



**Gulf Coast Workforce Board**  
3555 Timmons Lane, Suite 120, Houston, Texas 77027  
PO Box 22777 Houston, Texas 77227-2777  
**MAIN:** 713.627.3200 **FAX:** 713.993.4578  
[www.wrksolutions.com](http://www.wrksolutions.com)

**To:** Gulf Coast Workforce Board members

**From:** Mike Temple  
Brenda Williams  
Deborah Duke

**Date:** September 26, 2019

**Subject:** Meeting Materials for Tuesday, October 1, 2019

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Please join us on **Tuesday, October 1, 2019 at 10:00 a.m.** in **H-GAC's second floor conference rooms A/B/C**, 3555 Timmons Lane, Houston, Texas, for the next meeting of the Gulf Coast Workforce Board.

We hope that you all are safe after Tropical Storm Imelda.

First up this next Tuesday – after the Chair's comments – will be a brief report on the Audit/Monitoring Committee. Following that, Committee Chair Jackson will issue the Nominating Committee's call for 2020 officer nominations.

As we told you previously, we've been spending September at community events around the region introducing the 2019 Workforce Report Card. We'll have a brief report from the Report Card Committee Chair Richard Shaw on what we've heard from those events, and you'll have a chance to see the presentation we've been making.

We have one action item for your consideration: Budget Committee Chair Willie Alexander will present a proposed slight adjustment to the Board's 2019 budget.

We have a video for you that captures a part of what we were able to do with summer jobs this year. We've also got some top-line numbers for you in the Board package. We continue to tinker with how to present performance and production information – this month we'll debut the latest version. And of course we'll give you information on our system's expenditures to date.





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Finally, we want to remind you that November brings our usual Hiring Red White and You jobs event for veterans and their families. On November 7, we'll be back at Minute Maid Park – and there will be a kick-off breakfast starting at 8:30 a.m. We've included flyers for both the event and the breakfast in your package.

Please let us know if you need anything!





# GULF COAST WORKFORCE BOARD

**TENTATIVE AGENDA  
10:00 A.M. TUESDAY, OCTOBER 1, 2019**

**H-GAC Conference Rooms A/B/C  
3555 Timmons Lane, Second Floor, Houston, TX 77027**

1. Call to Order
2. Adopt Agenda
3. Hear Public Comment
4. Review August 2019 meeting minutes
5. Declare Conflicts of Interest
6. Consider Reports
  - a. Chair's Remarks.
  - b. Audit/Monitoring. Briefing on committee's August meeting.
  - c. Nominations. Call for nominations for 2020 Board officer positions.
  - d. Report Card. Briefing on the 2019 Workforce Report Card.
7. Take Action
  - a. Budget. Consider adjustment to 2019 Board budget.



A decorative graphic on the left side of the page, consisting of a cluster of blue hexagons of various sizes and orientations, some overlapping, creating a honeycomb-like pattern.

## 8. Receive Information

- a. Summer Jobs 2019. Briefing on summer jobs activities.
- b. Performance and Production. Report on the system's performance and production.
- c. Expenditures. Report on the Board's budget and expenditures.

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

## 10. Take Up Other Business.

## 11. Adjourn

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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](http://www.wrksolutions.com)



**MINUTES OF  
THE GULF COAST WORKFORCE BOARD  
TUESDAY, AUGUST 6, 2019**

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**MEMBERS PRESENT**

Willie Alexander	Guy Robert Jackson	Adrian Ozuna
Gerald Andrews	Sarah Janes	Paul Puente
Peter Beard	Doug Karr	Janice Ruley
Sara Bouse	Jeffrey LaBroski	Valerie Segovia
Mary Helen Cavazos	Ernest Lewis	Richard Shaw
Renea Dillon	Scott Marshall	Isaac Shi
Cheryl Guido	Dexter McCoy	Michael Stewart
Mark Guthrie	Steve Mechler	Evelyn Timmins
Cari Hawthorne	Edward Melton	Michael Webster
Bobbie Allen Henderson	Stephanie Nellons-Paige	

**H-GAC STAFF MEMBERS PRESENT**

Mike Temple  
Brenda Williams  
Philip Garcia  
AJ Dean  
Ron Borski

Mark Guthrie, Chairman, called the meeting to order at approximately 10:00 a.m., on Tuesday, August 6, 2019, in the 2nd floor, H-GAC Conference Rooms A/B/C, at 3555 Timmons Lane, Houston, Texas. Chair Guthrie determined a quorum was present.

**ADOPTION OF AGENDA**

Chair Guthrie asked for adoption of the agenda as presented. Guy Robert Jackson made a motion to remove Item 8c from the agenda. No objections were made to this motion. A motion was made and seconded to adopt the modified agenda. The motion carried and the agenda was adopted as modified.

**PUBLIC COMMENT**

No one signed up for public comment.

## **RECOGNIZE NEW MEMBERS**

Chair Guthrie welcomed new Board members, Ms. Cari Hawthorne, Mr. Adrian Ozuna and Mr. Paul Puente and asked them each to give a brief introduction to the Board. Each member did so, and the new members were welcomed enthusiastically by the Board.

## **MINUTES FROM JUNE 4, 2019 MEETING**

Chair Guthrie asked for any additions or corrections to the minutes for the June 4, 2019 Board meeting and if none, for approval of the minutes as presented. A motion was made and seconded to approve the minutes as presented. The motion carried.

## **DECLARE CONFLICTS OF INTEREST**

Chair Guthrie asked for a declaration of any conflicts of interest with items on the agenda. No 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 began by noting that a new Texas Workforce Commission (TWC) Commissioner was appointed last week. Bryan Daniel is from the Georgetown area and has an Economic Development background. He will be the Commissioner representing the public and we look forward to working with him.

Chair Guthrie reported that he attended the Greater Houston Partnership's Upskill Works Conference on June 25<sup>th</sup>. He said that this was an excellent event that was well-attended by the Houston area business community. Peter Beard added a commented that the focus of the event centered around serving a workforce requiring education and skills beyond high school but less than four years of college. Chair Guthrie also noted that Upskill Works is a ground-breaking program and he is frequently asked about it by others from around the state and country.

Chair Guthrie next mentioned that he along with Board Member Doug Karr were honored to spend a Saturday morning on June 29<sup>th</sup> judging the business problem competition for the Paving the Pathways program. Board Member Cheryl Guido developed this program providing workplace skills to young people with disabilities. Ms. Guido commented that 24 students participated in this 7 month program concluding with most of the students who did not already have jobs being placed in the Summer Earn and Learn program.

Chair Guthrie reported that in mid-July he attended the National Association of Workforce Boards (NAWB) Quarterly Directors Meeting in Wichita, Kansas. One of the activities he and the other NAWB Directors and NAWB staff participated in during those meetings was a tour of an aircraft component manufacturing facility, which was impressive. The group also visited

Wichita State University as well as a local community college affiliated with Wichita State University with an advanced aircraft manufacturing focus. While at WSU they toured a Make Lab on campus which partners with business and industry to among other things reverse-engineer and improve parts and to provide a workforce with relevant skills. For a relatively modest monthly fee, the Make Lab also trains local residents, who are not required to be students enrolled at the university, on and gives them the opportunity to learn new skills in a hands-on manner, including CNC machine operation, 3D printing, composites, plastic wood and metal working machine operation, and graphics and printing machine operation, among others. Wichita State also has a robotics lab and an advanced manufacturing program.

Chair Guthrie reported that at the NAWB Director's meetings, the Directors and staff discussed proposed technical amendments to the WIOA statute with the goal to fine tune WIOA and make it more user friendly for those who benefit from it or operate WIOA-funded activities. Chair Guthrie also said that as part of the current federal budget proposals, the House has proposed an increase for WIOA funding. He said that NAWB also is advocating the need for data systems to track outcomes to better show the return on investment of Workforce programs. He said that the NAWB Directors also received reports from staff on additional NAWB initiatives including increased apprenticeships for opportunity youth and creation of a toolkit for small businesses to better enable them to connect to Workforce Boards.

Chair Guthrie also reported that in the preceding week he and Mike Temple attended the Texas Association of Workforce Boards quarterly meetings of TAWB Board and Board Executive Directors in San Antonio. He said that the week before that, he represented the Gulf Coast Workforce Board at a Texas Internship Challenge presentation by TWC in Austin. At that meeting the attendees heard from some of the interns who participated in the program as well as from some of the employers.

Chair Guthrie concluded his report and no action was taken.

*b. Report Card.*

Committee Chair Richard Shaw began by thanking the members of the Report Card Committee.

The Workforce Report Card Committee met on Thursday, June 13, 2019. Committee Chair Shaw led the meeting. Additional members in attendance included Board Chair Mark Guthrie and members Willie Alexander, Peter Beard, Cheryl Guido, Alan Heskamp and Edward Melton.

Committee members provided feedback on the report manuscript and community engagement proposal. The materials in this packet reflect that input. Chair Shaw continued with the following report:

**Background**

In 2005, the Board produced the first Workforce Report Card as a tool to gauge the region's competitiveness in relation to similar metropolitan areas across the United States, and every few years updated it. This 2019 edition is our sixth update, in which we examine key indicator data and compare the data from Houston and our region to data from of other cities in the U.S. we

consider to be relevant and offer several issues and recommendations for consideration in context of the future of work.

To discuss the findings of the 2015 Workforce Report Card, Board Members engaged in a listening tour across the region. Through seven roundtable sessions, we engaged 200+ civic and community leaders in discussion of issues that affect the regional workforce. This process proved to be a productive community engagement effort worth repeating, and we intend to repeat it with the 2019 Report Card.

#### Outreach

For the 2019 Workforce Report Card, we will distribute the report to civic and community leaders with an invitation to attend one of eight roundtable sessions.

Target recipients include Workforce Board members, chamber/EDC leaders, community college leaders, university leaders, school district leaders, local State and Federal legislators, city mayors and council members, county judges and commissioners, community organizations, public policy researchers/advocates, workforce professional peer groups, staff and media.

Along with the roundtable sessions, we will solicit coverage from local media, including Op/Ed submissions to the Houston Chronicle and Houston Business Journal.

The proposed schedule for these roundtables is:

<b>Date/Time</b>	<b>Location</b>	<b>Address</b>
September 3, 2019 10 a.m.	Houston City Hall Legacy Room	901 Bagby St. Houston, TX 77002
September 5, 2019 10 a.m.	Lake Jackson Civic Center	333 TX-332 Lake Jackson, TX 77566
September 10, 2019 10 a.m.	Workforce Solutions – East End	4450 Harrisburg Blvd. Houston, TX 77011
September 12, 2019 10 a.m.	Workforce Solutions – Cypress Station	70A FM 1960 West Houston, TX 77073
September 17, 2019 3 p.m.	Blinn College Sealy Center	3701 Outlet Mall Dr. #250 Sealy, TX 77474
September 19, 2019 9 a.m.	Johnnie Arolfo Civic Center – League City	400 W. Walker St. League City, TX 77573
September 24, 2019 10 a.m.	Workforce Solutions – Acres Homes	6730 Antoine Dr. Houston, TX 77091
September 26, 2019 10 a.m.	United Way Fort Bend Center	12300 Parc Crest Dr. Stafford, TX 77477

All Board members are invited to attend one or more of these events, particularly in or near your local community. If members would like to serve as a discussion leader for a roundtable, please contact Chair Richard Shaw or the staff.

Chair Guthrie commended Board staff who supported the production of the Report Card, all Board Members who served on the Report Card Committee and Chair Shaw who has chaired the committee for a number of years. Chair Guthrie remarked that this work is an important part of our obligation to take a broad survey of what others are doing and then communicate where we think we can improve our regional economy.

Chair Shaw concluded his report and no action was taken.

*c. Audit and Monitoring Committee.*

Chair Jackson provided the following report:

The Audit/Monitoring Committee met on Monday, July 29, 2019 at 1:30 p.m. with committee Chair Guy Jackson presiding, and members Gerald Andrews, Scott Marshall, Evelyn Timmins, Bobbie Henderson, Helen Cavazos, Gil Staley, Sara Bouse, and Willie Alexander attending.

**Background**

We conduct quality assurance and financial monitoring for all contractors and units in Workforce Solutions to assess the system's operations, compliance with laws, rules, procedures and our success in meeting employers and people's needs.

The Regional Quality Assurance Team, with Board staff and representatives from our major contractors, carries out quality assurance monitoring throughout the year. During on-site visits, the Team interviews staff, management, and customers; observes operations, and checks various compliance items. Our staff's records and reviews cover customer data, including assessing accuracy, completeness, appropriateness, and compliance with guidelines, policies, procedures, and rules. The Board also contracts with outside audit firms to carry out financial monitoring and reviews. The Audit/Monitoring Committee oversees all of this activity and receives periodic reports on it.

**2019 Summary**

In our opinion, the system functions overall at a solid level.

- We are putting people to work – our system is helping customers find jobs and maintain employment. We can do a better job of helping the individuals we serve to move into higher paying careers.
- Traffic numbers continue to decrease in our offices – the number of customers employed after receiving a service is steady.
- More early education providers received scholarships, and we assessed and enrolled more children with disabilities.
- We continue to improve our “work rate” number for the welfare recipients working in subsidized and unsubsidized jobs – we want over half of our customers in those jobs.
- Our system helps people complete training courses for in demand occupations and obtain education credentials – the number of educational credentials youth received

increased over last year.

#### Trends

- Our local offices show solid performance. We noticed improved facility appearance; and successful integration of Vocational Rehabilitation Service staff in several sites.
- We're doing a better job preparing applications and resumes, and making good referrals, in WorkInTexas. We're also better at keeping the documentation we need for compliance.
- The Financial Aid Payment Office, the Financial Aid Support Center, and the adult education providers also show solid performance.
- Early education quality improvement activities have resulted in more providers with a Texas Rising Star certification and more provider staff accessing training.

#### Opportunities for Improvement

The monitoring activities we perform show us opportunities for improvement and areas to strengthen services.

- We can reach more young people and provide educational and career opportunities. Our local offices have difficulty finding and recruiting youth.
- Board staff can provide technical assistance to contractors to do a better job with some financial compliance requirements for procurements and property.
- The quality of the services we deliver can improve, ensuring that staff listens to employers and individuals to match their needs.
- Our core functions can continue to improve: filling employers' open jobs and assisting employers in upskilling their workforces; matching and placement of people who are looking for work in the right jobs; and providing access and support for people who need and want to add to or improve their education and skills.

#### Conclusions

Each year as a part of our monitoring process, we identify functions, contractors, and units that are at risk for compliance and performance problems. For 2020, in addition to our regular and usual monitoring, we will pay close attention to:

- Our new office locations. We want to make sure the new locations function in line with the Workforce Solutions franchise standards in delivering quality customer service and representing us in their communities.
- Our Financial Aid Payment Office and Financial Aid Support Center and their processes and procedures. Both units are responsible for a significant amount of the dollars we spend – and their processes involve almost all other contractors and units and a large number of our customers.

#### Ratings

After Board staff visits, Board staff rates contractors and units on a broad spectrum of indicators that includes performance; customer service; collaboration and communication; and compliance with guidelines, policies, procedures, and rules; performance. The rating scale has four levels:

**Leading Performance** - Performance consistently exceeds expectations in all areas reviewed and the quality of work overall is exceptional.

**Strong Performance** - Performance consistently meets or exceeds expectations in all areas reviewed and the quality of work overall is very good

**Solid Performance** - Performance consistently meets expectations in most areas reviewed and the quality of work overall is good.

**Building Performance** - Performance does not consistently meet expectations in most areas reviewed and overall quality of work is not at an acceptable level.

A summary of ratings for units and contractors follows.

<b>Summary of Monitoring Ratings</b>			
<b>Career Office</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
<b>Interfaith</b>			
Bay City	Solid Performance	Solid Performance	Solid Performance
Columbus	Solid Performance	Solid Performance	<b>Strong Performance</b>
Conroe	Solid Performance	Solid Performance	Solid Performance
Cypress Station	<b>Strong Performance</b>	Solid Performance	Solid Performance
Humble	Solid Performance	Solid Performance	Solid Performance
Huntsville	Solid Performance	Solid Performance	Solid Performance
Katy Mills	Solid Performance	Solid Performance	Solid Performance
Liberty	<b>Solid Performance</b>	<b>Strong Performance</b>	<b>Strong Performance</b>
Sealy	<b>Strong Performance</b>	<b>Strong Performance</b>	<b>Strong Performance</b>
Waller	Solid Performance	Solid Performance	Solid Performance
Wharton	Solid Performance	Solid Performance	Solid Performance
Willowbrook	Solid Performance	Solid Performance	Solid Performance
Houston Public Library - Ring (Information Center)	Solid Performance	Solid Performance	
Palacios Community Hub		Solid Performance	
Tracking Unit	Solid Performance	Solid Performance	Solid Performance
<b>BakerRipley</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Astrodome	Solid Performance	Solid Performance	Solid Performance
Baytown	<b>Strong Performance</b>	Solid Performance	Solid Performance
East End	Solid Performance	Solid Performance	Solid Performance
Lake Jackson	Solid Performance	Solid Performance	<b>Strong Performance</b>
Northeast	Solid Performance	Solid Performance	Solid Performance
Northline	<b>Strong Performance</b>	Solid Performance	Solid Performance
Northshore	Solid Performance	Solid Performance	Solid Performance
Rosenberg	Solid Performance	Solid Performance	Solid Performance

Southeast	Solid Performance	Solid Performance	Solid Performance
Southwest	Solid Performance	Solid Performance	Solid Performance
Texas City	Solid Performance	Solid Performance	Solid Performance
Tracking Unit	Solid Performance	<b>Strong Performance</b>	Solid Performance
Houston Public Library - Central (Information Center)	Solid Performance	Solid Performance	Solid Performance
<b>ResCare</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Westheimer	Solid Performance	Solid Performance	Solid Performance
Tracking Unit			Solid Performance
<b>System Support</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Financial Aid Support Center (Interfaith)	Solid Performance	Solid Performance	Solid Performance
Financial Aid Payment Office (BakerRipley)	Solid Performance	Solid Performance	Solid Performance
<b>Employer Service</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Employment and Training Centers, Inc.	Solid Performance	<b>Strong Performance</b>	Solid Performance
Grant and Associates		Solid Performance	Solid Performance
<b>Young Adult</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
SER Jobs for Progress	Solid Performance	Solid Performance	Solid Performance
Dynamic Educational Services, Inc.	Solid Performance	Solid Performance	Solid Performance
<b>Early Education Provider Quality</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Collaborative for Children	<b>Strong Performance</b>	<b>Strong Performance</b>	<b>Strong Performance</b>
<b>Training and Technical Assistance</b>	<b>2017</b>	<b>2018</b>	<b>2018</b>
Learning Designs, Inc.		<b>Strong Performance</b>	<b>Strong Performance</b>

Chair Jackson concluded his report and no action was taken.

## **TAKE ACTION**

### *a. Procurement. 2020 Special Projects.*

Chair Evelyn Timmins provided the following report:

The Procurement Committee met on Monday, July 29, 2019 beginning at 2:00 p.m. with committee chair Evelyn Timmins, committee vice chair Bobbie Henderson, and members Helen Cavazos, Scott Marshall, Guy Jackson, Gerald Andrews, Willie Alexander, Sara Bouse, Gil Staley, and Board Chair Mark Guthrie attending.

Ms. Brenda Williams presented the following information on behalf of Chair Evelyn Timmins.

## Background

Periodically we compete for (and sometimes receive by allocation) additional resources to carry out a specific project or projects. These funds are in addition to the general revenue we use to operate the Workforce Solutions system, although the activities are related to and integrated with our usual work.

This year we competed for money to launch a **career/education project** in some of our school districts and to explore **upskilling and career change for workers in small to medium-sized retailers**. The Workforce Commission has also allocated to us a portion of the **workforce innovation funds** reserved at the state level for a set of specific activities.

## Current Situation

- Career/Education Specialist Project

For almost the entirety of its existence, the Board has considered how it might support career planning in the public schools. Initially we discussed how we might place career counselors in local high schools to provide access to good and useful labor market and career education for students, parents, teachers, counselors, and administrators. We were not able to fund this concept, however, with the restrictions on our general revenue – although we did develop a range of materials (including our When I Grow Up career education curriculum) for use in the schools.

The Workforce Commission recently requested proposals for a career/education specialist pilot project to do something like our original idea. In July, we were one of seven boards the Commission funded.

We will have \$794,272 over a two-year period to hire three career/education specialists. These specialists will work with middle school and high school students and faculty in the El Campo, Houston, Pasadena, Spring, and Wharton school districts to:

- Acquaint students and faculty with the labor market information and career decision making tools available from the Workforce Commission and the Board
- Provide information on and ways to access pre-apprenticeship, apprenticeship, and work-based learning resources
  
- Provide information on and ways to access post-secondary education for high-skill, high-growth jobs through technical and community colleges
  
- Connect interested students and their parents with our local career offices and additional resources available there for career planning, job placements, and education support.

The specialists will work directly in ten schools from the five districts each year – and indirectly through virtual means with another 40 schools. We expect to reach at least 6,000 students with our direct connections and at least 30,000 through virtual means and have touched 50 individual schools by the end of the two-year pilot period.

The specialists will be Board staff, and we anticipate using the pilot period to plan how we can continue the service beyond the pilot project funding.

- Retail Workers Project

During 2018, the WalMart Foundation approached TWC about funding a pilot project to upskill front-line workers for upward mobility in the retail sector or transition into other industries. This pilot builds on similar projects WalMart funded directly in Chicago and Dallas.

We were part of a proposal to WalMart to pilot upskilling for workers at small and medium-sized retailers in job specific, supervisory, and management skills. We've been selected – along with five other Texas boards – to develop a regional retail sector strategy delivering a thriving, sustainable system of skills training to help workers move up along a clear career pathway and support their long-term growth and employment retention.

With \$2,388,810 over a three-year period, we plan to work with 25 small to medium-sized retailers (those with 100 or fewer employees) and assist at least 850 workers with upskilling in customer service, supervisory, and management skills. We anticipate using online learning as a key part of upskilling and will test the strength of this form of learning for workers' job retention and advancement. We also expect to learn how and if we can help retail workers transition into other industries with the skills they have and build through the project.

We propose the work be done by and through our Employer Service unit.

- Workforce Innovation Activities Project

The Workforce Innovation and Opportunity Act provides some funds at the state level with greater flexibility than the dollars formula-allocated to local boards. Texas has in the past competed for these “statewide activity funds” but this summer has allocated most of the dollars among the state's local boards.

We've received \$3,124,224 and may use the money for at least one of the following state strategies:

- Partnering with local economic development corporations that use their sales tax revenues for high-demand skill training;
- Partnering with local employers to match funds for skills training in a Texas Industry Partnership project;
- Funding teacher externship projects;
- Funding bootcamps for women entrepreneurs that helps participants create, sustain, or expand a business in Texas

We can also use this money for other innovative projects that serve people or employers, subject to the federal rules.

We propose to program these funds as follows:

1. To match employer contributions in a Texas Industry Partnership project that provides skills training for new and current workers;

2. Building on our experience in summer teacher externship activities, to fund two externship classes for teachers to directly work in and with local employers in key industries;
3. To develop several entrepreneur events for young adults and women that connect to existing efforts and tech incubators in the region;
4. To expand our connections with offender re-entry projects in the region and support a long-term case management/support system for ex-offenders; and
5. To partner with libraries and other community organizations to develop access to Workforce Solutions in remote communities.

We have only recently received notice of these dollars and plan to firm up the proposed activities and report back to the Board with details.

#### Action

A motion was made and seconded to approve the use for each of the projects described above and in the amounts described for those projects, of special project funds in total amount of \$6,307,306 and to authorize staff to proceed in implementing project activities as described above. After a brief discussion and explanation of further details regarding the projects described, the motion was approved as presented.

#### *b. Procurement. The Workforce Solutions System 2020 Contract Renewals.*

On behalf of Chair Evelyn Timmins, Mr. Mike Temple presented the following information.

#### Background

In 2017 we procured contractors for the Workforce Solutions system, and the Board authorized up to four years of annual contracts with these providers.

In the summer each year we review system and contractor performance, estimate our funding available for the next year, and consider renewing contracts. October 2019 will begin the third year under our current procurement.

#### Performance and Production

Our region's unemployment rate was at 3.8% in June 2019, remaining at historically low levels.

- As job markets improve, we have seen traffic in our offices decrease, the number of jobs employers post with us go up, and the people we help are finding jobs, and getting better jobs.
  - We expect the average monthly traffic in our offices to reach **166,824** in 2019. In 2018, the average monthly traffic was **171,358**.
  - The average number of monthly job postings through June 2019 was **13,375**. In 2018, the average number of monthly job posting was **12,362**.
  - Through June 2019, 77.4% of the individuals we helped were working in the first quarter after exiting from Workforce Solutions.

- The system is not yet meeting all our performance targets; however, we have another three months before the end of the performance year.
  - We're seeing an improvement over the last two years in the percentage of customers who have increased their incomes after working with us.
- We're on-track to achieve our production requirements.
  - Even though the number of people using our service is down, we are hitting the mark in production for getting customers employed in the first quarter after exit.
  - Also, we're meeting the production requirements for median earnings (calculated for small specific subgroups of customers) while struggling with the broader performance expectation of earnings gains.
  - By the end of September, we will be supporting almost 25,000 families with financial aid for early education expenses – and paying for about 30,000 units of early education/care per day.
  - We have taught more than 20,917 adult education students through more than 2,250 classes and 1.6 million contact hours at 174 locations.

#### 2020 Revenue

We expect a modest 2.9% increase in revenue to fund 2020 contracts – we're projecting a maximum of \$302 million available for system operations.

- Our general revenue comes from multiple federal sources – all of which are allocated to us using the various formulas that bring those dollars to the state.
  - 2020 general revenue allocations are generally less than the 2019 dollars. We do expect to carry forward about \$5 million in unspent funds – which will offset some of the decrease in our allocations.
  - We also anticipate an increase in vocational rehabilitation service funds to support ongoing office integration. These dollars support our local office operations.
- We will have an increase in special revenue this year, with slightly more than \$6.3 million becoming available for several special and pilot projects.

#### 2020 Investments

With available dollars, we're recommending the following maximum investments in system activities:

	<b>2019</b>	<b>2020</b>
<b>Employers</b>	<b>\$ 18,987,000</b>	<b>\$ 23,200,000</b>
<i>Employer Service</i>	<i>11,072,000</i>	<i>15,700,000</i>
<i>Early Education Provider Quality</i>	<i>7,915,000</i>	<i>7,500,000</i>
<b>People</b>	<b>273,641,195</b>	<b>277,892,000</b>
<i>Local offices + youth projects</i>	<i>54,910,000</i>	<i>56,350,000</i>
<i>Adult Education</i>	<i>16,021,195</i>	<i>18,542,000</i>
<i>Financial Aid</i>	<i>202,710,000</i>	<i>203,000,000</i>
<b>System Support</b>	<b>936,000</b>	<b>950,000</b>
<b>Totals</b>	<b>\$ 293,564,195</b>	<b>\$ 302,042,000</b>

- The increase for overall employer investments represents a commitment of \$5 million for talent development activities with employers: skills training for new and current workers, apprenticeship.
- The slight decrease for investments in early education providers is due to expiring, single purpose dollars for Hurricane Harvey recovery.

#### 2020 Workforce Solutions Contracts

We recommend renewing contracts for all system contractors. As we did with the adult education providers, we're proposing a range for each contract with minimum and maximum amounts.

- We plan to incorporate new dollars for the \$6.3 million special projects into 2020 contracts as appropriate.
- Talent development funds, shown in the Investments chart above in Employer Service, are in the BakerRipley Payment Office contract as that office authorizes the payments for talent development projects.
- We will negotiate all contracts beginning with the minimum contract totals. We believe there are efficiencies we can find within each of these contracts and will work with contractors to reduce non-direct customer service expenses.
- We will come back to the Board in October with firm plans to procure and invest an additional \$3 million with new providers.

Contractor	2019	2020	
		Minimum	Maximum
Employment and Training Centers	\$ 7,222,000	\$ 6,860,000	\$ 7,300,000
Grant Associates	3,350,000	3,180,000	3,400,000
Collaborative for Children	7,915,000	7,000,000	7,500,000
<i>BakerRipley</i>			
Career offices	23,255,000	22,090,000	23,400,000
Payment Office operations	3,450,000	3,280,000	3,450,000
<i>Interfaith of the Woodlands</i>			
Career offices	14,720,000	13,980,000	14,800,000
Support Center operations	5,600,000	5,320,000	5,600,000
ResCare career offices	6,335,000	6,020,000	6,400,000
SER-Jobs	1,200,000	1,200,000	1,300,000
Dynamic Education Systems Inc.	350,000	350,000	400,000
<i>NewInvestments</i>			
Adult Education	16,021,195	16,993,000	18,542,000
<i>Baker Ripley</i>			
Financial Aid	203,210,000	200,000,000	206,000,000
<i>System Support/Learning Designs</i>			
System Support/Learning Designs	936,000	890,000	950,000
<b>Total</b>	<b>\$ 293,564,195</b>	<b>\$ 287,163,000</b>	<b>\$ 302,042,000</b>

## Results

With these recommendations we expect to:

- Serve at least 28,500 employers and 425,000 individuals
- Ensure 17,670 of our employers return for service
- Assist in creating 3,300 new jobs
- Spend at least \$15 million on scholarships for more than 5,000 individuals in high-skill, high-growth occupational training
- Support about 24,000 families and 44,000 children with early education
- Help more than 230,000 individuals go to work
- Raise the incomes of 105,000 by at least 20%
- Help 85% of individuals pursuing a post-secondary education attain a credential (certificate or degree)

## Action

A motion was made and seconded to authorize Board staff to negotiate 2020 Workforce Solutions system renewal contracts as described above, in the range of amounts for each contractor and activity described above, in total amount not to exceed \$302,042,000. The motion was approved as presented.

Chair Timmins concluded her report and no further action was taken.

### *d. Ratify April and June 2019 Actions.*

Mr. Mike Temple presented the following information to the Board.

## Background

While going through the process of appointments for members, the Board was technically out of compliance with state rules for Board composition.

Unfortunately, from time-to-time, the appointment process stretches beyond the time limit for technical compliance.

## Current Situation

The Board is now in compliance with composition rules.

Items which the Board approved at its April and June 2019 meetings are attached. The June Board meeting minutes are available at the front of the August Board package, and the April Board meeting meetings are attached to this item.

## Action

A motion was made and seconded to ratify actions taken at the April and June 2019 meetings. Mr. Dexter McCoy, Ms. Stephanie Nellons-Paige, Mr. Adrian Ozuna, Mr. Paul Puente and Mr. Michael Stewart abstained from voting. The motion was approved as presented.

## RECEIVE INFORMATION

### *a. Performance and Production.*

Philip Garcia reviewed the Performance measures for October 2018 through June 2019, as follows:

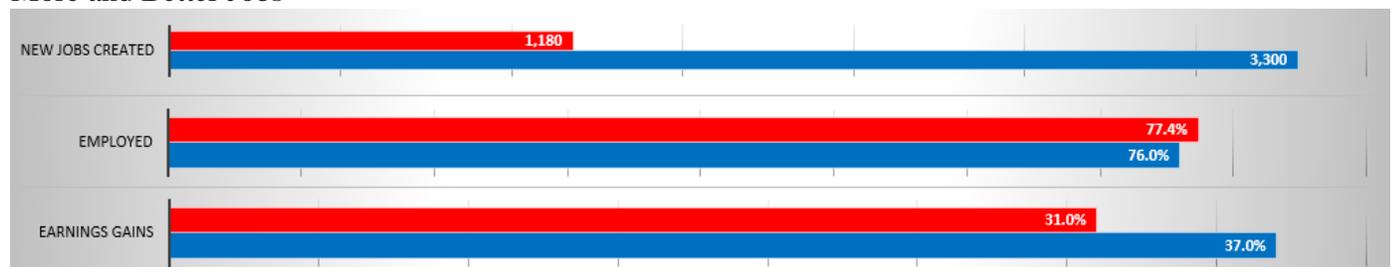
#### Board Measures

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

#### More Competitive Employers



#### More and Better Jobs



#### A Better Educated Workforce



#### Production

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

- Number of Employers Receiving Workforce Assistance: The target for this measure is 20,436. Our performance for employers receiving Workforce assistance from October 2018 through May 2019 is 19,148.
- Avg. Number Children Served Per Day: The target for this measure is 29,550. Our performance for the average number of children served per day from October 2018 through May 2019 is 31,220.
- Employed Q2 post Exit – Dislocated Workers: The target for this measure is 79.2%. Our performance for customers with earning 2<sup>nd</sup> quarter post exit from October 2018 through May 2019 is 67.57%.

**Adult education** production for the period July 2018 through June 2019 includes:

	<b>Target</b>	<b>Year to Date</b>
<b><i>Total Enrollments</i></b>	<b>20,184</b>	<b>20,921</b>
<i>12+ Hour Enrollments</i>	18,166	19,087
<i>IET Program</i>	1,100	1,088
<i>EL Civics</i>	615	2,155
<i>Integrated EL Civics</i>	500	470
<i>Intensive Services.</i>	490	894

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

Mr. Mike Temple commented that one of the Production numbers is the number of children served while we are helping their parents with education expenses. Mr. Temple pointed out that we are not behind, we are ahead. According to the state measurement criteria, this would indicate we are not meeting the target.

Chair Guthrie asked for clarification as to why we are not meeting the goal for dislocated workers. Mr. Garcia explained that this information comes from the UI database. We are currently following up with individuals who may not appear in the database to ensure that all of the individuals are being counted.

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

*b. Expenditures*

AJ Dean reviewed the Financial Status Report representing expenses for the six months ending in June 2019, and provided the following report:

We are 50% through the year and very close to on target in all categories. Board Admin and System IT are both lagging slightly. Service for Employers and Service for People are on target.

Workforce Revenue overall is very close to 50% at the halfway point in the year. System Expenses shows that we are using about 75% of our dollars on Financial Aid, followed by Office Operations, Adult Education and Employer Service.

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

**LOOK AT THE ECONOMY**

Ron Borski provided the Board with a report of employment data and economic trends.

In June we had a slight increase in local unemployment. However, locally at the state level as well as nationally unemployment is still under 4.0%. The June increase is expected each year as schools let out for their summer break.

In June the local area added approximately 14,700 jobs. Job gains are widespread, with the exception of Education and Health Services and Government with schools out for summer break. That puts us at a job growth rate of 2.7% which is more than a full percentage point faster than the nation. That increase represents an addition of 82,900 jobs over the year with the fastest pace of job growth found in Mining and the largest number of new jobs found in Professional and Business Services. Retail Trade continued to report an over the year loss for the 9<sup>th</sup> consecutive month. Last year at this time, preliminary estimates showed that we were up 58,200 jobs. Once revisions came about, that number was revised downward to an increase of 34,800 jobs. The original estimate was over estimated by 67%.

The second fastest growing super sector is Other Services. It's difficult to describe what that sector consists of, it has a little bit of everything. The two largest sectors are Personal and Laundry Services and Repair and Maintenance. The remaining sectors include Religious, Social Advocacy Organizations, and Private Households. Together all of these represent nearly 90,000 jobs. For the past five years the largest growth has been in Personal and Laundry Services, followed closely by Repair and Maintenance. More than half of Repair and Maintenance is represented by Automotive Repair, followed by Commercial Industrial Machinery Repair and Maintenance. When we look at the growth, we see that Commercial Industrial Machinery Repair and Equipment growth has been nearly 3 times as fast as Automotive Repair. We would assume that is tied to our thriving Manufacturing sector. Personal and Laundry Services includes areas such as Barber Shops, Hair and Nail Salons, Pet Services, Parking Lots, Dry Cleaning, Laundry Services and Death Care Services. In the past we've seen most of the growth in Personal Care Services, but we also see that we have had an overall shift to more casual day to day clothing which has led to a decline in Dry Cleaning Services. Also, more people are choosing cremation as opposed to more traditional services leading to a decline of over 23% in the last 20 years.

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

**OTHER BUSINESS**

Mr. Mike Temple informed new members that we will be contacting them about dates for a new member orientation. We look forward to seeing you there and appreciate you being here.

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

**ADJOURN**

Chair Guthrie adjourned the meeting at approximately 11:05 a.m.

# GULF COAST WORKFORCE BOARD

Board Member	02/05/19	04/02/19	06/04/19	08/06/19	10/01/19	12/03/19
Alexander, Willie	✓		✓			
Allen, Karlos	✓					
Andrews, Gerald	✓					
Beard, Peter	✓		✓			
Bouse, Sara	✓	✓	✓			
Cavazos, Mary Helen	✓	✓	✓			
Dillon, Renea		✓	✓			
Guido, Cheryl	✓	✓	✓			
Guthrie, Mark	✓	✓	✓			
Hawthorne, Caritha						
Henderson, Bobbie Allen	✓	✓	✓			
Heskamp, Alan		✓	✓			
Jackson, Guy Robert	✓	✓	✓			
Janes, Sarah		✓	✓			
Karr, Doug	✓	✓	✓			
LaBroski, Jeff	✓	✓	✓			
Lewis, Ernest	✓		✓			
Mahagaokar, Rajen						
Marshall, Scott						
McCleskey, Kendrick		✓				
McCoy, Dexter			✓			
Mechler, Steve	✓	✓	✓			
Melton, Edward	✓	✓				
Nellons-Paige, Stephanie			✓			
Nevlud, Jerry	✓					
Ozuna, Adrian						
Puente, Paul						
Ruley, Janice	✓		✓			
Scheiner, Danielle	✓		✓			
Segovia, Valerie		✓	✓			
Shaw, Richard	✓	✓				
Shi, Isaac			✓			
Staley, Gil		✓	✓			
Stewart, Michael			✓			
Timmins, Evelyn	✓	✓	✓			
Vazquez, Lizandra						
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](mailto:walex@wjalexander.com)  
Term: January 1, 2019 thru December 31, 2020

## **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](mailto:allenka@pfm.com)  
Term: January 1, 2016 thru December 31, 2020

## **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](mailto:geraldandrews36@yahoo.com)  
Term: January 1, 2019 thru December 31, 2020

## **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](mailto:pbeard@houston.org)  
Term: January 1, 2019 thru December 31, 2020

## **BOUSE, SARA**

Alvin Community College  
3110 Mustang Road  
Alvin, TX 77511  
(281) 732-8389 – cell  
(281) 756-3568 – office  
Category: Education  
County: Brazoria  
[sbouse@alvincollege.edu](mailto:sbouse@alvincollege.edu)  
Term: January 1, 2019 thru December 31, 2020

## **CAVAZOS, MARY HELEN**

M.H. Cavazos & Associates  
1124 W. Clay Street  
Houston, TX 77019  
(713) 807-1115  
Category: Business  
County: Harris  
[mhcavazos@aol.com](mailto:mhcavazos@aol.com)  
Term: January 1, 2019 thru December 31, 2020

## **DILLON, RENE A**

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

## **GUIDO, CHERYL**

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

**GUTHRIE, MARK**

Winstead PC  
600 Travis Street, Suite 5200  
Houston, TX 77002  
(713) 650-2730  
Fax: (713) 650-2400  
Category: Business  
County: City of Houston  
[mguthrie@winstead.com](mailto:mguthrie@winstead.com)  
Term: January 1, 2019 thru December 31, 2020

**HAWTHORNE, CARI**

HR Defined, LLC  
10101 Fondren #206  
Houston, TX 77096  
Category: Business  
County: City of Houston  
[info@hrdefined.com](mailto:info@hrdefined.com)  
Term: June 21, 2018 thru December 31, 2020

**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](mailto:bobbie.henderson@att.net)  
Term: January 1, 2019 thru December 31, 2020

**HESKAMP, ALAN**

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

**JACKSON, GUY ROBERT**

Chambers County Abstract Co. Inc.  
P.O. Box 640  
Anahuac, TX 77514  
(409) 267-6262, ext. 35  
Fax: (409) 267-6355  
Category: Business  
County: Chambers  
[grj@ccac.net](mailto:grj@ccac.net)  
Term: January 1, 2019 thru December 31, 2020

**JANES, SARAH**

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

**KARR, DOUG**

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

**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](mailto:ski@plu68.com)  
Term: January 1, 2019 thru December 31, 2020

**LEWIS, ERNEST**

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

**MAHAGAOKAR, RAJEN**

Riverstone Holdings LLC  
1000 Louisiana St, 1450  
Houston, TX 77002  
(713) 844-3600  
Category: Business  
County: Harris  
[rmahagaikar@riverstonellc.com](mailto:rmahagaikar@riverstonellc.com)  
Term: June 21, 2019 thru December 31, 2020

**MARSHALL, SCOTT**

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

**McCLESKEY, KENDRICK**

PricewaterhouseCoopers-  
1903 Crockett St.  
Houston, TX 77007  
(281) 788-6046  
Category: Business  
County: City of Houston  
[klmccleskey@gmail.com](mailto:klmccleskey@gmail.com)  
Term: January 1, 2019 thru December 31, 2020

**McCOY, DEXTER**

Fort Bend Independent School District  
16431 Lexington Blvd  
(281) 634-1000  
Fax: (281) 327-2834  
Category: Education  
County: Fort Bend  
[Dexter.mccoy@fortbendisd.com](mailto:Dexter.mccoy@fortbendisd.com)  
Term: January 1, 2019 thru December 31, 2020

**MECHLER, STEVE**

TI Constructors  
4321 Directors Row, Suite 101  
Houston, TX 77092  
(281) 272-7980  
Category: Business  
County: Harris  
[smechler@ticonstructors.com](mailto:smechler@ticonstructors.com)  
Term: January 1, 2018 thru December 31, 2019

**MELTON, EDWARD**

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

**NELLONS-PAIGE, STEPHANIE**

Texas Central Rail Holdings  
1021 Main Street  
Houston, TX 77002  
(443) 610-3487  
Category: Business  
County: Houston  
[Snellons-paige@texascentral.com](mailto:Snellons-paige@texascentral.com)  
Term: January 1, 2019 thru December 21, 2020

**NEVLUD, JERRY**

AGC Houston  
3825 Dacoma Street  
Houston, TX 77092  
(713) 843-3700  
Fax: (713) 843-3777  
Category: Business  
County: Harris  
[jerry.n@agchouston.org](mailto:jerry.n@agchouston.org)  
Term: January 1, 2018 thru December 21, 2019

**OZUNA, ADRIAN**

Prosperity Bank  
80 Sugar Creek Center Blvd  
Sugar Land, TX 77478  
(832) 259-7692  
Category: Business  
County: Harris  
[adrian.ozuna@prosperitybankusa.com](mailto:adrian.ozuna@prosperitybankusa.com)  
Term: June 21, 2019 thru December 31, 2020

**PUENTE, PAUL J.**

Houston Gulf Coast Building and Construction  
Trades Council  
1301 West 13<sup>th</sup> St, Suite D  
Deer Park, TX 77536  
(713) 926-4433  
Fax: (713) 926-4918  
Category: Labor  
County: City of Houston  
[paul@hgcbctc.org](mailto:paul@hgcbctc.org)  
Term: January 1, 2019 thru December 31, 2020

**RULEY, JANICE**

Houston Airport Systems  
18600 Lee Road, Suite 130  
Humble, TX 77338-4172  
(281) 233-7853  
Fax: (281)230-8020  
Category: Labor  
County: City of Houston  
[janice.ruley@houston.tx.gov](mailto:janice.ruley@houston.tx.gov)  
Term: January 1, 2019 thru December 31, 2020

**SCHEINER, DANIELLE**

Conroe Economic Development Council  
300 W Davis Street  
Conroe, TX 77301  
(936) 522-3529  
Category: Economic Development  
County: Montgomery  
[schein@conroeedc.org](mailto:schein@conroeedc.org)  
Term: January 1, 2018 thru December 31, 2019

**SEGOVIA, VALERIE GARCIA**

Director of Outreach and Development  
Nuclear Power Institute  
101 Gateway Blvd, Suite A  
College Station, TX 77845  
979-240-5005  
Category: CBO  
County: Matagorda  
[vsegovia@tamu.edu](mailto:vsegovia@tamu.edu)  
[valeriegsegovia@gmail.com](mailto:valeriegsegovia@gmail.com)  
Term: January 1, 2019 thru December 31, 2020

**SHAW, RICHARD**

Harris County Labor Assembly,  
AFL-CIO Council  
1707 Prism Lane  
Houston, TX 77043-3344  
(713) 240-2472  
Category: Labor  
County: City of Houston  
[shawtrek@aol.com](mailto:shawtrek@aol.com)  
Term: January 1, 2019 thru December 31, 2020

**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](mailto:isaac@gstdev.com)  
Term: January 1, 2019 thru December 31, 2020

**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](mailto:gil.staley@edpartnership.net)  
Term: January 1, 2018 thru December 31, 2019

**STEWART, MICHAEL**

United Way of Greater Houston  
50 Waugh Drive  
Houston, TX 77007  
(713) 685-2401  
Fax: (844) 768-0346  
Category: CBO  
County: City of Houston  
[mstewart@unitedwayhouston.org](mailto:mstewart@unitedwayhouston.org)  
Term: January 1, 2019 thru December 31, 2020

**TIMMINS, EVELYN**

Houston Mayor's Committee for  
Employment of People with Disabilities  
2120 Lundy Lane  
Friendswood, TX 77546  
(281) 388-1967

Category: CBO

County: City of Houston

[evtimmins@aol.com](mailto:evtimmins@aol.com)

Term: January 1, 2019 thru December 31, 2020

**VAZQUEZ, LIZANDRA**

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

Category: State Agency

[lizandra.vazquez@wrksolutions.com](mailto:lizandra.vazquez@wrksolutions.com)

Term: January 1, 2019 thru December 31, 2020

**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](mailto:michael.webster@hccs.edu)

Term: January 1, 2019 thru December 31, 2020

**WORKFORCE BOARD KEY STAFF:**

Mike Temple, Director  
Brenda Williams, Senior Manager  
Michelle Castrow, Program Manager  
Dorian Cockrell, Operation Manager  
Susan Dixon, Employer Service Manager  
Jenny Johnson, Quality Assurance Manager  
Deborah Duke, Administrative Coordinator  
Lucretia Hammond, Grants Management

Houston-Galveston Area Council  
3555 Timmons Lane, Suite 120  
P.O. Box 22777  
Houston, TX 77227-2777  
(713) 627-3200  
Fax: (713) 993-4578  
<http://www.wrksolutions.org>



# GULF COAST WORKFORCE DEVELOPMENT BOARD

## COMMITTEES

### **Audit/Monitoring**

- – Chair
- Guy Robert Jackson – Vice Chair
- Karlos Allen
- Sara Bouse
- Helen Cavazos
- Cheryl Guido
- Doug Karr
- John Josserand
- Scott Marshall
- Kendrick McCleskey
- Evelyn Timmins

### **Budget**

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

### **By-Laws**

- – Chair
- – Vice Chair

### **Career Office**

- Karlos Allen - Chair
- – Vice Chair
- Cheryl Guido

### **Education**

- Bobbie Henderson – Chair
- Doug Karr – Vice Chair
- Karlos Allen
- Sara Bouse
- Helen Cavazos
- Renea Dillon
- Cheryl Guido
- Alan Heskamp
- Sarah Janes
- John Josserand
- Jeff LaBroski
- Scott Marshall
- Dexter McCoy
- Steve Mechler
- Jerry Nevlud
- Valerie Segovia
- Richard Shaw

### **Employer Services**

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





# Audit/Monitoring Committee

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## Update for September 2019

The Audit/Monitoring Committee met by teleconference on Wednesday, September 18, 2019. Members present included the committee chair Guy Jackson, Board chair Mark Guthrie, and members Adrian Ozuna, Mike Stewart, Helen Cavazos, Alan Heskamp, Doug Karr, and Paul Puente.

### Summary

The committee heard a presentation of results from the most recent monitoring activities. This included reviews of local offices, their tracking units, Employer Service, and the Financial Aid Support Center.

We did not find significant issues in any of these units; all of them rated Solid Performance.

**Local Offices.** As always, we find opportunities for improvement throughout the system. Out of this group of reviews, our most frequent comments for local offices included:

- Find ways to increase outreach and the number of young people we serve
- Improve our customer records
  - Make sure we have accurate and sufficient data for each customer receiving financial aid
  - Make sure our records include necessary information and required elements (employment plans, counselor notes)

**Tracking Units.** A tracking unit is a central office that supports the work of local career offices by keeping counts, assembling multiple customer-related documents, reviewing and notifying offices of required actions for customers, reviewing and notifying offices of individual customer deadlines for action, sanctioning customers for non-compliance, reporting on performance. Each office contractor has a tracking unit.

- We have reminded the tracking units of the importance of keeping good communication with the offices each serves, ensuring the accuracy of customer data, and checking to make sure our records are complete.

**Financial Aid Support Center.** This office determines eligibility for the largest share of customers who apply for our financial aid. The staff in this office also have a role in setting up arrangements for customers to whom we've awarded assistance, working with the customers, schools, early education providers, and others to put financial aid in place. Interfaith of the Woodlands operates the Support Center for us.

- During our review, we saw a significant improvement in the response time for determining eligibility. We commented that the Support Center could improve the time to respond to customer inquiries and calls.

**Employer Service.** Employer Service is the sales and marketing arm of Workforce Solutions – making contact with employers, employer associations, chambers of commerce, and economic development associations to assist with human resources related needs. It is also the unit that responds to employers' requests for assistance with talent development – sourcing, screening, referring, and where possible, investing in education and upskilling for new and current workers.

There are two contractors in this unit: Employment and Training Centers and Grant Associates.

- For Employment and Training Centers, we saw a need to improve the candidate eligibility determination work it does for talent development projects and some of the required documentation for those projects. For Grant, we noted that the contractor is not meeting its current year production expectations.

## Nominating Committee

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### 2020 Gulf Coast Workforce Board Officers

#### Background

The Board's bylaws call for an annual election of Board officers. There are four positions: the Board Chair and three Vice Chairs. A Vice Chair acts in the absence of the Chair.

The Board Chair must come from the private sector representatives on the Board.

#### Current Situation

The Nominating Committee is opening the call for nominations for all four Board officer positions. Members interested in nominating themselves or other members may provide the nomination to Guy Jackson, the committee chair.

The Committee will review nominations and make a recommendation to the Board at the December 2019 meeting.



## Budget Committee

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# Proposed 2019 Board Budget Revision

## Background

Periodically we update the Board's budget to account for changes in revenue. We are proposing the Board approve a small increase in the overall budget.

The Budget Committee met on Friday, August 23, 2019 with Committee Chair Willie Alexander, Board Chair Mark Guthrie, and Bobbie Henderon attending. Sarah Janes and Doug Karr participated by phone.

## Current Situation

The proposed revision to the 2019 budget places total available revenue just over \$308 million, which results in a .4% increase from our original estimate. Decreased general revenue funding due to formula funding reductions is being offset by increased dollars available for new initiatives plus additional support for Vocational Rehabilitation integration.

Our proposed use for additional revenue will be split between service for employers and people. We recommend

- increasing dollars in financial aid for work based learning,
- enhancing resources available for career office expansions, and
- adding funds to employer service.

We are also proposing a modest increase to the Board's travel budget for 2019.

## Results

With these recommendations we expect to:

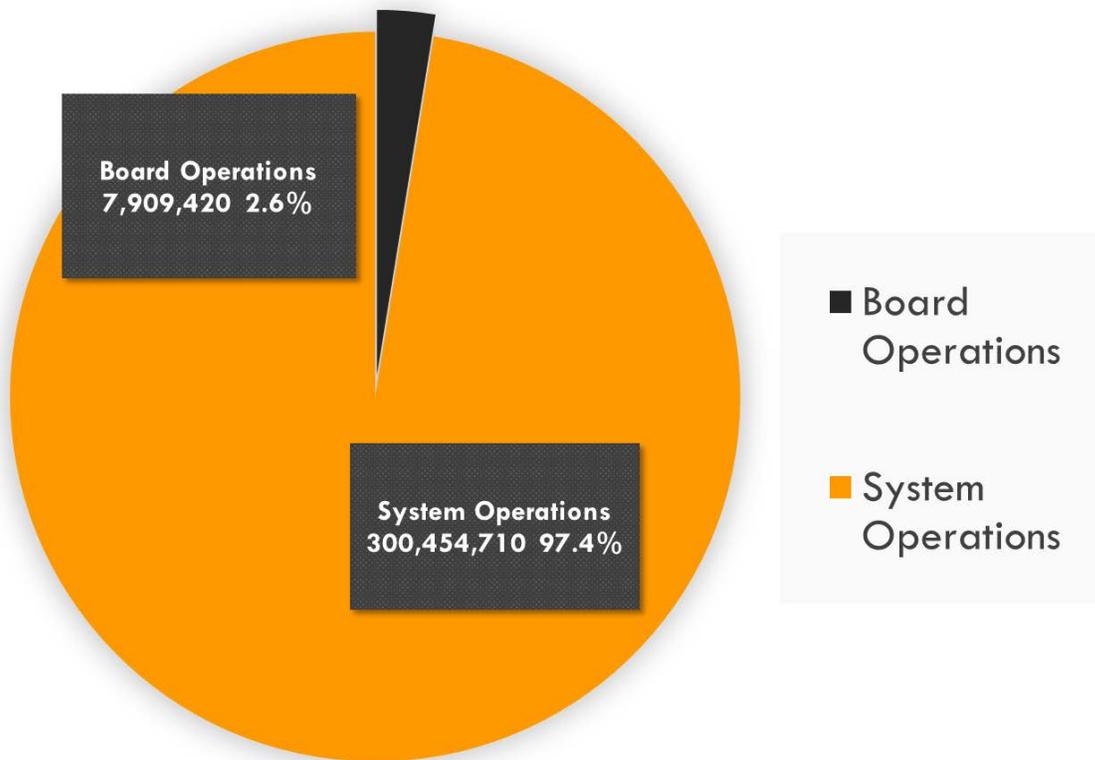
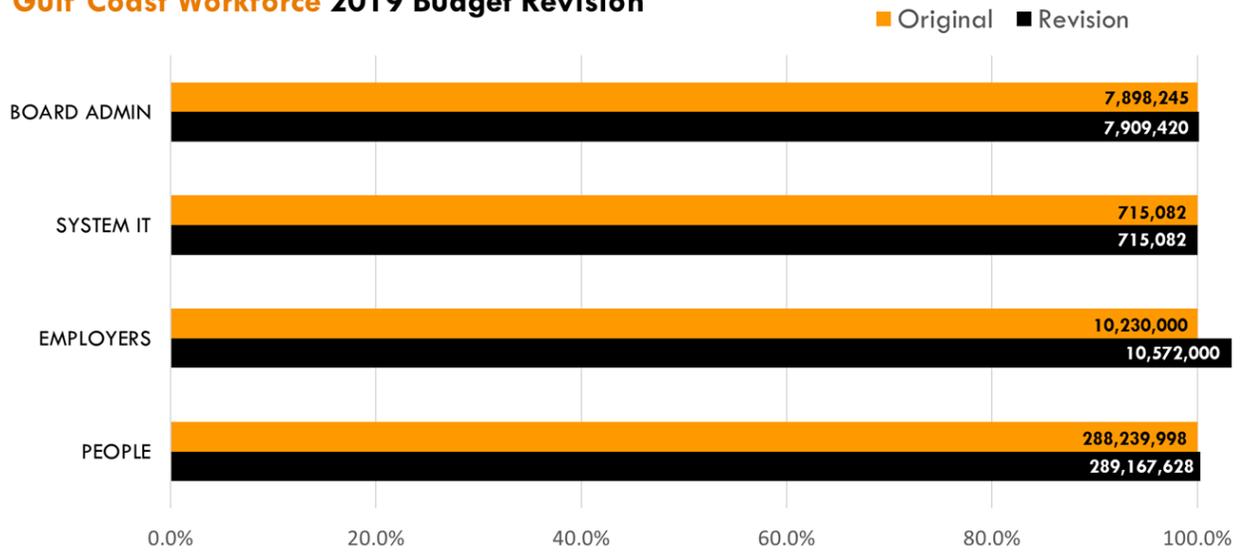
- Serve at least 28,500 employers and 425,000 individuals
- Ensure 17,670 of our employers return for service
- Assist in creating 3,300 new jobs
- Spend at least \$15 million on scholarships for more than 5,000 individuals in high-skill, high-growth occupational training
- Support about 24,000 families and 44,000 children with early education

- Help more than 230,000 individuals go to work
- Raise the incomes of 105,000 by at least 20%
- Help 85% of individuals pursuing a post-secondary education attain a credential (certificate or degree)

## Action

Approve the revised 2019 Board budget in amount of \$308,364,130.

**Gulf Coast Workforce 2019 Budget Revision**



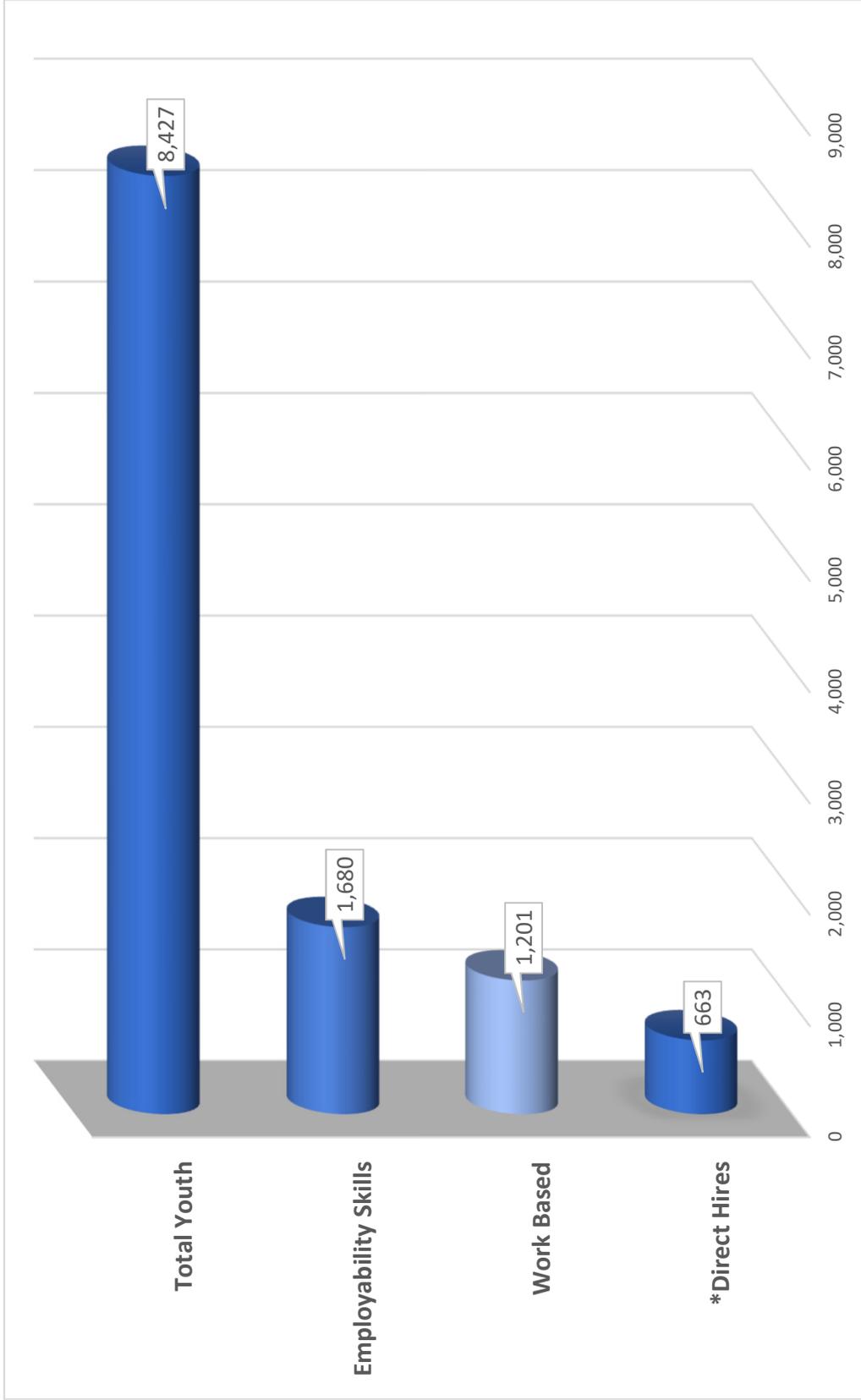


# Gulf Coast Workforce Board

System Performance

## Youth & Young Adults

March 2019 to August 2019



\*All data not yet reported



# Gulf Coast Workforce Board

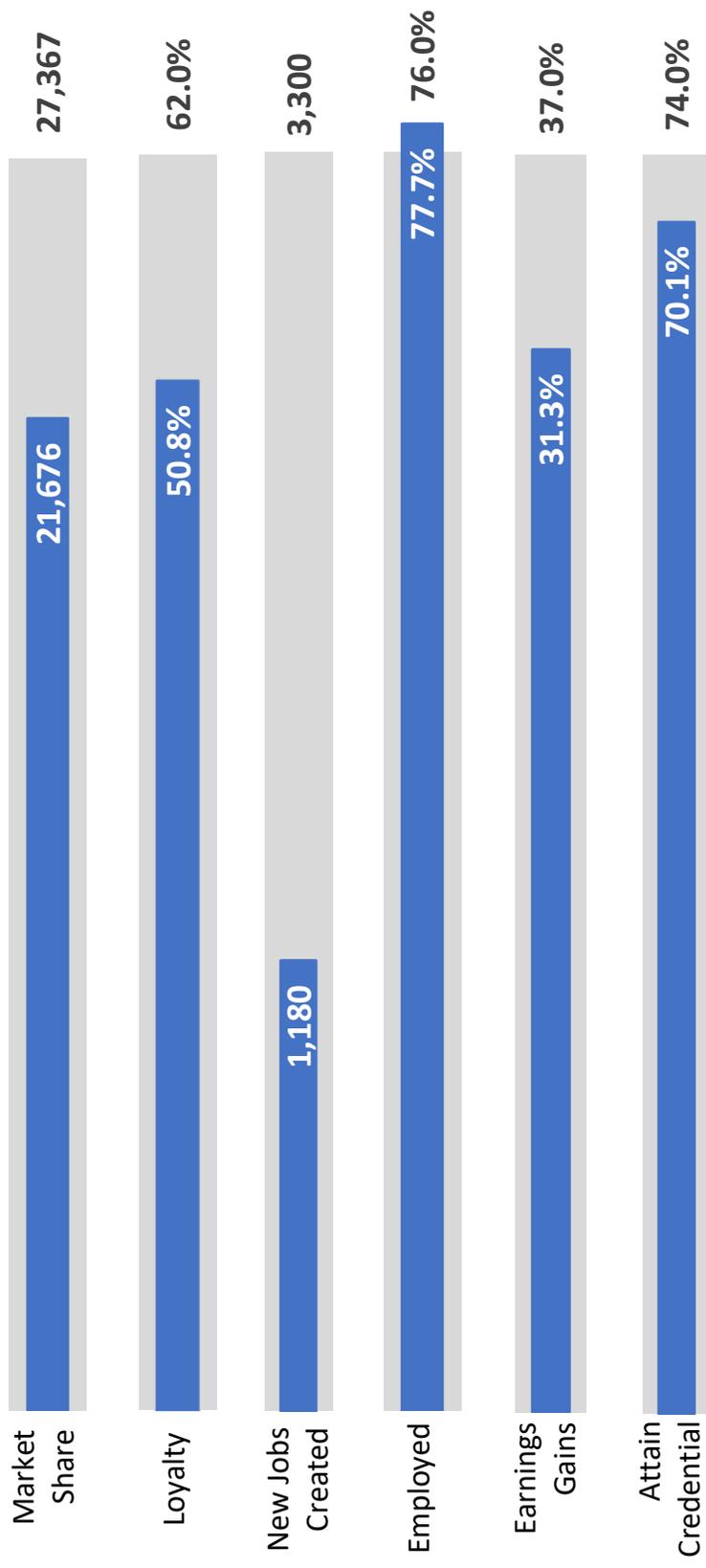
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System Performance

## Performance Measures

October 2018 to August 2019



# Gulf Coast Workforce Board

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System Performance

## Production Measures

Number of measures meeting or exceeding



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## Measures that require additional focus

### Workforce

October 2018 to August 2019



Employer Receiving  
Workforce Assistance

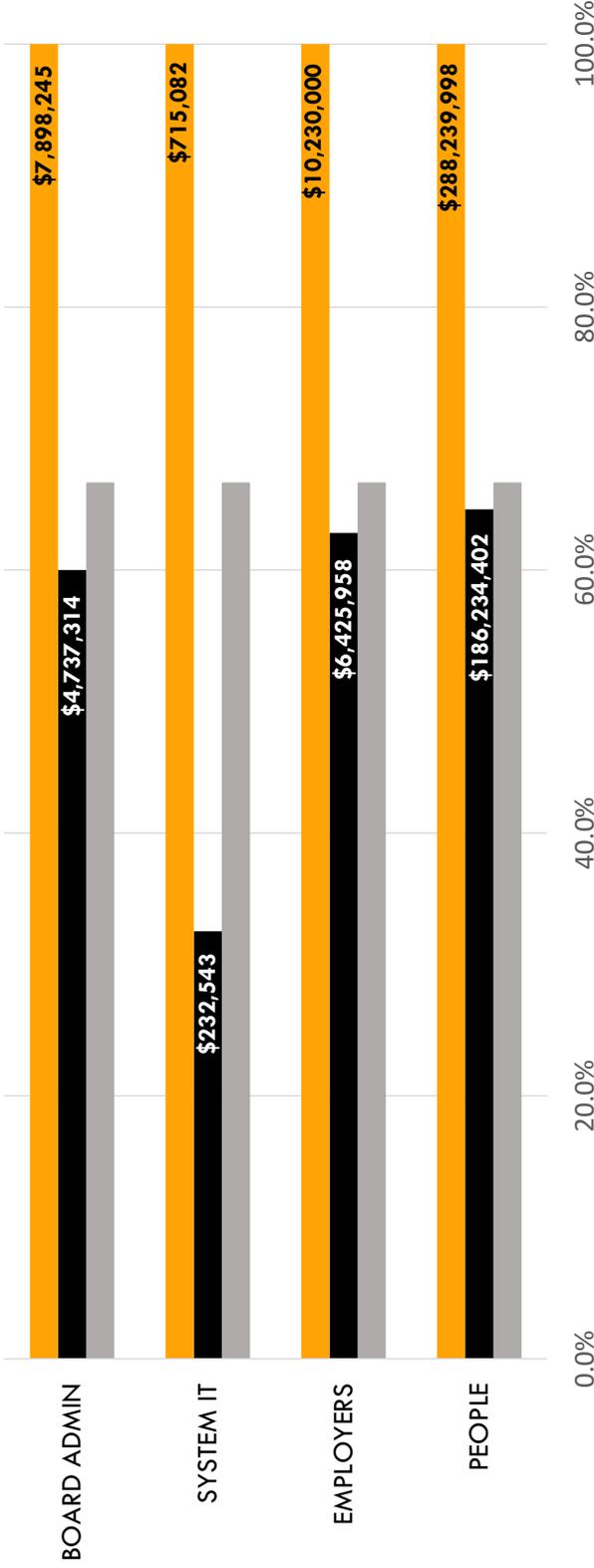


Employed Q2 Post Exit -  
WIOA DW

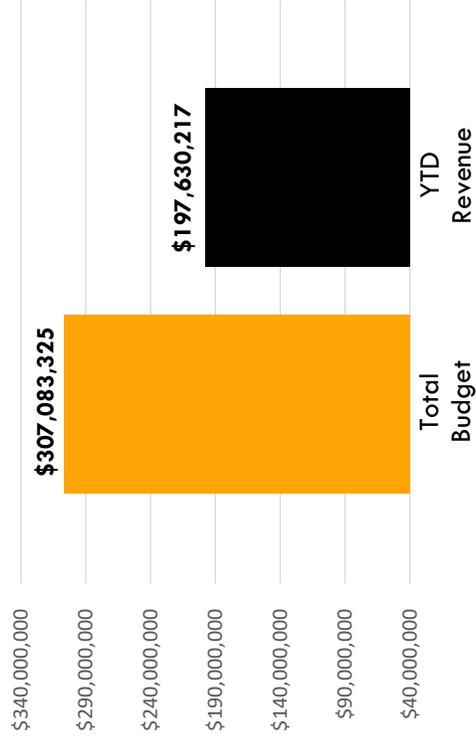
# Gulf Coast Workforce Financial Status Report

For the 8 months ending August 31, 2019

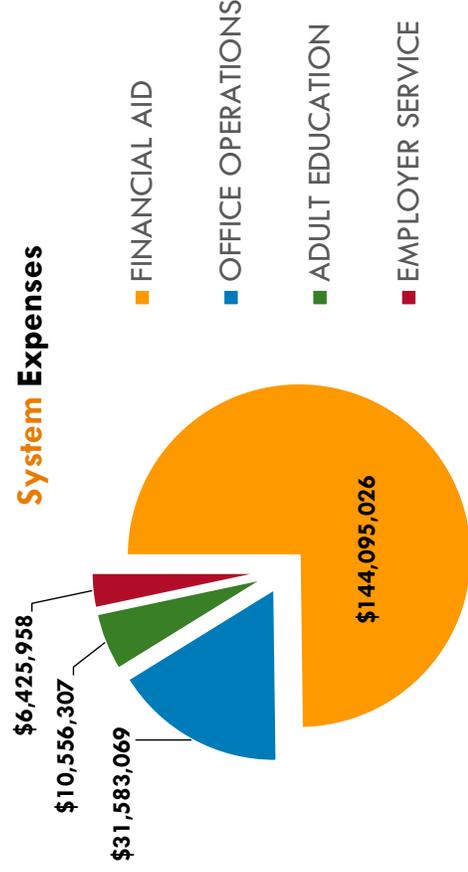
■ Budget ■ Expenses ■ Target



## Workforce Revenue



## System Expenses







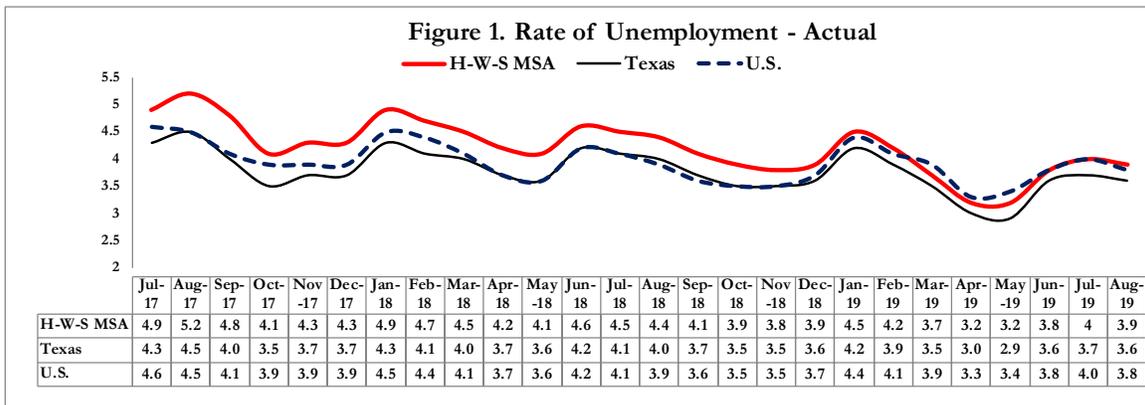
Labor Market Information  
AUGUST 2019 Employment Data

HOUSTON-THE WOODLANDS-SUGAR LAND METROPOLITAN STATISTICAL AREA Visit our website at [www.wrksolutions.com](http://www.wrksolutions.com)

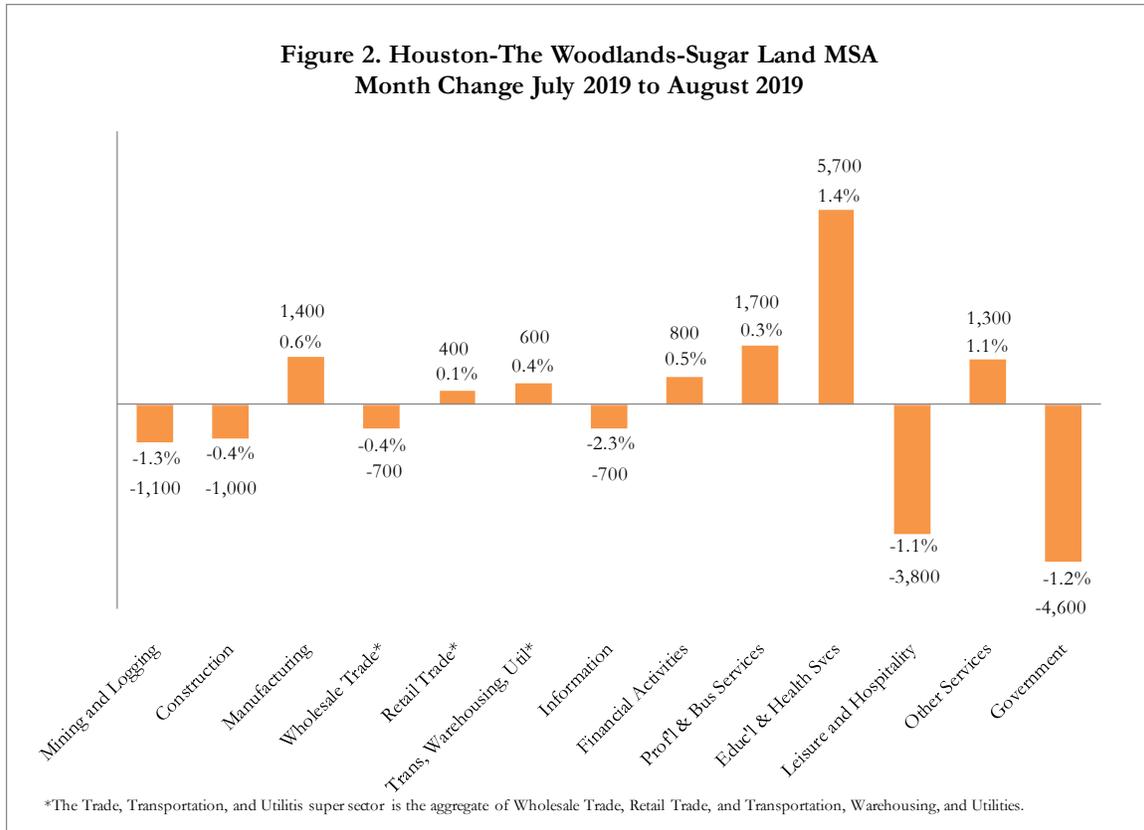
The actual rate of unemployment in the Houston-The Woodlands-Sugar Land Metropolitan Statistical Area (H-W-S MSA) fell one-tenth of a percentage point to 3.9 percent in August. A decline in the rate of unemployment in the month of August happens most years as individuals preparing to begin the 2019 to 2020 school year exit the labor force. The state rate of unemployment also fell one-tenth of a percentage point to 3.6 percent while the national rate fell two-tenths of a percentage point to 3.8 percent, see figure 1. Over the previous year the number of individuals in the labor force in the H-W-S MSA increased by 64,869 while the number of unemployed declined by 14,101 driving the rate of unemployment down one-half of a percentage point.

**Unemployment Rate (Actual)**

	AUG 2019	JUL 2019	AUG 2018
<b>Civilian Labor Force</b>	3,429,317	3,448,123	3,364,448
<b>Total Employed</b>	3,295,167	3,311,444	3,216,197
<b>Unemployed</b>	134,150	136,679	148,251
<b>Unemployment Rate</b>	3.9%	4.0%	4.4%



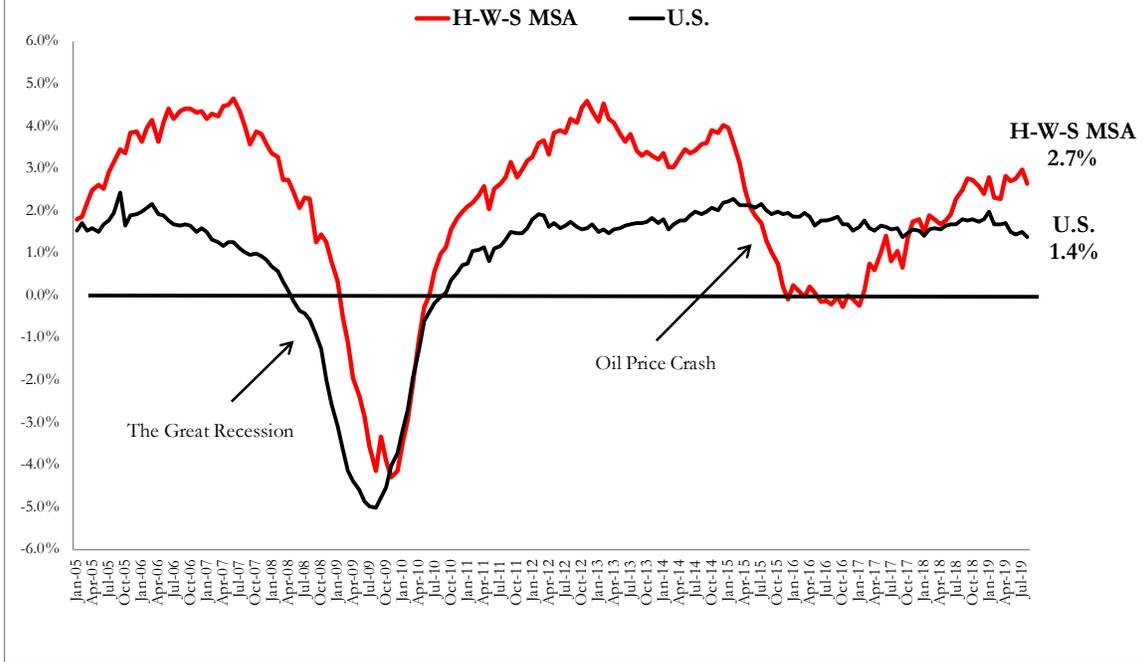
Total Nonfarm Employment in the H-W-S MSA was unchanged in August at 3,166,900 as a result of gains and losses across various industry sectors. The MSA typically adds jobs in August but has failed to do so in three of the last five years. The largest August increase was in Educational and Health Services, up 5,700 jobs. Substantial gains were also found in Financial Activities, up 1,700 jobs, Manufacturing, up 1,400 jobs, and Other Services, up 1,300 jobs. The largest decline was found in Government as educational institutions reduced payrolls for the summer, down 4,600 jobs. Leisure and Hospitality, which often reduces payrolls in July and August, also incurred a substantial loss of 3,800 jobs over the month. Changes for major industry sectors can be seen in figure 2. For a complete list of July employment estimates see pages 13 & 14.



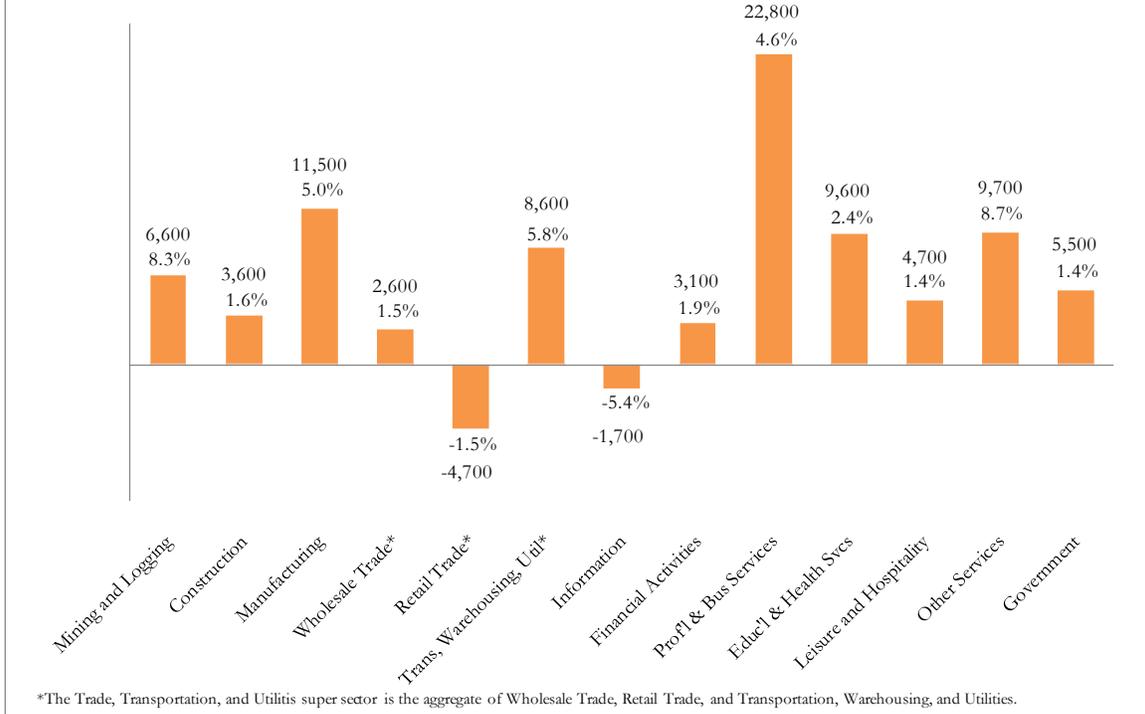
Total Nonfarm Employment in the H-W-S MSA increased by 81,900 jobs over the year in August with the pace of job at 2.7 percent, down three-tenths of a percentage point over the month but nearly twice that of the nation's 1.4 percent pace, see figure 3. Job gains were widespread across most industry sectors. Professional & Business Services added the largest number of new jobs to the area with payrolls up 22,800 jobs over the year, see figure 4. Other Services added jobs at the fastest pace of 8.7 percent, up 9,700 jobs, followed closely by Mining and Logging, up 6,600 jobs or 8.3 percent. The only super sector not reporting an over-the-year increase was Information where payrolls were down 1,700 jobs. Within the Trade, Transportation, and Utilities super sector, which managed a net increase of 6,500 jobs over the year, Retail Trade was reporting a loss of 4,700 jobs over the year.

Additional comments by super sector can be found beginning on page 5. Detailed data can be viewed on pages 13 & 14.

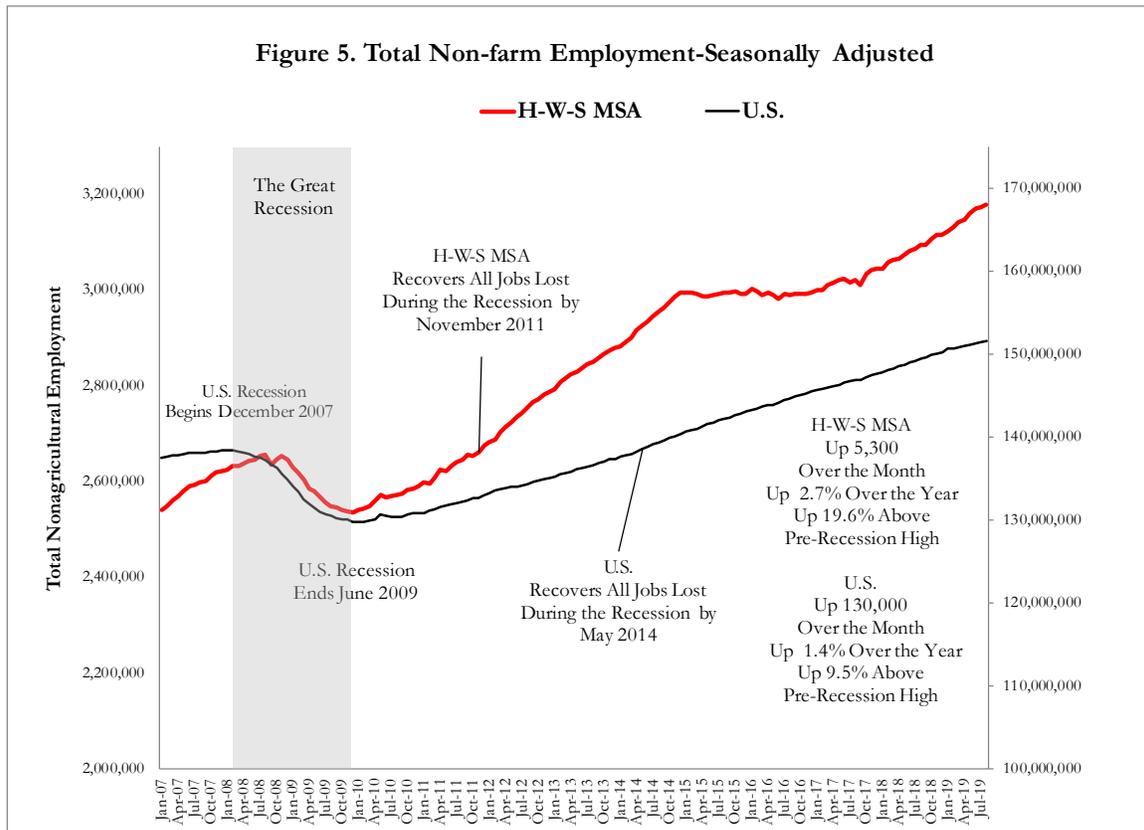
**Figure 3. Current Employment Statistics  
Actual Over-The-Year Increase/Decrease**

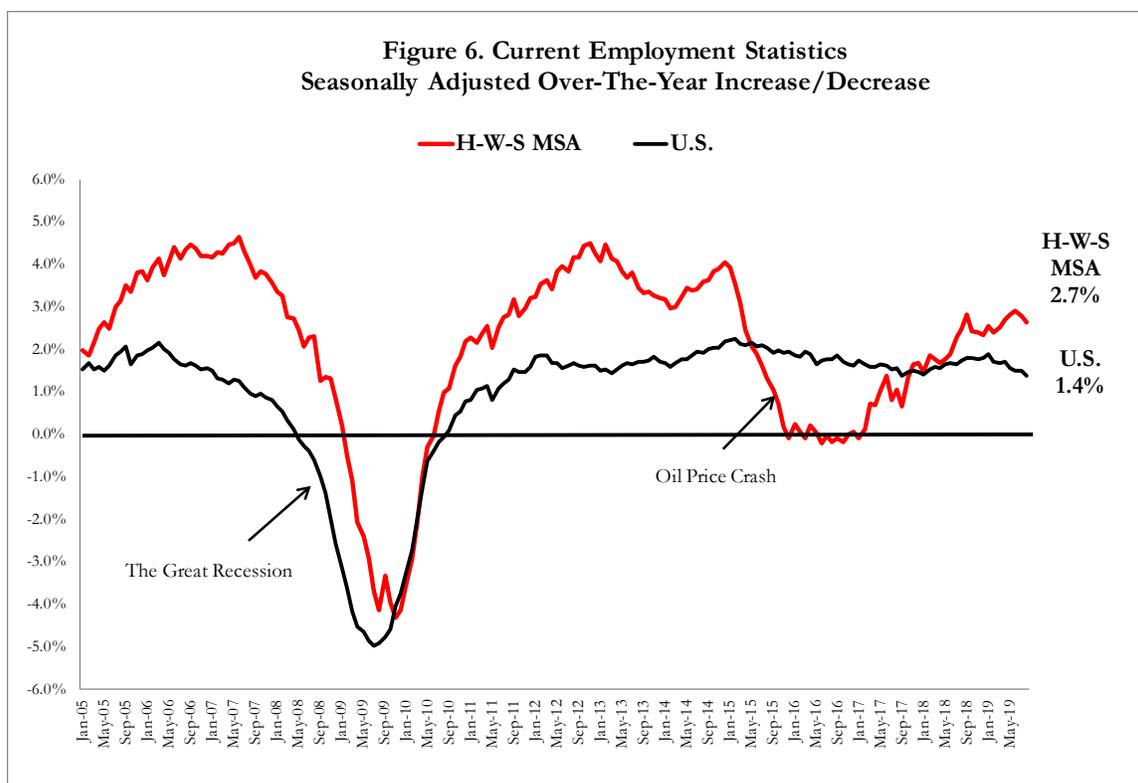


**Figure 4. Houston-The Woodlands-Sugar Land MSA  
Annual Change August 2018 to August 2019**



Seasonally adjusted estimates for the H-W-S MSA and U.S. seen in figure 5 and 6 provide an additional view of growth-trends removing the erratic month-to-month seasonal patterns. On a seasonally adjusted basis, Total Nonfarm Employment was up 5,300 jobs over the month in August and 82,300 jobs over the year. The annual pace of job growth was 2.7 percent, nearly twice the nation's 1.4 percent pace. Growth of Total Nonfarm Employment in the H-W-S MSA has also outperformed the nation over the long-term as well with payrolls up 19.6 percent above the prerecession high compared to the nation's 9.5 percent increase.



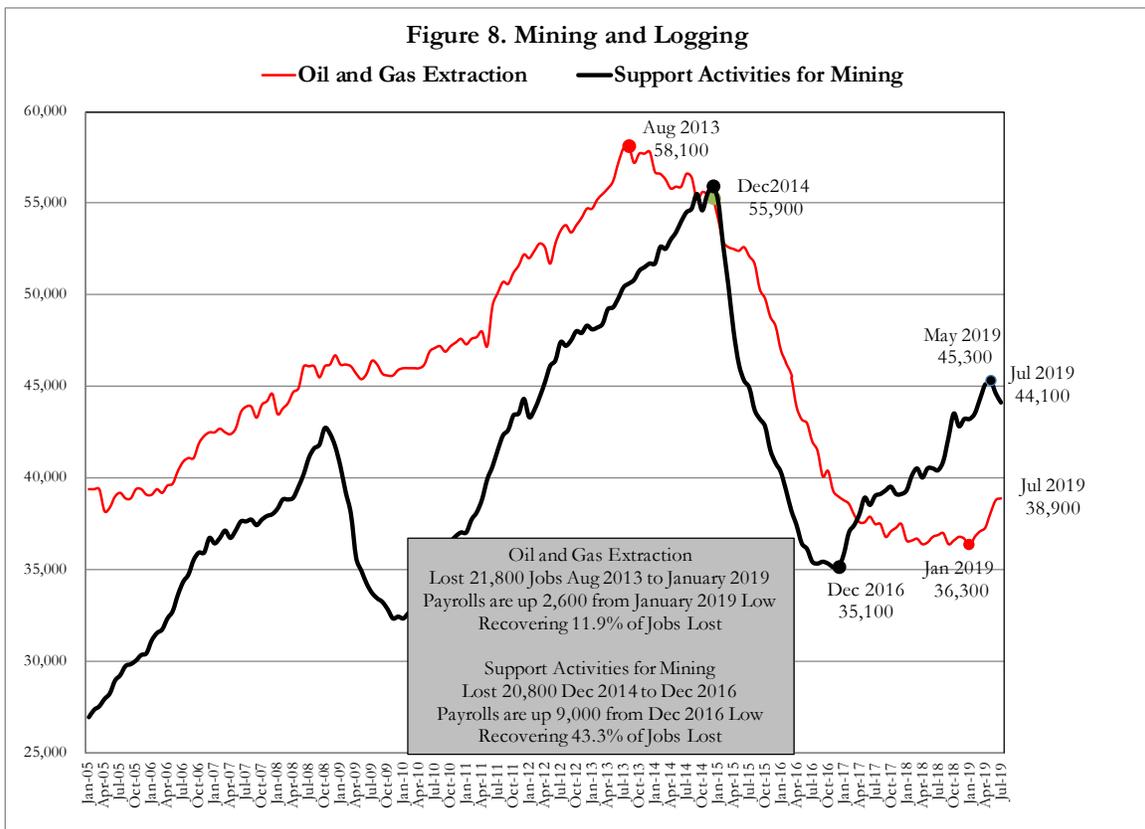
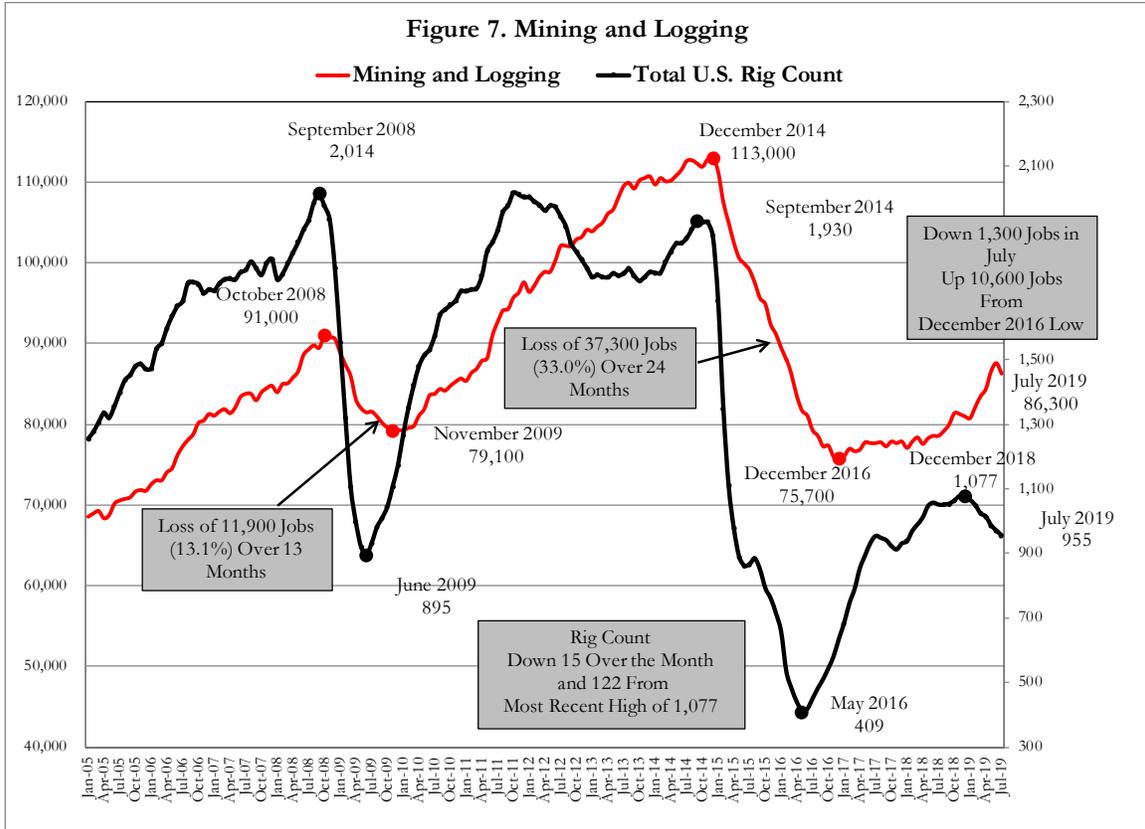


## DETAILS BY SUPER SECTOR

**Mining and Logging** incurred a loss for the second consecutive month, down 1,100 jobs or 1.3 percent. The decline was not a surprise considering the active rig count has fallen by 151 in recent months. Support Activities for Mining, where companies that perform most of the field services required in the physical extraction of oil and gas are found, managed to add 200 jobs over the month despite the overall decline. While the slight increase in Support Activities for Mining may eventually be revised, it does come on the heels of two consecutive months of declines. All this month's decline occurred in unspecified industry sectors within Mining and Logging.

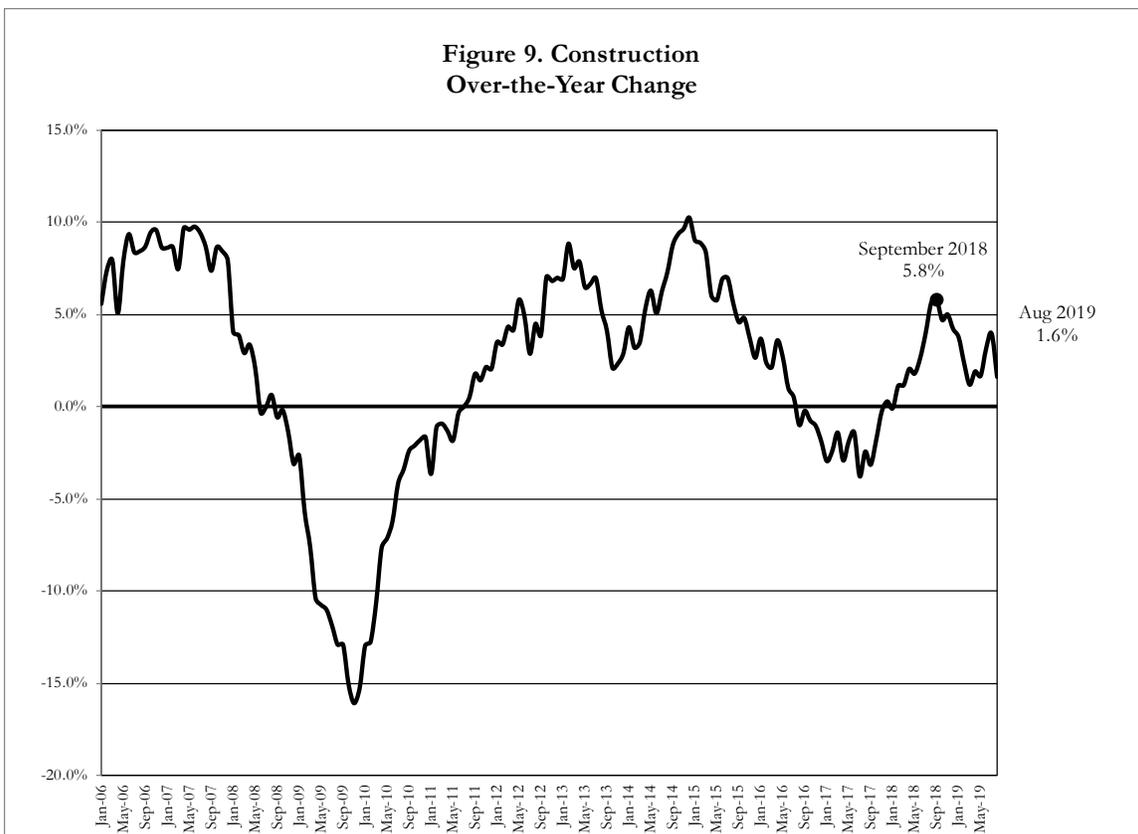
The pace of job growth in Mining and Logging fell as a result of this month's decline making it the second fastest growing super sector with payrolls up 6,600 jobs or 8.3 percent from August 2018. More than half of the growth has been driven by hiring in Support Activities Mining, up 3,000 jobs or 7.3 percent over the year. After more than four years of reporting year-over-year job losses, job growth in Oil and Gas Extraction, where most engineering and office related services are performed, turned positive in February with payrolls currently up 2,200 jobs or 5.9 percent from over the year. Payrolls in the Mining and Logging super sector remain well below their peak levels during the shale boom, see figure 7 and 8.

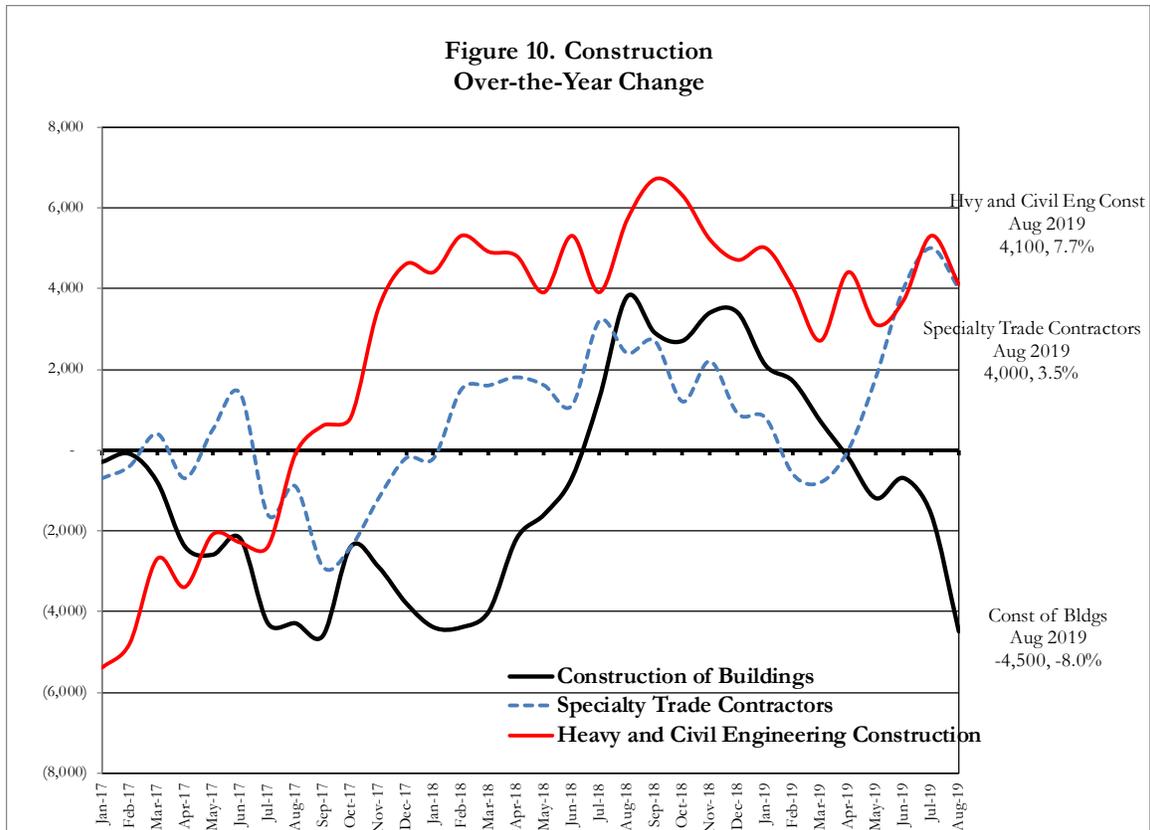
The average U.S. rig count fell for the eighth consecutive month in August, down by 29 to 926. The current number of active rigs has declined by 151 from its most recent peak of 1,077 in December 2018 but remains well above a low of 409 that was hit in May 2016.



**Construction** incurred a loss for the second consecutive month in August, down 1,000 jobs or 0.4 percent. Construction of Buildings accounted for most of the decline with payrolls down 1,300 jobs over the month. The remainder of the loss was in Specialty Trade Contractors, down 200 jobs. Heavy and Civil Engineering Construction was up 500 jobs over the month offsetting declines.

The pace of job growth in Construction dropped by more than two percentage points to 1.6 percent, up 3,600 jobs from August 2018. The pace of job growth has fallen considerably from the most recent peak of 5.8 percent in September 2018, see figure 9. Weak job growth in the super sector can be attributed to declines in Construction of Buildings where payrolls were down 4,500 jobs or 8.0 percent over the year, see figure 10. Heavy and Civil Engineering Construction added jobs at the fastest pace of 7.7 percent, up 4,100 jobs. Specialty Trade Contractors also reported a healthy increase of 4,000 jobs, up 3.5 percent.



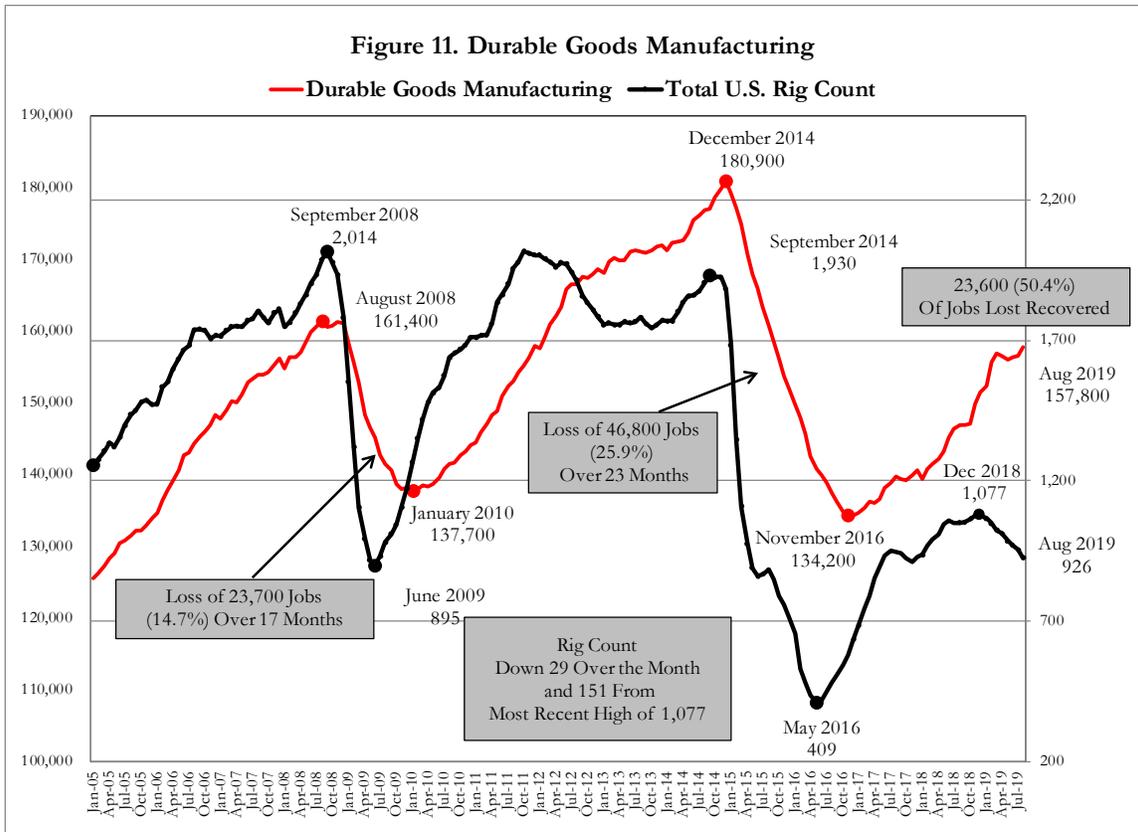


**Manufacturing** reported its largest August increase since records began in 1990, up 1,400 jobs or 0.6 percent. Most of the increase was in Durable Goods where payrolls increased by 1,200 jobs.

The pace of job growth in Manufacturing has remained stable in recent months rising one-tenth of a percentage point to 5.0 percent in August, up 11,500 jobs. Most of the new jobs were added in Durable Goods Manufacturing where Fabricated Metal Product Manufacturing was up 5,400 jobs or 10.2 percent and Machinery Manufacturing was up 3,100 jobs or 6.8 percent. Looking back, Durable Goods Manufacturing has recovered some 23,600 jobs (50.4%) of 46,800 jobs lost during the last downturn, see figure 11.

The pace of job growth in Non-durable Goods Manufacturing fell slightly to 0.7 percent in August, up 600 jobs over the year. While overall growth in Non-durable Goods Manufacturing remains weak, Petroleum and Coal Products Manufacturing has experienced a strong 15.0 percent increase of 1,500 jobs over the year. Chemical Manufacturing also experienced a substantial increase of 800 jobs over the year, up 2.0 percent. Declines in other undefined subsectors of Non-durable Goods Manufacturing held gains to a minimum.

The Houston Purchasing Managers Index registered 51.6 in August, up slightly from 51.4 in July. While the index has remained positive for nearly two years indicating expanding economic activity in the region, it has weakened substantially in recent months. The Houston PMI indicates likely shifts in production three or four months in advance. Readings over 50 generally indicate production expansion over the near term, while readings below 50 show coming contraction.



**Trade Transportation, Warehousing & Utilities** changed very little overall in August reporting its smallest ever increase since records began in 1990 adding 300 jobs. Job gains were found in Retail Trade, up 400 jobs, and Transportation, Warehousing, and Utilities, up 600 jobs. Job gains were offset by a net loss of 700 jobs in Wholesale Trade. Within Wholesale Trade declines were limited to Merchant Wholesalers of Durable Goods.

The pace of job growth in Trade, Transportation, Warehousing & Utilities fell three-tenths of a percentage point to 1.0 percent, up 6,500 jobs over the year. Weakness in Retail Trade continues to drag down the pace of job growth in the super sector with payrolls down year over year for the eleventh consecutive month, currently down 4,700 jobs or 1.5 percent. Building Material and Garden Equipment and Supplies Dealers suffered the largest decline, down 1,200 jobs or 5.4 percent. General Merchandise Stores, Including Warehouse Clubs and Supercenters were also reporting a substantial decline, down 800 jobs or 2.0 percent. Wholesale Trade was up 2,600 jobs over the year with the pace of job growth falling eight-tenths of a percentage point to 1.5 percent, its slowest pace since July 2017. Transportation, Warehousing, and Utilities added 8,600 jobs over the year with the pace of job growth rising to 5.8 percent. While much of the detailed data within Transportation, Warehousing, and Utilities is not available, Truck Transportation was reporting a strong 6.1 percent increase of 1,700 jobs over the year. Air Transportation and Pipeline Transportation were reporting slight declines, down 200 jobs and 400 jobs respectively.

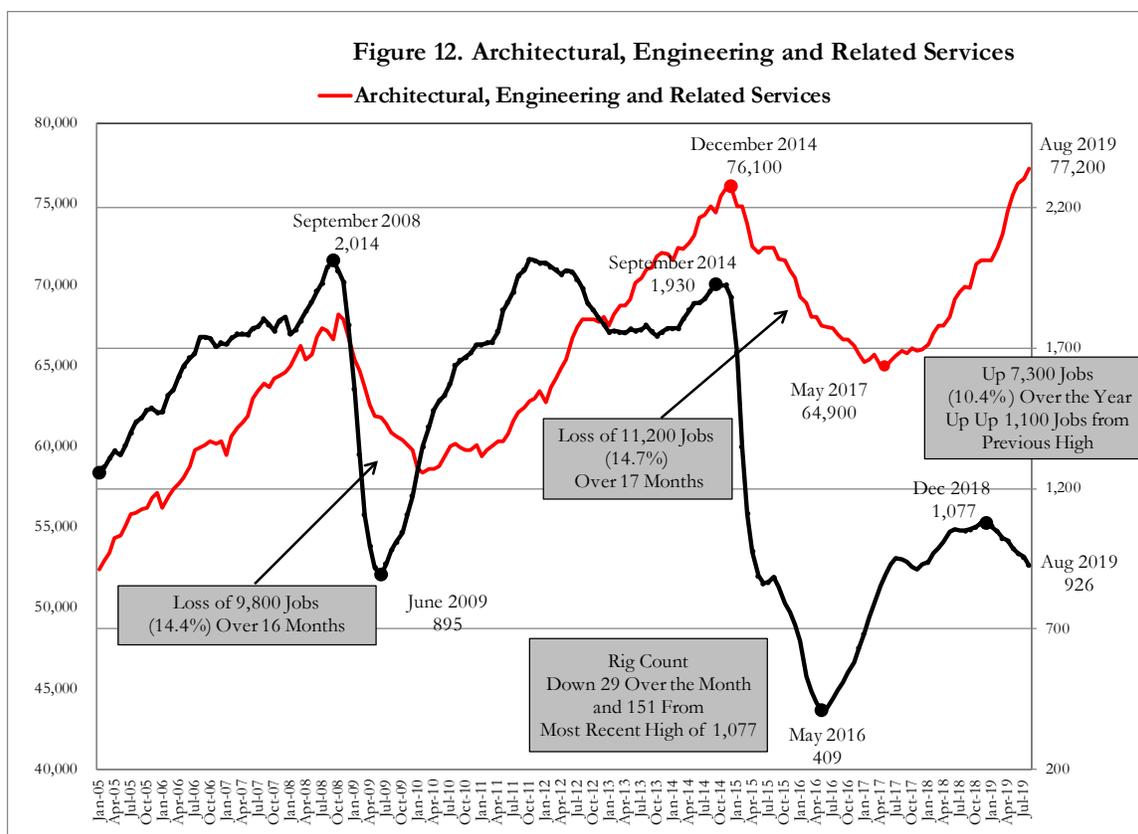
**Information** payrolls fell another 700 jobs in August with payrolls down 1,700 jobs or 5.4 percent over the year. About half of the MSA's employment in Information resides in Telecommunications where payrolls were down 500 jobs or 3.8 percent over the year. The remainder of the declines were in areas such as newspaper and periodical publishing, software publishing, motion picture and sound recording, and data processing hosting and related services. The Information super sector continues to suffer from declines over the long term due to several issues including, but not limited to, automation, growth in wireless communications, and changes in customers demand and access to media.

**Financial Activities** added 800 jobs over the month, up one-half of a percent. An addition of 900 jobs in Real Estate and Rental and Leasing was responsible for the increase.

Financial Activities added 3,100 jobs over the year with the pace of job growth at 1.9 percent. The increase was driven by gains in Finance and Insurance where payrolls were up 3,200 jobs or 3.1 percent. Within Finance and Insurance, largest gains were in Credit Intermediation and Related Activities, up 1,200 jobs or 2.7 percent, and Financial Investments and Related Activities, up 1,000 jobs or 4.7 percent. Job growth in Real Estate and Rental and Leasing came to a halt in late 2018 causing the pace of job growth to tumble and despite this month's increase it reported an over-the-year loss for the fifth consecutive month, down 100 jobs or 0.2 percent.

**Professional and Business Services** was the second largest gaining super sector over the month, up 1,700 jobs or 0.3 percent. The largest number of new jobs were in Administrative and Support Services, up 1,200 jobs. Computer Systems Design and Related Services reported a substantial loss of 600 jobs over the month, down 1.7 percent.

Professional and Business Services was the largest contributor to over-the-year job growth in the H-W-S MSA, up 22,800 jobs or 4.6 percent. Job gains were found across most sectors with strongest growth found in Architectural, Engineering, and Related Services, up 7,300 jobs or 10.4 percent, and Computer Systems Design and Related Services, up 1,100 jobs or 3.3 percent. The only substantial decline was in Employment Services which reported a loss for the tenth consecutive month, down 2,900 jobs or 3.5 percent.



**Education and Health Services** was the largest gaining super sector reporting its largest-ever August increase since records began in 1990 adding 5,700 jobs over the month, up 1.4 percent. Job gains were found across all subsectors. The largest number of jobs were added in Health Care and Social Assistance, up 4,000 jobs. Educational Services reported the strongest increase due to hiring associated with the beginning of the new school year, up 1,700 jobs or 2.8 percent.

The pace of job growth in Education and Health Services rose four-tenths of a percentage point to 2.4 percent representing an increase of 9,600 jobs over the year. Job gains were found across all industry sectors. Most of the growth was in Health Care and Social Assistance, up 8,200 jobs over the year. Within Health Care and Social Assistance, Ambulatory Health Care Services was the largest contributor to growth, up 4,200 jobs or 2.6 percent. The pace of job growth in Educational Services was 2.3 percent representing an increase of 1,400 jobs.

**Leisure and Hospitality** incurred the largest decline in August of 3,800 jobs, down 1.1 percent. While a loss of this magnitude is not typical for the month of August it could simply represent a shift in timing of staff reductions as employers have historically reduced payrolls substantially over the third quarter due to seasonal declines.

The pace of job growth in Leisure and Hospitality fell substantially to 1.4 percent representing an increase of 4,700 jobs over the year. The largest number of new jobs were created in Food Services and Drinking Places, up 4,400 jobs or 1.7 percent. While Accommodation reported an increase of 1,000 jobs over the year, up 3.5 percent, Arts, Entertainment, and Recreation was down 700 jobs or 1.8 percent over the year.

**Other Services** experienced its largest August increase since records began, up 1,300 jobs or 1.3 percent. 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.

The pace of job growth in Other Services continued to rise in August to a strong 8.7 making it the fastest growing super sector with payrolls up 9,700 jobs over the year. The specific subsector of where the gains are occurring is unknown.

Payrolls in **Government** declined by 4,600 jobs in August, down 1.2 percent. The loss was driven by seasonal declines at educational institutions as they reduced staff for summer break.

Government added 5,500 jobs over the year, up 1.4 percent. More than half of the new jobs were in Local Government, up 3,500 jobs or 1.3 percent, driven by gains in Local Government Educational Services, up 3,000 jobs or 1.6 percent. Federal Government was up 1,300 jobs or 4.5 percent over the year. The remainder of the increase was found in State Government, up 700 jobs or 0.8 percent over the year.

<b>NONAGRICULTURAL EMPLOYMENT</b>		<b>Month Change</b>		<b>Year Change</b>		
<b>Houston-The Woodlands-Sugar Land MSA</b>		<b>AUG 2019</b>	<b>Net</b>	<b>Percent</b>	<b>Net</b>	<b>Percent</b>
Total Nonfarm	3,166,900	0	0.0%	81,900	2.7%	
Total Private	2,772,700	4,600	0.2%	76,400	2.8%	
Goods Producing	555,900	-700	-0.1%	21,700	4.1%	
...Mining, Logging and Construction	312,900	-2,100	-0.7%	10,200	3.4%	
...Mining and Logging	85,800	-1,100	-1.3%	6,600	8.3%	
.....Oil and Gas Extraction	39,200	100	0.3%	2,200	5.9%	
.....Support Activities for Mining	43,900	200	0.5%	3,000	7.3%	
...Construction	227,100	-1,000	-0.4%	3,600	1.6%	
.....Construction of Buildings	51,800	-1,300	-2.4%	-4,500	-8.0%	
.....Heavy and Civil Engineering Construction	57,100	500	0.9%	4,100	7.7%	
.....Specialty Trade Contractors	118,200	-200	-0.2%	4,000	3.5%	
...Manufacturing	243,000	1,400	0.6%	11,500	5.0%	
...Durable Goods	157,800	1,200	0.8%	10,900	7.4%	
....Fabricated Metal Product Manufacturing	58,500	-200	-0.3%	5,400	10.2%	
....Machinery Manufacturing	48,700	100	0.2%	3,100	6.8%	
.....Agriculture, Construction, and Mining Machinery Manufacturing	31,800	0	0.0%	2,000	6.7%	
....Computer and Electronic Product Manufacturing	13,500	0	0.0%	200	1.5%	
...Non-Durable Goods	85,200	200	0.2%	600	0.7%	
....Petroleum and Coal Products Manufacturing	11,500	0	0.0%	1,500	15.0%	
....Chemical Manufacturing	40,700	0	0.0%	800	2.0%	
Service-Providing	2,611,000	700	0.0%	60,200	2.4%	
Private Service Providing	2,216,800	5,300	0.2%	54,700	2.5%	
Trade, Transportation, and Utilities	630,700	300	0.0%	6,500	1.0%	
...Wholesale Trade	172,400	-700	-0.4%	2,600	1.5%	
....Merchant Wholesalers, Durable Goods	106,600	-2,000	-1.8%	600	0.6%	
.....Professional and Commercial Equipment and Supplies Merchant Wholesaler	18,400	0	0.0%	900	5.1%	
....Merchant Wholesalers, Nondurable Goods	53,800	1,000	1.9%	1,800	3.5%	
...Retail Trade	302,200	400	0.1%	-4,700	-1.5%	
....Motor Vehicle and Parts Dealers	42,400	0	0.0%	500	1.2%	
....Building Material and Garden Equipment and Supplies Dealers	21,200	-200	-0.9%	-1,200	-5.4%	
....Food and Beverage Stores	66,800	200	0.3%	800	1.2%	
....Health and Personal Care Stores	19,000	-200	-1.0%	-100	-0.5%	
....Clothing and Clothing Accessories Stores	30,100	900	3.1%	-300	-1.0%	
....General Merchandise Stores	59,800	400	0.7%	-300	-0.5%	
.....Department Stores	20,600	200	1.0%	500	2.5%	
.....General Merchandise Stores, including Warehouse Clubs and Supercenters	39,200	200	0.5%	-800	-2.0%	
...Transportation, Warehousing, and Utilities	156,100	600	0.4%	8,600	5.8%	
...Utilities	17,200	100	0.6%	400	2.4%	
.....Air Transportation	19,900	0	0.0%	-200	-1.0%	
.....Truck Transportation	29,500	100	0.3%	1,700	6.1%	
.....Pipeline Transportation	10,900	0	0.0%	-400	-3.5%	
Information	29,800	-700	-2.3%	-1,700	-5.4%	
...Telecommunications	12,800	-200	-1.5%	-500	-3.8%	
Financial Activities	168,800	800	0.5%	3,100	1.9%	
...Finance and Insurance	106,500	-100	-0.1%	3,200	3.1%	
....Credit Intermediation and Related Activities including Monetary Authorities -	46,000	-100	-0.2%	1,200	2.7%	
.....Depository Credit Intermediation including Monetary Authorities - Central B	30,100	100	0.3%	700	2.4%	
....Financial Investments and Related Activities including Financial Vehicles	22,500	-100	-0.4%	1,000	4.7%	
....Insurance Carriers and Related Activities	38,000	100	0.3%	1,000	2.7%	
...Real Estate and Rental and Leasing	62,300	900	1.5%	-100	-0.2%	

<b>NONAGRICULTURAL EMPLOYMENT</b>		<b>Month Change</b>		<b>Year Change</b>	
<b>Houston-The Woodlands-Sugar Land MSA</b>	<b>AUG 2019</b>	<b>Net</b>	<b>Percent</b>	<b>Net</b>	<b>Percent</b>
...Professional and Business Services	522,300	1,700	0.3%	22,800	4.6%
...Professional, Scientific, and Technical Services	249,400	600	0.2%	21,100	9.2%
.....Legal Services	26,700	0	0.0%	400	1.5%
.....Accounting, Tax Preparation, Bookkeeping, and Payroll Services	25,400	200	0.8%	600	2.4%
.....Architectural, Engineering, and Related Services	77,200	600	0.8%	7,300	10.4%
.....Computer Systems Design and Related Services	34,000	-600	-1.7%	1,100	3.3%
...Management of Companies and Enterprises	47,600	-200	-0.4%	200	0.4%
...Administrative and Support and Waste Management and Remediation Services	225,300	1,300	0.6%	1,500	0.7%
.....Administrative and Support Services	212,800	1,200	0.6%	300	0.1%
.....Employment Services	79,800	800	1.0%	-2,900	-3.5%
.....Services to Buildings and Dwellings	53,000	0	0.0%	200	0.4%
..Education and Health Services	406,000	5,700	1.4%	9,600	2.4%
...Educational Services	62,000	1,700	2.8%	1,400	2.3%
...Health Care and Social Assistance	344,000	4,000	1.2%	8,200	2.4%
.....Ambulatory Health Care Services	166,400	2,100	1.3%	4,200	2.6%
.....Hospitals	87,600	300	0.3%	1,400	1.6%
..Leisure and Hospitality	337,600	-3,800	-1.1%	4,700	1.4%
...Arts, Entertainment, and Recreation	37,700	-1,100	-2.8%	-700	-1.8%
...Accommodation and Food Services	299,900	-2,700	-0.9%	5,400	1.8%
.....Accommodation	29,500	0	0.0%	1,000	3.5%
.....Food Services and Drinking Places	270,400	-2,700	-1.0%	4,400	1.7%
..Other Services	121,600	1,300	1.1%	9,700	8.7%
..Government	394,200	-4,600	-1.2%	5,500	1.4%
...Federal Government	30,400	500	1.7%	1,300	4.5%
...State Government	85,400	300	0.4%	700	0.8%
.....State Government Educational Services	48,900	200	0.4%	-500	-1.0%
...Local Government	278,400	-5,400	-1.9%	3,500	1.3%
.....Local Government Educational Services	186,900	-4,100	-2.1%	3,000	1.6%
<b>UNEMPLOYMENT RATE</b>	<b>AUG 2019</b>	<b>JUL 2019</b>	<b>AUG 2018</b>		
H-W-S MSA	3.9	4.0	4.4		
Texas (Actual)	3.6	3.7	4.0		
United States (Actual)	3.8	4.0	3.9		

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

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





# Hiring **Red**, White & **You!**<sup>TM</sup>

## STATEWIDE JOB FAIR

Thursday, November 7, 2019

10 a.m. – 2 p.m.

Minute Maid Park

501 Crawford Street, Houston, Texas 77002

Workforce Solutions, the Texas Workforce Commission, the Texas Veterans Commission and the Texas Medical Center are pleased to present the eighth annual Hiring Red, White & You!

★ Register today at [www.wrksolutions.com/hrwy](http://www.wrksolutions.com/hrwy) to expedite entry into this event. ★

Attendance and parking are FREE to veterans, participants and employers.

Connecting Texas veterans, their families and qualified candidates with area employers who are looking to fill a variety of positions. Call 1.888.469.JOBS (5627) to connect with a Workforce Solutions location.







★ SAVE THE DATE ★

# Hiring **Red**, White & **You!**<sup>TM</sup>

## Leadership Breakfast and Ribbon-Cutting Ceremony

**Thursday, November 7, 2019**  
**8:30 a.m. – 10 a.m.**  
**Minute Maid Park, Houston, Texas**

The Gulf Coast Workforce Board cordially invites you to attend our annual Leadership Breakfast and Ribbon-Cutting Ceremony at Hiring Red, White & You!

Hiring Red, White & You! connects veterans and their families with regional employers that value the experience, discipline, and other exceptional qualities inherent in a military background.

Please join us as we celebrate the contributions to our regional workforce from the brave men and women who served our country.

**Please respond by November 1, 2019 to Deborah Duke:**  
**[deborah.duke@wrksolutions.com](mailto:deborah.duke@wrksolutions.com) or 713.993.4522**

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