



GULF COAST WORKFORCE BOARD

AGENDA
TUESDAY, APRIL 4, 2023 AT 10:00 A.M.
2ND FLOOR, 3555 TIMMONS LANE,
HOUSTON, TX 77027

This meeting will be in person only and will be open to the public but restrictions regarding masks, allowable room capacity, and seating arrangements may be in place.

1. **Call To Order**
2. **Roll Call**
3. **Adopt Agenda**
4. **Public Comment**
5. **Review December 2022 meeting minutes**
6. **Declare Conflicts of Interest**
7. **Consider Reports**
 - a. Chair's Remarks: (Chairman Mark Guthrie)
 - b. Executive Director's Report: (Staff Contact: Juliet Stipeche)
 - c. Audit and Monitoring Committee: Briefing on the committee's March meeting (Chair Guy Jackson)
 - d. By-Laws Committee: Briefing on the committee's March meeting (Chair Michael Webster)

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

8. Take Action

- a. Renew G&A Payroll Processing Contract (Staff Contact: Trudy Ray)

9. Information

- a. Performance and Production: Report on the system's performance and production (Staff Contact: Philip Garcia)
- b. Expenditures: Report on the Board's budget and expenditures (Staff Contact: AJ Dean)
- c. Communications: A review of our communications and outreach activities, including a presentation at the National Association of Workforce Boards (Staff Contact: Michelle Castrow)

10. Look at the Economy

Update on Labor Market Analyst (Staff Contact: Ron Borski)

11. Adjourn

If you wish to make public comment you may appear in person or do so by providing your comments in writing no later than 5:00 pm on **Monday, April 3, 2023** to Deborah Duke at deborah.duke@wrksolutions.net.

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

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**MINUTES OF MEETING OF
THE GULF COAST WORKFORCE BOARD
TUESDAY, FEBRUARY 7, 2023**

MEMBERS PRESENT

Willie Alexander	Guy Robert Jackson	Monica Riley
Peter Beard	Doug Karr	Mou Sarkar
Sara Bouse	Jeff LaBroski	Danielle Scheiner
Helen Cavazos	Shareen Larmond	Keri Schmidt
Anthony Gay	Michael Love	Valerie Segovia
Melissa Gonzalez	Jonathan Lowe	Richard Shaw
Cheryl Guido	Margaret Oser	Lizandra Vazquez
Mark Guthrie	Paul Puente	Carolyn Watson
Bobbie Henderson	Jamario Reed	Michael Webster

H-GAC STAFF PRESENT

Michelle Castrow	Deborah Duke	Parker Harvey
Bobi Cook	Philip Garcia	Juliet Stipeche
AJ Dean	Rick Guerrero	Chuck Wemple

Mark Guthrie, Chair, called the in-person only meeting to order at approximately 10:00 a.m., on Tuesday, February 7, 2023. Deborah Duke called roll to determine a list of members present. Chair Guthrie determined a quorum was present.

ADOPTION OF AGENDA

Chair Guthrie then presented the agenda and requested a motion to approve the agenda as presented. A motion was made and seconded to adopt the agenda. The motion carried and the agenda was adopted as presented.

PUBLIC COMMENT

Ms. Candyce Castillo of Pipefitters Local 211 in Deer Park provided comments to the Board. Ms. Castillo is the education administrator for the organization and spoke to the Board about their apprenticeship program. She praised the working relationship that Pipefitters Local 211 has with Workforce Solutions and thanked the Board for their support.

MINUTES FROM DECEMBER 6, 2022 MEETING

Chair Guthrie asked for approval of the minutes as presented. A motion was made and seconded to approve the minutes as presented. The motion carried unanimously.

DECLARE CONFLICTS OF INTEREST

Chair Guthrie asked for declarations of any conflicts of interest with items on the agenda. No conflicts were declared at this time. 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 Board of Directors meetings in Alexandria, VA in January. He provided a brief update of the activities conducted at that meeting.

Chair Guthrie also reported that he plans to attend the NAWB Annual Forum in Washington DC in March and encouraged interested Board Members to make plans to attend as well.

Chair Guthrie stated that he plans to attend the Texas Association of Workforce Boards quarterly meetings in Austin in February and will provide a report in April.

Locally, Chair Guthrie encouraged members to attend an open house for a new Workforce Solutions office in Wharton later in February if they are available.

Chair Guthrie concluded his report and no action was taken.

b. Executive Director's Report.

Executive Director Juliet Stipeche welcomed everyone to the new year and emphasized Chair Guthrie's invitation to everyone to attend the opening of the Wharton career office later in the month. She reminded members that the invitation is included in the handout for today's meeting.

Ms. Stipeche also reported that we are celebrating CTE Month in February and recognized the importance of programs for students wishing to pursue careers in these areas.

Ms. Stipeche shared an updated staff organizational chart with the Board Members to provide an updated structure which will ensure that staff and the community have a clearer understanding of the divisions and responsibilities within the Board staff.

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

c. H-GAC Executive Director Report.

H-GAC Executive Director, Chuck Wemple, informed the Board that H-GAC fully supports Ms. Stipeche and the Board staff team in the clarity of the roles and expectations. He also emphasized that this clarity and the expectations carry over to our partners.

Mr. Wemple described the overall process within H-GAC to attach clear performance goals and expectations to budgets and contracts with the goal of increasing service within our region. An update will be provided once these goals and expectations are reflected in the mid-year budget.

Mr. Wemple stated that 2023 is the “Year of Customer Service” within H-GAC and described the importance of customer service and why it is important both internally and externally.

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

d. Audit and Monitoring Committee

Committee Chair Guy Robert Jackson provided the following report.

Background

The Audit and Monitoring Committee met on January 31, 2023, at 1:00 p.m. Members present included Guy Robert Jackson (Chair), Carl Bowles (Vice Chair), Sara Bouse, Helen Cavazos, Cheryl Guido, Doug Karr, and Mark Guthrie (Board Chair).

System Review

This report includes a system-level review of performance/production and expenditures and a contractor-level review of performance/production and expenditures.

Customer Experience

Responsiveness

System-wide contractor voice mail responses within 24 hours in January 2023 rose to 70% in January, increasing from 65% in November and 67% in December.

Staff tested the responsiveness of the career offices to emails sent to the career office email address found on Wrksolutions.com. The responses were good, but improvement is needed to ensure a customer receives an email response within 24 hours.

Customer Satisfaction

From a list of 110 customers receiving a service through a career office in January 2023, staff spoke with 55 customers. Staff called 64 employers who interacted with Employer

Service (now known as Employer Engagement and Partnerships) in the last three months and connected with 18 employers.

Technical Compliance

Staff issued the final report for SERJobs. There were no significant findings noted during the review.

Draft reports are pending for Equus career offices and Interfaith of Woodland's career office operations and operation of the Financial Aid Support Center. Staff will have the final report for all career office service providers ready for the March committee meeting.

Financial Systems and Issues

Interfaith of the Woodlands' financial monitoring identified no significant issues, and all findings are resolved.

At the December meeting of the Gulf Coast Workforce Board, staff provided information about the financial monitoring findings for Adaptive Construction Solutions. Documentation initially requested during the review entrance on September 21, 2022 was received in December 2022. Additional supporting documentation requested in late December 2022 is currently under review to ensure all potentially disallowed and questioned costs are addressed. The contract under negotiation with ACS includes protections to ensure strengthened financial controls, billing documentation is adequate to ensure proper billing, and a cost allocation plan is used to ensure appropriate billing and compliance with state and federal requirements. The final financial review report will be completed before the next Audit and Monitoring Committee in March 2023.

Corrective Action and Technical Assistance Plans

- Harris County Department of Education and Houston Community College remain on corrective action plans to address data integrity and accuracy. We continue to work closely with Region 6 to monitor and provide technical assistance.

In April 2022, the Texas Workforce Commission issued technical assistance plans for workforce boards with Choices of monthly participation below 50%. In October 2022, our region met the year-to-date participation requirement, and we expect a letter announcing the end of the technical assistance plan.

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

e. Budget Committee Report

Committee Chair Willie Alexander provided the following report.

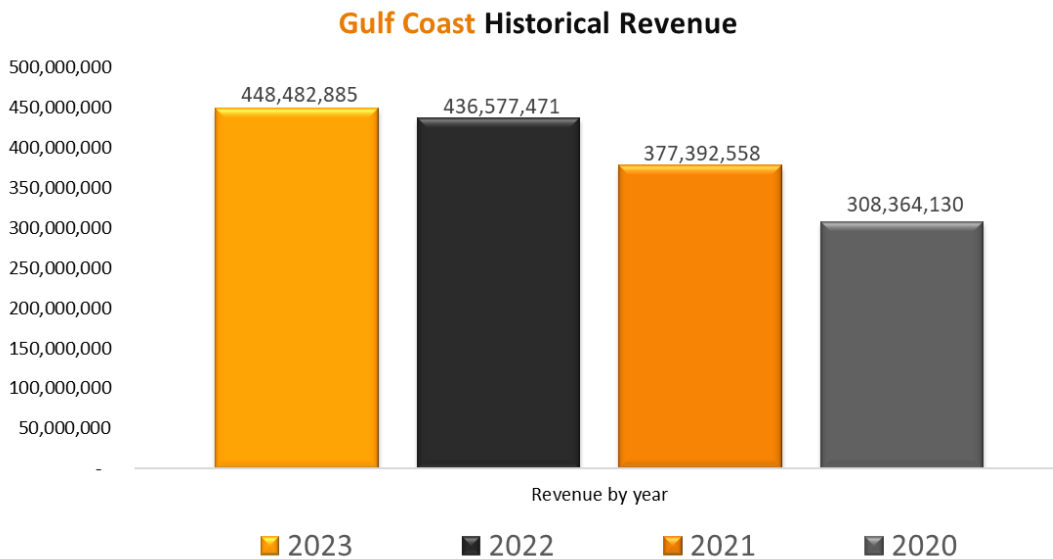
Background

The Budget Committee met on Wednesday, January 25, 2023, with Committee Chair Willie Alexander, Board Chair Mark Guthrie, Doug Karr, Guy Robert Jackson, and Bobbie Henderson attending.

Each year the Workforce Board approves a budget showing how it will use the revenue it receives to achieve results set out in the Board’s strategic plan: Competitive Employers, An Educated Workforce, More and Better Jobs, and Higher Incomes.

Current Situation

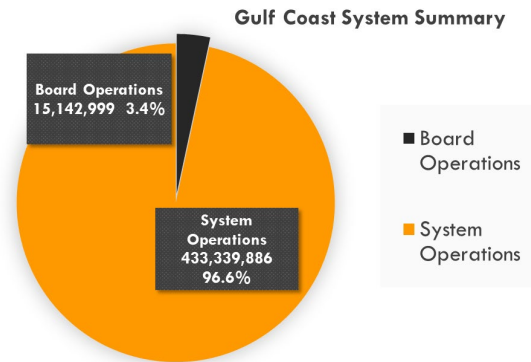
The proposed 2023 budget at just over \$448 million is 2.7% more than 2022. This modest increase is attributable to increases in our general revenue.



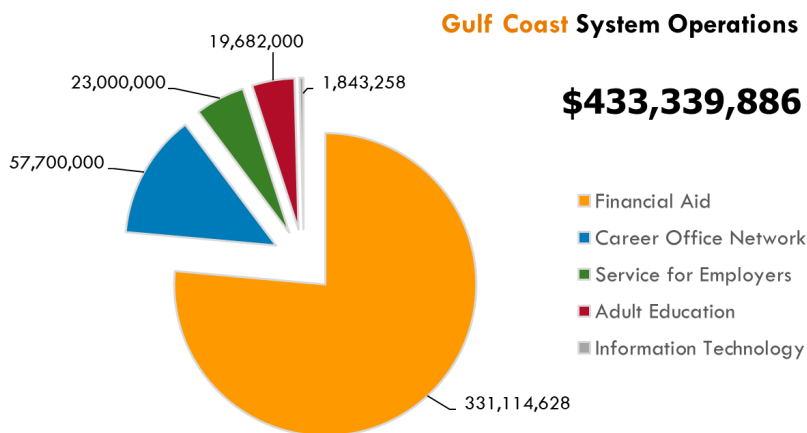
- Our larger formula funded allotments have seen meaningful increases but are partially offset by decreases in smaller funds. We project general revenue will be 9.8% greater in 2023. An increase to our general fund is significant as these are the primary dollars which power Workforce Solutions.
- Special revenue, funds we consider short-lived or with a limited guarantee of continuance, have decreased substantially as we move further away from pandemic response funding. Special revenue has decreased 39.6%.
- We have successfully secured \$1.8 million to provide business outreach and support services to early education providers. (Total award for 18 months: \$2,880,507.)

The proposed 2023 Board budget reserves 3.4% of total revenue for operations at the administrative level, and the remaining 96.6% delivers direct service to customers.

Suggested Board operations budget totals \$15,142,999 for 2023 which is a 30.4% increase from 2022. Recommended system operations have increased to \$433,339,886 which is a 2.0% increase from 2022.

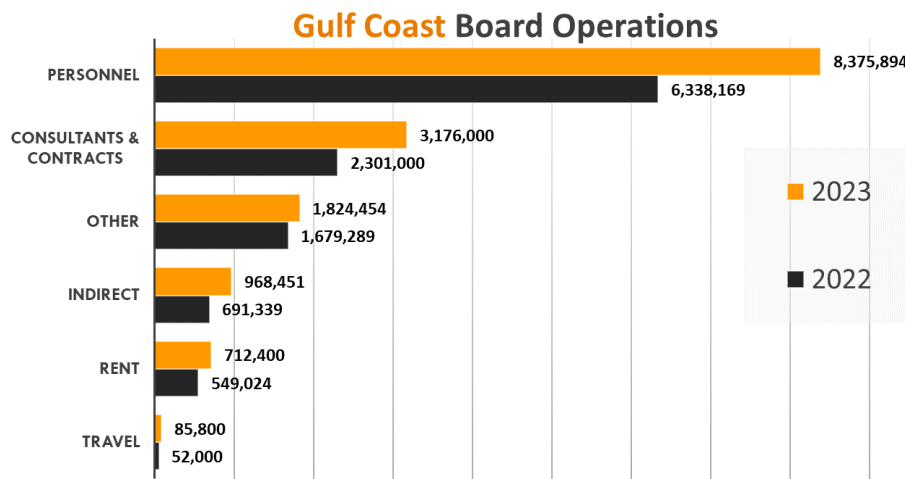


System operations is composed of direct service to employers and people. Proposed 2023 expenditures are in line with contracts the Board approved for Workforce Solutions and reserve an amount for the fourth quarter of 2023.



- Staff and the Budget Committee propose increasing the financial aid budget to just over \$331 million. Financial aid remains the highest dollar value service for people and represents the large demand for early education, scholarships, work-based learning, and work support in our region.
- Staff and the Budget Committee propose adding \$2 million to support Early Education Quality efforts under the Service for Employers category. As of October 2022, the TWC now requires all early education providers in our network to obtain a Texas Rising Star certification, and our providers will need additional support to meet this requirement.
- Staff and the Budget Committee propose a \$700,000 increase to our Career Office Network. This category supports operations of three career office operators and our Next Gen youth service providers.
- Staff and the Budget Committee propose considerably increasing System Information Technology by \$809,114. We are planning upgrades this year including

a website overhaul, development of an early childhood portal, and creation of a youth portal.



Staff and the Budget Committee propose a significant increase to the Board’s operations budget to just over \$15.1 million with the largest increase under personnel costs.

- The personnel line item reflects proposed Board’s staffing at 80 FTEs. The increased FTE count supports expansion of our Early Childhood Education & Strategic Educational Partnerships team, fully staffing the professional development function in-house in our new division of Policy and Professional Development, and support for our new division of regional economic analysis. H-GAC also reserves an amount for Board staff merit raises in most years to be distributed based on evaluation of an employee’s performance. This year the merit pool has been set at 6%.
- Staff and the Budget Committee propose increasing the Contracted Services line item by \$875,000, which accommodates our plan to conduct program and process reviews, in addition to hiring 9 temporary staff to support business outreach and support services under our early education industry expansion grant.
- Staff and the Budget Committee propose increasing the Other line item by 9% to accommodate acquisition of a project management software, additional equipment needs, and expand access to professional development opportunities for staff.
- Shared costs provided by H-GAC represent the increases identified under the indirect and rent line items. As we add staff, a larger portion of shared costs will be allocated to Workforce.
- Staff and the Budget Committee propose increasing the Travel budget to support professional development opportunities and increase our visits to partners in the region.

Results

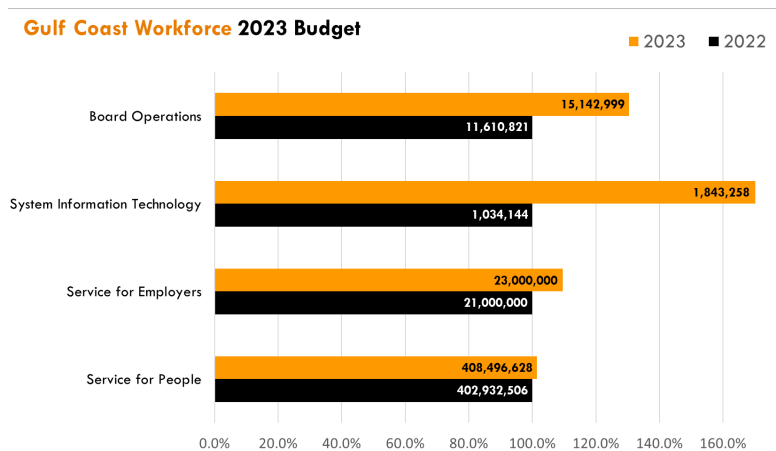
With this budget, we plan to achieve the following:

- Serve at least 31,500 employers and 300,000 individuals;
- Ensure 11,600 of our employers return for service;
- Assist in creating 3,500 new jobs;
- Spend at least \$14 million to support scholarships and work based learning opportunities for more than 3,500 individuals;
- Support about 30,000 families and 60,000 children with early education;
- Help more than 100,000 individuals go to work;
- Raise the incomes of 40,000 by at least 20%; and
- Help 86% of individuals pursuing a post-secondary education attain a credential (certificate or degree).

2022 Actual Performance:

- Served 17,800 employers and 200,000 individuals;
- 9,640 of our employers return for service;
- Assisted in creating 2,540 new jobs;
- Spent \$11 million to support scholarships and work based learning opportunities for more than 2,800 individuals;
- Supported 25,610 families and 48,160 children with early education;
- Helped more than 57,950 individuals go to work;
- Raised the incomes of 25,200 by at least 20%; and
- Helped 71% of individuals pursuing a post-secondary education attain a credential (certificate or degree).

Staff and the Budget Committee will request approval for the proposed 2023 budget of \$448,482,885 as an action item.



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

f. By-Laws Committee Report.

By-Laws Committee Chair Michael Webster provided the following report.

The Board's Bylaws Committee met on December, 15, 2022 at 2 p.m. Attendees included Committee Chair Michael Webster and Board Members Peter Beard, Mark Guthrie, Alan Heskamp, Guy Robert Jackson, Adrian Ozuna and Carolyn Watson.

The Committee reviewed a redline draft of revised by-laws incorporating suggestions from the November meeting.

Upon reviewing and adding edits agreed to by those present, the Committee directed staff to research a few other possible revisions, including condensing compliance requirements for board membership, ensuring conflict of interest policies are compliant with Texas Workforce Commission requirements, and possibly expanding the responsibilities of the proposed Executive Committee.

The Committee will review a new draft at its next meeting on February 16, 2022 at 10:00 a.m. The Committee anticipates finalizing a draft that will be shared with Board members at a by-laws workshop to be held before it is considered for adoption at the April Board meeting.

Chair Webster concluded his report and no action was taken.

g. Employer Service Committee.

Employer Service Committee Chair, Jeff LaBroski, provided the following report.

The Employer Service Committee met on December 12, 2022 to consider updated Targeted Industries and Targeted Occupations, as well as the Two-Year Local Plan Modification. Committee Chair Jeff LaBroski led the meeting with the following members in attendance: Board Chair Mark Guthrie, Sara Bouse, Helen Cavazos, Cheryl Guido, Bobbie Henderson, Alan Heskamp, Guy Robert Jackson, Shareen Larmond, Richard Shaw and Gil Staley.

Background

The Texas Workforce Commission releases its employment projections every two years. With the release of 2022 employment projections, the Gulf Coast Workforce Board modifies and releases publicly three important data-driven lists that underpin many of its workforce development activities:

1. Targeted Industries;
2. High-Skill, High-Growth Occupations (HSHG); and
3. Where the Jobs Are.

This process, referred to as “Targeting,” results in these three lists functioning on two levels:

1. As signaling and informational tools for stakeholders in the region, including students, parents, job candidates, school districts and postsecondary training providers.
2. As operational tools guiding day-to-day workforce development activities:
 - The Targeted Industries list aids the Employer Engagement and Partnerships team (formerly Employer Services) in prioritizing its outreach efforts to employers;
 - The High-Skill, High-Growth list provides Career Office staff with a platform to converse with individuals about their career interests and goals with the potential to provide financial support for those endeavors; and
 - Lastly, the Where-The-Jobs-Are list serves as a tool to inform stakeholders of the most numerous opportunities in the region irrespective of wages or future growth.

The Targeting Process

The process used by the Board to revisit and update its targeted lists is one with a history spanning a decade or more and generally operates as follows:

Phase 1:

The first phase involves the identification of industries exhibiting above-average net and percentage growth along with above-average wages. These are selected from a universe of approximately 300 industries at the four-digit North American Industry Classification System (NAICS) level.

Industries on the previous Targeted Industry list meeting two out of three requirements remain eligible for inclusion on the updated list thereby improving the stability of the list composition across targeting cycles.

Phase 2:

Once targeted industries have been identified, phase two is to develop the High-Skill, High-Growth list, which includes those occupations exhibiting above-average growth rates, future levels of employment, and wages as well as occupations requiring postsecondary education and/or training beyond a high school diploma.

Additionally, 50 percent of the total employment should be in one of the Targeted Industries. This ensures alignment of investments in occupational training with the needs of the region’s growth industries.

Input from employers is also considered in refining the list, which may result in minor adjustments to included occupations.

Phase 3:

Lastly, the Where-The-Jobs-Are list is developed by filtering the universe of occupations for those with an above-average number of job openings across the 10-year projection window then sorting the list by base-year employment in descending order.

Pandemic Considerations and Data Challenges

The above process is one of the most sophisticated among the 28 workforce boards in Texas and possibly nationwide. However, this sophistication relies on a solid foundation of complete and accurate data free of business cycle distortions and consistent industry and occupation classification taxonomies over time.

The 2020-2030 projection data provided the following challenges:

- Base Year 2020 -- Using 2020 as the base year with the extreme employment swings caused by the pandemic distorts growth, which was in fact rapid job recovery.
- Data Suppression – The Texas Workforce Commission suppresses aggregate data when the sample is small enough that it could compromise individual businesses confidentiality. The 2020 data had an unusually high suppression rate of nearly 30 percent, which again could in some way be related to the business disruptions from COVID-19.
- Third-Party Data – Overlaying third-party data with Texas Workforce Commission’s projection data can often fill suppressed gaps. In this case, however, the third-party data contradicted the projection data making it an unsuitable substitute for suppressed data.
- SOC Codes -- Standard Occupational Classification (SOC) Codes are updated, modified, added and deleted. However, these changes are not reflected across all data sets simultaneously.

Methodology Update

To address the data challenges resulting from pandemic disruptions, staff used the Quarterly Census of Employment and Wages (QCEW) with following criteria to identify Targeted Industries:

- Absolute employment size, or the number of jobs in the industry, based on the average of all four quarters in the same year as the base year for projections; and,
- Industry wages based on the average of the four quarters of the relevant year.

Using QCEW rather than Industry Employment Projections, both of which are published at the four-digit NAICS level, results in nearly all industries under

consideration possessing complete data allowing for more accurate thresholds to be calculated. Second, it avoids including industries with missing data, and more importantly, those that are projected to decline but cannot be reasonably excluded due to their continued importance to the local economy.

The criteria used to construct the High-Skill, High-Growth Occupation list throughout previous targeting cycles will remain unchanged with:

- 50 percent of an occupation's employment found in the Targeted Industries as defined above;
- Above average net employment growth in the final year of the projections;
- A 10-year projected growth rate greater than or equal to the average for all occupations;
- Wages greater than or equal to the median for all occupations;
- Postsecondary education and training of at least a high school diploma and moderate on-the-job training (with limited exceptions) and
- Occupations meeting four out of five of these criteria and found on the previous High-Skill, High-Growth Occupation list.

Update to WIOA Local Plan

The Workforce Innovation and Opportunity Act (WIOA) requires that workforce boards provide periodic updates on strategic and operating plans to demonstrate capacity to deliver employment and training services at the local level.

Next month, we will submit a modification to the WIOA Local Plan that accounts for updated economic conditions and updated employment projections in the form of the Targeted Industries, High-Skill High-Growth Occupations and Where- the-Jobs-Are lists.

On January 2, 2023, the updated draft plan with supporting lists was made available online at www.wrksolutions.com/localplan. We invited public review and comment electronically or in person with a public meeting on January 19, 2023 at Workforce Solutions – Northline.

Requirements from the Texas Workforce Commission are organized such that responses from all 28 local boards can be synthesized into a state-wide submission. Pending Board approval, staff will submit the plan to the Texas Workforce Commission on or before March 1, 2023.

What Changed?

1. We updated information on current economic conditions.
2. We updated the three lists that the Board uses to target investments:
 - Target industries;
 - Where-The-Jobs-Are; and
 - Target occupations.

3. We updated the Board's partnerships and initiatives.

What is in the plan?

As a reminder, the WIOA Local Plan includes the following elements:

1. Strategic – The Board's existing strategic plan in its entirety and our regional economic/labor market data and analysis, including the key regional industries and targeted occupations.
2. Operational – The majority of this plan is a description of our operating system, including its design and its interaction with partners and workforce providers in the region, including workforce development institutions. In summary, we share the following:
 - We describe the Workforce Solutions system – how it is structured and works; what kinds of service it provides; how it interacts with customers (both employers and individuals); how it is connected to education and training efforts in local education institutions, organized labor, and community organizations; and how it connects with economic development organizations and institutions.
 - We explain Workforce Solutions' operational alignment with elements in the Texas Workforce Commission's state plan.
 - We describe how we work with contractors to ensure continuous improvement in Workforce Solutions' operations to meet performance expectations.
 - We discuss how we provide: service for youth, veterans and individuals with disabilities, including youth with disabilities; and coordination of secondary and postsecondary education activities in the region with the Board's goals.
 - We include information about the integration of Workforce Solutions service with the adult education and vocational rehabilitation systems.
 - We describe various administrative functions, including how grant funds are received and disbursed and how we procure contractors.
 - We include our agreements with other workforce and workforce development organizations in the region to demonstrate how we leverage our investments with their activities to expand the range of service for our customers.
 - We describe how we ensure equal opportunity and physical and service accessibility, including technology and materials for individuals with disabilities and staff training and support for addressing the needs of individuals with disabilities.
 - We include a description of how Workforce Solutions will encourage and support the development and expansion of registered apprenticeship programs and opportunities.

- We describe how will be provide priority of service for public assistance recipients, low-income individuals and individuals who are basic-skill deficient.

Community Engagement

The Board, together with its operating affiliate, Workforce Solutions, is most effective and achieves the best outcomes when we work together with all stakeholders in the regional economy.

As part of the 30-day public comment period, we contacted 6,800 individuals representing employers, industry, education, civic and community organizations across the 13-county region providing the following resources and input opportunities:

- Webpage and online resources, including presentation video, fact sheet and timelines hosted at www.wrksolutions.com/localplan and shared throughout the month on Workforce Solution’s YouTube, LinkedIn, Facebook and Twitter channels as well as shared by the Houston-Galveston Area Council.
- In-person public meeting on January 19, 2023, where nearly 50 attendees viewed a presentation video as well as participated in a Q&A session and had the opportunity to either write or voice their comments.
- A direct e-mail campaign to encourage participation in the update’s public comment process either in person or online.
- Methods for stakeholders to submit their comments, including:
 - Attending the public meeting on January 19, 2023;
 - Online comment submission form at www.wrksolutions.com/localplan;
 - Phone answering system for stakeholders to call and voice their comments;
 - Dedicated email address (comments@wrksolutions.com) for stakeholders to email us their comments;
 - Mailing address for sending in written comments; and
 - Physical address for delivering their comments in person.
- Feature story posted on Workforce Solutions’ LinkedIn channel.
- Press release distributed to news outlets throughout the region to educate residents about the local plan and encourage participation.
- Legal advertising placements in newspapers throughout our 13-county region to announce the public comment period and public meeting date.

In total, we received almost 20 comments from stakeholders on issues ranging from early education to employer engagement. All comments were useful in helping inform service delivery and none were in opposition to plan elements.

Chair LaBroski concluded his report and no action was taken.

TAKE ACTION

a. Budget Committee.

Board staff AJ Dean presented the following report:

Background

Each year the Gulf Coast Workforce Board approves a budget showing how it will use the revenue it receives to achieve results set out in the Board's strategic plan: Competitive Employers, An Educated Workforce, More and Better Jobs, and Higher Incomes.

The proposed 2023 budget at just over \$448 million is 2.7% more than 2022. This budget reserves \$15,142,999 for Board Operations and \$433,339,886 for system operations.

Based on the discussion earlier in the meeting, the Budget Committee recommends that the Board approve the proposed 2023 budget as presented.

Action Requested

Approve the proposed 2023 budget in amount of \$448,482,885.

A motion was made and seconded to approve the revised budget. The motion was approved as presented.

Mr. Dean concluded his report and no further action was taken.

b. Employer Service.

Board staff Parker Harvey presented the following report:

Background

The Employer Service Committee met on December 12, 2022 to consider updated Targeted Industries and Occupations, as well as the Two-Year Local Plan Modification. Committee Vice Chair Jeff LaBroski led the meeting with the following members in attendance: Board Chair Mark Guthrie, Sara Bouse, Helen Cavazos, Cheryl Guido, Bobbie Henderson, Alan Heskamp, Guy Robert Jackson, Shareen Larmond, Richard Shaw and Gil Staley.

Every two years, the Board updates and releases three lists to support data-driven decision-making across the Gulf Coast region:

- Targeted Industries,
- High-Skill, High-Growth Occupations (HSHG), and
- Where the Jobs Are.

Action Requested

Approve the Targeted Industries; High-Skill High-Growth Occupations; and Where-the-Jobs-Are lists.

Based on the discussion earlier in the meeting, the Employer Services Committee recommends that the Board approve the Targeted Industries; High-Skill High-Growth Occupations; and Where- the-Jobs-Are lists as presented.

A motion was made seconded to approve the action as requested. The motion was approved as presented.

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

c. Employer Service.

Board staff Michelle Castrow presented the following report:

Background

The Employer Service Committee met on December 12, 2022 to consider updated Targeted Industries and Occupations, as well as the Two-Year Local Plan Modification. Committee Vice Chair Jeff LaBroski led the meeting with the following members in attendance: Board Chair Mark Guthrie, Sara Bouse, Helen Cavazos, Cheryl Guido, Bobbie Henderson, Alan Heskamp, Guy Robert Jackson, Shareen Larmond, Richard Shaw and Gil Staley.

The Workforce Innovation and Opportunity Act (WIOA) requires that workforce boards provide periodic updates on strategic and operating plans to demonstrate capacity to deliver employment and training services at the local level.

Action Requested

Approve the 2021-2024 WIOA Local Plan Two-Year Modification for submission to the Texas Workforce Commission.

Based on the discussion earlier in the meeting, the Employer Services Committee recommends that the Board approve the 2021-2024 WIOA Local Plan Two-Year Modification as presented.

A motion was made seconded to approve the action as requested. The motion was approved as presented.

Ms. Castrow concluded her report and no further action was taken.

d. Nominations Committee.

Committee Chair Guy Robert Jackson presented the following report:

Background

Each year the Board chooses members to be its officers. The officer positions are the Chair and three Vice Chairs.

Current Situation

The Board's Nominating Committee met on January 31, 2023 at 2:00 p.m. Members in attendance included Committee Chair Guy Robert Jackson, Vice Chair Jeff LaBroski, and Alan Heskamp. The members discussed individuals nominated and made recommendations for the Board's consideration as follows:

Mark Guthrie – Board Chair*
Willie Alexander – Vice Chair*
Bobbie Henderson – Vice Chair*
Sara Bouse – Vice Chair Nominee

* Current Officer

Action

Chair Jackson presented the Committee's recommendations to the Board for action.

A motion was made seconded to approve the action as requested. The motion was approved as presented. Mark Guthrie, Willie Alexander, Bobbie Henderson, Sara Bouse and Lizandra Vazquez abstained from voting.

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

RECEIVE INFORMATION

a. Performance and Production.

Board staff Philip Garcia presented Performance and Production measures October 2022 through November 2022.

Mr. Garcia stated that, while we are on track to meet performance goals, we do see areas in need of improvement. We are currently meeting all of our production measures with the understanding that TWC has not yet released all of the targets for 2023. However, we are reviewing current standings and focusing on areas of improvement. We will continue to work with our service providers to identify areas of weakness and ensure data is entered timely.

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

b. Expenditures

Board staff AJ Dean reviewed the Financial Status Report representing expenses for the 12 months ending in December 2022. He reported that we came in at 92.5% expended. Our year-to-date revenue is just under \$404 million. Our largest category of expenditures is financial aid at just under \$302.

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

c. Communications

Board staff Michelle Castrow presented an update on increased social media activity as well as continuing increases in earned media coverage. Our social media channels currently have 20,852 followers collectively. As of December 31, 2022, our cumulative earned-media value since the onset of the pandemic now exceeds \$40 million.

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

d. Supported Employment Pilot Project

Board staff Bobi Cook presented an update on the Supported Employment Pilot project.

Background

In 2019, we received a grant from the Texas Workforce Commission for a supported employment pilot project for people with disabilities. This program assisted individuals with intellectual and developmental disabilities to attain or maintain employment by providing a job coach in conjunction with employment or work-based learning. This pilot assisted individuals of all ages who may not have succeeded in previous work experience opportunities or were considered unemployable. It also included persons who had been successfully employed but needed additional supports to remain employed and had exhausted all other support sources.

Shortly after the pilot was approved, the pandemic brought the project to a temporary halt, and by August 2020, when the funds were originally set to end, only two individuals were helped to find employment. Given the pandemic's impact, the grant was extended to the fall of 2021, and we continued to support participants with WIOA funds after the grant ended.

Current Situation

The project's goal was to provide a framework for serving individuals with different abilities and needs and to develop a framework for supporting these individuals to achieve employment while meeting employers' needs.

Ninety percent of participants made noteworthy progress towards their employment goals, and 52% of participants were permanently employed as a direct result of this program; this statistic is 1 ½ times the national average and more than double the average for the state of Texas.

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

LOOK AT THE ECONOMY

Board staff Parker Harvey presented a look at job growth in 2022. He compared average monthly job growth in 2019 prior to the pandemic which added up to approximately 48,000 jobs added in the year. Comparing that to job growth in 2022 which totaled approximately 178,000 jobs in the year. He reminded the group that benchmark revisions are due in March and these 2022 numbers may be revised.

Mr. Harvey 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 12:00 p.m.

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

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
mustaphabeydoun@aol.com
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

AG Consultants

(713) 478-8504

Category: BusinessCounty: Harrisanthonymg@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: EducationCounty: Harrismelissa.gonzalez@lonestar.edu

Term: January 1, 2021 thru December 31, 2022

GUIDO, CHERYLTexas Workforce Solutions- Vocational
Rehabilitation Services

4424 North Freeway, Suite A

Houston, TX 77022

(713) 692-7755 ext. 2129

Fax: (713) 697-0485

Category: State Agencycheryl.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: BusinessCounty: City of Houstonmguthrie@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: EducationCounty: City of Houstonbobbie.henderson@att.net

Term: January 1, 2022 thru December 31, 2023

HESKAMP, ALAN

Heskamp & Associates LLC

311 Hoskins Broadway

El Campo, TX 77437

(979) 758-4521

Category: BusinessCounty: Whartonaheskamp@sbcglobal.net

Term: January 1, 2022 thru December 31, 2023

HUNT, ALEX

Lamar CISD

3911 Avenue I

Rosenberg, TX 77471

(832) 454-6504

Category: EducationCounty: Fort Bend Countyalex.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: BusinessCounty: Chambersgrj@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, 2022 thru December 31, 2023

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

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

jonrlowe@yahoo.com

Term: January 1, 2021 thru December 31, 2022

MAHAGAOKAR, RAJEN

Grid United
Chief Financial Officer
(281) 300-3926

Category: Business

County: Harris

rajenmahagaokar@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, 2022 thru December 31, 2023

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

OSER, MARGARET

United Way of Greater Houston
50 Waugh Drive
Houston, TX 77007
(713) 685-2788

Category: CBO

County: City of Houston

moser@unitedwayhouston.org

Term: January 1, 2022 thru December 31, 2023

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

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

SARKAR, MOU

Pearland Economic Development
Corporation
3519 Liberty Drive, Suite 350
Pearland, TX 77581
(281) 997-3007

Category: Economic Development

County: Brazoria

msarkar@pearlandedc.com

Term: January 1, 2022 thru December 31, 2023

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, 2022 thru December 31, 2023

SEGOVIA, VALERIE GARCIA

Director, Outreach & Education, TEES
Nuclear Engineering & Science Center
1095 Nuclear Science Road
College Station, TX 77843
979-240-5005

Category: Education

County: Matagorda

vsegovia@tamu.edu

valeriegsegovia@gmail.com

Term: January 1, 2022 thru December 31, 2023

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
2107 Research Forest Drive, Suite 150
The Woodlands, TX 77380
(281) 363-8130

Fax: (281) 298-6874

Category: Business

County: Montgomery

gil.staley@edpartnership.net

Term: January 1, 2022 thru December 31, 2023

TAYLOR, KATHERINE

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

Category: Public Assistance

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:

Juliet Stipeche, Director

Michelle Castrow, Program Manager

Susan Dixon, Employer Service Manager

Jenny Johnson, Quality Assurance Manager

Trudy Ray, Grants Manager

Deborah Duke, Administrative Coordinator

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
- Carl Bowles – Vice Chair
- Karlos Allen
- Sara Bouse
- Helen Cavazos
- Cheryl Guido
- Mark Guthrie
- Doug Karr
- Kendrick McCleskey
- Stephanie Nellons-Paige

Budget

- Willie Alexander – Chair
- – Vice Chair
- Karlos Allen
- Mark Guthrie
- Bobbie Henderson
- Guy Robert Jackson
- Doug Karr

By-Laws

- Michael Webster – Chair
- Adrian Ozuna – Vice Chair
- Peter Beard
- Mark Guthrie
- Alan Heskamp
- Guy Robert Jackson
- Carolyn Watson

Communications

- Doug Karr – Chair
- – Vice Chair
- Willie Alexander
- Karlos Allen
- Anthony Gay
- Mark Guthrie
- 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
- Willie Alexander
- Karlos Allen
- Sara Bouse
- Helen Cavazos
- Cheryl Guido
- Mark Guthrie
- Alan Heskamp
- Alex Hunt
- Jeff LaBroski
- Michael Love
- Edward Melton
- Stephanie Nellons-Paige
- Margaret Oser
- Paul Puente
- Valerie Segovia
- Richard Shaw
- Carolyn Watson

Employer Service

- – Chair
- Jeff LaBroski – Vice Chair
- Willie Alexander
- Sara Bouse
- Helen Cavazos
- Cheryl Guido
- Alan Heskamp
- Mark Guthrie
- Bobbie Henderson
- Guy Robert Jackson
- Shareen Larmond
- Danielle Scheiner
- Keri Schmidt
- Richard Shaw
- Gil Staley

Government Relations

- Guy Robert Jackson – Chair
- – Vice Chair
- Willie Alexander
- Mark Guthrie
- Bobbie Henderson
- Richard Shaw

Nominating

- Guy Robert Jackson – Chair
- Jeff LaBroski – Vice Chair
- Alan Heskamp

Procurement

- Bobbie Henderson – Chair
- Doug Karr – Vice Chair
- Willie Alexander
- Karlos Allen
- Sara Bouse
- Helen Cavazos
- Cheryl Guido
- Mark Guthrie
- Alan Heskamp
- Jeff LaBroski
- Stephanie Nellons-Paige
- Adrian Ozuna
- Richard Shaw
- Gil Staley

Report Card

Appointed by Board Chair as needed

Strategic Planning

- Carl Bowles – Chair
- – Vice Chair
- Willie Alexander
- Peter Beard
- Anthony Gay
- Mark Guthrie
- Bobbie Henderson
- Alex Hunt
- Doug Karr
- Michael Love
- Kendrick McCleskey
- Stephanie Nellons-Paige
- Adrian Ozuna
- Paul Puente
- Richard Shaw
- Isaac Shi
- Carolyn Watson

GULF COAST WORKFORCE BOARD ATTENDANCE

Board Member	02/01/22	04/05/22	06/07/22	08/02/22	10/06/22	12/06/22	02/07/23	04/04/23	06/06/23	08/01/23	10/03/23	10/05/23
Alexander, Willie	✓	✓	✓	✓	✓	✓	✓					
Allen, Karlos												
Beard, Peter	✓	✓	✓	✓	✓	✓	✓					
Beydoun, Mustapha	✓			✓	✓							
Bilski, Carolyn		✓										
Bouse, Sara	✓	✓	✓	✓	✓	✓	✓					
Bowles, Carl	✓			✓	✓	✓						
Cavazos, Mary Helen		✓	✓	✓	✓	✓	✓					
Dillon, Renea							✓					
Edwards, Todd							✓					
Gay, Anthony	✓	✓	✓		✓		✓					
Gonzalez, Melissa	✓		✓	✓	✓	✓	✓					
Guido, Cheryl	✓	✓	✓	✓	✓	✓	✓					
Guthrie, Mark	✓	✓	✓	✓	✓	✓	✓					
Hawthorne, Cari	✓	✓	✓	✓		✓	✓					
Henderson, Bobbie Allen	✓	✓	✓	✓	✓	✓	✓					
Heskamp, Alan	✓	✓		✓		✓						
Jackson, Guy Robert	✓	✓	✓	✓	✓	✓	✓					
Janes, Sarah	✓	✓	✓	✓		✓	✓					
Josserand, John	✓	✓	✓	✓		✓	✓					
Karr, Doug	✓	✓	✓	✓	✓	✓	✓					
King, Paulette	✓	✓	✓	✓		✓	✓					
LaBroski, Jeff	✓	✓	✓	✓	✓	✓	✓					
Larmond, Shareen	✓	✓		✓	✓	✓	✓					
Lewis, Ernest	✓					✓	✓					
Love, Michael	✓	✓	✓		✓	✓	✓					
Lowe, Jonathan	✓		✓		✓	✓	✓					
Mahagaokar, Rajen		✓			✓							
Marshall, Scott												
McCleskey, Kendrick												
McCoy, Dexter												
Mechler, Steve												
Melton, Edward		✓	✓	✓	✓	✓						
Nellons-Paige, Stephanie												
Nevlud, Jerry												
O'Black, Linda												
Pillow, Dale												
Oser, Margaret				✓	✓		✓					
Ozuna, Adrian	✓	✓		✓	✓	✓						
Puente, Paul		✓		✓	✓	✓	✓					
Reed, Jamarion	✓		✓				✓					
Riley, Monica	✓	✓	✓	✓	✓	✓	✓					
Ross, Adria	✓			✓		✓	✓					
Ruley, Janice	✓			✓		✓	✓					
Sarkar, Mou					✓	✓	✓					
Scheiner, Danielle	✓			✓	✓		✓					
Schmidt, Keri	✓		✓		✓	✓	✓					
Segovia, Valerie	✓	✓	✓	✓	✓		✓					
Shaw, Richard	✓	✓	✓		✓	✓	✓					
Shi, Isaac												
Staley, Gil	✓	✓		✓								
Stewart, Michael												
Timmins, Evelyn												
Taylor, Katherine		✓				✓						
Vazquez, Lizandra	✓	✓	✓	✓	✓	✓	✓					
Watson, Carolyn	✓	✓	✓	✓			✓					
Webster, Michael	✓	✓	✓	✓		✓	✓					

Audit and Monitoring Committee Update for March 2023

The Audit and Monitoring Committee met on March 30, 2023, at 1:00 p.m. Members present included Guy Robert Jackson (Chair), Carl Bowles (Vice Chair), Sara Bouse, Helen Cavazos, Cheryl Guido, Doug Karr, and Mark Guthrie (Board Chair).

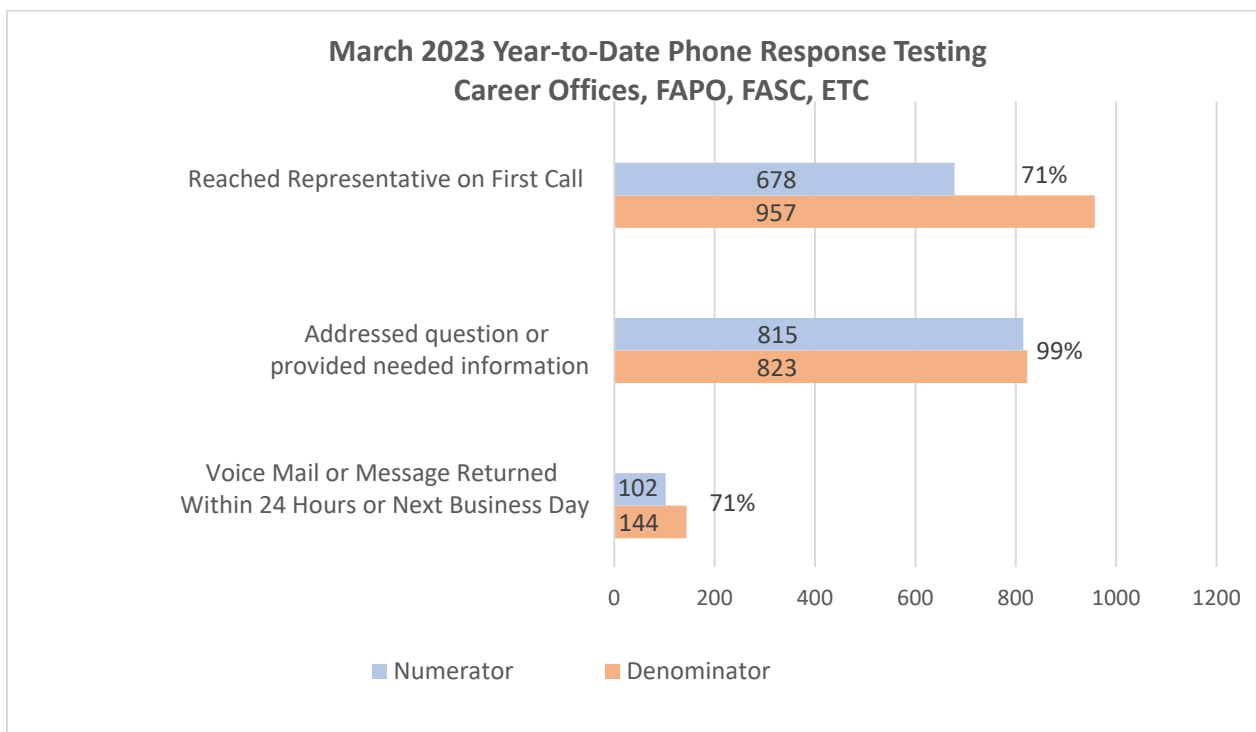
System Review

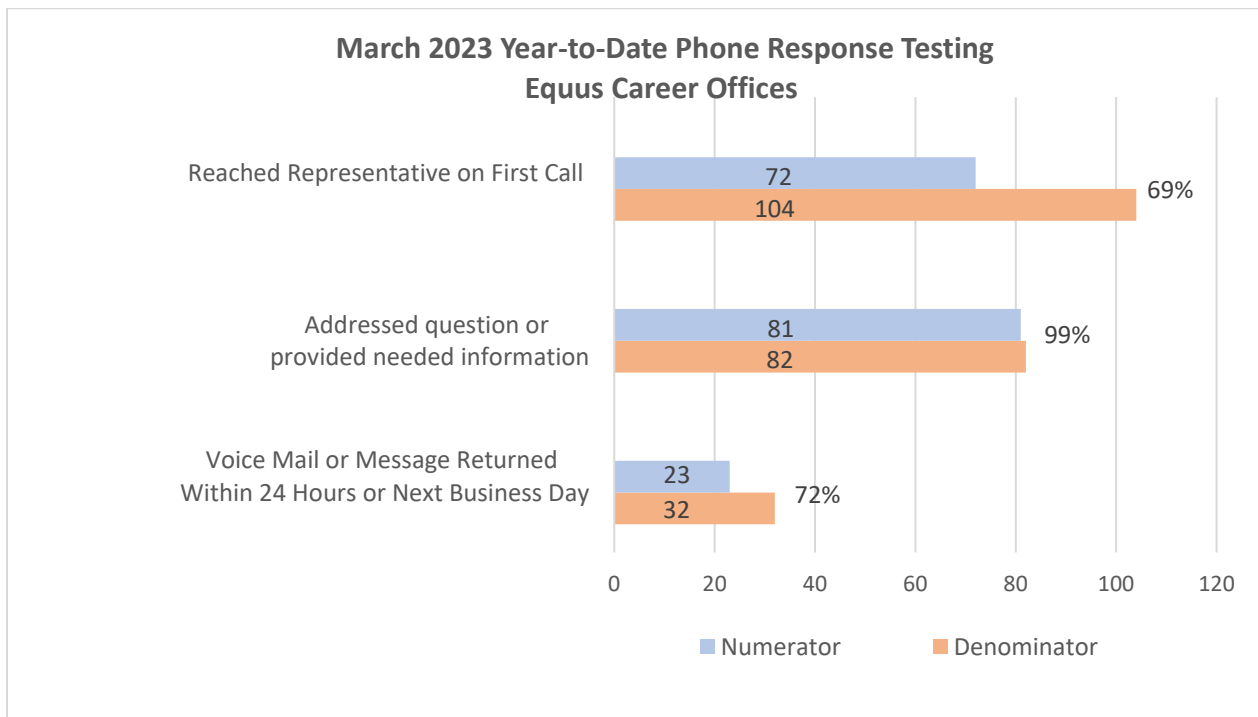
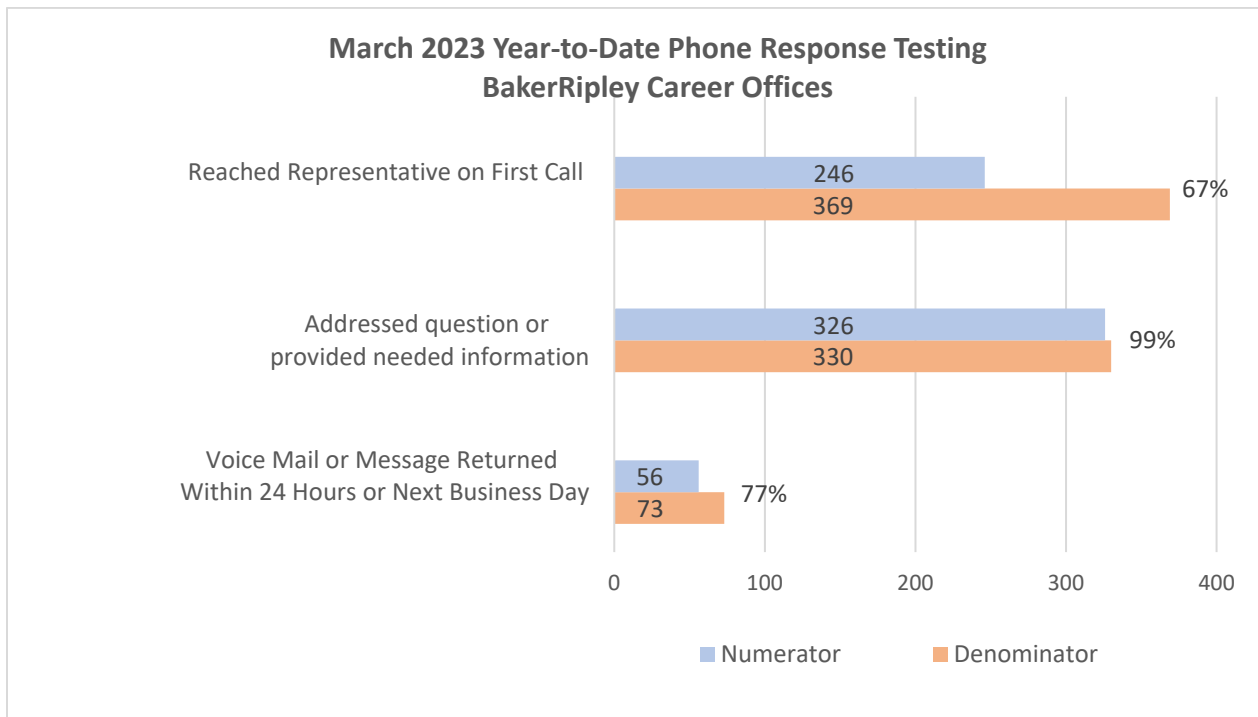
This report includes a system-level review of performance/production and expenditures and a contractor-level review of performance/production and expenditures.

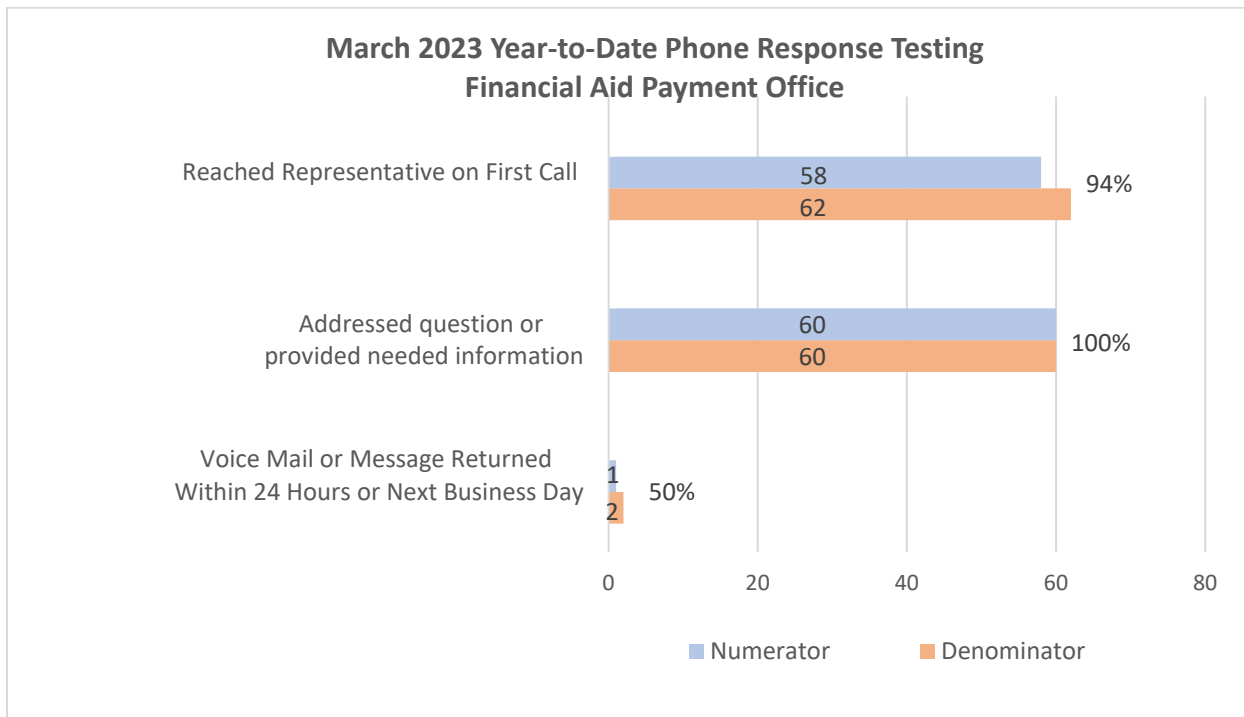
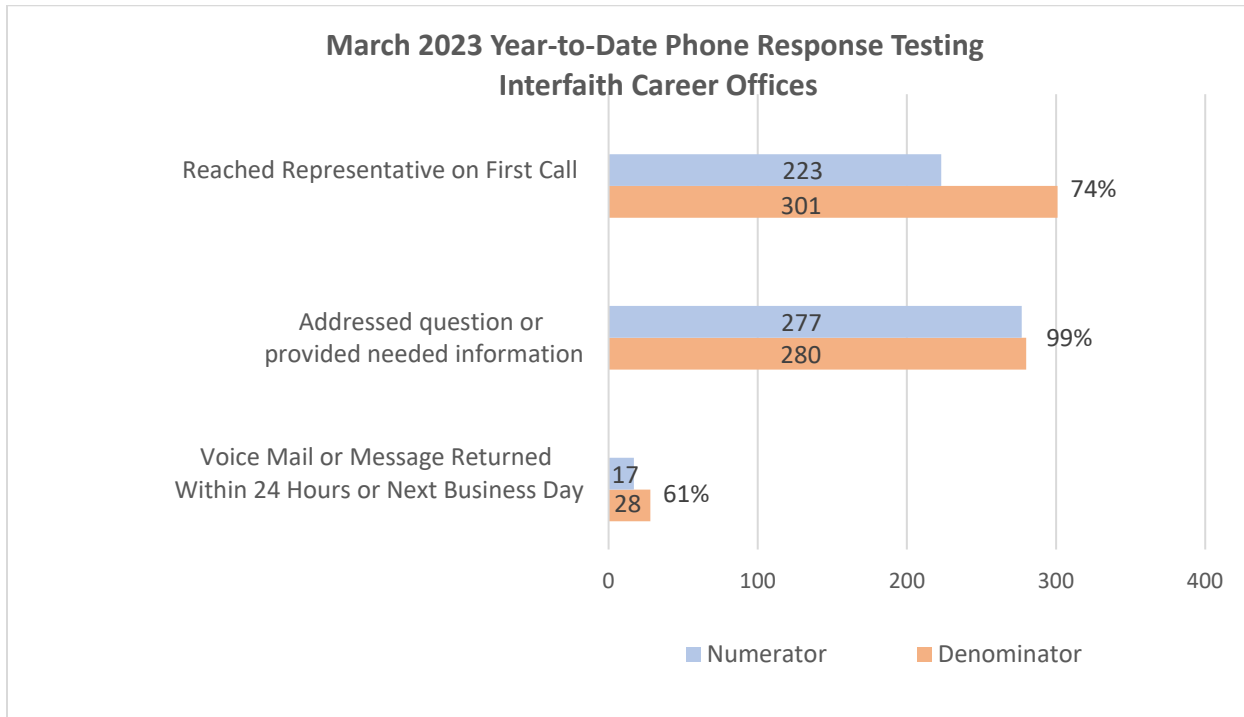
Customer Experience

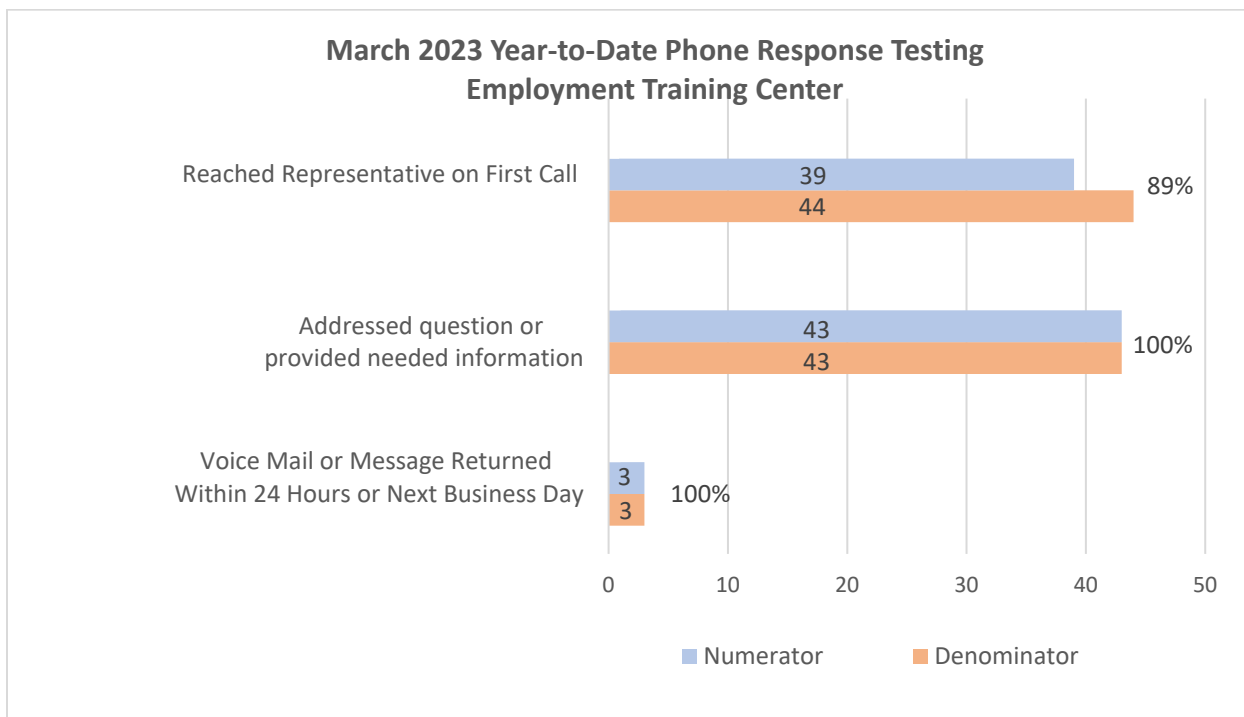
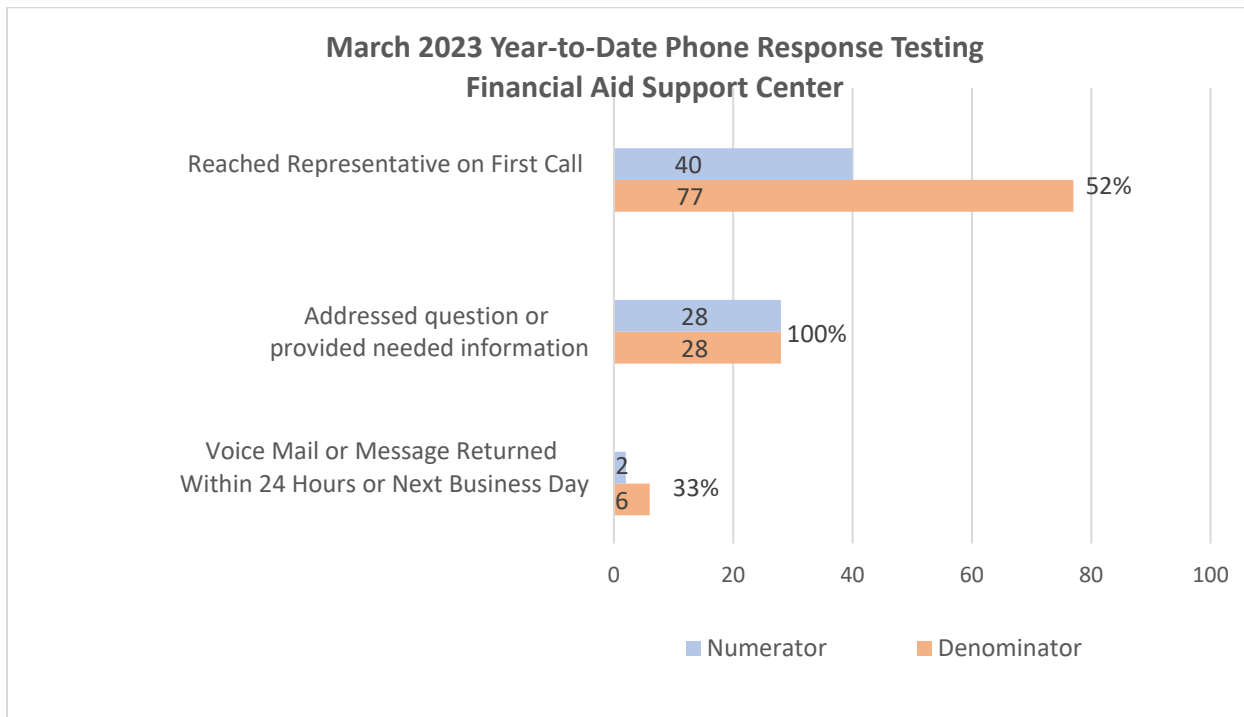
Responsiveness

Voice mail responses within 24 hours in March 2023 decreased slightly to 71% from 72% in February but increased from 70% in January.

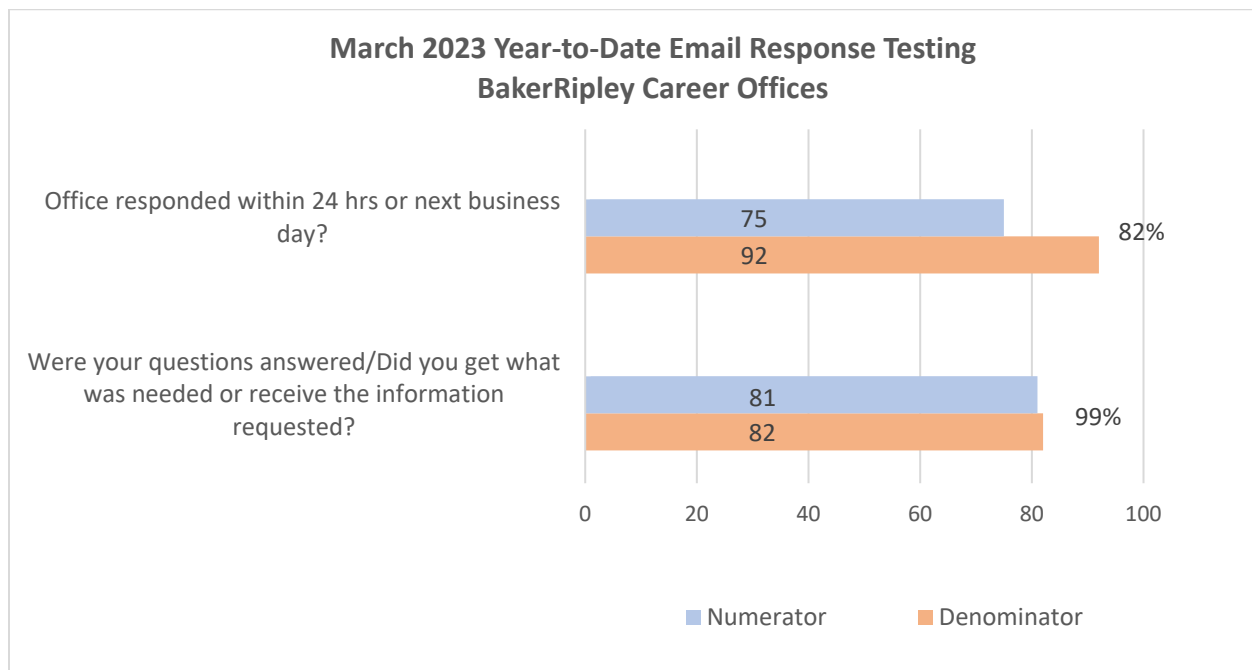
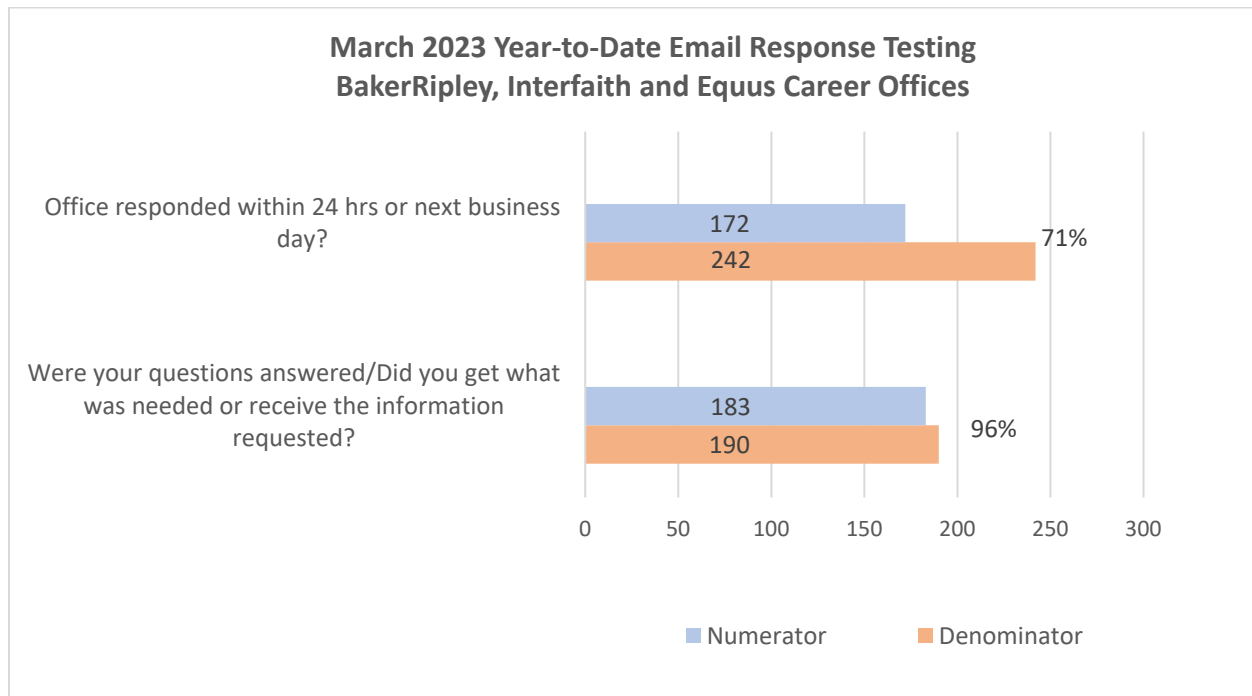


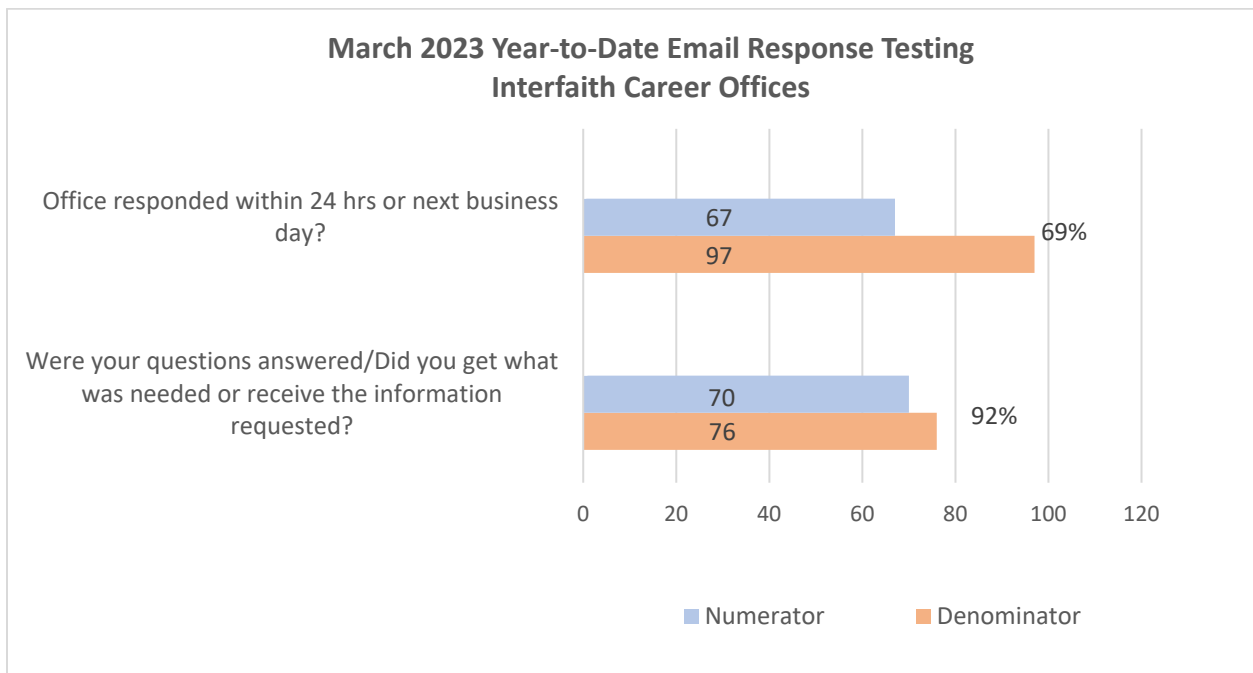
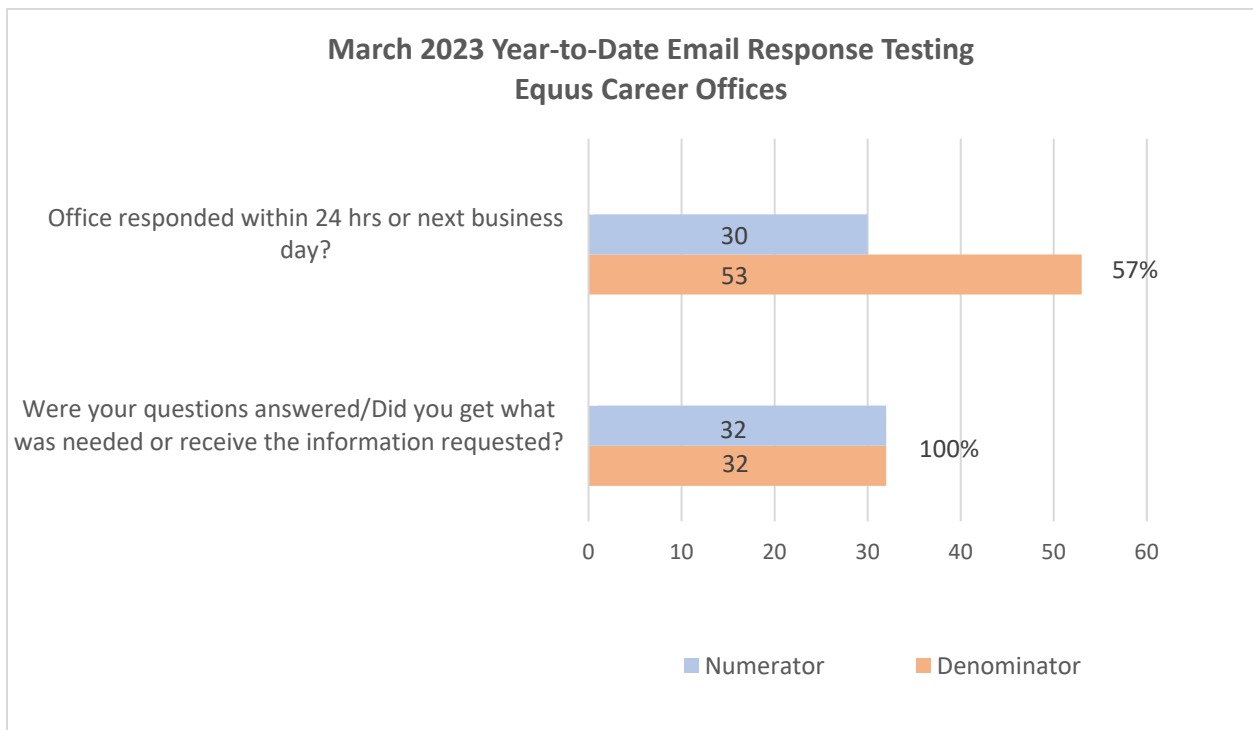






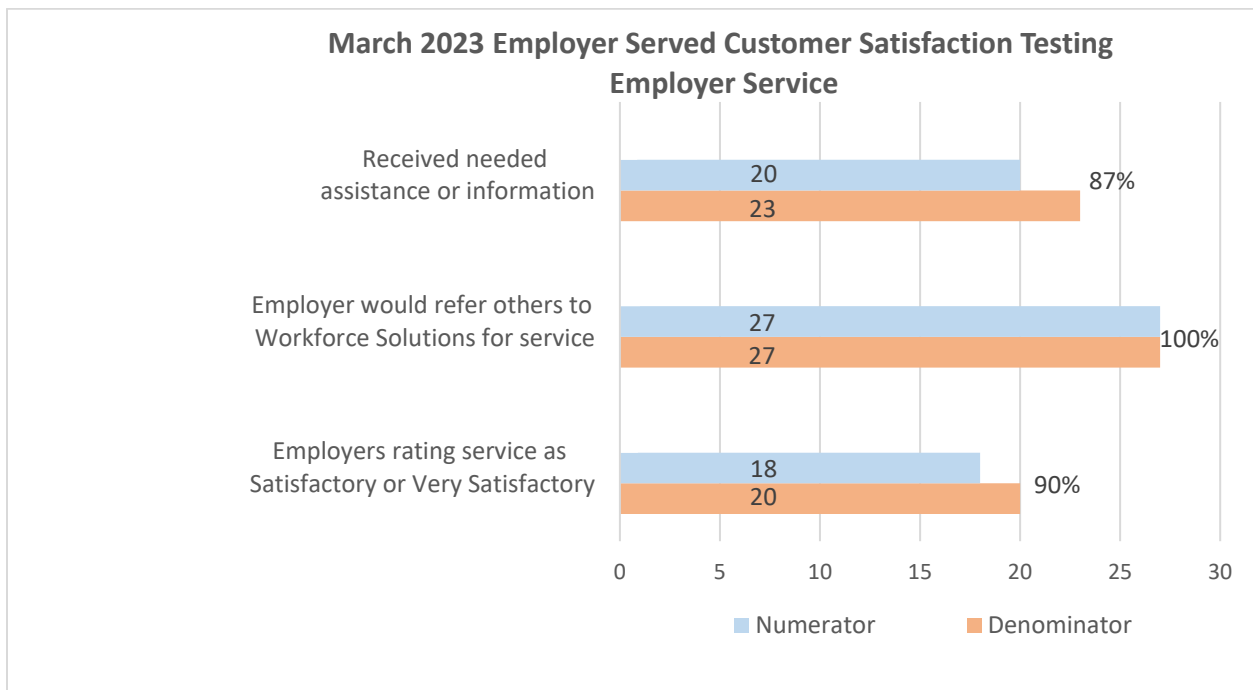
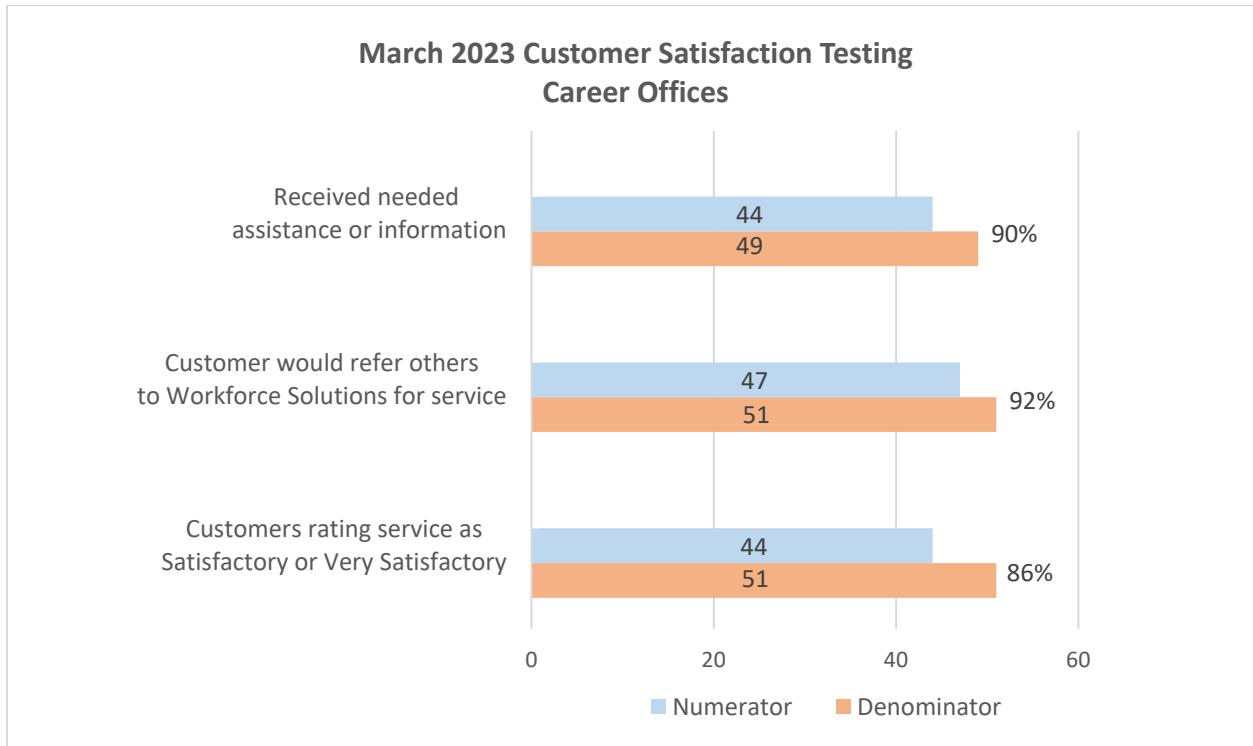
We tested the responsiveness of the career offices to emails sent to the career office email address found on Wrksolutions.com. The responses were good, but improvement is needed to ensure a customer receives an email response within 24 hours.





Customer Satisfaction

From a list of 133 customers receiving a service through a career office in March 2023, we spoke with 51 customers. We called 57 employers who interacted with Employer Service in the last three months and were able to talk with 20 employers. The charts below reflect what we heard.



Technical Program Compliance

We issued the final reports for **Equus, Interfaith of the Woodlands**, and **BakerRipley's** career office operations, and Interfaith of the Woodlands' operation of the Financial Aid Support Center for the 2022 program year. Each service provider has addressed all findings noted during the reviews.

We also issued a final report for the **Association for the Advancement of Mexican Americans**, an adult education service provider. There were no significant findings noted during the review.

Draft reports are pending for Adult Education providers: Brazosport College, Chinese Community Center, Lone Star College, and San Jacinto College. We will have the final reports for all adult education service providers ready for the May committee meeting.

Financial Systems and Issues

BakerRipley's Adult Education and **Financial Aid Payment Office** financial monitoring identified no findings. Financial monitoring for **Interfaith of the Woodlands' Career Offices and Financial Aid Support Center** had no significant findings identified.

Financial monitoring for adult education providers identified the following disallowed costs, which have all been reimbursed to the Workforce Board:

- **Adult Education Center** -- \$3,707.00
- **Alliance for Multicultural Community Services** -- \$4,268.82
- **Association for the Advancement of Mexican Americans** -- \$4,831.00
- **Lone Star College** -- \$1,688

Update on Adaptive Construction Solutions (ACS):

We have offered ACS ongoing technical support and placed them on a mandatory financial management plan. We recently issued a final correspondence to ACS regarding their financial monitoring for 2022, which outlined 1) significant questions and disallowed costs and 2) a question of a conflict of interest. ACS had a total of \$967,007.05 in disallowed costs related to documentation and internal controls required by OMB Uniform Guidance standards. On March 14, 2023, ACS submitted a dispute letter to H-GAC's Executive Director, Chuck Wemple, which is currently under review.

Corrective Action and Technical Assistance Plans

- In April 2022, **Harris County Department of Education** (HCDE) and **Houston Community College** (HCC) were placed on corrective action plans to address data integrity and accuracy. HCC continues to work with Region 6 to improve.

On March 13, 2023, HCDE was notified via correspondence of continued programmatic and operational concerns after ten months of being on a corrective action plan. They were also made aware of new issues concerning staff professional development data entry and programmatic processes related to Texas Educating Adults Management System (TEAMS). We offered recommendations for immediate process changes by March 31, 2023. We met with the HCDE Superintendent and the Assistant Superintendent of Education and Enrichment to discuss the ongoing issues in person. The HCDE Superintendent verbally committed to provide the deliverables, enhance our working relationship, and focus on improvement.

- In October 2022, **Equus** began their contract to oversee the Financial Aid Support Center. From October to December 31, 2022, the previous contractor, Interfaith, provided Equus with technical assistance and support to assist with the transition. After a series of site visits, Board staff identified areas of concern and improvements needed by the Support Center management. On February 2, 2023, a meeting was held with Lisa Boyd, Regional Vice President of Equus, to address concerns regarding data reporting, data management, system failures, staffing issues, and the unwelcoming culture and climate. Board staff and H-GAC's Executive Director Chuck Wemple set several directives and expectations for the Support Center. Ms. Boyd was receptive and responsive regarding the support center's administrative staff's performance issues.

In the following weeks, additional staffing, technology, and technical support were provided to the Support Center by the Board. Unfortunately, the performance of the administrative staff and the support center culture has not improved. During a March 21, 2023 meeting, Board staff advised Ms. Boyd of the ongoing issues and a failure to improve. In the follow-up meeting set with Ms. Boyd, Board staff will discuss Equus's inability to manage the Support Center and share the next steps.

- We received notice from the Texas Workforce Commission of successfully completing the Choices technical assistance plan issued for workforce boards with Choices monthly participation below 50%. In October 2022, our region met the year-to-date participation requirement, and we continue to exceed the 50% target.

Next Meeting

We propose to schedule the next committee meeting for 1:00 PM on Thursday, May 25, 2023.

By-laws Ad Hoc Committee

The Committee met on March 1, 2023, to discuss additional changes to the by-laws as well as the relationship of the by-laws to the consortium and partnership agreements between the H-GAC Board and the Workforce Board.

The Houston-Galveston Area Council made available to the committee their legal experts who deal with developing and amending these types of documents for technical support and to provide information and answer questions regarding these agreements.

After discussion, the Committee noted that some of the issues that they would like to address, such as the contract approval process, require discussions beyond the by-laws committee as they are addressed in the partnership agreement between the Workforce Board and H-GAC. H-GAC Executive Director, Charles Wemple, recommended initiating a dialogue between the H-GAC Executive Officers, the by-laws committee members, relevant committee chairs, and the Workforce Board Executive Officers.

The first of these supplemental meetings was held on March 21, 2023. At the meeting, the parties agreed to move forward in developing a memorandum of understanding that would append the existing agreement and address the concerns around contracts and improve communication and understanding between the two groups. This effort is underway, and the first in a series of meetings is scheduled for April 18, 2023.

The chair subsequently requested a follow up meeting to wrap up changes to the bylaws that have emerged since the committee's initial convening in November 2022. The next meeting of the bylaws committee is planned for April 2023 with the intent to finalize the draft by-laws for full board review and approval.

Gulf Coast Workforce Board

Payrolling/Employer of Record

Background

In fiscal year 2020, the Gulf Coast Workforce Board, through its operating affiliate, Workforce Solutions, contracted with G&A Partners (G&A) to serve as the employer of record for processing the payroll, filing taxes, and providing other functions usual and customary for payroll processing for Workforce Solutions summer jobs, recovery temporary jobs, and part-time work experience jobs.

Current Situation

G&A continues to do a good job serving as the employer of record for payrolling services for subsidized and temporary workers. We expect G&A to continue:

- Employing eligible individuals designated by Workforce Solutions
- Paying wages and providing fringe benefits and insurance for these individuals
- Reporting timely on individuals' wages, work, and experience

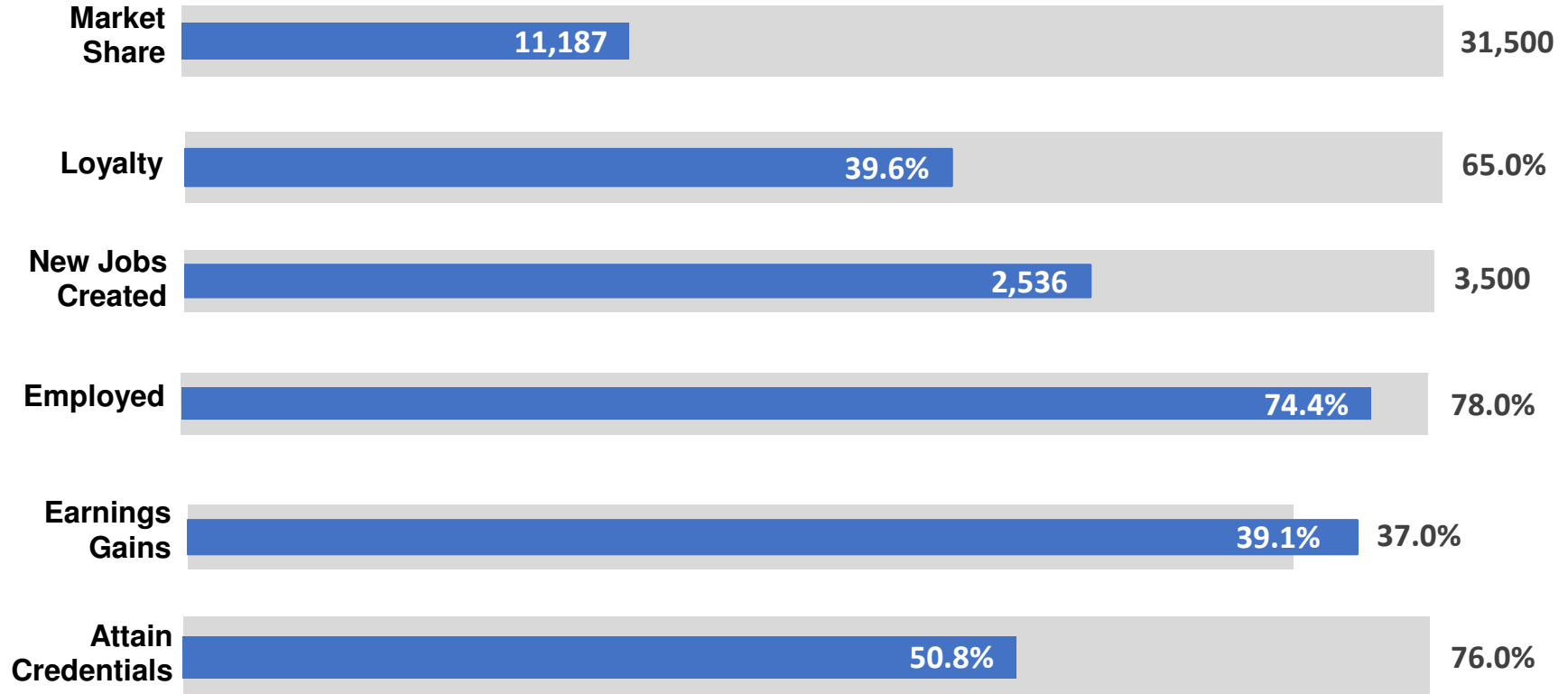
We recommend a budget increase of \$3,000,000.00 to the G&A contract, from \$9,000,000.00 to \$12,000,000.00 to serve 4,000 individuals at an average cost of \$3,000 per individual.

Action

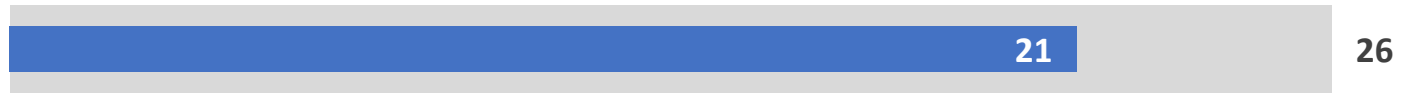
Approve a budget increase of \$3,000,000.00 to the G&A contract, from \$9,000,000.00 to \$12,000,000.00.

Performance Measures

October 2022 to January 2023



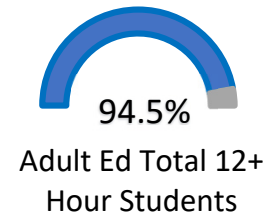
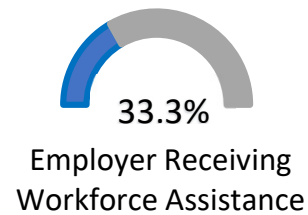
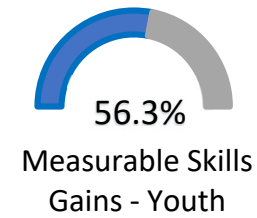
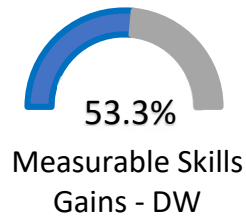
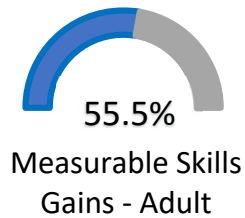
Production Measures



Number of measures meeting or exceeding

Measures that require additional focus

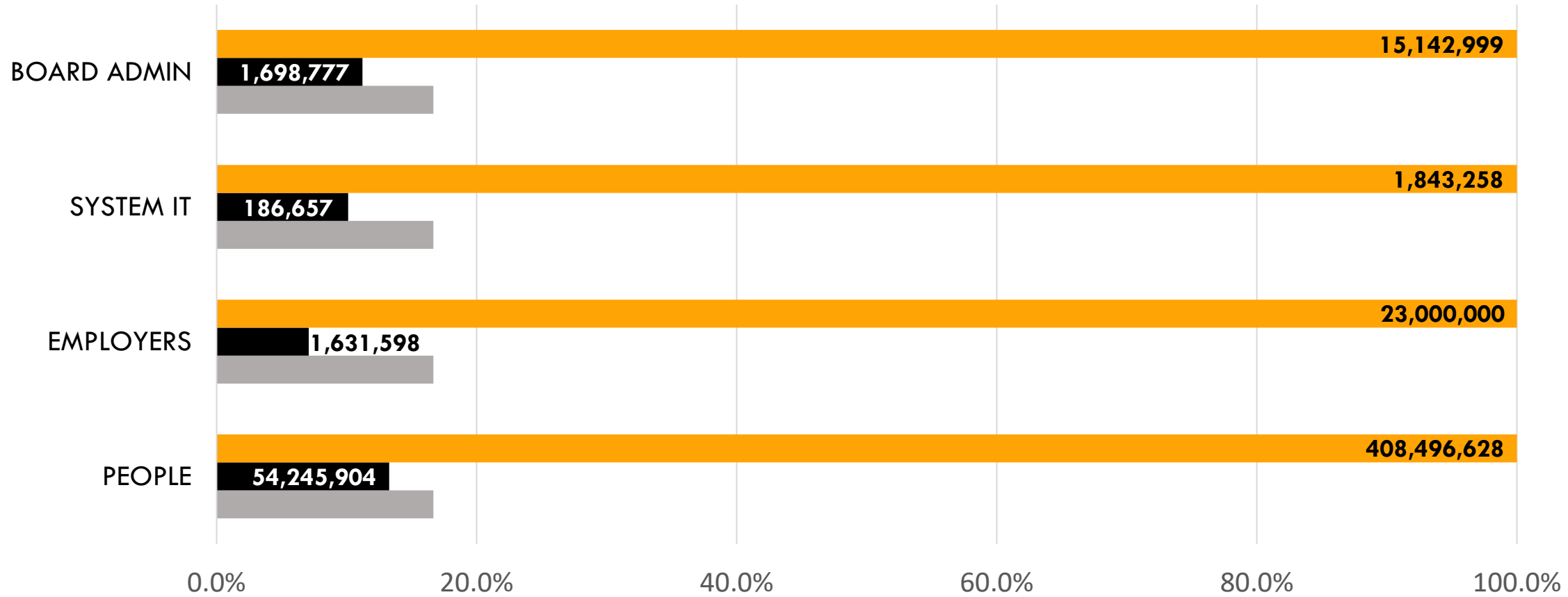
October 2022 to January 2023



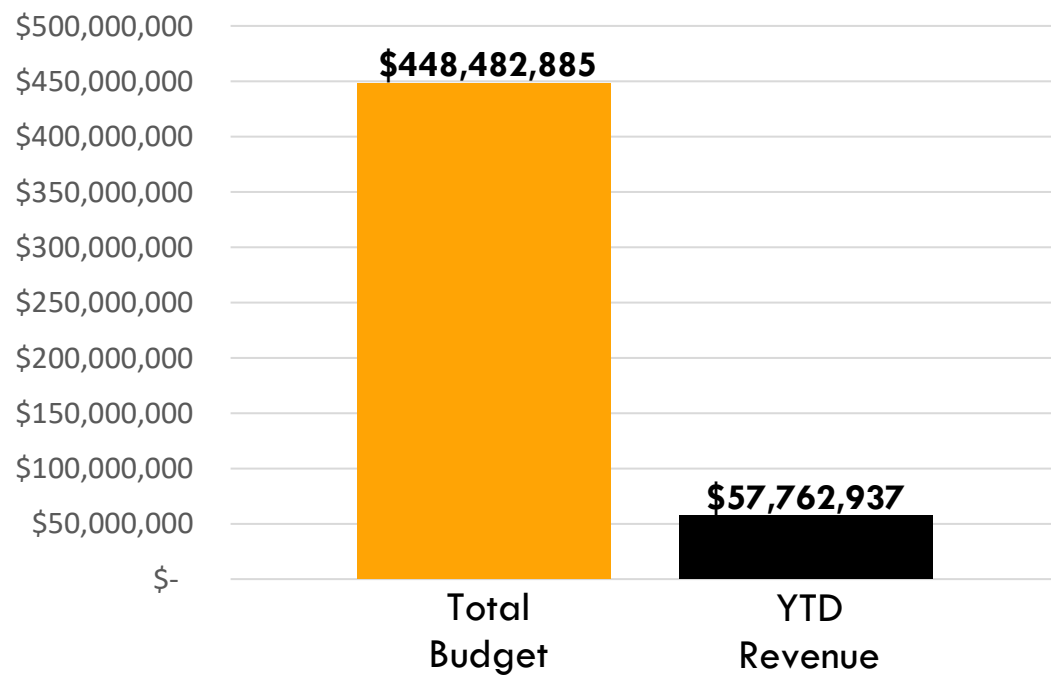
Gulf Coast Workforce Financial Status Report

For the 2 months ending February 28, 2023

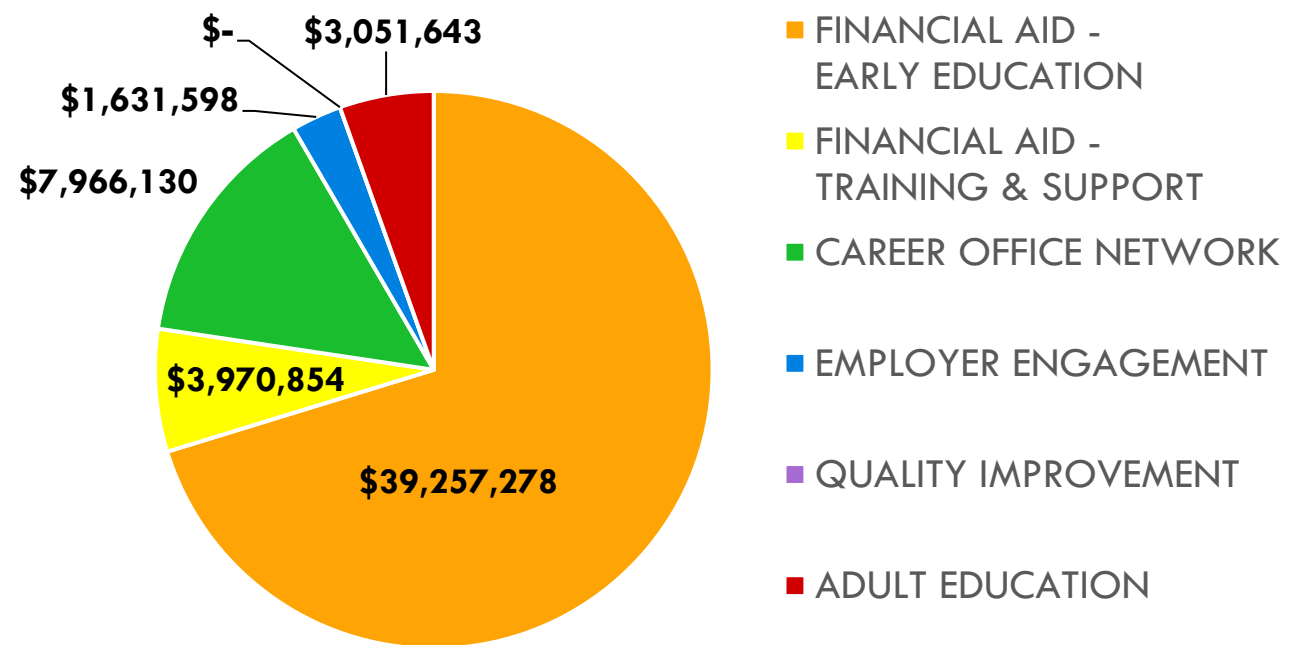
■ Budget ■ Expenses ■ Target



Workforce Revenue



System Expenses



Communications: Media Outreach

April 2023 Update

This report provides an update on Workforce Solutions’ media outreach efforts for February and March 2023. Topics for this period included connections to Black History Month, Women’s History Month and labor market updates.

Social Media

Our social media channels currently have 20,852 followers collectively. The table below shows the breakdowns and year-over-year changes.

Followers	February 2023	February 2022	February 2021	One Year Change	Two Year Change
Facebook	10,546	9,153	7,848	15%	34%
Instagram	3,166	2,618	2,253	21%	41%
Twitter	1,785	1,709	1,597	4%	12%
LinkedIn	6,511	4,450	3,896	46%	67%

You can find us on social media at:

- <https://www.facebook.com/advancemycareer/>
- <https://www.instagram.com/workforcesolutions/>
- <https://www.linkedin.com/company/advancemycareer>
- <https://twitter.com/GulfCoastWFS>
- <https://www.youtube.com/c/WorkforceSolutionsgulfcoast>

Earned Media Value

As of March 1, 2022, our cumulative earned-media value since the onset of the pandemic now **exceeds \$40 million**. Below is year-over-year comparison of February monthly values from 2020 to 2022.

Media Month	Items	Views	Value
February 2023	28	44,929,763*	\$1,837,284
February 2022	25	2,572,007	\$1,432,760
February 2021	44	3,342,822	\$1,167,552

** This number is an outlier due to two Fox 26 TV interviews that were picked up and shared on the Yahoo News national feed. See asterisks in the media table on the next page.*

Media Partnerships

As a reminder, our partnerships include:

- KXLN Univision 45 – Interview bi-weekly on Monday during 11:30 a.m. newscast that is simulcast to Facebook Live
- KTRK ABC 13 – Weekly Who’s Hiring program each Thursday’s at 10 a.m., live stream as well as broadcast news features
- KRIV Fox 26 – Interview bi-weekly Friday at 6:15 a.m. on morning TV news

The following table contains highlights of Workforce Solutions in the media since December 1, 2022.

Date	Outlet	Story	Link
02/02/2023	KTRK ABC 13	Who’s Hiring – EITC, Tax Prep Assistance	https://abc13.co/3HvIvU9
02/03/2023	KRIV Fox 26	Part-time Rodeo Jobs*	https://www.fox26houston.com/video/1175514
02/04/2023	KRIV Fox 26	Monthly Jobs Report	https://www.fox26houston.com/news/economy-not-responding-to-higher-interest-rates-unexpectedly-large-jobs-report
02/06/2023	KXLN Univision 45	Interview Advice – First Impressions	https://youtu.be/n0zqHxWhP9o
02/09/2023	KTRK ABC 13	Who’s Hiring – Sugar Land	https://abc13.co/3jV7WFH
02/10/2023	Wharton Journal Spectator	Wharton Office Open House	https://www.journalspectator.com/news/article_2cd884bc-a98f-11ed-99b2-4bac555d5b68.html
02/13/2023	KXLN Univision 45	Healthcare Jobs	https://youtu.be/kUFJ-756qqY
02/15/2023	KRIV Fox 26	Isiah Factor	https://www.fox26houston.com/video/1181373
02/16/2023	KTRK ABC 13	Who’s Hiring – Houston Area Urban League	https://abc13.co/3YX92zA
02/23/2023	KTRK ABC 13	Who’s Hiring – Brazosport ISD CTE	https://abc13.co/3lPz9U2
02/27/2023	KXLN Univision 45	Part-time Job Opportunities	https://youtu.be/0LyEzowsFwc
02/28/2023	KTRK ABC 13	Secretary of Labor Visits Houston – Childcare	https://abc13.co/41V0ITw
03/02/2023	KTRK ABC 13	Who’s Hiring – Lifeguard Training	https://abc13.co/3ZBjihp
03/07/2023	KTRK ABC 13	Localish: Alvin – Ineos	https://abc13.co/3mEkr9R

Date	Outlet	Story	Link
03/08/2023	KTRK ABC 13	Who's Hiring – Alvin Community College Cyber Security Training	https://abc13.co/3JwAxKw
03/13/2023	KXLN Univision 45	STEM Careers	https://youtu.be/Z5Cf36nTJhk
03/16/2023	KTRK ABC 13	Who's Hiring – Healthcare Training at Wesley Community Center	https://abc13.co/3FwmPpM
03/17/2023	Houston Business Journal	Middle Skills Cover Story	https://www.bizjournals.com/houston/news/2023/03/17/trade-school-college-middle-skills-jobs.html
03/17/2023	KRIV Fox 26 Houston	Women in the Workforce 2023*	https://news.yahoo.com/programs-aim-improve-equity-working-121148047.html
03/17/2023	KTRK ABC 13	Wages and Inflation	https://abc13.co/3JxPxHS
03/23/2023	KTRK ABC 13	Who's Hiring – Women in Petrochem	https://abc13.co/3FKwvNo
03/27/2023	KXLN Univision 45	Women in the Workforce	https://bit.ly/40JNY17
03/30/2023	KTRK ABC 13	Who's Hiring – Grad Café	https://abc13.co/3M0tyw8

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

Labor Market Information

February 2023 data was released March 24, 2023.

Annual Benchmark Revisions

The Bureau of Labor Statistics incorporated annual revisions for the Current Employment Statistics series with the latest data release. The benchmark adjustment is a once-a-year process of reconciling employment estimates that were sample based to better reflect full population counts available through unemployment insurance tax records.

The newly revised data shows that the Houston added 33,300 fewer jobs than originally estimated from December 2021 to December 2022, up 145,700 jobs or 4.6 percent. While that large of a revision would decimate gains during any normal year, it simply brought growth down to something more reasonable considering job recovery at the aggregate level was complete in April 2022. In fact, the only pre-pandemic year the pace of job growth was at this level was in 2012 during the shale boom.

Leisure and Hospitality was responsible for much of the revision where an originally estimated increase of 49,100 jobs or 15.4 percent was scaled way back to 18,500 jobs or 5.7 percent. The revised estimate shows annual growth in the sector remains well above the historical average of 3.1 percent during the month of December but on the path of scaling back to pre-pandemic levels.

Construction saw the second largest revision where an originally estimated increase of 18,800 jobs or 8.7 percent was lowered to an increase of 9,400 jobs or 4.4 percent. Much of the exaggerated growth occurred in May, June, and July where it was severely overestimated by a grand total of 14,500 jobs. Revised estimates are much more believable considering interest rates that were on the rise in early 2022 deterring construction activity.

Transportation, Warehousing, and Utilities received the most positive revision where job growth was stronger than originally estimated. An originally estimated increase of 3,100 jobs or 1.7 percent was revised indicating much stronger growth with payrolls up 10,200 jobs or 5.5 percent. The revision is not a surprise considering Houston is a major logistics hub centrally located connected to major airports, seaports, highways, and rail lines.

Growth in several industry sectors was under-estimated in 2022. Financial Services, Other Services, and Government added some 12,000 more jobs than originally estimated. The revision in Other Services was particularly beneficial in reverting an over-the-year loss of 200 jobs at the end of 2022 to an increase of 2,600 jobs or 2.3 percent.

Additional revisions for the major industry sectors can be viewed on the following page.

Houston-The Woodlands-Sugar Land Metropolitan Statistical Area	December 2021 to December 2022				Difference
	Original Estimate Over-the-Year Change		Revised Estimate Over-the-Year Change		
	Net	Percent	Net	Percent	
Total Nonfarm	179,000	5.6%	145,700	4.6%	(33,300)
Mining and Logging	5,700	9.0%	6,100	10.0%	400
Oil and Gas Extraction	3,200	10.6%	300	1.0%	(2,900)
Support Activities for Mining	3,300	10.6%	5,500	17.7%	2,200
Construction	18,800	8.7%	9,400	4.4%	(9,400)
Construction of Buildings	2,600	5.0%	4,100	7.9%	1,500
Heavy and Civil Engineering Construction	4,800	9.3%	2,100	4.1%	(2,700)
Specialty Trade Contractors	11,400	10.2%	3,200	2.9%	(8,200)
Manufacturing	11,400	5.2%	12,000	5.5%	600
Trade, Transportation, and Utilities	25,500	3.8%	21,800	3.2%	(3,700)
Wholesale Trade	14,400	8.7%	8,500	5.2%	(5,900)
Retail Trade	8,000	2.5%	3,100	1.0%	(4,900)
Transportation, Warehousing, and Utilities	3,100	1.7%	10,200	5.5%	7,100
Information	1,600	5.1%	1,900	6.0%	300
Financial Activities	6,900	4.0%	9,400	5.4%	2,500
Professional and Business Services	32,900	6.4%	31,400	6.0%	(1,500)
Professional, Scientific, and Technical Services	24,700	10.1%	23,700	9.4%	(1,000)
Management of Companies and Enterprises	1,900	4.9%	2,000	4.6%	100
Administrative and Support and Waste Management and Remediation Services	6,200	2.7%	5,700	2.5%	(500)
Educational and Health Services	20,600	4.9%	19,200	4.6%	(1,400)
Educational Services	4,900	7.0%	5,500	8.2%	600
Health Care and Social Assistance	15,700	4.4%	13,700	3.9%	(2,000)
Ambulatory Health Care Services	6,800	3.8%	8,200	4.6%	1,400
Hospitals	6,200	6.9%	3,600	4.1%	(2,600)
Leisure and Hospitality	49,100	15.4%	18,500	5.7%	(30,600)
Other Services	-200	-0.2%	2,600	2.3%	2,800
Government	6,700	1.5%	13,400	3.1%	6,700
Federal Government	0	0.0%	500	1.5%	500
State Government	2,000	2.1%	4,600	5.1%	2,600
Local Government	4,700	1.9%	3,500	6.9%	(1,200)

Pandemic Job Recovery Update as of December 2022 – Revised

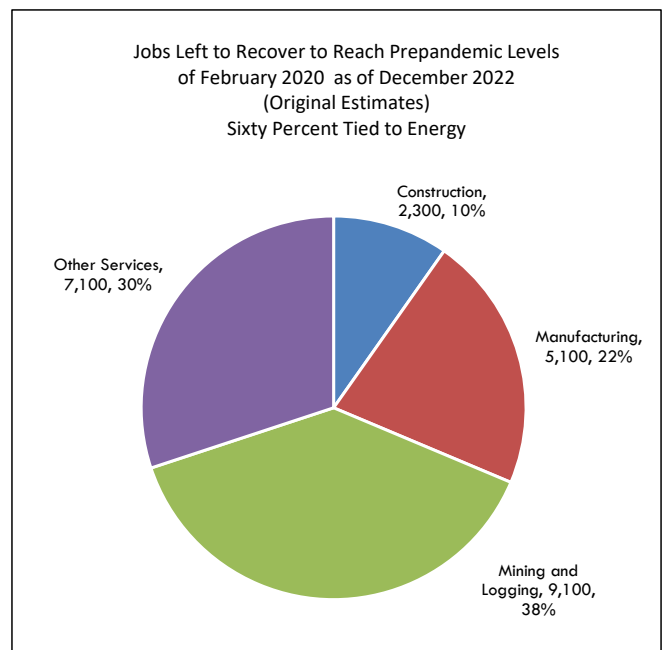
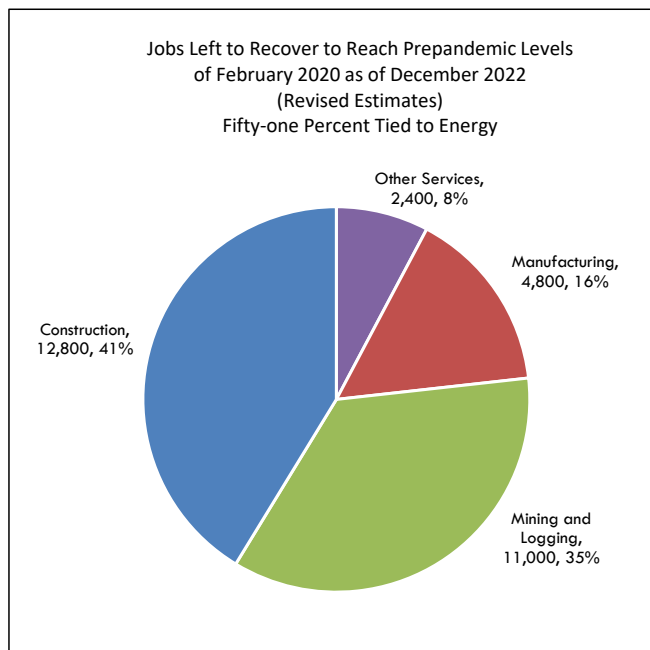
The pandemic took a huge toll to labor markets in the Houston-The Woodlands-Sugar Land MSA resulting in an unprecedented loss of 359,300 jobs during March and April of 2020, down 11.3 percent. Total employment in the Houston MSA reached its pre-pandemic level in April of 2022. While benchmark revisions did not influence the date full job recovery was met in the Houston MSA, it did lower the pace of growth since indicating payrolls were up 144,000 jobs or 4.5 percent over pre-pandemic levels at the end of 2022 in comparison the originally estimated increase of 163,800.

After revisions, the same four industry sectors originally reported have not reached pre-pandemic levels. Revisions to Mining and Manufacturing were minimal but both industry sectors were short a total of 15,800 jobs from pre-pandemic levels. New estimates to Construction saw the largest revision indicating growth was much weaker than originally estimated falling some 12,800 jobs short of pre-pandemic levels. Other Services saw favorable revisions indicating payrolls were only 2,400 jobs shy of pre-pandemic levels compared to an original estimate of 7,100 jobs.

Pandemic Job Recovery - Actual (Revised Estimates)

Industry Sector	March and April Increase (Decrease)	May 2020 through December 2022 Increase (Decrease)	Jobs Left to Recover	Percent Recovered
H-W-S MSA Total	-359,300	503,300	-144,000	100.0%
Transportation, Warehousing, and Utilities	-3,200	43,800	-40,600	100.0%
Professional and Business Services	-43,400	83,400	-40,000	100.0%
Education and Health Services	-45,000	69,500	-24,500	100.0%
Retail Trade	-39,800	64,100	-24,300	100.0%
Government (down due to summer seasonal declines in education)	-7,200	25,200	-18,000	100.0%
Financial Activities	-7,400	21,600	-14,200	100.0%
Leisure and Hospitality	-128,300	137,700	-9,400	100.0%
Wholesale Trade	-8,700	12,000	-3,300	100.0%
Information	-4,400	5,100	-700	100.0%
Other Services	-30,400	28,000	2,400	92.1%
Manufacturing	-11,300	6,500	4,800	57.5%
Mining and Logging	-6,300	-4,700	11,000	-74.6%
Construction	-23,900	11,100	12,800	46.4%
United States Total	-20,714,000	25,096,000	-4,382,000	100.0%

Fully Recovered

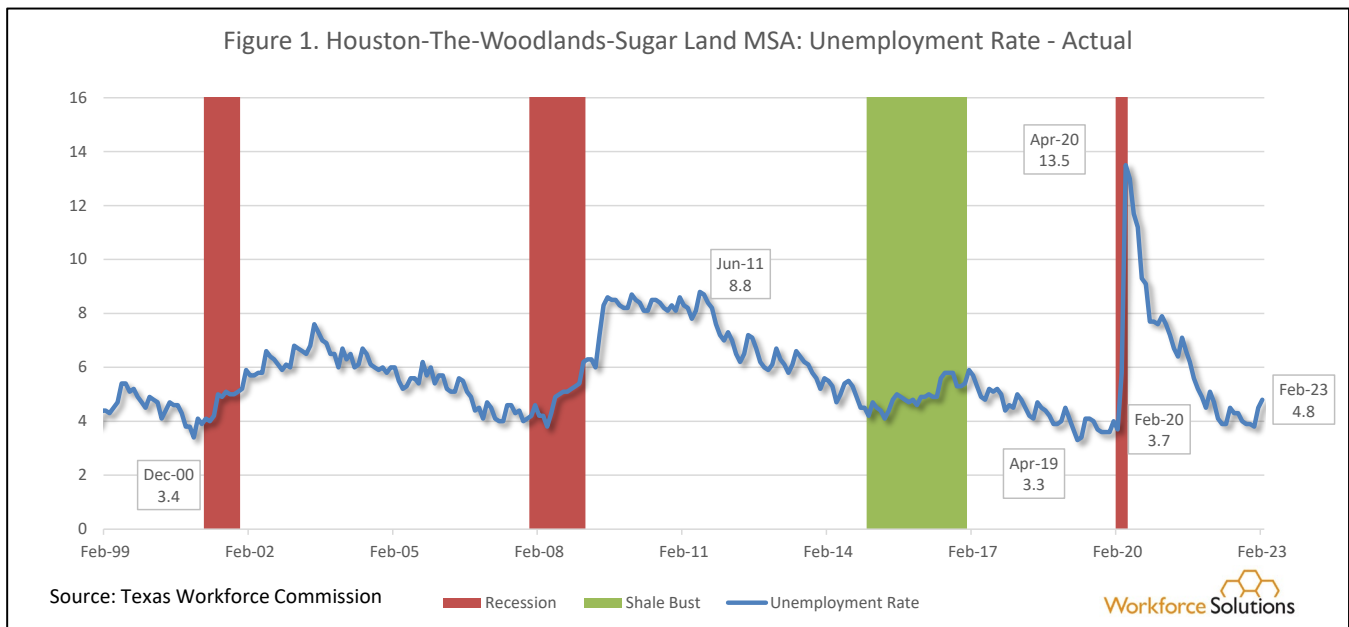


Unemployment Rates

The rate of unemployment in The Houston-The Woodlands-Sugar Land MSA rose three-tenths of a percentage point to 4.8 percent in February, see figure 1. This was only the second time since records began in 1990 that the rate of unemployment increased in the month of February with the last increase in 2009 due to The Great Recession. Two factors contributed to the increase: The largest February increase on record in the civilian labor force, up by 44,543, and an increase in the number unemployed by 11,968. There have been only two other years the Houston MSA has seen the number of unemployed increase in the month of February, in 2006 and 2014. Additionally, the rate of unemployment was higher than it was a year earlier for the first time since March 2021, up one-tenth of a percentage point from 4.7 percent in February 2022. The local rate of unemployment is higher than the state rate, which also increased, and the national rate which was unchanged.

Unemployment Rate (Actual)

	FEB 2023	JAN 2023	FEB 2022
Civilian Labor Force	3,595,720	3,551,177	3,496,121
Total Employed	3,424,216	3,391,641	3,331,000
Unemployed	171,504	159,536	165,121
Unemployment Rate	4.8%	4.5%	4.7%
Texas	4.5%	4.2%	4.3%
U.S.	3.9%	3.9%	4.1%

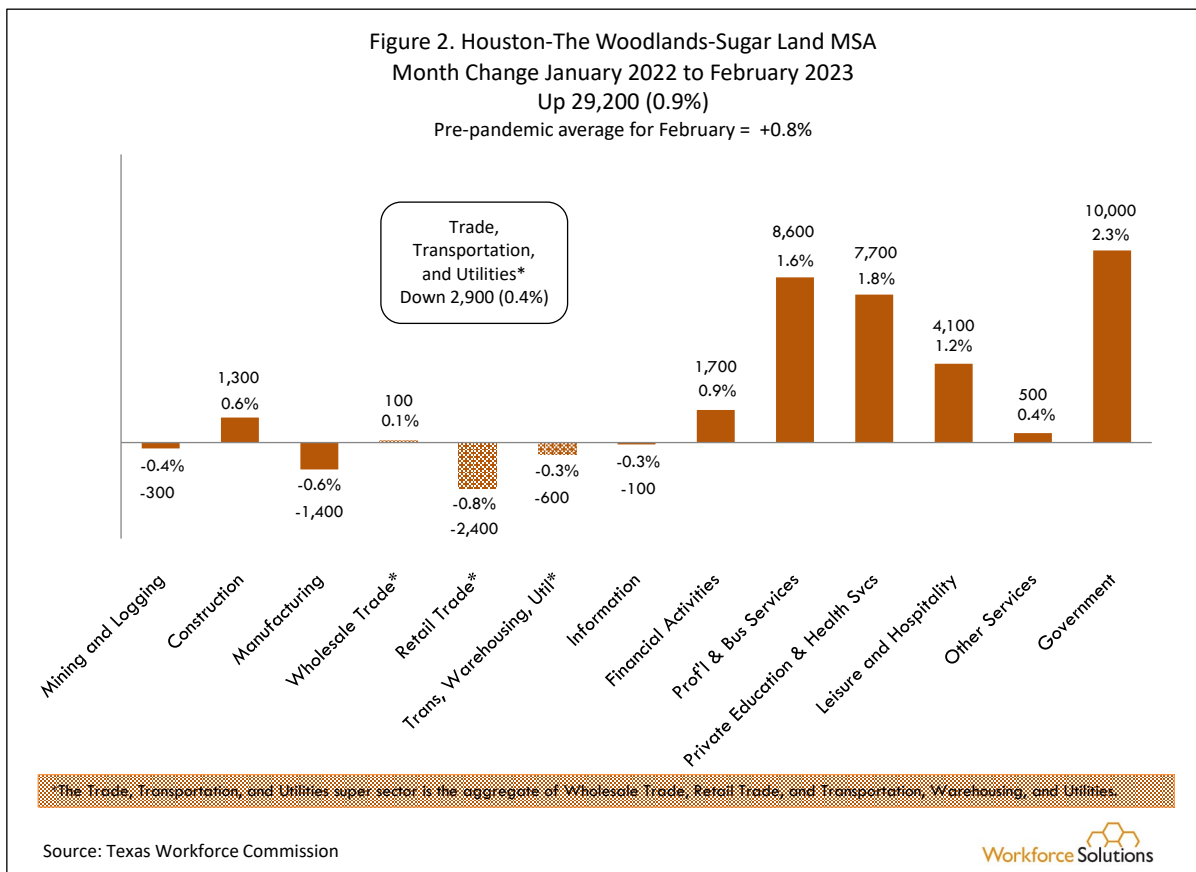


March data is scheduled to be released April 21, 2023.

Nonagricultural Employment

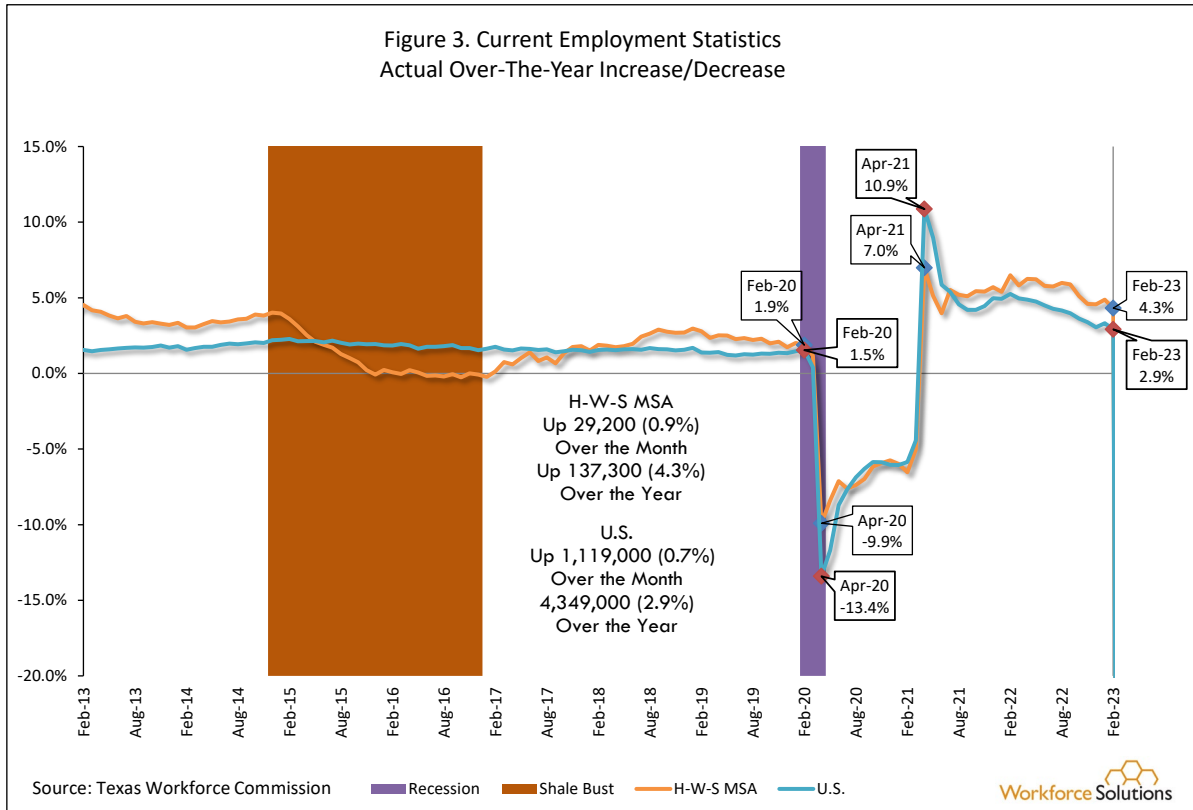
Over the Month

Total Nonfarm Employment in the H-W-S MSA increased by 29,200 jobs over the month in February. The 0.9 percent increase was slightly stronger than the historical average increase of 0.8 percent, see figure 2. The top three contributors to the increase were: Government, up 10,000 jobs or 2.3 percent, Professional and Business Services, up 8,600 jobs or 1.6 percent, and Private Education and Health Services, up 7,700 jobs or 1.8 percent. Substantial gains were also found in Leisure and Hospitality, up 4,100 jobs or 1.2 percent, and Financial Activities, up 1,700 jobs or 0.9 percent. Construction, with the largest deficit number of jobs from pre-pandemic levels, experienced an increase of 1,300 jobs but it was well below the historical average February increase of 3,650 jobs. The only substantial declines were in Trade, Transportation, and Utilities as activities continue to slow following the conclusion of the holiday season, down 2,900 jobs or 0.4 percent, and Manufacturing, down 1,400 jobs or 0.6 percent. Mining and Logging was also showing a slight loss of 300 jobs over the month which if not revised will be the first February decline since 2016 during the shale bust.

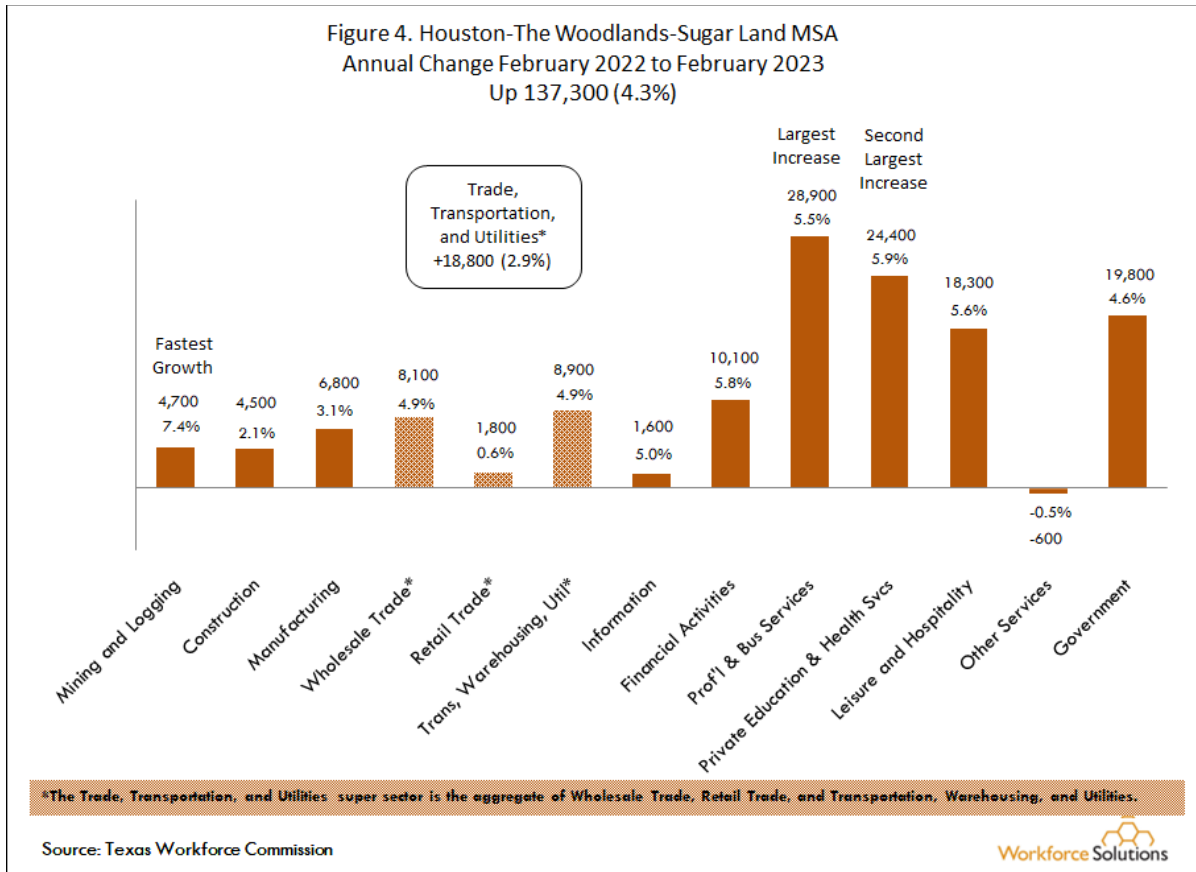


Over the Year

Total Nonfarm Employment in the H-W-S MSA was up 137,300 jobs over the year in February. The 4.3 percent increase in the Houston MSA was nearly one and one-half of a percentage point stronger than the nation's increase of 2.9 percent, see figure 3. Notice the gradual slowing trend of the pace of job growth towards levels observed before the pandemic.



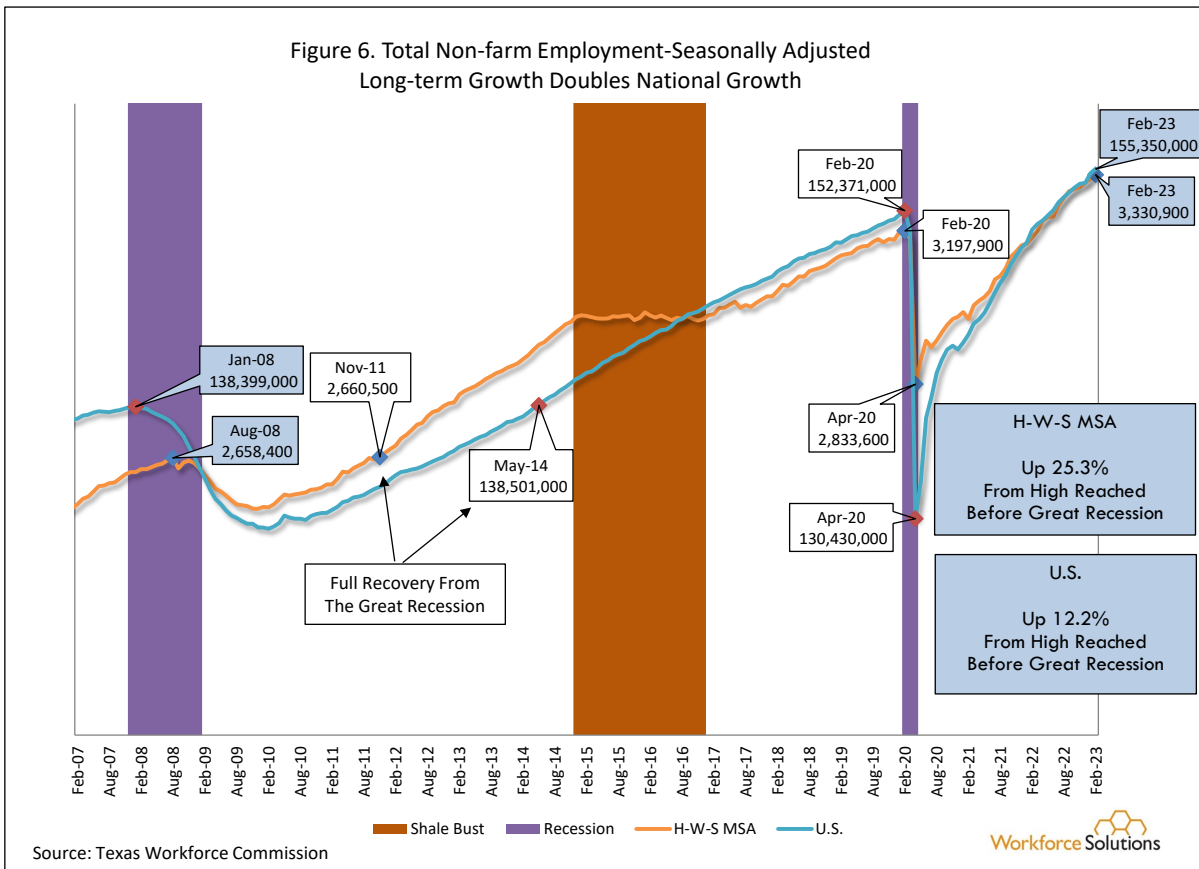
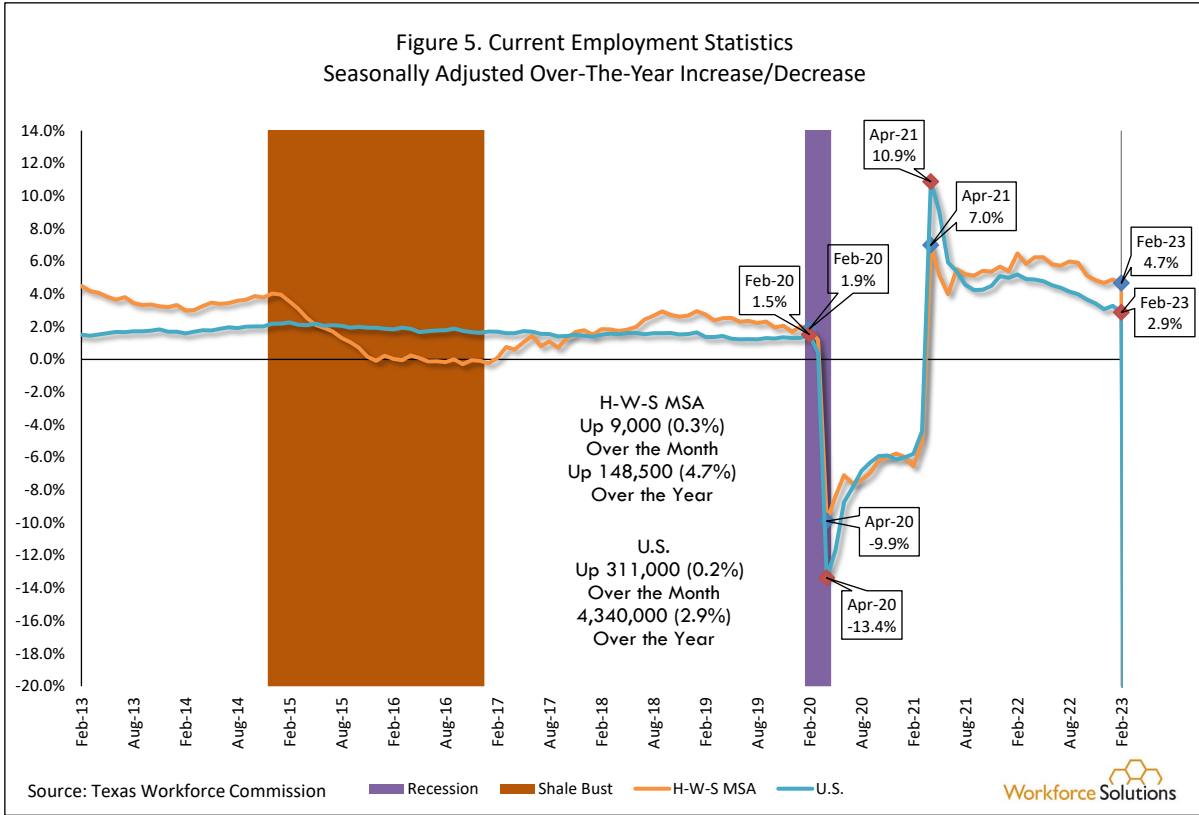
All industry super sectors were reporting over-the-year increases, see figure 4. The largest contributors to the increase were Professional and Business Services, up 28,900 jobs or 5.5 percent, and Private Education and Health Services, up 24,400 jobs or 5.9 percent. Other large contributors to the increase were Government, up 19,800 jobs or 4.6 percent, Trade, Transportation, and Utilities, up 18,800 jobs or 2.9 percent, and Leisure and Hospitality, up 18,300 jobs or 5.6 percent. Fastest growth continued to be in Mining and Logging, up 4,700 jobs or 7.4 percent. For a complete list of current, month-ago, and year-ago employment estimates see pages 9 & 10.



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. On a seasonally adjusted basis, Total Nonfarm Employment reported an increase of 9,000 jobs in February, up 0.3 percent, with the pace of growth at 4.7 percent. The overall pace of job growth locally remains strong but has fallen from levels seen over much of 2022. Total Nonfarm Employment at the national level added 311,000 jobs in February, up 0.2 percent, with the pace of growth at 2.9 percent. Payrolls in the H-W-S MSA were 133,000 jobs higher than pre-pandemic levels of February 2020.

Looking at growth over a more long-term basis, Houston has been among the fastest-growing cities in the U.S. and as a result long-term job growth has historically outpaced that of the nation. Payrolls in the H-W-S MSA are currently up 25.3 percent above their peak prior to The Great Recession while payrolls at the national level are only up 12.2 percent.



NONAGRICULTURAL EMPLOYMENT Houston-The Woodlands-Sugar Land MSA	FEB 2023	JAN 2022	FEB 2022	Month Change		Year Change	
				Net	Percent	Net	Percent
Total Nonfarm	3,314,600	3,285,400	3,177,300	29,200	0.9%	137,300	4.3%
.Total Private	2,864,100	2,844,900	2,746,600	19,200	0.7%	117,500	4.3%
.Goods Producing	515,800	516,200	499,800	-400	-0.1%	16,000	3.2%
...Mining, Logging and Construction	290,100	289,100	280,900	1,000	0.3%	9,200	3.3%
...Mining and Logging	68,000	68,300	63,300	-300	-0.4%	4,700	7.4%
....Oil and Gas Extraction	29,100	29,200	29,100	-100	-0.3%	0	0.0%
....Support Activities for Mining	37,300	37,300	32,900	0	0.0%	4,400	13.4%
...Construction	222,100	220,800	217,600	1,300	0.6%	4,500	2.1%
....Construction of Buildings	56,700	56,600	53,900	100	0.2%	2,800	5.2%
....Heavy and Civil Engineering Construction	54,900	53,200	52,200	1,700	3.2%	2,700	5.2%
....Specialty Trade Contractors	110,500	111,000	111,500	-500	-0.5%	-1,000	-0.9%
..Manufacturing	225,700	227,100	218,900	-1,400	-0.6%	6,800	3.1%
...Durable Goods	137,000	138,500	134,000	-1,500	-1.1%	3,000	2.2%
....Fabricated Metal Product Manufacturing	48,000	48,400	45,400	-400	-0.8%	2,600	5.7%
....Machinery Manufacturing	41,100	41,700	39,700	-600	-1.4%	1,400	3.5%
....Agriculture, Construction, and Mining Machinery Manufacturing	21,400	21,700	20,000	-300	-1.4%	1,400	7.0%
....Computer and Electronic Product Manufacturing	13,900	14,000	13,600	-100	-0.7%	300	2.2%
...Non-Durable Goods	88,700	88,600	84,900	100	0.1%	3,800	4.5%
....Petroleum and Coal Products Manufacturing	7,800	7,800	7,800	0	0.0%	0	0.0%
....Chemical Manufacturing	41,600	41,600	40,300	0	0.0%	1,300	3.2%
.Service-Providing	2,798,800	2,769,200	2,677,500	29,600	1.1%	121,300	4.5%
.Private Service Providing	2,348,300	2,328,700	2,246,800	19,600	0.8%	101,500	4.5%
..Trade, Transportation, and Utilities	678,000	680,900	659,200	-2,900	-0.4%	18,800	2.9%
...Wholesale Trade	173,100	173,000	165,000	100	0.1%	8,100	4.9%
....Merchant Wholesalers, Durable Goods	107,500	107,200	101,400	300	0.3%	6,100	6.0%
....Professional and Commercial Equipment and Supplies Merchant Wholesalers	17,500	17,400	17,100	100	0.6%	400	2.3%
....Merchant Wholesalers, Nondurable Goods	53,900	54,500	52,400	-600	-1.1%	1,500	2.9%
...Retail Trade	314,400	316,800	312,600	-2,400	-0.8%	1,800	0.6%
....Motor Vehicle and Parts Dealers	43,000	42,900	42,900	100	0.2%	100	0.2%
....Building Material and Garden Equipment and Supplies Dealers	23,600	23,700	24,500	-100	-0.4%	-900	-3.7%
....Food and Beverage Retailers	74,000	73,400	71,600	600	0.8%	2,400	3.4%
....General Merchandise Retailers	61,600	62,000	61,800	-400	-0.6%	-200	-0.3%
....Department Stores	19,600	20,100	19,900	-500	-2.5%	-300	-1.5%
....Warehouse Clubs, Supercenters, and Other General Merchandise Retailers	42,000	41,900	41,900	100	0.2%	100	0.2%
....Health and Personal Care Retailers	20,600	20,800	21,400	-200	-1.0%	-800	-3.7%
....Clothing, Clothing Accessories, Shoe, and Jewelry Retailers	25,300	26,400	24,400	-1,100	-4.2%	900	3.7%
...Transportation, Warehousing, and Utilities	190,500	191,100	181,600	-600	-0.3%	8,900	4.9%
....Utilities	20,100	20,100	19,000	0	0.0%	1,100	5.8%
....Air Transportation	20,000	20,000	19,000	0	0.0%	1,000	5.3%
....Truck Transportation	30,800	30,700	29,300	100	0.3%	1,500	5.1%
....Pipeline Transportation	12,900	12,700	12,100	200	1.6%	800	6.6%
..Information	33,300	33,400	31,700	-100	-0.3%	1,600	5.0%
....Telecommunications	11,800	11,800	11,700	0	0.0%	100	0.9%
..Financial Activities	184,400	182,700	174,300	1,700	0.9%	10,100	5.8%
...Finance and Insurance	115,700	115,500	111,200	200	0.2%	4,500	4.0%
....Credit Intermediation and Related Activities including Monetary Institutions	46,200	46,400	46,100	-200	-0.4%	100	0.2%
....Depository Credit Intermediation including Monetary Authorities	29,800	29,800	29,300	0	0.0%	500	1.7%
....Financial Investments and Related Activities including Financial Institutions	23,100	23,000	21,800	100	0.4%	1,300	6.0%
....Insurance Carriers and Related Activities	46,400	46,100	43,300	300	0.7%	3,100	7.2%
...Real Estate and Rental and Leasing	68,700	67,200	63,100	1,500	2.2%	5,600	8.9%

NONAGRICULTURAL EMPLOYMENT				Month Change		Year Change	
Houston-The Woodlands-Sugar Land MSA	FEB 2023	JAN 2022	FEB 2022	Net	Percent	Net	Percent
..Professional and Business Services	552,400	543,800	523,500	8,600	1.6%	28,900	5.5%
...Professional, Scientific, and Technical Services	271,600	271,500	251,800	100	0.0%	19,800	7.9%
.....Legal Services	31,600	31,600	30,000	0	0.0%	1,600	5.3%
.....Accounting, Tax Preparation, Bookkeeping, and Payroll Services	29,200	28,800	28,700	400	1.4%	500	1.7%
.....Architectural, Engineering, and Related Services	74,300	74,200	66,400	100	0.1%	7,900	11.9%
.....Computer Systems Design and Related Services	42,900	42,900	40,400	0	0.0%	2,500	6.2%
...Management of Companies and Enterprises	46,100	45,900	43,400	200	0.4%	2,700	6.2%
...Administrative and Support and Waste Management and Remediation Services	234,700	226,400	228,300	8,300	3.7%	6,400	2.8%
.....Administrative and Support Services	221,200	213,800	216,100	7,400	3.5%	5,100	2.4%
.....Employment Services	86,200	84,100	89,500	2,100	2.5%	-3,300	-3.7%
.....Services to Buildings and Dwellings	53,700	52,400	50,000	1,300	2.5%	3,700	7.4%
..Private Education and Health Services	441,300	433,600	416,900	7,700	1.8%	24,400	5.9%
...Private Educational Services	73,300	70,500	68,200	2,800	4.0%	5,100	7.5%
...Health Care and Social Assistance	368,000	363,100	348,700	4,900	1.3%	19,300	5.5%
.....Ambulatory Health Care Services	186,100	183,800	176,800	2,300	1.3%	9,300	5.3%
.....Hospitals	93,300	92,400	87,500	900	1.0%	5,800	6.6%
..Leisure and Hospitality	342,600	338,500	324,300	4,100	1.2%	18,300	5.6%
...Arts, Entertainment, and Recreation	35,800	35,000	32,500	800	2.3%	3,300	10.2%
...Accommodation and Food Services	306,800	303,500	291,800	3,300	1.1%	15,000	5.1%
.....Accommodation	26,100	25,700	23,800	400	1.6%	2,300	9.7%
.....Food Services and Drinking Places	280,700	277,800	268,000	2,900	1.0%	12,700	4.7%
..Other Services	116,300	115,800	116,900	500	0.4%	-600	-0.5%
..Government	450,500	440,500	430,700	10,000	2.3%	19,800	4.6%
...Federal Government	32,900	32,800	31,800	100	0.3%	1,100	3.5%
...State Government	95,600	95,100	90,300	500	0.5%	5,300	5.9%
.....State Government Educational Services	54,700	54,200	50,900	500	0.9%	3,800	7.5%
...Local Government	322,000	312,600	308,600	9,400	3.0%	13,400	4.3%
.....Local Government Educational Services	224,200	216,000	214,800	8,200	3.8%	9,400	4.4%
UNEMPLOYMENT RATE	FEB 2023	JAN 2022	FEB 2022				
H-W-S MSA	4.8	4.5	4.7				
Texas (Actual)	4.5	4.2	4.3				
United States (Actual)	3.9	3.9	4.1				

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.