



**TENTATIVE AGENDA**

**10:00 a.m. Tuesday, October 2, 2007**

H-GAC Conference Room A

3555 Timmons Lane, Second Floor, Houston, Texas 77027

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**1. Call to Order and Determination of Quorum**

**2. Adoption of Agenda**

**3. Public Comments**

**4. Minutes from August, 2007 meeting**

**5. Declarations of Conflict of Interest**

**6. Chairman's and Committee Reports**

- a. Audit & Monitoring
- b. Report Card

**7. Information**

- a. System Performance
- b. Expenditures

**8. Labor Market Report**

**9. Adjourn**

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**MINUTES OF  
THE GULF COAST WORKFORCE DEVELOPMENT BOARD  
TUESDAY, AUGUST 7, 2007**

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**MEMBERS PRESENT:**

Dula Abdu	Gerald Andrews	Todd Armstrong
Janell Baker	Elaine Barber	Barry Beasley
Ron Bourbeau	Carl Bowles	Pat Charnveja
Sal Esparza	Rudy Espinosa	Yvonne Estrada
Joe Garcia	Mark Guthrie	John Hebert
Bobbie Henderson	Tracie Holub	Elsie Huang
Jeff Labroski	Steve Lufburrow	Linda O'Black
Carolyn Maxie	Raymond McNeel	Michael Nguyen
Don Nigbor	Gail Parker	Dale Pinson
Allene Schmitt	Kathy Shingleton	Frank Thompson
Evelyn Timmins	Sarah Wroblewski	

**H-GAC STAFF MEMBERS PRESENT**

Rodney Bradshaw  
Mike Temple  
David Baggerly  
Rebecca Leppala  
Joel Wagher

Mr. Frank Thompson, Chair, called the meeting to order at approximately 10:00 a.m., on Tuesday, August 7, 2007, in the 2nd floor, H-GAC Conference Room A, at 3555 Timmons Lane, Houston, Texas. Mr. Thompson determined that a quorum was present.

**ADOPTION OF AGENDA**

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

**PUBLIC COMMENT**

No one signed up for public comments.

### **MINUTES FROM JUNE 5, 2007**

Mr. Thompson asked if there were any additions or corrections to the minutes for June 5, 2007. A motion was made and seconded to approve the minutes as presented. The motion carried.

### **DECLARATION OF CONFLICT OF INTEREST**

No one declared a conflict of interest.

### **CHAIRMAN'S REPORT**

#### **Audit & Monitoring**

Mr. Joe Garcia explained that The Texas Workforce Commission conducted its annual review in July and reported minor findings at the exit which included that improvements are needed in documenting services to residents. The Commission reviewers also spot-checked self-arranged child care providers and found these arrangements were not always working. We expect to see a written report in September. Staff has made 72 year-to-date visits with 8 year-to-date follow-ups.

#### **Report Card**

Ms. Linda O'Black reported that the Report Card Committee met on July 25, 2007. The Committee asked staff to investigate the possible addition of several measures, including national education achievement test scores for reading at the 4<sup>th</sup> grade level, measures of the availability of venture capital for employers, air quality measures, commonly used quality of life indices, and a measure indicating investment in early education and care.

The Committee will meet in August to consider a draft of the report card and to take action on the proposed additional measures. The Committee plans to release the report card at the October Board meeting and also would like to encourage a public conference in partnership with other organizations that are interested in similar issues.

A news clips from Channel 2 regarding the 2006 Report Card was viewed by the Board.

Mr. Frank Thompson explained that the Congress is working on reauthorization of WIA, particularly after the House WIA funding rescission which was a direct result of DOL's claim of large WIA formula carryover. NAWB is working hard to help ensure Congress receives accurate information, preventing potential budget cuts or future rescissions.

Mr. Rodney Bradshaw stated that the Texas Workforce Commission recently passed a rule that all Workforce Boards in Texas have until next July (12 months) to change their logo and name as they advertise their services to the public. The WorkSource name and

Gulf Coast would be replaced by a system-wide common name – Texas Workforce Solutions. Mr. Bradshaw explained that we have invested a lot of resources in making the name “The WorkSource” known in the business community and among residents. In signage alone for the 34 offices around the region it will cost approximately \$245,000 and there will be many other costs associated with the name change. The state is proposing to give us \$50,000 for the name change. Many Board members had questions and comments and discussion followed. It was suggested that we pass a Board Resolution concerning our objection to the name change and send it to our legislative representatives and Committees that oversee TWC. Board staff will prepare a fact sheet for Board members.

Mr. Don Nigbor asked Mr. Bradshaw for information he had regarding Junior College funding for health insurance. Mr. Bradshaw explained that the legislature appropriated funds to the junior colleges that could be used the employee benefits. The governor vetoed a portion of that appropriation and it will have a large impact on the various junior colleges. Efforts are being made to try to restore some or all of the monies, but there has been no formal action yet.

### **ACTION**

#### **a. Consider Procurement Committee recommendations to fund third-year contracts for system operations in an amount not to exceed \$172,650,000**

Mr. Mark Guthrie explained that the Procurement Committee met prior to the Board meeting to review recommendations for funding third year contracts. 2008 contract year which begins October 1, 2007 will be the third and final year of the current cycle. The WorkSource board procures contractors for its operations on a three year cycle.

We usually begin each contract year with a conservative estimate of money. For 2008, we anticipate initially \$172 million to be available for operating The WorkSource. This is less than the past two years as we had substantial sums of additional money for services to hurricane evacuees from 2005. It is not expected that the lack of hurricane money will make a significant change in our base operations.

The following is a summary of the contracts up for renewal in 2008 and the services they deliver.

#### **Employer Service**

Employment and Training Centers, Inc. operates The WorkSource’s Employer Service Division, delivering service for the region’s employers. This unit employs about 100 individuals who market and provide a variety of services, including our major service for individual employers: finding qualified workers for open jobs. The Division’s staff are located in the local career offices and a central unit in Houston. This year the division will work with more than 24,000 employers and fill about 45,000 open positions.

Resident Service – Career Office Operations

Four contractors employ about 1,000 staff and operate our 34 local offices:

Arbor Education and Training	Alvin, Lake Jackson, Rosenberg, Wharton, Bay City, Liberty, Baytown and Winnie offices
Houston Works	Astrodome, Southwest, Northline, Downtown, East End, Hobby, Pasadena and Clear Lake offices
Interfaith of the Woodlands	Columbus, Sealy, Waller, Katy, Spring Branch, Northwest, Wertheimer, Heights, Humble, Greenspoint, The Woodlands, Conroe, Huntsville, Texas City and Galveston offices
SER-Jobs for Progress	Northeast, Denver Harbor and Northshore offices

This year these contractors will register more than 425,000 individuals for work, help more than 120,000 go to work, and provide financial aid to help more than 25,000 get a job, keep a job or get a better job.

Resident Service – Financial Aid Payments

One contractor with about 50 staff operates our payment office. This unit pays out financial aid to our customers or to service deliverers on behalf of our customers and manages and tracks the money we use to provide more than \$100 million in financial aid every year. A large portion of this financial aid is for child care expenses. Neighborhood Centers, Inc. operates the payment office.

Since we made changes a couple of years ago in the way we manage and pay out financial aid, we've been able to reduce the administrative overhead associated with this function and increase the dollars available for direct aid to our customers.

Research and Demonstration

We currently have two research projects operating. The first, run by Collaborative for Children, looks for ways to more effectively promote quality early education and care. The second, run by SEARCH, is testing the use of The WorkSource's career office model in delivering service for the homeless.

Following is a summary chart, showing contract totals for the first two years of the current cycle. Usually we pick up additional money from the state during a year, and we add that to our major contractors' budgets to bolster system operations.

Contractor		2006 Contract Year*	2007 Contract Year*	2008 Contract Year
Employer Service	Employment and Training Centers, Inc.^	\$ 5,558,900	\$ 6,639,147	6,600,000
Resident Service Career Office Operations	Arbor Education and Training	10,823,131	11,052,045	10,500,000
	Houston Works	25,166,235	24,098,710	23,400,000
	Interfaith of the Woodlands	18,273,584	19,010,925	18,700,000
	SER-Jobs for Progress of the Texas Gulf Coast	5,395,445	5,449,953	5,100,000
Resident Service Financial Aid	Neighborhood Centers, Inc.	121,142,609	119,950,774	107,000,000
Research & Demonstration	Collaborative for Children	1,101,820	1,051,820	900,000
	SEARCH	596,994	587,274	450,000
<b>Totals</b>		<b>\$188,058,718</b>	<b>\$187,840,648</b>	<b>\$172,650,000</b>

\* Each contract year contains about \$15 million in additional funds for service to evacuees.

^ Employment and Training Centers, Inc. 2007 contact includes about \$1 million in pass-through resources for current worker training projects with local employers.

A motion was made and seconded to approve the Procurement Committee recommendations for third year funding of contractors. The motion carried.

b. Consider Early Education and Care Committee recommendation to ratify child care financial aid policies

Dr. Bobbie Henderson explained that the Texas Workforce Commission asked the Board to ratify its current policies with respect to financial aid for child care. The Committee met on July 30<sup>th</sup> to review the policies – most policies have not changed for sometime, but there have been four changes in recent months. These changes include:

- Increasing the maximum daily rates for providers
- Increasing the time parents who are enrolled in training or school in high skill, high growth occupations may receive financial aid for child care
- Ensuring that relative care providers list with the Texas Department of Family and Protective Services and undergo a criminal background check
- Investigating suspicion of fraud

Committee members asked staff to check into one of the new daily rates to make sure it was accurate (part-time care for preschool children at licensed child care homes) and clarify that parents who are training in non-high skill occupations are still able to receive financial aid for up to 60 credit hours of school.

Dr. Henderson stated that the Board packet also contained a summary of the recent changes along with rationale.

A motion was made and seconded to ratify existing policies for financial aid for child care. The motion carried.

Dr. Henderson also commented on a report by Texans Care – “Early Learning Left Out, Closing the Investment Gap for America’s Youngest Children.” The report exposed a severe lack of Federal, State and local tax dollars invested in early education and development of Texas children. Dr. Henderson explained that making an investment in the early years impacts a lifetime.

c. Consider approving compliance plan for the state

Ms. Rebecca Leppala explained that staff prepares a compliance planning document for the Texas Workforce Commission annually to ensure a continued flow of funds for operating the region’s workforce system. The Commission has asked the Board to prepare a document that addresses both the Board’s strategic vision and its operations. The bulk of the compliance plan document is a description of our operations – our system of career offices and the employer service division, our collaboration with community partners, the financial aid we provide customers, our approach to measuring performance and customer feedback processes. We expect to serve more than 28,000 employers and for more than 450,000 residents this coming year. Initially we expect to have about \$177 million in total resources for the year.

Following is a brief summary of key operations information:

Employer Service

▪ Employers served	28,500
▪ Market share	23%
▪ Repeat customers (loyalty)	13,500
▪ Jobs filled	48,000
▪ 100 staff	

Resident Service

▪ Residents served	450,000
▪ Residents entering employment	302,000
▪ New jobs created	1,500
▪ Residents with 10% earnings gain	140,000
▪ Total financial aid	\$100,000,000
▪ Customers receiving financial aid	40,000
▪ 34 local offices and 1,000 staff	

A motion was made and seconded to approve the state compliance planning document for submission to the Texas Workforce Commission. The motion carried.

d. Consider designating public information officer

Mr. Frank Thompson stated that in its 2006 session, the Texas Legislature passed and the Governor signed a bill requiring that elected and appointed officials receive training on state requirements for open meetings and public information. The Board may designate a public information officer to take the public information training on behalf of the

members. Board members must complete the open meetings act course. In February 2006 the Board had designed Mr. Bill Comstock as its public information officer. Mr. Comstock served the same function for H-GAC's Board of Directors.

Mr. Comstock has retired and Mary Spain, H-GAC's Intergovernmental Relations Manager will assume his role as public information officer for H-GAC. She will engage in the required state training on behalf of H-GAC's elected official board and would if members choose – do the same for the Workforce Board. A motion was made and seconded to designate Mary Spain, H-GAC's Intergovernmental Relations Manager to represent the Board as the public information officer. The motion carried.

e. Ratify Board actions from February 2007 thru June 2007

Mr. Thompson explained that The Workforce Commission completed its acceptance of members nominated by local elected officials for Board service in June 2007. We must ratify Board actions taken during February, April and June meetings to be in compliance with Commission rules

**February 2007**

**Action**

- a. Consider recommendation from Early Education & Care Committee to increase maximum reimbursement rates for child care providers by 3%
- b. Consider recommendation from Early Education & Care Committee to change increase child care financial aid for customers in training
- c. Consider recommendation from Budget Committee to approve 2007 annual budget of \$205.7 million
- d. Consider renewing contract for marketing/communications with a first-year contract to Gilbreath Communications not to exceed \$700,000
- e. Consider recommendations from Nominations Committee for 2007 Board officers

**April 2007**

**Action**

- a. Report of Education Committee and consideration of resolution supporting public discussion of Tough Choices or Tough Times report
- b. Consider renewing contract with Learning Designs, Inc. for training and development of The WorkSource system not to exceed \$566,192

**June 2006**

**Action**

- a. Nominations Committee: consider candidate to fill open Vice Chair position

A motion was made and seconded to ratify actions taken by the Board in February, April and June 2007. The motion carried.



**INFORMATION**

System Performance

Mr. David Baggerly reviewed the System Performance measures for October 2006 – June 2007. The Board established measures for the Regional Workforce System and for The WorkSource. Regional Workforce System measures address how well our region is performing against our expectations. The WorkSource Measures address our immediate impact on our customers. Regional WorkSource System measures will be presented at the end of each calendar year.

*For The WorkSource*

*More Competitive Employers –*

Employers Receiving Services (Market Share) – we expect to provide services to 24,300 employers this year which is 20% of the 121,343 employers identified for the Gulf Coast area. Through May, we provided services to 22,800 employers. We are on target for meeting this measure.

Employer Loyalty – our performance indicates our employer customers value our services and turn to us for additional services. Of a possible 14,660 employers, 9,246 returned to The WorkSource for additional services.

*More and Better Jobs –*

New jobs created – we are exceeding planned new jobs created.

Customers employed by the 1<sup>st</sup> quarter after exit – performance on customers employed after exit is on target. Through the three quarters, 113,966 of the 286,500 who existed had earnings gains of at least 10%.

*Higher Real Incomes –*

Exiters with Earnings Gains of at least 10% - the percentage of exiters with earnings gains greater than 10% is slightly below target. Through two quarters, 113,768 of the 286,503 who exited had earnings gains of at least 10%.

*A Better Educated and Skilled Workforce –*

Customers pursuing an education credential that achieve one – Current performance exceeds the target at this time. Through April, 2,521 of the 7,551 customers pursuing an education credential achieved one.

Mr. Baggerly explained that in addition to the Board established measures there are measures contracted to the Board by the State. There are sixteen contracted measures and the State has identified concern with our performance on three of these measures.

- Claimants Reemployed within 10 weeks – The target for this measure is 20%. We are currently at 19.0%. We expect to meet the target for this measure.
- Job Openings Filled – The target for this measure is 38.5%. We are currently at 26.5%. This is an improvement over last year's performance which was 23.6%. We continue to strive to fill a significant number of job openings in a tight labor market.
- Participation Rate for customers who are two-parent TANF recipients – The target for this measure is 74%. We are currently at 71%. We expect to meet the target for this measure.

We have been working closely with our contractors to improve performance on these measures and are beginning to see positive results.

#### Expenditure Report

Mr. Rodney Bradshaw reviewed the Financial Status Report for six months ending June 30, 2007. Mr. Bradshaw explained that everything was on target and expenditures looked good. Mr. Bradshaw explained the child care variance.

#### **LABOR MARKET REPORT**

Mr. Joel Wagher explained Gulf Coast's region's over-the-year job growth for June was 3.1 percent or 76,500 jobs. The unemployment rate is the lowest since the 1980's. Another sign of a tight labor market is the drop in initial claims for unemployment benefits. Professional & Business Services and Construction are the two major job producers in the region. The thirteen county region's unemployment rate was 4.5%, down from 5.5% in June 2006.

Mr. Barry Beasley spoke to the Board about LifeLine Service, a local telephone service for Texans in need. Mr. Beasley reviewed the requirements to qualify for the service and mentioned that our career centers are educating clients about the discounted service.

Mr. Raymond McNeel explained he is the Vice Chair of the Galveston County Community Action Council and he received the first ever Board member recognition from the Texas Department of Housing and Community Affairs. Their program helped to transition 26 families from poverty to out-of- poverty status. Assisted 403 children in early education programs and distributed \$1.8 million in a block grant and energy assistance program.

#### **ADJOURN**

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

Audit/Monitoring Committee

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Management Report Thru September, 2007

Contractors Monitored	Year to Date Visits	Follow-ups	Year to Date Follow-ups
22	76	8	8

**Key Findings**

- **Resident Service.** We completed a file review for each The WorkSource office and noted the following:
  - some contractor staff still appear to us not to understand their jobs;
  - customer's cooperation hours are not always well or correctly documented, although timely penalties for those customers who aren't cooperating have improved over previous years;
  - counseling notes need improvement;
  - customers tagged as reintegrating offenders do not always have a documented referral from TDCJ, signed employment plans/agreements or appropriate follow-up from our offices as required;
  - there is often a lack of follow-up on customers engaged in education and training, although we've gotten better in following up on youth in long-term service;
  - medical information which should be kept in a secure file is sometimes found in the general files; and
  - office contractors missed interim expenditure benchmarks.
  
- **Other.** We are forming a regional Quality Assurance Team that includes members from each of our subcontractors. We are standardizing our monitoring policies, procedures and monitoring instruments. We plan to have the regional team in place and operating by the first of the new year. The team will greatly expand and coordinate our monitoring activities and help us to correct deficiencies quicker.

**GULF COAST WORKFORCE BOARD**  
**SYSTEM PERFORMANCE**  
**OCTOBER 2006 – AUGUST 2007**

**BOARD MEASURES**

The Board established measures for the Regional Workforce System and for The WorkSource. Regional Workforce System measures address how well our region is performing against our expectations. The WorkSource measures address our immediate impact on our customers.

We will present Regional Workforce System measures at the end of each calendar year. Performance on The WorkSource measures are presented below.

**BOARD GOAL: More Competitive Employers**

MEASURE	ANNUAL TARGET	CURRENT PERFORMANCE	PERFORMANCE LAST YEAR
<b>For The WorkSource</b>			
<u>Employers Receiving Services</u> (Market Share) We expected to provide services to 24,300 employers this year which is 20% of the 121,343 employers identified for the Gulf Coast area. Through August, we provided services to about 27,300 employers. We are exceeding this measure.	20%	22.5%	15.2%
<u>Employer Loyalty</u> Our performance indicates our employer customers value our services and return to us for additional services. Of a possible 16,715 employers, 10,270 returned to The WorkSource for additional services.	61%	61.4%	58.7%

**BOARD GOAL: More and Better Jobs**

SYSTEM MEASURE	ANNUAL TARGET	CURRENT PERFORMANCE	PERFORMANCE LAST YEAR
<b>For The WorkSource</b>			
<u>New jobs created</u> We are exceeding planned new jobs created.	1,200	1,923	1,225
<u>Customers employed by the 1st Qtr after exit</u> In this performance year, 293,201 of the 360,000 customers who exited from services were employed in the quarter after exit.	76%	81.4%	76.4%

**BOARD GOAL: Higher Real Incomes**

SYSTEM MEASURE	ANNUAL TARGET	CURRENT PERFORMANCE	PERFORMANCE LAST YEAR
<b>For The WorkSource</b>			
<u>Exiters with Earnings Gains of at least 10%</u> The percent of exiters with earnings gains greater than 10% exceeds the target. 154,183 of the 367,000 who exited had earnings gains of at least 10%.	41%	42.0%	39.7%

**BOARD GOAL: A Better Educated and Skilled Workforce**

SYSTEM MEASURE	ANNUAL TARGET	CURRENT PERFORMANCE	PERFORMANCE LAST YEAR
<b>For The WorkSource</b>			
<u>Customers pursuing education diploma, degree or certificate who achieve one</u> Current performance exceeds the target at this time. Through August, 3,687 of the 9,064 customers pursuing an education diploma, degree or certificate achieved one.	19%	40.6%	13%

**CONTRACTED MEASURES**

In addition to the Board established measures there are measures contracted to the Board by the state. There are sixteen contracted measures. The state has identified concern with our performance on three of these measures.

- Claimants Reemployed within 10 weeks. The target for this measure is 20%. We are currently at 19.7%. We expect to meet the target for this measure.
- Job Openings Filled. The target for this measure is 38.5%. We are currently at 28.7%. This is an improvement over last year's performance which was 23.6%. We continue to strive to fill a significant number of job openings in a tight labor market.
- Participation Rate for customers who are two-parent TANF recipients. The target for this measure is 74%. We are currently at 71%. We expect to meet the target for this measure.

We continue to work closely with our contractors to improve performance on these measures and are seeing positive results.



## GULF COAST REGION EMPLOYMENT TRENDS

OCTOBER 2007

AUGUST 2007 DATA

**Job growth still out performs the nation and state.** The Gulf Coast Region's<sup>1</sup> over-the-year job growth for August was 2.6 percent, or 64,400 jobs. This was over twice the nation's rate of growth of 1.1 percent and four-tenths of a percentage point above Texas's growth rate of 2.2 percent. Last year at this time, the over-the-year increase for August 2006 was 4.3 percent, or 101,400 jobs. Current monthly estimates show peak growth in October 2006 at 4.8 percent, or 112,800 jobs. Since October, the over-the-year job growth has been slowing (Chart).

**Unemployment rate the lowest since the early 1980's.** The stronger job growth has dropped the MSA's unemployment rate to 4.1 percent, its lowest level for the month of August in this time series, which dates back to 1990. Some old data series show that one would have to go back to the early 1980's to see a lower unemployment rate for August. Last August, the unemployment rate was 5.0 percent. The labor force has only increased by 4,348 over the year. The labor pool is not being replaced as more people go to work. The total estimated unemployed was down to 110,555 from 135,961 last August.

**Area's current job count could be underreported.** The Texas Workforce Commission recently released first quarter employment numbers based on employers' tax records. The comprehensive data revealed an increase of 29,400 more jobs than the original monthly estimates reported from March 2006 to March 2007. This is up from the gap for the December estimates, which had a difference of 18,000 jobs. The increased job count could show up in future revisions early next year.

**Professional & Business Services adding jobs.** The data on the next page, Table 1, shows the levels of employment for the current month, month ago, and year ago for the Gulf Coast Region. Professional & Business Services and Construction, up 14,400 and 11,100 jobs respectively from August 2006, are the two major job producers in the region. Last year at this time, Professional & Business Services was up 23,100 jobs, peaking in June with an over-the-year increase of 23,600 jobs. Government added 2,000 jobs from August 2006. Information was the only super-sector to lose jobs over the year for a while, but now manufacturing and transportation & warehousing are reporting over-the-year job losses too.

The thirteen county region's unemployment rate was 4.1%, down from 5.0% in August 2006.

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

Table 1

Houston-Sugar Land-Baytown MSA				NET CHANGE FROM		% Chg.
				Jul-07 TO	Aug-06 TO	Aug-06 TO
Industry	Aug-07	Jul-07	Aug-06	Aug-07	Aug-07	Aug-07
Total Nonfarm	2,519,000	2,510,400	2,454,600	8,600	64,400	2.6%
NATURAL RESOURCES & MINING	85,800	85,500	79,000	300	6,800	8.6%
CONSTRUCTION	192,300	191,100	181,200	1,200	11,100	6.1%
MANUFACTURING	225,900	226,000	226,200	-100	-300	-0.1%
DURABLE GOODS	144,900	145,100	143,700	-200	1,200	0.8%
NONDURABLE GOODS	81,000	80,900	82,500	100	-1,500	-1.8%
TRADE, TRANSP., & UTILITIES	508,700	505,700	504,300	3,000	4,400	0.9%
WHOLESALE TRADE	131,900	131,600	130,000	300	1,900	1.5%
RETAIL TRADE	256,500	254,600	253,600	1,900	2,900	1.1%
TRANSP, WAREHOUSING, & UTIL	120,300	119,500	120,700	800	-400	-0.3%
INFORMATION	36,100	36,200	36,200	-100	-100	-0.3%
FINANCIAL ACTIVITIES	144,000	143,800	141,500	200	2,500	1.8%
PROFESSIONAL & BUSINESS SERV.	375,300	374,100	360,900	1,200	14,400	4.0%
EDUCATION & HEALTH SERV.	281,800	279,700	272,600	2,100	9,200	3.4%
LEISURE & HOSPITALITY	232,600	232,700	223,600	-100	9,000	4.0%
OTHER SERV.	100,600	100,600	95,200	0	5,400	5.7%
TOTAL GOVERNMENT	335,900	335,000	333,900	900	2,000	0.6%
FEDERAL	28,400	28,200	28,200	200	200	0.7%
STATE	65,700	66,000	67,100	-300	-1,400	-2.1%
LOCAL	241,800	240,800	238,600	1,000	3,200	1.3%

Chart

