



Gulf Coast Workforce Board
3555 Timmons Lane, Suite 120, Houston, Texas 77027
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MAIN: 713.627.3200 **FAX:** 713.993.4578
www.wrksolutions.com

To: Gulf Coast Workforce Board members

From: Mike Temple
Brenda Williams
Michelle Castrow
Deborah Duke

Date: January 30, 2019

Subject: Meeting Materials for Tuesday, February 5, 2019

Please join us on **Tuesday, February 5, 2019 at 10:00 a.m. in H-GAC's second floor conference rooms A/B/C**, 3555 Timmons Lane, Houston, Texas, for the next meeting of the Gulf Coast Workforce Board.

We have a full agenda for our February meeting.

First up, Chair Guthrie will make his remarks, and then we'll hear from the Audit Monitoring, Government Relations, and Report Card committees on the work they have been doing.

Board members on the Budget, Employer Service, and Strategic Planning committees have been busy preparing items for your consideration and action in February.

- Committee Chair Willie Alexander will present two items for the Board's consideration: a true-up for the 2018 Board budget and a proposed 2019 Board budget.
- Committee Chair Gerald Andrews will likewise present two items for consideration. First is an update to the key industries and high-skill high-growth jobs lists that support the Board's strategic plan and investments. As you may recall, we update these lists when we see new employment projections for the region every two years.

Chair Andrews will also discuss the second item for consideration: an update to our compliance operational plan for submission to the state. Most of the update is actually the key industries and high-skill high-growth lists. Should members approve the update, we will then publish the updated plan for public comment before submitting it in March. We'll review any comments we may receive with the Board.



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- Committee Chair Carl Bowles will present a revised Board Strategic Plan for members' consideration. Chair Bowles and members' heroic work – beginning last September – has produced a 2019-2023 strategic plan that we believe will help power us through the next five years. The 2019-2023 plan includes targets for the Board's measures for each of those five years.

We have new formats for our usual performance/production and financial reports – and we'll present those for your information.

We'll then have our regular and usual report on employment numbers and a special report on jobs in the somewhat oddly named Administrative and Support and Waste Management and Remediation Services industry.

We look forward to seeing you on February 5. If you have any questions, or we can be of help, please let us know!



GULF COAST WORKFORCE BOARD

TENTATIVE AGENDA

10:00 A.M. TUESDAY, FEBRUARY 5, 2019

H-GAC Conference Rooms A/B/C

3555 Timmons Lane, Second Floor, Houston, TX 77027

1. Call to Order
2. Adopt Agenda
3. Hear Public Comment
4. Review December 2018 meeting minutes
5. Declare Conflicts of Interest
6. Consider Reports
 - a. Chair's Remarks.
 - b. Audit/Monitoring. Report on the committee's January 2019 meeting
 - c. Government Relations. Report from committee chair on federal and state legislative actions.
 - d. Report Card. Update from committee chair on the latest version of the Board's Workforce Report Card.
7. Take Action
 - a. Budget. Consider recommendations to amend 2018 Board budget and to adopt 2019 Board budget.
 - b. Employer Service/Career Office. Consider recommendations to adopt key regional industries and high-skill high-growth jobs lists and to approve amendments to the state compliance plan for operations.

- c. Strategic Planning. Consider recommendation to adopt revisions to the Board's strategic plan through 2023.

8. Receive Information

- a. Performance and Production. Report on the system's performance and production.
- b. Expenditures. Report on the Board's budget and expenditures.

- ## 9. Look at the Economy
- Report on current employment data and economic trends.

10. Take Up Other Business.

11. Adjourn

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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 1-800-735-2988 (Voice) or 711.
Equal opportunity is the law.

Gulf Coast Workforce Board-Workforce Solutions
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www.wrksolutions.com

**MINUTES OF
THE GULF COAST WORKFORCE BOARD
TUESDAY, DECEMBER 4, 2018**

MEMBERS PRESENT

Ray Aguilar	Mark Guthrie	Edward Melton
Willie Alexander	Bobbie Allen Henderson	Jerry Nevlud
Karlos Allen	Alan Heskamp	Danielle Scheiner
Gerald Andrews	Guy Robert Jackson	Allene Schmitt
Peter Beard	Sarah Janes	Valerie Segovia
Carl Bowles	John Josserand	Richard Shaw
Mary Helen Cavazos	Doug Karr	Connie Smith
Renea Dillon	Paulette King	Gil Staley
Joe Garcia	Jeffrey LaBroski	Evelyn Timmins
Cheryl Guido	Steve Mechler	Shunta Williams

H-GAC STAFF MEMBERS PRESENT

Mike Temple
Parker Harvey

Mark Guthrie, Chairman, called the meeting to order at approximately 10:00 a.m., on Tuesday, December 4, 2018, 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

Prior to adoption of the agenda, Chair Guthrie asked that the Board observe a moment of silence, reflection and/or prayer in honor of the late president George H. W. Bush and his service to our country. Following the moment of silence, Chair Guthrie asked for adoption of the agenda as presented. A motion was made and seconded to adopt the agenda. The motion carried and the agenda was adopted as presented.

PUBLIC COMMENT

No one signed up for public comment.

MINUTES FROM OCTOBER 2, 2018 MEETING

Chair Guthrie asked for any additions or corrections to the minutes for the October 2, 2018 Board meeting and if none, 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. Chair Guthrie declared a conflict of interest regarding the report from the nominating committee and election of Board officers and will abstain from that vote. No other conflicts of interest were declared. Chair Guthrie reminded the members that they were welcome to declare conflicts with items as they are considered.

CONSIDER REPORTS

a. Chair's Report.

Chair Guthrie remarked that the Agenda for this meeting was shortened to allow sufficient time for an update from Chair Bowles and the Strategic Planning Committee and introduction of the draft updated Board strategic plan.

Chair Guthrie reported that since the last Board Meeting, Chair Guthrie attended the October 2018 NAWB Board of Directors meeting in Washington DC. He remarked that we are fortunate to have our federal funding settled for the coming fiscal year, and that there was much uncertainty leading to the mid-term elections about what will happen with the remainder of the funding of the federal government which has not yet been approved.

Chair Guthrie said that NAWB is working hard to raise the profile of Workforce Boards. To that end, NAWB has been gathering press and media contacts who regularly write about workforce development related topic and going forward local workforce boards across the country will hopefully see more publicity about their efforts.

Chair Guthrie reported that there was a great turnout at the Red, White & You hiring event for veterans at Minute Maid Park in November. There was also some good media coverage at the event.

Together with several Board Members and a number of Board Staff, Chair Guthrie attended the TWC Annual Conference at the end of November here in Houston. The theme at the TWC Conference was "Driving Excellence". The event included several excellent speakers. Chair Guthrie said that Peter Beard and several Board Staff led a number of well-regarded sessions/workshops during the conference.

Chair Guthrie also attended the Commissioners breakfast for Board Chairs at the TWC Annual Conference and met the new Commissioner representing the public. Commissioner Robert D.

Thomas. He reported that Commissioner Thomas is an accomplished, impressive and energetic individual who has led several State agencies and has a passion for Workforce Development. He also has a focus on vocational rehabilitation and child care. Chair Guthrie predicted Commissioner Thomas would represent TWC well.

Chair Guthrie said that he was pleased to report that the Gulf Coast Workforce Board won an award at the TWC Annual Conference for Youth Inspiration and Career Awareness activities. This award came with a check for \$100,000.

Chair Guthrie also announced that the name of the System Visibility Committee has been changed to the Communications Committee because it better represents what that committee does.

Chair Guthrie also reported that Birgit Kamps has resigned from the Board, and that the Education Committee will need a new Chair. Chair Guthrie thanked Ms. Kamps for her service to the Board and wished her the best in the future.

Lastly, Chair Guthrie welcomed new Board Member Edward Melton who is the Library Director of the Harris County Library System representing Literacy. Chair Guthrie asked Mr. Melton to introduce himself and Mr. Melton gave a brief overview of his background. Prior to joining the Harris County Library System, Mr. Melton worked for the San Francisco Public Library and the Houston Public Library. Mr. Melton was welcomed enthusiastically by the Board.

Chair Guthrie concluded his report and no action was taken.

TAKE ACTION

a. Nominating Committee.

Nominating Committee Chair Guy Robert Jackson presented the following report and action item for the Board's consideration:

Chair Jackson reported that the Nominating Committee met to discuss recommendations for the Chair and Vice Chair positions representing the Board. The current officers are: Mark Guthrie, Chair; Gerald Andrews, Vice-Chair; Joe Garcia, Vice-Chair; and Willie Alexander, Vice-Chair. Chair Jackson stated that all of the current officers expressed their willingness to continue to serve. The committee recommends reappointment of the current Board Chair and Vice Chairs and noted that no other Board member expressed an interest in the Chair or Vice Chair positions. Chair Jackson opened the floor for any additional nominations and, hearing none, presented the Nominating Committee's recommendations for a vote.

A motion was made and seconded for nominations to cease and for election of the following Board officers: Mark Guthrie – Chairman, Gerald Andrews – Vice Chairman, Joe Garcia – Vice Chairman and Willie Alexander – Vice Chairman. The motion carried.

Mark Guthrie, Gerald Andrews, Joe Garcia and Willie Alexander declared conflicts and abstained from voting.

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

ONE FOOT IN THE PRESENT – ONE FOOT IN THE FUTURE

Parker Harvey reported that the current local seasonally adjusted unemployment rate is 4.0%. This is the lowest rate since February 2001. Our region saw an over-the-year job growth of 177,800 jobs in October, which follows a record increase of 128,000 jobs in September. Mr. Harvey reminded the Board that this data is likely to be revised in March of next year and March of the following year. Our job growth remains driven by Trade, Transportation and Utilities, Professional and Business Services, and Construction.

The Texas Workforce Commission has released the latest employment projections for 2016 to 2026. Highlights of this data include projected job growth of 17.4%, or 556,000 jobs in our region. This projection indicates growth of approximately 144,000 fewer jobs than the 2014 to 2026 projections indicated. This is a result of lower anticipated growth in the areas of Administrative Support, Waste Management, Construction, Wholesale Trade, Accommodation & Food Services, Healthcare, Retail and Education Services. These areas more than offset raised expectations in the areas of Manufacturing, Mining and Oil & Gas Extraction.

The largest and fastest growing industries in the 2016 to 2026 projections include Restaurants and Educational Support with the largest and fastest growing occupations being Food Prep Workers and Wind Turbine Technicians.

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

STRATEGIC PLAN 2019-2023

Strategic Planning Committee. Report on the committee's work to update the Board's strategic plan.

Strategic Planning Committee Chair Carl Bowles provided the following report:

Background

We build the Board's strategic plan for a four-year period. The next four years begins in 2019 and runs through 2023. To start updating the plan, we embarked on a different process than in recent years – engaging facilitators from our contractor Savage Brands to help us look at our purpose, mission, vision, values, and behaviors in a slightly different way.

What We've Done

At a session in early September to which we invited all Board members, the Strategic Planning Committee worked through several exercises with the facilitators to uncover what we believe is important about who we are and what we do – with a mind to rediscovering why the Board exists.

The Strategic Planning Committee then met twice more in September with its facilitators to further develop the results from our first meeting and continue refining and shaping our purpose, mission, and vision statements.

The committee then met once more in early November to review a draft complete purpose statement that included our values and the behaviors that go with those values.

The committee is presenting the draft strategic plan to you today.

What's Different?

Our draft “purpose statement” does not change who we are, what we do, or what we expect from our system – but it does help us look at ourselves through a different lens.

We start from our why – the underlying, overarching purpose for our existence – rather than what we do.

- Our revised mission statement is also different – it reflects how we differentiate ourselves from other organizations with a similar purpose.
- The revised vision encapsulates what we have believed for 20 years – but shortens that vision to a sentence.

The most significant difference lies in our values and behaviors statements. Previously we stated our values in single words. We're proposing now to use statements that incorporate what we have always believed into affirmations of what we think is truly important about all of us – Board and system.

The proposed purpose statement offers a guidepost that we can use to align ourselves and the diverse people and organizations that make up our system.

It also serves as a way to test new or different projects or directions the Board might consider. Would taking on a new direction fit or align with our purpose.

Chair Bowles then introduced a short slide presentation for the Board, showing how the committee built the proposed focus/purpose statements and the remainder of the draft strategic plan.

What's Not Different

It is clear from all our sessions that we view the Board and Workforce Solutions as employer-driven. Employers – and the jobs they produce – drive and inform our system design and our work.

It is also clear that we care deeply about the wants and needs of people – those who come to us looking for work, for help in gaining skills, for advice on how to get, keep and advance in good jobs, as well as the people we invite to visit us to fill employers' open jobs or learn about careers and career options.

What Comes Next?

Chair Bowles presented a draft of how the purpose statement fits into the framework of our proposed strategic plan.

Chair Bowles said that following the Board meeting, the Strategic Planning Committee will complete the work of revising the draft plan and after it is approved – revisiting our results, measures and targets, and basic strategies.

What's the Ask?

The committee invites Board members to review and offer their thoughts on the draft strategic plan, including how they see it setting a future path for the Board and Workforce Solutions.

A lengthy discussion followed in a number of suggested wording changes to the draft plan presented. All of these suggestions were noted. Chair Bowles thanked everyone for their participation in the process and indicated that further discussion will take place at the next meeting of the Strategic Planning committee in January. All Board Members will be advised of the January meeting date and are encouraged to attend. Chair Guthrie asked that Board members with comments be sure to attend the committee meeting.

Chair Bowles concluded his report and no action was taken.

OTHER BUSINESS

Executive Director Mike Temple reminded the Board that an open house for the new Workforce Solutions – Sealy office will take place on Wednesday, December 12 at 9:00 am and encouraged members to attend if their schedules allowed.

There was no other business to be brought before the Board.

ADJOURN

Chair Guthrie adjourned the meeting at approximately 11:15 a.m.

GULF COAST WORKFORCE BOARD

Board Member	02/06/18	04/03/18	06/05/18	08/07/18	10/02/18	12/05/18
Aguilar, Ray	✓			✓		✓
Alexander, Willie	✓	✓	✓		✓	✓
Allen, Karlos	✓				✓	✓
Andrews, Gerald	✓		✓	✓	✓	✓
Baitland, Betty		✓		✓		
Beard, Peter	✓	✓	✓	✓	✓	✓
Bhargava, Narayan	✓	✓			✓	
Bouse, Sara	✓	✓	✓	✓	✓	
Bowles, Carl	✓	✓	✓	✓	✓	✓
Cavazos, Mary Helen			✓	✓	✓	✓
Dillon, Renea		✓	✓	✓	✓	✓
Garcia, Joe	✓	✓	✓	✓	✓	✓
Guido, Cheryl	✓		✓	✓	✓	✓
Guthrie, Mark	✓	✓	✓	✓	✓	✓
Henderson, Bobbie Allen	✓	✓	✓	✓	✓	✓
Heskamp, Alan	✓	✓			✓	✓
Jackson, Guy Robert	✓	✓	✓	✓	✓	✓
Janes, Sarah		✓	✓	✓	✓	✓
Josserand, John	✓			✓		✓
Karr, Doug		✓	✓	✓	✓	✓
King, Paulette	✓	✓	✓	✓	✓	✓
LaBroski, Jeff	✓		✓	✓		✓
Lewis, Ernest					✓	
Marshall, Scott	✓		✓		✓	
McCleskey, Kendrick						
Mechler, Steve		✓				✓
Melton, Edward						✓
Nevlud, Jerry		✓		✓		✓
Ruley, Janice		✓			✓	
Scheiner, Danielle	✓	✓			✓	✓
Schmitt, Allene	✓	✓	✓	✓	✓	✓
Segovia, Valerie		✓	✓	✓	✓	✓
Shaw, Richard	✓	✓			✓	✓
Smith, Connie	✓	✓	✓	✓		✓
Staley, Gil	✓			✓		✓
Timmins, Evelyn	✓	✓	✓		✓	✓
Violette, Kelly	✓	✓				
Williams, Shunta	✓	✓	✓	✓	✓	✓

GULF COAST WORKFORCE BOARD

AGUILAR, RAY

Classic Chevrolet Sugar Land
13115 Southwest Freeway
Sugar Land, TX 77478
281-491-9000

Category: Business

County: Fort Bend

rayfrank11@yahoo.com

Term: January 1, 2017 thru December 31, 2018

ALEXANDER, WILLIE

W J Alexander Associates P.C.
1770 St. James Place, Suite 407
Houston, TX 77056
(713) 802-0900, ext. 12

Fax: (713) 802-1188

Category: Business

County: City of Houston

walex@wjalexander.com

Term: January 1, 2017 thru December 31, 2018

ALLEN, KARLOS

TKG Advisors
8303 Southwest Fwy., Suite 218
Houston, TX 77074
(713) 778-1707

Category: Business

County: City of Houston

kallen@tkgadvisors.net

Term: January 1, 2016 thru December 31, 2017

ANDREWS, GERALD

Gallagher Victory Insurance
122 West Way, Suite 404
Lake Jackson, TX 77566
(979) 297-8604

Fax: (979) 297-7080

Category: Business

County: Brazoria

geraldandrews36@yahoo.com

Term: January 1, 2019 thru December 31, 2020

BAITLAND, BETTY

Achieve Fort Bend County
72 Crestwood Drive
Sugar Land, TX 77478
(713) 818-5639/(281)-242-2214

Category: CBO

County: Fort Bend

bbaitland@comcast.net

Term: January 1, 2017 thru December 31, 2018

BEARD, PETER

Greater Houston Partnership
701 Avenida de las Americas, Suite 900
Houston, TX 77010

(713) 844-3602 – office

(281) 906-1088 – cell

Fax: (713) 844-0200

Category: Business

County: City of Houston

pbeard@houston.org

Term: January 1, 2017 thru December 31, 2018

BHARGAVA, NARAYAN

The SDB Group
817 Southmore Ave, Suite 301
Houston, TX 77502

(713) 475-0048

Fax: (713) 475-0083

Category: Business

County: Harris

nbhargava@thesdbgroup.com

Term: January 1, 2017 thru December 31, 2018

BOUSE, SARA

Alvin Community College
3110 Mustang Road
Alvin, TX 77511

(281) 732-8389 – cell

(281) 756-3568 – office

Category: Education

County: Brazoria

sbouse@alvincollege.edu

Term: January 1, 2019 thru December 31, 2020

BOWLES, CARL

Bowles, Womack & Company, PC
24 Greenway Plaza, Suite 970
Houston, TX 77046
(713) 621-0050
Fax: (713) 621-0046
Category: Business
County: Harris
carl@bowleswomack.com
Term: January 1, 2017 thru December 31, 2018

CAVAZOS, MARY HELEN

M.H. Cavazos & Associates
1124 W. Clay Street
Houston, TX 77019
(713) 807-1115
Category: Business
County: Harris
mhcavazos@aol.com
Term: January 1, 2017 thru December 31, 2018

DILLON, RENE A

Goose Creek CISD
4544 I-10 East
Baytown, TX 77521
281-707-3361
Category: Education
County: Harris
carol.dillon@gccisd.net
Term: January 1, 2018 thru December 31, 2019

GARCIA, JOE

ICOTEX
3479 Pollock Drive
Conroe, TX 77303
(832) 699-4693
Category: Business
County: Waller
joe.garcia@ico-tex.com
Term: January 1, 2017 thru December 31, 2018

GUIDO, CHERYL

Department of Assistive and
Rehabilitation Services
427 W. 20th, Suite 407
Houston, TX 77008
(713) 802-3101
Fax: (713) 802-3143
Category: State Agency
cheryl.guido@twc.state.tx.us
Term: January 1, 2018 thru December 31, 2019

GUTHRIE, MARK

Winstead PC
600 Travis Street, Suite 5200
Houston, TX 77002
(713) 650-2730
Fax: (713) 650-2400
Category: Business
County: City of Houston
mguthrie@winstead.com
Term: January 1, 2017 thru December 31, 2018

HENDERSON, BOBBIE ALLEN

Texas Southern University
4203 Charleston Street
Houston, TX 77021-1415
(713) 313-7588/(713) 748-6508(h)
Fax: (713) 741-6196
Category: Education
County: City of Houston
bobbie.henderson@att.net
Term: January 1, 2017 thru December 31, 2018

HESKAMP, ALAN

Heskamp & Associates LLC
311 Hoskins Broadway
El Campo, TX 77437
(979) 758-4521
Category: Business
County: Wharton
aheskamp@sbcglobal.net
Term: January 1, 2018 thru December 31, 2019

JACKSON, GUY ROBERT

Chambers County Abstract Co. Inc.
P.O. Box 640
Anahuac, TX 77514
(409) 267-6262, ext. 35
Fax: (409) 267-6355
Category: Business
County: Chambers
grj@ccac.net
Term: January 1, 2017 thru December 31, 2018

JANES, SARAH

San Jacinto College
8060 Spencer Highway
Pasadena, TX 77505
(281) 478-3605
Fax: (281) 479-8127
Category: Education
County: Harris
sarah.janes@sjcd.edu
Term: January 1, 2018 thru December 31, 2019

JOSSERAND, JOHN

InCite Logix
Category: Business
County: Harris
jjosser@yahoo.com
Term: January 1, 2017 thru December 31, 2018

KARR, DOUG

Pro Staff/Atterro
27 Canoe Birch Place
The Woodlands, TX 77382
832-967-7684
Category: Business
County: Montgomery
doug.karr@prostaff.com
Term: January 1, 2018 thru December 31, 2019

KING, PAULETTE

Health and Human Services
1332 E. 40th Street, Unit B1
Houston, TX 77022
(713) 696-8088 (direct)
(713) 767-3192 (secondary number)
Fax: (713) 695-4593
Category: Public Assistance
paulette.king@hhsc.state.tx.us
Term: January 1, 2017 thru December 31, 2018

LaBROSKI, JEFFREY

Plumbers Local Union No. 68
502 Link Road
P.O. Box 8746
Houston, TX 77249
(713) 869-3592
Fax: (713) 869-3671
Category: Labor
County: City of Houston
ski@plu68.com
Term: January 1, 2017 thru December 31, 2018

LEWIS, ERNEST

Adult Reading Center
2246 N Washington Ave
Pearland, TX 77581
(281) 485-1000
Category: Literacy
County: Brazoria
ernest.lewis@adultreadingcenter.org
Term: January 1, 2018 thru December 31, 2019

MARSHALL, SCOTT

Jacobs
5995 Rogerdale Road
Houston, TX 77072
(832) 351-6655
Category: Business
County: Harris
scott.marshall@jacobs.com
Term: January 1, 2018 thru December 31, 2019

MELTON, EDWARD

Texas Library Association
5749 South Loop East
Houston, TX 77033
(713) 274-6600
Category: Literacy
County: Harris County
edward.melton@hcpl.net
Term: January 1, 2018 thru December 31, 2019

McCLESKEY, KENDRICK

PricewaterhouseCoopers-
1903 Crockett St.
Houston, TX 77007
(281) 788-6046

Category: Business

County: City of Houston

klmccleskey@gmail.com

Term: January 1, 2017 thru December 31, 2018

MECHLER, STEVE

TI Constructors
4321 Directors Row, Suite 101
Houston, TX 77092
(281) 272-7980

Category: Business

County: Harris

smechler@ticonstructors.com

Term: January 1, 2018 thru December 31, 2019

NEVLUD, JERRY

AGC Houston
3825 Dacoma Street
Houston, TX 77092
(713) 843-3700

Fax: (713) 843-3777

Category: Business

County: Harris

jerry.n@agchouston.org

Term: January 1, 2018 thru December 21, 2019

RULEY, JANICE

Houston Airport Systems
18600 Lee Road, Suite 130
Humble, TX 77338-4172
(281) 233-7853

Fax: (281)230-8020

Category: Labor

County: City of Houston

janice.ruley@houstontx.gov

Term: January 1, 2017 thru December 31, 2018

SCHEINER, DANIELLE

Conroe Economic Development Council
300 W Davis Street
Conroe, TX 77301
(936) 522-3529

Category: Economic Development

County: Montgomery

scheiner@conroeedc.org

Term: January 1, 2018 thru December 31, 2019

SEGOVIA, VALERIE GARCIA

Director of Outreach and Development
Nuclear Power Institute
101 Gateway Blvd, Suite A
College Station, TX 77845
979-240-5005

Category: CBO

County: Matagorda

vsegovia@tamu.edu

valeriegsegovia@gmail.com

Term: January 1, 2019 thru December 31, 2020

SHAW, RICHARD

Harris County Labor Assembly,
AFL-CIO Council
1707 Prism Lane
Houston, TX 77043-3344
(713) 240-2472

Category: Labor

County: City of Houston

shawtrek@aol.com

Term: January 1, 2017 thru December 31, 2018

SMITH, CONNIE

Greensmith Marketing, LLC
8618 Royal Cape Ct.
Houston, TX 77095
(713) 681-9232

Fax: (713) 681-9242

Category: Business

County: City of Houston

mmpfb@msn.com

Term: January 1, 2016 thru December 31, 2017

STALEY, GIL

The Woodlands Area Economic Development
Partnership
9320 Lakeside Blvd., Bldg. 2, Suite 200
The Woodlands, TX 77381
(281) 363-8130
Fax: (281) 298-6874
Category: Business
County: Montgomery
gil.staley@edpartnership.net
Term: January 1, 2018 thru December 31, 2019

TIMMINS, EVELYN

Houston Mayor's Committee for
Employment of People with Disabilities
2120 Lundy Lane
Friendswood, TX 77546
(281) 388-1967
Category: CBO
County: City of Houston
evtimmins@aol.com
Term: January 1, 2017 thru December 31, 2018

VIOLETTE, KELLY

Tomball Economic Development Corporation
29201 Quinn Road, Unit B
Tomball, TX 77375
(281) 401-4086
Fax: (281) 351-7223
Category: Economic Development
County: Harris County
kviolette@tomballtxedc.org
Term: January 1, 2017 thru December 31, 2018

WILLIAMS, SHUNTA

Texas Workforce Commission
3555 Timmons Lane, Suite 120
Houston, TX 77027
(713) 993-2439
Fax: (832) 681-2534
Category: State Agency
shunta.williams@wrksolutions.com
Term: January 1, 2019 thru December 31, 2020

WORKFORCE BOARD KEY STAFF:

Mike Temple, Director
Michelle Castrow, Program Manager
Brenda Williams, Quality Assurance Manager
Traci Nolen, Project Manager
Deborah Duke, Administrative Coordinator
Susan Dixon, Employer Services
Lucretia Hammond, Grants Management

Houston-Galveston Area Council
3555 Timmons Lane, Suite 120
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Audit/Monitoring Committee

January 2019

The Audit/Monitoring Committee met on Wednesday, January 30, 2019 in the Conroe local office, with Committee Chair Joe Garcia and members Evelyn Timmins, Doug Karr, Cheryl Guido, Willie Alexander, and Mark Guthrie present.

- We reported on **financial monitoring reviews** for contractors Employment and Training Centers, Houston Community College System, Lone Star College System, and Wharton County Junior College. There were only minor findings in these reports, none of which were material.
- The Quality Assurance Team completed **individual reviews of contractors** Learning Designs, Inc. (staff training and development), Grant Associates (Employer Service), and Interfaith of the Woodlands (Financial Aid Support Center), rating Learning Designs as Strong Performance, and Grant Associates and Interfaith of the Woodlands as Solid Performance.
- The Team also **reviewed records** related to (1) our use of global cash cards for financial assistance to customers, (2) service for customers receiving Trade Adjustment Assistance, (3) service for customers in our project that helps non-custodial parents who are in arrears for child support payments get a job, keep a job, or get a better job, and (4) validating placements. The team did not find any significant problems and noted a success rate of 97% for placement validations across the system. The team also gave a Solid Performance rating to contractor BakerRipley in its role delivering the non-custodial parent service.
- We reported that we have successfully integrated 53 vocational rehabilitation services staff in our Humble, Bay City, Liberty, Katy, and Texas City local offices – and in our building at 3555 Timmons, which now also houses the vocational rehabilitation service regional staff. We will continue with the next group of staff members entering our new location in Houston Acres Home and our existing office in Baytown, sometime around the end of February 2019. We're expecting to complete larger integrations in the East End, Cypress Station, Willowbrook, and Northline offices by the end of June 2019.

Government Relations

Legislative Update

U.S. Congress

- The temporary end to the federal shutdown also included an extension of the Temporary Assistance to Needy Families law through June 2019. The law itself is now up for renewal. We receive about \$14-16 million each year to support TANF recipients going to work.
- The temporary end to the federal shutdown also allowed funding to flow for Supplemental Nutrition Assistance, including the employment and training service for SNAP recipients. We receive about \$2-3 million each year for this activity.
- The U.S. Department of Labor programs and the Child Care and Development Block Grant – which together provide most of our revenue – were already fully funded through the end of the federal fiscal year in September 2019 and were not affected by the shutdown.

Texas Legislature

During the 86th Texas Legislative session, members of the House and Senate filed bills that may impact the workforce system. We are paying attention to a number of bills in several areas.

- *Evaluation of and improvements to the quality of the Texas Workforce Commission's subsidized child care program*
86(R) [HB 680](#) Author: Deshotel | Last Action 01/08/2019 S Filed

The evaluation of the subsidized child care program must assess the use of current federal child care funds by each local workforce development board and the ability of each local workforce development board to meet child care performance measures. The findings would be made available to local workforce development boards, school districts, open-enrollment charter schools, and the public. A report to the legislature would be required by January 15 of each odd-numbered year that includes employment outcome information, disaggregated by local workforce development area, regarding parents receiving subsidized care under the program. Additionally, it must identify multiyear trends in the information collected and analyzed.

- *Free full-day prekindergarten for certain children*
86(R) [HB 752](#) Author: Wu | Last Action 01/11/2019 H Filed
- *Free full-day prekindergarten for certain children*
86(R) [HB 189](#) Author: Reynolds | Last Action 11/12/2018 H Filed
- *Free full-day prekindergarten for certain children*
86(R) [HB 612](#) Author: Thierry | Last Action 01/02/2019 H Filed
- *Availability of free prekindergarten programs in public schools*

86(R) [SB 287](#) Author: Miles | Last Action 01/03/2019 H Filed

House Bills 752, 189, and 612 are similar in detail. Each proposes using the Foundation School Program to fund full-day prekindergarten for children at least three years old and those who are:

- 1) unable to speak and comprehend the English language
- 2) educational disadvantaged
- 3) homeless
- 4) a child of an active duty member of the armed forces
- 5) in foster care
- 6) a child of a peace officer, firefighter, or first responder

Senate Bill 287 allows school districts to offer prekindergarten classes if the district identifies 15 children eligible using the requirements listed above.

- ***Raising the (Texas) minimum wage to \$15 per hour***
86(R) [HB 194](#) Author: Reynolds | Last Action 11/12/2018 H Filed
- ***Raising the (Texas) minimum wage to \$10.10 per hour by 2024***
86(R) [HB 290](#) Author: Thompson | Last Action 11/12/2018 H Filed
- ***Raising the (Texas) minimum wage to \$10.10 per hour, pending approval of constitutional amendment by voters***
86(R) [HB 820](#) Author: Turner | Last Action 01/15/2019 H Filed

A minimum wage increase to either \$10.10 by House Bill No. 290 & House Bill 820, or \$15.00 by House Bill No. 194 would be a significant increase from the current federal minimum wage of \$7.25. Currently, the state of Texas sets its minimum wage to equal the rate at the federal level. States such as Colorado and Washington plan to raise their minimum wage rate in the coming years based on a set formula.

- ***Employment and referral services for veterans and military service members***
86(R) [HB 696](#) Author: Blanco | Last Action 01/09/2019 H Filed

House Bill 696 would establish the Operation Welcome Home program to expedite the entry of veterans and military service members into the workforce by building partnerships between military transition centers and local workforce development boards. The employment services provided through this partnership would include: education, career technical training, and entrepreneurship. Additionally, House Bill 696 establishes a Texas Veterans Leadership Program. This program serves as a resource and referral network connecting veterans with the resources and tools needed to lead productive lives. This program shall employ veterans to serve as veteran resource and referral specialists. In partnership with local workforce development boards, veteran resource and referral specialists will:

- (1) seek out veterans in need of services;
- (2) serve as a resource and referral agent, directing veterans to resources tailored to veterans' needs;
- (3) make referrals and coordinate with other programs to provide services for veterans relating to employment, education and training, medical care, mental health and counseling, and veterans' benefits.

- ***Veterans reemployment program***
86(R) [HB 714](#) Author: Lucio III | Last Action 01/21/2017 S Filed

House Bill 714 establishes a reemployment program for veterans placed on community supervision for a misdemeanor offense. The program would provide program participants with access to workforce development education and training courses developed or approved by the Texas Workforce Commission. The education and training courses must focus on providing a participant with useful workplace skills most likely to lead to gainful employment by the participant. To complete the program, participants must: 1) obtain employment and retain that employment for a continuous period of three months; 2) diligently search for employment for a continuous period of six months; 3) be determined by the court to be unemployable because of a disability.

We are also following the bills below and will provide additional information as it develops:

Education

86(R) [HB 739](#) Author: Harless

Last Action: 01/10/2019 *H Filed*

Caption Text: Relating to the tuition and fees for certain military spouses and dependents.

86(R) [SB 292](#) Author: Lucio

Last Action: 01/03/2019 *H Filed*

Caption Text: Relating to expansion of a pilot program under the foundation school program for funding prekindergarten programs provided by certain school districts with early high school graduation programs.

86(R) [HB 66](#) Author: Romero, Jr.

Last Action: 11/12/2018 *H Filed*

Caption Text: Relating to student success-based funding recommendations for certain continuing workforce education courses offered by public junior colleges.

86(R) [HB 89](#) Author: Gonzalez

Last Action: 11/12/2018 *H Filed*

Caption Text: Relating to the public school finance system.

86(R) [SB 251](#) Author: Bettencourt

Last Action: 12/18/2018 *H Filed*

Caption Text: Relating to courses offered jointly by public junior colleges and independent school districts.

86(R) [HB 132](#) Author: Gonzalez

Last Action: 11/12/2018 *H Filed*

Caption Text: Relating to a limitation on the amount of tuition charged by public institutions of higher education.

86(R) [SB 255](#) Author: Rodriguez

Last Action: 12/19/2018 *H Filed*

Caption Text: Relating to minimum education requirements for child protective services caseworkers. Companion house bill: SB 141.

86(R) [HB 141](#) Author: Gonzalez

Last Action: 11/12/2018 *H Filed*

Caption Text: Relating to minimum education requirements for child protective services caseworkers

86(R) [SB 301](#) Author: Miles

Last Action: 01/04/2019 *H Filed*

Caption Text: Relating to limits on the size of prekindergarten classes in public schools.

86(R) [SB 293](#) Author: Lucio

Last Action: 01/03/2019 *H Filed*

Caption Text: Relating to improving training and staff development for primary and secondary educators to enable them to more effectively serve all students. Companion house bill: HB 116

86(R) [HB 21](#) Author: Canales

Last Action: 11/12/2018 *H Filed*

Caption Text: Relating to exempting textbooks purchased, used, or consumed by university and college students from the sales and use tax for limited periods.

86(R) [HB 341](#) Author: Cortez

Last Action: 11/13/2019 *H Filed*

Caption Text: Relating to funding for public school career and technology programs.

86(R) [HB 330](#) Author: VanDeaver

Last Action: 11/13/2019 *H Filed*

Caption Text: Relating to excluding certain students from the computation of dropout and completion rates for purposes of public school accountability.

86(R) [SB 279](#) Author: Zaffirini

Last Action: 12/21/2018 *H Filed*

Caption Text: Relating to completion and submission of a financial aid application for costs of higher education as a condition of high school graduation for public school students. Companion house bill: HB 535

86(R) [HB 43](#) Author: Hinojosa

Last Action: 11/12/2018 *H Filed*

Caption Text: Relating to the admission policy of an open-enrollment charter school.

86(R) [HB 55](#) Author: Gonzalez

Last Action: 11/12/2018 *H Filed*

Caption Text: Relating to class size limits and student/teacher ratios for prekindergarten classes provided by or on behalf of public schools.

86(R) [HB 57](#) Author: Romero, Jr.

Last Action: 11/12/2018 *H Filed*

Caption Text: Relating to establishing a pilot project to offer student loans for certain courses offered by a public junior college.

86(R) [HB 114](#) Author: White

Last Action: 11/12/2018 *H Filed*

Caption Text: Relating to providing public high school students information regarding the availability of college credit awarded for military experience, education, and training obtained during military service.

86(R) [HB 116](#) Author: Gonzalez

Last Action: 11/12/2018 *H Filed*

Caption Text: Relating to improving training and staff development for primary and secondary educators to enable them to more effectively serve all students. Companion senate bill: SB 293

86(R) [HB 118](#) Author: Gonzalez

Last Action: 11/12/2018 *H Filed*

Caption Text: Relating to the salary paid to certain professional employees of public schools.

86(R) [HB 149](#) Author: Canales

Last Action: 11/12/2018 *H Filed*

Caption Text: relating to the eligibility of school bus drivers for unemployment compensation benefits.

86(R) [HB 165](#) Author: Bernal

Last Action: 11/12/2018 *H Filed*

Caption Text: Relating to providing for endorsements for public high school students enrolled in special education programs.

86(R) [HB 197](#) Author: Reynolds

Last Action: 11/12/2018 *H Filed*

Caption Text: Relating to the salary paid to certain professional employees of public schools. Companion senate bills: SB 95 and SB 326

86(R) [HB 202](#) Author: Bernal

Last Action: 11/12/2018 *H Filed*

Caption Text: Relating to a study regarding the costs of education educationally disadvantaged students and students of limited English proficiency in public schools.

86(R) [HB 218](#) Author: Gonzalez

Last Action: 11/12/2018 *H Filed*

Caption Text: Relating to the abolition of student loan default or breach of a student loan repayment or scholarship contract as a ground for nonrenewal or other disciplinary action in relation to a professional or occupational license.

86(R) [HB 314](#) Author: Howard

Last Action: 11/12/2018 *H Filed*

Caption Text: Relating to use of compensatory education allotment funding to provide assistance to students at risk of dropping out of school who are pregnant or who are parents and to reporting through the Public Education Information Management System.

86(R) [HB 348](#) Author: Nevarez

Last Action: 11/13/2019 *H Filed*

Caption Text: Relating to a salary bonus for a public school teacher who completes certain autism training.

86(R) [HB 367](#) Author: Cain

Last Action: 11/13/2019 *H Filed*

Caption Text: Relating to tuition and fee bills or billing statements provided to students by public institutions of higher education.

86(R) [HB 429](#) Author: Shaheen

Last Action: 11/30/2019 *H Filed*

Caption Text: Relating to the state virtual school network and a study on digital learning.

86(R) [HB 466](#) Author: Gonzalez

Last Action: 12/05/2019 *H Filed*

Caption Text: Relating to the abolition of student loan default or breach of a student loan repayment or scholarship contract as a ground for nonrenewal or other disciplinary action in relation to a professional or occupational license.

86(R) [HB 528](#) Author: Dutton

Last Action: 12/13/2018 *H Filed*

Caption Text: Relating to including students enrolled in open-enrollment charter schools in the determination of a district's weighted average daily attendance for purposes of complying with equalized wealth level requirements.

86(R) [HB 535](#) Author: Neave

Last Action: 12/17/2018 *H Filed*

Caption Text: Relating to completion and submission of a financial aid application for costs of higher education as a condition of high school graduation for public school students.

86(R) [HB 580](#) Author: Thierry

Last Action: 12/20/2018 *H Filed*

Caption Text: Relating to authorizing school districts to reimburse under the Foundation School Program private employers for paid internships provided to certain students in career and technology education programs in the district.

86(R) [HB 630](#) Author: Hernandez

Last Action: 01/03/2019 *H Filed*

Caption Text: Relating to the establishment of the Texas Promise Scholarship Program for certain students at participating two-year public institutions of higher education.

86(R) [HB 631](#) Author: Hernandez

Last Action: 01/03/2019 *H Filed*

Caption Text: Relating to exempting textbooks purchased, used, or consumed by university and college students from the sales and use tax for limited periods.

86(R) [HB 678](#) Author: Guillen

Last Action: 01/08/2019 *H Filed*

Caption Text: Relating to the public high school graduation credit requirements for a language other than English.

86(R) [SB 331](#) Author: West

Last Action: 01/11/2019 *H Filed*

Caption Text: Relating to measures to assist students enrolled at public institutions of higher education who are homeless or who were formerly in foster care. Companion bill in house: HB 99

86(R) [SB 330](#) Author: Zaffirini

Last Action: 01/11/2019 *H Filed*

Caption Text: Relating to the award of a grant under the Texas Educational Opportunity Grant Program to certain students enrolled in a baccalaureate degree program

86(R) [HB 851](#) Author: Huberty

Last Action: 01/16/2019 *H Filed*

Caption Text: Relating to the use of individual graduation committees and other alternative methods to satisfy certain public high school graduation requirements.

86(R) [HB 879](#) Author: Bell, Cecil

Last Action: 01/17/2019 *H Filed*

Caption Text: Relating to the automatic admission to general academic teaching institutions of students who complete the early college education program.

86(R) [HB 846](#) Author: Oliverson

Last Action: 01/16/2019 *H Filed*

Caption Text: Relating to the abolition of student loan default or breach of a student loan repayment or scholarship contract as a ground for nonrenewal or other disciplinary action in relation to a professional or occupational license and to certain duties of state agencies and political subdivisions in relation to delinquent or defaulted student loans.

86(R) [SB 3](#) Author: Nelson

Last Action: 01/15/2019 *H Filed*

Caption Text: Relating to additional funding to school districts for classroom teacher salaries.

86(R) [HB 766](#) Author: Huberty

Last Action: 01/11/2019 *H Filed*

Caption Text: Relating to exemptions for disabled peace officers and fire fighters from payment of tuition and fees at public institutions of higher education.

86(R) [HB 808](#) Author: Dutton

Last Action: 01/14/2019 *H Filed*

Caption Text: Relating to public school students evaluated for purposes of accountability ratings in certain school districts.

86(R) [HB 809](#) Author: Thierry

Last Action: 01/14/2019 *H Filed*

Caption Text: Relating to measures to assist students enrolled at public institutions of higher education who are homeless or who were formerly in foster care.

86(R) [SB 326](#) Author: Alvarado

Last Action: 01/10/2019 *H Filed*

Caption Text: Relating to the salary paid to certain professional employees of public schools.

86(R) [HB 730](#) Author: Hernandez

Last Action: 01/10/2019 *H Filed*

Caption Text: Relating to exempting certain homeless individuals from the payment of tuition and fees at public institutions of higher education

386(R) [HB 684](#) Author: Clardy

Last Action: 01/08/2019 *H Filed*

Caption Text: Relating to training requirements for public school nurses and certain other school personnel regarding seizure recognition and related first aid.

86(R) [HB 692](#) Author: White

Last Action: 01/09/2019 *H Filed*

Caption Text: Relating to the suspension of a student who is homeless from home school.

86(R) [HB 699](#) Author: Blanco

Last Action: 01/09/2019 *H Filed*

Caption Text: Relating to the bilingual education allotment provided under the public school finance system.

Business & Commerce

86(R) [HB 713](#) Author: Lucio III

Last Action: 01/10/2019 *H Filed*

Caption Text: Relating to the employment of certain persons with disabilities.

86(R) [HB 676](#) Author: Guillen

Last Action: 01/08/2019 *H Filed*

Caption Text: Relating to the entitlement of spouses of certain veterans with disabilities to a veteran's employment preference.

86(R) [SB 221](#) Author: Menendez

Last Action: 12/07/2018 *H Filed*

Caption Text: Relating to the entitlement of spouses of certain veterans with disabilities to a veteran's employment preference. Companion house bill: HB 676

86(R) [HB 850](#) Author: Johnson, Eric

Last Action: 01/16/2019 *H Filed*

Caption Text: Relating to the prohibition of employment discrimination based on sexual orientation or gender identity or expression.

86(R) [HB 328](#) Author: Ortega

Last Action: 11/13/2018 *H Filed*

Caption Text: Relating to authorization for a county or municipality to establish a local minimum wage.

Last Action: 11/12/2018 *H Filed*

Caption Text: Relating to the prevailing wage for work associated with public work contracts; authorizing a penalty.

86(R) [HB 31](#) Author: Longoria

Last Action: 11/12/2018 *H Filed*

Caption Text: Relating to operation of the Texas leverage fund program administered by the Texas Economic Development Bank

86(R) [HB 42](#) Author: White

Last Action: 11/12/2018 *H Filed*

Caption Text: Relating to allocating a portion of oil and gas production tax revenue to the counties from which the oil and gas originated and to the use of that revenue.

86(R) [HB 48](#) Author: Gonzalez

Last Action: 11/12/2018 *H Filed*

Caption Text: Relating to a database of employers penalized for failure to pay wages or convicted of certain offenses involving wage theft.

86(R) [HB 52](#) Author: Hinojosa

Last Action: 11/12/2018 *H Filed*

Caption Text: Relating to a franchise tax credit pilot program for taxable entities that contribute to an employee dependent care flexible spending account.

86(R) [HB 74](#) Author: Hinojosa

Last Action: 11/12/2018 *H Filed*

Caption Text: Relating to requiring a public employer to give notice to new employees of the ability of certain employees to participate in the Public Service Loan Forgiveness Program.

86(R) [HB 83](#) Author: Romero, Jr.

Last Action: 11/12/2018 *H Filed*

Caption Text: Relating to administrative penalties assessed by the Texas Workforce Commission against certain employers for failure to pay wages.

86(R) [HB 106](#) Author: Rodriguez

Last Action: 11/12/2018 *H Filed*

Caption Text: Relating to employer retaliation against employees who seek recovery of unpaid wages and procedures in wage claim hearings conducted by the Texas Workforce Commission.

86(R) [HB 125](#) Author: Martinez, "Mando"

Last Action: 11/12/2018 *H Filed*

Caption Text: Relating to the online publication of home addresses of certain occupational license holders.

86(R) [HB 169](#) Author: Gonzalez

Last Action: 11/12/2018 *H Filed*

Caption Text: Relating to the requirement that contractors verify compliance with wage payment laws in governmental contracts with governmental entities.

86(R) [HB 214](#) Author: Reynolds

Last Action: 11/12/2018 *H Filed*

Caption Text: Relating to the dissemination of information about historically underutilized businesses and the expansion of the small business development center network. Companion senate bill: SB 298

86(R) [HB 393](#) Author: Blanco

Last Action: 11/19/2019 *H Filed*

Caption Text: Relating to certain unlawful employment practices regarding compensation.

86(R) [HB 399](#) Author: Hernandez

Last Action: 11/20/2019 *H Filed*

Caption Text: Relating to the period during which an employee may file a claim for unpaid wages with the Texas Workforce Commission

86(R) [HB 640](#) Author: Hernandez

Last Action: 01/04/2019 *H Filed*

Caption Text: Relating to the requirement that certain employers provided advance notice of employee work schedules.

86(R) [HB 761](#) Author: Wu

Last Action: 01/11/2019 *H Filed*

Caption Text: Relating to the establishment of the Texas Pay Equity Task Force

86(R) [SB 370](#) Author: Watson

Last Action: 01/16/2019 *H Filed*

Caption Text: Relating to employment protections for jury service.

Criminal Justice

86(R) [HB 229](#) Author: Gervin-Hawkins

Last Action: 11/12/2018 *H Filed*

Caption Text: Relating to the temporary confidentiality and automatic expunction of records and files relating to certain nonviolent misdemeanor offenses

86(R) [HB 64](#) Author: Canales

Last Action: 11/12/2018 *H Filed*

Caption Text: Relating to the expunction of arrest records and files relating to certain criminal offenses.

86(R) [HB 176](#) Author: Canales

Last Action: 11/12/2018 *H Filed*

Caption Text: Relating to prohibiting a person's waiver of a right to an expunction or to an order of nondisclosure of criminal history record information with respect to a criminal offense.

86(R) [HB 918](#) Author: White

Last Action: 01/18/2019 *H Filed*

Caption Text: Relating to providing certain discharged or released inmates with documentation to assist in obtaining employment

State Matters

86(R) [HB 285](#) Author: Springer

Last Action: 11/12/2018 *H Filed*

Caption Text: Relating to work requirements and employment and training services for certain persons receiving benefits under the supplemental nutrition assistance program.

86(R) [HB 320](#) Author: King, Ken

Last Action: 11/12/2018 *H Filed*

Caption Text: Relating to the drug testing of certain persons seeking benefits under the Temporary Assistance for Needy Families (TANF) program.

86(R) [HB 251](#) Author: Farrar

Last Action: 11/12/2018 *H Filed*

Caption Text: Relating to the exclusion of certain resources in determining eligibility for the supplemental nutrition assistance program.

86(R) [SB 197](#) Author: Schwertner

Last Action: 11/15/2018 *H Filed*

Caption Text: Relating to requiring state contractors to participate in the federal electronic verification of employment authorization program, or E-verify.

86(R) [HB 459](#) Author: Hernandez

Last Action: 12/04/2019 *H Filed*

Caption Text: Relating to the placement and use of video recording equipment in certain child-care facilities.

86(R) [HB 478](#) Author: Gonzalez

Last Action: 12/06/2018 *H Filed*

Caption Text: Relating to the funding of flood planning, mitigation, and infrastructure projects.

86(R) [HB 700](#) Author: Guillen

Last Action: 01/09/2019 *H Filed*

Caption Text: Relating to the use of the skills development fund by certain entities.

Report Card Committee

January 2019 Update

Indicator Trends

Background

In 2005, the Gulf Coast Workforce Board produced the first Report Card as a tool to gauge the region's competitiveness in relation to similar metropolitan areas across the United States. In 2019, we will release our sixth update.

We begin by using publicly available data, to review 45 indicators in six categories (Macroeconomy & Industry Dynamics, Employment and Unemployment, Labor Force Composition, Income Wealth & Poverty, Quality of Life, and Educational Achievement and Investment). To determine the letter grades, we compared the Houston area to eight other metro areas: Atlanta, Dallas, Denver, Miami, San Antonio, San Diego, Seattle, and Phoenix.

Seattle and Phoenix are new additions to this version of the Report Card. We selected them because of their similarity to Houston in terms of size and geography.

Overview

We used the most recently available data to make the comparisons. In this update, most of the data is from 2017, which reflects a time of recovery following the 2014 downturn. The full extent of the recovery will not yet be reflected in the available data. Nearly all the declines in letter grades are attributable to the decline in oil and gas. The categories that saw no change were more likely to be independent of the business cycle.

The Gulf Coast's standing declined in 3 out of 6 dimensions, relative to the 2015 Report Card:

- Macro Economy & Industry Dynamics ("A" in 2015, "B" in 2018)
 - The Gulf Coast ranked last among the comparison cities in two indicators: % Change in Metropolitan GDP and the Hachman Index, which measures industrial diversity by comparing local area similarity to the national mix of industries
 - The Gulf Coast ranked first among the comparison cities in population growth from 2012-2017, though that growth declined in the latter years
 - The Gulf Coast ranked third among comparison cities in % Growth in Business Establishments

- Employment & Unemployment ("A" in 2015, "C" in 2018)
 - The Gulf Coast ranked last among the comparison cities in two indicators: Unemployment Rate and Rate of Job Growth
 - The region's best ranking was sixth in % Not in the Labor Force, which measures the adult working age population that is neither working nor looking for work

- Income, Wealth & Poverty (“B” in 2015, “C” in 2018)
 - The Gulf Coast ranked in the bottom two among comparison cities in four indicators: % of Families in Poverty, % in Poverty and Working, % No Health Insurance, and % of Households Receiving Public Assistance
 - The region’s best ranking was fifth in Regional Purchasing Parity, which measures the cost of living

The grades for the other three dimensions – Labor Force Composition, Quality of Life, and Educational Achievement and Investment—were unchanged.

Additional Observations

- Broad measures like Labor Force Composition, Educational Achievement and Investment, and to some extent Quality of Life are more structural in nature and aren’t likely to change much over short periods of time e.g. a few years like 2012-2017, which is what we also saw in contrast to the other broad measures mentioned at the beginning.
- There are a few other things to keep in mind.
 - The farther we get away from the Great Recession, the more variation in regional performance compared to last time we see as the fundamentals of each local economy began to take precedent over national trends.
 - We also added two new regions, Phoenix and Seattle, which increases the possible ranks from 1st through 7th place to 1st to 9th place. In general, the presence or absence of these two new cities didn’t alter the individual scores that much but collectively there may be a bit more impact on our region or the other existing regions that we’ve compared ourselves to for years.
- A final thought – While the impact of the 2014 drop in oil prices was less severe than the downturn in the 1980s, our local economy remains tied to energy and further industry diversification will help the region withstand future fluctuations in oil prices and remain competitive in the global economy. Our region has made progress in this effort, but the Report Card findings show that we can do better.

Next Steps

We will draft a narrative report and policy recommendations for the committee to review in mid to late March. We will also begin preparations for regional roundtables to present the findings.

MEASURE	INDICATOR	GULF COAST	ATLANTA	DALLAS	DENVER	MIAMI	PHOENIX	SAN ANTONIO	SAN DIEGO	SEATTLE	U.S.	Interpretation
	Total Population 2017	6,892,427	5,884,736	7,399,662	2,888,227	6,158,824	4,737,270	2,473,974	3,337,685	3,867,046	325,719,178	
Macro Economy & Industry Dynamics	% Growth in Population (Census Estimates 2012-2017)	11.5%	7.9%	10.3%	9.1%	6.5%	9.6%	10.6%	5.0%	8.9%	3.7%	+
	% Change Metropolitan GDP (BEA 2016-2017)	3.8%	4.3%	6.3%	6.0%	4.3%	5.2%	8.2%	4.0%	6.6%	4.1%	+
	% Change Metropolitan GDP (BEA 2012-2017)	6.0%	32.3%	28.4%	24.7%	29.4%	24.2%	38.5%	22.6%	33.3%	21.1%	+
	% Growth in Business Establishments (County Business Patterns 2011-2016)	12.30%	9.3%	13.6%	12.32%	11.3%	9.3%	11.0%	9.6%	8.5%	5.5%	+
	Industrial Diversity - Entropy Index (BLS 2017)	2.183	2.129	2.145	2.158	2.095	2.139	2.158	2.132	2.188	2.155	+
	Industrial Diversity - Hachman Index (BLS 2017)	0.888	0.944	0.965	0.946	0.942	0.955	0.962	0.975	0.922	1.000	+
Employment & Unemployment	Unemployment Rate (BLS 2017)	5.0%	4.5%	3.6%	2.7%	4.3%	4.2%	3.5%	4.0%	4.1%	4.4%	-
	Net Change in Unemployment Rate (BLS 2016-2017)	-0.3%	-0.6%	-0.3%	-0.4%	-0.6%	-0.4%	-0.3%	-0.7%	-0.3%	-0.5%	-
	Rate of Job Growth (BLS 2012-2017)	10.4%	15.7%	16.7%	17.0%	15.0%	15.6%	16.3%	13.1%	15.4%	9.3%	+
	Net Job Growth (BLS 2012-2017)*	283,600	369,400	514,400	212,200	342,500	273,800	145,700	168,600	266,300	12,449,000	+
	% Not in the Labor Force (ACS 2013)	34.0%	32.6%	31.6%	28.8%	37.6%	37.2%	36.5%	33.7%	31.6%	36.8%	-
Labor Force Composition	% Managerial, Professional & Related Jobs (ACS 2013)	38.0%	41.2%	39.3%	43.8%	34.8%	37.4%	35.7%	41.9%	46.0%	38.2%	+
	Simpson Index of Racial & Ethnic Diversity (ACS 2013)*	0.70	0.65	0.67	0.53	0.66	0.59	0.58	0.66	0.56	0.58	=/+
	% Foreign Born (ACS 2017)*	23.6%	14.1%	18.7%	12.3%	41.0%	14.2%	11.6%	23.3%	18.8%	13.7%	=/+
	Median Age (ACS 2017)*	34.4	36.4	34.9	36.6	41.0	36.7	34.7	35.8	37.1	38.1	=
	Change in Median Age by Years (ACS 2012-2017)	0.9	1.0	0.9	0.6	0.8	1.3	0.3	0.9	0.1	0.7	0
	Balance Between Entering & Exiting Workforce (ACS 2017)	2.1%	1.6%	2.3%	-0.2%	-1.2%	1.7%	3.1%	2.1%	-0.7%	0.4%	0
	Growth Alignment-Job Growth-Labor Force Growth (BLS 2007-2017)	-1.0%	-0.1%	0.8%	1.3%	-0.9%	-1.1%	0.7%	0.6%	-0.5%	0.3%	0
Income, Wealth, & Poverty	Nominal Median Household Income in 2017 dollars (ACS 2017)	\$63,802	\$65,381	\$67,382	\$76,643	\$54,284	\$61,506	\$56,774	\$76,207	\$82,133	\$60,336	=
	Change in Real Median Household Income (ACS & BLS CPI-U 2012-2017)	5.6%	9.4%	11.0%	9.8%	6.6%	11.6%	4.2%	14.7%	13.6%	10.0%	+
	Living Wage for a Family of Four (EPI 2017)	\$74,736	\$78,720	\$75,480	\$98,208	\$84,972	\$91,020	\$72,288	\$97,548	\$97,152	#N/A	
	Regional Purchasing Parity (BEA 2016)	101.6	96.3	100.2	106.0	107.6	97.1	94.4	116.3	110.5	100.0	-
	% of Family Households with Single Female Parent (ACS 2017)	11.1%	11.9%	10.6%	8.3%	10.4%	9.8%	11.5%	8.5%	7.3%	9.9%	-
	% of Families in Poverty (ACS 2017)	7.9%	6.0%	5.8%	3.6%	7.1%	6.2%	7.8%	5.4%	3.6%	6.2%	-
	% in Poverty and Working - 16 years and over (ACS 2017)	35.6%	35.0%	35.3%	38.5%	27.8%	31.6%	30.6%	33.5%	31.0%	31.1%	=/-
	% No Health Insurance (ACS 2017)	18.2%	13.0%	16.5%	7.2%	15.5%	10.2%	14.5%	7.7%	5.6%	8.7%	-
	% with Employer Provided Health Insurance (ACS 2017)	52.3%	57.3%	56.1%	60.0%	41.5%	53.1%	50.9%	52.7%	62.0%	55.0%	+
	% of Households Receiving Public Assistance (ACS 2017)	13.8%	11.9%	10.3%	8.3%	19.8%	11.1%	13.2%	10.3%	13.3%	14.7%	-
Quality of Life												
Housing Trends	Median Home Value (ACS 2017)	\$192,900	\$215,100	\$214,900	\$386,800	\$278,700	\$246,900	\$170,100	\$563,800	\$439,800	\$217,600	=
	% Monthly Home Ownership Cost Greater than 30% (ACS 2017)	20.7%	20.6%	20.5%	22.8%	32.3%	21.9%	20.4%	31.4%	24.8%	22.1%	-
	% Monthly Rental Cost Greater than 30% (ACS 2017)	45.4%	46.5%	43.8%	48.7%	59.1%	44.4%	47.1%	55.0%	45.6%	46.0%	-
	% Housing Units Owned versus Rent (ACS 2017)	60.7%	63.0%	59.7%	64.1%	59.5%	63.7%	63.3%	53.5%	60.0%	63.9%	+
	Average Home Appreciation, 5 years through Q4 (2012-2017)	40.8%	48.1%	56.8%	67.9%	62.0%	59.4%	34.3%	51.7%	68.9%	30.4%	+
	Ratio of Home Value to Annual Income (ACS 2017)	3.0	3.3	3.2	5.0	5.1	4.0	3.0	7.4	5.4	3.6	-
Travel to Work	Mean Travel Time to Work (minutes) (ACS 2017)	29.9	32.3	28.6	28.1	29.9	26.8	26.5	26.3	31.0	26.9	-
	% Using Public Transportation (ACS 2017)	2.1%	3.1%	1.3%	4.4%	3.1%	1.8%	1.8%	3.1%	10.1%	5.0%	+
	% Carpooling (ACS 2017)	10.0%	9.7%	9.6%	7.9%	9.0%	11.3%	10.4%	8.4%	10.5%	8.9%	+
Environment	# of Days Air Rated "Unhealthy" or "Unhealthy for Sensitive Groups" (EPA 2017)	25	11	24	40	8	93	6	62	23	N/A	-
Crime Prevalence	Violent Crime per 100,000 Inhabitants (FBI 2017)	593.1	367.6	369.3	413.9	458.2	470.6	523.9	337.1	353.7	382.9	-
	Property Crime per 100,000 Inhabitants (FBI 2017)*	N/A	2,865.7	N/A	N/A	3,076.4	2,815.3	N/A	1,695.5	N/A	2,362.2	-
Educational Achievement and Investment	% Bachelor's or Higher (25 and older) (ACS 2017)	32.4%	37.9%	34.6%	43.9%	32.1%	31.1%	28.1%	38.8%	41.9%	32.0%	+
	% Associate's or Higher (25 and older) (ACS 2017)	39.6%	45.5%	41.7%	51.43%	41.5%	39.6%	36.2%	47.0%	51.4%	40.5%	+
	% HS Diploma or Equivalent (25 and older) (ACS 2017)	83.5%	89.6%	85.4%	91.23%	85.9%	87.3%	85.6%	87.6%	92.6%	88.0%	+
	% Limited English Proficiency (ACS 2017)	16.9%	7.1%	13.7%	6.9%	24.4%	8.8%	10.1%	13.3%	9.2%	8.5%	-
	Adjusted Cohort Graduation Rate (NCES Entered fall 2011 Exited SY 2015-16) ¹	78%	87%	87%	83%	80%	84%	95%	91%	77%	-	+
	Expenditure by Student (NCES & NEA 2014-2015) ^{1,2}	\$10,544	\$12,846	\$11,142	\$10,165	\$10,153	\$11,541	\$10,676	\$13,540	\$14,678	-	=/+

*Included for informational purposes only. Not used in scoring.

¹ Refers to the following large urban school districts associated with each metropolitan area: Houston ISD, Fulton County Public Schools (Atlanta), Dallas ISD, Jefferson County School District No. R-1 (Denver), Dade Public Schools, Phoenix Union High School District, Northside ISD (San Antonio), San Diego Unified School District, and Seattle Public Schools

² National level data either not published or not calculable due to suppression of multiple local geographies.

2019 Report Card

	Macro Economy & Industry Dynamics	Employment & Unemployment	Labor Force Composition	Income, Wealth & Poverty	Quality of Life	Educational Achievement and Investment
GULF COAST	B	C	B	C	B	C
ATLANTA	C	B	B	B	B	A
DALLAS	A	A	B	B	B	B
DENVER	B	A	B	A	B	A
MIAMI	C	B	B	C	B	C
PHOENIX	B	B	C	B	B	B
SAN ANTONIO	A	B	B	B	B	B
SAN DIEGO	B	B	B	B	B	A
SEATTLE	B	B	A	A	B	A

Budget Committee

Proposed 2018 Board Budget Revision

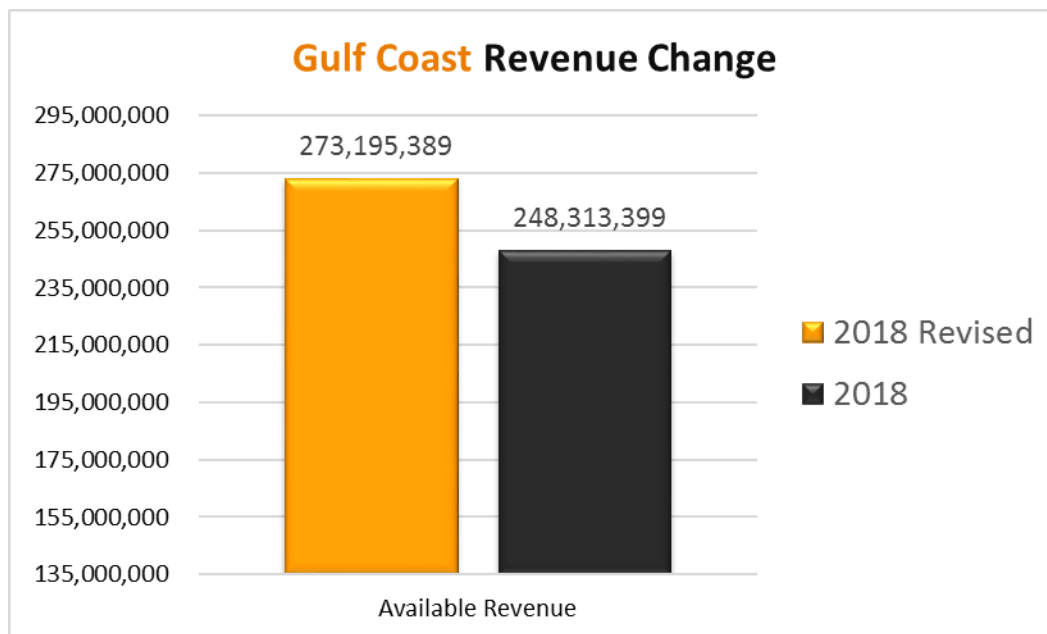
Background

Significant revenue changes late in 2018 affected the dollars available for direct service. We are proposing a revision to the 2018 Board budget to account for the late-breaking addition of these dollars to the system.

The Budget Committee met on Tuesday, January 29, 2019 with Committee Chair Willie Alexander and Board Chair Mark Guthrie attending. Committee Vice Chair Gerald Andrews participated by phone.

Current Situation

The proposed revision to the 2018 budget places total available revenue just over \$273 million, which results in a 10% increase from the last revision to the budget.

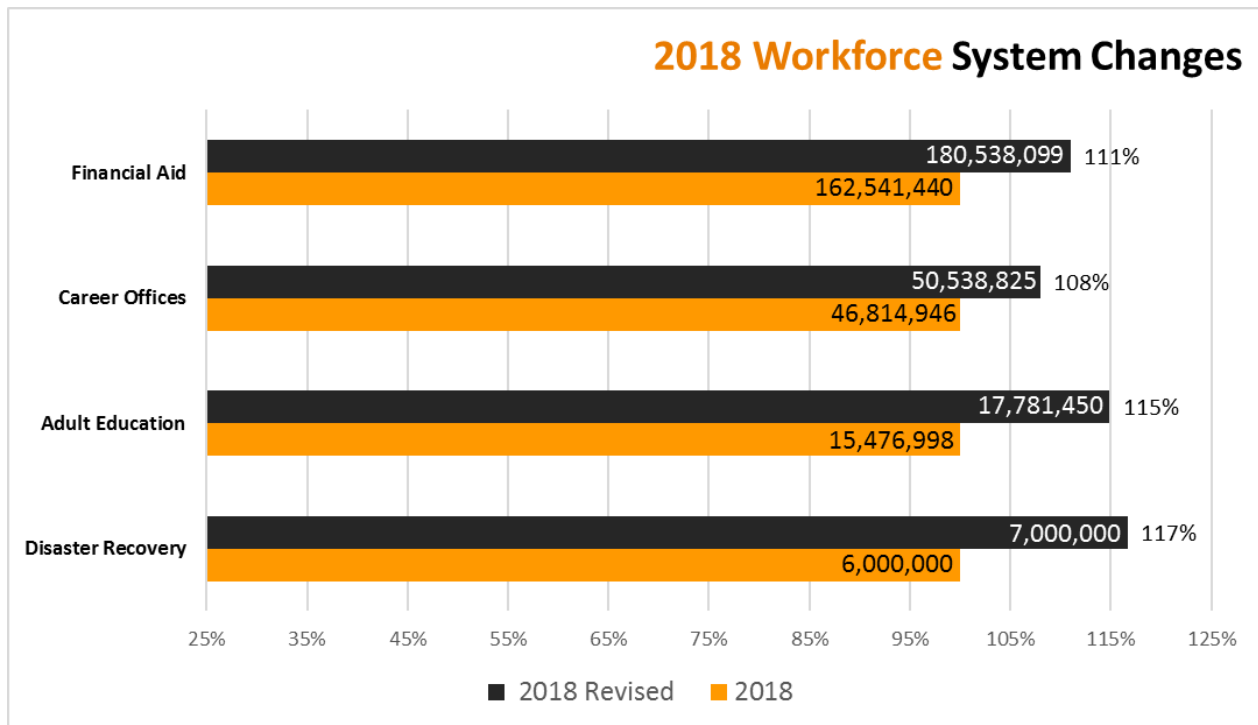


The additional revenue is largely financial aid dollars – direct assistance to customers – and includes

- Additional revenue for early education and care;
- Extra dollars for workforce opportunity activities; and
- Further revenue targeting adult education activities.

We have also adjusted 2018 system operations costs to incorporate additional resources and reflect actual performance during the concluding months of the year. In 2018 we

- Added money to the financial aid pool for customers to support scholarships and early educational care;
- Increased career office operations to support summer work based learning and career office expansions;
- Boosted the disaster recovery line item to reflect the significant amount of recovery employment activity; and
- Added four new partners to the adult education consortium.



We are not requesting any changes to the budgeted Board operational costs for 2018.

Results

We achieved the following performance and production targets during the 2018 fiscal year:

- Served 29,378 employers and 406,277 individuals
- 12,868 of our employers returned for service
- Assisted in creating 3,079 new jobs
- Spent \$12.9 million on scholarships for more than 4,158 individuals in high-skill, high-growth occupational training
- Supported about 21,000 families and 40,000 children with early education
- Helped about 219,000 individuals go to work
- Raised the incomes of 82,000 by at least 20%
- Helped 76.3% of individuals pursuing a post-secondary education attain a credential (certificate or degree)

Action

Approve a revised 2018 Board budget in amount of \$273,195,389.

**Gulf Coast Workforce Board
Proposed 2018 Budget Revision
Source and Use**

Source		Use	
General Revenue	236,011,385	Board Operations	7,099,601
Special Federal & State Revenue	36,954,004	System IT	530,414
Other	230,000	Service for Employers	9,850,000
		Service for People	255,715,374
		<i>Financial Aid</i>	<i>180,395,099</i>
		<i>Office Operations</i>	<i>50,538,825</i>
		<i>Adult Education</i>	<i>17,781,450</i>
		<i>Disaster Recovery</i>	<i>7,000,000</i>
Total	\$273,195,389	Total	\$273,195,389

**Gulf Coast Workforce Board
Proposed 2018 Budget Revision
Revenue Summary**

	2018 Rev 2.	2018 Rev. 1	Dollar Change	% Change
General Revenue	236,011,385	213,433,847	22,577,538	10.6%
Child Care & Development Block Grant	159,049,324	147,881,980	11,167,344	7.6%
Workforce Opportunity and Investment	47,688,000	36,277,806	11,410,194	31.5%
Temporary Assistance for Needy Families	17,726,576	17,726,576	-	0.0%
Employment Service	6,396,206	6,396,206	-	0.0%
Supplemental Nutrition Assistance	3,254,428	3,254,428	-	0.0%
Trade Act	1,555,587	1,555,587	-	0.0%
Veterans Employment & Training	341,264	341,264	-	0.0%
Special Federal & State Revenue	36,954,004	34,649,552	2,304,452	6.7%
Adult Education	18,500,000	16,195,548	2,304,452	14.2%
Hurricane Harvey Disaster Relief	10,000,000	10,000,000	-	0.0%
National Dislocated Worker Funds	3,500,000	3,500,000	-	0.0%
Reemployment Services & Eligibility Assessment	1,963,159	1,963,159	-	100.0%
Summer Earn and Learn	1,900,000	1,900,000	-	0.0%
Vocational Rehabilitation	840,845	840,845	-	0.0%
Apprenticeship Texas	250,000	250,000	-	0.0%
Other	230,000	230,000	-	0.0%
Houston Housing Authority	210,000	210,000	-	0.0%
Performance Awards	20,000	20,000	-	0.0%
	273,195,389	248,313,399	24,881,990	10.0%

**Gulf Coast Workforce Board
Proposed 2018 Budget Revision
Budget Overview**

	2018 Rev. 2	2018 Rev. 1	% of Total 2018 Budget	Dollar Variance from 2018 Rev. 1	% Variance from 2018
Board Operations	7,099,601	7,099,601	2.6%	-	0.0%
Personnel	4,142,398	4,142,398	1.5%	-	0.0%
Indirect	466,434	466,434	0.2%	-	0.0%
Consultants & Contract	1,243,500	1,243,500	0.5%	-	0.0%
Travel	45,100	45,100	0.0%	-	0.0%
Rent	410,375	410,375	0.2%	-	0.0%
Capital Equipment	100,000	100,000	0.0%	-	0.0%
Other	691,794	691,794	0.3%	-	0.0%
System Operations	266,095,788	241,213,798	97.4%	24,881,990	10.3%
Service for Employers	9,850,000	9,850,000	3.6%	-	0.0%
Service for People					
Financial Aid	180,395,099	162,541,440	66.0%	17,853,659	11.0%
Career Offices	50,538,825	46,814,946	18.5%	3,723,879	8.0%
Adult Education	17,781,450	15,476,998	6.5%	2,304,452	14.9%
Disaster Recovery	7,000,000	6,000,000	2.6%	1,000,000	16.7%
System IT	530,414	530,414	0.2%	-	0.0%
Total	273,195,389	248,313,399	100.0%	24,881,990	10.0%

**Gulf Coast Workforce Board
Proposed 2018 Budget Revision
Budget Detail**

	Board Operations			
	2018 Rev. 2	2018 Rev. 1	Dollar Variance	Percent Variance
Consultants	1,243,500	1,243,500	-	0%
Legal Services	15,000	15,000	-	0%
Audit	33,500	33,500	-	0%
Financial Monitoring	495,000	495,000	-	0%
Public Information & Outreach	700,000	700,000	-	0%
Other	691,794	691,794	-	0%
Supplies	16,000	16,000	-	0%
Meeting Expenses	19,000	19,000	-	0%
Outside Printing	1,750	1,750	-	0%
Books & Publications	2,000	2,000	-	0%
Maintenance & Repair	5,000	5,000	-	0%
Software	5,000	5,000	-	0%
Licenses & Permits	1,000	1,000	-	0%
Communications	52,000	52,000	-	0%
Postage & Delivery	16,000	16,000	-	0%
Subscriptions & Dues	20,000	20,000	-	0%
Expendable Equipment	34,200	34,200	-	0%
Legal Notices	15,000	15,000	-	0%
Employee Recruitment	2,500	2,500	-	0%
Employee Development	10,500	10,500	-	0%
GIS Support	39,377	39,377	-	0%
Network Services	226,283	226,283	-	0%
Personnel Services	96,614	96,614	-	0%
Purchasing	39,595	39,595	-	0%
Print Shop	55,576	55,576	-	0%
Facility	34,399	34,399	-	0%

Budget Committee

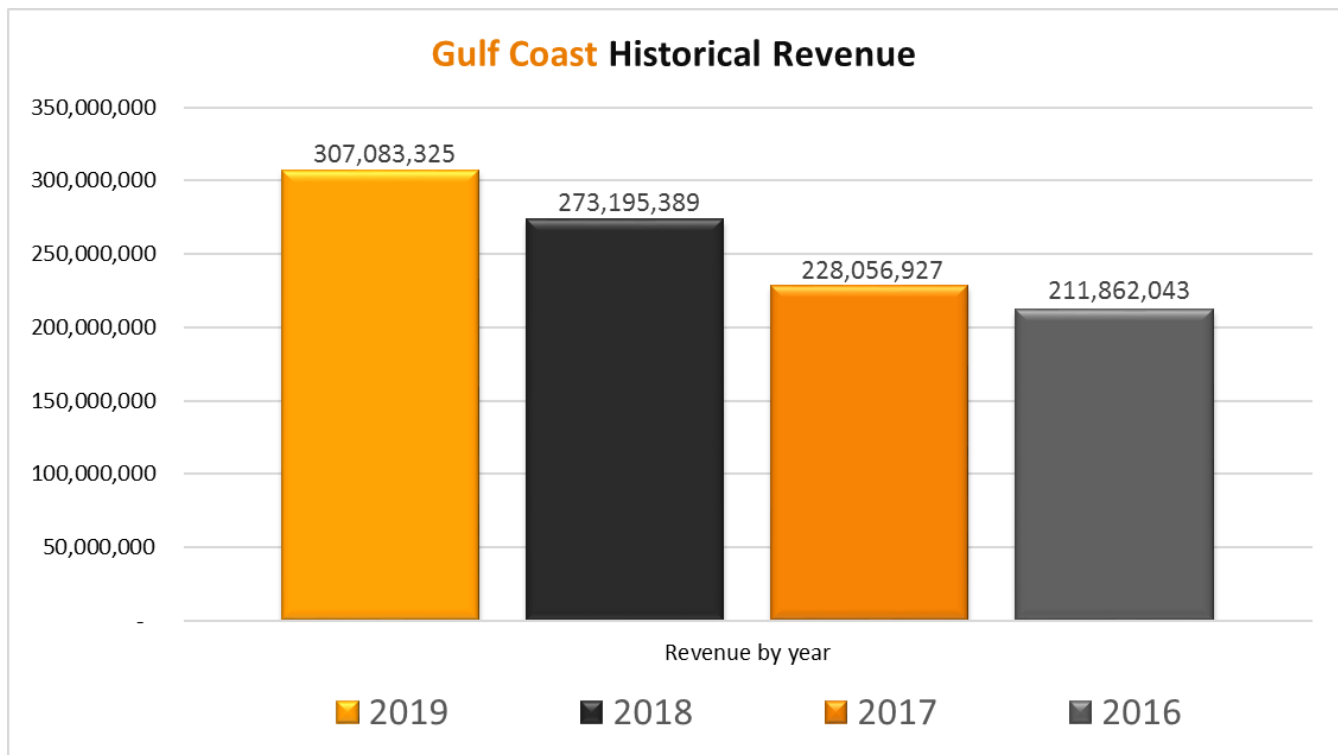
Proposed 2019 Board Budget

Background

Each year the Workforce Board approves a budget showing how it uses the revenue it receives to achieve results set out in the Board’s strategic plan – competitive employers, an educated workforce, more and better jobs, and higher incomes – and to operate Workforce Solutions and leverage results in the region.

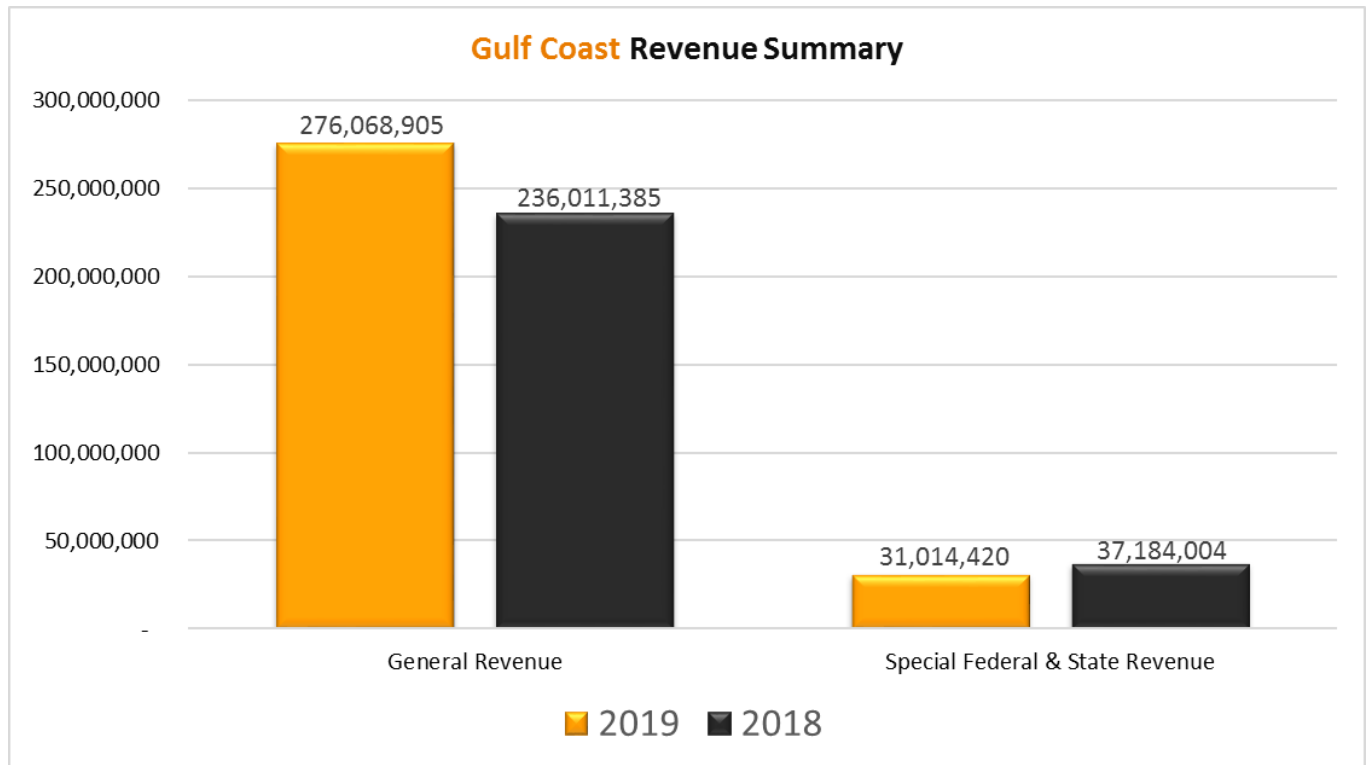
The Budget Committee met on Tuesday, January 29, 2019 with Committee Chair Willie Alexander and Board Chair Mark Guthrie attending. Committee Vice Chair Gerald Andrews participated by phone.

The Board’s revenue landscape has increased substantially in recent years. As our population grows and the labor market changes, funding we receive has increased as well. From 2016 to 2019 the Board’s available revenue has increased nearly 45%.



Current Situation

The proposed 2019 budget at just over \$307 million is 12% more than 2018, attributable principally to increases in our general revenue.

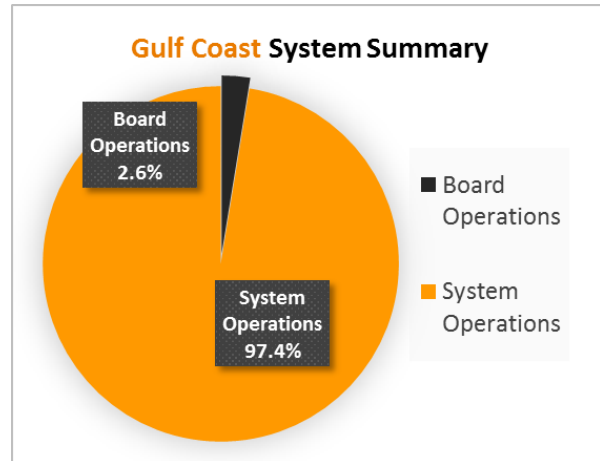


- Our larger formula allotments show the largest increase in early education dollars. We project general revenue will be 17% larger than in 2018. The general revenue fund contains the primary dollars which power Workforce Solutions.
- Special federal and state revenue, funds we consider short-lived or with a limited guarantee of continuance, are down in 2019. This reduction is due to dwindling disaster recovery dollars originally made available for Hurricane Harvey recovery.
- We estimate receiving an additional \$1,000,000 to continue incorporating staff from the Vocational Rehabilitation Service into the career offices. We anticipate this funding will continue to grow into 2020 as well.
- We received a \$100,000 performance award in November 2018. These funds will supplement those we use to target young adults.
- We consolidated the “Other Revenue” category into the special federal and state revenue line.

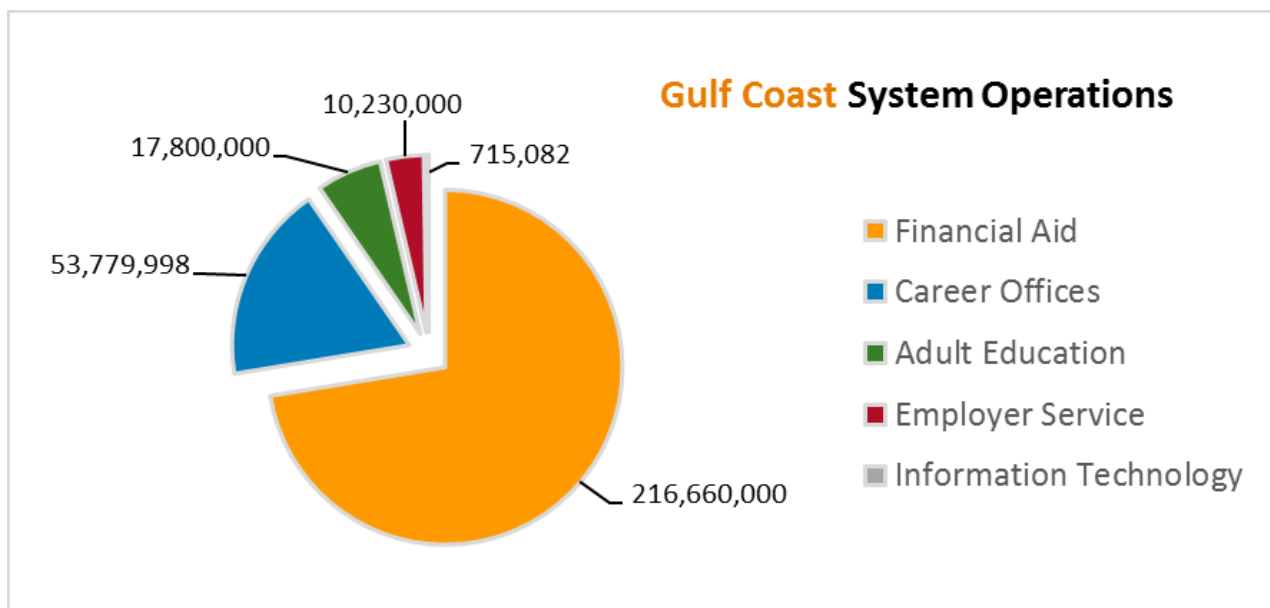
The proposed 2019 Board budget reserves 2.6% of total revenue for operations at the administrative level. The remaining 97.4% delivers direct service to customers.

Proposed Board operations total \$7,898,245 for 2019 which is a 11.2% increase from the previous year. System operations have increased to \$299,185,080 which is a 12.4% increase from 2018.

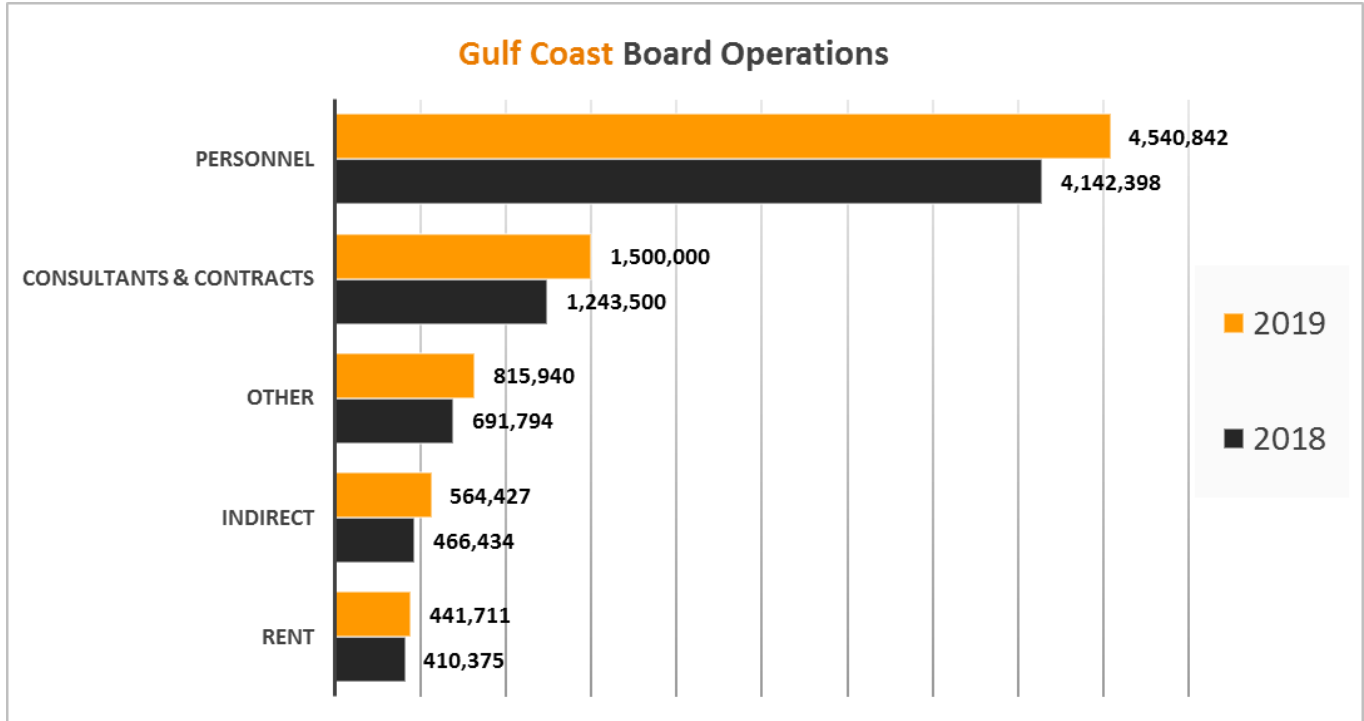
Direct service to employers and people makes up system operations. Proposed 2019 expenditures are in line with contracts the Board approved for Workforce Solutions in August 2018 and include a portion of the funds we plan to use for contracts beginning in fall 2019.



- Financial aid, the highest dollar value service for people, represents the large demand for early education, scholarships, work based learning, and work support in our region. We request to increase the financial aid pool to \$216.6 million.
- We continue to expand our career office footprint in the region to provide more access points for customers. New office openings and office expansions represent a 17.5% increase in the career office budget in 2019.
- Service through our adult education consortium will continue at a comparable level as 2018. Currently we include 13 adult education providers in the consortium and one lead agency.
- In 2018 the Workforce Board increased dollars budgeted for employer service by 19%. In 2019 we request a 3.9% increase to bring the total allocation for this function to \$10.2 million.



- We propose adding \$184,668 to our System IT budget in 2019. This increase is mostly attributed to upgrading our Office 365 system licenses to a higher subscription level. The upgraded level provides stronger security features and additional services to those included with the basic license.



We are proposing a Board administrative operations budget at \$7.8 million, an increase of 11.2% from 2018. Board operations represent 2.6% of the total budget.

- The personnel line item reflects the Board’s staffing at 45 positions. The increase in personnel cost results from H-GAC’s budgeted merit increase and three new staff positions. H-GAC provides a pool of funds for merit raises in most years. Managers recommend raises based on an evaluation of employees’ performance. This year the pool has been set at 3%.
- As we continue increasing the amount of dollars contracted across our workforce service, we recognize the need to provide strong fiscal oversight through contracted financial monitoring. We propose an increase for this oversight function by \$205,000. We also propose adding \$50,000 to expand public information and outreach efforts.
- Shared costs provided by H-GAC represent the increases identified under the indirect and other line items. Shared support includes functions such as human resources, accounting, and purchasing. The increase in rent is attributable to the additional board staff positions to be housed at H-GAC.

Results

With this budget, we plan to achieve the following:

- Serve at least 27,367 employers and 425,000 individuals
- Ensure 14,562 of our employers return for service
- Assist in creating 3,300 new jobs
- Spend \$15 million on scholarships for more than 5,000 individuals in high-skill, high-growth occupational training
- Support about 24,000 families and 44,000 children with early education
- Help more than 230,000 individuals go to work
- Raise the incomes of 105,000 by at least 20%
- Help 85% of individuals pursuing a post-secondary education attain a credential (certificate or degree)

Gulf Coast's actual performance for 2018 is identified below.

- Served 29,378 employers and 406,277 individuals
- 12,868 of our employers returned for service
- Assisted in creating 3,079 new jobs
- Spend \$12.9 million on scholarships for more than 4,158 individuals in high-skill, high-growth occupational training
- Supported about 21,000 families and 40,000 children with early education
- Helped about 219,000 individuals go to work
- Raised the incomes of 82,000 by at least 20%
- Helped 76.3% of individuals pursuing a post-secondary education attain a credential (certificate or degree)

Action

Approve the proposed 2019 budget in amount of \$307,083,325.

**Gulf Coast Workforce Board
Proposed 2019 Budget
Source and Use**

Source		Use	
General Revenue	276,068,905	Board Operations	7,898,245
Special Federal & State Revenue	31,014,420	System IT	715,082
		Service for Employers	10,230,000
		Service for People	288,239,998
		<i>Financial Aid</i>	<i>216,660,000</i>
		<i>Office Operations</i>	<i>53,779,998</i>
		<i>Adult Education</i>	<i>17,800,000</i>
		<i>Disaster Recovery</i>	-
Total	\$307,083,325	Total	\$307,083,325

**Gulf Coast Workforce Board
Proposed 2019 Budget
Revenue Summary**

	2019	2018	Dollar Change	% Change
General Revenue	276,068,905	236,011,385	40,057,520	17.0%
Child Care and Development Block Grant	196,841,668	159,049,324	37,792,344	23.8%
Workforce Opportunity and Investment	49,314,034	47,688,000	1,626,034	3.4%
Temporary Assistance for Needy Families	17,218,589	17,726,576	- 507,987	-2.9%
Employment Service	6,410,628	6,396,206	14,422	0.2%
Supplemental Nutrition Assistance	3,751,795	3,254,428	497,367	15.3%
Trade Act	2,174,391	1,555,587	618,804	39.8%
Veterans Employment and Training	357,800	341,264	16,536	4.8%
Special Federal & State Revenue	31,014,420	37,184,004	- 7,499,584	-16.6%
Adult Education	18,500,000	18,500,000	-	0.0%
Hurricane Harvey Disaster Relief	5,000,000	10,000,000	- 5,000,000	-50.0%
National Dislocated Worker Funds	-	3,500,000	- 3,500,000	0.0%
Reemployment Services & Eligibility Assessment	2,113,575	1,963,159	150,416	7.7%
Summer Earn and Learn	1,900,000	1,900,000	-	0.0%
Vocational Rehabilitation	1,840,845	840,845	1,000,000	118.9%
Apprenticeship Texas	100,000	250,000	- 150,000	-60.0%
Disability Resource Coordination Cooperative	1,250,000	-	1,250,000	0.0%
Houston Housing Authority	210,000	210,000	-	0.0%
Performance Awards	100,000	20,000	80,000	400.0%
	307,083,325	273,195,389	32,557,936	12.4%

**Gulf Coast Workforce Board
Proposed 2019 Budget
Budget Overview**

	2019	2018	% of Total 2018 Budget	Dollar Variance from 2018	% Variance from 2018
Board Operations	7,898,245	7,099,601	2.6%	798,644	11.2%
Personnel	4,540,842	4,142,398	1.5%	398,444	9.6%
Indirect	564,427	466,434	0.2%	97,993	21.0%
Consultants & Contracts	1,500,000	1,243,500	0.5%	256,500	20.6%
Travel	35,325	45,100	0.0%	(9,775)	-21.7%
Rent	441,711	410,375	0.1%	31,336	7.6%
Capital Equipment	-	100,000	0.0%	-	100.0%
Other	815,940	691,794	0.3%	124,146	17.9%
System Operations	299,185,080	266,095,788	97.4%	33,089,292	12.4%
Service for Employers	10,230,000	9,850,000	3.3%	380,000	3.9%
Service for People					
Financial Aid	216,660,000	187,395,099	70.6%	29,264,901	15.6%
Career Offices	53,779,998	50,538,825	17.5%	3,241,173	6.4%
Adult Education	17,800,000	17,781,450	5.8%	18,550	0.1%
System IT	715,082	530,414	0.2%	184,668	34.8%
Total	307,083,325	273,195,389	100.0%	33,887,936	12.4%

**Gulf Coast Workforce Board
Proposed 2019 Budget
Budget Detail**

	Board Operations			
	2019	2018	Dollar Variance	Percent Variance
Consultants	1,500,000	1,243,500	256,500	21%
Legal Services	15,000	15,000	-	0%
Audit	35,000	33,500	1,500	4%
Financial Monitoring	700,000	495,000	205,000	41%
Public Information & Outreach	750,000	700,000	50,000	7%
Other	815,940	691,794	124,146	18%
Supplies	12,800	16,000	- 3,200	-20%
Meeting Expenses	18,000	19,000	- 1,000	-5%
Outside Printing	1,400	1,750	- 350	-20%
Books & Publications	1,600	2,000	- 400	-20%
Maintenance & Repair	4,000	5,000	- 1,000	-20%
Software	4,000	5,000	- 1,000	-20%
Licenses & Permits	800	1,000	- 200	-20%
Communications	41,600	52,000	- 10,400	-20%
Postage & Delivery	12,800	16,000	- 3,200	-20%
Subscriptions & Dues	16,000	20,000	- 4,000	-20%
Expendable Equipment	55,000	34,200	20,800	61%
Legal Notices	12,000	15,000	- 3,000	-20%
Employee Recruitment	2,000	2,500	- 500	-20%
Employee Development	3,000	10,500	- 7,500	-71%
Internal Services	274,587	226,184	48,403	21%
Network Services	356,353	265,660	90,693	34%
System IT	715,082	530,414	184,668	35%
Personnel	270,082	269,652	430	0%
Wide Area Network	235,000	192,000	43,000	22%
Office 365 Subscription	189,000	50,760	138,240	272%
Software	12,400	9,402	2,998	32%
Maintenance and Repair	5,000	5,000	-	0%
Security Training	3,600	3,600	-	0%

Employer Service Committee

Target Industries High-Skill, High-Growth Occupations Where the Jobs Are

The Employer Service Committee met on January 16, 2019, at the Houston-Galveston Area Council offices. Chair Gerald Andrews led the meeting which included Board Chair Mark Guthrie, Willie Alexander, Sara Bouse, Hellen Cavazos, Alan Heskamp, Guy Robert Jackson, John Josserand, Doug Karr, and Gil Staley. The Committee acted on two items and received several information items. The Committee welcomed Robert Thomas, the Commissioner Representing the Public from the Texas Workforce Commission.

Background

The Gulf Coast Workforce Board targets the resources it controls — and influences those controlled by its partners in the regional workforce system — with its strategic plan and a series of three supporting lists: 1) Targeted Industries, 2) High-Skill, High-Growth Occupations, and 3) Where the Jobs Are.

We use these lists to guide not only the Board's strategic investments, but also to help our residents build careers in industries and occupations with good prospects and higher wages. We use the High-Skill, High-Growth Occupations list to decide which occupations we will support with our education scholarship dollars.

The updated employment projections released by the Texas Workforce Commission every two years provides the Board with the opportunity to re-examine the industries and occupations that we target to ensure that our efforts remain aligned with the needs of the region's employers. New projections covering the period from 2016 to 2026 were released in late-2018. As a result, we present updates to the three lists.

Projections Highlights

The following are a few highlights from the overall projections:

- Over the 10-year period the number of jobs in the region is expected to rise from 3.2 million to 3.75 million for increase of 556,000 jobs and a growth rate of 17.4 percent.
- We anticipate 434,000 job openings each year over the 10-year period with half resulting from existing workers transferring to different occupations.
- Median hourly wages for the region are \$18.70 as of 2017.

Targeted Industries

We began, as always, with labor market data. We used NAICS-level employment and wage data and projections for the 10-year period from 2016 to 2026 and looked for industries that fit the following criteria:

- Net employment growth greater than or equal to 2,120
- An employment growth rate greater than or equal to 17.4 percent
- Average weekly wages greater than or equal to \$1,031

Then, we added industries which met the secondary criteria:

- On previous Targeted Industry List
- Meets 2 out of 3 primary criteria

The following is the result of applying the above criteria:

- The proposed list contains 47 industries compared to our previous list of 34 industries.
- Combined employment in these targeted industries equates to 1.5 million jobs or 41% of total employment.
- There are 19 new industries that were not found on the previous list, 13 of which are related to transportation, logistics, and warehousing. Collectively, this subset of industries aligns the Board's targeted industries with UpSkill Houston's Ports and Maritime sector.
- Petroleum & Coal Products Manufacturing is projected to decline however we propose to retain it as it forms one-third of the of the petrochemical industry complimented by Basic Chemicals Manufacturing.

The proposed updated list for the Board's Target Industries is attached.

High-Skill, High-Growth Occupations

The Board's High-Skill, High-Growth Occupation List serves to highlight relatively large, fast-growing occupations with above-average wages that require additional education or training beyond a high school diploma. In addition, these occupations comprise significant employment in Board's Targeted Industries and ultimately serve as the basis for the Scholarship List.

We propose a change to the employment size threshold in order to broaden our support for the region's employers and bring awareness to a wider range of high-quality occupations, many of which are considered "middle-skills."

Below are the primary criteria used to develop the High-Skill, High-Growth Occupation List:

- A mandatory precondition that in order for an occupation to be considered, it must occur in one or more of the Board's Targeted Industries. Note that there exist several occupations that could qualify as high-skill, high-growth however their contribution to employment in Targeted Industries is insufficient.
- Fifty percent or more of an occupation's total employment by 2026 must occur in one or more of the Board's Targeted Industries.

- An occupation must have a minimum projected number of jobs in 2026 of 1,819. This figure is the median number of jobs across all occupations rather than the arithmetic mean used by the Board in the past. Note that this lowers the size threshold and results in the addition of more occupations to the list than if the simple average were used.
- A growth rate of 17.4 percent or more.
- A postsecondary credential, work experience in a related occupation, or a minimum of moderate on-the-job training.

Below are the secondary criteria used to develop the High-skill, High-growth Occupation List:

- On the previous High-skill, High-growth Occupation List.
- Meets 4 out of 5 primary criteria.

The following is the result of applying the above criteria:

- The proposed list contains 103 occupations, roughly one-third longer than the previous list of 76 occupations.
- There are 32 new occupations not found on the previous High-skill, High-growth List. Of these occupations, 18 can be considered “middle skills” occupations requiring more than a high school diploma but less than a bachelor’s degree and of this subset, several are healthcare-related.
- Combined employment equates to 776,000 jobs or one-fifth of total employment by 2026.

The Scholarship Occupations list is a subset of the High-Skill, High-Growth list. Following approval of the Target Industries and High-Skill, High-Growth Occupations lists, staff will provide a recommendation to the Board for the Scholarship Occupations list.

Where the Jobs Are

We use the “Where the Jobs Are” list to identify those occupations that are growing. This list identifies occupations in the region with the largest number of job openings without regard to wages, growth, or education. Occupations on this list are those with projected annual average job openings equal to or greater than 654 per year.

- The list contains 133 occupations, one-fourth of which are also on the proposed High-skill, High-growth Occupation List.
- This collection of occupations amounts to 2.8 million jobs, or 75% of total employment in the region by 2026.
- Collectively, these occupations pay \$21.37 an hour, which is 14 percent above the median of \$18.70, however none of the top-10 exceed this threshold.

Action

Adopt the updated Targeted Industries; High-Skill, High Growth Occupations; and Where the Jobs Are to better focus available workforce resources in the region.

GULF COAST WORKFORCE REGION

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

DRAFT AS 01/19

NAICS	New	Industry Title	Employment Growth				1st Qtr 2017 Avg. Weekly Wages
			Annual Averages 2016	2026	Absolute Change	Percent Change	
		Mining					
2111		Oil and Gas Extraction	50,399	55,853	5,454	10.8%	\$5,925
2131		Support Activities for Mining	35,760	40,982	5,222	14.6%	\$3,038
		Construction					
2361		Residential Building Construction	12,416	16,310	3,894	31.4%	\$1,660
2362		Nonresidential Building Construction	43,077	45,113	2,036	4.7%	\$1,898
2371		Utility System Construction	30,358	39,550	9,192	30.3%	\$1,775
2381		Foundation, Structure, and Building Exterior Contractors	23,961	29,172	5,211	21.7%	\$991
2382		Building Equipment Contractors	48,213	57,524	9,311	19.3%	\$1,213
2383		Building Finishing Contractors	19,526	23,220	3,694	18.9%	\$937
2389		Other Specialty Trade Contractors	18,999	23,237	4,238	22.3%	\$1,193
		Manufacturing					
3241		Petroleum & Coal Products Manufacturing	10,014	9,550	-464	-4.6%	\$3,563
3251		Basic Chemical Manufacturing	22,868	24,079	1,211	5.3%	\$3,228
3323		Architectural and Structural Metals Manufacturing	13,853	18,635	4,782	34.5%	\$1,145
3327		Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	8,506	11,790	3,284	38.6%	\$1,113
3329		Other Fabricated Metal Product Manufacturing	11,990	14,970	2,980	24.9%	\$1,410
3331		Agriculture, Construction, and Mining Machinery Manufacturing	29,290	34,371	5,081	17.3%	\$2,632
		Trade, Transportation & Utilities					
4238		Machinery, Equipment, and Supplies Merchant Wholesalers	31,826	38,866	7,040	22.1%	\$1,745
4411		Automobile Dealers	28,501	34,462	5,961	20.9%	\$1,181
4811		Scheduled Air Transportation*	18,980	21,229	2,249	11.8%	\$2,413
4831		Deep Sea, Coastal, and Great Lakes Water Transportation	1,826	2,030	204	11.2%	\$2,341
4832		Inland Water Transportation	2,404	2,746	342	14.2%	\$2,185
4841		General Freight Trucking	13,998	15,918	1,920	13.7%	\$1,031

GULF COAST WORKFORCE REGION

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

DRAFT AS 01/19

NAICS	New	Industry Title	Employment Growth				1st Qtr 2017 Avg. Weekly Wages
			Annual Averages 2016	2026	Absolute Change	Percent Change	
4842		Specialized Freight Trucking	10,685	12,584	1,899	17.8%	\$2,116
4881		Support Activities for Air Transportation	3,460	3,805	345	10.0%	\$1,270
4882		Support Activities for Rail Transportation	2,210	2,688	478	21.6%	\$997
4883		Support Activities for Water Transportation	9,412	11,419	2,007	21.3%	\$1,023
4884		Support Activities for Road Transportation	2,312	2,651	339	14.7%	\$1,021
4885		Freight Transportation Arrangement	9,904	12,192	2,288	23.1%	\$1,542
4889		Other Support Activities for Transportation	1,173	1,278	105	9.0%	\$1,955
4931		Warehousing and Storage	14,162	17,852	3,690	26.1%	\$949
Finance and Insurance							
5239		Other Financial Investment Activities	11,170	13,523	2,353	21.1%	\$4,206
5242		Agencies, Brokerages, and Other Insurance Related Activities	20,002	23,298	3,296	16.5%	\$1,620
5313		Activities Related to Real Estate	13,340	16,406	3,066	23.0%	\$1,098
Professional and Business Services							
5412		Accounting, Tax Preparation, Bookkeeping, and Payroll Services	25,003	29,570	4,567	18.3%	\$1,385
5413		Architectural, Engineering, and Related Services	66,146	82,186	16,040	24.2%	\$2,136
5415		Computer Systems Design and Related Services	29,115	34,478	5,363	18.4%	\$2,110
5416		Management, Scientific, and Technical Consulting Services	35,537	42,817	7,280	20.5%	\$2,255
5419		Other Professional, Scientific, and Technical Services	16,140	19,725	3,585	22.2%	\$1,322
5511		Management of Companies and Enterprises	36,003	48,562	12,559	34.9%	\$4,276
5611		Office Administrative Services	22,625	27,801	5,176	22.9%	\$2,213
Education and Health Services							
6111		Elementary and Secondary Schools	201,780	242,528	40,748	20.2%	\$833
6113		Colleges, Universities, and Professional Schools	69,240	72,033	2,793	4.0%	\$1,353
6211		Offices of Physicians	49,576	67,311	17,735	35.8%	\$1,574
6212		Offices of Dentists	17,285	20,995	3,710	21.5%	\$908

GULF COAST WORKFORCE REGION

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

DRAFT AS 01/19

NAICS	New	Industry Title	Employment Growth				1st Qtr 2017 Avg. Weekly Wages
			Annual Averages 2016	2026	Absolute Change	Percent Change	
6214		Outpatient Care Centers	13,671	20,292	6,621	48.4%	\$1,257
6221		General Medical and Surgical Hospitals	87,804	102,902	15,098	17.2%	\$1,267
6223		Specialty (except Psychiatric and Substance Abuse) Hospitals	23,350	30,254	6,904	29.6%	\$1,738
		Other Services					
8113		Commercial and Industrial Machinery and Equipment (except Automotive an	10,269	13,416	3,147	30.6%	\$1,584

Notes

1. Criteria used to identify the targeted industries:

Industries with a projected employment growth of at least 2,120 new jobs from 2016-2026

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 2016 to 2026. (17.4%)

Industries with an average weekly wage of at least \$1,031 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.

Authorized for use by the Gulf Coast Workforce Board: Date TBD

GULF COAST WORKFORCE REGION

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

SOC	Occupational Title	New	Employment Growth				Annual Average Job Openings				Typical Education Needed	Work Experience in Related Occ	Typical On-the-job Training	Median Hrly Wage 2017
			Annual Averages 2016	2026	Absolute Change	Percent Change	Exits	Transfers	Growth	Total				
13-0000	Business & Financial Operations													
13-1051	Cost Estimators		5,194	6,192	998	19.2	179	370	100	649	Bachelor's	None	Moderate-term	\$34.46
13-1081	Logisticians	New	4,312	5,066	754	17.5	115	330	75	520	Bachelor's	None	None	\$39.60
13-2011	Accountants and Auditors		40,808	48,606	7,798	19.1	1,320	2,572	780	4,672	Bachelor's	None	None	\$37.36
15-0000	Computer and Mathematical Occupations													
15-1121	Computer Systems Analysts		15,630	17,580	1,950	12.5	304	741	195	1,240	Bachelor's	None	None	\$44.48
15-1132	Software Developers, Applications		12,585	16,426	3,841	30.5	198	712	384	1,294	Bachelor's	None	None	\$52.59
15-1133	Software Developers, Systems Software		7,212	8,079	867	12.0	104	375	87	566	Bachelor's	None	None	\$53.27
15-1141	Database Administrators	New	3,278	3,851	573	17.5	75	148	57	280	Bachelor's	None	None	\$42.49
15-1142	Network and Computer Systems Administrators		8,313	9,300	987	11.9	124	414	99	637	Bachelor's	None	None	\$45.80
15-2031	Operations Research Analysts	New	2,166	2,838	672	31.0	51	94	67	212	Bachelor's	None	None	\$40.21
17-0000	Architecture and Engineering Occupations													
17-1022	Surveyors	New	1,520	1,887	367	24.1	50	69	37	156	Bachelor's	Internship/residency	None	\$29.07
17-2011	Aerospace Engineers		3,045	3,427	382	12.5	73	116	38	227	Bachelor's	None	None	\$61.05
17-2031	Biomedical Engineers		231	259	28	12.1	5	11	3	19	Bachelor's	None	None	\$40.29
17-2041	Chemical Engineers		4,061	4,933	872	21.5	98	184	87	369	Bachelor's	None	None	\$62.09
17-2051	Civil Engineers		10,634	12,841	2,207	20.8	254	578	221	1,053	Bachelor's	None	None	\$50.37
17-2071	Electrical Engineers		4,137	4,987	850	20.5	103	183	85	371	Bachelor's	None	None	\$46.87
17-2072	Electronics Engineers, Except Computer		2,693	3,246	553	20.5	67	119	55	241	Bachelor's	None	None	\$59.53
17-2081	Environmental Engineers		818	945	127	15.5	20	36	13	69	Bachelor's	None	None	\$54.65
17-2111	Health and Safety Engineers, Except Mining Safety Engineers and		1,419	1,627	208	14.7	35	62	21	118	Bachelor's	None	None	\$47.50
17-2112	Industrial Engineers		5,093	6,097	1,004	19.7	128	228	100	456	Bachelor's	None	None	\$53.72
17-2121	Marine Engineers and Naval Architects		827	976	149	18.0	21	33	15	69	Bachelor's	None	None	\$41.48
17-2131	Materials Engineers		647	762	115	17.8	22	27	12	61	Bachelor's	None	None	\$45.36
17-2141	Mechanical Engineers		8,127	9,950	1,823	22.4	184	376	182	742	Bachelor's	None	None	\$47.94
17-2151	Mining and Geological Engineers, Including Mining Safety Enginee		386	478	92	23.8	73	231	92	396	Bachelor's	None	None	\$67.12
17-2171	Petroleum Engineers		10,636	12,567	1,931	18.2	209	537	193	939	Bachelor's	None	None	\$75.05
17-3011	Architectural and Civil Drafters	New	4,195	5,070	875	20.9	137	250	88	475	Associate's	None	None	\$25.31
17-3013	Mechanical Drafters	New	2,062	2,485	423	20.5	67	123	42	232	Associate's	None	None	\$32.44
17-3022	Civil Engineering Technicians	New	2,888	3,462	574	19.9	102	167	57	326	Associate's	None	None	\$25.48
17-3023	Electrical and Electronic Engineering Technicians		4,825	5,549	724	15.0	166	273	72	511	Associate's	None	None	\$30.27
17-3027	Mechanical Engineering Technicians	New	2,102	2,548	446	21.2	74	122	45	241	Associate's	None	None	\$35.31
17-3031	Surveying and Mapping Technicians	New	3,000	3,727	727	24.2	111	239	73	423	High school	None	Moderate-term	\$22.03
19-0000	Life, Physical, and Social Science Occupations													
19-2042	Geoscientists, Except Hydrologists and Geographers		6,286	7,525	1,239	19.7	149	474	124	747	Bachelor's	None	None	\$64.47
19-3031	Clinical, Counseling, and School Psychologists	New	1,779	2,141	362	20.3	49	75	36	160	Doctoral or prof.	None	Internship/residency	\$31.19
19-4041	Geological and Petroleum Technicians		2,618	3,043	425	16.2	78	204	42	324	Associate's	None	Moderate-term	\$33.10

GULF COAST WORKFORCE REGION

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

SOC	Occupational Title	New	Employment Growth				Annual Average Job Openings				Typical Education Needed	Work Experience in Related Occ	Typical On-the-job Training	Median Hrly Wage 2017
			Annual Averages 2016	2026	Absolute Change	Percent Change	Exits	Transfers	Growth	Total				
21-0000	Community and Social Service Occupations													
21-1012	Educational, Guidance, School, and Vocational Counselors		5,715	6,902	1,187	20.8	232	413	119	764	Master's	None	None	\$30.02
21-1022	Healthcare Social Workers	New	2,708	3,466	758	28.0	111	196	76	383	Master's	None	Internship/residency	\$30.26
23-0000	Legal Occupations													
23-1011	Lawyers		15,874	18,281	2,407	15.2	339	369	241	949	Doctoral or prof.	None	None	\$75.57
23-2011	Paralegals and Legal Assistants		5,965	7,172	1,207	20.2	217	437	121	775	Associate's	None	None	\$27.58
25-0000	Education, Training, and Library Occupations													
25-1071	Health Specialties Teachers, Postsecondary	New	3,089	3,803	714	23.1	126	131	71	328	Doctoral or prof.	Less than 5 years	None	\$70.59
25-2011	Preschool Teachers, Except Special Education		10,651	12,455	1,804	16.9	498	617	180	1,295	Associate's	None	None	\$11.55
25-2012	Kindergarten Teachers, Except Special Education		4,357	5,253	896	20.6	207	257	90	554	Bachelor's	None	None	\$28.63
25-2021	Elementary School Teachers, Except Special Education		35,949	43,854	7,905	22.0	1,317	1,477	790	3,584	Bachelor's	None	None	\$29.04
25-2022	Middle School Teachers, Except Special and Career/Technical Edu		17,238	21,062	3,824	22.2	632	709	382	1,723	Bachelor's	None	None	\$29.01
25-2031	Secondary School Teachers, Except Special and Career/Technical		23,694	28,954	5,260	22.2	806	982	526	2,314	Bachelor's	None	None	\$28.87
25-2032	Career/Technical Education Teachers, Secondary School		1,657	2,006	349	21.1	56	68	35	159	Bachelor's	Less than 5 years	None	\$30.36
25-2051	Special Education Teachers, Preschool		284	345	61	21.5	10	12	6	28	Bachelor's	None	None	\$30.80
25-2052	Special Education Teachers, Kindergarten and Elementary School		2,198	2,672	474	21.6	81	89	47	217	Bachelor's	None	None	\$30.08
25-2053	Special Education Teachers, Middle School		1,466	1,783	317	21.6	54	59	32	145	Bachelor's	None	None	\$30.03
25-2054	Special Education Teachers, Secondary School		2,447	2,976	529	21.6	90	99	53	242	Bachelor's	None	None	\$29.47
25-4021	Librarians	New	2,412	2,855	443	18.4	144	98	44	286	Master's	None	None	\$28.99
25-9031	Instructional Coordinators	New	3,588	4,337	749	20.9	188	162	75	425	Master's	5 years or more	None	\$34.65
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations													
27-3091	Interpreters and Translators	New	2,064	2,545	481	23.3	104	100	48	252	Bachelor's	None	None	\$24.78
29-0000	Healthcare Practitioners and Technical Occupations													
29-1011	Chiropractors		775	881	106	13.7	14	7	11	32	Doctoral or prof.	None	None	\$26.64
29-1021	Dentists, General		1,940	2,380	440	22.7	40	16	44	100	Doctoral or prof.	None	None	\$77.05
29-1041	Optometrists		846	1,008	162	19.1	16	12	16	44	Doctoral or prof.	None	None	\$42.24
29-1061	Anesthesiologists		1,524	1,963	439	28.8	26	19	44	89	Doctoral or prof.	None	Internship/residency	\$113.38
29-1062	Family and General Practitioners		2,320	2,942	622	26.8	39	29	62	130	Doctoral or prof.	None	Internship/residency	\$98.15
29-1063	Internists, General		1,034	1,338	304	29.4	17	13	30	60	Doctoral or prof.	None	Internship/residency	\$69.13
29-1064	Obstetricians and Gynecologists		446	568	122	27.4	75	55	122	252	Doctoral or prof.	None	Internship/residency	\$86.15
29-1065	Pediatricians, General		682	874	192	28.2	11	9	19	39	Doctoral or prof.	None	Internship/residency	\$71.55
29-1066	Psychiatrists		152	191	39	25.7	2	2	4	8	Doctoral or prof.	None	Internship/residency	\$71.14
29-1067	Surgeons		519	669	150	28.9	9	7	15	31	Doctoral or prof.	None	Internship/residency	\$103.86
29-1071	Physician Assistants	New	1,817	2,527	710	39.1	38	77	71	186	Master's	None	None	\$51.12
29-1081	Podiatrists		78	88	10	12.8	2	2	1	5	Doctoral or prof.	None	Internship/residency	\$66.48
29-1122	Occupational Therapists		1,935	2,450	515	26.6	45	61	52	158	Master's	None	None	\$42.83
29-1123	Physical Therapists		3,011	3,864	853	28.3	66	72	85	223	Doctoral or prof.	None	None	\$44.36
29-1126	Respiratory Therapists		2,628	3,161	533	20.3	68	66	53	187	Associate's	None	None	\$29.30
29-1127	Speech-Language Pathologists		2,756	3,499	743	27.0	57	97	74	228	Master's	None	Internship/residency	\$38.92
29-1141	Registered Nurses		52,641	65,839	13,198	25.1	1,696	1,288	1,320	4,304	Bachelor's	None	None	\$37.49
29-1151	Nurse Anesthetists	New	2,131	2,753	622	29.2	33	80	62	175	Master's	None	High-Skill High-Growth Occupations	\$75.80

GULF COAST WORKFORCE REGION

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

SOC	Occupational Title	New	Employment Growth				Annual Average Job Openings				Typical Education Needed	Work Experience in Related Occ	Typical On-the-job Training	Median Hrly Wage 2017
			Annual Averages 2016	2026	Absolute Change	Percent Change	Exits	Transfers	Growth	Total				
29-1171	Nurse Practitioners	New	2,148	3,048	900	41.9	50	74	90	214	Master's	None	None	\$57.93
29-2011	Medical and Clinical Laboratory Technologists		3,306	4,028	722	21.8	111	111	72	294	Bachelor's	None	None	\$25.28
29-2012	Medical and Clinical Laboratory Technicians	New	2,544	3,071	527	20.7	85	85	53	223	Associate's	None	None	\$25.27
29-2021	Dental Hygienists	New	2,629	3,148	519	19.7	104	65	52	221	Associate's	None	None	\$34.51
29-2031	Cardiovascular Technologists and Technicians	New	1,585	1,893	308	19.4	45	43	31	119	Associate's	None	None	\$20.90
29-2032	Diagnostic Medical Sonographers	New	1,691	2,274	583	34.5	51	49	58	158	Associate's	None	None	\$35.60
29-2034	Radiologic Technologists		3,922	4,924	1,002	25.5	114	110	100	324	Associate's	None	None	\$29.76
29-2055	Surgical Technologists	New	3,129	3,820	691	22.1	113	154	69	336	Postsecondary nondegree	None	None	\$24.35
29-2061	Licensed Practical and Licensed Vocational Nurses		13,460	16,720	3,260	24.2	532	524	326	1,382	Postsecondary nondegree	None	None	\$22.70
29-2071	Medical Records and Health Information Technicians		3,756	4,603	847	22.6	123	124	85	332	Postsecondary nondegree	None	None	\$20.16
29-9011	Occupational Health and Safety Specialists	New	4,764	5,601	837	17.6	115	142	84	341	Bachelor's	None	None	\$36.05
41-0000	Sales and Related Occupations													
41-3021	Insurance Sales Agents		8,964	10,233	1,269	14.2	390	516	127	1,033	High school	None	Moderate-term	\$18.51
43-0000	Office and Administrative Support Occupations													
43-5061	Production, Planning, and Expediting Clerks	New	8,626	10,164	1,538	17.8	326	610	154	1,090	High school	None	Moderate-term	\$23.17
47-0000	Construction and Extraction Occupations													
47-2073	Operating Engineers and Other Construction Equipment Operators		10,504	12,741	2,237	21.3	444	815	224	1,483	High school	None	Moderate-term	\$19.10
47-2111	Electricians		19,432	22,445	3,013	15.5	729	1,556	301	2,586	High school	None	Apprenticeship	\$26.25
47-2132	Insulation Workers, Mechanical	New	1,580	1,863	283	17.9	46	132	28	206	High school	None	Apprenticeship	\$20.90
47-2152	Plumbers, Pipefitters, and Steamfitters		14,522	17,420	2,898	20.0	579	1,068	290	1,937	High school	None	Apprenticeship	\$25.70
47-2211	Sheet Metal Workers	New	3,204	3,945	741	23.1	124	245	74	443	High school	None	Apprenticeship	\$20.30
47-2221	Structural Iron and Steel Workers	New	3,094	3,698	604	19.5	98	256	60	414	High school	None	Apprenticeship	\$20.63
47-4011	Construction and Building Inspectors	New	2,452	2,985	533	21.7	134	154	53	341	High school	5 years or more	Moderate-term	\$29.89
47-5013	Service Unit Operators, Oil, Gas, and Mining		5,520	6,376	856	15.5	147	552	86	785	No formal credential	None	Moderate-term	\$22.94

GULF COAST WORKFORCE REGION

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

SOC	Occupational Title	New	Employment Growth				Annual Average Job Openings				Typical Education Needed	Work Experience in Related Occ	Typical On-the-job Training	Median Hrly Wage 2017
			Annual Averages 2016	2026	Absolute Change	Percent Change	Exits	Transfers	Growth	Total				
49-0000	Installation, Maintenance, and Repair Occupations													
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists		7,782	9,448	1,666	21.4	264	492	167	923	High school	None	Long-term	\$23.04
49-3042	Mobile Heavy Equipment Mechanics, Except Engines		3,448	4,180	732	21.2	119	240	73	432	High school	None	Long-term	\$23.05
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers		6,378	7,725	1,347	21.1	195	473	135	803	Postsecondary nondegree	None	Long-term	\$21.85
49-9041	Industrial Machinery Mechanics		10,901	13,138	2,237	20.5	406	621	224	1,251	High school	None	Long-term	\$27.94
49-9043	Maintenance Workers, Machinery	New	2,811	3,352	541	19.2	132	178	54	364	High school	None	Long-term	\$20.41
51-0000	Production Occupations													
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	New	3,915	4,868	953	24.3	121	308	95	524	High school	None	Moderate-term	\$21.62
51-4041	Machinists		9,758	12,260	2,502	25.6	382	717	250	1,349	High school	None	Long-term	\$21.97
51-4121	Welders, Cutters, Solderers, and Brazers		18,269	22,318	4,049	22.2	540	1,585	405	2,530	High school	None	Moderate-term	\$23.04
51-8091	Chemical Plant and System Operators ⁴		2,920	2,760	-160	-5.5	66	213	-16	263	High school	None	Moderate-term	\$33.90
51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers		4,409	4,578	169	3.8	104	337	17	458	High school	None	Moderate-term	\$33.44
53-0000	Transportation and Material Moving Occupations													
53-2031	Flight Attendants		6,367	7,831	1,464	23.0	351	402	146	899	High school	Less than 5 years	Moderate-term	\$27.13
53-3032	Heavy and Tractor-Trailer Truck Drivers		41,611	48,742	7,131	17.1	1,916	2,838	713	5,467	Postsecondary nondegree	None	Short-term	\$19.49
53-7021	Crane and Tower Operators	New	2,678	3,176	498	18.6	96	205	50	351	High school	Less than 5 years	Moderate-term	\$26.03

GULF COAST WORKFORCE REGION

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

SOC	Occupational Title	New	Employment Growth				Annual Average Job Openings				Typical Education Needed	Work Experience in Related Occ	Typical On-the-job Training	Median Hrly Wage 2017
			Annual Averages 2016	2026	Absolute Change	Percent Change	Exits	Transfers	Growth	Total				

Notes
 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:
 - Occupation must be found in one or more GCWB Targeted Industries
 - 50% or more of total occupational employment must be found in Targeted Industries as of 2026
 - Projected employment in 2026 greater than or equal to the median for all occupations in the region (≥ 1,819)
 - Projected growth rate greater than or equal to the average of all occupations in the region (≥ 17.4%)
 - 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 2017 median for all occupations in the region (≥ \$18.70)
- Occupations found on the previous High-skill High-growth Occupation List and which meet four of the five qualifying criteria above have been retained.
- 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.
- Occupations included on the previous High-Skill High-Growth List that are projected decline over 2016 to 2026, but were retained due to their continued importance to the regional economy.

GULF COAST WORKFORCE REGION

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Where The Jobs Are ^{1,2}

SOC	Occupational Title	Annual Average Employment 2016	Annual Average Employment 2026	Number Change 2016-2026	Percent Growth 2016-2026	Annual Openings Due to Exits from Workforce	Annual Openings Due to Transfers from Occupation	Annual Openings Due to New Job Growth	Total Annual Openings	Typical Education Needed for Entry into Occupation	Work Experience in a related Occupation	Typical On-the-job Training	Median Wage 2017
00-0000	Total, All Occupations	3,202,048	3,757,792	555,744	17.4	160,248	218,286	55,574	434,108				\$18.70
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	71,739	98,228	26,489	36.9	7,525	7,870	2,649	18,044	No formal credential	None	Short-term	\$9.19
41-2031	Retail Salespersons	91,901	104,572	12,671	13.8	6,219	7,796	1,267	15,282	No formal credential	None	Short-term	\$10.68
35-3031	Waiters and Waitresses	57,107	72,560	15,453	27.1	4,799	7,353	1,545	13,697	No formal credential	None	Short-term	\$9.26
41-2011	Cashiers	62,233	67,679	5,446	8.8	6,099	5,952	545	12,596	No formal credential	None	Short-term	\$9.79
43-9061	Office Clerks, General	89,135	95,378	6,243	7.0	5,414	5,275	624	11,313	High school	None	Short-term	\$17.17
43-4051	Customer Service Representatives	54,801	62,295	7,494	13.7	2,993	4,392	749	8,134	High school	None	Short-term	\$15.51
39-9021	Personal Care Aides	38,830	54,620	15,790	40.7	3,729	2,809	1,579	8,117	High school	None	Short-term	\$9.22
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	46,525	53,881	7,356	15.8	3,268	3,158	736	7,162	No formal credential	None	Short-term	\$10.65
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	42,510	49,502	6,992	16.4	2,279	3,934	699	6,912	No formal credential	None	Short-term	\$12.48
43-5081	Stock Clerks and Order Fillers	39,913	46,284	6,371	16.0	2,353	3,070	637	6,060	High school	None	Short-term	\$12.32
53-3032	Heavy and Tractor-Trailer Truck Drivers	41,611	48,742	7,131	17.1	1,916	2,838	713	5,467	Postsecondary non-degree	None	Short-term	\$19.49
47-2061	Construction Laborers	40,323	48,132	7,809	19.4	1,543	2,916	781	5,240	No formal credential	None	Short-term	\$14.56
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	20,226	24,505	4,279	21.2	2,687	2,112	428	5,227	No formal credential	None	Short-term	\$9.20
11-1021	General and Operations Managers	47,955	57,269	9,314	19.4	1,091	3,138	931	5,160	Bachelor's	5 years or more	None	\$58.76
35-2014	Cooks, Restaurant	25,256	33,775	8,519	33.7	1,729	2,361	852	4,942	No formal credential	Less than 5 years	Moderate-term	\$11.90
43-6014	Secretaries & Administrative Assistants, Except Legal, Medical, & Executive	45,880	46,253	373	0.8	2,482	2,414	37	4,933	High school	None	Short-term	\$16.94
13-2011	Accountants and Auditors	40,808	48,606	7,798	19.1	1,320	2,572	780	4,672	Bachelor's	None	None	\$37.36
39-9011	Childcare Workers	26,688	30,706	4,018	15.1	2,342	1,777	402	4,521	High school	None	Short-term	\$9.89
29-1141	Registered Nurses	52,641	65,839	13,198	25.1	1,696	1,288	1,320	4,304	Bachelor's	None	None	\$37.49
41-3099	Sales Representatives, Services, All Other	29,179	34,546	5,367	18.4	1,008	2,750	537	4,295	High school	None	Moderate-term	\$25.04
33-9032	Security Guards	27,035	31,372	4,337	16.0	1,732	2,060	434	4,226	High school	None	Short-term	\$11.89
41-4012	Sales Rep., Wholesale & Manufacturing, Except Tech. & Scientific Products	32,851	38,284	5,433	16.5	1,174	2,382	543	4,099	High school	None	Moderate-term	\$31.23
43-6013	Medical Secretaries	26,057	34,030	7,973	30.6	1,618	1,574	797	3,989	High school	None	Moderate-term	\$16.28
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	20,653	26,789	6,136	29.7	1,063	2,263	614	3,940	High school	Less than 5 years	None	\$20.45
43-3031	Bookkeeping, Accounting, and Auditing Clerks	31,635	33,789	2,154	6.8	2,026	1,572	215	3,813	Some college, no degree	None	Moderate-term	\$19.59
37-2012	Maids and Housekeeping Cleaners	24,257	27,668	3,411	14.1	1,922	1,451	341	3,714	No formal credential	None	Short-term	\$9.48
25-2021	Elementary School Teachers, Except Special Ed.	35,949	43,854	7,905	22.0	1,317	1,477	790	3,584	Bachelor's	None	None	\$29.04
41-1011	First-Line Supervisors of Retail Sales Workers	28,309	32,310	4,001	14.1	1,119	2,040	400	3,559	High school	Less than 5 years	None	\$19.69
35-2021	Food Preparation Workers	16,257	20,487	4,230	26.0	1,468	1,593	423	3,484	No formal credential	None	Short-term	\$11.10
49-9071	Maintenance and Repair Workers, General	28,565	33,391	4,826	16.9	1,262	1,723	483	3,468	High school	None	Moderate-term	\$17.45
43-1011	First-Line Supervisors of Office and Administrative Support Workers	29,163	32,350	3,187	10.9	1,193	1,775	319	3,287	High school	Less than 5 years	None	\$28.20
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	11,073	14,136	3,063	27.7	1,452	1,379	306	3,137	No formal credential	None	Short-term	\$9.58
31-1014	Nursing Assistants	19,908	24,802	4,894	24.6	1,358	1,130	489	2,977	Postsecondary non-degree	None	None	\$12.70
47-1011	Supervisors of Construction and Extraction Workers	23,931	28,393	4,462	18.6	837	1,650	446	2,933	High school	5 years or more	None	\$33.50
37-3011	Landscaping and Groundskeeping Workers	20,683	23,741	3,058	14.8	1,037	1,587	306	2,930	No formal credential	None	Short-term	\$12.13
31-1011	Home Health Aides	14,162	20,809	6,647	46.9	1,062	884	665	2,611	High school	None	Short-term	\$9.09
47-2111	Electricians	19,432	22,445	3,013	15.5	729	1,556	301	2,586	High school	None	Apprenticeship	\$26.25
51-9198	Helpers--Production Workers	12,725	16,455	3,730	29.3	782	1,389	373	2,544	High school	None	Short-term	\$13.94

SOC	Occupational Title	Annual Average Employment 2016	Annual Average Employment 2026	Number Change 2016-2026	Percent Growth 2016-2026	Annual Openings Due to Exits from Workforce	Annual Openings Due to Transfers from Occupation	Annual Openings Due to New Job Growth	Total Annual Openings	Typical Education Needed for Entry into Occupation	Work Experience in a related Occupation	Typical On-the-job Training	Median Wage 2017
25-3098	Substitute Teachers	18,037	21,932	3,895	21.6	1,218	935	390	2,543	Info not available	Info not available	Info not available	\$12.24
51-4121	Welders, Cutters, Solderers, and Brazers	18,269	22,318	4,049	22.2	540	1,585	405	2,530	High school	None	Moderate-term	\$23.04
25-9041	Teacher Assistants	18,898	23,026	4,128	21.8	1,151	956	413	2,520	Some college, no degree	None	None	\$10.66
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	23,694	28,954	5,260	22.2	806	982	526	2,314	Bachelor's	None	None	\$28.87
53-3033	Light Truck or Delivery Services Drivers	17,108	20,153	3,045	17.8	790	1,170	304	2,264	High school	None	Short-term	\$14.64
31-9092	Medical Assistants	13,726	19,064	5,338	38.9	720	1,007	534	2,261	Postsecondary non-degree	None	None	\$15.03
43-4171	Receptionists and Information Clerks	15,114	16,886	1,772	11.7	995	1,062	177	2,234	High school	None	Short-term	\$12.52
35-3011	Bartenders	10,700	13,355	2,655	24.8	579	1,380	266	2,225	No formal credential	None	Short-term	\$11.38
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	10,189	12,847	2,658	26.1	1,025	913	266	2,204	No formal credential	None	Short-term	\$9.30
53-7051	Industrial Truck and Tractor Operators	15,658	18,504	2,846	18.2	595	1,278	285	2,158	No formal credential	None	Short-term	\$15.91
13-1199	Business Operations Specialists, All Other	17,865	20,928	3,063	17.1	608	1,119	306	2,033	Bachelor's	None	None	\$38.95
51-9061	Inspectors, Testers, Sorters, Samplers & Weighers	15,962	16,876	914	5.7	682	1,257	91	2,030	High school	None	Moderate-term	\$19.92
43-5071	Shipping, Receiving, and Traffic Clerks	17,737	19,609	1,872	10.6	729	1,112	187	2,028	High school	None	Short-term	\$15.32
41-2021	Counter and Rental Clerks	13,940	15,541	1,601	11.5	774	1,082	160	2,016	No formal credential	None	Short-term	\$12.07
47-2152	Plumbers, Pipefitters, and Steamfitters	14,522	17,420	2,898	20.0	579	1,068	290	1,937	High school	None	Apprenticeship	\$25.70
47-2031	Carpenters	16,398	18,949	2,551	15.6	608	982	255	1,845	High school	None	Apprenticeship	\$18.66
35-9021	Dishwashers	9,447	11,555	2,108	22.3	777	837	211	1,825	No formal credential	None	Short-term	\$10.35
11-9013	Farmers, Ranchers & Other Ag. Managers	22,792	23,650	858	3.8	1,358	345	86	1,789	High school	5 years or more	None	\$26.21
53-7064	Packers and Packagers, Hand	10,729	11,516	787	7.3	753	908	79	1,740	No formal credential	None	Short-term	\$10.35
25-2022	Middle School Teachers, Except Special and Career/Technical Education	17,238	21,062	3,824	22.2	632	709	382	1,723	Bachelor's	None	None	\$29.01
53-3031	Driver/Sales Workers	14,459	15,622	1,163	8.0	638	945	116	1,699	High school	None	Short-term	\$12.55
35-2011	Cooks, Fast Food	10,382	11,809	1,427	13.7	650	888	143	1,681	No formal credential	None	Short-term	\$9.70
39-5012	Hairdressers, Hairstylists, and Cosmetologists	11,457	13,365	1,908	16.7	828	620	191	1,639	Postsecondary non-degree	None	None	\$12.05
51-1011	First-Line Supervisors of Production and Operating Workers	13,892	15,914	2,022	14.6	475	954	202	1,631	High school	Less than 5 years	None	\$32.07
13-1071	Human Resources Specialists	13,918	16,019	2,101	15.1	434	984	210	1,628	Bachelor's	None	None	\$30.74
53-7061	Cleaners of Vehicles and Equipment	9,198	10,854	1,656	18.0	517	870	166	1,553	No formal credential	None	Short-term	\$10.96
33-3051	Police and Sheriff's Patrol Officers	16,867	20,537	3,670	21.8	452	729	367	1,548	High school	None	Moderate-term	\$31.76
47-2073	Operating Engineers and Other Construction Equipment Operators	10,504	12,741	2,237	21.3	444	815	224	1,483	High school	None	Moderate-term	\$19.10
41-9022	Real Estate Sales Agents	12,488	14,564	2,076	16.6	692	527	208	1,427	High school	None	Moderate-term	\$29.30
49-3023	Automotive Service Technicians and Mechanics	12,515	14,378	1,863	14.9	424	812	186	1,422	Postsecondary non-degree	None	Short-term	\$20.05
29-2061	Licensed Practical and Licensed Vocational Nurses	13,460	16,720	3,260	24.2	532	524	326	1,382	Postsecondary non-degree	None	None	\$22.70
43-3021	Billing and Posting Clerks	10,446	12,852	2,406	23.0	498	641	241	1,380	High school	None	Moderate-term	\$18.19
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	8,411	8,935	524	6.2	317	988	52	1,357	No formal credential	None	Short-term	\$9.66
51-4041	Machinists	9,758	12,260	2,502	25.6	382	717	250	1,349	High school	None	Long-term	\$21.97
43-3071	Tellers	10,719	11,409	690	6.4	567	711	69	1,347	High school	None	Short-term	\$13.31
13-1111	Management Analysts	11,328	13,828	2,500	22.1	404	650	250	1,304	Bachelor's	Less than 5 years	None	\$47.82
11-9021	Construction Managers	14,488	16,942	2,454	16.9	360	698	245	1,303	Bachelor's	None	Moderate-term	\$46.25
25-2011	Preschool Teachers, Except Special Education	10,651	12,455	1,804	16.9	498	617	180	1,295	Associate's degree	None	None	\$11.55
15-1132	Software Developers, Applications	12,585	16,426	3,841	30.5	198	712	384	1,294	Bachelor's	None	None	\$52.59
35-2012	Cooks, Institution and Cafeteria	7,817	8,954	1,137	14.5	491	671	114	1,276	No formal credential	None	Short-term	\$11.87
49-9041	Industrial Machinery Mechanics	10,901	13,138	2,237	20.5	406	621	224	1,251	High school	None	Long-term	\$27.94

Where The Jobs Are ^{1,2}

SOC	Occupational Title	Annual Average Employment 2016	Annual Average Employment 2026	Number Change 2016-2026	Percent Growth 2016-2026	Annual Openings Due to Exits from Workforce	Annual Openings Due to Transfers from Occupation	Annual Openings Due to New Job Growth	Total Annual Openings	Typical Education Needed for Entry into Occupation	Work Experience in a related Occupation	Typical On-the-job Training	Median Wage 2017
53-3022	Bus Drivers, School or Special Client	9,044	10,097	1,053	11.6	751	391	105	1,247	High school	None	Short-term	\$15.56
15-1151	Computer User Support Specialists	13,202	15,393	2,191	16.6	290	736	219	1,245	Some college, no degree	None	None	\$26.78
15-1121	Computer Systems Analysts	15,630	17,580	1,950	12.5	304	741	195	1,240	Bachelor's	None	None	\$44.48
41-3031	Securities, Commodities, and Financial Services Sales Agents	10,730	12,382	1,652	15.4	303	762	165	1,230	Bachelor's	None	Moderate-term	\$23.97
39-9032	Recreation Workers	5,535	6,791	1,256	22.7	403	616	126	1,145	High school	None	Short-term	\$11.17
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	10,234	11,960	1,726	16.9	359	572	173	1,104	High school	Less than 5 years	None	\$33.06
43-5061	Production, Planning, and Expediting Clerks	8,626	10,164	1,538	17.8	326	610	154	1,090	High school	None	Moderate-term	\$23.17
47-2141	Painters, Construction and Maintenance	10,393	11,922	1,529	14.7	381	556	153	1,090	No formal credential	None	Moderate-term	\$18.38
51-2092	Team Assemblers	8,480	9,158	678	8.0	377	639	68	1,084	High school	None	Moderate-term	\$13.79
39-2021	Nonfarm Animal Caretakers	5,237	6,944	1,707	32.6	416	491	171	1,078	High school	None	Short-term	\$9.42
41-1012	First-Line Supervisors of Non-Retail Sales Workers	9,735	11,068	1,333	13.7	346	580	133	1,059	High school	Less than 5 years	None	\$36.17
17-2051	Civil Engineers	10,634	12,841	2,207	20.8	254	578	221	1,053	Bachelor's	None	None	\$50.37
47-5071	Roustabouts, Oil and Gas	6,876	8,187	1,311	19.1	256	655	131	1,042	No formal credential	None	Moderate-term	\$16.54
39-3091	Amusement and Recreation Attendants	4,019	4,653	634	15.8	458	515	63	1,036	No formal credential	None	Short-term	\$9.04
41-3021	Insurance Sales Agents	8,964	10,233	1,269	14.2	390	516	127	1,033	High school	None	Moderate-term	\$18.51
43-6011	Executive Secretaries and Executive Administrative Assistants	11,725	10,263	-1,462	-12.5	592	576	-146	1,022	High school	Less than 5 years	None	\$29.10
11-3031	Financial Managers	8,878	11,623	2,745	30.9	236	507	274	1,017	Bachelor's	5 years or more	None	\$69.23
33-3012	Correctional Officers and Jailers	12,166	12,416	250	2.1	434	552	25	1,011	High school	None	Moderate-term	\$20.44
31-9091	Dental Assistants	6,933	8,380	1,447	20.9	391	438	145	974	Postsecondary non-degree	None	None	\$16.89
39-9031	Fitness Trainers and Aerobics Instructors	4,967	5,782	815	16.4	352	538	82	972	High school	None	Short-term	\$20.59
21-2011	Clergy	8,210	8,720	510	6.2	388	519	51	958	Bachelor's	None	Moderate-term	\$23.89
23-1011	Lawyers	15,874	18,281	2,407	15.2	339	369	241	949	Doctoral or prof.	None	None	\$75.57
17-2171	Petroleum Engineers	10,636	12,567	1,931	18.2	209	537	193	939	Bachelor's	None	None	\$75.05
13-1161	Market Research Analysts & Marketing Specialists	6,660	8,667	2,007	30.1	203	526	201	930	Bachelor's	None	None	\$35.05
49-3031	Bus & Truck Mechanics & Diesel Engine Specialists	7,782	9,448	1,666	21.4	264	492	167	923	High school	None	Long-term	\$23.04
51-9011	Chemical Equipment Operators and Tenders	8,147	8,455	308	3.8	228	651	31	910	High school	None	Moderate-term	\$34.55
53-2031	Flight Attendants	6,367	7,831	1,464	23.0	351	402	146	899	High school	Less than 5 years	Moderate-term	\$27.13
29-2052	Pharmacy Technicians	8,502	10,246	1,744	20.5	304	416	174	894	High school	None	Moderate-term	\$16.55
27-3031	Public Relations Specialists	7,299	8,607	1,308	17.9	223	538	131	892	Bachelor's	None	None	\$28.80
13-2051	Financial Analysts	8,081	9,593	1,512	18.7	176	555	151	882	Bachelor's	None	None	\$41.02
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	5,456	5,724	268	4.9	204	637	27	868	No formal credential	None	Short-term	\$11.96
13-1023	Purchasing Agents, exc. Wholesale, Retail & Farm.	9,172	9,681	509	5.5	280	521	51	852	Bachelor's	None	Moderate-term	\$30.33
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service	2,990	3,527	537	18.0	451	344	54	849	No formal credential	None	Short-term	\$8.95
13-1151	Training and Development Specialists	6,580	7,961	1,381	21.0	224	467	138	829	Bachelor's	Less than 5 years	None	\$33.25
35-3041	Food Servers, Nonrestaurant	4,339	5,434	1,095	25.2	368	344	110	822	No formal credential	None	Short-term	\$10.46
25-3021	Self-Enrichment Education Teachers	5,597	6,975	1,378	24.6	383	294	138	815	High school	Less than 5 years	None	\$22.53
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	6,378	7,725	1,347	21.1	195	473	135	803	Postsecondary non-degree	None	Long-term	\$21.85
41-4011	Sales Rep., Wholesale & Manufacturing, Technical & Scientific Products	6,524	7,480	956	14.7	231	469	96	796	Bachelor's	None	Moderate-term	\$41.51
47-5013	Service Unit Operators, Oil, Gas, and Mining	5,520	6,376	856	15.5	147	552	86	785	No formal credential	None	Moderate-term	\$22.94
23-2011	Paralegals and Legal Assistants	5,965	7,172	1,207	20.2	217	437	121	775	Associate's degree	None	None	\$27.58
21-1012	Educational, Guidance, School, and Vocational Counselors	5,715	6,902	1,187	20.8	232	413	119	764	Master's	None	None	\$30.02

Where The Jobs Are ^{1,2}

SOC	Occupational Title	Annual Average Employment 2016	Annual Average Employment 2026	Number Change 2016-2026	Percent Growth 2016-2026	Annual Openings Due to Exits from Workforce	Annual Openings Due to Transfers from Occupation	Annual Openings Due to New Job Growth	Total Annual Openings	Typical Education Needed for Entry into Occupation	Work Experience in a related Occupation	Typical On-the-job Training	Median Wage 2017
11-2022	Sales Managers	6,897	8,144	1,247	18.1	171	456	125	752	Bachelor's	Less than 5 years	None	\$64.13
43-9041	Insurance Claims and Policy Processing Clerks	5,922	7,021	1,099	18.6	276	363	110	749	High school	None	Moderate-term	\$17.26
11-9199	Managers, All Other	8,345	9,617	1,272	15.2	243	377	127	747	Bachelor's	Less than 5 years	None	\$59.91
19-2042	Geoscientists, Except Hydrologists & Geographers	6,286	7,525	1,239	19.7	149	474	124	747	Bachelor's	None	None	\$64.47
17-2141	Mechanical Engineers	8,127	9,950	1,823	22.4	184	376	182	742	Bachelor's	None	None	\$47.94
49-9098	Helpers--Installation, Maintenance, and Repair Workers	4,648	5,600	952	20.5	246	387	95	728	High school	None	Short-term	\$14.37
43-4151	Order Clerks	5,876	6,234	358	6.1	281	396	36	713	High school	None	Short-term	\$18.13
47-2051	Cement Masons and Concrete Finishers	5,151	6,222	1,071	20.8	216	386	107	709	No formal credential	None	Moderate-term	\$16.03
43-3011	Bill and Account Collectors	6,316	6,639	323	5.1	243	425	32	700	High school	None	Moderate-term	\$18.24
35-2015	Cooks, Short Order	4,290	4,873	583	13.6	268	366	58	692	No formal credential	None	Short-term	\$11.09
53-1031	First-Line Supervisors of Trans. & Material-Moving Machine & Vehicle Op.	5,334	6,324	990	18.6	187	401	99	687	High school	Less than 5 years	None	\$28.53
43-4081	Hotel, Motel, and Resort Desk Clerks	3,999	4,342	343	8.6	231	412	34	677	High school	None	Short-term	\$10.36
13-1051	Cost Estimators	5,194	6,192	998	19.2	179	370	100	649	Bachelor's	None	Moderate-term	\$34.46

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. Note that the majority of openings may be the result of workers switching to new careers (transfers) and thereby creating vacancies.

2. Occupations on this list are those with projected annual average total job openings greater than or equal to 645 per year.

Employer Service Committee

Compliance Plan 2017-2020 Update

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 we are submitting a modification to the plan to account for updated economic conditions and updated employment projection data. We will publish the compliance plan for at least 30 days to allow for public comment before we submit to the Texas Workforce Commission in mid-March.

What Changed?

1. We include the proposed updates to the Board's Strategic Plan.
2. We updated the following lists that the Board uses to target investments:
 - Target Industries
 - Where the Jobs Are
 - Target Occupations
3. We updated information on current economic conditions.

What is in the plan?

As a reminder, 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.
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 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 show how Workforce Solutions' operations align with elements in the Texas Workforce Commission's state plan.
 - We describe how we work with contractors to ensure continuous improvement in Workforce Solutions' operations and meet performance expectations.

- We 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 include information about the integration of Workforce Solutions service with the adult education and vocational rehabilitation systems.
- We include a description of various administrative functions, including how grant funds are received and disbursed and how we procure contractors.
- We 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 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.
- We include a description of how Workforce Solutions will encourage and support the development and expansion of registered apprenticeship program and opportunities.
- We describe how will be provide priority of service for public assistance recipients, low-income individuals and individuals who are basic-skill deficient.

Action

Recommend that the Board approve updates to the 2017-2020 state compliance plan.

Strategic Planning Committee

The Board's 2019-2023 Strategic Plan

Strategic Planning Committee met on January 25, 2019 at Workforce Solutions – Southeast. Chair Carl Bowles led the meeting, which was also attended by Board Chair Mark Guthrie, Willie Alexander, Peter Beard, Mary Helen Cavazos, Cheryl Guido, Bobbie Henderson, Alan Heskamp, Guy Robert Jackson, Edward Melton, and Evelyn Timmons.

The Committee gathered to review staff recommendations for the measures that are used to gauge progress over time as well as finalize the narrative of the 2019-2023 Strategic Plan.

Measures, Baselines and Targets

The Board had developed a set of 24 measures to gauge progress against its Strategic Plan. The measures are aligned with the Board's desired results:

- Competitive Employers
- A Better Educated Workforce
- More and Better Jobs
- Higher Wages

The Board recognizes that we operate in the context of a regional economy. In these measures, we look at both the region as a whole and Workforce Solutions specifically. The pages that follow identify 11 measures for the regional workforce system and 13 for Workforce Solutions.

To gauge more and better jobs for the regional workforce system, we propose changing the two measures from percentages to actual numbers as the percentage measures did not readily demonstrate increases that might have occurred.

Additionally, the Committee asked staff to identify data sources to gauge:

- Economic output for the region
- Early childhood school readiness
- Grade-level reading and math attainment
- Adjusted cohort graduation rate
- English-language learners
- Adult basic literacy skills

2019-2023 Strategic Plan

The strategic plan document, incorporating the Board's current measures, follows. Board members and the Strategic Planning Committee have worked diligently since September to refine language and prepare the plan for the Board's consideration.

Action

Recommend that the Board approve the 2019-2023 Strategic Plan.

The Gulf Coast Workforce Board
Employer Driven and People Powered

STRATEGIC PLAN 2019 – 2023
FOR THE REGIONAL WORKFORCE SYSTEM

DRAFT
Update January 25, 2019

*The Gulf Coast workforce system is a regional network
of business, education, labor, government, and community organizations
serving the City of Houston and the 13-county Gulf Coast region of Texas.*

THE GULF COAST WORKFORCE BOARD
Employer Driven and People Powered

Strategic Plan 2019 – 2023

<p>PURPOSE <i>(Why We Exist)</i></p>	<p>To keep our region a great place to do business, work, and live</p>
<p>MISSION <i>(What Makes Us Different)</i></p>	<p>We elevate the economic and human potential of the Gulf Coast region by fulfilling the diverse needs of the businesses and individuals we serve.</p>
<p>VISION <i>(The Future We Aspire To)</i></p>	<p>Our region attracts and retains the best employers, affords everyone the dignity of a job, remains vitally important to the global economy – and all within it are thriving.</p>

VALUES & BEHAVIORS
(Our Strongly Held Beliefs)

We are employer-driven

We care passionately

- Advocate for others
- Inspire hope
- Fuel progress

We take responsibilities seriously

- Be accountable
- Follow up and follow through
- Drive results

We imagine possibilities

- Seek multiple perspectives
- Bring fresh thinking
- Engage one another in making a difference

RESULTS
*(The Difference
We Will Make)*

1. Competitive Employers
2. An Educated Workforce
3. More and Better Jobs
4. Higher Incomes

**MEASURES, BASELINES,
AND TARGETS**
*(How We Will Measure
Progress Toward
Achieving Results)*

For the Regional Workforce System:

Education Credentials

- 84 percent of the region's population 25 years and older will hold an education credential
- 39 percent of the region's population 25 years and older will hold a post-secondary degree
- 24 percent of those pursuing an education credential will earn one

Job Creation

- 3.23 million individuals will be employed in the region, reflecting the addition of 254,202 jobs created since 2018

For Workforce Solutions:

Market Share

- 31,500 region's employers will use Workforce Solutions

Customer Loyalty

- 65 percent of employers using Workforce Solutions will be repeat customers

Education Credentials

- 76 percent of individual customers pursuing an education credential will earn one

Job Creation

- 3,500 new jobs will be created as a direct result of Workforce Solutions' partnering with other business organizations

**MEASURES, BASELINES,
AND TARGETS**
(continued)

Employment

— 78 percent of individual customers will be employed after leaving Workforce Solutions

Earnings

— 37 percent of individual customers leaving Workforce Solutions will have earnings gains of at least 20 percent

STRATEGIES
*(How We Will Achieve
Results)*

We help employers meet their human resource needs and people build careers, so both can compete in the global economy, by:

1. Building, maintaining, and continually improving a high-quality, value-add system that serves employers and people
2. Providing skilled workers for employers in critical industries
3. Contributing to high-quality, life-long learning for individuals
4. Delivering accurate and timely career and labor market data
5. Using our resources to leverage the larger system
6. Meeting the requirements of our funding sources

2019-2023 Measures, Baselines, and Targets

Following are the proposed targets for the Board’s measures – those that cover the entire region and those that are specific to Workforce Solutions. The measures are keyed to the Board’s strategic results to measure our progress:

- Competitive employers
- An educated workforce
- More and better jobs
- Higher incomes

Primary measures are not shaded – these are the measures that we report on quarterly. Secondary measures – those that we use to test how the system is working – are shaded. We report on these measures annually.

Result #1 Competitive Employers

For Workforce Solutions	2019	2020	2021	2022	2023
Number of the region’s employers who use Workforce Solutions	27,367	28,500	29,500	30,500	31,500
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Percentage of the region’s employers using Workforce Solutions as repeat customers	60%	62%	63%	64%	65%

Result #2 An Educated Workforce

For the Regional Workforce System	2019	2020	2021	2022	2023
Percentage of the region’s population (25 years and older) holding an education credential	83.00%	83.00%	83.00%	84.00%	84.00%
Percentage of the region’s population (25 years and older) holding a post-secondary degree	38.00%	38.00%	38.00%	39.00%	39.00%
Percentage of those pursuing an education credential who earn one	24.00%	24.00%	24.00%	24.00%	24.00%
	2019	2020	2021	2022	2023
Percentage of students enrolled in the 9th through 12th grades earning a high school diploma	23.00%	23.00%	23.00%	23.00%	23.00%

Percentage of those pursuing a high school equivalency who earn one.	79%	79%	79%	79%	79%
Percentage of students enrolled in post-secondary institutions earning a certificate or degree	23.00%	23.00%	24.00%	24.00%	24.00%
Percentage of students earning post-secondary certificates or degrees who hold credentials in fields preparing them for jobs in high-skill, high-growth occupations targeted by the Gulf Coast Workforce Board	38.00%	39.00%	39.00%	40.00%	40.00%
Total number of students earning a post-secondary degree or certificate up to and including Associate's degrees	42,825	45,679	48,532	51,385	54,239

For Workforce Solutions

	2019	2020	2021	2022	2023
Percentage of customers pursuing an education credential who earn one	74%	75%	75%	76%	76%
Percentage of customers enrolled in post-secondary education who earn certificate/degree	85%	85%	85%	86%	86%

Result # 3 More and Better Jobs

For the Regional Workforce System	2019	2020	2021	2022	2023
Total number of jobs	3,029,703	3,080,544	3,131,384	3,182,225	3,233,065

For Workforce Solutions	2019	2020	2021	2022	2023
Number of new jobs created as a direct result of Workforce Solutions' partnering with other business organizations	3,300	3,300	3,400	3,400	3,500

Percentage of new jobs created with employers in industries targeted by the Gulf Coast Workforce Board as a direct result of Workforce Solutions' partnerships	60%	63%	67%	72%	75%
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	2019	2020	2021	2022	2023
Percentage of new jobs created in high-skill, high-growth occupations targeted by the Gulf Coast Workforce Board as a direct result of Workforce Solutions' partnerships with employers	45%	45%	45%	45%	45%

Result # 3 More and Better Jobs

For the Regional Workforce System*	2019	2020	2021	2022	2023
Number of jobs occurring in those industries targeted by the Gulf Coast Workforce Board	≥1,304,205	≥1,304,205	≥1,304,205	≥1,304,205	≥1,304,205

Number of jobs occurring in high-skill, high-growth occupations targeted by the Gulf Coast Workforce Board	≥ 615,170	≥ 615,170	≥ 615,170	≥ 615,170	≥ 615,170
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For Workforce Solutions	2019	2020	2021	2022	2023
Percentage of individuals employed after leaving Workforce Solutions	76%	77%	77%	78%	78%

Percent of individuals unemployed at entry who are employed after leaving Workforce Solutions	75%	75%	75%	76%	76%
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	2019	2020	2021	2022	2023
Percentage of individuals employed after leaving Workforce Solutions, also employed in both consecutive quarters	83%	83%	83%	83%	83%
Percentage of individuals employed in the quarter beginning services from Workforce Solutions	68%	68%	68%	68%	70%

Result # 4 Higher Incomes

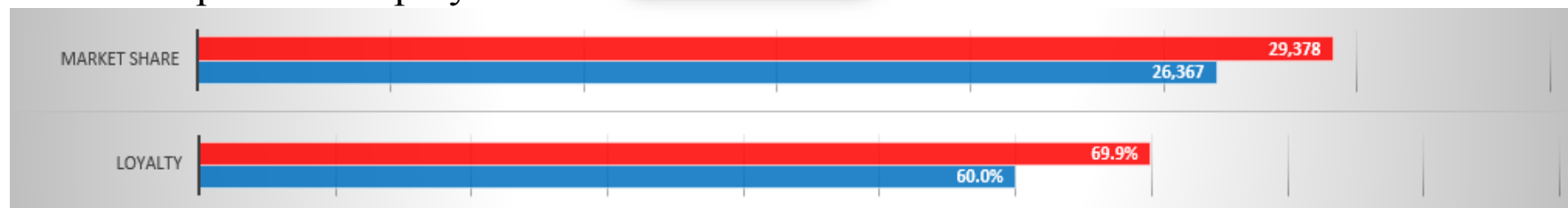
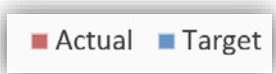
For Workforce Solutions	2019	2020	2021	2022	2023
Percentage of individuals with earnings gains of at least 20 percent after leaving Workforce Solutions	37%	37%	37%	37%	37%
Percentage of individuals employed with earnings gains after leaving Workforce Solutions	46%	46%	46%	46%	46%

Gulf Coast Workforce Board System Performance October 2017 to September 2018

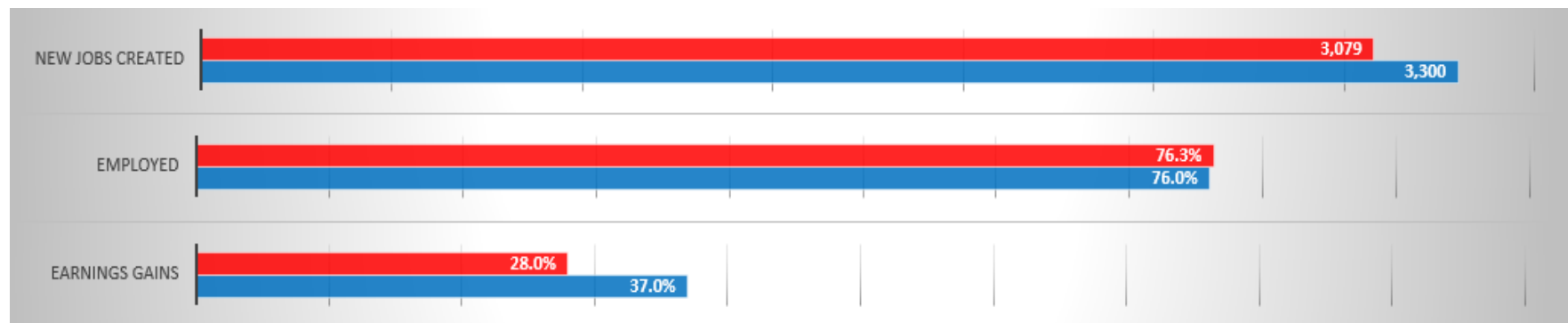
Board Measures

These measures gauge progress toward meeting the results set out in the Board's strategic plan for the Board's operating affiliate, Workforce Solutions.

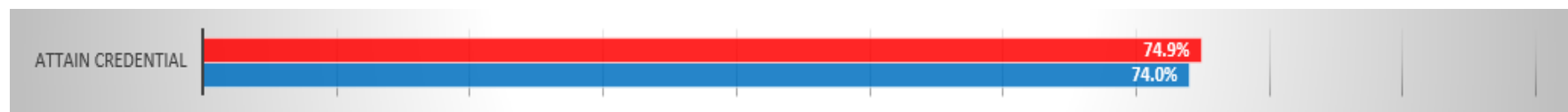
More Competitive Employers



More and Better Jobs



A Better Educated Workforce



Production

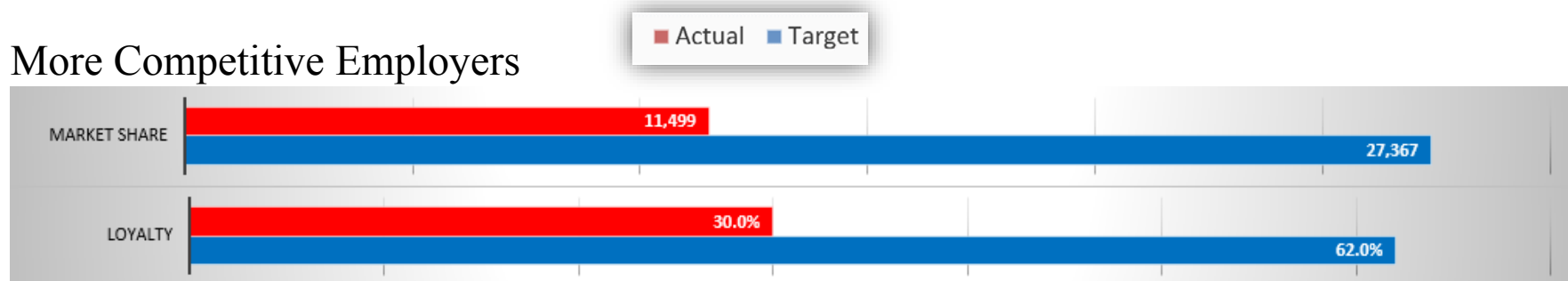
In addition to the Board's measures, Workforce Solutions works to meet Texas Workforce Commission expectations for production. For the production measurement year October 2017 through September 2018, we met or exceeded nineteen of nineteen state production requirements.

Gulf Coast Workforce Board System Performance October 2018 to December 2018

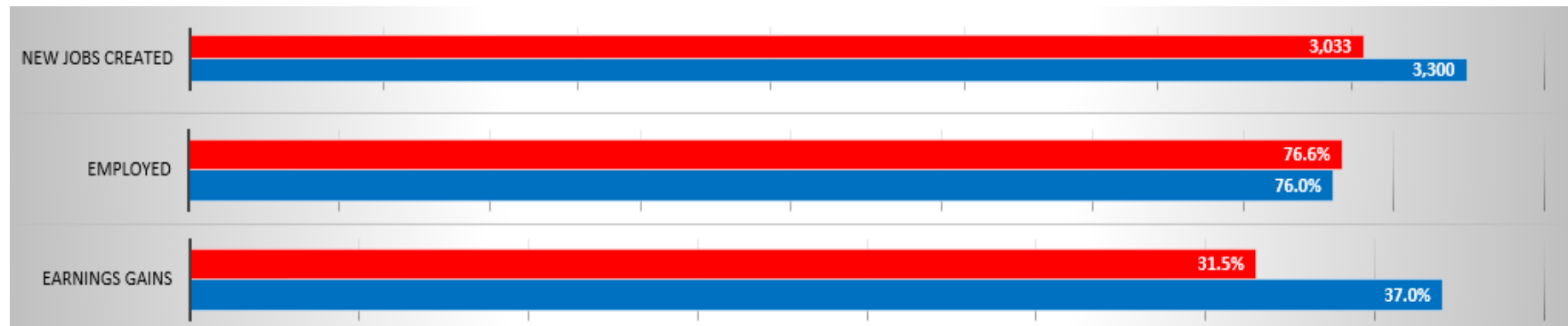
Board Measures

These measures gauge progress toward meeting the results set out in the Board's strategic plan for the Board's operating affiliate, Workforce Solutions.

More Competitive Employers



More and Better Jobs



A Better Educated Workforce



Production

In addition to the Board’s measures, Workforce Solutions works to meet Texas Workforce Commission expectations for production. For the first quarter of the production measurement year beginning October 1, 2018, we are meeting or exceeding nineteen of nineteen state measures.

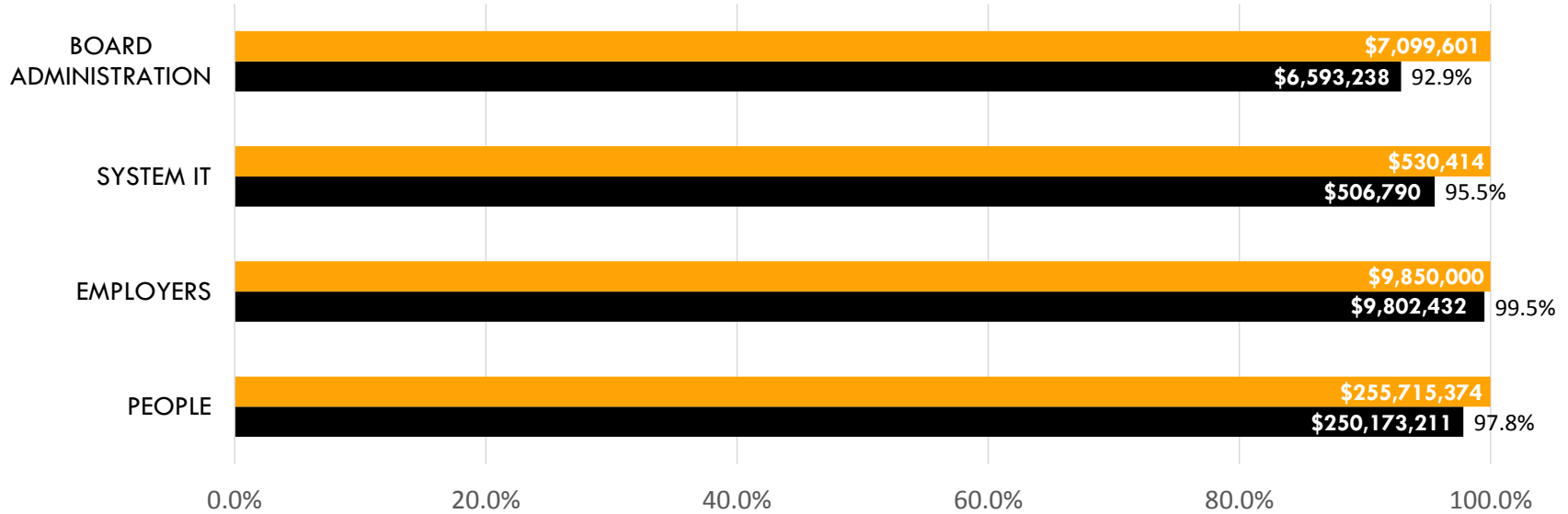
Adult education production for the period July 2018 through December 2018 includes:

	Target	Year to Date
<i>Total Enrollments</i>	19,438	12,075
<i>12+ Hour Enrollments</i>	18,166	10,957
<i>IET Program</i>	1,100	350
<i>EL Civics</i>	615	1,213
<i>Integrated EL Civics</i>	500	163
<i>Intensive Services.</i>	490	116

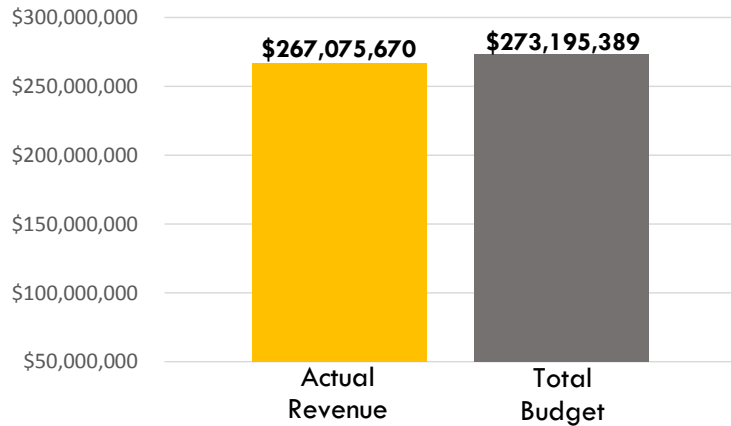
1. Total enrollments - includes individuals who begin an adult education class.
2. 12+ hour enrollments - includes individuals who are in adult education classes 12 or more clock hours.
3. Integrated Education and Training (IET) – includes individuals enrolled in Adult Education and Literacy classes concurrently and contextually with Workforce Preparation Activities and Workforce Training for specific in-demand or targeted occupations for educational and career advancement.
4. English Literacy and Civics (EL Civics) - includes English Language Learners receiving instruction to achieve competency in the English language and acquire the information and skills needed to function effectively as parents, workers, and citizens in the United States.
5. Integrated English Language (IET) and English Language (EL) Civics – includes individuals enrolled in English Literacy and Civics who are also enrolled in Integrated Education and Training.
6. Intensive Services – includes individuals who receive various college and career-focused adult education options including: workplace Adult Education and Literacy activities, services for internationally-trained English Language Learner professionals and transition assistance to offenders for re-entry and post-release services.

Gulf Coast Workforce Financial Status Report
 For the 12 months ending December 31, 2018

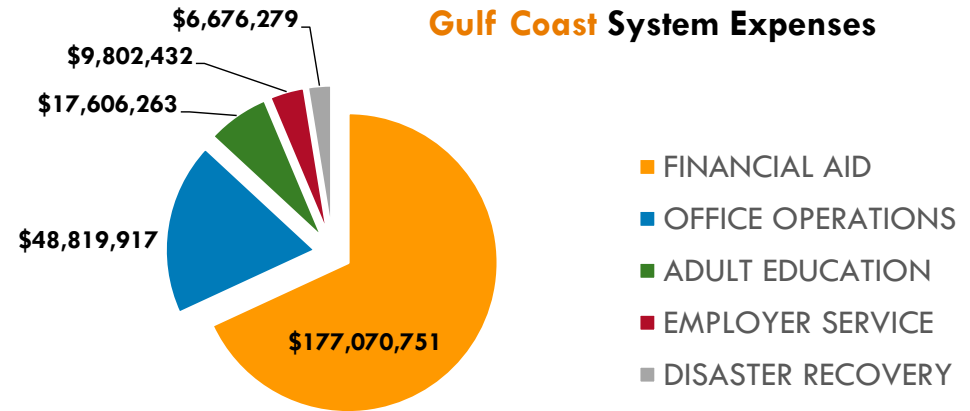
Target Expenses



Gulf Coast Workforce Revenue



Gulf Coast System Expenses





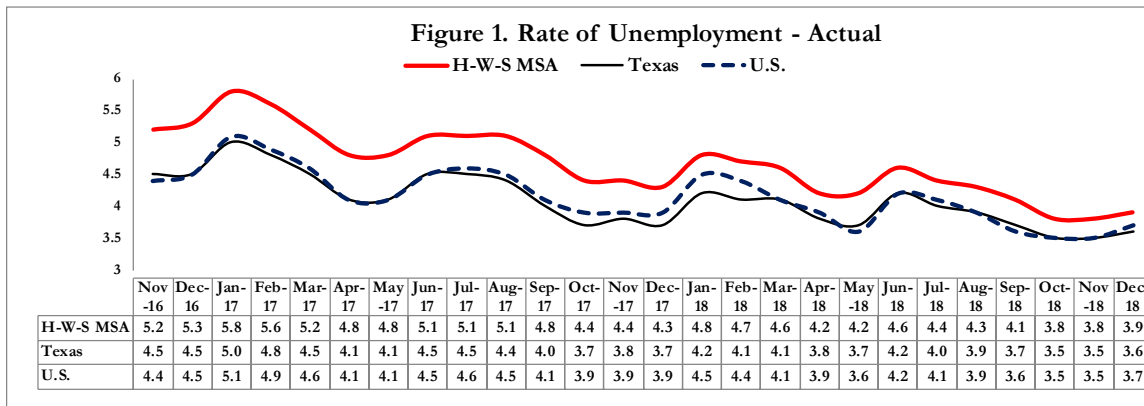
Labor Market Information
 DECEMBER 2018 Employment Data

HOUSTON-THE WOODLANDS-SUGAR LAND METROPOLITAN STATISTICAL AREA Visit our website at www.wrksolutions.com

The rate of unemployment in the Houston-The Woodlands-Sugar Land Metropolitan Statistical Area (H-W-S MSA) rose one-tenth of a percentage point to 3.9 percent in December. Over the previous year the rate of unemployment has declined four-tenths of a percentage point with 8,733 fewer unemployed in the H-W-S MSA. The local rate of unemployment, while low, was slightly higher than 3.6 percent at the state level and 3.7 percent at the national level, see figure 1.

Unemployment Rate (Actual)

	DEC 2018	NOV 2018	DEC 2017
Civilian Labor Force	3,453,216	3,442,613	3,343,410
Total Employed	3,317,794	3,313,015	3,199,215
Unemployed	135,422	129,598	144,195
Unemployment Rate	3.9%	3.8%	4.3%



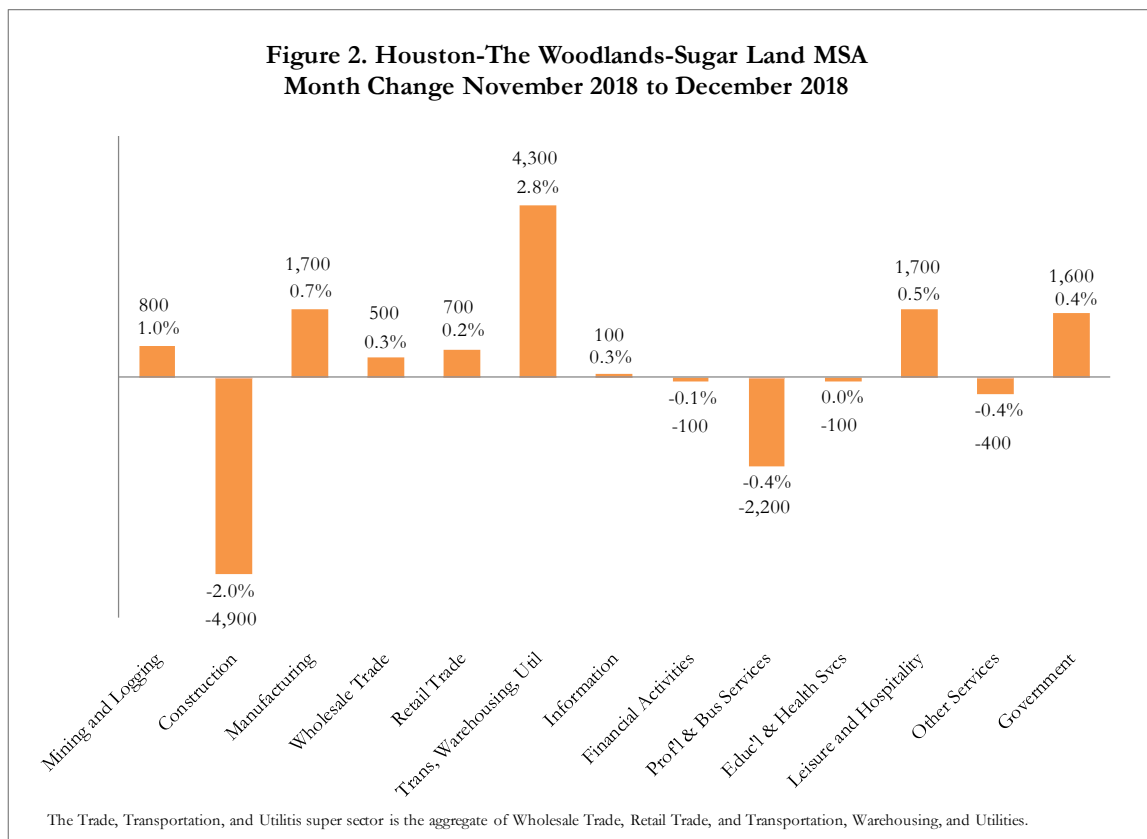
Total Nonfarm Employment in the H-W-S MSA added 3,700 jobs in December. The 0.1 percent increase was much weaker than the historical average increase of 0.5 percent. The primary reasons for the weak increase were a loss of 4,900 jobs in Construction, a loss of 2,200 jobs in Professional and Business Services, and a much weaker than average increase in Retail Trade. The largest gain was in Transportation, Warehousing, and Utilities which had its largest December increase since 2006, up 4,300 jobs. Manufacturing and Leisure & Hospitality also made substantial contributions to the increase adding 1,700 jobs each. See figure 2.

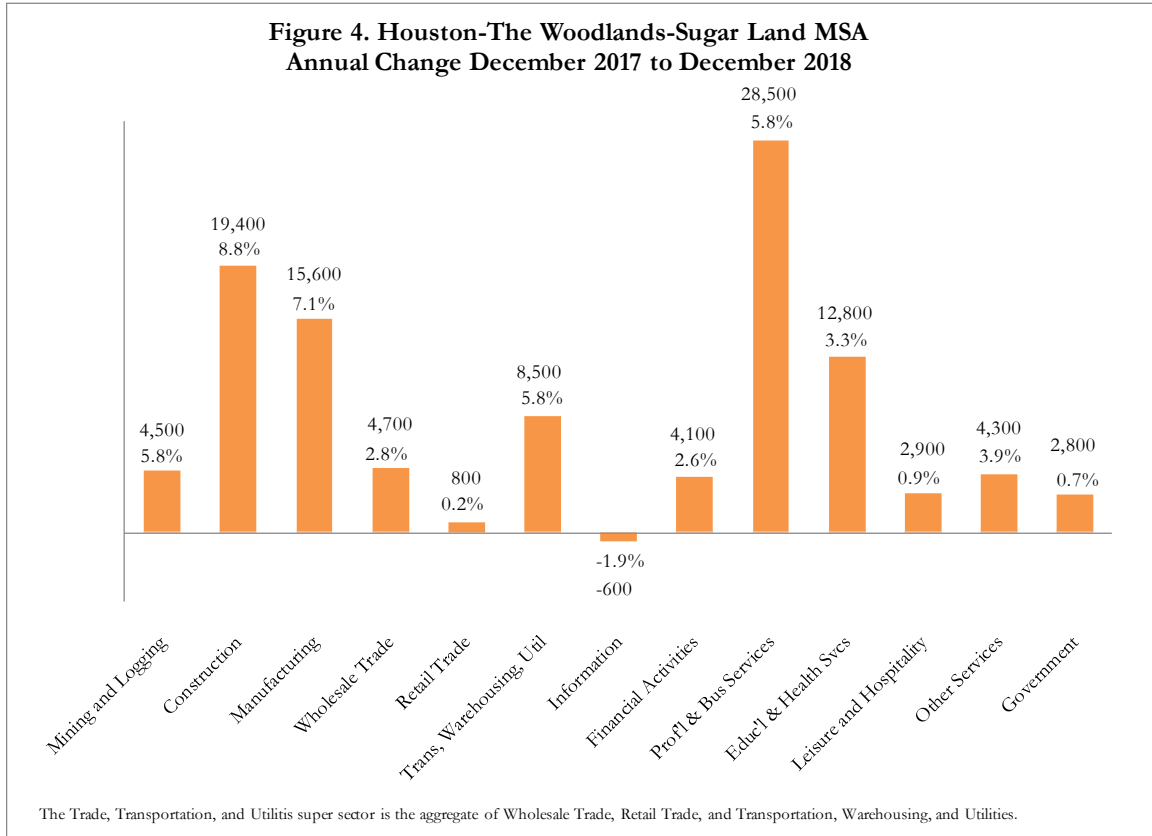
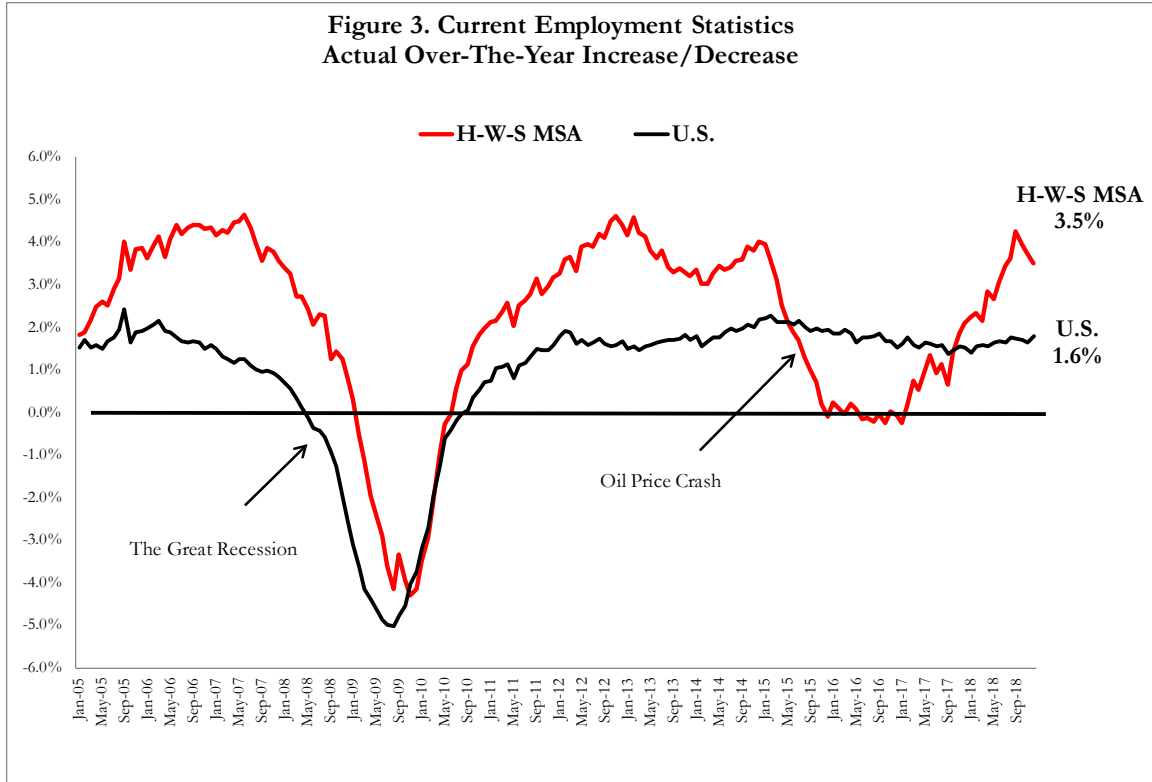
Total Nonfarm Employment in the H-W-S MSA was up 108,300 jobs over the year. The pace of job growth fell for the third consecutive month to 3.5 percent, down eight-tenths of a percentage point from a peak of 4.3 percent in September 2018. The pace of job growth in the H-W-S MSA continues to be more than twice the nation’s despite slowing in recent months, see figure 3.

The largest contribution of job growth continues to be the Professional and Business Services super sector, up 28,500 jobs or 5.8 percent, despite its over-the-year increase having declined from a peak of 42,000 in July. The fastest growing super sector was Construction, up 19,400 jobs or 8.8 percent, where the pace of growth has also been on the decline, down five percent from a peak of 13.8 percent in August. The only industry super sector to report a loss was Information, down 600 jobs or 1.9 percent, see figure 4.

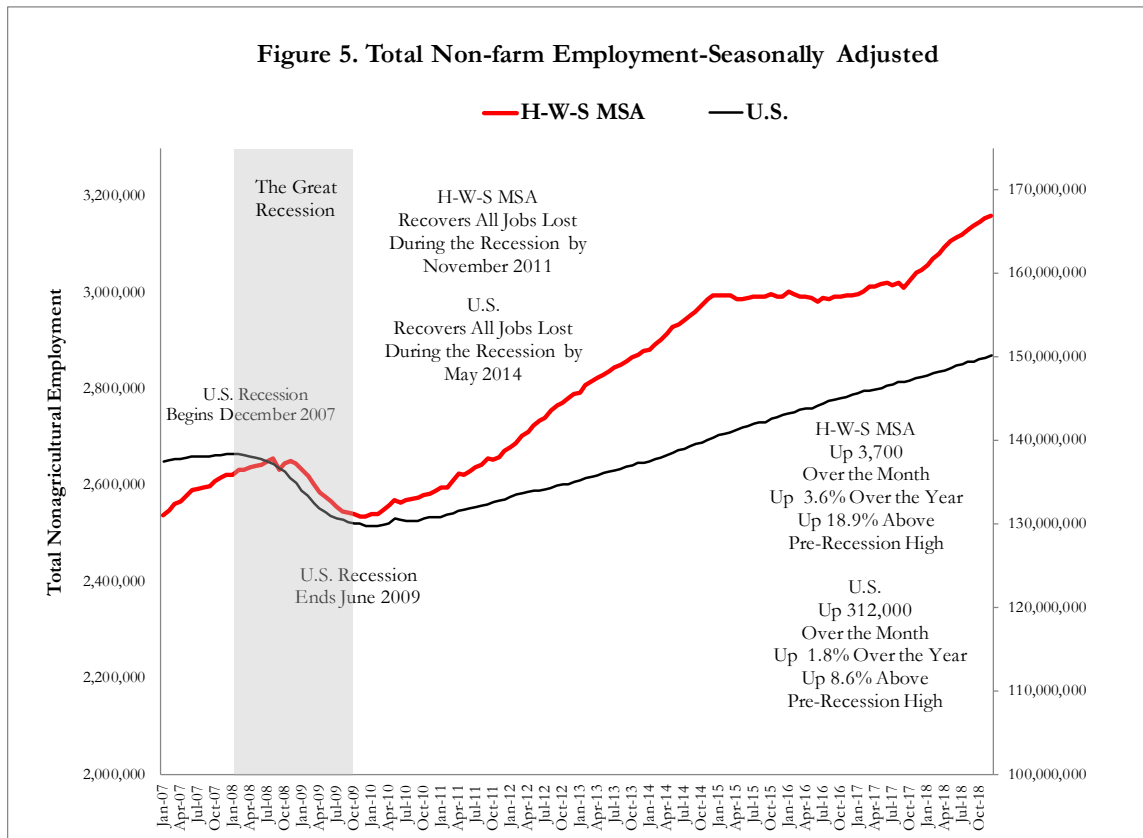
All employment estimates for the H-W-S MSA will be revised during annual benchmarks performed by the Bureau of Labor Statistics in March. Expectations are that revisions will indicate more moderate growth than what is currently estimated.

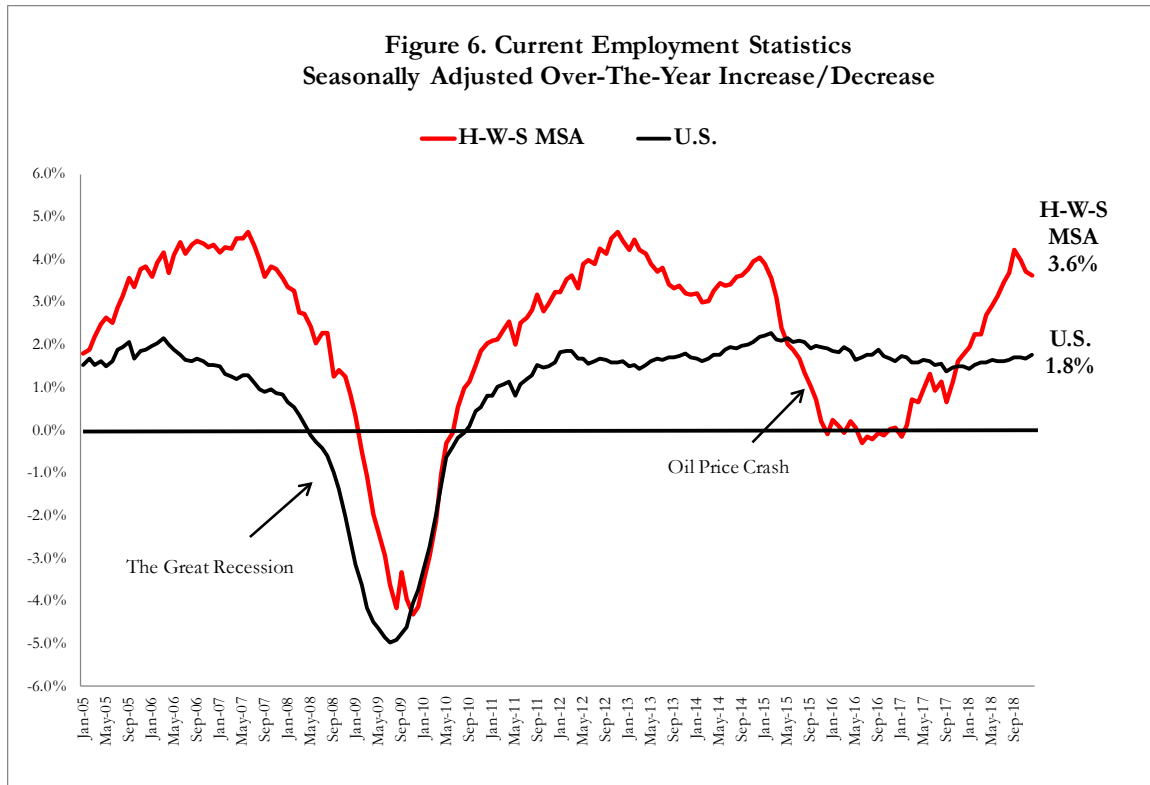
Additional comments by super sector can be found beginning on page 5. Detailed data can be viewed on pages 11 & 12.





Seasonally adjusted estimates for the H-W-S MSA and U.S. seen in figure 5 and 6 provide an additional view of growth-trends removing the erratic month-to-month seasonal patterns. On a seasonally adjusted basis, Total Nonfarm Employment was up 3,700 jobs in December and 11,000 jobs from one year earlier. The annual pace of job growth fell for the third consecutive month to 3.6 percent, down from 4.2 percent in September 2018. The pace of job growth in the H-W-S MSA remains twice the nation's 1.8 percent pace. Overall growth of Total Nonfarm Employment in the H-W-S MSA has also outperformed the nation over the long-term as well with payrolls up 18.9 percent above the prerecession high compared to the nation's 8.6 percent increase.



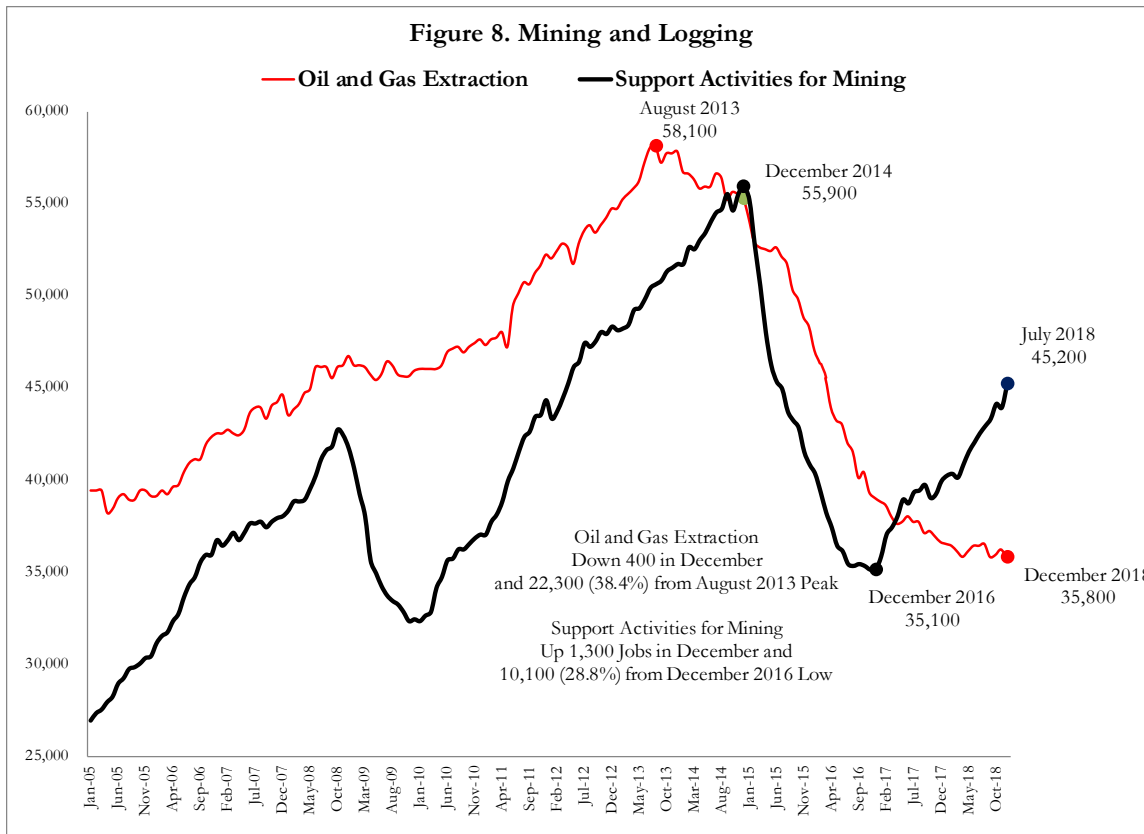
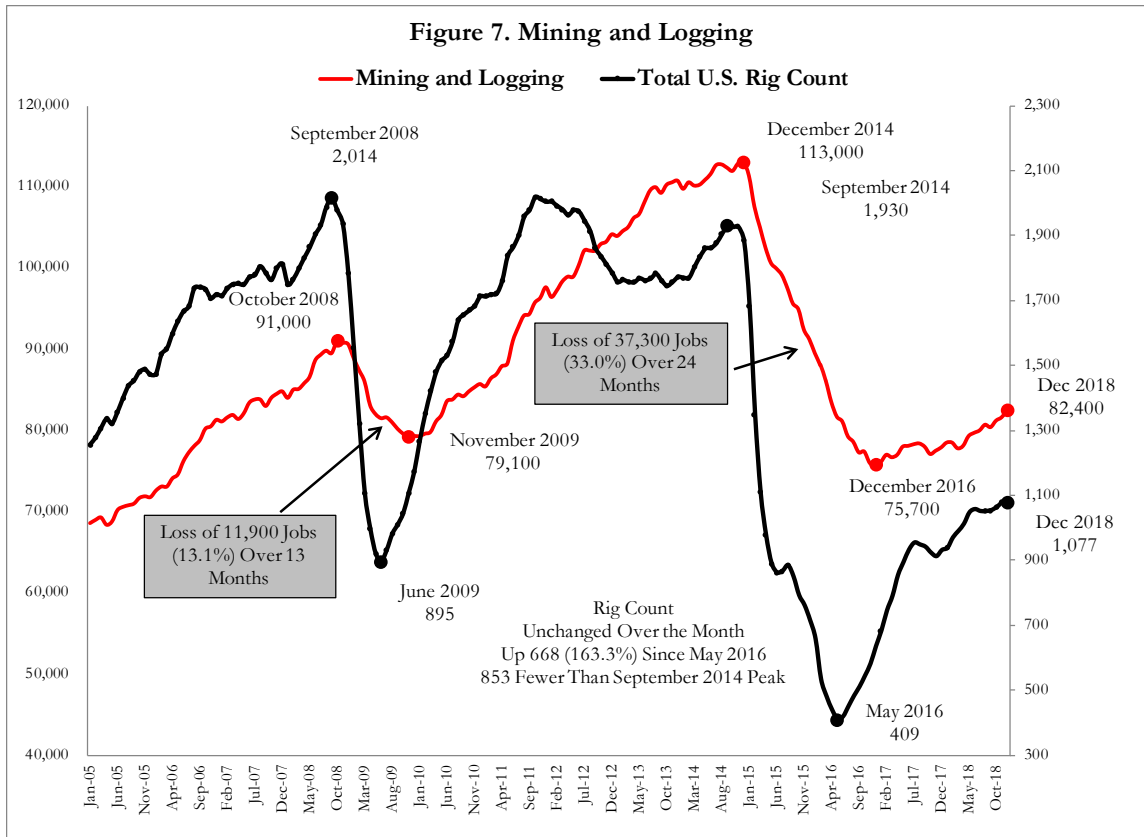


DETAILS BY SUPER SECTOR

Mining and Logging employment rose by 800 jobs in December, up 1.0 percent. All the increase was found in Support Activities for Mining where companies that perform most of the field services required in the physical extraction of oil and gas are found, up 1,300 jobs or 3.0 percent. Job gains were offset by a loss of 400 jobs in Oil and Gas Extraction, where most engineering and office related services are performed to develop or operate oil and gas field properties.

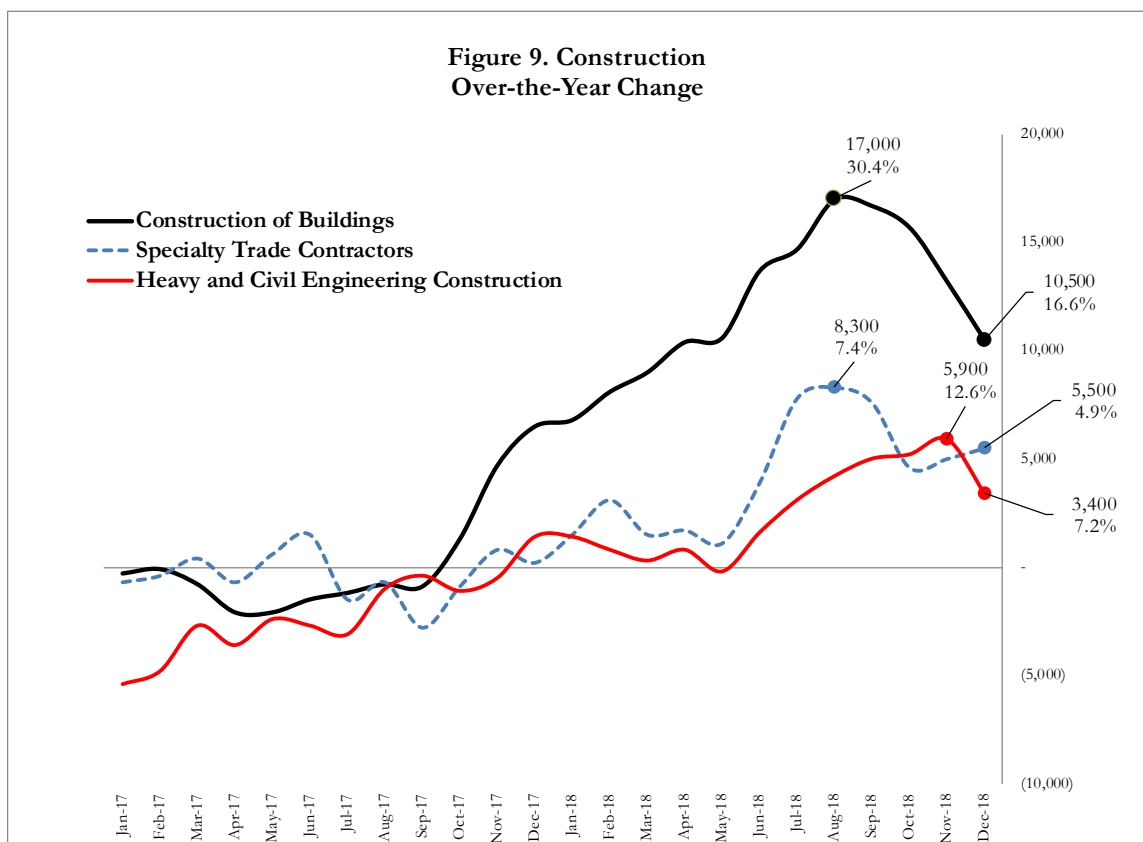
Mining and Logging added 4,500 jobs over the year, up 5.8 percent. Job gains have been primarily driven by hiring in Support Activities Mining, up 5,300 jobs or 13.3 percent over the year. Oil and Gas Extraction continues to report over-the-year losses, down 800 jobs or 2.2 percent. Payrolls in the super sector remain well below their peak levels during the shale boom and may never recover all jobs lost as the industry becomes more efficient., see figure 7 and 8.

The average U.S. rig count was unchanged over the month at 1,077 in December, up 147 over the year and 668 (163.3) percent from May 2016 when the rig count bottomed out at 409. While the average U.S. rig count has steadily risen it remains considerably lower than a peak of 1,930 in September 2014.



Construction was the largest declining sector over the month, down 4,900 jobs. The 2.0 percent decline was the strongest on record since 1996 when payrolls fell 2.9 percent. Losses were widespread with strongest declines in Heavy and Civil Engineering Construction, down 2,600 jobs or 4.9 percent. Construction of Buildings and Specialty Trade Contractors also reported declines, down 1,000 jobs and 1,300 jobs respectively.

Construction is the fastest growing super sector in the H-W-S MSA, up 19,400 jobs over the year but the pace of job growth has fallen substantially from a peak of 13.8 in August to 8.8 percent. It appears that the wind has fallen out of the sail from the temporary boost related to Hurricane Harvey and as pipeline and plant construction projects wind down. Construction of Buildings was the single largest contributor with payrolls up 10,500 jobs. While the pace of job growth was strong at 16.6 percent it has fallen substantially from a peak of 30.4 percent in August 2018, see figure 9. The pace of job growth at Specialty Trade Contractors also peaked in August, up 7.4 percent, and after bottoming out at 4.1 percent in October the pace of growth has risen for the second consecutive month to 4.9 percent, up 5,500 jobs. Heavy and Civil Engineering was up 3,400 jobs over the year with the pace of job growth falling from 12.6 percent to 7.2 percent due to losses this month.



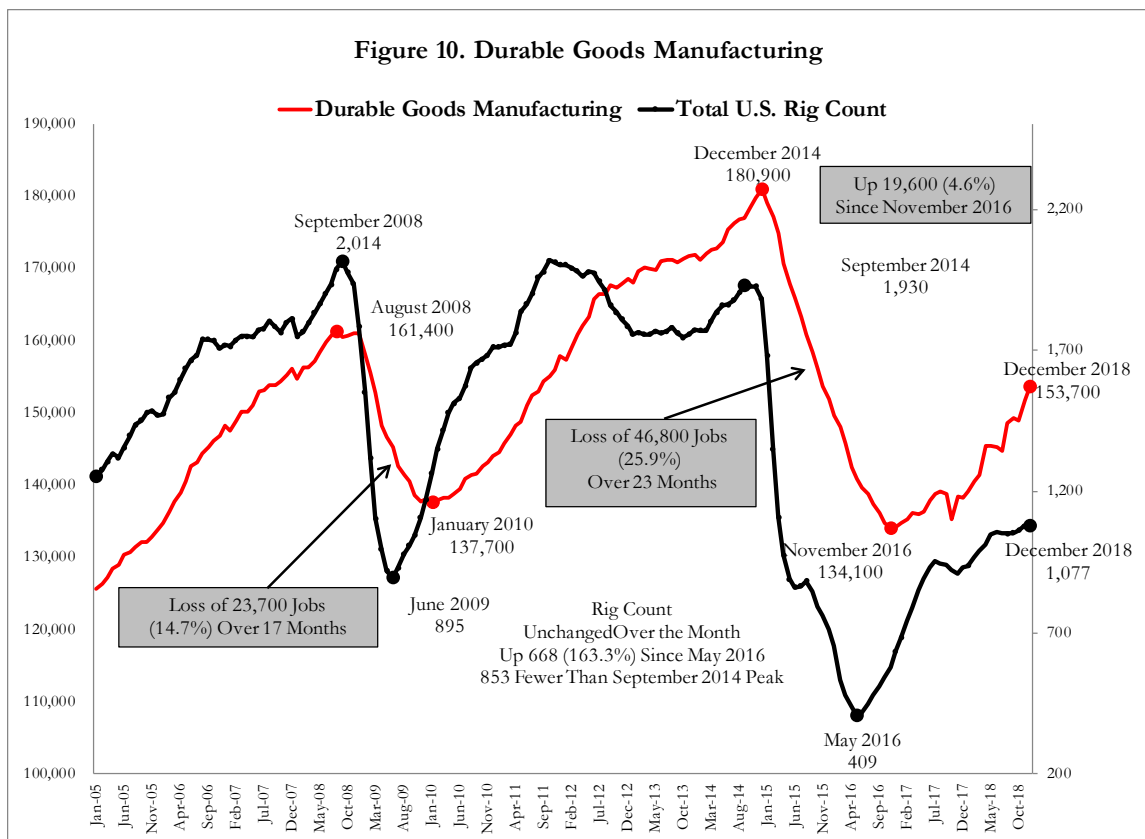
Manufacturing added 1,700 jobs in December, up 0.7 percent. An addition of 1,900 jobs, 1.3 percent, in Durable Goods was responsible for the increase. Nondurable Goods Manufacturing suffered a slight loss of 200 jobs.

Manufacturing was the second fastest growing super sector with payrolls up 15,600 jobs or 7.1 percent over the year. Nearly all the new jobs were in Durable Goods Manufacturing where payrolls were up 15,500 jobs over the year and the pace of growth was the fastest ever at 11.2 percent according to records dating back to 1990. Job growth in the durable goods sector have been driven by steady oil and gas drilling activity. Largest job gains were found in Fabricated Metal Product Manufacturing, up 7,400 jobs or 15.3 percent, and Agriculture, Construction, and Mining Machinery Manufacturing, up 4,400 jobs or 15.5 percent. Looking back, Durable Goods Manufacturing has recovered some 19,600 jobs of 46,800 jobs lost during the last downturn, see figure 10.

Payrolls in Non-durable Goods Manufacturing were mostly unchanged over the year netting an increase of 100 jobs due to an increase of 700 jobs in Chemical Manufacturing, up 1.8 percent.

The Houston Purchasing Managers Index fell 1.6 points in December to 53.3 indicating expanding economic activity in the region over the next several months but at a slightly slower pace.

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, Warehousing & Utilities was the largest gaining super sector in December, up 5,500 jobs or 0.8 percent. The increase was driven by an addition of 4,300 jobs in Trade, Transportation, & Utilities, up 2.8 percent. Retail Trade had a weak December much like it did in 2017 adding 700 jobs, up 0.2 percent, compared to a historical average increase of 5,500 jobs or 2.2 percent.

Trade, Transportation, Warehousing & Utilities added 14,000 jobs over the year with the pace of job growth at 2.2 percent. Transportation, Warehousing, and Utilities was the largest contributor to the over-the-year increase adding 8,500 jobs. The pace of job growth in Transportation, Warehousing and Utilities has risen sharply from 1.9 percent in September to the current pace of 5.8 percent. Wholesale Trade was the second largest contributor to job growth in the super sector with payrolls up 4,700 jobs or 2.8 percent over the year largely in support of demand for durable goods being produced in the manufacturing super sector. The pace of job growth in Retail Trade has fallen substantially in recent months, currently up 800 jobs or 0.2 percent, down from a 3.8 percent increase of 11,600 jobs in September 2018. One reason for weak growth in Retail Trade was Clothing and Clothing Accessory Stores reporting a loss of 2,000 jobs or 8.7 percent over the year due to reduced seasonal hiring. The other major area of weakness in Retail Trade was Building Material and Garden Equipment and Supplies Dealers where payrolls have declined 2,000 jobs over the year, down 5.7 percent.

Information added 100 jobs in December with payrolls down 600 jobs or 1.9 percent over the year. About half of the MSA's employment in Information resides in Telecommunications where payrolls were down 800 jobs or 5.8 percent over the year. The remainder of the declines were in areas such as newspaper and periodical publishing, software publishing, motion picture and sound recording, and data processing hosting and related services. The Information super sector continues to suffer from declines over the long term due to several issues including, but not limited to, automation, growth in wireless communications, and changes in customers demand and access to media.

Financial Activities was basically unchanged in December with payrolls netting a loss of 100 jobs. A loss of 500 jobs in Credit Intermediation and Related Activities was primarily responsible for the decline. Real Estate and Rental and Leasing reported an increase of 300 jobs over the month helping offset declines.

Financial Activities added 4,100 jobs over the year with the pace of job growth falling for the second consecutive month to 2.6 percent. Real Estate and Rental and Leasing was responsible for most of the increase with payrolls up 3,500 jobs or 5.8 percent. Insurance Carriers and Related Activities reported a substantial decline of 800 jobs, down 2.2 percent.

Professional and Business Services was the second largest declining super sector over the month, down 2,200 jobs or 0.4 percent. The primary contributors to the decline were Employment Services, down 1,300 jobs or 1.3 percent, and Services to Buildings and Dwellings, down 1,400 jobs or 2.6 percent. Employment Services and Services to Buildings and Dwellings are found within Administrative and Support and Waste Management and Remediation Services where payrolls were down only 1,600 jobs indicating there are undisclosed areas within it where payrolls were up over the month.

Professional and Business Services was the largest contributor to over-the-year job growth in the H-W-S MSA, up 28,500 jobs. The pace of job growth, however, has fallen from a peak of 8.7 percent in July 2018 when payrolls were up 42,000 jobs over the year to 5.8 percent. Job gains were widespread but strongest growth has been in Administrative and Support Services where payrolls were up 17,100 jobs or 8.1 percent driven primarily by gains in Employment Services, up 5,600 jobs, and Services to Buildings and Dwellings, up 5,800 jobs. The pace of job growth in Employment Services has fallen in recent months to 6.1 percent, down substantially from the most recent peak of 20.6 percent in April 2018. Businesses within Professional, Scientific, and Technical Services accounted for much of the

remaining increase with payrolls expanding at a 4.9 percent pace, up 11,200 jobs. Within this sector we find strongest gains in Architectural, Engineering, and Related Services, up 3,200 jobs or 4.8 percent, and Computer Systems Design and Related Services, up 1,300 jobs or 4.0 percent.

Education and Health Services was basically unchanged in December with payrolls netting a loss of 100 jobs due to declines in Educational Services.

The pace of job growth in Education and Health Services was unchanged at 3.3 percent in December with payrolls up 12,800 jobs over the year. Job gains in Health Care and Social Assistance were responsible for most of the increase, up 11,100 jobs or 3.4 percent. Within Health Care and Social Assistance job gains were found in Ambulatory Health Care Services, up 5,000 jobs or 3.1 percent, and Hospitals, up 2,700 jobs or 3.2 percent. Educational Services added 1,700 jobs over the year with the pace of job growth at 2.9 percent.

Leisure and Hospitality added 1,700 jobs in December. The 0.5 percent increase was substantially stronger the historical average 0.2 percent increase of 500 jobs. Accommodation and Food Services was the largest contributor December's increase, up 1,300 jobs or 0.5 percent over the month.

The Leisure and Hospitality super sector added a mere 2,600 jobs over the year. The pace of job growth in the super sector has fallen substantially from the most recent peak of 3.7 percent in September 2018 to 0.9 percent largely due to a large loss of 5,400 jobs in November. Job gains were found in Arts, Entertainment, and Recreation, up 2,800 jobs or 8.7 percent, and Accommodation, up 1,000 jobs or 3.7 percent. Food Services and Drinking Places reported a loss of 900 jobs, the result from a loss of 4,700 jobs in November, holding back gains in the super sector.

Other Services reported a loss of 400 jobs in December, down 0.4 percent.

Job growth in Other Services continued to be healthy with payrolls up 4,300 jobs or 3.9 percent over the year. Other Services is comprised of personal care services, dry cleaning and laundry services, various repair service companies (industrial equipment, mining machinery and equipment), as well as the previously mentioned religious and social advocacy organizations and others.

Government added 1,600 jobs in December, up 0.4 percent. Government typically reports a loss in December due to declines at state and local educational institutions but estimates indicate Local Government reported a fairly uncommon increase, up 700 jobs. Federal Government also reported a substantial increase, up 800 jobs or 2.7 percent. December employment estimates for Federal Government were not affected by the recent shut down since it fell beyond the sampling period for the month.

Government added 2,800 jobs over the year with the pace of job growth rising for the second consecutive month to its fastest pace in ten months, up 0.7 percent. Most new jobs were in State Government, up 1,100 jobs or 1.3 percent, and Local Government, up 1,200 jobs or 0.4 percent. The pace of job growth in Local Government Educational Services remains near an all-time low, up 200 jobs or 0.1 percent. Federal Government was also reporting a substantial increase of 500 jobs, up 1.7 percent.

NONAGRICULTURAL EMPLOYMENT Houston-The Woodlands-Sugar Land MSA	DEC 2018	Month Change		Year Change	
		Net	Percent	Net	Percent
Total Nonfarm	3,181,700	3,700	0.1%	108,300	3.5%
.Total Private	2,762,800	2,100	0.1%	105,500	4.0%
.Goods Producing	559,900	-2,400	-0.4%	39,500	7.6%
..Mining, Logging, and Construction	323,200	-4,100	-1.3%	23,900	8.0%
...Mining and Logging	82,400	800	1.0%	4,500	5.8%
.....Oil and Gas Extraction	35,800	-400	-1.1%	-800	-2.2%
.....Support Activities for Mining	45,200	1,300	3.0%	5,300	13.3%
...Construction	240,800	-4,900	-2.0%	19,400	8.8%
.....Construction of Buildings	73,600	-1,000	-1.3%	10,500	16.6%
.....Heavy and Civil Engineering Construction	50,300	-2,600	-4.9%	3,400	7.2%
.....Specialty Trade Contractors	116,900	-1,300	-1.1%	5,500	4.9%
..Manufacturing	236,700	1,700	0.7%	15,600	7.1%
...Durable Goods	153,700	1,900	1.3%	15,500	11.2%
....Fabricated Metal Product Manufacturing	55,700	900	1.6%	7,400	15.3%
....Machinery Manufacturing	46,400	600	1.3%	4,200	10.0%
.....Agriculture, Construction, and Mining Machinery Manufacturing	32,700	400	1.2%	4,400	15.5%
....Computer and Electronic Product Manufacturing	13,500	200	1.5%	-400	-2.9%
...Non-Durable Goods	83,000	-200	-0.2%	100	0.1%
....Petroleum and Coal Products Manufacturing	10,300	100	1.0%	100	1.0%
....Chemical Manufacturing	39,500	100	0.3%	700	1.8%
.Service Providing	2,621,800	6,100	0.2%	68,800	2.7%
.Private Service Providing	2,202,900	4,500	0.2%	66,000	3.1%
..Trade, Transportation, and Utilities	654,200	5,500	0.8%	14,000	2.2%
...Wholesale Trade	172,700	500	0.3%	4,700	2.8%
....Merchant Wholesalers, Durable Goods	101,500	100	0.1%	4,900	5.1%
.....Professional and Commercial Equipment and Supplies Merchant Wholesaler:	14,600	0	0.0%	400	2.8%
....Merchant Wholesalers, Nondurable Goods	49,000	300	0.6%	1,600	3.4%
...Retail Trade	325,300	700	0.2%	800	0.2%
....Motor Vehicle and Parts Dealers	41,900	-100	-0.2%	800	1.9%
....Building Material and Garden Equipment and Supplies Dealers	21,000	-400	-1.9%	-2,000	-8.7%
....Food and Beverage Stores	70,100	100	0.1%	1,400	2.0%
....Health and Personal Care Stores	19,900	300	1.5%	200	1.0%
....Clothing and Clothing Accessories Stores	33,300	500	1.5%	-2,000	-5.7%
....General Merchandise Stores	64,300	0	0.0%	1,300	2.1%
.....Department Stores	21,600	500	2.4%	-100	-0.5%
.....Other General Merchandise Stores	42,700	-500	-1.2%	1,400	3.4%
...Transportation, Warehousing, and Utilities	156,200	4,300	2.8%	8,500	5.8%
....Utilities	16,600	200	1.2%	300	1.8%
.....Air Transportation	20,900	0	0.0%	-200	-0.9%
.....Truck Transportation	26,400	200	0.8%	1,100	4.3%
.....Pipeline Transportation	11,300	0	0.0%	-400	-3.4%
..Information	31,300	100	0.3%	-600	-1.9%
....Telecommunications	13,000	0	0.0%	-800	-5.8%
..Financial Activities	164,500	-100	-0.1%	4,100	2.6%
...Finance and Insurance	101,100	-400	-0.4%	600	0.6%
....Credit Intermediation and Related Activities	44,400	-500	-1.1%	500	1.1%
.....Depository Credit Intermediation	28,500	-400	-1.4%	-200	-0.7%
.....Securities, Commodity Contracts, and Other Financial Investments and Related Activities	21,600	100	0.5%	900	4.3%
....Insurance Carriers and Related Activities	35,100	0	0.0%	-800	-2.2%
...Real Estate and Rental and Leasing	63,400	300	0.5%	3,500	5.8%

NONAGRICULTURAL EMPLOYMENT	Month Change			Year Change	
	DEC 2018	Net	Percent	Net	Percent
Houston-The Woodlands-Sugar Land MSA					
..Professional and Business Services	521,300	-2,200	-0.4%	28,500	5.8%
...Professional, Scientific, and Technical Services	239,000	-600	-0.3%	11,200	4.9%
....Legal Services	26,200	200	0.8%	300	1.2%
....Accounting, Tax Preparation, Bookkeeping, and Payroll Services	26,700	400	1.5%	100	0.4%
....Architectural, Engineering, and Related Services	70,300	200	0.3%	3,200	4.8%
....Computer Systems Design and Related Services	33,600	-500	-1.5%	1,300	4.0%
...Management of Companies and Enterprises	43,400	0	0.0%	500	1.2%
...Administrative and Support and Waste Management and Remediation Services	238,900	-1,600	-0.7%	16,800	7.6%
....Administrative and Support Services	227,300	-1,400	-0.6%	17,100	8.1%
.....Employment Services	97,100	-1,300	-1.3%	5,600	6.1%
.....Services to Buildings and Dwellings	52,800	-1,400	-2.6%	5,800	12.3%
..Educational and Health Services	396,700	-100	0.0%	12,800	3.3%
...Educational Services	61,200	-200	-0.3%	1,700	2.9%
...Health Care and Social Assistance	335,500	100	0.0%	11,100	3.4%
....Ambulatory Health Care Services	164,300	300	0.2%	5,000	3.1%
....Hospitals	87,100	0	0.0%	2,700	3.2%
..Leisure and Hospitality	321,400	1,700	0.5%	2,900	0.9%
...Arts, Entertainment, and Recreation	35,100	400	1.2%	2,800	8.7%
...Accommodation and Food Services	286,300	1,300	0.5%	100	0.0%
....Accommodation	27,900	0	0.0%	1,000	3.7%
....Food Services and Drinking Places	258,400	1,300	0.5%	-900	-0.3%
..Other Services	113,500	-400	-0.4%	4,300	3.9%
Government	418,900	1,600	0.4%	2,800	0.7%
..Federal Government	30,300	800	2.7%	500	1.7%
..State Government	86,900	100	0.1%	1,100	1.3%
...State Government Educational Services	51,500	0	0.0%	700	1.4%
..Local Government	301,700	700	0.2%	1,200	0.4%
...Local Government Educational Services	213,000	500	0.2%	200	0.1%
UNEMPLOYMENT RATE	DEC 2018	NOV 2018	DEC 2017		
H-W-S MSA	3.9	3.8	4.3		
Texas (Actual)	3.6	3.5	3.7		
United States (Actual)	3.7	3.5	3.9		

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

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