To: Gulf Coast Workforce Board Members

From: Mike Temple
Carol Kimmick
David Baggerly
Michelle Ramirez

Date: March 30, 2016

Subj: Board Meeting Materials for Tuesday, April 5, 2016

The next meeting of the Gulf Coast Workforce Board is scheduled for **10:00 a.m., Tuesday, April 5, 2016** in H-GAC's second floor conference rooms A, B and C, 3555 Timmons Lane, Houston.

We have a short agenda for the April meeting, and there are no action items coming to the Board this month.

Reports. Chair Guthrie will provide his usual update to members on items of interest. Audit/Monitoring Committee Chair Joe Garcia will report on the committee's March meeting. We'll have a briefing on the scheduled Report Card community conversations.

Information. We will report on our performance and expenditures to-date. We'll also provide information on several items, including the transition for vocational rehabilitation programs.

Ron Borski will discuss the latest employment numbers and then cover data about various jobs in the healthcare industry.

We look forward to seeing you on April 5th. As always, please call or email us if you have questions, or if we can be of assistance.

The Gulf Coast Workforce Board
Tentative Agenda

Tuesday, April 5, 2016 at 10:00 a.m.
H-GAC Conference Room A/ B/C
3555 Timmons Lane, Second Floor, Houston, Texas 77027

1. **Call to Order and Determine Quorum**

2. **Adopt Agenda**

3. **Hear Public Comment**

4. **Review February 2016 meeting minutes**

5. **Declare Conflicts of Interest**

6. **Consider Reports**
   a. *Chair's Report.* The Board Chair will discuss items of interest and introduce new Board members.
   b. *Audit/Monitoring.* The Committee Chair will present an update from the committee's January 2016 meeting.
   c. *Report Card.* Update on community events linked to the Board's Report Card.

7. **Receive Information**
   a. *System Performance.* Report on current performance.
   b. *Expenditures.* Report on expenditures.
   c. *Updates.* Information on vocational rehabilitation transition, contract renewals.

8. **Look at the Economy**
   Report on current economic data and trends in the Houston-Gulf Coast area, including information on demand occupations and sectors within the healthcare industry.

9. **Take Up Other Business**

10. **Adjourn**

Workforce Solutions

Workforce Solutions is an equal opportunity employer/program.
Auxiliary aids and services are available upon request to individuals with disabilities.
Please contact H-GAC at 713.627.3200 at least 48 hours in advance to request accommodations.
Deaf, hard-of-hearing or speech-impaired customers may contact:
Relay Texas 1-800-735-2989 (TTY) or 711 (Voice).
Equal opportunity is the law.

MINUTES OF
THE GULF COAST WORKFORCE BOARD
TUESDAY, FEBRUARY 2, 2016

MEMBERS PRESENT:

Willie Alexander	Karlos Allen	Gerald Andrews
Betty Baitland	Peter Beard	Sara Bouse
Joe Garcia	Cheryl Guido	Mark Guthrie
Bobbie Henderson	Eduardo Honold	Guy Robert Jackson
David Joost	Birgit Kamps	Paulette King
Ray Laughter	Scott Marshall	Kendrick McCleskey
Steve Mechler	Jerry Nevlud	Linda O'Black
Dale Pillow	Janice Ruley	Allene Schmitt
Richard Shaw	Connie Smith	Evelyn Timmins
Shunta Williams	Toy Wood	Sarah Wrobleski

H-GAC STAFF MEMBERS PRESENT

Mike Temple
David Baggerly
Ron Borski
Parker Harvey

Mr. Mark Guthrie, Chairman, called the meeting to order at approximately 10:00 a.m., on Tuesday, February 2, 2016, in the 2nd floor, H-GAC Conference Rooms A/B/C, at 3555 Timmons Lane, Houston, Texas. Chair Guthrie determined a quorum was present.

Chair Guthrie welcomed new Board members Mr. Scott Marshall, representing Private Sector Business in Harris County and employed by Jacobs, Mr. Doug Karr, representing Private Sector Business in Montgomery County and employed by ProStaff and Mr. Alan Heskamp, representing Private Sector Business in Wharton County and employed by Heskamp and Associates and asked all three to introduce themselves. Each gave the Board a brief introduction.

ADOPTION OF AGENDA

Chair Guthrie asked for adoption of the agenda as presented. A motion was made and seconded to adopt the agenda. The motion carried and the agenda was adopted as presented.

PUBLIC COMMENT

No one signed up for public comment.

MINUTES FROM DECEMBER 1, 2015 MEETING

Chair Guthrie asked if there were any additions or corrections to minutes for the December 1, 2015 Board meeting and if not, for approval of the minutes as presented. A motion was made and seconded to approve the minutes as presented. The motion carried.

DECLARE CONFLICTS OF INTEREST

Chair Guthrie asked for a declaration of any conflicts of interest with items on the agenda. Ms. Shunta Williams declared a conflict with item 7b. Chair Guthrie reminded the members that they also were welcome to declare conflicts with items as they are considered.

CONSIDER REPORTS

Chair's Report

Chair Guthrie reported that he and Mr. Mike Temple attended the Texas Association of Workforce Board (TAWB) meeting on Sunday, January 31st and Monday, February 1st in Austin. Topics discussed included education and integration of the Vocational Rehabilitation programs with the Workforce programs.

Chair Guthrie asked Mr. Temple to give a brief report on the Executive Directors Council meeting at TAWB. Mr. Temple noted that the main topic discussed in the Executive Directors Council was the integration of the (Department of Rehabilitation Services (DARS) into the Texas Workforce Commission (TWC). Plans were discussed to proceed with the integration over the next couple of years. Mr. Temple noted that the focus on education is critically important for our future, and we need to invest our time, effort and money in its success. Mr. Temple noted that learning does not stop with formal education, life- long learning is also extremely important.

Chair Guthrie stated that he attended a luncheon at the TAWB meetings where speaker Mr. Bill Hammond, representing the Texas Association of Business made a presentation. Chair Guthrie noted that the Board has talked about education in Texas for a long time, but Mr. Hammond made a comment that really hit home. Mr. Hammond explained that in a very short period of time the success of the Texas economy will be dependent on the ability of our K thru 12 education system to educate the children that are currently on the free or reduced rate lunch programs in school. Our largest school districts in the state; Houston ISD, Dallas ISD and CyFair ISD have significant numbers of children either receiving free or reduced rate lunches. CyFair ISD is widely considered a suburban school district in a relatively prosperous area that now has approximately 40 percent of its students on free or reduced rate lunches. Chair Guthrie said that we as a Board really need to take steps to influence the ability of the schools to educate this group of students. The success of the Texas economy to continue to grow and attract employers depends on it. He noted that early childhood education is also very important in the success of students.

Chair Guthrie concluded his report and no action was taken

Audit/Monitoring Committee Report

Vice Chair Guy Robert Jackson reported (for Chair Garcia) that the committee met on Thursday, January 21, 2016 at 10:00 am at Employment and Training Center, Inc. offices and received the following update on our monitoring activity.

- Operations Reviews. The QA team reviewed operations for the following system units:

    - **Financial Aid Call Center.** The Regional Quality Assurance Team completed a full review of the Call Center, operated by Interfaith, in November. During that month, the center processed 5,495 applications for assistance and handled some 19,000 telephone calls from customers. The QA team noted the complexity of the work and commended the center and its staff on improved customer service.

      The QA team also noted concerns that needed to be addressed, including (1) completing the streamlining of production processes, (2) ensuring staff are trained for streamlined production, (3) improving the center's ability to manage temporary disruptions such as increases in application volume or MIS problems, and (4) ensuring compliance with required eligibility reviews.

      The QA team is working to update the technical assistance plan for the Call Center to include these issues and scheduling twice-a-month visits to review implementation.

    - **Career Offices.** The QA team reviewed two offices: Southwest (operated by NCI) and Cypress Station (operated by Interfaith), rating the service at both of these offices as acceptable.

      At Southwest, the QA team noted better organized and delivered service. The QA team recommended improving the process for awarding, documenting and controlling the small amount of financial aid offered at the office and bringing the staffing for this location up to full levels. At Cypress Station, the QA team noted improved service in the resource room over its assessment from last year and more involvement from the office's management staff during high-traffic periods. The QA team recommended increasing reminders to customers about protecting their personal data while using the resource room, and repairing multiple, minor facility maintenance issues.

The QA team noted that both offices should increase their efforts at placing customers in jobs listed by Workforce Solutions and that Southwest must improve its support to customers in training activities.

- **Employer Service.** The QA team completed a review of on-the-job training – a talent development/training service offered for employers. The QA team found operations to be acceptable and recommended that Employer Service (1) increase the number and scope of efforts to assist employers in the Board's targeted industries and (2) continued improvement in record-keeping.

- **Financial Aid Payment Office**. From October 2015 through November 2015 the QA team checked on 233 child care providers out of a total of 1,520 active vendors. The QA team issued one service improvement agreement after they identified one instance where a vendor was holding automated attendance cards for eight parents.

- **Financial Reviews.** The QA team authorized a pay-for-performance contract with Knowledge First last year to help young adults finish their high school education and obtain a diploma or GED. To date, we have paid Knowledge First $2,500 for services.

  A financial review the QA team requested indicated in the preliminary report that there are issues with documentation of services, staffing, and service delivery. We have suspended all payments pending resolution of the monitoring findings. The Board's financial monitoring contractor is currently reviewing additional information before issuing a final report. We will continue to keep the Board updated on this contract.

Chair Guthrie noted that the Audit/Monitoring Committee has determined that they will have their next committee meeting at either the Southwest or Cypress Station Career Office. The committee will specifically look at the progress in making the improvements noted in this report.

Chair Guthrie asked about an update on Knowledge First and Mr. Temple advised that staff will issue a final report on Knowledge First later in the week and will then update the Audit/Monitoring Committee. Mr. Guthrie asked about a response from Knowledge First regarding the Board's concerns. Mr. Temple noted that a preliminary response was received.

Vice Chair Jackson concluded his report and no action was taken.

TAKE ACTION

a. Nominating. The Committee Chair will present recommendations for Board 2016 officers for members' consideration.

Committee member Mr. Guy Robert Jackson (for Chair John Hebert) explained that the Nominating Committee members are John Hebert, Jeff Labroski and himself. Mr. Jackson explained the committee recommends reappointment of the current Board Chair and Vice Chairs and noted that no other Board member expressed an interest in the Chair or Vice Chair positions.

Mark Guthrie – Chairman
Gerald Andrews – Vice Chairman
Joe Garcia – Vice Chairman
Willie Alexander – Vice Chairman

Mr. Jackson noted that the Chairman will entertain a motion for nominations from the floor or a motion that nominations cease and the existing officers be elected by acclamation. Chair Guthrie asked Mr. Jackson to assume the gavel for the nomination and officer election motions, which Mr. Jackson assumed.

<u>A motion was made and seconded for nominations to cease and the following officers be elected by acclamation – Mark Guthrie – Chairman, Gerald Andrews -Vice Chairman, Joe Garcia– Vice Chairman and Willie Alexander – Vice Chairman</u>. <u>The motion carried</u>. Mr. Mark Guthrie, Mr. Gerald Andrews, Mr. Joe Garcia and Mr. Willie Alexander abstained from voting.

Vice Chair Jackson concluded his report and no further action was taken. Chair Guthrie re-assumed the gavel.

b. <u>Budget. The Committee Chair will present recommendations for Board's 2016 budget, in total amount not to exceed $208,830,718.</u>

Chair Willie Alexander explained that each year the Workforce Board approves a budget showing how it uses the revenues received to achieve the results set out in the Board's strategic plan: competitive employers, an educated workforce, more and better jobs, and higher incomes.

The budget describes how the Board will use its resources to both operate Workforce Solutions and leverage results in the region.

The Budget Committee met on Thursday, January 14, 2016 and reviewed the proposed 2016 budget at $208 million which is 3.4% more than in 2015.
A modest increase in the general revenue is expected – the funds used to power Workforce Solutions.

- There will be more money to serve customers who have lost a job – significantly more for those adversely affected by trade-related circumstances. The largest single increase in revenue this year comes in Trade Act dollars.

- Early education/care dollars have increased slightly – mainly due to additional funds secured through local match activities.

The Board continues to secure additional revenue through collaboration with local, state and federal partners.

- There are some supplemental adult education funds to strengthen career pathways and distance learning activities.

- Funds were received to conduct a demonstration project which will support integrated work, career education, and training strategies for disconnected young adults.

- As noted in 2015, the Board has received additional funds to enhance service for individuals experiencing homelessness in Fort Bend and Harris counties and to expand our service to the Houston Housing Authority's Cuney Homes site.

Chair Alexander advised that proposed 2016 expenditures are in line with contracts the Board approved for Workforce Solutions, for the adult education consortium, and for special projects.

- We propose service for employers are maintained at a comparable level to 2015. These dollars are used to support Workforce Solutions' Employer Service – consulting, talent acquisition, and talent development initiatives.

- We're proposing increasing service for people by roughly 3%. This includes additions to career office staffing to support expanded service for individuals experiencing homelessness and for Cuney Homes residents, the resources for the disconnected youth demonstration project, and more dollars for direct financial aid to customers – mainly scholarships and early education/care assistance.

- We propose an increase to budgeted System IT which better aligns with expenditure levels experienced in 2015 and projected operations into 2016.

We are proposing a Board operations budget of $5.16 million, an increase of 7.3% from 2015. Board operations represent 2.5% of the total system budget. In 2015, Board operations were 2.4% of the total system.

- The largest increase comes in staffing.
    - Last year several Board staff positions were added for employer service, strategic planning, and adult education – bringing our total staffing to 31 FTE. This year we would like your concurrence with adding two additional positions:
        - The first is an Equal Opportunity Officer. In the past, we shared these deities with Quality Assurance in a single position. As our system has grown, so has our need for expanded, higher-level and more sophisticated quality assurance/quality improvement activity.

We are proposing to split the duties in order to bring a stronger focus to quality – the Quality Assurance Manager will be responsible for quality assurance, quality improvement and compliance, and the EO Officer, for equal opportunity processes and procedures.

- We envision the second position as a temporary one – a project manager for the life of the disconnected young adult demonstration project. We believe it will be important to provide close guidance to ensure the success of the project and learn how we can use results to further improve our service for young adults across the region.

- The two additional positions bring our total to 33 FTE.

- H-GAC provides a pool of funds for merit raises in most years. Managers recommend raises based on an evaluation of employees' performance. This year the pool has been set at 3%.

- Increases for indirect, rent, and other expenses are largely related to the increase in staffing. We have some increased cost for network, personnel, purchasing, facility support, and print shop services which H-GAC provides.

- At our December 2015 meeting, the Board authorized new contractors for public information and outreach. The proposed 2016 budget amounts reflect that action and show additional funds for the activity.

With this budget, we plan to achieve the following:

- Provide service for 25,757 employers and 360,000 individuals
- Spend $12 million on scholarships for more than 3,700 individuals in high-skill, high-growth occupational training
- Provide adult education and literacy for 25,873 individuals
- Support about 21,500 families and 41,000 children with their early education expenses
- Ensure 63% of our employers return for additional services
- Assist in creating 3,000 new jobs
- Help more than 300,000 individuals go to work
- Raise the incomes of 110,000 by at least 20%
- Help 68% of individuals pursuing a post-secondary education attain a credential (certificate or degree)

<u>A motion was made and seconded to approve the proposed 2016 budget in amount of $208,830,718.</u> <u>The motion carried</u>. Ms. Shunta Williams abstained from voting.

Chair Alexander concluded his report and no further action was taken

c. Report Card. The Committee Chair will present the Board's 2016 Workforce Report Card for adoption and distribution.

Chair Shaw reported that in 2005, the Gulf Coast Workforce Board published the first Report Card as a tool to gauge the region's competitiveness in terms of economy and workforce as compared to similar metropolitan areas across the United States. Since then, the Board has produced four subsequent updates. This 2015 Workforce Report Card is the fifth update and is rich in data.

The metro regions of Atlanta, Dallas, Denver, Miami, San Antonio and San Diego were used as comparison regions.

Each region was evaluated in terms of indicators that affect economy and workforce conditions:

- Macroeconomic and industry dynamics
- Employment and unemployment
- Labor force composition
- Income, wealth and poverty
- Quality of life
- Educational achievement and investment

Chair Shaw communicated that the 2015 data tells us that the Gulf Coast region ranks at or above average on nearly all key performance indicators.

- Our region is at the top in terms of overall economic performance with good industrial diversity and consistent job growth.
- We rank toward the middle on labor force and quality of life indicators.
- Education remains an area in need of improvement.

To emphasize its importance, this Report Card includes a special focus section on education that discusses the entire education spectrum – from early education to post-secondary training and beyond.

Chair Shaw explained that the Report Card recommendations are:

- Increased support for quality Pre-K programs
- Additional remediation and intervention for primary school children not performing at grade level in reading and math
- Expand student and parent access to quality career information in middle-school
- Maximize high school students' time in the classroom through Dual Credit and Advanced Placement Courses
- Increase per student spending for Adult Education and Literacy
- Promote apprenticeships for young adults and displaced workers

Chair Shaw stated that the committee discussed the importance of outreach regarding this Report Card. Regional round tables were discussed in hopes of reaching out to policy makers, economic development organizations, business associations, committee based organized, literacy groups and contractors to get this information out in the Gulf Coast area.

Chair Shaw acknowledged his Co-Chair, Ms. Linda O'Black and thanked Board members that attended Report Card Committee meetings.

Chair Shaw asked Ms. Michelle Ramirez to acknowledge staff who worked so hard on this Report Card - Parker Harvey, Ron Borski, Jolea Bryant, Michelle Robertson and Josh Shideler.

Chair Guthrie noted the hard work by committee members and staff and stated that he was proud of this publication.

A motion was made and seconded to adopt the Gulf Coast Workforce Board's 2015 Report Card. The motion carried.

Chair Shaw explained that the Report Card Committee meeting will be held in the near future and noted that all Board members are invited to attend - community outreach will be discussed.

Ms. Cheryl Guido mentioned that the Texas Workforce Commission Conference will be held in Houston this year and recommended that the Report Card would be a great breakout session presentation. Chair Guthrie suggested that we submit it for consideration.

Chair Shaw concluded his report and no further action was taken.

RECEIVE INFORMATION

System Performance

Mr. David Baggerly reviewed the Year End System Performance measures for October 2014 through December 2015. These measures gauge progress toward meeting the results set out in the Board's strategic plan. There are two sets of measures: one for the entire regional workforce system and one for the Board's operating affiliate, Workforce Solutions.

For Workforce Solutions
More Competitive Employers –

Employers Receiving Services (Market Share) – We expected to provide services to 25,757 employers this year. We provided services to 10,317 employers in the quarter ending December 2015.
Employer Loyalty – Our performance indicates our employer customers value our services and return to us for additional services. Of a possible 24,235 employers, 7,282 returned to The Workforce Solutions for additional services in the quarter ending December 2015.

<u>More and Better Jobs</u> –

New jobs created – New jobs created in the region as a result of Workforce Solutions partnering with economic development organizations.
This information is captured quarterly and reflects a two year average through December 2015.

Customers employed by the 1st Quarter after exit – 53,393 of the 67,081 customers who exited service in the quarter ended December 2014 were employed by the quarter after exit.

<u>Higher Real Incomes</u> –

Exiters with Earnings Gains of at least 20% - 27,075 of the 74,693 customers who exited in the quarter ending June 2014 had earnings gains of at least 20%.

<u>A Better Educated and Skilled Workforce</u> –

Customers pursuing education diploma, degree or certificate who achieve one -
382 of 831 customers pursuing an education diploma, degree or certificate attained a diploma, degree or certificate by the end of the quarter after exit.

In addition to the Board's measures, Workforce Solutions works to meet the state's expectations for performance on indicators related to the money we received from the Texas Workforce Commission.

For the performance year that began October 1, 2015, we are meeting or exceeding the target for five of nine common measures. The common measures we are not meeting are:

- <u>Claimant Reemployment within 10 weeks</u> – The target for this measure is 55%. Our performance through the first quarter of the year was 50.3%.

- <u>Youth Placed in Employment or Education</u> – The target for this measure is 67%. Our performance though the first two quarters of the year was 63.8%.

- <u>Youth Literacy/Numeracy</u> – The target for this measure is 3%. Our performance though the first two quarters of the year was 38.7%.

- Choices Full Work Rate - The target for this measure is 50%. Our performance through the first quarter of the year was 42.5%

The adult education consortium has multiple measures for production and outcomes. We count beginning in July of each year.

Enrollments. Total enrollments are the number of individuals who begin an adult education class. 12+ hour enrollments count the number of individuals who are in class 12 or more clock hours. Transitions enrollments count the number of individuals in adult education classes designed to lead to further post-secondary training. Career Pathways enrollments counts the number of individuals in contextualized learning (basic education and occupational skills at the same time) classes.

	Target	**Year to Date Actual**
Total Enrollments	**25,873**	**15,645**
12+ Hour Enrollments	25,151	14,389
Transitions	1,257	351
Career Pathways	1,377	295

Outcomes. There are 11 outcome measures. All customers who complete at least 12 hours instruction count in the denominator.

Measure	**Target**	**Year to Date Actual**
Adult Basic Education – Beginning Literacy	75%	53.3%
Adult Basic Education – Beginning Basic Education	63%	40.0%
Adult Basic Education – Intermediate Low	63%	41.9%
Adult Basic Education – Intermediate High	56%	33.7%
English as a Second Language – Beginning Literacy	64%	34.8%
English as a Second Language – Beginning Low	70%	38.9%
English as a Second Language – Beginning High	72%	40.0%
English as a Second Language – Intermediate Low	74%	37.6%
English as a Second Language – Intermediate High	64%	27.8%
Advanced English as a Second Language	66%	20.0%
Adult Secondary Education	64%	38.2%

Chair Guthrie noted that at the Texas Association of Workforce Boards (TAWB) meeting on Monday, February 1, 2016, Commissioner Alcantar of the Texas Workforce Commission (TWC) spoke of changes in the rules of adult education enrollments which have caused our Board difficulties in the measures. The reported changes would allow a more relaxed time period for enrollment.

Mr. Baggerly concluded his report and no action was taken.

Expenditure Report

Mr. Mike Temple reviewed the Financial Status Report for twelve months ending December 31 2015 and stated that the budget was exceeded on Financial Aid expenditures. Mr. Temple explained that there was a high demand in 2015 for financial aid which includes scholarship money, support services payments and child care expenditures. We are currently supporting approximately 22,000 – 23,000 children in child-care daily. Mr. Temple assured the Board that we did not spend more money than the Board has. At the recent Budget committee meeting it was discussed setting a mid-year budget review to look at the budget, expenditures and any additional revenues potentially received during the year. Mr. Temple explained that often – TWC provides additional funding during the year.

Mr. Temple concluded his report and no action was taken.

LOOK AT THE ECONOMY

Mr. Ron Borski explained that the rate of unemployment in the Houston-The Woodlands-Sugar Land Metropolitan Statistical Area (H-W-S MSA) dropped three-tenths of a percentage point to 4.6 percent in December. The unemployment rate for Texas also dropped three-tenths of a percentage point in December to 4.2 percent while the national rate was unchanged at 4.8 percent. The H-W-S MSA added 8,500 jobs in December. Mr. Borski explained that December job gains were primarily a result of seasonal hiring in Retail Trade, Food Services and Drinking Places, Transportation, Warehousing and Utilities. Additional increases were found in Health Care and Social Assistance and Nondurable Goods Manufacturing. A number of industry sectors were reporting declines associated with the struggling Oil and Gas Industry including Mining and Logging, Financial Activities, and Other Services. Construction also incurred a loss as it does most years in December. The overall outlook for 2016 is for continued weakness in sectors supporting the energy industry with a high probability of a slowing trend to spread across other sectors as more consumers are faced with reduced discretionary spending.

Mr. Borski concluded his report and no action was taken.

Gulf Coast Workforce Trends in Professional, Scientific and Technical Services

Mr. Parker Harvey reported that Professional, Scientific, and Technical Services, often referred to as simply Professional and Technical Services, is one of 20 major economic sectors that includes a range of high value-added services such as legal services, accounting, architecture and engineering, computer systems design, advertising, and others. With few exceptions businesses and organizations that fall within this sector specialize in activities that require a high degree of expertise and training. As a result, workers often have relatively high levels of education including but not limited to specialized degrees as well as licenses issued by regulatory entities. This frequently translates into strong growth prospects and high wages making it a long targeted sector by the Gulf Coast Workforce Board. This report examines past, present, and future trends among the industries and occupations within this sector of the Gulf Coast regional economy.

As of the second quarter of 2015, there were 212, 935 jobs in Professional, Scientific and Technical Services comprising 8.3 percent of total private employment in the Gulf Coast region. The share of these jobs rose from 7.8 percent a decade earlier indicating that this sector continues to grow in importance as a source of jobs. Relative to other sectors, Professional and Technical Services was the sixth-largest in terms of employment making it comparable in size to Construction.

Within Professional and Technical Services there are nine major industries:

- Legal
- Accounting and Bookkeeping
- Architectural and Engineering*
- Specialized Design
- Computer Systems Design and Related*
- Management, Scientific, and Technical Consulting*
- Scientific Research and Development
- Advertising, PR, and Related
- Other Professional and Technical Services

*Denotes high-skill, high-growth industry targeted by the Gulf Coast Workforce Board

Among these nine industries, Architectural and Engineering Services make up the plurality of jobs in Professional and Technical Services in the Gulf Coast with 34 percent (71,739 jobs) followed by Management and Technical Consulting (16 percent) and Computer Systems Design and Related Services (14 percent). Engineering Services account for 70 percent of jobs in the Architectural and Engineering category and the largest employers in this category are overwhelmingly providers of services to energy companies in the region.

As a result of its relationship to the oil and gas industry by way of Architectural and Engineering Services and to a lesser extent Management and Technical Consulting, the fortunes of the overall Professional and Technical Services sector have followed the trajectory of oil prices since early 2015. This has been reflected in the dramatic rate of change in job growth, which was as high as 5.1 percent as recently as January 2015. By October of that same year growth turned negative and as of November 2015 registered a decline of -0.6 percent. Note that the price of West Texas Intermediate oil began posting year over year declines as early as July 2014 and by November 2015 was down nearly 44 percent from the previous year.

The last time Professional and Technical Services saw a comparable rate of negative growth was May 2010 however that was after reaching a trough of -7.0 percent during the depths of the recession. While it is impossible to predict the point at which oil prices and subsequently employment begin recover, extrapolating from the trend observed during the recession implies that there will be continued job losses in Professional and Technical Services, among other sectors, well into 2016.

Of the approximately 213,000 Professional and Technical Services jobs across the 13-county region, the overwhelming majority (86.1 percent) are found within Harris County compared to 80.0 percent of total private employment and only two-thirds of the region's population. The next highest shares of Professional and Technical jobs were found in Montgomery County (5.0 percent) and Fort Bend (4.1 percent). Brazoria (1.9 percent) and Galveston (1.5 percent) were the only other counties to comprise 1 percent or more of total Professional and Technical Services employment in the region.

As noted, the vast majority of Professional and Technical Services employment was found within the geographic core of the 13-county region. However shares of this sector's employment *within* each county demonstrated comparatively more balance. At the upper end was Harris County with the highest concentration of Professional and Technical Services employment as a percentage of the county's total private employment at 9.1 percent. This was followed by Montgomery and Matagorda Counties with 7.6 percent and 6.7 percent, respectively. At the other end of the range were Liberty (2.8 percent), Colorado (2.1 percent), and Wharton (1.6 percent). Lastly, it is worth highlighting that some counties on the periphery of the region, such as Walker (5.5 percent) and Austin (4.8 percent) also had relatively high proportions of Professional and Technical employment given their small populations.

Another method of analyzing the geographic distribution of Professional and Technical jobs across the region involved identifying which of the nine major Professional and Technical industries were the largest within each county. Given region's specialization in energy, it was not surprising that Architecture, Engineering, and Related Services was the most frequently encountered industry, proving to be the largest in 6 out of 13 counties. In two of these counties, Chambers (59 percent) and Brazoria (53 percent), a majority of Professional and Technical jobs were in Architecture and Engineering.

In contrast, Legal Services was the largest industry in Wharton, Liberty, and Matagorda Counties. Accounting was the largest in Montgomery and Colorado Counties while Computer Systems Design was the largest in Austin County, possibly the result of several small computer systems design and custom programming firms in the area. Lastly, Scientific Research was the largest Professional and Technical industry in Walker County and presumably related to the presence of the Carnegie designated doctoral research institution at Sam Houston State University.

Mr. Harvey noted Professional and Technical Services employment is projected to grow 25 percent between 2012 and 2022. This translates to an average annual projected growth rate of 2.3 percent each year. Armed with this knowledge it was possible to determine whether Professional and Technical Services has been growing at the pace needed to reach the projected target of 246,040 jobs by 2022.
During the first two years from 2012 to 2013 and 2013 to 2014, this sector managed to grow 4.7 percent and 3.8 percent year over year, respectively, which was faster than minimum 2.3 percent needed. While data for the third and fourth quarters of 2015 are not yet available, the absolute number of Professional and Technical Services jobs as of the first half of 2015 was higher than the average for all of 2014 by only 1,488 or 0.7 percent. To compare, the first half of 2014 compared to the average of 2013 was higher by 5,086

jobs or 2.5 percent.

Job growth in the first half 2015 slowed compared to previous years and is likely to have continued to do so in the second half of the year. However, if the Gulf Coast manages to at least match the projected level of jobs for 2015 of 210,406, the region can still meet the projected target of 246,040 jobs by 2022. Note that this assumes a growth rate of 2.3 percent each year for the remaining five and a half years. At the same time, a protracted period of low oil prices continuing to adversely affect employment in the region may jeopardize the ability of Professional and Technical Services to reach this target.

Among the nine major Professional and Technical Services Industries highlighted earlier, six are projected to grow faster than the average for all industries/occupations of 23.8 percent. Computer Systems Design and Related Services are projected to grow the fastest at 33.5 percent over the 10-year period. This is followed by Management and Technical Consulting Services (29.5 percent) and Architectural and Engineering Services (29.1 percent). Two industries, Legal Services (18.3 percent) and Accounting and Bookkeeping (16.5 percent) are projected to grow slower than average over this same period. Only Scientific Research and Development Services is expected to decline in absolute terms, contracting 14.2 percent by 2022.

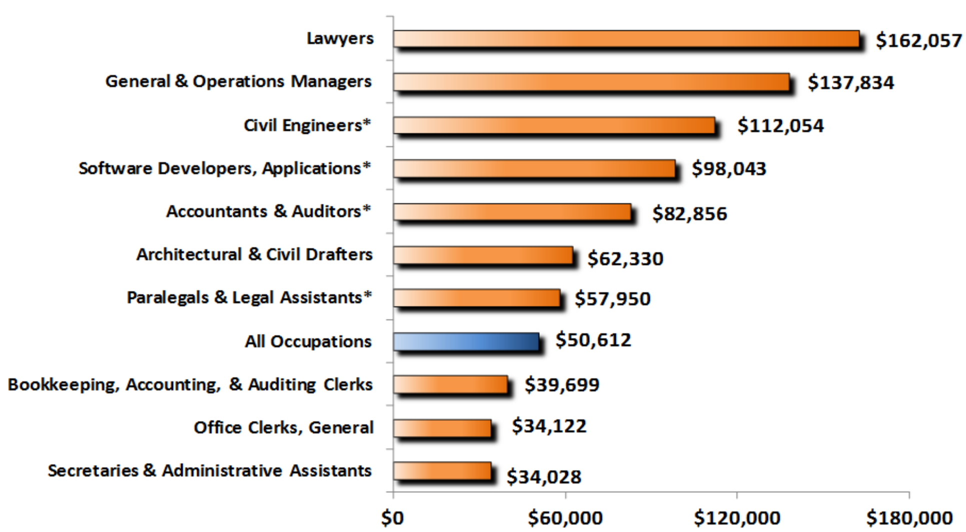
As is the case for nearly all of the Gulf Coast's sectors, Professional and Technical Services demonstrated signs of an aging workforce as well. Five age groups* from 14-18 to 35-44 saw their share of the sector's workers decline over the first quarters of 1996, 2005, and 2015. The 25-34 age group saw the largest percentage point decline at 5.6 followed by the 35-44 group (-5.5). The two remaining age groups, 55-64 and 65-99, saw their share of workers increase over the 19-year period with the 55-64 group experiencing the largest share increase from 8 percent to 16 percent. In short, the share of workers in the 25-44 range fell from around 60 percent of the total in the first quarter of 1996 to 50 percent by first quarter of 2015 while the share of workers 55-99 grew from approximately 10 percent to 22 percent.

While roughly one-third of all Professional and Technical employment could be found among Architecture and Engineering firms, the largest occupations in this sector reflected a wider range of functions than just engineering. Accountants and Auditors proved to be the most common Professional and Technical occupation comprising 5.8 percent of employment. Overall, the top-10 largest occupations could be divided into those requiring extensive education, training, and experience (e.g. Lawyers, Accountants, Civil Engineers, Managers etc.) and those requiring comparatively less education, in many cases just a high school diploma and on-the-job-training (e.g. Office Clerks, Bookkeepers, Secretaries). Among the top 10, only Architectural and Civil Drafters and Paralegals and Legal Assistants could be considered "middle-skills' occupations given that they typically require an Associate's degree.

Among the top-10 largest Professional and Technical occupations, long-term projected growth generally reflected the educational attainment dynamics noted above. Overall, the occupations requiring relatively more education were projected to grow the fastest with Civil Engineers poised to increase by 39.9 percent between 2012 and 2022. Lawyers were the only occupation requiring a significantly higher than average level of education while posting a projected growth rate virtually identical to the average for all occupations. The three clerical occupations noted previously are predicted to have slower than average yet respectable growth rates of roughly 19 percent to 21 percent. Of the top-10 largest occupations only Architectural and Civil Drafters were projected to grow substantially slower than average at 4.6 percent compared to an overall average of 23.8 percent over the 10-year period.

Regarding wages among the top-10 largest Professional and Technical occupations, this dimension showed the strongest direct relationship to educational attainment of those examined thus far. As the only occupation of the group requiring a doctoral or professional degree, Lawyers had the highest average annual wage at $162,057. The wage-education dynamic continued with the two occupations requiring Associate's degrees (Architectural and Civil Drafters and Paralegals) both earning more than the average for all occupations at $50,612 per year while the three clerical roles earned wages significantly below the average.

Chart 9. Gulf Coast Top-10 Largest Professional and Technical Occupations by Average Annual Wages 2012-2022



*Denotes high-skill, high-growth occupation targeted by the Gulf Coast Workforce Board

Mr. Harvey concluded his report and no action was taken.

OTHER BUSINESS

Chair Guthrie and Vice Chair Garcia presented Certificates of Appreciation to Board members whose term expired on December 31, 2015.

Chair Guthrie presented TWC certificates to the "Board Pioneers" recognized at the TWC Annual Conference. These members have served on the Gulf Coast Workforce Board since it was certified 18 years ago in 1997: Chair Mark Guthrie, Vice Chair Gerald Andrews, Mr. Ray Laughter, Mr. Richard Shaw and Mr. John Hebert.

Mr. Temple explained that the Board partnered with Jacobs Construction and Lee College to assist in training 19 men and woman who have now started a career with Jacobs in skilled trades. Jacobs wanted to recognize the Gulf Coast Workforce Board for its support in the project with a plaque.

Mr. Temple also reported that in December the Board approved a contract with DESI to begin work on a disconnected young adult project. Currently there are a number of young men who have started temporary to permanent construction jobs. These young men will then progress into a combination of basic education and skills training to help them achieve their high school GED while working. The current group of young men is from Scarborough High School.

ADJOURN

There was no further business to come before the Board, and Chair Guthrie adjourned the meeting at approximately 11:05 am.

Audit/Monitoring Committee
Update for April 2016

The Audit/Monitoring Committee met Tuesday, March 22, 2016 at the Southwest Career Office. Representatives from Interfaith of The Woodlands and Neighborhood Centers, Inc. addressed issues discussed at our January meeting regarding the Financial Aid Call Center, the Southwest Career Office and the Cypress Station Career Office.

The committee then turned to new business.

Operations Reviews.

- **Career Offices.** The team reviewed five offices: Astrodome, Northline, (operated by NCI), Humble, Westheimer, and Willowbrook (operated by Interfaith). Astrodome and Westheimer earned above average ratings. Northline, Humble and Willowbrook earned average ratings.

  At Astrodome and Westheimer, the team noted the staff at these offices were consistently providing good customer service at all levels; the Greeters, the Resource Room Specialists, the Employment Counselors , the Personal Service Representatives and the Manager and Supervisors. There were two minor accessibility issues noted at Westheimer.

  The remaining offices: Northline, Humble and Willowbrook were generally providing good customer service. But, we identified areas at each office where there were opportunities to improve the quality of service.

  At Northline we recommended:
  - A greeter improve her communication with the customers entering the office
  - Resource Room Specialists do a better job balancing between providing extensive personal assistance and being available to the other customers in the Resource Room
  - Reduce the number of times customers are assisted by staff and then have to wait to be seen again on the same day.

  At Humble we did not find documentation of eligibility for a customer where we provided support service.

  At Willowbrook we recommended staff improve greeting skills.

  We noted that all offices should increase their efforts at placing customers in jobs listed by Workforce Solutions and improve support to customers in training activities.

- **Financial Aid Payment Office**. From October 2015 through March 15, 2016, we checked on 604 child care providers out of a total of 1,511 active vendors. We follow-up on the one vendor with a service improvement agreement imposed because the vendor was holding automated attendance cards. The vendor passed our review.

State Monitoring

We resolved all issues identified on the 2014 state monitoring visit. We are working with the state to resolve issues from the 2015 state monitoring visit.

The unresolved issues include:

- Ensure Trade Adjustment Assistance waiver requirements are met. The state will visit us in early April to provide additional training and to review customer records for compliance.
- Ensure customers meet eligibility requirements. We provided documentation and additional information to resolve this issue.
- Strengthen internal control of support service expenditures. We are planning to change our current process of providing pre-paid vendor cards and cash cards to customers for authorized support services. We are working with our contractors to test the new processes before implementing system wide.

Report Card Committee
2015 Report Card Outreach

The Report Card Committee met on Wednesday, February 24, 2016 at the Houston-Galveston Area Council. Committee Chair Richard Shaw led the meeting along with Co-Chair Linda O'Black. Additional members in attendance included Board Chair Mark Guthrie, Willie Alexander, Karlos Allen, Gerald Andrews, Betty Baitland, Sally Kay Janes and Allene Schmidt. The Committee discussed and approved plans for sharing the 2015 Workforce Report Card with the community.

Background

In February 2016, the Gulf Coast Workforce Board approved release of the 2015 Workforce Report Card. To emphasize the continued importance of an educated and trained workforce, this Report Card features a special focus section on education that discusses the full spectrum – from early education to post-secondary training and beyond. The report also includes recommendations for improvement in the regional education system as well as a full discussion of the regional comparison indicators.

Regional Roundtable Discussions

In order to engage key stakeholders in communities across the region, the Gulf Coast Workforce Board will host a series of local roundtable discussions designed to:

- Deepen relationships in each of the communities we serve
- Engage Workforce Board members in meaningful interactions with local leaders
- Create opportunities for both stakeholders and the people we serve to better understand key findings in the Report Card
- Illustrate the vital role of Workforce Solutions in the regional economy.

Each roundtable will be a 90-minute session that includes discussion of key areas from the Report Card, followed by potential media interviews with Workforce Board members, invited speakers, and staff. The schedule is as follows:

Date	Location	Board Member Participants
Thursday, March 31, 2016 10 – 11:30 am	Workforce Solutions – Northline	Mark Guthrie *(facilitator)* Linda O'Black, Sally Kay Janes
Monday, April 4, 2016 9 – 10:30 am	Workforce Solutions – Rosenberg	Betty Baitland *(facilitator)* Allene Schmidt, Sally Kay Janes, Richard Shaw

Monday, April 11, 2016 10 – 11:30 am	Workforce Solutions – Baytown	Guy Robert Jackson *(facilitator)*
Monday, April 18, 2016 10 – 11:30 am	Brazosport College	Gerald Andrews *(facilitator)* Willie Alexander, Richard Shaw
Monday, April 25, 2016 10 – 11:30 am	Workforce Solutions – Conroe	Gil Staley *(facilitator)* Sally Kay Janes, Richard Shaw

Board members are invited to attend any of the roundtable discussions. Please advise Joshua Shideler so that we may reserve your seat (Joshua.Shideler@wrksolutions.com, 713-499-6658).

In addition to the roundtable discussions, Board members continue to share the Report Card in their local communities and through their professional networks. The materials used for the roundtable discussions (presentations, handouts, etc.) will be available to all Board members.

Gulf Coast Workforce Board
System Performance
October 2015 to February 2016

Board Measures

These measures gauge progress toward meeting the results set out in the Board's strategic plan. There are two sets of measures: one for the entire regional workforce system and one for the Board's operating affiliate, Workforce Solutions.

We report on the Board measures for Workforce Solutions at each meeting.

More Competitive Employers

Measure	**Annual Target**	**Current Performance**	**Performance Last Year**
Employers Receiving Services (Market Share) We expect to provide services to 25,757 employers this year. We provided services to 13,637 employers through February 2016	25,757	13,637	27,292
Employer Loyalty Our performance indicates our employer customers value our services and return to us for additional services. Of a possible 24,235 employers, 8,770 returned to Workforce Solutions for additional services through February 2016	63%	36.2%	61.5%

More and Better Jobs

Measure	Annual Target	Current Performance	Performance Last Year
New jobs created New jobs created in the region as a result of Workforce Solutions partnering with economic development organizations. This information is captured quarterly and reflects a two-year average through December 2015.	3,000	1,170	2,446
Customers employed by the 1st Qtr after exit 113,796 of the 141,283 customers who exited service in the two quarters ending March 2015 were employed by the quarter after exit.	75%	80.5%	78.1%

Higher Real Incomes

Measure	Annual Target	Current Performance	Performance Last Year
Earnings Gains of at least 20% 52,873 of the 150,240 customers who exited in the two quarters ending September 2014 had earnings gains of at least 20%.	36.0%	35.2%	33.8%

A Better Educated Workforce

Measure	Annual Target	Current Performance	Performance Last Year
Customers pursuing education diploma, degree or certificate who achieve one 396 of 825 customers pursuing an education diploma, degree or certificate attained a diploma, degree or certificate by the end of the quarter after exit.	62%	48.0%	50.2%

Production

In addition to the Board's measures, Workforce Solutions works to meet Texas Workforce Commission expectations for production.

For the performance year that began October 1, 2015, we are meeting or exceeding the target for six of nine common measures. The common measures we are not meeting are:

- Claimant Reemployment within 10 weeks - The target for this measure is 53.59%. Our performance through February 2016 was 47.8%.

- Youth Literacy/ Numeracy - The target for this measure is 53%. Our performance through January 2016 was 39.5%.

- Choices Full Work Rate - The target for this measure is 47%. Our performance through January was 43.09%.

The adult education consortium has multiple measures for production and outcomes. We count beginning in July of each year.

- Enrollments. Total enrollments are the number of individuals who begin an adult education class. 12+ hour enrollments count the number of individuals who are in class 12 or more clock hours. Transitions enrollments count the number of individuals in adult education classes designed to lead to further post-secondary training. Career Pathways enrollments counts the number of individuals in contextualized learning (basic education and occupational skills at the same time) classes.

	Target	**Year to Date Actual**
Total Enrollments	**N/A**	**21,288**
12+ Hour Enrollments	25,151	19,375
Transitions	1,257	501
Career Pathways	1,377	410

- Outcomes. There are 11 outcome measures. All customers who complete at least 12 hours instruction count in the denominator.

Measure	**Target**	**Year to Date Actual**
Adult Basic Education – Beginning Literacy	75%	41.7%
Adult Basic Education – Beginning Basic Education	63%	31.3%
Adult Basic Education – Intermediate Low	63%	33.5%
Adult Basic Education – Intermediate High	56%	26.7%
English as a Second Language – Beginning Literacy	64%	30.1%
English as a Second Language – Beginning Low	70%	34.5%
English as a Second Language – Beginning High	72%	37.1%
English as a Second Language – Intermediate Low	74%	34.2%
English as a Second Language – Intermediate High	64%	24.5%
Advanced English as a Second Language	66%	17.6%
Adult Secondary Education	64%	30.3%

GULF COAST WORKFORCE DEVELOPMENT BOARD FINANCIAL STATUS REPORT For the Two Months Ended February 29, 2016	ANNUAL BUDGET	BUDGET YEAR TO DATE	ACTUAL YEAR TO DATE	DOLLAR VARIANCE
WORKFORCE REVENUES				
WORKFORCE REVENUES	**208,830,718**	**34,805,120**	**32,038,863**	**2,766,257**
WORKFORCE EXPENDITURES				
BOARD ADMINISTRATION	**5,229,639**	**871,607**	**742,393**	**129,214**
SYSTEM IT	**360,000**	**60,000**	**44,461**	**15,539**
EMPLOYER SERVICES	**7,999,167**	**1,333,195**	**894,033**	**439,162**
RESIDENT SERVICES	**195,241,912**	**32,540,319**	**30,357,976**	**2,182,343**
OFFICE OPERATIONS	40,775,400	6,795,900	5,665,073	1,130,827
FINANCIAL AID	137,805,000	22,967,500	22,058,241	909,259
SPECIAL PROJECTS	2,441,900	406,983	170,755	236,228
ADULT EDUCATION	14,219,612	2,369,935	2,463,907	(93,972)
TOTAL WORKFORCE EXPENDITURES	**208,830,718**	**34,805,120**	**32,038,863**	**2,766,257**

VARIANCE ANALYSIS

Note: Except for Special Projects that are currently funded through September 30, 2016, the "Budget Year to Date" column reflects straight-line estimate of expenditures for the twelve-month period, assuming equal expenditures every month in order to fully expend the budget in a year.

Information Updates

We’ll provide Board members with information on several topics, including:

- Progress and timelines for the vocational rehabilitation services transition
- Proposed timelines for 2017 contract renewals
- Recommendations for system procurements, including adult education

Workforce Solutions

Labor **M**arket **I**nformation
JANUARY 2016 Employment Data

HOUSTON-THE WOODLANDS-SUGAR LAND METROPOLITAN STATISTICAL AREA (H-W-S MSA)
Visit our website at www.wrksolutions.com

ANNUAL REVISIONS RELEASED

The Bureau of Labor Statistics has incorporated revisions for the Local Area Unemployment Statistics series and the Current Employment Statistics series.

The newly revised data shows that the H-W-S MSA added 15,200 jobs from December 2014 to December 2015, 8,000 fewer jobs than the originally estimated addition of 23,200 jobs.

Revisions were widespread across industries and in some cases the direction of job growth has been reversed.

- Industry sectors with ties to oil and gas exploration and production have been revised reflecting deeper declines than originally estimated (Mining and Logging, Manufacturing, and Professional and Business Services).
- Construction received a strong increase indicating payrolls were up 5.9 percent over the year as opposed to the originally estimated 1.4 percent increase.
- Originally estimated job losses in Financial Activities were reversed with the sector now reporting an increase over the year.
- Population driven sectors received much smaller revisions and continued to report steady job gains.

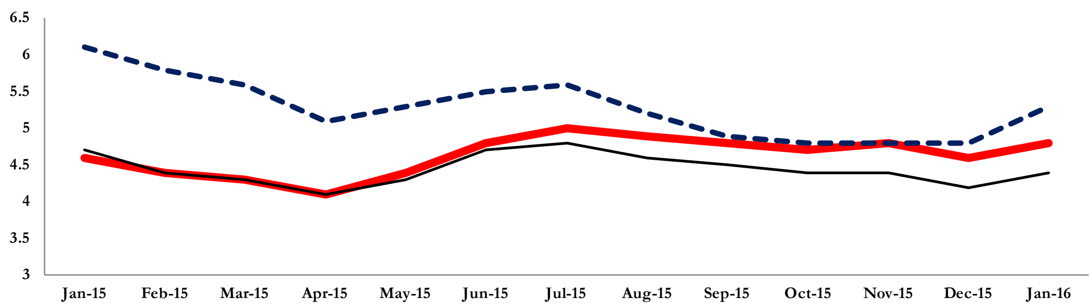
Houston-The Woodlands-Sugar Land Metropolitan Statistical Area	December 2014 to December 2015			
	Originally Estimated Over-the-Year Change		Revised Over-the-Year Change	
	Net	Percent	Net	Percent
Total Nonfarm	**23,200**	**0.8%**	**15,200**	**0.5%**
Mining and Logging	-8,500	-7.4%	-17,700	-15.8%
Construction	2,900	1.4%	12,600	5.9%
Manufacturing	-16,000	-6.2%	-23,800	-9.1%
Wholesale Trade	-3,800	-2.2%	-1,200	-0.7%
Retail Trade	7,100	2.3%	4,300	1.4%
Transportation, Warehousing, and Utilities	-2,500	-1.8%	100	0.1%
Information	1,400	4.3%	-700	-2.2%
Financial Activities	-5,200	-3.5%	1,400	0.9%
Professional and Business Services	400	0.1%	-6,600	-1.4%
Educational and Health Services	19,100	5.3%	17,200	4.8%
Leisure and Hospitality	19,600	6.8%	21,700	7.6%
Other Services	-1,500	-1.4%	500	0.5%
Government	10,200	2.7%	7,400	1.9%

The Houston-The Woodlands-Sugar Land Metropolitan Statistical Area (H-W-S MSA) unemployment rate rose two-tenths of a percentage point to 4.8 percent in January. The unemployment rate for Texas also rose two-tenths of a percentage point in January to 4.4 percent while that national rate rose one-half of a percentage point to 5.3 percent. The H-S-B MSA unemployment rate was two-tenths of a percentage point higher than it was one year earlier. There were 7,588 more unemployed in the H-W-S MSA in January 2016 than there were one year earlier. *Note: Current estimates for calendar year 2015 and January 2016 are considered provisional and may be revised with the next news release.*

Unemployment Rate (Actual)

	JAN 2016	DEC 2015	JAN 2015
Civilian Labor Force	3,253,480	3,261,075	3,244,780
Total Employed	3,096,932	3,110,753	3,096,090
Unemployed	156,548	150,322	148,690
Unemployment Rate	4.8%	4.6%	4.6%

Figure 1. Rate of Unemployment - Actual



	Jan-15	Feb-15	Mar-15	Apr-15	May-15	Jun-15	Jul-15	Aug-15	Sep-15	Oct-15	Nov-15	Dec-15	Jan-16
H-W-S MSA	4.6	4.4	4.3	4.1	4.4	4.8	5	4.9	4.8	4.7	4.8	4.6	4.8
Texas	4.7	4.4	4.3	4.1	4.3	4.7	4.8	4.6	4.5	4.4	4.4	4.2	4.4
U.S.	6.1	5.8	5.6	5.1	5.3	5.5	5.6	5.2	4.9	4.8	4.8	4.8	5.3

The H-W-S MSA reduced payrolls by 50,800 jobs in January. The 1.7 percent January decline was similar in magnitude to a 1.8 percent decline in 2015.

Continued declines of business activity related to oil and gas exploration and production has driven the pace of job growth in the H-W-S MSA well below the nation's 1.9 percent, up 0.6 percent or 16,400 jobs over-the-year in January, see figure 2. The largest numbers of new jobs created have been in population driven sectors of the economy such as Retail Trade, Leisure & Hospitality, Educational & Health Services, and Local Government Educational Services. Construction was also reporting healthy job gains with particularly strong growth in the Heavy and Civil Engineering Construction sector. A number of industry sectors were reporting over-the-year losses. Deepest declines have been in Mining, Durable Goods Manufacturing, and Professional & Business Services. The overall outlook for 2016 is for continued weakness in sectors supporting the energy industry with a high probability of a slowing trend to spread across other sectors as more consumers are faced with reduced discretionary spending. Detailed data can be viewed on pages 9 & 10. Additional comments by super sector can be found beginning on page 4.

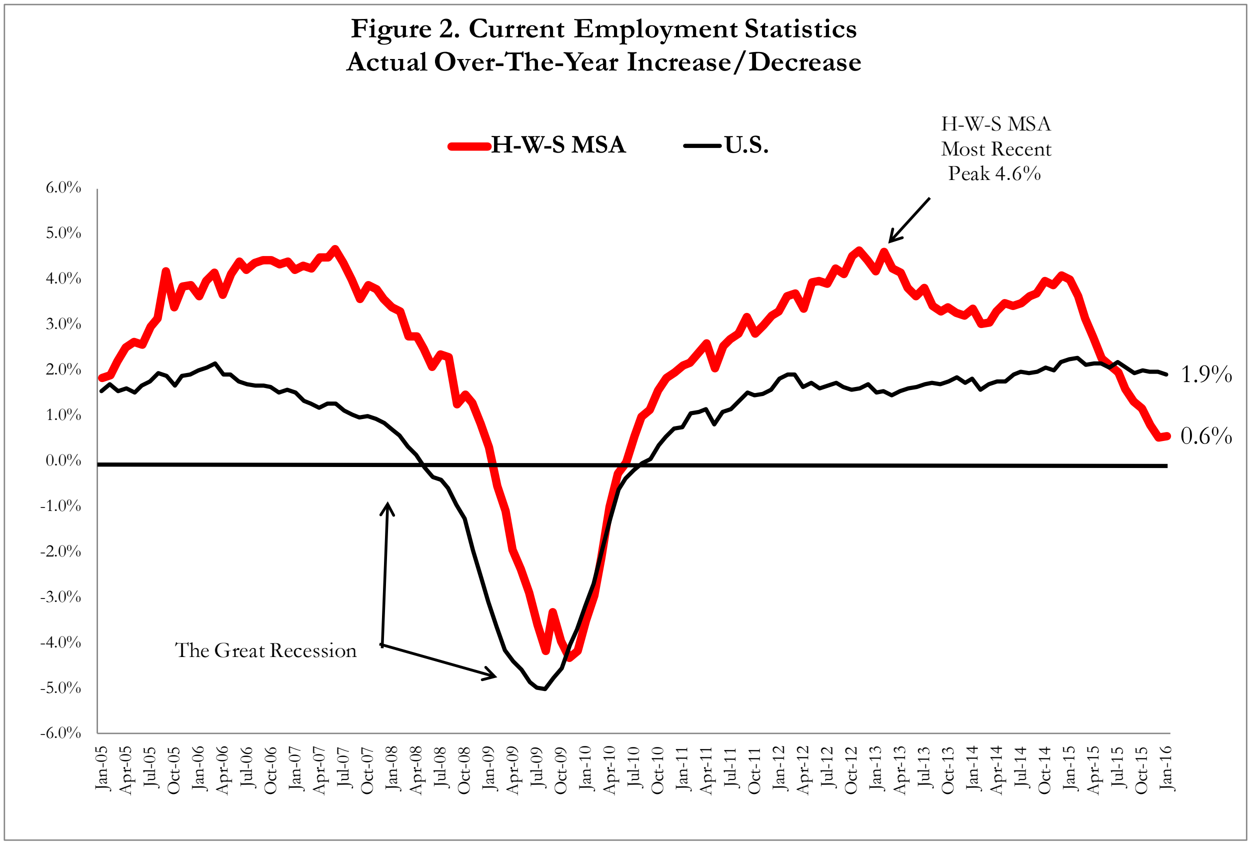


Figure 2. Current Employment Statistics
Actual Over-The-Year Increase/Decrease
H-W-S MSA
U.S.
H-W-S MSA
Most Recent
Peak 4.6%
6.0%
5.0%
4.0%
3.0%
2.0%
1.0%
0.0%
-1.0%
-2.0%
-3.0%
-4.0%
-5.0%
-6.0%
1.9%
0.6%
The Great Recession
Jan-05
Apr-05
Jul-05
Oct-05
Jan-06
Apr-06
Jul-06
Oct-06
Jan-07
Apr-07
Jul-07
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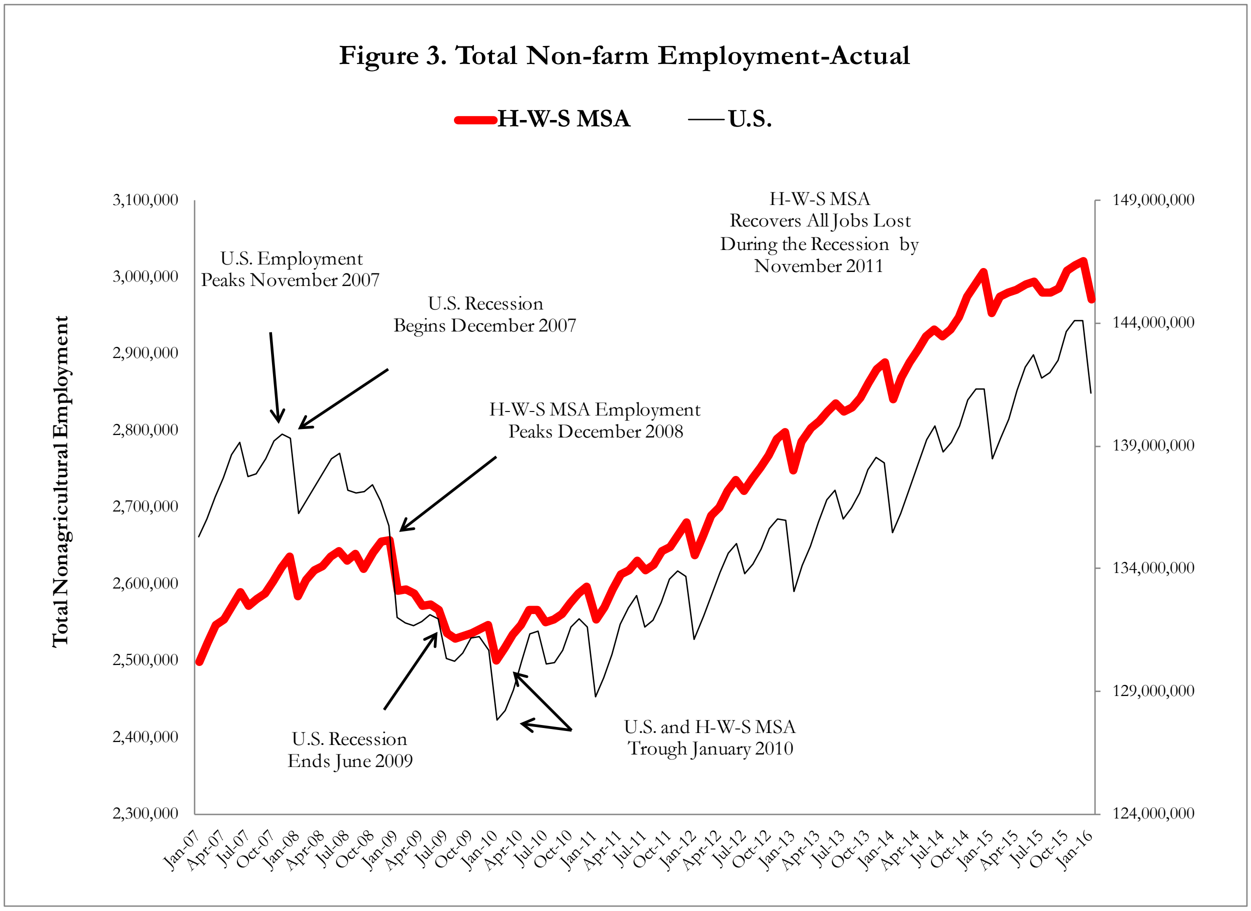
Figure 3. Total Non-farm Employment-Actual
H-W-S MSA
U.S.
Total Nonagricultural Employment
3,100,000
3,000,000
2,900,000
2,800,000
2,700,000
2,600,000
2,500,000
2,400,000
2,300,000
149,000,000
144,000,000
139,000,000
134,000,000
129,000,000
124,000,000
U.S. Employment
Peaks November 2007
U.S. Recession
Begins December 2007
H-W-S MSA
Recovers All Jobs Lost
During the Recession by
November 2011
H-W-S MSA Employment
Peaks December 2008
U.S. Recession
Ends June 2009
U.S. and H-W-S MSA
Trough January 2010
Jan-07
Apr-07
Jul-07
Oct-07
Jan-08
Apr-08
Jul-08
Oct-08
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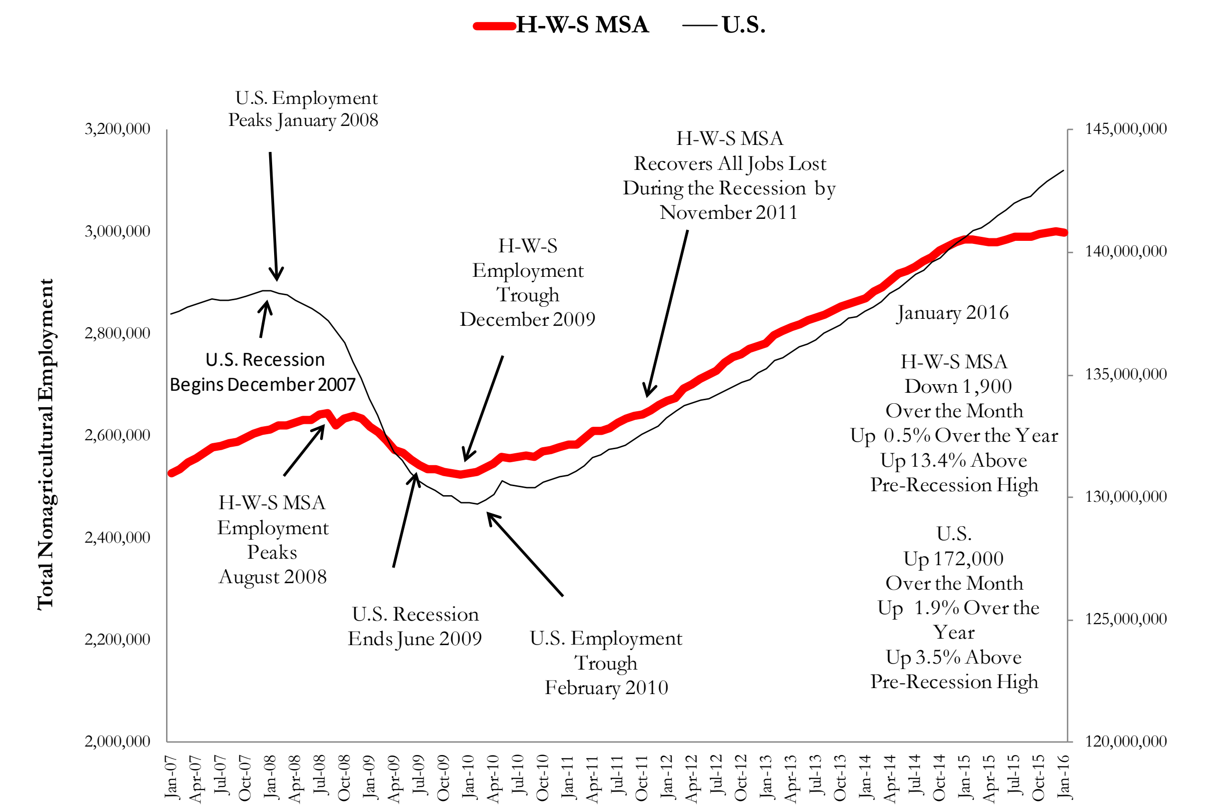
Oct-15
Jan-16

Seasonally adjusted data for the H-W-S MSA and U.S. seen in figure 4 provides an additional view of employment removing the erratic seasonal movement. Seasonally adjusted job growth in the H-W-S MSA remained strong until early 2015 but has since stalled. The pace of job growth at the national level surpassed that of the H-W-S MSA in July 2016, currently up 1.9 percent over the year compared to the H-W-S MSA's increase of 0.5 percent.

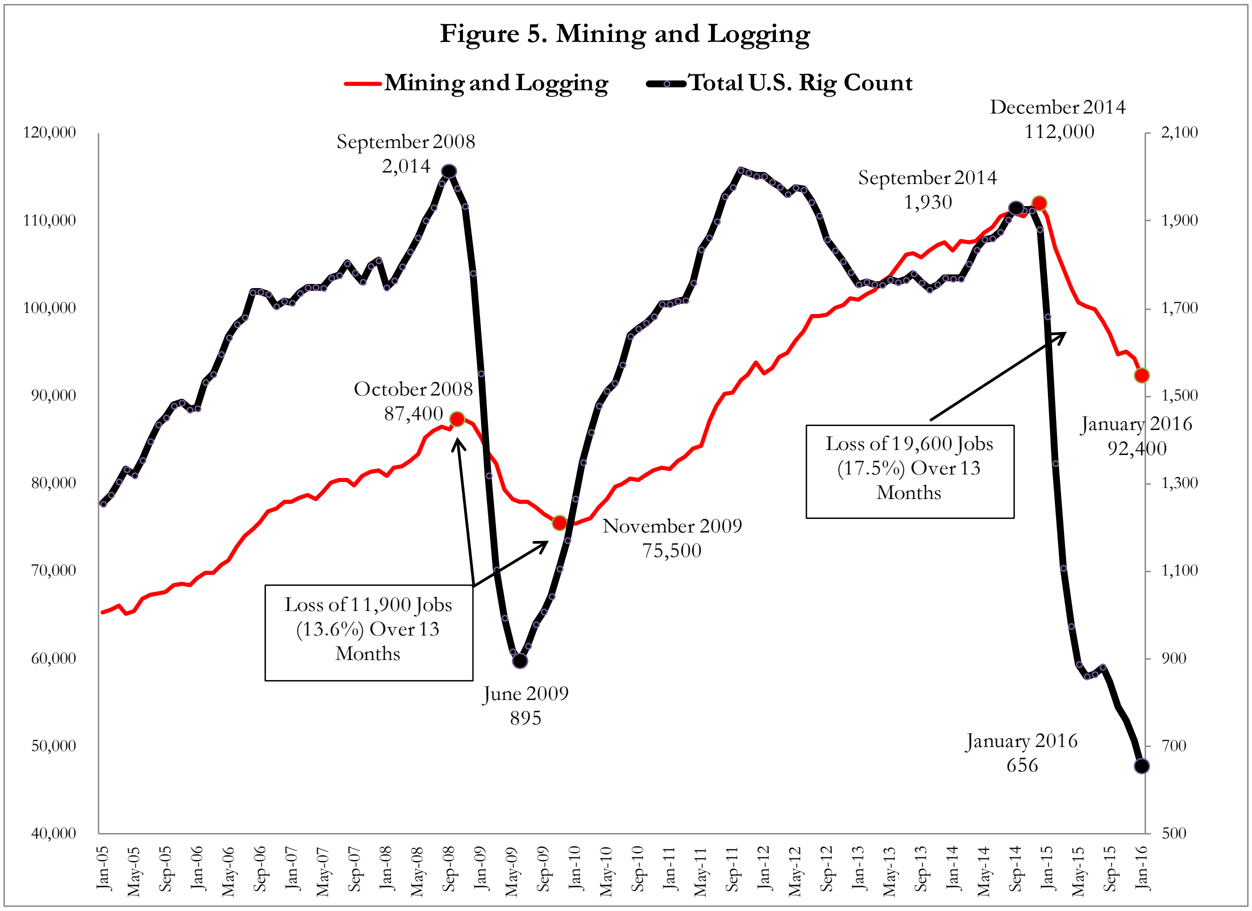
Figure 4. Total Non-farm Employment-Seasonally Adjusted



DETAILS BY SUPER SECTOR

Mining and Logging experienced a loss of 1,900 jobs in January, down 2.0 percent, with payrolls down 18,100 jobs or 16.4 percent over the year. The super sector has reduced payrolls by 17.5 percent from its most recent peak in December 2014, down 19,600 jobs, surpassing declines incurred as a result of the Great Recession when payrolls fell 13.6 percent, down 11,900 jobs, see figure 5. Most oilfield jobs are found in Support Activities for Mining and unsurprisingly the sector has incurred the steepest job cuts with payrolls down 14,700 jobs or 26.6 percent over the year[1]. Oil and Gas Extraction was reporting a loss of 2,700 jobs, down 5.0 percent over the year. The average U.S. rig count was 532 in February, down 124 from January and 1,398, 72.4%, from the most recent peak of 1,930 in September 2014. The average Texas rig count was 244 in February, down 61 from January and 660, 73.0%, from the most recent peak of 904 in November 2014. With continued low drilling activity and WTI oil prices less than $40 per barrel additional declines in the super sector are anticipated to continue.

[1] Annual revisions released with this month's data indicate Support Activities for Mining experienced much stronger job losses in 2015 than originally estimated.



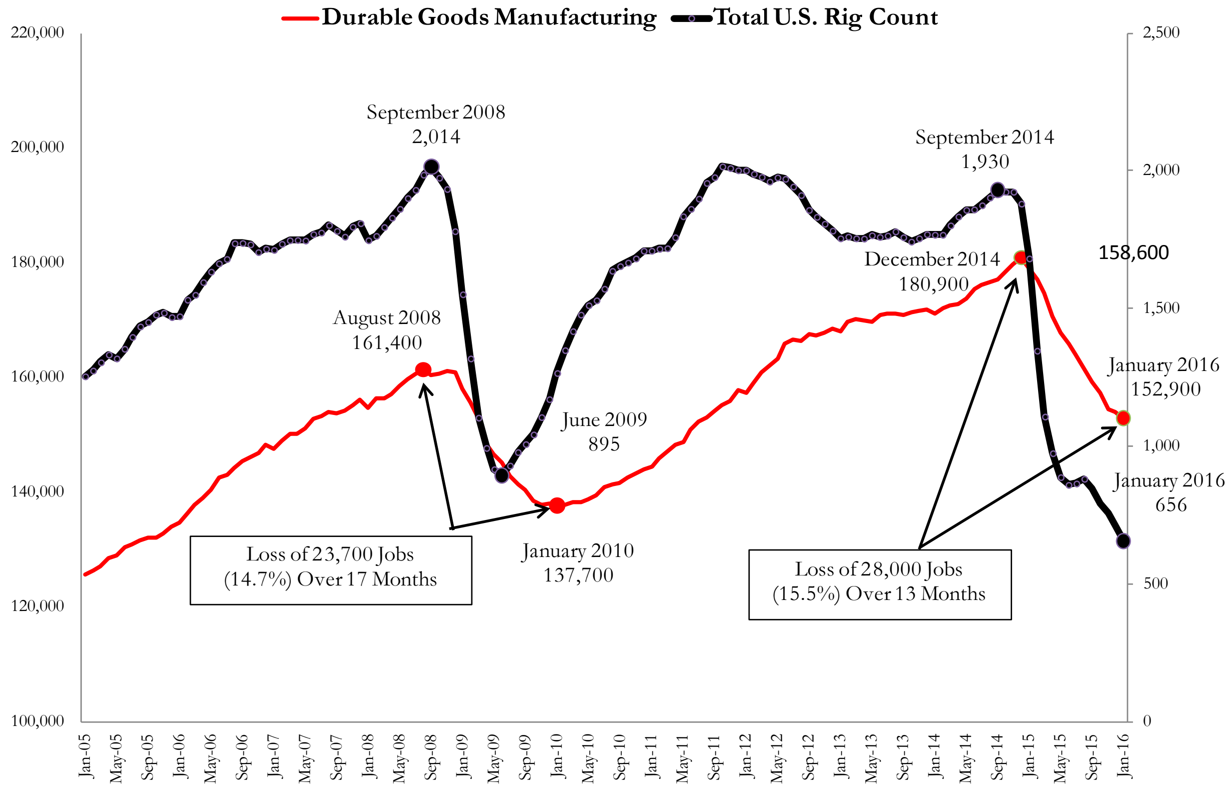
Construction reported a loss of 4,000 jobs over the month, down 1.8 percent. Declines were found in Construction of Buildings, down 2,000 jobs, and Specialty Trade Contractors, down 2,600 jobs. The pace of job growth continued to be strong with payrolls up 11,600 jobs or 5.6 percent over the year. Most of the growth has been in Heavy and Civil Engineering Construction where payrolls were up 9,500 jobs or 20.7 percent over the year[2]. Specialty Trade Contractors also reported healthy over-the-year gains with payrolls up 3.600 jobs or 3.4 percent. Construction of Buildings, however, was reporting a loss of 1,500 jobs over the year, down 2.6 percent. While slowdowns are expected in some areas of construction, especially housing construction, more than 50 billion dollars in heavy industrial projects are under way in the region's petrochemical complex and more than 5.5 billion in education bonds are in the pipeline for 2016 and into 2017.

Manufacturing reported its thirteenth consecutive over-the-month loss of 1,800 jobs in January, down 0.8 percent. Most of January's decline was in Durable Goods Manufacturing which has been struggling due to weak demand associated with the collapse in oil and gas exploration and production. Job losses continue to mount in Manufacturing with payrolls down 22,500 jobs or 8.7 percent over the year. All of the loss was in Durable Goods Manufacturing, down 26,100 jobs or 14.6 percent. Durable Goods Manufacturing has reduced payrolls by 15.5 percent, down 28,000 jobs over the last thirteen months, surpassing declines incurred as a result of the Great Recession when payrolls fell 14.7 percent, down 23,700 jobs over a seventeen month period, see figure 6.

[2] Annual revisions released with this month's data indicate Heavy and Civil Engineering Construction experienced much stronger job growth in 2015 than originally estimated.

Nondurable Goods Manufacturing added 3,600 jobs over the year, up 4.5 percent, largely due to strong fourth quarter gains. In addition to energy related losses, Computer and Electronic Product Manufacturing has reduced payrolls by 1,300 jobs over the year, down 7.4 percent. The Houston Purchasing Managers Index fell from 45.6 in January to 44.5% in February. Any index below 50 generally indicates contraction near term.

Figure 6. Durable Goods Manufacturing



Trade Transportation & Utilities reduced payrolls by 17,100 jobs in January. The 2.7 percent decline was slightly smaller than a 2.9 percent decline one year earlier. Seasonal losses in Retail Trade and Transportation, Warehousing, and Utilities were primarily responsible for January's decline. Job growth remained weak but positive in the super sector with payrolls up 4,100 jobs or 0.7 percent over the year. All of the job growth was due to gains in Retail Trade, up 6,600 jobs or 2.2 percent. Weak global demand and a strong dollar have impacted Wholesale Trade, down 1,300 jobs or 0.8 percent over the year, and Transportation, Warehousing, and Utilities, down 1,200 jobs or 0.9 percent over the year.

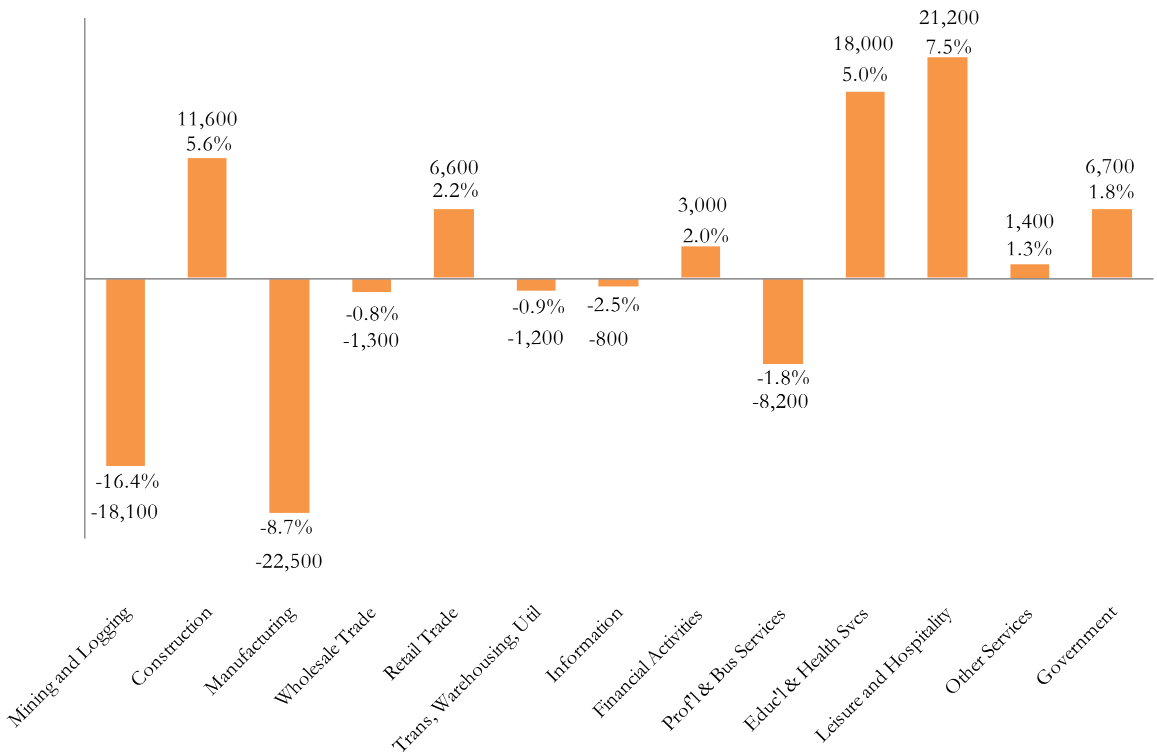
Information reduced payrolls by 300 jobs in January with payrolls down 800 jobs or 2.5 percent over the year. About half of the MSA's employment in information resides in telecommunications with the remainder found in newspaper and periodical publishing, software publishing, motion picture and sound recording, and data processing hosting and related services.

Payrolls in **Financial Activities** were unchanged in January as a result of gains in Real Estate and Rental and Leasing that were offset by losses in Finance and Insurance. Payrolls in the super sector were up 3,000 jobs or 2.0 percent over the year[3]. Job gains were found throughout most of the

[3] Annual revisions released with this month's data indicate Financial Activities was adding jobs throughout 2015 as opposed to losing jobs as originally estimated.

super sector with the exception of Credit Intermediation and Related Activities where payrolls were down 400 jobs or 1.4 percent. Largest increases were in Insurance Carriers and Related Activities, up 1,300 jobs or 4.0 percent, and Real Estate and Rental and Leasing, up 1,500 jobs or 2.8 percent.

Figure 7. Houston-The Woodlands-Sugar Land MSA
Annual Change January 2015 to January 2016



Professional and Business Services reported a seasonal loss of 8,900 jobs in January, down 1.9 percent. The only substantial job growth in January was in Accounting, Tax Preparation, Bookkeeping and Payroll Services in preparation for the busy tax season. The super sector was reporting an over-the-year loss of 8,200 jobs in January, down 1.8 percent[4]. The sectors most heavily impacted by the current slump in the energy industry have been Architectural, Engineering and Related Services, down 5,500 jobs or 7.3 percent, and Employment Services, down 3,100 jobs or 3.9 percent. Strongest job gains have been in Accounting, Tax Preparation, Bookkeeping, and Payroll Services, up 900 jobs or 3.8 percent, and Services to Buildings and Dwellings, up 3,100 jobs or 6.6 percent. Declines in Professional and Business Services are expected to continue in the up and coming months as demand for services decline and businesses continue to restructure.

[4] Annual revisions released with this month's data indicate Professional and Business Services incurred a larger number of job losses than originally estimated throughout 2015 with over-the-year job growth turning negative by October 2015.

Education and Health Services reduced payrolls by 1,500 jobs in January. The 0.4 percent seasonal decline was smaller than those of the last several years. Education and Health Services is the second largest contributor of job growth in the H-W-S MSA with payrolls up 18,000 jobs or 5.0 percent over the year. All subsectors were reporting healthy over-the-year increases. The majority of job growth has been in Health Care and Social Assistance where payrolls were up 15,800 jobs or 5.2 percent.

Leisure and Hospitality experienced a seasonal loss of 5,000 jobs in January, down 1.6 percent. Declines were widespread following the closing of the holiday season. The super sector has contributed the most new jobs to the H-W-S MSA over the year and was also the fastest growing super sector with payrolls up 21,200 jobs or 7.5 percent. While all subsectors were reporting increases, most of the new jobs are found in Food Services and Drinking Places, up 18,600 jobs or 8.1 percent.

Other Services reported a loss of 400 jobs in January, down 0.4 percent, with payrolls up 1,400 jobs over the year[5]. Other Services includes, a number of various repair services (industrial equipment, mining machinery and equipment, and many others related to the oil and gas industry). Other establishments in this category include personal care services, dry cleaning and laundry services, and religious and social advocacy organizations.

Government experienced a seasonal decline of 9,900 jobs in January with most of the loss found in Local Government Educational Services. The super sector was up 6,700 jobs or 1.8 percent over the year. Most of the increase has been in Local Government Educational Services with payrolls up 5,700 jobs or 3.0 percent over the year.

[5] Original estimates indicated over-the-year job growth in Other Services turned negative by September 2015. Annual revisions released with this month's data indicate declines over the second half of 2015 were smaller than originally estimated with over-the-year job growth remaining positive.

NONAGRICULTURAL EMPLOYMENT		Month Change		Year Change	
Houston-The Woodlands-Sugar Land MSA	**JAN 2016**	**Net**	**Percent**	**Net**	**Percent**
Total Nonfarm	2,970,500	-50,800	-1.7%	16,400	0.6%
Total Private	2,588,800	-40,900	-1.6%	9,700	0.4%
Goods Producing	549,700	-7,700	-1.4%	-29,000	-5.0%
.Mining and Logging	92,400	-1,900	-2.0%	-18,100	-16.4%
...Oil and Gas Extraction	51,300	-700	-1.3%	-2,700	-5.0%
...Support Activities for Mining	40,500	-1,300	-3.1%	-14,700	-26.6%
.Mining, Logging, and Construction	312,800	-5,900	-1.9%	-6,500	-2.0%
.Construction	220,400	-4,000	-1.8%	11,600	5.6%
..Construction of Buildings	56,500	-2,000	-3.4%	-1,500	-2.6%
..Heavy and Civil Engineering Construction	55,500	600	1.1%	9,500	20.7%
..Specialty Trade Contractors	108,400	-2,600	-2.3%	3,600	3.4%
.Manufacturing	236,900	-1,800	-0.8%	-22,500	-8.7%
..Durable Goods	152,900	-1,100	-0.7%	-26,100	-14.6%
...Fabricated Metal Product Manufacturing	55,500	-200	-0.4%	-9,600	-14.7%
...Machinery Manufacturing	48,200	-600	-1.2%	-12,000	-19.9%
.....Agriculture, Construction, and Mining Machinery Manufacturing	34,000	-200	-0.6%	-10,400	-23.4%
...Computer and Electronic Product Manufacturing	16,200	0	0.0%	-1,300	-7.4%
..Non-Durable Goods	84,000	-700	-0.8%	3,600	4.5%
...Petroleum and Coal Products Manufacturing	9,800	-100	-1.0%	-200	-2.0%
...Chemical Manufacturing	37,500	-200	-0.5%	400	1.1%
Service Providing	2,420,800	-43,100	-1.7%	45,400	1.9%
.Private Service Providing	2,039,100	-33,200	-1.6%	38,700	1.9%
..Trade, Transportation, and Utilities	610,400	-17,100	-2.7%	4,100	0.7%
...Wholesale Trade	171,600	-1,200	-0.7%	-1,300	-0.8%
....Merchant Wholesalers, Durable Goods	99,000	600	0.6%	-1,100	-1.1%
.....Professional and Commercial Equipment and Supplies Merchant Wholesalers	13,000	-100	-0.8%	400	3.2%
....Merchant Wholesalers, Nondurable Goods	43,800	-1,400	-3.1%	-1,200	-2.7%
...Retail Trade	300,200	-11,400	-3.7%	6,600	2.2%
....Motor Vehicle and Parts Dealers	41,000	-300	-0.7%	2,200	5.7%
....Building Material and Garden Equipment and Supplies Dealers	21,200	-200	-0.9%	700	3.4%
....Food and Beverage Stores	66,500	-300	-0.4%	3,700	5.9%
....Health and Personal Care Stores	19,300	-600	-3.0%	500	2.7%
....Clothing and Clothing Accessories Stores	27,500	-2,800	-9.2%	-1,100	-3.8%
....General Merchandise Stores	62,100	-5,200	-7.7%	2,700	4.5%
.....Department Stores	24,600	-2,500	-9.2%	1,300	5.6%
.....Other General Merchandise Stores	37,500	-2,700	-6.7%	1,400	3.9%
...Transportation, Warehousing, and Utilities	138,600	-4,500	-3.1%	-1,200	-0.9%
....Utilities	16,100	0	0.0%	300	1.9%
.....Air Transportation	22,000	100	0.5%	100	0.5%
.....Truck Transportation	24,900	-400	-1.6%	-700	-2.7%
.....Pipeline Transportation	10,600	-100	-0.9%	200	1.9%
..Information	31,200	-300	-1.0%	-800	-2.5%
...Telecommunications	14,200	-100	-0.7%	0	0.0%
..Financial Activities	152,100	0	0.0%	3,000	2.0%
...Finance and Insurance	96,100	-900	-0.9%	1,500	1.6%
....Credit Intermediation and Related Activities	43,200	-400	-0.9%	-800	-1.8%
.....Depository Credit Intermediation	28,500	-100	-0.3%	-400	-1.4%
....Securities, Commodity Contracts, and Other Financial Investments and Related Activities	18,800	-300	-1.6%	700	3.9%
....Insurance Carriers and Related Activities	33,500	-300	-0.9%	1,300	4.0%
...Real Estate and Rental and Leasing	56,000	900	1.6%	1,500	2.8%

NONAGRICULTURAL EMPLOYMENT		Month Change		Year Change	
Houston-The Woodlands-Sugar Land MSA	**JAN 2016**	**Net**	**Percent**	**Net**	**Percent**
..Professional and Business Services	459,700	-8,900	-1.9%	-8,200	-1.8%
...Professional, Scientific, and Technical Services	217,800	-1,200	-0.5%	-4,000	-1.8%
....Legal Services	23,800	-600	-2.5%	-200	-0.8%
....Accounting, Tax Preparation, Bookkeeping, and Payroll Services	25,600	1,700	7.1%	900	3.6%
....Architectural, Engineering, and Related Services	69,400	-1,600	-2.3%	-5,500	-7.3%
....Computer Systems Design and Related Services	33,300	300	0.9%	0	0.0%
...Management of Companies and Enterprises	36,700	100	0.3%	-100	-0.3%
...Administrative and Support and Waste Management and Remediation Services	205,200	-7,800	-3.7%	-4,100	-2.0%
....Administrative and Support Services	194,100	-6,900	-3.4%	-4,100	-2.1%
.....Employment Services	76,200	-5,200	-6.4%	-3,100	-3.9%
.....Services to Buildings and Dwellings	50,300	-900	-1.8%	3,100	6.6%
..Educational and Health Services	376,000	-1,500	-0.4%	18,000	5.0%
...Educational Services	56,800	-600	-1.0%	2,200	4.0%
...Health Care and Social Assistance	319,200	-900	-0.3%	15,800	5.2%
....Ambulatory Health Care Services	147,600	-2,900	-1.9%	3,100	2.1%
....Hospitals	85,200	900	1.1%	5,400	6.8%
..Leisure and Hospitality	304,000	-5,000	-1.6%	21,200	7.5%
...Arts, Entertainment, and Recreation	29,800	-900	-2.9%	1,900	6.8%
...Accommodation and Food Services	274,200	-4,100	-1.5%	19,300	7.6%
....Accommodation	25,100	-500	-2.0%	700	2.9%
....Food Services and Drinking Places	249,100	-3,600	-1.4%	18,600	8.1%
..Other Services	105,700	-400	-0.4%	1,400	1.3%
Government	381,700	-9,900	-2.5%	6,700	1.8%
.Federal Government	27,600	-700	-2.5%	0	0.0%
.State Government	73,200	-400	-0.5%	700	1.0%
..State Government Educational Services	39,500	-600	-1.5%	500	1.3%
.Local Government	280,900	-8,800	-3.0%	6,000	2.2%
..Local Government Educational Services	196,500	-8,600	-4.2%	5,700	3.0%

UNEMPLOYMENT RATE	JAN 2016	DEC 2015	JAN 2015
H-W-S MSA	4.8	4.6	4.6
Texas (Actual)	4.4	4.2	4.7
United States (Actual)	5.3	4.8	6.1

Houston-The Woodlands-Sugar Land MSA: Includes Austin, Brazoria, Chambers, Ft. Bend, Galveston, Harris, Liberty, Montgomery, and Waller Counties. All Data is Subject To Revision.

Sources: U.S. Department of Labor, BLS, Texas Workforce Commission, Institute for Supply Management, Baker Hughes Incorporated, Kiley Advisors, Metrostudy, and The Federal Reserve Bank of Dallas.

Health Care Industry
Occupations by Skill Level
Gulf Coast Region

Overview

The health care industry has historically been a stable career choice and continues to offer a wide range of opportunities. Healthy job growth is projected for numerous occupations throughout the industry, from nursing assistants to medical physicians. Education and training requirements range from short term on-the-job training to post-secondary degrees and professional licenses with wages increasing accordingly.

Technological advances are changing the skills required from healthcare workers. Complex medical treatments, quality and safety of patient care, and health informatics, which all affect delivery of care, are prompting upgrades in training and education in many health occupations. New roles, responsibilities and specializations are being created throughout healthcare.

We are providing occupational information in this document to assist individuals making career decisions in the health care industry, regardless of their current education or training credentials.

Occupations by Detailed Industry

Each detailed health care industry has unique staffing patterns; not all are equal which we demonstrate in our tables. For the purposes of this report we have grouped occupations into seven detailed industries:

- Offices of Physicians, Dentists, and Other Healthcare Practitioners
- Clinics and Outpatient Care Centers
- Medical and Diagnostic Laboratories
- Hospitals
- Other Ambulatory Health Care Services[1]
- Home Health Services[1]
- Nursing and Residential Care Facilities[1]

Health Care and Health Care Support

From the wide variety of healthcare career opportunities, not all provide direct patient care. For this reason the accompanying occupational data is broken into two categories for each industry.

- Health care occupations – occupations providing direct diagnosing and treatment
- Health care support occupations – occupations providing office and administrative support, building and equipment maintenance, and other services supporting the day-to-day operations not involving direct patient care

[1] Report has been reduced for the April 2016 Gulf Coast Workforce Board meeting. A complete report will be made available on our website at: http://www.wrksolutions.com/for-employers/understand-the-local-labor-market/gulf-coast-regional-data/industry-special-reports

Occupations by Skill Level

The definitions used in this document are as follows:

- Low-skill occupations – those with requirements up to and including a high school diploma and short-term on-the-job training plus others not meeting middle-skill wage criteria
- Middle-skill occupations – those with requirements of an associate's degree or high school diploma and one of the following PLUS median wage equal to or greater than the median for all occupations in the region: $17.68:
    - Moderate-term on-the-job training
    - Long-term on-the-job training
    - Apprenticeship
    - One year or more experience
    - Some college, no degree
    - Postsecondary non-degree award
- High-skill occupations – those with requirements of a bachelor's degree or higher
- The Gulf Coast region includes the following 13 Texas counties: Austin, Brazoria, Chambers, Colorado, Fort Bend, Galveston, Harris, Liberty, Matagorda, Montgomery, Walker, Waller and Wharton.

In recent years, numerous research and analysis reports have explored the demand for and importance of middle skill occupations. The impetus behind the reports is to emphasize to policymakers and job candidates the importance of postsecondary education and training for success in these occupations.

Most middle skill studies focus on education, training, and/or on-the-job training data as criteria. We are modifying our criteria by adding the wage requirement above: the occupation must pay a median wage equal to or above the median wage for all occupations in the Gulf Coast Region ($17.68). We put in this wage requirement to encourage individuals to pursue achievable career goals that raise family income to a self-sufficient level.

Workforce Solutions

Additional Information

Get ready for the good jobs! Here are Gulf Coast career exploration resources for in-demand occupations: http://www.wrksolutions.com/for-individuals/career-exploration .

We've got info you need (labor market information or LMI) about salaries, job openings, job growth and education and training requirements about selected jobs. For example:

- Occupations in demand
- Industry and occupation profiles
- Career videos
- Choices planner - helps individuals build comprehensive portfolios based on interests, values, skills and experience to explore potential career matches and locate training and employment opportunities
- Career/personality match

Take a look!

Data Source

Texas Workforce Commission LMCI Dept.

- 2012 to 2022 Occupational Projections
- 2014 OES Wage Survey

Workforce Solutions

Offices of Physicians, Dentists, and Other Healthcare Practitioners

Top 10 Health Care occupations by skill level with highest employment in the Gulf Coast Region

High Skill (Bachelor's degree or higher)
Middle Skill (HS/GED + Mid-term training or post-secondary degree/certificate up to and including an associate's degree PLUS median wage equal to or greater than the median for all occupations in the region: $17.68)
Low Skill (Occupations not meeting middle or high skill criteria)

High Skill Occupations	2014 Employment	2024 Employment	Change	Percent Change	Median Hourly Earnings	Education Level
Physicians & Surgeons, All Other	2,360	3,220	860	36.4%	91.69	Doctoral or professional degree
Dentists, General	1,550	1,910	360	23.2%	72.22	Doctoral or professional degree
Nurse Practitioners	870	1,310	440	50.6%	51.12	Master's degree
Physician Assistants	830	1,300	470	56.6%	50.77	Master's degree
Family & General Practitioners	1,000	1,240	240	24.0%	91.67	Doctoral or professional degree
Physical Therapists	780	1,070	290	37.2%	42.07	Doctoral or professional degree
Internists, General	820	1,010	190	23.2%	72.95	Doctoral or professional degree
Surgeons	590	800	210	35.6%	94.54	Doctoral or professional degree
Nurse Anesthetists	590	800	210	35.6%	77.28	Master's degree
Speech-Language Pathologists	530	740	210	39.6%	33.47	Master's degree

Middle Skill Occupations	2014 Employment	2024 Employment	Change	Percent Change	Median Hourly Earnings	Education Level
Registered Nurses	3,010	4,130	1,120	37.2%	36.07	Associate's degree
Dental Hygienists	2,690	3,540	850	31.6%	35.21	Associate's degree
Licensed Practical & Licensed Vocational Nurses	1,800	2,460	660	36.7%	22.15	Postsecondary non-degree award
Medical Records & Health Information Technicians	910	1,240	350	38.5%	17.88	Postsecondary non-degree award
Radiologic Technologists	710	970	260	36.6%	26.34	Associate's degree
Medical & Clinical Laboratory Technicians	510	730	220	43.1%	18.27	Associate's degree
Physical Therapist Assistants	440	610	170	38.6%	30.91	Associate's degree
Surgical Technologists	430	590	160	37.2%	21.84	Postsecondary non-degree award
Occupational Therapy Assistants	270	420	150	55.6%	32.87	Associate's degree
Diagnostic Medical Sonographers	230	380	150	65.2%	32.91	Associate's degree

Low Skill Occupations	2014 Employment	2024 Employment	Change	Percent Change	Median Hourly Earnings	Education Level
Medical Assistants	7,160	9,790	2,630	36.7%	13.58	Postsecondary non-degree award
Dental Assistants	5,210	6,430	1,220	23.4%	16.47	Postsecondary non-degree award
Ophthalmic Medical Technicians	720	970	250	34.7%	16.54	Postsecondary non-degree award
Nursing Assistants	490	670	180	36.7%	11.87	Postsecondary non-degree award
Opticians, Dispensing	540	630	90	16.7%	13.62	High school diploma or equivalent
Physical Therapist Aides	450	620	170	37.8%	11.45	High school diploma or equivalent
Massage Therapists	210	320	110	52.4%	17.66	Postsecondary non-degree award
Phlebotomists	170	230	60	35.3%	14.84	Postsecondary non-degree award
Health Technologists & Technicians, All Other	130	190	60	46.2%	21.46	High school diploma or equivalent
Healthcare Support Workers, All Other	140	190	50	35.7%	17.66	High school diploma or equivalent

Source: Texas Workforce Commission LMCI Dept and the Bureau of Labor Statistics

Offices of Physicians, Dentists, and Other Healthcare Practitioners

Top 10 Health Care Support occupations by skill level with highest employment in the Gulf Coast Region

High Skill (Bachelor's degree or higher)
Middle Skill (HS/GED + Mid-term training or post-secondary degree/certificate up to and including an associate's degree PLUS median wage equal to or greater than the median for all occupations in the region: $17.68)
Low Skill (Occupations not meeting middle or high skill criteria)

High Skill Occupations	2014 Employment	2024 Employment	Change	Percent Change	Median Hourly Earnings	Education Level
Medical & Health Services Managers	820	1,110	290	35.4%	48.53	Bachelor's degree
General & Operations Managers	430	590	160	37.2%	56.51	Bachelor's degree
Accountants & Auditors	140	190	50	35.7%	34.95	Bachelor's degree
Human Resources Specialists	110	140	30	27.3%	28.56	Bachelor's degree
Financial Managers	80	110	30	37.5%	63.24	Bachelor's degree
Network & Computer Systems Administrators	70	90	20	28.6%	43.53	Bachelor's degree
Administrative Services Managers	50	60	10	20.0%	45.20	Bachelor's degree
Market Research Analysts & Marketing Specialists	40	50	10	25.0%	28.93	Bachelor's degree
Training & Development Specialists	30	30	-	0.0%	31.62	Bachelor's degree
Computer Systems Analysts	20	30	10	50.0%	43.44	Bachelor's degree

Middle Skill Occupations	2014 Employment	2024 Employment	Change	Percent Change	Median Hourly Earnings	Education Level
Executive Secretaries & Executive Administrative Assistants	1,070	1,240	170	15.9%	25.74	High school diploma or equivalent
Bookkeeping, Accounting, & Auditing Clerks	900	1,190	290	32.2%	17.97	High school diploma or equivalent
First-Line Supervisors of Office & Administrative Support Workers	700	930	230	32.9%	26.36	High school diploma or equivalent
Computer User Support Specialists	110	140	30	27.3%	25.74	Some college, no degree
Payroll & Timekeeping Clerks	30	40	10	33.3%	20.12	High school diploma or equivalent
Computer Network Support Specialists	20	20	-	0.0%	32.65	Associate's degree
Medical Appliance Technicians	20	20	-	0.0%	30.34	High school diploma or equivalent
Purchasing Agents, Ex. Wholesale, Retail, & Farm Products	10	10	-	0.0%	31.17	High school diploma or equivalent
First-Line Supervisors of Mechanics, Installers, & Repairers	10	10	-	0.0%	30.52	High school diploma or equivalent
Medical Equipment Repairers	10	10	-	0.0%	23.51	Associate's degree

Low Skill Occupations	2014 Employment	2024 Employment	Change	Percent Change	Median Hourly Earnings	Education Level
Medical Secretaries	11,270	16,120	4,850	43.0%	15.06	High school diploma or equivalent
Receptionists & Information Clerks	2,250	3,110	860	38.2%	12.54	High school diploma or equivalent
Billing & Posting Clerks	2,250	3,040	790	35.1%	17.51	High school diploma or equivalent
Office Clerks, General	2,060	2,200	140	6.8%	14.71	High school diploma or equivalent
Bill & Account Collectors	410	550	140	34.1%	14.90	High school diploma or equivalent
Janitors & Cleaners, Ex. Maids & Housekeeping Cleaners	270	360	90	33.3%	9.24	Less than high school
Sales Representatives, Services, All Other	230	310	80	34.8%	27.06	High school diploma or equivalent
Customer Service Representatives	210	290	80	38.1%	14.25	High school diploma or equivalent
File Clerks	210	250	40	19.0%	14.25	High school diploma or equivalent
Secretaries & Administrative Assistants, Ex. Legal, Medical, & Executive	160	220	60	37.5%	15.85	High school diploma or equivalent

Source: Texas Workforce Commission LMCI Dept and the Bureau of Labor Statistics

Clinics and Outpatient Care Centers

Includes HMO medical centers, freestanding ambulatory surgical and emergency centers, family planning centers, outpatient mental health and substance abuse centers, kidney dialysis centers, and all other outpatient care centers.

Top 10 Health Care occupations by skill level with highest employment in the Gulf Coast Region

High Skill (Bachelor's degree or higher)
Middle Skill (HS/GED + Mid-term training or post-secondary degree/certificate up to and including an associate's degree PLUS median wage equal to or greater than the median for all occupations in the region: $17.68)
Low Skill (Occupations not meeting middle or high skill criteria)

High Skill Occupations	2014 Employment	2024 Employment	Change	Percent Change	Median Hourly Earnings	Education Level
Healthcare Social Workers	180	300	120	66.7%	27.61	Master's degree
Physicians & Surgeons, All Other	160	270	110	68.8%	91.69	Doctoral or professional degree
Dietitians & Nutritionists	120	220	100	83.3%	27.95	Bachelor's degree
Medical & Clinical Laboratory Technologists	120	190	70	58.3%	28.26	Bachelor's degree
Family & General Practitioners	90	160	70	77.8%	91.67	Doctoral or professional degree
Clinical, Counseling, & School Psychologists	90	140	50	55.6%	27.16	Doctoral or professional degree
Nurse Practitioners	70	110	40	57.1%	51.12	Master's degree
Mental Health Counselors	50	70	20	40.0%	22.80	Master's degree
Health Educators	40	70	30	75.0%	25.57	Bachelor's degree
Physician Assistants	40	70	30	75.0%	50.77	Master's degree

Middle Skill Occupations	2014 Employment	2024 Employment	Change	Percent Change	Median Hourly Earnings	Education Level
Registered Nurses	1,250	2,120	870	69.6%	36.07	Associate's degree
Licensed Practical & Licensed Vocational Nurses	410	640	230	56.1%	22.15	Postsecondary non-degree award
Medical & Clinical Laboratory Technicians	200	350	150	75.0%	18.27	Associate's degree
Substance Abuse & Behavioral Disorder Counselors	160	250	90	56.3%	19.97	High school diploma or equivalent
Radiologic Technologists	100	180	80	80.0%	26.34	Associate's degree
Surgical Technologists	80	150	70	87.5%	21.84	Postsecondary non-degree award
Medical Records & Health Information Technicians	60	90	30	50.0%	17.88	Postsecondary non-degree award
Respiratory Therapists	20	30	10	50.0%	27.42	Associate's degree
Physical Therapist Assistants	20	30	10	50.0%	30.91	Associate's degree
Dental Hygienists	10	20	10	100.0%	35.21	Associate's degree

Low Skill Occupations	2014 Employment	2024 Employment	Change	Percent Change	Median Hourly Earnings	Education Level
Nursing Assistants	640	1,090	450	70.3%	11.87	Postsecondary non-degree award
Medical Assistants	480	820	340	70.8%	13.58	Postsecondary non-degree award
Emergency Medical Technicians & Paramedics	200	350	150	75.0%	15.83	Postsecondary non-degree award
Health Technologists & Technicians, All Other	150	260	110	73.3%	21.46	High school diploma or equivalent
Healthcare Support Workers, All Other	50	80	30	60.0%	17.66	High school diploma or equivalent
Dental Assistants	40	70	30	75.0%	16.47	Postsecondary non-degree award
Pharmacy Technicians	40	60	20	50.0%	16.02	High school diploma or equivalent
Ophthalmic Medical Technicians	40	60	20	50.0%	16.54	Postsecondary non-degree award
Medical Equipment Preparers	40	60	20	50.0%	15.07	High school diploma or equivalent
Psychiatric Aides	20	30	10	50.0%	11.68	High school diploma or equivalent

Source: Texas Workforce Commission LMCI Dept and the Bureau of Labor Statistics

Clinics and Outpatient Care Centers

Includes HMO medical centers, freestanding ambulatory surgical and emergency centers, family planning centers, outpatient mental health and substance abuse centers, kidney dialysis centers, and all other outpatient care centers.

Top 10 Health Care Support occupations by skill level with highest employment in the Gulf Coast Region[1]

High Skill (Bachelor's degree or higher)
Middle Skill (HS/GED + Mid-term training or post-secondary degree/certificate up to and including an associate's degree PLUS median wage equal to or greater than the median for all occupations in the region: $17.68)
Low Skill (Occupations not meeting middle or high skill criteria)

High Skill Occupations	2014 Employment	2024 Employment	Change	Percent Change	Median Hourly Earnings	Education Level
Medical & Health Services Managers	200	320	120	60.0%	48.53	Bachelor's degree
Accountants & Auditors	30	50	20	66.7%	34.95	Bachelor's degree
Financial Managers	20	30	10	50.0%	63.24	Bachelor's degree
Social & Community Service Managers	20	30	10	50.0%	30.70	Bachelor's degree
Human Resources Specialists	20	30	10	50.0%	28.56	Bachelor's degree
Database Administrators	20	30	10	50.0%	35.42	Bachelor's degree
Public Relations Specialists	20	30	10	50.0%	24.66	Bachelor's degree
Administrative Services Managers	20	20	-	0.0%	45.20	Bachelor's degree
Training & Development Specialists	10	20	10	100.0%	31.62	Bachelor's degree
Market Research Analysts & Marketing Specialists	10	20	10	100.0%	28.93	Bachelor's degree

Middle Skill Occupations	2014 Employment	2024 Employment	Change	Percent Change	Median Hourly Earnings	Education Level
First-Line Supervisors of Office & Administrative Support Workers	80	130	50	62.5%	26.36	High school diploma or equivalent
Executive Secretaries & Executive Administrative Assistants	80	120	40	50.0%	25.74	High school diploma or equivalent
Bookkeeping, Accounting, & Auditing Clerks	60	100	40	66.7%	17.97	High school diploma or equivalent
Medical Equipment Repairers	50	100	50	100.0%	23.51	Associate's degree
Payroll & Timekeeping Clerks	10	20	10	100.0%	20.12	High school diploma or equivalent
Managers, All Other	10	10	-	0.0%	58.39	High school diploma or equivalent
Purchasing Agents, Ex. Wholesale, Retail, & Farm Products	10	10	-	0.0%	31.17	High school diploma or equivalent

Low Skill Occupations	2014 Employment	2024 Employment	Change	Percent Change	Median Hourly Earnings	Education Level
Billing & Posting Clerks	140	230	90	64.3%	17.51	High school diploma or equivalent
Office Clerks, General	140	220	80	57.1%	14.71	High school diploma or equivalent
Customer Service Representatives	100	160	60	60.0%	14.25	High school diploma or equivalent
Secretaries & Administrative Assistants, Ex. Legal, Medical, & Executive	90	140	50	55.6%	15.85	High school diploma or equivalent
Social & Human Service Assistants	90	130	40	44.4%	14.97	High school diploma or equivalent
Receptionists & Information Clerks	80	120	40	50.0%	12.54	High school diploma or equivalent
Bill & Account Collectors	50	80	30	60.0%	14.90	High school diploma or equivalent
Interviewers, Ex. Eligibility & Loan	40	70	30	75.0%	15.97	High school diploma or equivalent
Janitors & Cleaners, Ex. Maids & Housekeeping Cleaners	40	60	20	50.0%	9.24	Less than high school
Business Operations Specialists, All Other	30	40	10	33.3%	38.51	High school diploma or equivalent

1. In some cases there are fewer than ten occupations that meet criteria.

Source: Texas Workforce Commission LMCI Dept and the Bureau of Labor Statistics

Medical and Diagnostic Laboratories

Includes medical laboratories and diagnostic imaging centers.

Top 10 Health Care occupations by skill level with highest employment in the Gulf Coast Region[1]

High Skill (Bachelor's degree or higher)
Middle Skill (HS/GED + Mid-term training or post-secondary degree/certificate up to and including an associate's degree PLUS median wage equal to or greater than the median for all occupations in the region: $17.68)
Low Skill (Occupations not meeting middle or high skill criteria)

High Skill Occupations	2014 Employment	2024 Employment	Change	Percent Change	Median Hourly Earnings	Education Level
Medical & Clinical Laboratory Technologists	530	720	190	35.8%	28.26	Bachelor's degree
Physicians & Surgeons, All Other	150	220	70	46.7%	91.69	Doctoral or professional degree
Medical Scientists, Ex. Epidemiologists	60	80	20	33.3%	27.44	Doctoral or professional degree

Middle Skill Occupations	2014 Employment	2024 Employment	Change	Percent Change	Median Hourly Earnings	Education Level
Medical & Clinical Laboratory Technicians	470	700	230	48.9%	18.27	Associate's degree
Radiologic Technologists	290	420	130	44.8%	26.34	Associate's degree
Diagnostic Medical Sonographers	130	230	100	76.9%	32.91	Associate's degree
Magnetic Resonance Imaging Technologists	140	200	60	42.9%	31.47	Associate's degree
Cardiovascular Technologists & Technicians	40	70	30	75.0%	24.31	Associate's degree
Registered Nurses	40	60	20	50.0%	36.07	Associate's degree
Licensed Practical & Licensed Vocational Nurses	30	40	10	33.3%	22.15	Postsecondary non-degree award
Medical Records & Health Information Technicians	30	40	10	33.3%	17.88	Postsecondary non-degree award

Low Skill Occupations	2014 Employment	2024 Employment	Change	Percent Change	Median Hourly Earnings	Education Level
Phlebotomists	460	660	200	43.5%	14.84	Postsecondary non-degree award
Medical Transcriptionists	60	80	20	33.3%	16.66	Postsecondary non-degree award
Medical Assistants	40	60	20	50.0%	13.58	Postsecondary non-degree award
Health Technologists & Technicians, All Other	10	10	-	0.0%	21.46	High school diploma or equivalent

1. In some cases there are fewer than ten occupations that meet criteria.

Source: Texas Workforce Commission LMCI Dept and the Bureau of Labor Statistics

Workforce Solutions

Medical and Diagnostic Laboratories

Includes medical laboratories and diagnostic imaging centers.

Top 10 Health Care Support occupations by skill level with highest employment in the Gulf Coast Region[1]

High Skill (Bachelor's degree or higher)
Middle Skill (HS/GED + Mid-term training or post-secondary degree/certificate up to and including an associate's degree PLUS median wage equal to or greater than the median for all occupations in the region: $17.68)
Low Skill (Occupations not meeting middle or high skill criteria)

High Skill Occupations	2014 Employment	2024 Employment	Change	Percent Change	Median Hourly Earnings	Education Level
Medical & Health Services Managers	90	130	40	44.4%	48.53	Bachelor's degree
Accountants & Auditors	30	50	20	66.7%	34.95	Bachelor's degree
Software Developers, Applications	30	40	10	33.3%	46.89	Bachelor's degree
Network & Computer Systems Administrators	20	30	10	50.0%	43.53	Bachelor's degree
Administrative Services Managers	10	20	10	100.0%	45.20	Bachelor's degree
Financial Managers	10	20	10	100.0%	63.24	Bachelor's degree
Human Resources Specialists	20	20	-	0.0%	28.56	Bachelor's degree
Computer Systems Analysts	10	20	10	100.0%	43.44	Bachelor's degree
Sales Managers	10	10	-	0.0%	63.79	Bachelor's degree
Management Analysts	10	10	-	0.0%	45.96	Bachelor's degree

Middle Skill Occupations	2014 Employment	2024 Employment	Change	Percent Change	Median Hourly Earnings	Education Level
First-Line Supervisors of Office & Administrative Support Workers	50	80	30	60.0%	26.36	High school diploma or equivalent
Executive Secretaries & Executive Administrative Assistants	50	60	10	20.0%	25.74	High school diploma or equivalent
Bookkeeping, Accounting, & Auditing Clerks	40	50	10	25.0%	17.97	High school diploma or equivalent
Computer User Support Specialists	30	40	10	33.3%	25.74	Some college, no degree
First-Line Supervisors of Non-Retail Sales Workers	20	20	-	0.0%	38.66	High school diploma or equivalent
Purchasing Agents, Ex. Wholesale, Retail, & Farm Products	10	10	-	0.0%	31.17	High school diploma or equivalent

Low Skill Occupations	2014 Employment	2024 Employment	Change	Percent Change	Median Hourly Earnings	Education Level
Medical Secretaries	350	530	180	51.4%	15.06	High school diploma or equivalent
Sales Representatives, Services, All Other	200	290	90	45.0%	27.06	High school diploma or equivalent
Couriers & Messengers	240	280	40	16.7%	13.47	High school diploma or equivalent
Customer Service Representatives	160	230	70	43.8%	14.25	High school diploma or equivalent
Billing & Posting Clerks	140	200	60	42.9%	17.51	High school diploma or equivalent
Office Clerks, General	110	150	40	36.4%	14.71	High school diploma or equivalent
Bill & Account Collectors	60	90	30	50.0%	14.90	High school diploma or equivalent
Receptionists & Information Clerks	50	60	10	20.0%	12.54	High school diploma or equivalent
Secretaries & Administrative Assistants, Ex. Legal, Medi	40	60	20	50.0%	15.85	High school diploma or equivalent
Data Entry Keyers	60	60	-	0.0%	13.60	High school diploma or equivalent

1. In some cases there are fewer than ten occupations that meet criteria.

Source: Texas Workforce Commission LMCI Dept and the Bureau of Labor Statistics

Workforce Solutions

Hospitals

Top 10 Health Care occupations by skill level with highest employment in the Gulf Coast Region

High Skill (Bachelor's degree or higher)
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Low Skill (Occupations not meeting middle or high skill criteria)

High Skill Occupations	2014 Employment	2024 Employment	Change	Percent Change	Median Hourly Earnings	Education Level
Medical & Clinical Laboratory Technologists	1,610	1,960	350	21.7%	28.26	Bachelor's degree
Pharmacists	1,350	1,870	520	38.5%	55.72	Doctoral or professional degree
Physical Therapists	1,090	1,420	330	30.3%	42.07	Doctoral or professional degree
Healthcare Social Workers	730	930	200	27.4%	27.61	Master's degree
Physicians & Surgeons, All Other	690	890	200	29.0%	91.69	Doctoral or professional degree
Occupational Therapists	670	890	220	32.8%	40.85	Master's degree
Speech-Language Pathologists	500	660	160	32.0%	33.47	Master's degree
Nurse Practitioners	330	450	120	36.4%	51.12	Master's degree
Dietitians & Nutritionists	320	420	100	31.3%	27.95	Bachelor's degree
Health Educators	200	260	60	30.0%	25.57	Bachelor's degree

Middle Skill Occupations	2014 Employment	2024 Employment	Change	Percent Change	Median Hourly Earnings	Education Level
Registered Nurses	29,330	38,150	8,820	30.1%	36.07	Associate's degree
Licensed Practical & Licensed Vocational Nurses	3,450	4,050	600	17.4%	22.15	Postsecondary non-degree award
Radiologic Technologists	1,790	2,290	500	27.9%	26.34	Associate's degree
Respiratory Therapists	1,770	2,270	500	28.2%	27.42	Associate's degree
Surgical Technologists	1,470	2,080	610	41.5%	21.84	Postsecondary non-degree award
Medical Records & Health Information Technicians	1,580	2,050	470	29.7%	17.88	Postsecondary non-degree award
Medical & Clinical Laboratory Technicians	1,050	1,410	360	34.3%	18.27	Associate's degree
Diagnostic Medical Sonographers	620	960	340	54.8%	32.91	Associate's degree
Cardiovascular Technologists & Technicians	620	880	260	41.9%	24.31	Associate's degree
Respiratory Therapy Technicians	290	380	90	31.0%	24.80	Associate's degree

Low Skill Occupations	2014 Employment	2024 Employment	Change	Percent Change	Median Hourly Earnings	Education Level
Nursing Assistants	4,800	6,130	1,330	27.7%	11.87	Postsecondary non-degree award
Medical Assistants	1,880	2,410	530	28.2%	13.58	Postsecondary non-degree award
Pharmacy Technicians	1,380	1,780	400	29.0%	16.02	High school diploma or equivalent
Psychiatric Aides	1,360	1,620	260	19.1%	11.68	High school diploma or equivalent
Phlebotomists	670	860	190	28.4%	14.84	Postsecondary non-degree award
Psychiatric Technicians	610	740	130	21.3%	14.02	Postsecondary non-degree award
Medical Equipment Preparers	540	700	160	29.6%	15.07	High school diploma or equivalent
Emergency Medical Technicians & Paramedics	510	640	130	25.5%	15.83	Postsecondary non-degree award
Orderlies	460	590	130	28.3%	11.11	High school diploma or equivalent
Healthcare Support Workers, All Other	310	410	100	32.3%	17.66	High school diploma or equivalent

Source: Texas Workforce Commission LMCI Dept and the Bureau of Labor Statistics

Hospitals

Top 10 Health Care Support occupations by skill level with highest employment in the Gulf Coast Region

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Low Skill (Occupations not meeting middle or high skill criteria)

High Skill Occupations	2014 Employment	2024 Employment	Change	Percent Change	Median Hourly Earnings	Education Level
Medical & Health Services Managers	1,610	2,090	480	29.8%	48.53	Bachelor's degree
Accountants & Auditors	440	570	130	29.5%	34.95	Bachelor's degree
Human Resources Specialists	450	540	90	20.0%	28.56	Bachelor's degree
Administrative Services Managers	300	390	90	30.0%	45.20	Bachelor's degree
General & Operations Managers	250	320	70	28.0%	56.51	Bachelor's degree
Network & Computer Systems Administrators	180	280	100	55.6%	43.53	Bachelor's degree
Financial Managers	170	220	50	29.4%	63.24	Bachelor's degree
Training & Development Specialists	170	210	40	23.5%	31.62	Bachelor's degree
Clergy	160	210	50	31.3%	23.09	Bachelor's degree
Public Relations Specialists	160	210	50	312.5%	24.66	Bachelor's degree

Middle Skill Occupations	2014 Employment	2024 Employment	Change	Percent Change	Median Hourly Earnings	Education Level
First-Line Supervisors of Office & Administrative Support Workers	660	850	190	28.8%	26.36	High school diploma or equivalent
Executive Secretaries & Executive Administrative Assista	710	800	90	12.7%	25.74	High school diploma or equivalent
Bookkeeping, Accounting, & Auditing Clerks	410	520	110	26.8%	17.97	High school diploma or equivalent
Computer User Support Specialists	210	330	120	57.1%	25.74	Some college, no degree
First-Line Supervisors of Mechanics, Installers, & Repairers	160	210	50	31.3%	30.52	High school diploma or equivalent
Purchasing Agents, Ex. Wholesale, Retail, & Farm Products	120	160	40	33.3%	31.17	High school diploma or equivalent
Computer Network Support Specialists	80	120	40	50.0%	32.65	Associate's degree
Procurement Clerks	70	100	30	42.9%	17.97	High school diploma or equivalent
Heating, Air Conditioning, & Refrigeration Mechanics & Installers	40	50	10	25.0%	21.75	Postsecondary non-degree award
Managers, All Other	30	40	10	33.3%	58.39	High school diploma or equivalent

Low Skill Occupations	2014 Employment	2024 Employment	Change	Percent Change	Median Hourly Earnings	Education Level
Medical Secretaries	11,270	16,120	4,850	43.0%	15.06	High school diploma or equivalent
Receptionists & Information Clerks	2,250	3,110	860	38.2%	12.54	High school diploma or equivalent
Billing & Posting Clerks	2,250	3,040	790	35.1%	17.51	High school diploma or equivalent
Office Clerks, General	2,060	2,200	140	6.8%	14.71	High school diploma or equivalent
Bill & Account Collectors	410	550	140	34.1%	14.90	High school diploma or equivalent
Janitors & Cleaners, Ex. Maids & Housekeeping Cleaners	270	360	90	33.3%	9.24	Less than high school
Sales Representatives, Services, All Other	230	310	80	34.8%	27.06	High school diploma or equivalent
Customer Service Representatives	210	290	80	38.1%	14.25	High school diploma or equivalent
File Clerks	210	250	40	19.0%	14.25	High school diploma or equivalent
Secretaries & Administrative Assistants, Ex. Legal, Medical, & Executive	160	220	60	37.5%	15.85	High school diploma or equivalent

Source: Texas Workforce Commission LMCI Dept and the Bureau of Labor Statistics