



Gulf Coast Workforce Board
3555 Timmons Lane, Suite 120, Houston, Texas 77027
PO Box 22777 Houston, Texas 77227-2777
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: November 27, 2018

Subject: Meeting Materials for Tuesday, December 4, 2018

We hope that all of you enjoyed a peaceful and restful Thanksgiving holiday.

Please join us on **Tuesday, December 4, 2018 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.

The Chair has asked that we spend most of our time on December 4 on proposed changes to the Board's strategic plan. With that in mind, we have prepared a shorter agenda than usual for you.

- After the Chair's remarks, we have a short video for you that captures what Workforce Solutions did – and is continuing to do – recovering from Hurricane Harvey.
- We have one action item for members to consider. Guy Jackson, chair of the Nominating Committee, will present recommendations for 2019 Board officers and conduct an election.
- We will have a short report on the jobs numbers and a preview of employment projections through 2024.
- Carl Bowles, Strategic Planning Committee chair, will lead a discussion of the committee's work to update the Board's plan – including presenting a draft purpose statement for member's consideration.



Gulf Coast Workforce Board

3555 Timmons Lane, Suite 120, Houston, Texas 77027

PO Box 22777 Houston, Texas 77227-2777

MAIN: 713.627.3200 **FAX:** 713.993.4578

www.wrksolutions.com

We want to remind you that we have an open house for the new Sealy career office location on Wednesday, December 12 at 9:00 a.m. We invite you to be there if your schedule permits.

Also, please welcome a new Board member, Edward Melton. Edward joins the Board as a representative for literacy organizations and Harris County. Edward is the director for the Harris County Library.

We look forward to seeing you on December 4. 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, DECEMBER 4, 2018

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 October 2018 meeting minutes
5. Declare Conflicts of Interest
6. Chair's Remarks
A quick look at Workforce Solutions' response to Hurricane Harvey
7. Take Action
 - a. Nominating Committee. The committee chair will present committee recommendations for 2019 Board officers.
8. One Foot in the Present – One Foot in the Future
Current employment data and projections to 2024
9. Strategic Plan 2019-2023. The committee chair will brief members on the Strategic Planning Committee's work to update the Board's strategic plan and engage members in discussion about proposed changes.

A decorative graphic on the left side of the page consisting of several blue hexagons of various sizes and orientations, some overlapping, arranged in a vertical column.

10. Announcements.

Open house for the new Sealy office location is Wednesday, December 12, 9:00 a.m. at 2346 Highway 36 South, Sealy, Texas 77474.

11. Take Up Other Business.

12. Adjourn

Workforce Solutions is an equal opportunity employer/program.
Auxiliary aids and services are available upon request to individuals with disabilities.
Please contact H-GAC at 713.627.3200 at least 48 hours in advance to request accommodations.
Deaf, hard-of-hearing or speech-impaired customers may contact:
Relay Texas 1-800-735-2989 (TTY) or 1-800-735-2988 (Voice) or 711.
Equal opportunity is the law.

Gulf Coast Workforce Board-Workforce Solutions
3555 Timmons Lane, Suite 120, Houston, Texas 77027
P.O. Box 22777 Houston, Texas 77227-2777
713.627.3200
1.888.469.5627 toll-free
www.wrksolutions.com

**MINUTES OF
THE GULF COAST WORKFORCE BOARD
TUESDAY, OCTOBER 2, 2018**

MEMBERS PRESENT:

Willie Alexander	Cheryl Guido	Scott Marshall
Karlos Allen	Mark Guthrie	Janice Ruley
Gerald Andrews	Bobbie Allen Henderson	Danielle Scheiner
Peter Beard	Alan Heskamp	Allene Schmitt
Narayan Bhargava	Guy Robert Jackson	Valerie Segovia
Sara Bouse	Sarah Janes	Richard Shaw
Carl Bowles	Birgit Kamps	Evelyn Timmins
Mary Helen Cavazos	Doug Karr	Shunta Williams
Renea Dillon	Paulette King	
Garcia, Joe	Ernest Lewis	

H-GAC STAFF MEMBERS PRESENT

Mike Temple
Traci Nolen
Parker Harvey

Mark Guthrie, Chairman, called the meeting to order at approximately 10:00 a.m., on Tuesday, October 2, 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

Chair Guthrie asked for adoption of the agenda with one change. Chair Guthrie asked to move the Education Committee report, Item 6e, to the top of the agenda item for Reports. A motion was made and seconded to adopt the amended agenda. The motion carried and the agenda was adopted as amended.

PUBLIC COMMENT

Public comments were offered by Ms. Maritza Guerrero representing Community Family Centers. Ms. Guerrero thanked the Board for considering providing funding to allow Community Family Centers to offer adult education services in the East End area of Houston. Ms. Guerrero also expressed her appreciation for the opportunity to provide awareness of adult education, especially in the Latino community. Chair Guthrie thanked Ms. Guerrero for her remarks.

MINUTES FROM AUGUST 7, 2018 MEETING

Chair Guthrie asked for any additions or corrections to the minutes for the August 7, 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. No one declared a conflict of interest. Chair Guthrie reminded the members that they were welcome to declare conflicts with items as they are considered.

CONSIDER REPORTS

- e. *Education. Briefing on Texas Higher Education Coordinating Board preliminary report for dual credit courses.*

Committee Chair Birgit Kamps shared results from a study by the Texas Higher Education Coordinating Board on dual-credit education. She provided the following report:

Background

Dual-credit education programs—delivered through partnerships between high schools and colleges and universities—offer high school students the option to take college-level courses that simultaneously award them college and high school credit.

The Texas Higher Education Coordinating Board commissioned a research study to get baseline information on dual-credit education in the state following passage of House Bill 505 in 2015 – this legislation expanded opportunities for high school students to take dual-credit courses – and develop targeted guidance on how to reform dual-credit policies and practices in Texas.

Although draft policy recommendations for the Coordinating Board and 2019 Legislative session will not be available until later this year, the Coordinating Board provided a summary of key findings from its study:

- After HB 505, the percentages of high school students in dual-credit programs increased modestly.
- The academic preparation of 9th and 10th grade dual-credit participants declined after the passage of HB 505, while dual-credit pass rates increased for those groups. This suggests that the academic rigor of dual-credit courses may have declined for 9th and 10th graders since HB 505.

- Instructors across dual-credit courses taught by high school teachers (HSDC), dual-credit courses taught by college faculty (DC), and college-credit only courses taught by college faculty (CC) courses reported using different instructional strategies to teach students college-level material.
- Differences in academic preparation, family income, and the type of high school that a student attended were the most significant contributors to disparities in dual-credit participation by race and ethnicity.
- High school students' academic and emotional readiness to take part in dual-credit education, the latitude given to students in dual-credit course selection, and the limited time advisors had to fulfill their dual-credit advising responsibilities were reported as major challenges to adequate advising.
- In 2016–17, the study team estimates that the overall cost of dual-credit instruction was \$111 per semester credit hour for each participating student or \$121.7 million statewide.
- Overall estimates suggest on average the benefits of dual-credit education far exceed the costs.

The complete 280-page report is available online at www.thecb.state.tx.us/reports/DocFetch.cfm?DocID=11233.

a. *Chair's Report.*

Chair Guthrie remarked that August and September have been busy with many events including two Career Office openings. He noted that there will be additional office openings in the near future and encouraged Board Members to attend these events if schedules permit.

Since the August meeting, Chair Guthrie reported that he has attended several meetings as a representative of the Board, including the State of Harris County luncheon and a Greater Houston Partnership (GHP) Education Advisory Committee meeting. This GHP Education Advisory Committee is investigating the Texas public school funding system. Chair Guthrie explained that the current Robinhood funding scheme requires school districts considered property rich to send some of their property tax revenues back to the state, in theory to be redistributed to property poor districts. However, not all of the recaptured funds returned to the state are distributed to property poor districts, and a significant portion of the recaptured funds goes back into the State's general revenue fund to be spent on things other than education. Chair Guthrie reported that statistics presented at the GHP Education Advisory Committee meeting indicated that recaptured money that is unspent on education and returned to the general revenue fund is the State's general revenue fund's 6th or 7th largest source of money. At the same time, the contribution of the State to public education has declined in terms of the relative percentage that is funded by the State versus local areas by virtue of their property taxes. Chair Guthrie stated that it is clear that in order to improve our public education system, changes need

to be made in the way Texas public schools are funded. Chair Guthrie applauded the GHP for their attention to and involvement in this area.

Chair Guthrie reported that the House and Senate recently passed on a bi-partisan basis, the package of appropriations bills fully funding for fiscal year 2019 Labor, Health and Human Services and Education, from which we draw substantially all of our funding.

During the week of October 8, Chair Guthrie will attend the National Association of Workforce Boards quarterly Board of Directors meeting in Washington. He will provide a report on any items of interest at the December Board meeting.

Chair Guthrie alerted the Board to two upcoming events. The first event is White Cane Day, which takes place on October 19 at 9:30 am in front of Houston City Hall. He noted that the Houston White Cane Day event was started by Board Member Cheryl Guido approximately 10 years ago. The second event is Red, White & You, our veteran's hiring job fair which is scheduled for November 8 at Minute Maid Park. Chair Guthrie encouraged members to attend each of these events if schedules permit.

Chair Guthrie noted that TWC's annual conference will take place in Houston this year during November 28-30. Chair Guthrie asked members who are interested in attending to contact Mike Temple for registration.

Chair Guthrie asked the Nominating Committee to meet prior to the December meeting in order to bring a slate of of Board officer recommendations to consider for election during the December meeting. He invited Evelyn Timmins, Dr. Bobbie Henderson, Alan Heskamp and John Josserand to join the Nominating Committee.

Chair Guthrie concluded his report and no action was taken.

b. Audit/Monitoring. Report on the committee's September meeting.

Committee Chair Joe Garcia said that the Audit/Monitoring Committee met Wednesday, September 19, 2018 at the H-GAC office. Committee Chair Joe Garcia, Committee Vice Chair Guy Jackson, members Carl Bowles, Evelyn Timmins and Board Chair Mark Guthrie also attended. Helen Cavazos, Cheryl Guido, Allene Schmitt and John Josserand participated by phone. Chair Garcia provided the following report:

Career Offices

The monitoring team reviews the following areas when conducting reviews of Career Offices:

- **Results**
 - Performance

- **Accountability**
 - Compliance Testing

- Accessibility
- Information Security

- **Productivity**
 - Production
 - Customer service
 - Staff Training
 - Management Effectiveness

- **Innovation**
 - Collaboration
 - Quality Improvement

The monitoring team completed nine office reviews and one information center review. The offices visited are all Interfaith locations; both Liberty and Sealy rated as Strong Performance and Columbus, Humble, Huntsville, Wharton, Katy, Waller and Willowbrook rated as Solid Performance. The Houston Public Library also rated as Solid Performance and is a BakerRipley location. Offices were performing well in providing service to customers.

Employer Service

The monitoring team reviews the same areas for Employer Service and focuses on service to employers. Employment and Training Centers attained a rating of Strong Performance and Grant and Associates attained Solid Performance. ETC is on target to achieve all goals and Grant and Associates is behind on meeting the New Jobs Created goal.

Early Education

The monitoring team visited Collaborative for Children during June 2018. The contractor continues to provide training opportunities to parents and childcare providers that improve early childhood education. The monitoring team found Collaborative is exceeding our expectations.

Financial

Interfaith of The Woodlands

Monitors conducted the review on February 12, 2018 through April 30, 2018. There were no findings identified in the report, only observations. Interfaith addressed each observation.

Other

Interfaith Tracking Unit

The monitoring team conducted a desk review during June 2018 of data entered during January through March 2018. It found minimal data entry errors for the Trackers; however, it did find opportunities for Tracker staff to work with Career Office staff to ensure customer receive an assessment via the required testing tool and employment plans are complete.

Chair Garcia concluded his report and no action was taken.

c. System Visibility. Report on the committee's September meeting and next steps.

Committee Chair, Evelyn Timmins, reported the following:

Background

The System Visibility Committee met on September 19, 2018 with Committee Chair Evelyn Timmins, Carl Bowles, Bobbie Henderson, Guy Robert Jackson and Board Chair Mark Guthrie attending.

Current Situation

The committee received information from Employer Services contractor representatives Biguita Hernandez and Lisa Bogany describing how our Employer Services team works with the business community across the region. They described their efforts working with employers directly as well as through chambers of commerce, economic development groups and local governments.

Following the Employer Services presentation, Michelle Castrow introduced representatives from our two public outreach contractors and described their efforts for Workforce Solutions and the Gulf Coast Workforce Board. Savage Brands and Outreach Strategists provided samples of their work for the Committee.

Next Steps

The committee will meet again before the December Board meeting to discuss measuring results. Members asked staff to review and report the efforts of other workforce boards.

Chair Timmins concluded her report and no action was taken.

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

Strategic Planning Committee Chair Carl Bowles discussed progress toward updating the Board's strategic plan for the next five-year period.

Chair Bowles reported that the committee met three times in September and had good attendance at each meeting. The goal of the committee is to update our strategic plan. So far, most of the time has been spent reforming and more clearly articulating our mission statement. When the process is complete, we intend to have a purpose statement and a mission statement. Our statement of mission supports our vision, our values and our behaviors. We will have a comprehensive mission statement built around this framework.

Chair Guthrie thanked members who have attended these meetings and encouraged members to attend the next meeting.

Chair Bowles concluded his report and no action was taken.

TAKE ACTION

- a. Adult Education. Consider staff recommendation to directly contract with two additional adult education consortium members, the Association for the Advancement of Mexican Americans and the Community Family Center, in amount not to exceed \$250,000 each through June 30, 2019.

Mike Temple presented the following action item for the Board's consideration:

Background

In June, the Board approved contracts for 12 adult education providers including one provider new to the consortium and three providers previously funded through subcontracts from one or more organizations in the consortium.

Two organizations – the Association for the Advancement of Mexican Americans and Community Family Centers – remained as subrecipients to a major provider with this action. Board staff are now recommending direct contracts for both organizations.

Current Situation

Both AAMA and Community Family Centers are long-time providers of adult education and literacy instruction using the funds that the Board oversees. Both organizations have good track records of performance in their communities and have contributed significantly to the overall performance of the consortium in the past.

- Our deadlines for the June 2018 action by the Board did not leave sufficient time for the boards of either AAMA or Community Family Centers to thoughtfully consider our request to include them as direct contract providers, and at the time we made our recommendations, both remained as subrecipients to the Houston Community College system.
- AAMA and Community Family Centers were subcontractors in 2018 to HCC and the Houston Center for Literacy. Our action in June effectively reduced funds to both organizations because we recommended only the funding available to each through HCC at the previous year's level. This would result in reduced service from each.

AAMA and Community Family Centers are experienced providers and well-known, stable organizations that each provides critical service in and to the Hispanic community. Both have done excellent work in offering integrated basic education/skills development courses and on-site basic education classes at local employers.

We want to ensure that individuals and employers who seek adult education help from both organizations are able to obtain the help they need.

Recommendation

For these reasons, Board staff recommends that the Board authorize direct adult education provider contracts with the Association for the Advancement of Mexican Americans and the

Community Family Centers in amount of \$250,000 for each, for the rest of the 2019 contract year.

Both would continue their existing subrecipient relationships with HCC for the balance of this year. We would anticipate migrating both to full direct contract status for 2020, pending a review of performance, the availability of funds, and the Board's concurrence.

Action

Authorize staff to negotiate adult education contracts with the Association for the Advancement of Mexican Americans and Community and Family Centers in the amount of \$250,000 each through June 30, 2019.

A motion was made and seconded to approve negotiations of these two contracts in the amount of \$250,000 each. The motion carried.

RECEIVE INFORMATION

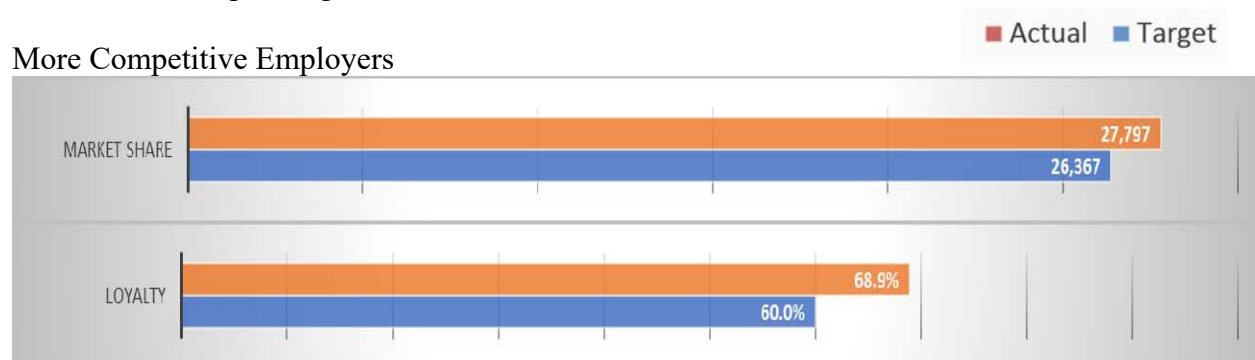
a. Performance and Production. Report on the system's performance and production.

Brenda Williams reviewed the Performance measures for October 2017 through August 2018, as follows:

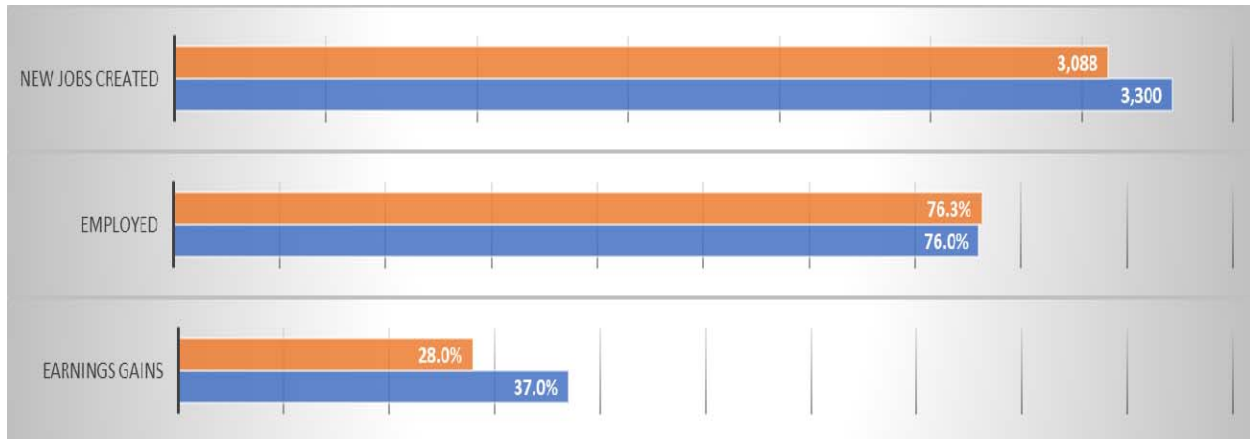
Board Measures

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

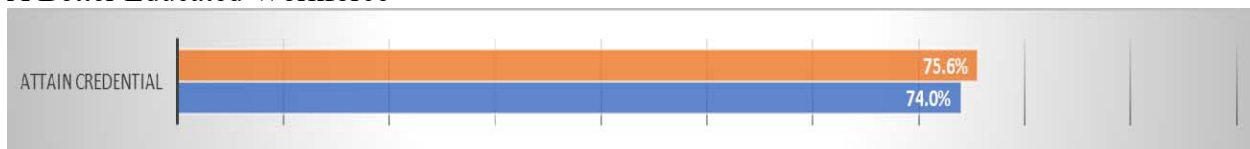
More Competitive Employers



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 performance year that began October 1, 2017, we are meeting or exceeding the target for twenty-two of twenty-five state measures. These are the measures we are not achieving:

- Choices Full Work Rate: The target for this measure is 50.0%. Our performance for customers participating from October 2017 through July 2018 is 45.73%.
- Average Number of Children Served Per Day: The July target for this measure is 24,955. Our average number of children served per day from July 2018 was 23,390.
- Credential Rate – Youth: The target for this measure is 51.5%. Our performance for customers who exited from January 2016 through December 2016 was 46.62%.

Mike Temple added that, as of this morning, the Average Number of Children Served Per Day through September is just under 27,000 per day. Mr. Temple also added that the Credential Rate for Youth is a measure that applies only to youth who are tagged under the Workforce Investment and Opportunity Act and it is a measure looking back two years. It is not a current assessment of how we are doing. As you can see under the Board measure of obtaining credentials, which applies to everyone, we are hitting the mark. In this instance, two years ago we were not hitting the mark for youth who were tagged in that area. We have discussions from time to time about all of the performance and production expectations and, as Mr. Bowles said, the Strategic Planning Committee will take a look at the overall performance expectations that the Board wishes to set to get to the results. As you can see, there are 25 Production measures. Often when you have 25 things to do, it is sometimes difficult to do that many. We expect that

we will improve on these particular indicators out of those 25 measures coming into the next year and we will continue to report to you on how we are doing.

Ms. Williams concluded her report and no action was taken.

b. Budget and Expenditures. Report on the Board's budget and expenditures.

Mike Temple reviewed the Financial Status Report representing expenses for the eight months ending in August 2018, and provided the following report:

We are running a little hot on spending, but the difference is due to financial aid. We have not yet accommodated the additional financial aid money we received a month or two ago into this budget. Once we do that, we will be in line everywhere else. As always, we will not spend more money than we have.

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

c. Briefing on system efforts for returning citizens and incarcerated individuals.

Ms. Traci Nolen provided the following report to the Board.

According to the Texas Department of Criminal Justice, 70% of those who are incarcerated in the state prison system return to the Houston area. Because of that, we have cast a very wide net in the services we deliver in the workforce world of reentry. One of the newest and most important relationships we have established is with the Windham Independent School District. Windham is the education and vocational training provider to the Texas Department of Criminal Justice. They provide education and training services to inmates. Through our partnership we provided funding to expand the capacity of our Apprenticeship Texas initiative to help Windham expand its capacity to do more with skilled trades, particularly with welding and HVAC, to help upskill more of the inmates returning to the region. We are also working with Windham to establish employer relationships to provide direct links with the inmates who are reentering into the Houston region to connect them with employers.

In addition, our Adult Education providers are doing some good work at some of our local county jails. We are also very active with My Brother's Keeper which is an ongoing initiative with the Houston Mayor's office aimed at keeping kids on track and giving them second chances.

We also host a number of one-off partnerships aimed at the reentry process. We are active with the Harris County veterans' court and the Federal probation office. We are also reestablishing our connections with City of Houston's reentry program and the Harris County Supervision and Corrections Department. We are also active with Turn Around Houston which is Mayor Turner's initiative for second chance opportunities for job readiness.

Mr. Temple added that we are in the beginning stages of developing a relationship with the Harris County Community Supervisions and Corrections Department which is the probation department for Harris County. They annually work with between 15,000 to 20,000 probationers who they believe need a job and would benefit from direct assistance from us. We are working to determine the best way to work with their local offices and their local officers.

Sara Bouse commented that the Windham school district is on the high school level assisting offenders receive their high school diploma or GED. There are also over 10 colleges inside TDCJ that provide technical trades such as welding or drafting. Ms. Bouse also commented that TDCJ is doing remarkable work with job fairs.

Ms. Bouse also inquired as to whether there is more that we can do in this area. Mr. Temple suggested to the Board that we take this issue up in a meeting of the Career Office Committee. Chair Guthrie agreed, and Mr. Temple assured the Board that he would work with Karlos Allen, Chair of the Career Office Committee, to meet and bring something back to the Board.

Ms. Cheryl Guido announced a scheduled job fair entitled Project H.O.P.E. (Helping ex-Offenders Pursue Employment) which will take place on Tuesday, October 16, 2018.

Chair Guthrie asked the Board to consider that some of the area public school districts spend approximately \$9,800 or \$9,900 per year per student, and it costs \$22,000 per year to incarcerate an individual in the state of Texas. Chair Guthrie urged members to consider the benefit in putting returning offenders to work versus not doing so and thereby passively encouraging them to return to prison. Chair Guthrie stated that, given the prisoner population count in the state of Texas, this is something we really need to focus on.

Ms. Nolen concluded her report and no action was taken.

LOOK AT THE ECONOMY

Parker Harvey presented a look at the Economy.

As of July, the seasonally adjusted unemployment rate is 4.1%. This means that our unemployment rate is only marginally higher than either the state or national rates at 4.0% and 3.9% respectively. This is the lowest unemployment rate we have had since August of 2007, before the financial crisis. Our job rate is growing, and we are currently at an increase of approximately 110,000 jobs year over year. We were forecast to add approximately 55,000 jobs this year so that means is that we are only about 6,500 jobs short of the kind of growth we were seeing prior to the most recent oil crash.

About a third of the job growth comes from Professional and Business Services, about one quarter from construction, about 16% out of Trade, Transport and Utilities, and the remaining 27% is spread across the other eight major sectors. Trade, Transport and Utilities is growing a little slower than the average for the region, but Professional and Business Services is growing twice as fast as the overall job market and Construction is growing four times faster. The dominate thought has been that Construction growth has been as a result of Hurricane Harvey.

Additional data now shows that Construction job growth is Oil and Gas Pipeline construction. Half of the Construction jobs added over the past year have come out of this part of construction. Overall, about 80% have come out of non-residential. It looks as though Hurricane Harvey was not what was driving our Construction job growth.

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

OTHER BUSINESS

Chair Guthrie welcomed new Board Member, Mr. Ernest Lewis and asked him to introduce himself. Mr. Lewis gave a brief overview of his background working with Catholic Charities, disaster recovery following Katrina and SER Jobs for Progress with Workforce Development. He stated that he is now with the Adult Reading Center in Pearland and is excited to be a part of the Board. Mr. Lewis was welcomed enthusiastically by the Board.

Mr. Temple shared photo and video updates from the Summer Earn and Learn project with the Board. Mr. Temple also shared photos from the recent openings of the Katy and East End offices. He also encouraged Members to attend upcoming office openings if their schedules allow.

Mr. Guthrie reminded the Board that the Report Card Committee meets on October 17 at 10:00 am. Committee Chair Richard Shaw invited all interested Board Members to attend this meeting.

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

ADJOURN

Chair Guthrie adjourned the meeting at approximately 11:05 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.
50 Briar Hollow Lane, Suite 320 East
Houston, TX 77027
(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, 2017 thru December 31, 2018

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, 2017 thru December 31, 2018

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
281-998-6100
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

Balfour Beatty Construction
4321 Directors Row, Suite 101
Houston, TX 77092
(713) 824-6266

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@gcedc.org

Term: January 1, 2018 thru December 31, 2019

SCHMITT, ALLENE

Blinn College - Sealy
3701 Outlet Center Drive, #250
Sealy, TX 77474
(979) 865-8461

Category: Education

County: Austin

allenes@live.com

Term: January 1, 2017 thru December 31, 2018

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: Palacios

vsegovia@tamu.edu

valeriegsegovia@gmail.com

Term: September 5, 2017 thru December 31, 2018

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, 2017 thru December 31, 2018

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

P.O. Box 22777

Houston, TX 77227-2777

(713) 627-3200

Fax: (713) 993-4578

<http://www.wrksolutions.org>

GULF COAST WORKFORCE DEVELOPMENT BOARD

COMMITTEES

Audit/Monitoring

- Joe Garcia – Chair
- Guy Robert Jackson – Vice Chair
- Ray Aguilar
- Karlos Allen
- Narayan Bhargava
- Sara Bouse
- Carl Bowles
- Helen Cavazos
- Cheryl Guido
- Doug Karr
- John Josserand
- Scott Marshall
- Kendrick McCleskey
- Allene Schmitt
- Evelyn Timmins

Budget

- Willie Alexander – Chair
- Gerald Andrews – Vice Chair
- Karlos Allen
- Narayan Bhargava
- Sarah Janes
- Jerry Nevlud

By-Laws

- – Chair
- – Vice Chair
- Betty Baitland

Career Office

- Karlos Allen - Chair
- – Vice Chair
- Carl Bowles
- Joe Garcia
- Cheryl Guido
- Shunta Williams

Early Education and Care

- Bobbie Henderson – Chair
- Doug Karr – Vice Chair
- Betty Baitland
- Sarah Janes
- John Josserand
- Scott Marshall
- Allene Schmitt

Employer Services

- Gerald Andrews – Chair
- Jeff LaBroski – Vice Chair
- Sara Bouse
- Helen Cavazos
- Joe Garcia
- Cheryl Guido
- Mark Guthrie
- Alan Heskamp
- Guy Robert Jackson
- Sarah Janes
- John Josserand
- Scott Marshall
- Steve Mechler
- Richard Shaw
- Connie Smith
- Gil Staley
- Evelyn Timmins

Government Relations

- Guy Robert Jackson – Chair
- – Vice Chair
- Ray Aguilar
- Gerald Andrews
- Narayan Bhargava
- Scott Marshall
- Jerry Nevlud
- Richard Shaw

GULF COAST WORKFORCE DEVELOPMENT BOARD

COMMITTEES

Nominating

- Guy Robert Jackson – Chair
- Jeff LaBroski – Vice Chair
- Betty Baitland
- Bobbie Henderson
- Alan Heskamp
- John Josserand
- Evelyn Timmins

Oversight Committee

- Gerald Andrews
- Bobbie Henderson

Procurement

- Evelyn Timmins – Chair
- Bobbie Henderson – Vice Chair
- Willie Alexander
- Karlos Allen
- Narayan Bhargava
- Sara Bouse
- Helen Cavazos
- Joe Garcia
- Cheryl Guido
- Mark Guthrie
- Alan Heskamp
- Doug Karr
- Jeff LaBroski
- Scott Marshall
- Allene Schmitt
- Richard Shaw
- Connie Smith
- Gil Staley

Report Card

- Richard Shaw – Chair
- – Vice Chair
- Narayan Bhargava

Strategic Planning

- Carl Bowles – Chair
- – Vice Chair
- Betty Baitland
- Narayan Bhargava
- Joe Garcia
- Sarah Janes
- Doug Karr
- Kendrick McCleskey
- Richard Shaw
- Evelyn Timmins

System Visibility

- Evelyn Timmins – Chair
- Willie Alexander
- Karlos Allen
- Gerald Andrews
- Joe Garcia
- Bobbie Henderson
- Guy Robert Jackson
- Richard Shaw

Workforce Education

- – Chair
- Allene Schmitt – Vice Chair
- Karlos Allen
- Betty Baitland
- Sara Bouse
- Helen Cavazos
- Cheryl Guido
- Alan Heskamp
- Sarah Janes
- Jeff LaBroski
- Steve Mechler
- Scott Marshall
- Jerry Nevlud
- Valerie Segovia
- Richard Shaw

Nominating Committee

2019 Board Officers

Background

The Board's bylaws designate four officers of the Board: the Chair and three Vice-Chairs. Each officer serves a one-year term after election.

The Board's Nominating Committee solicits and receives nominations for the officer positions and conducts the election for officers at a Board meeting.

The Board's current officers are: Mark Guthrie, Chair; Gerald Andrews, Vice-Chair; Joe Garcia, Vice-Chair; and Willie Alexander, Vice-Chair.

Current Situation

Nominating Committee Chair Guy Jackson will present the committee's recommendations for 2019 Board officers and conduct the election.

Action

Elect Board officers for 2019.



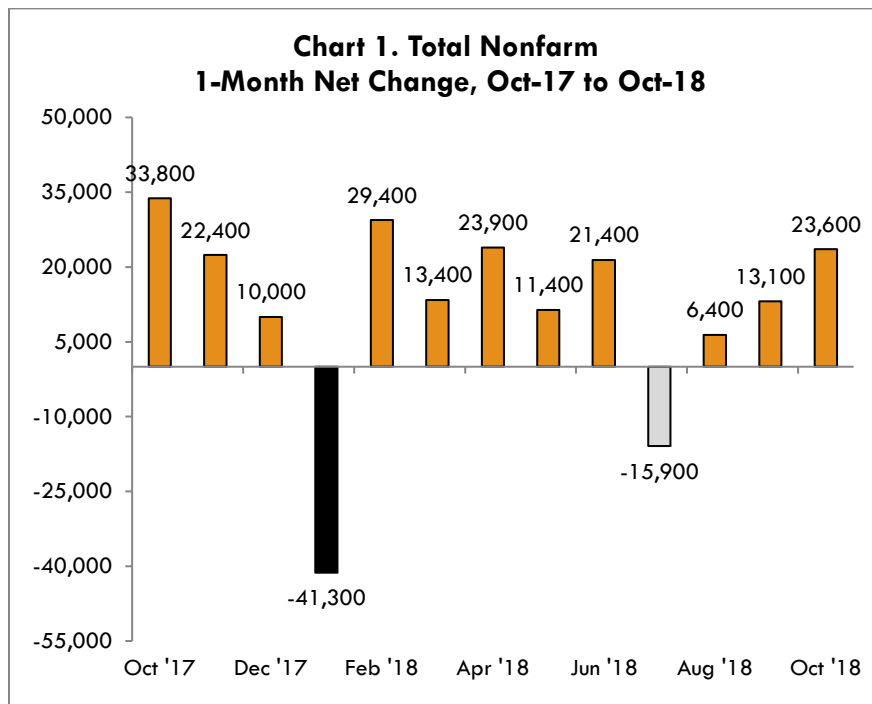
Current Employment and Local Area
Unemployment Statistics
Houston-The Woodlands-Sugar Land
October 2018

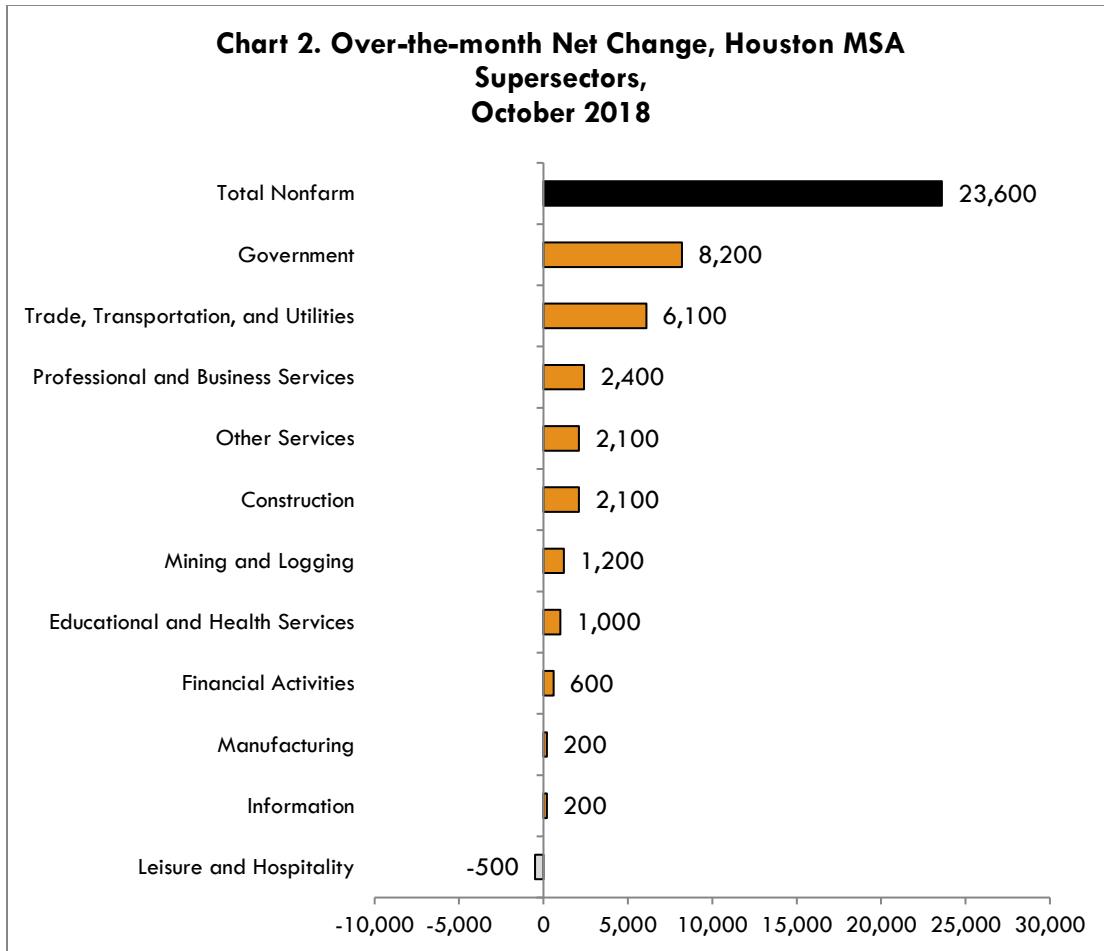
Workforce Solutions is an affiliate of the Gulf Coast Workforce Board, which manages a regional system that helps employers solve their workforce problems and residents build careers so both can compete in the global economy. The workforce system serves the City of Houston and the surrounding 13 Texas Gulf Coast counties including: Austin, Brazoria, Chambers, Colorado, Fort Bend, Galveston, Harris, Liberty, Matagorda, Montgomery, Walker, Waller, and Wharton.

Total Nonfarm

One Month Change

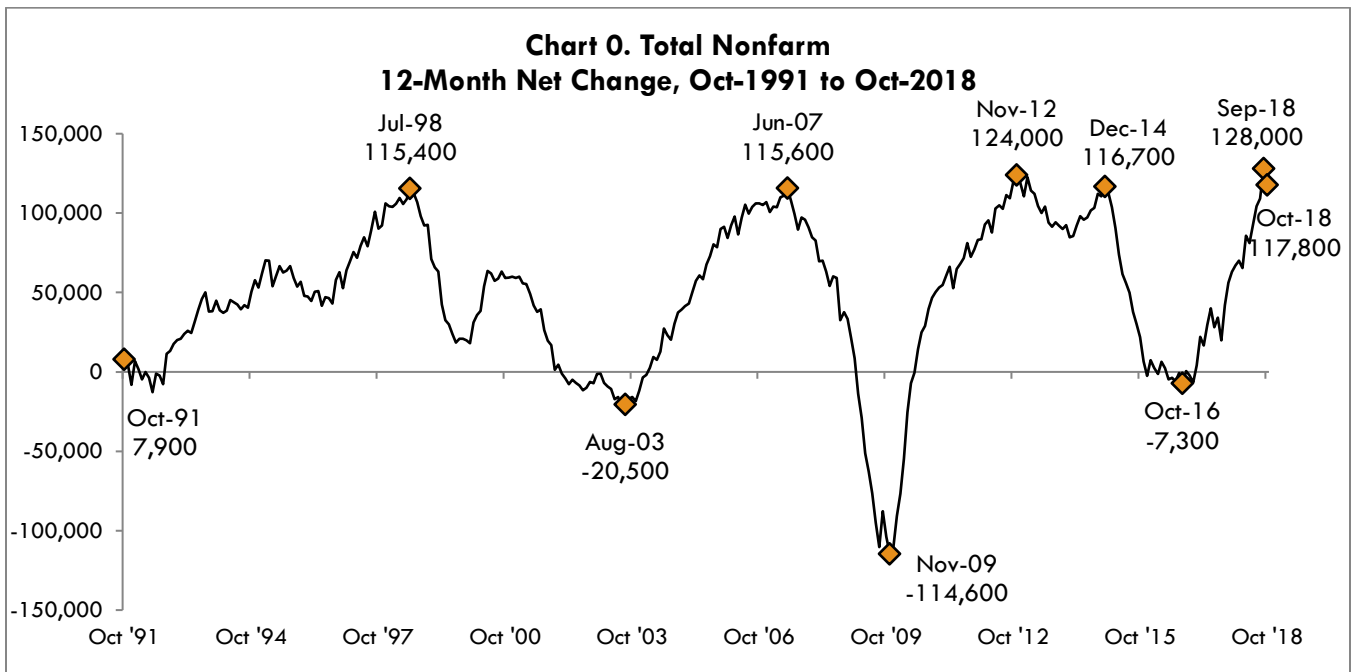
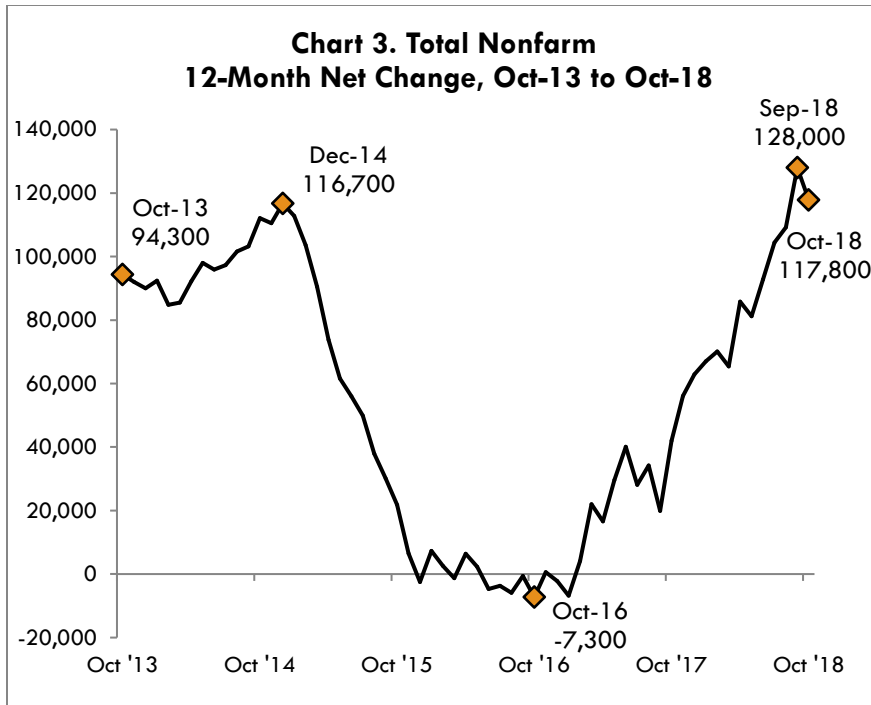
Houston MSA Total Nonfarm employment stood at 3,158,800 in October, up 23,600 jobs over the month, or 0.8 percent. A year ago Houston registered an over-the-month increase of 33,800 jobs. The largest over-the-month gain on record for Total Nonfarm Employment occurred in February 2013, up 36,900 jobs. The largest one-month decline on record outside of seasonal job losses in January and July occurred in September 2008, down -21,900 jobs. Historically in the month of October, Total Nonfarm has on average added 9,600 jobs over the month, which indicates that this month's gains are substantially above the long-term average. The primary drivers of this October's growth were increases in Government, Trade, Transportation, and Utilities, and Professional and Business Services. Gains were also recorded in Construction, Other Services, and Mining and Logging. The net increase in jobs over the month was partially offset by losses in only one sector: Leisure and Hospitality.



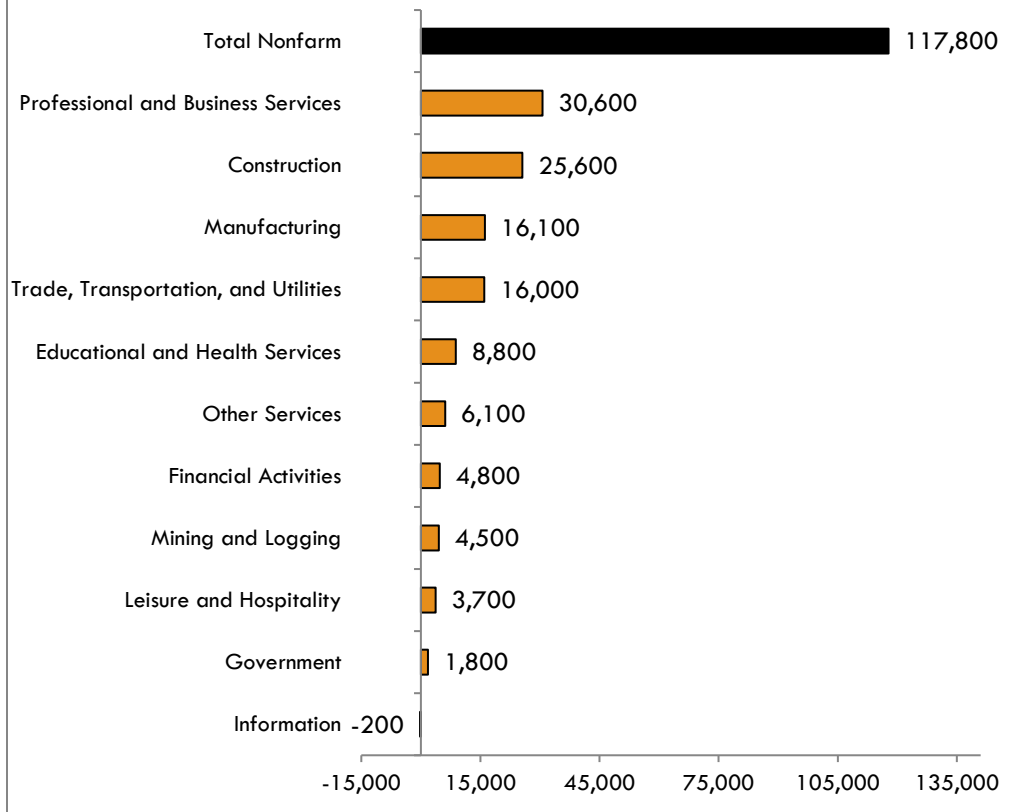


Year over Year Change

Over the year, Total Nonfarm employment was up 117,800, or 3.9 percent. To compare, October 2017 saw a year-over-year gain of 42,000 jobs. **NOTE: This October's over-the-year net increase comes on the heels of September's all-time record gain of 128,000 jobs (including revisions).** The largest over-the-year gain on record for Total Nonfarm Employment occurred in September 2018, up 128,000 jobs. The largest over-the-year decline on record occurred in November 2009, down -114,600 jobs. Currently 10 out of 11 sectors show positive growth year over year of which the top three are Professional and Business Services (30,600), Construction (25,600), and Manufacturing (16,100).



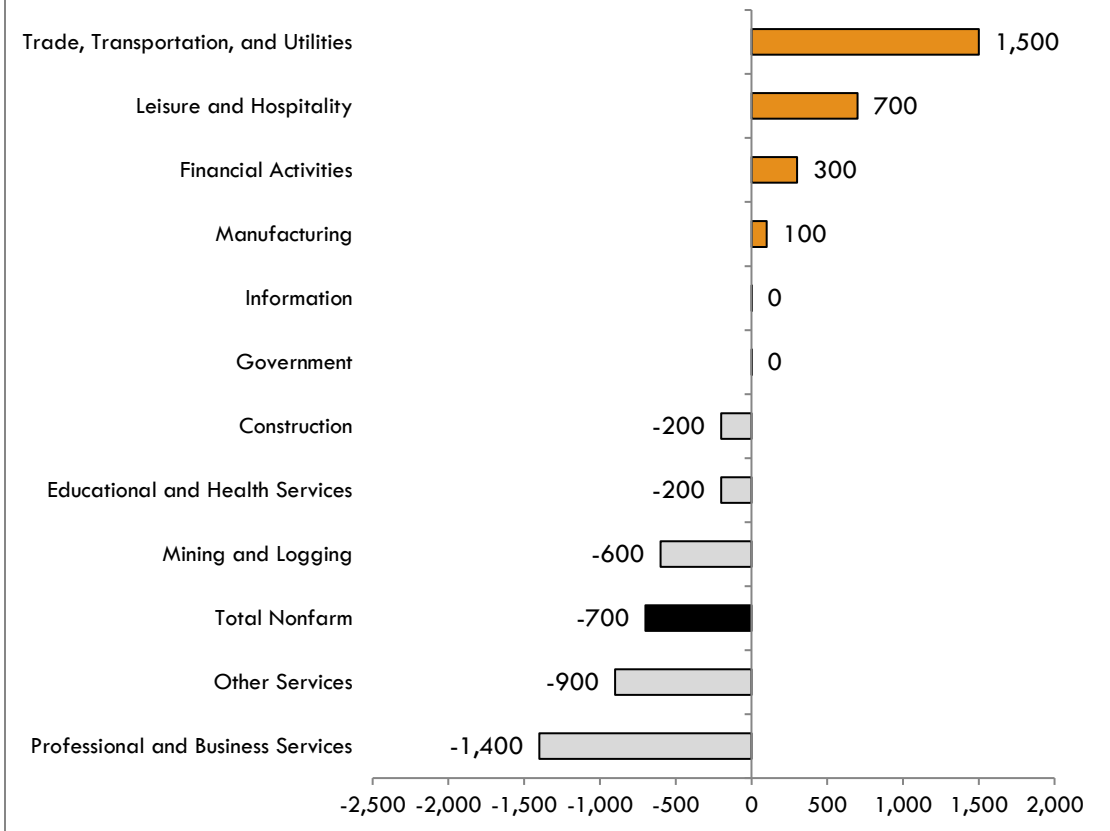
**Chart 4. Over-the-year Net Change, Houston MSA
Supersectors,
October 2017 to October 2018**



Previous Month's Revisions

Total Nonfarm employment was revised downward by -700 jobs for an August to September smaller net gain of 13,100 compared to an original estimate of 13,800 jobs. A downward revision of -1,400 jobs in Professional and Business Services was the largest contributor followed by Other Services (-900) and Mining and Logging (-600). Upward revisions in Trade, Transportation, and Utilities (+1,500), Leisure and Hospitality (+700), and Financial Activities (+300) provided a partial offset of the overall downward revision to Total Nonfarm employment.

Chart 5. Net Revisions for Selected Supersectors and Major Industries, September 2018

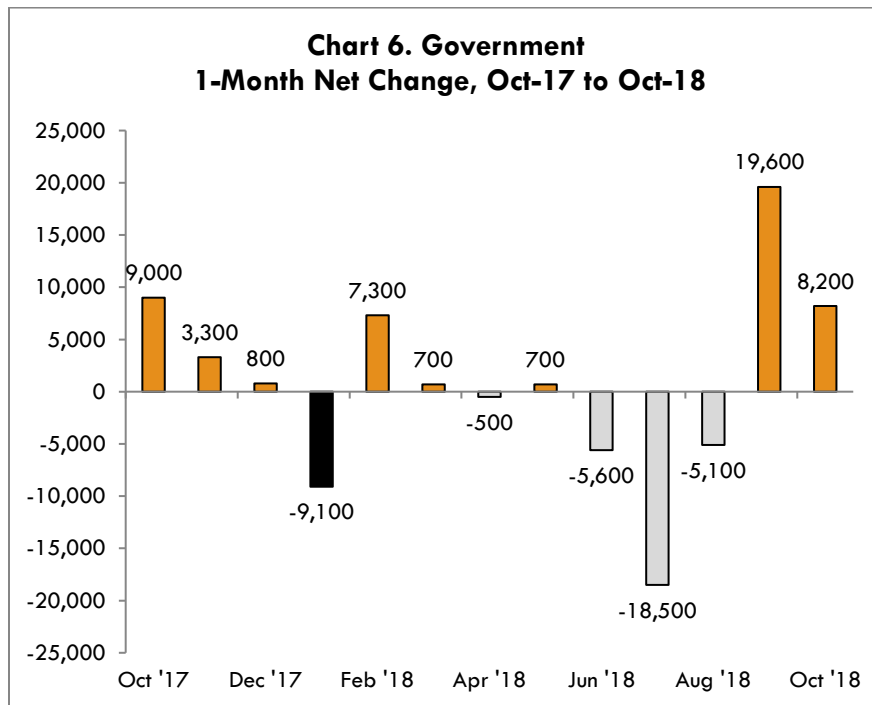


GAINING INDUSTRY HIGHLIGHTS

Government

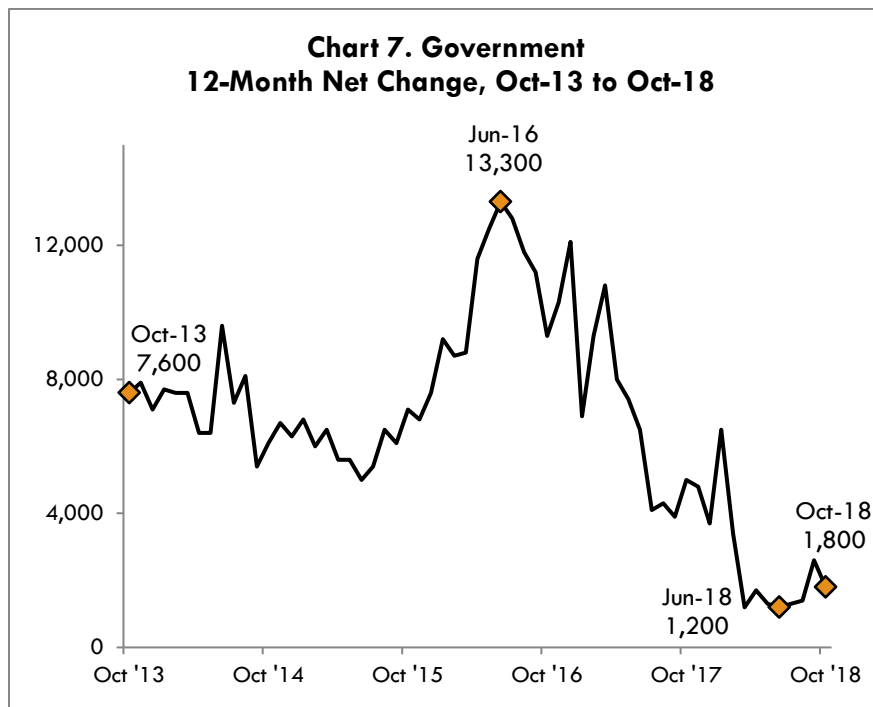
One Month Change

Government was the largest gaining sector over the month up 8,200 jobs, or 2.0 percent. The largest over-the-month gain on record for this sector occurred in September 2013, up 22,500 jobs. The largest one-month decline on record occurred in May 2011, down -2,500 jobs. Historically in the month of October, Government has added an average of 6,200 jobs over the month, which indicates that this month's gains are moderately above the long-term average. Employment in Government, particularly Local Government Educational Services (i.e. public primary and secondary schools) and to a lesser extent State Government Educational Services (i.e. public colleges and universities) in October sees an attenuated continuation of the gains observed in September of each year coinciding with the start of the academic year. Local Government was the largest contributor to the overall sector's increase, up 7,700 jobs over the month. The second-largest contributor was State Government, which added 700 jobs from September to October. Lastly, Federal Government offset a portion of the sector's gains with a loss of -200 jobs.



Year over Year and Year to Date

Year over year, Government was up 1,800 jobs, or 0.4 percent. Currently, this sector is the slowest-growing in percentage terms in the Houston area. The largest over-the-year gain on record for this sector occurred in May 2010, up 19,100 jobs. The largest over-the-year decline on record occurred in January 2012, down -17,100 jobs. State Government was the largest contributor to the overall sector's increase, up 1,100 jobs over the year. The second-largest contributor was Local Government, which added 700 jobs from October a year ago. Lastly, Federal Government saw no change over the month. Year to date this sector is up 6,800 jobs compared to the same point in time a year ago when the net change from January to October was an increase of 11,500. Government's share of Houston area Total Nonfarm Employment has shrunk from 13.6 percent to 13.1 percent over the past year.



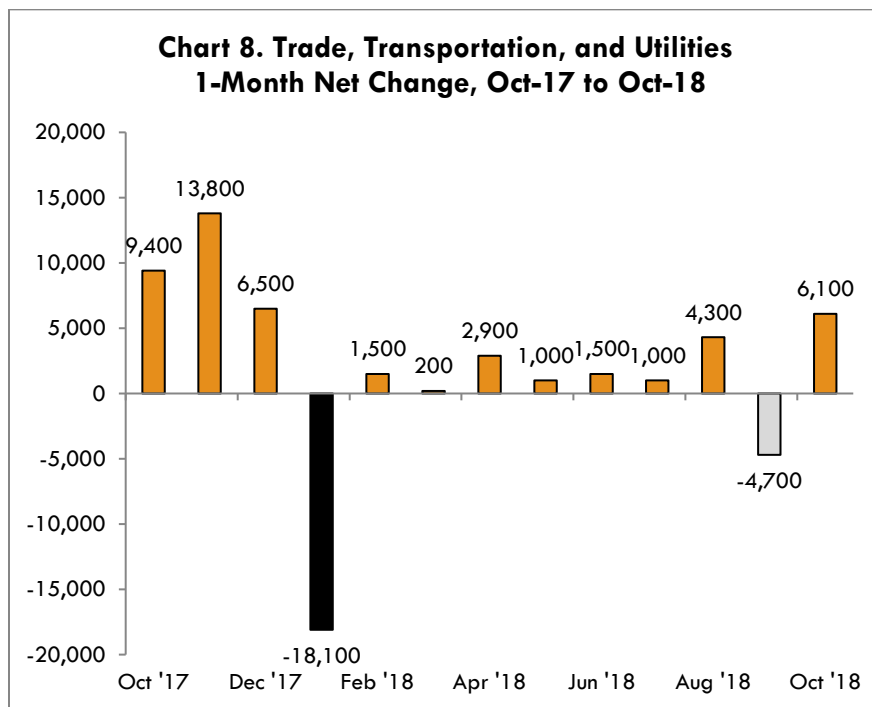
Previous Month's Revisions

Government employment saw no revision from August to September leaving the previous month's original increase of 19,600 intact.

Trade, Transportation, and Utilities

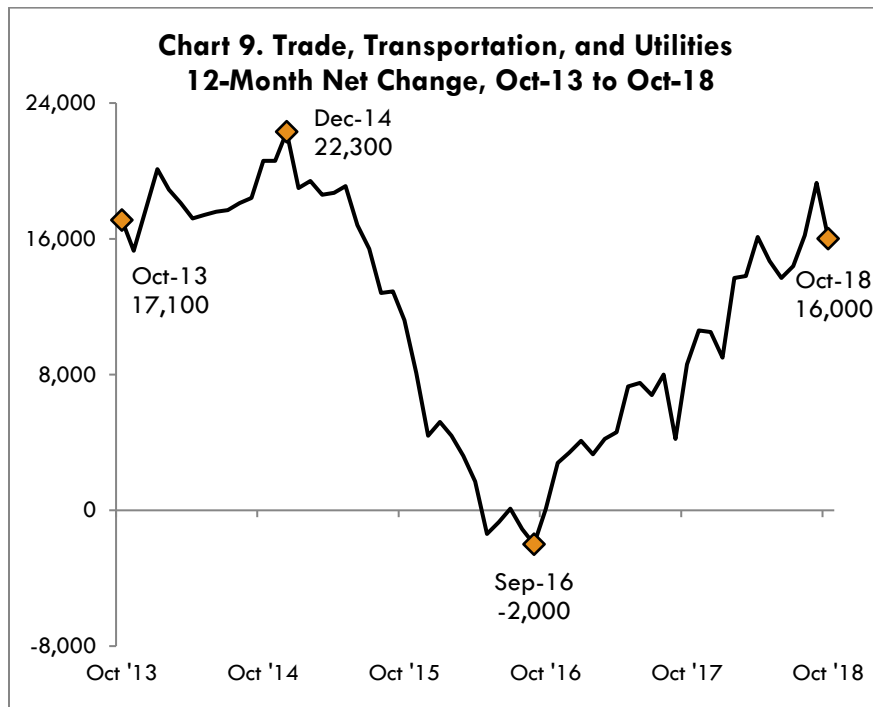
One Month Change

Trade, Transportation, and Utilities was the second-largest gaining sector over the month up 6,100 jobs, or 1.0 percent. The largest over-the-month gain on record for this sector occurred in November 2012, up 14,000 jobs. The largest one-month decline on record occurred in April 2009, down -3,600 jobs. Historically in the month of October, Trade, Transportation, and Utilities has on average added 2,700 jobs over the month, which indicates that this month's gains are substantially above the long-term average. Transportation, Warehousing, and Utilities was the largest contributor to the overall sector's increase, up 3,000 jobs over the month. **NOTE: this growth is likely a function of the impending holiday season coupled with major warehousing expansions in the Houston area as the region increasingly becomes a warehousing and distribution hub.** The second-largest contributor was Retail Trade, which added 2,300 jobs from September to October marking the start of hiring related to the start of the holiday season. Lastly, Wholesale Trade contributed 800 jobs.



Year over Year and Year to Date

Year over year, Trade, Transportation, and Utilities was up 16,000 jobs, or 2.6 percent. The largest over-the-year gain on record for this sector occurred in November 2007, up 23,300 jobs. The largest over-the-year decline on record occurred in November 2009, down -23,200 jobs. Retail Trade was the largest contributor to the overall sector's increase, up 5,600 jobs over the year. The second-largest contributor was Transportation, Warehousing, and Utilities, which added 5,600 jobs from October a year ago. Lastly, Wholesale Trade contributed 4,800 jobs. Year to date this sector is up 13,800 jobs compared to the same point in time a year ago when the net change from January to October was an increase of 6,800. Trade, Transportation, and Utilities's share of Houston area Total Nonfarm Employment has shrunk from 20.4 percent to 20.1 percent over the past year.



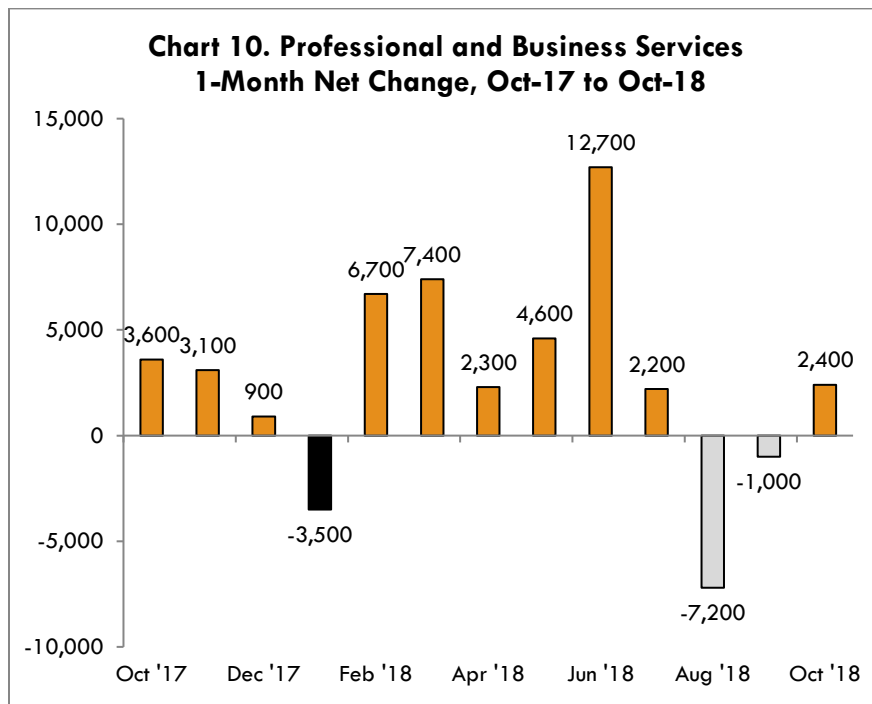
Previous Month's Revisions

Trade, Transportation, and Utilities employment was revised upward by 1,500 jobs for an August to September smaller net loss of -4,700 compared to an original estimate of -6,200 jobs.

Professional and Business Services

One Month Change

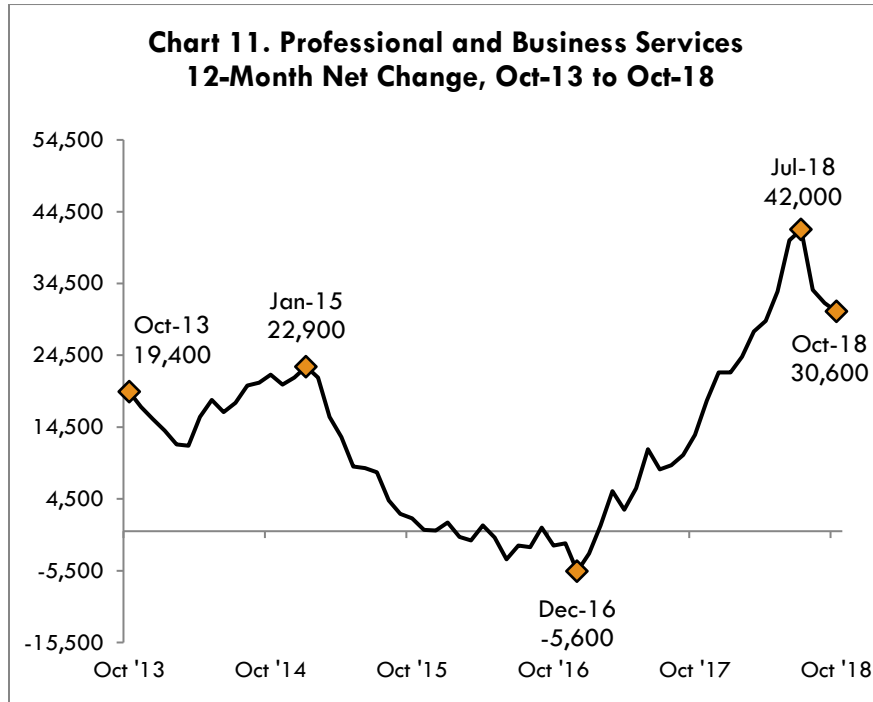
Professional and Business Services was the third-largest gaining sector over the month up 2,400 jobs, or 0.5 percent. The largest over-the-month gain on record for this sector occurred in June 2018, up 12,700 jobs. The largest one-month decline on record occurred in August 2018, down -7,200 jobs. Historically in the month of October, Professional and Business Services has on average added 1,000 jobs over the month, which indicates that this month's gains are substantially above the long-term average. Professional, Scientific, and Technical Services was the largest contributor to the overall sector's increase, up 2,500 jobs over the month. The second-largest contributor was Management of Companies and Enterprises, which added 400 jobs from September to October. Lastly, Administrative and Support and Waste Management and Remediation Services offset a portion of the sector's gains with a loss of -500 jobs.



Year over Year and Year to Date

Year over year, Professional and Business Services was up 30,600 jobs, or 6.3 percent. This was the largest-ever year-over-year gain in the month of October since records began in 1990. Currently, this sector is the third-fastest growing in percentage terms in the Houston area. Furthermore, 25.9 percent of total (gross) jobs added across the region over the past year can be attributed to Professional and Business Services. The largest over-the-year gain on record for this sector occurred a few months prior in July 2018, up 42,000 jobs. **NOTE: October marks three consecutive months of slowing year-over-year since the peak in July of this year.** The largest over-the-year decline on record occurred in October 2009, down -35,100 jobs. Professional, Scientific, and Technical Services was the largest contributor to the overall sector's increase, up 15,000 jobs over the year. The second-largest contributor was Administrative and Support and Waste Management and Remediation Services, which added

14,900 jobs from October a year ago. Lastly, Management of Companies and Enterprises contributed 700 jobs. Year to date this sector is up 30,100 jobs compared to the same point in time a year ago when the net change from January to October was an increase of 21,600. Professional and Business Services' share of Houston area Total Nonfarm Employment has risen from 16.1 percent to 16.5 percent over the past year.



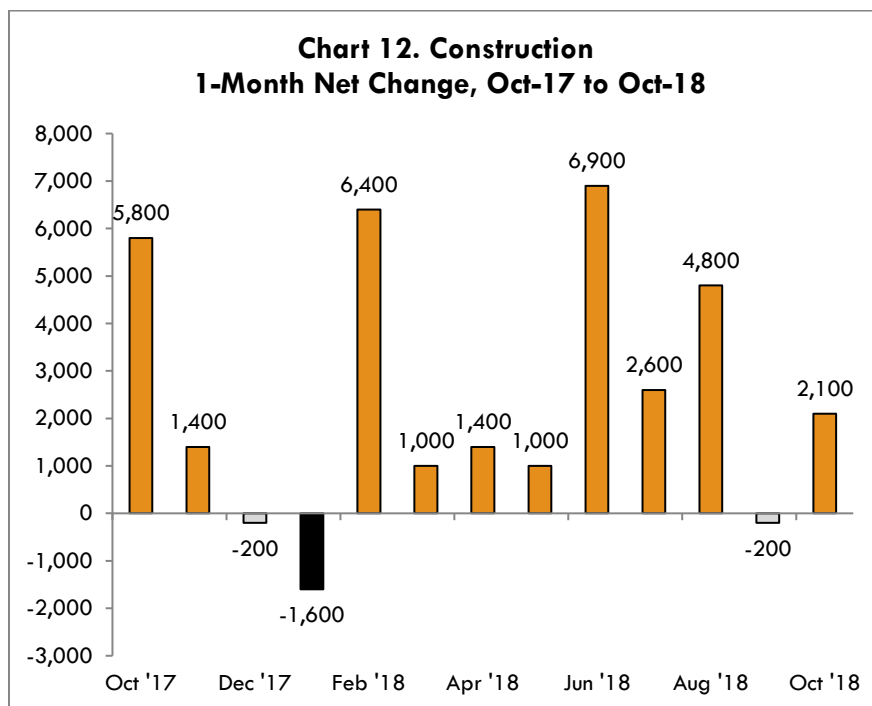
Previous Month's Revisions

Professional and Business Services employment was revised downward by -1,400 jobs for an August to September complete erasure of gains leaving a net loss of -1,000 compared to an original estimate of 400 jobs.

Construction

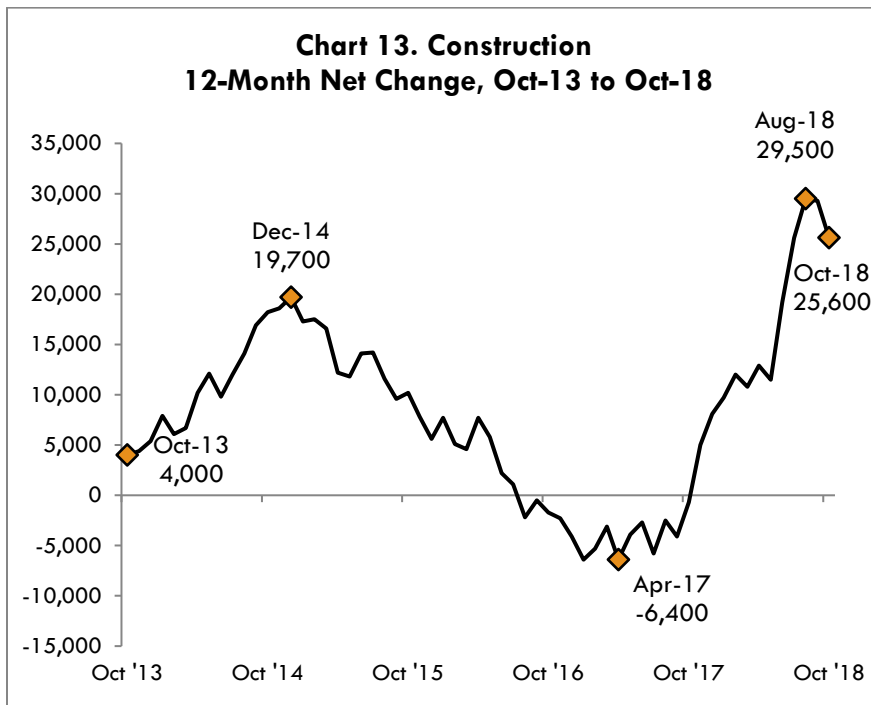
One Month Change

Construction also saw an increase over the month up 2,100 jobs, or 0.9 percent. The largest over-the-month gain on record for this sector occurred in February 2013, up 7,200 jobs. The largest one-month decline on record occurred in April 2009, down -5,400 jobs. Historically in the month of October, Construction has on average added 2,000 jobs over the month, which indicates that this month's gains are on par with the long-term average. Heavy and Civil Engineering Construction was the largest contributor to the overall sector's increase, up 1,800 jobs over the month. The second-largest contributor was Construction of Buildings, which added 1,500 jobs from September to October. Lastly, Specialty Trade Contractors offset a portion of the sector's gains with a loss of -1,200 jobs.



Year over Year and Year to Date

Year over year, Construction was up 25,600 jobs, or 11.6 percent. This was the largest-ever year-over-year gain in the month of October since records began in 1990. Currently, this sector is the fastest-growing in percentage terms in the Houston. Furthermore, 21.7 percent of total (gross) jobs added across the region over the past year can be attributed to Construction. The largest over-the-year gain on record for this sector occurred in August 2018, up 29,500 jobs. The largest over-the-year decline on record occurred in November 2009, down -33,700 jobs. Construction of Buildings was the largest contributor to the overall sector's increase, up 15,900 jobs over the year. The second-largest contributor was Heavy and Civil Engineering Construction, which added 5,400 jobs from October a year ago. Lastly, Specialty Trade Contractors contributed 4,300 jobs. Year to date this sector is up 26,000 jobs compared to the same point in time a year ago when the net change from January to October was an increase of 10,100. Construction's share of Houston area Total Nonfarm Employment has risen from 7.3 percent to 7.8 percent over the past year.



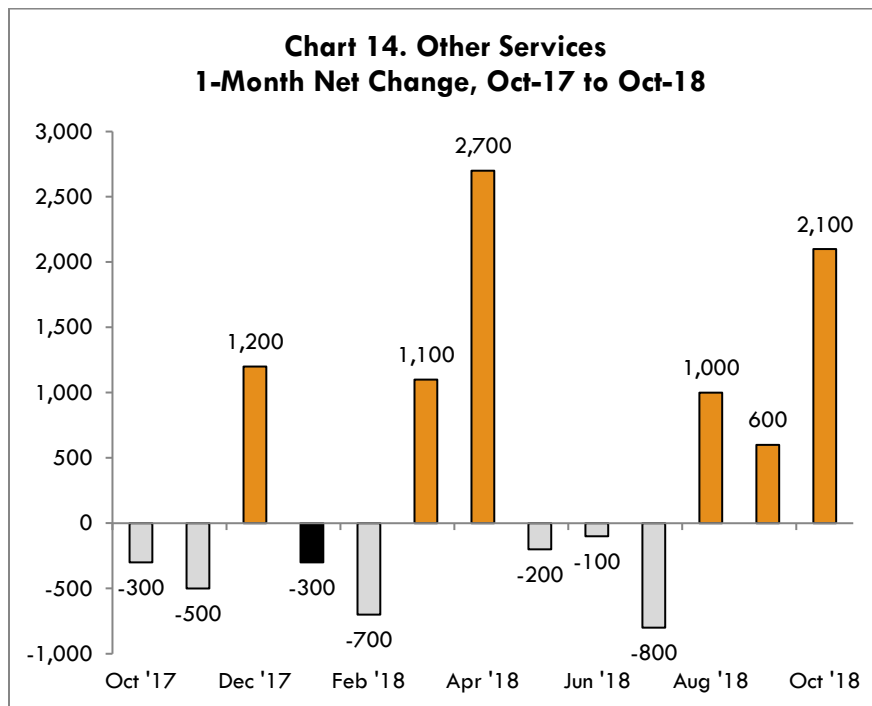
Previous Month's Revisions

Construction employment was revised downward by -200 jobs for an August to September net loss of -200 compared to an original estimate of zero net change in jobs over the month.

Other Services

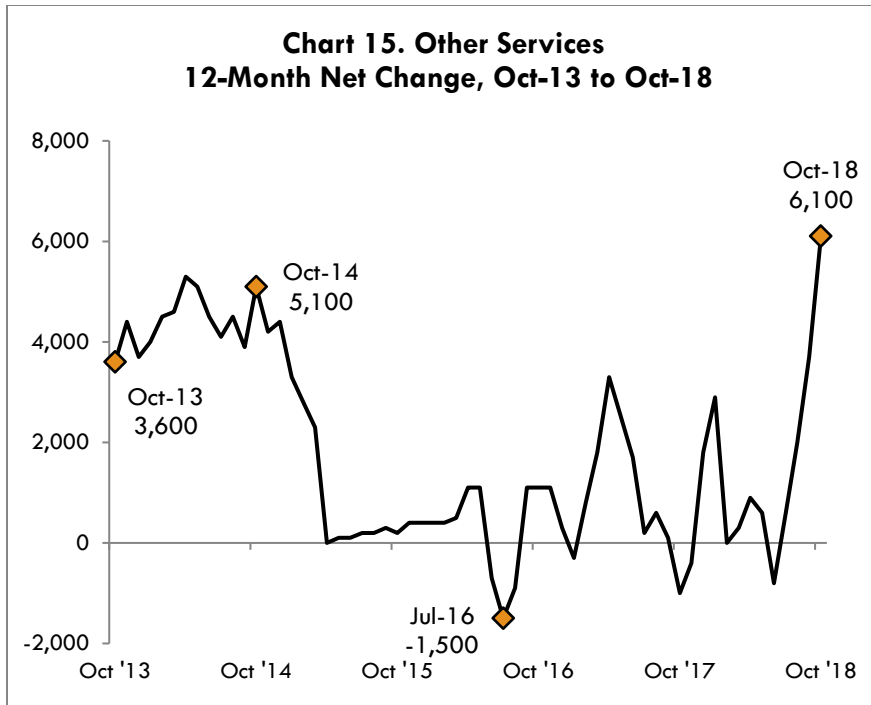
One Month Change

Other Services also saw an increase over the month up 2,100 jobs, or 1.9 percent. This was the largest-ever one-month gain in the month of October since records began in 1990. The largest over-the-month gain on record for this sector occurred in June 2006, up 4,900 jobs. The largest one-month decline on record occurred in January 2007, down -3,500 jobs. Historically in the month of October, Other Services has on average lost -600 jobs over the month, which indicates that this month's gains are substantially above the long-term average. Historically October is typically a mixed month for Other Services, which is made up of miscellaneous services such as automotive repair, dry cleaners, veterinarian services, with gains or losses encountered with near equal frequency.



Year over Year and Year to Date

Year over year, Other Services was up 6,100 jobs, or 5.6 percent. This was the largest-ever year-over-year gain regardless of month since records began in 1990. The largest over-the-year decline on record occurred in December 2007, down -3,600 jobs. Year to date this sector is up 5,700 jobs compared to the same point in time a year ago when the net change from January to October was an increase of 2,500. Other Services' share of Houston area Total Nonfarm Employment has remained constant at 3.6 percent over the past year.



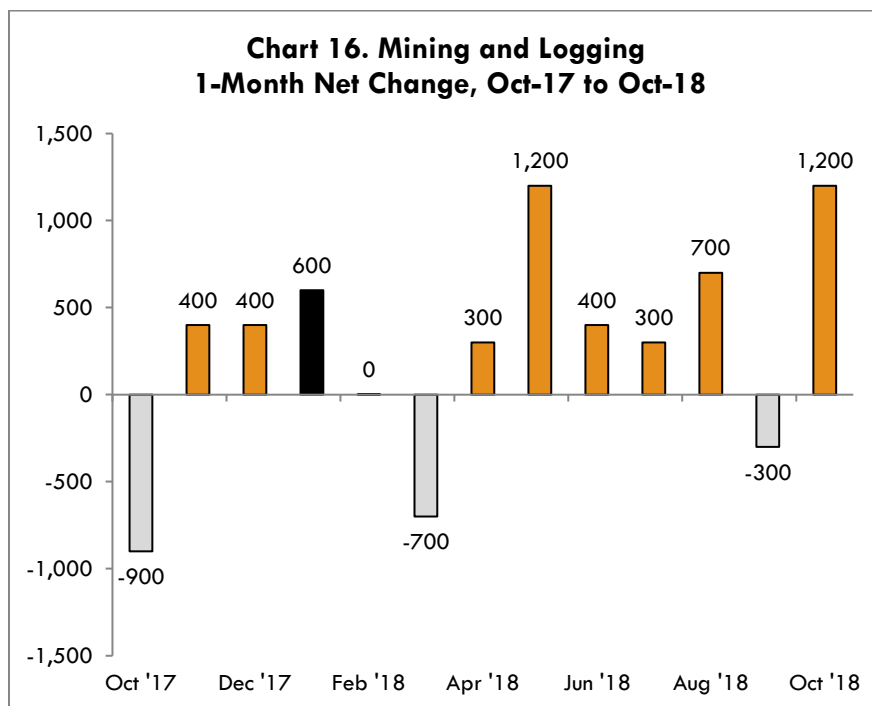
Previous Month's Revisions

Other Services employment was revised downward by -900 jobs for an August to September smaller net gain of 600 compared to an original estimate of 1,500 jobs.

Mining and Logging

One Month Change

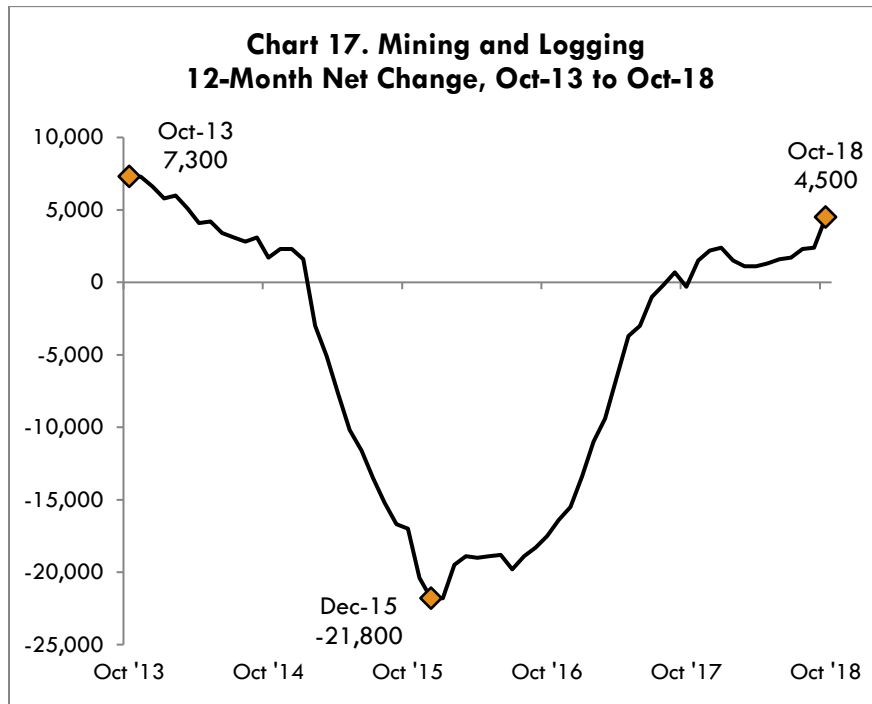
Mining and Logging also saw an increase over the month up 1,200 jobs, or 1.5 percent. The largest over-the-month gain on record for this sector occurred in June 2011, up 2,800 jobs. The largest one-month decline on record occurred in February 2015, down -3,800 jobs. Historically in the month of October, Mining and Logging has on average added 300 jobs over the month, which indicates that this month's gains are substantially above the long-term average. Support Activities for Mining was the largest contributor to the overall sector's increase, up 1,000 jobs over the month. The second-largest contributor was Oil and Gas Extraction, which added 100 jobs from September to October. Lastly, Other Mining and Logging Undefined* contributed 100 jobs.



Year over Year and Year to Date

Year over year, Mining and Logging was up 4,500 jobs, or 5.8 percent. The largest over-the-year gain on record for this sector occurred in December 2011, up 11,900 jobs. The largest over-the-year decline on record occurred in December 2015, down -21,800 jobs. Support Activities for Mining was the largest contributor to the overall sector's increase, up 5,300 jobs over the year. The second-largest contributor was Other Mining and Logging Undefined*, which added 500 jobs from October a year ago. Lastly, Oil and Gas Extraction offset a portion of the sector's gains with a loss of -1,300 jobs. **NOTE: This latter subsector of Mining and Logging continues to show weakness given increases in efficiency and a shift of employment from Oil and Gas Extraction to Support Activities for Mining (aka oil field services).** Year to date this sector is up 3,100 jobs compared to the same point in time a year ago when the net change from January to October was an increase of 1,000. The absolute number of jobs in this sector most recently peaked in December 2014 at 113,000 before reaching a low of 75,700 in December 2016. Since that time, employment levels have risen by 5,900, which implies that 15.8

percent of the -37,300 jobs lost in this sector have been recovered to date. Mining and Logging's share of Houston area Total Nonfarm Employment has remained constant at 2.5 percent over the past year.



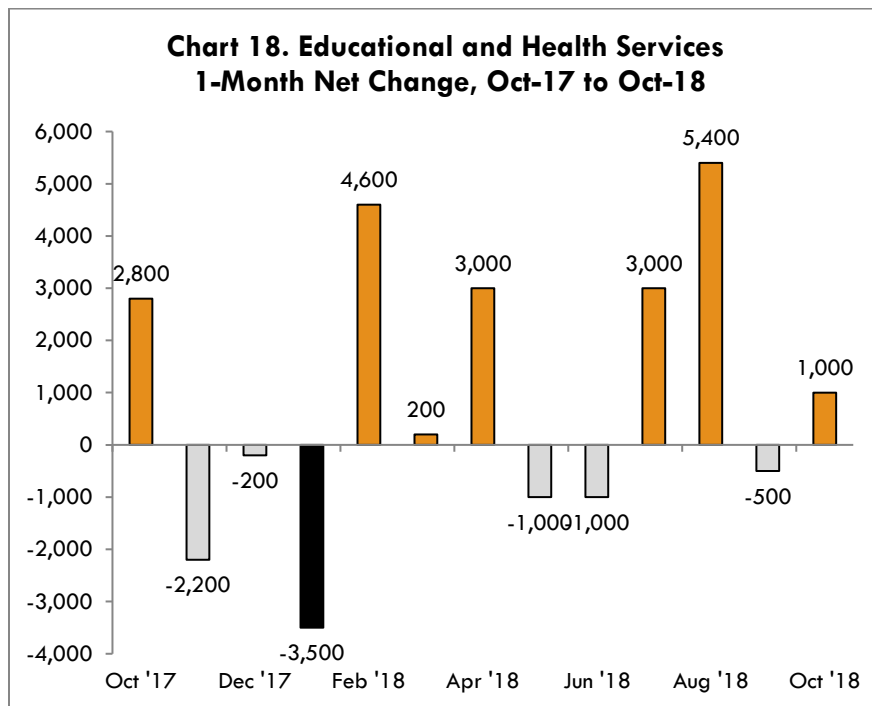
Previous Month's Revisions

Mining and Logging employment was revised downward by -600 jobs for an August to September complete erasure of gains leaving a net loss of -300 compared to an original estimate of 300 jobs.

Educational and Health Services

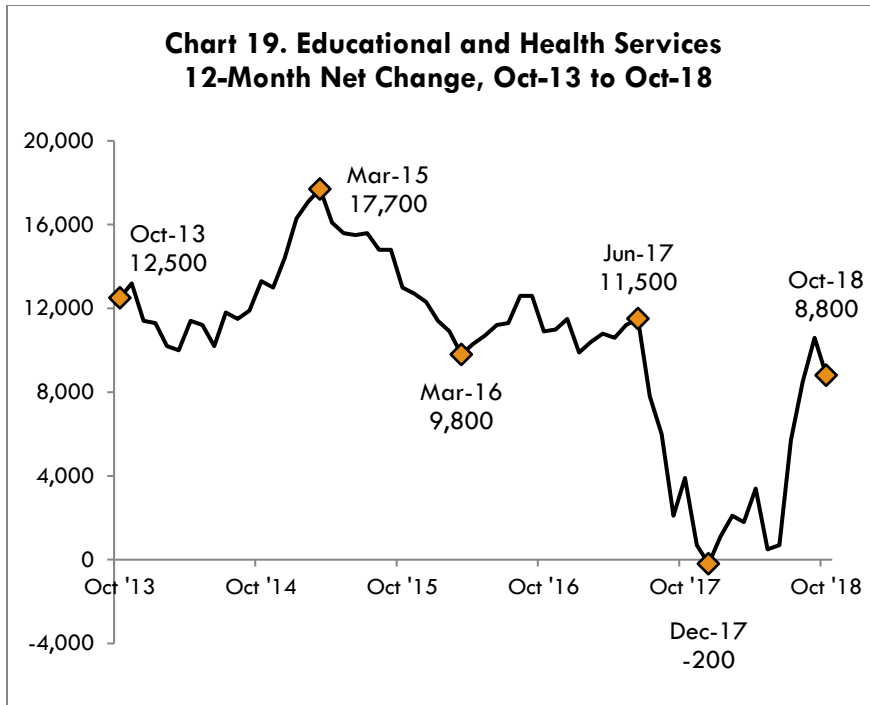
One Month Change

Educational and Health Services also saw an increase over the month up 1,000 jobs, or 0.3 percent. The largest over-the-month gain on record for this sector occurred in August 2018, up 5,400 jobs. The largest one-month decline on record occurred in February 1990, down -7,300 jobs. Historically in the month of October, Educational and Health Services has on average added 800 jobs over the month, which indicates that this month's gains are slightly above the long-term average. Health Care and Social Assistance was the largest contributor to the overall sector's increase, up 700 jobs over the month. The second-largest contributor was Educational Services, which added 300 jobs from September to October.



Year over Year and Year to Date

Year over year, Educational and Health Services was up 8,800 jobs, or 2.3 percent. The largest over-the-year gain on record for this sector occurred in March 2015, up 17,700 jobs. The largest over-the-year decline on record occurred in January 1991, down -3,200 jobs. Health Care and Social Assistance was the largest contributor to the overall sector's increase, up 7,100 jobs over the year. The second-largest contributor was Educational Services, which added 1,700 jobs from October a year ago. Year to date this sector is up 14,700 jobs compared to the same point in time a year ago when the net change from January to October was an increase of 7,000. Educational and Health Services' share of Houston area Total Nonfarm Employment has shrunk from 12.7 percent to 12.5 percent over the past year.



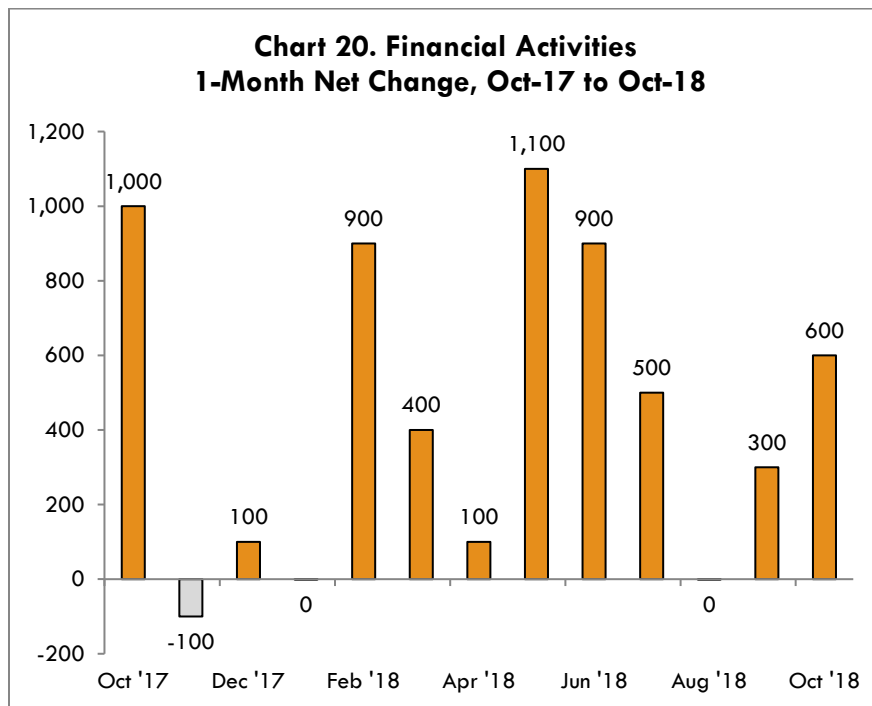
Previous Month's Revisions

Educational and Health Services employment was revised downward by -200 jobs for an August to September larger net loss of -500 compared to an original estimate of -300 jobs.

Financial Activities

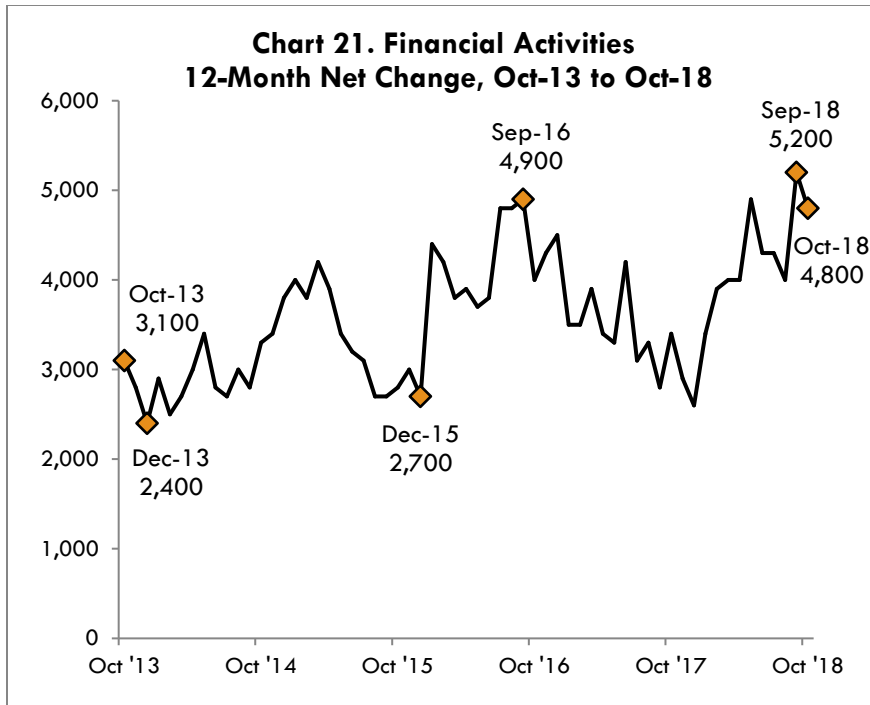
One Month Change

Financial Activities also saw an increase over the month up 600 jobs, or 0.4 percent. The largest over-the-month gain on record for this sector occurred in October 1997, up 2,100 jobs. The largest one-month decline on record occurred in July 1990, down -1,600 jobs. Historically in the month of October, Financial Activities has on average added 300 jobs over the month, which indicates that this month's gains are moderately above the long-term average. Finance and Insurance was the largest contributor to the overall sector's increase, up 900 jobs over the month. One component industry that provided a partial offset was Real Estate and Rental and Leasing, which lost -300 jobs from September to October.



Year over Year and Year to Date

Year over year, Financial Activities was up 4,800 jobs, or 3.0 percent. The largest over-the-year gain on record for this sector occurred in September 1998, up 9,100 jobs. The largest over-the-year decline on record occurred in August 2009, down -6,300 jobs. Real Estate and Rental and Leasing was the largest contributor to the overall sector's increase, up 3,500 jobs over the year. The second-largest contributor was Finance and Insurance, which added 1,300 jobs from October a year ago. Year to date this sector is up 4,800 jobs compared to the same point in time a year ago when the net change from January to October was an increase of 3,400. Financial Activities' share of Houston area Total Nonfarm Employment has remained constant at 5.3 percent over the past year.



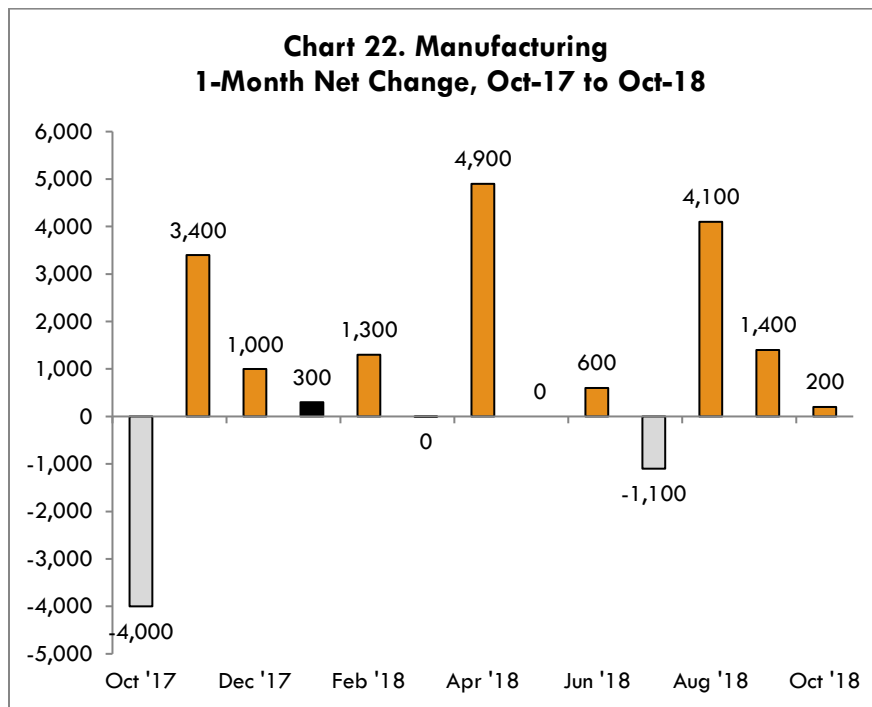
Previous Month's Revisions

Financial Activities employment was revised upward by 300 jobs for an August to September net gain of 300 compared to an original estimate of zero net change in jobs over the month.

Manufacturing

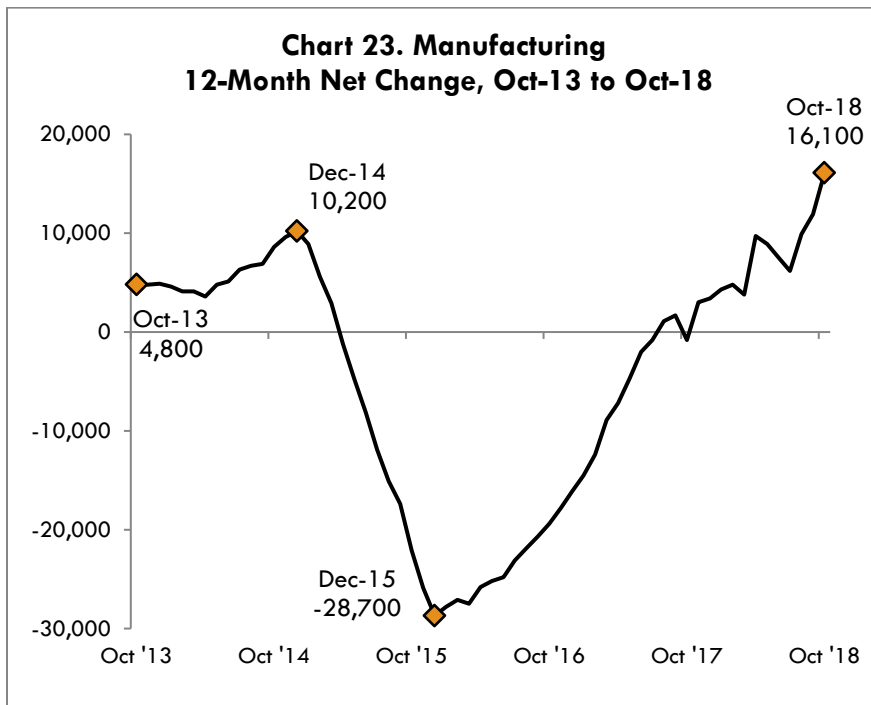
One Month Change

Manufacturing also saw an increase over the month up 200 jobs, or 0.1 percent. The largest over-the-month gain on record for this sector occurred in April 2018, up 4,900 jobs. The largest one-month decline on record occurred in April 1999, down -5,100 jobs. Historically in the month of October, Manufacturing has on average lost -600 jobs over the month, which indicates that this month's gains are in contrast to the long-term average. Non-Durable Goods was the largest contributor to the overall sector's increase, up 500 jobs over the month. One component industry that provided a partial offset was Durable Goods, which lost -300 jobs from September to October.



Year over Year and Year to Date

Year over year, Manufacturing was up 16,100 jobs, or 7.4 percent. This was the largest-ever year-over-year gain in the month of October since records began in 1990. Currently, this sector is the second-fastest growing in percentage terms in the Houston area. The largest over-the-year gain on record for this sector occurred in June 2012, up 17,700 jobs. The largest over-the-year decline on record occurred in November 2009, down -28,800 jobs. Durable Goods was the largest contributor to the overall sector's increase, up 13,700 jobs over the year. The second-largest contributor was Non-Durable Goods, which added 2,400 jobs from October a year ago. Year to date this sector is up 11,400 jobs compared to the same point in time a year ago when the net change from January to October was a decrease of -400. The absolute number of jobs in this sector most recently peaked in December 2014 at 262,500 before reaching a low of 216,700 in October 2017. Since that time, employment levels have risen by 16,100, which implies that 35.2 percent of the -45,800 jobs lost in this sector have been recovered to date. Manufacturing's share of Houston area Total Nonfarm Employment has risen from 7.1 percent to 7.4 percent over the past year.



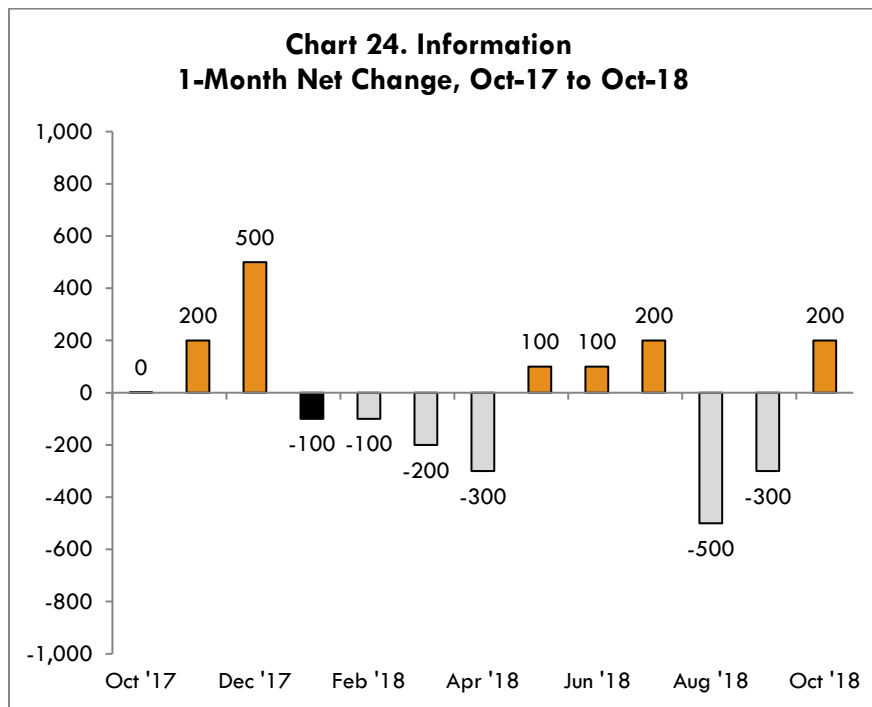
Previous Month's Revisions

Manufacturing employment was revised upward by 100 jobs for an August to September larger net gain of 1,400 compared to an original estimate of 1,300 jobs.

Information

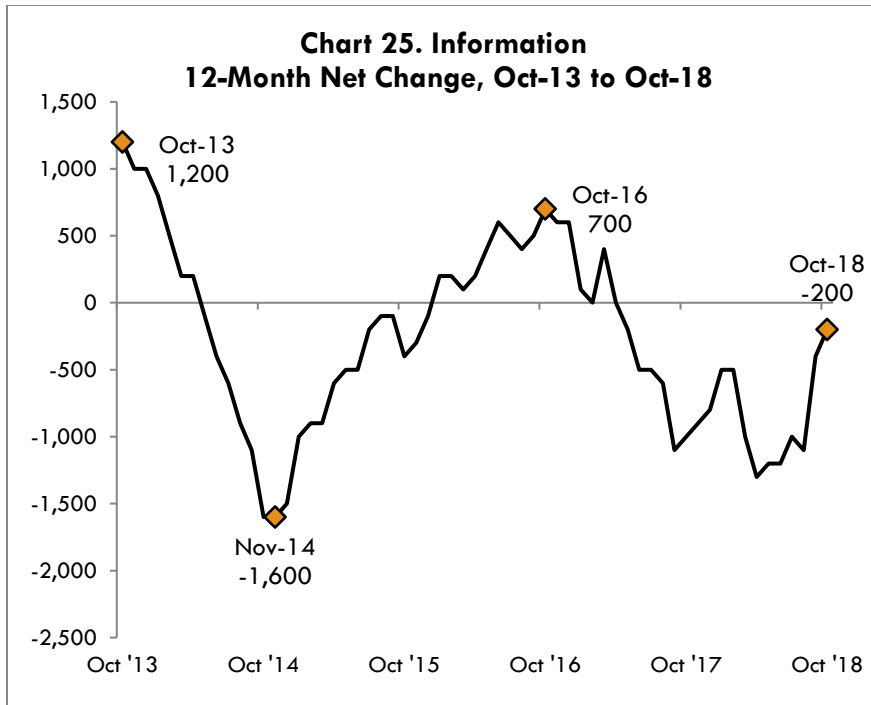
One Month Change

Information also saw an increase over the month up 200 jobs, or 0.6 percent. The largest over-the-month gain on record for this sector occurred in July 1994, up 1,500 jobs. The largest one-month decline on record occurred in July 2001, down -1,700 jobs. Historically in the month of October, Information has on average lost -10 jobs over the month, which indicates that this month's gains are in contrast to the long-term average. Other Information Undefined* was the largest contributor to the overall sector's increase, up 200 jobs over the month. One component industry, Telecommunications, saw no change from September to October.



Year over Year and Year to Date

Year over year, Information was down -200 jobs, or -0.6 percent. Currently, this is the only declining sector in the Houston area meaning that all (gross) jobs lost across the region over the past year can be attributed to Information. The largest over-the-year gain on record for this sector occurred in June 1997, up 4,600 jobs. The largest over-the-year decline on record occurred in April 2002, down -7,000 jobs. Telecommunications was the largest contributor to the overall sector's decline, down -600 jobs over the year. One component industry that provided a partial offset was Other Information Undefined*, which gained 400 jobs from October a year ago. Year to date this sector is down -800 jobs compared to the same point in time a year ago when the net change from January to October was a decrease of -1,100. Information's share of Houston area Total Nonfarm Employment has remained constant at 1.0 percent over the past year.



Previous Month's Revisions

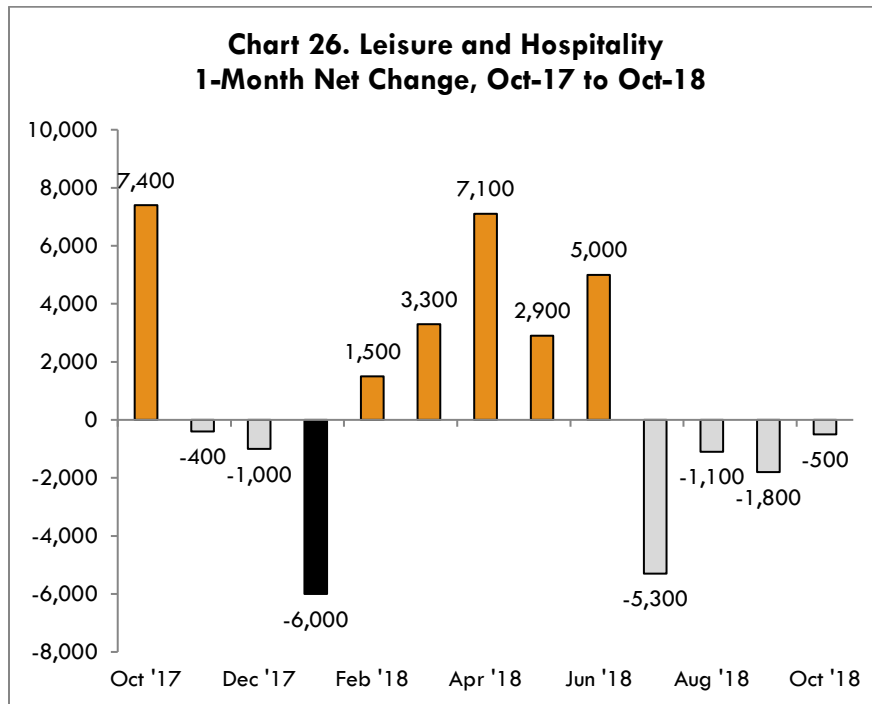
Information employment saw no revision from August to September leaving the previous month's original decrease of -300 intact.

DECLINING INDUSTRY HIGHLIGHTS

Leisure and Hospitality

One Month Change

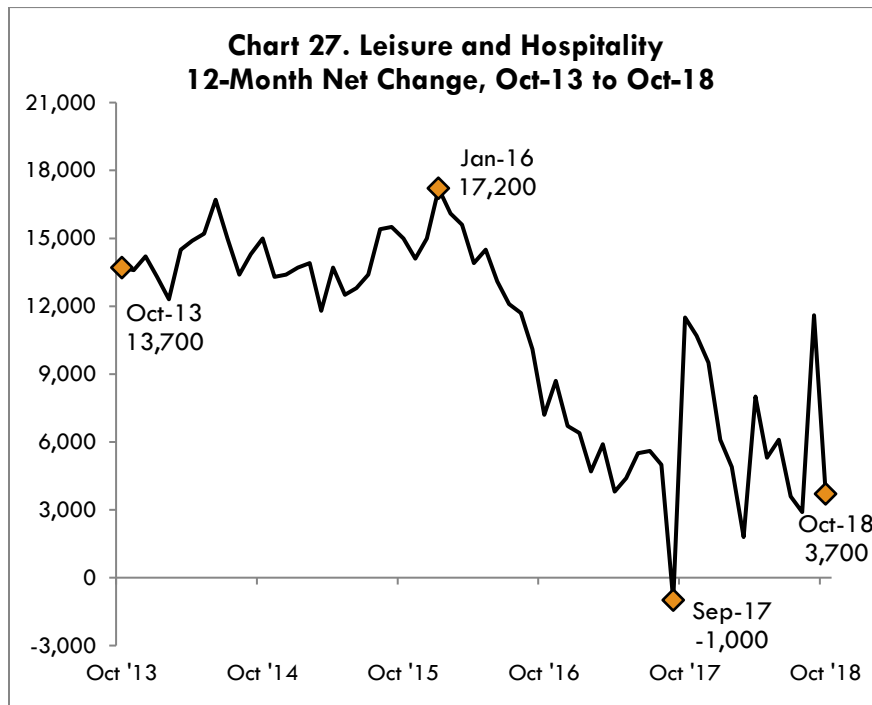
Leisure and Hospitality was the sole declining sector over the month down -500 jobs, or -0.2 percent. The largest over-the-month gain on record for this sector occurred in March 2014, up 7,800 jobs. The largest one-month decline on record occurred in August 1996, down -1,600 jobs. Historically in the month of October, Leisure and Hospitality has on average lost -2,300 jobs over the month, which indicates that this month's losses are substantially less than the long-term average. Job losses are typical in October in Leisure and Hospitality with no example of gains ever recorded in the history of the series for this month. Arts, Entertainment, and Recreation was the largest contributor to the overall sector's decline, down -1,100 jobs over the month. One component industry that provided a partial offset was Accommodation and Food Services, which gained 600 jobs from September to October.



Year over Year and Year to Date

Year over year, Leisure and Hospitality was up 3,700 jobs, or 1.2 percent. Currently, this sector is the third-slowest growing in percentage terms in the Houston area. The largest over-the-year gain on record for this sector occurred in January 2016, up 17,200 jobs. The largest over-the-year decline on record occurred in August 1991, down -4,100 jobs. Arts, Entertainment, and Recreation was the largest contributor to the overall sector's increase, up 2,400 jobs over the year. The second-largest contributor was Accommodation and Food Services, which added 1,300 jobs from October a year ago. Year to date this sector is up 11,100 jobs compared to the same point in

time a year ago when the net change from January to October was an increase of 13,500. Leisure and Hospitality's share of Houston area Total Nonfarm Employment has fallen from 10.5 percent to 10.3 percent over the past year.



Previous Month's Revisions

Leisure and Hospitality employment was revised upward by 700 jobs for an August to September smaller net loss of -1,800 compared to an original estimate of -2,500 jobs.

UNEMPLOYMENT RATES

Not-Seasonally Adjusted

The Houston MSA (not-seasonally-adjusted) unemployment rate stood at 3.8 percent in October, down from September's 4.1 percent and down from 4.4 percent a year ago. This was above the statewide and national rates, both of which were 3.5 percent. 128,813 individuals were unemployed in Houston in October, down from September's 140,823 and down from 144,787 in October 2017.

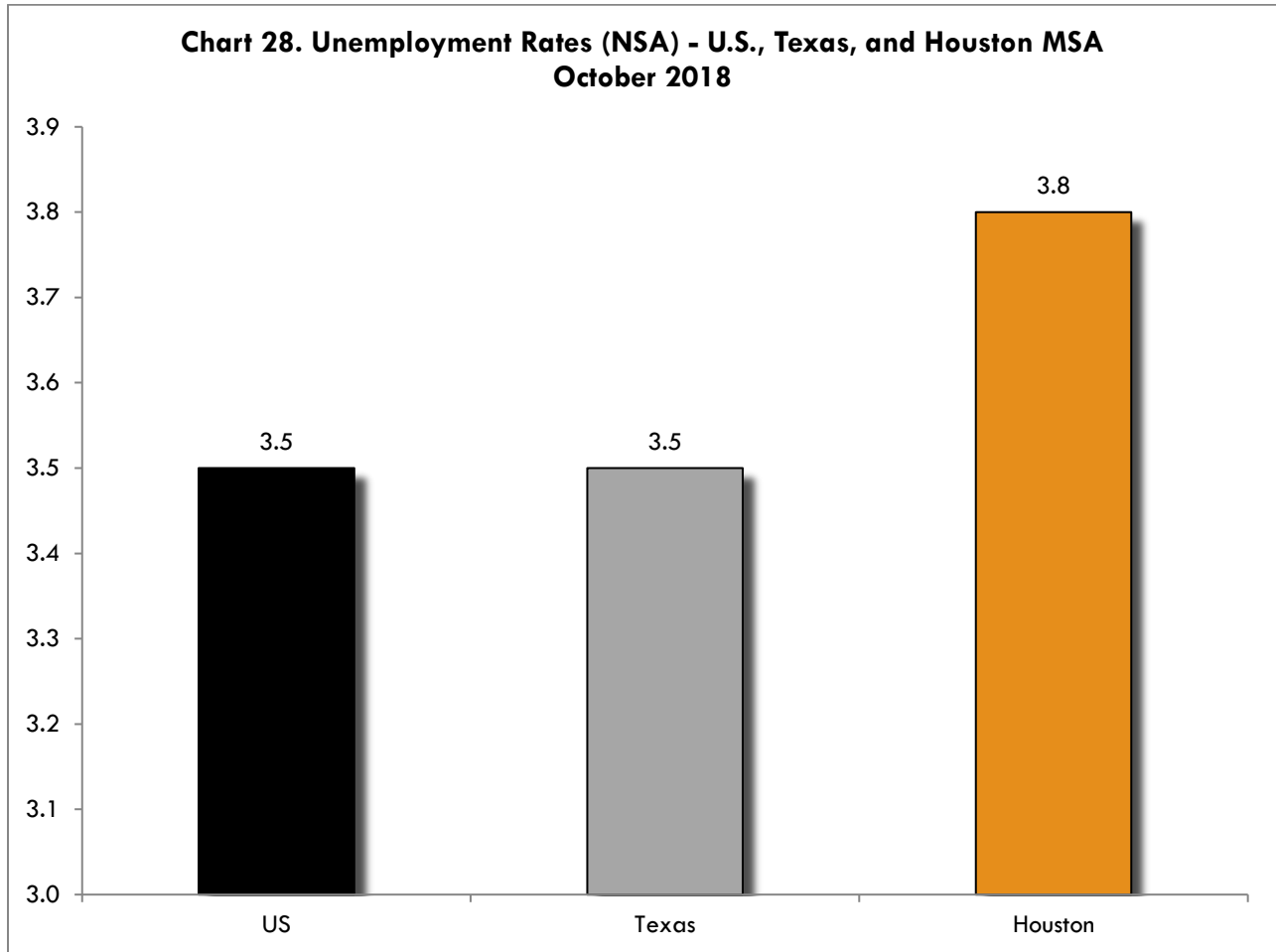
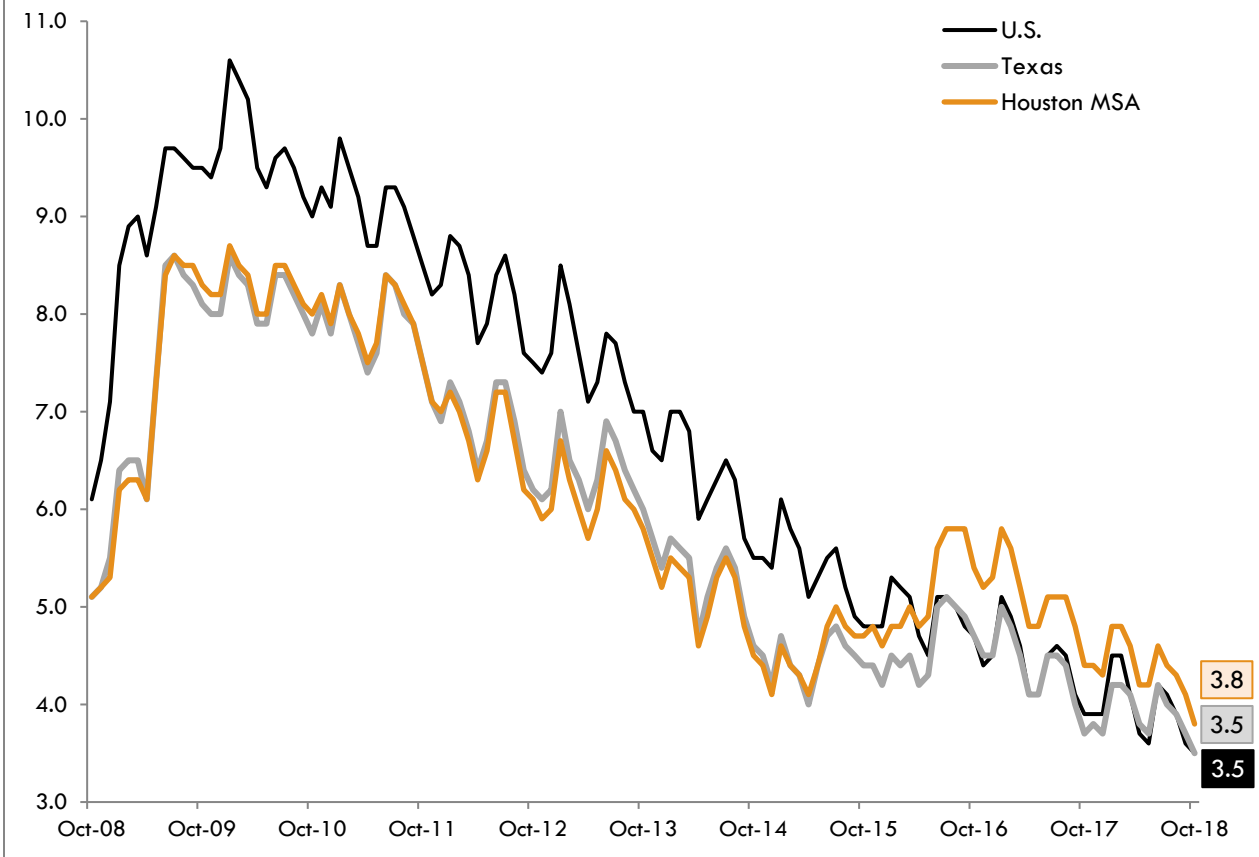
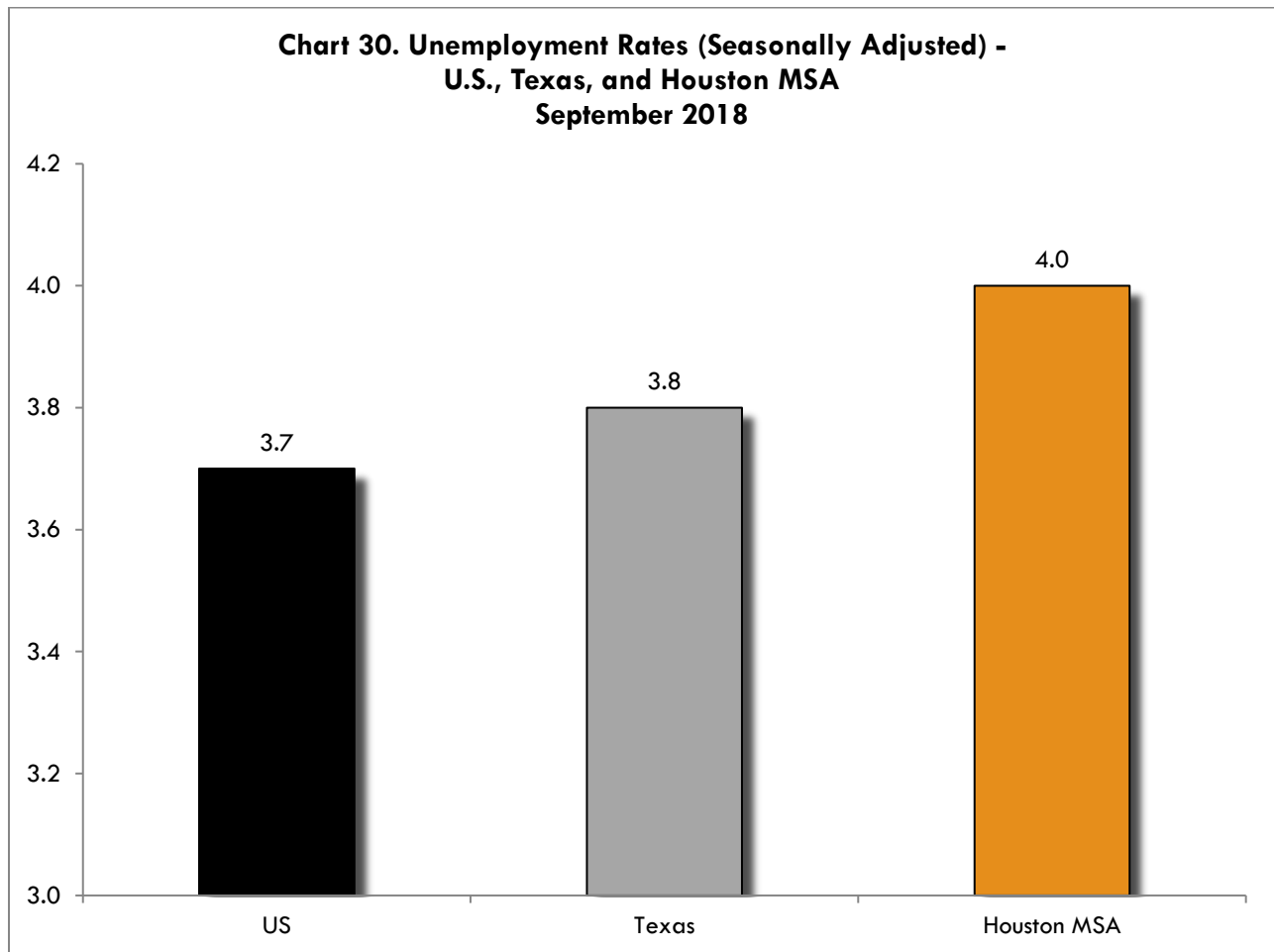


Chart 29. Unemployment Rates (NSA) - U.S., Texas, and Houston MSA, October 2008 to October 2018

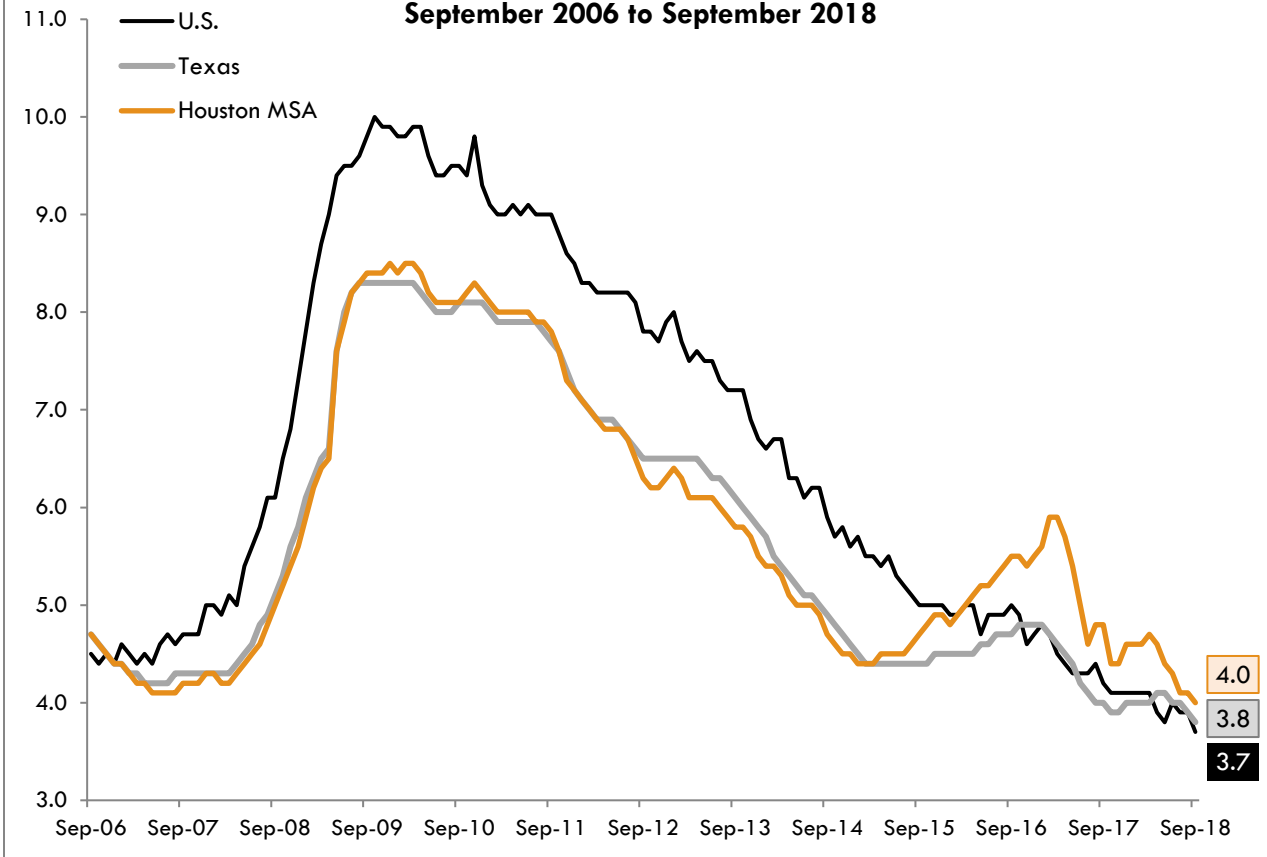


Seasonally Adjusted

The Houston MSA (seasonally-adjusted) unemployment rate stood at 4.0 percent in September, down slightly from August's 4.1 percent and down from 4.8 percent a year ago. This was above the statewide rate of 3.8 percent and above the national rate of 3.7 percent. 137,704 individuals were unemployed in Houston in September, virtually unchanged, down slightly from August's 138,138 and down from 158,825 in September 2017.



**Chart 31. Unemployment Rates (Seasonally Adjusted) -
U.S., Texas, and Houston MSA,
September 2006 to September 2018**



NAICS Industry	Oct-18	Sep-18	Oct-17	Monthly	Monthly %	Yearly	Yearly %
Total Nonfarm	3,158,800	3,135,200	3,041,000	23,600	0.8%	117,800	3.9%
Total Private	2,745,000	2,729,600	2,629,000	15,400	0.6%	116,000	4.4%
Goods Producing	560,200	556,700	514,000	3,500	0.6%	46,200	9.0%
.Mining and Logging	81,600	80,400	77,100	1,200	1.5%	4,500	5.8%
...Oil and Gas Extraction	35,900	35,800	37,200	100	0.3%	-1,300	-3.5%
...Support Activities for Mining	44,300	43,300	39,000	1,000	2.3%	5,300	13.6%
.Construction	245,800	243,700	220,200	2,100	0.9%	25,600	11.6%
..Construction of Buildings	75,000	73,500	59,100	1,500	2.0%	15,900	26.9%
..Heavy and Civil Engineering Construction	53,700	51,900	48,300	1,800	3.5%	5,400	11.2%
..Specialty Trade Contractors	117,100	118,300	112,800	-1,200	-1.0%	4,300	3.8%
.Manufacturing	232,800	232,600	216,700	200	0.1%	16,100	7.4%
..Durable Goods	148,900	149,200	135,200	-300	-0.2%	13,700	10.1%
...Fabricated Metal Product Manufacturing	54,200	53,800	48,800	400	0.7%	5,400	11.1%
...Machinery Manufacturing	45,400	44,900	41,900	500	1.1%	3,500	8.4%
....Agriculture, Construction, and Mining Machinery Mfg.	31,800	31,200	28,100	600	1.9%	3,700	13.2%
...Computer and Electronic Product Manufacturing	13,300	13,300	13,900	0	0.0%	-600	-4.3%
..Non-Durable Goods	83,900	83,400	81,500	500	0.6%	2,400	2.9%
...Petroleum and Coal Products Manufacturing	10,200	10,200	10,100	0	0.0%	100	1.0%
...Chemical Manufacturing	39,200	39,400	38,500	-200	-0.5%	700	1.8%
Service Providing	2,598,600	2,578,500	2,527,000	20,100	0.8%	71,600	2.8%
.Private Service Providing	2,184,800	2,172,900	2,115,000	11,900	0.5%	69,800	3.3%
..Trade, Transportation, and Utilities	635,900	629,800	619,900	6,100	1.0%	16,000	2.6%
...Wholesale Trade	171,000	170,200	166,200	800	0.5%	4,800	2.9%
....Merchant Wholesalers, Durable Goods	100,500	100,700	95,000	-200	-0.2%	5,500	5.8%
.....Prof. and Commercial Equip. Supplies Wholesalers	14,500	14,500	14,100	0	0.0%	400	2.8%
....Merchant Wholesalers, Nondurable Goods	47,800	47,500	46,900	300	0.6%	900	1.9%
...Retail Trade	316,900	314,600	311,300	2,300	0.7%	5,600	1.8%
....Motor Vehicle and Parts Dealers	42,100	42,200	41,300	-100	-0.2%	800	1.9%
....Bldg. Material and Garden Equip. and Supplies Dealers	21,700	21,500	23,000	200	0.9%	-1,300	-5.7%
....Food and Beverage Stores	69,600	68,600	67,800	1,000	1.5%	1,800	2.7%
....Health and Personal Care Stores	19,300	19,000	18,900	300	1.6%	400	2.1%
....Clothing and Clothing Accessories Stores	29,700	29,600	30,100	100	0.3%	-400	-1.3%
....General Merchandise Stores	60,400	59,400	60,200	1,000	1.7%	200	0.3%
.....Department Stores	19,500	18,700	20,200	800	4.3%	-700	-3.5%
.....Other General Merchandise Stores	40,900	40,700	40,000	200	0.5%	900	2.3%
...Transportation, Warehousing, and Utilities	148,000	145,000	142,400	3,000	2.1%	5,600	3.9%
....Utilities	16,400	16,300	16,500	100	0.6%	-100	-0.6%
.....Air Transportation	20,900	20,900	21,100	0	0.0%	-200	-0.9%
.....Truck Transportation	26,100	26,200	25,500	-100	-0.4%	600	2.4%
.....Pipeline Transportation	11,400	11,400	11,600	0	0.0%	-200	-1.7%
..Information	31,000	30,800	31,200	200	0.6%	-200	-0.6%
...Telecommunications	13,000	13,000	13,600	0	0.0%	-600	-4.4%
..Financial Activities	165,200	164,600	160,400	600	0.4%	4,800	3.0%
...Finance and Insurance	101,800	100,900	100,500	900	0.9%	1,300	1.3%
....Credit Intermediation and Related Activities	44,600	44,700	44,300	-100	-0.2%	300	0.7%
.....Depository Credit Intermediation	28,700	28,700	28,800	0	0.0%	-100	-0.3%
....Securities, Commodity Contracts, and Fin. Investments	21,500	21,300	20,700	200	0.9%	800	3.9%
....Insurance Carriers and Related Activities	35,700	34,900	35,500	800	2.3%	200	0.6%
...Real Estate and Rental and Leasing	63,400	63,700	59,900	-300	-0.5%	3,500	5.8%
..Professional and Business Services	519,400	517,000	488,800	2,400	0.5%	30,600	6.3%
...Professional, Scientific, and Technical Services	238,100	235,600	223,100	2,500	1.1%	15,000	6.7%
....Legal Services	26,100	25,900	25,700	200	0.8%	400	1.6%

....Accounting, Tax Preparation, Bookkeeping, and Payroll	25,700	25,200	25,400	500	2.0%	300	1.2%
....Architectural, Engineering, and Related Services	70,100	68,300	66,500	1,800	2.6%	3,600	5.4%
....Computer Systems Design and Related Services	33,500	33,900	31,700	-400	-1.2%	1,800	5.7%
...Management of Companies and Enterprises	43,400	43,000	42,700	400	0.9%	700	1.6%
...Admin. and Support and Waste Mgmt. and Remediation	237,900	238,400	223,000	-500	-0.2%	14,900	6.7%
....Administrative and Support Services	226,400	227,100	209,900	-700	-0.3%	16,500	7.9%
.....Employment Services	99,700	97,500	88,500	2,200	2.3%	11,200	12.7%
.....Services to Buildings and Dwellings	53,100	53,500	48,700	-400	-0.7%	4,400	9.0%
..Educational and Health Services	395,100	394,100	386,300	1,000	0.3%	8,800	2.3%
...Educational Services	61,300	61,000	59,600	300	0.5%	1,700	2.9%
...Health Care and Social Assistance	333,800	333,100	326,700	700	0.2%	7,100	2.2%
....Ambulatory Health Care Services	163,900	163,700	160,600	200	0.1%	3,300	2.1%
....Hospitals	86,500	86,400	84,200	100	0.1%	2,300	2.7%
..Leisure and Hospitality	323,600	324,100	319,900	-500	-0.2%	3,700	1.2%
...Arts, Entertainment, and Recreation	35,300	36,400	32,900	-1,100	-3.0%	2,400	7.3%
...Accommodation and Food Services	288,300	287,700	287,000	600	0.2%	1,300	0.5%
....Accommodation	27,800	28,000	26,900	-200	-0.7%	900	3.3%
....Food Services and Drinking Places	260,500	259,700	260,100	800	0.3%	400	0.2%
..Other Services	114,600	112,500	108,500	2,100	1.9%	6,100	5.6%
Government	413,800	405,600	412,000	8,200	2.0%	1,800	0.4%
.Federal Government	29,100	29,300	29,100	-200	-0.7%	0	0.0%
.State Government	86,400	85,700	85,300	700	0.8%	1,100	1.3%
..State Government Educational Services	51,200	50,300	50,600	900	1.8%	600	1.2%
.Local Government	298,300	290,600	297,600	7,700	2.6%	700	0.2%
..Local Government Educational Services	209,900	202,400	209,800	7,500	3.7%	100	0.0%

Strategic Planning Committee

Updating the Strategic Plan

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, we 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* we exist.

The Strategic Planning Committee then met twice more in September with our 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.

We are presenting that draft 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

We have a short slide presentation for you, showing how we built the proposed focus/purpose statements.

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?

The draft purpose statement follows this narrative.

We have also included a draft of how the purpose statement fits into the framework of our strategic plan.

After the December meeting, the Strategic Planning Committee will complete the work of revising the plan – revisiting our results, measures and targets, and basic strategies.

What's the Ask?

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

We would also ask that the Board consider adopting the purpose statement as the heart of its strategic plan for 2019-2023.

The Gulf Coast Workforce Board
Employer Driven and People Powered

STRATEGIC PLAN 2019 – 2023
FOR THE REGIONAL WORKFORCE SYSTEM

FIRST DRAFT

*The Gulf Coast workforce system is a regional network
of business, education, labor, government, and community organizations
serving 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 anticipating and adapting to the evolution of work and personalizing our approach to 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>
<p>VALUES & BEHAVIORS <i>(Our Strongly Held Beliefs)</i></p>	<p>We care passionately</p> <ul style="list-style-type: none">• Advocate for others• Inspire hope• Fuel progress

VALUES & BEHAVIORS
(Continued)

We take responsibilities seriously

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

We imagine the possibilities

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

RESULTS
*(The Difference
We Will Make)*

1. More Competitive Employers
2. A Better-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

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

Job Creation

- *X.X million individuals will be employed in the region, reflecting the addition of XXX,XXX jobs created since 20XX*

For Workforce Solutions:

Market Share

- *XX percent of the region's employers will use Workforce Solutions*

Customer Loyalty

- *XX percent of employers using Workforce Solutions will be repeat customers*

Education Credentials

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

Job Creation

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

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

Employment

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

Earnings

— *XX 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 service delivery system for 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 to achieve Board-established results
6. Meeting the requirements of our funding sources



GULF COAST WORKFORCE BOARD FOCUS STATEMENTS

PURPOSE, MISSION, VISION, VALUES AND BEHAVIORS

www.wrksolutions.com 1.888.469.JOBS (5627)

Workforce Solutions is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.
(Please request reasonable accommodations 48 hours in advance.) **Relay Texas:** 1.800.735.2989 (TDD) 1.800.735.2988 (voice) or 711

A proud partner of the  **americanjobcenter** network

FOCUS STATEMENTS



PURPOSE

Why anyone would choose to associate with our brand

To keep our region a great place to do business, work and live.

MISSION

How we differentiate through the way we deliver on our purpose every day

We elevate the economic and human potential of the Gulf Coast region by anticipating and adapting to the evolution of work and personalizing our approach to fulfilling the diverse needs of the businesses and individuals we serve.

VISION

A vivid picture of where we are headed to motivate others to take the journey with us

Our region attracts and retains the best employers, affords everyone the dignity of a job, remains indispensable to the global economy, and all within it are thriving.

VALUES & BEHAVIORS

The unwavering principles necessary to infiltrate our culture with purpose

Who we demonstrate ourselves to be through our actions

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

COMMUNICATING THROUGH THE LENS OF PURPOSE



Today

The Gulf Coast Workforce Board is the local board of directors for Workforce Solutions, the public workforce system serving the Gulf Coast region of Texas.

Our board is business-led and community focused, with approximately 50 members representing private sector business, education, organized labor and community organizations. In conjunction with the region's chief local elected officials, the board sets strategic direction for our regional workforce system and guides the area's workforce agenda.

Workforce Solutions, in contract with the Gulf Coast Workforce Board, directly delivers service to employers and individuals. Together, we focus on four key economic results in the gulf coast region: competitive employers, an educated workforce, more and better jobs, and higher incomes.

Tomorrow

In everything that we do, we seek to assure the Gulf Coast region remains a great place to live, work and do business. To meet the demands of the rapidly-changing world in which we work, we must have one foot firmly planted in today while keeping an eye steadily focused on what's to come. We believe our employer-driven and personalized approach to addressing the diverse needs of businesses and individuals affords each the best chance for sustainable success.

We are committed to strengthening the vibrancy of our region so that we can attract and retain the best employers, afford everyone the dignity of a job and remain indispensable to the global economy — today and tomorrow.