



GULF COAST WORKFORCE BOARD

**TENTATIVE AGENDA
TUESDAY, FEBRUARY 2, 2021 AT 10:00 A.M.
BY VIRTUAL MEETING**

To register for this Zoom Webinar, please visit
https://zoom.us/webinar/register/WN_sslhTenFTTe_ExLxeHXI-A

- 1. Call Roll**
- 2. Protocols for Virtual Meeting**
- 3. Adopt Agenda**
- 4. Hear Public Comment**
- 5. Review December 2020 meeting minutes**
- 6. Declare Conflicts of Interest**
- 7. Consider Reports**
 - a. Chair's Remarks.
 - b. Audit/Monitoring. Briefing on committee's January meeting.
 - c. Government Relations. Briefing on state and federal legislative actions.

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

8. Take Action

- a. Local Plan 2021-24. Consider updates to the Board's Local Plan for the period 2021 to 2024, including data on key industries and high-skill high-growth occupations.

9. Receive Information

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

10. Look at the Economy.

Report on current employment data and economic trends

11. Take Up Other Business.

12. Adjourn

If you wish to make public comment you may do so by providing your comments in writing no later than 5:00 pm on **Monday, February 1, 2021** 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
THE GULF COAST WORKFORCE BOARD
TUESDAY, DECEMBER 1, 2020**

MEMBERS PRESENT

Willie Alexander	Sarah Janes	Danielle Scheiner
Gerald Andrews	Doug Karr	Valerie Segovia
Peter Beard	Jeff LaBroski	Richard Shaw
Sarah Bouse	Ernest Lewis	Isaac Shi
Carl Bowles	Rajen Mahagaokar	Gil Staley
Mary Helen Cavazos	Scott Marshall	Michael Stewart
Renee Dillon	Dexter McCoy	Evelyn Timmins
Cheryl Guido	Stephanie Nellons-Paige	Lizandra Vazquez
Mark Guthrie	Adrian Ozuna	Carolyn Watson
Bobbie Allen Henderson	Paul Puente	Michael Webster
Alan Heskamp	Monica Riley	
Guy Robert Jackson	Adria Ross	

H-GAC STAFF MEMBERS PRESENT

Ron Borski	Deborah Duke
Thomas Brown	Philip Garcia
Michelle Castrow	Mike Temple
Dorian Cockrell	Brenda Williams
AJ Dean	

Mark Guthrie, Chair, called the meeting to order by video webinar¹ at approximately 10:00 a.m., on Tuesday, December 1, 2020. Deborah Duke called roll to determine a list of members present on the call. Chair Guthrie determined a quorum was present.

ADOPTION OF AGENDA

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

¹ Pursuant to Governor's March 16, 2020, Temporary Suspension of Certain Open Meetings Provisions.

PUBLIC COMMENT

No one signed up for public comment.

MINUTES FROM OCTOBER 6, 2020 MEETING

Chair Guthrie asked for any additions or corrections to the minutes for the October 6, 2020 Board meeting and if none, for approval of the minutes as presented. A motion was made and seconded to approve the minutes as presented. The motion carried.

DECLARE CONFLICTS OF INTEREST

Chair Guthrie asked for declarations of any conflicts of interest with items on the agenda. No conflicts of interest were declared. Chair Guthrie reminded the members that they were welcome to declare conflicts with items as they are considered.

CONSIDER REPORTS

a. Chair's Report.

Chair Guthrie noted that the national election took place since the last Board meeting. Congress is working toward another Coronavirus relief package targeted to be passed by year end. A lot of the coronavirus-related benefits are set to expire at year end. That poses a potential problem for businesses and individuals who are depending on these benefits. Aspects of our economy, at least in the near-term, will not improve significantly in the next several months without a relief package. Coronavirus vaccine news is promising.

Chair Guthrie observed that House, Senate and President's 2021 funding proposals for workforce programs were recently released. Proposed Workforce program funding is essentially flat. The Workforce Development system is facing a huge challenge; however, we do have an extraordinary opportunity to upskill and reposition people for jobs for the future. We all need to keep our eyes on that goal.

Chair Guthrie stated that we all need to pay attention to the increased failure rate of remote learners in the K-12 education systems. This will have a significant impact on students' success rates going forward if we are unable to find a way to make up this lost learning ground. Another effect of the pandemic is on our CTE programs. We are hearing that it is more and more difficult to gain hands-on learning experiences for students.

Chair Guthrie reported that the Texas Associate of Workforce Board Quarterly Directors Meetings are scheduled for the next two days. Board member Guy Robert Jackson chairs the TAWB Public Policy Task Force. Mr. Jackson and Chair Guthrie both serve on TAWB's Executive Committee. There have been a number of meetings of both committees over the past two months planning for the upcoming legislative session and addressing the Workforce Commission's proposed rules on House Bill 700 which if approved, as mentioned in our last meeting, would significantly limit the role of Workforce Boards in skills grant applications. TWC presented the proposed rules deleting the requirement that Boards comment on skills development grant fund applications in their area out of a perceived concern over a conflict of interest where the Board was also submitting a skills development grant application. The TWC recently had had a work session where alternatives were proposed by TAWB to and others to address the concerns about a perceived conflict of interest and the limitation of local control the proposed rules would cause Boards, and TAWB continues to work with TWC on this issue.

Chair Guthrie attended the NAWB Quarterly Board Meetings held virtually in October. He reported that he is now chairing the NAWB Policy Committee which makes recommendations to the NAWB Board on national policy efforts to pursue or not pursue. NAWB has worked with members of Congress and federal administration officials on a number of proposed bills and concepts over the past year.

Chair Guthrie announced, with regret, the resignation from the Board of Ms. Evelyn Timmins effective at the end of the year. Chair Guthrie thanked her and extended his appreciation for her 20+ years of leadership, contributions, service to the Board and wished her the best in the future. One of the Board's longest serving members, Ms. Timmins served in many important Board committee leadership roles over the years, and the Board will miss her.

Chair Guthrie concluded his report and no action was taken.

b. Audit/Monitoring Committee.

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

The Audit/Monitoring Committee met on Thursday, November 19, 2020, by video conference with Chair Guy Jackson and members Mark Guthrie, Carl Bowles, Helen Cavazos, Bobbie Henderson, Doug Karr, and Scott Marshall attending.

- Staff reviewed results from the most recent compliance review of BakerRipley Career Offices.

- Staff rated BakerRipley Career Offices as Strong Performance.
- Staff reviewed five final financial monitoring reports.
 - College of the Mainland is a local community college that provides English as a Second Language, English Language Civics, and high school equivalency degree training. Financial monitors noted issues with indirect costs and time certifications. The college agreed to ensure indirect costs are billed appropriately and to strengthen controls with time certifications.
 - Grant Associates is a large, national firm that works with Employer Service. As a result of the most recent financial monitoring review, Grant revised their Cost Allocation Plan and agreed to ensure accruals are reported as necessary and timely adjustments made to the general ledger.
 - Harris County Department of Education is a local organization that provides English as a Second Language, English Language Civics, and instruction for high school equivalency degrees. In response to the financial monitoring report, Harris County Department of Education agreed to reissue the Schedule of Expenditures of Federal Awards; to ensure the cost allocation plan contains all necessary items and have all time and effort reports available in a timely manner.
 - Learning Designs, Inc. develops and delivers instruction and staff development through various methods to Workforce Solutions' contractors and Board staff. In response to the financial monitoring review, Learning Designs agreed to ensure the cost allocation plan contains all necessary elements; strengthen controls for time and billing, and report monthly accruals timely.
 - Chinese Community Center is a local community based multiethnic organization that provides English as a Second Language and English Language Civics adult education services. In response to the financial monitoring report, the Chinese Community Center agreed to strengthen controls over cash management to include bank reconciliations, monthly accruals, time reporting, and purchasing and ensure all elements are included in the cost allocation plan.
- Staff received the findings from the Texas Workforce Commission Monitoring review conducted in August 2019 on the Adult Education and Literacy program administered by the Houston-Galveston Area Council. The report identified the following findings:
 - Strengthen Eligibility Documentation Process

- Ensure Expenditures Charged to Grant Funds are Properly Supported
- Ensure Small and Micro-Purchases are Properly Procured
- Ensure Assessment Documentation is Completed and Maintained
- Ensure Internal Controls are in Place

Staff is in the process of collecting information from the providers to respond to this report and scheduled training for all contractors on November 17 with Weaver to cover the areas of concern.

- Staff discussed the results of the ongoing response testing of phone calls made to contractors serving customers in the region. The response to voice mail messages left when callers cannot reach the operators is below the twenty-four-hour or next business day standard.

Contractors are aware of the Board's attention to this deficiency. Contractors are working with staff to improve the service experience for employers and job seekers communicating with Workforce Solutions by phone, virtual meeting, and email communications.

Chair Jackson concluded his report and no action was taken.

c. Education Committee.

Education Committee Chair Bobbie Henderson provided the following report.

The Education Committee met on Wednesday, October 28, 2020 with members Bobbie Henderson, Richard Shaw, Gerald Andrews, Valerie Segovia, Alan Heskamp, Cheryl Guido, Scott Marshall, and Mark Guthrie present.

Current Situation

At its October 2020 meeting, the committee continued to discuss the next steps in broadening participation in various education policy issues, supporting local improvement efforts, and expanding existing service or developing new service through Workforce Solutions.

Committee members agreed that in going forward it is important to decide:

- Which policy areas are most important?
- What local efforts should we focus on?
- Which services should we expand or develop?

In addition to the areas described in the attached "Going Forward" summary, committee members discussed the following:

1. How to continue assistance to early education/care providers to help them remain in business during the pandemic, stay open and stay safe. This is particularly critical for small providers and family home providers.
2. Redouble work-based learning efforts for summer and part-time jobs, particularly in support of secondary career and technology education students.
3. Link career information/education efforts with existing continuing education/professional development requirements for teachers and administrators.
4. Develop intentional connections to career and technology educators throughout the region.
5. Recruit “educational liaisons” from the teaching corps to power up connections with local schools and districts.

Going Forward

Following are potential actions staff can take:

<p>Continue direct services for employers and people throughout the education spectrum</p>	<ul style="list-style-type: none"> • Financial assistance to working parents for quality early education; and financial aid for post-secondary education and upskilling or reskilling • Attract more providers to our early education and post-secondary/upskilling networks • Help more early education providers achieve and maintain highest possible quality ratings • Support K-12 system in its needs for skilled teachers and administrators • Support post-secondary institutions in creating and adapting skills education in response to employers’ needs • Grow the number of employer apprenticeships and apprentices • Provide access to education opportunity through adult education consortium and further integrate adult education and Workforce Solutions
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Expand capability to deliver high-quality, relevant career information and labor market data to multiple audiences	<ul style="list-style-type: none"> • Increase the number of districts, schools, students, teachers, and counselors served by Workforce Solutions career education • Implement widespread virtual and in-person career education-career planning-labor market information seminars, classes, and programming • Produce more and varied labor market data and career education products and reports
Leveraging resources to support other efforts in the region	<ul style="list-style-type: none"> • Support early education quality, school-ready, reading on grade level, and adult literacy efforts • Support efforts to develop and expand broadband access
Invest in communities that lack access to quality education for children and adults	<ul style="list-style-type: none"> • Support Houston Complete Communities efforts, Harris County early education system building
Support provider communities and education institutions	<ul style="list-style-type: none"> • Support efforts to attract entrants to teaching

Chair Henderson concluded her report and no action was taken.

d. Communications Committee.

Mr. Mike Temple provided the following report.

The Communications Committee met on Wednesday, October 28, 2020 with members Doug Karr, Evelyn Timmins, Mark Guthrie, Scott Marshall, Alan Heskamp, Stephanie Nellons-Paige, Cheryl Guido, Bobbie Henderson, and Guy Jackson present.

Current Situation

Committee members briefly reviewed the Board's comprehensive communications strategy and then discussed 2021 key tasks under the comprehensive strategy.

Representatives from the Board's communications and outreach contractors Outreach Strategists and Savage Brands discussed how they are approaching the key tasks and specifically the first two critical tasks: a brand audit and specifications for redesigning the web presence.

The committee agreed to set a regular meeting schedule for 2021 in advance of Board meetings to gauge progress on key tasks and hear results.

Below are the 2021 key tasks and the first quarter timelines and milestones for the brand audit and web presence work.

2021 Key Tasks

1. Ensure audiences know Workforce Solutions as the human capital experts for the region
 - a. Complete a brand audit
 - b. Use audit results to recommend adjustments to the comprehensive strategy and tactics, including reviewing and resetting messaging for people (including mandatory customers), employers and stakeholders
 - c. Support implementation of recommended tactics
2. Improve the Board and Workforce Solutions' online presence and virtual service capacity
 - a. Writing bid specifications for web redesign to include integration with telephone, email, text, social media, chat and ability of customers to transact business through the website; potentially segmenting Board web presence and Workforce Solutions web presence
 - b. Updating current web home page prior to redesign
 - c. Improving, managing, and expanding social media presence
 - d. Further developing online learning options and back office support and marketing strategies to employers and people
3. Involve Board members in messaging and events
 - a. Report to the Board's Communications Committee about progress with work plan and activities on a regular schedule
 - b. Develop, plan and execute events with local community leaders and influencers and Board members to promote the Board and Workforce Solutions
4. Develop and expand capacity for reporting and delivering labor market/economic data, information and analysis, including developing, planning and executing events for career, industry or occupation focus months
5. Develop and execute programming for Workforce TV
6. Assist Board staff in maintaining brand standards and developing when necessary additional graphics and collateral, issuing press releases, flyers and other outreach media

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

ACTION ITEMS

a. Budget

Budget Committee Chair Willie Alexander presented the following information to the Board:

Background

The Budget Committee met on Thursday, November 19, 2020 with Committee Chair Willie Alexander, Committee Vice Chair Gerald Andrews, Board Chair Mark Guthrie, Bobbie Allen Henderson, Mary Helen Cavazos, Cheryl Guido, Doug Karr, Guy Robert Jackson, and Scott Marshall attending.

Each year the Workforce Board approves a budget showing how it uses 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 – and to operate Workforce Solutions and leverage results in the region.

Significant revenue additions for COVID-19 response greatly increased the amount of resources available during the 2020 fiscal year. At this time, staff projects decreased funding for 2021 if no additional stimulus dollars are made available.

Current Situation

The proposed 2021 budget at just under \$341 million is 9.7% less than 2020, attributable principally to decreases in the general revenue.

- Staff projects general revenue will be around \$37.4 million less than in 2020. The largest decrease will be in early education with the conclusion of certain CARES Act funds. The general revenue category contains the primary funds which power Workforce Solutions.
- Special federal and state revenue funds considered short-lived or with a limited guarantee of continuance, is projected to be slightly up in 2021. This increase is made up of dollars targeted towards work based learning opportunities.
- Projected funding to support adult education activities in the region is down 3.6%.
- Staff projects a slight increase to continue office integration with Vocational Rehabilitation partners.

The proposed 2021 Board budget reserves 2.7% of total revenue for operations at the administrative level. The remaining 97.3% delivers direct service to customers.

Proposed system operations have decreased to \$331,689,515, which is a 10.1% decrease from 2020.

The system operations budget category includes direct service to employers and people. Proposed 2021 expenditures are in line with contracts the Board approved for Workforce Solutions in August 2020 and include a portion of the funds staff plans to use for contracts beginning in the summer and fall of 2021.

- Financial aid, the highest dollar value component of service for people, represents the large demand for early education, scholarships, work-based learning, and work support in the region. Staff requests funding financial aid just over \$247 million.
- Staff recommends funding the career office network at just over \$55.5 million, the same level as 2020. As customers begin returning in person to offices, staff wishes to keep a sufficient number of access points to meet demand.
- Staff proposes allocating the adult education consortium just over \$17.1 million dollars. Currently staff includes 14 adult education providers in the consortium and one lead agency.
- In early 2020, Employer Service received a temporary increase in funding to assist with the surge of unemployment claimants. Staff recommends reestablishing Employer Service at \$10.9 million which is slightly above the initial 2020 budget.
- Staff proposes decreasing System IT by \$80,000. In 2020 staff made some one-time software purchases to better connect with customers virtually.
- The proposed Board operations budget totals \$9,069,769 for 2021, which is a 6.2% increase from the previous year. The proposed Board operations budget represents 2.7% of the total budget. In the Board operations budget: The personnel line item reflects the Board's staffing at 52 positions with no new positions being added. H-GAC budgets a pool of funds for merit raises in most years but has decided to not budget a merit pool in 2021.
- Staff proposes increasing the amount available for public information & outreach efforts to reflect the recent contracts approved by the Board and increase the dollars reserved for contracted financial monitoring activities. This change results in a \$490,000 increase in consultants and contracted services.
- Shared costs provided by H-GAC represent the changes identified under indirect and other line items. Shared support includes functions such as human resources, accounting, and purchasing.

Results

With these recommendations staff expects to:

- Serve at least 29,500 employers and 525,000 individuals
- Ensure 18,585 employers return for service
- Assist in creating 3,400 new jobs
- Spend at least \$13.5 million on scholarships for more than 4,500 individuals in high-skill, high-growth occupational training
- Support about 25,000 families and 50,000 children with early education

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

Action

The Budget Committee recommended the proposed 2021 budget in amount of \$340,759,284 to the Board for approval. A motion was made and seconded to approve the Budget Committee's recommendations as presented. The motion was approved as presented.

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

b. Procurement

Procurement Committee Chair Evelyn Timmins presented the following information to the Board:

Background

Board staff has used a process for major procurements that entrusts the Procurement Committee with a responsibility for reviewing proposals and proposers for systemwide contracts and contractors. The Board staff has generally been responsible for ensuring smaller procurements for specific administrative functions meet government and funder rules and regulations for use of public dollars.

Government and funder rules and regulations for procurements have changed over time, as has the major funder's concern about procurements throughout the state's workforce system.

H-GAC has altered its process and its policies to accommodate the general changes in rules and regulations and also has created a unit separate from the Board staff to conduct and oversee all procurements.

The Procurement Committee met on October 21, 2020 with Committee Chair Evelyn Timmins, Bobbie Henderson, Alan Heskamp, Stephanie Nellons-Paige, Gil Staley, Michael Webster and Board Chair Mark Guthrie, attending. Staff presented information to the committee during its meeting in September and the procurement committee made recommendations for changes to the procurement process.

Current Situation

These recommendations are being presented to the Board for consideration.

The Procurement Committee and staff recommends the Board consider the following procurement process:

- Funds for all procurements must be in the Board-approved annual budget.
- All procurements must be carried out in accordance with federal and state rules and H-GAC's procedures, which include planning before a procurement.
- The Board's Procurement Committee will review and approve planned procurements to ensure the Board has ample time to make a decision.
- Board staff will provide information regarding the scope and plan of work to H-GAC's procurement department.
- Board staff will review the procurement prior to being issued by H-GAC's procurement department.
- H-GAC's procurement procedures will use Workforce Board staff as evaluators to review, score, and recommend funding to the Board's Procurement Committee.
- Board staff will share copies of proposals with committee members as requested before voting on funding recommendations.
- Board staff will invite proposers to appear at the Procurement Committee meeting that considers their proposals.
- Funding recommendations follow the cycle as listed:
 - Funding recommendations approved by the Procurement Committee go to the full Workforce Board for approval and then to the H-GAC Board of Directors.
 - The Procurement Committee, the Workforce Board, or the H-GAC Board may elect not to approve a funding recommendation.
 - H-GAC procedures include a process for bidders who wish to protest following a final funding decision.
- Administrative procurements will be carried out through H-GAC's regular and usual procedures.
- Board staff will ensure that the Procurement Committee and the Board are aware of planned procurements and their outcomes.

Action

The Procurement Committee and staff recommended that the Board review and approve the proposed procedures. A motion was made and seconded to approve the Procurement Committee's recommendations as presented. The motion was approved as presented.

Next, Committee Chair Evelyn Timmins presented the following information to the Board:

Background

The Procurement Committee met on October 21, 2020 by virtual meeting to review recommendations for entrepreneurial boot camps. Earlier in the year, the Board received funds from the Texas Workforce Commission to provide innovative projects. To stimulate economic growth in this area, Workforce

Solutions will host bootcamp trainings targeted to assist young entrepreneurs as well as women entrepreneurs who are Texas residents that are interested in creating, sustaining, or expanding a business in Texas.

Workforce Solutions recognizes that small businesses are vital to the continued growth of the Texas economy. Entrepreneurial activities create jobs and income. Entrepreneurial businesses support the Texas economy and increase employment opportunities for Texans.

Current Situation

Staff issued requests for proposals in July 2020 to secure the services of qualified organizations to design and specifically tailor a minimum of two bootcamps (a “live” virtual event and a self-paced online format) for each targeted population.

Recommendations

Staff received a total of ten proposals which staff read and scored using the following criteria: robustness of proposed curriculum, methodology and approach to delivery, relevant expertise and qualifications, prior experience/references, and financial terms.

Respondents to the youth RFP scored in the following order:

1. Women’s Business Enterprise Alliance
2. Mass Challenge, Inc.
3. Grant Associates
4. Leverage Program
5. BuildEd
6. Worldwide Advisory Development Services
7. Zeitgeist Wellness Group

Respondents to the women’s RFP scored in the following order:

1. Mass Challenge, Inc.
2. Women’s Business Enterprise Alliance
3. Worldwide Advisory Development Services

The Procurement Committee adopted staff’s recommendations regarding negotiation of and execution of contracts for entrepreneurial bootcamps.

Action

The Procurement Committee recommends that the Board authorize staff to execute two contracts for entrepreneurial bootcamps;

- one with Women’s Business Enterprise Alliance in the amount of \$29,700 to serve a minimum of 25 young adults, the firm fixed cost quoted in the submitted proposal,
- the other with MassChallenge, Inc. to conduct two entrepreneur bootcamps in two parts for a minimum of 25 women; in the amount of \$49,996.19, the firm fixed cost quoted in the submitted proposal.

A motion was made and seconded to approve the Procurement Committee's recommendations as presented with the stipulation that curriculum for both bootcamps be made available in Spanish as well as English. The motion was approved as presented. Paul Puente abstained from voting citing a conflict of interest.

Committee Chair Timmins completed her report and no further action was taken.

c. Nominations

Chair Guthrie turned the meeting over to Nominations Committee Chair Guy Robert Jackson who presented the following information to the Board:

Background

Each year the Board chooses members to be its officers: the Chair, and three Vice Chairs. The Nominations Committee notified Board members to call for nominations to each of these positions in October 2020.

The Nominations Committee met virtually on Thursday, November 24, 2020, considered nominations submitted, and recommends the following slate for 2021 Board officers:

Chair	Mark Guthrie
Vice Chair	Gerald Andrews
Vice Chair	Willie Alexander
Vice Chair	Bobbie Henderson

Committee Chair Jackson called for any additional nominations to be presented. Hearing none, he ceased and the following action item was presented to the Board.

Action

Elect a Chair and three Vice Chairs as Board officers for 2021 as follows:

Chair	Mark Guthrie
Vice Chair	Gerald Andrews
Vice Chair	Willie Alexander
Vice Chair	Bobbie Henderson

The motion was approved as presented. Mark Guthrie, Willie Alexander, Gerald Andrews and Bobbie Henderson abstained from voting citing conflicts of interest.

Committee Chair Guy Robert Jackson completed his report and turned the meeting back over to Chair Guthrie. No further action was taken.

RECEIVE INFORMATION

a. Updating the Compliance Plan

Board staff Thomas Brown presented the following information to the Board:

Background

The Board periodically submits to the state an operating plan, which includes the strategic plan and details on how the system operates.

- The compliance plan the staff develops will be for a four-year period: 2021 through 2024
- Staff has the opportunity to amend the compliance plan with the state after two years of this cycle
- This plan requires approval from the Board and the H-GAC Board of Directors, representing the region's local elected officials
- Staff will publish the compliance plan for at least 15 days prior to the Board's consideration of it to seek comment from the community.

Key Dates

- | | |
|--------------------------------------|----------------------------|
| • Committee Meeting | Tent: January 5 or 6, 2020 |
| • Public Comment Opens | Tent: January 7, 2020 |
| • Public Meeting | Tent: January 15, 2020 |
| • Public Comment Closes (15 days) | Tent: January 21, 2020 |
| • Gulf Coast Workforce Board Meeting | Tuesday, February 2, 2021 |
| • HGAC Board Meeting | Tuesday, February 16, 2021 |
| • Plan due to TWC | Monday, March 1, 2021 |

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

b. Communications

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

As the COVID-19 pandemic continues to affect the job market and keep Career Office doors closed, Workforce Solutions continues to connect and inform stakeholders.

Virtual Events and Activities

Since March, Workforce Solutions has hosted 126 hiring events and 338 job search seminars on a variety of platforms including Easy Virtual, Facebook Live, Go To, Webex, Zoom and more.

To date, we have provided direct service to 1,418 employers and 18,572 job candidates on these new channels. The hiring events included 1,223 job postings representing 19,315 job openings.

The annual Hiring Red, White & You! job fair was also virtual and included 113 employers, 22 vendors, 870 job candidates.

To recognize National Apprenticeship Awareness Week, Workforce Solutions used both social media and media partnerships to promote Registered Apprenticeship programs.

- [Facebook Live](#)
- [ABC 13 Feature Skilled Trades Pre-Apprenticeship](#)
- [Fox 26 Interview](#)

Staff arranged an interview for Vocational Rehabilitation Services on [Fox 26](#) to promote the White Cane Day 2020 virtual event.

Social Media

Social media has been a useful tool in connecting with customers during the pandemic. The tables below show how social media reach has grown during the pandemic.

2020	Facebook	Instagram	Twitter	LinkedIn
March	3,073	663	1,460	1,473
November	6,989	2,065	1,563	3,751

Using the built-in Facebook tools, the table below shows how other Board areas in Texas have grown, too.

Facebook comparison	June	November
Heart of Texas (Waco)	3,800	4,700
Greater Dallas	2,100	2,200
Capital Area	1,300	1,400

Media

The system continues to have weekly exposure. Below are some of the stories featuring Workforce Solutions:

- <https://www.houstonpublicmedia.org/s/shows/houston-matters/2020/10/01/383065/thursdays-houston-matters-texas-supreme-court-hears-oral-arguments-on-mail-in-ballot-lawsuit-and-preventing-the-next-pandemic-oct-1-2020/>
- <https://abc13.com/careers/abc13s-virtual-job-fair-is-helping-texans-get-back-to-work/6874862/>

- [https://abc13.com/careers/heres-how-you-can-land-a-job-paying-\\$30-an-hour/6864337/](https://abc13.com/careers/heres-how-you-can-land-a-job-paying-$30-an-hour/6864337/)
- <https://www.fox26houston.com/video/860627>
- <https://abc13.com/careers/more-than-175-jobs-are-hiring-in-houstons-asiatown/7023607/>
- <https://thekatynews.com/2020/10/18/houstons-unemployment-rate-jumps-to-9-6-in-september-up-from-8-1-in-august/>
- <https://ktrh.iheart.com/content/2020-10-21-future-employment-not-looking-too-bad/>
- <https://cw39.com/cw39/local-job-fair-offers-1300-job-openings/>
- [https://abc13.com/careers/looking-for-a-job-heres-where-you-can-get-paid-\\$25-an-hour/7243565/](https://abc13.com/careers/looking-for-a-job-heres-where-you-can-get-paid-$25-an-hour/7243565/)
- <https://www.houstonchronicle.com/opinion/outlook/article/Sec-Ben-Carson-Under-Trump-administration-HUD-15668015.php>
- <https://www.telemundohouston.com/noticias/local/a-rendir-cuentas-para-pedir-seguro-de-desempleo/2137474/>
- [https://abc13.com/careers/abc13s-virtual-job-fair-has-some-positions-paying-\\$20-an-hour/7449489/](https://abc13.com/careers/abc13s-virtual-job-fair-has-some-positions-paying-$20-an-hour/7449489/)
- <https://www.click2houston.com/video/news/2020/11/03/top-jobs-for-women/>
- <https://www.fox26houston.com/video/867817>
- <https://cw39.com/jobs/veteran-statewide-job-fair-brings-immediate-openings/>
- <https://www.khou.com/article/news/local/nontraditional-seasonal-jobs-expected-during-the-upcoming-holiday-season/285-259fc2e7-d8d0-478d-a3e6-3983b9c3527c>
- <https://abc13.com/society/hcc-rolls-out-free-programs-to-help-people-impacted-by-covid-19/7683448/>
- [https://abc13.com/careers/abc13s-virtual-job-fair-for-vets-features-jobs-paying-\\$25-an-hour/7670934/](https://abc13.com/careers/abc13s-virtual-job-fair-for-vets-features-jobs-paying-$25-an-hour/7670934/)
- <https://www.khou.com/video/news/national/us-job-market-continues-to-slowly-improve-hope-in-holiday-hiring/285-a0842110-dba3-4957-94e6-a4bba000ee6d>
- <https://www.houstonchronicle.com/news/houston-texas/houston/article/Houston-launches-3M-fund-to-help-childcare-15707729.php>
- <https://abc13.com/veterans-help-vet-covid-19-veteran-pandemic-for/7871751/>
- <https://abc13.com/careers/abc13s-virtual-job-fair-helps-you-explore-apprenticeships/7894541/>
- <https://abc13.com/veterans-help-vet-covid-19-veteran-pandemic-for/7871751/>
- <https://abc13.com/careers/abc13s-virtual-job-fair-helps-you-explore-apprenticeships/7894541/>
- <https://abc13.com/el-campo-and-wharton-jobs-whos-hiring-job-opportunities-finding-a-during-covid-19/8074273/>

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

c. Performance and Production.

Board staff Philip Garcia presented Performance and Production measures for the 10 months ending October 2020.

The pandemic has and is impacting performance. As we move forward, we don't know how the current economy will ultimately affect performance, but we will keep the Board updated as we know more.

The report provided indicates 7 measures that need additional focus. Within the last few days we have received information that TWC is reviewing these measures and there may only be 3 that did not meet performance. We will provide you with more information when it becomes available.

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

d. Expenditures

Board staff A.J. Dean reviewed the Financial Status Report representing expenses for the 10 months ending in October 2020. He reported that year to date target for expenditures is 83% and overall we are 79% expended. We are close to target on services for Employers and People, a little behind on Board Admin and System IT will jump once we complete renewal of Office 365 licenses which will put us right where we should be at this time of year. Financial Aid leads system expenses followed by Office Operations, Adult Education and Employer Service.

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

LOOK AT THE ECONOMY

Board staff Ron Borski provided the Board with a report of employment data and economic trends within the region. Mr. Borski reported on October unemployment data which was received in November. The rate of unemployment in the region dropped to 7.7%. The state and national rates fell to 6.7% and 6.6% respectively.

Weekly initial unemployment claims are still showing a gradual decline. By the last week of October, the number of initial claims was still 167% higher than the same week one year ago.

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

OTHER BUSINESS

On behalf of the Board Staff, Mike Temple expressed appreciation for Evelyn Timmins and her years of service to the Board.

Chair Guthrie thanked Board Members and Staff for their contributions throughout the circumstances in 2020.

ADJOURN

Chair Guthrie adjourned the meeting at approximately 11:50 a.m.

GULF COAST WORKFORCE BOARD

Board Member	02/04/20	04/07/20	06/02/20	08/04/20	10/06/20	12/01/20
Alexander, Willie	✓		✓			✓
Allen, Karlos				✓		
Andrews, Gerald	✓	✓	✓	✓	✓	✓
Beard, Peter	✓	✓	✓	✓	✓	✓
Bouse, Sara	✓	✓		✓	✓	✓
Bowles, Carl	✓	✓	✓	✓	✓	✓
Cavazos, Mary Helen	✓	✓	✓	✓	✓	✓
Dillon, Renea	✓	✓		✓	✓	✓
Edwards, Todd						
Guido, Cheryl	✓	✓	✓	✓	✓	✓
Guthrie, Mark	✓	✓	✓	✓	✓	✓
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		✓	✓	✓		✓
Riley, Monica	✓	✓	✓		✓	✓
Ross, Adria	✓				✓	✓
Ruley, Janice	✓	✓			✓	
Scheiner, Danielle	✓	✓	✓	✓	✓	✓
Segovia, Valerie		✓	✓	✓	✓	✓
Shaw, Richard	✓			✓	✓	
Shi, Isaac	✓		✓			✓
Staley, Gil	✓	✓	✓	✓		✓
Stewart, Michael	✓	✓		✓	✓	✓
Timmins, Evelyn	✓	✓	✓	✓		✓
Vazquez, Lizandra	✓	✓	✓	✓	✓	✓
Watson, Carolyn	✓	✓	✓	✓		✓
Webster, Michael		✓		✓	✓	✓

GULF COAST WORKFORCE BOARD

ALEXANDER, WILLIE

W J Alexander Associates P.C.
1770 St. James Place, Suite 407
Houston, TX 77056
(713) 802-0900, ext. 12
Fax: (713) 802-1188
Category: Business
County: City of Houston
walex@wjalexander.com
Term: January 1, 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
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
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
Term: January 1, 2019 thru December 31, 2020
Term: January 1, 2019 thru December 31, 2020

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, 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
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
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
Term: January 1, 2018 thru December 31, 2019

EDWARDS, TODD

Midtown Redevelopment Authority
410 Pierce Street, Suite 355
Houston, TX 77002
(713) 526-7577
Fax: (713) 526-7519
Category: Business
todd3e@houstonmidtown.com
Term: January 1, 2019 thru December 31, 2020

GUIDO, CHERYL

Texas Workforce Solutions- Vocational
Rehabilitation Services
4424 North Freeway, Suite A
Houston, TX 77022
(713) 692-7755 ext. 2129
Fax: (713) 697-0485
Category: State Agency
cheryl.guido@twc.state.tx.us
Term: January 1, 2018 thru December 31, 2021

GUTHRIE, MARK

Winstead PC
600 Travis Street, Suite 5200
Houston, TX 77002
(713) 650-2730
Fax: (713) 650-2400
Category: Business
County: City of Houston
mguthrie@winstead.com
Term: January 1, 2019 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
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
Term: January 1, 2018 thru December 31, 2021

JACKSON, GUY ROBERT

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

LEWIS, ERNEST

Adult Education Center
2246 N Washington Ave
Pearland, TX 77581
(281) 485-1000
Category: Literacy
County: Brazoria
ernest.lewis@adulthoodeducationcenter.texas.org
Term: January 1, 2018 thru December 31, 2021

MAHAGAOKAR, RAJEN

Riverstone Holdings LLC
1000 Louisiana St, 1450
Houston, TX 77002
(713) 844-3600
Category: Business
County: Harris
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
Term: January 1, 2018 thru December 31, 2019

McCLESKEY, KENDRICK

PricewaterhouseCoopers-
1903 Crockett St.
Houston, TX 77007
(281) 788-6046
Category: Business
County: City of Houston
klmccleskey@gmail.com
Term: January 1, 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
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
Term: January 1, 2018 thru December 31, 2019

MELTON, EDWARD

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

NELLONS-PAIGE, STEPHANIE

Texas Central Rail Holdings
1021 Main Street
Houston, TX 77002
(443) 610-3487

Category: Business

County: Houston

nellonspaige@gmail.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

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

Term: June 21, 2019 thru December 31, 2020

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@hgcbsctc.org

Term: January 1, 2019 thru December 31, 2020

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, 2019 thru December 31, 2020

ROSS, ADRIA

CenterPoint Energy
1111 Louisiana Street
Houston, TX 77002
(713) 289-4569

Category: Business

County: Fort Bend County

adria.ross@centerpointenergy.com

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@houstontx.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

scheiner@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

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

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

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

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

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

Term: January 1, 2019 thru December 31, 2020

WATSON, CAROLYN

JPMorgan Chase
712 Main, 4th Floor
Houston, TX 77002
(713) 216-5008

Category: Business

County: City of Houston

carolyn17968@gmail.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

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

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

Budget

- Willie Alexander – Chair
- Gerald Andrews – Vice Chair
- Karlos Allen
- Bobbie Henderson
- Guy Robert Jackson
- Sarah Janes
- Doug Karr
- Scott Marshall
- Jerry Nevlud
- Mike Stewart

By-Laws

Appointed by Board Chair as needed

Nominating

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

Oversight Committee

- Gerald Andrews
- Bobbie Henderson

Education

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

Career Office

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

Employer Services

- Gerald Andrews – Chair
- Jeff LaBroski – Vice Chair
- Sara Bouse
- Helen Cavazos
- Cheryl Guido
- Alan Heskamp
- Guy Robert Jackson
- Sarah Janes
- Scott Marshall
- Steve Mechler
- Danielle Scheiner
- Richard Shaw
- Gil Staley

Procurement

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

Report Card

Appointed by Board Chair as needed

Strategic Planning

- – Chair
- – Vice Chair
- Peter Beard
- Sarah Janes
- Doug Karr
- Kendrick McCleskey
- Dexter McCoy
- Stephanie Nellons-Paige
- Adrian Ozuna
- Paul Puente
- Richard Shaw
- Isaac Shi

Communications

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

Government Relations

- Guy Robert Jackson – Chair
- – Vice Chair
- Gerald Andrews
- Scott Marshall
- Jerry Nevlud
- Richard Shaw

Audit/Monitoring Committee

Update for February 2021

The Audit/Monitoring Committee met on Wednesday, January 27, 2021 by video conference with Chair Guy Jackson and members Mark Guthrie, Stephanie Nellons-Paige, Bobbie Henderson, Carl Bowles, Willie Alexander, Cheryl Guido, Doug Karr, Karlos Allen, and Scott Marshall attending.

Operations

Adult Education - We discussed testing of the adult education contractors and the reports for Lone Star College and Wharton County Junior College. Both Lone Star College and Wharton County Junior College received a Solid Performance rating.

Financial Monitoring - Our financial monitors completed reviews for six contractors. Houston Community College and Wharton Junior College had no findings. Chinese Community Center, Dynamic Educational System, Inc., ResCare Workforce Services, and Brazosport College had minor findings to strengthen controls and update cost allocations.

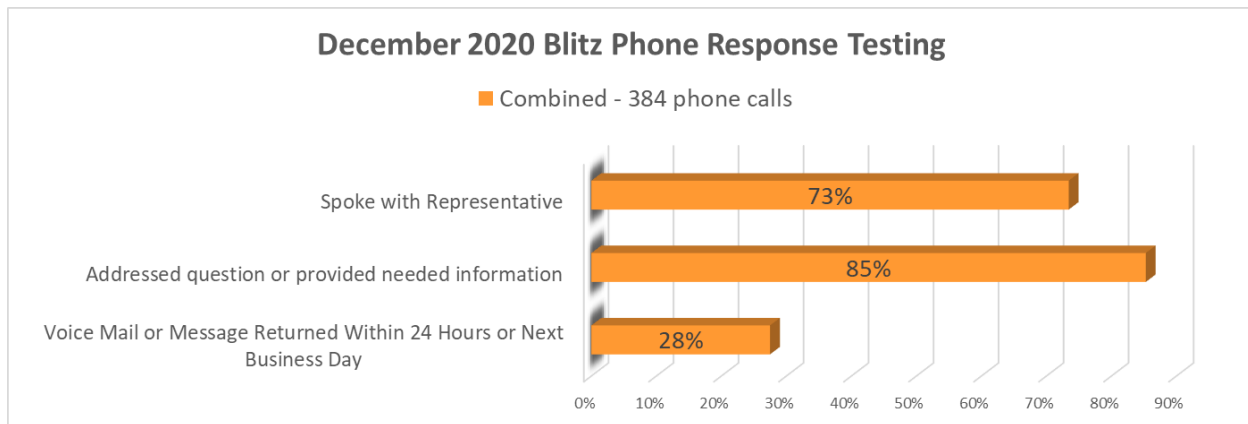
Financial Aid Support Center - We discussed the operations and most recent monitoring report for the Financial Aid Support Center.

- The Financial Aid Support Center received a Building Performance rating resulting from poor customer service, reoccurring backlogs, and incomplete data entry.
- We saw significant error rates in areas tested less frequently, indicating a lack of internal controls to ensure consistent adherence to standards and guidelines.
- We are currently working with Interfaith on an extended corrective action plan, and we will continue to monitor operations quarterly.

Updates

We continue to test the responsiveness of our operations to meet the demands of our customers.

- We spoke to an operator or reached a representative through the automated response on 73% of the 384 customer service calls placed in December. Replies to voice mail within 24 hours remain unsatisfactory, with 28% of messages returned timely. We found 85% of the calls addressed the questions asked or provided the needed information.



2018 – 2021 Monitoring Report Ratings

Contractor	2018 Rating	2019 Rating	2020 Rating	2021 Rating
ResCare \ Equus	Solid	Solid	Building	Testing
Interfaith Career Offices	Solid	Solid	Solid	Feb 2021
Financial Aid Support Center	Solid	Solid	Building	Testing
BakerRipley Career Offices	Solid	Solid	Strong	Mar 2021
Financial Aid Payment Office	Solid	Solid	Solid	Testing

Collaborative for Children	Strong	Strong	Strong	May 2021
ETC	Strong	Solid	Strong	Apr 2021
Grant Associates	Solid	Strong	Solid	Apr 2021
LDI	Strong	Strong	Solid	May 2021
DESI	Solid	Solid	Strong	Jul 2021
SER	Solid	Solid	Solid	Jul 2021

Contractor	2018 Rating	2019 Rating	2020 Rating	2021 Rating
Adult Education Center			Postponed	Report pending
Alliance for Multicultural Community	Status	Solid	Solid	Report pending
BakerRipley Adult Education	N/A	Solid	Solid	Testing
Boys & Girls Club of Walker County	N/A	Status	Solid	Report pending
Brazosport College	Strong	Strong	Strong	Completing review
Chinese Community Center	Status	Solid	Strong	Completing review
College of the Mainland	Solid	Solid	Solid	Feb 2021
Community Family Center	N/A	Status	Strong	Completing review
Harris County Dept of Education	Strong	Solid	Solid	Drafting report
Houston Community College	Solid	Solid	Solid	Completing review
Lone Star College	Solid	Solid	Postponed	Solid
Region 6	Solid	Solid	Solid	Mar 2021
San Jacinto College	Solid	Solid	Postponed	Awaiting response
Wharton County Junior College	Strong	Strong	Postponed	Solid

Rating System Definitions

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.

Audit/Monitoring, Communication, Education, Employer Service, Strategic Planning Committees

Local Plan 2021-2024

On Wednesday, January 6, 2021, the Audit/Monitoring, Communication, Education, Employer Service and Strategic Planning Committees gathered for a joint meeting to receive information on and provide feedback on the WIOA Local Plan for 2021-2024.

The following members attended: Willie Alexander, Gerald Andrews, Peter Beard, Sara Bouse, Carl Bowles, M. Helen Cavazos, Renea Dillon, Cheryl Guido, Board Chair Mark Guthrie, Bobbie Henderson, Alan Heskamp, Guy Jackson, Sarah Janes, Doug Karr, Jeff LaBroski, Ernest Lewis, Rajen Mahagaokar, Scott Marshall, Dexter McCoy, Steve Mechler, Stephanie Nellons Paige, Adrian Ozuna, Danielle Scheiner, Valerie Segovia, Richard Shaw, Gil Staley.

Background

The Gulf Coast Workforce Board and its operating affiliate, Workforce Solutions are tasked with drafting a local, data-driven compliance plan to meet employers' needs for skilled workers by developing our region's pool of human talent. To guarantee that we are fulfilling our area's obligations to federal and state funders under the Workforce Innovation and Opportunity Act, this Local Plan examines our estimated economic needs through 2024 and describes the local service delivery system designed to meet the region's workforce needs.

Current Situation

Through its 2021-2024 Local Plan, the Board:

- Projects economic and labor market conditions and identifies the needs for skilled workers
- Sets the strategic direction for Workforce Solutions and the Board's investments to meet the region's needs for an educated and skilled workforce
- Describes how Workforce Solutions is organized to deliver high-quality, valued service for the region's employers and people

- Ensures the public workforce system is open and accessible to its customers, delivers its service in an equitable and inclusive manner, and remains accountable to funders, local elected officials and stakeholders

Regional Outlook

By 2030, total population in the region will reach 8,111,578. The greater Houston-Gulf Coast area will become more and more diverse, with Hispanics making up 38.1% of the population; Anglos, 31.9%; Blacks, 16.6%; and Asians, 10.6%.

By this same date, almost a quarter of our population will be age 55 or older – and increase of 32% from today. We must keep in mind that an increasingly diverse and older population will have an impact on our workforce and our workplaces.

Total employment in the region will grow to 3,729,008 by 2028 – an increase of 14.2% from 2018. Key industries in the region will continue to include oil and gas exploration and production, construction, manufacturing, health care, education, and business and technical services.

We estimate that by 2028, 58.6% of all jobs in the region will require education or training beyond the high school level and that the majority of these will be “middle skill” jobs. In 2028, employers will need to fill 1.21 million middle skill positions – those that require some post-secondary education and/or on-the-job training but less than a bachelor’s degree. But make no mistake, these are the crucial positions that will need to be filled in order to make our workforce competitive in a global environment. Wages for these jobs currently average \$23.50 per hour – just over 20 percent more than the region’s median wage of \$19.44 as of 2019.

The region’s employers will continue to need almost 894,000 individuals for highly skilled work. These are the jobs that require education at or beyond a bachelor’s degree level and usually some level of work experience: physicians, nurses, pharmacists, engineers, accountants and researchers for example. These are often the highest paying jobs in the region – with average wages at \$43.79 per hour.

In addition, there will be nearly 1.5 million lower-skilled jobs in 2028 providing important goods and services to the economy and for many individuals, their first opportunity to obtain work experience.

Our System Response

The Local Plan lays out the broad workforce and human resources needs for the region's future and helps us make decisions about how we use our system and resources to meet those needs. These forecasts show us which industries will be our region's key employers and which occupations will be needed in these industries. This information is critical to educators, communities and businesses because it explains how we will need to evolve and adapt our workforce to changing economic demands.

What we see is the continued need for workers capable of filling skilled technical jobs. These are the occupations that will come to dominate our employment needs and provide the manpower that businesses need to grow and succeed. Technical skill jobs are found across the chief industries of the Texas Gulf Coast region, but what they have in common are requirements for additional training and education beyond high school.

The data projections we use as the backbone of our Local Plan do not account for the effects of COVID-19 upon the region's employers and workforce. As we move forward, the Workforce Board will keep close watch on trends in the region to make any adjustments necessary to this Plan and our service.

The Gulf Coast Workforce Board and our Workforce Solutions team are dedicated to growing our region's economic footprint by helping businesses reach their full human resources potential. Even as economic challenges arise and are ultimately overcome, we pride ourselves on the work that we do, and we look forward to continuing to serve Gulf Coast businesses, workers, and students into the future.

Our System Design

The Workforce Solutions system includes Employer Service, local career offices with units supporting financial aid payments and eligibility, specialized youth projects, adult education providers, and our early education quality efforts. This system is designed to meet our customers' workforce needs, to be open and accessible for everyone, and able to offer professional advice and resources that help our employers meet their human resource needs and individuals build careers.

The Local Plan describes in detail how parts of our system work together and how we will meet the requirements of our federal and state funders to ensure taxpayer dollars are invested effectively and efficiently in our region. The Local Plan includes a description of our efforts to:

- Work with employers in the region's key industries;
- Match individuals looking for work with open jobs keyed to their skills and education
- Help people obtain the skills, certifications, and degrees they need to fill the jobs our region's employers have
- Connect with our partners in organized labor, education, and community organizations;
- Offer current and meaningful career and labor market data for all our customers;
- Ensure access to our service for individuals with disabilities and those living in remote areas;
- Ensure priority for low-income residents have access to our service and financial assistance; and
- Address the workforce needs of target populations including individuals receiving unemployment insurance, experiencing homelessness, returning citizens, and adults and young people in need of basic education.

Employers

Employer Service helps businesses acquire and develop the talent they need to remain competitive and to grow. We expect to help 30,000 employers in the Gulf Coast region with talent acquisition, talent development, and human resource consulting in the first year of this Plan. Business Consultants visit employers to learn about their human resource needs and offer customized solutions.

They offer the Workforce Solutions' resources for:

- Recruiting, screening, referring and testing applicants for open jobs
- Consulting on talent acquisition strategies
- Developing and assisting in supporting talent development activities through work-based learning approaches such as apprenticeship, current worker upskilling, on-the-job training, and tryout and transitional work
- Outplacing employees dislocated because of closures, downsizing, or reductions-in-force and assisting with lay off aversion strategies
- Providing information about state and federal labor laws
- Providing economic and labor market information including occupation-specific wage and salary data

Partners

The Board enjoys excellent working relationships with its partners, especially core partners such as the colleges, the adult education community, and economic development entities. Beginning on page 39 of the Local Plan document, we describe how the Gulf Coast Workforce Board will work with various entities in

carrying out core programs to:

- expand access to employment, skills development, education, and support services for eligible individuals, particularly eligible individuals with challenges
- facilitate the development of career pathways and co-enrollment, as appropriate, in core programs
- support career pathways occupations that the Board currently includes on its Target Occupations Lists, and career pathways occupations that the Board is planning to develop; and
- improve access to activities leading to a recognized postsecondary credential (including a credential that is an industry-recognized certificate or certification, portable, and stackable).

Career Advice and Labor Market Information

The Board promotes the availability of employment and education activities to meet the employment needs of youth, adult, and dislocated workers in the Gulf Coast region. Our workforce system provides tailored services to assist those customers in entering the workforce, going back to work, continuing to work, or advancing in a career. As a first step, staff have conversations with customers about their work history, employment goals, and education or training. Staff analyze the information a customer gives us to help build a plan for how they can get a job, keep a job or get a better job using our service. Sometimes a customer may request, or staff recommend, using testing or assessment instruments to assist the customer in making their plan. Details are described beginning on page 68 of the Local Plan document.

Access to Service

The Board ensures all partners comply with federal regulations to meet the needs of customers without discrimination and upholds the highest standard of equal opportunity and access to service for all customers. The Board provides opportunity for everyone to be actively involved in the potential labor pool by ensuring staff focus on abilities, not disabilities.

To meet the needs of individuals with disabilities looking for employment, the Board provides a variety of options to help customers access all services, programs and activities, resources and information offered at each of our Career Offices.

Beginning on page 46 of the Local Plan, we describe how we ensure:

- Reasonable Accommodations
- Accessible workstations at each Career Office

- Workshops for a Successful Job Search
- Sign Language Interpreters
- Accessible Technology
- Job Coaching
- Information & Referrals to partner with Texas Workforce Solutions-Rehabilitation Services

Priority to Recipients of Public Assistance and Low-Income Individuals

The Board uses policy to ensure that priority is given to individuals that are veterans, recipients of public assistance or earn income that meets eligibility requirements, and foster youth.

The Board uses multiple fund categories to provide financial aid for those customers. As indicated in our policy, in addition to meeting basic eligibility and suitability requirements, Child Care and Development Block Grant dollars and Workforce Innovation and Opportunity Act funds require the use of a priority list for awarding financial aid dollars. Criteria and application are described beginning on page 74 of the Local Plan.

The Board establishes policies to ensure our region has an educated workforce to meet the employment needs of customers. Training services are an important component of our strategy to meet this need. The Board offers scholarships to help an individual get the basic or occupational skills and credentials they need to get a job, keep a job, or get a better job. The process is described in detail beginning on page 81 of the Local Plan.

Target Populations

Beginning at page 33 of the Local Plan, we describe the following efforts with target populations:

- Texas Industry Partnership
- Entrepreneurial Boot Camps – Women and Youth and Young Adults
- Second Change Jobs Initiative
- Youth Diversion Opportunity
- Individuals Experiencing Homelessness/The Way Home
- Supported Employment – Job Coach Project
- Student HireAbility Navigators
- Paths for Texas
- Youth Job Skills Initiative
- Bridges to College and Careers
- Career Education and Outreach Specialists
- Summer Earn and Learn
- Education Opportunity and Workforce Connectors

Public Comment

As a public entity, Workforce Solutions is most effective when we can rely on the participation of all stakeholders in the regional economy. This means that we work closely with schools, colleges, local city and county governments, non-profits, and social service providers, as well as the business community, to bring people together and focus on our shared economic needs. On January 7, we published the draft plan to www.wrksolutions.com/local plan and opened a 15-day public comment period.

We invited 5,367 individuals representing regional stakeholder organizations to participate in an online public meeting held on January 15, 2021. 87 individuals attended, including 49 stakeholders, 31 system staff and 7 unidentified by telephone.

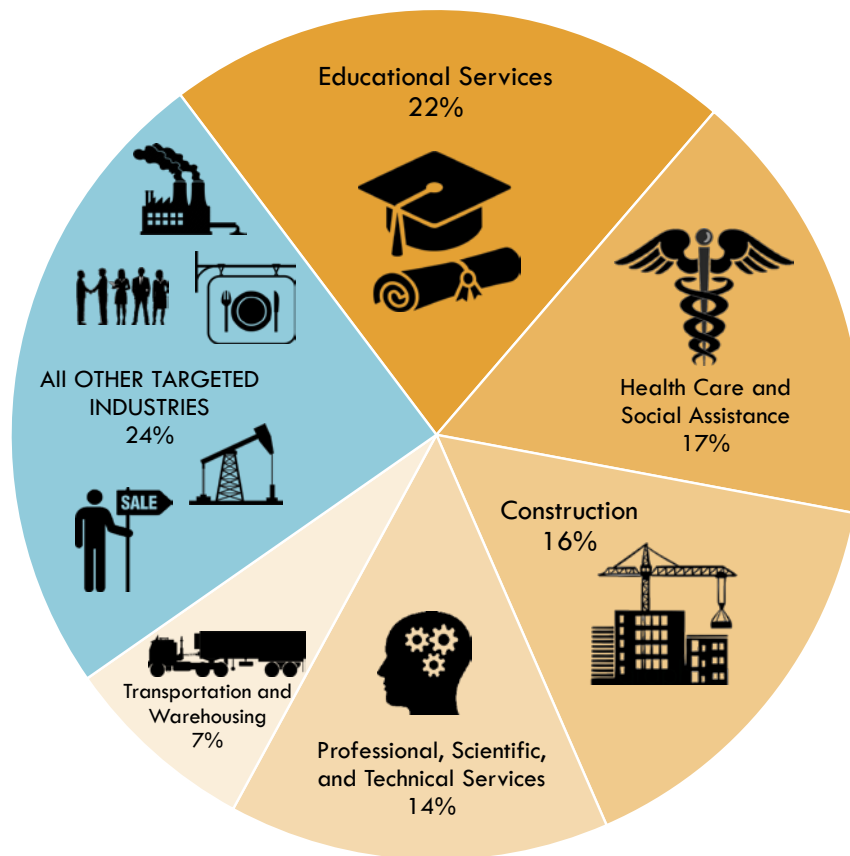
The public comment period closed on January 21. Most comments were related to understanding the projection data.

Action

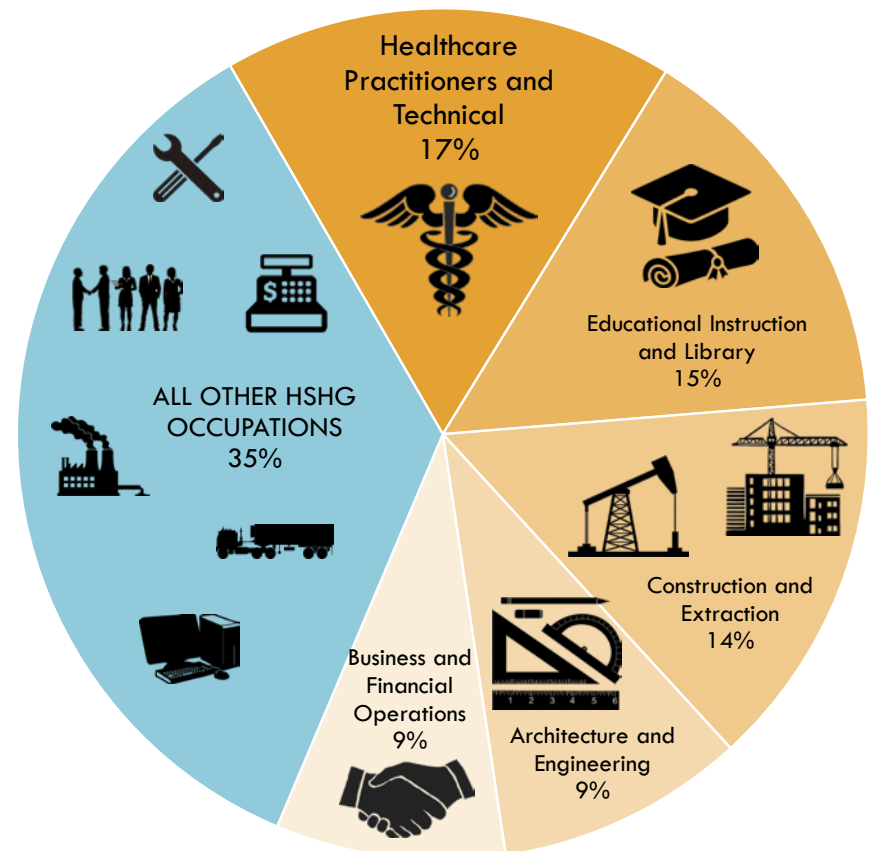
Request Board approve the 2021-204 Local Plan.

Breakdown of 2021 Proposed Targeted Industries and High-skill High-growth Occupations

Employment Share among Gulf Coast 2021 Proposed Targeted Industries
(Top-5 Sectors and All Others Shown)



Employment Share among Gulf Coast 2021 Proposed High-skill High-growth Occupations
(Top-5 Occupational Families and All Others Shown)



Criteria for Selecting Targeted Industries and High-skill High-growth Occupations (Proposed 2021)

PROPOSED February 2021 Targeted Industries Qualifying Criteria

Primary Criteria

Employment Net Growth 2018-2028 ¹	>=	1,801
Employment Growth Rate 2018-2028 ²	>=	14.2%
Average Weekly Wages ³	>=	\$1,044

Secondary Criteria

On Previous Targeted List	=	Yes/No
2 out of 3 Primary Criteria Are Met	=	Yes/No

¹(2018-28 avg. net change of all 4-digit NAICS inds.)

²(2018-28 avg. % change all inds.)

³(OES 2019 AVG wage \$26.10 x 40hrs)

PROPOSED February 2021 High-Skill High-Growth Qualifying Criteria

Precondition for All High-Skill High-Growth

Occupation found in staffing patterns of one or more GCWB Targeted Industries [^]	=	Threshold Mandatory
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Primary Criteria

50% or More of Total Occupational Employment found in GCWB Targeted Industries as of 2028	=	Yes/No
Median Employment Size in 2028	>=	1,797
Employment Growth Rate 2018-2028	>=	14.2%
Education or Work Experience or OJT*	=	Yes/No
Median Hourly Wages	>=	\$19.44

Secondary Criteria

On Previous HSHG List	=	Yes/No
4 out of 5 Primary Criteria Are Met	=	Yes/No

[^]Serves as precondition to exclude occupations that meet size, growth, wage, and education requirements but do not occur in GCWB Targeted Industries as defined below.

*Occupations specifying a high school diploma as the educational requirement must have work experience in a related occupation and/or moderate on-the-job training as a minimum for consideration.

Targeted Industries (Proposed 2021)

GULF COAST WORKFORCE REGION

Industries Targeted by the Gulf Coast Workforce Board^{1,2}

DRAFT PENDING APPROVAL

NAICS	Industry Title	Employment Growth				1st Qtr 2019 Avg. Weekly Wages ³
		Annual Averages 2018	2028	Absolute Change	Percent Change	
Mining						
2131	Support Activities for Mining	40,534	47,525	6,991	17.2	\$3,255
Construction						
2361	Residential Building Construction	13,939	16,989	3,050	21.9	\$1,778
2371	Utility System Construction	36,286	43,317	7,031	19.4	\$1,735
2381	Foundation, Structure, and Building Exterior Contractors	22,108	28,458	6,350	28.7	\$1,045
2382	Building Equipment Contractors	50,190	60,392	10,202	20.3	\$1,254
2389	Other Specialty Trade Contractors	18,568	23,392	4,824	26.0	\$1,247
2373	Highway, Street, and Bridge Construction	9,488	12,563	3,075	32.4	\$1,103
2362	Nonresidential Building Construction	39,686	43,792	4,106	10.3	\$2,020
Manufacturing						
3324	Boiler, Tank, and Shipping Container Manufacturing ⁵	4,860	7,613	2,753	56.6	\$1,767
3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Mfg.	9,797	12,154	2,357	24.1	\$1,216
3251	Basic Chemical Manufacturing ^{4 6}	22,839	23,283	444	1.9	\$3,693
3331	Agriculture, Construction, and Mining Machinery Manufacturing ^{4 6}	28,701	29,619	918	3.2	\$2,579
Trade, Transportation & Utilities						
4238	Machinery, Equipment, and Supplies Merchant Wholesalers	33,079	41,804	8,725	26.4	\$1,884
4251	Wholesale Electronic Markets and Agents and Brokers	10,230	13,260	3,030	29.6	\$1,676
4411	Automobile Dealers	28,581	32,431	3,850	13.5	\$1,259
4811	Scheduled Air Transportation ⁶	17,935	20,005	2,070	11.5	\$2,218
4831	Deep Sea, Coastal, and Great Lakes Water Transportation	1,666	2,045	379	22.7	\$2,255
4832	Inland Water Transportation	2,240	2,655	415	18.5	\$2,180
4841	General Freight Trucking ⁵	14,981	17,029	2,048	13.7	\$1,111
4842	Specialized Freight Trucking ⁵	12,076	14,065	1,989	16.5	\$2,326
4883	Support Activities for Water Transportation	9,510	11,225	1,715	18.0	\$1,082
4884	Support Activities for Road Transportation	2,467	2,998	531	21.5	\$1,182
4885	Freight Transportation Arrangement	10,277	13,243	2,966	28.9	\$1,603
4889	Other Support Activities for Transportation	1,576	1,829	253	16.1	\$3,860
4931	Warehousing and Storage	17,835	21,178	3,343	18.7	\$940
Finance & Insurance						
5222	Nondepository Credit Intermediation	11,062	13,386	2,324	21.0	\$2,261
5242	Agencies, Brokerages, and Other Insurance Related Activities	20,937	23,117	2,180	10.4	\$1,825
5313	Activities Related to Real Estate ⁶	19,607	22,623	3,016	15.4	\$1,236
Professional & Business Services						
5412	Accounting, Tax Preparation, Bookkeeping, and Payroll Services	24,732	28,871	4,139	16.7	\$1,528
5413	Architectural, Engineering, and Related Services	67,870	82,409	14,539	21.4	\$2,186
5415	Computer Systems Design and Related Services	29,050	31,075	2,025	7.0	\$2,235
5416	Management, Scientific, and Technical Consulting Services	37,668	60,611	22,943	60.9	\$2,323
5419	Other Professional, Scientific, and Technical Services	18,089	21,037	2,948	16.3	\$1,319
5511	Management of Companies and Enterprises	45,593	54,414	8,821	19.3	\$4,910
5611	Office Administrative Services	23,639	31,892	8,253	34.9	\$2,720
Education & Health Services						
6111	Elementary and Secondary Schools ⁴	205,003	228,146	23,143	11.3	\$861
6113	Colleges, Universities, and Professional Schools ⁴	59,689	60,654	965	1.6	\$1,462
6211	Offices of Physicians	51,539	63,936	12,397	24.1	\$1,681
6212	Offices of Dentists	18,254	23,243	4,989	27.3	\$913
6214	Outpatient Care Centers	14,822	24,089	9,267	62.5	\$1,352
6215	Medical and Diagnostic Laboratories	6,517	8,354	1,837	28.2	\$1,095
6221	General Medical and Surgical Hospitals	89,049	103,187	14,138	15.9	\$1,329
6223	Specialty (except Psychiatric and Substance Abuse) Hospitals	23,974	28,109	4,135	17.2	\$1,822

Notes

1. Criteria used to identify the targeted industries:
 - Industries with a projected employment growth of at least 1,801 new jobs from 2018-2028
 - Industries with projected employment growth rate greater the average growth rate for all industries in the region for the period 2018 to 2028. (14.2%)
 - Industries with an average weekly wage of at least \$1,044 per week.
 - Industries meeting at two of three criteria above in addition presence on previous targeted industry list.
2. Absolute changes do not represent total demand for labor because they do not reflect demand due to replacements, attrition, turnover, etc.
3. Employment and average weekly wage information is from the first quarter 2019 Quarterly Census of Employment and Wages.
4. Industry not meeting primary or secondary criteria but retained for targeting due to need for representation of parent sector.
5. Projection data taken from third-party source EMSI.
6. Projection data taken from third-party source Chmura Economics JobsEQ.

Authorized for use by the Gulf Coast Workforce Board: **PENDING TBD**

GULF COAST WORKFORCE REGION

DRAFT CONTINUED

Industries Targeted by the Gulf Coast Workforce Board^{1,2}

NAICS	Industry Title	Employment Growth			1st Qtr 2019 Avg. Weekly Wages ³	
		Annual Averages 2018	2028	Absolute Change		Percent Change
<i>Industries on Previous List and Not Currently Targeted due to Below-average Growth or Projected Decline 2018-2028⁷</i>						
2383	Building Finishing Contractors	21,045	23,039	1,994	9.5	\$1,029
3329	Other Fabricated Metal Product Manufacturing	13,397	13,765	368	2.7	\$1,518
4881	Support Activities for Air Transportation	4,662	5,214	552	11.8	\$1,235
5239	Other Financial Investment Activities	11,613	13,087	1,474	12.7	\$4,238
2111	Oil and Gas Extraction	36,285	31,129	-5,156	-14.2	\$6,888
3241	Petroleum and Coal Products Manufacturing	9,995	9,491	-504	-5.0	\$4,176
3323	Architectural and Structural Metals Manufacturing	14,394	13,509	-885	-6.2	\$1,207
4882	Support Activities for Rail Transportation	2,169	2,081	-88	-4.1	\$1,160
8113	Commercial and Industrial Machinery and Equipment (Ex. Automotive)	11,443	10,697	-746	-6.5	\$1,694

7. Industries shown for informational purposes in recognition of their continued importance to the regional economy.

Where the Jobs Are (2021 Proposed)

GULF COAST WORKFORCE REGION

Where The Jobs Are ^{1,2}

DRAFT PENDING APPROVAL

SOC	Occupational Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Openings Due to Exits from Workforce	Annual Openings Due to Transfers from Occupation	Annual Openings Due to New Job Growth	Total Annual Openings	Typical Education Needed for Entry into Occupation	Median Wage 2019
00-0000	Total, All	3,266,717	3,729,008	462,291	14.2	149,827	248,630	46,229	444,686	-	\$19.44
41-2031	Retail Salespersons	92,527	104,664	12,137	13.1	5,666	8,736	1,214	15,616	No formal credential	\$11.23
35-3021	Combined Food Preparation and Serving Workers, Incl. Fast Food	91,077	114,115	23,038	25.3	8,180	10,089	2,304	20,573	No formal credential	\$9.70
43-9061	Office Clerks, General	79,587	83,282	3,695	4.6	4,552	5,195	370	10,117	High school diploma	\$18.16
41-2011	Cashiers	65,677	68,067	2,390	3.6	5,968	6,646	239	12,853	No formal credential	\$10.87
35-3031	Waiters and Waitresses	58,354	66,665	8,311	14.2	4,338	7,660	831	12,829	No formal credential	\$9.26
43-4051	Customer Service Representatives	58,344	61,248	2,904	5.0	2,871	5,098	290	8,259	High school diploma	\$16.02
29-1141	Registered Nurses	54,969	67,597	12,628	23.0	1,701	1,572	1,263	4,536	Bachelor's	\$38.67
11-1021	General and Operations Managers	52,842	62,359	9,517	18.0	1,208	3,794	952	5,954	Bachelor's	\$50.84
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	50,990	58,113	7,123	14.0	2,464	5,113	712	8,289	No formal credential	\$13.35
43-6014	Secretaries and Admin. Assistants, Ex. Legal, Medical, and Exec.	46,255	44,930	-1,325	-2.9	2,337	2,767	-132	4,972	High school diploma	\$17.98
37-2011	Janitors and Cleaners, Ex. Maids and Housekeeping Cleaners	44,783	50,877	6,094	13.6	2,925	3,374	609	6,908	No formal credential	\$11.31
47-2061	Construction Laborers	44,283	52,830	8,547	19.3	1,624	3,777	855	6,256	No formal credential	\$16.52
53-3032	Heavy and Tractor-Trailer Truck Drivers	41,797	47,924	6,127	14.7	1,847	3,254	613	5,714	Postsecondary nondegree	\$21.41
43-5081	Stock Clerks and Order Fillers	41,485	46,348	4,863	11.7	2,223	3,623	486	6,332	High school diploma	\$13.10
39-9021	Personal Care Aides	39,296	61,660	22,364	56.9	3,730	3,306	2,236	9,272	High school diploma	\$9.42
13-2011	Accountants and Auditors	36,417	42,291	5,874	16.1	1,110	2,558	587	4,255	Bachelor's	\$36.49
43-3031	Bookkeeping, Accounting, and Auditing Clerks	35,869	38,298	2,429	6.8	2,256	2,064	243	4,563	Some college, no degree	\$21.03
41-4012	Sales Reps., Wholesale and Mfg., Ex. Tech. and Scientific Products	31,781	37,553	5,772	18.2	1,055	2,582	577	4,214	High school diploma	\$32.95
41-1011	First-Line Supervisors of Retail Sales Workers	31,235	34,311	3,076	9.8	1,133	2,470	308	3,911	High school diploma	\$21.36
25-2021	Elementary School Teachers, Ex. Special Education	31,123	35,012	3,889	12.5	1,029	1,410	389	2,828	Bachelor's	\$28.01
41-3099	Sales Representatives, Services, All Other	30,481	36,191	5,710	18.7	984	3,237	571	4,792	High school diploma	\$25.56
25-2031	Secondary School Teachers, Ex. Special and CTE	29,479	33,230	3,751	12.7	871	1,325	375	2,571	Bachelor's	\$28.86
43-1011	First-Line Supervisors of Office and Administrative Support Workers	29,387	31,498	2,111	7.2	1,142	2,048	211	3,401	High school diploma	\$27.19
49-9071	Maintenance and Repair Workers, General	28,402	32,113	3,711	13.1	1,061	1,872	371	3,304	High school diploma	\$18.62
35-2014	Cooks, Restaurant	27,964	36,578	8,614	30.8	1,713	2,852	861	5,426	No formal credential	\$12.45
33-9032	Security Guards	26,925	30,620	3,695	13.7	1,468	2,236	370	4,074	High school diploma	\$13.24
37-2012	Maids and Housekeeping Cleaners	26,704	29,487	2,783	10.4	1,988	1,795	278	4,061	No formal credential	\$10.61
47-1011	Supervisors of Construction and Extraction Workers	24,727	29,013	4,286	17.3	800	1,992	429	3,221	High school diploma	\$30.68
43-6013	Medical Secretaries	23,741	30,099	6,358	26.8	1,380	1,634	636	3,650	High school diploma	\$16.76
13-1199	Business Operations Specialists, All Other	22,458	26,074	3,616	16.1	659	1,670	362	2,691	Bachelor's	\$37.62
25-9041	Teacher Assistants	21,229	24,162	2,933	13.8	1,204	1,187	293	2,684	Some college, no degree	\$10.51
37-3011	Landscaping and Groundskeeping Workers	21,061	24,251	3,190	15.1	928	2,006	319	3,253	No formal credential	\$13.68
11-9013	Farmers, Ranchers, and Other Agricultural Managers	21,031	21,824	793	3.8	1,332	796	79	2,207	High school diploma	\$32.28
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	20,543	24,438	3,895	19.0	980	2,454	390	3,824	High school diploma	\$16.65
51-4121	Welders, Cutters, Solderers, and Brazers	19,773	22,955	3,182	16.1	547	1,794	318	2,659	High school diploma	\$23.02
39-9011	Childcare Workers	19,554	21,896	2,342	12.0	1,532	1,560	234	3,326	High school diploma	\$10.69
31-1014	Nursing Assistants	19,210	22,310	3,100	16.1	1,116	1,210	310	2,636	Postsecondary nondegree	\$13.11

GULF COAST WORKFORCE REGION

Where The Jobs Are ^{1,2}

DRAFT CONTINUED

SOC	Occupational Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Openings Due to Exits from Workforce	Annual Openings Due to Transfers from Occupation	Annual Openings Due to New Job Growth	Total Annual Openings	Typical Education Needed for Entry into Occupation	Median Wage 2019
47-2111	Electricians	19,193	22,696	3,503	18.3	643	1,784	350	2,777	High school diploma	\$27.48
47-2031	Carpenters	18,890	22,127	3,237	17.1	641	1,481	324	2,446	High school diploma	\$21.10
53-7051	Industrial Truck and Tractor Operators	18,453	21,358	2,905	15.7	596	1,643	290	2,529	No formal credential	\$17.26
43-4171	Receptionists and Information Clerks	18,327	20,106	1,779	9.7	1,119	1,463	178	2,760	High school diploma	\$13.31
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	17,916	17,054	-862	-4.8	694	1,460	-86	2,068	High school diploma	\$20.34
25-3098	Substitute Teachers	17,399	19,648	2,249	12.9	1,070	1,042	225	2,337	Info not available	-
31-1011	Home Health Aides	16,598	23,650	7,052	42.5	1,082	1,173	705	2,960	High school diploma	\$9.42
53-3033	Light Truck or Delivery Services Drivers	16,410	18,870	2,460	15.0	726	1,279	246	2,251	High school diploma	\$17.52
11-9021	Construction Managers	16,393	19,110	2,717	16.6	373	904	272	1,549	Bachelor's	\$43.73
23-1011	Lawyers	16,135	18,089	1,954	12.1	367	453	195	1,015	Doctoral or professional	\$64.94
33-3051	Police and Sheriff's Patrol Officers	15,726	17,512	1,786	11.4	399	767	179	1,345	High school diploma	\$30.86
43-5071	Shipping, Receiving, and Traffic Clerks	15,564	17,328	1,764	11.3	550	1,083	176	1,809	High school diploma	\$17.04
29-2061	Licensed Practical and Licensed Vocational Nurses	14,986	18,642	3,656	24.4	571	710	366	1,647	Postsecondary nondegree	\$23.06
51-2098	Assemblers and fabricators, all other, Incl. team assemblers	14,778	14,810	32	0.2	606	1,117	3	1,726	Info not available	\$14.76
51-1011	First-Line Supervisors of Production and Operating Workers	14,694	16,483	1,789	12.2	495	1,098	179	1,772	High school diploma	\$31.96
35-2021	Food Preparation Workers	14,603	17,258	2,655	18.2	1,168	1,588	266	3,022	No formal credential	\$11.78
25-2022	Middle School Teachers, Ex. Special and CTE	14,403	16,242	1,839	12.8	477	654	184	1,315	Bachelor's	\$28.04
15-1121	Computer Systems Analysts	14,401	15,635	1,234	8.6	286	799	123	1,208	Bachelor's	\$51.17
15-1132	Software Developers, Applications	14,158	16,572	2,414	17.1	213	869	241	1,323	Bachelor's	\$50.70
15-1151	Computer User Support Specialists	14,149	16,414	2,265	16.0	281	972	226	1,479	Some college, no degree	\$25.62
31-9092	Medical Assistants	13,569	17,465	3,896	28.7	606	1,103	390	2,099	Postsecondary nondegree	\$16.27
41-9022	Real Estate Sales Agents	13,565	15,498	1,933	14.2	657	724	193	1,574	High school diploma	\$32.66
47-2152	Plumbers, Pipefitters, and Steamfitters	13,360	15,940	2,580	19.3	428	1,197	258	1,883	High school diploma	\$26.81
49-3023	Automotive Service Technicians and Mechanics	13,275	14,303	1,028	7.7	374	968	103	1,445	Postsecondary nondegree	\$20.43
49-9041	Industrial Machinery Mechanics	12,643	14,178	1,535	12.1	421	808	154	1,383	High school diploma	\$29.74
13-1071	Human Resources Specialists	12,596	14,424	1,828	14.5	361	994	183	1,538	Bachelor's	\$30.78
47-2141	Painters, Construction and Maintenance	12,570	14,130	1,560	12.4	462	890	156	1,508	No formal credential	\$17.11
35-3011	Bartenders	12,269	14,256	1,987	16.2	620	1,713	199	2,532	No formal credential	\$10.99
39-5012	Hairdressers, Hairstylists, and Cosmetologists	12,167	14,193	2,026	16.7	800	842	203	1,845	Postsecondary nondegree	\$10.64
51-9198	Helpers--Production Workers	11,931	14,880	2,949	24.7	713	1,263	295	2,271	High school diploma	\$14.25
41-2021	Counter and Rental Clerks	11,801	13,132	1,331	11.3	631	968	133	1,732	No formal credential	\$14.66
13-1111	Management Analysts	11,755	14,660	2,905	24.7	410	834	290	1,534	Bachelor's	\$47.15
25-2011	Preschool Teachers, Ex. Special Education	11,747	13,248	1,501	12.8	495	760	150	1,405	Associate's degree	\$14.78
41-3031	Securities, Commodities, and Financial Services Sales Agents	11,696	13,265	1,569	13.4	322	860	157	1,339	Bachelor's	\$24.62
53-3031	Driver/Sales Workers	11,562	12,048	486	4.2	486	856	49	1,391	High school diploma	\$11.79
11-3031	Financial Managers	11,513	14,708	3,195	27.8	284	727	320	1,331	Bachelor's	\$65.42
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	11,355	12,817	1,462	12.9	378	730	146	1,254	High school diploma	\$32.66
47-2073	Operating Engineers and Other Construction Equipment Operators	11,260	13,324	2,064	18.3	417	1,000	206	1,623	High school diploma	\$22.18

GULF COAST WORKFORCE REGION

DRAFT CONTINUED

Where The Jobs Are ^{1,2}

SOC	Occupational Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Openings Due to Exits from Workforce	Annual Openings Due to Transfers from Occupation	Annual Openings Due to New Job Growth	Total Annual Openings	Typical Education Needed for Entry into Occupation	Median Wage 2019
33-3012	Correctional Officers and Jailers	11,150	11,221	71	0.6	426	561	7	994	High school diploma	\$20.57
17-2171	Petroleum Engineers	11,123	12,297	1,174	10.6	194	654	117	965	Bachelor's	\$79.92
51-4041	Machinists	11,033	13,232	2,199	19.9	403	829	220	1,452	High school diploma	\$22.38
11-9199	Managers, All Other	10,478	12,095	1,617	15.4	286	570	162	1,018	Bachelor's	\$59.79
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	10,228	11,299	1,071	10.5	1,212	1,124	107	2,443	No formal credential	\$9.70
17-2051	Civil Engineers	9,842	11,817	1,975	20.1	221	622	198	1,041	Bachelor's	\$46.51
53-7061	Cleaners of Vehicles and Equipment	9,808	11,158	1,350	13.8	522	1,004	135	1,661	No formal credential	\$11.84
43-3021	Billing and Posting Clerks	9,761	11,708	1,947	19.9	442	724	195	1,361	High school diploma	\$19.56
41-1012	First-Line Supervisors of Non-Retail Sales Workers	9,748	10,697	949	9.7	331	646	95	1,072	High school diploma	\$36.89
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	9,743	11,373	1,630	16.7	870	934	163	1,967	No formal credential	\$9.60
43-3071	Tellers	9,737	9,814	77	0.8	479	699	8	1,186	High school diploma	\$14.43
43-6011	Executive Secretaries and Executive Administrative Assistants	9,631	8,205	-1,426	-14.8	457	541	-143	855	High school diploma	\$29.76
13-2051	Financial Analysts	9,440	10,732	1,292	13.7	194	662	129	985	Bachelor's	\$41.86
43-5061	Production, Planning, and Expediting Clerks	9,345	10,822	1,477	15.8	334	716	148	1,198	High school diploma	\$23.61
29-2052	Pharmacy Technicians	9,289	10,987	1,698	18.3	293	524	170	987	High school diploma	\$17.11
53-1048	First-line sprs. Transport. and Material Moving Workers, Ex. Aircraft	9,193	10,780	1,587	17.3	317	749	159	1,225	Info not available	\$25.90
35-9021	Dishwashers	8,853	9,664	811	9.2	689	780	81	1,550	No formal credential	\$10.72
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	8,847	10,496	1,649	18.6	1,080	1,135	165	2,380	No formal credential	\$10.01
53-3022	Bus Drivers, School or Special Client	8,701	9,484	783	9.0	706	442	78	1,226	High school diploma	\$12.54
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	8,603	7,496	-1,107	-12.9	320	995	-111	1,204	No formal credential	\$11.32
47-5071	Roustabouts, Oil and Gas	8,367	9,641	1,274	15.2	256	932	127	1,315	No formal credential	\$18.09
17-2141	Mechanical Engineers	8,250	9,674	1,424	17.3	167	439	142	748	Bachelor's	\$47.79
53-7064	Packers and Packagers, Hand	8,012	8,593	581	7.3	497	700	58	1,255	No formal credential	\$10.74
11-9111	Medical and Health Services Managers	7,908	10,114	2,206	27.9	221	493	221	935	Bachelor's	\$51.01
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	7,871	6,854	-1,017	-12.9	292	910	-102	1,100	No formal credential	\$13.17
11-2022	Sales Managers	7,767	9,073	1,306	16.8	171	576	131	878	Bachelor's	\$63.56
21-2011	Clergy	7,664	8,083	419	5.5	344	508	42	894	Bachelor's	\$22.48
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	7,590	8,652	1,062	14.0	226	525	106	857	High school diploma	\$24.31
41-3021	Insurance Sales Agents	7,587	8,493	906	11.9	296	485	91	872	High school diploma	\$23.01
49-9021	HVAC Mechanics and Installers	7,491	8,958	1,467	19.6	224	579	147	950	Postsecondary nondegree	\$23.00
31-9091	Dental Assistants	7,360	9,297	1,937	26.3	386	547	194	1,127	Postsecondary nondegree	\$17.31
51-9011	Chemical Equipment Operators and Tenders	7,111	7,138	27	0.4	181	637	3	821	High school diploma	\$30.97
13-1161	Market Research Analysts and Marketing Specialists	7,021	8,938	1,917	27.3	188	628	192	1,008	Bachelor's	\$31.99
41-4011	Sales Reps., Wholesale and Mfg., Technical and Scientific Products	6,981	8,202	1,221	17.5	231	565	122	918	Bachelor's	\$37.71
35-2011	Cooks, Fast Food	6,782	6,698	-84	-1.2	358	596	-8	946	No formal credential	\$10.19
53-3041	Taxi Drivers and Chauffeurs	6,649	9,388	2,739	41.2	431	438	274	1,143	No formal credential	\$12.54
27-3031	Public Relations Specialists	6,634	7,529	895	13.5	209	526	90	825	Bachelor's	\$28.80
11-3011	Administrative Services Managers	6,538	7,691	1,153	17.6	196	397	115	708	Bachelor's	\$44.38

GULF COAST WORKFORCE REGION

DRAFT CONTINUED

Where The Jobs Are ^{1,2}

SOC	Occupational Title	Annual Average Employment 2018	Annual Average Employment 2028	Number Change 2018-2028	Percent Growth 2018-2028	Annual Openings Due to Exits from Workforce	Annual Openings Due to Transfers from Occupation	Annual Openings Due to New Job Growth	Total Annual Openings	Typical Education Needed for Entry into Occupation	Median Wage 2019
23-2011	Paralegals and Legal Assistants	6,499	7,599	1,100	16.9	235	510	110	855	Associate's degree	\$31.96
13-1041	Compliance Officers	6,452	7,459	1,007	15.6	194	416	101	711	Bachelor's	\$14.76
47-5013	Service Unit Operators, Oil, Gas, and Mining	6,429	7,295	866	13.5	191	776	87	1,054	No formal credential	\$22.38
21-1012	Educational, Guidance, School, and Vocational Counselors	6,230	7,149	919	14.8	217	468	92	777	Master's	\$23.02
49-3042	Mobile Heavy Equipment Mechanics, Ex. Engines	6,151	7,383	1,232	20.0	212	462	123	797	High school diploma	\$30.97
43-3011	Bill and Account Collectors	6,137	6,421	284	4.6	244	506	28	778	High school diploma	\$20.34
13-1151	Training and Development Specialists	6,002	7,220	1,218	20.3	197	512	122	831	Bachelor's	\$14.25
39-2021	Nonfarm Animal Caretakers	5,719	7,419	1,700	29.7	456	607	170	1,233	High school diploma	\$25.90
39-9032	Recreation Workers	5,550	6,736	1,186	21.4	366	654	119	1,139	High school diploma	\$12.54
39-9031	Fitness Trainers and Aerobics Instructors	5,541	6,812	1,271	22.9	368	658	127	1,153	High school diploma	\$11.79
35-2012	Cooks, Institution and Cafeteria	5,484	5,937	453	8.3	303	505	45	853	No formal credential	\$21.41
47-2051	Cement Masons and Concrete Finishers	5,364	6,543	1,179	22.0	174	451	118	743	No formal credential	\$17.52
25-3021	Self-Enrichment Education Teachers	5,328	6,730	1,402	26.3	348	339	140	827	High school diploma	\$12.54
25-3097	Teachers and Instructors, All Other, Ex. Substitute Teachers	5,059	6,347	1,288	25.5	329	321	129	779	Info not available	\$17.26
43-4081	Hotel, Motel, and Resort Desk Clerks	5,059	5,154	95	1.9	280	585	10	875	High school diploma	\$11.84
53-2031	Flight Attendants	4,755	5,570	815	17.1	2,664	3,074	82	6,552	High school diploma	\$13.35
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service	3,900	4,552	652	16.7	556	464	65	1,085	No formal credential	\$10.74
39-3091	Amusement and Recreation Attendants	3,698	4,137	439	11.9	417	486	44	947	No formal credential	\$24.00
29-2011	Medical & Clinical Laboratory Technologists	3,459	4,142	683	19.7	1,055	1,318	68	3,056	Bachelor's	\$25.53
29-2012	Medical & Clinical Laboratory Technicians	3,330	3,983	653	19.6	1,015	1,269	65	2,936	Bachelor's	\$25.53
27-3091	Interpreters & Translators	2,007	2,565	558	27.8	991	1,261	56	2,810	Bachelor's	\$25.87

1. Where The Jobs Are represents those projected to offer the largest number of employment opportunities for Gulf Coast residents now and in the immediate future. Note that the majority of openings may be the result of workers switching to new careers (transfers) and thereby creating vacancies.

2. on this list are those with projected annual average total job openings greater than or equal to 708 per year (the average number of openings across all in the region over period of 2018-2028).

3. Some wage data presented may derive from third-party data sources such as EMSI or JobsEQ where not made available by BLS and the Texas Workforce Commission.

High-Skill, High-Growth Occupations (2021 Proposed)

GULF COAST WORKFORCE REGION

High-Skill, High-Growth Jobs Targeted by the Gulf Coast Workforce Board^{1,2}

DRAFT PENDING APPROVAL

SOC	Occupational Title	Employment Growth				Annual Average				Typical Education Needed	Work Experience in Related Occupation	Typical On-the-job Training	Median Hrly Wage 2019
		Annual Averages 2018	2028	Absolute Change	Percent Change	Exits	Transfers	Job Openings Growth	Total				
13-0000	Business & Financial Operations												
13-1051	Cost Estimators	5,145	6,102	957	18.6	142	412	96	650	Bachelor's	None	Moderate	\$35.74
13-1081	Logisticians	4,172	4,969	797	19.1	107	328	80	515	Bachelor's	None	None	\$37.96
13-1111	Management Analysts	11,755	14,660	2,905	24.7	410	834	290	1,534	Bachelor's	Less than 5 years	None	\$47.15
13-1161	Market Research Analysts and Marketing Specialists	7,021	8,938	1,917	27.3	188	628	192	1,008	Bachelor's		None	None
13-2011	Accountants and Auditors	36,417	42,291	5,874	16.1	1,110	2,558	587	4,255	Bachelor's	None	None	\$36.49
13-2082	Tax Preparers	1,554	1,841	287	18.5	84	110	29	223	High school diploma	None	Moderate	\$23.84
15-0000	Computer and Mathematical Occupations												
15-1121	Computer Systems Analysts	14,401	15,635	1,234	8.6	286	799	123	1,208	Bachelor's	Less than 5 years	None	\$51.17
15-1122	Information Security Analysts	1,761	2,308	547	31.1	29	116	55	200	Bachelor's		None	None
15-1132	Software Developers, Applications	14,158	16,572	2,414	17.1	213	869	241	1,323	Bachelor's	None	None	\$50.70
15-1133	Software Developers, Systems Software	5,540	6,154	614	11.1	81	331	61	473	Bachelor's	None	None	\$50.70
15-1141	Database Administrators	2,316	2,627	311	13.4	48	128	31	207	Bachelor's	None	None	\$46.87
15-1142	Network and Computer Systems Administrators	8,030	8,786	756	9.4	141	446	76	663	Bachelor's	None	None	\$44.59
15-1151	Computer User Support Specialists	14,149	16,414	2,265	16.0	281	972	226	1,479	Some college, no degree	None	None	\$25.62
15-2031	Operations Research Analysts	2,246	3,102	856	38.1	62	112	86	260	Bachelor's	None	None	\$37.29
17-0000	Architecture and Engineering Occupations³												
17-1011	Architects, Ex. Landscape and Naval	2,633	3,272	639	24.3	70	156	64	290	Bachelor's	None	Intern/Residency	\$39.68
17-1022	Surveyors	1,529	1,838	309	20.2	43	80	31	154	Bachelor's	None	Intern/Residency	\$32.32
17-2011	Aerospace Engineers	2,400	2,653	253	10.5	54	109	25	188	Bachelor's	None	None	\$64.15
17-2031	Biomedical Engineers	222	227	5	2.3	5	11	0	16	Bachelor's	None	None	\$45.64
17-2041	Chemical Engineers	4,534	5,341	807	17.8	103	207	81	391	Bachelor's	None	None	\$68.66
17-2051	Civil Engineers	9,842	11,817	1,975	20.1	221	622	198	1,041	Bachelor's	None	None	\$46.51
17-2071	Electrical Engineers	4,058	4,848	790	19.5	90	204	79	373	Bachelor's	None	None	\$50.12
17-2072	Electronics Engineers, Ex. Computer	2,685	2,958	273	10.2	57	129	27	213	Bachelor's	None	None	\$52.49
17-2081	Environmental Engineers	1,212	1,479	267	22.0	36	65	27	128	Bachelor's	None	None	\$50.06
17-2111	Health and Safety Engineers, Ex. Mining Safety	1,351	1,503	152	11.3	29	69	15	113	Bachelor's	None	None	\$46.84
17-2112	Industrial Engineers	4,966	5,970	1,004	20.2	110	263	100	473	Bachelor's	None	None	\$58.03
17-2121	Marine Engineers and Naval Architects	531	681	150	28.2	10	26	15	51	Bachelor's	None	None	\$46.41
17-2131	Materials Engineers	937	1,090	153	16.3	21	42	15	78	Bachelor's	None	None	\$49.12
17-2141	Mechanical Engineers	8,250	9,674	1,424	17.3	167	439	142	748	Bachelor's	None	None	\$47.79
17-2151	Mining and Geological Eng., Incl. Mining Safety Eng	170	214	44	25.9	4	11	4	19	Bachelor's	None	None	\$28.55
17-2171	Petroleum Engineers ⁵	11,123	12,297	1,174	10.6	194	654	117	965	Bachelor's	None	None	\$79.92
17-3011	Architectural and Civil Drafters	3,305	3,867	562	17.0	119	250	56	425	Associate's degree	None	None	\$28.09
17-3013	Mechanical Drafters	2,032	2,167	135	6.6	70	146	14	230	Associate's degree	None	None	\$29.49
17-3022	Civil Engineering Technicians	2,509	2,999	490	19.5	91	177	49	317	Associate's degree	None	None	\$23.81
17-3023	Electrical and Electronic Engineering Technicians	3,069	3,527	458	14.9	109	212	46	367	Associate's degree	None	None	\$33.84
17-3027	Mechanical Engineering Technicians	1,443	1,688	245	17.0	52	101	24	177	Associate's degree	None	None	\$32.60
17-3031	Surveying and Mapping Technicians	2,727	3,265	538	19.7	84	268	54	406	High school diploma	None	Moderate	\$20.61

GULF COAST WORKFORCE REGION

High-Skill, High-Growth Jobs Targeted by the Gulf Coast Workforce Board^{1,2}

DRAFT CONTINUED

SOC	Occupational Title	Employment Growth				Annual Average				Typical Education Needed	Work Experience in Related Occupation	Typical On-the-job Training	Median Hrly Wage 2019
		Annual Averages 2018	2028	Absolute Change	Percent Change	Exits	Transfers	Job Openings Growth	Total				
19-0000	Life, Physical, and Social Science Occupations												
19-2031	Chemists	2,014	2,302	288	14.3	35	159	29	223	Bachelor's	None	None	\$41.60
19-2042	Geoscientists, Ex. Hydrologists and Geographers ⁵	5,025	5,431	406	8.1	96	468	41	605	Bachelor's	None	None	\$74.24
19-3031	Clinical, Counseling, and School Psychologists	2,236	2,611	375	16.8	54	116	38	208	Doctoral or professional	None	Intern/Residency	\$34.22
19-4041	Geological and Petroleum Technicians	2,755	3,042	287	10.4	36	253	29	318	Associate's degree	None	Moderate	\$25.64
21-0000	Community and Social Service Occupations												
21-1012	Ed., Guidance, School, and Vocational Counselors	6,230	7,149	919	14.8	217	468	92	777	Master's	None	None	\$31.87
21-1022	Healthcare Social Workers	2,299	2,897	598	26.0	77	177	60	314	Master's	None	Intern/Residency	\$30.83
23-0000	Legal Occupations												
23-1011	Lawyers ⁶	16,135	18,089	1,954	12.1	367	453	195	1,015	Doctoral or professional	None	None	\$64.94
23-2011	Paralegals and Legal Assistants	6,499	7,599	1,100	16.9	235	510	110	855	Associate's degree	None	None	\$22.85
25-0000	Education, Training, and Library Occupations⁷												
25-1071	Health Specialties Teachers, Postsecondary	5,979	7,008	1,029	17.2	239	298	103	640	Doctoral or professional	Less than 5 years	None	\$81.61
25-2011	Preschool Teachers, Ex. Special Education ⁶	11,747	13,248	1,501	12.8	495	760	150	1,405	Associate's degree	None	None	\$14.78
25-2012	Kindergarten Teachers, Ex. Special Education	3,732	4,212	480	12.9	157	241	48	446	Bachelor's	None	None	\$27.88
25-2021	Elementary School Teachers, Ex. Special Education	31,123	35,012	3,889	12.5	1,029	1,410	389	2,828	Bachelor's	None	None	\$28.01
25-2022	Middle School Teachers, Ex. Special and CTE	14,403	16,242	1,839	12.8	477	654	184	1,315	Bachelor's	None	None	\$28.04
25-2031	Secondary School Teachers, Ex. Special and CTE	29,479	33,230	3,751	12.7	871	1,325	375	2,571	Bachelor's	None	None	\$28.86
25-2032	Career/Technical Education Teachers, Secondary School	2,161	2,408	247	11.4	64	97	25	186	Bachelor's	Less than 5 years	None	\$29.07
25-2051	Special Education Teachers, Preschool	256	300	44	17.2	91	116	4	251	Bachelor's	None	None	\$22.15
25-2052	Special Education Teachers, Kindergarten and Elem.	3,101	3,471	370	11.9	109	138	37	284	Bachelor's	None	None	\$28.36
25-2053	Special Education Teachers, Middle School	1,693	1,895	202	11.9	59	76	20	155	Bachelor's	None	None	\$28.23
25-2054	Special Education Teachers, Secondary School	3,525	3,951	426	12.1	124	157	43	324	Bachelor's	None	None	\$28.79
25-4021	Librarians	2,030	2,235	205	10.1	115	98	20	233	Master's	None	None	\$29.66
25-9031	Instructional Coordinators	3,795	4,364	569	15.0	170	209	57	436	Master's	5 years or more	None	\$32.71
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations												
27-3091	Interpreters & Translators	2,007	2,565	558	27.8	991	1,261	56	2,810	Bachelor's	None	None	\$24.00
29-0000	Healthcare Practitioners and Technical Occupations⁴												
29-1011	Chiropractors	644	681	37	5.7	12	6	4	22	Doctoral or professional	None	None	\$45.14
29-1021	Dentists, General	2,675	3,211	536	20.0	64	25	54	143	Doctoral or professional	None	None	\$71.77
29-1041	Optometrists	920	1,010	90	9.8	18	11	9	38	Doctoral or professional	None	None	\$53.96
29-1061	Anesthesiologists	1,491	1,695	204	13.7	26	20	20	66	Doctoral or professional	None	Intern/Residency	\$132.26
29-1063	Internists, General	1,450	1,575	125	8.6	25	19	12	56	Doctoral or professional	None	Intern/Residency	\$79.57
29-1064	Obstetricians and Gynecologists	339	359	20	5.9	6	4	2	12	Doctoral or professional	None	Intern/Residency	\$86.78
29-1065	Pediatricians, General	819	916	97	11.8	14	11	10	35	Doctoral or professional	None	Intern/Residency	\$74.01
29-1066	Psychiatrists	439	550	111	25.3	78	63	11	252	Doctoral or professional	None	Intern/Residency	\$61.73
29-1067	Surgeons	1,213	1,269	56	4.6	20	16	6	42	Doctoral or professional	None	Intern/Residency	\$124.62

GULF COAST WORKFORCE REGION

High-Skill, High-Growth Jobs Targeted by the Gulf Coast Workforce Board^{1,2}

DRAFT CONTINUED

SOC	Occupational Title	Employment Growth				Annual Average				Typical Education Needed	Work Experience in Related Occupation	Typical On-the-job Training	Median Hrly Wage 2019
		Annual Averages 2018	Annual Averages 2028	Absolute Change	Percent Change	Exits	Transfers	Job Openings Growth	Job Openings Total				
29-1071	Physician Assistants	2,045	2,809	764	37.4	37	101	76	214	Master's	None	None	\$56.44
29-1081	Podiatrists	133	134	1	0.8	3	4	0	7	Doctoral or professional	None	Intern/Residency	\$75.38
29-1122	Occupational Therapists	1,950	2,329	379	19.4	48	72	38	158	Master's	None	None	\$41.38
29-1123	Physical Therapists	3,252	4,054	802	24.7	67	86	80	233	Doctoral or professional	None	None	\$42.70
29-1126	Respiratory Therapists	2,606	3,427	821	31.5	83	76	82	241	Associate's degree	None	None	\$28.94
29-1127	Speech-Language Pathologists	2,876	3,820	944	32.8	66	113	94	273	Master's	None	Intern/Residency	\$33.55
29-1141	Registered Nurses	54,969	67,597	12,628	23.0	1,701	1,572	1,263	4,536	Bachelor's	None	None	\$38.67
29-1151	Nurse Anesthetists	2,067	2,656	589	28.5	37	80	59	176	Master's	None	None	\$80.86
29-1171	Nurse Practitioners	3,108	4,204	1,096	35.3	72	123	110	305	Master's	None	None	\$57.30
29-1215	Family and General Practitioners	2,472	2,972	500	20.2	45	35	50	130	Doctoral or professional	None	Intern/Residency	\$101.06
29-2011	Medical & Clinical Laboratory Technologists	3,459	4,142	683	19.7	1,055	1,318	68	3,056	Bachelor's	None	None	\$25.53
29-2012	Medical & Clinical Laboratory Technicians	3,330	3,983	653	19.6	1,015	1,269	65	2,936	Bachelor's	None	None	\$25.53
29-2021	Dental Hygienists	2,898	3,665	767	26.5	137	83	77	297	Associate's degree	None	None	\$36.04
29-2031	Cardiovascular Technologists and Technicians	1,655	1,927	272	16.4	44	54	27	125	Associate's degree	None	None	\$25.14
29-2032	Diagnostic Medical Sonographers	1,573	2,049	476	30.3	45	55	48	148	Associate's degree	None	None	\$34.83
29-2034	Radiologic Technologists	4,446	5,552	1,106	24.9	123	151	111	385	Associate's degree	None	None	\$31.43
29-2055	Surgical Technologists	3,009	3,689	680	22.6	97	173	68	338	Postsecondary nondegree	None	None	\$25.98
29-2061	Licensed Practical and Licensed Vocational Nurses	14,986	18,642	3,656	24.4	571	710	366	1,647	Postsecondary nondegree	None	None	\$23.06
29-2071	Medical Records and Health Information Technicians	4,099	4,994	895	21.8	134	155	90	379	Postsecondary nondegree	None	None	\$20.49
29-9011	Occupational Health and Safety Specialists	4,672	5,514	842	18.0	117	169	84	370	Bachelor's	None	None	\$36.84
41-0000	Sales and Related Occupations												
41-3021	Insurance Sales Agents	7,587	8,493	906	11.9	296	485	91	872	High school diploma	None	Moderate	\$23.01
41-9031	Sales Engineers	3,181	3,926	745	23.4	84	309	74	467	Bachelor's	None	Moderate	\$54.73
43-0000	Office and Administrative Support Occupations												
43-3021	Billing and Posting Clerks	9,761	11,708	1,947	19.9	442	724	195	1,361	High school diploma	None	Moderate	\$19.56
43-5061	Production, Planning, and Expediting Clerks	9,345	10,822	1,477	15.8	334	716	148	1,198	High school diploma	None	Moderate	\$23.61
47-0000	Construction and Extraction Occupations												
47-1011	Supervisors of Construction and Extraction Workers	24,727	29,013	4,286	17.3	800	1,992	429	3,221	High school diploma	5 years or more	None	\$30.68
47-2031	Carpenters	18,890	22,127	3,237	17.1	641	1,481	324	2,446	High school diploma	None	Apprenticeship	\$21.10
47-2073	Other Construction Equipment Operators	11,260	13,324	2,064	18.3	417	1,000	206	1,623	High school diploma	None	Moderate	\$22.18
47-2111	Electricians	19,193	22,696	3,503	18.3	643	1,784	350	2,777	High school diploma	None	Apprenticeship	\$27.48
47-2132	Insulation Workers, Mechanical ⁶	1,430	1,607	177	12.4	36	138	18	192	High school diploma	None	Apprenticeship	\$24.51
47-2152	Plumbers, Pipefitters, and Steamfitters	13,360	15,940	2,580	19.3	428	1,197	258	1,883	High school diploma	None	Apprenticeship	\$26.81
47-2171	Reinforcing Iron and Rebar Workers	1,726	2,192	466	27.0	44	186	47	277	High school diploma	None	Apprenticeship	\$25.25
47-2211	Sheet Metal Workers	2,834	3,391	557	19.7	92	245	56	393	High school diploma	None	Apprenticeship	\$21.63
47-2221	Structural Iron and Steel Workers	3,169	3,858	689	21.7	98	317	69	484	High school diploma	None	Apprenticeship	\$22.11
47-4011	Construction and Building Inspectors	3,851	4,650	799	20.7	234	293	80	607	High school diploma	5 years or more	Moderate	\$31.97
47-5012	Rotary Drill Operators, Oil and Gas	2,841	3,253	412	14.5	85	345	41	471	No formal credential	None	Moderate	\$27.91
47-5013	Service Unit Operators, Oil, Gas, and Mining	6,429	7,295	866	13.5	191	776	87	1,054	No formal credential	None	Moderate	\$20.79

GULF COAST WORKFORCE REGION

High-Skill, High-Growth Jobs Targeted by the Gulf Coast Workforce Board^{1,2}

DRAFT CONTINUED

SOC	Occupational Title	Employment Growth				Annual Average				Typical Education Needed	Work Experience in Related Occupation	Typical On-the-job Training	Median Hrly Wage 2019
		Annual Averages 2018	2028	Absolute Change	Percent Change	Exits	Transfers	Job Openings Growth	Total				
49-0000	Installation, Maintenance, and Repair Occupations												
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	7,590	8,652	1,062	14.0	226	525	106	857	High school diploma	None	Long-term	\$24.31
49-3042	Mobile Heavy Equipment Mechanics, Ex. Engines	6,151	7,383	1,232	20.0	212	462	123	797	High school diploma	None	Long-term	\$23.71
49-9021	HVAC Mechanics and Installers	7,491	8,958	1,467	19.6	224	579	147	950	Postsecondary nondegree	None	Long-term	\$23.00
49-9041	Industrial Machinery Mechanics ⁵	12,643	14,178	1,535	12.1	421	808	154	1,383	High school diploma	None	Long-term	\$29.74
49-9043	Maintenance Workers, Machinery	2,296	2,670	374	16.3	93	131	37	261	High school diploma	None	Long-term	\$20.98
51-0000	Production Occupations												
51-4011	CNC Machine Tool Operators, Metal and Plastic ⁵	4,052	4,393	341	8.4	121	312	34	467	High school diploma	None	Moderate	\$19.69
51-4041	Machinists	11,033	13,232	2,199	19.9	403	829	220	1,452	High school diploma	None	Long-term	\$22.38
51-4121	Welders, Cutters, Solderers, and Brazers	19,773	22,955	3,182	16.1	547	1,794	318	2,659	High school diploma	None	Moderate	\$23.02
51-8091	Chemical Plant and System Operators	3,485	3,568	83	2.4	84	308	8	400	High school diploma	None	Moderate	\$35.17
51-8093	Petrol. Pump System Oprs., Refinery Oprs., & Gauge	4,684	4,847	163	3.5	113	416	16	545	High school diploma	None	Moderate	\$37.98
53-0000	Transportation and Material Moving Occupations												
53-2031	Flight Attendants	4,755	5,570	815	17.1	2,664	3,074	82	6,552	High school diploma	Less than 5 years	Moderate	\$25.87
53-3032	Heavy and Tractor-Trailer Truck Drivers	41,797	47,924	6,127	14.7	1,847	3,254	613	5,714	Postsecondary nondegree	None	Short-term	\$21.41
53-5021	Captains, Mates, and Pilots of Water Vessels	2,051	2,418	367	17.9	59	153	37	249	Postsecondary nondegree	Less than 5 years	None	\$35.38
53-7021	Crane and Tower Operators	1,880	2,223	343	18.2	64	175	34	273	High school diploma	Less than 5 years	Moderate	\$26.68

Notes

High-skill jobs targeted by the Gulf Coast Workforce Board are those that offer the best employment opportunities for Gulf Coast residents now and in the immediate future.

1. Criteria used to identify these occupations are:

Occupation must be found in one or more GCWB Targeted Industries

50% or more of total occupational employment must be found in Targeted Industries as of 2028

Projected employment in 2028 greater than or equal to the median for all occupations in the region ($\geq 1,797$)

Projected growth rate greater than or equal to the average of all occupations in the region ($\geq 14.2\%$)

Minimum education requirements of a postsecondary degree or certificate, moderate on-the-job training, long-term on-the-job training, or work experience in a related occupation

Median hourly wages equal to or greater than the 2019 median for all occupations in the region ($\geq \$19.44$)

2. Occupations found on the previous High-skill High-growth Occupation List and which meet four of the five criteria above have been retained.

3. 17-20XX Engineers are treated collectively and subsequently meet size and growth criteria specified above.

4. 29-10XX Physicians are treated collectively and subsequently meet size and growth criteria specified above.

5. Occupations found on the previous High-Skill High-Growth List and meeting most or all other criteria Ex. 50% industry employment due to the exclusion their primary industry from the Targeted Industry list have been retained.

6. Other occupations meeting some but not all of the above criteria have also been included based on the best regional labor market intelligence available. Employers can petition for the inclusion of additional occupations as labor market conditions change.

7. Hourly wages were obtained by dividing the reported median annual wage by 2,080 hours. Note that actual per hour earnings are likely to differ as education-related occupations are typically compensated on a 9 or 10 month basis.

Authorized for use by the Gulf Coast Workforce Board: **PENDING TBD**

Outreach and Communications

February 2021 Update

As the pandemic continues to impact lives, the economy and the job market, Workforce Solutions remains active on social media in the local news media.

Our social media audience continues to grow, with Facebook followers in excess of 7,600. We are entering our 10th month of weekly TV appearances with Fox 26 and ABC 13.

Inspiring Hope

In an overwhelmingly stressful year, Workforce Solutions worked to help job candidates remain positive in December as 2020 came to a close.

- We offered advice for those considering retraining:
[12-03-2020 Coronavirus help: Thinking of going back to school? Why experts say you should apply now - ABC13 Houston](#)
- We showed how our offices remain connected to customers via curbside service:
[12-09-2020 Who's Hiring: Huntsville, Texas, Teresa - ABC13 Houston](#)
- We introduced streamlined access for job candidates to look for search for, match to and apply for job openings:
[12-17-2020 ABC13 Preview story for MyTxCareer.com](#)
- And, on Christmas Eve, we showed how we helped a frustrated candidate land a new job:
[12-24-2020 Unemployed mom receives multiple job offers - ABC13 Houston](#)

Fueling Progress

Workforce Solutions started the new year with renewed energy to help our community move forward.

- We showed that employers are hiring
[01-07-2021 ABC13 and Workforce Solutions job fair featuring jobs that pay up to \\$22 per hour - ABC13 Houston](#)
- We offered advice on targeting the job search for greater effectiveness:
[01-11-2021 Fox 26 Landing a new job in the new year](#)

- We introduce 200 new jobs in solar energy:
[01-21-2021 Livestream ABC13 and Workforce Solutions job fair: Renewable energy jobs expected to take off during Biden administration - ABC13 Houston](#)
- And, in addition to on-air mentions during their newscast:



ABC 13 produced a promotional video for our weekly live streams that run on television and Workforce Solutions' social media:
<https://fb.watch/3f42gmbdXS/>

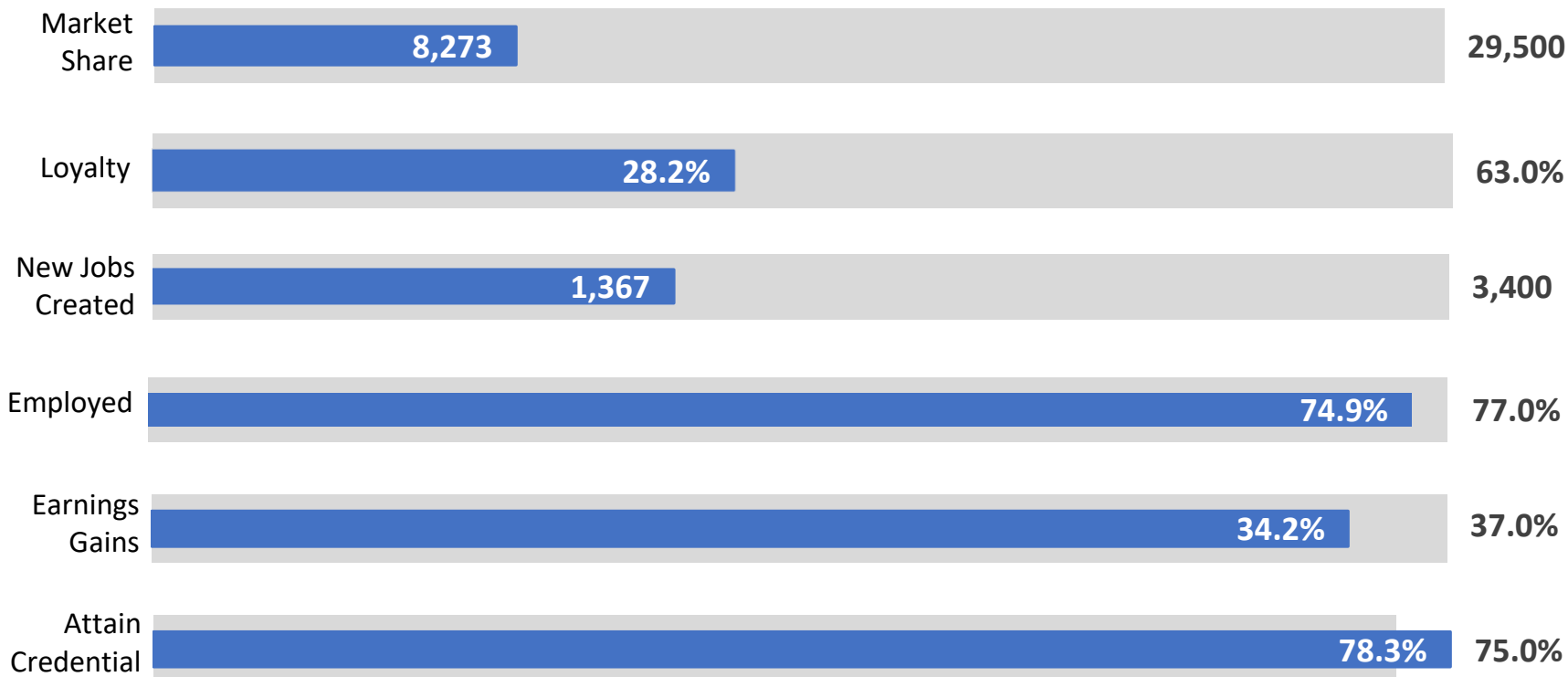
Workforce Solutions is glad to have these opportunities and is working hard to keep these and add more.

Gulf Coast Workforce Board

System Performance

Performance Measures

October 2020 to December 2020



Gulf Coast Workforce Board

System Performance

Production Measures

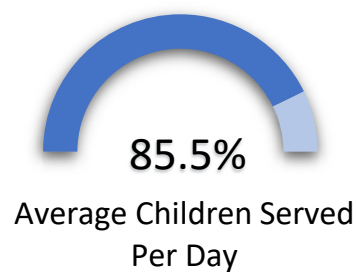
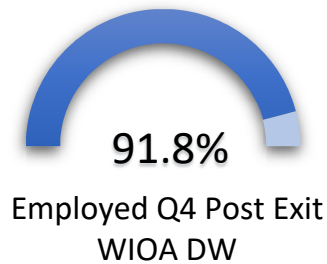
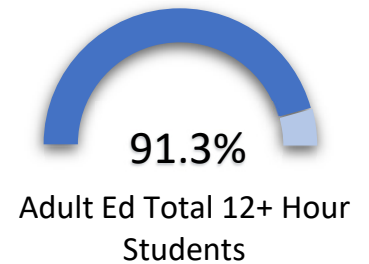
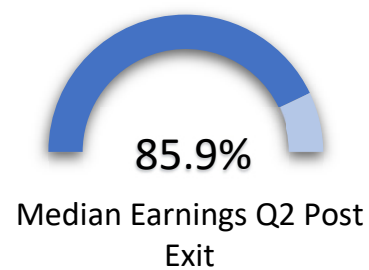
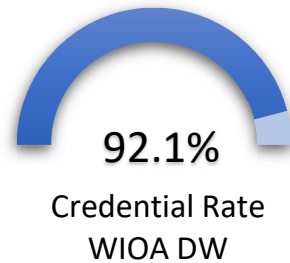
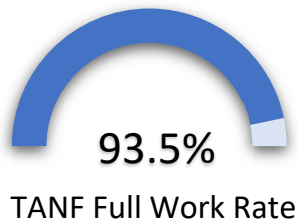
Number of measures meeting or exceeding



Measures that require additional focus

October 2020 to December 2020

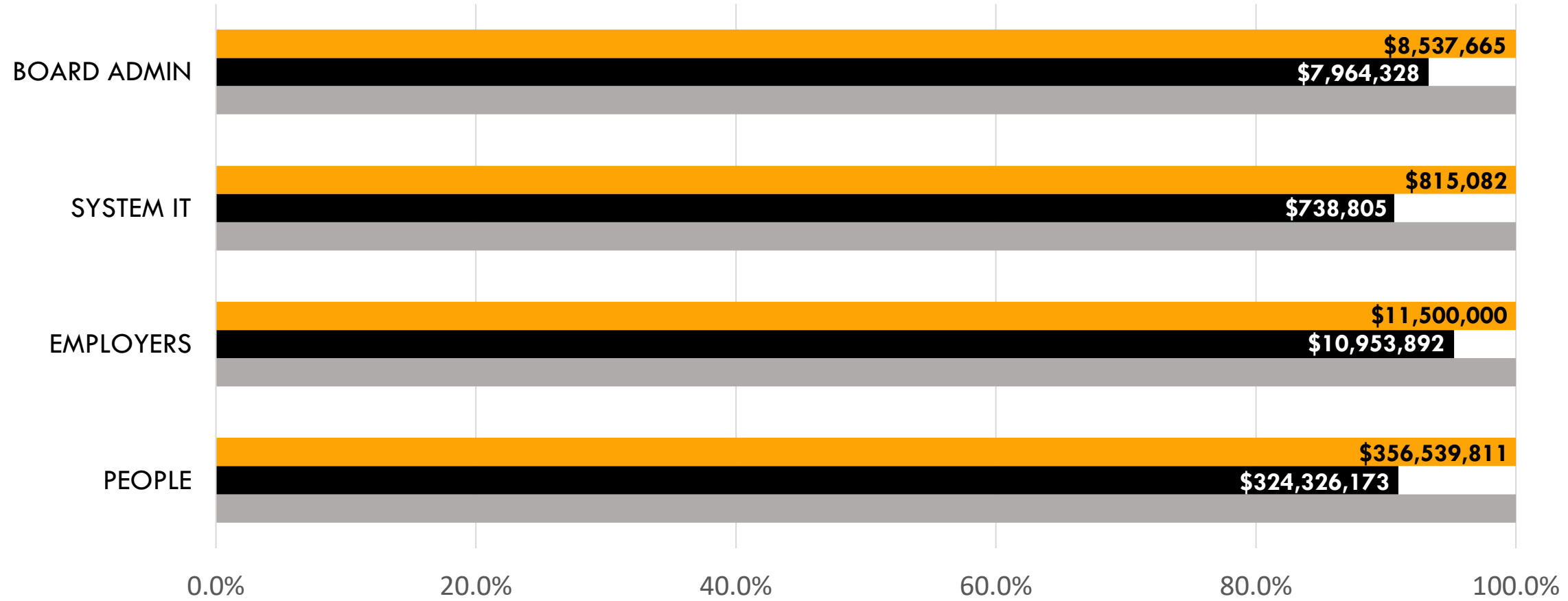
July 2020 to December 2020



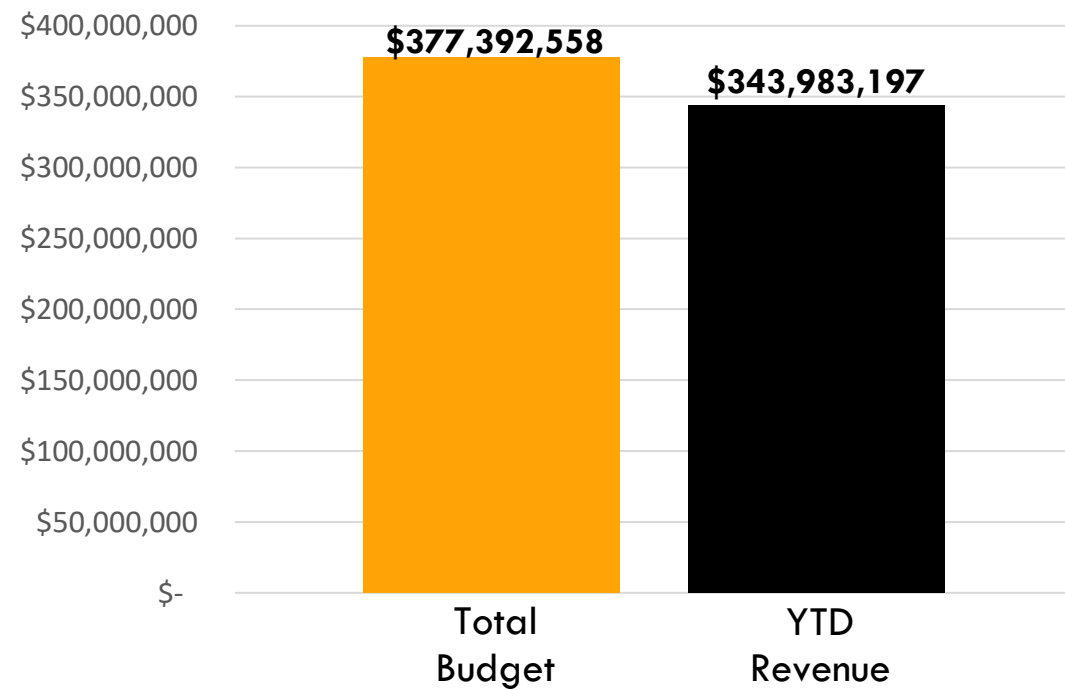
Gulf Coast Workforce Financial Status Report

For the 12 months ending December 31, 2020

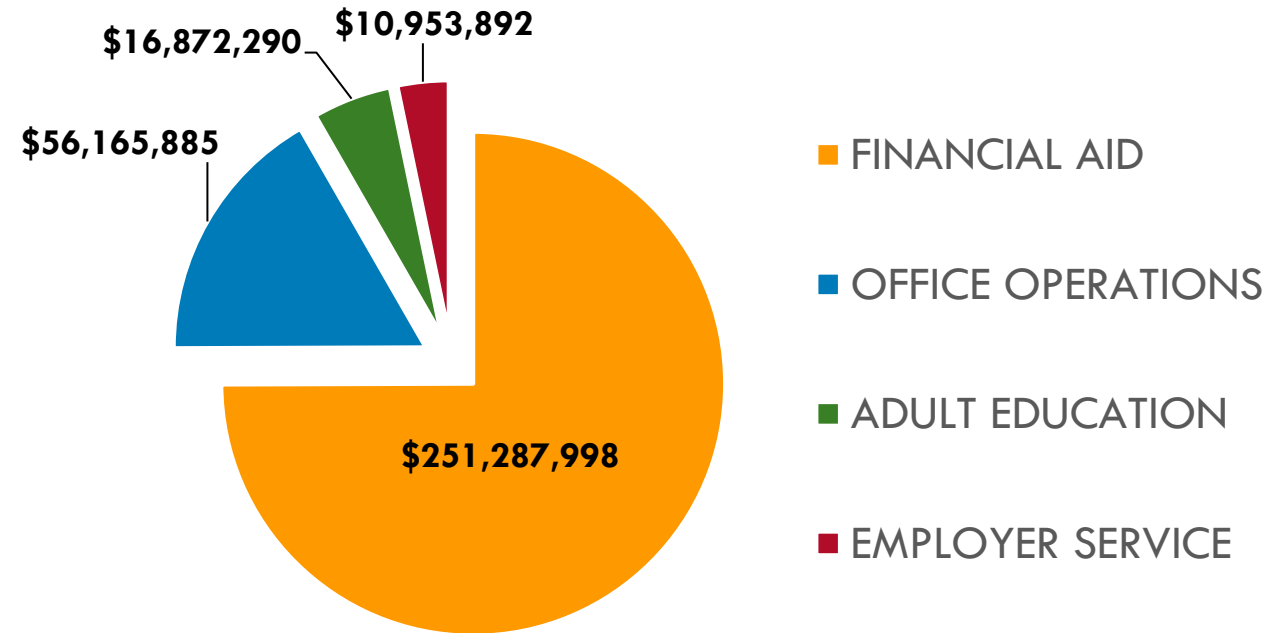
■ Budget ■ Expenses ■ Target



Workforce Revenue



System Expenses





Labor Market Information
November 2020 Employment Data

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

Pandemic Job Recovery Update

The Houston-The Woodlands-Sugar Land MSA experienced an unprecedented loss of 350,200 jobs during the first few months of the pandemic. Seven months have since passed, and the Houston area has recovered some 202,500 or 57.8 percent of the total number of jobs lost.

Change in Houston MSA Employment

Industry Sector	Losses	Gains	Percent
	Mar - Apr	May - Nov	Recovered
Total	-350,200	202,500	57.8
Transportation, Warehousing, and Utilities	-3,700	11,600	100+
Retail Trade	-27,700	34,400	100+
Professional and Business Services	-27,000	27,500	100+
Educational and Health Services	-46,800	34,400	73.5
Leisure and Hospitality	-128,900	80,000	62.1
Financial Activities	-5,400	2,900	53.7
Other Services	-27,400	11,900	43.4
Government	-10,100	3,400	33.7
Construction	-31,300	7,100	22.7
Information	-3,100	300	9.7
Wholesale Trade	-17,000	-1,200	0.0
Mining and Logging	-8,500	-2,800	0.0
Manufacturing	-13,300	-7,000	0.0

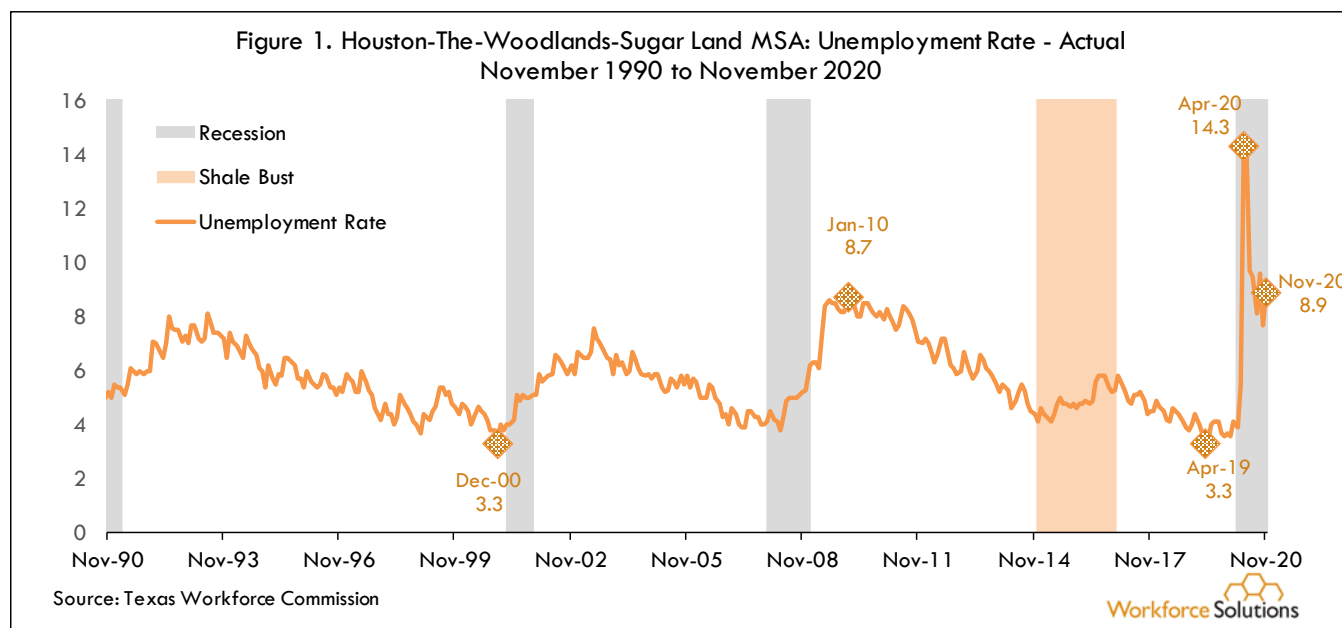
Strongest recovery has been in Transportation, Warehousing, and Utilities where all 3,700 jobs lost in March and April were recovered plus an additional 8,100 jobs. Fourth quarter hiring in Transportation, Warehousing, and Utilities has been on the rise in recent years due to increased online shopping overall but the pandemic has created extra demand resulting in two consecutive record over-the-month increases in October and November. Retail Trade also recovered all jobs lost in March and April experiencing October and November increases that were stronger than they were a year earlier. Professional and Business Services was the only other major industry sector recovering all jobs lost in March and April. Leisure and Hospitality suffered the largest loss of jobs due to the pandemic recovering some 80,000 jobs, 62.1 percent, of 128,900 jobs lost by November. Employment in industry sectors with ties to the oil and gas industry continued to remain at levels lower than they were at the beginning of the pandemic

Unemployment Rates

The rate of unemployment in The Houston-The Woodlands-Sugar Land increased for the second time in recent months by more than a full percentage point to 8.9 percent, see figure 1. The increase was driven by a decline in the number of employed together with a rise in the number of unemployed. The rate of unemployment at the state level also increased by more than a percentage point while the national rate continued its steadily decline falling two-tenths of a percentage point. The local rate of unemployment continues to be higher than the state and national rates. All thirteen counties across the Gulf Coast Region also experienced increases in November.

Unemployment Rate (Actual)

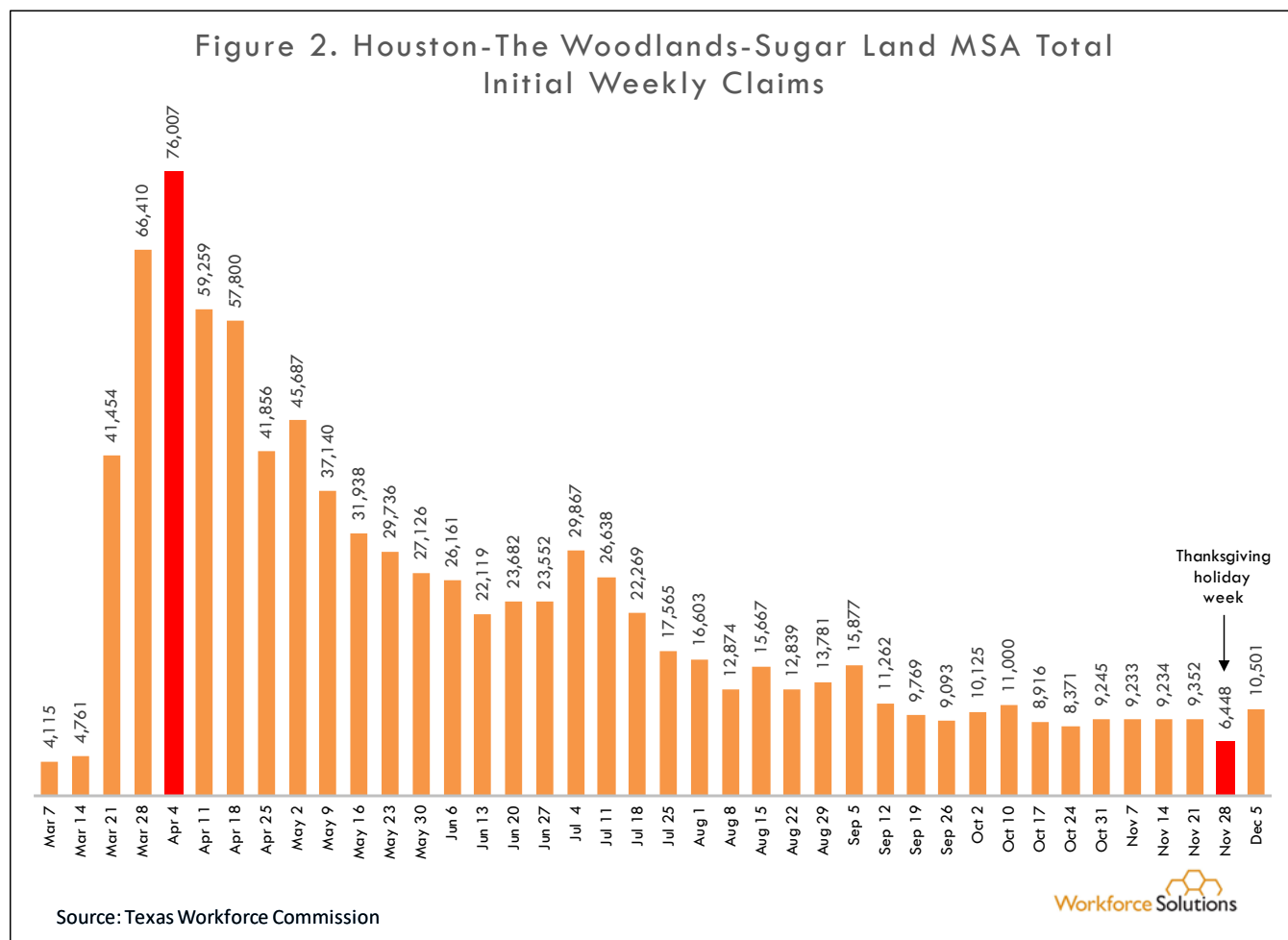
	NOV 2020	OCT 2020	NOV 2019
Civilian Labor Force	3,461,040	3,426,109	3,467,354
Total Employed	3,151,819	3,163,741	3,339,986
Unemployed	309,221	262,368	127,368
Unemployment Rate	8.9%	7.7%	3.7%
Texas	8.0%	6.7%	3.4%
U.S.	6.4%	6.6%	3.3%



December employment data is scheduled to be released by the Texas Workforce Commission January 22, 2021.

Weekly Initial Claims for Unemployment

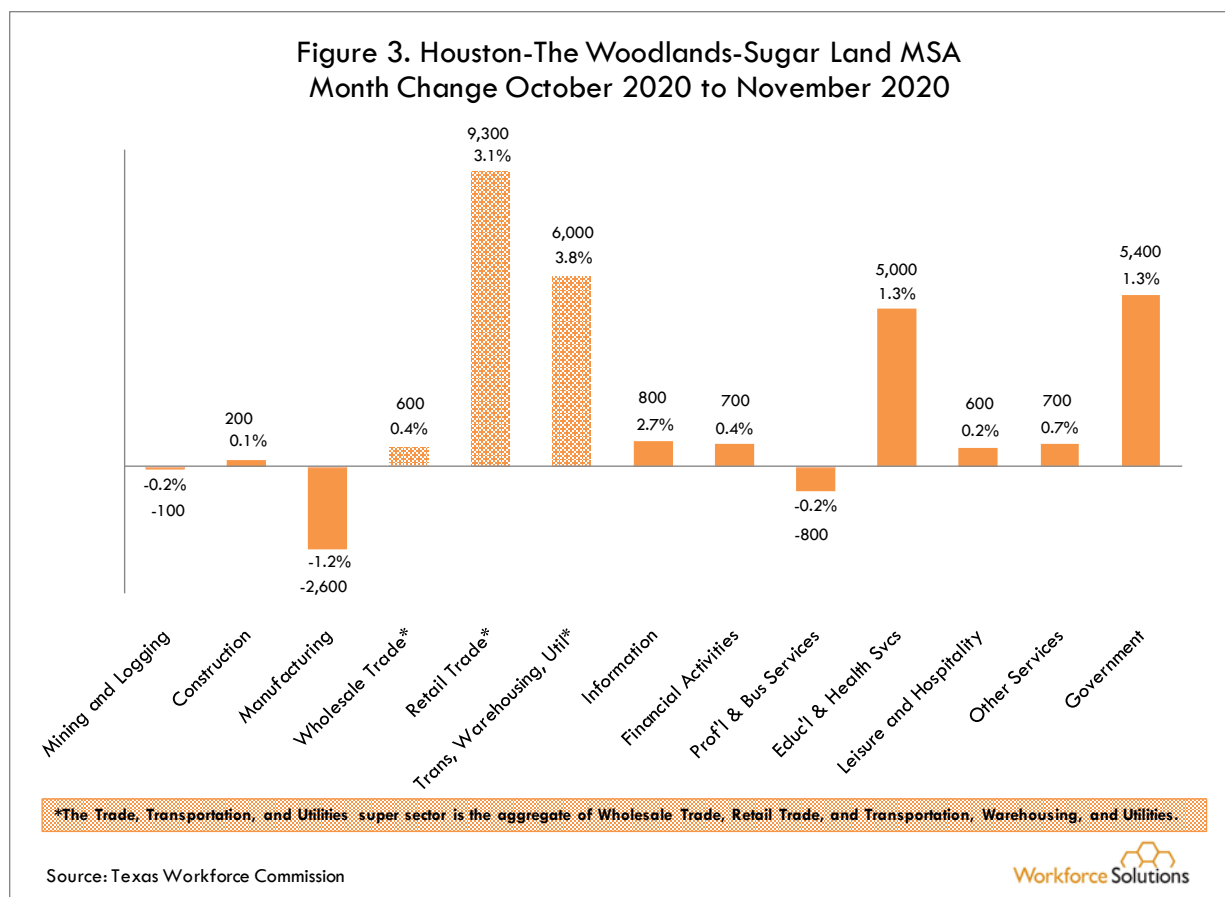
According to the Texas Workforce Commission the number of weekly initial claims filed in one week peaked at 76,007 during the week ending April 4, 2020, see figure 2. Since then, estimates show the number of weekly initial claims for unemployment benefits have been on a gradual decline. The number of weekly claims filed have been hovering around nine or ten thousand reaching its lowest level since the pandemic began during the week ending November 28, 2020 at 6,448 in part due to the Thanksgiving Holiday. The numbers rebounded during the following week to 10,501. The number of initial claims continue to be elevated from 2019 levels with the most recent week up 165 percent from the previous year.



Nonagricultural Employment

Over the Month

Total Nonfarm Employment in the H-W-S MSA increased by 25,800 jobs over the month, its largest-ever November increase on record. A year ago, Houston registered an over-the-month increase of 21,600 jobs. November’s 0.9 percent increase was nearly twice the historical average increase of 0.5 percent. The primary drivers of November’s growth were increases in Trade, Transportation, and Utilities, Government, and Education and Health Services. Gains were also found in Information, Financial Activities, and Other Services. Manufacturing and Professional and Business Services were the only major industry sectors to report losses, down 2,600 jobs and 800 jobs respectively, see figure 3.



Over the Year

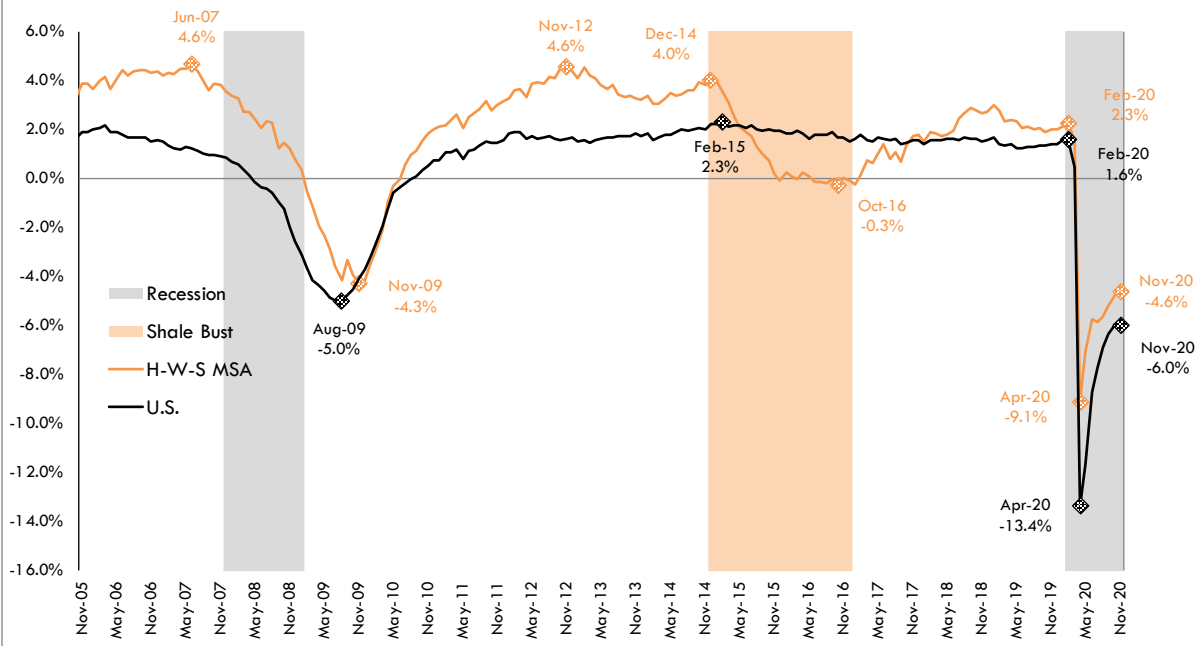
Total Nonfarm Employment in the H-W-S MSA was down 147,300 jobs over the year in November with the pace of losses at 4.6 percent, down from 4.8 percent in October. Over-the-year declines at the national were unchanged at 6.0 percent, see figure 4.

Most industry super sectors continued to report over-the-year losses. The three largest declines continued to be found in Leisure and Hospitality, down 40,000 jobs, Manufacturing, down 23,900 jobs, and Construction, down 22,500 jobs. The deepest decline was in Mining and Logging where payrolls were down 15,000 jobs or 19.0 percent. The pace of losses has been gradually improving across most major industry sectors. The only industry super sector reporting an over-the-year increase was Professional and Business Services, up 600 jobs or 0.1 percent. Transportation, Warehousing, and Utilities, a sub-sector within Trade, Transportation, and Utilities, was also reporting an increase of 6,700 jobs, up 4.2 percent. See figure 5 for additional details by major industry sector.

For a complete list of current, month-ago, and year-ago employment estimates see pages 24 & 25.

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

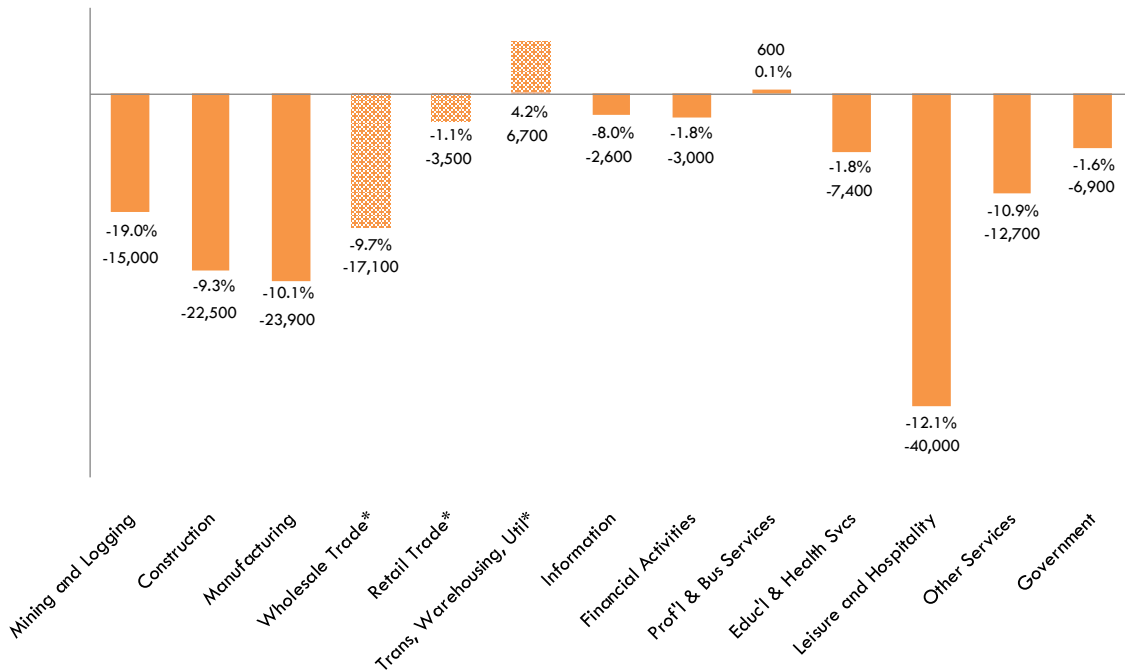
Figure 4. Current Employment Statistics
Actual Over-The-Year Increase/Decrease



Source: Texas Workforce Commission



Figure 5. Houston-The Woodlands-Sugar Land MSA
Annual Change November 2019 to November 2020



*The Trade, Transportation, and Utilities super sector is the aggregate of Wholesale Trade, Retail Trade, and Transportation, Warehousing, and Utilities.

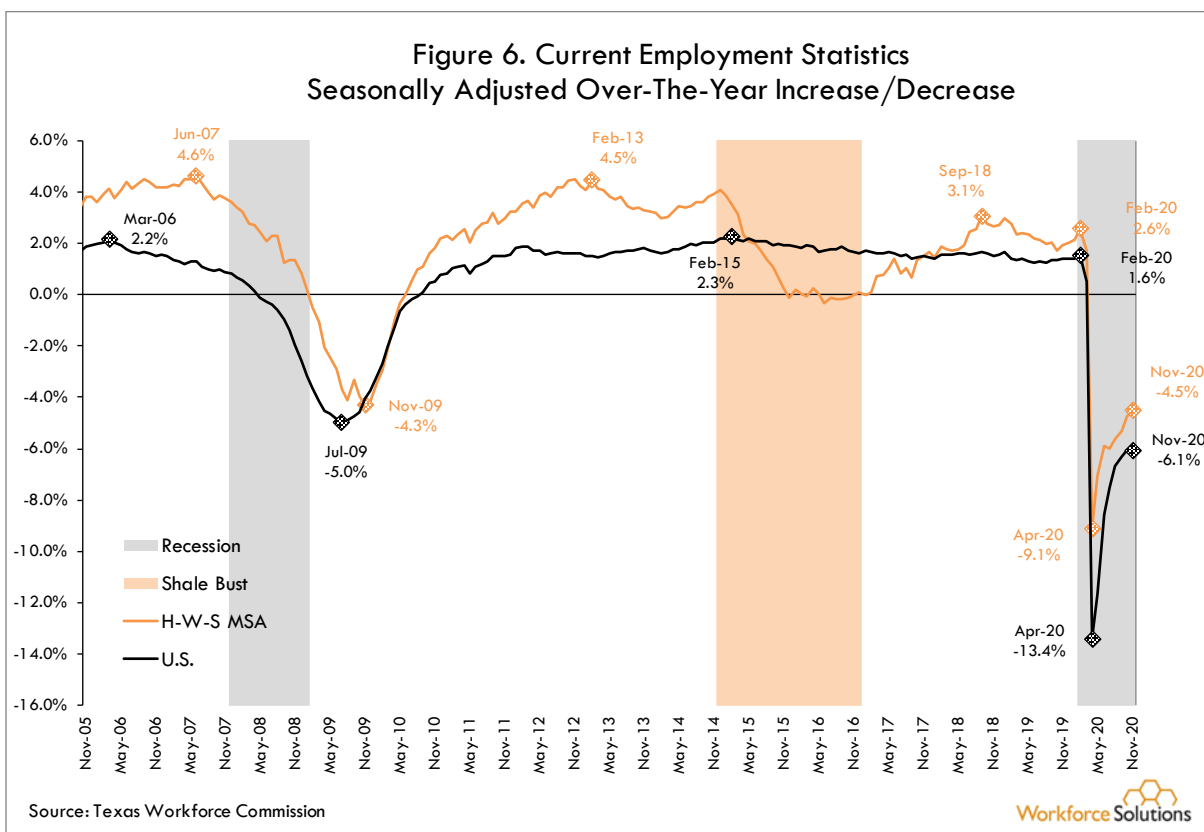
Source: Texas Workforce Commission

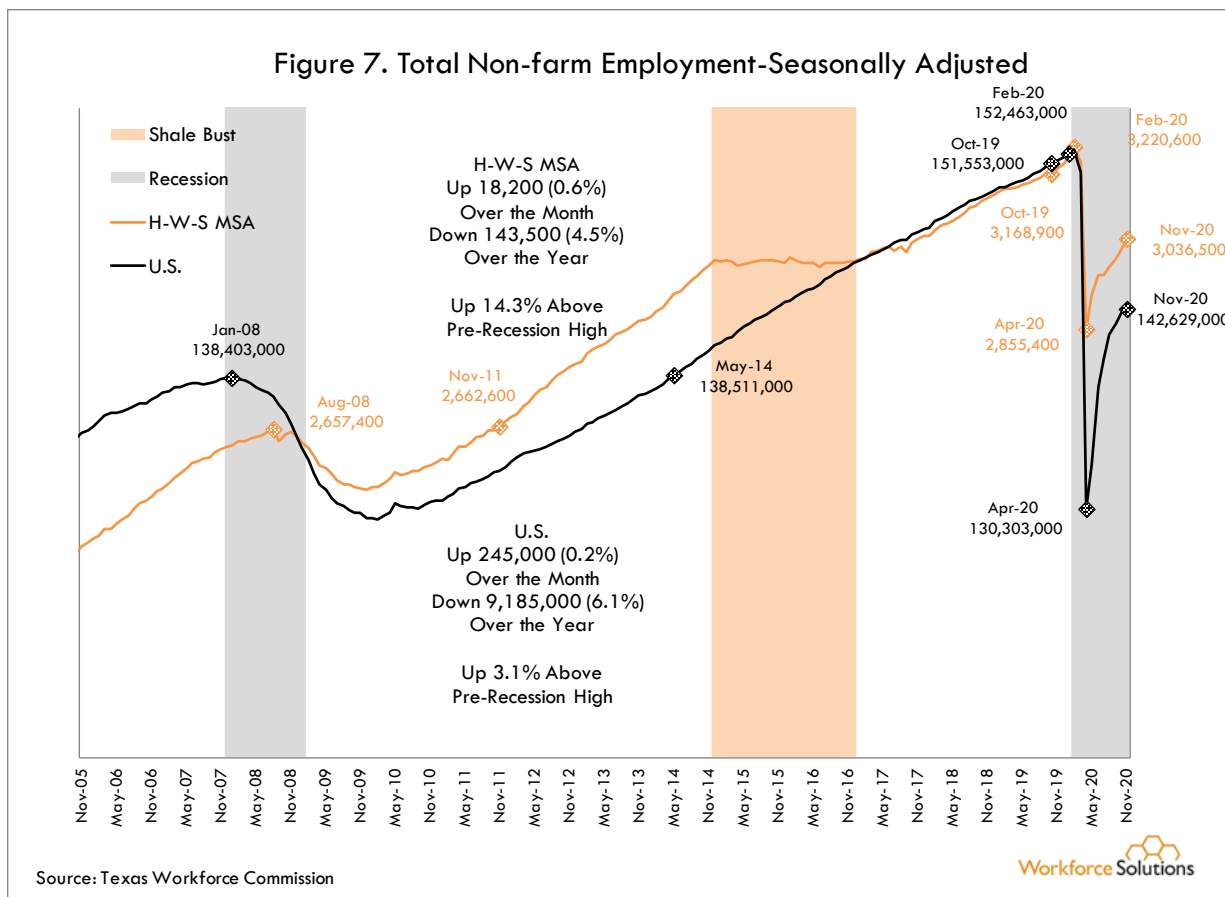


Total Nonfarm Employment – Seasonally Adjusted

Seasonally adjusted estimates for the H-W-S MSA and U.S. seen in figure 6 and 7 provide an additional view of growth trends removing the erratic month-to-month seasonal patterns. On a seasonally adjusted basis, Total Nonfarm Employment increased by 18,200 jobs over the month in November with the pace of losses improving to 4.5 percent, down from 4.8 percent in October. Over-the-year declines at the national level were unchanged in November at 6.1 percent.

Long-term job growth in the H-W-S MSA continues to outpace that of the nation. Payrolls in the H-W-S MSA are currently up 14.3 percent above their peak prior to The Great Recession while payrolls at the national level are only up 3.1 percent.



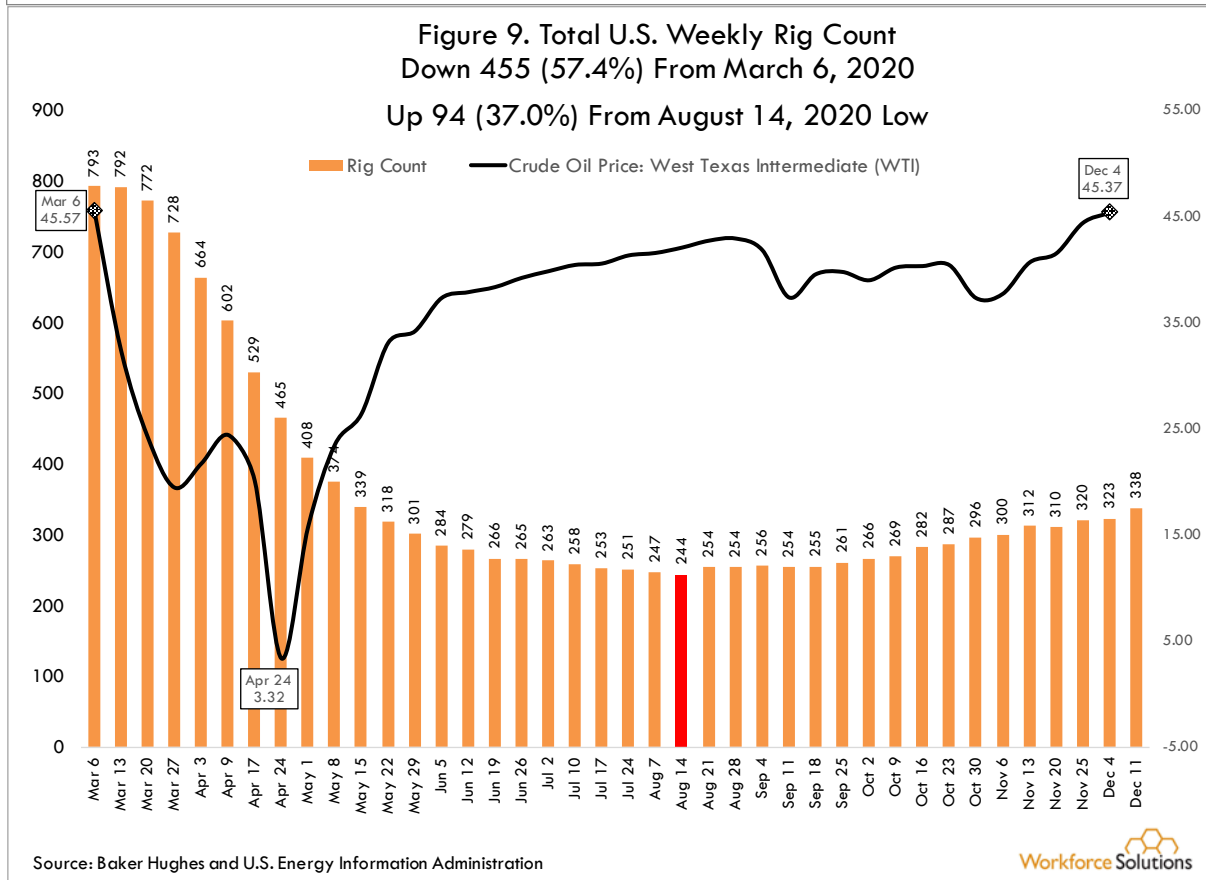
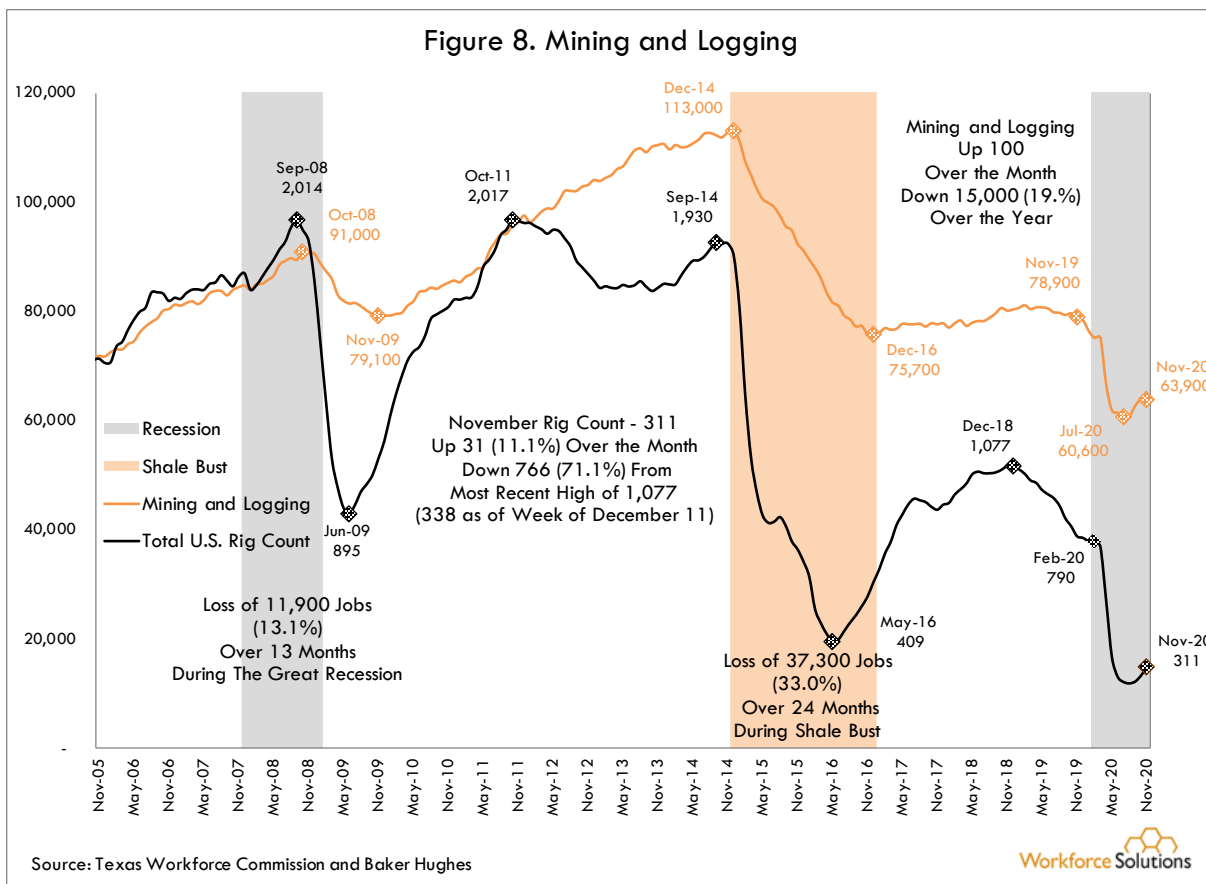


Details by Industry Sector

Mining and Logging employment reported a net loss of 100 jobs in November. A loss of 700 jobs in Support Activities for Mining was responsible for the decline, down 2.4 percent. An increase of 400 jobs in Oil and Gas Extraction helped offset declines.

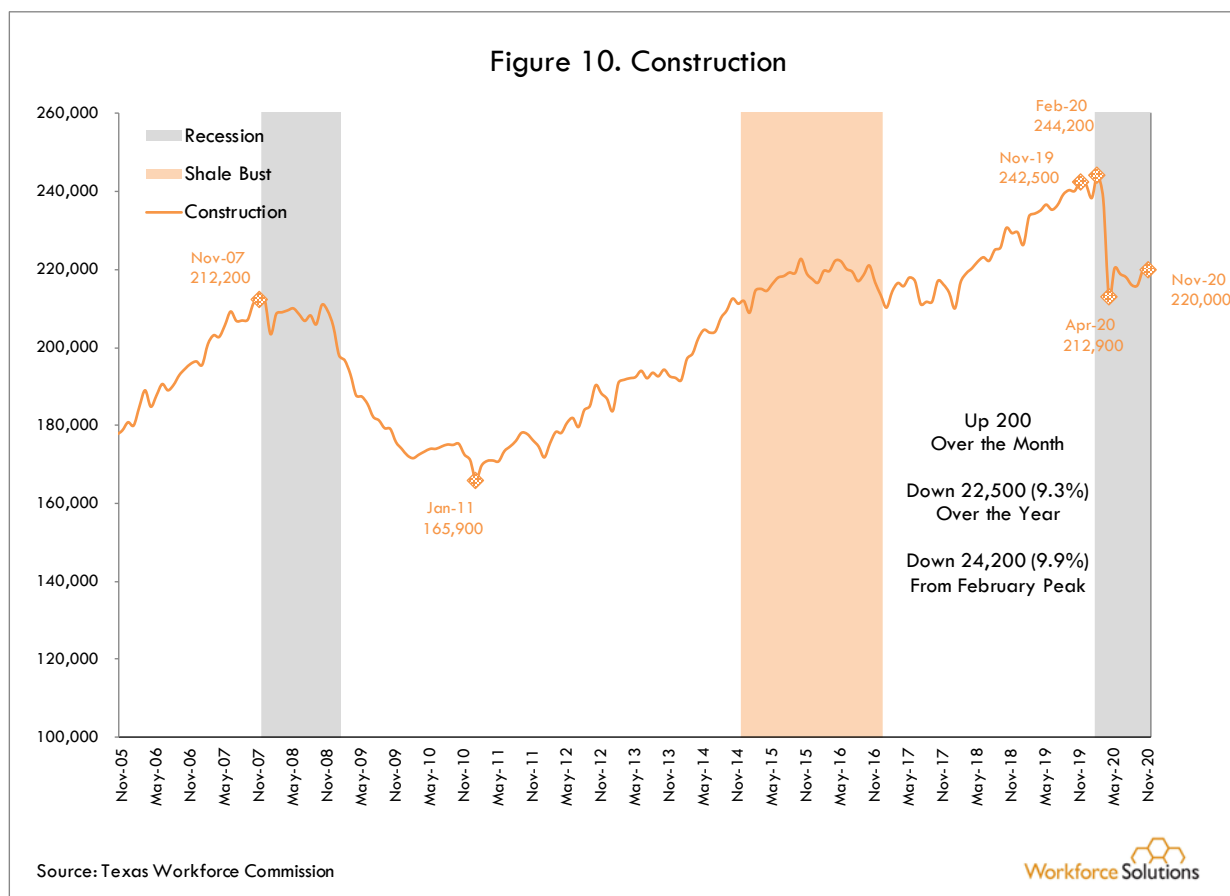
Mining and Logging was down 15,000 jobs over the year in November with payrolls down 19.0 percent, down from 19.7 percent in October, making it the fastest declining super sector in the H-W-S MSA. Support Activities for Mining was the largest contributor to the loss, down 12,200 jobs or 30.3 percent over the year. Oil and Gas Extraction lost 2,800 jobs over the year, down 7.5 percent. Payrolls in Mining and Logging are up 3,300 jobs from a low of 60,600 in July, see figure 8.

The average U.S. rig count rose for the third consecutive month in November, up by 31 to 311. The monthly rig count was down 766 (71.1%) from the most recent high of 1,077 in December 2018. The weekly rig count hit bottom during the week of August 14th and has since risen to 338 as upstream operators attempt to make up for falling production from activity cutbacks earlier in the year when the pandemic caused a sharp plunge in oil prices, see figure 9.



Construction payrolls were virtually unchanged in November reporting a slight increase of 200 jobs or 0.1 percent. Construction suffers a decline in November during most years but an increase of 2,500 jobs in Heavy and Civil Engineering Construction made the increase possible. Construction of Buildings and Specialty Trade Contractors suffered losses, down 800 jobs and 1,500 jobs respectively.

Construction was down 22,500 jobs over the year in November with the pace of losses at 9.3 percent, see figure 10. When 2019 employment estimate revisions were released in March there were major discrepancies across the three sub-sectors of Construction. Keeping that under consideration, most of the decline is currently estimated to be in Specialty Trade Contractors, down 10,90 jobs or 9.2 percent. Substantial declines are also found in Heavy and Civil Engineering Construction, down 6,200 jobs or 9.6 percent, and Construction of Buildings, down 5,400 jobs or 9.2 percent

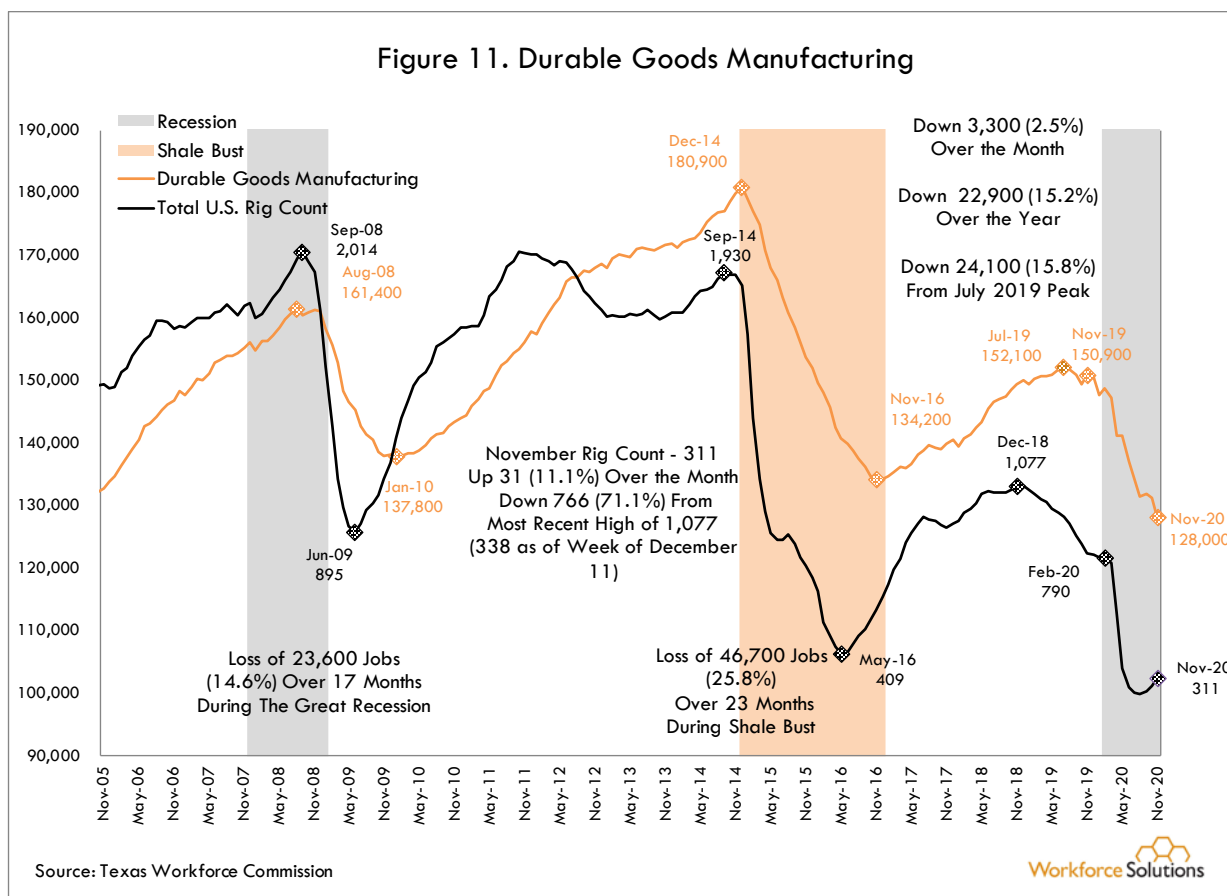


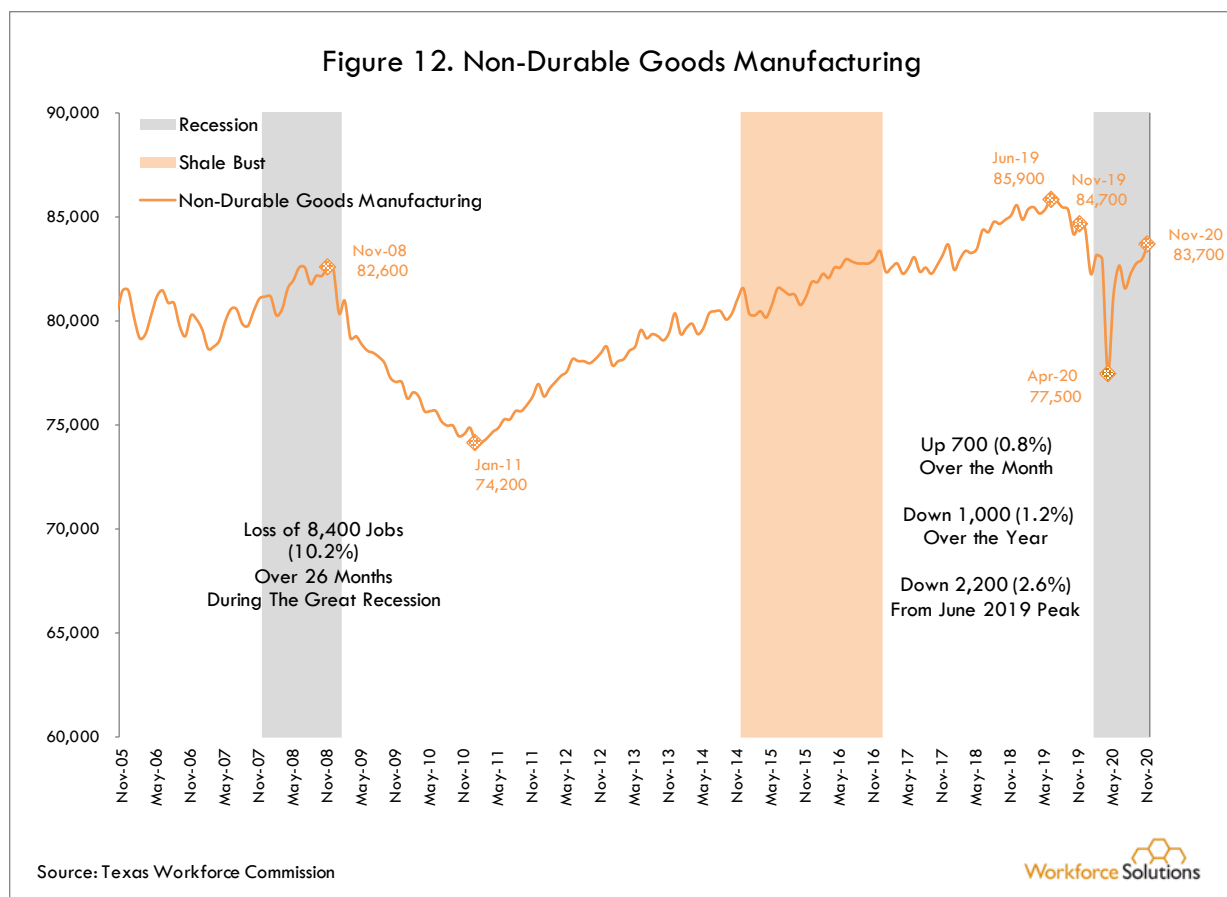
Manufacturing was the largest declining sector over the month, down 2,600 jobs or 1.2 percent. This was the largest November loss ever according to records dating back to 1990 with the next highest loss of 2,000 jobs reported in 2015 and was also a result of a sharp drop in oil prices. All the loss occurred in Durable Goods Manufacturing, down 3,300 jobs or 2.5 percent. Declines were offset by an increase of 700 jobs in Nondurable Goods Manufacturing.

Manufacturing was down 23,900 jobs over the year with the pace of losses at 10.1 percent, up from 8.3 percent in October. Most of the decline was in Durable Goods Manufacturing, down 22,900 jobs or 15.2 percent, see figure 11. The outlook for Durable Goods Manufacturing has improved for the near future but remains weak due to overall lower drilling activity and oil prices that remain mid-forties to upper forties. Non-durable Goods Manufacturing was down 1,000 jobs or 1.2 percent over the year. Despite the overall

net loss in Non-durable Goods Manufacturing, the Petroleum and Coal Products Manufacturing sub-sector was up 1,500 jobs over the year.

The Houston Purchasing Managers Index fell 0.8 points to 52.4 in November. The Institute for Supply Management reports that two of the three underlying indicators having a strong direct correlation with the economy, sales/new orders and lead times, moderated somewhat but continue to point to strong expansion. The third indicator, employment, was still showing economic weakness. The Houston PMI provides a measure of current economic activity in the greater Houston area and a forecast of likely shifts in activity over the next several months. Readings over 50 generally indicate goods producing industry expansion over the near term, while readings below 50 show coming contraction. Readings above 45 correlates with expansion of the Houston-The Woodlands-Sugar Land Business Cycle Index.

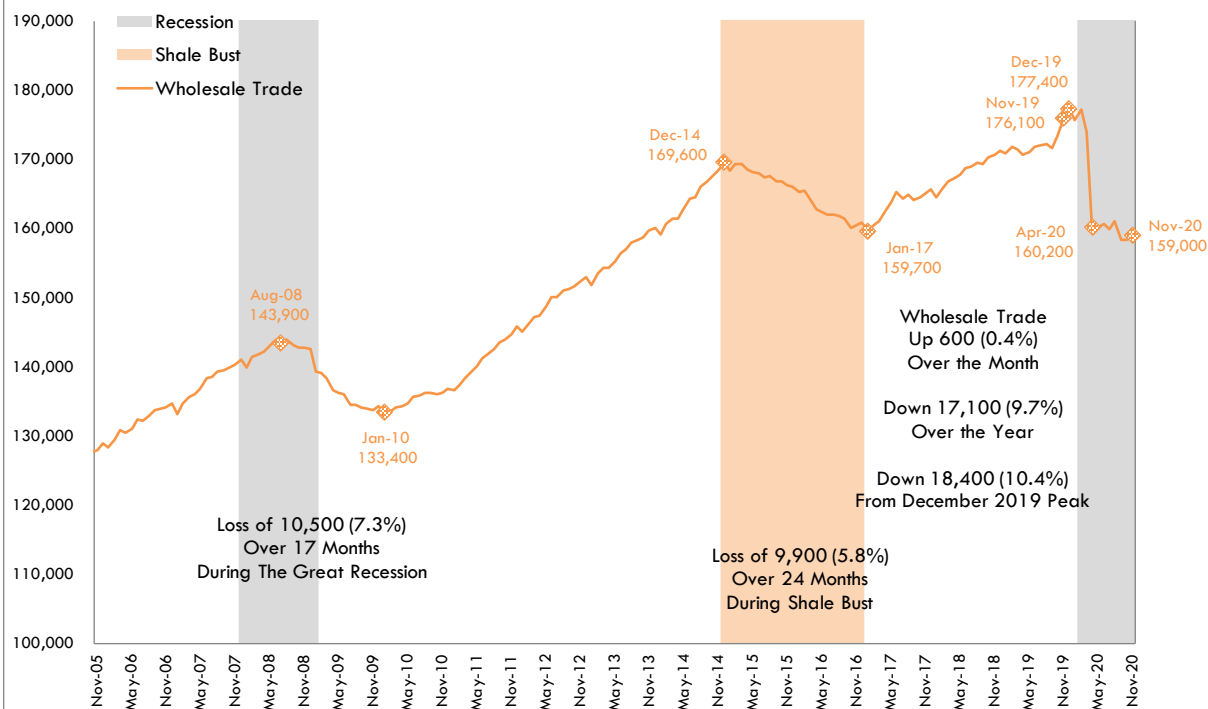




Trade Transportation, Warehousing & Utilities was the largest gaining super sector in November adding 15,900 jobs, up 2.6 percent. November's increase was the largest ever monthly gain ever according to records that began in 1990. The increase was driven by seasonal hiring in preparation for the holiday season in Retail Trade, up 9,300 jobs or 3.1 percent, and Transportation, Warehousing and Utilities, up 6,000 jobs or 3.8 percent.

Trade, Transportation, Warehousing & Utilities was down 13,900 jobs over the year with the pace of losses improving slightly to 2.2 percent, down from 2.3 percent in October. Wholesale Trade was the hardest hit sector with payrolls down 17,100 jobs or 9.7 percent, up from 8.7 percent in October, see figure 13. Retail Trade was down 3,500 jobs over the year with the pace of losses improving slightly to 1.1 percent, down from 1.3 percent in October, see figure 14. While many areas of Retail Trade have suffered losses, some have had to add staff as consumer spending patterns shift during the pandemic. Most notable gains were in Building Material and Garden Equipment and Supplies Dealers which experienced an especially strong increase of 2,800 jobs over the year, up 13.4 percent, followed by General Merchandise Stores (including warehouse clubs and supercenters), up 1,800 jobs or 4.5 percent, and lastly Food and Beverage Stores with a more moderate increase of 800 jobs or 1.2 percent. Gains in Transportation, Warehousing, and Utilities helped offset declines in Wholesale and Retail Trade adding 6,700 jobs over the year, up 4.2 percent. While details of the increase are not published, they were likely made possible by hiring related to warehousing, distribution, and related courier services. Overall gains in Transportation, Warehousing, and Utilities were offset by a loss of 2,400 jobs in Air Transportation, down 11.8 percent, and 40 jobs in Pipeline Transportation, down 3.3 percent.

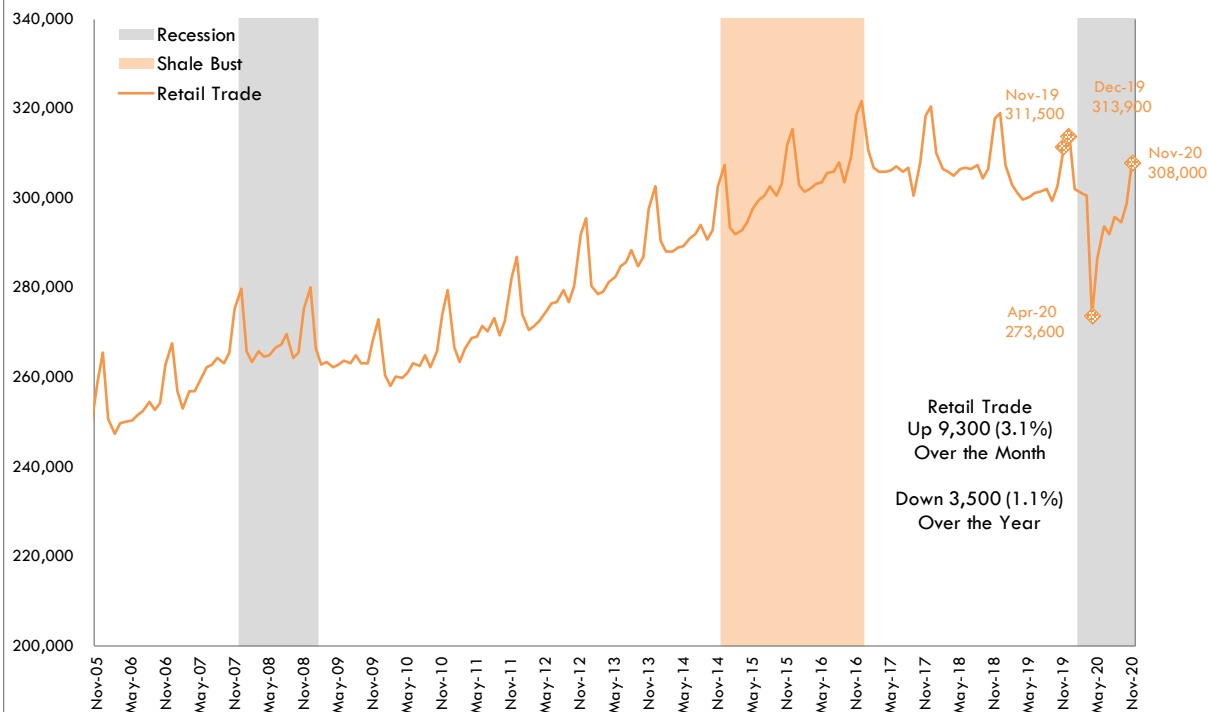
Figure 13. Wholesale Trade



Source: Texas Workforce Commission



Figure 14. Retail Trade



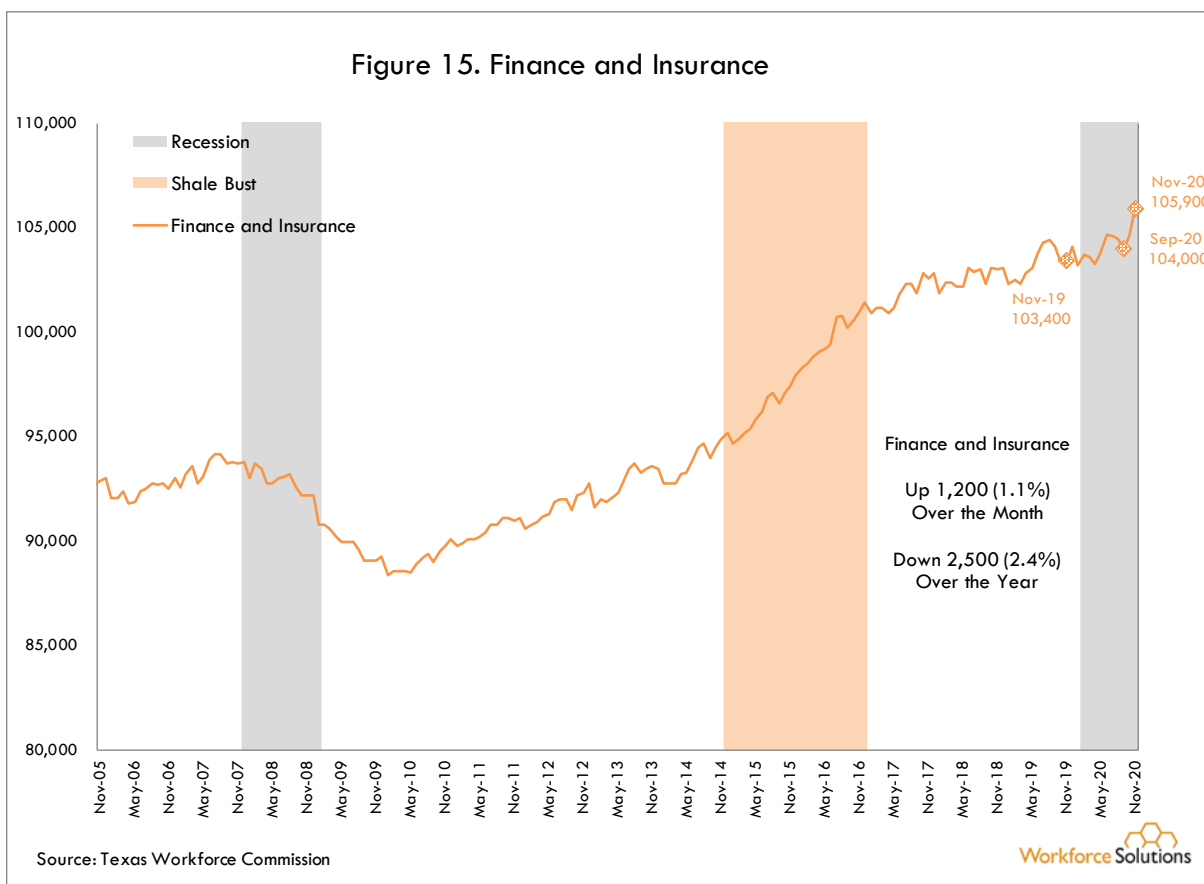
Source: Texas Workforce Commission

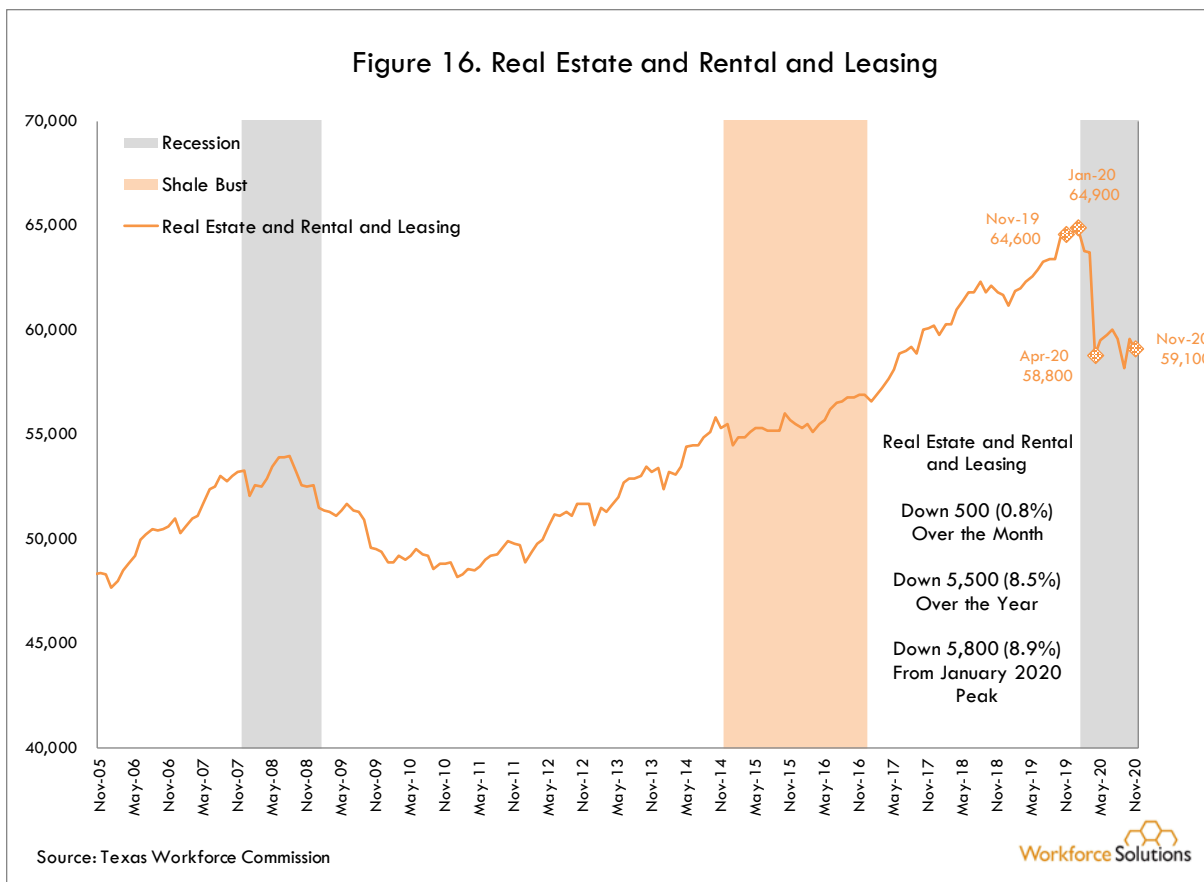


Information managed an increase of 800 jobs in November, up 2.7 percent. This was the largest one-month increase since May 1998 and the largest November increase ever according to records dating back to 1990. The super sector was down 2,600 jobs or 8.0 percent over the year. Nearly half of the employment in Information resides in Telecommunications where payrolls were down 1,000 jobs or 7.2 percent over the year. The remainder of the loss was at other establishments within the Information super sector which include newspaper and periodical publishing, software publishing, motion picture and sound recording, and data processing hosting and related services.

Financial Activities reported its largest November increase ever since records began in 1990, up 700 jobs or 0.4 percent. An addition of 1,000 jobs at Credit Intermediation and Related Activities was primarily responsible for the increase. Real Estate and Rental and Leasing posted the only November loss of 500 jobs, down 0.8 percent.

Financial Activities was down 3,000 jobs over the year in November with the pace of losses at 1.8 percent, down from 2.1 percent in October. Real Estate and Rental and Leasing was responsible for all the loss, down 5,500 jobs or 8.5 percent, see figure 16. An increase of 2,500 jobs, 2.4 percent, in various sectors of Finance and Insurance helped offset declines, see figure 15.

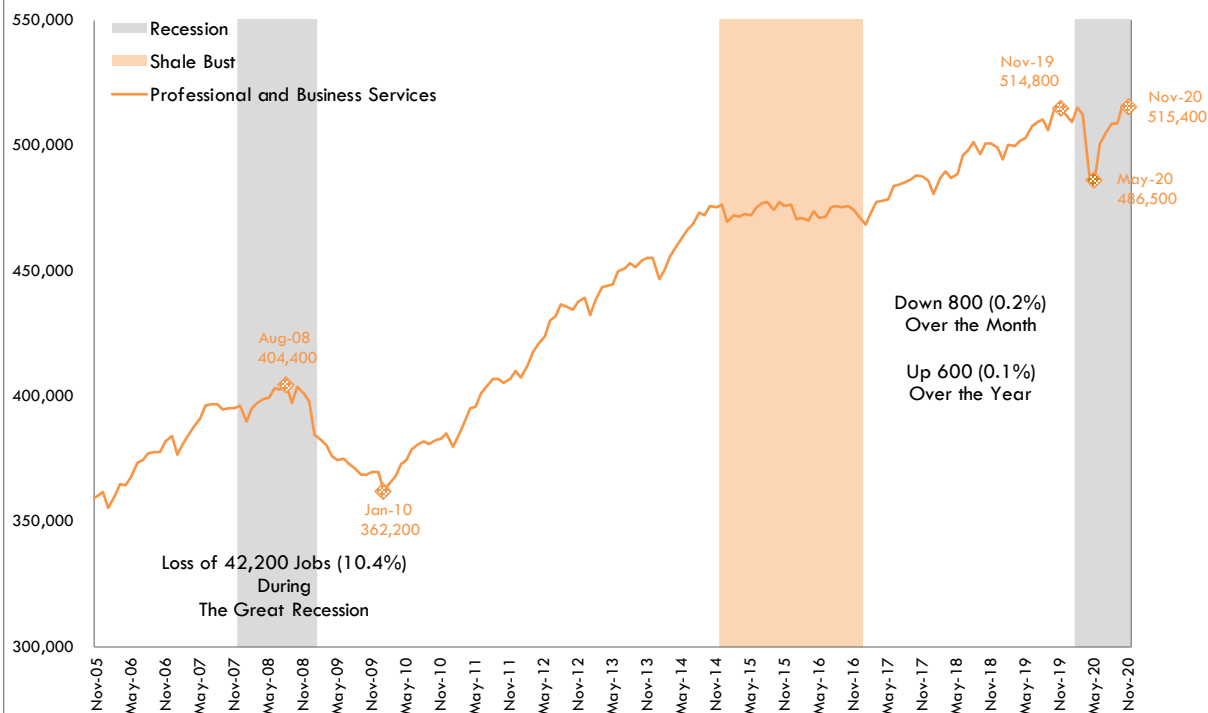




Professional and Business Services was the second largest declining super sector in November, down 800 jobs or 0.2 percent. The decline was driven by a loss of 2,000 jobs in Architectural, Engineering, and Related Services. Several sub-sectors helped offset declines including a substantial increase of 2,000 jobs in Employment Services.

Professional and Business Services was the only super sector to reported positive job growth over the year, up 600 jobs or 0.1 percent, see figure 17. The increase was made possible by gains in various sub-sectors of Professional, Scientific, and Technical Services where payrolls were up 7,300 jobs or 3.0 percent. The largest factor holding back gains in Professional and Business Services has been declines in Employment Services where payrolls are currently down 8,800 jobs or 11.1 percent over the year, see figure 17.

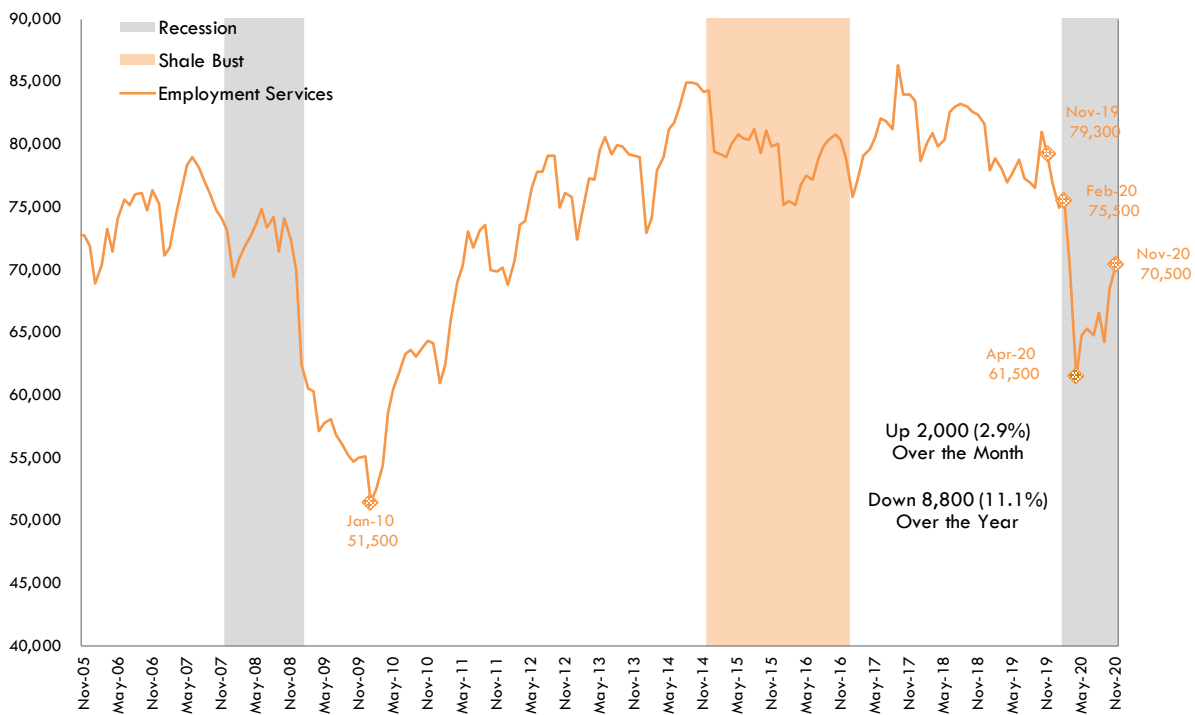
Figure 17. Professional and Business Services



Source: Texas Workforce Commission



Figure 18. Employment Services

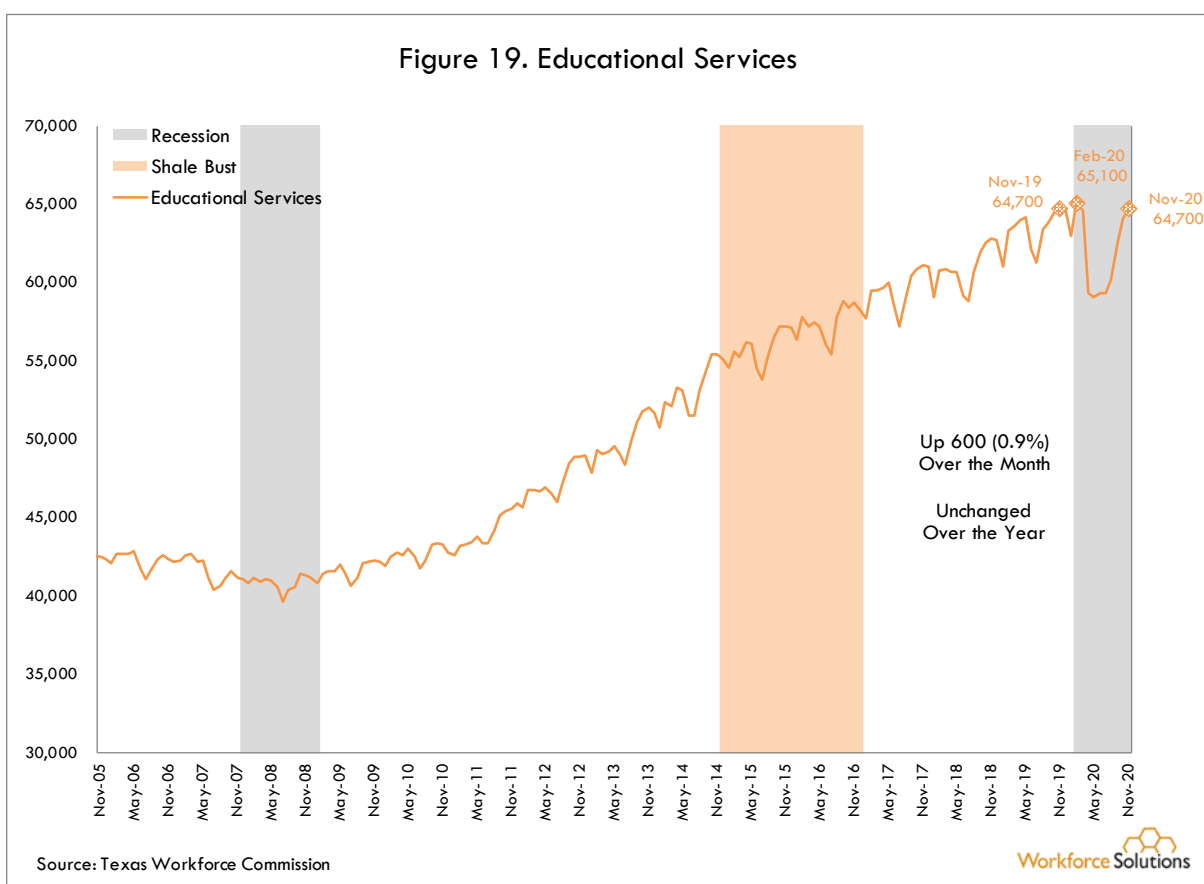


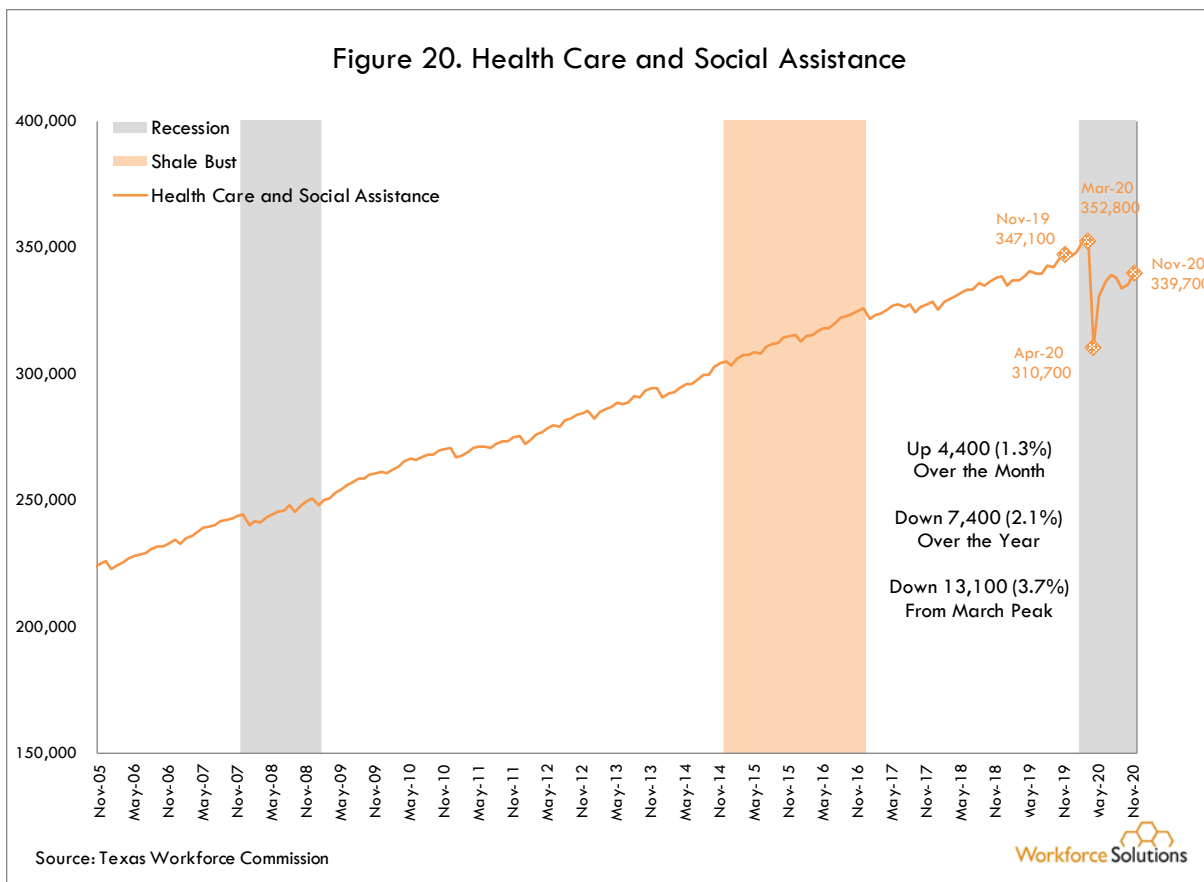
Source: Texas Workforce Commission



Education and Health Services was the third-largest gaining sector in November adding 5,000 jobs, up 1.3 percent. This was the largest November increase ever according to records dating back to 1990. Health Care and Social Assistance was responsible for most of the increase, up 4,400 jobs or 1.3 percent. Educational Services also reported an increase of 600 jobs, up 0.9 percent.

Education and Health Services was down 7,400 jobs over the year with the pace of losses at 1.8 percent, down from 2.5 percent in October. All the loss was in Health Care and Social Assistance, down 7,400 jobs or 2.1 percent, with declines in areas such as nursing care facilities, community care facilities, and various providers of social assistance that include child day care services, see figure 20. An increase of 9,000 jobs in Ambulatory Health Care Services helped offset overall declines in Health Care and Social Assistance. Revised estimates for Educational Services indicate the sector did not report an over-the-year increase as originally estimated in October with payrolls instead recovering to their year-ago levels by November, see figure 19.

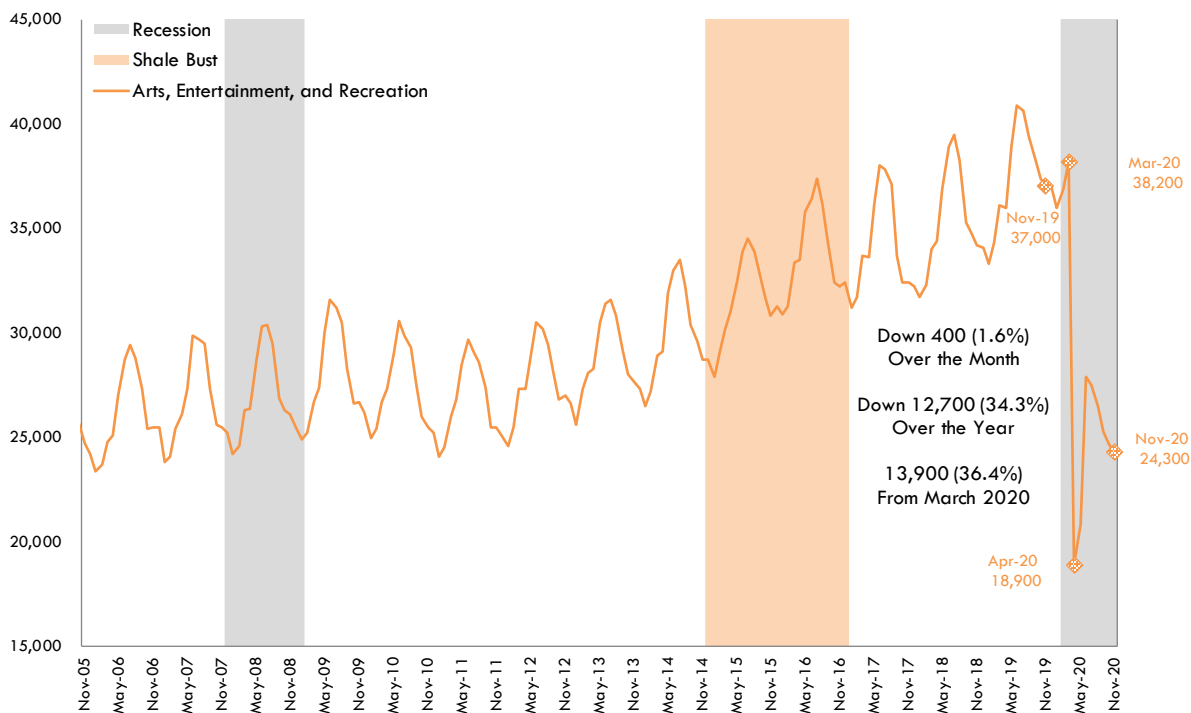




Leisure and Hospitality managed a November increase for the first time in three years, up 600 jobs. An addition of 1,400 jobs in Food Services and Drinking Places made the increase possible. Gains were offset by losses in Arts, Entertainment, and Recreation, down 400 jobs, and Accommodation, down 400 jobs.

The coronavirus continues to have its largest impact on Leisure and Hospitality making it the largest declining super sector, down 40,000 jobs. The 12.1 percent decline made it the second fastest declining super sector behind Mining and Logging where payrolls. Slightly more than half of the loss was in Food Services and Drinking Places, down 21,000 jobs with the pace of losses at 7.9 percent, down from 9.9 percent in October, see figure 23. Arts, Entertainment, and Recreation remains the hardest hit sub-sector, down 12,700 jobs or 34.3 percent, see figure 21. Accommodation was the second hardest hit industry sector, down 6,300 jobs or 22.0 percent, see figure 22.

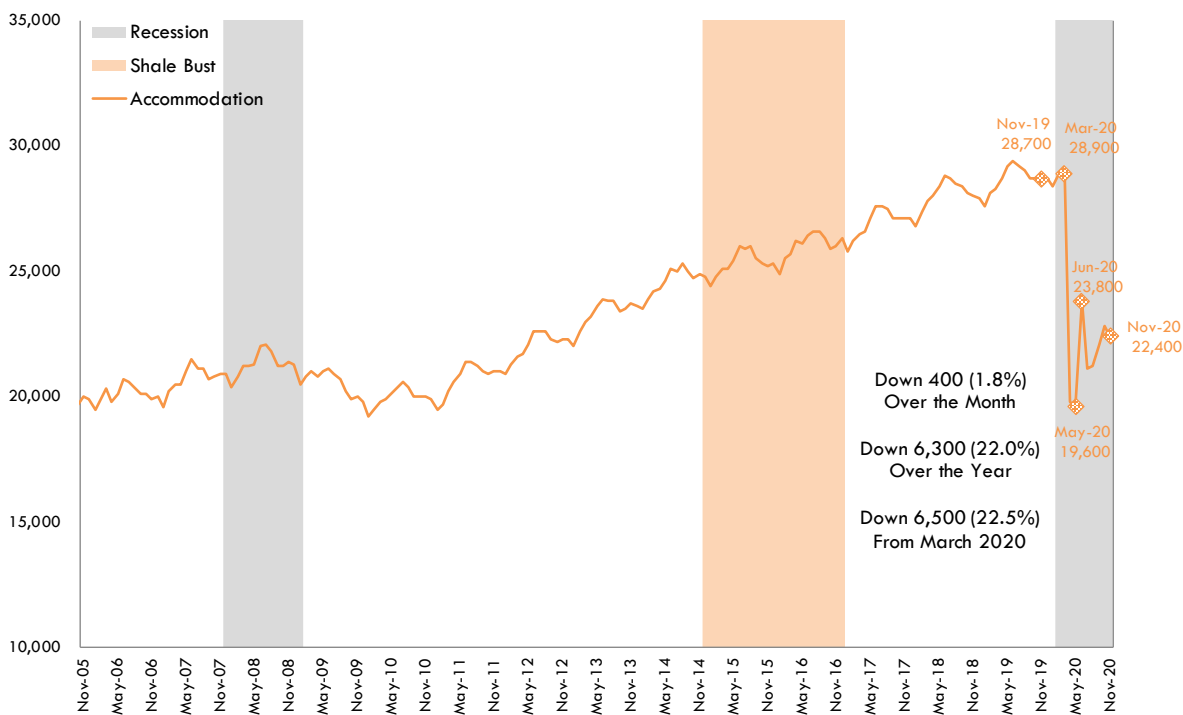
Figure 21. Arts, Entertainment, and Recreation



Source: Texas Workforce Commission

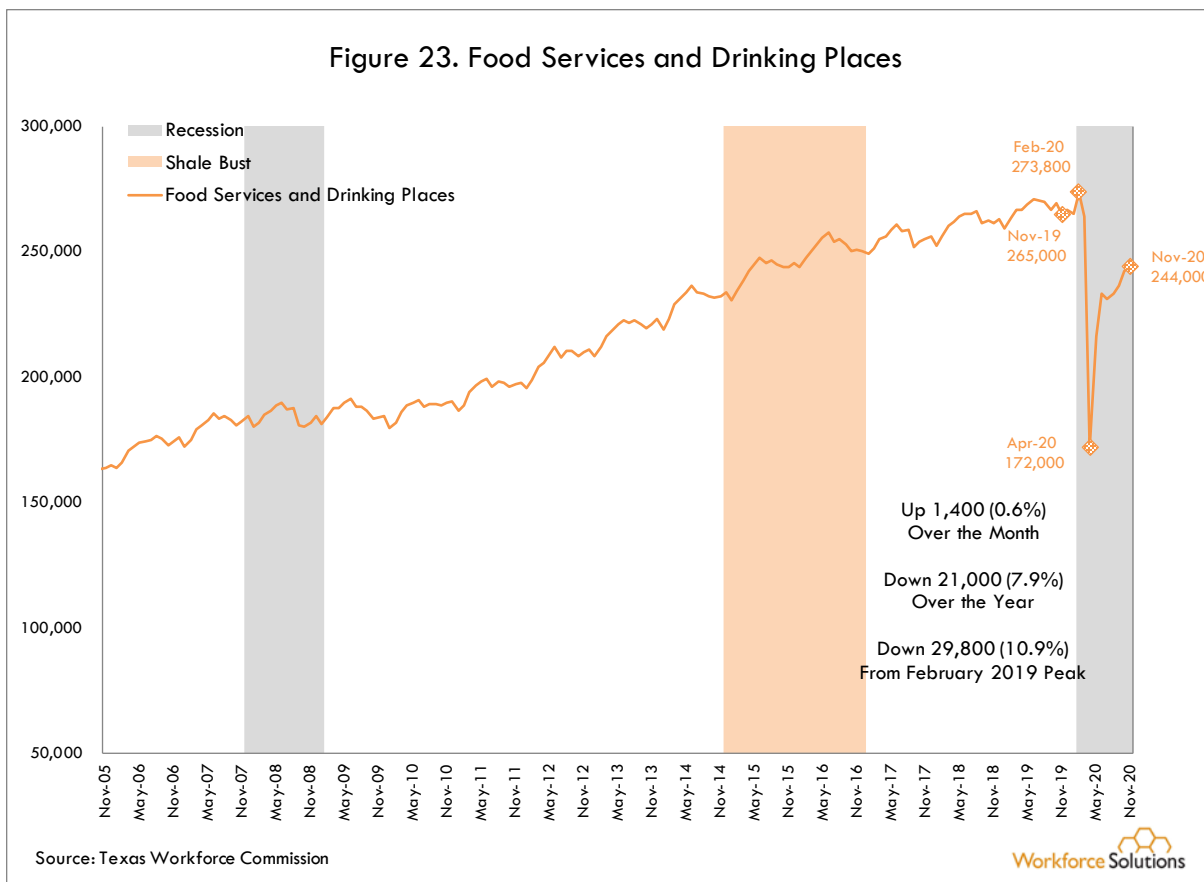


Figure 22. Accommodation

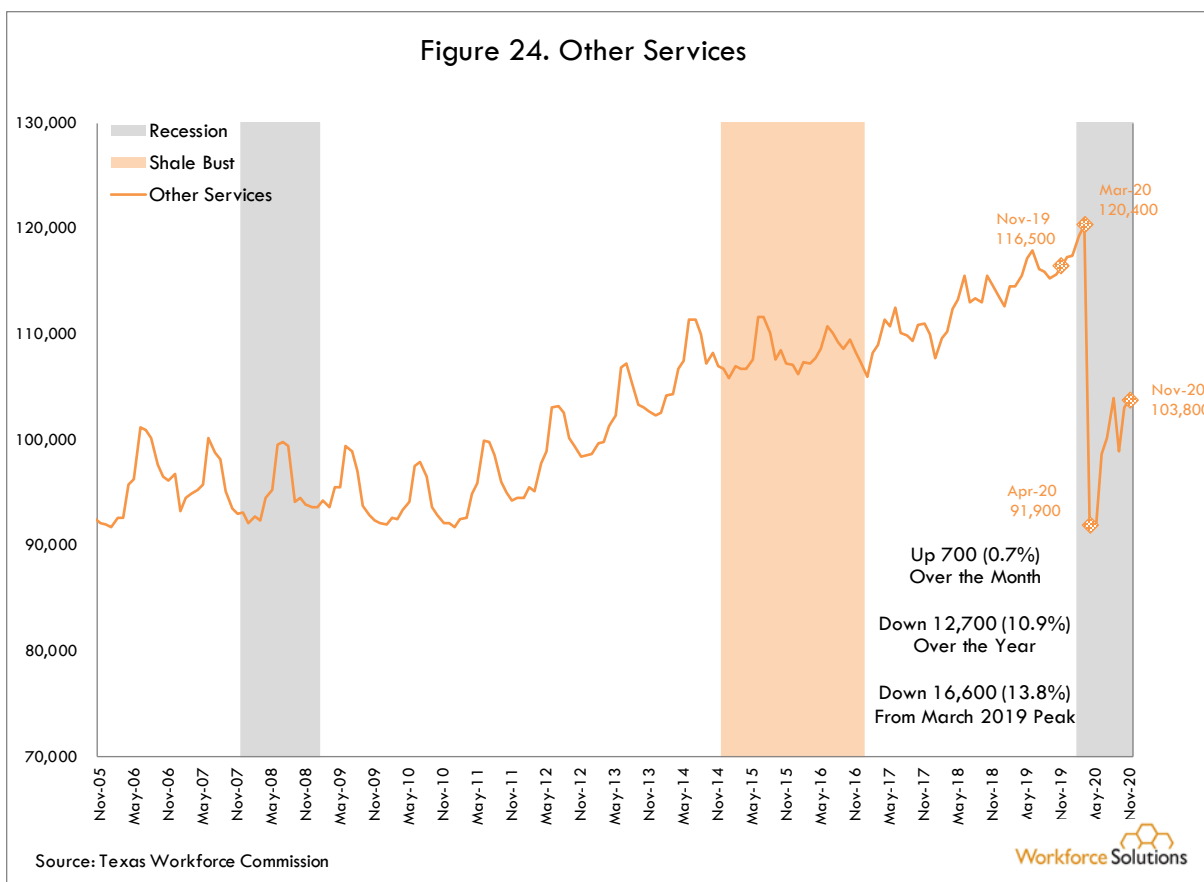


Source: Texas Workforce Commission





Other Services was up 700 jobs or 0.7 percent in November. The super sector was down 12,700 jobs over the year with the pace of losses at 10.9 percent, see figure 24. 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.



Government was the second-largest gaining sector over the month adding 5,400 jobs, up 1.3 percent. The increase was driven by gains at educational institutions at the local and state level as they boost payrolls for the new school year. Federal Government reported a loss of 1,200 jobs in November, down 3.7 percent, as temporary positions were eliminated following the conclusion of collecting data for the 2020 Census.

Government was down 6,900 jobs or 1.6 percent over the year. Federal Government was the only sector of government reporting an increase, up 300 jobs or 1.0 percent, see figure 25. State Government reported the deepest decline, down 3,800 jobs or 4.3 percent, driven by a loss of 4,100 jobs in State Government Educational Services, see figure 26 and 27. Local Government was down 3,600 jobs or 1.1 percent driven by a loss of 6,700 jobs in Local Government Educational Services, see figure 28 and 29.

Figure 25. Federal Government

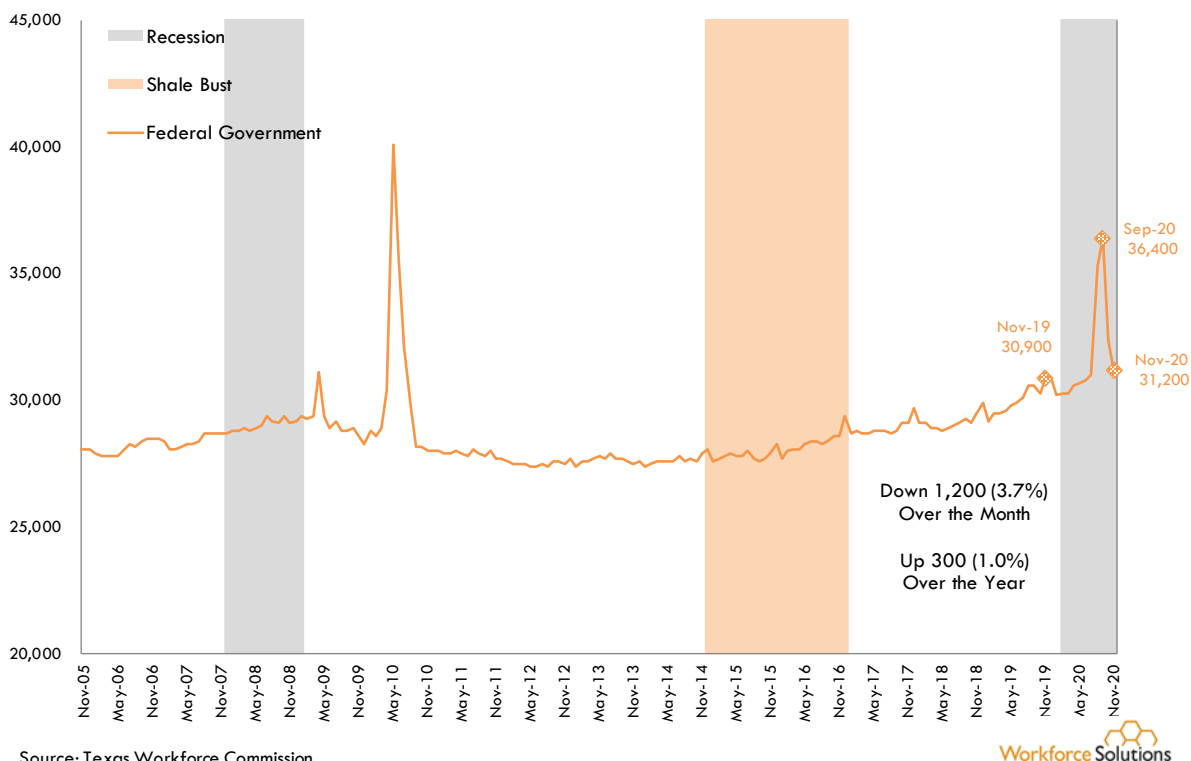


Figure 26. State Government

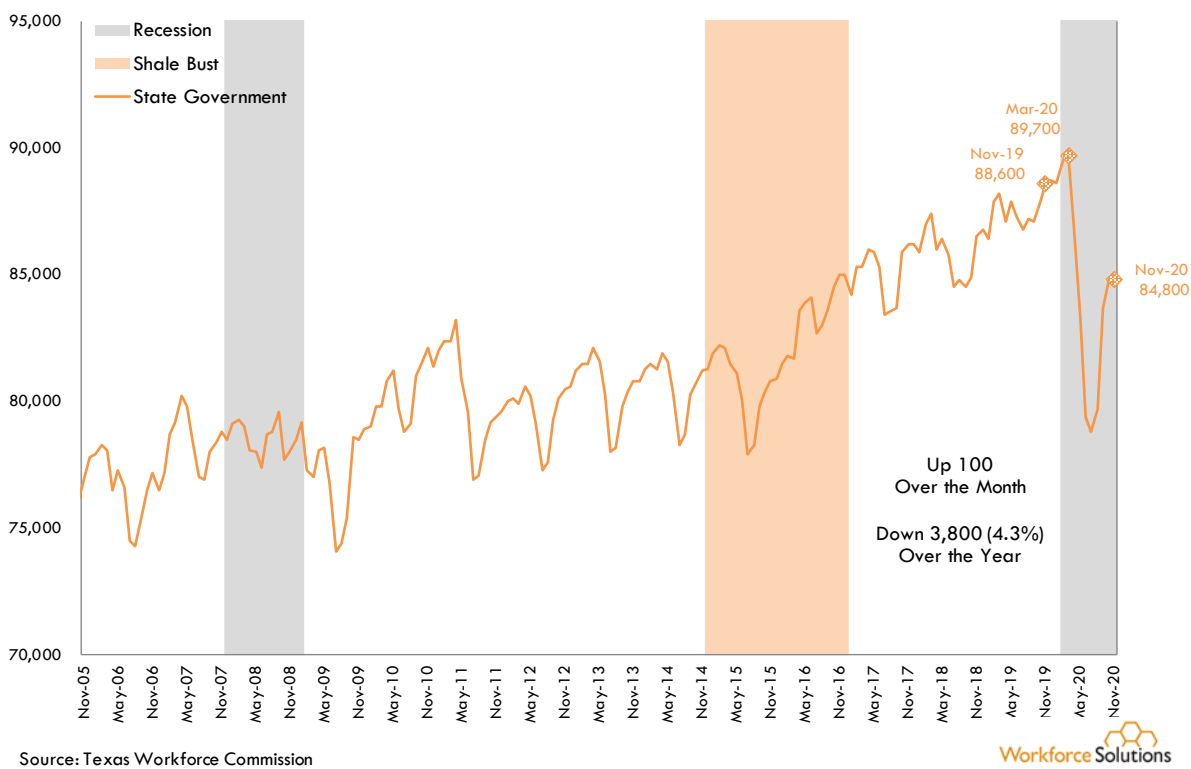


Figure 27. State Government Educational Services

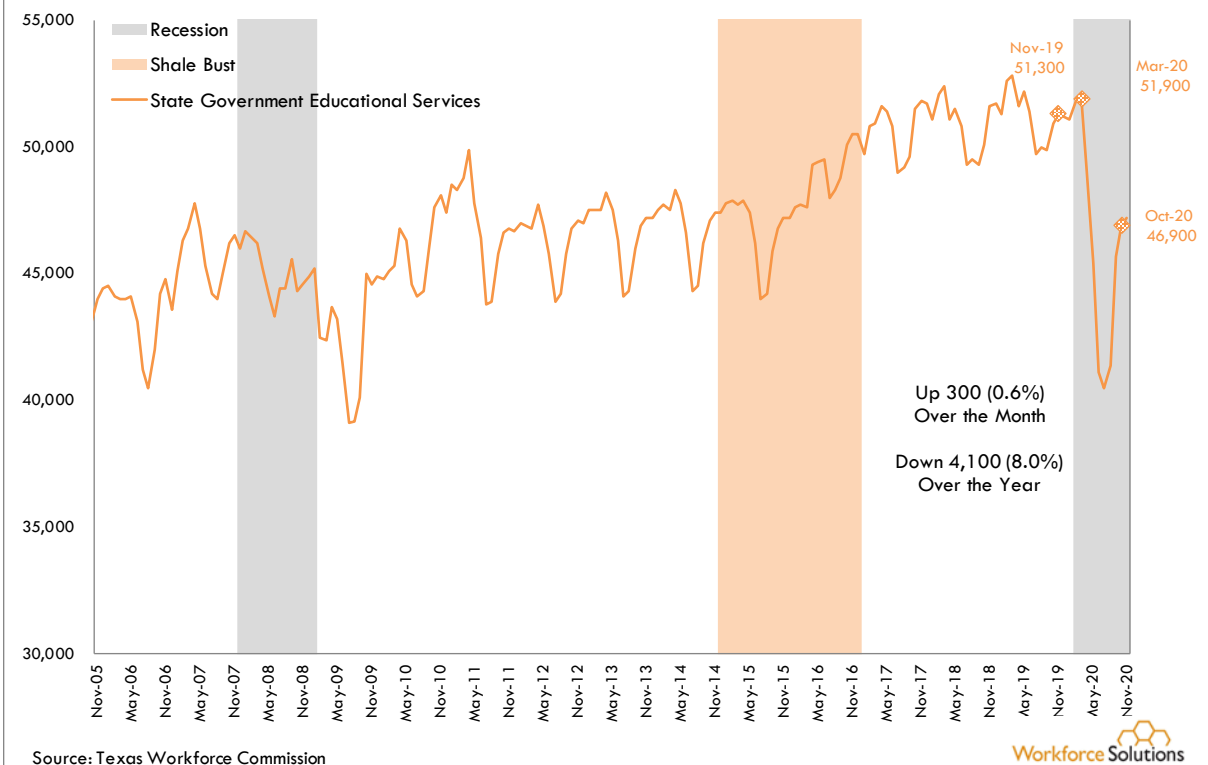


Figure 28. Local Government

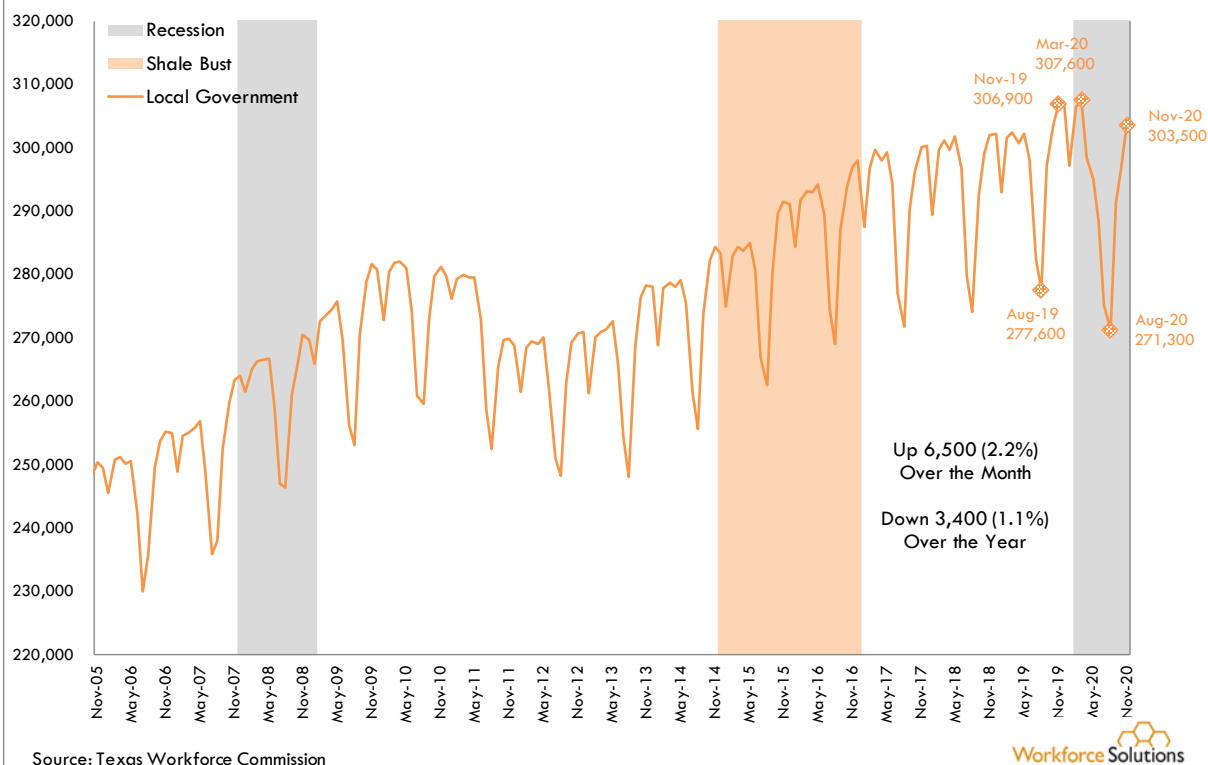
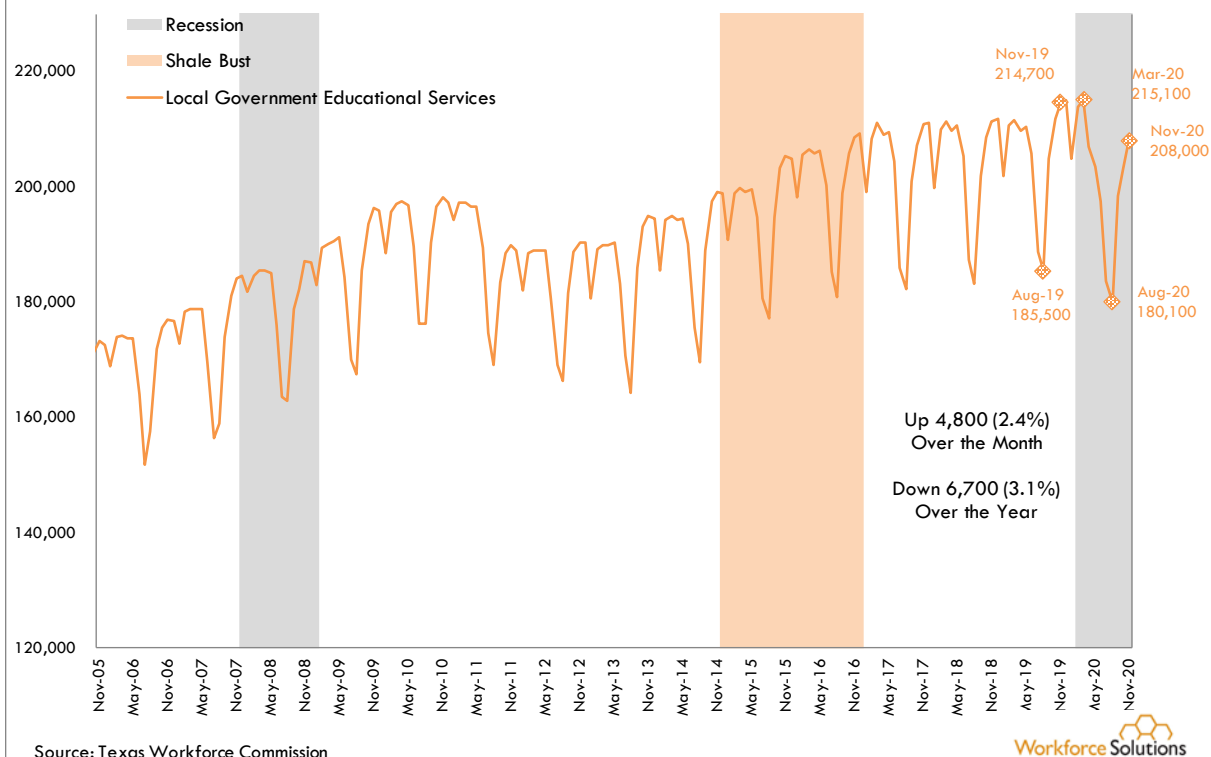


Figure 29. Local Government Educational Services



NONAGRICULTURAL EMPLOYMENT				Month Change		Year Change	
Houston-The Woodlands-Sugar Land MSA	NOV 2020	OCT 2020	NOV 2019	Net	Percent	Net	Percent
Total Nonfarm	3,056,200	3,030,400	3,203,500	25,800	0.9%	-147,300	-4.6%
.Total Private	2,636,700	2,616,300	2,777,100	20,400	0.8%	-140,400	-5.1%
.Goods Producing	495,600	498,100	557,000	-2,500	-0.5%	-61,400	-11.0%
...Mining, Logging and Construction	283,900	283,800	321,400	100	0.0%	-37,500	-11.7%
....Mining and Logging	63,900	64,000	78,900	-100	-0.2%	-15,000	-19.0%
.....Oil and Gas Extraction	34,600	34,200	37,400	400	1.2%	-2,800	-7.5%
.....Support Activities for Mining	28,000	28,700	40,200	-700	-2.4%	-12,200	-30.3%
...Construction	220,000	219,800	242,500	200	0.1%	-22,500	-9.3%
.....Construction of Buildings	53,500	54,300	58,900	-800	-1.5%	-5,400	-9.2%
.....Heavy and Civil Engineering Construction	58,400	55,900	64,600	2,500	4.5%	-6,200	-9.6%
.....Specialty Trade Contractors	108,100	109,600	119,000	-1,500	-1.4%	-10,900	-9.2%
...Manufacturing	211,700	214,300	235,600	-2,600	-1.2%	-23,900	-10.1%
...Durable Goods	128,000	131,300	150,900	-3,300	-2.5%	-22,900	-15.2%
....Fabricated Metal Product Manufacturing	46,900	47,600	53,700	-700	-1.5%	-6,800	-12.7%
....Machinery Manufacturing	41,900	42,800	47,800	-900	-2.1%	-5,900	-12.3%
....Agriculture, Construction, and Mining Machinery Manufacturing	23,600	23,900	29,800	-300	-1.3%	-6,200	-20.8%
....Computer and Electronic Product Manufacturing	13,200	13,400	13,400	-200	-1.5%	-200	-1.5%
...Non-Durable Goods	83,700	83,000	84,700	700	0.8%	-1,000	-1.2%
....Petroleum and Coal Products Manufacturing	12,000	11,900	10,500	100	0.8%	1,500	14.3%
....Chemical Manufacturing	41,100	40,900	40,300	200	0.5%	800	2.0%
.Service-Providing	2,560,600	2,532,300	2,646,500	28,300	1.1%	-85,900	-3.2%
.Private Service Providing	2,141,100	2,118,200	2,220,100	22,900	1.1%	-79,000	-3.6%
..Trade, Transportation, and Utilities	631,900	616,000	645,800	15,900	2.6%	-13,900	-2.2%
...Wholesale Trade	159,000	158,400	176,100	600	0.4%	-17,100	-9.7%
....Merchant Wholesalers, Durable Goods	95,200	93,900	107,900	1,300	1.4%	-12,700	-11.8%
.....Professional and Commercial Equipment and Supplies Merchant Wholesalers	18,600	18,400	17,900	200	1.1%	700	3.9%
....Merchant Wholesalers, Nondurable Goods	49,800	50,700	53,400	-900	-1.8%	-3,600	-6.7%
...Retail Trade	308,000	298,700	311,500	9,300	3.1%	-3,500	-1.1%
....Motor Vehicle and Parts Dealers	43,700	43,500	43,200	200	0.5%	500	1.2%
....Building Material and Garden Equipment and Supplies Dealers	23,700	23,400	20,900	300	1.3%	2,800	13.4%
....Food and Beverage Stores	68,100	68,000	67,300	100	0.1%	800	1.2%
....Health and Personal Care Stores	17,800	18,400	19,700	-600	-3.3%	-1,900	-9.6%
....Clothing and Clothing Accessories Stores	30,700	28,600	31,300	2,100	7.3%	-600	-1.9%
....General Merchandise Stores	62,400	59,600	61,500	2,800	4.7%	900	1.5%
.....Department Stores	20,700	19,100	21,600	1,600	8.4%	-900	-4.2%
.....General Merchandise Stores, including Warehouse Clubs and Supercenters	41,700	40,500	39,900	1,200	3.0%	1,800	4.5%
...Transportation, Warehousing, and Utilities	164,900	158,900	158,200	6,000	3.8%	6,700	4.2%
....Utilities	17,300	17,200	17,100	100	0.6%	200	1.2%
.....Air Transportation	17,900	17,900	20,300	0	0.0%	-2,400	-11.8%
.....Truck Transportation	28,300	28,000	28,200	300	1.1%	100	0.4%
.....Pipeline Transportation	11,700	11,900	12,100	-200	-1.7%	-400	-3.3%
..Information	29,900	29,100	32,500	800	2.7%	-2,600	-8.0%
....Telecommunications	12,900	12,300	13,900	600	4.9%	-1,000	-7.2%
..Financial Activities	165,000	164,300	168,000	700	0.4%	-3,000	-1.8%
...Finance and Insurance	105,900	104,700	103,400	1,200	1.1%	2,500	2.4%
....Credit Intermediation and Related Activities including Monetary Authorities	44,000	43,000	43,600	1,000	2.3%	400	0.9%
.....Depository Credit Intermediation including Monetary Authorities - Central	30,500	30,000	30,100	500	1.7%	400	1.3%
....Financial Investments and Related Activities including Financial Vehicles	21,600	21,500	20,900	100	0.5%	700	3.3%
....Insurance Carriers and Related Activities	40,300	40,200	38,900	100	0.2%	1,400	3.6%
...Real Estate and Rental and Leasing	59,100	59,600	64,600	-500	-0.8%	-5,500	-8.5%

NONAGRICULTURAL EMPLOYMENT				Month Change		Year Change	
Houston-The Woodlands-Sugar Land MSA	NOV 2020	OCT 2020	NOV 2019	Net	Percent	Net	Percent
..Professional and Business Services	515,400	516,200	514,800	-800	-0.2%	600	0.1%
...Professional, Scientific, and Technical Services	253,300	254,100	246,000	-800	-0.3%	7,300	3.0%
.....Legal Services	27,800	28,700	27,200	-900	-3.1%	600	2.2%
.....Accounting, Tax Preparation, Bookkeeping, and Payroll Services	29,200	28,400	26,900	800	2.8%	2,300	8.6%
.....Architectural, Engineering, and Related Services	74,000	76,000	76,000	-2,000	-2.6%	-2,000	-2.6%
.....Computer Systems Design and Related Services	34,100	34,000	35,400	100	0.3%	-1,300	-3.7%
.....Management of Companies and Enterprises	44,500	44,500	46,700	0	0.0%	-2,200	-4.7%
...Administrative and Support and Waste Management and Remediation Services	217,600	217,600	222,100	0	0.0%	-4,500	-2.0%
.....Administrative and Support Services	204,000	204,200	210,500	-200	-0.1%	-6,500	-3.1%
.....Employment Services	70,500	68,500	79,300	2,000	2.9%	-8,800	-11.1%
.....Services to Buildings and Dwellings	53,500	54,300	51,500	-800	-1.5%	2,000	3.9%
..Education and Health Services	404,400	399,400	411,800	5,000	1.3%	-7,400	-1.8%
...Educational Services	64,700	64,100	64,700	600	0.9%	0	0.0%
...Health Care and Social Assistance	339,700	335,300	347,100	4,400	1.3%	-7,400	-2.1%
.....Ambulatory Health Care Services	176,600	173,200	167,600	3,400	2.0%	9,000	5.4%
.....Hospitals	87,500	87,400	88,700	100	0.1%	-1,200	-1.4%
..Leisure and Hospitality	290,700	290,100	330,700	600	0.2%	-40,000	-12.1%
...Arts, Entertainment, and Recreation	24,300	24,700	37,000	-400	-1.6%	-12,700	-34.3%
...Accommodation and Food Services	266,400	265,400	293,700	1,000	0.4%	-27,300	-9.3%
.....Accommodation	22,400	22,800	28,700	-400	-1.8%	-6,300	-22.0%
.....Food Services and Drinking Places	244,000	242,600	265,000	1,400	0.6%	-21,000	-7.9%
..Other Services	103,800	103,100	116,500	700	0.7%	-12,700	-10.9%
..Government	419,500	414,100	426,400	5,400	1.3%	-6,900	-1.6%
...Federal Government	31,200	32,400	30,900	-1,200	-3.7%	300	1.0%
...State Government	84,800	84,700	88,600	100	0.1%	-3,800	-4.3%
.....State Government Educational Services	47,200	46,900	51,300	300	0.6%	-4,100	-8.0%
...Local Government	303,500	297,000	306,900	6,500	2.2%	-3,400	-1.1%
.....Local Government Educational Services	208,000	203,200	214,700	4,800	2.4%	-6,700	-3.1%
UNEMPLOYMENT RATE	NOV 2020	OCT 2020	NOV 2019				
H-W-S MSA	8.9	7.7	3.7				
Texas (Actual)	8.0	6.7	3.4				
United States (Actual)	6.4	6.6	3.3				

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.