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GULF COAST WORKFORCE BOARD

**TENTATIVE AGENDA
TUESDAY, FEBRUARY 1, 2022 AT 10:00 A.M.
VIDEOCONFERENCE AND IN-PERSON
2ND FLOOR, 3555 TIMMONS LANE,
HOUSTON, TX 77027**

Due to health and safety concerns related to COVID-19, this meeting will offer the options to participate by videoconference or in-person. The meeting will be open to the public but restrictions regarding masks, allowable room capacity, and seating arrangements may be in place.

The public meeting location will be 2nd Floor Conference Room B, 3555 Timmons Lane, Houston, TX. The presiding officer Chair Mark Guthrie of the Gulf Coast Workforce Board and some members will be physically present. Other members will be participating by videoconference in accordance with the provisions of Section 551.127 of the Texas Government Code applicable to a governmental body that extends into three or more counties.

To register to attend this meeting virtually via Zoom, please visit https://zoom.us/webinar/register/WN_sslhTenFTTe_ExLxeHXI-A

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- 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.
1. **Call Roll**
 2. **Review Protocols for Videoconference and In-Person Meeting**
 3. **Adopt Agenda**
 4. **Hear Public Comment**
 5. **Review December 2021 meeting minutes**
 6. **Declare Conflicts of Interest**
 7. **Consider Reports**
 - a. Chair's Remarks.
 - b. Audit/Monitoring. Briefing on the committee's January meeting.
 - c. Communications. Briefing on the committee's January meeting.
 8. **Take Action**
 - a. Education. Consider recommendation to change eligibility requirement for financial aid.
 - b. Contracts. Consider amendments to current year Workforce Solutions contracts.
 - i. Accept funds from Houston Housing Authority and amend contract with BakerRipley in amount up to \$100,000 for special project activities
 - ii. Amend contract with Interfaith of the Woodlands in amount up to \$90,000 for navigation services to vulnerable youth.
 - iii. Amend contract with Outreach Strategists in amount up to \$275,000 to support Workforce TV and expanded employer outreach efforts.

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- 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.
- c. Nominations. Report from the Nominations Committee on electing Board officers for 2022.

9. Receive Information

- a. Upcoming Procurements. Update members on 2022 system procurements.
- b. Communications. A look at our communications and outreach activities.
- c. Performance and Production. Report on the system's performance and production.
- d. Expenditures. Report on the Board's budget and expenditures.

10. Look at the Economy. Report on current employment data and economic trends

11. Take Up Other Business.

12. Adjourn

If you wish to make public comment you may do so by providing your comments in writing or requesting to appear in person by no later than 5:00 pm on **Monday, January 31, 2022** to Deborah Duke at deborah.duke@wrksolutions.net.

Meeting materials are available on our website at www.wrksolutions.com/about-us/meetings.

Workforce Solutions is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.



Please contact us at 713.627.3200 at least 48 hours in advance to request accommodations.

Deaf, hard-of-hearing or speech-impaired customers 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 MEETING OF
THE GULF COAST WORKFORCE BOARD
TUESDAY, DECEMBER 7, 2021**

MEMBERS PRESENT

Willie Alexander	Alan Heskamp	Paul Puente
Gerald Andrews	Bobbie Henderson	Monica Riley
Peter Beard	Alex Hunt	Danielle Scheiner
Mustafa Beydoun	Doug Karr	Keri Schmidt
Sara Bouse	Guy Robert Jackson	Valerie Segovia
Carl Bowles	Jeff LaBroski	Richard Shaw
Carolyn Bilski	Shareen Larmond	Gil Staley
Mary Helen Cavazos	Ernest Lewis	Katherine Taylor
Anthony Gay	Michael Love	Lizandra Vazquez
Melissa Gonzalez	Jonathan Lowe	Carolyn Watson
Cheryl Guido	Edward Melton	Michael Webster
Mark Guthrie	Adrian Ozuna	

H-GAC STAFF MEMBERS PRESENT

Ron Borski	Deborah Duke
Michelle Castrow	Philip Garcia
AJ Dean	Mike Temple

Mark Guthrie, Chair, called the meeting to order by video conference/webinar/in person at approximately 10:00 a.m., on Tuesday, December 7, 2021. As required by the Texas Open Meetings Act rules for hybrid meetings, Chair Guthrie noted that he was physically present at 3555 Timmons Lane in Houston, Texas and that the meeting room was open and accessible to the general public. Chair Guthrie also reminded Members attending via Zoom that they must be visible and audible to participate in the meeting. Deborah Duke called roll to determine a list of members present on the call. Chair Guthrie determined a quorum was present.

ADOPTION OF AGENDA

Chair Guthrie presented the agenda and made a motion to amend the agenda to remove item 8d, Nominations, so the Board could take it up in the February 2022 meeting in order to comply with the Board by-laws. Chair Guthrie requested a

motion to approve the agenda as amended. A motion was made and seconded to adopt the amended agenda. The motion carried and the amended agenda was adopted.

PUBLIC COMMENT

No one signed up for public comment.

MINUTES FROM OCTOBER 5, 2021 MEETING

Chair Guthrie asked for any additions or corrections to the minutes of the October 5, 2021 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 declarations of any conflicts of interest with items on the agenda. No conflicts of interest were declared. Chair Guthrie reminded the members that they were welcome to declare conflicts with items as they are considered.

CONSIDER REPORTS

a. Chair's Report.

Chair Guthrie reported that he attended the National Association of Workforce Boards (NAWB) Board of Directors meeting held virtually at the end of October. After some discussion, the NAWB Board of Directors decided to hold the Annual Forum in Washington in April 2022 as an in person event only. The NAWB board also discussed the status of a number of NAWB projects in the October meeting. These include a project for the state of Missouri to create and teach a professional development curriculum to workforce development staff. This will enable NAWB to develop a professional development program that can be replicated elsewhere. Chair Guthrie said that NAWB also is involved in several major apprenticeship projects.

Chair Guthrie also indicated that he is scheduled to attend in person the next NAWB Board Meeting in Washington, DC in January and will provide a report of that meeting at our February meeting.

Next, Chair Guthrie said that several Board Members as well as some Board Staff attended the Texas Workforce Commission (TWC) Annual Conference which was

held in Houston in November. The Gulf Coast Workforce Board received recognition and an award for significant innovation at the conference and that staff would report on this further later in the meeting.

Chair Guthrie also participated in a pre-TWC Annual Conference presentation on a Paving the Pathways Employment Preparation program for youth with disabilities. Chair Guthrie reported that Board Member, Cheryl Guido, VR staff member, Benigno Aceves and Board Staff member, Anna Kluth, also participated in this presentation along with student team members who won the business problem competition and some of their parents. Chair Guthrie said that all of the participants did a great job in the presentation. Chair Guthrie said he was pleased that TWC's Head of Vocational Rehabilitation, Cheryl Fuller, VR Regional Director, Susan Lindsay, and TWC Commissioners Demerson and Alvarez attended this presentation and were able to see first-hand the difference this program makes in the lives of the young people who participate.

Chair Guthrie reported that he, along with Guy Robert Jackson, attended the Texas Association of Workforce Boards (TAWB) Executive Committee Meeting and TAWB Board Meeting prior to the TWC Annual Conference.

Chair Guthrie also mentioned that he was honored to present opening remarks at a Greater Houston Partnership UpSkill series event in October at which Parker Harvey addressed the current state of Houston's labor economy and the trends he sees as it relates to our recovery. Chair Guthrie thanked Board Member, Peter Beard, who gave Chair Guthrie the opportunity at this event to provide an overview of our Workforce Board.

Chair Guthrie concluded his report and no action was taken.

b. Audit/Monitoring Committee.

Audit/Monitoring Committee Chair Guy Robert Jackson provided the following report.

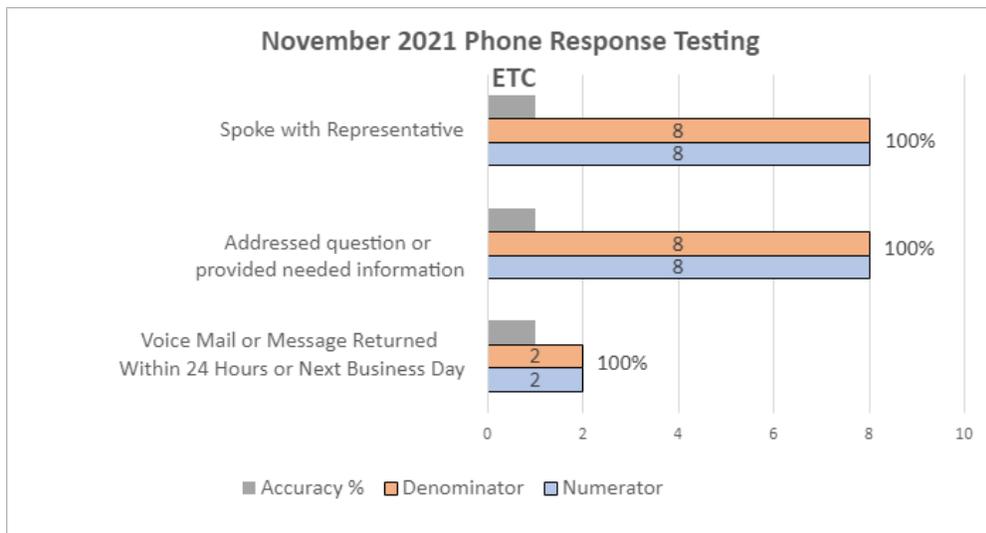
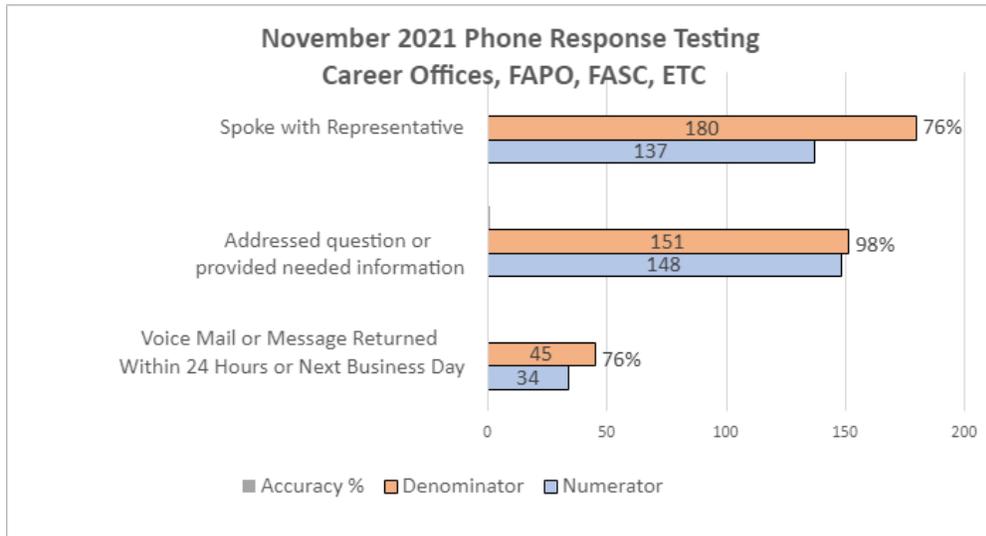
The Audit and Monitoring Committee met by video conference on December 1, 2021 at 10:00 a.m. with Committee Chair Guy Robert Jackson, Gerald Andrews, Sara Bouse, Carl Bowles, Mark Guthrie, Bobbie Henderson, Cheryl Guido and Doug Karr attending.

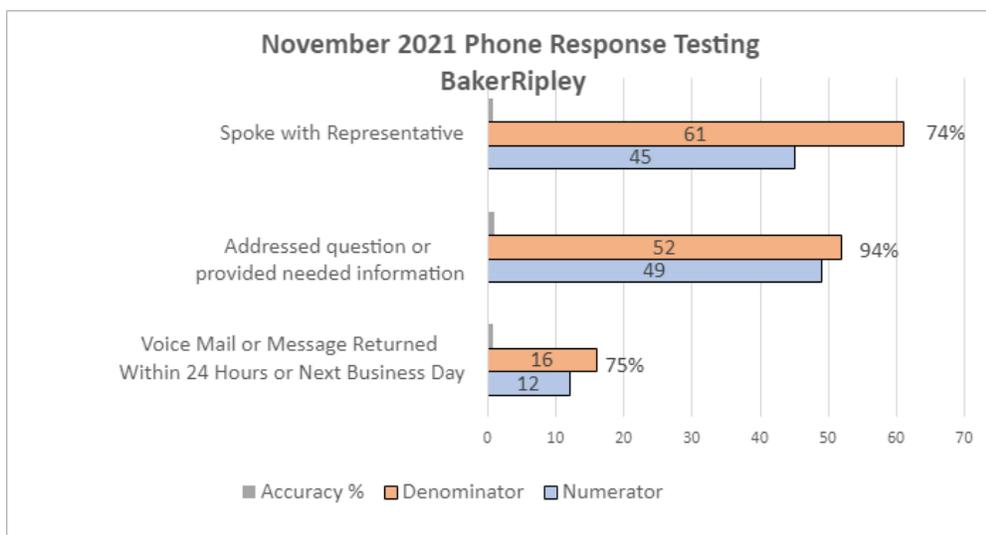
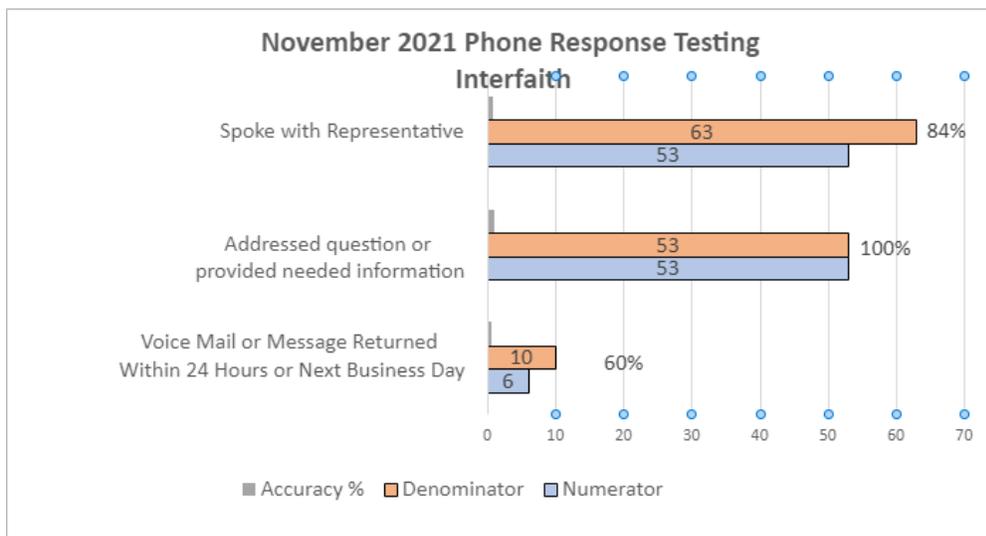
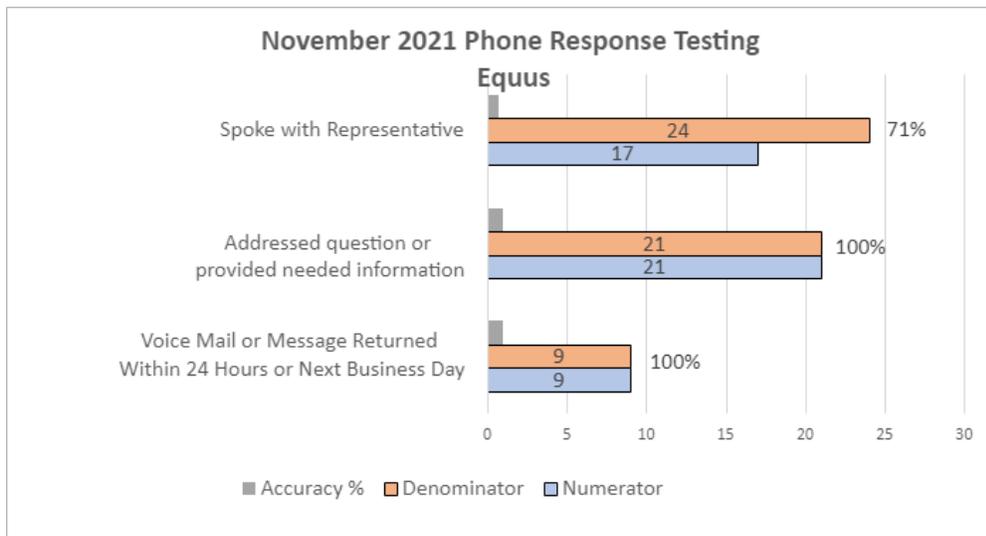
System Review

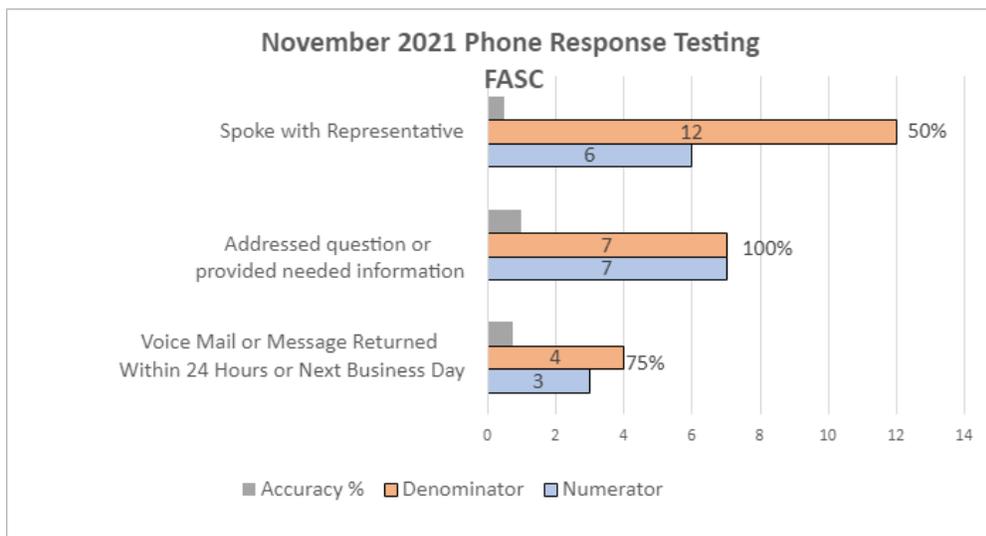
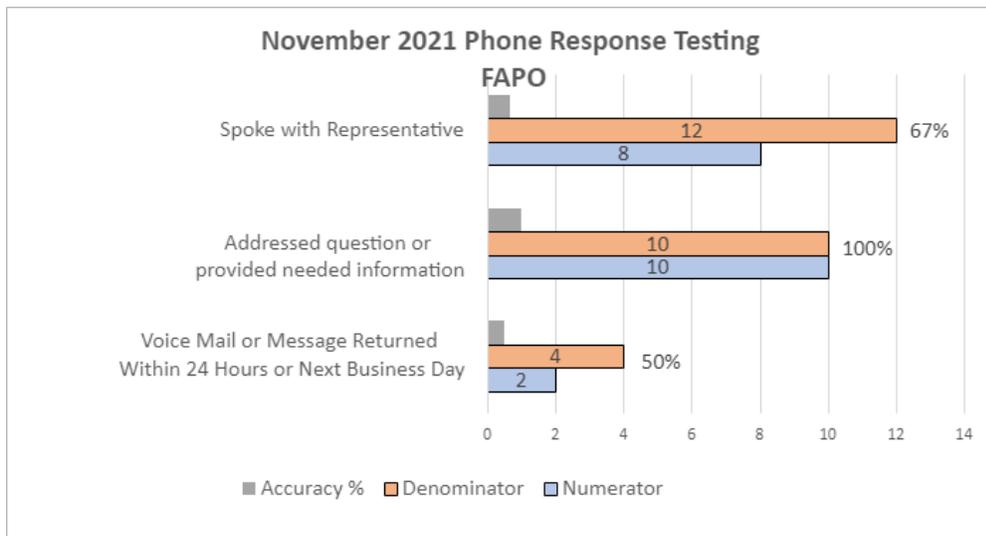
The Committee reviewed system level performance/production and budget/expenditures.

Responsiveness and Customer Satisfaction

The Committee has paid substantial attention to contractor’s responsiveness to phone calls and messages and has asked to staff to emphasize the importance of this responsiveness to our contractors. Voice mail responses within 24 hours rose to 76% in November, up from 67% in October 2021. Two contractors, Equus and ETC, responded to 100% of voice mails within 24 hours in November.







Technical Compliance

Staff recently completed the final monitoring report for the Financial Aid Support Center for 2021 contract year. Eligibility accuracy remains between 98 – 100%, but there continue to be delays processing recertifications and less than 80% of the records reviewed contained staff notes reflecting the actions taken on behalf of the customer.

There were no critical issues identified in the program monitoring report for Collaborative for Children.

Financial Systems and Issues

Financial Monitoring of Collaborative for Children completed on July 23, 2021 found inappropriately procured vendors and unallowable expenditures. As a result, Collaborative for Children reimbursed the Board \$144,372 for disallowed costs.

Next Meeting

The Committee set its next meeting for January 20, 2022 at 9:30 am.

Chair Jackson concluded his report and no action was taken.

c. Communications Committee.

Mike Temple provided an update from the Committee's Thursday, December 2, 2021 meeting.

The Communications Committee met on December 2, 2021 by video conference with Committee Chair Doug Karr and Alan Heskamp, Anthony Gay, Edward Melton, Guy Robert Jackson, Isaac Shi, Jeff LaBroski, Jonathan Lowe, Mark Guthrie, Richard Shaw, Shareen Larmond and Melissa Gonzalez attending.

The Committee met to review key 2022 tasks for the comprehensive communications strategy and to hear presentations from Outreach Strategists and Savage, the Board's communications contractors.

Meeting discussions included internal work being done throughout our system to promote our strategic plan as well as recommendations out of our Brand Audit, moving ahead with Workforce TV: Your Career, Your Choice and Board strategies for employer engagement. Some of the discussion also centered around upcoming efforts in terms of our social media presence and reordering of our online presence.

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

TAKE ACTION

a. Budget

Budget Committee Chair Willie Alexander presented the following report:

The Budget Committee met on Wednesday, November 10, 2021 by video conference with Committee Chair Willie Alexander, Committee Vice Chair Gerald Andrews, Board Chair Mark Guthrie, and Bobbie Henderson attending.

Background

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

Staff projects a historic increase in dollars available to provide service this coming year. Targeted investments are being made towards our economic recovery which greatly increases resources available for FY2022.

Current Situation

The proposed FY2022 budget at just over \$494 million is 45% more than 2021, attributable to increases in both our general revenue and special revenue.

- The largest increase is in early education funding.
- General revenue is projected to be 42.6 million more than in 2021. The general revenue fund includes the primary funds which power Workforce Solutions.
- Special revenue, which are funds considered short-lived or with a limited guarantee of continuance, are considerably higher in 2022. We have received a substantial \$110 million in funding to assist service industry workers with child care over the next year.
- Our efforts to secure funding to provide registered apprenticeship opportunities continue to be successful. Staff anticipates \$2.4 million available to support these activities in FY2022.
- We also have received a significant increase in available resources to assist with the training needs of trade affected workers.

The proposed FY2022 Board budget reserves 2.2% of total revenue for administrative board operations. The remaining 97.8% is for direct services to customers.

Board operations in the proposed budget total \$10,856,555 for FY2022 which is a 19.7% increase from the previous year. Proposed system operations have increased to \$483,350,819 which is a 45.7% increase from FY2021.

System Operations is composed of direct service to employers and people. Proposed FY2022 expenditures are in line with contracts the Board approved for Workforce Solutions in August 2021 and include a portion of the funds we plan to use for contracts beginning in the summer and fall of 2022.

- Financial Aid, the highest dollar value component of System Operations, represents the large demand for early education, scholarships, work-based learning, and work support in our region. Staff requests increasing financial aid to just under \$386 million.
- Staff recommends funding the career office network at \$57 million, an 11.5% increase from FY2021. This increase accommodates the addition of our Next Gen Youth partners.
- Staff proposes adding \$3.1 million to Service for Employers and including in this category efforts to raise the quality of care for early education providers. This activity was previously incorporated under Financial Aid.

- Staff proposes funding the adult education consortium at just over \$18.6 million dollars. The consortium includes 14 providers and one lead agency.
- Staff proposes increasing System IT by \$166,067. We continue to make investments in software purchases to enhance outreach, better connect with customer virtually, and upgrade our website.

Staff is proposing a Board Administrative Operations budget just under \$10.9 million, an increase of 19.7% from FY2021. Board operations represent 2.2% of the total budget.

- The increase in personnel cost results from H-GAC's budgeted merit increase and increased staffing for board operations. H-GAC provides a pool of funds for merit raises in most years. Managers recommend raises based on an evaluation of employees' performance. This year the pool has been set at 4%. The new positions proposed include:
 - Early Education Senior Manager, Administrator, and two Senior Planners;
 - Risk Manager and Risk Analyst;
 - Two Contract Management Planners;
 - Information Security Manager;
 - Youth Administrator;
 - Financial Analyst.
- Staff proposes increasing the amount reserved for contracted financial monitoring activities and public information & outreach efforts. This change results in a \$301,000 increase in Consultants and Contracted Services.
- Shared costs provided by H-GAC represent the changes identified under Indirect and other line items. H-GAC is increasing resources towards network security and performance.

Results

With these FY 2022 budget recommendations Staff expects to:

- Serve at least 30,500 employers and 525,000 individuals
- Ensure 19,520 of our employers return for service
- Assist in creating 1,700 new jobs
- Spend at least \$14 million on scholarships for more than 4,500 individuals in high-skill, high-growth occupational training
- Support about 25,000 families and 50,000 children with early education
- Help more than 230,000 individuals go to work
- Raise the incomes of 80,000 by at least 20%
- Help 86% of individuals pursuing a post-secondary education attain a credential (certificate or degree)

2021 Current Performance:

- Served approximately 24,600 employers and 428,000 individuals
- 11,968 of our employers returned for service

- Assisted in creating 458 new jobs
- Spent at least \$13.2 million on scholarships for more than 3,400 individuals in high-skill, high-growth occupational training
- Supported about 21,700 families and 41,800 children with early education
- Helped more than 69,800 individuals go to work
- Raised the incomes of 32,747 by at least 20%
- Helped 76.6% of individuals pursuing a post-secondary education attain a credential (certificate or degree)

Action

The Budget Committee recommends that the Board approve the proposed FY2022 budget in the amount of \$494,207,374. A motion was made and seconded to approve the proposed FY2022 budget. The motion was approved as presented.

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

b. Employer Service

Committee Chair Gerald Andrews presented the following report:

The Employer Service Committee met on November 30, 2021 at 10:00am by video conference with Committee Chair Gerald Andrews, Sara Bouse, Helen Cavazos Cheryl Guido, Mark Guthrie, Alan Heskamp and Gil Staley attending.

Background

Adaptive Construction Solutions is a new contractor for Workforce Solutions, resulting from our recent procurement. ACS is the principal marketing and sales force for Workforce Solutions, responding to employers' needs for skilled workers by providing professional advice and consultation providing real-time labor market intelligence and current information about area employers' wants and needs to the entire Workforce Solutions system.

ACS provides employers with information and professional consultancy on human resources needs – including talent acquisition, development, and retention.

Current Situation

As a result of bringing on a new contractor and the need to provide service for employers in new and innovative ways, we are requesting additional funds up to \$1,382,000 for an additional 13 staff members and associated operational costs. The additional funds will assist us in:

- Ensuring high-level relationships with chambers, EDCs, and business associations throughout the region

- Introducing new businesses to Workforce Solutions (increasing market share)
- Outreaching and expanding services to at least 64% of the 29,500 companies that we served last year (ensuring repeat business)
- Creating an additional 1,700 new jobs in the Gulf Coast region
- Creating new opportunities with employers as part of our talent development efforts

Action

The Employer Service Committee recommends that the Board approve the proposed contract amendment with ACS by up to \$1,382,000 for a total contract not to exceed \$4,882,000. A motion was made and seconded to approve the contract amendment. The motion was approved as presented.

c. Employer Service

Committee Chair Gerald Andrews continued with the following report:

Background

Individuals who are receiving unemployment compensation are required, with some exceptions, to be available for and looking for work to continue receiving benefits. The state sets a basic number of required weekly job searches that an individual must make, and workforce boards can change that number – increasing it or decreasing it.

In the past, the Board has considered the required weekly job search requirement annually and set a level for the coming year. The pandemic has of course interrupted that process as all job search requirements were suspended. TWC has reinstated the job search requirement and asked us to provide a description of the rationale that we will use in adjusting the requirement.

Current Situation

We have developed a labor market analysis tool that uses the most currently available labor market data for open jobs and unemployed individuals. At its November 30 meeting, the Employer Service Committee reviewed and discussed that process, the requirements for weekly job searches, and the impact of those requirements on employers and individuals. The Committee recommends:

1. On an annual basis, or more frequently as determined by the Employer Service Committee, the Committee will engage in a process of reviewing and making recommendations on the weekly work search requirements for unemployment compensation recipients that is composed of reviewing and considering (a) data from the labor market analysis tool developed by staff regarding state of the labor market, (b) the administrative burden the job search requirements place on employers, particularly employers in less-

populated areas of the region, and (c) the time needed to notify unemployment compensation recipients of any changes to the requirement; and based on this process the Committee will recommend to the Board that the Board either retain the current weekly work search requirements or adjust the weekly work search requirements by a specific number of searches;

2. The Board consider and set the required number of weekly work search requirements for unemployment compensation recipients at least annually; and
3. After following the process described in 1. above, for the coming year, the Committee recommends to the Board that it require the number of weekly job searches in 2022 to remain at three per week for unemployment compensation recipients.

Action

The Employer Service Committee recommends that the Board approve the proposed process for determining weekly job search requirements for unemployment compensation recipients on at least an annual basis and set the required level for 2022 at three (3) job searches every week. A motion was made and seconded to approve the proposed process for the Employer Services Committee to follow in making at least annual recommendations to the Board regarding the number of required weekly job searches for unemployment compensation recipients, that the Board consider and set on at least an annual basis the required weekly job searches for unemployment compensation recipients based on the recommended process and information described above and that for 2022 the Board set the number of required job searches for unemployment compensation recipients at three (3) per week. The motion was approved as presented.

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

RECEIVE INFORMATION

a. Communications

Board staff Michelle Castrow presented the following report on activity regarding recent outreach and communication:

During October and November, we used our social media to support workforce development initiatives including:

- National Manufacturing Day
- National Disability Employment Awareness Month
- White Cane Day

- Construction Career Awareness
- Hiring Red, White & You!
- National Apprenticeship Week

The Texas Workforce Commission included us in their social media video for Hiring Red, White & You <https://youtu.be/-9DVEv9MPcl>.

From mid-October to mid-November, news media coverage was dominated by the Houston Astros' World Series run, followed by the tragedy of the Astroworld Festival concert deaths. During the last two months, Workforce Solutions was included in over 40 media segments, generating over 4.5 million total views with a value of over \$1.1 million.

As a reminder, you can find the weekly webcast with ABC 13 live on Thursdays at 11:30 am online or via the ABC 13 Houston connected TV app.

Ms. Castrow completed her report and no action was taken.

b. Performance and Production.

Board staff Philip Garcia presented Performance and Production measures October 2020 through September 2021.

Mr. Garcia stated that the pandemic has affected our ability to meet performance measures. We are currently meeting or exceeding 15 of the 27 measures. The remaining 12 measures require additional focus.

Mr. Garcia completed his report and no action was taken.

c. Expenditures

Board staff A.J. Dean reviewed the Financial Status Report representing expenses for the 8 months ending in October 2021. He reported that we are doing well overall. Our year to date revenue is just over \$254 million.

Mr. Dean completed his report and no action was taken.

LOOK AT THE ECONOMY

Board staff Ron Borski provided the Board with a report on the local economy. He reported that the local unemployment rate fell to 5.4% in October. This compares to unemployment rates of 4.8% state-wide and 4.3% nationally. He also reviewed the status of job recovery compared to the beginning of the pandemic. Currently our region has recovered approximately 74% of the jobs lost in March and April

2019. Approximately 91% of jobs have been recovered nation-wide during the same period.

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

OTHER BUSINESS

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

ADJOURN

Chair Guthrie adjourned the meeting at approximately 12:10 p.m.

GULF COAST WORKFORCE BOARD

Board Member	02/02/21	04/06/21	06/01/21	08/03/21	10/05/21	12/07/21
Alexander, Willie	✓	✓				✓
Allen, Karlos	✓		✓	✓		
Andrews, Gerald	✓	✓	✓	✓	✓	✓
Beard, Peter	✓	✓	✓	✓	✓	✓
Beydoun, Mustapha			✓	✓	✓	✓
Bouse, Sara	✓	✓	✓	✓		✓
Bowles, Carl	✓	✓	✓		✓	✓
Bilski, Carolyn					✓	✓
Cavazos, Mary Helen	✓	✓	✓		✓	✓
Edwards, Todd						
Gay, Anthony				✓	✓	✓
Gonzalez, Melissa				✓	✓	✓
Guido, Cheryl	✓	✓	✓	✓	✓	✓
Guthrie, Mark	✓	✓	✓	✓	✓	✓
Henderson, Bobbie Allen	✓	✓	✓	✓	✓	
Heskamp, Alan	✓	✓	✓	✓		✓
Hunt, Alex					✓	✓
Jackson, Guy Robert	✓	✓	✓	✓	✓	✓
Karr, Doug	✓	✓	✓	✓	✓	✓
LaBroski, Jeff	✓	✓	✓	✓	✓	✓
Larmond, Shareen				✓	✓	✓
Lewis, Ernest				✓	✓	✓
Love, Michael			✓	✓	✓	✓
Lowe, Jonathan			✓	✓	✓	✓
Mahagaokar, Rajen	✓	✓	✓	✓	✓	
McCleskey, Kendrick				✓		
Melton, Edward	✓	✓	✓	✓	✓	✓
Nellons-Paige, Stephanie	✓					
Ozuna, Adrian	✓	✓	✓	✓	✓	✓
Perez, Mary Grace						
Puente, Paul	✓	✓	✓	✓	✓	✓
Reed, Jamarío					✓	
Riley, Monica	✓	✓	✓	✓	✓	✓
Scheiner, Danielle	✓		✓	✓		✓
Schmidt, Keri				✓	✓	✓
Segovia, Valerie	✓	✓	✓	✓	✓	✓
Shaw, Richard	✓	✓	✓	✓	✓	✓
Shi, Isaac	✓	✓			✓	
Staley, Gil	✓	✓	✓			
Stewart, Michael	✓		✓			
Taylor, Katherine						✓
Vazquez, Lizandra	✓	✓	✓	✓	✓	✓
Watson, Carolyn	✓	✓	✓			✓
Webster, Michael	✓	✓	✓	✓	✓	✓

GULF COAST WORKFORCE BOARD

ALEXANDER, WILLIE

W J Alexander Associates P.C.
1770 St. James Place, Suite 407
Houston, TX 77056
(713) 802-0900, ext. 12
Fax: (713) 802-1188
Category: Business
County: City of Houston
walex@wjalexander.com
Term: January 1, 2021 thru December 31, 2022

ALLEN, KARLOS

PFM Financial Advisors LLC
1200 Smith Street, Suite 1600
Houston, TX 77002
(713) 353-4600
Category: Business
County: City of Houston
allenka@pfm.com
Term: January 1, 2020 thru December 31, 2022

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, 2021 thru December 31, 2022

BEARD, PETER

Greater Houston Partnership
701 Avenida de las Americas, Suite 900
Houston, TX 77010
(713) 844-3602 – office
Fax: (713) 844-0200
Category: Business
County: City of Houston
pbeard@houston.org
Term: January 1, 2021 thru December 31, 2022

BEYDOUN, MUSTAPHA

Houston Advanced Research Center
8801 Gosling Road
The Woodlands, TX 77381
(713) 8443601
Category: Business
County: Harris
mbeydoun@harcresearch.org
Term: January 1, 2021 thru December 31, 2022

BILSKI, CAROLYN CERNY

Sealy Chamber of Commerce
721 7th Street
Sealy, TX 77474
(979) 256-7028
Category: Business
County: Austin County
carolyncernybilski@gmail.com
Term: January 1, 2021 thru December 31, 2022

BOUSE, SARA

Alvin Community College
3110 Mustang Road
Alvin, TX 77511
(281) 732-8389 – cell
Category: Education
County: Brazoria
sbouse@alvincollege.edu
Term: January 1, 2021 thru December 31, 2022

BOWLES, CARL

Bowles, Womack & Company, P.C.
24 Greenway Plaza, Suite 970
Houston, TX 77046
(713) 621-0050
Fax: (713) 621-0046
Category: Business
County: Waller
carl@bowleswomack.com
Term: January 1, 2021 thru December 31, 2022

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, 2021 thru December 31, 2022

GAY, ANTHONY

Quick Tube Systems, Inc.
24501 Hufsmith Kohrville Rd, Suite 300
Tomball, TX 77375
(713) 478-8504

Category: Business

County: Harris

anthonymg@gmail.com

Term: January 1, 2021 thru December 31, 2022

GONZALEZ, MELISSA

Lone Star College
20000 Kingwood Drive
Kingwood, TX 77339
(281) 312-1644

Category: Education

County: Harris

melissa.gonzalez@lonestar.edu

Term: January 1, 2021 thru December 31, 2022

GUIDO, CHERYL

Texas Workforce Solutions- Vocational
Rehabilitation Services
4424 North Freeway, Suite A
Houston, TX 77022
(713) 692-7755 ext. 2129

Fax: (713) 697-0485

Category: State Agency

cheryl.guido@twc.state.tx.us

Term: January 1, 2021 thru December 31, 2022

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, 2021 thru December 31, 2022

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, 2021 thru December 31, 2022

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, 2021 thru December 31, 2022

HUNT, ALEX

Lamar CISD
3911 Avenue I
Rosenberg, TX 77471
(832) 454-6504

Category: Education

County: Fort Bend County

alex.hunt@lcisd.org

Term: January 1, 2021 thru December 31, 2022

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, 2021 thru December 31, 2022

KARR, DOUG

Pro Staff/Atterro
27 Canoe Birch Place
The Woodlands, TX 77382
832-967-7684
Category: Business
County: Montgomery
raiderkarr@aol.com
Term: January 1, 2021 thru December 31, 2022

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, 2021 thru December 31, 2022

LARMOND, SHAREEN

West Gulf Maritime Association
1717 Turning Basin Drive, Suite 200
Houston, TX 77029
Category: Business
County: Harris
shareen@wgma.org
Term: January 1, 2021 thru December 31, 2022

LEWIS, ERNEST

Adult Education Center
2246 N Washington Ave
Pearland, TX 77581
(281) 485-1000
Category: Literacy
County: Brazoria
ernest.lewis@adulthoodeducationcentertexas.org
Term: January 1, 2021 thru December 31, 2022

LOVE, MICHAEL

Houston Independent School District
4400 West 18th Street
Houston, TX 77092
(713) 556-6715
Category: Education
County: Harris
mlove@houstonisd.org
Term: January 1, 2021 thru December 31, 2022

LOWE, JONATHAN

International Alliance of Theatrical
Stage Employees
3030 North Freeway
Houston, TX 77009
(713) 697-3999
Category: Labor
County: City of Houston
jlowe@iatse51.org
Term: January 1, 2021 thru December 31, 2022

MAHAGAOKAR, RAJEN

Climate Investor
(281) 300-3926
Category: Business
County: Harris
rajemahagaikar@gmail.com
Term: January 1, 2021 thru December 31, 2022

McCLESKEY, KENDRICK

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

Category: Business

County: City of Houston

klmccleskey@gmail.com

Term: January 1, 2021 thru December 31, 2022

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, 2021 thru December 31, 2022

NELLONS-PAIGE, STEPHANIE

Nellons Paige Group, Inc.
14022 Hampton Cove Drive
Houston, TX 77077
(443) 610-3487

Category: Business

County: Houston

nellonspaige@gmail.com

Term: January 1, 2021 thru December 31, 2022

OZUNA, ADRIAN

Prosperity Bank
80 Sugar Creek Center Blvd
Sugar Land, TX 77478
(832) 259-7692

Category: Business

County: Harris

adrian.ozuna@prosperitybankusa.com

Term: January 1, 2021 thru December 31, 2022

PEREZ, MARY GRACE

HHSC – Access Eligibility Services
5425 Polk Street, Suite 230
Houston, TX 77023
(713) 767-2205

Category: Public Assistance

County: Public Assistance

paul@hgcbctc.org

Term: January 1, 2021 thru December 31, 2022

PUENTE, PAUL J.

Houston Gulf Coast Building and
Construction
Trades Council
1301 West 13th St, Suite D
Deer Park, TX 77536
(713) 926-4433

Fax: (713) 926-4918

Category: Labor

County: City of Houston

paul@hgcbctc.org

Term: January 1, 2021 thru December 31, 2022

REED, JAMARIO

Dollar Tree Family Dollar
2307 Louisia Street 1213
Houston, TX 77006
(404) 931-1924

Category: Business

County: City of Houston

jamarioreed@gmail.com

Term: January 1, 2021 thru December 31, 2022

RILEY, MONICA

The Community Gatekeepers
P.O. Box 2082
Missouri City, TX 77459
(281) 235-3933

Category: CBO

County: Fort Bend County

monicariley7@gmail.com

Term: January 1, 2021 thru December 31, 2022

SCHEINER, DANIELLE

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

Category: Economic Development

County: Montgomery

scheiner@conroeedc.org

Term: January 1, 2021 thru December 31, 2022

SCHMIDT, KERI

Fort Bend Chamber of Commerce
445 Commerce Green Boulevard
Sugar Land, TX 77478
(281) 491-0216

Fax: (281) 491-0112

Category: Business

County: Fort Bend

keri@fortbendcc.org

Term: January 1, 2021 thru December 31, 2022

SEGOVIA, VALERIE GARCIA

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

Category: Education

County: Matagorda

vsegovia@tamu.edu

valeriegsegovia@gmail.com

Term: January 1, 2021 thru December 31, 2022

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, 2021 thru December 31, 2022

SHI, ISAAC

Golden Section Technology
808 Travis St, Suite 1406
Houston, TX 77002
(713) 806-3020

Category: Business

County: City of Houston

isaac@gstdev.com

Term: January 1, 2021 thru December 31, 2022

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, 2021 thru December 31, 2022

TAYLOR, KATHERINE

Genesys Works - Houston
3100 Main Street, Suite 702
Houston, TX 77002
(713) 341-5777

Category: CBO

County: City of Houston

ktaylor@genesysworks.org

Term: January 1, 2021 thru December 31, 2022

VAZQUEZ, LIZANDRA

Texas Workforce Commission
3555 Timmons Lane, Suite 120
Houston, TX 77027
(713) 688-6890

Category: State Agency

lizandra.vazquez@wrksolutions.com

Term: January 1, 2021 thru December 31, 2022

WATSON, CAROLYN

William Stamps Farish Fund
1100 Louisiana, Suite 2200
Houston, TX 77002
(713) 757.7313
Category: Business
County: City of Houston
carolyn17968@gmail.com
Term: January 1, 2021 thru December 31, 2022

WEBSTER, MICHAEL

Houston Community College
3100 Main Street
Houston, TX 77002
(713) 718-8030
Fax: (713) 718-5018
Category: Education
County: City of Houston
michael.webster@hccs.edu
Term: January 1, 2021 thru December 31, 2022

WORKFORCE BOARD KEY STAFF:

Mike Temple, Director
Brenda Williams, Senior Manager
Michelle Castrow, Program Manager
Susan Dixon, Employer Service Manager
Jenny Johnson, Quality Assurance Manager
Deborah Duke, Administrative Coordinator
Trudy Ray, 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.com>

GULF COAST WORKFORCE DEVELOPMENT BOARD COMMITTEES

Audit/Monitoring

- Guy Robert Jackson – Chair
- – Vice Chair
- Karlos Allen
- Carl Bowles
- Sara Bouse
- Helen Cavazos
- Cheryl Guido
- Doug Karr
- Ernest Lewis
- Kendrick McCleskey
- Stephanie Nellons-Paige

Budget

- Willie Alexander – Chair
- Gerald Andrews – Vice Chair
- Karlos Allen
- Bobbie Henderson
- Guy Robert Jackson
- Doug Karr
- Mike Stewart

By-Laws

Appointed by Board Chair as needed

Communications

- Doug Karr – Chair
- – Vice Chair
- Willie Alexander
- Karlos Allen
- Gerald Andrews
- Anthony Gay
- Bobbie Henderson
- Guy Robert Jackson
- Jonathan Lowe
- Rajen Mahagaokar
- Stephanie Nellons-Paige
- Keri Schmidt
- Richard Shaw
- Mike Webster

Education

- Bobbie Henderson – Chair
- Doug Karr – Vice Chair
- Karlos Allen
- Sara Bouse
- Helen Cavazos
- Cheryl Guido
- Alan Heskamp
- Alex Hunt
- Jeff LaBroski
- Michael Love
- Edward Melton
- Stephanie Nellons-Paige
- Paul Puente
- Valerie Segovia
- Richard Shaw
- Carolyn Watson

Audit and Monitoring Committee Update for January 2022

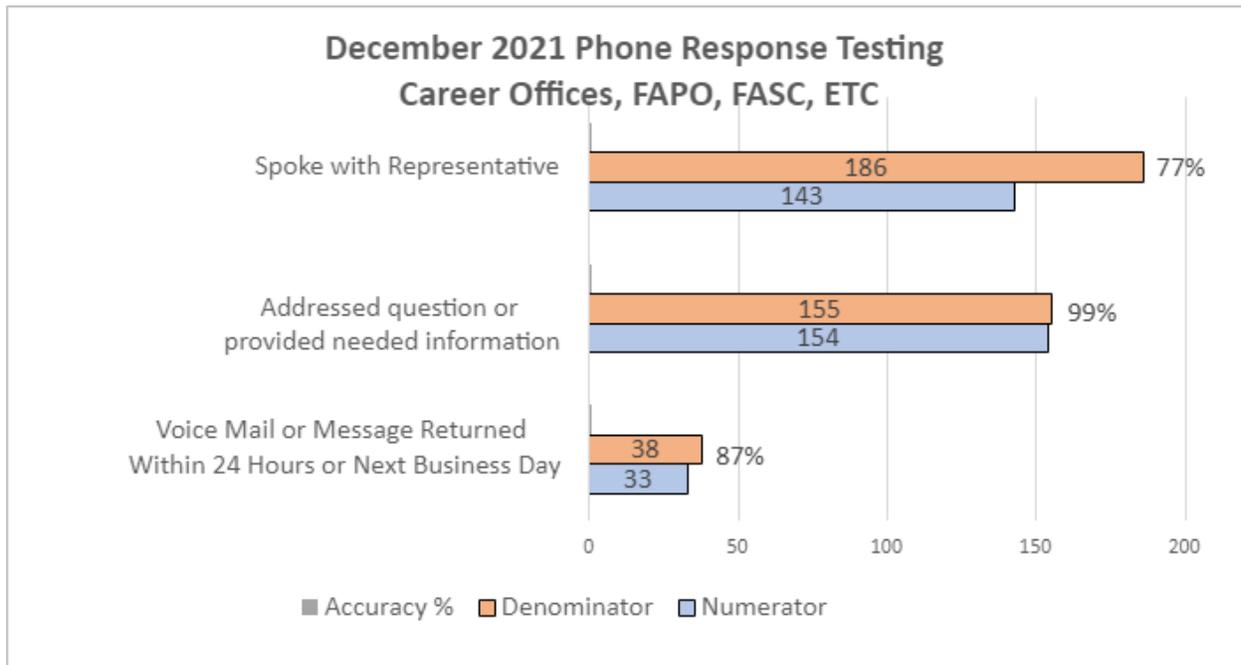
The Audit and Monitoring Committee met on January 20, 2022 at 9:30 a.m. Members - Guy Robert Jackson, Gerald Andrews, Sara Bouse, Carl Bowles, Cheryl Guido, Mark Guthrie, Bobbie Henderson, Doug Karr attended.

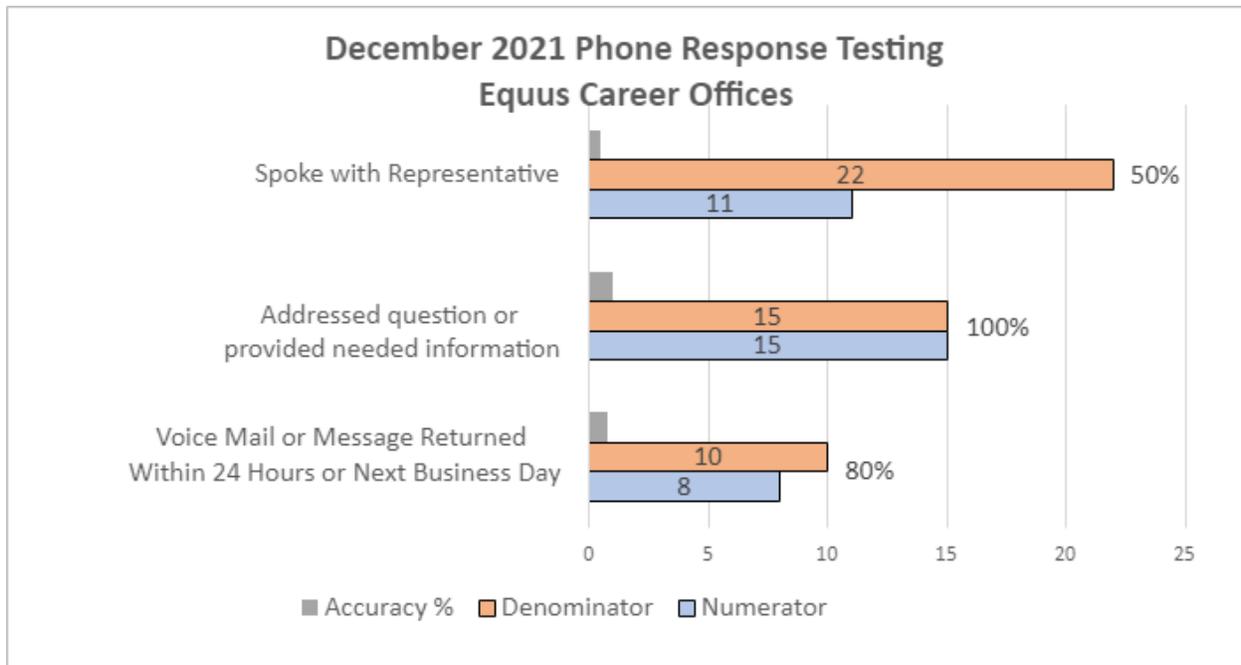
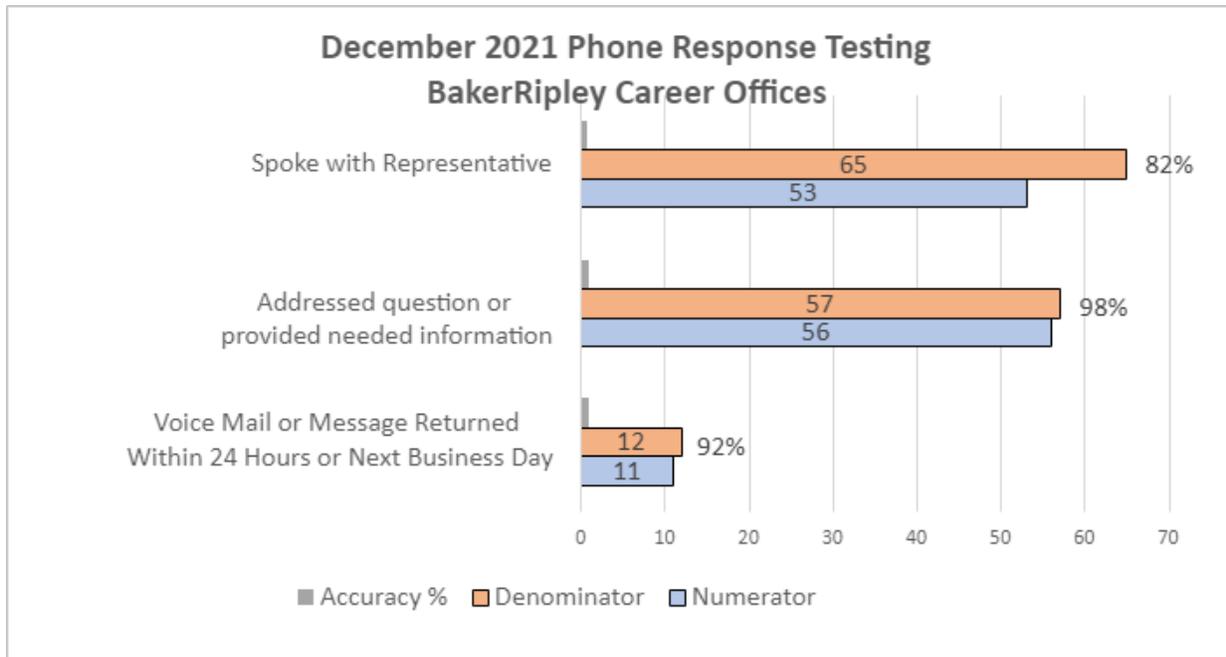
System Review

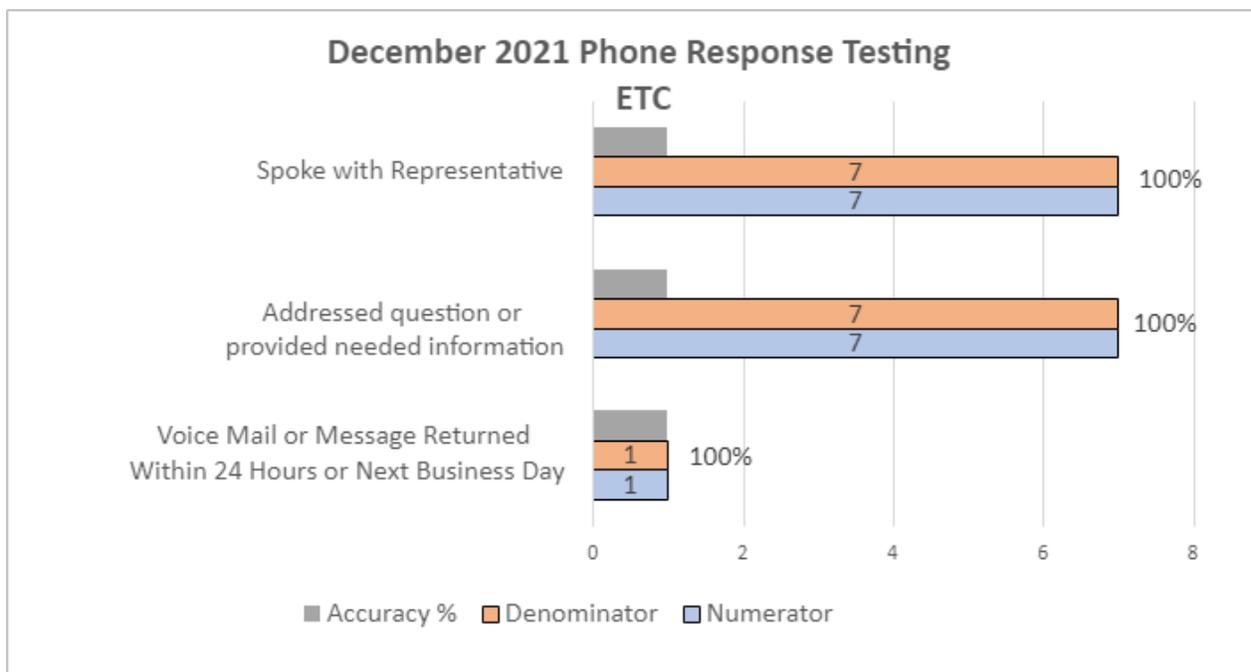
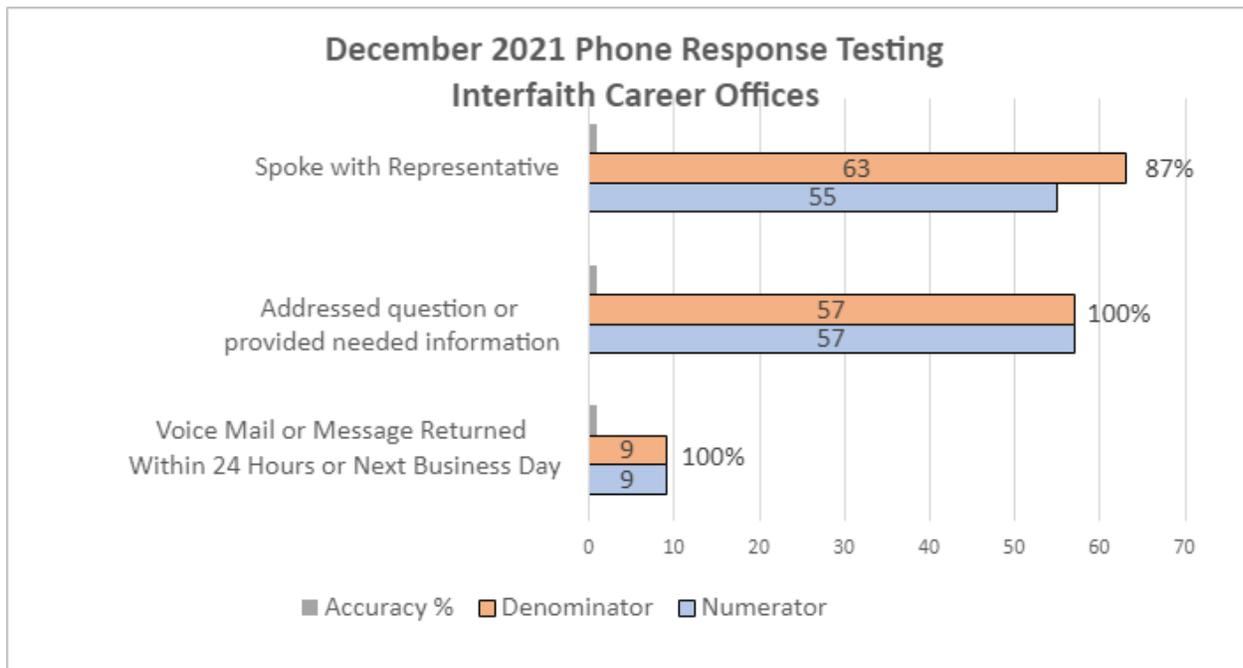
The committee reviewed system-level performance/production and budget/expenditures.

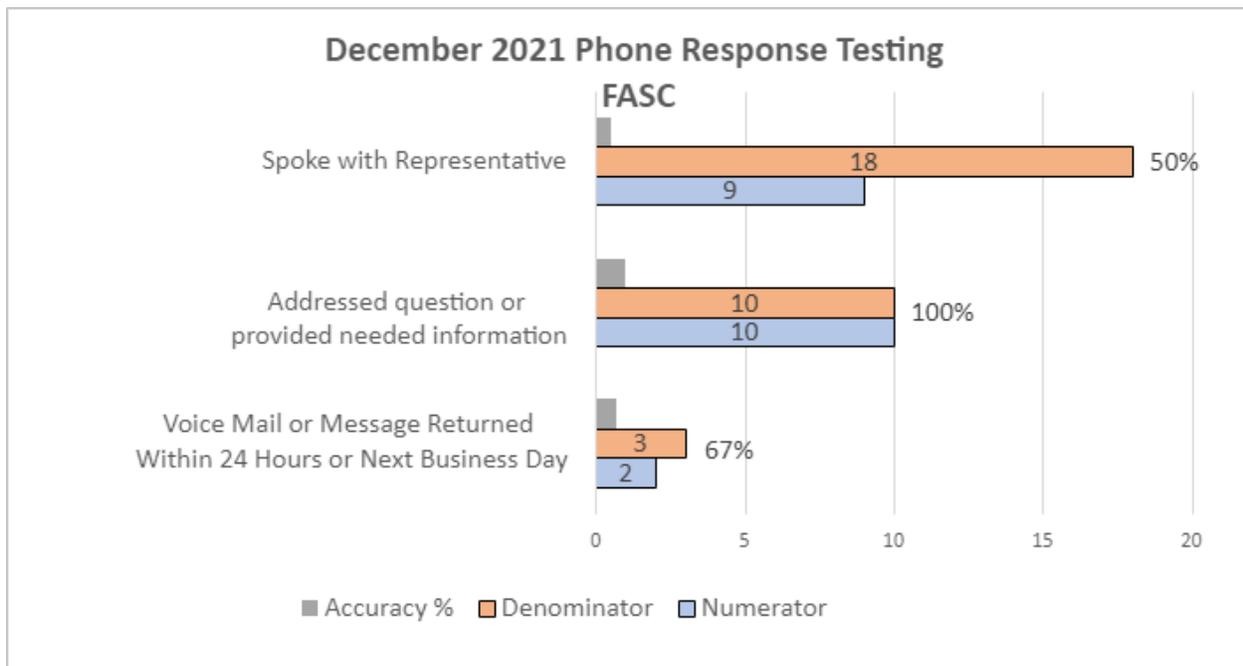
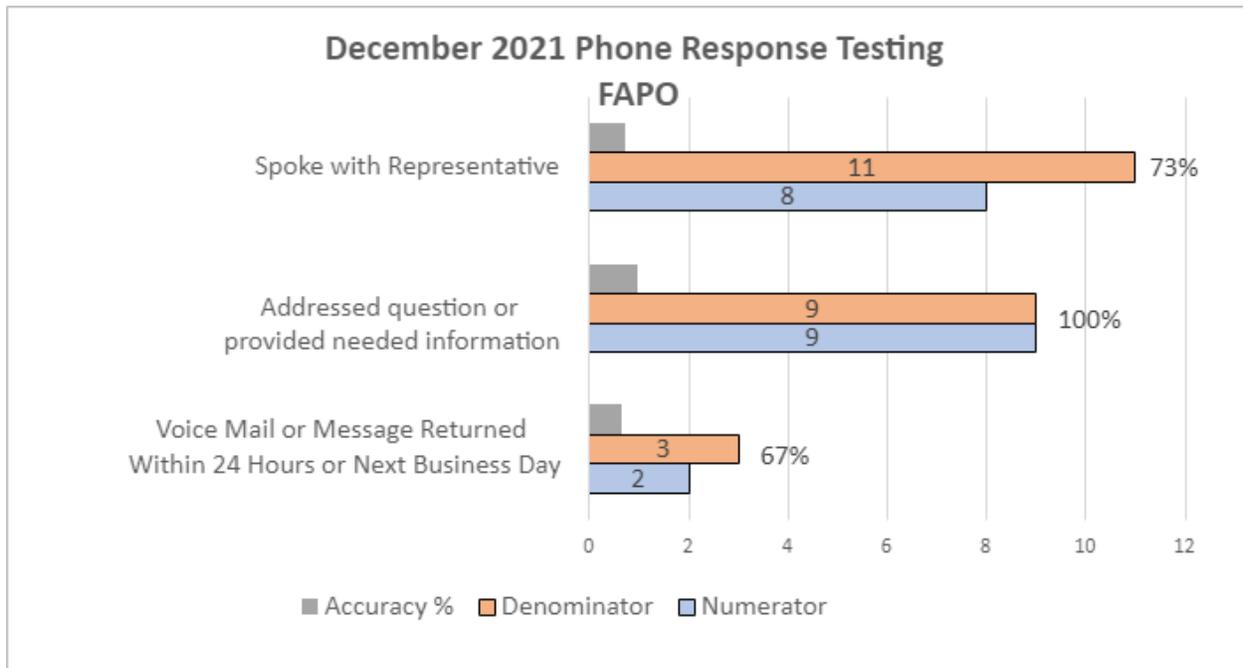
Responsiveness and Customer Satisfaction

Voice mail responses within 24 hours rose to 87% in December, up from 76% in November 2021. Two contractors, Interfaith of the Woodlands and Employment and Training Center, responded to 100% of the voice mails within 24 hours in December.









Technical Compliance

We are completing final reports for the Financial Aid Support Center and the Financial Aid Payment Office and are testing the adult education providers. No critical issues were identified in the program monitoring report for **Learning Designs, Inc.**

Financial Systems and Issues

Financial monitoring completed for **Dynamic Education Systems, Inc** resulted in a disallowed cost of \$4,309.34 for missing documentation for non-personnel expenditures. The review of the **Boys & Girls Club of Walker County** resulted in a reimbursement of \$1,035.37 for missing documentation for non-personnel expenditures, travel, and office supplies.

There were no critical issues identified in the financial monitoring reports for the **Chinese Community Center, Lone Star College, College of the Mainland, and Region 6.**

Next Meeting

The committee set its next meeting for March 24, 2022, at 10:00 a.m.

Communications Committee Meeting

Summary

The committee met on Thursday, January 18, 2022, at 10:30 am by virtual meeting with committee chair Doug Karr presiding. Mark Guthrie, Board Chair and members Guy Robert Jackson, Gerald Andrews, Sara Bouse, Bobbie Henderson, Melissa Gonzalez, Keri Schmidt, Alan Heskamp, and Willie Alexander attended.

The Committee heard a summary of progress toward key tasks as well as presentations from communications contractors Outreach Strategists and Savage on results of the brand audit and website/online presence work, the long-term employer engagement strategy, and an update on Workforce TV.

- Outreach to economic development corporations continues, and has resulted in two upcoming meetings, February 23 with Matagorda County EDC and March 23 with East Harris County Manufacturers Association. Five other organizations have committed to participating in roundtable discussions about the future of work in our region.
- Workforce TV. The ongoing pandemic has led KHOU to continue restricting access to its facilities and talent for our Your Career Your Choice television show. Outreach Strategists shot the pilot episode of Your Career Your Choice was shot on a set built at its offices. Former KRIV-TV Fox 26 News Anchor Caitlin Espinosa will host the 30-minute show, and production of the remaining 12 episodes will take place between January and April 2022. A clip of the first episode was shown at the committee meeting and received positive feedback from committee members.
- Outreach Strategists shared a plan to produce employer highlight videos which will be used as content for Your Career Your Choice, social media communications and the Workforce Solutions employer newsletter, also under development.
- Finally, committee members heard a report on ongoing work and planning stemming from our comprehensive brand audit. Staff participated in visioning workshops to define the ideal Workforce Solutions staff experience, and the next step for the planning group will be to review the findings and recommendations from the staff experience survey administered at the end of 2021.

The committee will meet again on Thursday, March 17 at 10:30 a.m. and Board members are invited to attend.

Education Committee

Building an Educated Workforce

Background

The Education Committee met on Tuesday, January 25th, at 10:00 a.m. with committee chair Bobbie Henderson, committee vice chair Doug Karr, Board chair Mark Guthrie, and members Helen Cavazos, Edward Melton, Gerald Andrews, Sara Bouse, Alex Hunt, Michael Love, and Richard Shaw in attendance.

Committee members received an update on the expansion of Texas Rising Star activities and public-private partnerships for quality improvement. We have about \$15 million in resources for these activities – we plan to spend \$11 million this year and carry forward \$4 million into 2023.

In addition, committee members heard an update on plans to ensure students in high schools and post-secondary institutions are aware of and able to access Workforce Solutions for summer jobs and/or part-time employment.

Financial Aid Policy

We establish income-level eligibility requirements for Workforce Solutions financial aid. The requirement may be different depending upon the kind of financial aid a customer wants and the dollars that we use to fund the assistance.

For example, we use an income level of 200% of the federal poverty level for our scholarships, childcare, and other kinds of work, work search, and education assistance. Customers with household incomes below 200% of the federal poverty level (adjusted for size of family) can apply.

What is Different Now?

We last considered the income-level requirements for financial aid in August 2019. Since that time, we have experienced the COVID pandemic and seen rising wages and family incomes in the region's economy. Both events have affected our customers and their ability to access Workforce Solutions financial assistance – and especially childcare financial assistance.

- Many who have had to return to in-person jobs during the pandemic need help with early education/childcare but cannot meet our entry-level

threshold because they are working.

- Increasing wages throughout the labor market also affects parents who may have previously met our income eligibility threshold.

We have significantly more dollars for childcare financial aid now and can serve significantly more families and children. And we have a significantly higher demand for this financial aid than we have had in previous years.

As of December 31, 2021, we are supporting early education expenses for 33,544 children and 17,885 families. We have the capacity to serve at least 40,000 children. While setting the entry income threshold higher for childcare financial aid will bring additional working families in, we do not expect it to strain our resources or system.

Action

Recommend the Board increase the entry-level family income threshold for childcare financial aid to 85% of the state median income.

Workforce Solutions

Contract Amendments

Background

From time to time, we receive additional funding to support our on-going service and expand our service. We are recommending that the Board approve amendments to three of our current contractors to incorporate additional funds that both expand our reach and support on-going work.

Houston Housing Authority

We participated with the Houston Housing Authority in a grant application to the U.S. Department of Housing and Urban Development for a “Jobs Plus” project to help public housing residents get a job, keep a job, and get a better job. The application has been funded, and the Housing Authority proposes to provide us with \$540,000 over a period of 54 months to deliver service at the Oxford Place housing development. Workforce Solutions through our contract with BakerRipley will provide at least 284 residents access to temporary, seasonal, and permanent employment; adult literacy and basic education instruction; skills education; and transportation, childcare, and work-related financial aid. Workforce Solutions will provide up to \$270,000 of service using funding in our existing career office contract.

- For the balance of the 2022 contract year (through September 30, 2022), we recommend amending BakerRipley’s career office contract by up to \$100,000 in Housing Authority funds for service at Oxford Place. This would increase the total authority in the BakerRipley 2022 career office contract to \$24.6 million.

Texas Talent Connection

On the recommendation of the Texas Workforce Investment Council, the Governor’s Office will fund through the Workforce Commission a pilot project to work with two vulnerable populations: transitioning foster care youth and commercial sexually exploited youth. We are participating along with several other Boards to reach and find employment for young Texans who are often marginalized and overlooked.

The Texas Talent Connection Project seeks to:

1. Deter repeat victimization of sex trafficking victims and prevent victimization of transitioning foster youth through education, employment, and support.
2. Assist these vulnerable youth and young adults in navigating the workforce system from intake through gaining and maintaining employment.
3. Cultivate and increase the number of Texas employers who are committed to providing employment opportunities for these youth and young adults.

We propose amending Interfaith of the Woodlands' existing career office contract to fund one position with the Regional Navigation Team. The navigator will guide young adults referred by a Commercially Sexually Exploited Youth Advocate or The Houston Alumni and Youth Transition Center through Workforce Solutions to increase the chance of finding and maintaining employment. The navigator will receive specialized training on working with these populations from the Child Sex Trafficking Team in the Governor's office.

- For the balance of 2022 contract year (through September 30, 2022), we recommend amending Interfaith's existing career office contract by up to \$90,000 to fund a Texas Talent Connection navigator. This would increase the total authority in Interfaith's 2022 contract to \$18.09 million

Communications

We are committed to executing key tasks around communications and brand development in alignment with the Board's comprehensive communications strategy. The development of our television show and supplemental material and engagement activities elevating our impact and reflecting our service to the Gulf Coast region are an important part of this work.

Because of the pandemic, we have been unable to access KHOU studios and talent to produce Your Career Your Choice, the workforce television show that KHOU will broadcast for us. We propose bringing this production in-house to ensure that we can create the 13 episodes of Your Career Choice in a timely manner and air the program soon. In addition, we propose producing at least 16 videos highlighting employers' experience with Workforce Solutions for use in the television show, on social media, and on our website.

We have begun the long-term engagement strategy for economic development organizations and employers in the region. We have had an enthusiastic

response and propose expanding the number of those events through September 2022.

- We recommend amending Outreach Strategists' 2022 contract by up to \$275,000 to produce in-house the 13 episodes of Your Career Your Choice, produce at least 16 videos highlighting employers' experience with Workforce Solutions, and expand the number of engagement events with the region's economic development organizations. This would increase the total authority in Outreach Strategists' 2022 contract to \$725,000.

Action

Approve amendments to existing contracts with BakerRipley, Interfaith of the Woodlands, and Outreach Strategists as noted above.

Nominations Committee

2022 Board Officers

Background

Each year the Board chooses members to be its officers: the Chair, and three Vice Chairs. Beginning in October, the Nominations Committee issues a call for nominations for each of the four officer positions.

The next page shows the section of the bylaws that concern Board officers.

Current Situation

Nominations Committee chair Guy Jackson will provide a report from the committee and conduct the election of 2022 Board officers.

Action

Elect 2022 Board officers: Chair and three Vice Chairs.

(Excerpted from the Gulf Coast Workforce Board Bylaws)

ARTICLE VII OFFICERS

A. Officers.

The officers of the Board will be a Chair and three Vice Chairs. Vice Chairs may be assigned functional responsibilities by the Chair.

B. Election and Term.

Chair and Vice Chairs will be elected by majority vote of Board members present and voting at a regular meeting designated by the Board for elections. Each officer serves a one-year term.

C. Election Procedures.

1. The Chair will appoint a nominating committee to solicit nominations for officers from among its members. Members desiring to serve as officers will submit their names, resumes, and the offices which they wish to hold to all members.
2. At the first Board meeting of each year, the membership will vote on those names submitted by the nominating committee and any nominations from the floor.

D. Chair.

1. The Board Chair must come from among the representatives of private business on the Board.
2. The Chair presides at meetings, appoints committees, certifies the quorum, and takes other duties as the Board may assign.

E. Vice Chair.

1. The Vice Chairs may come from any membership category on the Board.
2. The Vice Chairs each in turn act in absence of the Chair.

F. Vacancies.

The Board will elect a successor to fill the unexpired term of any officer.

G. Removal.

Any officer may be removed from office by a two-thirds vote of the members present at the meeting following the meeting at which the motion is made to remove the officer.

Upcoming Procurement 2022

System Procurements

- Early Education Quality
- Employer Service
- Financial Aid Payment Office
- Financial Aid Support Center
- Staff Development

Media Outreach

February 2022 Update

During December and January, social media reflected the focus on winter holidays and then new year enthusiasm. We continue to show moderate growth.

For 2022, we will use the Innovation Award funds to expand our reach by with improved social media management including audience segmentation, content creation, curation, and branding.

Followers	December 2021	December 2020	March 2020	Growth to Prior Year	Growth to Baseline
Facebook	9,033	7,291	3,531	24%	156%
Instagram	2,559	2,136	663	20%	286%
Twitter	1,678	1,571	1,460	7%	15%
LinkedIn	4,331	3,788	1,473	14%	194%

A year-end review shows that media outreach efforts sustained the initial pandemic momentum throughout 2021 – despite job recovery and decreasing unemployment rates, yielding over \$25 million in earned media.

Media	Hits	Views	Value
2021	457	62,741,577	\$ 12,174,725
2020	558	67,912,638	\$ 13,307,735
Total	1,015	130,654,215	\$ 25,482,460

Ongoing partnerships remain the foundation of our continued success.

Fox 26 Partnership

- 27 weekly segments in 2020
- 45 weekly segments in 2021
- 73 weekly segments total

ABC 13 Partnership

- 31 weekly streaming shows in 2020
- 42 weekly streaming shows in 2021
- 73 episodes total

Univision Partnership

In February 2022, we will start a weekly segment with Univision. We will provide job leads and job search advice in Spanish as part of the 11:30 am TV news, which is also streamed on Facebook Live, where the station has 1.1 million followers.

Below are some highlights of recent media stories.

Date	Outlet	Story	Link
12/01/2021	ABC 13	Registered Apprenticeship – Funeral Director	https://abc13.co/3DhYboH
12/03/2021	Fox 26	Weekly Segment: You CAN land a job in December	https://youtu.be/CeXHB4S3ns8
12/03/2021	KHOU 11	U.S. Labor Secretary: Women slowly reentering workforce	https://bit.ly/3H5Tf92
12/03/2021	Fox 26	Parents can get childcare aid while returning to work	https://bit.ly/3s0hrnl
12/10/2021	Fox 26	Weekly Segment: Think before posting a QuitTok	https://youtu.be/SG_fjB3liHA
12/17/2021	ABC 13	Despite Houston's massive job growth in November, childcare is still holding parents back	https://abc13.co/3ebUarL
12/17/2021	Fox 26 Houston	Weekly Segment: What to do now to get a higher-paying job in the new year.	https://youtu.be/mp-2fl4eTSU
12/17/2021	Houston Chronicle	Texas regains all jobs lost in pandemic; Houston still short	https://bit.ly/33lmdUr
12/20/2021	The Katy News	Strong Job Growth Forecast For 2022 As Region Continues Its Post-Pandemic Recovery	https://bit.ly/3KC9QUo
01/03/2022	Houston Chronicle	Is a return to normalcy in the cards for Houston's economy in 2022?	https://bit.ly/3FX9HHs
01/07/2022	Houston Chronicle	The Great Resignation wave keeps growing, especially in Texas	https://bit.ly/3fM5uvC
01/08/2022	ABC 13	Top positions in the Houston area that don't require a Bachelor's degree	https://abc13.co/33oZlmk
01/14/2022	Fox 26	Weekly Segment: Top Houston jobs that don't require a Bachelor's degree	https://youtu.be/meoTz0vAJFk
01/21/2022	Houston Chronicle	Solid job growth pushes Texas employment to all-time high	https://bit.ly/3KzUv6v
01/21/2022	ABC 13	Houston mother faces eviction while waiting for childcare assistance	https://abc13.co/3nQ9xLH
01/21/2022	Fox 26	Weekly Segment: Functional Resume	https://youtu.be/WxiT7PVbyNc

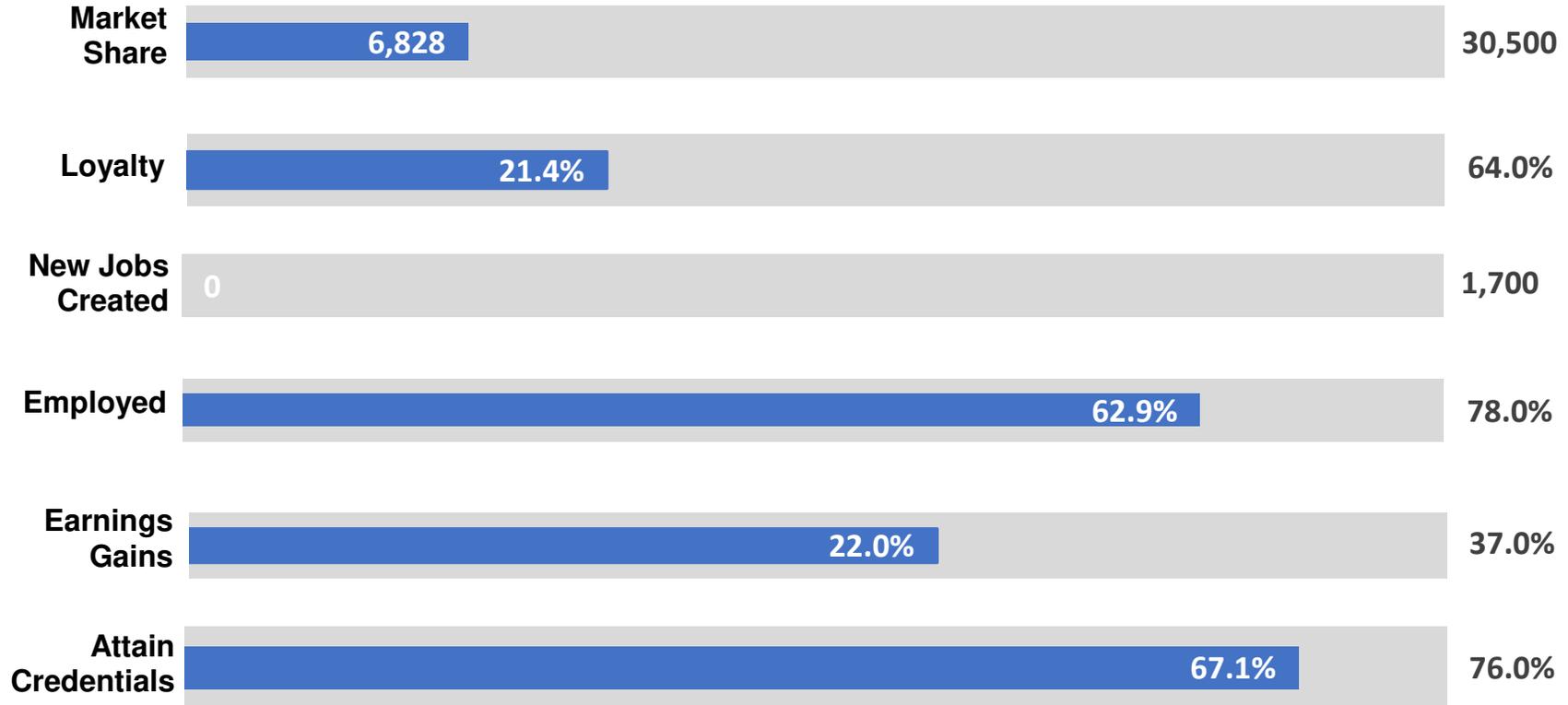
01/28/2022	Fox 26	Weekly Segment: TBD	
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As a reminder, you can find the weekly webcast with ABC 13 live on Thursdays at 11:30 am online or via the ABC 13 Houston streaming TV app.

Date	Topic	Link
12/02/2022	Katy + Funeral Director Apprenticeship	https://abc13.co/3lrweVC
12/17/2022	Here's how you can land a job and work from home	https://abc13.co/3FXaOXE
01/06/2022	New Year's resolution to get hired? ABC13 job fair shows you how to land a job quickly	https://abc13.co/3GfiyW3
01/13/2022	How you can land a job in the Houston area, or sign up for a program to learn a new skill	https://abc13.co/3nor2CW
01/20/2022	With millions heading to Houston's spaceport, here's how you can break into the aerospace industry	https://abc13.co/3KDJh1c
01/27/2022	TBD	

Performance Measures

October 2021 to November 2021



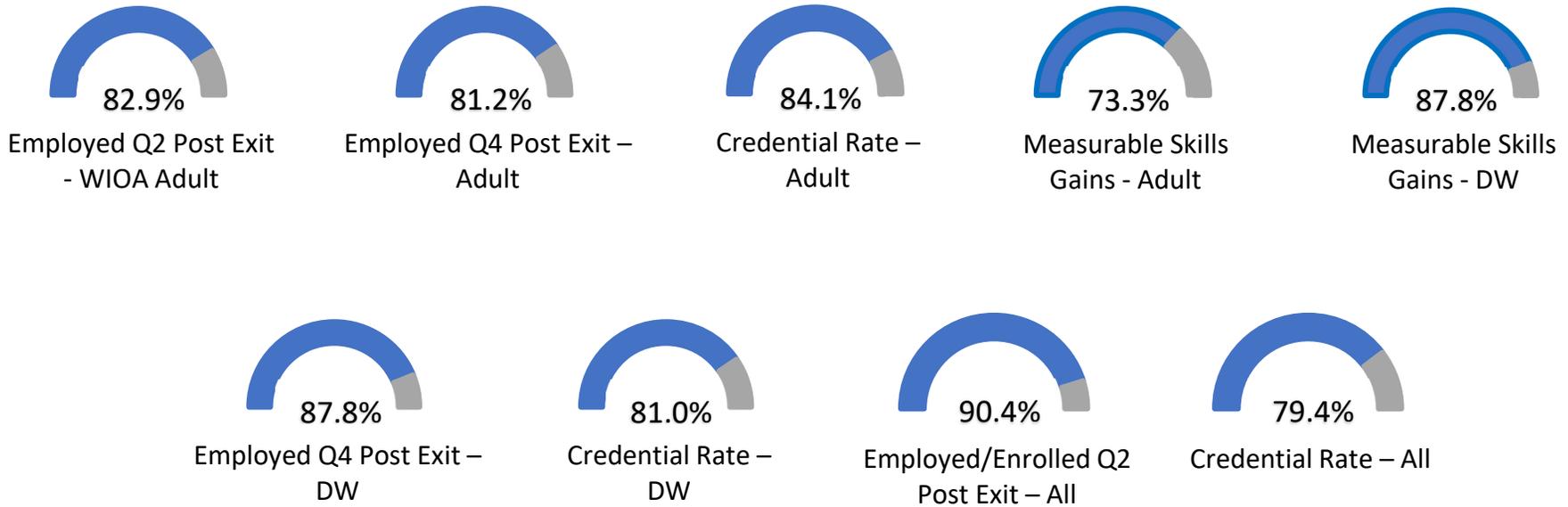
Production Measures



Number of measures meeting or exceeding

Measures that require additional focus

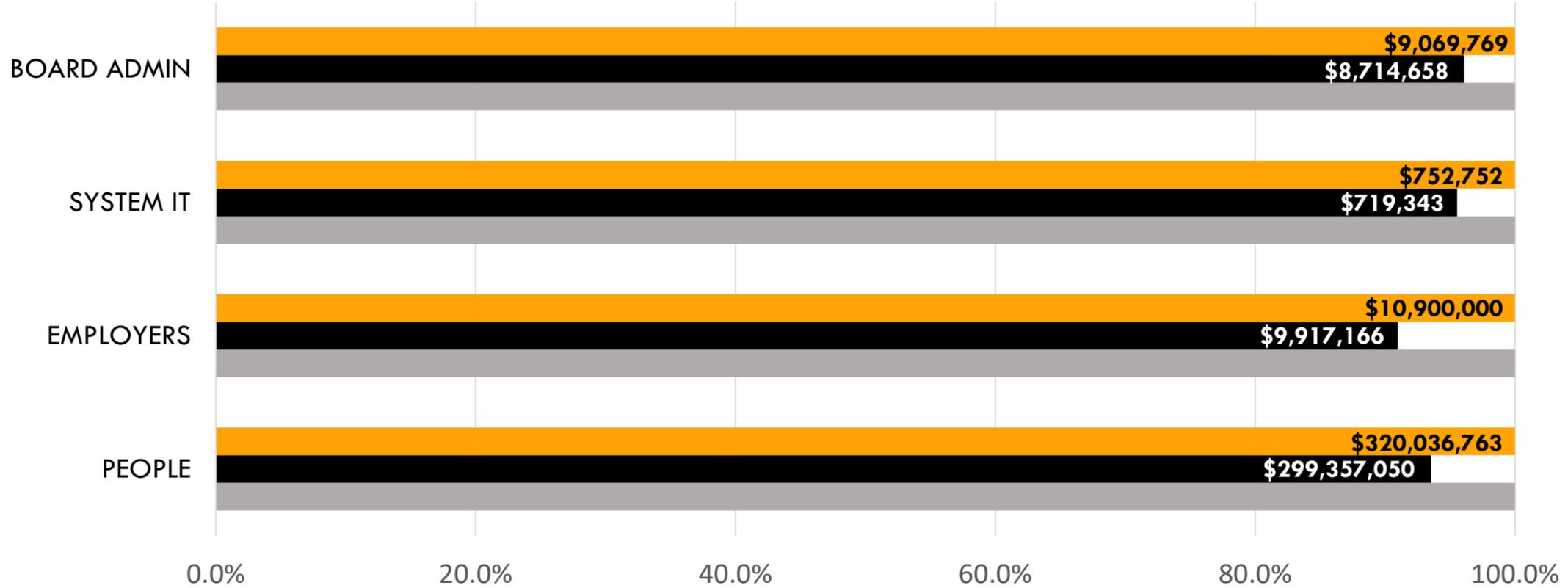
October 2021 to November 2021



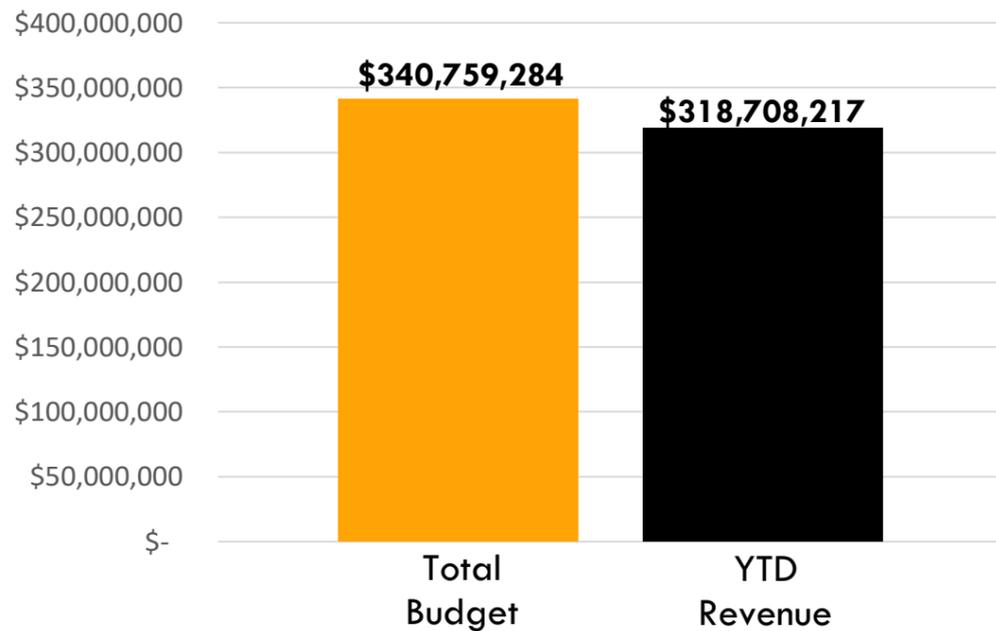
Gulf Coast Workforce Financial Status Report

For the 12 months ending December 31, 2021

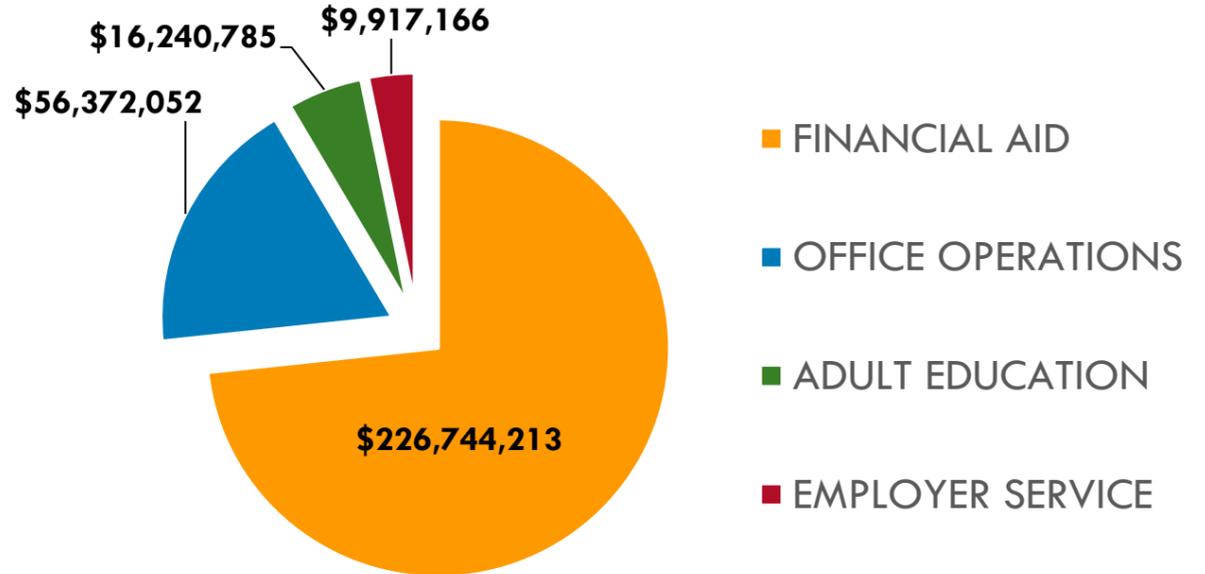
■ Budget ■ Expenses ■ Target



Workforce Revenue



System Expenses



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

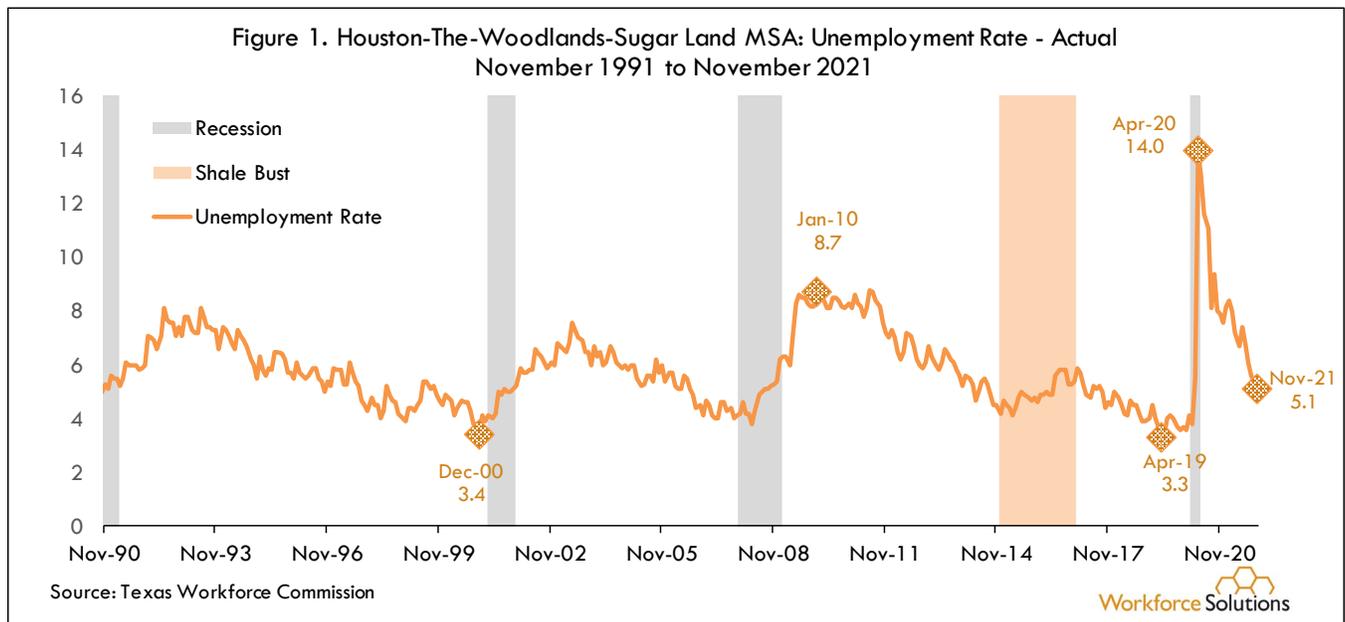
Labor Market Information
November 2021 Employment Data

Unemployment Rates

The rate of unemployment in The Houston-The Woodlands-Sugar Land MSA fell three-tenths of a percentage point to 5.1 percent in November, see figure 1. The local rate of unemployment continues to be higher than the state and national rate due to its large concentration of businesses in the energy industry and slow recovery despite strong oil prices. The current rate of unemployment was nearly three percentage points lower than it was a year earlier with 179,553 more employed and 88,304 fewer unemployed.

Unemployment Rate (Actual)

	NOV 2021	OCT 2021	NOV 2020
Civilian Labor Force	3,480,007	3,449,832	3,389,148
Total Employed	3,301,844	3,264,914	3,122,291
Unemployed	178,163	184,918	266,857
Unemployment Rate	5.1%	5.4%	7.9%
Texas	4.5%	4.8%	6.9%
U.S.	3.9%	4.3%	6.4%



December employment data is scheduled to be released by the Texas Workforce Commission January 21, 2021.

Pandemic Job Recovery Update

The pandemic took a huge toll to labor markets around the world with payrolls in the Houston-The Woodlands-Sugar Land MSA experiencing an unprecedented loss of 361,400 jobs during March and April of 2020, down 11.32 percent. By November 2021 payrolls in the H-W-S MSA remained 2.0 percent below what they were just prior to the pandemic in February 2020 having recovered some 297,500 jobs or 82.3 percent of the total number of jobs lost.

Recovery has been uneven across the various industry sectors. Many businesses with ties to the energy sector, whether affiliated with upstream, downstream, or any of its related products, have experienced weaker recovery rates. Recent increases in energy prices and the resulting increases in drilling activity are finally starting to generate hiring in the various related industry sectors.

Transportation, Warehousing, and Utilities was the fastest recovering industry sector due to an overall trend of increased online shopping that was already underway and additional demand created by the pandemic. In addition to Transportation, Warehousing, and Utilities, where all jobs lost were recovered by October 2020, three more major industry sectors have also fully recovered including: Retail Trade, Education and Health Services, and Other Services. Professional and Business Services has also made strong progress in job recovery recovering 97.6 percent of jobs lost. Leisure and Hospitality has recovered 79.6 percent of jobs lost but payrolls are still 26,100 below what they were in February 2020. Construction and Manufacturing remain the hardest hit private industry sectors with payrolls down a combined total of 53,000 additional jobs from the initial losses that were incurred in March and April 2020.

Industry Sector	March and April Increase (Decrease)	May 2020 through Nov 2021 Increase (Decrease)	Jobs Left to Recover	Percent Recovered
H-W-S MSA Total	-361,400	297,500	63,900	82.3%
Retail Trade	-40,000	47,300	-7,300	118.3%
Education and Health Services	-45,700	53,600	-7,900	117.3%
Other Services	-30,200	32,600	-2,400	107.9%
Transportation, Warehousing, and Utilities	-4,300	30,200	-25,900	100.0%
Professional and Business Services	-41,400	40,400	1,000	97.6%
Leisure and Hospitality	-127,900	101,800	26,100	79.6%
Mining and Logging	-6,100	3,900	2,200	63.9%
Financial Activities	-7,800	4,700	3,100	60.3%
Wholesale Trade	-8,900	2,600	6,300	29.2%
Information	-4,500	1,000	3,500	22.2%
Government	-9,100	-2,500	11,600	0.0%
Manufacturing	-11,500	-9,600	21,100	0.0%
Construction	-24,000	-8,500	32,500	0.0%
United States Total	-20,717,000	19,753,000	964,000	95.3%

Job Recovery - Seasonally Adjusted

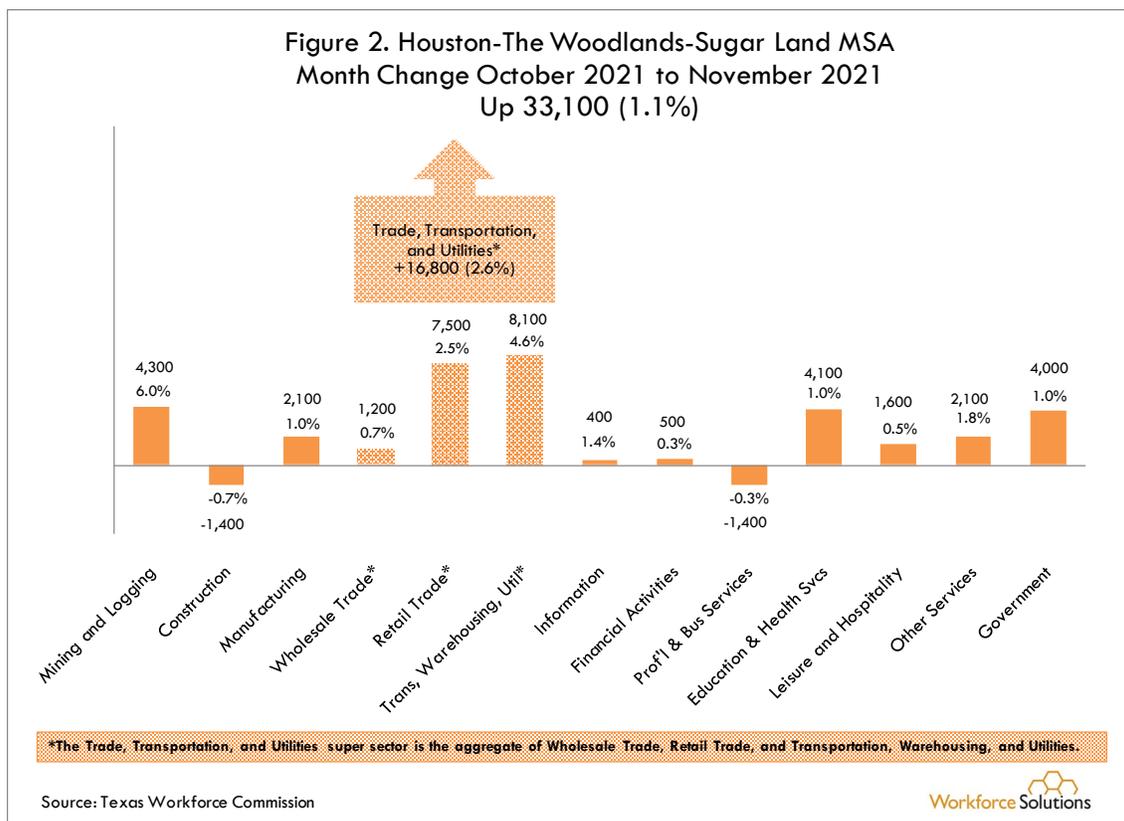
Industry Sector	March and April Increase (Decrease)	May 2020 through Nov 2021 Increase	Jobs Left to Recover	Percent Recovered
H-W-S MSA	-371,400	273,700	97,700	73.7%
United States	-22,362,000	18,450,000	3,912,000	82.5%

Nonagricultural Employment - Actual

Over the Month

Total Nonfarm Employment in the H-W-S MSA added 33,100 jobs over the month making it the largest November increase ever since records began in 1990. The 1.1 percent increase was more than twice the historical average increase of 0.5 percent. Only time will tell if employment actually incurred a record increase for the month of November considering estimates for the three prior months received considerable downward revisions.

Job gains were found across all but two major industry sectors. Largest increases were within the Trade, Transportation, and Utilities super sector and related to seasonal gains in preparation for the holiday season with Transportation, Warehousing, and Utilities up 8,100 jobs or 4.6 percent and Retail Trade up 7,500 jobs or 2.5 percent. Three additional major contributors included Mining and Logging, up 4,300 jobs or 6.0 percent, Education and Health Services, up 4,100 jobs or 1.0 percent, and Government, up 4,000 jobs or 1.0 percent. This was the fourth consecutive increase in Mining and Logging and if the increase of 4,300 jobs holds and is not revised with the release of December estimates it will have been the largest one-month gain on record. The only major industry sectors not reporting a November increase were Construction and Professional and Business Services, down 1,400 jobs each.



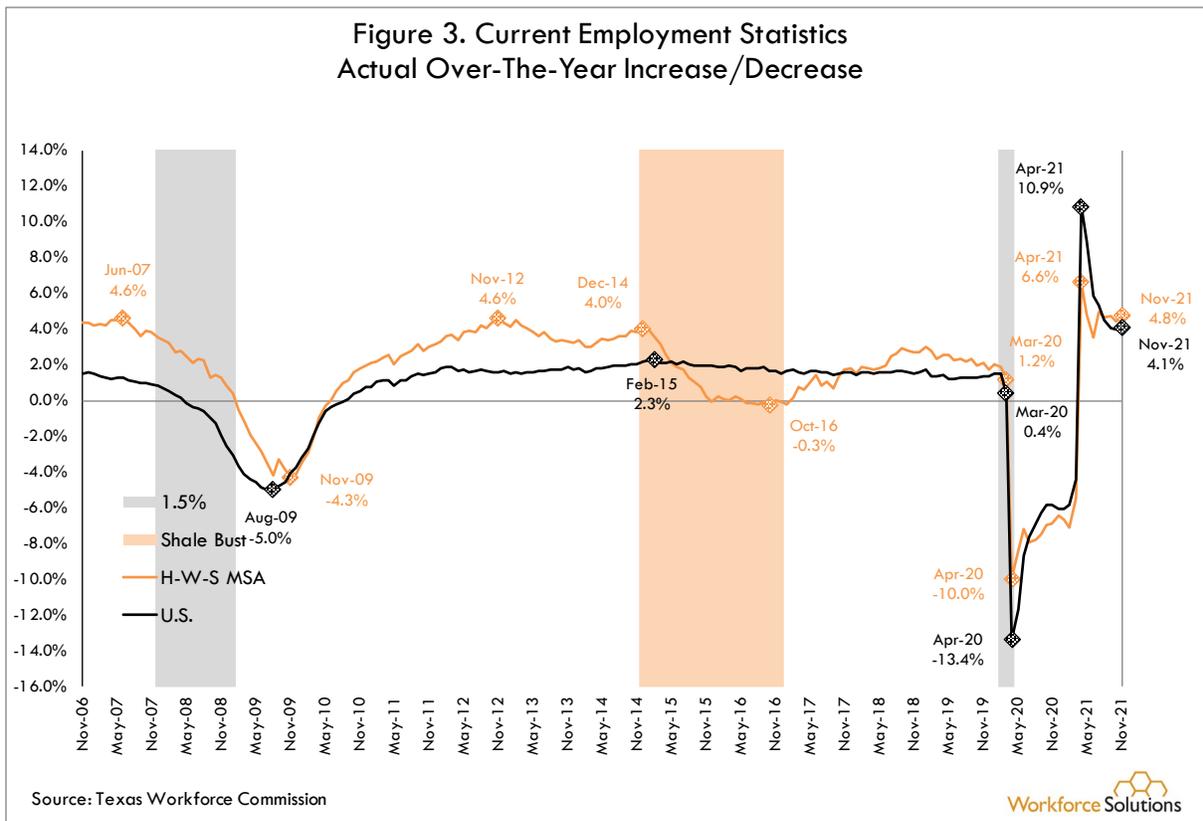
Over the Year

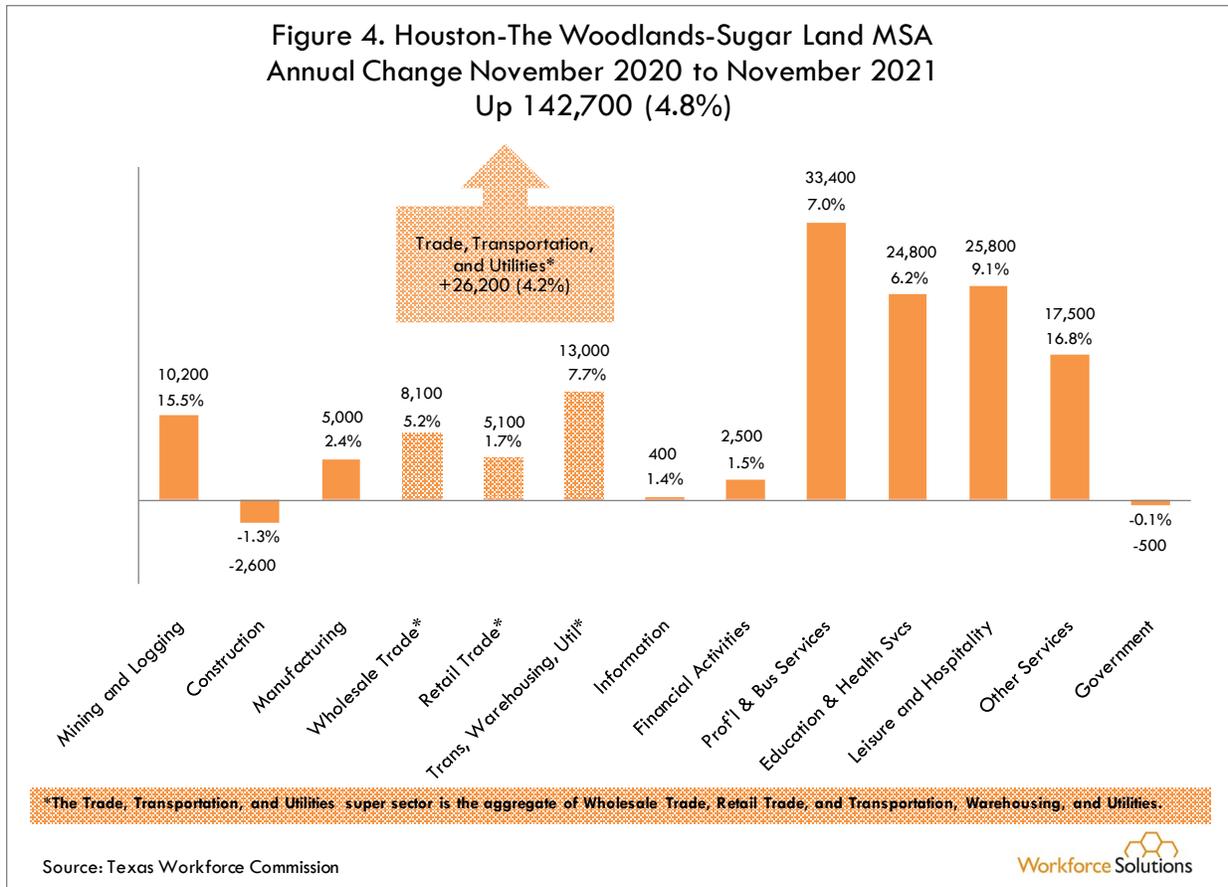
Total Nonfarm Employment in the H-W-S MSA was up 142,700 jobs over the year in November with the pace of job growth rising four-tenths of a percentage point to 4.8 percent, see figure 3 and 4. The local pace of job growth was higher than the national pace which rose two-tenths of a percentage point to 4.1 percent.

Job growth was positive in all but two major industry sectors. The top contributors to the increase were Professional and Business Services, up 33,400 jobs or 7.0 percent, Trade, Transportation, and Utilities, up 26,200 jobs or 4.2 percent, Leisure and Hospitality, up 25,800 jobs or 9.1 percent, and Education and Health Services, up 24,800 jobs or 6.2 percent. Strongest growth has been in Other Services with payrolls up 17,500 jobs or 16.8 percent followed closely by Mining and Logging, up 10,200 jobs or 15.5 percent. The only declines were minimal and found in Construction, down 2,600 jobs or 1.3 percent, and Government, down 500 jobs or 0.1 percent.

For a complete list of current, month-ago, and year-ago employment estimates see pages 28 & 29.

Additional comments by industry super sector can be found beginning on page 7.



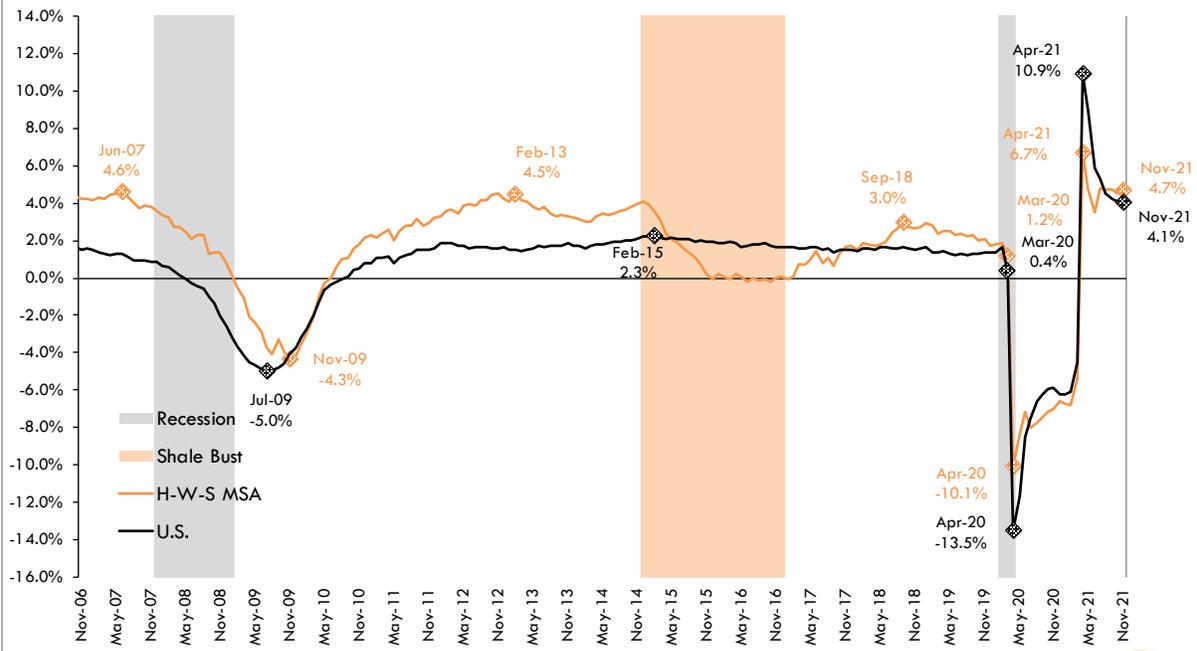


Total Nonfarm Employment – Seasonally Adjusted

Seasonally adjusted estimates for the H-W-S MSA and U.S. seen in figure 5 and 6 provide an additional view of growth trends removing the erratic month-to-month seasonal patterns. Total Nonfarm Employment in the H-W-S MSA was up 18,700 jobs or 0.6 percent over the month in November with payrolls up 138,800 jobs or 4.7 percent over the year. Total Nonfarm Employment at the national level was up 210,000 jobs or 0.1 percent over the month and 5,802,000 jobs or 4.1 percent over the year.

While recovery from the pandemic has been stronger at the national level, as seen on page 2, long-term job growth in the H-W-S MSA continues to outpace that of the nation. Payrolls in the H-W-S MSA are currently up 16.7 percent above their peak prior to The Great Recession while payrolls at the national level are only up 7.4 percent.

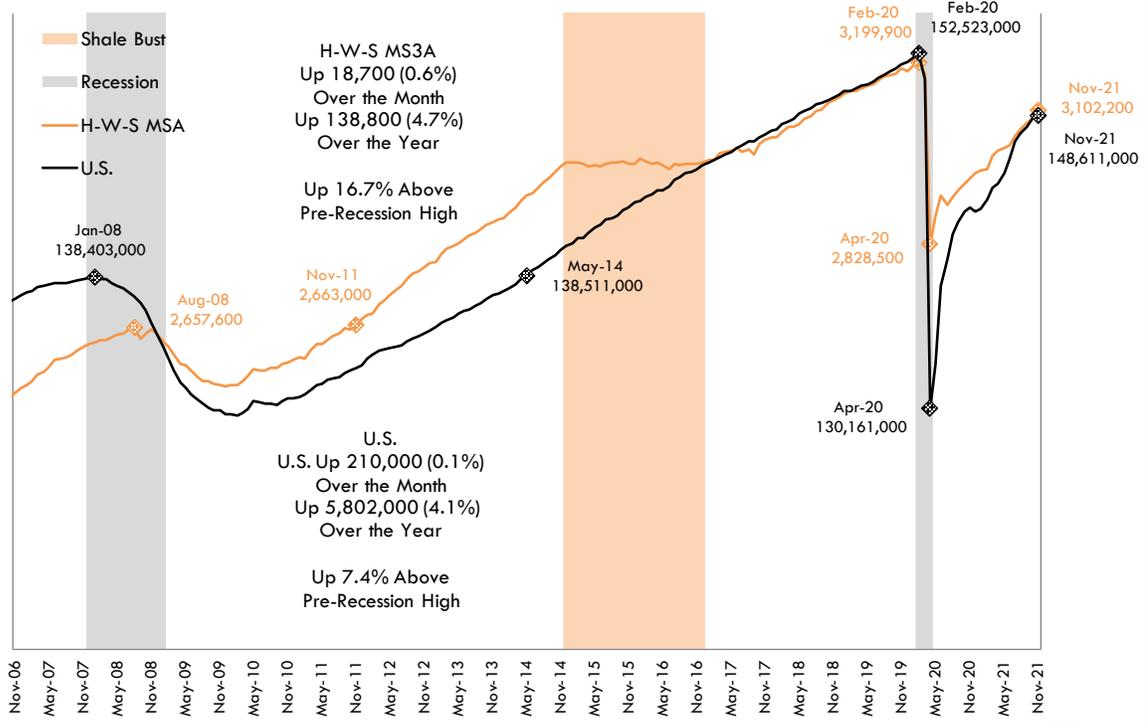
Figure 5. Current Employment Statistics
Seasonally Adjusted Over-The-Year Increase/Decrease



Source: Texas Workforce Commission



Figure 6. Total Non-farm Employment-Seasonally Adjusted



Source: Texas Workforce Commission

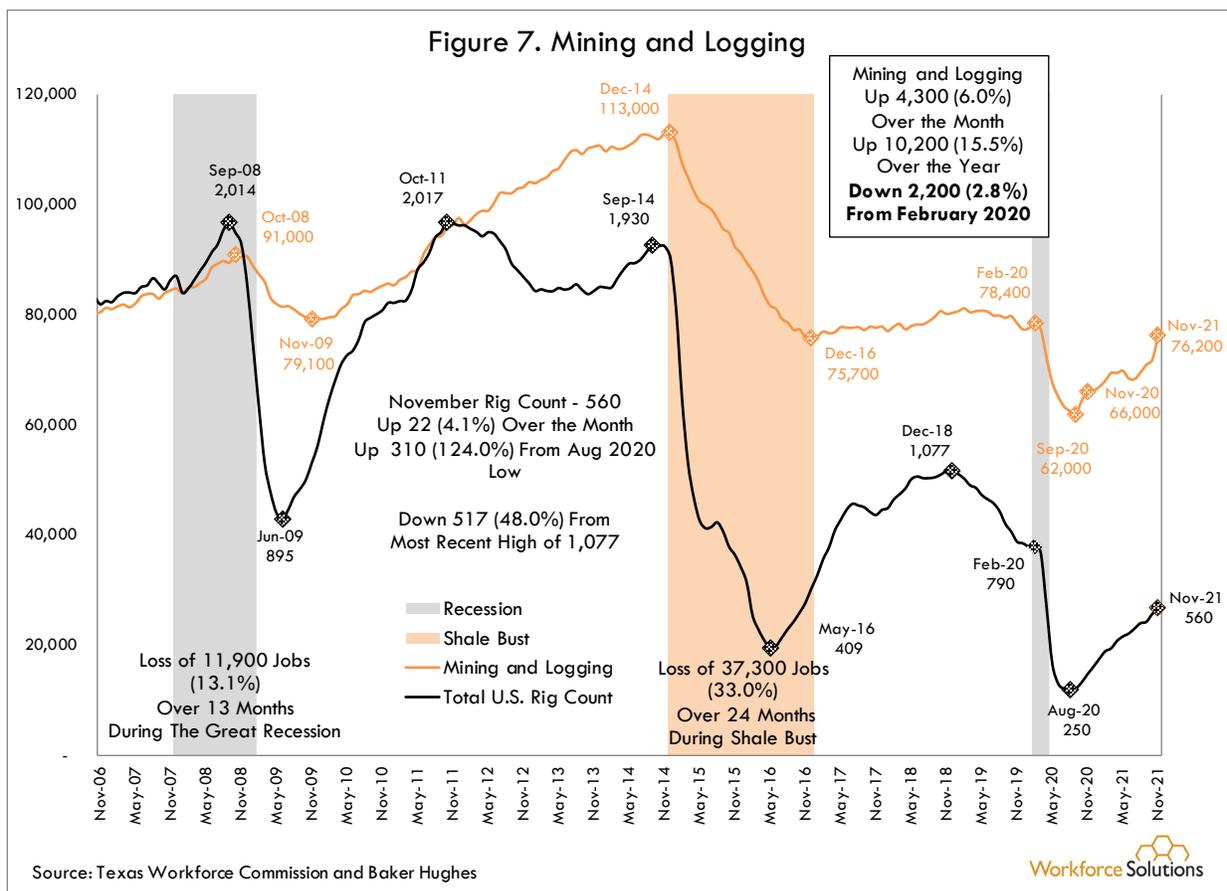


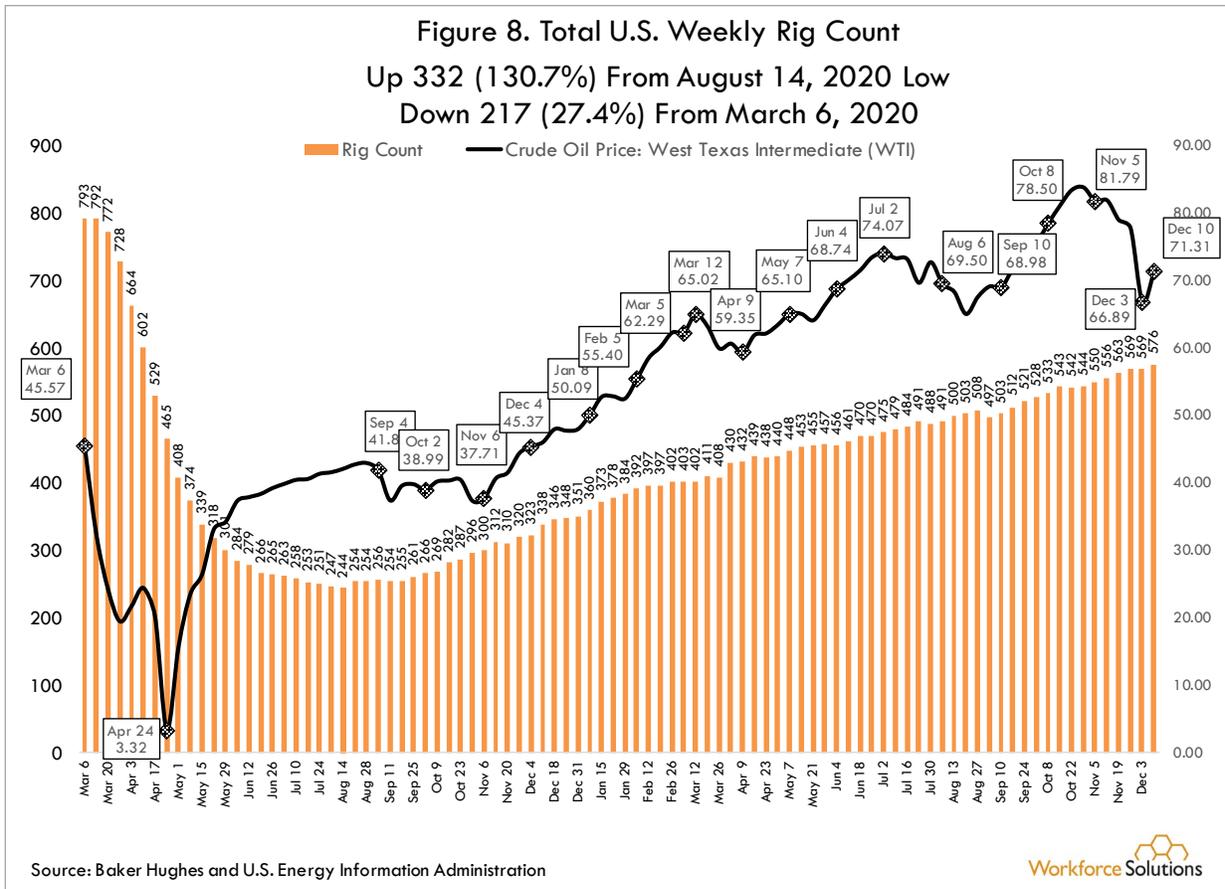
Details by Industry Sector

Mining and Logging reported its largest one-month increase ever according to records dating back to 1990, up 4,300 jobs or 6.0 percent. The increase nearly doubled the previous high of 2,200 jobs made in December 2000. Recent gains have been driven by rising oil prices and the resulting increased drilling activity. Job gains were found in both Oil and Gas Extraction, up 2,300 jobs or 6.5 percent, and Support Activities for Mining, up 1,800 jobs or 5.3 percent. The remaining increase of 200 jobs was in undefined areas of Mining and Logging.

Mining and Logging was the second fastest growing industry sector with payrolls up 10,200 jobs or 15.5 percent over the year. More than half of the growth was in Support Activities for Mining, up 5,700 jobs or 18.8 percent over the year. The second largest contributor to the increase was Oil and Gas Extraction, up 3,400 jobs or 9.9 percent. The remainder of the increase was in undefined areas of Mining and Logging. While Mining and Logging payrolls are up 14,200 jobs or 22.9 percent from a low of 62,000 in September 2020, they remain some 2,200 jobs or 2.8 percent lower than what they were just prior to the pandemic in February 2020, see figure 7.

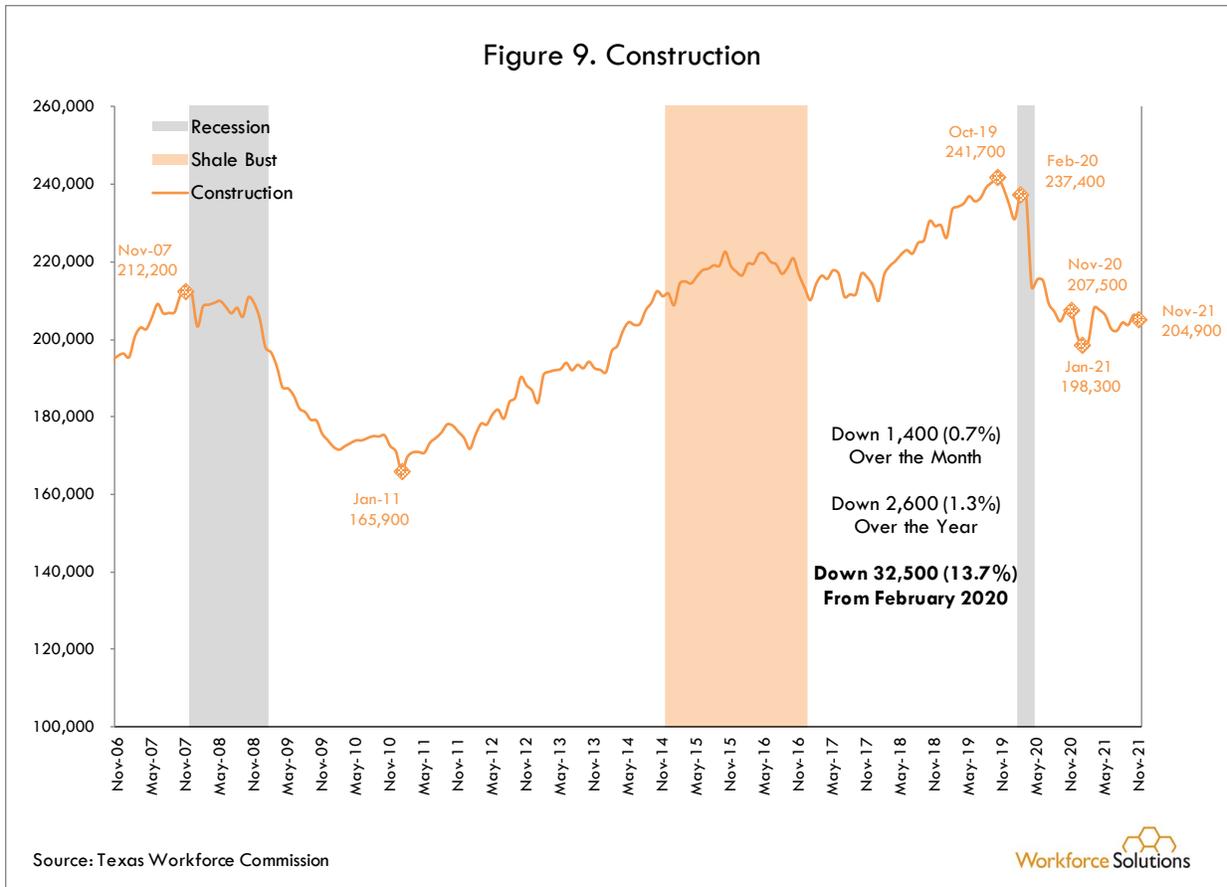
The average U.S. rig count rose for the fourteenth consecutive month in October, up by 22 to 560. The monthly rig count was down 517 (48.0%) from the most recent high of 1,077 in December 2018. Looking at drilling activity on a weekly basis, the number has been rising steadily except for a slight decline due to Hurricane Ida recently. The overall number of active rigs are up 130.7 percent from a low of 244 during the week of August 14, 2020, see figure 8.





Construction reported a loss in November as it does in most years, down 1,400 jobs. The 0.7 percent decline was the same as the historical average decline for November. Most of the decline was in Declines were found across all subsectors with Construction of Buildings down 600 jobs or 1.3 percent, Heavy and Civil Engineering Construction down 300 jobs or 0.6 percent, and Specialty Trade Contractors down 500 jobs or 0.5 percent. According to the Eleventh District Beige Book of the Federal Reserve Bank of Dallas, construction capacity continues to be constrained due to labor challenges and supply shortages.

Construction was one of two major industry sectors to report a year-over-year loss in November, down 2,600 jobs or 1.3 percent. Losses were found in Construction of Buildings, down 1,200 jobs or 1.6 percent, and Specialty Trade Contractors, down 1,700 jobs or 1.5 percent. A slight increase of 300 jobs or 0.6 percent in Heavy and Civil Engineering Construction helped offset overall declines. Payrolls remain well below what they were just prior to the pandemic, down 32,500 jobs or 13.7 percent from February 2020, see figure 9.

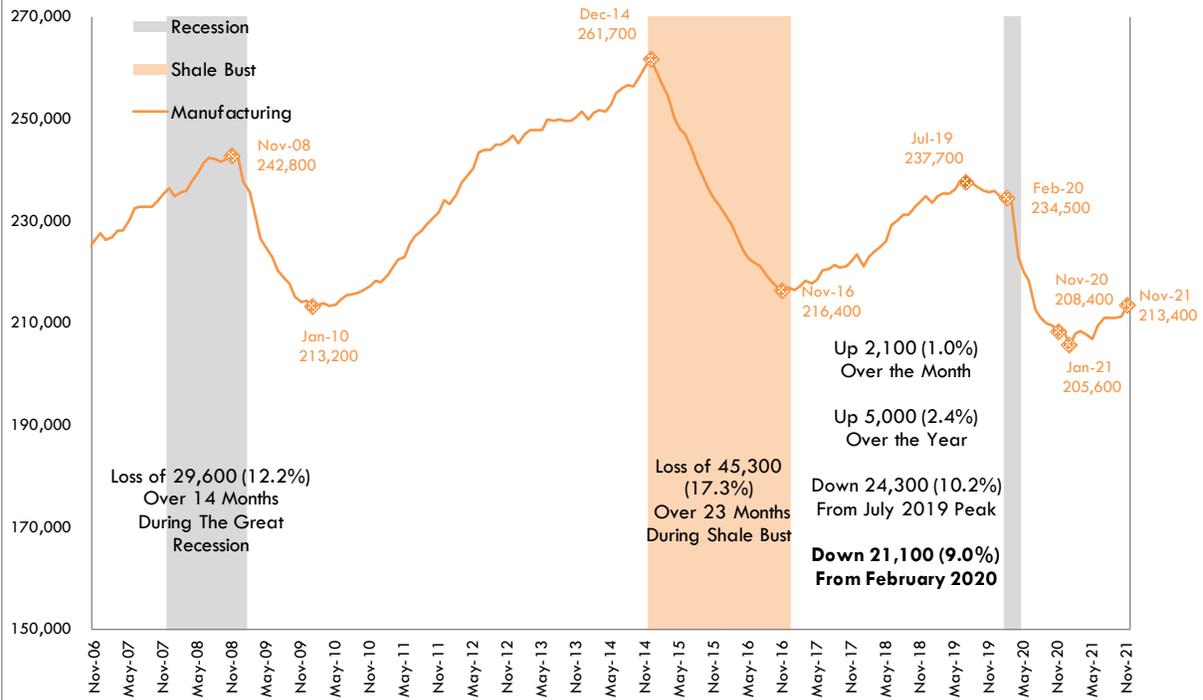


Manufacturing reported an increase for the sixth consecutive month. The addition of 2,100 jobs, 1.0 percent, was the largest November increase since records began in 1990. Previously, the largest November increase made was in 2014 when it added 1,900 jobs, up 0.7 percent. Roughly seventy-five percent of the increase was in Durable Goods Manufacturing in support of increased drilling activity, up 1,600 jobs or 1.2 percent. Non-durable Goods Manufacturing was responsible for the remaining portion of the increase, up 500 jobs or 0.6 percent.

Manufacturing reported an over-the-year increase for the third consecutive month in November, up 5,000 jobs or 2.4 percent. All the increase was in Durable Goods Manufacturing, up 6,400 jobs or 5.1 percent. Payrolls in Durable Goods Manufacturing remain down 17,200 jobs or 11.5 percent from what they were just before the pandemic began in February 2020, see figure 10.1. Non-durable Goods Manufacturing was reporting a loss of 1,400 jobs over the year, down 1.7 percent, see figure 10.2. Manufacturing's decline began prior to the pandemic back in August 2019, not long after the active rig count began to decline. Payrolls in Manufacturing hit a low in January 2021 and were struggling to see any substantial growth until recent months, see figure 10.

The Houston Purchasing Managers Index indicates overall economic activity in Houston continued to expand in November at 60.3, but the index was down slightly from 61.0 in October. The Houston PMI provides a measure of current economic activity in the greater Houston area and a forecast of likely shifts in activity over the next several months. Readings over 50 generally indicate goods producing industry expansion over the near term, while readings below 50 show coming contraction. Readings above 45 correlates with expansion of the Houston-The Woodlands-Sugar Land Business Cycle Index.

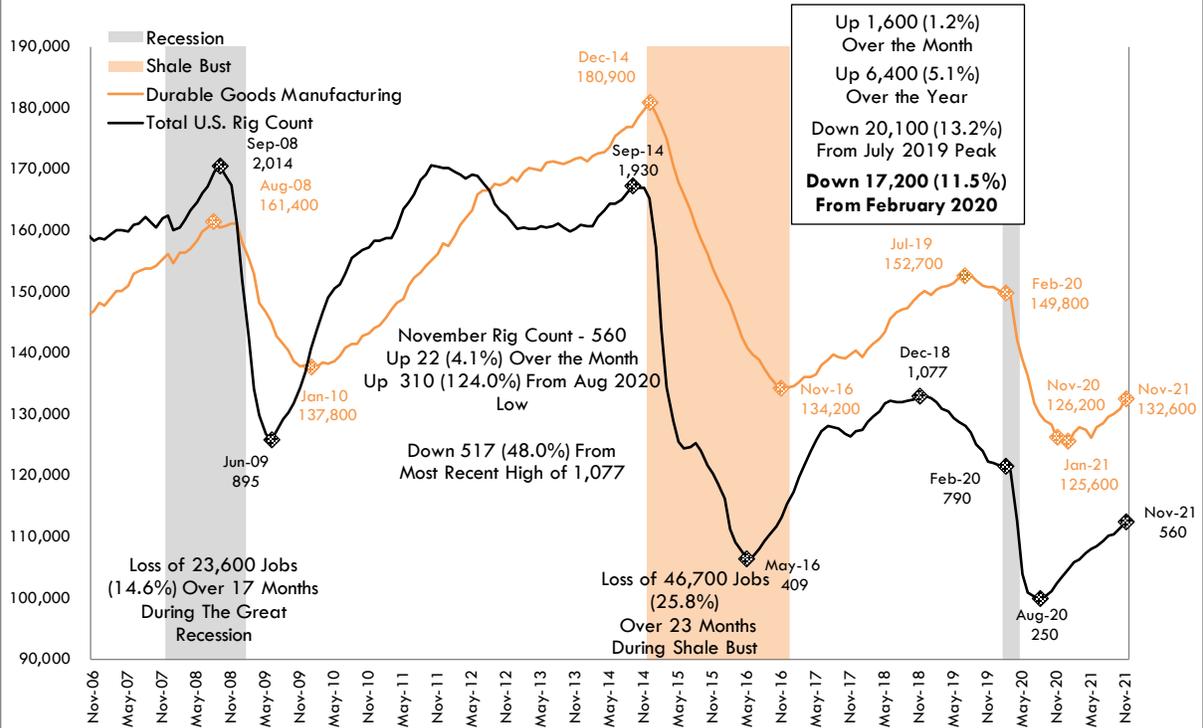
Figure 10. Manufacturing



Source: Texas Workforce Commission

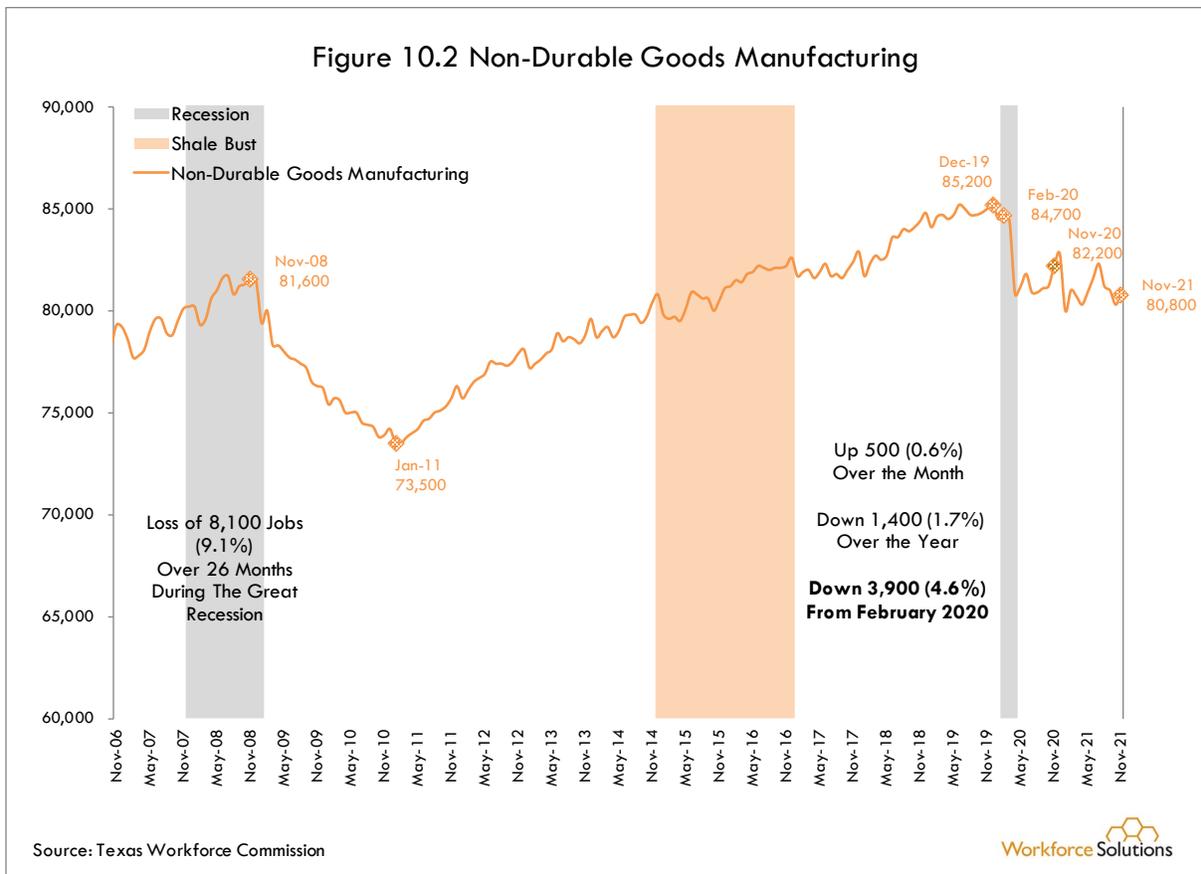
Workforce Solutions

Figure 10.1 Durable Goods Manufacturing



Source: Texas Workforce Commission

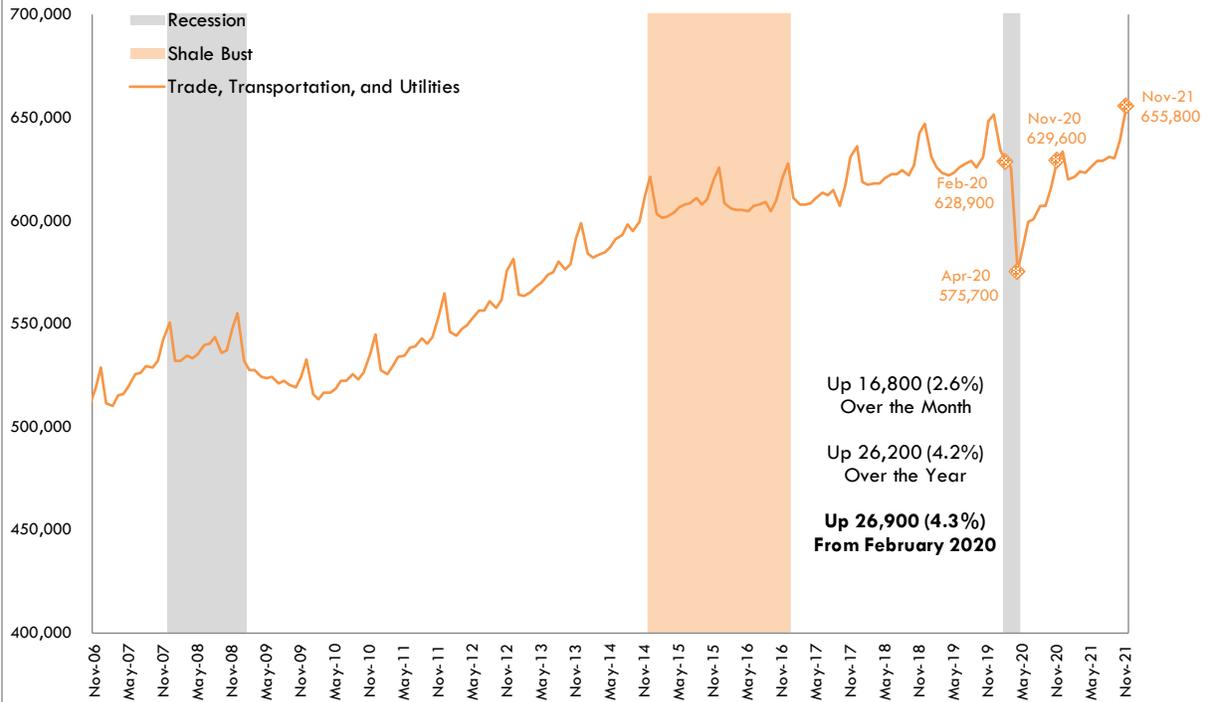
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Trade, Transportation, Warehousing & Utilities was the largest contributor to job gains in November as businesses prepared for the holiday season with payrolls up 16,800 jobs. While the 2.6 percent November increase was much stronger than the historical average of 1.8 percent it was much like gains in recent years. Retail Trade, up 7,500 jobs or 2.5 percent, and Transportation, Warehousing, and Utilities, up 8,100 jobs or 4.6 percent, were the primary contributors to the increase. Wholesale Trade was also a contributor to the increase, up 1,200 jobs or 0.7 percent.

Trade, Transportation, and Utilities was the second largest gaining industry super sector in November, up 26,200 jobs or 4.2 percent over the year, see figure 11. Half of the increase was in Transportation, Warehousing, and Utilities where payrolls were up 13,000 jobs or 7.7 percent, see figure 11.3. Overall increases in Transportation, Warehousing and Utilities were held back slight by a loss of 200 jobs, 1.7 percent, in Pipeline Transportation and 100 jobs, 0.5 percent, in Air Transportation. Wholesale Trade was the second largest contributor of the increase with payrolls up 8,100 jobs or 5.2 percent over the year, see figure 11.1. Retail Trade accounted for the remainder of the increase, up 5,100 jobs or 1.7 percent over the year, see figure 11.2. Strongest retail gains have been in Clothing and Clothing Accessories Stores, up 2,700 jobs or 10.9 percent, and Health and Personal Care Stores, up 1,400 jobs or 7.6 percent. Retail Trade and Transportation, Warehousing and Utilities have recovered all jobs lost during the early stages of the pandemic but payrolls in Wholesale Trade remain 6,300 jobs or 3.7 percent lower than they were in February 2020.

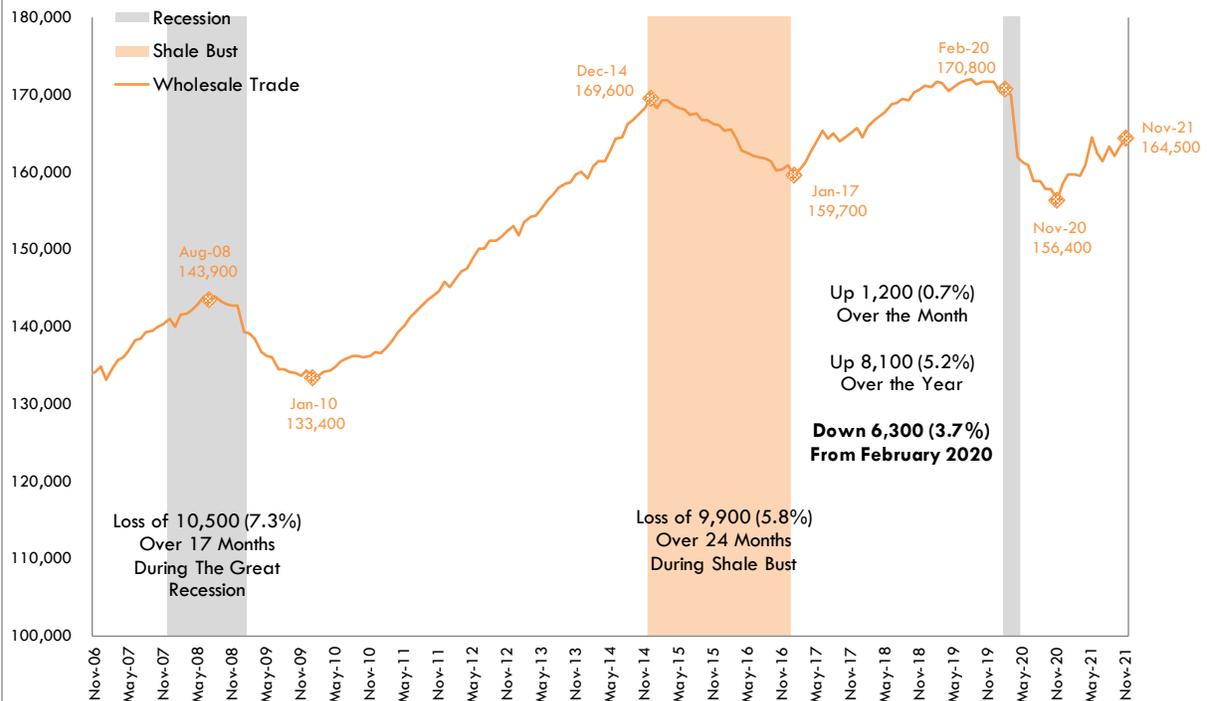
Figure 11. Trade, Transportation, and Utilities



Source: Texas Workforce Commission



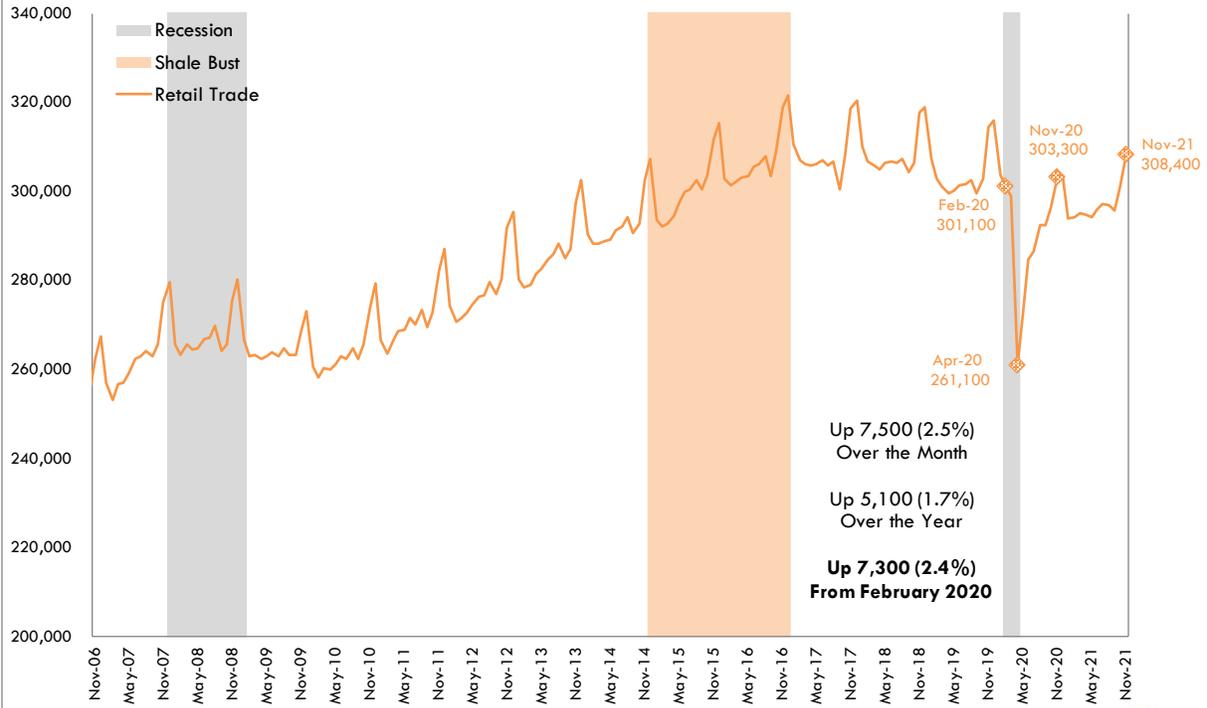
Figure 11.1 Wholesale Trade



Source: Texas Workforce Commission



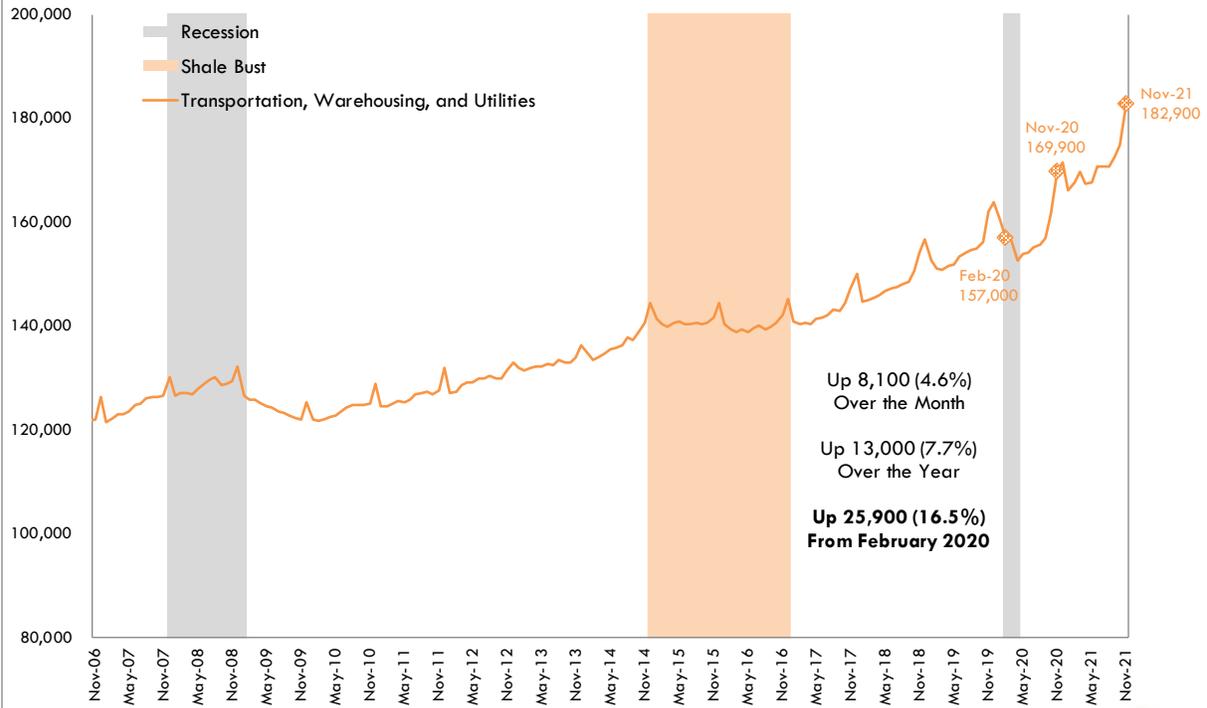
Figure 11.2 Retail Trade



Source: Texas Workforce Commission



Figure 11.3 Transportation, Warehousing, and Utilities



Source: Texas Workforce Commission



Payrolls in **Information** were up 400 jobs or 1.4 percent over the month and over the year in November. Over-the-year gains in Information were offset by a loss of 300 jobs, 2.3 percent, in the Telecommunications sub-sector. Increases cannot be narrowed down specifically but were somewhere within areas such as software publishing, data processing hosting, motion picture and sound recording and related services, and newspaper and periodical publishing. Payrolls in Information are down 3,800 jobs or 15.6 percent from what they were in February 2020.

Financial Activities managed an increase for the fifth consecutive month in November, up 500 jobs or 0.3 percent. Gains in Insurance Carriers and Related Activities were largely responsible for the increase, up 500 jobs or 1.2 percent. The only loss over the month was in Real Estate and Rental and Leasing, down 100 jobs or 0.2 percent. Note: October estimates of a loss of 1,400 jobs in Real Estate and Rental and Leasing were revised upward indicating the industry sector only lost 300 jobs.

Financial Activities was up 2,500 jobs over the year in November, up 1.5 percent. All the increase was within areas of Finance and Insurance, up 3,700 jobs or 3.5 percent driven primarily by gains in Insurance Carriers and Related Activities. Real Estate and Rental and Leasing was down 1,200 jobs or 2.0 percent. Payrolls in Financial Activities remain below what they were just before the pandemic in February 2020 due to declines in Real Estate and Rental and Leasing, see figure 12, 12.1, and 12.2.

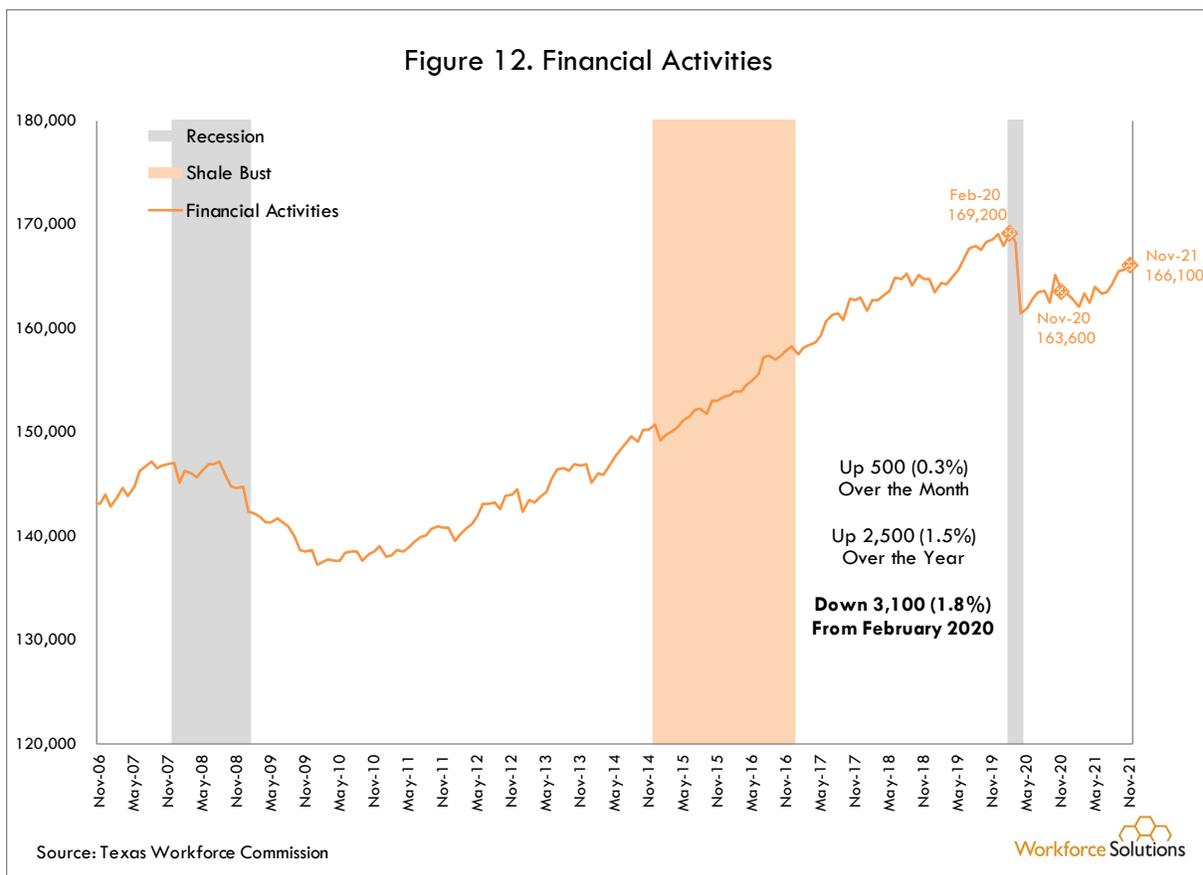
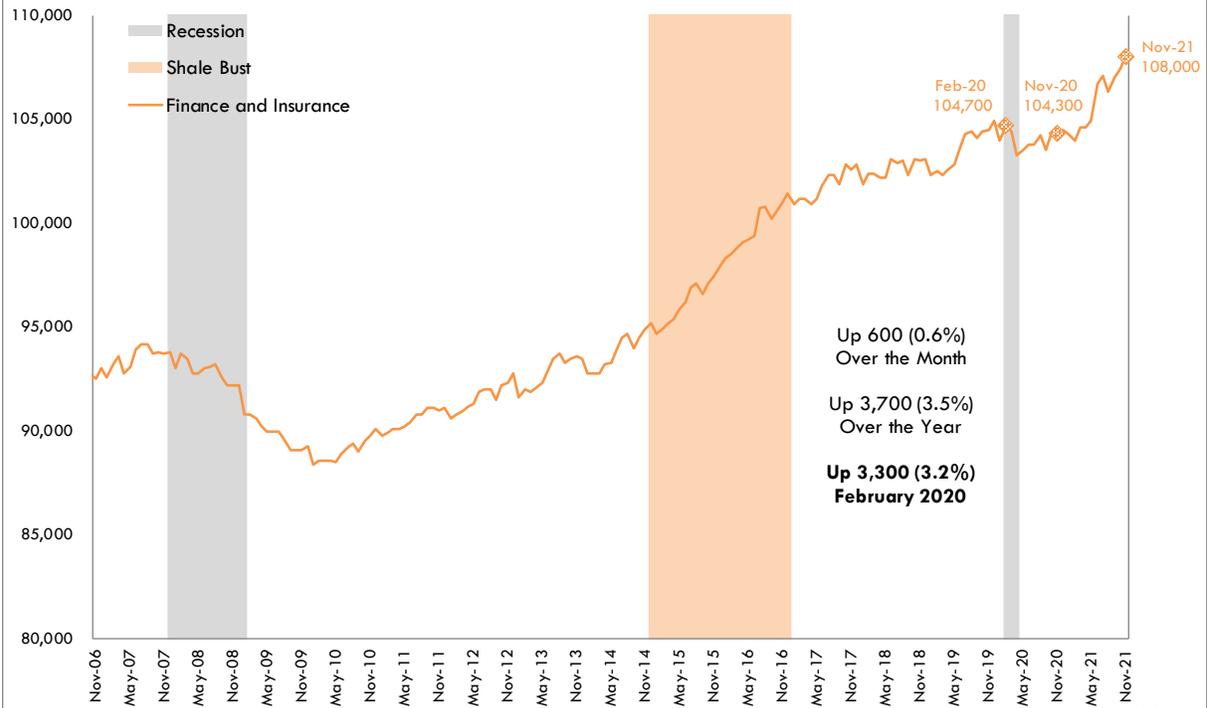


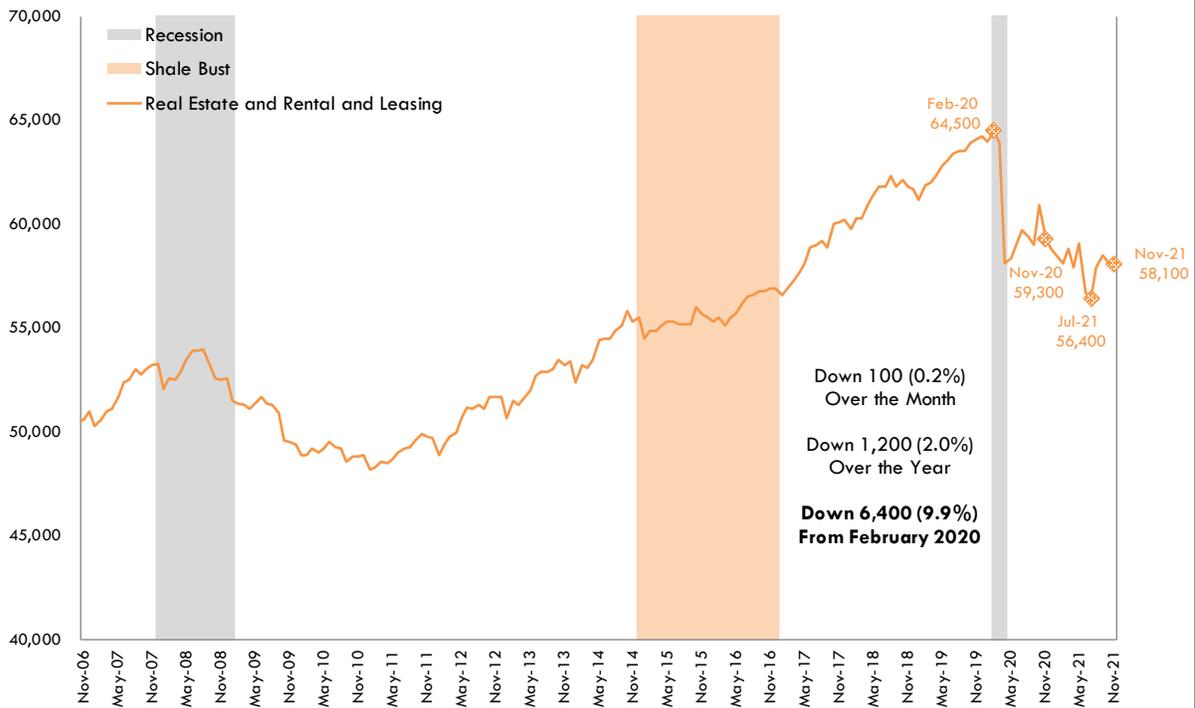
Figure 12.1 Finance and Insurance



Source: Texas Workforce Commission

Workforce Solutions

Figure 12.2 Real Estate and Rental and Leasing



Source: Texas Workforce Commission

Workforce Solutions

Professional and Business Services had a weak month with payrolls down 1,400 jobs or 0.3 percent. While it was a weak month it was better than in 2020 when payrolls decline 3,100 jobs. The loss was largely driven by declines in Employment Services, down 2,700 jobs or 3.2 percent, and Services to Buildings and Dwellings, down 800 jobs or 1.5 percent.

Professional and Business Services was the largest gaining industry super sector with payrolls up 33,400 jobs over the year and the pace of growth at 7.0 percent. Job gains were widespread. Professional, Scientific, and Technical Services was up 18,200 jobs or 7.9 percent. Computer Systems Design and Related Services was reporting the strongest growth within Professional, and Technical Services, up 3,100 jobs or 8.9 percent, see figure 13.2. Architectural, Engineering, and Related Services continues to see payrolls well below what they were just prior to the beginning of the pandemic, down 9,000 jobs or 11.9 percent from February 2020, see figure 13.1. Administrative and Support and Waste Management and Remediation Services was up 15,400 jobs or 7.5 percent. Most of the increase in Administrative and Support and Waste Management and Remediation Services was in two sub-sectors: Employment Services, up 8,200 jobs or 11.2 percent, and Services to Buildings and Dwellings, up 2,400 jobs or 4.8 percent. Lastly, Management of Companies reported a loss of 200 jobs, down 0.4 percent. Overall, payrolls in Professional and Business Services are down 1,000 jobs or 0.2 percent from what they were at the beginning of the pandemic, see figure 13.

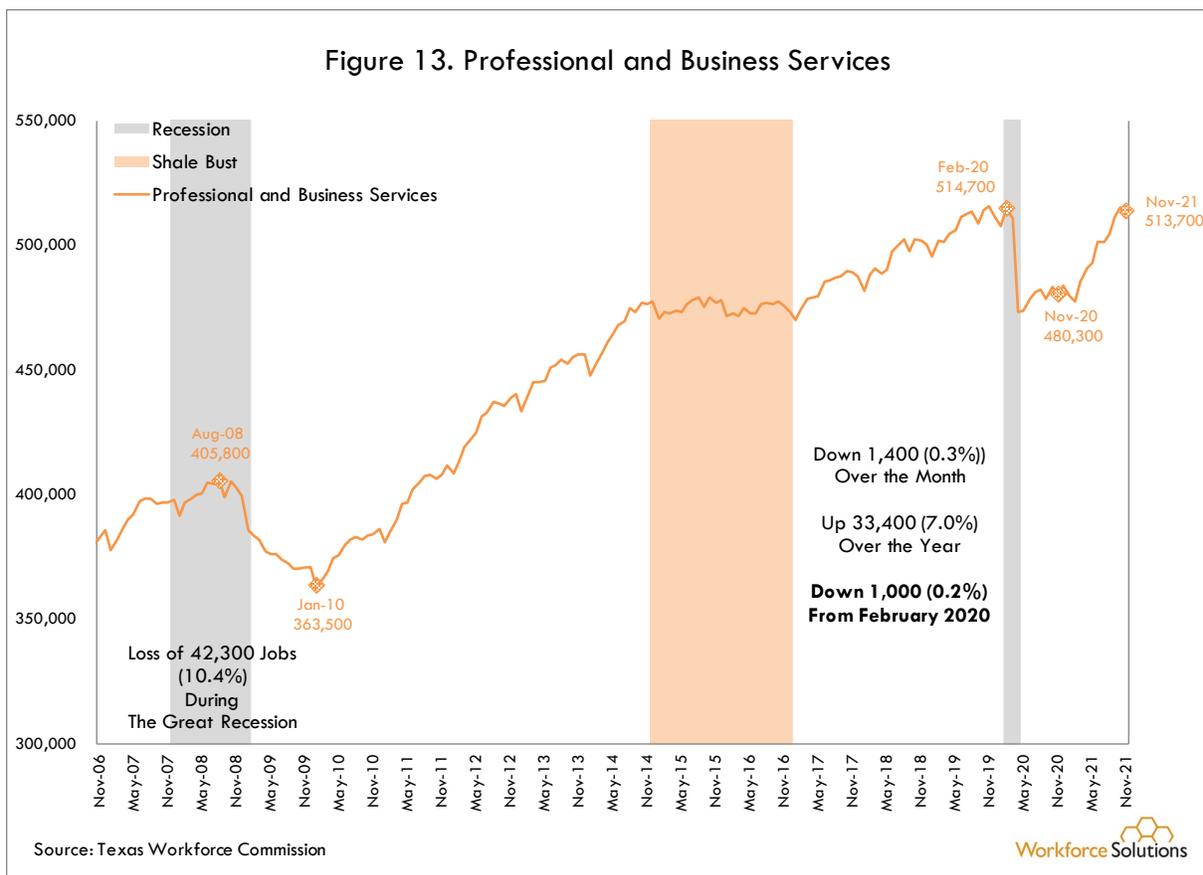
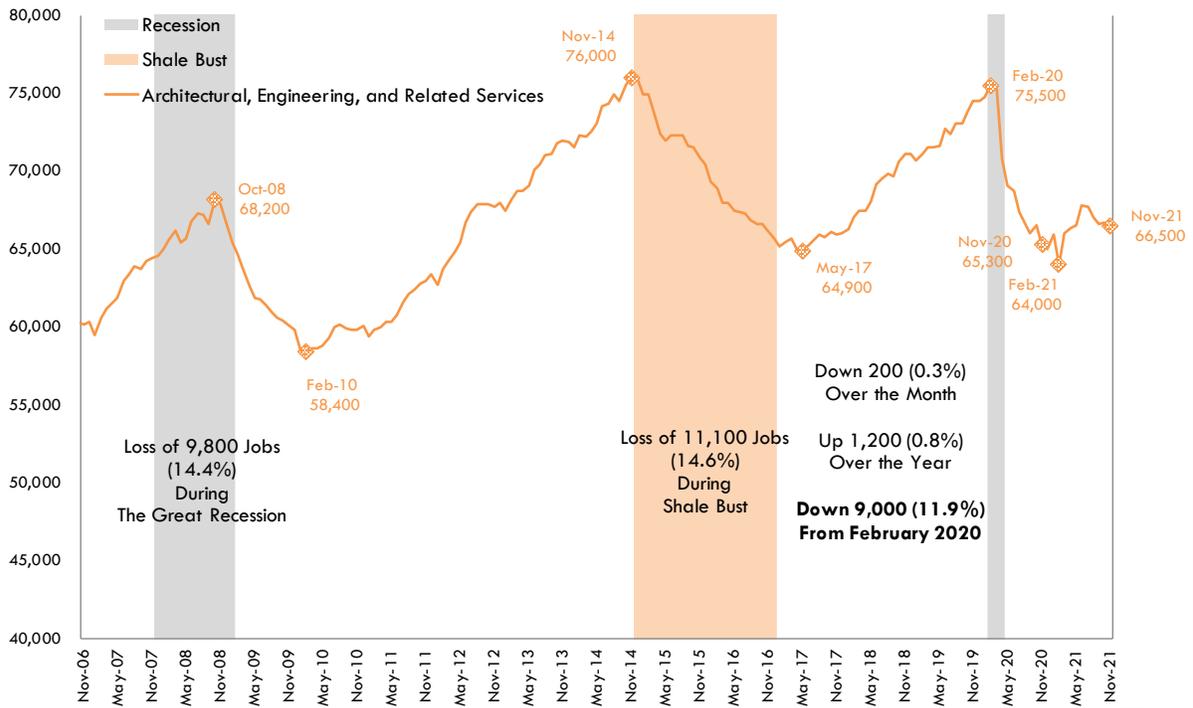


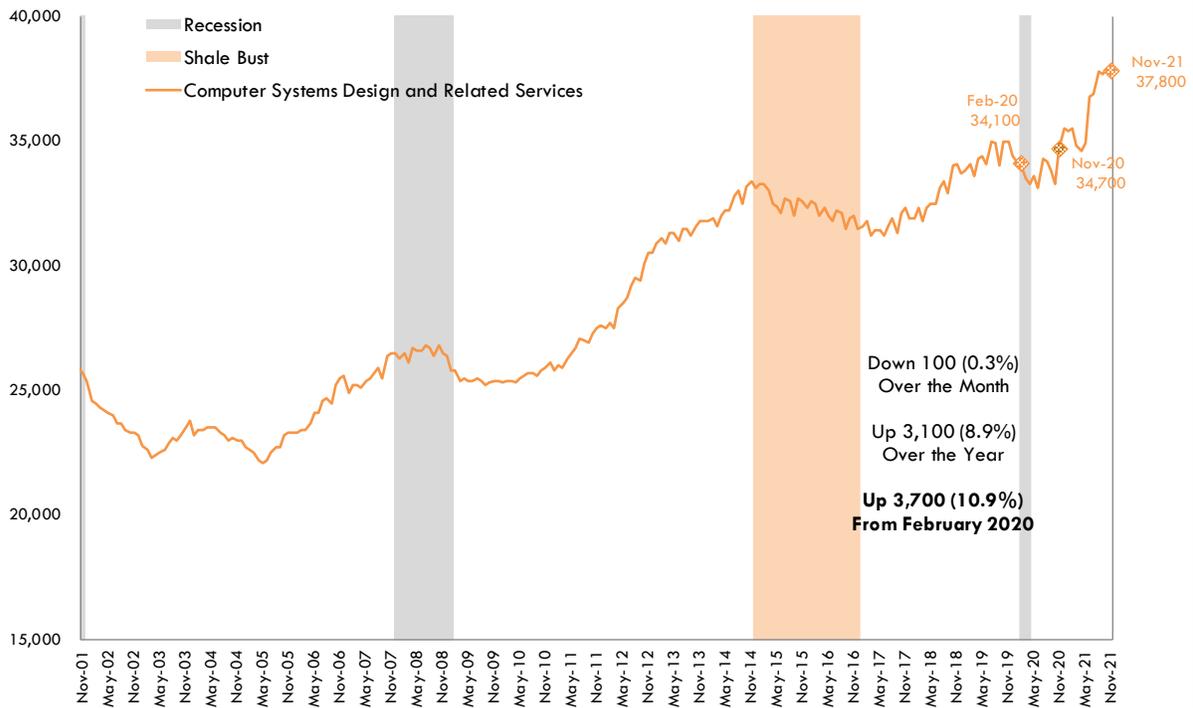
Figure 13.1 Architectural, Engineering, and Related Services



Source: Texas Workforce Commission

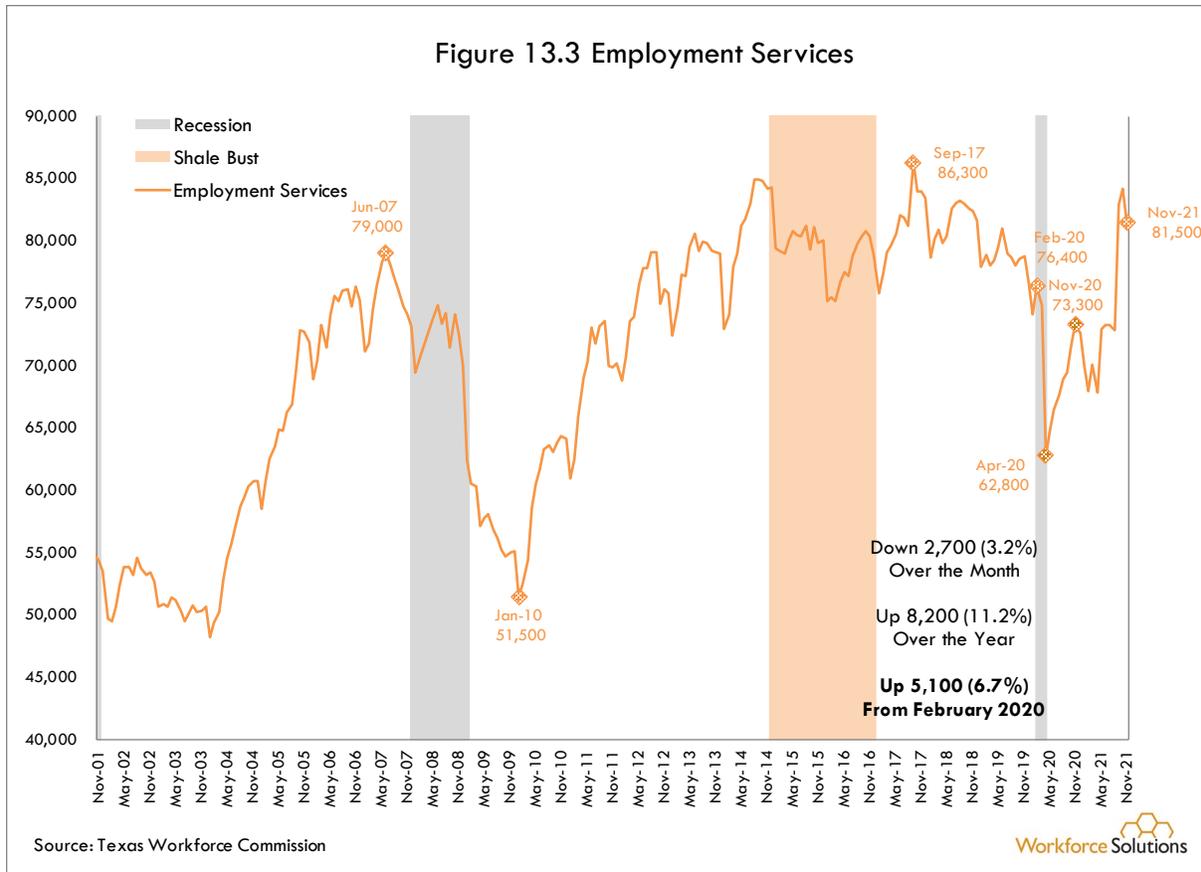


Figure 13.2 Computer System Design and Related Services



Source: Texas Workforce Commission

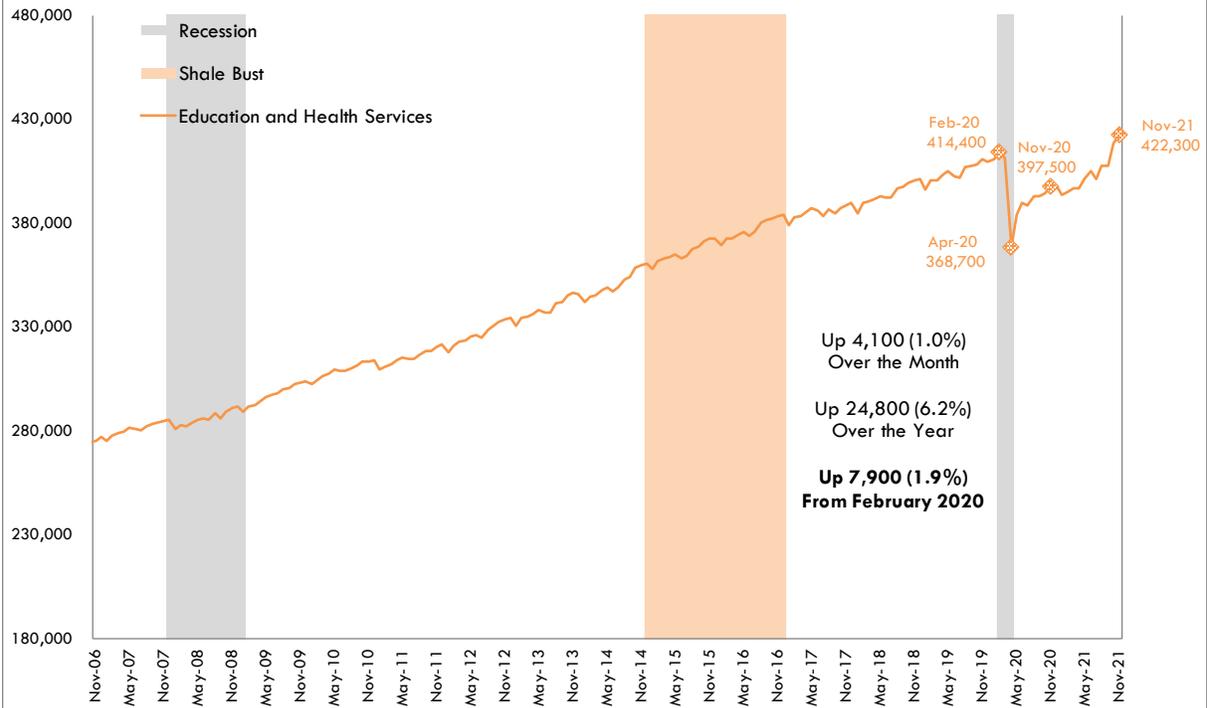




Education and Health Services reported its largest November increase ever according to records dating back to 1990, up 4,100 jobs or 1.0 percent. The increase should be considered with caution bearing in mind considerable revisions have been made to estimates with the release of the subsequent month's estimates. Health Care and Social Assistance added the most jobs, up 3,700 jobs or 1.1 percent. Educational Services also managed an increase of 400 jobs, up 0.6 percent.

Education and Health Services was up 24,800 jobs or 6.2 percent over the year, see figure 14. Educational Services reported the strongest growth with payrolls up 7,100 jobs or 11.4 percent, see figure 14.1. Most of the increase was in Health Care and Social Assistance, up 17,700 jobs or 5.3 percent, see figure 14.2. Much of the job gains within Health Care and Social Assistance were within health care related areas with Ambulatory Health Care Services up 9,300 jobs or 5.5 percent and Hospitals up 1,400 jobs or 1.6 percent. Education and Health Services has recovered all jobs lost during the initial phases of the pandemic with payrolls up 7,900 jobs or 1.9 percent from what they were in February 2020.

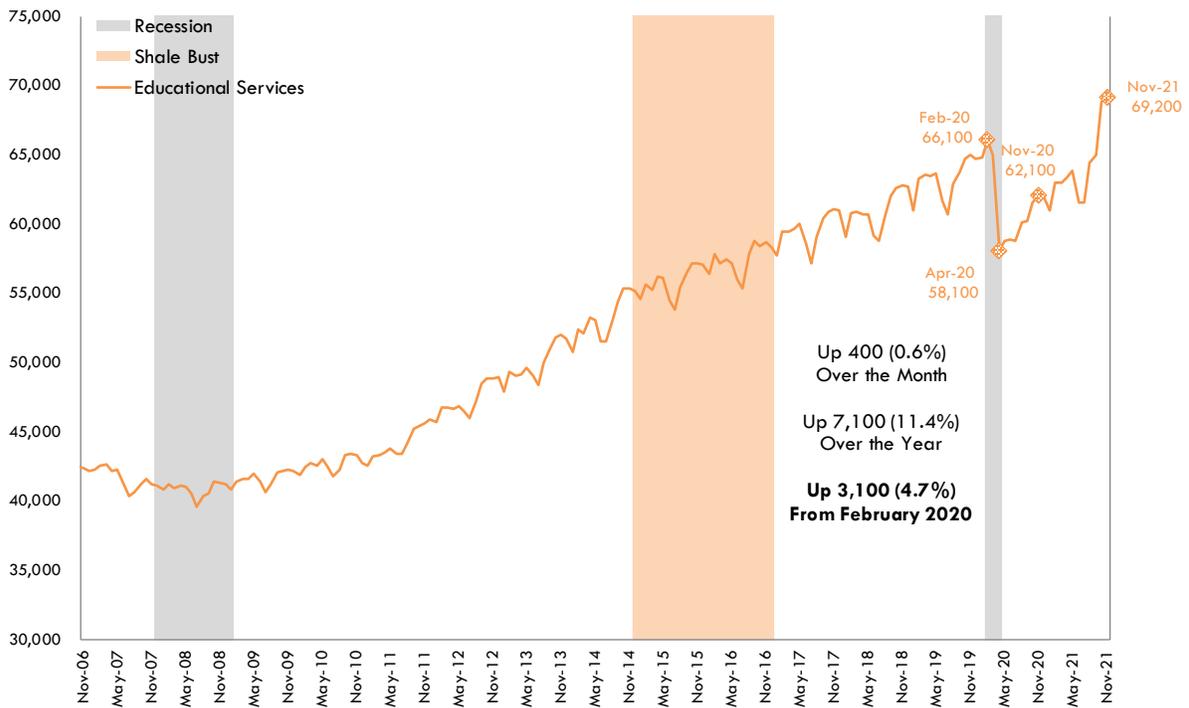
Figure 14. Education and Health Services



Source: Texas Workforce Commission



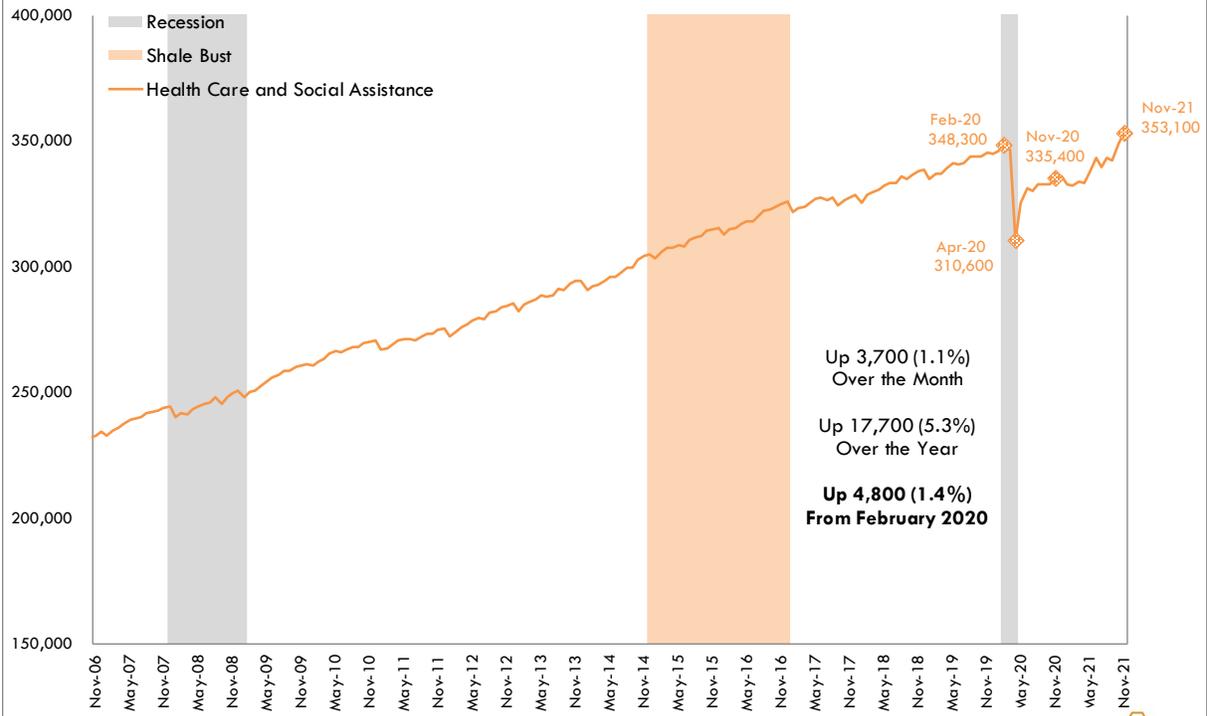
Figure 14.1 Educational Services



Source: Texas Workforce Commission



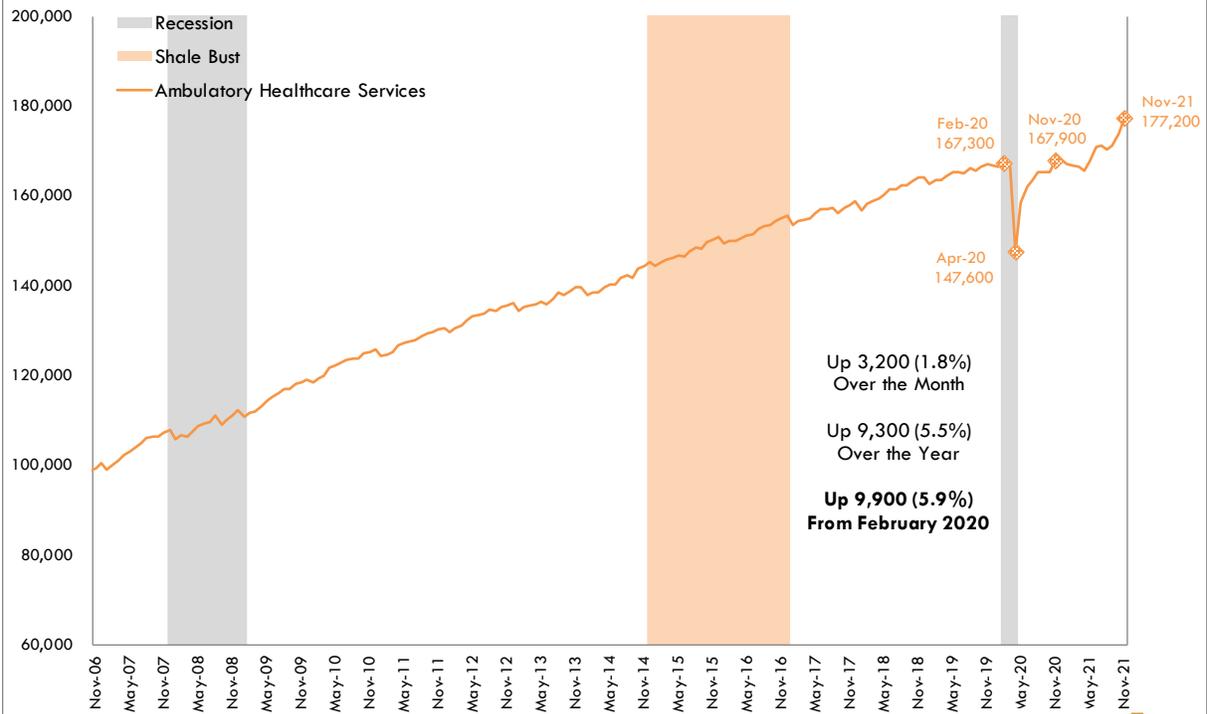
Figure 14.2 Health Care and Social Assistance



Source: Texas Workforce Commission

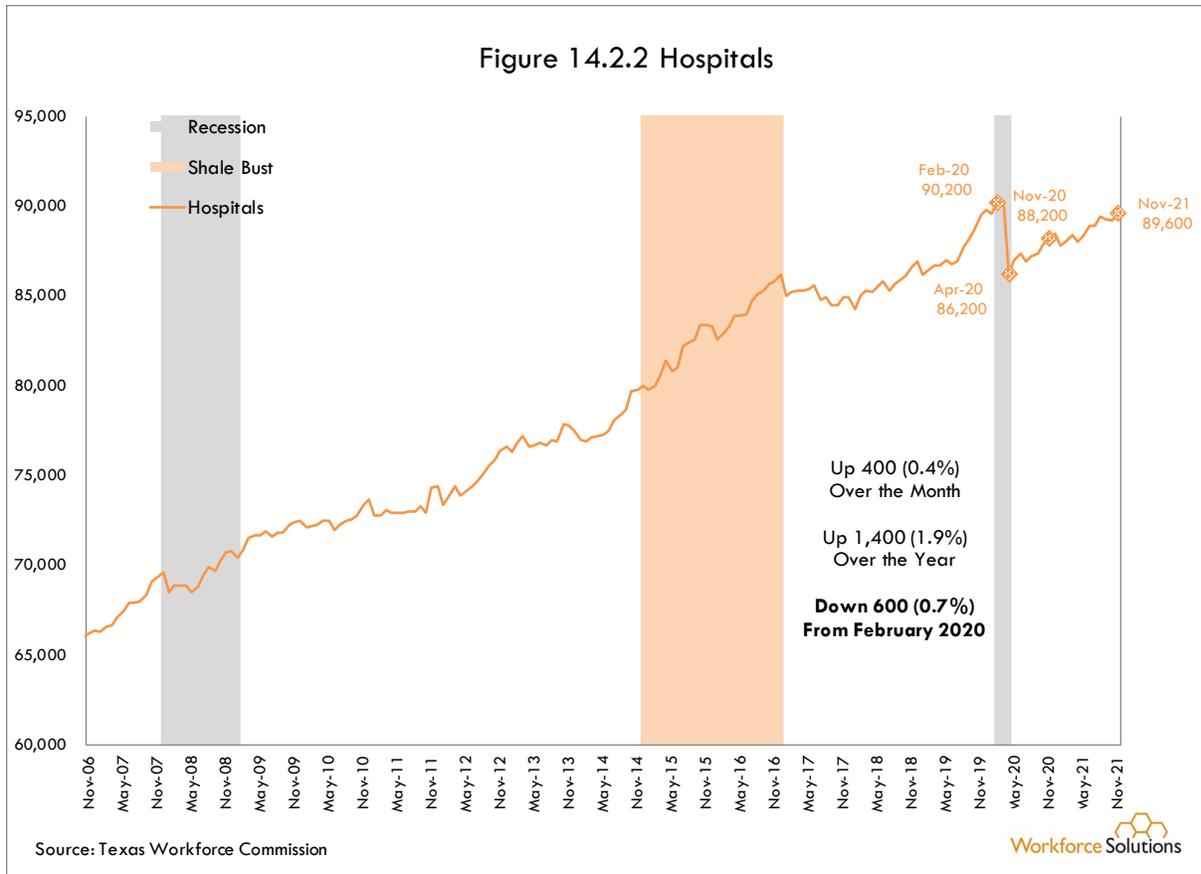


Figure 14.2.1 Ambulatory Healthcare Services



Source: Texas Workforce Commission

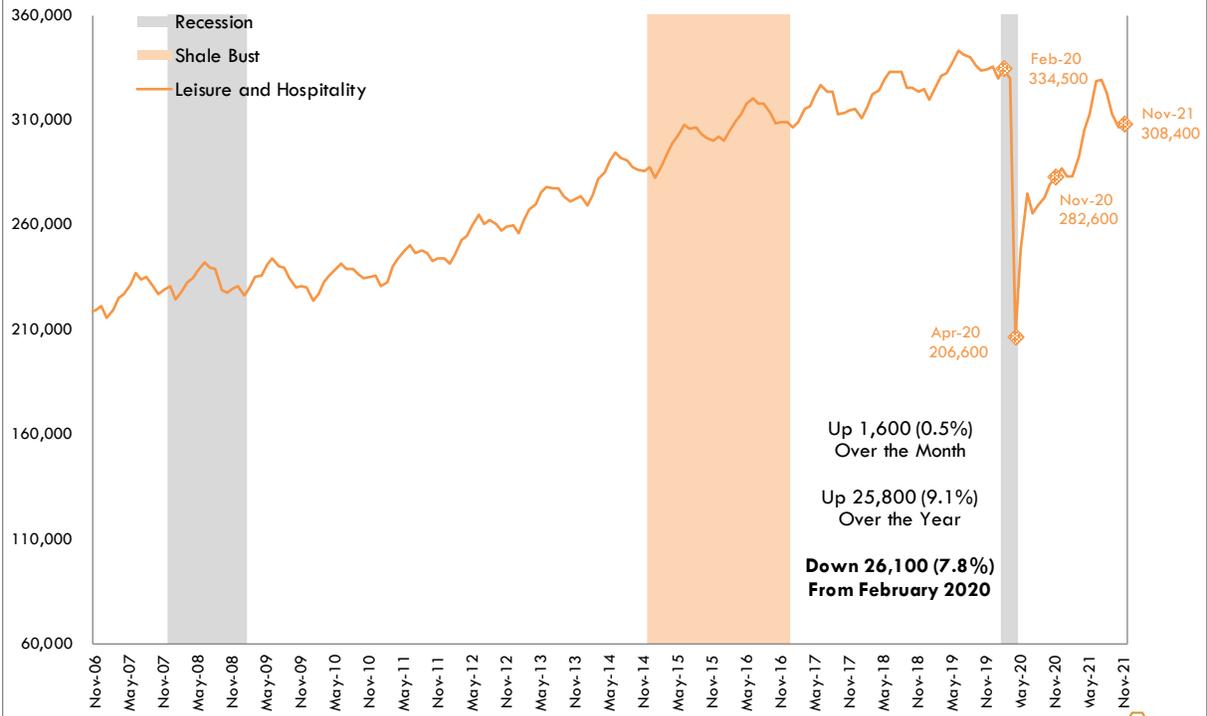




Leisure and Hospitality added 1,600 jobs over the month in November which was much better than the historical average increase of 323 jobs but not as large as 2,900 jobs added in November 2020. Most of the increase was in Food Services and Drinking Places, up 1,900 jobs or 0.7 percent. Job gains were offset by a seasonal loss of 400 jobs in Arts, Entertainment, and Recreation. Original estimates for October indicated Leisure and Hospitality incurred its largest October a loss of 2,100 jobs over the month but after revisions it is now estimated to have lost a total of 5,800 jobs, down 1.9 percent. While Leisure and Hospitality typically incurs a seasonal decline in October, the 1.9 percent decline was much deeper than the historical average of 1.1 percent.

Leisure and Hospitality was the third largest gaining industry super sector over the year, up 25,800 jobs or 9.1 percent, see figure 15. Most of the increase was in Food Services and Drinking Places, up 20,300 jobs or 8.5 percent, see figure 15.3. The two other sub-sectors reported increases that were slightly stronger with Arts, Entertainment, and Recreation up 2,900 jobs or 11.4 percent and Accommodation up 2,600 jobs or 13.5 percent. Payrolls in Leisure and Hospitality remain 26,100 jobs or 7.8 percent below what they were prior to the pandemic in February 2020.

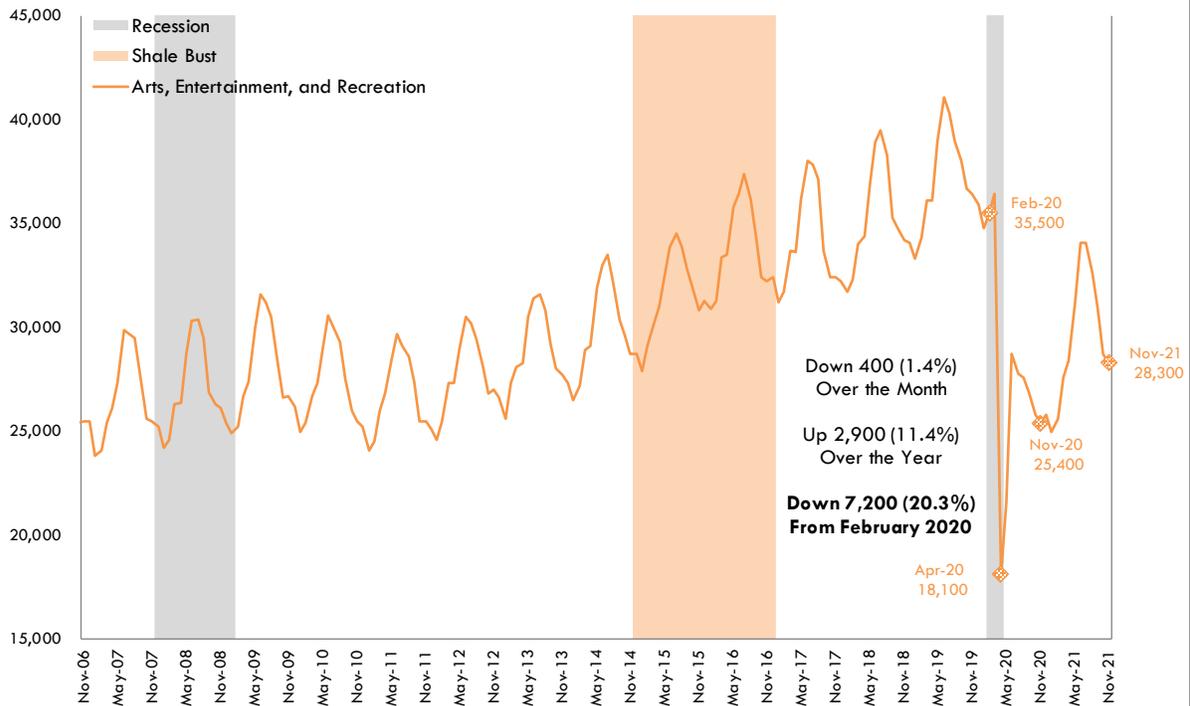
Figure 15. Leisure and Hospitality



Source: Texas Workforce Commission

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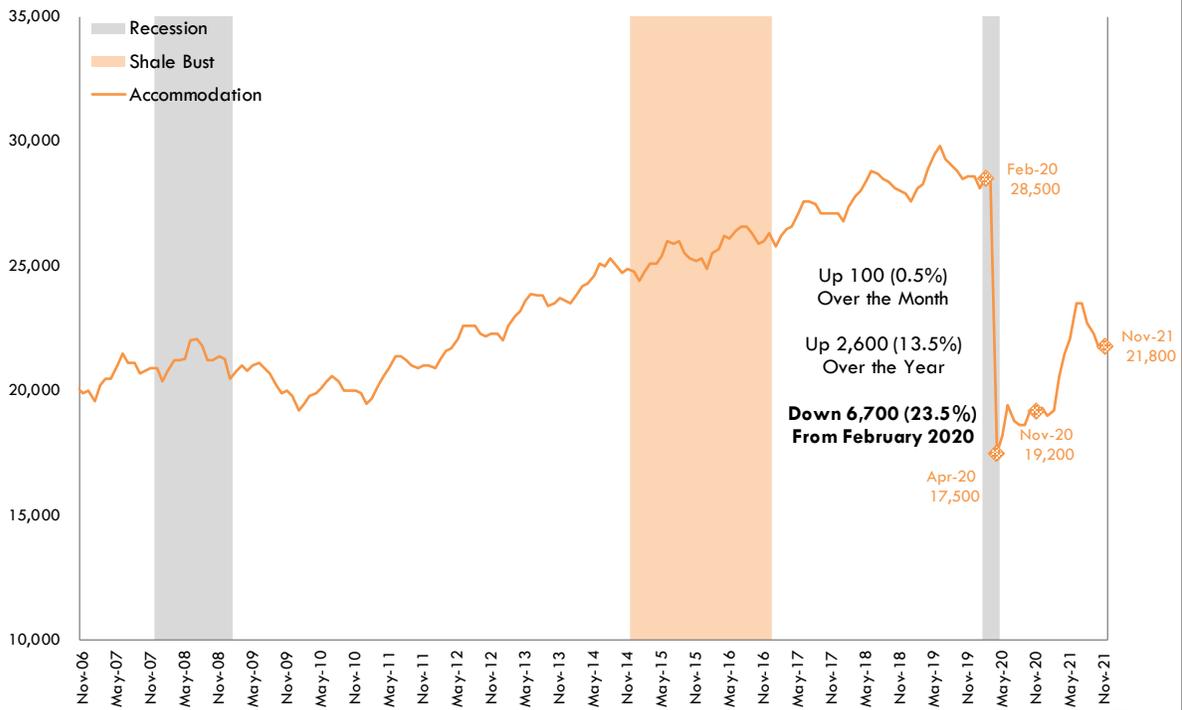
Figure 15.1 Arts, Entertainment, and Recreation



Source: Texas Workforce Commission

Workforce Solutions

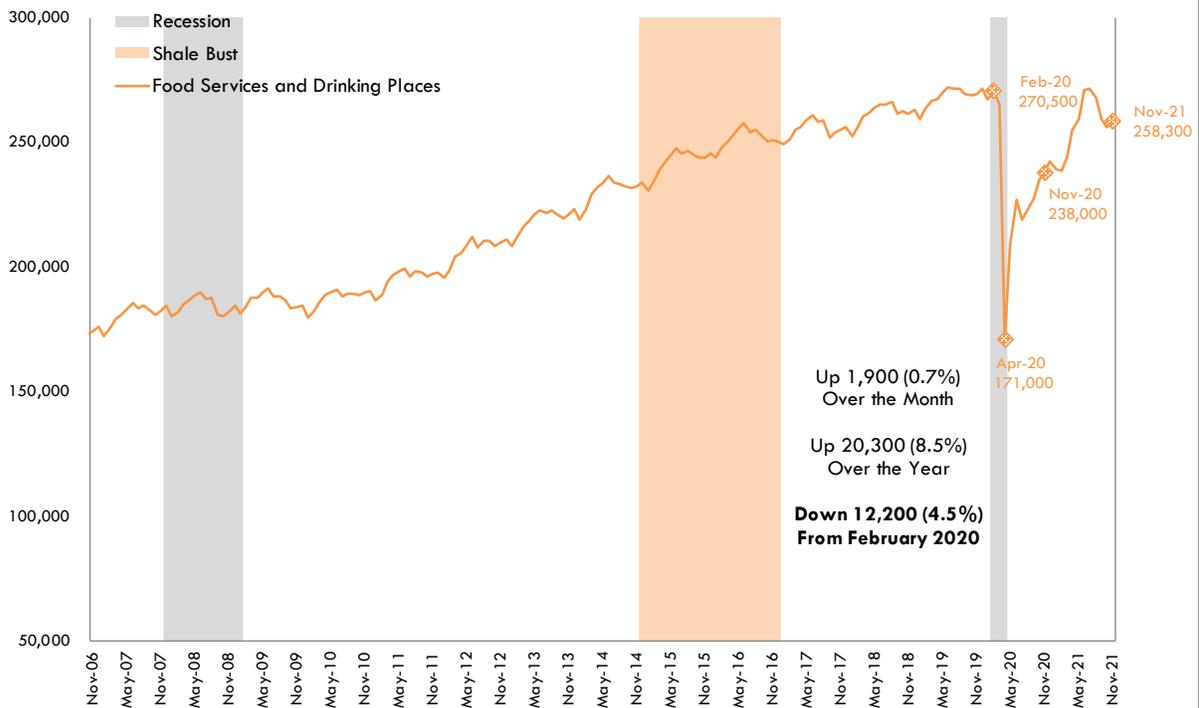
Figure 15.2 Accommodation



Source: Texas Workforce Commission



Figure 15.3 Food Services and Drinking Places

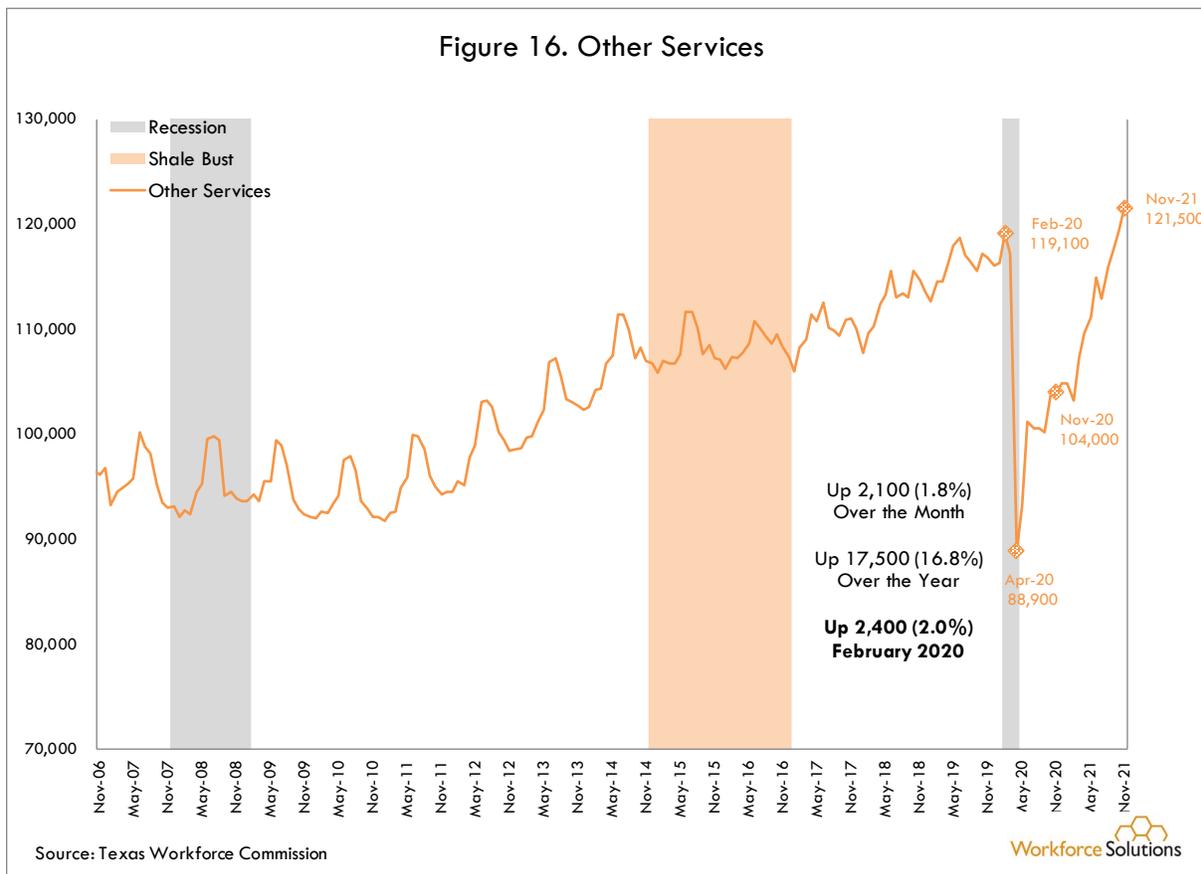


Source: Texas Workforce Commission



Other Services reported its largest November increase ever according to records dating back to 1990, up 2,100 jobs or 1.8 percent.

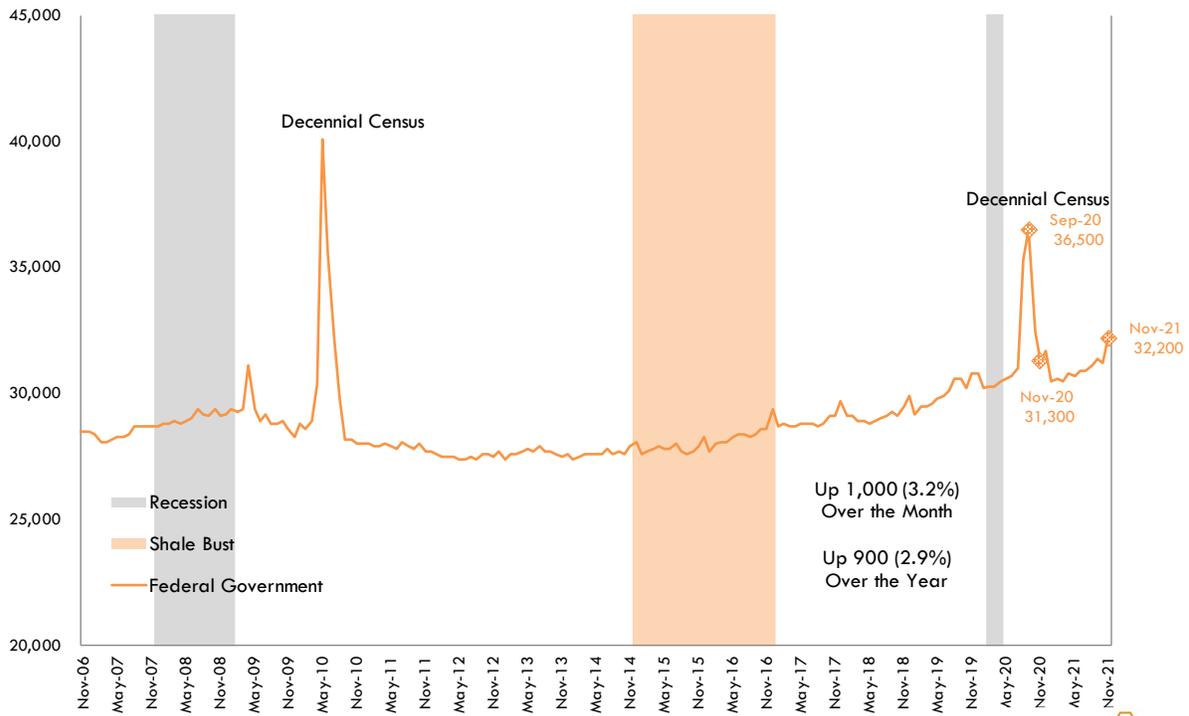
Other Services was the fastest growing industry super sector in November, up 17,500 jobs or 16.8 percent over the year, see figure 16. Other Services is comprised of personal care services, dry cleaning and laundry services, various repair service companies (industrial equipment, mining machinery and equipment), as well as religious and social advocacy organizations and others. Payrolls in Other Services are up 2,400 jobs or 2.0 percent from just prior to the pandemic in February 2020.



Government added 4,000 jobs in November, up 1.0 percent. More than half of the increase was at educational institutions with Local Government Educational Services up 2,000 jobs or 1.0 percent and State Government Educational Services up 500 jobs or 0.9 percent. Federal Government also reported an increase of 1,000 jobs, up 3.2 percent.

Government was down 500 jobs or 0.1 percent over the year in November. Local Government was responsible for the loss, down 2,800 jobs or 0.9 percent, with most of the loss in Local Government Educational Services, down 2,100 jobs or 1.1 percent. Payrolls in Federal Government were down 1,300 jobs or 4.0 percent when compared to elevated employment levels found back in 2020 for the decennial census.

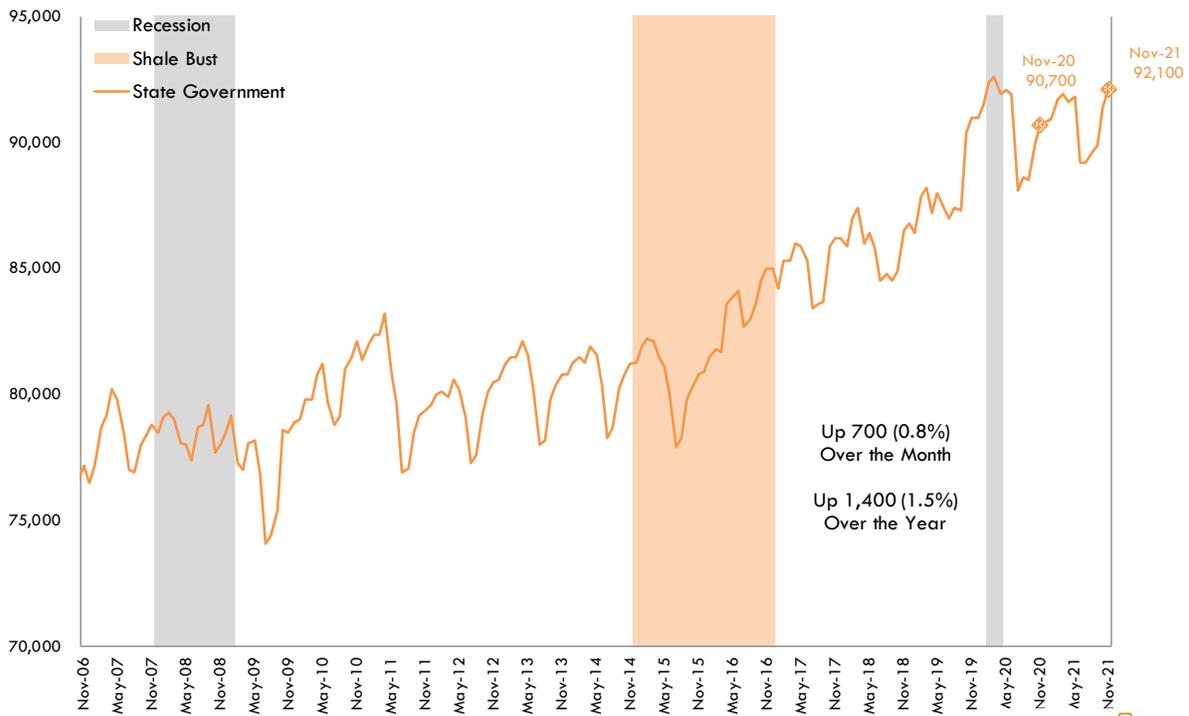
Figure 17. Federal Government



Source: Texas Workforce Commission

Workforce Solutions

Figure 18. State Government



Source: Texas Workforce Commission

Workforce Solutions

Figure 18.1 State Government Educational Services

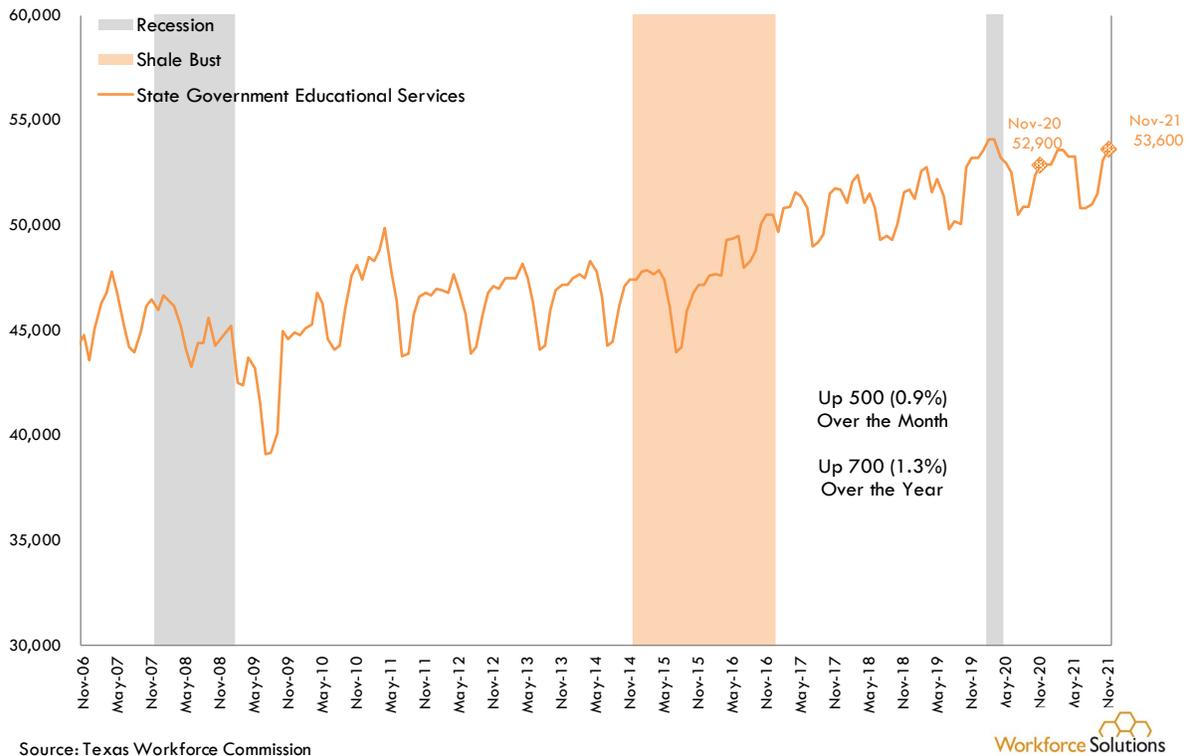


Figure 19. Local Government

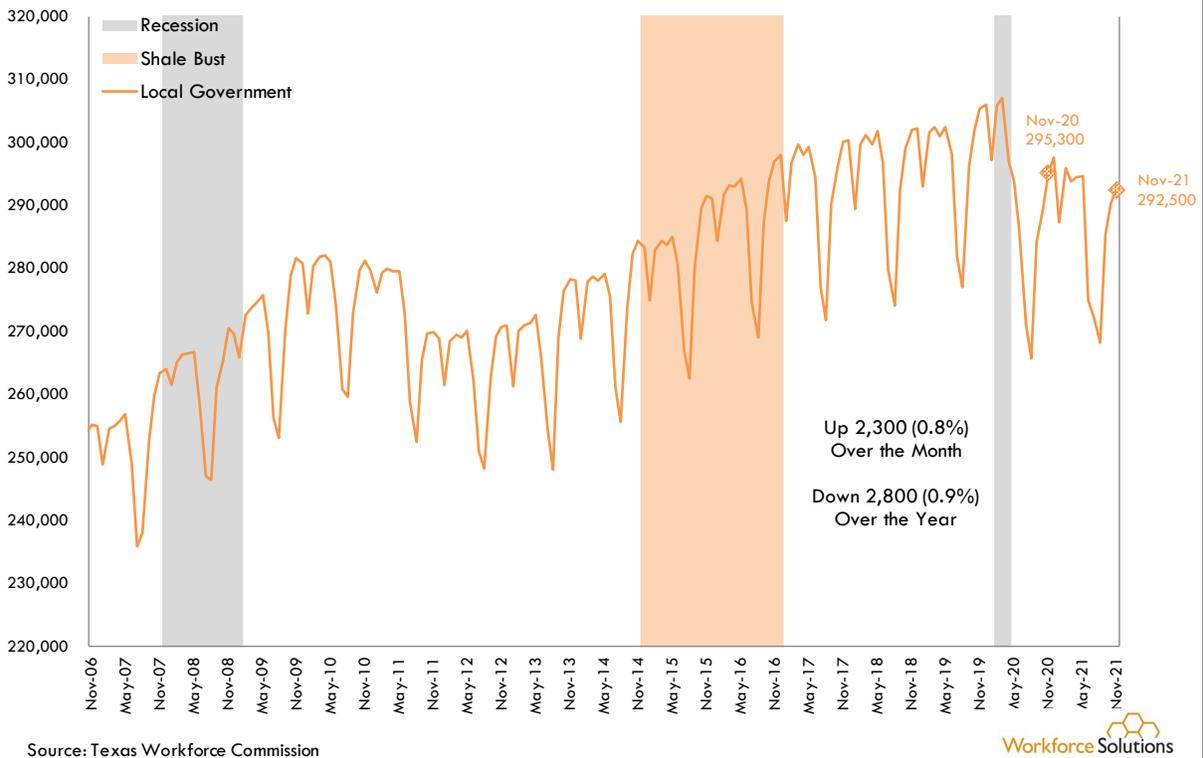
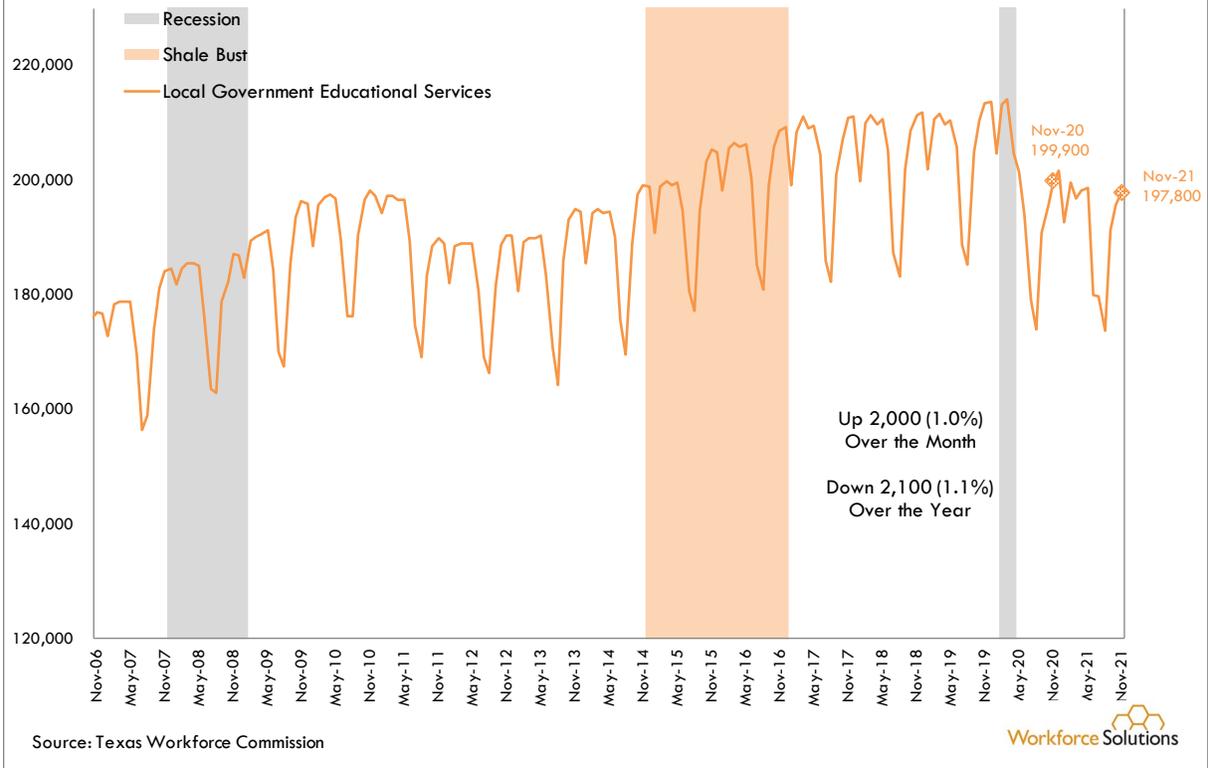


Figure 19.1 Local Government Educational Services



NONAGRICULTURAL EMPLOYMENT Houston-The Woodlands-Sugar Land MSA	NOV 2021	OCT 2021	NOV 2020	Month Change		Year Change	
				Net	Percent	Net	Percent
Total Nonfarm	3,128,300	3,095,200	2,985,600	33,100	1.1%	142,700	4.8%
.Total Private	2,711,500	2,682,400	2,568,300	29,100	1.1%	143,200	5.6%
.Goods Producing	494,500	489,500	481,900	5,000	1.0%	12,600	2.6%
...Mining, Logging and Construction	281,100	278,200	273,500	2,900	1.0%	7,600	2.8%
...Mining and Logging	76,200	71,900	66,000	4,300	6.0%	10,200	15.5%
.....Oil and Gas Extraction	37,700	35,400	34,300	2,300	6.5%	3,400	9.9%
.....Support Activities for Mining	36,000	34,200	30,300	1,800	5.3%	5,700	18.8%
...Construction	204,900	206,300	207,500	-1,400	-0.7%	-2,600	-1.3%
.....Construction of Buildings	44,800	45,400	46,000	-600	-1.3%	-1,200	-2.6%
.....Heavy and Civil Engineering Construction	51,900	52,200	51,600	-300	-0.6%	300	0.6%
.....Specialty Trade Contractors	108,200	108,700	109,900	-500	-0.5%	-1,700	-1.5%
..Manufacturing	213,400	211,300	208,400	2,100	1.0%	5,000	2.4%
...Durable Goods	132,600	131,000	126,200	1,600	1.2%	6,400	5.1%
....Fabricated Metal Product Manufacturing	43,500	43,800	42,900	-300	-0.7%	600	1.4%
....Machinery Manufacturing	37,300	37,300	38,800	0	0.0%	-1,500	-3.9%
.....Agriculture, Construction, and Mining Machinery Manufacturing	19,600	19,600	20,500	0	0.0%	-900	-4.4%
....Computer and Electronic Product Manufacturing	12,900	12,900	12,900	0	0.0%	0	0.0%
...Non-Durable Goods	80,800	80,300	82,200	500	0.6%	-1,400	-1.7%
....Petroleum and Coal Products Manufacturing	9,200	9,100	8,700	100	1.1%	500	5.7%
....Chemical Manufacturing	38,300	38,300	39,200	0	0.0%	-900	-2.3%
.Service-Providing	2,633,800	2,605,700	2,503,700	28,100	1.1%	130,100	5.2%
.Private Service Providing	2,217,000	2,192,900	2,086,400	24,100	1.1%	130,600	6.3%
..Trade, Transportation, and Utilities	655,800	639,000	629,600	16,800	2.6%	26,200	4.2%
...Wholesale Trade	164,500	163,300	156,400	1,200	0.7%	8,100	5.2%
....Merchant Wholesalers, Durable Goods	101,000	101,100	96,900	-100	-0.1%	4,100	4.2%
.....Professional and Commercial Equipment and Supplies Merchant Wholesalers	17,000	16,900	16,800	100	0.6%	200	1.2%
....Merchant Wholesalers, Nondurable Goods	51,200	50,400	49,400	800	1.6%	1,800	3.6%
...Retail Trade	308,400	300,900	303,300	7,500	2.5%	5,100	1.7%
....Motor Vehicle and Parts Dealers	42,300	41,900	40,700	400	1.0%	1,600	3.9%
....Building Material and Garden Equipment and Supplies Dealers	22,800	23,200	23,300	-400	-1.7%	-500	-2.1%
....Food and Beverage Stores	72,800	71,800	70,300	1,000	1.4%	2,500	3.6%
....Health and Personal Care Stores	19,900	19,300	18,500	600	3.1%	1,400	7.6%
....Clothing and Clothing Accessories Stores	27,400	25,100	24,700	2,300	9.2%	2,700	10.9%
....General Merchandise Stores	61,200	59,300	60,200	1,900	3.2%	1,000	1.7%
.....Department Stores	18,400	17,100	17,600	1,300	7.6%	800	4.5%
.....General Merchandise Stores, including Warehouse Clubs and Supercenters	42,800	42,200	42,600	600	1.4%	200	0.5%
...Transportation, Warehousing, and Utilities	182,900	174,800	169,900	8,100	4.6%	13,000	7.7%
....Utilities	17,200	17,100	17,100	100	0.6%	100	0.6%
.....Air Transportation	18,300	18,300	18,400	0	0.0%	-100	-0.5%
.....Truck Transportation	27,300	27,400	26,700	-100	-0.4%	600	2.2%
.....Pipeline Transportation	11,700	11,600	11,900	100	0.9%	-200	-1.7%
..Information	29,200	28,800	28,800	400	1.4%	400	1.4%
....Telecommunications	12,500	12,400	12,800	100	0.8%	-300	-2.3%
..Financial Activities	166,100	165,600	163,600	500	0.3%	2,500	1.5%
...Finance and Insurance	108,000	107,400	104,300	600	0.6%	3,700	3.5%
....Credit Intermediation and Related Activities including Monetary Authorities - Central Bank	43,700	43,600	44,000	100	0.2%	-300	-0.7%
.....Depository Credit Intermediation including Monetary Authorities - Central Bank	28,700	28,700	29,100	0	0.0%	-400	-1.4%
....Financial Investments and Related Activities including Financial Vehicles	21,200	21,200	20,500	0	0.0%	700	3.4%
....Insurance Carriers and Related Activities	43,100	42,600	39,800	500	1.2%	3,300	8.3%
...Real Estate and Rental and Leasing	58,100	58,200	59,300	-100	-0.2%	-1,200	-2.0%

NONAGRICULTURAL EMPLOYMENT				Month Change		Year Change	
Houston-The Woodlands-Sugar Land MSA	NOV 2021	OCT 2021	NOV 2020	Net	Percent	Net	Percent
..Professional and Business Services	513,700	515,100	480,300	-1,400	-0.3%	33,400	7.0%
...Professional, Scientific, and Technical Services	248,500	248,800	230,300	-300	-0.1%	18,200	7.9%
....Legal Services	28,700	28,700	27,800	0	0.0%	900	3.2%
....Accounting, Tax Preparation, Bookkeeping, and Payroll Services	24,600	24,200	24,400	400	1.7%	200	0.8%
....Architectural, Engineering, and Related Services	66,500	66,700	65,300	-200	-0.3%	1,200	1.8%
....Computer Systems Design and Related Services	37,800	37,900	34,700	-100	-0.3%	3,100	8.9%
...Management of Companies and Enterprises	45,000	44,700	45,200	300	0.7%	-200	-0.4%
...Administrative and Support and Waste Management and Remediation Services	220,200	221,600	204,800	-1,400	-0.6%	15,400	7.5%
....Administrative and Support Services	206,600	207,700	193,000	-1,100	-0.5%	13,600	7.0%
....Employment Services	81,500	84,200	73,300	-2,700	-3.2%	8,200	11.2%
....Services to Buildings and Dwellings	52,800	53,600	50,400	-800	-1.5%	2,400	4.8%
..Education and Health Services	422,300	418,200	397,500	4,100	1.0%	24,800	6.2%
...Educational Services	69,200	68,800	62,100	400	0.6%	7,100	11.4%
...Health Care and Social Assistance	353,100	349,400	335,400	3,700	1.1%	17,700	5.3%
....Ambulatory Health Care Services	177,200	174,000	167,900	3,200	1.8%	9,300	5.5%
....Hospitals	89,600	89,200	88,200	400	0.4%	1,400	1.6%
..Leisure and Hospitality	308,400	306,800	282,600	1,600	0.5%	25,800	9.1%
...Arts, Entertainment, and Recreation	28,300	28,700	25,400	-400	-1.4%	2,900	11.4%
...Accommodation and Food Services	280,100	278,100	257,200	2,000	0.7%	22,900	8.9%
....Accommodation	21,800	21,700	19,200	100	0.5%	2,600	13.5%
....Food Services and Drinking Places	258,300	256,400	238,000	1,900	0.7%	20,300	8.5%
..Other Services	121,500	119,400	104,000	2,100	1.8%	17,500	16.8%
..Government	416,800	412,800	417,300	4,000	1.0%	-500	-0.1%
...Federal Government	32,200	31,200	31,300	1,000	3.2%	900	2.9%
...State Government	92,100	91,400	90,700	700	0.8%	1,400	1.5%
....State Government Educational Services	53,600	53,100	52,900	500	0.9%	700	1.3%
...Local Government	292,500	290,200	295,300	2,300	0.8%	-2,800	-0.9%
....Local Government Educational Services	197,800	195,800	199,900	2,000	1.0%	-2,100	-1.1%
UNEMPLOYMENT RATE				NOV 2021	OCT 2021	NOV 2020	
H-W-S MSA	5.1	5.4	7.9				
Texas (Actual)	4.5	4.8	6.9				
United States (Actual)	3.9	4.3	6.4				

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

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