work-study program for aspiring high school graduates. This important initiative will increase access to fire and EMS training and conferences, provide secondary education grants, and improve readiness and recruitment across the Permian Basin. Funding Partners include Eddy County, as well as public safety and fire departments within Lea and Chaves Counties.

3

NEW MEXICO COUNTIES
(EDDY, LEA & CHAVES)
WILL OFFER TRAINING
OPPORTUNITIES TO
STUDENTS



About the Permian Strategic Partnership

The Permian Strategic Partnership (PSP) is a coalition of 27 leading Permian Basin energy companies and two university systems 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.

Our Members

BPX Energy

ExxonMobil

Phillips 66

Chevron

Halliburton

Plains All American

Civitas

Helmerich & Payne

ProPetro

ConocoPhillips

Kinetik

SLB

Coterra Energy

Liberty Energy

Targa Resources Corp.

Deep Blue

Mewbourne Oil Company

Texas Tech University System

Devon Energy

Occidental

University of Texas System

Diamondback Energy

Oncor

WaterBridge Resources

Energy Transfer

Ovintiv

Western Midstream

EOG Resources

Permian Resources



Scan to sign up to receive PSP's quarterly newsletter or weekly news clips.

