



TENTATIVE AGENDA

10:00 a.m. Tuesday, April 1, 2008

H-GAC Conference Room A

3555 Timmons Lane, Second Floor, Houston, Texas 77027

The Gulf Coast workforce system helps employers solve their workforce problems and residents build careers so both can compete in the global economy.

1. Call to Order and Determination of Quorum

2. Adoption of Agenda

3. Public Comments

4. Minutes from February, 2008 meeting

5. Declarations of Conflict of Interest

6. Chairman's and Committee Reports

- a. Health Services Steering Committee
- b. Career Office
- c. Education
- d. Strategic Planning

7. Action Items

- a. Consider authorizing contract with Learning Designs, Inc. for system and contractor staff training and development in amount not to exceed \$449,899 for the first year

8. Information

- a. System Performance
- b. Expenditures

9. Labor Market Report

10. Adjourn

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**MINUTES OF
THE GULF COAST WORKFORCE DEVELOPMENT BOARD
TUESDAY, FEBRUARY 5, 2008**

MEMBERS PRESENT:

Dula Abdu	Janell Baker	Barry Beasley
Ron Bourbeau	Charles Cook	Bill Crouch
Mary Duran	Sal Esparza	Yvonne Estrada
Joe Garcia	Mark Guthrie	Barbara Hayley
Bobbie Henderson	Guy Robert Jackson	Birgit Kamps
Jeff Labroski	Ray Laughter	Steve Lufburrow
Carolyn Maxie	Raymond McNeel	Michael Nguyen
Don Nigbor	Linda O'Black	Allene Schmitt
Richard Shaw	Kathy Shingleton	Ed Smith
Frank Thompson	Evelyn Timmins	Massey Villarreal

H-GAC STAFF MEMBERS PRESENT

Rodney Bradshaw
Mike Temple
David Baggerly
Sue Cruver
Joel Wagher

Mr. Frank Thompson, Chair, called the meeting to order at approximately 10:00 a.m., on Tuesday, February 5, 2008, in the 2nd floor, H-GAC Conference Room A, at 3555 Timmons Lane, Houston, Texas. Mr. Thompson determined that a quorum was present.

ADOPTION OF AGENDA

Mr. Thompson asked for an adoption of the agenda as presented. A motion was made and seconded to adopt the agenda. The motion carried.

PUBLIC COMMENT

Three people signed up for public comments.

Stephanie Boutte representing Houston Training & Education Center Inc., addressed the Board regarding the treatment of the poor at the WorkSource Centers and occupations/careers that are no longer on the high-skills, high-growth occupations list. Ms. Boutte stated that she works with the low income and homeless veterans. She explained that last year her organization put 384 people to work. She is concerned about the people she works with because they do not have the opportunity to get their high

school diploma, GED or vocational training. Occupations such as plumber, carpenter, etc. were no longer on the list and Ms. Boutte was concerned about what would happen to this people in the community.

Lorena Lopez representing Parents in College spoke to the Board regarding the limitations on child care and how it affects people such as herself. The mission of the organization is to give parents an exit out of poverty through education. One big struggle is paying for child care costs while trying to pursue a college degree.

Melanie Wilcox Miles representing Harvest Life Foundation addressed the Board about expanding the relationship with the Gulf Coast Career Offices by looking at an initiative aimed at ex-offenders. Harvest Life Foundation is a Prisoner Re-Entry Agency with a placement rate of 75%, retention rate of 80% and the organization placed over 400 people in 2007.

MINUTES FROM DECEMBER 4, 2007

Mr. Thompson asked if there were any additions or corrections to the minutes for December 4, 2007. A motion was made and seconded to approve the minutes as presented. The motion carried.

DECLARATION OF CONFLICT OF INTEREST

No one declared a conflict of interest.

CHAIRMAN'S AND COMMITTEE REPORTS

Education

Mr. Don Nigbor explained that the committee met prior to the Board meeting and addressed several issues. Mr. Nigbor explained that the Education committee was formed due to the low grade education received on the Gulf Coast Area report card. Several economic development groups noticed this and would like to partner with us to determine the disconnects. Additional economic development groups will be involved at the next committee meeting. Mr. Nigbor discussed the focus and marketing efforts of the committee's work. Dr. Nigbor also addressed the school district visits and looking at the various challenges of each school.

ACTION ITEMS

- a. Nominating Committee – consider nominations for the Board's 2008 officers.

Mr. Jeff Labroski filled in for Mr. John Hebert who was out ill. The Nominating committee contacted the current officers to inquire if they were interested in serving an additional term. All the current officers agreed and the nominating committee decided

that they were pleased with the service of the current officers and reached a consensus that the committee would recommend to nominate the current officers.

A motion was made and seconded to elect the following – Frank Thompson – Chairman, Mark Guthrie -Vice Chairman, Yvonne Estrada – Vice Chairman and Gerald Andrews – Vice Chairman. The motion carried.

- b. Consider authorizing second-year contact with Gilbreath Communications in an amount not to exceed \$925,000.

Ms. Sue Cruver explained that during the past year, marketing activities and events provided visibility for the Board and The WorkSource system with both employers and residents throughout the region. The products and services provided by Gilbreath Communications, Inc. during the first year of its 2007 -2009 marketing services contract were: Media & Advertising, Creative & Collateral, Public Relations & Events and Market Research.

Ms. Cruver stated for the next year we are proposing a larger contract budget because of the need to change the name of our operating system. We will continue most of our regular and usual marketing activities, although we propose to limit our advertising to keep costs down. Gilbreath Communications Inc., has developed a brand transition plan and has begun graphic design changes for the Texas Workforce Commission required name change from The WorkSource to Workforce Solutions. Changes include re-design of collateral and marketing materials, special planned advertising and a public relations campaign to educate target markets of the name change. The plan implementation timeline is designed to meet the require deadline of July 1, 2008. A proposed budget and work plan for the second year that is \$160,000 more than the first year budget of \$765,000. The second year budget is \$925,000 and includes the following: Creative Production and Materials, Research, Media & Advertising, Public Relations, Special Events, Account Services, Management and Media Buying and Printing. Several Board members had questions and concerns and discussion followed.

A motion was made and second to authorize a second year contact with Gilbreath Communications, Inc. in an amount not to exceed \$925,000. The motion carried.

INFORMATION

System Performance

Mr. David Baggerly reviewed the System Performance measures for October 2007 – December 2007. The Board established measures for the Regional Workforce System and for The WorkSource. Regional Workforce System measures address how well our region is performing on a broad economic level. Regional Workforce System Measures include Regional Gross Product, Regional Education performance, Net New Jobs,

Regional Employment. The WorkSource Measures address our immediate impact on our customers.

For The WorkSource

More Competitive Employers –

Employers Receiving Services (Market Share) – we expected to provide services to 29,000 employers this year which is 23% of the 126,000 employers identified for the Gulf Coast area. Through December, we provided services to 5,800 employers.

Employer Loyalty – our performance indicates our employer customers value our services and return to us for additional services. Of a possible 4,353 employers, 3,255 returned to The WorkSource for additional services.

More and Better Jobs –

New jobs created – This information is captured quarterly. Information is not available at this time.

Customers employed by the 1st quarter after exit – In first quarter, 65,936 of the 84,125 customers who exited from services were employed in the quarter after exit.

Higher Real Incomes –

Exiters with Earnings Gains of at least 10% - the percentage of exiters with earnings gains greater than 10% does not meet the target, but shows an increase over last year's performance. 42,910 of the 102,757 who exited had earnings gains of at least 10%.

Exiters with Earnings Gains of at Least 20% - The percentage of exiters with earnings gains greater than 20% does not meet the target, but shows an increase over last year's performance. 39,659 of the 102,757 who exited in the first quarter had earnings gains of at least 20%.

A Better Educated and Skilled Workforce –

Customers pursuing education diploma, degree or certificate who achieve one - Current performance fell shy of the target. 231 of the 3,538 customers pursuing an education diploma, degree or certificate achieved one.

Mr. Baggerly explained that in addition to the Board established measures there are sixteen measures contracted to the Board by the State. Of these sixteen measures we are not meeting the target for five measures.

- Market Share – The target for this measure is 23%. Our performance for the first quarter was 18.5%
- Staff Assisted Job Openings Filled – The target for this measure is 50%.

- Attainment of Degree or Certificate – This is a youth measure. The target is 50%. Our performance is 47%.
- Literacy and Numeric Gains – This is a youth measure. The target is 30%. Our performance is 11.1%.
- All Families Participation Rate – The target for this measure is about 55%. Our performance through December was 44%.
- Two-Parent Families Participation Rate – The target for this measure is 74%. Our performance through December was 64%.

Mr. Bradshaw explained that the most significant performance problem we have is the Temporary Assistance to Needy Families (TANF) participation rates. The rates are not the Board's strategic measures but are important State contact measures. We are talking with the State about possible options to new documentation requirements that we believe are excessive. We do need to meet the targets and are working hard to reach the goals.

Expenditure Report

Mr. Rodney Bradshaw reviewed the Financial Status Report for twelve months ended December 31, 2007. Mr. Bradshaw explained that everything was on target and within about 4% of availability.

Recognition of T.W. Hudson

Mr. Thompson introduced Terry Hudson Executive Director of HoustonWorks. Mr. Thompson explained that Mr. Hudson is a recognized authority on workforce development and serves on many Boards and commissions around the country. Mr. Hudson has led HoustonWorks since its inception in 1985. One January 1, 2008 Mr. Hudson stepped aside as the day-to-day leader for the organization although he plans to continue work in a part-time capacity. A plaque was presented to Mr. Hudson as he was recognized for his contributions to the region's workforce system and his leadership at HoustonWorks and in our community.

Mr. Hudson thanked the Board for all their efforts in helping HoustonWorks and the workforce system to become one of the most successful Boards in the country. Mr. Hudson explained his future plans of consulting, but he also will be doing some research in the workforce arena.

Mr. Frank Thompson and Mr. Mark Guthrie passed out certificates of appreciation for service on the Board to members whose term had expired on December 31, 2007.

Gulf Coast Workforce Board Minutes

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Mr. Joel Wagher explained job growth continues to slow over the year with Gulf Coast region's over-the-year job growth for December was 2.4 percent or 59,800 jobs compared to December 2006 when the rate was 4.0 percent or 95,900 jobs. Initial claims for unemployment benefits are up six months in a row. Professional & Business Services are adding jobs. The thirteen county region's unemployment rate was 4.2%, up from 4.0% in December 2006.

Mr. Bradshaw mentioned that the Board will be revisiting the strategic plan. The Strategic Planning Committee will bring recommendations to the April Board meeting.

Secondly, the big three year procurement will be coming up shortly and we hope to bring recommendations for contracts to this Board at the June meeting.

Dr. Kathy Shingleton advised that the Career Offices Committee will meet on March 25, 2008 at 1:00 p.m. here at H-GAC offices in Conf. Room C.

ADJOURN

There was no further business to come before the Board, the meeting was adjourned.

Health Services Steering Committee

Harry Holmes, Senior Vice President for Public Affairs and Governmental Relations at the Texas Medical Center and a member of the Gulf Coast Health Services Steering Committee, will make a presentation about the Steering Committee and its work.

The Steering Committee is a collaboration among major hospitals and health care research institutions in our region, the Greater Houston Partnership, the Workforce Board, and health care educators designed to address critical skills shortages in health care.

Career Office Committee Report

The Career Office Committee met on Tuesday, October 25, 2008 with Committee Chair Kathy Shingleton, Committee Vice Chair Tracie Holub, Board Chair Frank Thompson, Board Vice Chair Mark Guthrie and members Joe Garcia, Barbara Hayley, Ron Bourbeau and Janell Baker attending.

The committee discussed performance data, customer satisfaction and staff assessments for the Board's four career office contractors and considered similar information for our employer service and financial aid payment office contractors. Members asked questions about the information and engaged in thorough and lively discussion about contractor performance, quality improvement, career office location and how we provide employer service.

For next steps, Committee Chair Shingleton asked that the staff:

- Gather and report average staffing levels and turnover rates for the career office contractors;
- Ensure that the next bid specify future contracts financially penalize contractors who do not meet record keeping and other procedural requirements;
- Conduct a long-range market study on the placement of career offices throughout the region;
- Investigate the use of Board staff as conservators or "supra-managers" for contractors who have failed to correct serious performance or operational problems; and
- Provide options in the upcoming system bid so bidders could consider combining some employer service and resident service functions that are now separate.

The Committee Chair will also explore the discussion about changing the responsibility for delivering employer service functions with the Employer Service Committee.

Education Committee Report

The Education Committee met on February 5, 2008 with the following members present: Committee Chair Don Nigbor, Charles Cook, Bill Crouch, Mark Guthrie, Jeff Labroski, Raymond McNeel, Allene Schmitt, Richard Shaw, and Frank Thompson. In addition, Mike Rozell and David Schroeder of the Gulf Coast Economic Development District attended, and Jeff Wiley of the same organization participated by phone.

The Gulf Coast Economic Development District representatives discussed their concerns about education in the Gulf Coast region from the perspective of economic development professionals. Their concerns, like those of the workforce board, fall into two categories – the immediate need for training in the existing workforce to meet the needs of today’s employers, and long-term concerns about the “talent pipeline” of entering workers who will have the skills employers need in the future. They also voiced support for legislative changes that will enable community colleges to respond more quickly to employers’ needs for new programs. Charles Cook of the Houston Community College made several suggestions for enhancing the relationship between colleges and employers. There was a general consensus that efforts are needed to address disconnects between employers and the economic development community, high schools, and colleges and universities.

Michelle Ramirez of Gilbreath Communications gave an update on marketing labor market information (and the importance of staying in school to prepare for careers) to parents, students, and teachers. Work on the education website portal focusing on our key industries is moving forward, as are plans to launch the “Focus On” series of one-page sheets on key industries and occupations. In addition, The WorkSource is participating in a Chronicle in Education program, through which the Houston Chronicle distributes an education supplement in late April. Teachers can request additional classroom supplement kits, which will include information on finding a first job, a card set featuring our high-skills, high-growth occupations, and maps for finding a career in nursing.

Rebecca Leppala of the Board staff gave a brief update on school visits. Staff continues to visit school districts and schools, and will begin focusing visits on schools facing particular challenges in graduating students.

Strategic Planning Committee Report

Committee Chair Carl Bowles will report on the morning strategic planning session and on plans to complete an update of the Board's strategic plan – including a scheduled May 6th Board Strategic Planning Workshop.

Staff Development and Training Contract

Background

About five years ago, we centralized and outsourced the staff training function. Since that time, we have had two contractors – Open Minds, Inc. (Gettysburg, Pennsylvania) and, our current contractor, Learning Designs, Inc. (Troy, Michigan).

The majority of the contract with LDI was devoted to creating and delivering customized training courses that provide The WorkSource staff with skills to do their jobs better. Some of these courses focus on operational functions in our system, and include policies and procedures that are specific to The WorkSource.

We also included activities in the LDI contract related to designing and building a statewide integrated professional development system for the Texas public workforce system - the National Workforce Institute (NWI). NWI is now fully operational as a non-profit organization with approximately 5,000 users.

Through National Workforce Institute, workforce professionals can:

- Identify competencies required to excel in their job.
- Identify career paths for growth and development in various workforce functions.
- Receive feedback on their current knowledge and job performance.
- Access training to address knowledge and skill gaps.
- Apply for professional certification.
- Participate in development opportunities that support career advancement.

In our opinion, LDI has performed well in carrying out its scope of work. We currently have a large catalog of customized courses for building skills and for teaching our own system procedures, as well as access to off-the-shelf courses through a web-based Learning Management System.

Current Situation

In February 2008, we solicited qualified organizations to manage our staff training and development activities for the next five years. This includes:

- Manage staff development and training activities. Develop and maintain a training calendar; secure facilities and equipment for classes; produce and deliver materials for classes; schedule instructors. Use a web-based learning management system (LMS) that manages course enrollments, provides online registration, and manages learner completion data and training records.

- Develop customized curricula. Work with us to design, develop and put in place additional customized courses for the system.
- Provide consulting service. Provide advice and consulting services for us on staff development and training issues as needed.

We did not solicit for activities related to the National Workforce Institute because that organization is now a free-standing operation.

Response to Bid

Two organizations submitted proposals to provide staff development and training to the Gulf Coast Workforce System.

Executrain	Could not determine cost
Learning Designs, Inc.	\$449,899

Staff recommends the Board contract with Learning Designs, Inc., the top rated bidder, to provide staff development and training for the Gulf Coast Workforce System for up to five years. We have the option to renew the contract for up to four more years, pending satisfactory performance, availability of funds, and approval of the Workforce Board and the H-GAC Board.

First year contract would run from May 1, 2008 through April 30, 2009 and not exceed \$449,899.

Action

Authorize staff to negotiate a first year contract with Learning Designs, Inc. not to exceed \$449,899.

**GULF COAST WORKFORCE BOARD
SYSTEM PERFORMANCE
OCTOBER 2007 - FEBRUARY 2007**

BOARD MEASURES

The Board established measures for the Regional Workforce System and for The WorkSource. Regional Workforce System measures address how well our region is performing on a broad economic level. Regional Workforce System measures include Regional Gross Product, Regional Education performance, Net New Jobs, Regional Employment. The WorkSource measures address our immediate impact on our customers.

Performance on The WorkSource measures are presented below.

BOARD GOAL: More Competitive Employers

MEASURE	ANNUAL TARGET	CURRENT PERFORMANCE	PERFORMANCE LAST YEAR
For The WorkSource			
<u>Employers Receiving Services</u> (Market Share) We expect to provide services to 29,000 employers this year which is 23% of the 126,000 employers identified for the Gulf Coast area. Through February, we provided services to 10,190 employers.	23%	8.1%	23.1%
<u>Employer Loyalty</u> Our performance indicates our employer customers value our services and return to us for additional services. Of a possible 7,148 employers, 5,177 returned to The WorkSource for additional services.	65%	72.4%	61.1%

BOARD GOAL: More and Better Jobs

SYSTEM MEASURE	ANNUAL TARGET	CURRENT PERFORMANCE	PERFORMANCE LAST YEAR
For The WorkSource			
<u>New jobs created</u> This information is captured quarterly.	1,500	106	1,923
<u>Customers employed by the 1st Qtr after exit</u> In first quarter, 138,500 of the 177,004 customers who exited from services were employed in the quarter after exit.	77%	77.2%	76.5%

BOARD GOAL: Higher Real Incomes

SYSTEM MEASURE	ANNUAL TARGET	CURRENT PERFORMANCE	PERFORMANCE LAST YEAR
For The WorkSource			
<u>Exiters with Earnings Gains of at least 10%</u> The percent of exiters with earnings gains greater than 10% does not meet the target but shows an increase over last year's performance. 78,926 of the 189,683 who exited in the first quarter had earnings gains of at least 10%.	45%	41.6 %	40.3%
<u>Exiters with Earnings Gains of at least 20%</u> The percent of exiters with earnings gains greater than 20% does not meet the target but shows an increase over last year's performance. 72,828 of the 189,683 who exited in the first quarter had earnings gains of at least 20%.	40%	38.4%	37.4%

BOARD GOAL: A Better Educated and Skilled Workforce

SYSTEM MEASURE	ANNUAL TARGET	CURRENT PERFORMANCE	PERFORMANCE LAST YEAR
For The WorkSource			
<u>Customers pursuing education diploma, degree or certificate who achieve one</u> Current performance is shy of the target. 535 of the 4,382 customers pursuing an education diploma, degree or certificate achieved one. Many of our credential outcomes occur after May.	20%	12.2%	16.8%

CONTRACTED MEASURES

In addition to the Board established measures, there are sixteen measures contracted to the Board by the state. Of these sixteen measures we are not meeting the target for five measures.

- Market Share. The target for this measure is 23%. Our performance through February was 8.1%. We should be on target to meet this measure in three to four months.
- Attainment of Degree or Certificate. This is a youth measure. The target is 50%. Our performance is 47%. We should meet this measure in the next couple of months.
- Literacy and Numeracy Gains. This is a youth measure. The target is 30%. Our performance is 11.1%. We changed some procedures that should enable us to meet this measure in the future.
- All Families Participation Rate. The target for this measure is about 55%. Our performance through February was 44.6%. We saw a small improvement in February. We anticipate recent changes in our process should show steady improvement through the rest of the performance year.

- Average Number of Children Served Per Day (Child Care). The target for this measure is 26,700. Our average number of children served through January was 23,986. We've increased our enrollment and should be meeting this measure soon.

We continue to work closely with our contractors to improve performance on all measures.

**GULF COAST WORKFORCE DEVELOPMENT BOARD
FINANCIAL STATUS REPORT
For the Two Months Ended February 29, 2008**

	ANNUAL BUDGET	BUDGET YEAR TO DATE	ACTUAL YEAR TO DATE	DOLLAR VARIANCE
WORKFORCE REVENUES				
WORKFORCE REVENUES	189,936,074	31,656,012	29,942,057	1,713,955
WORKFORCE EXPENDITURES				
BOARD ADMINISTRATION	4,741,978	790,330	624,776	165,554
EMPLOYER SERVICES	6,950,000	1,158,333	1,452,301	(293,968)
RESIDENT SERVICES	176,894,096	29,482,349	27,694,442	1,787,907
OFFICE OPERATIONS	65,484,505	10,914,084	10,277,412	636,672
FINANCIAL AID	111,409,591	18,568,265	17,417,030	1,151,235
RESEARCH & DEMONSTRATION	1,350,000	225,000	170,538	54,462
<i>TOTAL WORKFORCE EXPENDITURES</i>	189,936,074	31,656,012	29,942,057	1,713,955

VARIANCE ANALYSIS

Note: "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.



GULF COAST REGION EMPLOYMENT TRENDS

APRIL 2008

JANUARY 2008 DATA

Lots of new jobs were created in 2007. The Gulf Coast Region's¹ annual average job count was up 103,500 in 2007, the largest increase since 1998 when 103,000 jobs were added to the local economy (Chart). The annual growth rate of 4.2 percent was much larger than the national rate of 1.1 percent and higher than the state's 2.9 percent. Professional & Business Services added the most jobs of any sector, up 22,400 jobs for the year.

Current reports reveal a slight slow down in job growth. The data on the next page, Table 1, shows the levels of employment for the current month, month ago, and year ago for the Gulf Coast Region. January's job count was up 95,300 (3.9 percent) from January 2007. This was below the 98,000 jobs posted in January 2007. The recent peak in job growth was in June 2007, with 117,200 jobs, or 4.8 percent growth. The rate of growth has slowed since June to a low of 3.6 percent in December.

Most major sectors still have relatively high job growth. Professional & Business Services was up 21,300 jobs, 5.9 percent, from January 2007. Last year at this time, Professional & Business Services was up 20,300 jobs, peaking in August 2007 with an over-the-year increase of 24,700 jobs. Health Care & Social Assistance added 12,300 jobs (5.3 percent) from January 2007. Mining and Construction were both over six-percent growth rates for January 2008.

Initial Claims for unemployment benefits were up six of the last seven months. There were 11,907 claims filed in February 2008, up 1,650 (16.1 percent) from February 2007. Continued claims were up in February for the third month in a row. The 60,471 continued claims filed in February were up 2,782 over the year, a 4.8 percent increase from February 2007.

Reports on the characteristics of the insured unemployed reveal that the sectors with the largest increases of unemployed workers over the year are construction, up 760, and finance, up 295.

The thirteen county region's unemployment rate was 4.5%, down from 4.7% in January 2007.

¹ The Houston- Sugar Land-Baytown MSA is the only geographic area with monthly job count data in the Gulf Coast Region. Houston-Sugar Land- Baytown MSA includes the following counties: Austin, Brazoria, Chambers, Fort Bend, Galveston, Harris, Liberty, Montgomery, San Jacinto, and Waller
Source – U. S. Department of Labor, BLS and Texas Workforce Commission

Table 1

Industry	NET CHANGE FROM						% Chg. Jan-07 TO Jan-08
	Jan-08	Dec-07	Jan-07	Dec-07	Jan-07	Jan-08	
				TO	TO		
Total Nonfarm	2,566,900	2,608,800	2,471,600	-41,900	95,300	3.9%	
NATURAL RESOURCES & MINING	87,900	87,300	82,600	600	5,300	6.4%	
CONSTRUCTION	198,400	199,800	186,300	-1,400	12,100	6.5%	
MANUFACTURING	234,300	236,700	228,400	-2,400	5,900	2.6%	
DURABLE GOODS	153,700	155,800	147,400	-2,100	6,300	4.3%	
NONDURABLE GOODS	80,600	80,900	81,000	-300	-400	-0.5%	
TRADE, TRANSP., & UTILITIES	522,000	541,500	506,200	-19,500	15,800	3.1%	
WHOLESALE TRADE	134,800	136,800	130,000	-2,000	4,800	3.7%	
RETAIL TRADE	262,400	276,700	255,400	-14,300	7,000	2.7%	
TRANSP, WAREHOUSING, & UTIL	124,800	128,000	120,800	-3,200	4,000	3.3%	
INFORMATION	36,800	37,200	36,600	-400	200	0.5%	
FINANCIAL ACTIVITIES	144,600	146,500	141,400	-1,900	3,200	2.3%	
PROFESSIONAL & BUSINESS SERV.	383,900	390,000	362,600	-6,100	21,300	5.9%	
EDUCATION & HEALTH SERV.	287,500	289,300	274,200	-1,800	13,300	4.9%	
LEISURE & HOSPITALITY	225,100	229,000	215,400	-3,900	9,700	4.5%	
OTHER SERV.	93,800	94,500	91,300	-700	2,500	2.7%	
TOTAL GOVERNMENT	352,600	357,000	346,600	-4,400	6,000	1.7%	
FEDERAL	28,900	29,000	28,400	-100	500	1.8%	
STATE	71,100	71,200	68,400	-100	2,700	3.9%	
LOCAL	252,600	256,800	249,800	-4,200	2,800	1.1%	

Chart

