

To: Gulf Coast Workforce Board Members

From: Mike Temple
Carol Kimmick
David Baggerly
Michelle Ramirez
Brenda Williams

Date: November 30, 2016

Subj: Board Meeting Materials for Tuesday, December 6, 2016

The next meeting of the Gulf Coast Workforce Board is scheduled for **10:00 a.m., Tuesday, December 6, 2016** in H-GAC's second floor conference rooms A, B and C, 3555 Timmons Lane, Houston.

We have a fairly light agenda for this month.

Reports. Chair Guthrie will provide a report to members on items of interest, and Audit/Monitoring Committee Chair Joe Garcia will report on the committee's November review of monitoring activities. The Career Office Committee will recognize a Workforce Solutions staff member for outstanding customer service, as we periodically do.

Action. The Committee Chairs for the Employer Service and Career Office committees will report on their joint meeting in late November. The bulk of this report is information about the Board's usual preparation for identifying the key industry sectors and demand occupations – which this year is part of the process to complete an operational compliance plan. You will remember that the Board's strategic plan drives the operational compliance plan, but the latter is necessary to satisfy requirements of federal and state laws and to ensure that we address the various different mandates of the legislation which provides us most of our funds. The Committee Chairs will discuss the process and timeline for completing the compliance plan, which the Board will consider for adoption in February.

The action item contained in this report is related to the operational plan; however, it is only a small part. You will remember that periodically the Board sets expectations for performance by training providers in our system – for completions, placement rates, and wages. The Committee Chair will present a recommendation for these performance expectations.

Information. We will report on our performance/production and expenditures to-date and have some information for you about last month's Hiring Red White and You event, the Texas Workforce Conference (which is here in Houston this year), and other items of interest. Ron Borski will update us on the employment numbers.

Finally, we want to let you know that after 24 years of service, Carol Kimmick is retiring. Carol has been a valued (an invaluable) part of our team, and we will miss her. Please join us in recognizing Carol's contribution and support of the Board and the system.

We look forward to seeing you on December 6th. 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

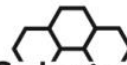
Tuesday, December 6, 2016 at 10:00 a.m.

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 October 2016 meeting minutes**
5. **Declare Conflicts of Interest**
6. **Consider Reports**
 - a. *Chair's Report.* The Board Chair will discuss items of interest.
 - b. *Audit/Monitoring.* The Committee Chair will present results from the committee's November meeting.
 - c. *Career Office.* The Committee Chair present an award for customer service to Workforce Solutions staff.
7. **Take Action**
 - a. *Employer Service/Career Office.* The Committee Chair will brief the Board on development of the Workforce Solutions compliance plan document and request consideration for standards for eligible training providers.
8. **Receive Information**
 - a. *Performance and Production.* Report on performance and a briefing on new production requirements.
 - b. *Expenditures.* Report on expenditures.
 - c. *Updates.* Information on upcoming activities.
9. **Look at the Economy**

Report on current economic data and trends in the Houston-Gulf Coast Area.
10. **Take Up Other Business**
11. **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, OCTOBER 4, 2016**

MEMBERS PRESENT:

Ray Aguilar	Gerald Andrews	Betty Baitland
Peter Beard	Sara Bouse	Cheryl Guido
Mark Guthrie	Bobbie Henderson	Eduardo Honold
Guy Robert Jackson	Tony Jones	David Joost
Birgit Kamps	Doug Karr	Paulette King
Jeff Labroski	Kendrick McCleskey	Jerry Nevlud
Linda O'Black	Allene Schmitt	Richard Shaw
Connie Smith	Gil Staley	Evelyn Timmins
Shunta Williams	Toy Woods	

H-GAC STAFF MEMBERS PRESENT

Mike Temple
David Baggerly
Michelle Ramirez
Ron Borski

Mr. Mark Guthrie, Chairman, called the meeting to order at approximately 10:00 a.m., on Tuesday, October 4, 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.

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.

Chair Guthrie invited Mr. Ray Wilburn, Regional Director of the Texas Veterans Commission to address the Board.

Mr. Wilburn displayed the most recent trophy received by the Gulf Coast Region 4 for placing the largest number of veterans in employment – over 2,100. Mr. Wilburn explained that he was extremely proud of the 2016 trophy because they were mandated by the Department of Labor to provide services to veterans with significant barriers to

employment. These barriers included the disabled, homeless, ex-offenders, no high school diploma, wounded, low income and multiple other barriers. The region also received trophies in 2014 & 2015, also for the largest placement of veterans in employment.

Mr. Wilburn also gave a short history on the Texas Veterans Commission and its mission statement. Board members applauded the great work done by Mr. Wilburn and his team. Chair Guthrie also thanked Mr. Wilburn for his leadership and hard work.

MINUTES FROM AUGUST 2, 2016 MEETING

Chair Guthrie asked if there were any additions or corrections to minutes for the August 2, 2016 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. No one declared a conflict of interest. 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 the Vocational Rehabilitation (VR) programs have transferred to the Texas Workforce Commission (TWC) as scheduled. He noted that he has heard that overall the transfer is working well, but there are some mechanical and procedural glitches which hopefully would be worked out in the near future.

Chair Guthrie stated that he and Mr. Mike Temple attended the Texas Association of Workforce Boards (TAWB) meeting on August 2nd and 3rd in San Antonio.

Chair Guthrie explained that he attended the first day of the Texas Education Workforce Summit, which was held on September 19th and 20th in Austin. He reported that it was an opportunity for the Tri-Agency commission (composed of TWC, the Texas Education Agency and the Texas Higher Education Coordinating Board) to present and receive feedback on its draft recommendations to improve coordination of education and workforce development in our state. The draft recommendations presented include increasing apprenticeships and internships, better coordination of business needs with educators, teaching skills that matter, emphasizing the provision of services to people with disabilities and improving access to high-skill, high-growth jobs and occupations. There was also a recommendation regarding the development of a career development application (app) for students and their parents to assist in career exploration. Chair Guthrie said that he felt that the app, a central resource updated with the most current information would be very useful and helpful. Chair Guthrie also noted that Board

member Doug Karr participated in a panel about hiring people with disabilities at the Texas Education Workforce Summit and did an outstanding job on it.

Mr. Guthrie reported that the month of October is Disability Awareness Month and there are several activities scheduled related to this. For two of these -White Cane Safety Day and the Lex Frieden Employment Awards luncheon, flyers were distributed to members and he encouraged members to attend.

Chair Guthrie spoke about a constraint (in the guise of a performance review standard) on independent school districts imposed by the TEA in approximately 2004 on the percentage of students that could receive special education. - the limit was 8.5% of all students and before the imposition of this limit, 13% to 14% of students were receiving special education. He mentioned that the Houston Chronicle uncovered this limit and reported on it extensively several weeks ago. Chair Guthrie noted that he saw an article this morning that the federal government has now ordered TEA to explain the basis for the artificial limit and to demonstrate that all students in Texas public schools who need special education had received it. Mr. Guthrie explained that this restriction came into place as criteria in the performance accountability assessment that TEA performs on school districts and if a school district exceeded 8.5% of its total student population in special education the TEA would force the district to file a correction action plan and face sanctions. Basically the TEA discouraged school districts from giving the special education required by law to students who needed it, and predictably the percentage of students across the state now receiving special education was 8.5% or less. The Houston Chronicle estimated that at least 250,000 students were affected over the past ten years. Chair Guthrie concluded with his observation and view that this was a shame and needed to be changed, and that based on his math the number of affected students could be even higher than the Chronicle's estimate.

Chair Guthrie concluded his report and no action was taken.

Audit/Monitoring Committee Report

Committee Vice Chair Guy Robert Jackson reported that the Audit/Monitoring Committee met on Thursday September 22, 2016 at the Financial Aid Call Center - reviewed the information referenced below and received the following update on our monitoring activity from Board staff:

Operations

- Committee members reviewed data from quality assurance monitoring visits made from May through August, including information previously provided at the committee's July meeting.
- The Employer Service unit and both early education quality contractors rated as acceptable operations.

- All of the career offices rated average or above average and the number of offices rating above average increased this past year. Both the Financial Aid Call Center and Financial Aid Payment Office rated as acceptable.
- The quality assurance team found work-based learning activities (mostly summer jobs) to be acceptable, with minor suggestions for attention to supervision at worksites, payroll, and supervisor and participant orientations.
- As the committee noted in July, reviews of adult education providers resulted in acceptable ratings for five of the seven contractors. The quality assurance team identified two providers as minimally acceptable – Lone Star College and

Wharton County Junior College – and staff have been working with both these providers and Region 6 Education Service Center on improvement plans for the new year.

Financial Systems

The Workforce Solutions system contracts with outside audit firms to conduct financial system reviews for all our contractors that include: accounting policies and procedures, accounting systems, procurement, accounts payable, personnel (human resources and payroll), cash management, property management and inventory, cost allocation and budget, financial reporting, complaints, subcontracts and insurance. The QA team also reviews a sample of billings for each contractor.

At least once a year, the QA team will also conduct a review of financial aid payments that is separate from the annual systems review. This review tests financial aid payments made on behalf of customers. Reviews were conducted for the contractors listed with no findings or minimal findings that have been resolved.

- Employment and Training Centers, Inc.
- Gulf Coast Trades Center
- Neighborhood Centers, Inc. – Financial Aid Payments
- Interfaith of the Woodlands – Financial Aid Payments
- Texas Association for the Education of Young Children
- Region 6 Education Service Center
- Houston Community College
- Wharton County Junior College
- SER Jobs for Progress of the Texas Gulf Coast, Inc.

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

Early Education and Care Committee Report

Chair Bobbie Henderson reported that the Early Education & Care Committee met Tuesday, September 13, 2016. The committee discussed several topics, including new state rules for child care financial aid, the early education/child care provider network, the

Texas Rising Star state quality rating system, and information on child care center staffing ratios and safety.

Financial Aid

The Texas Workforce Commission (TWC) establishes the rules governing the use of federal Child Care and Development Block grant funds that power Workforce Solutions' financial aid for child care. In response to recent changes in the federal legislation, TWC has altered its rules. These changes will have an effect on how we determine families eligible for assistance and how long they can continue to receive assistance – both of which may impact our ability to serve the number of families we have assisted in the past several years.

- Changes to eligibility for financial aid, the duration of financial aid, and the parent share of cost will, we believe, allow families to maintain Workforce Solutions financial aid for longer periods of time and reduce our turnover.
- This will most likely limit our ability to serve the number of families we have served in previous years, although we are uncertain by how much.
- We do expect to spend less on administering this form of financial aid as a result of the state's rule changes.
- We will provide more information to the committee and the Board on the effect of changes later in 2016 and early 2017.

TWC has asked Boards throughout the state to limit enrollments and forgo rate increases until the impact of the rule changes becomes clear.

Provider Networks

Parents receiving our child care financial aid select early education providers from a list of in-network centers and family homes. In limited cases, parents may select a relative to provide care for their children. We maintain our provider network through the Financial Aid Payment Office and the efforts of our early education quality improvement project. Our financial aid can only be used at an in-network provider, although we can and do add providers to the network.

The Board sets the rates at which we reimburse network providers, taking into account local market data, the type of provider, and the availability of funds.

Periodically the Board reviews the provider network and network rates, and with the release of the 2016 Texas Child Care Market Rate Survey Report, we recommend the committee consider several issues relating to our provider network and network rates.

- Overall, Workforce Solutions maintains a significant share of the region's early education providers in our network – about 45% of all providers.
- We have a larger share of all the region's licensed child care centers (57%) in our network than other provider types. Fully 68% of our network is licensed centers.

- As might be expected, the overwhelming majority of families receiving our financial aid use licensed centers (about 95%).
- The largest number of Texas Rising Star providers are licensed centers (90%).
- The rate structure for licensed centers has a proportionately greater effect on our overall funding.
- While our network is robust, we do have a smaller percentage of the market for registered family homes. In Fort Bend and Matagorda counties, we have a less-than-average share of the licensed center market, and in Brazoria, Fort Bend, Montgomery and Wharton counties, we have a less-than-average share of the licensed home market.
- The Board last raised network rates in 2010, at the time increasing rates for infants and toddlers and holding other rates steady. The latest market survey shows that our rates for preschoolers and school-age children in general are at or below the 40th percentile in the market, making them generally low for our market.
- Our Board tends to have preschool and school age rates in lower market percentiles than other boards across the state.

As noted earlier, TWC has asked us to delay substantive action with respect to our financial aid enrollments and rates until we have more experience with how the rule changes will affect our expenditures. We expect to provide information to the Board in November-December about those affects.

Staff's review of the provider network and rates leads staff to recommend that the committee and Board consider several actions for the future.

- Working with the Financial Aid Payment Office and Collaborative for Children to expand our network of providers throughout the region and particularly in the counties where our share of licensed centers and licensed homes is below the regional average share of that market.
- Reviewing the market for registered family homes and the reasons our network share may be low.
- Not recommend raising our network rates at this time, however, we believe if possible in the future, the Board should consider increasing rates for the preschool and school age population.

Texas Rising Star

Texas Rising Star is the early education quality rating system for Texas. Changes to the system several years ago strengthened the rating process, introduced an enhanced assessment and mentoring process for providers considering the rating, and ensured

higher payments to network providers with a Rising Star rating. The Board has long supported improving the quality of early education and care through its annual investments in quality activities, and we supported the enhancements to Texas Rising Star.

We currently have 203 network providers with a Rising Star rating. This represents an historic high for us.

- 90% of the providers with a rating are licensed child care centers.
- Providers can achieve a 2-star, 3-star, or 4-star rating, with 4-star representing a higher level of quality. As of August 2016:
 - 51% of providers are 2-star rated
 - 25% of providers are 3-star rated
 - 24% of providers are 4-star rated
- Of our 49 4-star rated providers:
 - 37 or 75% are also accredited by an outside quality-rating organization which allows them to certify at the 4-star level (National Association for the Education of Young Children, National Accreditation Commission for Early Care and Education Programs, AdvancED)
 - 12 or 25% received their 4-star ratings through our assessment process
- We regularly check on providers with Texas Rising Star ratings and sometimes a provider may go through regular re-assessment and lose a rating level. During this year, seven providers have experienced a decrease in level.
- We also periodically see providers lose their ratings altogether. This year 21 providers have dropped from the rating. The most common reason for the loss of certification is the presence of a licensing deficiency found by the Texas Department of Family and Protective Services or the closure of a home or center.

Staff Ratios and Safety

Representatives from Collaborative for Children presented findings from a review of data regarding staffing ratios and safety in licensed child care centers. Committee members discussed the possibility of supporting a broader study to determine optimal staffing levels that ensure child safety.

Next Steps

The Committee will meet later this year to review the impact of changes to the child care financial aid system.

Chair Henderson reviewed goals set by the committee at prior meetings and stated that without the help of highly qualified early education teachers and educators we would not be able to reach those goals.

Chair Henderson concluded her report and no action was taken.

TAKE ACTION – ITEM 7

- a. Strategic Planning. The Committee Chair will present recommendations to update performance targets for the Board’s strategic plan and discuss the addition of performance measures relating to middle skill jobs

Committee member and acting Committee Chair, Mr. Kendrick McCleskey gave the report for Chair Carl Bowles.

Chair Pro Tem McCleskey explained that the Strategic Planning Committee met on Wednesday, August 17, 2016 at H-GAC to review community feedback from the Report Card Roundtables and review progress on achieving the Board’s strategic results.

Workforce Report Card

Board staff provided an overview of the Workforce Report Card using the same presentation from the roundtable sessions. Following the presentation, Richard Shaw, Chair of the Report Card Committee shared common themes from the community discussions:

- The need for emphasis on early childhood education
- The need to change perceptions about technical certifications and degrees
- The need to build and expand connections between industry and education
- The need to provide better career counseling for students
- The need to teach essential skills
- The need to encourage parental involvement

The Board’s Plan and Performance

Chair Pro Tem McCleskey reported that the Committee reviewed progress on achieving the desired results identified in the Board’s Strategic Plan – More Competitive Employers; A Better Educated Workforce, More and Better Jobs and Higher Incomes.

Ten strategic measures and 13 sub-measures are used to assess performance and progress towards annual targets and longer-term goals. Of the ten measures, four are for the region as a whole, and the remain six are for Workforce Solutions. (A copy of the Board’s Strategic Plan including annual targets and measures was included in the Board’s packet, as well as the systems measure document that provides the provides detailed explanation of each measure and sub-measure.)

Chair Pro Tem McCleskey observed that we met or exceeded seven of the ten measures. We fell short on three:

- We missed the target for *Percentage of Customers with Earnings Gains of at Least 20%* by 1%. (34% actual, 35% target)
- We missed our target of 2,800 *New Jobs Created*. (Actual 2,446 jobs created)
- We missed our target for employer *Customer Loyalty* by less than 1% (61.5% actual, 62% target)

Staff presented recommendations, which the Committee was recommending to the Board for modifying education targets as noted below.

- For the Region, staff and the Committee recommended increasing:
 - The percentage of the region’s population (25 years and older) *holding an educational credential* in 2018 from 80% to 82%
 - The percentage of the region’s population (25 years and older) *holding a postsecondary degree* in 2018 from 36% to 38%
 - The percentage of those *pursuing an education credential who earn one* in 2018 from 21% to 23%
- For Workforce Solutions, staff and the Committee recommended increasing:
 - The *percentage of those pursuing an education credential who earn one* in 2017 from 64% to 74% and from 66% to 74% in 2018
 - The higher targets reflect an improved method of data capture that more accurately represents the educational achievements of our customers.
- For Workforce Solutions, staff and the Committee recommended:
 - Reducing target for *Market Share* target from by 25,452 to 22,000
 - Decreasing *Customer Loyalty* from 62% to 60%
 - The decreased targets for *Market Share* and *Customer Loyalty* reflect an effort to focus on service quality for employers rather than volume.

In reviewing the education measures, the Committee engaged in a discussion around measuring the availability of workers with “middle skills” credentials. Committee Chair Bowles directed staff to investigate a breakout of the awarded credentials above high school and below the bachelor’s degree.

Following this August 17, 2016 meeting, the Committee reconvened via conference call on Wednesday, September 28 at 1:30 pm to review staff recommendations regarding measuring the availability of workers with “middle skills” credentials. Staff’s report on *Measuring Education Credentials of Middle-Skill Jobs in the Gulf Coast Region* was included in the Board packet as part of Agenda Item 9 – A Look at the Regional Economy.

Additionally, Chair Pro Tem McCleskey reported that Chair Bowles had asked staff to investigate the possibility of self-adjusting targets that allow for economic dynamics. After testing several methodologies, staff reported that the cost would be high and wouldn’t add value to the target setting process.

Chair Pro Tem McCleskey stated that the Committee recommends that the Board approve adjustments to the targets in the Board’s Strategic Plan as noted above, and adding a new education sub-measure to the Board’s Strategic Plan for the regional workforce system with the targets noted below:

- The total number of students earning a post-secondary degree or certificate up to and including Associate’s degrees.

Year:	08-09 <i>Actual</i>	09-10 <i>Actual</i>	10-11 <i>Actual</i>	11-12 <i>Actual</i>	12-13 <i>Actual</i>	13-14 <i>Actual</i>	14-15 <i>Target</i>	15-16 <i>Target</i>
Total Middle-Skill Degrees / Certificates:	25,216	29,456	32,334	32,252	31,382	31,925	34,457	37,202

Several Board members had questions and discussion followed.

A motion was made and seconded to approve the Committee’s recommended adjustments to the targets in the Board’s Strategic Plan as noted above and also adding a new education sub-measure for the regional workforce system with the targets also noted above. The motion carried.

Chair Pro Tem McCleskey concluded his report and no additional action was taken.

RECEIVE INFORMATION

System Performance

Mr. David Baggerly reviewed the Year End System Performance measures for October 2015 through August 2016. 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 22,964 employers through August 2016.

Employer Loyalty – Our performance indicates our employer customers value our services and return to us for additional services. Of a possible 24,108 employers, 13,201 returned to The Workforce Solutions for additional services through August 2016.

More and Better Jobs –

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 June 2016.

Customers employed by the 1st Quarter after exit – 242,213 of the 301,601 customers who exited service in the three quarters ending September 2015 were employed by the quarter after exit.

Higher Real Incomes –

Earnings Gains of at least 20% - 97,494 of the 291,672 customers who exited in the three quarters ending March 2015 had earnings gains of at least 20%.

A Better Educated and Skilled Workforce –

Customers pursuing education diploma, degree or certificate who achieve one - 1,351 of 1,837 customers pursuing an education diploma, degree or certificate attained a diploma, degree or certificate by the end of the quarter after exit. Data is from July 2015 through March 2016.

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 seven of nine common measures. The common measures we are not meeting are:

- Claimant Reemployment within 10 weeks – The target for this measure is 53.4%. Our performance through June 2016 was 45.9%.
- Youth Literacy/Numeracy – The target for this measure is 53%. Our performance through June 2016 was 44.4%.

These are measures for the Adult Education and Literacy Funded services. The performance period began July 1, 2016.

- Total enrollments are the number of individuals who begin an adult education class. There is no target.
- 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.

- Integrated English Language and Civics courses will be integrated with some workforce training that result in a job and/or certificate/credential.

	Target	Year to Date Actual
<i>Total Enrollments</i>	N/A	5,007
<i>12+ Hour Enrollments</i>	19,131	4,386
<i>Transitions</i>	883	276
<i>Career Pathways</i>	807	73
<i>Integrated English Language & Civics Ed.</i>	665	0

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

Expenditure Report

Mr. Mike Temple reviewed the Financial Status Report for eight months ending August 31, 2016 and stated that we spending slightly below the straight line target and we should be fine at year end.

Updates

Ms. Michelle Ramirez explained that October is Disability Employment Awareness month and six of our career offices will be hosting Open Houses to showcase to the community some of the various tools and technology we have to assist people with disabilities to find a job, keep a job or get a better job. Below are the various offices with open house dates:

- Baytown – October 11, 2016
- Cypress Station – October 13, 2016
- Astrodome – October 18, 2016
- Conroe – October 20, 2016
- Southeast – October 25, 2016
- Westheimer, October 27, 2016

Mr. Ramirez noted that October 3 - 7, 2016 is National Workforce Development week. This is an initiative from the Workforce Development Council of the US Conference of Mayors to promote the efforts of Workforce Boards across the country. Workforce Solutions and the Gulf Coast Workforce Board will be participating in the social media campaign - #wkdevweek. We are also on Facebook, Twitter, LinkedIn and YouTube.

Ms. Ramirez announced that the Texas City-LaMarque Chamber of Commerce invited the Board to present the Report Card Roundtable and have a community discussion on Thursday, October 6, 2016 at 10:00 am. Approximately 20 representatives spanning community, education, business and elected officials will be in attendance.

Ms. Ramirez noted This Friday, October 7, 2016 is Manufacturing Awareness month – our PR team is working with the media to let people know that manufacturing jobs are available in the Houston-Galveston region and Workforce Solutions can assist people in finding those jobs.

Mr. Ramirez reported that Thursday, November 10, 2016 is Hiring Red, White and You at Minute Maid Park. This is a statewide hiring event from 9:00 am to 1:00 pm.

Mr. Ramirez noted that we hosted a summit last Monday with nearly 50 Veteran service organization who are engaged in helping to spread the work and bring in more Veterans and their families. Special thanks to Board member Scott Marshal who participated in this event.

Ms. Ramirez stated November 14 – 18, 2016 is National Apprenticeship Week – we are working on a survey of the apprenticeship programs in the Gulf Coast region. We anticipate using these findings to encourage more employers to participate in the Department of Labor's (DOL) apprenticeship programs.

Ms. Ramirez also mentioned that December 7 – 9, 2016 is the Annual Texas Workforce Conference which will be hosted in Houston this year.

Ms. Ramirez also shared a human interest story with the Board.

Posters for Hiring Red, White and You and the Disability events are available.

Ms. Ramirez concluded her 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) was unchanged at 5.8% in August, eight-tenths of a percentage point higher than the 5.0% at the state and national level. Total nonagricultural employment in the Houston-The Woodlands-Sugar Land MSA added 500 jobs in August. While the increase was an improvement over a loss of 800 jobs one year earlier, it was one of the weakest August increases on record. Declines in Construction, down 2,400 jobs, and Manufacturing, down 1,500 jobs, were largely responsible for this month's weak jobs report. Mining and Logging showed signs of stabilization adding 1,200 jobs as a result of recent increases in active rig counts.

The pace of job growth in the H-W-S MSA rose for the third consecutive month to 0.5% in August representing an increase of 14,200 jobs over the year. Job growth has been primarily in industry sectors that serve the H-W-S MSA's growing population such as Leisure & Hospitality, Educational & Health Services, Retail Trade, and Government. The single largest contributor of jobs has been Leisure and Hospitality, up 21,300 jobs or 7.0% over the year. Job losses continue to be found in sectors with ties to oil and gas exploration & production such as Mining & Logging, down 11,300 jobs or 11.5%, Manufacturing, down 12,800 jobs or 5.3%, and Professional and Business Services, down

9,200 jobs or 1.9%. Construction was also reporting a substantial decline of 3,700 jobs over the year, down 1.7%, after reporting declines in two of the last three months.

After a long period of stagnated growth, seasonally adjusted employment rose for the third consecutive month in August, up 6,800 jobs. This was the largest one-month increase since December 2014. The pace of job growth, up 0.4% over the year, remains well below the nation's 1.7% increase. Although seasonally adjusted job gains are currently much weaker than the nation's, overall growth of total nonfarm employment in the H-W-S MSA has outperformed the nation since the Great Recession with payrolls up 13.5 above the prerecession high compared to 4.5% at the national level.

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

Middle Skills Report

Mr. Borski reported that middle skill jobs have been emphasized across the country for several years and it is more obvious that there is a concern of how these jobs will be filled in the future. Some highlights include:

Low-Skill Occupations – those with requirements up to and including a high school diploma and short-term on-the-jobs training.

Middle-Skill Occupations – those with requirements of an associate's degree or high school diploma and one of the following: Moderate-term on-the-job training, long-term on -the-job training and apprenticeship. One year or more experience in a related occupation, some college – no degree and postsecondary non-degree award.

High-Skill Occupations – those with requirements of a bachelor's degree or higher.

The future of Middle-Skills jobs in the Gulf Coast region

Gulf Coast Region employers need to fill some 47,000 opening annually to meet growth and replacement demand.

54.7% of all job openings each year require education or training beyond high school of which 61.4% are Middle-Skill jobs.

By 2022 some 57.8% of all jobs will require education or training beyond high school of which 62.5% will be Middle-Skill jobs.

Measuring Middle-Skill Credentials – sources are limited.

Key findings –

The number of associate degrees awarded increased in every year from the 2008-2009 to 2013-2014 but the rate of growth declined during years of economic expansion.

The number of certifications and award completions issued below the level of an associated degree increased during years of economic contraction and decreased during years of economic expansion.

Associates Degree	59.4%
At least 1 but less than 2 academic years	41.5%
<u>Less than 1 academic year</u>	<u>-22.5%</u>
Total Middle-Skills	21.0%

Mr. Borski concluded his report and no action was taken

OTHER BUSINESS

Mr. Temple announced that starting in December we will continue to email the Board packet as we have been doing, but no longer mailing the packets out. We will have hard copies of the packet for Board members the day of the meeting.

ADJOURN

There was no further business to come before the Board, and Chair Guthrie adjourned the meeting at approximately 11:10 am.

Audit/Monitoring Committee

Update for December 2016

The Audit Monitoring Committee met November 17, 2016 at the Harris County Department of Education Building located at 6005 Westview. Committee Chair Joe Garcia, Board Chair Mark Guthrie and members Karlos Allen and Kendrick McCleskey attended the meeting.

The committee reviewed monitoring completed since the last meeting for the following:

Operations

Re-employment Placement Team – Interfaith of The Woodlands

The re-employment placement team is our primary contact with unemployment insurance claimants who have been tagged as not likely to return to work. The unit during the past year outreached over 50,000 and provided an orientation to 44,000 either online, by phone or in person at a career office.

Monitors identified the team is more process focused than employment driven and have made several recommendations. Board staff is working with Interfaith to improve service.

Northline Career Office – Neighborhood Centers, Inc.

In the prior review concerns were identified regarding training and coaching for greeters and coverage in the resource area. The monitoring team conducted a follow up visit and noted improvement in both areas.

Financial Systems

Interfaith of the Woodlands – a finding was noted regarding payroll costs that were incorrectly reported and accruals were under and over reported. Documentation was received to resolve the finding and a plan was provided on how these transactions would be handled in the future.

Dynamic Educational Systems, Inc. – the cost allocation plan did not include an organizational chart and copy of the financial statements as required. The information was received and the finding is resolved.

Lone Star College – variances were found between the current and historical general ledger and the billing reports submitted for five billing periods. The variances were corrected and a plan was provided to correct variances in the future.

San Jacinto College – At the time of the review FY16 expenditure benchmarks were not on target. At the close of the contract 97% of the budget was expended. Resolved.

The committee was also briefed on the Career Office Rating system.

Career Office Rating System

The current rating system for career offices includes a rating of Above Average, Average or Below Average. The rating for other entities is either Acceptable or Not Acceptable. The definitive value of the ratings was not clear to any of the parties involved. In response to the request for a different rating system Board staff identified four levels for the rating:

Levels for Rating			
<i>Rating Level</i>	<i>Common term</i>	<i>Point Scale</i>	<i>Previous Standard</i>
Leading Performance	Exceptional	3.5 – 4.0	
Strong Performance	Above Standard	2.5 – 3.49	Above Average
Solid Performance	Standard	1.5 – 2.49	Average
Building Performance	Below Standard	1.0 -1.49	Below Average

Definition of Ratings

Leading Performance - Performance consistently exceeds expectations in all areas reviewed and the quality of work overall is exceptional.

Strong Performance - Performance consistently meets or exceeds expectations in all areas reviewed and the quality of work overall is very good

Solid Performance - Performance consistently meets expectations in most areas reviewed and the quality of work overall is good.

Building Performance - Performance does not consistently meet expectations in most areas reviewed and overall quality of work is not at an acceptable level.

Categories for Review

The Board's Core Values were identified as the categories to be used in the rating system with the addition of Customer Service. Sub Categories were added under each category to be measured.

The Board's Core Values (Our Strongly Held Beliefs)

- Productivity
- Results
- Accountability
- Innovation
- Customer Service (added)

Key Categories to be Measured

- **Customer Service** – Weight 25%
 - Customer Satisfaction
 - Professionalism
 - First Impression
 - Complaints
- **Productivity** – Weight 25%
 - Placements
 - Production Measures
 - Policies and Procedures Implementation
 - Strategies
- **Results** – Weight 25%
 - Board Measures
 - Compliance Review
 - Accessibility
 - Security of Data
 - Posters
- **Accountability** – Weight 15%
 - Teamwork
 - Respect
 - Conflict Management
 - Vacancies
 - Training
- **Innovation** – Weight 10%
 - Quality Improvement
 - Collaboration
 - Efficiency
 - Change Management

Standards were developed for each sub-category listed. This will give a more definitive measure for contractors to achieve and/or establish as a goal. The rating will be based on input from the Monitoring team and Board staff and will be issued in the final report. The rating system developed will apply to all contractors. We are in the process of developing the standards for contractors who do not have the same responsibilities and requirements as the career offices.

The rating will require updates and adjustments as rules and policies change, as well as improvements within the system.

Career Office Committee Customer Service Award

Background

As we have noted to you in previous meetings, our contractors regularly identify staff members they believe best exhibit the I AM Workforce Solutions principles of excellent customer service:

- I AM Workforce Solutions to my customer
- I use my customer's perspective to guide my work
- I understand the resources available throughout our system
- I can always help my customer even when I have to say "no"
- I learn from my mistakes and gain a better understanding of how to help my customer

The Regional Management Team—made up of Board staff and contractor management—reviews nominations and selects one or more individuals for recognition.

I AM Workforce Solutions Customer Service Award

- ❖ **Benito Guzman**, Business Service Representative
Employer Service

Whether it is developing targeted recruitment strategies, providing industry specific labor market information, or designing customized training solutions, our Employer Services Division works closely with employers to help them fulfill critical business needs.

As a Business Consultant, Benito markets Workforce Solutions' services to businesses throughout our region, with the goal of helping these employers find qualified candidates. Employers and colleagues alike have exclaimed that Benito's high-energy, strong work ethic, dependability and professionalism are unparalleled. He treats everything and everyone as a priority and frequently goes above and beyond to ensure internal and external customers are satisfied.

Working with both businesses and individual customers, Benito exudes tremendous passion for helping them get what they want and need and embodies the principles of quality customer service. He truly cares about the businesses he serves and is committed to helping people find jobs.

Benito IS Workforce Solutions

Employer Service and Career Office Committees

Update for December 2016

The Employer Service and Career Office Committees met together on November 30, 2016 at the Houston-Galveston Area Council offices. Gerald Andrews, chair of the Employer Service committee presided over the meeting. Board Chair Mark Guthrie, Sara Bouse, Joe Garcia, Alan Heskamp, Guy Robert Jackson, Sarah Janes, Birgit Kamps, Scott Marshall, Richard Shaw, Connie Smith, Gil Staley, Evelyn Timmons, and Shunta Williams attended the meeting.

The Committee members received information on the recently released regional employment projections as well as the forthcoming State Compliance Plan. Additionally, the Committee took action to adopt performance expectations for providers in our Education and Training Vendor Network.

More information on each of these items is on the following pages.

Workforce Solutions



Targeted Industries and Occupations
Gulf Coast Workforce Board

Overview

- Where The Jobs Are
- Target Industries
- Target Occupations

Workforce Solutions

2014-2024 Projections Highlights

- 700,000 jobs to be added 2014-2024
- Growth rate: 22.4%
- 71,000 job openings/yr. due to growth
- 74,000 job openings/yr. due to replacements
- Median hourly wages: \$18.06

Workforce Solutions

Where The Jobs Are

- Top 5 largest occupations: Retail Salespersons, Office Clerks, Cashiers, Food Prep & Serving Workers, and Customer Service Reps.
- Combined 440k jobs = 12% of 2024 total emp.
- 3 out of 5 require no formal educational credential
- Avg. hourly wage: \$12 (34% below median \$18.06)



Targeted Industries

- **Criterion #1:** Employment Net Growth \geq 4,000 jobs
- **Criterion #2:** Employment Growth rate \geq 17.9%*
- **Criterion #3:** Average weekly wages \geq \$700
- 33 targeted industries
- Projected employment level in 2024: 1.5 million jobs
- 1.5 million jobs = 39% of total employment
- 4 oil & gas-related industries project negative growth*



Targeted Occupation Criteria

Primary Criteria

Employment Size in 2024	\geq	5,633
Employment Growth Rate 2014-2024	\geq	22.4%
Education or Work Experience or OJT		Yes/No
Median Hourly Wages	\geq	\$18.06

Secondary Criteria

On previous HSGH list		Yes/No
3 out of 4 Primary Criteria Are Met		Yes/No
50% or More of Employment in Targeted Industries		Yes/No



Targeted Occupations Results

- 76 targeted occupations
- Projected employment level 2024: 707,000 jobs
- 707,000 jobs = 19% of total emp.
- 3 oil & gas-related occupations project negative growth



GULF COAST WORKFORCE REGION

Where The Jobs Are ^{1,2,3}

SOC	Occupational Title	Annual Average Employment 2014	Annual Average Employment 2024	Number Change 2014-2024	Percent Growth 2014-2024	Annual Openings due to Growth	Annual Openings due to Replacements	Total Annual Average Openings ³	Typical Education Needed for Entry into Occupation	Work Experience in a related Occupation	Typical on-the-job training	PCT 50 Median Wage 2015
11-0000	Management Occupations	166,700	198,120	31,420	18.8%	3,140	3,690	6,830				\$55.25
11-1021	General & Operations Managers	47,300	57,500	10,200	21.6%	1,020	1,195	2,215	Bachelor's	5 years or more	None	\$58.53
11-2022	Sales Managers	6,690	8,040	1,350	20.2%	135	160	295	Bachelor's	Less than 5 years	None	\$62.97
11-3011	Administrative Services Managers	5,530	6,800	1,270	23.0%	125	105	230	Bachelor's	Less than 5 years	None	\$48.02
11-3021	Computer & Information Systems Managers	5,680	7,050	1,370	24.1%	135	65	200	Bachelor's	5 years or more	None	\$68.74
11-3031	Financial Managers	8,770	10,280	1,510	17.2%	150	210	360	Bachelor's	5 years or more	None	\$67.00
11-9013	Farmers, Ranchers, & Other Agricultural Managers	20,920	22,030	1,110	5.3%	110	355	465	High school	5 years or more	None	\$14.51
11-9021	Construction Managers	13,440	16,010	2,570	19.1%	255	190	445	Bachelor's	None	Moderate	\$41.22
11-9032	Education Administrators, Elementary/Secondary School	5,370	6,840	1,470	27.4%	145	155	300	Master's	5 years or more	None	-
11-9041	Architectural & Engineering Managers	4,720	5,460	740	15.7%	75	145	220	Bachelor's	5 years or more	None	\$81.11
11-9051	Food Service Managers	4,310	5,630	1,320	30.6%	130	85	215	High school	Less than 5 years	None	\$25.73
11-9111	Medical & Health Services Managers	4,840	6,390	1,550	32.0%	155	120	275	Bachelor's	Less than 5 years	None	\$48.46
11-9141	Property, Real Estate, & Community Association Managers	5,930	6,940	1,010	17.0%	100	105	205	High school	Less than 5 years	None	\$30.59
11-9199	Managers, All Other	9,490	11,130	1,640	17.3%	165	210	375	Bachelor's	Less than 5 years	None	\$59.68
13-0000	Business & Financial Operations Occupations	154,100	185,700	31,600	20.5%	3,160	3,295	6,455				\$35.09
13-2011	Accountants & Auditors	39,640	48,220	8,580	21.6%	860	1,060	1,920	Bachelor's	None	None	\$36.89
13-1071	Human Resources Specialists	12,250	14,450	2,200	18.0%	220	300	520	Bachelor's	None	None	\$29.24
13-1199	Business Operations Specialists, All Other	16,290	19,130	2,840	17.4%	285	195	480	Bachelor's	None	None	\$38.59
13-1111	Management Analysts	12,000	14,680	2,680	22.3%	265	165	430	Bachelor's	Less than 5 years	None	\$46.15
13-1023	Purchasing Agents, Ex. Wholesale, Retail, & Farm Products	8,920	9,930	1,010	11.3%	100	245	345	Bachelor's	None	Long-term	\$32.92
13-1161	Market Research Analysts & Marketing Specialists	7,050	9,310	2,260	32.1%	225	85	310	Bachelor's	None	None	\$29.57
13-1151	Training & Development Specialists	6,280	7,600	1,320	21.0%	135	155	290	Bachelor's	Less than 5 years	None	\$33.22
13-1051	Cost Estimators	4,940	6,180	1,240	25.1%	125	140	265	Bachelor's	None	None	\$32.05
13-2051	Financial Analysts	6,630	7,850	1,220	18.4%	120	135	255	Bachelor's	None	None	\$40.68
13-2052	Personal Financial Advisors	4,190	5,650	1,460	34.8%	145	105	250	Bachelor's	None	Long-term	\$34.43
15-0000	Computer & Mathematical Occupations	81,750	100,060	18,310	22.4%	1,830	1,170	3,000				\$41.01
15-1121	Computer Systems Analysts	18,010	22,990	4,980	27.7%	500	230	730	Bachelor's	None	None	\$44.67
15-1151	Computer User Support Specialists	13,430	16,380	2,950	22.0%	295	175	470	Some college	None	None	\$25.73
15-1132	Software Developers, Applications	11,590	14,280	2,690	23.2%	270	165	435	Bachelor's	None	None	\$48.54
15-1133	Software Developers, Systems Software	8,470	10,090	1,620	19.1%	160	120	280	Bachelor's	None	None	\$50.54
15-1142	Network & Computer Systems Administrators	8,660	10,150	1,490	17.2%	150	110	260	Bachelor's	None	None	\$42.52

Where The Jobs Are ^{1,2,3}

SOC	Occupational Title	Annual Average Employment 2014	Annual Average Employment 2024	Number Change 2014-2024	Percent Growth 2014-2024	Annual Openings due to Growth	Annual Openings due to Replacements	Total Annual Average Openings ³	Typical Education Needed for Entry into Occupation	Work Experience in a related Occupation	Typical on-the-job training	PCT 50 Median Wage 2015
17-0000	Architecture & Engineering Occupations	92,380	107,360	14,980	16.2%	1,505	2,275	3,780				\$43.94
17-2051	Civil Engineers	11,070	14,000	2,930	26.5%	295	325	620	Bachelor's	None	None	\$49.41
17-2141	Mechanical Engineers	8,670	10,140	1,470	17.0%	145	275	420	Bachelor's	None	None	\$46.68
17-2171	Petroleum Engineers	10,700	11,400	700	6.5%	70	290	360	Bachelor's	None	None	\$74.24
17-3023	Electrical & Electronics Engineering Technicians	5,400	6,200	800	14.8%	80	130	210	Associate's	None	None	\$28.89
17-2041	Chemical Engineers	4,270	5,130	860	20.1%	85	115	200	Bachelor's	None	None	\$55.85
17-2112	Industrial Engineers	4,990	5,470	480	9.6%	50	145	195	Bachelor's	None	None	\$47.50
17-2071	Electrical Engineers	4,470	5,380	910	20.4%	90	100	190	Bachelor's	None	None	\$49.90
19-0000	Life, Physical, & Social Science Occupations	33,060	38,460	5,400	16.3%	555	1,015	1,570				\$31.35
19-4099	Life, Physical, & Social Science Technicians, All Other	3,720	4,700	980	26.3%	100	155	255	Associate's	None	None	\$18.49
19-2042	Geoscientists, Ex. Hydrologists & Geographers	6,150	6,740	590	9.6%	60	190	250	Bachelor's	None	None	\$66.66
21-0000	Community & Social Service Occupations	41,860	50,850	8,990	21.5%	900	905	1,805				\$22.78
21-2011	Clergy	12,960	14,800	1,840	14.2%	185	280	465	Bachelor's	None	Moderate	\$24.95
21-1012	Educational, Guidance, School, & Vocational Counselors	4,690	5,950	1,260	26.9%	125	100	225	Master's	None	None	\$28.33
23-0000	Legal Occupations	27,530	33,150	5,620	20.4%	560	480	1,040				\$41.44
23-1011	Lawyers	15,710	19,230	3,520	22.4%	350	230	580	Doctoral or prof.	None	None	\$69.50
23-2011	Paralegals & Legal Assistants	5,700	7,260	1,560	27.4%	155	125	280	Associate's	None	None	\$25.87
25-0000	Education, Training, & Library Occupations	169,180	212,850	43,670	25.8%	4,365	3,650	8,015				\$24.78
25-2021	Elementary School Teachers, Ex. Special Education ⁴	33,980	43,150	9,170	27.0%	915	750	1,665	Bachelor's	None	Internship/residency	\$36.71
25-2031	Secondary School Teachers, Ex Special/Career/Technical Ed ⁴	22,550	28,640	6,090	27.0%	610	535	1,145	Bachelor's	None	Internship/residency	\$36.75
25-9041	Teacher Assistants	17,090	21,690	4,600	26.9%	460	410	870	Some college	None	None	\$14.03
25-2022	Middle School Teachers, Ex Special/Career/Technical Ed ⁴	16,470	20,940	4,470	27.1%	445	365	810	Bachelor's	None	Internship/residency	\$36.43
25-3098	Substitute Teachers	17,070	21,540	4,470	26.2%	445	320	765	Bachelor's	None	Internship/residency	\$11.92
25-2011	Preschool Teachers, Ex. Special Education	8,470	10,470	2,000	23.6%	200	250	450	Associate's	None	None	\$11.50
25-3021	Self-Enrichment Education Teachers	5,780	7,420	1,640	28.4%	165	110	275	High school	Less than 5 years	None	\$17.84
25-2012	Kindergarten Teachers, Ex. Special Education ⁴	4,120	5,200	1,080	26.2%	110	120	230	Bachelor's	None	Internship/residency	\$34.01
27-0000	Arts, Design, Entertainment, Sports, & Media Occupations	36,910	44,660	7,750	21.0%	780	850	1,630				\$21.35
27-2022	Coaches & Scouts	3,450	4,230	780	22.6%	80	115	195	Bachelor's	None	None	-
27-1026	Merchandise Displayers & Window Trimmers	3,880	4,810	930	24.0%	95	90	185	High school	None	Moderate	\$11.69
27-3031	Public Relations Specialists	5,160	6,280	1,120	21.7%	110	60	170	Bachelor's	None	None	\$25.89

Where The Jobs Are ^{1,2,3}

SOC	Occupational Title	Annual Average Employment 2014	Annual Average Employment 2024	Number Change 2014-2024	Percent Growth 2014-2024	Annual Openings due to Growth	Annual Openings due to Replacements	Total Annual Average Openings ³	Typical Education Needed for Entry into Occupation	Work Experience in a related Occupation	Typical on-the-job training	PCT 50 Median Wage 2015
29-0000	Healthcare Practitioners & Technical Occupations	146,970	193,450	46,480	31.6%	4,650	3,215	7,865				\$32.24
29-1141	Registered Nurses	46,340	61,920	15,580	33.6%	1,560	1,095	2,655	Bachelor's	None	None	\$36.73
29-2061	Licensed Practical & Licensed Vocational Nurses	13,280	17,620	4,340	32.7%	435	380	815	Postsecondary non-degree	None	None	\$22.63
29-1069	Physicians & Surgeons, All Other	5,950	8,230	2,280	38.3%	230	160	390	Doctoral or prof.	None	Internship/residency	\$84.78
29-2052	Pharmacy Technicians	8,380	10,630	2,250	26.8%	225	85	310	High school	None	Moderate	\$16.43
29-1051	Pharmacists	5,400	6,550	1,150	21.3%	115	125	240	Doctoral or prof.	None	None	\$56.80
29-2071	Medical Records & Health Information Technicians	3,960	5,220	1,260	31.8%	125	90	215	Postsecondary non-degree	None	None	\$18.47
29-2041	Emergency Medical Technicians & Paramedics	4,050	5,420	1,370	33.8%	135	65	200	Postsecondary non-degree	None	None	\$15.30
29-2034	Radiologic Technologists	3,850	4,890	1,040	27.0%	105	75	180	Associate's	None	None	\$27.54
29-2011	Medical & Clinical Laboratory Technologists	3,240	4,250	1,010	31.2%	100	75	175	Bachelor's	None	None	\$29.30
31-0000	Healthcare Support Occupations	63,910	87,030	23,120	36.2%	2,310	1,390	3,700				\$12.56
31-1014	Nursing Assistants	18,740	25,250	6,510	34.7%	650	425	1,075	Postsecondary non-degree	None	None	\$11.72
31-9092	Medical Assistants	14,090	19,580	5,490	39.0%	550	295	845	Postsecondary non-degree	None	None	\$13.66
31-1011	Home Health Aides	10,430	15,550	5,120	49.1%	510	235	745	No formal credential	None	Short-term	\$8.75
31-9091	Dental Assistants	6,580	8,400	1,820	27.7%	180	165	345	Postsecondary non-degree	None	None	\$16.99
33-0000	Protective Service Occupations	74,290	88,900	14,610	19.7%	1,460	1,690	3,150				\$17.88
33-9032	Security Guards	27,790	35,170	7,380	26.6%	740	390	1,130	High school	None	Short-term	\$11.38
33-3051	Police & Sheriff's Patrol Officers	16,080	18,410	2,330	14.5%	235	530	765	High school	None	Moderate	\$29.85
33-3012	Correctional Officers & Jailers	10,920	12,300	1,380	12.6%	140	300	440	High school	None	Moderate	\$18.83
33-2011	Firefighters	6,480	7,570	1,090	16.8%	110	190	300	Postsecondary non-degree	None	Long-term	\$22.13
35-0000	Food Preparation & Serving Related Occupations	258,540	354,120	95,580	37.0%	9,560	9,980	19,540				\$9.14
35-3021	Food Preparation & Serving Workers, Incl. Fast Food	61,010	87,330	26,320	43.1%	2,635	1,970	4,605	No formal credential	None	Short-term	\$8.87
35-3031	Waiters & Waitresses	53,290	71,350	18,060	33.9%	1,805	2,565	4,370	No formal credential	None	Short-term	\$8.95
35-3022	Counter Attendants; Cafeteria/Food Concession/Coffee Shop	17,760	24,700	6,940	39.1%	695	1,070	1,765	No formal credential	None	Short-term	\$8.63
35-2014	Cooks, Restaurant	20,600	31,070	10,470	50.8%	1,045	545	1,590	No formal credential	Less than 5 years	Moderate	\$10.54
35-1012	First-Line Supervisors of Food Preparation & Serving Workers	19,160	27,300	8,140	42.5%	815	570	1,385	High school	Less than 5 years	None	\$16.76
35-9031	Hosts & Hostesses, Restaurant, Lounge, & Coffee Shop	10,700	14,740	4,040	37.8%	405	760	1,165	No formal credential	None	None	\$8.78
35-2021	Food Preparation Workers	15,970	21,450	5,480	34.3%	550	445	995	No formal credential	None	Short-term	\$10.13
35-9011	Dining Room & Cafeteria Attendants & Bartender Helpers	9,490	12,910	3,420	36.0%	340	475	815	No formal credential	None	Short-term	\$8.78
35-3011	Bartenders	8,900	12,640	3,740	42.0%	375	335	710	No formal credential	None	Short-term	\$8.96
35-9021	Dishwashers	8,510	10,410	1,900	22.3%	190	370	560	No formal credential	None	Short-term	\$9.16
35-2011	Cooks, Fast Food	11,580	12,960	1,380	11.9%	140	305	445	No formal credential	None	Short-term	\$8.84
35-2012	Cooks, Institution & Cafeteria	6,420	7,810	1,390	21.7%	140	170	310	No formal credential	None	Short-term	\$11.41
35-2015	Cooks, Short Order	5,470	6,580	1,110	20.3%	110	145	255	No formal credential	None	Short-term	\$9.22
35-3041	Food Servers, Nonrestaurant	4,240	5,500	1,260	29.7%	125	105	230	No formal credential	None	Short-term	\$9.02

Where The Jobs Are ^{1,2,3}

SOC	Occupational Title	Annual Average Employment 2014	Annual Average Employment 2024	Number Change 2014-2024	Percent Growth 2014-2024	Annual Openings due to Growth	Annual Openings due to Replacements	Total Annual Average Openings ³	Typical Education Needed for Entry into Occupation	Work Experience in a related Occupation	Typical on-the-job training	PCT 50 Median Wage 2015
37-0000	Building & Grounds Cleaning & Maintenance Occupations	98,740	126,430	27,690	28.0%	2,770	1,990	4,760				\$10.10
37-2011	Janitors & Cleaners, Ex. Maids & Housekeeping Cleaners	47,980	61,830	13,850	28.9%	1,385	955	2,340	No formal credential	None	Short-term	\$9.72
37-2012	Maids & Housekeeping Cleaners	21,540	27,330	5,790	26.9%	580	515	1,095	No formal credential	None	Short-term	\$9.13
37-3011	Landscaping & Groundskeeping Workers	19,900	25,460	5,560	27.9%	555	360	915	No formal credential	None	Short-term	\$11.05
39-0000	Personal Care & Service Occupations	104,610	137,940	33,330	31.9%	3,335	2,035	5,370				\$9.07
39-9021	Personal Care Aides	39,210	57,430	18,220	46.5%	1,820	315	2,135	No formal credential	None	Short-term	\$8.67
39-9011	Childcare Workers	22,580	27,250	4,670	20.7%	465	665	1,130	High school	None	Short-term	\$9.15
39-5012	Hairdressers, Hairstylists, & Cosmetologists	10,790	13,460	2,670	24.7%	270	280	550	Postsecondary non-degree	None	None	\$10.43
39-3091	Amusement & Recreation Attendants	3,750	4,730	980	26.1%	100	155	255	No formal credential	None	Short-term	\$8.64
39-2021	Nonfarm Animal Caretakers	4,470	5,710	1,240	27.7%	125	90	215	High school	None	Short-term	\$9.04
39-9032	Recreation Workers	4,370	5,450	1,080	24.7%	110	80	190	High school	None	Short-term	\$11.05
39-1021	First-Line Supervisors of Personal Service Workers	4,240	5,200	960	22.6%	95	80	175	High school	Less than 5 years	None	\$16.26
39-9031	Fitness Trainers & Aerobics Instructors	4,190	5,170	980	23.4%	100	75	175	High school	None	Short-term	\$20.76
41-0000	Sales & Related Occupations	323,480	392,980	69,500	21.5%	6,950	9,225	16,175				\$13.53
41-2031	Retail Salespersons	91,830	113,230	21,400	23.3%	2,140	3,185	5,325	No formal credential	None	Short-term	\$10.59
41-2011	Cashiers	61,450	74,290	12,840	20.9%	1,285	2,615	3,900	No formal credential	None	Short-term	\$9.26
41-4012	Sales Reprs, Wholesale/Mfg, Exc Tech/Scientific Products	35,540	43,410	7,870	22.1%	790	730	1,520	High school	None	Moderate	\$29.66
41-1011	First-Line Supervisors of Retail Sales Workers	29,150	35,070	5,920	20.3%	590	650	1,240	High school	Less than 5 years	None	\$20.51
41-3099	Sales Representatives, Services, All Other	26,860	32,810	5,950	22.2%	595	570	1,165	High school	None	Moderate	\$26.11
41-2021	Counter & Rental Clerks	12,430	14,870	2,440	19.6%	245	310	555	No formal credential	None	Short-term	\$11.86
41-3021	Insurance Sales Agents	9,130	11,490	2,360	25.8%	235	240	475	High school	None	Moderate	\$21.89
41-3031	Securities, Commodities, & Financial Services Sales Agents	9,460	11,220	1,760	18.6%	175	165	340	Bachelor's	None	Moderate	\$27.48
41-1012	First-Line Supervisors of Non-Retail Sales Workers	11,120	13,190	2,070	18.6%	205	130	335	High school	Less than 5 years	None	\$38.24
41-4011	Sales Reprs, Wholesale/Mfg, Technical/Scientific Products	7,040	8,420	1,380	19.6%	140	145	285	Bachelor's	None	Moderate	\$41.01
41-9022	Real Estate Sales Agents	9,940	11,730	1,790	18.0%	180	70	250	High school	None	Moderate	\$30.24
43-0000	Office & Administrative Support Occupations	470,970	550,660	79,690	16.9%	8,050	9,585	17,635				\$16.36
43-9061	Office Clerks, General	83,470	97,510	14,040	16.8%	1,405	1,800	3,205	High school	None	Short-term	\$15.88
43-4051	Customer Service Representatives	55,940	69,430	13,490	24.1%	1,350	1,380	2,730	High school	None	Short-term	\$14.94
43-5081	Stock Clerks & Order Fillers	37,970	46,190	8,220	21.6%	820	1,205	2,025	No formal credential	None	Short-term	\$11.76
43-6014	Secretaries & Admin Assistants, Ex. Legal/Medical/Executive	46,070	53,720	7,650	16.6%	765	485	1,250	High school	None	Short-term	\$16.31
43-1011	First-Line Supervisors of Office & Admin Support Workers	28,340	34,300	5,960	21.0%	595	430	1,025	High school	Less than 5 years	None	\$28.05
43-6013	Medical Secretaries	22,280	30,100	7,820	35.1%	780	235	1,015	High school	None	Moderate	\$15.27
43-5071	Shipping, Receiving, & Traffic Clerks	18,600	20,870	2,270	12.2%	225	405	630	High school	None	Short-term	\$14.45
43-4171	Receptionists & Information Clerks	13,970	16,370	2,400	17.2%	240	375	615	High school	None	Short-term	\$12.97
43-3021	Billing & Posting Clerks	11,200	14,270	3,070	27.4%	305	235	540	High school	None	Moderate	\$17.85
43-3031	Bookkeeping, Accounting, & Auditing Clerks	32,510	33,680	1,170	3.6%	115	320	435	Some college	None	Moderate	\$18.74
43-3071	Tellers	10,780	10,940	160	1.5%	15	420	435	High school	None	Short-term	\$11.99

Where The Jobs Are ^{1,2,3}

SOC	Occupational Title	Annual Average Employment 2014	Annual Average Employment 2024	Number Change 2014-2024	Percent Growth 2014-2024	Annual Openings due to Growth	Annual Openings due to Replacements	Total Annual Average Openings ³	Typical Education Needed for Entry into Occupation	Work Experience in a related Occupation	Typical on-the-job training	PCT 50 Median Wage 2015
43-5061	Production, Planning, & Expediting Clerks	9,200	10,590	1,390	15.1%	140	250	390	High school	None	Moderate	\$22.18
43-4081	Hotel, Motel, & Resort Desk Clerks	3,320	4,270	950	28.6%	95	170	265	High school	None	Short-term	\$9.23
43-5032	Dispatchers, Ex. Police, Fire, & Ambulance	5,340	6,620	1,280	24.0%	130	135	265	High school	None	Moderate	\$17.77
43-9041	Insurance Claims & Policy Processing Clerks	4,950	6,220	1,270	25.7%	130	125	255	High school	None	Moderate	\$18.60
43-3011	Bill & Account Collectors	6,780	7,180	400	5.9%	40	165	205	High school	None	Moderate	\$16.01
43-5052	Postal Service Mail Carriers	5,510	6,420	910	16.5%	90	105	195	High school	None	Short-term	\$28.50
43-4151	Order Clerks	5,060	5,570	510	10.1%	50	135	185	High school	None	Short-term	\$18.53
43-6011	Executive Secretaries & Executive Administrative Assistants	12,420	12,910	490	3.9%	50	130	180	High school	Less than 5 years	None	\$26.90
45-0000	Farming, Fishing, & Forestry Occupations	15,440	16,060	620	4.0%	60	405	465				\$10.29
45-2092	Farmworkers & Laborers; Crop, Nursery, & Greenhouse	8,440	8,600	160	1.9%	15	225	240	No formal credential	None	Short-term	\$8.88
45-2093	Farmworkers; Farm, Ranch, & Aquacultural Animals	5,520	5,830	310	5.6%	30	145	175	No formal credential	None	Short-term	\$11.17
47-0000	Construction & Extraction Occupations	206,690	250,260	43,570	21.1%	4,775	3,485	8,260				\$18.37
47-2061	Construction Laborers	41,780	53,510	11,730	28.1%	1,175	835	2,010	No formal credential	None	Short-term	\$13.69
47-2111	Electricians	18,450	24,130	5,680	30.8%	570	280	850	High school	None	Apprenticeship	\$22.13
47-1011	First-Line Supervisors: Construction Trades/Extraction Wkrs	22,970	27,480	4,510	19.6%	450	180	630	High school	5 years or more	None	\$31.31
47-2152	Plumbers, Pipefitters, & Steamfitters	13,570	17,390	3,820	28.2%	380	180	560	High school	None	Apprenticeship	\$23.60
47-2031	Carpenters	14,810	18,310	3,500	23.6%	350	170	520	High school	None	Apprenticeship	\$16.92
47-2141	Painters, Construction & Maintenance	11,050	13,720	2,670	24.2%	265	175	440	No formal credential	None	Moderate	\$16.88
47-2073	Operating Engineers & Other Construction Equip Operators	10,380	12,740	2,360	22.7%	235	175	410	High school	None	Moderate	\$18.57
47-5013	Service Unit Operators, Oil, Gas, & Mining	7,860	6,540	-1,320	-16.8%	0	270	270	No formal credential	None	Moderate	\$21.48
47-2051	Cement Masons & Concrete Finishers	5,010	6,550	1,540	30.7%	155	60	215	No formal credential	None	Moderate	\$14.39
49-0000	Installation, Maintenance, & Repair Occupations	132,420	163,410	30,990	23.4%	3,115	3,100	6,215				\$20.58
49-9071	Maintenance & Repair Workers, General	28,050	33,870	5,820	20.7%	580	735	1,315	High school	None	Long-term	\$16.95
49-3023	Auto Service Technicians & Mechanics	12,840	15,490	2,650	20.6%	265	345	610	Postsecondary non-degree	None	Short-term	\$19.57
49-9041	Industrial Machinery Mechanics	11,270	14,370	3,100	27.5%	310	290	600	High school	None	Long-term	\$24.66
49-1011	First-Line Supervisors of Mechanics, Installers, & Repairers	10,730	12,880	2,150	20.0%	215	215	430	High school	Less than 5 years	None	\$31.79
49-3031	Bus & Truck Mechanics & Diesel Engine Specialists	6,780	8,720	1,940	28.6%	195	115	310	High school	None	Long-term	\$21.96
49-9021	Heating, AC, & Refrigeration Mechanics & Installers	5,750	7,670	1,920	33.4%	195	90	285	Postsecondary non-degree	None	Long-term	\$21.46
49-9098	Helpers--Installation, Maintenance, & Repair Workers	4,880	6,090	1,210	24.8%	120	160	280	High school	None	Short-term	\$12.71
49-3042	Mobile Heavy Equipment Mechanics, Ex. Engines	4,680	5,720	1,040	22.2%	105	110	215	High school	None	Long-term	\$24.48
49-9051	Electrical Power-Line Installers & Repairers	2,800	3,670	870	31.1%	85	110	195	High school	None	Long-term	\$27.79

Where The Jobs Are ^{1,2,3}

SOC	Occupational Title	Annual Average Employment 2014	Annual Average Employment 2024	Number Change 2014-2024	Percent Growth 2014-2024	Annual Openings due to Growth	Annual Openings due to Replacements	Total Annual Average Openings ³	Typical Education Needed for Entry into Occupation	Work Experience in a related Occupation	Typical on-the-job training	PCT 50 Median Wage 2015
51-0000	Production Occupations	206,560	224,070	17,510	8.5%	2,210	4,980	7,190				\$17.17
51-4121	Welders, Cutters, Solderers, & Brazers	18,800	21,630	2,830	15.1%	285	540	825	High school	None	Moderate	\$20.91
51-9061	Inspectors, Testers, Sorters, Samplers, & Weighers	17,800	19,250	1,450	8.1%	145	450	595	High school	None	Moderate	\$20.64
51-9198	Helpers--Production Workers	13,290	14,470	1,180	8.9%	120	435	555	No formal credential	None	Short-term	\$12.58
51-4041	Machinists	13,620	13,720	100	0.7%	10	395	405	High school	None	Long-term	\$19.81
51-1011	First-Line Supervisors of Production & Operating Workers	15,200	16,730	1,530	10.1%	155	240	395	High school	Less than 5 years	None	\$32.77
51-9011	Chemical Equipment Operators & Tenders	7,390	8,640	1,250	16.9%	125	235	360	High school	None	Moderate	\$31.87
51-2092	Team Assemblers	11,040	12,090	1,050	9.5%	105	235	340	High school	None	Moderate	\$14.16
51-9111	Packaging & Filling Machine Operators & Tenders	4,740	5,430	690	14.6%	70	170	240	High school	None	Moderate	\$11.57
51-8093	Petroleum Pump System Operators/Refinery Operators/Gaugers	4,310	4,850	540	12.5%	55	165	220	High school	None	Long-term	\$32.85
51-4011	Computer-Controlled Machine Tool Operators, Metal/Plastic	5,240	5,710	470	9.0%	45	160	205	High school	None	Moderate	\$19.25
51-8091	Chemical Plant & System Operators	3,370	4,000	630	18.7%	60	125	185	High school	None	Long-term	\$33.14
53-0000	Transportation & Material Moving Occupations	215,610	264,510	48,900	22.7%	4,900	5,375	10,275				\$15.40
53-7062	Laborers & Freight, Stock, & Material Movers, Hand	45,050	55,160	10,110	22.4%	1,010	1,340	2,350	No formal credential	None	Short-term	\$11.80
53-3032	Heavy & Tractor-Trailer Truck Drivers	42,360	52,100	9,740	23.0%	975	720	1,695	Postsecondary non-degree	None	Short-term	\$18.47
53-7051	Industrial Truck & Tractor Operators	15,340	18,550	3,210	20.9%	320	380	700	No formal credential	None	Short-term	\$15.11
53-3033	Light Truck or Delivery Services Drivers	15,300	18,960	3,660	23.9%	365	260	625	High school	None	Short-term	\$14.29
53-3031	Driver/Sales Workers	11,840	15,360	3,520	29.7%	350	200	550	High school	None	Short-term	\$11.32
53-7061	Cleaners of Vehicles & Equipment	8,260	10,480	2,220	26.9%	225	290	515	No formal credential	None	Short-term	\$9.89
53-7064	Packers & Packagers, Hand	10,760	12,820	2,060	19.1%	205	285	490	No formal credential	None	Short-term	\$9.57
53-2031	Flight Attendants	6,360	8,110	1,750	27.5%	175	115	290	High school	Less than 5 years	Moderate	-
53-3022	Bus Drivers, School or Special Client	8,250	10,050	1,800	21.8%	180	110	290	High school	None	Short-term	\$15.20
53-6021	Parking Lot Attendants	3,370	4,120	750	22.3%	75	190	265	No formal credential	None	Short-term	\$9.32
53-1031	First-Line Supervisors: Trans/Material-Moving Mach/Veh Oprs	4,690	5,670	980	20.9%	100	150	250	High school	Less than 5 years	None	\$29.38
53-1021	First-Line Supervisors: Helprs/Labors/Material Movrs, Hand	3,290	3,910	620	18.8%	65	105	170	High school	Less than 5 years	None	\$22.63

1. Where The Jobs Are represents those occupations projected to offer the largest number of employment opportunities for Gulf Coast residents now and in the immediate future.

2. Occupations on this list are those with projected annual average job openings equal to or greater than 170 per year.

3. Occupations are ranked by total number of annual average job openings.

4. Average hourly wages provided, median wage not available.

GULF COAST WORKFORCE REGION

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Industries Targeted by the Gulf Coast Workforce Board^{1,2}

NAICS	Industry Title	Employment Growth				1st Qtr 2016 Avg. Weekly Wages
		Annual Averages 2014	Annual Averages 2024	Absolute Change	Percent Change	
	Mining	107,030	91,590	-15,440	-14.4%	-
2111	Oil & Gas Extraction	54,140	48,610	-5,530	-10.2%	\$5,341
2131	Support Activities for Mining	52,890	42,980	-9,910	-18.7%	\$2,793
	Construction	174,600	229,720	55,120	31.6%	
2362	Nonresidential Building Construction	43,120	54,870	11,750	27.2%	\$1,830
2371	Utility System Construction	29,600	38,680	9,080	30.7%	\$1,498
2382	Building Equipment Contractors	44,170	60,750	16,580	37.5%	\$1,157
2381	Building Foundation & Exterior Contractors	20,920	28,260	7,340	35.1%	\$1,101
2389	Other Specialty Trade Contractors	18,800	23,850	5,050	26.9%	\$1,025
2383	Building Finishing Contractors	17,990	23,310	5,320	29.6%	\$881
	Manufacturing	92,210	86,830	-5,380	-5.8%	-
3241	Petroleum & Coal Products Manufacturing	10,050	11,730	1,680	16.7%	\$3,738
3251	Basic Chemical Manufacturing	21,890	26,270	4,380	20.0%	\$2,940
3331	Agriculture, Construction, & Mining Machinery Manufacturing	42,680	33,860	-8,820	-20.7%	\$2,365
3329	Other Fabricated Metal Product Manufacturing	17,590	14,970	-2,620	-14.9%	\$1,402
	Trade, Transportation & Utilities	100,840	128,510	27,670	27.4%	-
4251	Wholesale Electronic Markets & Agents & Brokers	21,880	29,960	8,080	36.9%	\$2,560
4238	Machinery & Supply Merchant Wholesalers	35,440	44,970	9,530	26.9%	\$1,600
4411	Automobile Dealers	25,760	31,410	5,650	21.9%	\$1,187
4811	Scheduled Air Transportation	17,760	22,170	4,410	24.8%	\$2,124

GULF COAST WORKFORCE REGION

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Industries Targeted by the Gulf Coast Workforce Board^{1,2}

NAICS	Industry Title	Employment Growth			1st Qtr 2016 Avg. Weekly Wages	
		Annual Averages 2014	2024	Absolute Change		Percent Change
	Finance and Insurance	18,170	22,940	4,770	26.3%	-
5242	Insurance Agencies & Brokerages	18,170	22,940	4,770	26.3%	\$1,566
	Professional and Business Services	298,520	377,480	78,960	26.5%	-
5411	Legal Services	24,060	28,860	4,800	20.0%	\$2,045
5412	Accounting & Bookkeeping Services	22,260	27,080	4,820	21.7%	\$1,294
5413	Architectural & Engineering Services	73,470	93,740	20,270	27.6%	\$2,007
5415	Computer Systems Design & Related Services	30,230	38,870	8,640	28.6%	\$2,073
5416	Management & Technical Consulting Services	34,220	43,420	9,200	26.9%	\$2,173
5419	Other Professional & Technical Services	15,300	19,920	4,620	30.2%	\$1,190
5611	Office Administrative Services	22,220	28,190	5,970	26.9%	\$2,462
5613	Employment Services	76,760	97,400	20,640	26.9%	\$937
	Education and Health Services	418,760	538,090	119,330	28.5%	-
6111	Elementary & Secondary Schools, Public & Private ³	187,470	236,120	48,650	26.0%	\$1,090
6113	Colleges & Universities, Public & Private ³	53,270	64,800	11,530	21.6%	\$1,749
6211	Offices of Physicians	48,210	69,460	21,250	44.1%	\$1,522
6214	Outpatient Care Centers	10,030	14,940	4,910	49.0%	\$1,216
6221	General Medical & Surgical Hospitals, Public & Private	81,370	103,250	21,880	26.9%	\$1,201
6223	Specialty Hospitals, Public & Private	22,220	28,980	6,760	30.4%	\$1,029
6212	Offices of Dentists	16,190	20,540	4,350	26.9%	\$903
	Other Services	18,560	24,170	5,610	30.2%	-
8111	Automotive Repair & Maintenance	18,560	24,170	5,610	30.2%	\$716

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Industries Targeted by the Gulf Coast Workforce Board^{1,2}

NAICS	Industry Title	Employment Growth			1st Qtr 2016 Avg. Weekly Wages
		Annual Averages 2014	2024	Absolute Change	

Notes

1. Criteria used to identify the targeted industries:
 - Industries with a projected employment growth of at least 4,000 new jobs from 2014-2024 (an average of 400 jobs per year)
 - Industries with projected employment growth rate greater than or equal to 80% of the average growth rate for all industries in the region for the period 2014 to 2024. (17.9%)
 - Industries with an average weekly wage of at least \$700 per week.
2. Absolute changes do not represent total demand for labor because they do not reflect demand due to replacements, attrition, turnover, etc.
3. Employment and average weekly wage information is from the first quarter 2012 ES-202 data based on employers' employment and wage reports to Texas Workforce Commission. Average weekly wages for NAICS 6111 and 6113 are based on a 9 month year.

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GULF COAST WORKFORCE REGION

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High-Skill, High-Growth Jobs Targeted by the Gulf Coast Workforce Board^{1,2}

SOC	Occupational Title	Employment Growth				Annual Average Job Openings			Median Hrly Wage 2015
		Annual Averages 2014	Annual Averages 2024	Absolute Change	Percent Change	Growth	Replacement	Total	
13-1000	Business Operations Specialists	88,590	106,210	17,620	19.9%	1,760	1,675	3,435	-
13-1161	Market Research Analysts & Marketing Specialists	7,050	9,310	2,260	32.1%	225	85	310	\$29.57
13-1051	Cost Estimators	4,940	6,180	1,240	25.1%	125	140	265	\$32.05
13-2000	Financial Specialists	65,510	79,490	13,980	21.3%	1,400	1,620	3,020	
13-2052	Personal Financial Advisors	4,190	5,650	1,460	34.8%	145	105	250	\$34.43
13-2011	Accountants & Auditors ²	39,640	48,220	8,580	21.6%	860	1,060	1,920	\$36.89
15-1100	Computer Occupations	79,430	96,820	17,390	21.9%	1,740	1,125	2,865	-
15-1121	Computer Systems Analysts	18,010	22,990	4,980	27.7%	500	230	730	\$44.67
15-1132	Software Developers, Applications	11,590	14,280	2,690	23.2%	270	165	435	\$48.54
15-1133	Software Developers, Systems Software ²	8,470	10,090	1,620	19.1%	160	120	280	\$50.54
15-1142	Network and Computer Systems Administrators ²	8,660	10,150	1,490	17.2%	150	110	260	\$42.52
17-2000	Engineers	59,050	69,020	9,970	16.9%	1,005	1,630	2,635	-
17-2031	Biomedical Engineers ³	280	380	100	35.7%	10	5	15	\$37.80
17-2081	Environmental Engineers ²	910	1,170	260	28.6%	25	25	50	\$39.58
17-2051	Civil Engineers	11,070	14,000	2,930	26.5%	295	325	620	\$49.41
17-2072	Electronics Engineers, Ex. Computer ²	3,050	3,740	690	22.6%	70	65	135	\$50.91
17-2071	Electrical Engineers ³	4,470	5,380	910	20.4%	90	100	190	\$49.90
17-2041	Chemical Engineers ³	4,270	5,130	860	20.1%	85	115	200	\$55.85
17-2121	Marine Engineers & Naval Architects ³	1,380	1,640	260	18.8%	25	35	60	\$52.94
17-2111	Health & Safety Engineers, Ex. Mining Safety Engineers & Inspectors ³	1,500	1,780	280	18.7%	25	45	70	\$49.65
17-2199	Engineers, All Other ³	2,880	3,380	500	17.4%	50	60	110	\$57.71
17-2141	Mechanical Engineers ²	8,670	10,140	1,470	17.0%	145	275	420	\$46.68
17-2131	Materials Engineers ³	660	770	110	16.7%	10	25	35	\$50.78
17-2011	Aerospace Engineers ³	2,450	2,850	400	16.3%	40	70	110	\$55.79
17-2112	Industrial Engineers ³	4,990	5,470	480	9.6%	50	145	195	\$47.50
17-2171	Petroleum Engineers ²	10,700	11,400	700	6.5%	70	290	360	\$74.24
17-2151	Mining & Geological Engineers, Inc. Mining Safety Engineers ³	700	630	-70	-10.0%	0	20	20	\$85.67

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High-Skill, High-Growth Jobs Targeted by the Gulf Coast Workforce Board^{1,2}

SOC	Occupational Title	Employment Growth				Annual Average Job Openings			Median Hrly Wage 2015
		Annual Averages 2014	Annual Averages 2024	Absolute Change	Percent Change	Growth	Replacement	Total	
17-3000	Drafters, Engineering Technicians, & Mapping Technicians	27,360	31,020	3,660	13.4%	365	515	880	-
17-3023	Electrical and Electronics Engineering Technicians ²	5,400	6,200	800	14.8%	80	130	210	\$28.89
19-2000	Physical Scientists	12,360	14,010	1,650	13.3%	170	340	510	
19-2042	Geoscientists, Ex. Hydrologists & Geographers ²	6,150	6,740	590	9.6%	60	190	250	\$66.66
19-4000	Life, Physical, & Social Science Technicians	13,910	16,260	2,350	16.9%	245	510	755	-
19-4041	Geological & Petroleum Technicians ³	3,380	3,280	-100	-3.0%	0	125	125	\$33.66
23-1000	Lawyers, Judges, & Related Workers	16,760	20,390	3,630	21.7%	365	245	610	-
23-1011	Lawyers	15,710	19,230	3,520	22.4%	350	230	580	\$69.50
23-2000	Legal Support Workers	10,770	12,760	1,990	18.5%	200	235	435	-
23-2011	Paralegals & Legal Assistants	5,700	7,260	1,560	27.4%	155	125	280	\$25.87
21-1000	Counselors/Social Workers/Other Social Service Specialists	24,660	30,980	6,320	25.6%	630	530	1,160	-
21-1012	Educational, Guidance, School, & Vocational Counselors	4,690	5,950	1,260	26.9%	125	100	225	\$28.33
25-2000	Preschool, Primary, Secondary, & Special Ed School Teachers⁴	93,140	117,840	24,700	26.5%	2,470	2,170	4,640	
25-2022	Middle School Teachers, Ex Special/Career/Technical Ed	16,470	20,940	4,470	27.1%	445	365	810	\$36.43
25-2053	Special Education Teachers, Middle School ²	1,290	1,640	350	27.1%	35	25	60	\$38.30
25-2054	Special Education Teachers, Secondary School ²	1,960	2,490	530	27.0%	50	35	85	\$38.21
25-2031	Secondary School Teachers, Ex Special/Career/Technical Ed	22,550	28,640	6,090	27.0%	610	535	1,145	\$36.75
25-2021	Elementary School Teachers, Ex. Special Education	33,980	43,150	9,170	27.0%	915	750	1,665	\$36.71
25-2052	Special Education Teachers, Kindergarten & Elementary School ²	2,080	2,640	560	26.9%	55	40	95	\$38.11
25-2051	Special Education Teachers, Preschool ³	300	380	80	26.7%	5	5	10	\$38.99
25-2012	Kindergarten Teachers, Ex. Special Education ²	4,120	5,200	1,080	26.2%	110	120	230	\$34.01
25-2011	Preschool Teachers, Ex. Special Education ³	8,470	10,470	2,000	23.6%	200	250	450	\$11.50
25-2032	Career/Technical Education Teachers, Secondary School ³	1,550	1,870	320	20.6%	30	35	65	\$38.99

GULF COAST WORKFORCE REGION

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High-Skill, High-Growth Jobs Targeted by the Gulf Coast Workforce Board^{1,2}

SOC	Occupational Title	Employment Growth				Annual Average Job Openings			Median Hrly Wage 2015
		Annual Averages 2014	Annual Averages 2024	Absolute Change	Percent Change	Growth	Replacement	Total	
29-1000	Health Diagnosing & Treating Practitioners	85,460	113,500	28,040	32.8%	2,805	2,030	4,835	-
29-1061	Anesthesiologists ²	1,290	1,830	540	41.9%	55	35	90	\$130.42
29-1069	Physicians & Surgeons, All Other	5,950	8,230	2,280	38.3%	230	160	390	\$84.78
29-1064	Obstetricians & Gynecologists ³	470	650	180	38.3%	20	15	35	\$24.08
29-1067	Surgeons ²	500	690	190	38.0%	20	15	35	\$106.63
29-1127	Speech-Language Pathologists ³	2,690	3,610	920	34.2%	90	70	160	\$35.95
29-1122	Occupational Therapists ³	1,590	2,130	540	34.0%	55	30	85	\$40.45
29-1141	Registered Nurses	46,340	61,920	15,580	33.6%	1,560	1,095	2,655	\$36.73
29-1123	Physical Therapists ²	2,390	3,190	800	33.5%	80	65	145	\$42.77
29-1126	Respiratory Therapists ²	2,330	3,070	740	31.8%	75	55	130	\$27.64
29-1063	Internists, General ²	950	1,230	280	29.5%	30	25	55	\$71.62
29-1062	Family & General Practitioners ²	2,260	2,920	660	29.2%	65	60	125	\$96.75
29-1066	Psychiatrists ³	220	280	60	27.3%	5	5	10	\$72.87
29-1021	Dentists, General ²	1,890	2,370	480	25.4%	50	40	90	\$70.85
29-1065	Pediatricians, General ²	830	1,030	200	24.1%	20	20	40	\$85.87
29-1041	Optometrists ³	830	1,020	190	22.9%	20	30	50	\$30.16
29-1011	Chiropractors ³	720	810	90	12.5%	10	15	25	\$11.72
29-1081	Podiatrists ³	90	100	10	11.1%	0	0	0	\$74.70
29-2000	Health Technologists & Technicians	55,130	72,370	17,240	31.3%	1,725	1,060	2,785	-
29-2011	Medical & Clinical Laboratory Technologists ²	3,240	4,250	1,010	31.2%	100	75	175	\$29.30
29-2061	Licensed Practical & Licensed Vocational Nurses	13,280	17,620	4,340	32.7%	435	380	815	\$22.63
29-2071	Medical Records & Health Information Technicians ²	3,960	5,220	1,260	31.8%	125	90	215	\$18.47
29-2034	Radiologic Technologists & Technicians ²	3,850	4,890	1,040	27.0%	105	75	180	\$27.54
41-3000	Sales Representatives, Services	48,520	58,950	10,430	21.5%	1,045	1,050	2,095	-
41-3021	Insurance Sales Agents	9,130	11,490	2,360	25.8%	235	240	475	\$21.89
43-9000	Other Office & Administrative Support Workers	99,250	114,900	15,650	15.8%	1,590	2,105	3,695	-
43-9041	Insurance Claims & Policy Processing Clerks	4,950	6,220	1,270	25.7%	130	125	255	\$18.60
47-2000	Construction Trades Workers	139,100	177,290	38,190	27.5%	3,820	2,265	6,085	-
47-2111	Electricians	18,450	24,130	5,680	30.8%	570	280	850	\$22.13
47-2152	Plumbers, Pipefitters, & Steamfitters	13,570	17,390	3,820	28.2%	380	180	560	\$23.60
47-2073	Operating Engineers & Other Construction Equipment Operators	10,380	12,740	2,360	22.7%	235	175	410	\$18.57

GULF COAST WORKFORCE REGION

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High-Skill, High-Growth Jobs Targeted by the Gulf Coast Workforce Board^{1,2}

SOC	Occupational Title	Employment Growth				Annual Average Job Openings			Median Hrly Wage 2015
		Annual Averages 2014	Annual Averages 2024	Absolute Change	Percent Change	Growth	Replacement	Total	
47-5000	Extraction Workers	27,460	23,320	-4,140	-15.1%	5	750	755	-
47-5013	Service Unit Operators, Oil, Gas, & Mining ²	7,860	6,540	-1,320	-16.8%	0	270	270	\$21.48
49-3000	Vehicle & Mobile Equip Mechanics, Installers, & Repairers	36,250	44,700	8,450	23.3%	845	875	1,720	-
49-3031	Bus & Truck Mechanics & Diesel Engine Specialists	6,780	8,720	1,940	28.6%	195	115	310	\$21.96
49-3042	Mobile Heavy Equipment Mechanics, Except Engines ³	4,680	5,720	1,040	22.2%	105	110	215	\$24.48
49-9000	Other Installation, Maintenance, & Repair Occupations	70,820	88,100	17,280	24.4%	1,730	1,775	3,505	-
49-9021	Heating, AC, & Refrigeration Mechanics & Installers	5,750	7,670	1,920	33.4%	195	90	285	\$21.46
49-9041	Industrial Machinery Mechanics	11,270	14,370	3,100	27.5%	310	290	600	\$24.66
51-4000	Metal Workers & Plastic Workers	62,320	61,310	-1,010	-1.6%	350	1,610	1,960	-
51-4121	Welders, Cutters, Solderers, and Brazers ³	18,800	21,630	2,830	15.1%	285	540	825	\$20.91
51-4041	Machinists ³	13,620	13,720	100	0.7%	10	395	405	\$19.81
51-8000	Plant & System Operators	11,900	13,840	1,940	16.3%	195	420	615	-
51-8091	Chemical Plant and System Operators ³	3,370	4,000	630	18.7%	60	125	185	\$33.14
51-8093	Petroleum Pump System Operators, Refinery Operators, & Gaugers ³	4,310	4,850	540	12.5%	55	165	220	\$32.85
53-2000	Air Transportation Workers	12,680	15,930	3,250	25.6%	325	275	600	-
53-2031	Flight Attendants	6,360	8,110	1,750	27.5%	175	115	290	\$24.73
53-3000	Motor Vehicle Operators	84,790	105,080	20,290	23.9%	2,030	1,415	3,445	-
53-3032	Heavy & Tractor-Trailer Truck Drivers	42,360	52,100	9,740	23.0%	975	720	1,695	\$18.47

GULF COAST WORKFORCE REGION

DRAFT

High-Skill, High-Growth Jobs Targeted by the Gulf Coast Workforce Board^{1,2}

SOC	Occupational Title	Employment Growth			Annual Average Job Openings			Median Hrly Wage 2015
		Annual Averages		Absolute	Percent	Total		
		2014	2024	Change	Change	Growth	Replacement	

Notes

1. High-skill jobs targeted by the Gulf Coast Workforce Board are those that offer the best employment opportunities for Gulf Coast residents now and in the immediate future.

Criteria used to identify these occupations are:

- | Projected employment for 2024 equal to or greater than the average for all occupations in the region. (≥ 5,633)
- | Projected growth rate equal to or greater than the average of all occupations in the region. (≥ 22.4%)
- | Minimum education requirements of a postsecondary degree or certificate, moderate on-the-job training, long-term on-the-job training, or work experience in a related occupation.
- | Median hourly wages equal to or greater than the median for all occupations in the region. (≥ \$18.06)

2. Occupations from the prior year list meeting three of the four qualifying criteria and projected to have at least 50 percent of their 2024 employment in those industries targeted by the Gulf Coast Workforce Board have been retained.

3. Other occupations meeting some but not all of the above criteria have also been included based on the best regional labor market intelligence available. Employers can petition to have other occupations added or deleted as labor market conditions change.

4. Wages are based on a 9 month year.

Authorized for use by the Gulf Coast Workforce Board [INSERT DATE APPROVED HERE]

Employer Service Committee

Education and Training Vendor Network Performance Expectations

Background

The Texas Workforce Commission requires Boards to set a level of performance for vendors registered on the state's provider list – this includes all of the occupational skills training vendors in our network.

Vendors must meet these performance levels for each course of training they wish to register. Vendors must also maintain performance at these levels for courses to continue to be registered.

Boards may adopt the Commission's recommended performance or set higher levels. The state's recommended levels for this year are:

Measure	Performance Level
Student Completion Rate	60%
Completers Entered Employment Rate	60%

Current Situation

As in previous years, we continue to recommend that the Board use the state levels.

Action

Request the Committee recommend adopting performance levels for vendors on the statewide Eligible Training Providers List as shown above.

Employer Service and Career Office Committees

Compliance Plan 2017-2020

Background

The Board periodically submits an operating plan to the state which includes our strategic plan and details on how our system operates. This year that plan has been slightly altered in content by requirements in the Workforce Innovation and Opportunity Act.

- The compliance plan we develop will be for a four-year period: 2017 through 2020.
- We have the opportunity to amend the compliance plan with the state after two years of this cycle
- As usual, this plan has to have approval from the Board and the H-GAC Board of Directors, representing the region's local elected officials
- Also as usual, we will publish the compliance plan for at least 30 days prior to the Board's consideration of it to seek comment from the community.

Key Dates

We propose the following schedule for reviewing and approving the compliance plan:

- November 30: Employer Service/Career Office Committee initial review
- December 6: Information item for Workforce Board meeting
- December 15: Plan published for comment
- January 5: Public meeting to solicit comment
- January 13: Public comment period closes
- February 7: Workforce Board considers adopting plan
- February 21: Local elected officials consider adopting plan
- February 28: Submit plan to the state

What is in the plan?

The compliance plan includes the following elements:

1. **Strategic** – The Board's existing strategic plan in its entirety and our regional economic/labor market data and analysis, including the key regional industries and targeted occupations.
 - New for this year in the strategic section is a narrative description of the how the Board's system addresses the needs of employers for skilled workers and the needs of

individuals for education and skill training.

2. **Operational** – The majority of this plan is a description of our operating system, including its design and its interaction with partners and workforce providers in the region, including workforce development institutions.
- We will describe the Workforce Solutions system – how it is structured and works; what kinds of service it provides; how it interacts with customers (both employers and individuals); how it is connected to education and training efforts in local education institutions, organized labor, and community organizations; and how it connects with economic development organizations and institutions.
 - We will show how Workforce Solutions’ operations align with elements in the Texas Workforce Commission’s state plan
 - We will describe how we work with contractors to ensure continuous improvement in Workforce Solutions’ operations and meet performance expectations
 - We will discuss how we provide: service for youth, veterans and individuals with disabilities, including youth with disabilities; and coordination of secondary and postsecondary education activities in the region with the Board’s goals.
 - We will include information about the integration of Workforce Solutions service with the adult education and vocational rehabilitation systems.
 - We will include a description of various administrative functions, including how grant funds are received and disbursed and how we procure contractors.
 - We will include our agreements with other workforce and workforce development organizations in the region to demonstrate how we leverage our investments with their activities to expand the range of service for our customers.
 - We will describe how we ensure equal opportunity and physical and service accessibility, including technology and materials for individuals with disabilities and staff training and support for addressing the needs of individuals with disabilities.

New for this year:

- We will include a description of how Workforce Solutions will encourage and support the development and expansion of registered apprenticeship program and opportunities; and
- We will describe how will be provide priority of service for public assistance recipients, low-income individuals and individuals who are basic-skill deficient.

Gulf Coast Workforce Board
System Performance
October 2015 to September 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
<u>Employers Receiving Services</u> (Market Share) We expect to provide services to 25,757 employers this year. We provided services to 23,591 employers through September 2016	25,757	23,591	27,292
<u>Employer Loyalty</u> Our performance indicates our employer customers value our services and return to us for additional services. Of a possible 24,080 employers, 13,473 returned to Workforce Solutions for additional services through September 2016	63%	56.0%	61.5%

More and Better Jobs

Measure	Annual Target	Current Performance	Performance Last Year
<u>New jobs created</u> 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 September 2016.	3,000	612	2,446
<u>Customers employed by the 1st Qtr. after exit</u> 242,311 of the 301,652 customers who exited service in the three quarters ending September 2015 were employed by the quarter after exit.	75%	80.3%	78.1%

Higher Real Incomes

Measure	Annual Target	Current Performance	Performance Last Year
<u>Earnings Gains of at least 20%</u> 97,548 of the 291,704 customers who exited in the three quarters ending March 2015 had earnings gains of at least 20%.	36.0%	33.4%	33.8%

A Better Educated Workforce

Measure	Annual Target	Current Performance	Performance Last Year
<u>Customers pursuing education diploma, degree or certificate who achieve one</u> 1,862 of 2,511 customers pursuing an education diploma, degree or certificate attained a diploma, degree or certificate by the end of the quarter after exit. Data is from July 2015 through June 2016.	62%	74.2%	70.1%

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 seven of nine common measures. The common measures we are not meeting are:

- # of Employers Receiving Workforce Assistance - The target for this measure is 25,522. Our performance through September 2016 was 23,595.
- Youth Literacy/ Numeracy - The target for this measure is 53%. Our performance through June 2016 was 44.4%.

These are measures for the Adult Education and Literacy funded services. The performance period began July 1, 2016.

- Total enrollments are the number of individuals who begin an adult education class. There is no target.
- 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.
- Integrated English Language and Civics courses will be integrated with some workforce training that result in a job and/or certificate/credential.

	Target	Year to Date Actual
<i>Total Enrollments</i>	N/A	13,726
<i>12+ Hour Enrollments</i>	19,131	12,820
<i>Transitions</i>	883	624
<i>Career Pathways</i>	807	294
<i>Integrated English Language & Civics Ed.</i>	665	8
<i>TWC Accelerate Texas</i>	220	45

GULF COAST WORKFORCE DEVELOPMENT BOARD
FINANCIAL STATUS REPORT
For the Ten Months Ended October 31, 2016

	ANNUAL BUDGET	BUDGET YEAR TO DATE	ACTUAL YEAR TO DATE	DOLLAR VARIANCE
WORKFORCE REVENUES				
WORKFORCE REVENUES	211,862,043	176,551,703	171,363,520	5,188,183
WORKFORCE EXPENDITURES				
BOARD ADMINISTRATION	5,271,849	4,393,208	4,339,712	53,496
SYSTEM IT	360,000	300,000	301,309	(1,309)
EMPLOYER SERVICES	8,249,167	6,874,306	6,675,140	199,166
RESIDENT SERVICES	197,981,027	164,984,189	160,047,359	4,936,830
OFFICE OPERATIONS	38,975,400	32,479,500	30,806,624	1,672,876
FINANCIAL AID	142,444,115	118,703,429	117,226,054	1,477,375
SPECIAL PROJECTS	1,841,900	1,534,917	1,321,968	212,949
ADULT EDUCATION	14,719,612	12,266,343	10,692,713	1,573,630
TOTAL WORKFORCE EXPENDITURES	211,862,043	176,551,703	171,363,520	5,188,182

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.

For the Ten Months Ended October 31, 2016

	budget ytd	actual ytd
Workforce Revenues	176,551,703	171,363,520
Total Revenues	176,551,703	171,363,520
Board Administration	4,393,208	4,339,712
System IT	300,000	301,309
Employment Services	6,874,306	6,675,140
Resident Services	164,984,189	160,047,359
Office Operations	32,479,500	30,806,624
Financial Aid	118,703,429	117,226,054
Special Projects	1,534,917	1,321,968
Adult Education	12,266,343	10,692,713
Total Expenses	176,551,703	171,363,520

FY16 YTD Workforce Revenues

	<u>State</u>	<u>Federal</u>	<u>Total</u>
Jan-16	16,105,685		16,105,685
Feb-16	15,174,831		15,174,831
Mar-16	16,448,421		16,448,421
Apr-16	16,716,256		16,716,256
May-16	16,758,872		16,758,872
Jun-16	18,367,386		18,367,386
Jul-16	17,967,888		17,967,888
Aug-16	18,320,020		18,320,020
Sep-16	16,832,370		16,832,370
Oct-16	14,814,262		14,814,262
Nov-16			0
Dec-16			0
Totals	<u>167,505,991</u>	<u>0</u>	<u>167,505,991</u>

Remarks: ES program revenue \$3,857,529.00 from TWC FS-9 report not included in Workforce Board revenue journal.

Labor Market Information
OCTOBER 2016 Employment Data

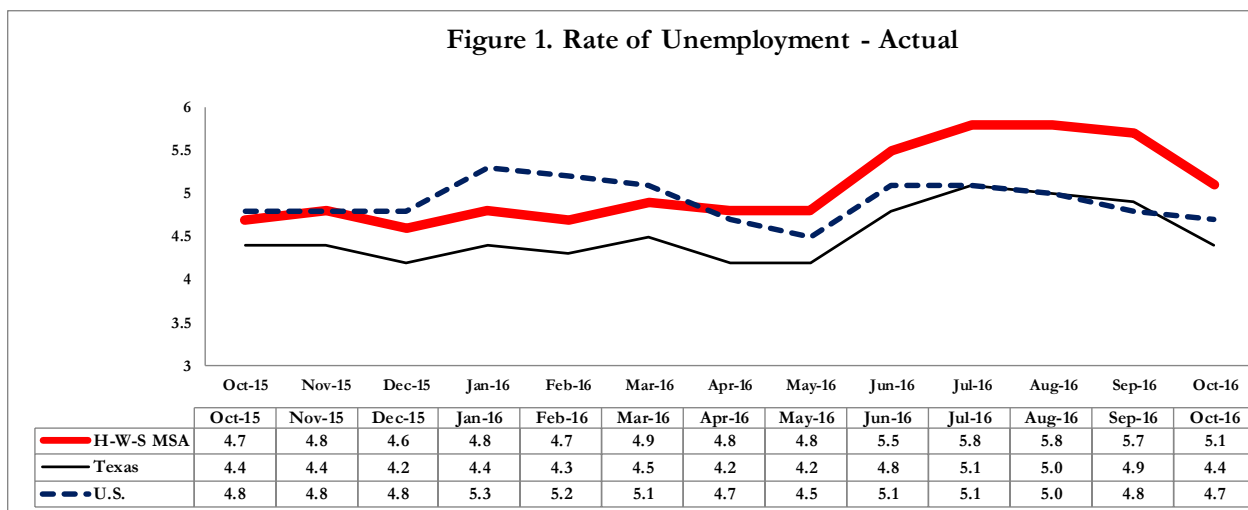
HOUSTON-THE WOODLANDS-SUGAR LAND METROPOLITAN STATISTICAL AREA

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The rate of unemployment in the Houston-The Woodlands-Sugar Land Metropolitan Statistical Area (H-W-S MSA) fell six-tenths of a percentage point to 5.1 percent in October, four-tenths of a percentage point higher than one year earlier. The state's rate of unemployment had a similar decline in October, down one-half of a percentage point, while the U.S. rate only fell one-tenth of a percentage point.

Unemployment Rate (Actual)

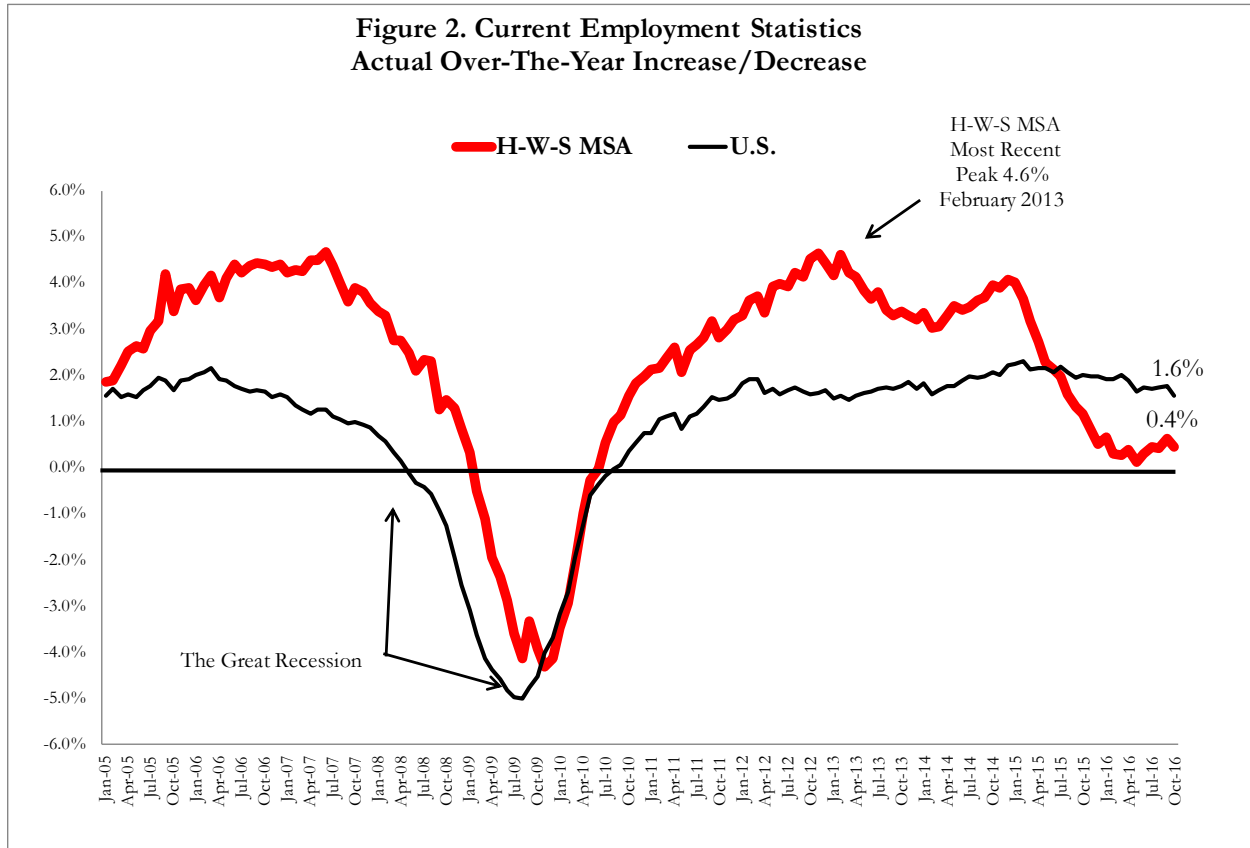
	OCT 2016	SEP 2016	OCT 2015
Civilian Labor Force	3,296,157	3,127,650	3,258,399
Total Employed	3,129,194	3,127,650	3,104,136
Unemployed	166,963	190,391	154,263
Unemployment Rate	5.1%	5.7%	4.7%



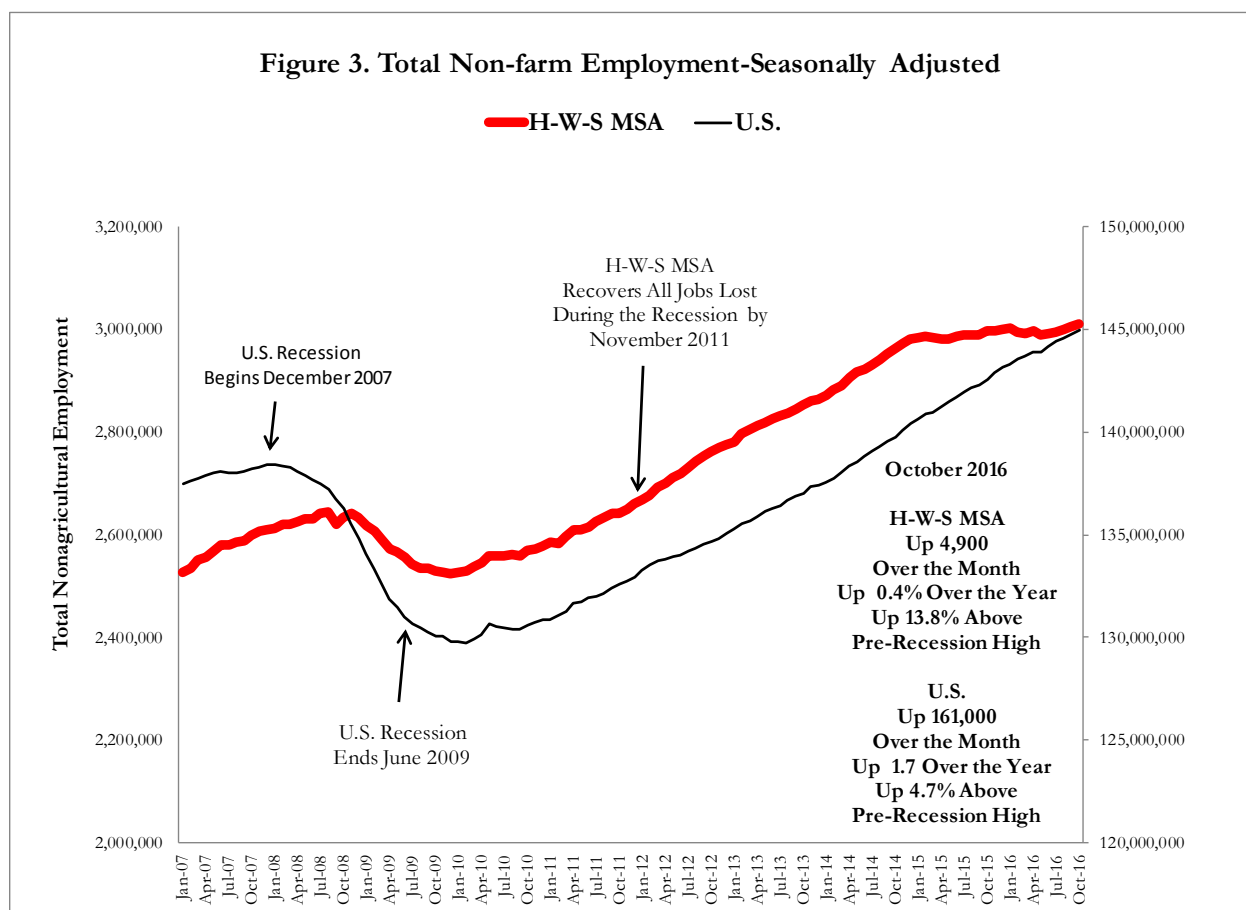
Total nonagricultural employment in the Houston-The Woodlands-Sugar Land MSA added 18,400 jobs over the month. October's 0.6 percent increase was the weakest on record since 2011 when the H-W-S MSA rose 0.2 percent. Seasonal hiring in Local Government Educational Services, Retail Trade, and Financial Activities were responsible for most of the increase. Other sectors reporting substantial gains were Heavy & Civil Engineering Construction, Manufacturing, and Professional & Business Services. Mining and Logging was reporting a loss for the second consecutive month following a slight revision to September job estimates.

The pace of job growth in the H-W-S MSA fell from 0.6 percent to 0.5 percent with payrolls up 13,400 jobs over the year. Job gains continue to be positive in industry sectors that serve the H-W-S MSA's growing population. The two largest contributors of jobs have been Education and Health Services, up 13,600 jobs or 3.6 percent, and Leisure and Hospitality, up 13,400 jobs or 4.4 percent. Declines in sectors with ties to oil and gas exploration & production continue but are improving with Mining & Logging down 8,400 jobs or 8.9 percent, Manufacturing down 6,800 jobs or 2.9 percent, and

Professional and Business Services down 5,300 jobs or 1.1 percent. In October 2015 Construction reported its largest one-month increase on record, up 9,200 jobs. As a result, over-the-year losses in Construction spiked in October from 0.8 percent to 4.3 percent representing a loss of 9,700 jobs. Additional comments by super sector can be found beginning on page 3. Detailed data can be viewed on pages 8 & 9.



Seasonally adjusted data for the H-W-S MSA and U.S. seen in figure 3 provides an additional view of employment removing the erratic month-to-month seasonal patterns. Seasonally adjusted employment rose for the fifth consecutive month in October, up 4,900 jobs. The pace of job growth fell slightly to 0.4 percent over the year, well below the nation’s 1.7 percent pace. Although seasonally adjusted job gains are currently much weaker than the nation’s, overall growth of total nonfarm employment in the H-W-S MSA has outperformed the nation since the Great Recession with payrolls up 13.8 above the prerecession high compared to 4.7 percent at the national level.



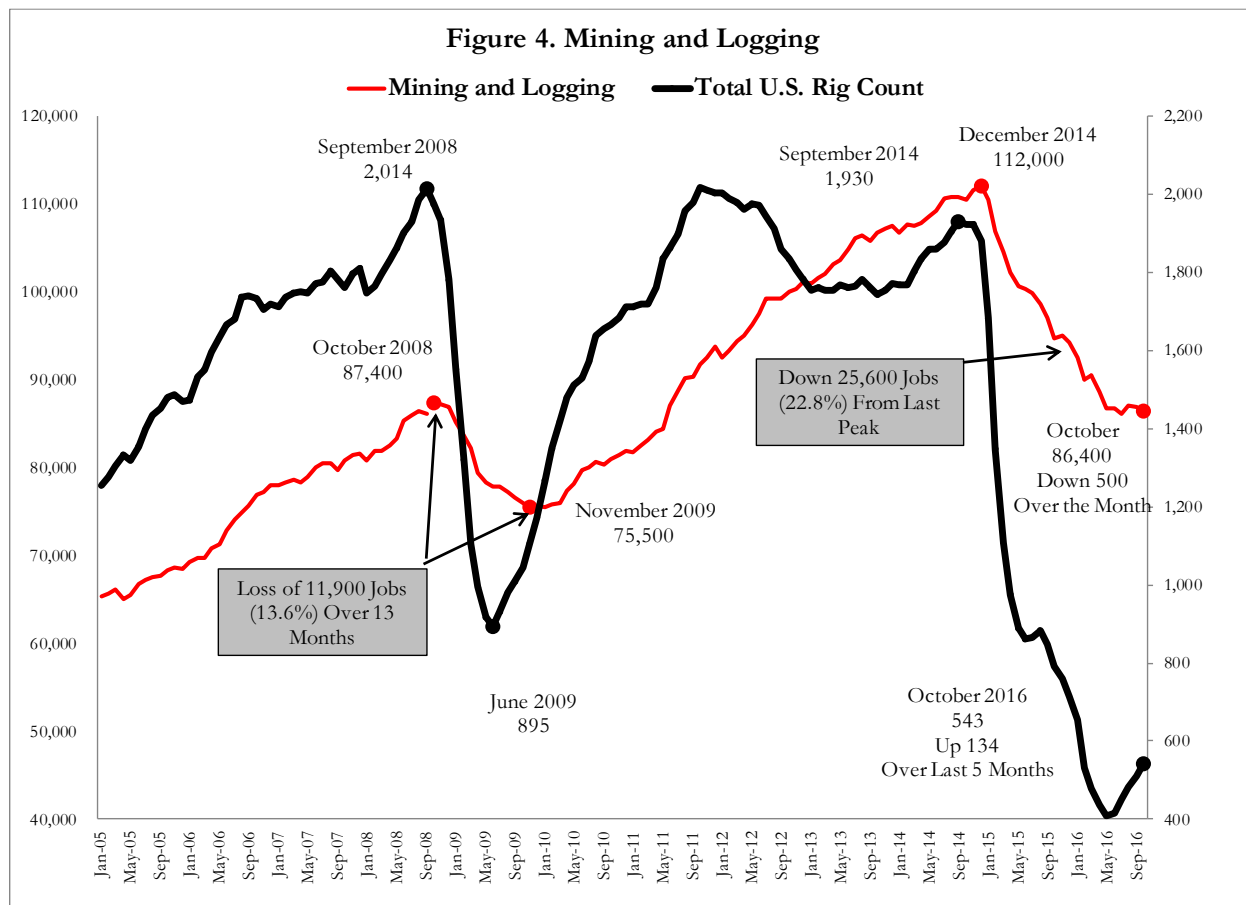
DETAILS BY SUPER SECTOR

Losses in **Mining and Logging** have slowed substantially from what they were in 2015 but the super sector continued to report declines in October, down 500 jobs or 0.6 percent. Stabilization in recent months can be attributed to a rise in the number of active drilling rigs in the U.S.

The net loss in Mining and Logging from its most recent peak in December 2014 has improved slightly from a high of 25,900 in July to a loss of 25,600 jobs, down 22.8 percent, see figure 4. The average U.S. rig count was 543 in October, up 34 from September but down 1,387, 71.9 percent, from the most recent peak of 1,930 in September 2014. The average Texas rig count was 250 in October, up 6 from September but down 654, 72.3 percent, from the most recent peak of 904 in November 2014. While there have been recent increases in active rig counts there continues to be an oversupply of oil that is expected to keep prices below levels favorable for substantial increases in drilling activity in the near future.

Construction added 1,300 jobs in October, up 0.6 percent. The increase was made possible by an addition of 1,900 jobs in Heavy and Civil Engineering Construction and 600 jobs in Construction of Buildings. Specialty Trade Contractors was down 1,200 jobs over the month. In October 2015 Construction reported its largest one-month increase on record, up 9,200 jobs. As a result, over-the-year losses in Construction spiked in October from 0.8 percent to 4.3 percent representing a loss of 9,700 jobs. Construction of Buildings was the only sector to report positive growth, up 300 jobs. Specialty Trade Construction suffered the largest decline, down 7,100 jobs or 6.2 percent. Heavy and Civil Engineering Construction also reported a substantial loss, down 2,900 jobs or 5.4 percent over

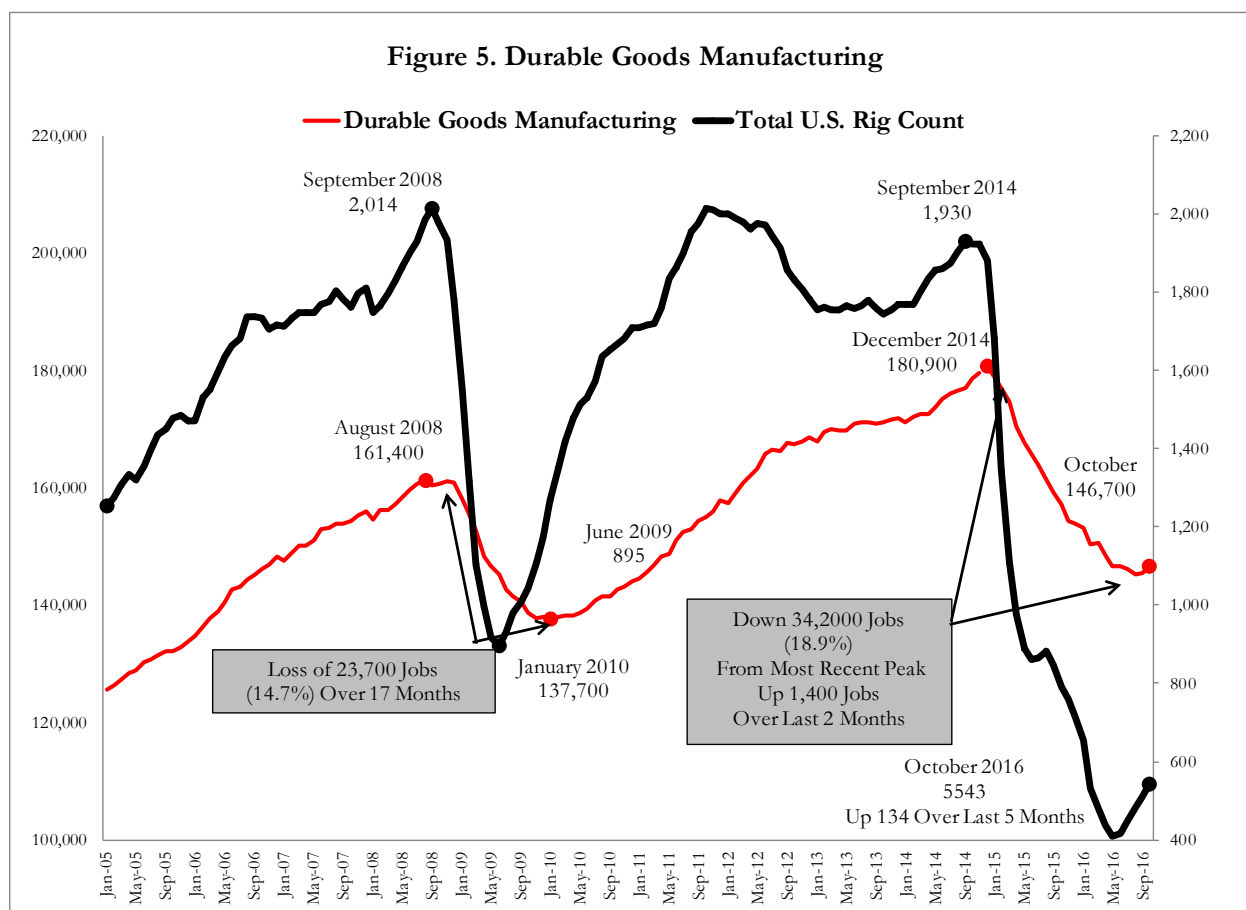
the year. City of Houston building permits totaled \$5.8 billion year-to-date in October, down 14.4 percent from \$6.8 billion over the same period in 2015.



Manufacturing reported its largest one-month increase since June 2014, up 2,100 jobs or 0.9 percent. The increase was a result of gains in Fabricated Metal Product Fabricating, up 1,100 jobs, and Non-Durable Goods Manufacturing, up 800 jobs. Machinery Manufacturing, however, reported a loss of 1,100 jobs. The pace of losses in Manufacturing continue to improve, down from a peak of 8.9 percent in February to 2.8 percent representing a loss of 6,800 jobs over the year. All of the loss has been in Durable Goods Manufacturing where payrolls were down 10,500 jobs or 6.7 percent over the year.

Losses from the most recent peak in Durable Goods Manufacturing continue to show signs of stabilizing with payrolls down 34,200 jobs or 18.2 percent from its most recent peak in December 2014, see figure 5. Nondurable Goods Manufacturing added 3,700 jobs over the year, up 4.5 percent.

The Houston Purchasing Managers Index rose from 48.5 in September to 51.1 in October, the first time it has indicated economic expansion since December 2014. The Houston PMI indicates likely shifts in production three or four months in advance. Readings over 50 generally indicate production expansion over the near term, while readings below 50 show coming contraction.

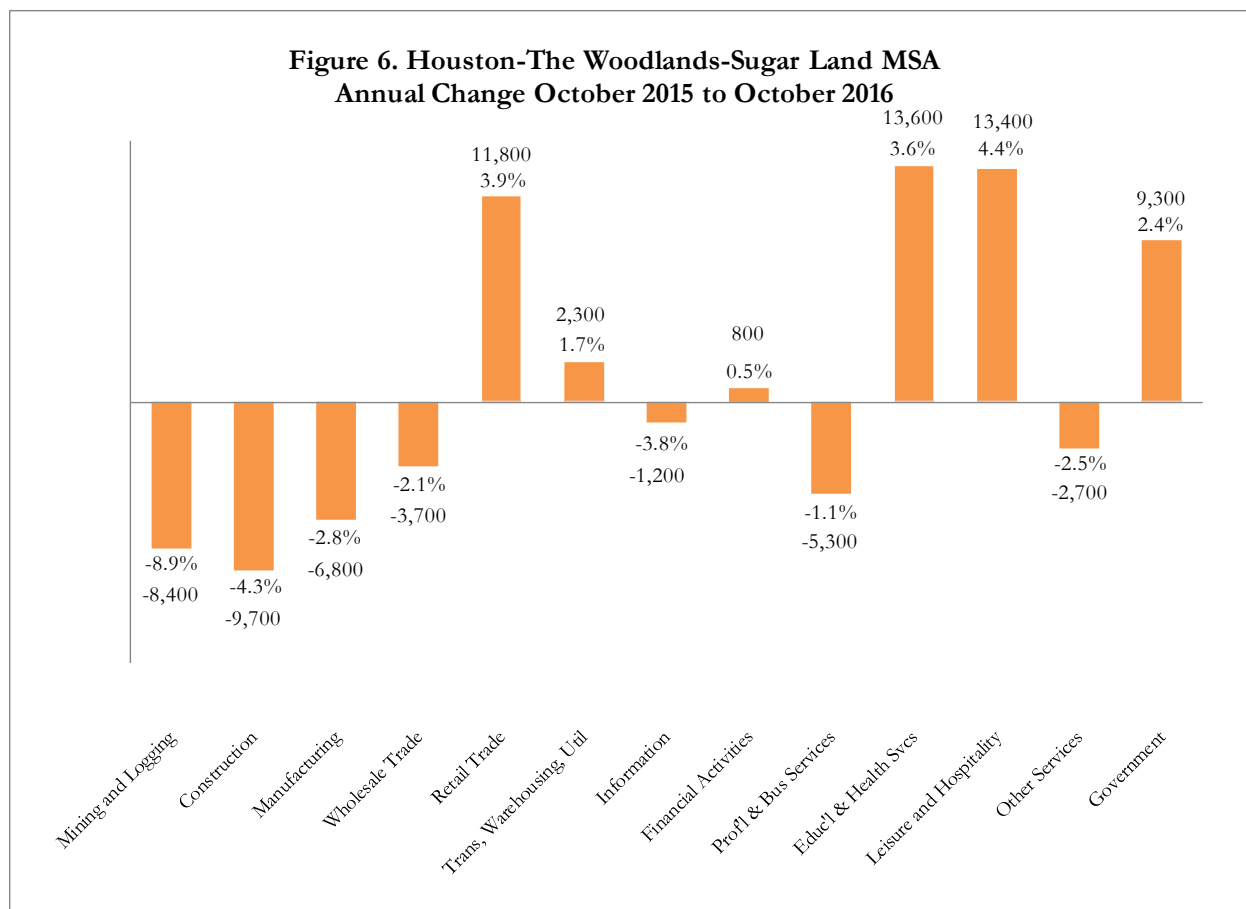


Trade, Transportation, & Utilities added 4,800 jobs in October. The 0.8 percent increase was much stronger than a 0.2 percent increase in October 2015. Most of the increase can be accredited to seasonal hiring in Retail Trade in preparation for the holiday season. The remainder of the increase was in the Transportation, Warehousing, and Utilities sector. The pace of job growth in the super sector rose from 1.1 percent to 1.7 percent with payrolls up 10,400 jobs over the year. Most of the job growth was due to gains in Retail Trade, up 11,800 jobs or 3.9 percent, with strongest hiring at General Merchandise Stores, Food and Beverage Stores, Building Material and Garden Equipment and Supplies Dealers, and Motor Vehicle and Parts Dealers. Wholesale Trade, affected by the downturn in oil and gas exploration, continues to report losses, down 3,700 jobs or 2.1 percent over the year. The pace of job growth in Transportation, Warehousing, and Utilities rose substantially from 0.7 percent in September to 1.7 percent representing an increase of 2,300 jobs.

Information reported a slight increase of 100 jobs in October with payrolls down 1,200 jobs or 3.8 percent over the year. About half of the MSA's employment in information resides in telecommunications where payrolls were down 500 jobs over the year. The remainder of jobs in the industry sector are found in newspaper and periodical publishing, software publishing, motion picture and sound recording, and data processing hosting and related services.

Financial Activities added 1,300 jobs in October, up 0.9 percent. The largest increase was in Credit Intermediation and Related Activities, up 500 jobs. The pace of job growth in Financial Activities rose slightly from 0.4 percent in September to 0.5 percent, representing an increase of 800 jobs over the year. Two industry sectors were reporting declines including Credit Intermediation and Related Activities, down 500 jobs or 1.1 percent, and Real Estate and Rental and Leasing, down 600 jobs or

1.1 percent. Securities, Commodity Contracts, and Other Financial Investments and Related Activities reported the strongest growth, up 700 jobs or 3.7 percent.



Professional and Business Services reported an increase of 2,900 jobs in October. The largest increase was in Employment Services where payrolls were up 1,400 jobs or 1.8 percent. Architectural, Engineering, and Related Services reported its first decline since June, down 600 jobs. The only other October decline was a seasonal loss of 500 jobs in Services to Buildings and Dwellings. The pace of job losses in the super sector improved from 1.7 percent in September to 1.1 percent representing a loss of 5,300 jobs over the year. The sectors most heavily impacted by the current slump in the energy industry have been Architectural, Engineering and Related Services, down 6,800 jobs or 9.4 percent, Management of Companies and Enterprises, down 2,100 jobs or 5.7 percent, and Employment Services, down 2,000 jobs or 2.5 percent. The only substantial job growth in the industry sector has been in Accounting Tax Preparation Bookkeeping and Payroll Services, up 1,700 jobs or 7.4 percent, and Services to Buildings and Dwellings, where businesses perform services such as extermination and pest control, cleaning, landscaping and carpet and upholstery cleaning, up 2,500 jobs or 4.8 percent.

Educational and Health Services added 1,500 jobs over the month. The 0.4 percent increase was the weakest for the month of October since 2011. The pace of job growth in Educational and Health Services has fallen from a peak of 5.2 percent in June to 3.6 percent in October representing an increase of 13,600 jobs over the year. Despite the decline in the pace of job growth it remains the second fastest growing super sector in the H-W-S MSA. All subsectors were reporting healthy over-

the-year increases with strongest gains at Hospitals, up 4,100 jobs or 4.9 percent. Ambulatory Healthcare Services, where employment in all types of physician's offices, medical clinics, and outpatient centers is found, was up 6,000 jobs or 4.0 percent.

Leisure and Hospitality reported a seasonal loss of 3,800 jobs over the month. October's 1.2 percent decline was the strongest since 2012. Leisure and Hospitality continues to be the fastest growing super sector despite a growth rate that has fallen from 7.2 percent in July to 4.4 percent with payrolls up 13,400 jobs over the year. Most of the new jobs are found at eating establishments with Food Services and Drinking Places up 11,300 jobs or 4.5 percent over the year.

Other Services reported a loss of 1,100 jobs in October. The 1.0 percent decline was the largest for the month of October since 2005. Other Services is partially comprised of various repair service companies (industrial equipment, mining machinery and equipment, and many others related to the oil and gas industry). Additional establishments in this category include personal care services, dry cleaning and laundry services, and religious and social advocacy organizations.

Government experienced a seasonal increase of 9,800 jobs in October as local government educational institutions continued to boost payrolls for the new school year. Government payrolls were up 9,300 jobs or 2.4 percent over the year. Most of the increase has been in Local Government Educational Services with payrolls up 7,200 jobs or 3.5 percent over the year.

NONAGRICULTURAL EMPLOYMENT
Houston-The Woodlands-Sugar Land MSA

	OCT 2016	Month Change		Year Change	
		Net	Percent	Net	Percent
Total Nonfarm	3,022,800	18,400	0.6%	13,400	0.4%
Total Private	2,623,900	8,600	0.3%	4,100	0.2%
Goods Producing	536,400	2,900	0.5%	-24,900	-4.4%
.Mining and Logging	86,400	-500	-0.6%	-8,400	-8.9%
...Oil and Gas Extraction	49,200	-500	-1.0%	-2,800	-5.4%
...Support Activities for Mining	36,400	100	0.3%	-6,100	-14.4%
.Mining, Logging, and Construction	304,300	800	0.3%	-18,100	-5.6%
.Construction	217,900	1,300	0.6%	-9,700	-4.3%
..Construction of Buildings	59,200	600	1.0%	300	0.5%
..Heavy and Civil Engineering Construction	50,900	1,900	3.9%	-2,900	-5.4%
..Specialty Trade Contractors	107,800	-1,200	-1.1%	-7,100	-6.2%
.Manufacturing	232,100	2,100	0.9%	-6,800	-2.8%
..Durable Goods	146,700	1,300	0.9%	-10,500	-6.7%
...Fabricated Metal Product Manufacturing	54,200	1,100	2.1%	-1,100	-2.0%
...Machinery Manufacturing	42,500	-1,100	-2.5%	-8,400	-16.5%
....Agriculture, Construction, and Mining Machinery Manufacturing	30,500	0	0.0%	-5,300	-14.8%
...Computer and Electronic Product Manufacturing	15,300	-100	-0.6%	-1,100	-6.7%
..Non-Durable Goods	85,400	800	0.9%	3,700	4.5%
...Petroleum and Coal Products Manufacturing	10,000	0	0.0%	200	2.0%
...Chemical Manufacturing	37,800	100	0.3%	400	1.1%
Service Providing	2,486,400	15,500	0.6%	38,300	1.6%
.Private Service Providing	2,087,500	5,700	0.3%	29,000	1.4%
..Trade, Transportation, and Utilities	622,900	4,800	0.8%	10,400	1.7%
...Wholesale Trade	168,600	-100	-0.1%	-3,700	-2.1%
....Merchant Wholesalers, Durable Goods	96,800	-200	-0.2%	-1,100	-1.1%
.....Professional and Commercial Equipment and Supplies Merchant Wholesalers	13,000	-100	-0.8%	-100	-0.8%
....Merchant Wholesalers, Nondurable Goods	44,800	200	0.4%	-300	-0.7%
...Retail Trade	314,400	4,000	1.3%	11,800	3.9%
....Motor Vehicle and Parts Dealers	42,600	0	0.0%	1,400	3.4%
....Building Material and Garden Equipment and Supplies Dealers	22,600	0	0.0%	1,300	6.1%
....Food and Beverage Stores	68,600	100	0.1%	2,300	3.5%
....Health and Personal Care Stores	19,300	100	0.5%	0	0.0%
....Clothing and Clothing Accessories Stores	28,000	900	3.3%	100	0.4%
....General Merchandise Stores	64,000	1,200	1.9%	2,400	3.9%
.....Department Stores	24,400	700	3.0%	900	3.8%
.....Other General Merchandise Stores	39,600	500	1.3%	1,500	3.9%
...Transportation, Warehousing, and Utilities	139,900	900	0.6%	2,300	1.7%
....Utilities	16,400	200	1.2%	400	2.5%
.....Air Transportation	22,200	300	1.4%	500	2.3%
.....Truck Transportation	25,300	0	0.0%	-100	-0.4%
.....Pipeline Transportation	10,700	-100	-0.9%	100	0.9%
..Information	30,500	100	0.3%	-1,200	-3.8%
...Telecommunications	13,600	-100	-0.7%	-500	-3.5%
..Financial Activities	153,700	1,300	0.9%	800	0.5%
...Finance and Insurance	98,000	1,000	1.0%	1,400	1.4%
....Credit Intermediation and Related Activities	43,300	500	1.2%	-500	-1.1%
.....Depository Credit Intermediation	28,600	100	0.4%	100	0.4%
....Securities, Commodity Contracts, and Other Financial Investments and Related Activities	19,600	200	1.0%	700	3.7%
....Insurance Carriers and Related Activities	34,200	200	0.6%	600	1.8%
...Real Estate and Rental and Leasing	55,700	300	0.5%	-600	-1.1%

NONAGRICULTURAL EMPLOYMENT
Houston-The Woodlands-Sugar Land MSA

	OCT 2016	Month Change		Year Change	
		Net	Percent	Net	Percent
..Professional and Business Services	466,200	2,900	0.6%	-5,300	-1.1%
...Professional, Scientific, and Technical Services	215,000	-200	-0.1%	-5,100	-2.3%
....Legal Services	24,700	200	0.8%	-600	-2.4%
....Accounting, Tax Preparation, Bookkeeping, and Payroll Services	24,600	300	1.2%	1,700	7.4%
....Architectural, Engineering, and Related Services	65,400	-600	-0.9%	-6,800	-9.4%
....Computer Systems Design and Related Services	33,400	600	1.8%	-300	-0.9%
...Management of Companies and Enterprises	35,000	0	0.0%	-2,100	-5.7%
...Administrative and Support and Waste Management and Remediation Services	216,200	3,100	1.5%	1,900	0.9%
....Administrative and Support Services	203,800	2,800	1.4%	1,300	0.6%
.....Employment Services	78,800	1,400	1.8%	-2,000	-2.5%
.....Services to Buildings and Dwellings	54,800	-500	-0.9%	2,500	4.8%
..Educational and Health Services	389,400	1,500	0.4%	13,600	3.6%
...Educational Services	59,800	700	1.2%	2,200	3.8%
...Health Care and Social Assistance	329,600	800	0.2%	11,400	3.6%
....Ambulatory Health Care Services	155,300	400	0.3%	6,000	4.0%
....Hospitals	88,200	100	0.1%	4,100	4.9%
..Leisure and Hospitality	319,200	-3,800	-1.2%	13,400	4.4%
...Arts, Entertainment, and Recreation	33,000	-1,300	-3.8%	1,500	4.8%
...Accommodation and Food Services	286,200	-2,500	-0.9%	11,900	4.3%
....Accommodation	26,200	-200	-0.8%	600	2.3%
....Food Services and Drinking Places	260,000	-2,300	-0.9%	11,300	4.5%
..Other Services	105,600	-1,100	-1.0%	-2,700	-2.5%
Government	398,900	9,800	2.5%	9,300	2.4%
.Federal Government	28,700	300	1.1%	1,000	3.6%
.State Government	74,500	1,100	1.5%	900	1.2%
..State Government Educational Services	40,700	500	1.2%	600	1.5%
.Local Government	295,700	8,400	2.9%	7,400	2.6%
..Local Government Educational Services	210,100	9,000	4.5%	7,200	3.5%

UNEMPLOYMENT RATE

	OCT 2016	SEP 2016	OCT 2015
H-W-S MSA	5.1	5.7	4.7
Texas (Actual)	4.4	4.9	4.4
United States (Actual)	4.7	4.8	4.8

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, Kiley Advisors, Metrostudy, and The Federal Reserve Bank of Dallas.