

To: Gulf Coast Workforce Board Members

From: Rodney Bradshaw
Mike Temple

Date: January 27, 2010

Subj: Board Meeting Materials for Tuesday, February 2, 2010

The next meeting of the Gulf Coast Workforce Board is scheduled for **10:00 a.m., Tuesday, February 2, 2010**, in the second floor Conference Room A, 3555 Timmons, Houston.

Chairman's and Committee Reports. Audit/Monitoring Committee Chair Joe Garcia will report on the most recent system monitoring. We have had several visits from federal and state agencies looking at stimulus activities but have not received any reports on findings and are not aware of any issues related to stimulus work. The Career Office Committee will meet one hour before the Board in Room B. Chair Shingleton will report on the committees plans to recognize high performers in our system. The System Visibility Committee has been developing materials to support Board member visits to their appointing officials. Chair Timmins will update us on their work and plans. Chair Thompson will report on the U.S. Conference of Mayors workforce meeting and discussions on the National level about workforce issues

Action Items. Chair John Hebert will bring recommendations from the Nominating Committee for Board officers for your consideration in election. Budget Committee Chair Yvonne Estrada will bring recommendations for the 2010 Board budget. As proposed, the budget anticipates about a 5% overall reduction in revenues. The Employer Services Committee will have met and Chair Gerald Andrews anticipates presenting minimum standards for education and training providers to the system. Proposed standards are comparable to those last adopted by the Board. He will also provide preliminary information for you on the Texas Back to Work Initiative. The Back to Work effort essentially provides a payment to employers when hiring an eligible unemployment insurance recipient.

Information. Staff will review system performance and expenditures. The labor market report will provide an update on employment trends.

Texas is considering using some stimulus funding to support a summer jobs for young people between the ages of 16 and 24. We are providing estimates to the state of numbers we might serve and the costs. We hope to have more information for you at the meeting.

We hope to see you next Tuesday and ask that you call if you have any questions.

The Gulf Coast Workforce Board Tentative Agenda

Tuesday, February 2, 2010 10:00 a.m.

H-GAC Conference Room A

3555 Timmons Lane, Second Floor, Houston, Texas 77027

The Gulf Coast workforce system helps employers meet their workforce needs and individuals build careers so both can compete in the global economy.

1. Call to Order and Determination of Quorum

2. Adoption of Agenda

3. Public Comments

4. Minutes from December, 2010 meeting

5. Declarations of Conflict of Interest

6. Chairman's and Committee Reports

The Board Chair will discuss activities and information from the Texas and National Associations of Workforce Boards.

- a. *Audit/Monitoring.* The Committee Chair will report on the most recent meeting.
- b. *Career Office.* The Committee Chair will report on the most recent meeting.
- c. *System Visibility.* The Committee Chair will report on the most recent meeting.
- d. Recognition of Board members with expiring terms.

7. Action Items

- a. *Nominating Committee.* Consider committee's recommendations for 2010 officers.
- b. *Budget Committee.* Consider committee's recommendation to adopt a 2010 budget in amount of \$221,157,512.
- c. *Employer Service Committee.* Consider the committee's annual recommendation concerning required minimum standards for education & training providers and the Back to Work initiative.

8. Information

- a. *System Performance.* Staff will summarize current performance against Board measures and grantor requirements.
- b. *Expenditures.* Staff will report on current expenditures.
- c. *Summer Jobs projects.* Staff will report on recent plans by the state to use additional Recovery Act funds.



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. Texas

Relay: 1.800.735.2989 (TDD) 1.800.735.2988 (Voice) or 711

The Gulf Coast Workforce Board Tentative Agenda

Tuesday, February 2, 2010 10:00 a.m.

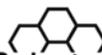
H-GAC Conference Room A

3555 Timmons Lane, Second Floor, Houston, Texas 77027

9. Labor Market Report

Staff discusses current employment data and trends in the Gulf Coast labor market.

10. Adjourn



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**MINUTES OF
THE GULF COAST WORKFORCE DEVELOPMENT BOARD
TUESDAY, DECEMBER 1, 2009**

MEMBERS PRESENT:

Dula Abdu	Gerald Andrews	Betty Baitland
Elaine Barber	Ron Bourbeau	Bill Crouch
Yvonne Estrada	Joe Garcia	Mark Guthrie
John Hebert	Bobbie Henderson	Tracie Holub
Eduardo Honold	Guy Robert Jackson	Jeff Labroski
Ray Laughter	Kathleen Long	Steve Lufburrow
Lynn Lumsden	Carolyn Maxie	Raymond McNeel
Linda O'Black	Janice Ruley	Allene Schmitt
Richard Shaw	Myles Shelton	Kathy Shingleton
Tom Stinson	Frank Thompson	Evelyn Timmins
Massey Villarreal	Bill Weaver	Sarah Wrobleski

H-GAC STAFF MEMBERS PRESENT

Rodney Bradshaw
Mike Temple
David Baggerly
Joel Wagher
Ron Borski

Mr. Frank Thompson, Chair, called the meeting to order at approximately 10:00 a.m., on Tuesday, December 1, 2009, in the 2nd floor, H-GAC Conference Room A, at 3555 Timmons Lane, Houston, Texas. Mr. Thompson determined that a quorum was present.

ADOPTION OF AGENDA

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

PUBLIC COMMENT

Allene Schmitt a Board member representing Austin County spoke to the Board about BAE Systems FMTV Program and the impact of the contract loss to the Sealy and Houston areas. Joe Garcia also a Board member representing Waller County commented on the impact to the region.

MINUTES FROM OCTOBER 6, 2009

Mr. Thompson asked if there were any additions or corrections to the minutes for the October 6, 2009. A motion was made and seconded to approve the minutes as presented. The motion carried.

DECLARATION OF CONFLICT OF INTEREST

No one declared a conflict of interest.

CHAIRMAN'S AND COMMITTEE REPORTS

Mr. Frank Thompson spoke about his trip to Washington D.C. to attend the US Conference of Mayors. Mr. Thompson explained that he serves on the Workforce Development Council and they meet to discuss the 2009 Summer Youth Program and related issues.

Audit & Monitoring

Mr. Joe Garcia stated that since the last report the regional quality assurance team visited Northline, Baytown, Winnie, Bay City and Southwest offices. Mr. Garcia stated that staff continues to see large numbers of people looking for work. Across the board, we have seen a definite improvement in our applications and the quality of our referrals to open jobs over the year. All three career office contractors have failed to improve their record-keeping and counting in two areas: service for youth and service for ex-offenders. The Workforce Commission recently noted again that we have not improved on those particular elements. We are taking the first step in the repeat findings process by developing correction action plans with each contractor and providing the technical assistance. We will report on the results at the February 2010 meeting.

Mr. Garcia also reported that we received the TWC monitoring report from their visit earlier this year. It was noted that we did not conduct pre-award fiscal reviews for the summer jobs contractors. Our response to TWC was that the timeframe for starting the summer jobs project made it difficult to complete reviews prior to the start of activities.

Career Office Committee

Dr. Kathy Shingleton explained that the committee met prior to the Board meeting and discussed recommendations for recognizing exceptional work and career office performance. A workgroup was established with members from each of the five contractors to assist in recommending ways to "recognize exceptional work and innovative programs that improve our work at both the individual and group or office level".

Workgroup Recommendations

What we want to achieve

- ✓ Improved customer service
- ✓ Enhance employee morale

What we want to recognize

- ✓ Initiative
- ✓ Innovation
- ✓ Teamwork

How we decide who is recognized

- ✓ Develop a short on-line nomination form that any staff person may submit to a rotating committee of 6 peers
- ✓ The committee determines quarterly winners and from those, selects a winner to receive the highest recognition in each category.

What rewards will we offer

- ✓ Quarterly winners - A paid day off for every individual or member of a group who wins recognition in each of the three categories, a certificate and a pin that says something like “ask me why I was recognized for outstanding work”.
- ✓ Annual recognition and thanks at the August Board meeting and selection from a menu of personal rewards such as the opportunity to do any job in the system for a day.

Contractor Recognition Programs – methods each of our major contractors use for recognizing its employees, employee satisfaction and voluntary turnover rates were also in the board packet.

Dr. Shingleton stated that Saurage Research has conducted an email customer satisfaction survey for the past three years. The results tell us what our customers think is most important and how satisfied they are with our service. We received the results by career office, contractor and for the system. Dr. Shingleton explained that they have just started to review the data and will bring recommends to the next Board meeting.

ACTION ITEMS

- a. Employer Services. Consider the committee's annual recommendation concerning required job searches for unemployment compensation claimants

Mr. Gerald Andrews explained that to receive unemployment insurance payments in Texas, an individual must be ready, willing and able to work and actively seeking full-time work. As in the past, the Commission allows Workforce Boards to adjust the required number of weekly job search contacts that claimants must make per week. In 2008, with recommendation from its Employer Services Committee, the Board approved the work search requirement for Gulf Coast claimants at three job contacts per week.

The Commission asks that the Board annually review the work search requirements and determine if it wants to change the required number of weekly contacts. This year, due to economic conditions in our region, we decided to forego an employer survey. Instead, we have analyzed the data from multiple sources including our outplacement activities, job postings and unemployment insurance data.

- Companies in the region continue to lay-off.
 - Over the past 12 months, we have received 83 requests for outplacement services. Aerospace, engineering, air transportation, steel manufacturing, petroleum and financial businesses were among the industries reporting losses.
- Recently, BAE and Fluor reported the possibility of reducing their workforces by 3,000 and 600, respectively. Both these potential losses are the result of lost contracts.
- In the last 45 days, we've received more than 2,200 new job postings representing 4,000 new jobs:
 - 3% from Education
 - 2% from Government
 - 1% from Non-Profit Organizations
 - 94% from Private Industry, including about 8% from staffing agencies
- We've seen a slow, but steady increase in the number of job postings and openings each month since our low point in June 2009.
 - In November, we've seen already more postings and more job openings through half the month than we saw in all of October.
- Jobs are opening in smaller companies at a higher rate than larger companies.
- Through the end of October 2009, there were 190,346 individuals actively looking for work through WorkInTexas.com, up 68% from the same month in 2008.
- In October 2009, we had an average of 121,479 unemployment insurance continued claims and 25,834 new claims.

As in the past, we continue to point out that our region's employers have preferred to see fewer, higher quality candidates from us. Our employers also said they prefer that we do a better job of matching candidates to their specifications and make sure our candidates know how to interview well for the job on which we've sent them. For these reasons, we continue to recommend that the committee set the required number of job searches at three per week.

A motion was made and seconded to require unemployment compensation claimants to make at least three job contacts per week in order to continue their eligibility for benefits. The motion carried.

Mr. Andrews explained that the Board packet also included a Training Provider Report Card – 2000 to 2008. This report represents performance data for the different providers our customers used to obtain training. The data collected covers the customers for whom Workforce Solutions provided scholarships for training. Mr. Andrews asked David Baggerly, Board Staff to give an overview of the material.

INFORMATION

System Performance

Mr. David Baggerly reviewed the System Performance measures for October 2008 through September 2009. Mr. Baggerly explained that this is an end-of-year report and that overall we did quite well. 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 regional workforce system and one for the Board's operating affiliate, Workforce Solutions. The report is based on Workforce Solutions measures.

For Workforce Solutions More Competitive Employers –

Employers Receiving Services (Market Share) – we expected to provide services to 32,200 employers this year which is 25% of the 128,708 employers identified for the Gulf Coast area. Through September, we provided services to 37,021 employers.

Employer Loyalty – our performance indicates our employer customers value our services and return to us for additional services. Of a possible 26,993 employers, 20,100 returned to The Workforce Solutions for additional services.

More and Better Jobs –

New jobs created – This information is captured quarterly and reflects a two year average. We worked with employers who added 2,307 new jobs annually.

Customers employed by the 1st quarter after exit – with three quarters of data, 296,006 of the 376,744 customers who exited from services were employed in the quarter after exit.

Higher Real Incomes –

Exiters with Earnings Gains of at least 20% - reporting for four quarters, 128,784 of the 361,164 who exited had earnings gains of at least 20%.

A Better Educated and Skilled Workforce –

Customers pursuing education diploma, degree or certificate who achieve one – through June, 1,602 of the 3,710 customers pursuing an education diploma, degree or certificate achieved one.

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

Of these fifteen measures we are not meeting the target for three measures.

- WIA Adult Average Earnings – The target for this measure is \$12,400. Our performance for the year is \$11,490.
- Claimant Reemployment – the target for this measure is 67%. Our performance for the year is 63.1%.
- Claimant Reemployment within 10 weeks – The target for this measure is 53.7%. Our performance for three quarters is 44.9%.

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

Expenditure Report

Mr. Rodney Bradshaw reviewed the Financial Status Report for ten months ending October 31, 2009. Mr. Bradshaw explained that everything looks good and we have spent about 84% of the money for this year. If you took the stimulus money out, we would have spent about 98% of the budget.

Mr. Bradshaw explained that the line item – financial aid, is running significantly behind because we received stimulus money late in the year and obligated a lot of the money for retraining. Mr. Bradshaw stated that there were no problems with expenditure rates or service levels.

The Budget Committee will meet in January to discuss the budget for next year.

LABOR MARKET REPORT

Mr. Joel Wagher explained that the Gulf Coast Region lost 78,200 jobs from October 2008 to October 2009. Initial claims for unemployment benefits increased over the month and the Gulf Coast region's October unemployment rate remained unchanged from September at 8.5 percent. Three sectors still show annual growth – government (7,400), education and health services (6,000) and leisure and hospitality (2,700). Construction continues to shed jobs and report the biggest over-the-year decrease in this time series, down 22,800 jobs, or 11.1 percent from October 2008.

Mr. Thompson stated that some of our Board Members terms will be expiring at the end of the month and that he was sorry to see that Ron Bourbeau has retired and will no longer serve on the Board. Mr. Bourbeau has been instrumental and very active on many levels and will be missed.

ADJOURN

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

Audit/Monitoring Committee

February 2010 Monitoring Update

Recent Activity

Visits. Since the last report, the regional quality assurance team visited the East End, Huntsville, and Liberty offices. They also have done a walk-thru review of our self-service offices, Willowbrook, Northeast, Katy Mills and Galveston.

- Staff continues to see large numbers of people looking for work.
- We continue to emphasize to the career office contractors that staff must provide good professional advice about jobs, work and training to help our customers get a job, keep a job or get a better job.
- We have seen definite improvement in our applications and the quality of our referrals to open jobs over the year.

Other Activities

- We received another visit from auditors checking on Recovery Act money. These auditors, commissioned by the U.S. Department of Labor to look at training, spent several days looking at a career office and two of our Training for Jobs contractors. They didn't indicate there were any problems.

Career Office Committee

Update on Recognizing Exceptional Work

Background

The committee, and the full Board, approved a motion to recognize the exceptional work by Workforce Solutions in each of three categories:

1. Initiative that results in good customer service – by an individual or a group
2. Innovation to solve problems common to our customers
3. Teamwork – cooperation among more than one contractor and at least two of the three system parts (Career offices, employer service, financial aid payment)

We developed a short on-line nomination form that any staff person may submit to a rotating committee of 7 peers. The committee determines quarterly winners and from those selects a winner to receive the highest recognition in each category.

Nominations

We sent information to the staff explaining the new recognition program and posted the nomination form on the Workforce Solutions web site – staff resources section. We expect to present the first recognize awards at the end of the first quarter of this year.

Awards

Gilbreath Communications designed plaques and special nametags for the quarterly winners and a crystal “Honeycomb” award for the winners of the highest recognition.

Career Office Committee

Using Customer Satisfaction Survey Data

Background

You heard from Susan Saurage, Saurage Research, at the last committee meeting. Susan provided a power point and answered some questions about the email customer satisfaction survey we send to our career office customers.

The results tell us what our customers think is most important and how satisfied they are with our service. We get results by career office, contractor and for the system.

You began a conversation with two of our career office contractor executives about how they use the survey information. You asked us to invite someone from each of the three career office contractors to continue that conversation with the committee before the February Board meeting. The following lists some of the ways Board staff and the career office operators use the survey information.

How We Use the Information

Board Staff

- The Regional Quality Assurance team uses the customers' importance ratings to direct them as they observe office operations, question customers in the office and write the QA review reports. The team listens closely to hear if staff gives customers good advice and if they listen to what the customer requests to respond to the request - the two areas rated most important by our customers are knowledgeable staff and receipt of requested help.
- Board staff forms impressions/opinions about the quality of particular office operations from the Regional QA reviews, our visits to the offices, and patterns of complaints and the office management response to each of the above. The customer survey response helps us by confirming or contradicting our own observations.

Career Office Contractors

We asked two of our contractors to tell you some ways they use the survey information. The items list their response.

- Review the status of customer service in our offices as compared to other offices and the system as a whole.
- Identify areas that require attention for improvement.
- As a teaching tool to focus staff attention on the importance of exceptional customer service
- Identify areas of potential weakness in our delivery system that result in adverse service to our customers.
- Is the office moving forward, as compared to previous results?

- As a factor for consideration in the administration of merit raises and promotions – Manager bonus depends partly on the office outcome on the survey.
- The Greeter and Resource Room Specialists performance measures include the expectation that the office score at least 3.52 on the survey.
- After each survey Arbor implements a process to look at
 - What's good?
 - What needs improvement?
 - What changed from last year?
 - How well are we representing the region?

They work together to identify and introduce best practices from high scoring offices to all Arbor offices.

The operators said the following would make the survey more helpful

- On-going, real-time data
- A web page for management and staff to review and drill down into the data
- Ability to know the specific service expectations of customers, i.e. why did you come into the office and what did you expect as an outcome of your visit, did you get what you came for.

System Visibility

Talking About the Board

Background

Chair Frank Thompson appointed the System Visibility Committee in October 2009 to discuss how the Board can go about delivering information about its vision, its system, and the results it is achieving. This committee, with Evelyn Timmins as chair, has been developing a plan and materials for use by members.

A Basic Plan

To provide good information that reaches decision makers, we can

- Charge all Board members with contacting the elected officials who appointed them
- Plan for Board members to speak with their state and federal representatives
- Arrange for selected members to speak with other decision makers at the local, state or federal levels

The Committee will deliver a package to the membership at its April meeting. The package will include a 3 page summary highlighting work of the Board and services to the region. A one page summary will be developed for each county.

Budget Committee

Proposed 2010 Workforce Board Budget

Background

Each year the Board approves a budget showing how it uses the revenues it receives to achieve the results set out in the Board's strategic plan.

The Budget Committee met on Thursday, January 7, 2010, with Committee Chair Yvonne Estrada, Committee Vice Chair Tom Stinson; members Mark Guthrie, Gerald Andrews, Michael Nguyen; and Board Chair Frank Thompson present. Committee members asked questions about proposed budget materials and possible future direction for Board revenues. On a motion from Mr. Guthrie and a second from Mr. Andrews, the committee approved the following proposal for presentation to the Board at its February 2, 2010 meeting.

Current Situation

The proposed 2010 budget at \$221 million is 5% less than the amended 2009 budget. We continue to lose Workforce Investment Act core revenue, as we have over the past several years. Recovery Act dollars and anticipated additional revenue for a 2010 summer jobs project bolster the proposed budget somewhat. Other core revenue remains roughly stable.

- We will keep looking for more efficient ways to deliver service for individuals who want to get a job, keep a job or get a better job. We don't see our core revenues going up in the near term.
- Although there are a considerable number of individuals who remain out of work in the region, the traffic in our local offices has moderated.
- Discussion continues in Washington about overhauling the Workforce Investment Act. This will have an effect on our revenues, but it is still too early to tell what the likely changes may be.

On the expenditure side of the budget, we again this year are proposing decreases across the system reflecting the decreases in our revenue.

- Employer Service operations again reflect a drop in the resources available to us for current worker training projects and the overall reduction in core revenue.
- As we noted in October 2009 when the Board renewed its Workforce Solutions operations contracts, the career office budgets also reflect the fact that we have less core revenue available for on-going operations.

- We eliminated the research and demonstration projects, although we have funded special Recovery Act efforts that include the Training for Jobs and Early Education Quality projects.
- We are proposing an operations budget for the Board staff of \$4.1 million, a decrease of 16.5% from the amended 2009 budget. The proposed Board operations budget represents 1.9% of our total budget.
 - We're proposing 26 full-time equivalent staff. Budgeted personnel costs reflect H-GAC's merit pool salary increase policy. As you may recall, H-GAC sets aside a pool of funds for merit raises in most years. Managers recommend raises based on an evaluation of employees' performance.
 - As we did last year, we decreased amounts set aside for consultants.

Action

Approve a 2010 Board budget in amount of \$221,157,512.

**GULF COAST WORKFORCE BOARD
 PROPOSED 2010 BUDGET
 SOURCE AND USE**

Source		Use	
General Revenue	166,717,369	Board Operations	4,102,741
Special State Revenue	3,749,356	Employer Service	5,157,727
Special Federal Revenue	50,690,787	Resident Service	211,897,043
Other	-	<i>Financial Aid</i>	<i>142,651,278</i>
		<i>Office Operations</i>	<i>50,132,546</i>
		<i>Recovery Projects</i>	<i>19,113,219</i>
Total	\$221,157,512	Total	\$221,157,512

**GULF COAST WORKFORCE BOARD
 PROPOSED 2010 BUDGET
 REVENUE SUMMARY**

	2009	2010	% Change
General Revenue	173,151,668	166,717,369	-3.7%
Employment Service	8,042,043		
Veterans Employment & Training	353,100		
Re-Integration of Offenders	1,253,724		
Trade Act	200,000		
Workforce Investment	30,665,724		
Food Stamp Employment & Training	1,933,921		
Temporary Assistance to Needy Families	16,846,459		
Child Care & Development Block Grant	107,422,398		
Special State Revenue	5,358,397	3,749,356	-30.0%
Hurricane Related	3,000,000		
Disability Navigator Pilot	56,000		
Non-Custodial Parents Pilot	543,356		
Awards	150,000		
Special Federal Revenue	54,190,787	50,690,787	-6.5%
Recovery Act	46,190,787		
2010 Summer Jobs	4,500,000		
Other	-	-	
Totals	232,700,852	221,157,512	-5.0%

**GULF COAST WORKFORCE BOARD
PROPOSED 2010 BUDGET AMENDMENT
BUDGET SUMMARY**

	2009	2010	% of Total 2010 Budget	Dollar Variance from 2009	% Variance from 2009
Board Operations					
Personnel ¹	2,602,863	2,163,480	1.0%	-(439,383)	-16.9%
Indirect	288,543	254,620	0.1%	-(33,923)	-11.8%
Consultants & Contract ²	1,064,000	835,000	0.4%	-(229,000)	-21.5%
Travel	72,650	55,850	0.0%	-(16,800)	-23.1%
Rent	160,198	129,519	0.1%	-(30,679)	-19.2%
Capital Equipment	-	-	NA	NA	NA
Other	725,282	664,273	0.3%	-(61,009)	-8.4%
Subtotal, Board Operations	4,913,536	4,102,741	1.9%	-(810,795)	-16.5%
System Operations					
Employer Service	6,210,000	5,157,727	2.3%	-(1,052,273)	-16.9%
Resident Service					
Financial Aid ³	148,052,296	142,651,278	64.5%	-(5,401,018)	-3.6%
Office Operations	54,575,459	50,132,546	22.7%	-(4,442,913)	-8.1%
Recovery Act Projects ⁴	17,899,561	19,113,219	8.6%	1,213,658	6.8%
Research & Demonstration	1,050,000	-	0.0%	-(1,050,000)	-100.0%
Subtotal, System Operations	227,787,316	217,054,770	98.1%	-(10,732,546)	-4.7%
Total	232,700,852	221,157,512	100.0%	-(11,543,340)	-5.0%

NOTES

¹ Total 26 staff equivalents. The staff has not substantially changed from last year.

² Reduction of about \$200,000 in planning assistance and public information/communications contracts

³ Includes Recovery Act dollars for direct financial assistance to individuals

⁴ Includes estimated \$4.5 million for a 2010 summer jobs project and \$3 million remaining hurricane recovery dollars

GULF COAST WORKFORCE BOARD
PROPOSED 2010 BUDGET
BUDGET DETAIL

	Board Operations	
	2009	2010
Consultants & Contract	1,064,000	835,000
Legal Services	15,000	15,000
Audit	24,000	20,000
Financial Monitoring	225,000	200,000
Public Information & Outreach	725,000	600,000
Planning Assistance	75,000	-
Contract labor services	-	-
Other	725,282	664,273
Supplies	25,000	18,000
Meeting Expenses	18,000	18,000
Outside Printing	2,500	2,500
Books & Publications	2,000	2,000
Maintenance & Repair	5,000	5,000
Software	5,000	5,000
Communications	385,000	400,000
Postage & Delivery	15,000	15,000
Subscriptions & Dues	10,500	10,500
Expendable Equipment	35,000	11,350
Legal Notices	17,500	17,500
Network Services	105,047	79,260
Personnel Services	49,224	45,465
Purchasing	20,511	13,863
Print Shop	30,000	20,835

Employer Service

Education & Training Vendor Performance Standards

Background

Workforce Solutions provides customers with financial assistance to purchase employment-related service that our offices do not directly provide. Typically, our customers need and want assistance to go to school and for work support such as transportation and child care expenses. We purchase these services on an individual basis from third-party organizations through a vendor relationship.

We maintain a network of vendors that provide education and training. Many of these vendors seek registration on the Workforce Commission's statewide training list.

Current Situation

Workforce Solutions requires Boards to set a minimum level of performance for training vendors registered on the state's list. 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%
Average Hourly Wage at Placement	80%

After reviewing options at its January 28, 2010 meeting, the Employer Service committee recommends setting required vendor performance levels at the state's levels.

Action

Approve performance standards as described above for its approved training providers.

Gulf Coast Workforce Board
System Performance
October 2009 through December 2009

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 Workforce Solutions measures at each Board 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 35,275 employers this year which is 27% of the 130,648 employers identified for the Gulf Coast area. Through December, we provided services to 12,394 employers.	27%	9.5%	28.8%
<u>Employer Loyalty</u> Our performance indicates our employer customers value our services and return to us for additional services. Of a possible 8,684 employers, 7,633 returned to Workforce Solutions for additional services.	73%	87.9%	74.5%

More and Better Jobs

Measure	Annual Target	Current Performance	Performance Last Year
<u>New jobs created</u> This information is captured quarterly and reflects a two year average. We worked with employers who added 2,307 new jobs annually.	2,000	2,549	2,307
<u>Customers employed by the 1st Qtr after exit</u> With two quarters of data, 152,151 of the 201,119 customers who exited from services were employed in the quarter after exit.	78%	75.7%	78.6%

Higher Real Incomes

Measure	Annual Target	Current Performance	Performance Last Year
<u>Exiters with Earnings Gains of at least 20%</u> Reporting for two quarters, 63,144 of the 198,038 who exited had earnings gains of at least 20%.	40%	31.9%	35.7%

A Better Educated Workforce

Measure	Annual Target	Current Performance	Performance Last Year
<u>Customers pursuing education diploma, degree or certificate who achieve one</u> Through December, 152 of the 2,037 customers pursuing an education diploma, degree or certificate achieved one.	40%	7.5%	43.2%

Production

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

Of these sixteen measures, we did not meet the target for seven measures.

- Claimant Reemployment. The target for this measure is 67%. Our performance through December was 54.1%.
- Claimant Reemployment within 10 Weeks. The target for this measure is 53.7%. Our performance through December was 38.3%.
- Staff-Created Job Openings Filled. The target for this measure is 69%. Our performance through December was 64.5%.
- Staff-Assisted Entered Employment. The target for this measure is 80%. Our performance through December was 75.2%.
- At Risk Employment Retention. The target for this measure is 76%. Our performance through December was 69.9%.
- WIA Youth Attainment of Degree or Certificate. The target for this measure is 53%. Our performance through December was 41.6%.
- Average Choices Single Parent Participation Rate – Texas Mandatories. The target for this measure is 50%. Our performance through December was 46.7%.

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

**GULF COAST WORKFORCE DEVELOPMENT BOARD
FINANCIAL STATUS REPORT
For the Twelve Months Ended December 31, 2009**

	ANNUAL BUDGET	BUDGET YEAR TO DATE	ACTUAL YEAR TO DATE	DOLLAR VARIANCE
WORKFORCE REVENUES				
WORKFORCE REVENUES	232,700,852	232,700,852	197,530,610	35,170,242
WORKFORCE EXPENDITURES				
BOARD ADMINISTRATION	4,913,536	4,913,536	4,969,567	(56,031)
EMPLOYER SERVICES	6,210,000	6,210,000	5,933,198	276,802
RESIDENT SERVICES	220,527,316	220,527,316	185,580,815	34,946,501
OFFICE OPERATIONS	54,575,459	54,575,459	50,647,205	3,928,254
FINANCIAL AID	148,052,296	148,052,296	115,945,394	32,106,902
RECOVERY PROJECTS	17,899,561	17,899,561	18,988,216	(1,088,655)
RESEARCH & DEMONSTRATION	1,050,000	1,050,000	1,047,030	2,970
<i>TOTAL WORKFORCE EXPENDITURES</i>	232,700,852	232,700,852	197,530,610	35,170,242

VARIANCE ANALYSIS

Note: "Budget Year to Date" column reflects straight-line estimate of expenditures for the twelve-month period, assuming equal expenditures every month in order to fully expend the budget in a year.

Summer Jobs

Summary

A Summer Jobs program is also under consideration at the State. Staff are preparing a plan estimating service levels and costs for serving youth this summer at a level comparable to last summer. We expect a decision as to if Texas has such a program to be made in approximately 30 days. We will bring the latest information for discussion at the Board meeting

GULF COAST WORKFORCE BOARD
Employment Trends

FEBRUARY 2010
DECEMBER 2009 DATA

Two Sectors account for over 45 percent of region's job losses. The Gulf Coast Region¹ lost 92,500 jobs from December 2008 to December 2009. Construction and Manufacturing combined for a total loss of 44,600 jobs. The month of December brought both sectors to their highest levels of job loss in this series. Construction was down 25,500 jobs and Manufacturing was down 19,100 jobs from December 2008. Wholesale trade was not far behind with a loss of 17,900 jobs. Currently our peak job loss was in August 2009, where revised numbers show a loss of 101,400 jobs, or 3.9 percent, from August 2008.

Three sectors still show annual growth. The data on the next page, Table 1, shows the levels of employment for the current month, month ago, and year ago for the Gulf Coast Region. December's job count was up for educational & health services (6,700), government (5,200), and leisure & hospitality (1,600).

Unemployment basically unchanged over the month. The Gulf Coast Region's unemployment rate was 8.3% percent in December, up from 8.2% in November but down from September's high of 8.5%. The rate was 5.6% in December 2008. Total unemployed increased over the month by 3,611 to 237,201 in the region. The national unemployment rate climbed from 7.1% in December 2008 to 9.7% in December 2009.

Initial Claims for unemployment benefits decrease over the month December's Initial Claims for unemployment benefits numbered 22,283, an increase of 716 (3.3%) from December 2008. This was the lowest number of Initial Claims filed since December 2008 (21,567), but still the highest activity for the month of December in this time series. Initial Claims were down 425 from November 2009. Continued Claims were up 16,036 (14%) from December 2008, to 132,709 in December 2009.

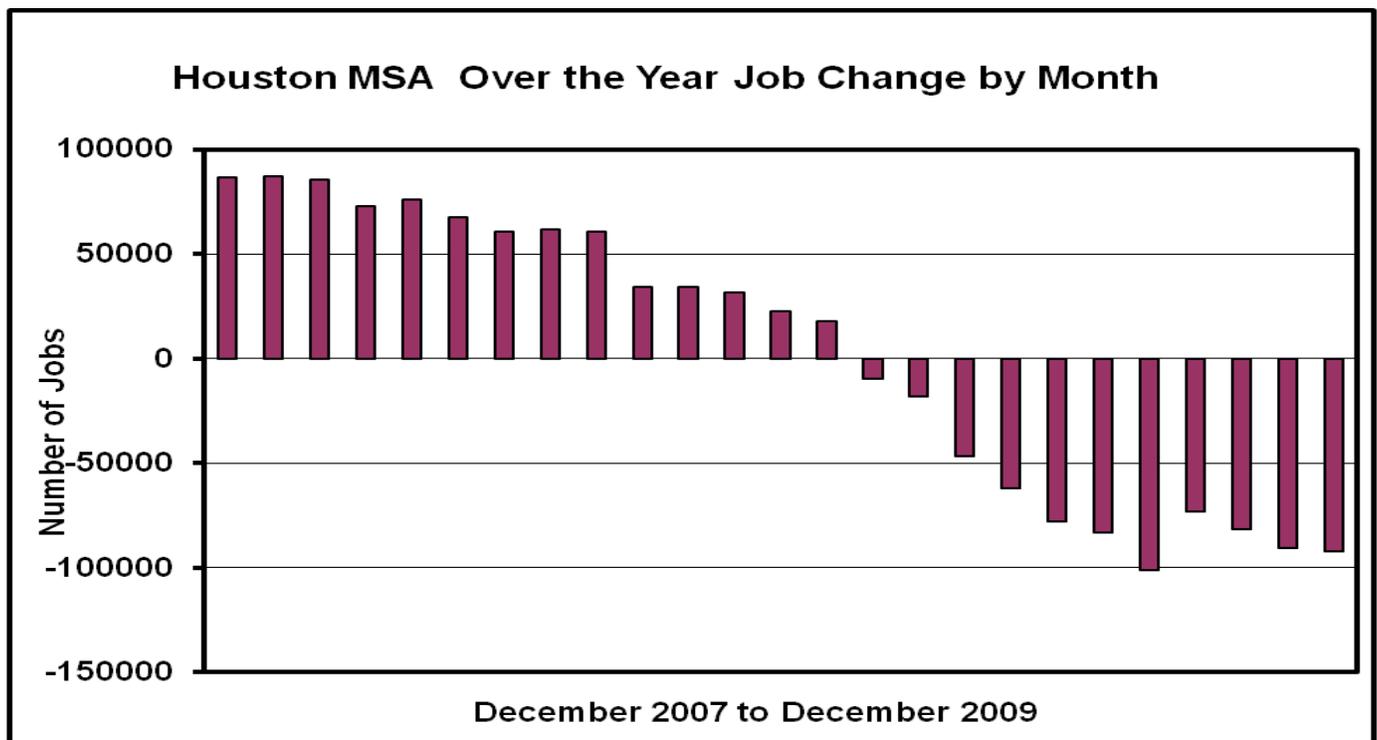
From December 2008 to December 2009, total insured unemployed for the Gulf Coast Region increased by 23,660, or 69%. All major industry groups were up over the year. Services, up 4,987, increased the most over the year. The number of insured unemployed has increased over the month by 730. Over the year, the number of people who are listed in the category "15 & over Weeks of Current Duration" was up 15,699 (117%), most of which can be found in the occupational class of Professional/Technical/Managerial. The magnitude of Initial Claims being filed seems to be tapering off but people are staying unemployed longer.

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

Table 1

Industry	Dec-09	Nov-09	Dec-08	NET CHANGE FROM		% Chg.
				Nov-09	Dec-08	Dec-08
				TO	TO	TO
	Dec-09	Nov-09	Dec-08	Dec-09	Dec-09	Dec-09
Total Nonfarm	2,535,600	2,532,900	2,628,100	2,700	-92,500	-3.5%
MINING & LOGGING	91,500	91,200	93,700	300	-2,200	-2.3%
CONSTRUCTION	178,400	178,900	203,900	-500	-25,500	-12.5%
MANUFACTURING	225,000	224,900	244,100	100	-19,100	-7.8%
DURABLE GOODS	143,400	143,100	160,200	300	-16,800	-10.5%
NONDURABLE GOODS	81,600	81,800	83,900	-200	-2,300	-2.7%
TRADE, TRANSP., & UTILITIES	510,400	506,300	545,100	4,100	-34,700	-6.4%
WHOLESALE TRADE	122,600	123,700	140,500	-1,100	-17,900	-12.7%
RETAIL TRADE	270,700	266,500	277,400	4,200	-6,700	-2.4%
TRANSP, WAREHOUSING, & UTIL	117,100	116,100	127,200	1,000	-10,100	-7.9%
INFORMATION	34,300	34,300	36,100	0	-1,800	-5.0%
FINANCIAL ACTIVITIES	141,700	141,500	143,900	200	-2,200	-1.5%
PROFESSIONAL & BUSINESS SERV.	366,800	366,300	384,700	500	-17,900	-4.7%
EDUCATION & HEALTH SERV.	296,600	296,200	289,900	400	6,700	2.3%
LEISURE & HOSPITALITY	230,600	230,000	229,000	600	1,600	0.7%
OTHER SERV.	87,600	87,500	90,200	100	-2,600	-2.9%
TOTAL GOVERNMENT	372,700	375,800	367,500	-3,100	5,200	1.4%
FEDERAL	28,600	29,100	29,400	-500	-800	-2.7%
STATE	75,100	76,300	71,100	-1,200	4,000	5.6%
LOCAL	269,000	270,400	267,000	-1,400	2,000	0.7%

Chart





Labor Market Information
 DECEMBER 2009 Employment Data

HOUSTON-SUGAR LAND-BAYTOWN METROPOLITAN STATISTICAL AREA (H-S-B MSA)

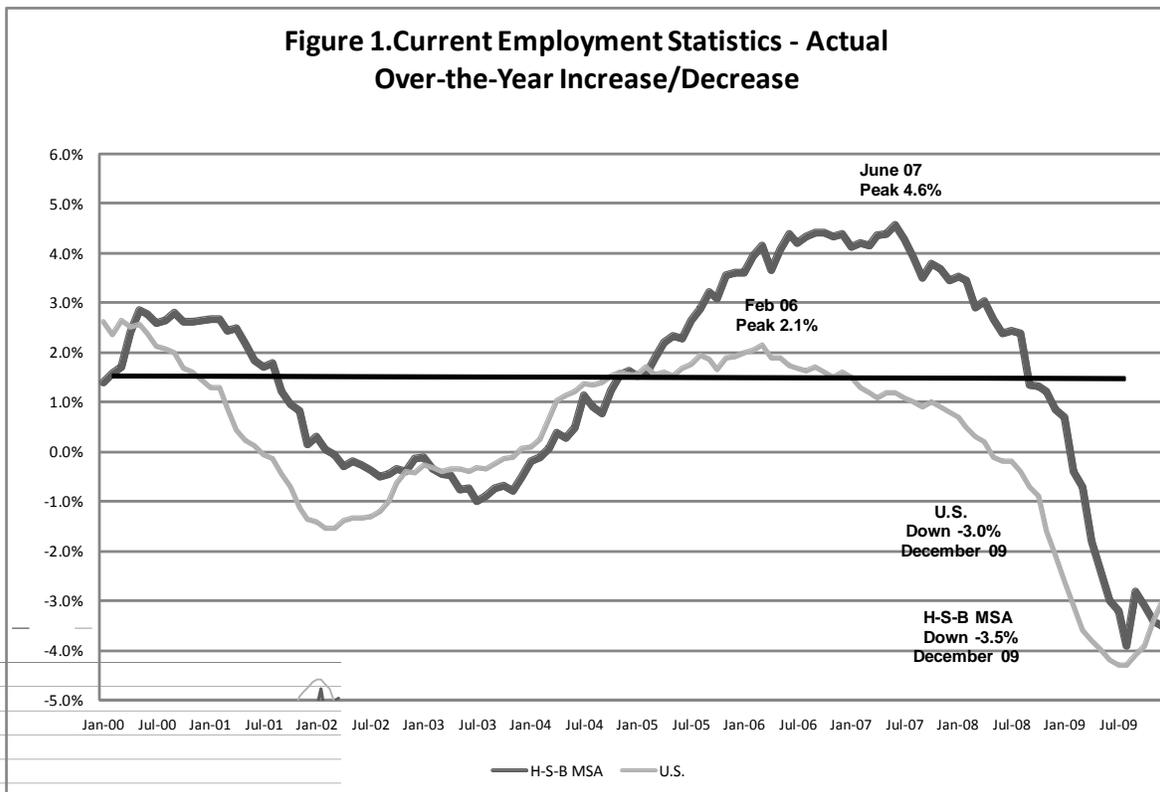
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THE UNEMPLOYMENT RATE IN THE H-S-B MSA INCREASED BY ONE-TENTH OF A PERCENTAGE POINT IN DECEMBER TO 8.3 PERCENT. The rate of unemployment also increased at the state level, to 8.0 percent, and at the national level, to 9.7 percent. Although the number of locally unemployed increased in December, the number of new claims for unemployment benefits was the smallest it had been for all of 2009.

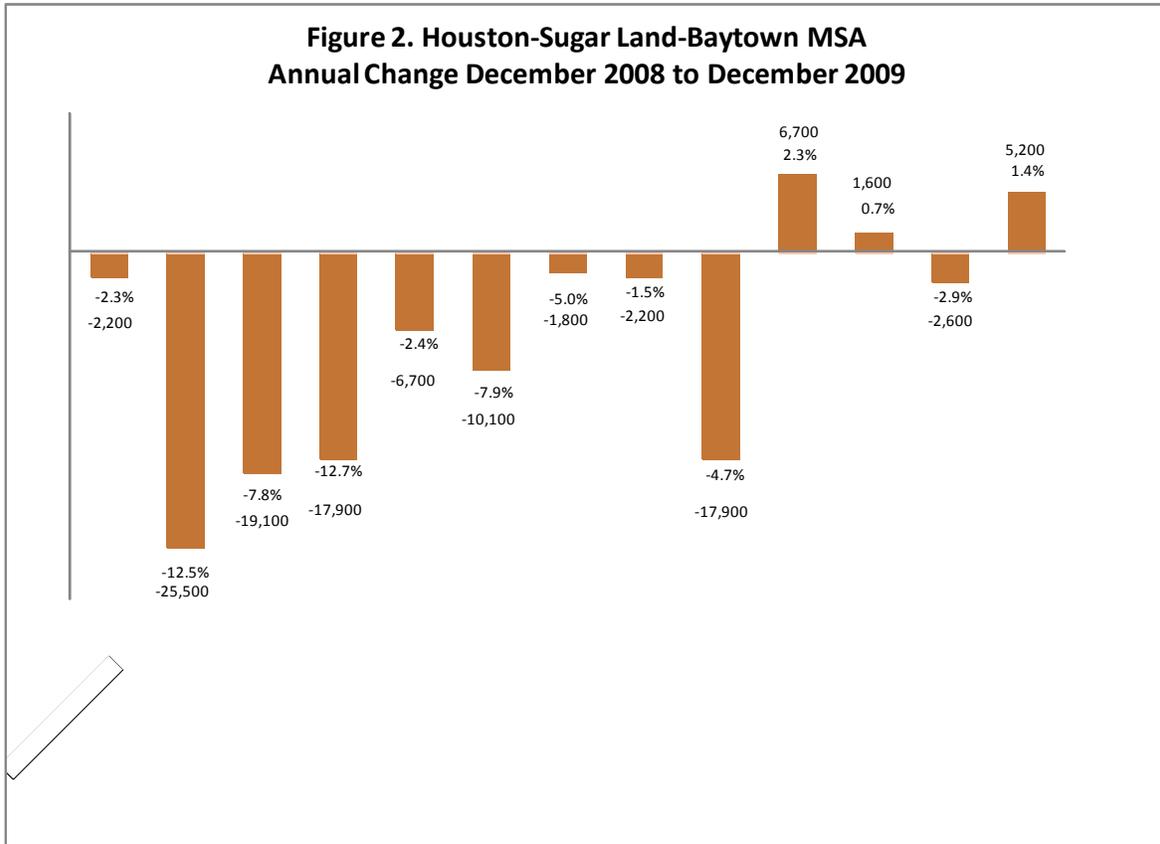
THE H-S-B MSA ADDED JOBS FOR THE FOURTH CONSECUTIVE MONTH IN DECEMBER, UP 2,700 JOBS OR ONE TENTH OF A PERCENTAGE POINT.

Employment had been on a steady decline up until August but has since returned to positive job growth giving employers a reason to be more optimistic. Even with recent job gains, however, the MSA was down 92,500 jobs or -3.5 percent over the year trailing job growth at the national level which stands at -3.0 percent, see figure 1. Education & Health Services and Leisure & Hospitality are the only two private sectors reporting positive over-the-year job growth in December, see figure 2. The labor market will likely remain weak for some time despite recent signs of stabilization in the economy and as with most recessions in the past recovery in the H-S-B MSA will probably have to follow recovery at the national level. Our next report will not be available until the Texas Workforce Commission releases their revised estimates in March and will provide a clearer picture of employment in the H-S-B MSA.

**Figure 1. Current Employment Statistics - Actual
 Over-the-Year Increase/Decrease**



Mining and Logging managed an increase for the third consecutive month, up 300 jobs in December. The super sector was down 2,200 jobs or -2.3 percent over the year, the largest over-the-year decline since December 2002. Job growth has fallen sharply from 8.1 percent in January turning negative in June. Support Activities for Mining was down 4,400 jobs or -9.9 percent over the year while Oil and Gas Extraction managed to add 2,300 jobs, up 4.8 percent. Rig counts continue to increase according to Baker Hughes with Texas, Louisiana, and New Mexico all experiencing gains. The share of drilling related to oil has risen to 35 percent of U.S. activity when historically it remained around 20 percent. Gas drilling has continued downsizing due to weak industrial demand and high production levels.



Construction showed signs of stabilizing in December recording its smallest loss of jobs since February, down 500 jobs over the month. The super sector has suffered the largest loss of jobs of all super sectors, down 25,500 jobs or -12.5 percent from December 2008. Specialty Trade Contractors have been hardest hit, down 17,800 jobs or -16.8 percent over the year, followed by Construction of Buildings, down 6,100 jobs or -11.9 percent over the year. Long-term outlook for construction points towards continued weak activity well into 2010.

December was the first month since June that **Manufacturing** did not experience an over-the-month loss reporting a slight increase of 100 jobs. Over-the-year losses have recently been at their highest level since the 1980's, currently down 19,100 jobs or -7.8 percent from December 2008. Largest losses in Manufacturing are tied to demand for equipment related to the oil and gas industry with Fabricated Metal Product Manufacturing down 6,600 jobs or -12.0 percent. Computer and Electronic Product Manufactures have also been hit hard, down 1,700 jobs or -8.8 percent, with businesses and consumers remaining cautious about spending. Nondurable Goods Manufacturing has suffered a much more modest decline of -2.7 percent,

down 2,300 jobs. Demand for petrochemicals and plastics remain weak and new plants coming online in the Middle East are a growing concern for the industry.

Trade Transportation & Utilities had a seasonal gain of 4,100 jobs in December as retail establishments continued to add staff for the holiday season. The super sector was down 34,700 jobs, -6.4 percent, over the year. Wholesale Trade continues to be hardest hit reporting a loss of 1,100 jobs in December and down 17,900 jobs or -12.7 percent over the year with employment at levels not seen since 2005. Retail Trade has suffered more moderate losses, down 6,700 jobs or -2.4 percent over the year. Transportation, Warehousing, and Utilities ended a three month decline with an increase of 1,000 jobs in December. The increase helped reduce the over-the-year decline from -9.8 percent in November to -7.9 percent, down 10,100 jobs. Losses in Transportation, Warehousing, and Utilities have been driven by continued weak global demand with double-digit year-to-date declines in the amount of freight moving through the Port of Houston and the Houston Airport System.

Information has steadily lost jobs throughout most of 2009 with the sector down -5.0 percent or 1,800 jobs over the year.

Financial Activities added 200 jobs in December and was down 2,200 jobs or -1.5 percent over the year. Nearly all of the loss is found in Finance and Insurance, down 2,000 jobs or -2.2 percent, while Real Estate and Rental and Leasing has only lost 200 jobs, down -0.4 percent. Weak conditions are expected to continue in Financial Services until late 2010 or early 2011.

Professional and Business Services added 500 jobs in December boosted by gains in Accounting, Tax Preparation, Bookkeeping, and Payroll Services as they increase staffing for the tax season. The super sector was down 17,900 jobs or -4.7 percent over the year. Architectural, Engineering, and Related Services has suffered the largest decline, down 5,600 jobs or -8.3 percent, where many businesses are tied to construction. Declines in Employment Services have increased to -6.6 percent, down 4,400 jobs over the year, despite recent reports of increased demand from some staffing companies.

Education and Health Services is one of two super sectors in private industry reporting an over-the-year increase and has experienced the fastest pace of job increases of all super sectors, up 6,700 jobs or 2.3 percent from December 2008, see Figure 2. Most of the job growth is found in Health Care and Social Assistance, up 6,500 jobs or 2.6 percent over the year. Educational Services was also reporting a slight gain of 200 jobs, up 0.5 percent. An aging population and a population growth rate that more than doubles that of the nation is responsible for growth in the super sector.

Leisure and Hospitality is the only other super sector to report an over-the-year increase adding 600 jobs in December and up 1,600 jobs or 0.7 percent over the year. The gain was shared by Arts, Entertainment, and Recreation, up 800 jobs or 3.2 percent, and Food Services and Drinking Places, up 800 jobs or 0.4 percent.

Other Services managed a slight increase of 100 jobs in December and was down 2,600 jobs or -2.9 percent over the year. Other Services includes, as a partial list, industries such as various repair services, personal care services, dry cleaning and laundry services, and religious and social advocacy organizations.

Government experienced a loss of 3,100 jobs in December due to declines in the area of educational services. Over-the-year growth in Government remains positive, up 5,200 jobs or 1.4 percent, where the increase is found in state and local government educational services.

NONAGRICULTURAL EMPLOYMENT

Houston-Sugar Land-Baytown MSA	DEC 09	Month Change		Year Change	
		Net	Percent	Net	Percent
Total Nonfarm	2,535,600	2,700	0.1%	-92,500	-3.5%
Total Private	2,162,900	5,800	0.3%	-97,700	-4.3%
Goods Producing	494,900	-100	0.0%	-46,800	-8.6%
..Mining and Logging	91,500	300	0.3%	-2,200	-2.3%
...Oil and Gas Extraction	50,500	200	0.4%	2,300	4.8%
...Support Activities for Mining	39,900	100	0.3%	-4,400	-9.9%
..Construction	178,400	-500	-0.3%	-25,500	-12.5%
..Construction of Buildings	45,200	-300	-0.7%	-6,100	-11.9%
..Heavy and Civil Engineering Construction	45,200	-400	-0.9%	-1,600	-3.4%
..Specialty Trade Contractors	88,000	200	0.2%	-17,800	-16.8%
..Manufacturing	225,000	100	0.0%	-19,100	-7.8%
..Durable Goods	143,400	300	0.2%	-16,800	-10.5%
...Fabricated Metal Product Manufacturing	48,200	-100	-0.2%	-6,600	-12.0%
...Machinery Manufacturing	43,900	100	0.2%	-200	-0.5%
....Agriculture, Construction, and Mining Machinery Manufacturing	31,800	100	0.3%	1,400	4.6%
...Computer and Electronic Product Manufacturing	17,600	0	0.0%	-1,700	-8.8%
....Computer and Peripheral Equipment Manufacturing	7,700	0	0.0%	100	1.3%
..Non-Durable Goods	81,600	-200	-0.2%	-2,300	-2.7%
...Petroleum and Coal Products Manufacturing	14,200	100	0.7%	200	1.4%
...Chemical Manufacturing	37,800	0	0.0%	-200	-0.5%
Service Providing	2,040,700	2,800	0.1%	-45,700	-2.2%
..Private Service Providing	1,668,000	5,900	0.4%	-50,900	-3.0%
..Trade, Transportation, and Utilities	510,400	4,100	0.8%	-34,700	-6.4%
...Wholesale Trade	122,600	-1,100	-0.9%	-17,900	-12.7%
....Merchant Wholesalers, Durable Goods	74,900	-100	-0.1%	-12,000	-13.8%
.....Professional and Commercial Equipment and Supplies Merchant W	10,200	0	0.0%	-1,000	-8.9%
....Merchant Wholesalers, Nondurable Goods	41,100	0	0.0%	400	1.0%
...Retail Trade	270,700	4,200	1.6%	-6,700	-2.4%
...Motor Vehicle and Parts Dealers	34,000	0	0.0%	-400	-1.2%
....Building Material and Garden Equipment and Supplies Dealers	18,700	0	0.0%	-700	-3.6%
....Food and Beverage Stores	54,600	200	0.4%	900	1.7%
....Health and Personal Care Stores	16,900	0	0.0%	0	0.0%
....Clothing and Clothing Accessories Stores	30,000	1,000	3.4%	-1,500	-4.8%
....General Merchandise Stores	63,200	1,200	1.9%	-1,200	-1.9%
.....Department Stores	27,000	1,400	5.5%	500	1.9%
.....Other General Merchandise Stores	36,200	-200	-0.5%	-1,700	-4.5%
...Transportation, Warehousing, and Utilities	117,100	1,000	0.9%	-10,100	-7.9%
...Utilities	15,700	-100	-0.6%	-400	-2.5%
....Air Transportation	25,400	-100	-0.4%	-400	-1.6%
....Truck Transportation	20,400	0	0.0%	-400	-1.9%
....Pipeline Transportation	8,700	0	0.0%	0	0.0%
..Information	34,300	0	0.0%	-1,800	-5.0%
...Telecommunications	18,000	0	0.0%	-600	-3.2%
..Financial Activities	141,700	200	0.1%	-2,200	-1.5%
...Finance and Insurance	88,800	200	0.2%	-2,000	-2.2%
....Credit Intermediation and Related Activities	41,700	0	0.0%	-900	-2.1%
.....Depository Credit Intermediation	29,100	0	0.0%	-300	-1.0%
.....Securities, Commodity Contracts, and Other Financial Investments &	13,400	100	0.8%	100	0.8%
....Insurance Carriers and Related Activities	30,500	-100	-0.3%	-500	-1.6%
.....Insurance Carriers	14,600	-100	-0.7%	-600	-3.9%
...Real Estate and Rental and Leasing	52,900	0	0.0%	-200	-0.4%
....Rental and Leasing Services	16,100	0	0.0%	-200	-1.2%

NONAGRICULTURAL EMPLOYMENT

Houston-Sugar Land-Baytown MSA	DEC 09	Month Change		Year Change	
		Net	Percent	Net	Percent
..Professional and Business Services	366,800	500	0.1%	-17,900	-4.7%
...Professional, Scientific, and Technical Services	180,200	1,200	0.7%	-6,200	-3.3%
....Legal Services	23,800	100	0.4%	100	0.4%
....Accounting, Tax Preparation, Bookkeeping, and Payroll Services	17,700	900	5.4%	-800	-4.3%
....Architectural, Engineering, and Related Services	61,600	100	0.2%	-5,600	-8.3%
....Computer Systems Design and Related Services	26,000	0	0.0%	800	3.2%
..Administrative and Support and Waste Management and Remediation Services	173,800	-1,400	-0.8%	-6,400	-3.6%
....Administrative and Support Services	165,500	-1,400	-0.8%	-5,200	-3.0%
....Employment Services	62,000	-1,100	-1.7%	-4,400	-6.6%
....Services to Buildings and Dwellings	40,300	-500	-1.2%	400	1.0%
..Educational and Health Services	296,600	400	0.1%	6,700	2.3%
...Educational Services	41,500	-300	-0.7%	200	0.5%
...Health Care and Social Assistance	255,100	700	0.3%	6,500	2.6%
....Ambulatory Health Care Services	118,100	400	0.3%	5,300	4.7%
....Offices of Physicians	43,100	200	0.5%	2,000	4.9%
....Hospitals	70,600	200	0.3%	100	0.1%
..Leisure and Hospitality	230,600	600	0.3%	1,600	0.7%
...Arts, Entertainment, and Recreation	25,700	-300	-1.2%	800	3.2%
...Accommodation and Food Services	204,900	900	0.4%	800	0.4%
....Accommodation	20,800	-200	-1.0%	0	0.0%
....Food Services and Drinking Places	184,100	1,100	0.6%	800	0.4%
..Other Services	87,600	100	0.1%	-2,600	-2.9%
Government	372,700	-3,100	-0.8%	5,200	1.4%
.Federal Government	28,600	-500	-1.7%	-800	-2.7%
.State Government	75,100	-1,200	-1.6%	4,000	5.6%
..State Government Educational Services	42,400	-700	-1.6%	4,000	10.4%
.Local Government	269,000	-1,400	-0.5%	2,000	0.7%
..Local Government Educational Services	185,800	-1,100	-0.6%	2,000	1.1%

UNEMPLOYMENT RATE

	DEC 09	NOV 09	DEC 08
H-S-B MSA	8.3	8.2	5.6
Texas (Actual)	8.0	7.9	5.7
United States (Actual)	9.7	9.4	7.1

Houston-Sugar Land-Baytown MSA: Includes Austin, Brazoria, Chambers, Ft. Bend, Galveston, Harris, Liberty, Montgomery, and San Jacinto & Waller Counties. Houston-Baytown-Sugar Land MSA CES data series are benchmarked to March 2008 levels. Data from April 2008 forward are estimates and are subject to future revisions based on employer reports. Estimated by the Texas Workforce Commission in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics. All Data Subject To Revision.

Sources: U.S. Department of Labor, BLS, Texas Workforce Commission, Baker Hughes Incorporated, Kiley Advisors, Metrostudy, and The Federal Reserve Bank of Dallas (which covers Texas, northern Louisiana and southern New Mexico).