


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

GULF COAST WORKFORCE BOARD

AGENDA
TUESDAY, FEBRUARY 7, 2023 AT 10:00 A.M.
2ND FLOOR, 3555 TIMMONS LANE,
HOUSTON, TX 77027

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

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

- 
- 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.
- f. By-Laws Committee: Briefing on the committee's January meeting (Chair Michael Webster)
 - g. Employer Service: Briefing on the committee's January meeting (Chair Jeffrey LaBroski)

8. Take Action

- a. Budget Committee: Adopt 2023 Budget (Staff Contact: AJ Dean)
- b. Employer Service: Approve Targeting Lists (Staff Contact: Parker Harvey)
- c. Employer Service: Approve Local Plan (Staff Contact: Michelle Castrow)
- d. Nominations Committee: Report from the Nominations Committee on electing Board officers for 2023 (Chair Guy Jackson)

9. Information

- a. Performance and Production: Report on the system's performance and production (Staff Contact: Philip Garcia)
- b. Expenditures: Report on the Board's budget and expenditures (Staff Contact: AJ Dean)
- c. Communications: A review of our communications and outreach activities (Staff Contact: Michelle Castrow)
- d. Supported Employment Pilot Project: Report on this project's support of individuals with disabilities securing employment (Staff Contact: Bobi Cook)

10. Look at the Economy

Update from Parker Harvey, Manager, Regional Economic Analysis

11. Adjourn

If you wish to make public comment you may appear in person or do so by providing your comments in writing no later than 5:00 pm on **Monday, February 6, 2023** to Deborah Duke at deborah.duke@wrksolutions.net.

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



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

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

Deaf, hard-of-hearing or speech-impaired customers contact:
Relay Texas 1-800-735-2989 (TTY) or 1-800-735-2988 (Voice) or 711.

Equal opportunity is the law.

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

**MINUTES OF MEETING OF
THE GULF COAST WORKFORCE BOARD
TUESDAY, DECEMBER 6, 2022**

MEMBERS PRESENT

| | | |
|------------------|--------------------|------------------|
| Willie Alexander | Bobbie Henderson | Adrian Ozuna |
| Gerald Andrews | Alan Heskamp | Paul Puente |
| Peter Beard | Guy Robert Jackson | Monica Riley |
| Sara Bouse | Doug Karr | Mou Sakar |
| Carl Bowles | Jeff LaBroski | Keri Schmidt |
| Helen Cavazos | Shareen Larmond | Richard Shaw |
| Melissa Gonzalez | Michael Love | Katherine Taylor |
| Cheryl Guido | Jonathan Lowe | Lizandra Vazquez |
| Mark Guthrie | Edward Melton | Michael Webster |

H-GAC STAFF PRESENT

| | | |
|------------------|-------------------|-----------------|
| Ron Borski | Philip Garcia | Juliet Stipeche |
| Michelle Castrow | Rick Guerrero | Chuck Wemple |
| Susan Dixon | Rebecca Neudecker | |
| Deborah Duke | Trudy Ray | |

Mark Guthrie, Chair, called the in-person only meeting to order at approximately 10:00 a.m., on Tuesday, December 6, 2022. Deborah Duke called roll to determine a list of members present. Chair Guthrie determined a quorum was present.

ADOPTION OF AGENDA

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

PUBLIC COMMENT

Ms. Sally Branson, H-GAC Board Chair, provided comments to the Board. Ms. Branson emphasized the importance of the relationship between the two Boards and thanked Chair Guthrie and members for the work performed by the Gulf Coast Workforce Board. She informed members that the H-GAC Board is committed to

supporting the Gulf Coast Workforce Board and to maintaining a strong partnership.

MINUTES FROM OCTOBER 4, 2022 MEETING

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

DECLARE CONFLICTS OF INTEREST

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

CONSIDER REPORTS

a. Chair's Report.

Chair Guthrie reported that he attended the National Association of Workforce Boards Board of Directors meetings in Alexandria, VA in October. He provided a brief update of the activities conducted at that meeting.

Chair Guthrie also reported that he, Juliet Stipeche and a number of other Board Members and Staff attended the Texas Association of Workforce Boards meeting and the TWC Annual Conference in Dallas at the end of November and provided a brief update on the activities at those meetings, including the Paving the Pathways presentation led by Board member Cheryl Guido at the TWC Annual Conference. Chair Guthrie said the Paving the Pathways presentation was very well attended and well received.

Chair Guthrie reported that inaugural Board Member, Gerald Andrews, is retiring from the Board after over 25 years and that today was Mr. Andrew's last Board meeting. Chair Guthrie presented a proclamation to Mr. Andrews and thanked him for his service. Board Members and others present joined Chair Guthrie in recognizing and congratulating Mr. Andrews on his retirement.

Chair Guthrie concluded his report and no action was taken.

b. Executive Director's Report.

Executive Director Juliet Stipeche thanked and congratulated career offices and staff for the success of this year's Hiring Red White & You event which took place in November.

Ms. Stipeche also reported on the success of the TWC Annual Conference. She congratulated staff and representatives from the Gulf Coast region on the number of unique and informative presentations and sessions that were well received and well attended.

Ms. Stipeche informed the Board that staff has an opportunity to reorganize teams and staff in order to focus on expertise and working better together. This will also ensure that all team members have the opportunity to excel in their area of expertise. Ms. Stipeche also announced two staffing updates. Ms. Brenda Williams has transitioned to a position as an external independent contractor reporting directly to Ms. Stipeche. Ms. Kristi Rangell recently joined us as Senior Manager of Early Childhood Education and Strategic Partnerships.

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

c. H-GAC Executive Director Report.

H-GAC Executive Director, Chuck Wemple, informed the Board that the formal grievance filed by Outreach Strategists over the H-GAC Board's refusal to approve their renewal contract was thoroughly assessed and found to have merit. The issue was taken back to the H-GAC Board for reconsideration and the renewal contract was approved.

Mr. Wemple also reported that, as had been mentioned previously, the conversations regarding possible adjustments in the agreement between the H-GAC Board and the Gulf Coast Workforce Board is ongoing. Conversations are ongoing and further updates will be provided soon.

Mr. Wemple announced that efforts will increase to facilitate opportunities to strengthen relationships between the H-GAC Board and Gulf Coast Workforce Board. These efforts will not constitute significant additional time requirements on the part of board members.

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

d. National Apprenticeship Week

Ms. Susan Dixon provided the following report.

Background

This year marks the 85th Anniversary of the National Apprenticeship Act, and November 14-20, 2022 was the eighth annual celebration of National Apprenticeship Week. Workforce Solutions participated in several events including the Houston Community College's Women in Apprenticeship Summit on November 16, 2022. As part of the Summit, we recognized participating employers who have received expansion grant funds to assist individuals with completing apprenticeships.

Current Situation

Workforce Solutions has partnered with over twenty-five employers to develop and train more than 1,300 individuals through their pre- and registered apprenticeship programs. We thank each of the partners for their efforts in building our future workforce while offering pathways to quality jobs and well-paying careers aimed at meeting the demands of this region and fortifying our economy.

Today we would like to recognize employers who have assisted more than 100 individuals find a new career path through their apprenticeship programs in partnership with Workforce Solutions:

- Bright Offerings,
- Gulf Coast Carpenters & Millwrights,
- JATC Houston Area Plumbers,
- JATC Houston Electrical, and
- JATC Pipefitters Local Union 211.

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

e. Foster Youth Conference

Ms. Anna Kluth provided the following report.

Background

Workforce Solutions formed the Greater Houston Area Foster Youth Collaborative in October 2019. As a network of professionals and community organizations, its mission is to ensure that foster youth and their advocates are aware of and have access to available services and resources that support young people as they transition into adulthood. Over the last three years participation in the collaborative has continued to grow with monthly meeting attendance averaging sixty-five partners, and the distribution list reaching more than five hundred people.

Current Situation

In 2022, Workforce Solutions hosted the first Foster Youth Conference for the 13-county Gulf Coast region. Many foster youth are at high-risk of becoming homeless after aging out of foster care, and the conference's goal was to connect them with

services and resources needed to succeed as young adults. These resources include employment and job training opportunities and wrap-around services. Eighty-five foster youth and forty-five partner agencies attended the inaugural event that was held at Region IV Education Service Center on October 8, 2022.

We offer our sincere gratitude to partners who went above and beyond and were instrumental in making the first annual Gulf Coast Foster Youth Conference a success:

- Phenomenal Pearls Educational & Charitable Foundation and
- Alpha Kappa Alpha Sorority, Incorporated, Chi Omicron Omega Chapter.

We look forward to our next Foster Youth Conference in May 2023.

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

f. Budget Committee Report

Committee Chair Willie Alexander provided the following report.

Background

The Budget Committee met on Wednesday, November 16, 2022 with Committee Chair Willie Alexander, Board Chair Mark Guthrie, Doug Karr, and Guy Robert Jackson attending.

Periodically the Workforce Board must adjust its annual budget to reflect significant revenue changes and incorporate modifications to planned activities. This year we had a large reduction to special purpose dollars which necessitates a budget adjustment.

Current Situation

The revised 2022 budget is approximately 10.9% less than our original proposal. This decrease lowers our revised budget to \$436,577,471.

- General revenue includes the primary dollars which power Workforce Solutions. We received a 6.6% increase in general revenue funds this year.
- Special revenue are funds we consider short-lived or with a limited guarantee of continuance. These funds have considerably decreased. The state withdrew approximately 78 million dollars of the 110 million originally allocated to support service industry workers with child care.

The revised 2022 budget reserves 2.7% of total revenue for operations at the administrative level. The remaining 97.3% delivers direct service to customers.

Revised Board operations total \$11,610,821 which is a 6.9% increase from the original budget. System operations have decreased to \$424,966,650 which is a 12.1% decrease from the original budget.

For system operations Board staff proposes:

- Decreasing financial aid to just over \$326 million to accommodate the reduction in our special revenue;
- Increasing funds for the Adult Education consortium to just under \$19.7 million which reflects the amounts approved by the Board at the June 2022 meeting; and
- Increasing Information Technology by \$115,325. We migrated the hosting of our document management software to the Board level, resulting in some additional costs.

For board operations Board staff proposes increases in all categories except for personnel.

- In early 2022 the Board provided additional funding to produce “Your Career Your Choice” videos and to expand engagement with economic development organizations. This corresponds to the \$275,000 increase under contracted services.
- Shared costs provided by H-GAC represent the increases identified under the indirect and other line items. These costs support centralized agency functions such as procurement, contracts, finance, personnel, payroll, printing, network, communications, and administration.
- Staff proposes increasing our travel budget to be more in-line with pre-pandemic levels. More conferences and training opportunities are being held in person that encourage attendance.

Results

Based on our current performance Board staff anticipates achieving the following results with this budget:

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

2022 Original Targets:

- Serve at least 30,500 employers and 525,000 individuals
- Ensure 19,520 of our employers return for service

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

Staff will request approval for the revised 2022 budget of \$436,577,471 as Board Item 8a.

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

g. Audit and Monitoring Committee Report.

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

The Audit and Monitoring Committee met on November 17, 2022, at 1:00 PM Members - Guy Robert Jackson (Chair), Sara Bouse, Helen Cavazos, Cheryl Guido, and Doug Karr attended. Also attending were Mark Guthrie (Board Chair), Peter Beard, Bobbie Henderson, Alan Heskamp, Jeff LaBroski, Adrian Ozuna, and Gil Staley.

System Review

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

Responsiveness and Customer Satisfaction

Voice mail responses within 24 hours were 79% in October, increasing from 74% in August and 62% in September.

Technical Compliance

We issued the final report for Employment & Training Centers (ETC) program monitoring review. The report noted deficiencies in creating and notating accounts, resulting in delays to employer reimbursements. Operations reviews progress reports monthly. In September, ETC processing accuracy was between 88 – 100%.

Adaptive Construction Solutions (ACS) received a status review report with four administrative findings. Performance and production targets for ACS were reduced in the August 2022 contract amendment. With the reduced targets, ACS met three of the four performance measures, but they did not meet the market share target of

8,300, only obtaining 7,396. Status reviews are conducted in the first grant year and are not rated.

The associated state target for market share for the Gulf Coast Workforce Board in 2022 was 30,500. As this was not met in 2022, we must meet the state's target next year to avoid being placed on a technical or corrective action plan.

We are completing the annual report for Interfaith of the Woodland's operation of the Financial Aid Support Center and preparing to begin compliance monitoring of the support center operated under Equus.

Information Security and Cybersecurity Review

Given the importance of information security and cybersecurity that has been stressed by the Texas Workforce Commission, all service providers in the workforce system will undergo an information security and cybersecurity review to help identify vulnerabilities and weaknesses that may develop as processes and technology infrastructure change.

John Tran, H-GAC Information Security Manager, and Edgar Rotundo, Data Services Manager, completed cybersecurity reviews of Employment and Training Center and Adaptive Construction Solutions. Both reviews contain recommendations to improve security and implement best practices for enhanced security.

Financial Systems and Issues

Employment and Training Center's financial monitoring identified cost allocation errors totaling \$7,616.67. Expenditures were recorded in the wrong fund for the previous year, so a correction could not be made this year. ETC has agreed to repay the full amount.

Financial Monitoring for **Adaptive Construction Solutions** (ACS) found suspected instances of non-compliance or otherwise reportable conditions in the following areas, which remain under investigation and are pending ACS response, explanation and provision of supporting documents:

- Audit,
- Cost Allocation/Indirect Costs,
- Expenditure Disbursements,
- Financial Reporting, and
- Other Administrative Areas.

These findings could potentially be resolved if ACS has and can provide existing documentation to substantiate these charges.

Additionally, financial monitoring identified possible disallowed costs related to potential inadequate processes, lack of procurement documentation, and lack of required approvals.

The financial monitoring also had several potential administrative observations and findings related to ACS's apparent lack of financial controls and adherence to standard accounting practices:

- Expenses incurred for H-GAC's contract not listed in the Schedule of Expenditures of Federal Awards (SEFA).
- Bank reconciliations not complete within ACS's stated policy of 30- days and lacked preparer signatures and dates.
- The bank reconciliation register balance not reconciling with the current trial balance (February 2022), having a variance of \$30,384. As of the date of the Board meeting, ACS had not fully responded to all the documents requested by the financial monitor and had not provided the De Minimis Indirect Cost Analysis and Cost Allocation work papers.

The financial monitor described the above-mentioned tentative findings as "non-compliance issues with federal and state rules and regulations or contract requirements" and recommended that ACS be placed on a "corrective action plan immediately to address these findings" should ACS not provide adequate information to support the expenditures and other explanations. Pending ACS response and further analysis the total questioned and potentially disallowable costs identified are potentially as much as \$961,549.

As the review is ongoing, Board staff will complete their review, will be providing ACS with technical assistance and will implement a corrective action plan if it is warranted.

Corrective Action and Technical Assistance Plans

- Harris County Department of Education and Houston Community College remain on a corrective action plan to address data errors and the timeliness of data entry exceeding monthly invalidation request limits set by the Texas Workforce Commission.
- In April 2022, the Texas Workforce Commission issued technical assistance plans for workforce boards with Choices of monthly participation below 50%. Last month our region met the year-to-date participation requirement, and we expect the technical assistance plan to be completed in the next few weeks.

Next Meeting

We propose to schedule the next committee meeting for 1:00 PM on Tuesday, January 17, 2023.

Chair Jackson concluded his report and no action was taken.

h. Procurement Committee.

Procurement Committee Chair Dr. Bobbie Henderson provided the following report.

Background

The Board's Procurement Committee met on November 17. In addition to the Chair, Bobbie Henderson, members in attendance included Doug Karr, Willie Alexander, Sara Bouse, Helen Cavazos, Cheryl Guido, Mark Guthrie, Alan Heskamp, Jeff LaBroski, and Adrian Ozuna. Board member Peter Beard also attended.

The Board's two employer service providers, Adaptive Construction Solutions and Employment & Training Centers, Inc., are currently operating on contracts of up to six months. At the October meeting, the Board asked the Procurement Committee to recommend longer contract(s) after considering additional information anticipated by the end of October.

Current Situation

At its November meeting, the Procurement Committee considered additional financial and performance monitoring of both current employer services providers. This information is summarized in the Audit and Monitoring Committee report.

Staff briefed the Committee on distinct options for moving forward in contracting for services for employers in FY23. Committee members expressed dissatisfaction with aspects of both current providers, who are currently on contracts for up to six months. However, Committee members agreed that continuing with these providers for the remainder of the fiscal year would be in the best interest of our employer customers as switching providers of services can result in disruption of services for customers.

Board staff stated that it will develop a corrective action plan to address the findings of the financial audits of ACS should that be warranted and that it will work with both providers to provide technical assistance and training as needed to ensure the providers can succeed. In addition, staff will engage in a strategic planning process to examine our current strategies for serving employers and explore how they might be changed to improve considering current employer needs and preferences and economic changes over the last several years.

After completing action on the employer service procurement, the committee heard an update on professional development and training. Board staff will assume responsibility for this function and have developed a transition plan.

During the months of December 2022 and January 2023, we will hire a Program Administrator to lead the training and professional development team; an Instructional Designer to analyze training needs, modify existing learning modules, and create new content; and three experienced Training & Professional Development Facilitators to deliver training courses to Workforce Solutions staff.

As we finish building out our staff, after LDI's contract ends in December, we will offer several core system training courses. These will include the Workforce Solutions Onboarding Academy, and other core courses such as Managing Services, Basics of Financial Aid, Effective Recruiting, Coordinating Services, Helping People Find Jobs, Conducting Orientations, Generating Solutions for Employers, and A Day in the Life of Career Advisor.

Chair Henderson concluded her report and no action was taken.

i. By-Laws Committee.

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

The Board's Bylaws Committee met on November 15, 2022 at 2:00 p.m. Attendees included Board Chair Mark Guthrie, Committee Chair Michael Webster, Alan Heskamp, Guy Robert Jackson, Adrian Ozuna, and Carolyn Watson.

Board Chair Mark Guthrie opened the meeting, noting that the Board's Bylaws were originally created in 1997 at the Board's formation, and were last amended in 2005. He suggested that the members of the Committee, who had an opportunity to review the Board's bylaws and bylaws from other workforce boards, use the first meeting to share items that they would like the Committee to consider going forward.

Suggestions included:

- Review quorum for Board Meetings, including if representation from 7 counties should be considered as part of ensuring a quorum for meetings.
- Consider if Board should be incorporated or create a non-profit that could receive grant funds.
- Ensure bylaws comply with state and WIOA requirements in terms of Board composition.
- Review census data for Board representation by county population.
- Review Board representation by sector to include consideration of increased representation for early education professionals.

- Consider two-year terms for officers.
- Consider the roles of vice-chairs and clarify if they must also be from private sector.
- Consider term limits for Board members
- Add language on how to address members who do not show up for meetings.
- Consider creation of an executive committee and its duties and powers
- Review provision stating priorities for managing meetings using Robert's Rules of Order.
- Consider removing the open meetings requirement for committee meetings, except for procurement.
- Allow ex-officio members of committees.
- Review committee size language.
- Review the specific mention of the Houston-Galveston Area Council as Board staff in the bylaws.
- Consider role of Board in hiring, managing, and evaluating Board staff, including requirement of notification of new and departing staff
- Review use of "may and shall" in Article 4.
- Review of the conflict of interest definitions of "substantial business interest"

The Committee directed the Board staff to produce a redline copy of the bylaws with potential changes identified and incorporated. The Committee will review the redlined version at its next meeting on December 15, 2022 at 2:00 p.m. for further discussion.

Chair Webster concluded his report and no action was taken.

TAKE ACTION

b. Budget Committee.

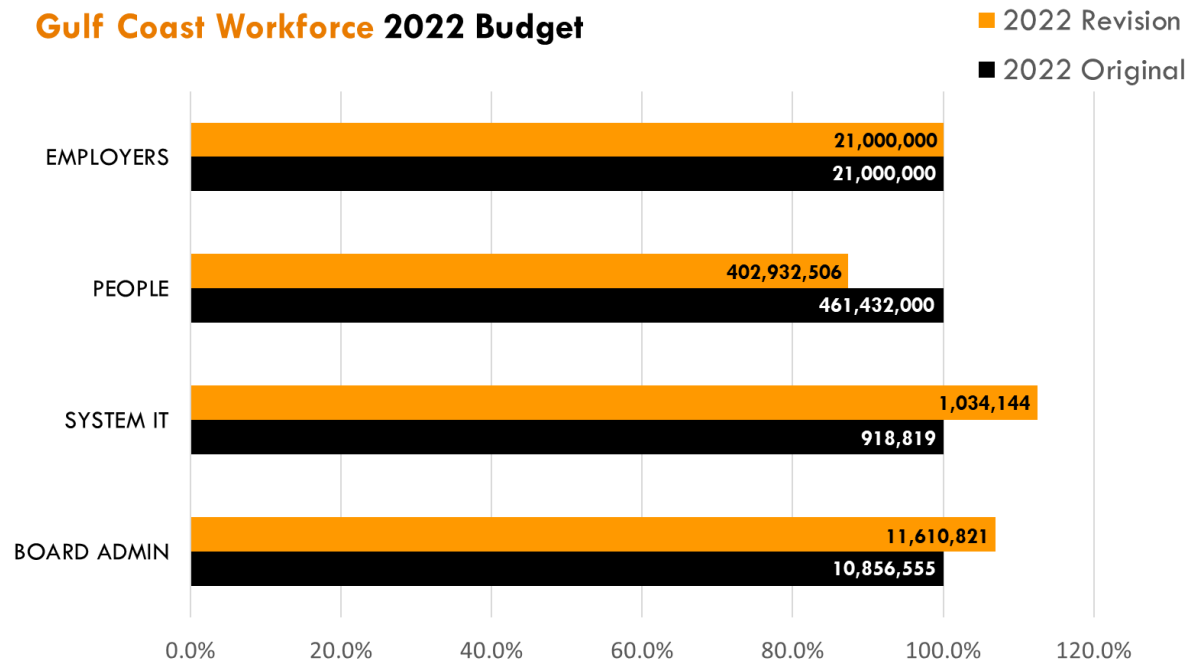
Board staff AJ Dean presented the following report:

Background

The Budget Committee met on Wednesday, November 16, 2022, with Committee Chair Willie Alexander, Board Chair Mark Guthrie, Doug Karr, and Guy Robert Jackson attending.

Periodically the Workforce Board must adjust its annual budget to reflect significant revenue changes and incorporate modifications to planned activities. As we near the end of the year, the Budget Committee received a briefing on some final adjustments to the Board budget as described in the Budget Committee report.

Action Requested



Approve the revised 2022 budget in amount of \$436,577,471.

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

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

c. Procurement Committee.

Board staff Trudy Ray presented the following report:

Background

At its November 17, 2022 meeting, the Procurement Meeting met to discuss contracts for services to employers. After reviewing and considering information from the Audit and Monitoring Committee, the committee voted to recommend that the Board contract for the remainder of the year with the current service providers while reevaluating the strategies for how we serve employers as part of developing a new procurement for services for employers for FY24.

Action Requested

We ask the Board to authorize staff to negotiate amendments to the current contracts with our current providers, Employment & Training Centers, Inc. (ETC) and Adaptive Construction Solutions (ACS), not to exceed \$12,000,000 in total, as shown in the table below.

| Function | Service Provider | Total Operations Costs for FY 24 Not to Exceed |
|--------------------------|------------------|--|
| Marketing and Consulting | ACS | \$5,000,000 |
| Talent Development | ETC | \$7,000,000 |

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

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

RECEIVE INFORMATION

a. Performance and Production.

Board staff Philip Garcia presented Performance and Production measures October 2021 through September 2022.

Mr. Garcia stated that the pandemic has affected our ability to meet performance measures. There are 4 measures currently not being met. We are reviewing these 4 measures and identifying strategies for improvement.

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

b. Expenditures

Board staff AJ Dean reviewed the Financial Status Report representing expenses for the 10 months ending in October 2022. He reported that our year-to-date target is 83% and we are 78% expended. Our year-to-date revenue is just under \$340 million and we have spent just over \$254 on financial aid. This report also reflects the budget adjustment previously approved by the Board.

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

c. Communications

Board staff Michelle Castrow presented an update on increased social media activity as well as continuing increases in earned media coverage. Cumulative value since the beginning of the pandemic exceeds \$35M. The television show "Your Career Your Choice" completed its airing in October. The original broadcast was with Quest Texas 55. In the new year we will premier these episodes on our own YouTube channel.

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

d. Supported Employment Pilot Project

Due to the length of the meeting, this report was deferred to a future meeting and no action was taken.

LOOK AT THE ECONOMY

Due to the length of the meeting, reports on the economy were deferred to the next meeting and no action was taken.

OTHER BUSINESS

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

ADJOURN

Chair Guthrie adjourned the meeting at approximately 12:00 p.m.

GULF COAST WORKFORCE BOARD

ALEXANDER, WILLIE

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

ALLEN, KARLOS

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

BEARD, PETER

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

BEYDOUN, MUSTAPHA

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

BILSKI, CAROLYN CERNY

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

BOUSE, SARA

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

BOWLES, CARL

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

CAVAZOS, MARY HELEN

M.H. Cavazos & Associates
1124 W. Clay Street
Houston, TX 77019
(713) 807-1115
Category: Business
County: Harris
mhcavazos@aol.com
Term: January 1, 2021 thru December 31, 2022

GAY, ANTHONY

AG Consultants

(713) 478-8504

Category: Business

County: Harris

anthonymg@gmail.com

Term: January 1, 2021 thru December 31, 2022

GONZALEZ, MELISSA

Lone Star College

20000 Kingwood Drive

Kingwood, TX 77339

(281) 312-1644

Category: Education

County: Harris

melissa.gonzalez@lonestar.edu

Term: January 1, 2021 thru December 31, 2022

GUIDO, CHERYL

Texas Workforce Solutions- Vocational
Rehabilitation Services

4424 North Freeway, Suite A

Houston, TX 77022

(713) 692-7755 ext. 2129

Fax: (713) 697-0485

Category: State Agency

cheryl.guido@twc.state.tx.us

Term: January 1, 2021 thru December 31, 2022

GUTHRIE, MARK

Winstead PC

600 Travis Street, Suite 5200

Houston, TX 77002

(713) 650-2730

Fax: (713) 650-2400

Category: Business

County: City of Houston

mguthrie@winstead.com

Term: January 1, 2021 thru December 31, 2022

HENDERSON, BOBBIE ALLEN

Texas Southern University

4203 Charleston Street

Houston, TX 77021-1415

(713) 313-7588/(713) 748-6508(h)

Fax: (713) 741-6196

Category: Education

County: City of Houston

bobbie.henderson@att.net

Term: January 1, 2022 thru December 31, 2023

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, 2022 thru December 31, 2023

HUNT, ALEX

Lamar CISD

3911 Avenue I

Rosenberg, TX 77471

(832) 454-6504

Category: Education

County: Fort Bend County

alex.hunt@lcisd.org

Term: January 1, 2021 thru December 31, 2022

JACKSON, GUY ROBERT

Chambers County Abstract Co. Inc.

P.O. Box 640

Anahuac, TX 77514

(409) 267-6262, ext. 35

Fax: (409) 267-6355

Category: Business

County: Chambers

grj@ccac.net

Term: January 1, 2021 thru December 31, 2022

KARR, DOUG

Pro Staff/Atterro
27 Canoe Birch Place
The Woodlands, TX 77382
832-967-7684

Category: Business

County: Montgomery

raiderkarr@aol.com

Term: January 1, 2022 thru December 31, 2023

LaBROSKI, JEFFREY

Plumbers Local Union No. 68
502 Link Road
P.O. Box 8746
Houston, TX 77249
(713) 869-3592
Fax: (713) 869-3671

Category: Labor

County: City of Houston

ski@plu68.com

Term: January 1, 2021 thru December 31, 2022

LARMOND, SHAREEN

West Gulf Maritime Association
1717 Turning Basin Drive, Suite 200
Houston, TX 77029

Category: Business

County: Harris

shareen@wgma.org

Term: January 1, 2021 thru December 31, 2022

LOVE, MICHAEL

Houston Independent School District
4400 West 18th Street
Houston, TX 77092
(713) 556-6715

Category: Education

County: Harris

mlove@houstonisd.org

Term: January 1, 2021 thru December 31, 2022

LOWE, JONATHAN

International Alliance of Theatrical
Stage Employees
3030 North Freeway
Houston, TX 77009
(713) 697-3999

Category: Labor

County: City of Houston

jonrlowe@yahoo.com

Term: January 1, 2021 thru December 31, 2022

MAHAGAOKAR, RAJEN

Grid United
Chief Financial Officer
(281) 300-3926

Category: Business

County: Harris

rajenmahagaokar@gmail.com

Term: January 1, 2021 thru December 31, 2022

McCLESKEY, KENDRICK

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

Category: Business

County: City of Houston

klmccleskey@gmail.com

Term: January 1, 2021 thru December 31, 2022

MELTON, EDWARD

Texas Library Association
5749 South Loop East
Houston, TX 77033
(713) 274-6600

Category: Literacy

County: Harris County

edward.melton@hcpl.net

Term: January 1, 2022 thru December 31, 2023

NELLONS-PAIGE, STEPHANIE

Nellons Paige Group, Inc.
14022 Hampton Cove Drive
Houston, TX 77077
(443) 610-3487
Category: Business
County: Houston
nellonspaige@gmail.com
Term: January 1, 2021 thru December 31, 2022

OSER, MARGARET

United Way of Greater Houston
50 Waugh Drive
Houston, TX 77007
(713) 685-2788
Category: CBO
County: City of Houston
moser@unitedwayhouston.org
Term: January 1, 2022 thru December 31, 2023

OZUNA, ADRIAN

Prosperity Bank
80 Sugar Creek Center Blvd
Sugar Land, TX 77478
(832) 259-7692
Category: Business
County: Harris
adrian.ozuna@prosperitybankusa.com
Term: January 1, 2021 thru December 31, 2022

PUENTE, PAUL J.

Houston Gulf Coast Building and
Construction
Trades Council
1301 West 13th St, Suite D
Deer Park, TX 77536
(713) 926-4433
Fax: (713) 926-4918
Category: Labor
County: City of Houston
paul@hgcbctc.org
Term: January 1, 2021 thru December 31, 2022

REED, JAMARIO

Dollar Tree Family Dollar
2307 Louisia Street 1213
Houston, TX 77006
(404) 931-1924
Category: Business
County: City of Houston
jamarioreed@gmail.com
Term: January 1, 2021 thru December 31, 2022

RILEY, MONICA

The Community Gatekeepers
P.O. Box 2082
Missouri City, TX 77459
(281) 235-3933
Category: CBO
County: Fort Bend County
monicariley7@gmail.com
Term: January 1, 2021 thru December 31, 2022

SARKAR, MOU

Pearland Economic Development
Corporation
3519 Liberty Drive, Suite 350
Pearland, TX 77581
(281) 997-3007
Category: Economic Development
County: Brazoria
msarkar@pearlandedc.com
Term: January 1, 2022 thru December 31, 2023

SCHEINER, DANIELLE

Conroe Economic Development Council
300 W Davis Street
Conroe, TX 77301
(936) 522-3529
Category: Economic Development
County: Montgomery
scheiner@conroeedc.org
Term: January 1, 2021 thru December 31, 2022

SCHMIDT, KERI

Fort Bend Chamber of Commerce
445 Commerce Green Boulevard
Sugar Land, TX 77478
(281) 491-0216
Fax: (281) 491-0112
Category: Business
County: Fort Bend
keri@fortbendcc.org
Term: January 1, 2022 thru December 31, 2023

SEGOVIA, VALERIE GARCIA

Director, Outreach & Education, TEES
Nuclear Engineering & Science Center
1095 Nuclear Science Road
College Station, TX 77843
979-240-5005
Category: Education
County: Matagorda
vsegovia@tamu.edu
valeriegsegovia@gmail.com
Term: January 1, 2022 thru December 31, 2023

SHAW, RICHARD

Harris County Labor Assembly,
AFL-CIO Council
1707 Prism Lane
Houston, TX 77043-3344
(713) 240-2472
Category: Labor
County: City of Houston
shawtrek@aol.com
Term: January 1, 2021 thru December 31, 2022

SHI, ISAAC

Golden Section Technology
808 Travis St, Suite 1406
Houston, TX 77002
(713) 806-3020
Category: Business
County: City of Houston
isaac@gstdev.com
Term: January 1, 2021 thru December 31, 2022

STALEY, GIL

The Woodlands Area Economic

Development Partnership
2107 Research Forest Drive, Suite 150
The Woodlands, TX 77380
(281) 363-8130
Fax: (281) 298-6874
Category: Business
County: Montgomery
gil.staley@edpartnership.net
Term: January 1, 2022 thru December 31, 2023

TAYLOR, KATHERINE

Genesys Works - Houston
3100 Main Street, Suite 702
Houston, TX 77002
(713) 341-5777
Category: Public Assistance
County: City of Houston
ktaylor@genesysworks.org
Term: January 1, 2021 thru December 31, 2022

VAZQUEZ, LIZANDRA

Texas Workforce Commission
3555 Timmons Lane, Suite 120
Houston, TX 77027
(713) 688-6890
Category: State Agency
lizandra.vazquez@wrksolutions.com
Term: January 1, 2021 thru December 31, 2022

WATSON, CAROLYN

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

WEBSTER, MICHAEL

Houston Community College

3100 Main Street

Houston, TX 77002

(713) 718-8030

Fax: (713) 718-5018

Category: Education

County: City of Houston

michael.webster@hccs.edu

Term: January 1, 2021 thru December 31, 2022

WORKFORCE BOARD KEY STAFF:

Juliet Stipeche, Director

Michelle Castrow, Program Manager

Susan Dixon, Employer Service Manager

Jenny Johnson, Quality Assurance Manager

Trudy Ray, Grants Manager

Deborah Duke, Administrative Coordinator

Houston-Galveston Area Council

3555 Timmons Lane, Suite 120

P.O. Box 22777

Houston, TX 77227-2777

(713) 627-3200

Fax: (713) 993-4578

<http://www.wrksolutions.com>

GULF COAST WORKFORCE DEVELOPMENT BOARD COMMITTEES

Audit/Monitoring

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

Budget

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

By-Laws

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

Communications

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

Education

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

Employer Service

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

Government Relations

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

Nominating

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

Procurement

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

Report Card

Appointed by Board Chair as needed

Strategic Planning

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

Audit and Monitoring Committee

Update for January 2023

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

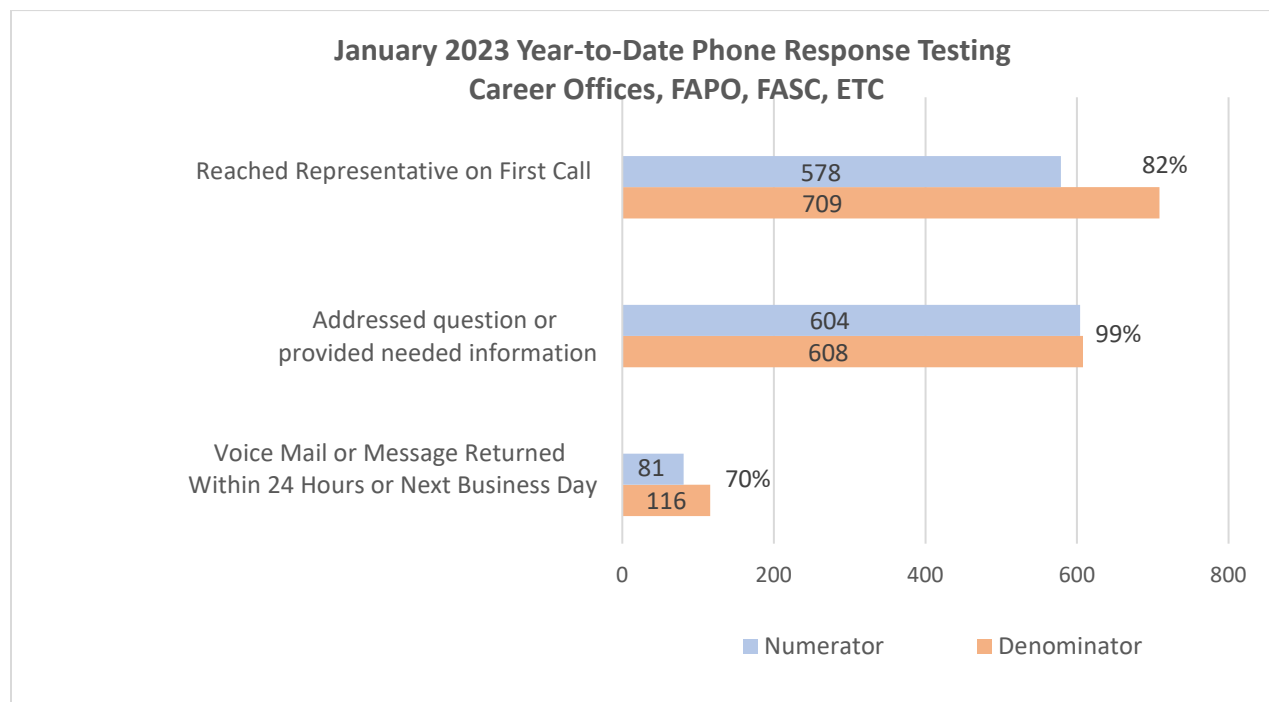
System Review

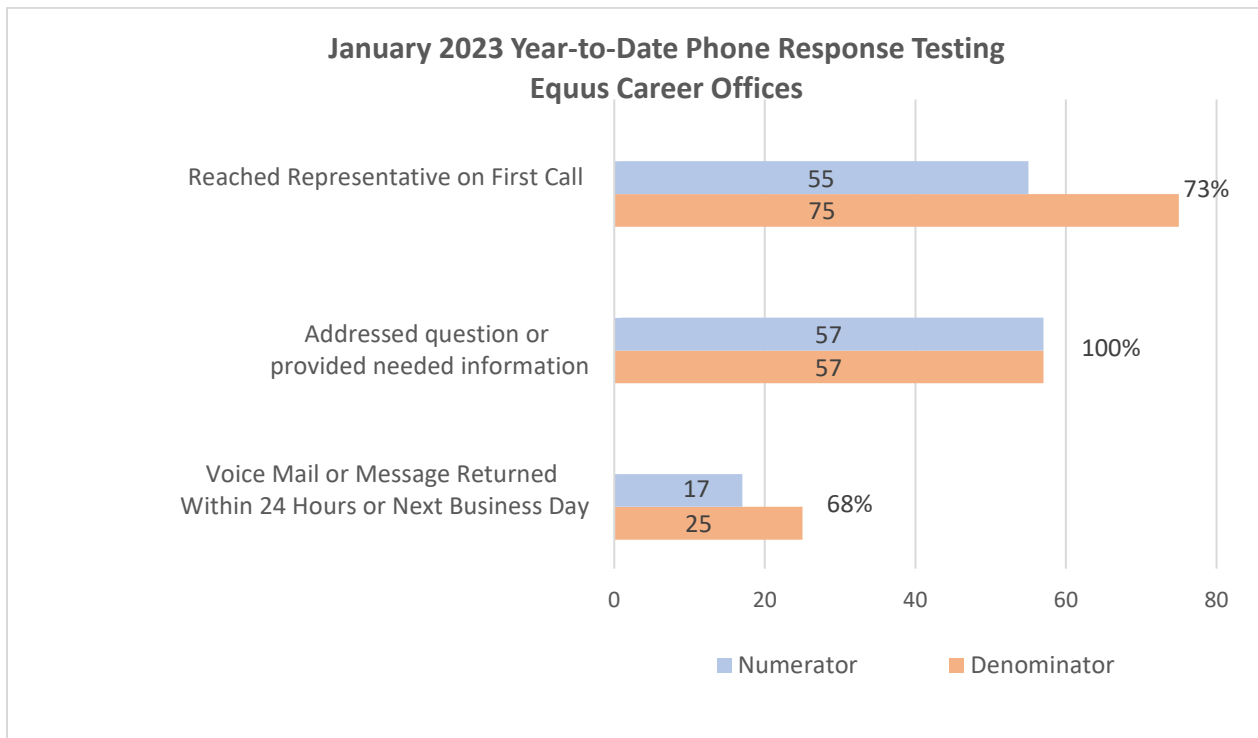
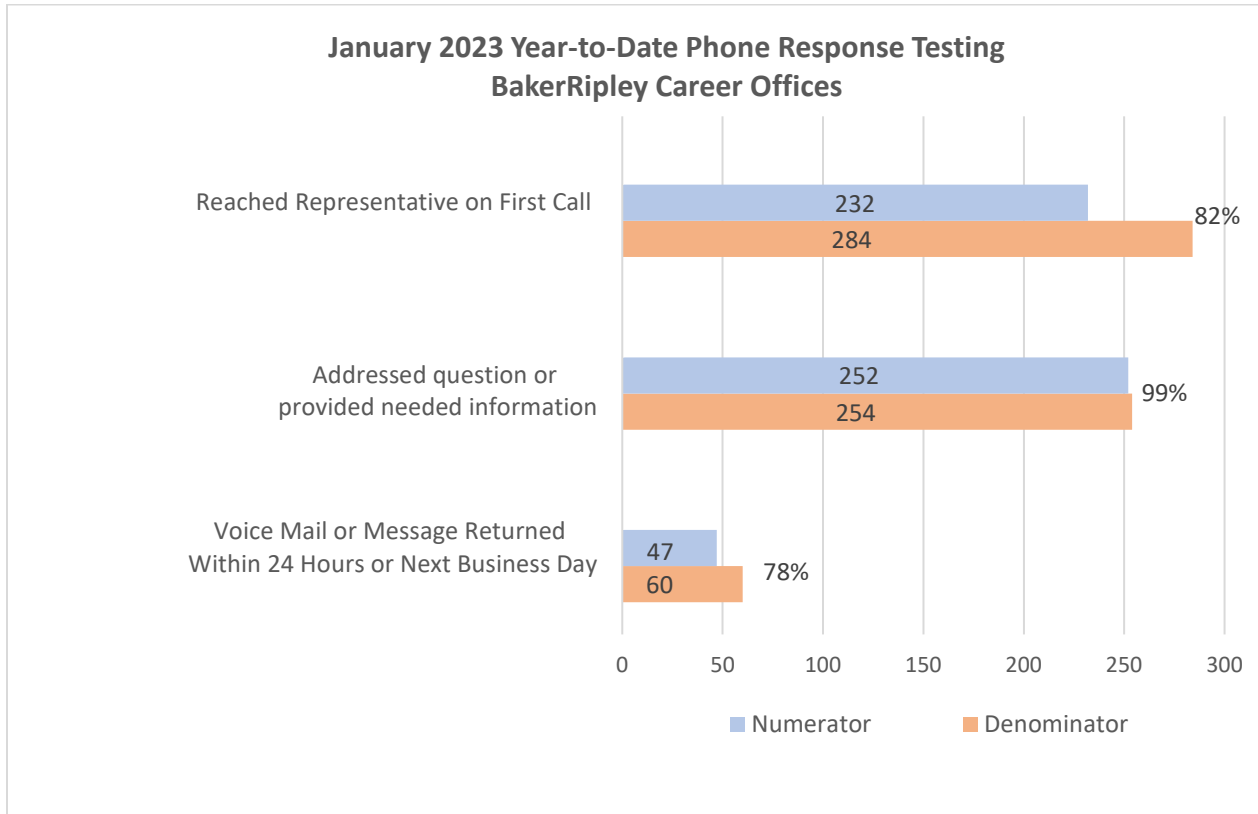
This report includes a system-level review of performance/production and expenditures and a contractor-level review of performance/production and expenditures.

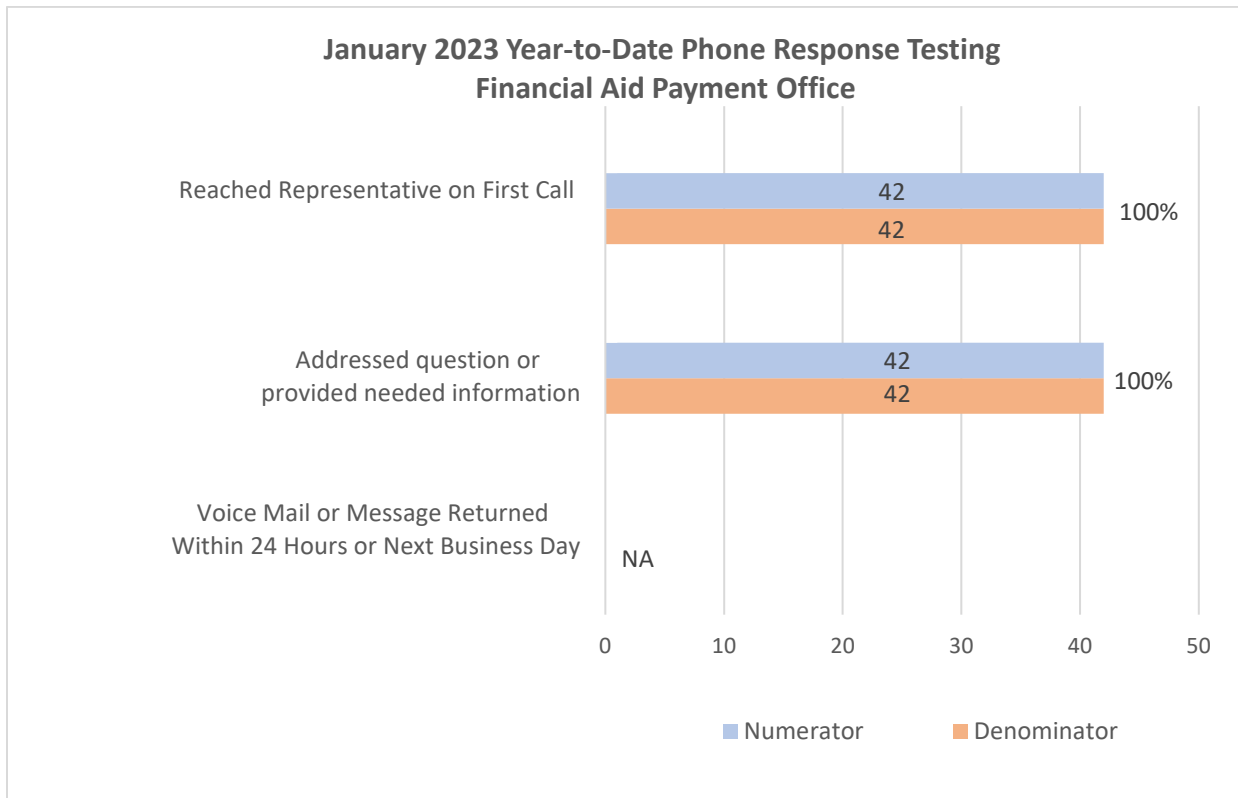
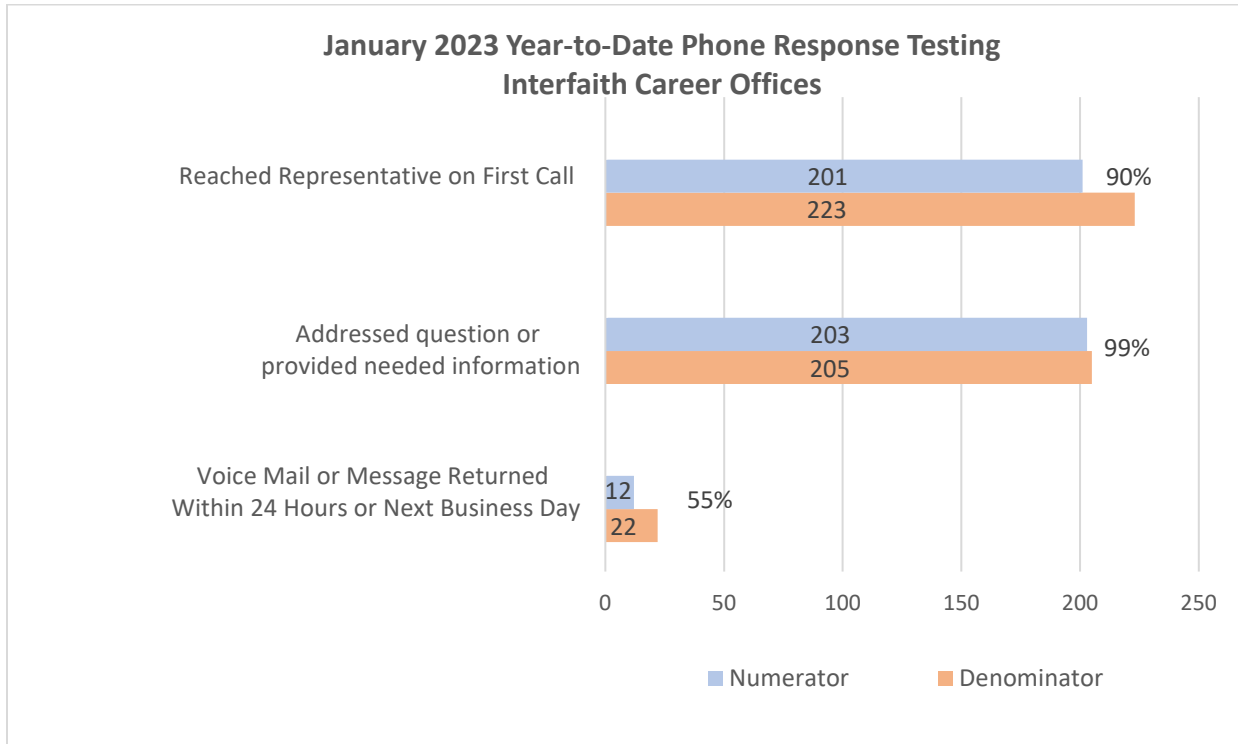
Customer Experience

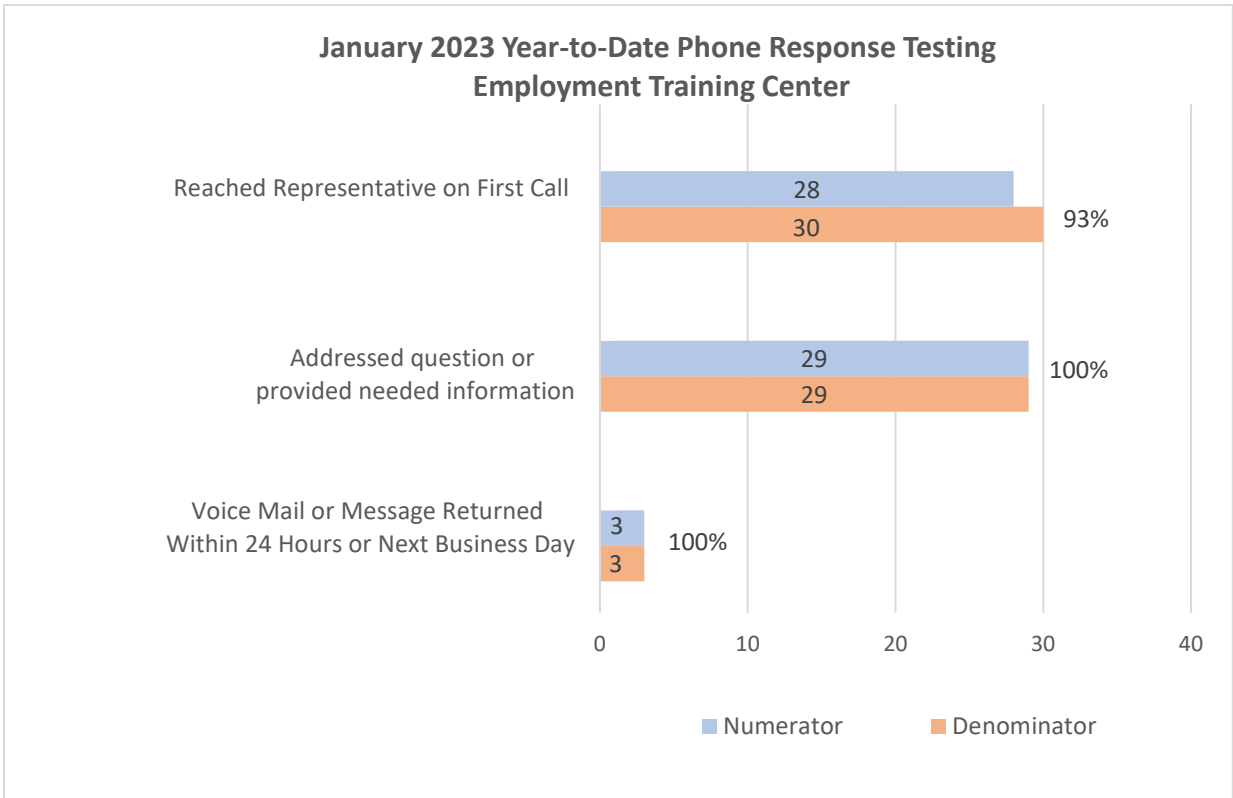
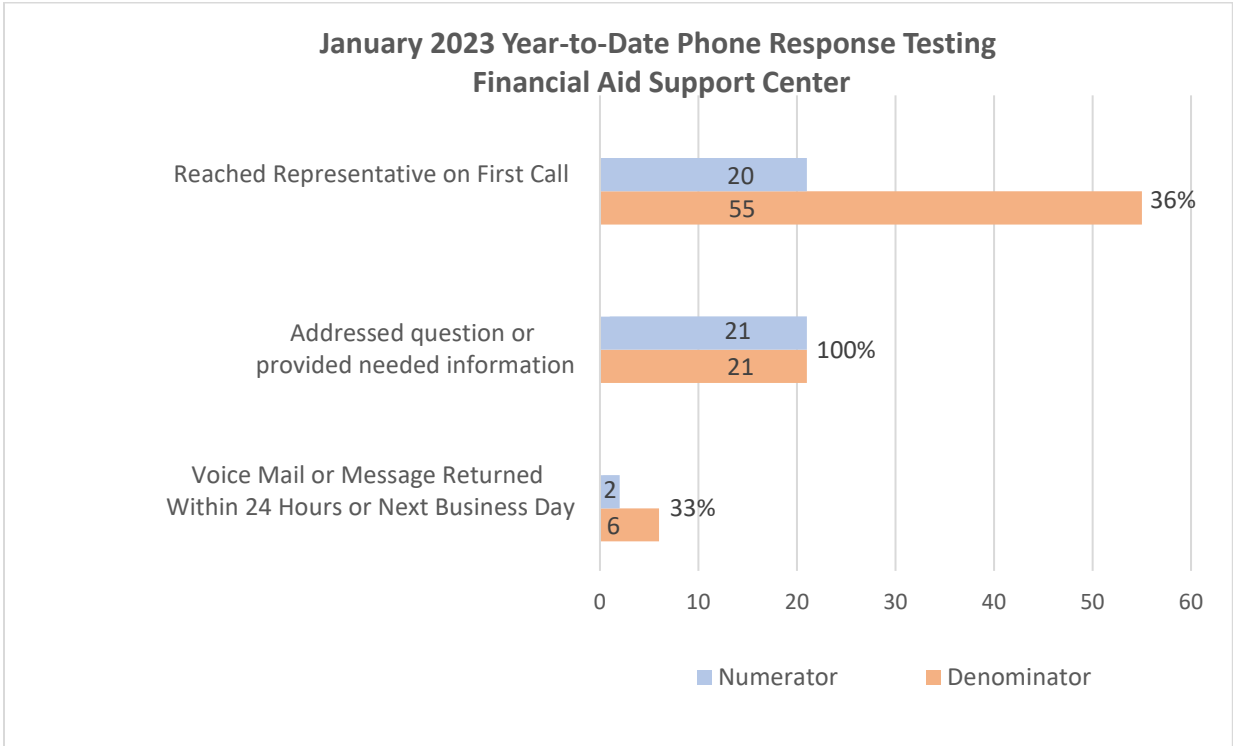
Responsiveness

Voice mail responses within 24 hours in January 2023 rose to 70% in January, increasing from 65% in November and 67% in December.

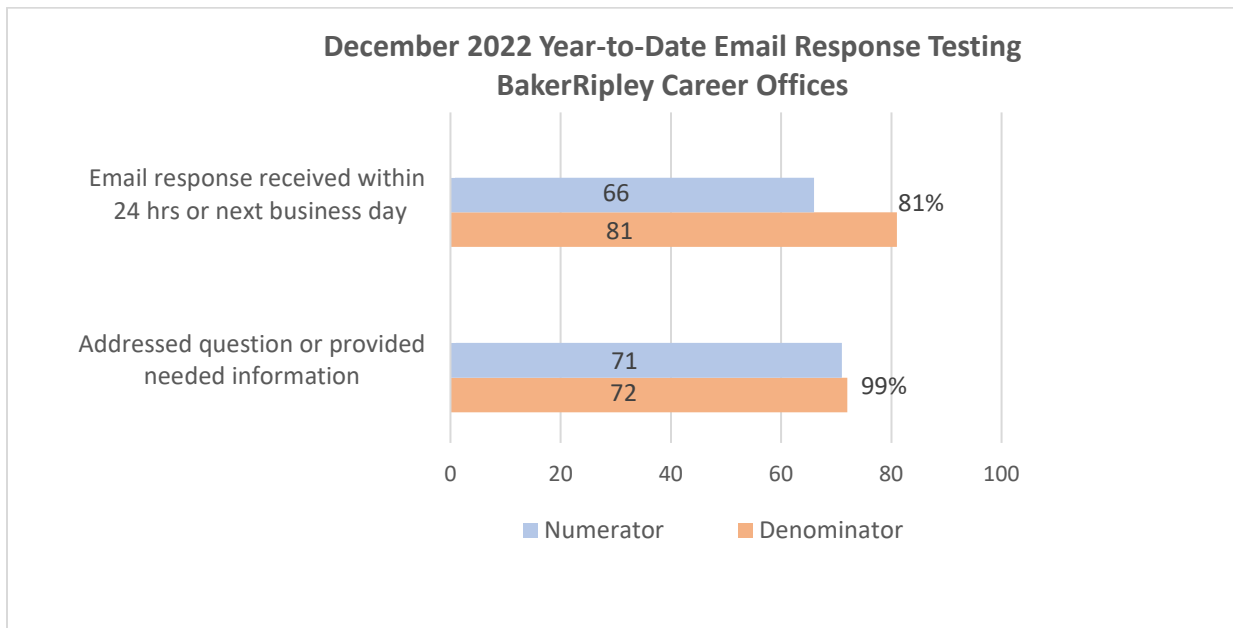
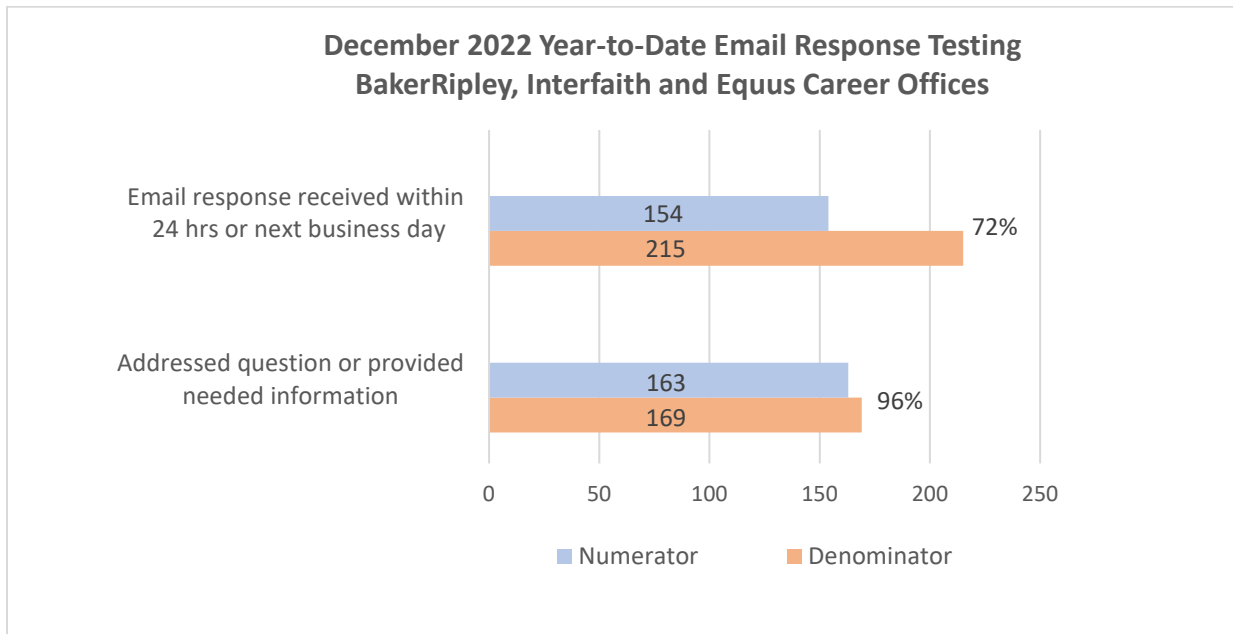


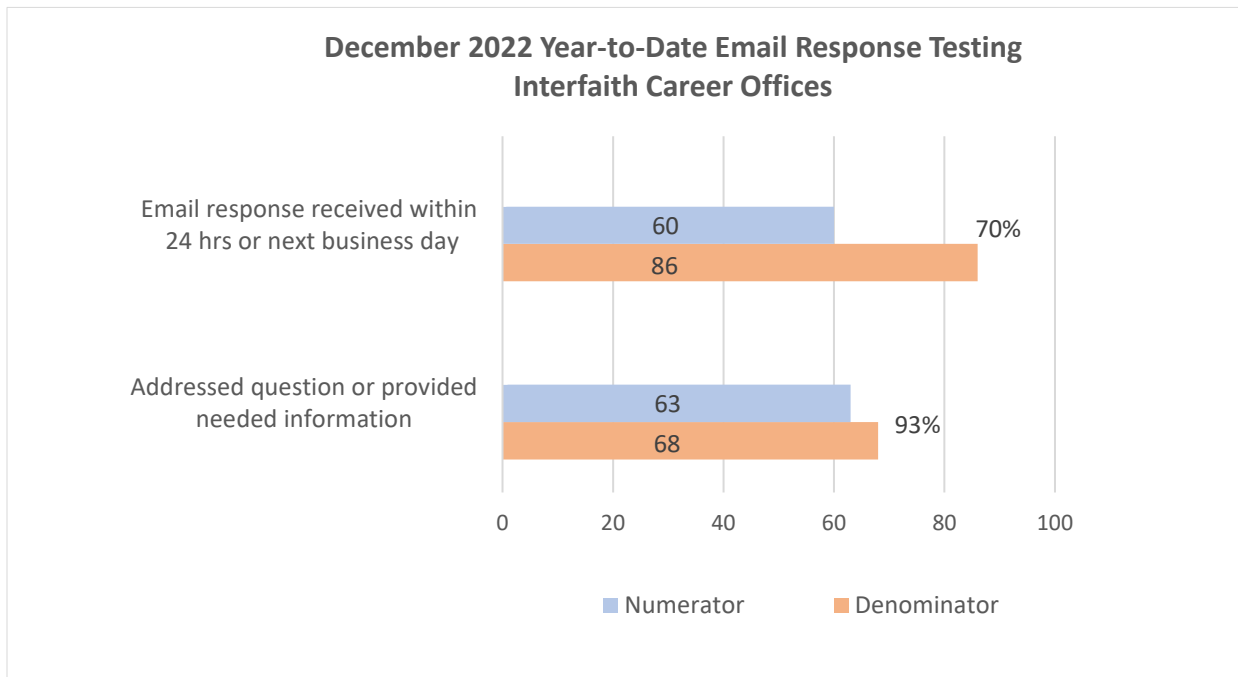
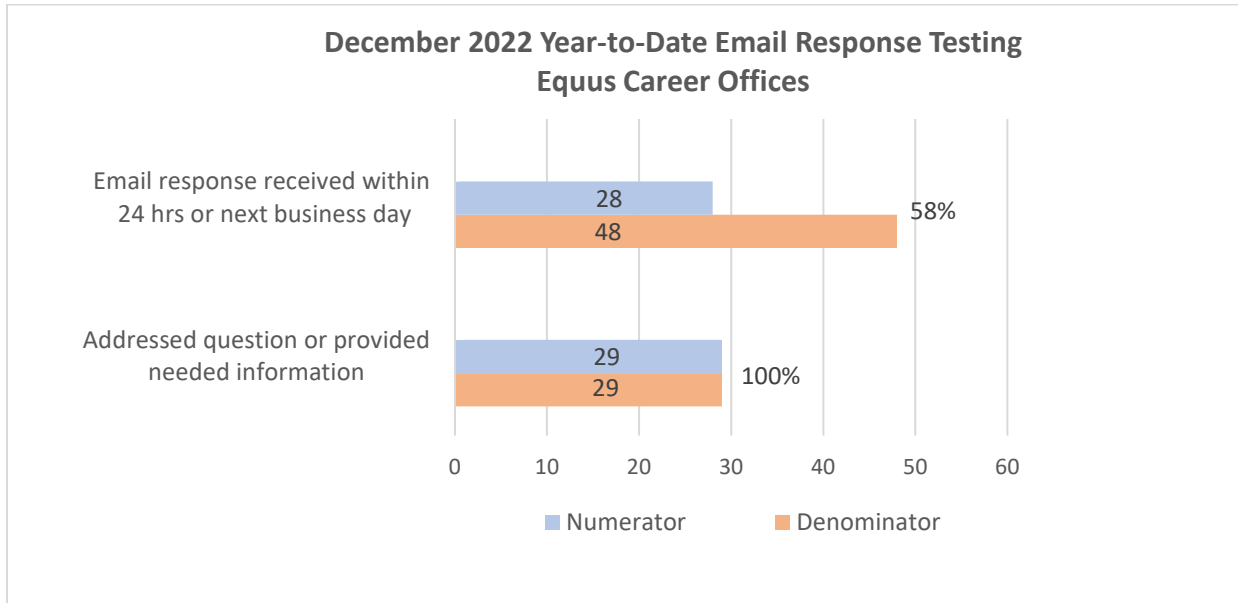






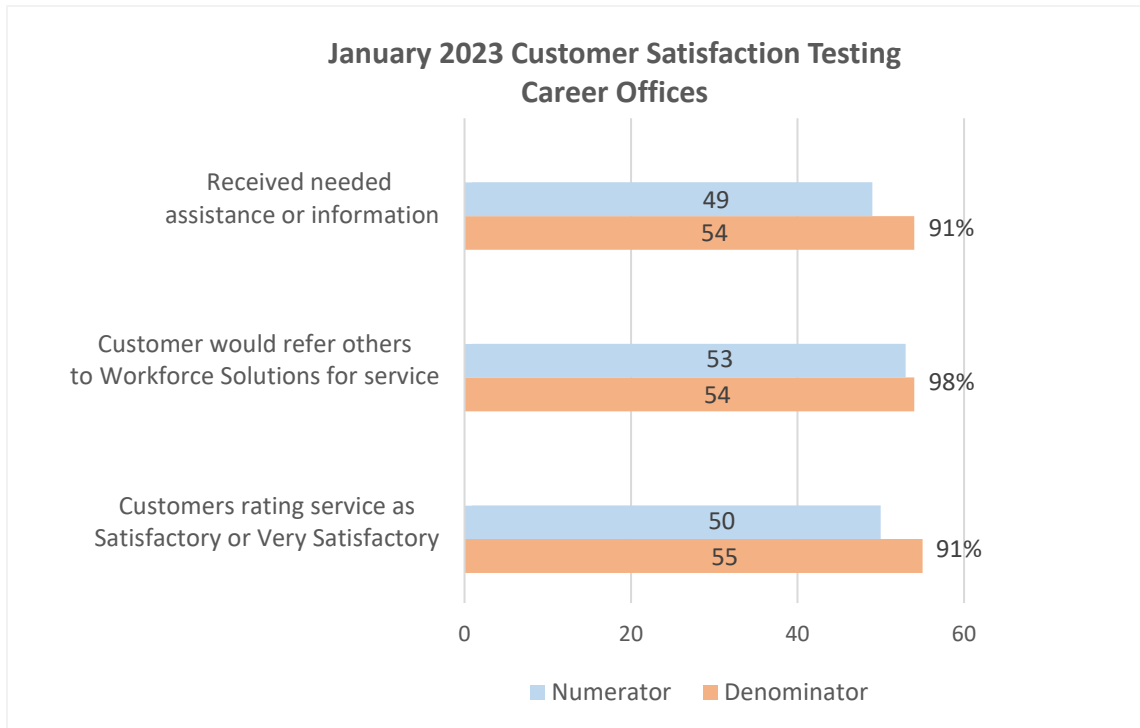
We tested the responsiveness of the career offices to emails sent to the career office email address found on Wrksolutions.com. The responses were good, but improvement is needed to ensure a customer receives an email response within 24 hours.

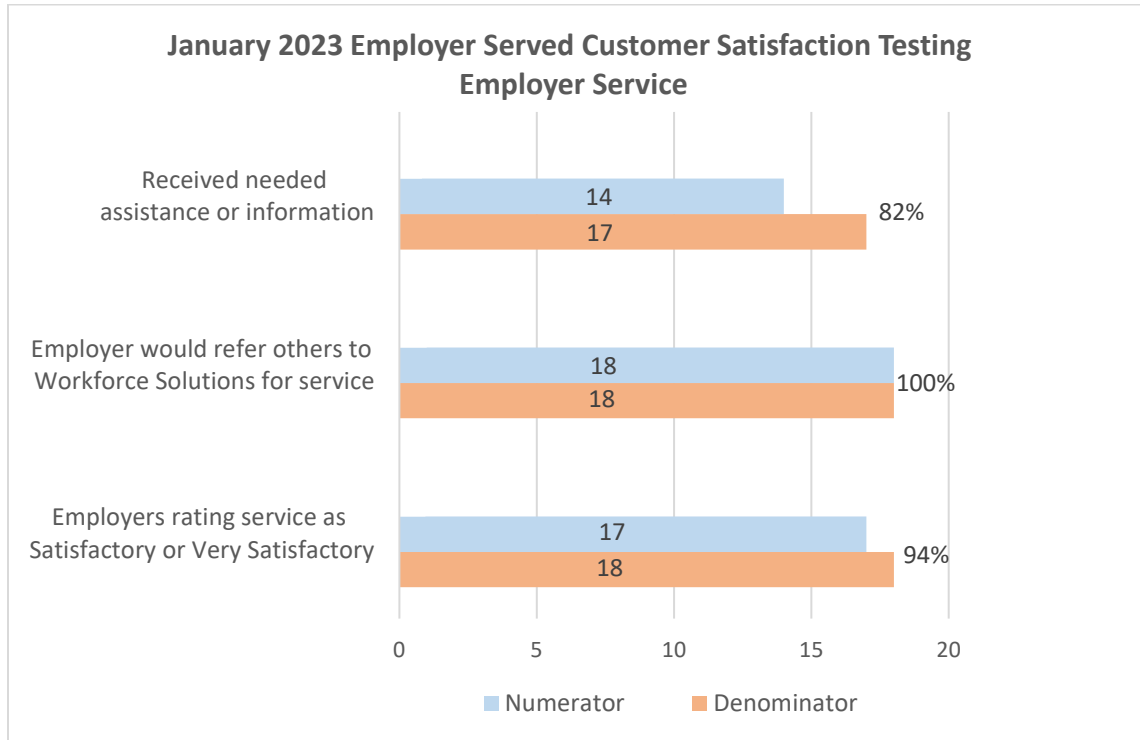




Customer Satisfaction

From a list of 110 customers receiving a service through a career office in January 2023, we spoke with 55 customers. We called 64 employers who interacted with Employer Service (now known as Employer Engagement and Partnerships) in the last three months and connected with 18 employers. The charts below reflect what they shared.





Technical Compliance

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

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

Financial Systems and Issues

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

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

and federal requirements. The final financial report will be completed before the next Audit and Monitoring Committee in March 2023.

Corrective Action and Technical Assistance Plans

- Harris County Department of Education and Houston Community College remain on corrective action plans to address data integrity and accuracy. We continue to work closely with Region 6 to monitor and provide technical assistance.
- In April 2022, the Texas Workforce Commission issued technical assistance plans for workforce boards with Choices of monthly participation below 50%. In October 2022, our region met the year-to-date participation requirement, and we expect a letter announcing the end of the technical assistance plan.

Next Meeting

The next committee meeting is scheduled for 1:00 PM on Thursday, March 30, 2023.

Budget Committee Report

Proposed 2023 Budget

Background

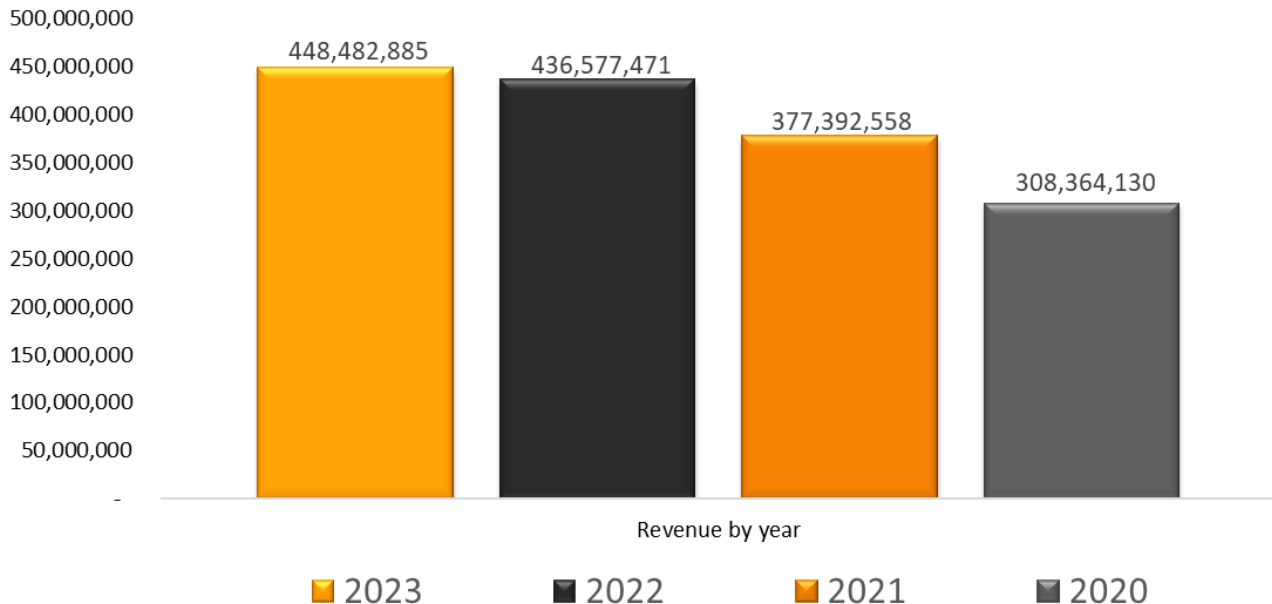
The Budget Committee met on Wednesday, January 25, 2023, with Committee Chair Willie Alexander, Board Chair Mark Guthrie, Doug Karr, Guy Robert Jackson, and Bobbie Henderson attending.

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

Current Situation

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

Gulf Coast Historical Revenue

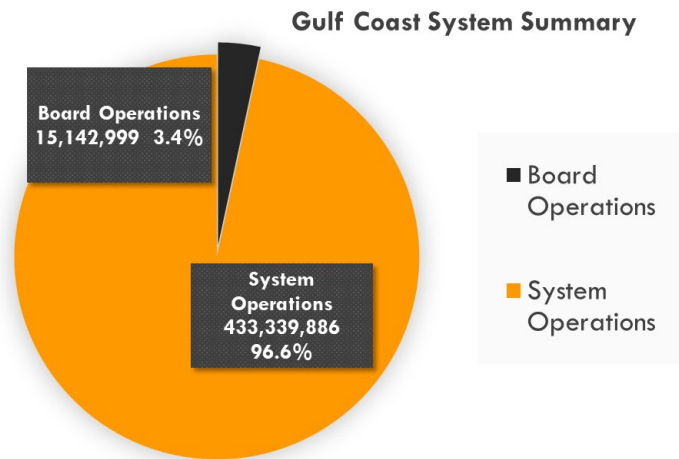


- Our larger formula funded allotments have seen meaningful increases but are partially offset by decreases in smaller funds. We project general revenue will be 9.8% greater in 2023. An increase to our general fund is significant as these are the primary dollars which power Workforce Solutions.

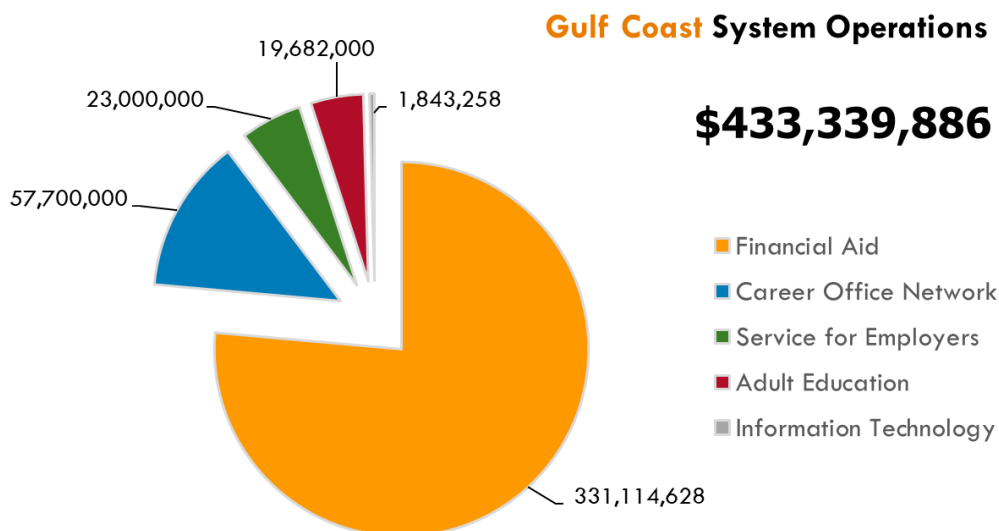
- Special revenue, funds we consider short-lived or with a limited guarantee of continuance, have decreased substantially as we move further away from pandemic response funding. Special revenue has decreased 39.6%.
- We have successfully secured \$1.8 million to provide business outreach and support services to early education providers. (Total award for 18 months: \$2,880,507.)

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

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



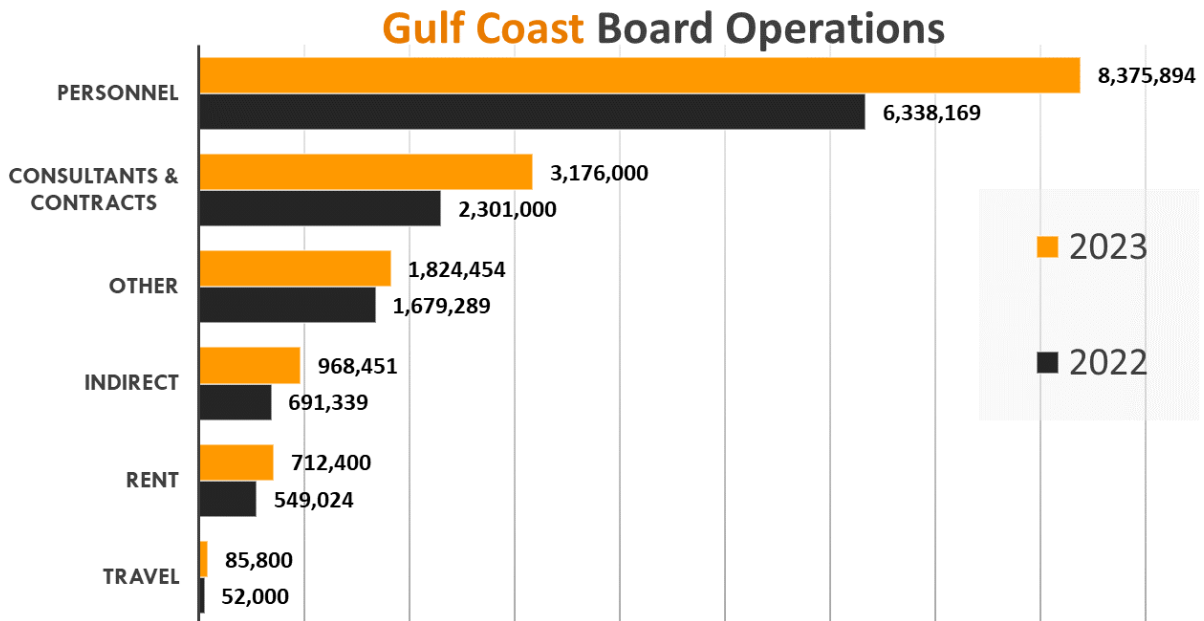
System operations is composed of direct service to employers and people. Proposed 2023 expenditures are in line with contracts the Board approved for Workforce Solutions and reserve an amount for the fourth quarter of 2023.



- We propose increasing financial aid to just over \$331 million. Financial aid remains the highest dollar value service for people and represents the large

demand for early education, scholarships, work-based learning, and work support in our region.

- We propose adding \$2 million to support Early Education Quality efforts under the Service for Employers category. As of October 2022, the TWC now requires all early education providers in our network to obtain a Texas Rising Star certification, and our providers will need additional support to meet this requirement.
- We propose a \$700,000 increase to our Career Office Network. This category supports operations of three career office operators and our Next Gen youth service providers.
- We propose considerably increasing System Information Technology by \$809,114. We are planning upgrades this year including a website overhaul, development of an early childhood portal, and creation of a youth portal.



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

- The personnel line item reflects proposed Board’s staffing at 80 FTEs. The increased FTE count supports expansion of our Early Childhood Education & Strategic Educational Partnerships team, fully staffing the professional development function in-house in our new division of Policy and Professional Development, and support for our new division of regional economic analysis. H-GAC also reserves an amount for merit raises in most years to be distributed

based on evaluation of an employee's performance. This year the merit pool has been set at 6%.

- We propose increasing the contracted services line item by \$875,000, which accommodates our plan to conduct program and process reviews, in addition to hiring 9 temporary staff to support business outreach and support services under our early education industry expansion grant.
- We propose increasing the other line item by 9% to accommodate acquisition of a project management software, additional equipment needs, and expand access to professional development opportunities for staff.
- Shared costs provided by H-GAC represent the increases identified under the indirect and rent line items. As we add staff, a larger portion of shared costs will be allocated to Workforce.
- We propose increasing our travel budget to support professional development opportunities and increase our visits to partners in the region.

Results

With this budget, we plan to achieve the following:

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

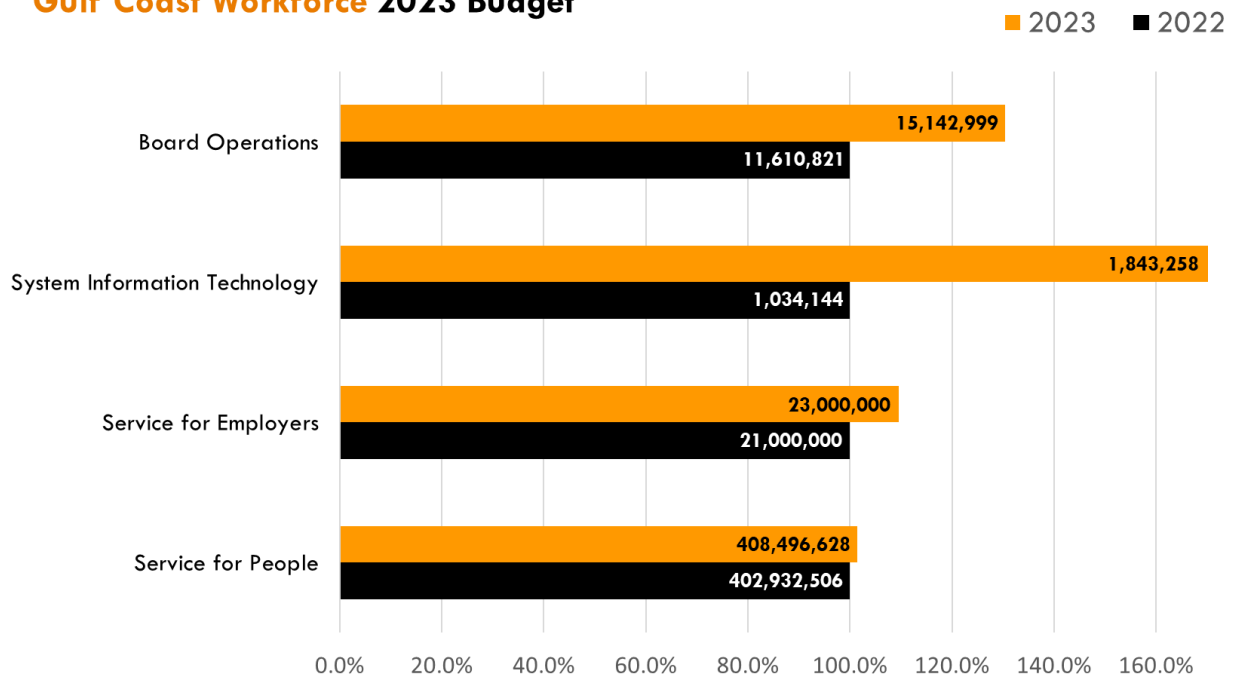
2022 Actual Performance:

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

- Helped 71% of individuals pursuing a post-secondary education attain a credential (certificate or degree).

Board staff will request approval for the proposed 2023 budget of \$448,482,885 as an action item.

Gulf Coast Workforce 2023 Budget



**Gulf Coast Workforce Board
2023 Budget
Source and Use**

| Source | | Use | |
|---------------------------------|----------------------|--------------------------------|----------------------|
| General Revenue | 410,624,026 | Board Operations | 15,142,999 |
| Special Federal & State Revenue | 37,858,859 | System Information Technology | 1,843,258 |
| | | Service for Employers | 23,000,000 |
| | | <i>Employer Service</i> | <i>12,000,000</i> |
| | | <i>Early Education Quality</i> | <i>11,000,000</i> |
| | | Service for People | 408,496,628 |
| | | <i>Financial Aid</i> | <i>331,114,628</i> |
| | | <i>Career Office Network</i> | <i>57,700,000</i> |
| | | <i>Adult Education</i> | <i>19,682,000</i> |
| Total | \$448,482,885 | Total | \$448,482,885 |

**Gulf Coast Workforce Board
2023 Budget
Revenue Summary**

| | 2023 | 2022 | Dollar Change | % Change |
|--|--------------------|---------------------|-------------------|---------------|
| General Revenue | 410,624,026 | 373,889,887 | 36,734,139 | 9.8% |
| Child Care Services | 331,534,827 | 297,090,215 | 34,444,612 | 11.6% |
| Workforce Innovation and Opportunity | 48,396,361 | 40,396,464 | 7,999,897 | 19.8% |
| Temporary Assistance for Needy Families | 15,715,305 | 16,371,936 - | 656,631 | -4.0% |
| Supplemental Nutrition Assistance | 5,492,771 | 7,625,391 - | 2,132,620 | -28.0% |
| Reemployment Services & Eligibility Assessment | 3,313,397 | 2,197,673 | 1,115,724 | 50.8% |
| Vocational Rehabilitation | 3,266,503 | 3,066,503 | 200,000 | 6.5% |
| Wagner-Peyser Employment Services | 2,155,003 | 2,052,384 | 102,619 | 5.0% |
| Veterans Employment and Training | 574,800 | 502,462 | 72,338 | 14.4% |
| Trade Act | 175,059 | 4,586,859 - | 4,411,800 | -96.2% |
| Special Federal & State Revenue | 37,858,859 | 62,687,584 - | 24,828,725 | -39.6% |
| Adult Education | 21,050,028 | 21,050,028 | - | 0.0% |
| Child Care - Service Industry Recovery | 8,114,128 | 32,456,512 - | 24,342,384 | -75.0% |
| Summer Earn and Learn | 3,667,000 | 3,667,000 | - | 0.0% |
| Child Care Industry Support | 1,813,659 | - | 1,813,659 | 100.0% |
| Apprenticeship Texas | 1,200,000 | 2,400,000 - | 1,200,000 | -50.0% |
| NDW Disaster Relief Employment | 1,050,000 | 2,100,000 - | 1,050,000 | -50.0% |
| PATHS Walmart Initiative | 794,044 | 794,044 | - | 0.0% |
| JOBS Plus | 120,000 | 120,000 | - | 0.0% |
| Texas Industry Partnership | 50,000 | 100,000 - | 50,000 | 0.0% |
| Total Revenue | 448,482,885 | 436,577,471 | 11,905,414 | 2.7% |

**Gulf Coast Workforce Board
2023 Budget
Budget Overview**

| | 2023 | 2022 | % of Total 2023 Budget | Dollar Variance from 2022 | % Variance from 2022 |
|--------------------------|--------------------|--------------------|-----------------------------------|--------------------------------------|---------------------------------|
| Board Operations | 15,142,999 | 11,610,821 | 3.4% | 3,532,178 | 30.4% |
| Personnel | 8,375,894 | 6,338,169 | 1.9% | 2,037,725 | 32.2% |
| Indirect | 968,451 | 691,339 | 0.2% | 277,112 | 40.1% |
| Consultants & Contracts | 3,176,000 | 2,301,000 | 0.7% | 875,000 | 38.0% |
| Travel | 85,800 | 52,000 | 0.0% | 33,800 | 65.0% |
| Rent | 712,400 | 549,024 | 0.2% | 163,376 | 29.8% |
| Capital Equipment | - | - | 0.0% | - | 0.0% |
| Other | 1,824,454 | 1,679,289 | 0.4% | 145,165 | 8.6% |
| System Operations | 433,339,886 | 424,966,650 | 96.6% | 8,373,236 | 2.0% |
| Service for Employers | | | | | |
| Employer Service | 12,000,000 | 12,000,000 | 2.7% | - | 0.0% |
| Early Education Quality | 11,000,000 | 9,000,000 | 2.5% | 2,000,000 | 22.2% |
| Service for People | | | | | |
| Financial Aid | 331,114,628 | 326,250,506 | 73.8% | 4,864,122 | 1.5% |
| Career Office Network | 57,700,000 | 57,000,000 | 12.9% | 700,000 | 1.2% |
| Adult Education | 19,682,000 | 19,682,000 | 4.4% | - | 0.0% |
| System IT | 1,843,258 | 1,034,144 | 0.4% | 809,114 | 78.2% |
| Total | 448,482,885 | 436,577,471 | 100.0% | 11,905,415 | 2.7% |

**Gulf Coast Workforce Board
2023 Budget
Budget Detail**

| | Board Operations | | | |
|--|------------------|------------------|--------------------|---------------------|
| | 2023 | 2022 | Dollar Variance | Percent Variance |
| Consultants & Contract Services | 3,176,000 | 2,301,000 | 875,000 | 38% |
| Legal Services | 15,000 | 15,000 | - | 0% |
| Audit | 35,000 | 35,000 | - | 0% |
| Financial Monitoring | 1,126,000 | 1,126,000 | - | 0% |
| Public Information & Outreach | 900,000 | 1,125,000 | - 225,000 | -20% |
| Child Care Expansion Temp Staffing | 900,000 | - | 900,000 | 100% |
| Program and Process Audit Reviews | 200,000 | - | 200,000 | 100% |
| Other | 1,824,454 | 1,679,289 | 145,165 | 9% |
| Supplies | 6,350 | 6,000 | 350 | 6% |
| Meeting Expenses | 9,000 | 9,000 | - | 0% |
| Books & Publications | 1,500 | 1,500 | - | 0% |
| Maintenance & Repair | 4,000 | 4,000 | - | 0% |
| Software | 106,700 | 11,300 | 95,400 | 844% |
| Licenses & Permits | 800 | 800 | - | 0% |
| Communications | 42,000 | 42,000 | - | 0% |
| Postage & Delivery | 12,800 | 12,800 | - | 0% |
| Subscriptions & Dues | 34,050 | 20,000 | 14,050 | 70% |
| Expendable Equipment | 112,500 | 63,000 | 49,500 | 79% |
| Legal Notices | 12,000 | 12,000 | - | 0% |
| Employee Recruitment | 1,800 | 1,800 | - | 0% |
| Employee Development | 100,000 | 50,000 | 50,000 | 100% |
| Outside Printing | 30,000 | 10,000 | 20,000 | 200% |
| Internal Services | 677,029 | 686,385 | - 9,356 | -1% |
| Network Services | 673,925 | 748,704 | - 74,779 | -10% |
| System Information Technology | 1,843,258 | 1,034,144 | 809,114 | 78% |
| Personnel | 251,544 | 232,774 | 18,770 | 8% |
| Wide Area Network | 215,000 | 215,000 | - | 0% |
| Software | 458,364 | 374,250 | 84,114 | 22% |
| Website | 179,750 | 179,750 | - | 0% |
| Maintenance and Repair | 10,000 | 10,000 | - | 0% |
| Equipment | - | 18,770 | - 18,770 | -100% |
| Security Training | 3,600 | 3,600 | - | 0% |
| Website Overhaul | 200,000 | - | 200,000 | 100% |
| Early Childhood Portal | 400,000 | - | 400,000 | 100% |
| Youth Portal | 125,000 | - | 125,000 | 100% |

By-laws Ad Hoc Committee

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

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

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

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

Employer Service Committee

Targeted Industries and Occupations 2020 – 2030 Projection Data

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

Background

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

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

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

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

The Targeting Process

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

Phase 1:

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

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

Phase 2:

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

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

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

Phase 3:

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

Pandemic Considerations and Data Challenges

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

However, the 2020-2030 projection data provided the following challenges:

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

Methodology Update

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

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

Using QCEW rather than Industry Employment Projections, both of which are published at the four-digit NAICS level, results in nearly all industries under consideration possessing complete data allowing for more accurate thresholds to be calculated. Second, it avoids including industries with missing data, and more importantly, those that are projected to decline but cannot be reasonably excluded due to their continued importance to the local economy.

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

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

Attachments

The process described above was used to produce the attached targeting lists:

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

GULF COAST WORKFORCE BOARD

2023 Targeted Industries^{1,2}

**PRELIMINARY DRAFT NOT
FOR OPERATIONAL USE**

| NAICS | Industry Title | 4-Quarter Average Employment 2020 | 2020 4 Quarter Avg Weekly Wages |
|--------------|--|--|--|
| 21 | Mining, Quarrying, and Oil and Gas Extraction | | |
| 2111 | Oil and Gas Extraction | 34,047 | \$4,890 |
| 2131 | Support Activities for Mining | 31,889 | \$2,656 |
| 22 | Utilities | | |
| 2211 | Electric Power Generation, Transmission and Distribution | 12,619 | \$2,744 |
| 23 | Construction | | |
| 2361 | Residential Building Construction | 14,158 | \$1,751 |
| 2362 | Nonresidential Building Construction | 34,839 | \$1,890 |
| 2371 | Utility System Construction | 37,039 | \$1,727 |
| 2373 | Highway, Street, and Bridge Construction | 17,193 | \$1,199 |
| 2381 | Foundation, Structure, and Building Exterior Contractors | 23,560 | \$1,162 |
| 2382 | Building Equipment Contractors | 47,219 | \$1,300 |
| 2389 | Other Specialty Trade Contractors | 17,804 | \$1,264 |
| 31-33 | Manufacturing | | |
| 3251 | Basic Chemical Manufacturing | 22,709 | \$2,788 |
| 3324 | Boiler, Tank, and Shipping Container Manufacturing | 4,818 | \$1,661 |
| 3329 | Other Fabricated Metal Product Manufacturing | 11,528 | \$1,499 |
| 3331 | Agriculture, Construction, and Mining Machinery Manufacturing | 23,759 | \$2,260 |
| 42 | Wholesale Trade | | |
| 4234 | Professional and Commercial Equipment and Supplies Merchant Wholes | 14,928 | \$1,873 |
| 4235 | Metal and Mineral (except Petroleum) Merchant Wholesalers | 10,153 | \$1,711 |
| 4238 | Machinery, Equipment, and Supplies Merchant Wholesalers | 31,288 | \$1,759 |
| 4247 | Petroleum and Petroleum Products Merchant Wholesalers | 10,567 | \$3,538 |
| 4251 | Wholesale Electronic Markets and Agents and Brokers | 9,221 | \$1,804 |
| 44-45 | Retail Trade | | |
| 4411 | Automobile Dealers | 27,594 | \$1,402 |
| 48-49 | Transportation and Warehousing | | |

GULF COAST WORKFORCE BOARD

2023 Targeted Industries^{1,2}

**PRELIMINARY DRAFT NOT
FOR OPERATIONAL USE**

| NAICS | Industry Title | 4-Quarter Average Employment 2020 | 2020 4 Quarter Avg Weekly Wages |
|--------------|--|--|--|
| 4811 | Scheduled Air Transportation | 17,103 | \$1,863 |
| 4831 | Deep Sea, Coastal, and Great Lakes Water Transportation | 1,512 | \$2,338 |
| 4832 | Inland Water Transportation | 2,048 | \$1,863 |
| 4841 | General Freight Trucking | 14,935 | \$1,149 |
| 4842 | Specialized Freight Trucking | 11,644 | \$1,919 |
| 4885 | Freight Transportation Arrangement | 10,550 | \$1,455 |
| 4889 | Other Support Activities for Transportation | 1,675 | \$2,427 |
| 4931 | Warehousing and Storage | 25,773 | \$899 |
| 51 | Information | | |
| 5173 | Wired and Wireless Telecommunications Carriers | 10,432 | \$1,534 |
| 52 | Finance and Insurance | | |
| 5221 | Depository Credit Intermediation | 29,320 | \$1,774 |
| 5222 | Nondepository Credit Intermediation | 10,233 | \$2,204 |
| 5239 | Other Financial Investment Activities | 11,404 | \$3,189 |
| 5241 | Insurance Carriers | 12,827 | \$1,968 |
| 5242 | Agencies, Brokerages, and Other Insurance Related Activities | 20,888 | \$1,677 |
| 53 | Real Estate and Rental and Leasing | | |
| 5313 | Activities Related to Real Estate | 16,942 | \$1,240 |
| 54 | Professional, Scientific, and Technical Services | | |
| 5411 | Legal Services | 27,841 | \$2,332 |
| 5412 | Accounting, Tax Preparation, Bookkeeping, and Payroll Services | 24,094 | \$1,678 |
| 5413 | Architectural, Engineering, and Related Services | 68,146 | \$2,212 |
| 5415 | Computer Systems Design and Related Services | 30,224 | \$2,219 |
| 5416 | Management, Scientific, and Technical Consulting Services | 40,196 | \$2,169 |
| 5419 | Other Professional, Scientific, and Technical Services | 18,018 | \$1,315 |
| 55 | Management of Companies and Enterprises | | |
| 5511 | Management of Companies and Enterprises | 44,029 | \$3,371 |

GULF COAST WORKFORCE BOARD
2023 Targeted Industries^{1,2}

**PRELIMINARY DRAFT NOT
FOR OPERATIONAL USE**

| NAICS | Industry Title | 4-Quarter Average Employment 2020 | 2020 4 Quarter Avg Weekly Wages |
|-----------|---|-----------------------------------|---------------------------------|
| 56 | Administrative and Support and Waste Management and Remediation Services | | |
| 5611 | Office Administrative Services | 24,422 | \$2,148 |
| 61 | Educational Services | | |
| 6111 | Elementary and Secondary Schools | 203,844 | \$961 |
| 6113 | Colleges, Universities, and Professional Schools | 61,689 | \$1,567 |
| 62 | Health Care and Social Assistance | | |
| 6211 | Offices of Physicians | 53,697 | \$1,803 |
| 6212 | Offices of Dentists | 17,593 | \$973 |
| 6214 | Outpatient Care Centers | 16,087 | \$1,390 |
| 6221 | General Medical and Surgical Hospitals | 96,790 | \$1,434 |
| 6223 | Specialty (except Psychiatric and Substance Abuse) Hospitals | 27,956 | \$1,840 |
| 81 | Other Services (except Public Administration) | | |
| 8113 | Commercial and Industrial Machinery and Equipment (except Automotive | 11,765 | \$1,654 |

Notes

1. Criteria used to identify the targeted industries:

Industries with year 2020 four quarter average employment of at least 10,102 , the average four quarter employment across all 4-digit NAICS industries in 2020 per the Quarterly Census of Employment and Wages (QCEW).

Industries with an average weekly wage of at least \$1,348 per week, the average four weekly wage across all 4-digit industries per the Quarterly Census of Employment and Wages (QCEW).

Industries meeting at least one of two criteria above and present on the previous targeted industry list.

2 . All data provided by Texas Workforce Commission - LMCI

Authorized by the Gulf Coast Workforce Board: **DATE TBD - PRELIMINARY DRAFT NOT FOR USE**

GULF COAST WORKFORCE BOARD

2023 High-Skill, High-Growth Occupations ^{1,9}

PRELIMINARY DRAFT NOT FOR USE

| SOC | Occupation Title | Employment Growth | | | | Annual Openings | | | | Typical Education Needed for Entry into Occupation | Work Experience in a Related Occupation | Typical On-the-job Training | Median Hourly Wage 2021 |
|----------------|--|----------------------|--------|------------|----------------|-----------------------------|--------------------------------------|-----------------------|----------------|--|---|-----------------------------------|-------------------------|
| | | Annual Averages 2020 | 2030 | Net Change | Percent Change | Due to Exits from Workforce | Due to Transfers between Occupations | Due to New Job Growth | Total Openings | | | | |
| 11-0000 | Management Occupations | | | | | | | | | | | | |
| 11-1021 | General and Operations Managers ² | 56,142 | 68,281 | 12,139 | 21.6 | 1,242 | 3,857 | 1,214 | 6,313 | Bachelor's degree | 5 years or more | None | \$46.80 |
| 11-2021 | Marketing Managers ² | 4,592 | 5,450 | 858 | 18.7 | 100 | 316 | 86 | 502 | Bachelor's degree | 5 years or more | None | \$61.23 |
| 11-3021 | Computer and Information Systems Managers | 6,190 | 7,372 | 1,182 | 19.1 | 110 | 385 | 118 | 613 | Bachelor's degree | 5 years or more | None | \$76.66 |
| 11-3031 | Financial Managers ² | 12,690 | 16,251 | 3,561 | 28.1 | 296 | 727 | 356 | 1,379 | Bachelor's degree | 5 years or more | None | \$73.10 |
| 11-3051 | Industrial Production Managers ² | 4,360 | 5,233 | 873 | 20.0 | 93 | 226 | 87 | 406 | Bachelor's degree | 5 years or more | None | \$60.67 |
| 11-3061 | Purchasing Managers ² | 2,036 | 2,424 | 388 | 19.1 | 49 | 121 | 39 | 209 | Bachelor's degree | 5 years or more | None | \$62.01 |
| 11-3071 | Transportation, Storage, and Distribution Managers ² | 3,784 | 4,547 | 763 | 20.2 | 79 | 230 | 76 | 385 | High school diploma or equivalent | 5 years or more | None | \$48.97 |
| 11-3121 | Human Resources Managers ² | 2,918 | 3,481 | 563 | 19.3 | 74 | 179 | 56 | 309 | Bachelor's degree | 5 years or more | None | \$61.17 |
| 11-9021 | Construction Managers | 19,223 | 23,445 | 4,222 | 22.0 | 440 | 1,080 | 422 | 1,942 | Bachelor's degree | None | Moderate-term on-the-job training | \$47.58 |
| 11-9041 | Architectural and Engineering Managers | 5,445 | 6,480 | 1,035 | 19.0 | 107 | 303 | 104 | 514 | Bachelor's degree | 5 years or more | None | \$79.69 |
| 11-9051 | Food Service Managers ² | 5,997 | 7,762 | 1,765 | 29.4 | 210 | 550 | 176 | 936 | High school diploma or equivalent | Less than 5 years | None | \$29.06 |
| 11-9111 | Medical and Health Services Managers | 9,282 | 13,369 | 4,087 | 44.0 | 283 | 575 | 409 | 1,267 | Bachelor's degree | Less than 5 years | None | \$49.93 |
| 13-0000 | Business & Financial Operations | | | | | | | | | | | | |
| 13-1051 | Cost Estimators | 4,491 | 5,146 | 655 | 14.6 | 136 | 291 | 66 | 493 | Bachelor's degree | None | Moderate-term on-the-job training | \$34.60 |
| 13-1071 | Human Resources Specialists ² | 12,415 | 14,993 | 2,578 | 20.8 | 371 | 911 | 258 | 1,540 | Bachelor's degree | None | None | \$29.60 |
| 13-1081 | Logisticians | 4,052 | 6,026 | 1,974 | 48.7 | 105 | 327 | 197 | 629 | Bachelor's degree | None | None | \$37.03 |
| 13-1111 | Management Analysts | 9,697 | 11,786 | 2,089 | 21.5 | 345 | 618 | 209 | 1,172 | Bachelor's degree | Less than 5 years | None | \$43.12 |
| 13-1121 | Meeting, Convention, and Event Planners ² | 1,873 | 2,294 | 421 | 22.5 | 62 | 153 | 42 | 257 | Bachelor's degree | None | None | \$23.15 |
| 13-1141 | Compensation, Benefits, and Job Analysis Specialists ² | 1,558 | 1,882 | 324 | 20.8 | 52 | 101 | 32 | 185 | Bachelor's degree | Less than 5 years | None | \$30.82 |
| 13-1151 | Training and Development Specialists ² | 6,439 | 7,801 | 1,362 | 21.2 | 215 | 436 | 136 | 787 | Bachelor's degree | Less than 5 years | None | \$30.14 |
| 13-1161 | Market Research Analysts and Marketing Specialists | 8,460 | 11,140 | 2,680 | 31.7 | 232 | 716 | 268 | 1,216 | Bachelor's degree | None | None | \$30.02 |
| 13-2011 | Accountants and Auditors | 32,551 | 38,223 | 5,672 | 17.4 | 986 | 2,096 | 567 | 3,649 | Bachelor's degree | None | None | \$38.24 |
| 13-2098 | Financial and Investment Analysts, Financial Risk Specialists, and Financial S | 9,370 | 11,096 | 1,726 | 18.4 | 180 | 584 | 173 | 937 | Bachelor's degree | None | None | \$37.10 |
| 15-0000 | Computer and Mathematical Occupations | | | | | | | | | | | | |
| 15-1211 | Computer Systems Analysts | 14,625 | 16,343 | 1,718 | 11.7 | 302 | 762 | 172 | 1,236 | Bachelor's degree | None | None | \$49.08 |
| 15-1212 | Information Security Analysts | 2,388 | 3,325 | 937 | 39.2 | 44 | 158 | 94 | 296 | Bachelor's degree | Less than 5 years | None | \$48.74 |
| 15-1232 | Computer User Support Specialists | 12,474 | 14,156 | 1,682 | 13.5 | 250 | 705 | 168 | 1,123 | Some college, no degree | None | None | \$23.26 |
| 15-1244 | Network and Computer Systems Administrators | 7,610 | 8,628 | 1,018 | 13.4 | 136 | 383 | 102 | 621 | Bachelor's degree | None | None | \$39.44 |
| 15-1245 | Database Administrators and Architects | 3,033 | 3,477 | 444 | 14.6 | 76 | 160 | 44 | 280 | Bachelor's degree | None | None | \$46.70 |
| 15-1256 | Software Developers and Software Quality Assurance Analysts and Tester | 23,024 | 29,407 | 6,383 | 27.7 | 608 | 1,286 | 638 | 2,532 | Bachelor's degree | None | None | \$49.03 |
| 15-1257 | Web Developers and Digital Interface Designers ² | 2,036 | 2,417 | 381 | 18.7 | 52 | 109 | 38 | 199 | Associate's degree | None | None | \$32.26 |
| 15-2031 | Operations Research Analysts | 1,388 | 1,907 | 519 | 37.4 | 36 | 72 | 22 | 160 | Bachelor's degree | None | None | \$48.61 |
| 17-0000 | Architecture and Engineering Occupations³ | | | | | | | | | | | | |
| 17-1011 | Architects, Except Landscape and Naval Surveyors | 2,865 | 3,453 | 588 | 20.5 | 87 | 134 | 59 | 280 | Bachelor's degree | None | Internship/residency | \$44.28 |
| 17-1022 | Surveyors | 1,633 | 1,925 | 292 | 17.9 | 61 | 88 | 29 | 178 | Bachelor's degree | None | Internship/residency | \$29.02 |
| 17-2011 | Aerospace Engineers | 1,702 | 2,032 | 330 | 19.4 | 38 | 64 | 33 | 135 | Bachelor's degree | None | None | \$66.21 |
| 17-2031 | Bioengineers and Biomedical Engineers | 232 | 287 | 55 | 23.7 | 6 | 11 | 6 | 23 | Bachelor's degree | None | None | \$38.06 |
| 17-2041 | Chemical Engineers | 3,168 | 3,927 | 759 | 24.0 | 70 | 131 | 76 | 277 | Bachelor's degree | None | None | \$74.43 |
| 17-2051 | Civil Engineers | 10,538 | 13,084 | 2,546 | 24.2 | 235 | 588 | 255 | 1,078 | Bachelor's degree | None | None | \$47.13 |
| 17-2061 | Computer Hardware Engineers | 605 | 621 | 16 | 2.6 | 12 | 29 | 2 | 43 | Bachelor's degree | None | None | \$61.97 |
| 17-2071 | Electrical Engineers | 4,613 | 5,648 | 1,035 | 22.4 | 122 | 206 | 104 | 432 | Bachelor's degree | None | None | \$49.08 |
| 17-2072 | Electronics Engineers, Except Computer | 1,711 | 2,030 | 319 | 18.6 | 44 | 75 | 32 | 151 | Bachelor's degree | None | None | \$50.06 |
| 17-2081 | Environmental Engineers | 1,407 | 1,642 | 235 | 16.7 | 36 | 74 | 24 | 134 | Bachelor's degree | None | None | \$60.95 |
| 17-2111 | Health and Safety Engineers, Except Mining Safety Engineers and Inspecto | 1,202 | 1,418 | 216 | 18.0 | 29 | 52 | 22 | 103 | Bachelor's degree | None | None | \$60.93 |
| 17-2112 | Industrial Engineers | 4,825 | 6,234 | 1,409 | 29.2 | 121 | 221 | 141 | 483 | Bachelor's degree | None | None | \$48.07 |
| 17-2121 | Marine Engineers and Naval Architects | 232 | 297 | 65 | 28.0 | 3 | 10 | 6 | 19 | Bachelor's degree | None | None | \$61.52 |
| 17-2131 | Materials Engineers | 677 | 841 | 164 | 24.2 | 15 | 30 | 16 | 61 | Bachelor's degree | None | None | \$60.95 |
| 17-2141 | Mechanical Engineers | 8,080 | 9,810 | 1,730 | 21.4 | 154 | 368 | 173 | 695 | Bachelor's degree | None | None | \$60.50 |
| 17-2151 | Mining and Geological Engineers, Including Mining Safety Engineers | 290 | 355 | 65 | 22.4 | 6 | 14 | 6 | 26 | Bachelor's degree | None | None | \$48.65 |
| 17-2171 | Petroleum Engineers | 7,863 | 9,579 | 1,716 | 21.8 | 169 | 389 | 172 | 730 | Bachelor's degree | None | None | \$64.91 |
| 17-3011 | Architectural and Civil Drafters | 3,335 | 3,884 | 549 | 16.5 | 111 | 230 | 55 | 396 | Associate's degree | None | None | \$28.97 |
| 17-3012 | Electrical and Electronics Drafters ² | 1,515 | 1,805 | 290 | 19.1 | 51 | 106 | 29 | 186 | Associate's degree | None | None | \$29.45 |
| 17-3013 | Mechanical Drafters | 1,776 | 1,950 | 174 | 9.8 | 57 | 118 | 17 | 192 | Associate's degree | None | None | \$31.83 |
| 17-3022 | Civil Engineering Technologists and Technicians | 1,934 | 2,229 | 295 | 15.3 | 62 | 128 | 30 | 220 | Associate's degree | None | None | \$29.14 |
| 17-3023 | Electrical and Electronic Engineering Technologists and Technicians | 2,943 | 3,437 | 494 | 16.8 | 96 | 196 | 49 | 341 | Associate's degree | None | None | \$35.72 |

GULF COAST WORKFORCE BOARD

2023 High-Skill, High-Growth Occupations ^{1,9}

PRELIMINARY DRAFT NOT FOR USE

| SOC | Occupation Title | Employment Growth | | | | Annual Openings | | | | Typical Education Needed for Entry into Occupation | Work Experience in a Related Occupation | Typical On-the-job Training | Median Hourly Wage 2021 |
|----------------|---|-------------------|--------|------------|----------------|-----------------------------|--------------------------------------|-----------------------|----------------|--|---|-----------------------------------|-------------------------|
| | | Annual Averages | | Net Change | Percent Change | Due to Exits from Workforce | Due to Transfers between Occupations | Due to New Job Growth | Total Openings | | | | |
| | | 2020 | 2030 | | | | | | | | | | |
| 17-3026 | Industrial Engineering Technologists and Technicians ² | 1,786 | 2,210 | 424 | 23.7 | 60 | 123 | 42 | 225 | Associate's degree | None | None | \$29.57 |
| 17-3027 | Mechanical Engineering Technologists and Technicians | 1,282 | 1,545 | 263 | 20.5 | 42 | 87 | 26 | 155 | Associate's degree | None | None | \$29.19 |
| 17-3031 | Surveying and Mapping Technicians | 3,142 | 3,747 | 605 | 19.3 | 122 | 298 | 60 | 480 | High school diploma or equivalent | None | Moderate-term on-the-job training | \$22.55 |
| 17-3098 | Calibration Technologists and Technicians and Engineering Technologists and Technicians | 4,169 | 5,069 | 900 | 21.6 | 139 | 284 | 90 | 513 | Associate's degree | None | None | \$28.36 |
| 19-0000 | Life, Physical, and Social Science Occupations | | | | | | | | | | | | |
| 19-1042 | Medical Scientists, Except Epidemiologists ² | 2,583 | 3,226 | 643 | 24.9 | 38 | 167 | 64 | 269 | Doctoral or professional degree | None | None | \$30.89 |
| 19-2031 | Chemists | 1,713 | 2,045 | 332 | 19.4 | 28 | 140 | 33 | 201 | Bachelor's degree | None | None | \$42.14 |
| 19-2042 | Geoscientists, Except Hydrologists and Geographers | 3,551 | 4,377 | 826 | 23.3 | 66 | 315 | 83 | 464 | Bachelor's degree | None | None | \$78.74 |
| 19-3031 | Clinical, Counseling, and School Psychologists | 2,155 | 2,435 | 280 | 13.0 | 60 | 90 | 28 | 178 | Doctoral or professional degree | None | Internship/residency | \$37.89 |
| 19-4045 | Geological and Hydrologic Technicians | 2,517 | 3,042 | 525 | 20.9 | 74 | 261 | 52 | 387 | Associate's degree | None | Moderate-term on-the-job training | \$36.77 |
| 19-5011 | Occupational Health and Safety Specialists | 4,528 | 5,478 | 950 | 21.0 | 136 | 215 | 95 | 446 | Bachelor's degree | None | None | \$37.67 |
| 21-0000 | Community and Social Service Occupations | | | | | | | | | | | | |
| 21-1012 | Educational, Guidance, and Career Counselors and Advisors | 6,079 | 7,086 | 1,007 | 16.6 | 214 | 390 | 101 | 705 | Master's degree | None | None | \$29.56 |
| 21-1018 | Substance Abuse, Behavioral Disorder, and Mental Health Counselors ² | 3,811 | 4,724 | 913 | 24.0 | 139 | 253 | 91 | 483 | Bachelor's degree | None | None | \$22.52 |
| 21-1022 | Healthcare Social Workers | 2,503 | 2,981 | 478 | 19.1 | 77 | 173 | 48 | 298 | Master's degree | None | Internship/residency | \$29.74 |
| 23-0000 | Legal Occupations | | | | | | | | | | | | |
| 23-1011 | Lawyers | 16,105 | 19,122 | 3,017 | 18.7 | 381 | 434 | 302 | 1,117 | Doctoral or professional degree | None | None | \$64.10 |
| 23-2011 | Paralegals and Legal Assistants | 9,453 | 11,608 | 2,155 | 22.8 | 408 | 711 | 216 | 1,335 | Associate's degree | None | None | \$28.55 |
| 25-0000 | Educational Instruction and Library Occupations ^{5,6} | | | | | | | | | | | | |
| 25-1071 | Health Specialties Teachers, Postsecondary | 3,555 | 4,639 | 1,084 | 30.5 | 183 | 192 | 108 | 483 | Doctoral or professional degree | Less than 5 years | None | \$76.18 |
| 25-2011 | Preschool Teachers, Except Special Education | 7,882 | 9,896 | 2,014 | 25.6 | 364 | 519 | 201 | 1,084 | Associate's degree | None | None | \$13.80 |
| 25-2012 | Kindergarten Teachers, Except Special Education | 3,428 | 3,872 | 444 | 13.0 | 150 | 213 | 44 | 407 | Bachelor's degree | None | None | \$30.01 |
| 25-2021 | Elementary School Teachers, Except Special Education | 33,369 | 37,222 | 3,853 | 11.5 | 1,083 | 1,414 | 385 | 2,882 | Bachelor's degree | None | None | \$30.01 |
| 25-2022 | Middle School Teachers, Except Special and Career/Technical Education | 16,952 | 18,918 | 1,966 | 11.6 | 550 | 719 | 197 | 1,466 | Bachelor's degree | None | None | \$30.01 |
| 25-2031 | Secondary School Teachers, Except Special and Career/Technical Education | 23,050 | 25,817 | 2,767 | 12.0 | 648 | 991 | 277 | 1,916 | Bachelor's degree | None | None | \$30.01 |
| 25-2032 | Career/Technical Education Teachers, Secondary School | 2,419 | 2,696 | 277 | 11.5 | 68 | 104 | 28 | 200 | Bachelor's degree | Less than 5 years | None | \$30.01 |
| 25-2052 | Special Education Teachers, Kindergarten and Elementary School | 3,735 | 4,173 | 438 | 11.7 | 129 | 157 | 44 | 330 | Bachelor's degree | None | None | \$30.01 |
| 25-2057 | Special Education Teachers, Middle School | 2,030 | 2,266 | 236 | 11.6 | 70 | 85 | 24 | 179 | Bachelor's degree | None | None | \$30.01 |
| 25-2058 | Special Education Teachers, Secondary School | 2,710 | 3,027 | 317 | 11.7 | 93 | 114 | 32 | 239 | Bachelor's degree | None | None | \$30.01 |
| 25-4022 | Librarians and Media Collections Specialists | 2,393 | 2,706 | 313 | 13.1 | 126 | 111 | 31 | 268 | Bachelor's degree | None | None | \$30.01 |
| 25-9031 | Instructional Coordinators | 4,397 | 5,011 | 614 | 14.0 | 232 | 206 | 61 | 499 | Master's degree | 5 years or more | None | \$30.94 |
| 27-0000 | Arts, Design, Entertainment, Sports, and Media Occupations | | | | | | | | | | | | |
| 27-3031 | Public Relations Specialists ² | 5,579 | 6,587 | 1,008 | 18.1 | 152 | 399 | 101 | 652 | Bachelor's degree | None | None | \$28.67 |
| 27-3091 | Interpreters and Translators | 3,406 | 4,725 | 1,319 | 38.7 | 158 | 222 | 132 | 512 | Bachelor's degree | None | None | \$20.76 |
| 29-0000 | Healthcare Practitioners and Technical Occupations ⁴ | | | | | | | | | | | | |
| 29-1011 | Chiropractors | 910 | 1,046 | 136 | 14.9 | 14 | 8 | 14 | 36 | Doctoral or professional degree | None | None | \$37.39 |
| 29-1021 | Dentists, General | 2,867 | 3,543 | 676 | 23.6 | 59 | 27 | 68 | 154 | Doctoral or professional degree | None | None | \$78.68 |
| 29-1041 | Optometrists | 902 | 1,050 | 148 | 16.4 | 17 | 12 | 15 | 44 | Doctoral or professional degree | None | None | \$48.04 |
| 29-1071 | Physician Assistants | 2,101 | 2,907 | 806 | 38.4 | 39 | 99 | 81 | 219 | Master's degree | None | None | \$48.15 |
| 29-1081 | Podiatrists | 170 | 176 | 6 | 3.5 | 5 | 7 | 1 | 13 | Doctoral or professional degree | None | Internship/residency | \$75.01 |
| 29-1122 | Occupational Therapists ⁷ | 1,987 | 2,415 | 428 | 21.5 | 48 | 72 | 43 | 163 | Master's degree | None | None | \$46.80 |
| 29-1123 | Physical Therapists | 3,476 | 4,304 | 828 | 23.8 | 77 | 81 | 83 | 241 | Doctoral or professional degree | None | None | \$47.96 |
| 29-1126 | Respiratory Therapists | 3,284 | 4,476 | 1,192 | 36.3 | 83 | 98 | 119 | 300 | Associate's degree | None | None | \$30.88 |
| 29-1127 | Speech-Language Pathologists | 2,704 | 3,627 | 923 | 34.1 | 74 | 113 | 92 | 279 | Master's degree | None | Internship/residency | \$37.52 |
| 29-1141 | Registered Nurses | 57,938 | 69,174 | 11,236 | 19.4 | 1,696 | 1,599 | 1,124 | 4,419 | Bachelor's degree | None | None | \$37.96 |
| 29-1151 | Nurse Anesthetists | 1,053 | 1,320 | 267 | 25.4 | 23 | 36 | 27 | 86 | Master's degree | None | None | - |
| 29-1171 | Nurse Practitioners | 3,627 | 5,787 | 2,160 | 59.6 | 98 | 148 | 216 | 462 | Master's degree | None | None | \$59.35 |
| 29-1211 | Anesthesiologists | 1,035 | 1,134 | 99 | 9.6 | 17 | 12 | 10 | 39 | Doctoral or professional degree | None | Internship/residency | \$91.43 |
| 29-1215 | Family Medicine Physicians | 1,986 | 2,315 | 329 | 16.6 | 35 | 24 | 33 | 92 | Doctoral or professional degree | None | Internship/residency | \$70.93 |
| 29-1216 | General Internal Medicine Physicians | 936 | 1,037 | 101 | 10.8 | 16 | 11 | 10 | 37 | Doctoral or professional degree | None | Internship/residency | - |
| 29-1218 | Obstetricians and Gynecologists | 422 | 457 | 35 | 8.3 | 7 | 5 | 4 | 16 | Doctoral or professional degree | None | Internship/residency | \$78.66 |

GULF COAST WORKFORCE BOARD

2023 High-Skill, High-Growth Occupations ^{1,9}

PRELIMINARY DRAFT NOT FOR USE

| SOC | Occupation Title | Employment Growth | | | | Annual Openings | | | | Typical Education Needed for Entry into Occupation | Work Experience in a Related Occupation | Typical On-the-job Training | Median Hourly Wage 2021 |
|----------------|---|-------------------|--------|------------|----------------|-----------------------------|--------------------------------------|-----------------------|----------------|--|---|-----------------------------------|-------------------------|
| | | Annual Averages | | Net Change | Percent Change | Due to Exits from Workforce | Due to Transfers between Occupations | Due to New Job Growth | Total Openings | | | | |
| | | 2020 | 2030 | | | | | | | | | | |
| 29-1221 | Pediatricians, General | 716 | 789 | 73 | 10.2 | 12 | 8 | 7 | 27 | Doctoral or professional degree | None | Internship/residency | - |
| 29-1223 | Psychiatrists | 338 | 414 | 76 | 22.5 | 6 | 4 | 8 | 18 | Doctoral or professional degree | None | Internship/residency | - |
| 29-1248 | Surgeons, Except Ophthalmologists | 1,217 | 1,310 | 93 | 7.6 | 20 | 14 | 9 | 43 | Doctoral or professional degree | None | Internship/residency | - |
| 29-1292 | Dental Hygienists | 3,401 | 4,405 | 1,004 | 29.5 | 140 | 98 | 100 | 338 | Associate's degree | None | None | \$36.49 |
| 29-2031 | Cardiovascular Technologists and Technicians | 1,369 | 1,648 | 279 | 20.4 | 41 | 65 | 28 | 134 | Associate's degree | None | None | \$22.60 |
| 29-2032 | Diagnostic Medical Sonographers | 1,757 | 2,288 | 531 | 30.2 | 55 | 87 | 53 | 195 | Associate's degree | None | None | \$37.04 |
| 29-2034 | Radiologic Technologists and Technicians | 4,541 | 5,458 | 917 | 20.2 | 136 | 215 | 52 | 443 | Associate's degree | None | None | \$30.23 |
| 29-2055 | Surgical Technologists | 3,093 | 3,747 | 654 | 21.1 | 93 | 147 | 65 | 305 | Postsecondary nondegree award | None | None | \$28.09 |
| 29-2061 | Licensed Practical and Licensed Vocational Nurses | 13,656 | 15,939 | 2,283 | 16.7 | 499 | 618 | 228 | 1,345 | Postsecondary nondegree award | None | None | \$24.48 |
| 29-2098 | Medical Dosimetrists, Medical Records Specialists, and Health Technologists | 7,545 | 8,956 | 1,411 | 18.7 | 225 | 355 | 141 | 721 | Postsecondary nondegree award | None | None | \$21.33 |
| 29-9098 | Health Information Technologists, Medical Registrars, Surgical Assistants, and | 898 | 1,106 | 208 | 23.2 | 27 | 43 | 21 | 91 | Postsecondary nondegree award | None | None | \$30.52 |
| 31-0000 | Healthcare Support Occupations | | | | | | | | | | | | |
| 31-2021 | Physical Therapist Assistants ² | 1,443 | 1,955 | 512 | 35.5 | 73 | 128 | 51 | 252 | Associate's degree | None | None | \$34.57 |
| 31-9092 | Medical Assistants | 17,241 | 22,245 | 5,004 | 29.0 | 810 | 1,475 | 500 | 2,785 | Postsecondary nondegree award | None | None | \$17.67 |
| 41-0000 | Sales and Related Occupations | | | | | | | | | | | | |
| 41-3021 | Insurance Sales Agents | 7,007 | 7,789 | 782 | 11.2 | 246 | 414 | 78 | 738 | High school diploma or equivalent | None | Moderate-term on-the-job training | \$23.07 |
| 41-3091 | Sales Representatives of Services, Except Advertising, Insurance, Financial | 22,966 | 27,267 | 4,301 | 18.7 | 631 | 2,208 | 430 | 3,269 | High school diploma or equivalent | None | Moderate-term on-the-job training | \$28.90 |
| 41-4012 | Sales Representatives, Wholesale and Manufacturing, Except Technical and | 29,238 | 34,461 | 5,223 | 17.9 | 942 | 2,152 | 522 | 3,616 | High school diploma or equivalent | None | Moderate-term on-the-job training | \$29.33 |
| 41-9031 | Sales Engineers | 1,950 | 2,299 | 349 | 17.9 | 42 | 175 | 35 | 252 | Bachelor's degree | None | Moderate-term on-the-job training | \$50.16 |
| 43-0000 | Office and Administrative Support Occupations | | | | | | | | | | | | |
| 43-5061 | Production, Planning, and Expediting Clerks | 8,496 | 10,187 | 1,691 | 19.9 | 334 | 607 | 169 | 1,110 | High school diploma or equivalent | None | Moderate-term on-the-job training | \$23.12 |
| 47-0000 | Construction and Extraction Occupations | | | | | | | | | | | | |
| 47-1011 | First-Line Supervisors of Construction Trades and Extraction Workers | 23,279 | 28,037 | 4,758 | 20.4 | 726 | 1,661 | 476 | 2,863 | High school diploma or equivalent | 5 years or more | None | \$31.97 |
| 47-2011 | Boilermakers ² | 1,895 | 2,306 | 411 | 21.7 | 35 | 151 | 41 | 227 | High school diploma or equivalent | None | Apprenticeship | \$30.94 |
| 47-2031 | Carpenters | 15,506 | 17,737 | 2,231 | 14.4 | 485 | 1,037 | 223 | 1,745 | High school diploma or equivalent | None | Apprenticeship | \$22.89 |
| 47-2073 | Operating Engineers and Other Construction Equipment Operators | 12,960 | 16,155 | 3,195 | 24.7 | 476 | 1,044 | 320 | 1,840 | High school diploma or equivalent | None | Moderate-term on-the-job training | \$22.58 |
| 47-2111 | Electricians | 16,724 | 21,275 | 4,551 | 27.2 | 552 | 1,395 | 255 | 2,402 | High school diploma or equivalent | None | Apprenticeship | \$25.10 |
| 47-2132 | Insulation Workers, Mechanical | 2,792 | 3,318 | 526 | 18.8 | 72 | 208 | 53 | 333 | High school diploma or equivalent | None | Apprenticeship | \$22.92 |
| 47-2152 | Plumbers, Pipefitters, and Steamfitters | 10,466 | 12,820 | 2,354 | 22.5 | 340 | 837 | 235 | 1,412 | High school diploma or equivalent | None | Apprenticeship | \$27.01 |
| 47-2171 | Reinforcing Iron and Rebar Workers | 1,766 | 2,125 | 359 | 20.3 | 62 | 120 | 36 | 218 | High school diploma or equivalent | None | Apprenticeship | \$22.75 |
| 47-2211 | Sheet Metal Workers | 2,779 | 3,359 | 580 | 20.9 | 83 | 199 | 58 | 340 | High school diploma or equivalent | None | Apprenticeship | \$23.01 |
| 47-2221 | Structural Iron and Steel Workers | 3,021 | 3,420 | 399 | 13.2 | 83 | 246 | 40 | 369 | High school diploma or equivalent | None | Apprenticeship | \$23.11 |
| 47-4011 | Construction and Building Inspectors | 4,799 | 5,414 | 615 | 12.8 | 278 | 308 | 62 | 648 | High school diploma or equivalent | 5 years or more | Moderate-term on-the-job training | \$36.86 |
| 47-5012 | Rotary Drill Operators, Oil and Gas ⁸ | 2,073 | 2,479 | 406 | 19.6 | 47 | 221 | 41 | 309 | No formal educational credential | None | Moderate-term on-the-job training | \$29.50 |
| 47-5013 | Service Unit Operators, Oil and Gas ⁸ | 4,496 | 5,405 | 909 | 20.2 | 101 | 480 | 91 | 672 | No formal educational credential | None | Moderate-term on-the-job training | \$22.74 |
| 47-5022 | Excavating and Loading Machine and Dragline Operators, Surface Mining | 1,833 | 2,243 | 410 | 22.4 | 63 | 175 | 41 | 279 | High school diploma or equivalent | Less than 5 years | Moderate-term on-the-job training | \$21.78 |
| 47-5071 | Roustabouts, Oil and Gas ⁸ | 5,578 | 7,116 | 1,538 | 27.6 | 130 | 615 | 154 | 899 | No formal educational credential | None | Moderate-term on-the-job training | \$21.94 |
| 49-0000 | Installation, Maintenance, and Repair Occupations | | | | | | | | | | | | |
| 49-2098 | Security and Fire Alarm Systems Installers ² | 1,793 | 2,322 | 529 | 29.5 | 49 | 158 | 53 | 260 | High school diploma or equivalent | None | Moderate-term on-the-job training | \$22.89 |
| 49-3031 | Bus and Truck Mechanics and Diesel Engine Specialists | 6,776 | 7,905 | 1,129 | 16.7 | 208 | 458 | 113 | 779 | High school diploma or equivalent | None | Long-term on-the-job training | \$23.86 |
| 49-3042 | Mobile Heavy Equipment Mechanics, Except Engines | 5,299 | 7,125 | 1,826 | 34.5 | 185 | 420 | 183 | 788 | High school diploma or equivalent | None | Long-term on-the-job training | \$27.77 |
| 49-9012 | Control and Valve Installers and Repairers, Except Mechanical Door ² | 3,196 | 3,807 | 611 | 19.1 | 80 | 199 | 61 | 340 | High school diploma or equivalent | None | Moderate-term on-the-job training | \$23.62 |
| 49-9021 | Heating, Air Conditioning, and Refrigeration Mechanics and Installers | 8,761 | 10,651 | 1,890 | 21.6 | 249 | 662 | 189 | 1,100 | Postsecondary nondegree award | None | Long-term on-the-job training | \$23.60 |
| 49-9041 | Industrial Machinery Mechanics | 13,762 | 18,157 | 4,395 | 31.9 | 491 | 862 | 440 | 1,793 | High school diploma or equivalent | None | Long-term on-the-job training | \$29.20 |
| 49-9043 | Maintenance Workers, Machinery | 1,752 | 2,171 | 419 | 23.9 | 65 | 107 | 42 | 214 | High school diploma or equivalent | None | Long-term on-the-job training | \$27.33 |
| 49-9051 | Electrical Power-Line Installers and Repairers ² | 2,504 | 3,067 | 563 | 22.5 | 52 | 188 | 56 | 296 | High school diploma or equivalent | None | Long-term on-the-job training | \$36.68 |
| 51-0000 | Production Occupations | | | | | | | | | | | | |
| 51-4041 | Machinists | 9,418 | 11,999 | 2,581 | 27.4 | 358 | 728 | 258 | 1,344 | High school diploma or equivalent | None | Long-term on-the-job training | \$23.05 |
| 51-4121 | Welders, Cutters, Solderers, and Brazers | 17,979 | 22,343 | 4,364 | 24.3 | 530 | 1,590 | 436 | 2,556 | High school diploma or equivalent | None | Moderate-term on-the-job training | \$23.61 |
| 51-8091 | Chemical Plant and System Operators | 4,584 | 4,980 | 396 | 8.6 | 112 | 370 | 40 | 522 | High school diploma or equivalent | None | Moderate-term on-the-job training | \$39.03 |
| 51-8093 | Petroleum Pump System Operators, Refinery Operators, and Gaugers | 4,885 | 5,534 | 649 | 13.3 | 122 | 403 | 65 | 590 | High school diploma or equivalent | None | Moderate-term on-the-job training | \$38.49 |

GULF COAST WORKFORCE BOARD

2023 High-Skill, High-Growth Occupations^{1,9}

PRELIMINARY DRAFT NOT FOR USE

| SOC | Occupation Title | Employment Growth | | | | Annual Openings | | | | Typical Education Needed for Entry into Occupation | Work Experience in a Related Occupation | Typical On-the-job Training | Median Hourly Wage 2021 |
|----------------|---|----------------------|--------|------------|----------------|-----------------------------|--------------------------------------|-----------------------|----------------|--|---|-----------------------------------|-------------------------|
| | | Annual Averages 2020 | 2030 | Net Change | Percent Change | Due to Exits from Workforce | Due to Transfers between Occupations | Due to New Job Growth | Total Openings | | | | |
| 51-9161 | Computer Numerically Controlled Tool Operators | 3,724 | 4,284 | 560 | 15.0 | 137 | 296 | 56 | 489 | High school diploma or equivalent | None | Moderate-term on-the-job training | \$22.64 |
| 51-9162 | Computer Numerically Controlled Tool Programmers ⁵ | 928 | 1,405 | 477 | 51.4 | 40 | 86 | 48 | 174 | Postsecondary nondegree award | None | Moderate-term on-the-job training | \$29.58 |
| 53-0000 | Transportation and Material Moving Occupations | | | | | | | | | | | | |
| 53-3032 | Heavy and Tractor-Trailer Truck Drivers | 47,719 | 57,614 | 9,895 | 20.7 | 2,157 | 3,571 | 990 | 6,718 | Postsecondary nondegree award | None | Short-term on-the-job training | \$22.85 |
| 53-5021 | Captains, Mates, and Pilots of Water Vessels | 1,481 | 1,505 | 24 | 1.6 | 41 | 107 | 2 | 150 | Postsecondary nondegree award | Less than 5 years | None | \$53.41 |
| 53-7021 | Crane and Tower Operators | 2,619 | 3,091 | 472 | 18.0 | 77 | 218 | 47 | 342 | High school diploma or equivalent | Less than 5 years | Moderate-term on-the-job training | \$30.85 |

Notes

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

1. Criteria used to identify the above occupations are as follows:

The occupation must be found in one or more GCW8 Targeted Industries.

50% or more of total occupational employment must be found in the GCW8 list of Targeted Industries authorized on the date below

Projected employment in 2030 greater than or equal to the median for all occupations in the region (≥ 1,802)

Projected growth rate greater than or equal to the average of all occupations in the region (≥ 17.6%)

Minimum education requirements of a postsecondary degree or certificate, moderate on-the-job training with no less than a high school diploma, long-term on-the-job training, apprenticeship, internship/residency or work experience in a related occupation

Median hourly wages greater than or equal to the OES 2021 median wage for all occupations in the region (≥ \$21.32)

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

2. Occupations on the previous High-Skill High-Growth List and meeting most or all other criteria with the exception of 50% of occupation employment in Targeted Industries due to inability to verify this requirement due to incomplete staffing patterns.

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. 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 as labor market conditions change.

6. 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.

7. Labor market intelligence indicates that 29-1122 Occupational Therapists may in some cases require a doctoral degree at present or in the near-future while master's degrees continue to be the predominant type of education among completers of postsecondary programs in this field.

8. Occupations officially requiring no formal educational credential of any kind and moderate on-the-job training included due to their importance to the oil and gas industry.

9. All data provided by Texas Workforce Commission - LMC

Authorized for use by the Gulf Coast Workforce Board: **DATE TBD - PRELIMINARY DRAFT NOT FOR USE**

GULF COAST WORKFORCE BOARD

2023 Where-the-jobs-are Occupations^{1,2,3}

PRELIMINARY LIST NOT FOR USE

| SOC | Occupation Title | Employment Growth | | | | Annual Openings | | | | Typical Education Needed for Entry into Occupation | Median Hourly Wage 2021 |
|----------------|---|-------------------|------------------|----------------|----------------|-----------------------------|--------------------------------------|-----------------------|----------------|--|-------------------------|
| | | Annual Averages | | Net Change | Percent Change | Due to Exits from Workforce | Due to Transfers between Occupations | Due to New Job Growth | Total Openings | | |
| | | 2020 | 2030 | | | | | | | | |
| 00-0000 | Total, All Occupations | 3,178,071 | 3,738,007 | 559,936 | 17.6 | 146,695 | 229,600 | 55,994 | 432,289 | - | \$21.32 |
| 35-3023 | Fast Food and Counter Workers | 84,819 | 110,554 | 25,735 | 30.3 | 9,472 | 10,327 | 2,574 | 22,373 | No formal educational credential | \$10.59 |
| 41-2031 | Retail Salespersons | 79,082 | 88,418 | 9,336 | 11.8 | 4,682 | 6,918 | 934 | 12,534 | No formal educational credential | \$13.25 |
| 43-9061 | Office Clerks, General | 71,080 | 76,042 | 4,962 | 7.0 | 4,014 | 4,362 | 496 | 8,872 | High school diploma or equivalent | \$17.10 |
| 41-2011 | Cashiers | 64,879 | 69,392 | 4,513 | 7.0 | 5,711 | 6,428 | 451 | 12,590 | No formal educational credential | \$11.16 |
| 43-4051 | Customer Service Representatives | 59,685 | 63,668 | 3,983 | 6.7 | 2,899 | 4,850 | 398 | 8,147 | High school diploma or equivalent | \$17.48 |
| 29-1141 | Registered Nurses | 57,938 | 69,174 | 11,236 | 19.4 | 1,696 | 1,599 | 1,124 | 4,419 | Bachelor's degree | \$37.96 |
| 11-1021 | General and Operations Managers | 56,142 | 68,281 | 12,139 | 21.6 | 1,242 | 3,857 | 1,214 | 6,313 | Bachelor's degree | \$46.80 |
| 53-7065 | Stockers and Order Fillers | 49,225 | 59,721 | 10,496 | 21.3 | 3,101 | 5,313 | 1,050 | 9,464 | High school diploma or equivalent | \$14.67 |
| 53-3032 | Heavy and Tractor-Trailer Truck Drivers | 47,719 | 57,614 | 9,895 | 20.7 | 2,157 | 3,571 | 990 | 6,718 | Postsecondary nondegree award | \$22.85 |
| 53-7062 | Laborers and Freight, Stock, and Material Movers, Hand | 47,618 | 56,933 | 9,315 | 19.6 | 2,288 | 4,548 | 932 | 7,768 | No formal educational credential | \$14.39 |
| 37-2011 | Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 46,390 | 51,836 | 5,446 | 11.7 | 3,065 | 3,442 | 545 | 7,052 | No formal educational credential | \$12.45 |
| 35-3031 | Waiters and Waitresses | 44,059 | 59,906 | 15,847 | 36.0 | 3,817 | 6,207 | 1,585 | 11,609 | No formal educational credential | \$10.13 |
| 43-6014 | Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 39,814 | 39,224 | -590 | -1.5 | 2,011 | 2,207 | -59 | 4,159 | High school diploma or equivalent | \$17.91 |
| 47-2061 | Construction Laborers | 37,976 | 46,524 | 8,548 | 22.5 | 1,249 | 2,853 | 855 | 4,957 | No formal educational credential | \$17.54 |
| 13-1198 | Project Management Specialists and Business Operations Specialists, All Other | 37,433 | 43,210 | 5,777 | 15.4 | 935 | 1,977 | 578 | 3,490 | Bachelor's degree | \$43.09 |
| 43-3031 | Bookkeeping, Accounting, and Auditing Clerks | 35,585 | 38,089 | 2,504 | 7.0 | 2,159 | 1,881 | 250 | 4,290 | Some college, no degree | \$22.17 |
| 25-2021 | Elementary School Teachers, Except Special Education | 33,369 | 37,222 | 3,853 | 11.5 | 1,083 | 1,414 | 385 | 2,882 | Bachelor's degree | \$30.01 |
| 13-2011 | Accountants and Auditors | 32,551 | 38,223 | 5,672 | 17.4 | 986 | 2,096 | 567 | 3,649 | Bachelor's degree | \$38.24 |
| 41-4012 | Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific | 29,238 | 34,461 | 5,223 | 17.9 | 942 | 2,152 | 522 | 3,616 | High school diploma or equivalent | \$29.33 |
| 43-1011 | First-Line Supervisors of Office and Administrative Support Workers | 28,899 | 30,928 | 2,029 | 7.0 | 1,110 | 1,828 | 203 | 3,141 | High school diploma or equivalent | \$28.92 |
| 41-1011 | First-Line Supervisors of Retail Sales Workers | 28,314 | 30,587 | 2,273 | 8.0 | 1,041 | 2,040 | 227 | 3,308 | High school diploma or equivalent | \$20.47 |
| 49-9071 | Maintenance and Repair Workers, General | 27,127 | 32,325 | 5,198 | 19.2 | 1,048 | 1,734 | 520 | 3,302 | High school diploma or equivalent | \$18.09 |
| 35-2014 | Cooks, Restaurant | 26,220 | 44,637 | 18,417 | 70.2 | 2,085 | 3,032 | 1,842 | 6,959 | No formal educational credential | \$13.73 |
| 33-9032 | Security Guards | 25,306 | 31,866 | 6,560 | 25.9 | 1,514 | 2,214 | 656 | 4,384 | High school diploma or equivalent | \$14.11 |
| 47-1011 | First-Line Supervisors of Construction Trades and Extraction Workers | 23,279 | 28,037 | 4,758 | 20.4 | 726 | 1,661 | 476 | 2,863 | High school diploma or equivalent | \$31.97 |
| 25-2031 | Secondary School Teachers, Except Special and Career/Technical Education | 23,050 | 25,817 | 2,767 | 12.0 | 648 | 991 | 277 | 1,916 | Bachelor's degree | \$30.01 |
| 15-1256 | Software Developers and Software Quality Assurance Analysts and Testers | 23,024 | 29,407 | 6,383 | 27.7 | 608 | 1,286 | 638 | 2,532 | Bachelor's degree | \$49.03 |
| 41-3091 | Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and | 22,966 | 27,267 | 4,301 | 18.7 | 631 | 2,208 | 430 | 3,269 | High school diploma or equivalent | \$28.90 |
| 11-9013 | Farmers, Ranchers, and Other Agricultural Managers | 21,724 | 22,410 | 686 | 3.2 | 1,361 | 767 | 69 | 2,197 | High school diploma or equivalent | \$25.63 |
| 37-2012 | Maids and Housekeeping Cleaners | 21,379 | 25,254 | 3,875 | 18.1 | 1,584 | 1,500 | 388 | 3,472 | No formal educational credential | \$13.02 |
| 25-9045 | Teaching Assistants, Except Postsecondary | 20,841 | 23,756 | 2,915 | 14.0 | 997 | 1,042 | 292 | 2,331 | Some college, no degree | \$11.17 |
| 35-1012 | First-Line Supervisors of Food Preparation and Serving Workers | 20,187 | 27,567 | 7,380 | 36.6 | 1,065 | 2,433 | 738 | 4,236 | High school diploma or equivalent | \$14.56 |
| 39-9011 | Childcare Workers | 19,436 | 22,807 | 3,371 | 17.3 | 1,421 | 1,476 | 337 | 3,234 | High school diploma or equivalent | \$10.94 |
| 43-5071 | Shipping, Receiving, and Inventory Clerks | 19,278 | 20,830 | 1,552 | 8.1 | 732 | 1,179 | 155 | 2,066 | High school diploma or equivalent | \$17.29 |
| 11-9021 | Construction Managers | 19,223 | 23,445 | 4,222 | 22.0 | 440 | 1,080 | 422 | 1,942 | Bachelor's degree | \$47.58 |
| 35-2021 | Food Preparation Workers | 18,939 | 24,037 | 5,098 | 26.9 | 1,688 | 1,976 | 510 | 4,174 | No formal educational credential | \$14.28 |
| 37-3011 | Landscaping and Groundskeeping Workers | 18,732 | 21,266 | 2,534 | 13.5 | 860 | 1,715 | 253 | 2,828 | No formal educational credential | \$14.50 |
| 25-3031 | Substitute Teachers, Short-Term | 18,032 | 21,366 | 3,334 | 18.5 | 1,175 | 1,056 | 333 | 2,564 | Bachelor's degree | \$13.73 |
| 51-4121 | Welders, Cutters, Solderers, and Brazers | 17,979 | 22,343 | 4,364 | 24.3 | 530 | 1,590 | 436 | 2,556 | High school diploma or equivalent | \$23.61 |
| 53-7051 | Industrial Truck and Tractor Operators | 17,958 | 21,932 | 3,974 | 22.1 | 600 | 1,531 | 397 | 2,528 | No formal educational credential | \$17.91 |
| 53-3033 | Light Truck Drivers | 17,836 | 21,871 | 4,035 | 22.6 | 813 | 1,346 | 404 | 2,563 | High school diploma or equivalent | \$18.45 |
| 43-4171 | Receptionists and Information Clerks | 17,424 | 19,336 | 1,912 | 11.0 | 1,026 | 1,270 | 191 | 2,487 | High school diploma or equivalent | \$14.26 |
| 31-1131 | Nursing Assistants | 17,387 | 20,010 | 2,623 | 15.1 | 1,197 | 1,059 | 262 | 2,518 | Postsecondary nondegree award | \$14.61 |
| 31-9092 | Medical Assistants | 17,241 | 22,245 | 5,004 | 29.0 | 810 | 1,475 | 500 | 2,785 | Postsecondary nondegree award | \$17.67 |
| 43-6013 | Medical Secretaries and Administrative Assistants | 17,165 | 20,798 | 3,633 | 21.2 | 966 | 1,060 | 363 | 2,389 | High school diploma or equivalent | \$17.85 |
| 25-2022 | Middle School Teachers, Except Special and Career/Technical Education | 16,952 | 18,918 | 1,966 | 11.6 | 550 | 719 | 197 | 1,466 | Bachelor's degree | \$30.01 |
| 47-2111 | Electricians | 16,724 | 21,275 | 4,551 | 27.2 | 552 | 1,395 | 455 | 2,402 | High school diploma or equivalent | \$25.10 |
| 23-1011 | Lawyers | 16,105 | 19,122 | 3,017 | 18.7 | 381 | 434 | 302 | 1,117 | Doctoral or professional degree | \$64.10 |
| 33-3051 | Police and Sheriff's Patrol Officers | 15,771 | 17,675 | 1,904 | 12.1 | 418 | 849 | 190 | 1,457 | High school diploma or equivalent | \$29.79 |
| 47-2031 | Carpenters | 15,506 | 17,737 | 2,231 | 14.4 | 485 | 1,037 | 223 | 1,745 | High school diploma or equivalent | \$22.89 |
| 51-9061 | Inspectors, Testers, Sorters, Samplers, and Weighers | 15,044 | 15,321 | 277 | 1.8 | 584 | 1,205 | 28 | 1,817 | High school diploma or equivalent | \$18.66 |
| 51-1011 | First-Line Supervisors of Production and Operating Workers | 14,811 | 17,414 | 2,603 | 17.6 | 484 | 1,084 | 260 | 1,828 | High school diploma or equivalent | \$34.35 |
| 15-1211 | Computer Systems Analysts | 14,625 | 16,343 | 1,718 | 11.7 | 302 | 762 | 172 | 1,236 | Bachelor's degree | \$49.08 |
| 39-5012 | Hairdressers, Hairstylists, and Cosmetologists | 14,615 | 18,265 | 3,650 | 25.0 | 871 | 913 | 365 | 2,149 | Postsecondary nondegree award | \$12.68 |
| 49-9041 | Industrial Machinery Mechanics | 13,762 | 18,157 | 4,395 | 31.9 | 491 | 862 | 440 | 1,793 | High school diploma or equivalent | \$29.20 |
| 41-9022 | Real Estate Sales Agents | 13,666 | 15,515 | 1,849 | 13.5 | 607 | 641 | 185 | 1,433 | High school diploma or equivalent | \$18.43 |

GULF COAST WORKFORCE BOARD

2023 Where-the-jobs-are Occupations^{1,2,3}

PRELIMINARY LIST NOT FOR USE

| SOC | Occupation Title | Employment Growth | | | | Annual Openings | | | | Typical Education Needed for Entry into Occupation | Median Hourly Wage 2021 |
|---------|---|-------------------|--------|------------|----------------|-----------------------------|--------------------------------------|-----------------------|----------------|--|-------------------------|
| | | Annual Averages | | Net Change | Percent Change | Due to Exits from Workforce | Due to Transfers between Occupations | Due to New Job Growth | Total Openings | | |
| | | 2020 | 2030 | | | | | | | | |
| 29-2061 | Licensed Practical and Licensed Vocational Nurses | 13,656 | 15,939 | 2,283 | 16.7 | 499 | 618 | 228 | 1,345 | Postsecondary nondegree award | \$24.48 |
| 47-2073 | Operating Engineers and Other Construction Equipment Operators | 12,960 | 16,155 | 3,195 | 24.7 | 476 | 1,044 | 320 | 1,840 | High school diploma or equivalent | \$22.58 |
| 49-3023 | Automotive Service Technicians and Mechanics | 12,941 | 14,007 | 1,066 | 8.2 | 400 | 914 | 107 | 1,421 | Postsecondary nondegree award | \$22.45 |
| 53-3058 | Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity | 12,932 | 16,167 | 3,235 | 25.0 | 958 | 723 | 324 | 2,005 | No formal educational credential | \$15.42 |
| 11-3031 | Financial Managers | 12,690 | 16,251 | 3,561 | 28.1 | 296 | 727 | 356 | 1,379 | Bachelor's degree | \$73.10 |
| 33-3012 | Correctional Officers and Jailers | 12,640 | 11,988 | -652 | -5.2 | 464 | 666 | -65 | 1,065 | High school diploma or equivalent | \$20.93 |
| 53-1047 | First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft | 12,516 | 14,703 | 2,187 | 17.5 | 497 | 943 | 219 | 1,659 | High school diploma or equivalent | \$26.01 |
| 15-1232 | Computer User Support Specialists | 12,474 | 14,156 | 1,682 | 13.5 | 250 | 705 | 168 | 1,123 | Some college, no degree | \$23.26 |
| 13-1071 | Human Resources Specialists | 12,415 | 14,993 | 2,578 | 20.8 | 371 | 911 | 258 | 1,540 | Bachelor's degree | \$29.60 |
| 53-3031 | Driver/Sales Workers | 11,910 | 16,293 | 4,383 | 36.8 | 578 | 956 | 438 | 1,972 | High school diploma or equivalent | \$14.08 |
| 49-1011 | First-Line Supervisors of Mechanics, Installers, and Repairers | 11,437 | 13,399 | 1,962 | 17.2 | 360 | 739 | 196 | 1,295 | High school diploma or equivalent | \$33.99 |
| 47-2141 | Painters, Construction and Maintenance | 11,144 | 12,736 | 1,592 | 14.3 | 361 | 662 | 159 | 1,182 | No formal educational credential | \$17.81 |
| 35-9011 | Dining Room and Cafeteria Attendants and Bartender Helpers | 10,700 | 15,456 | 4,756 | 44.4 | 1,128 | 1,132 | 476 | 2,736 | No formal educational credential | \$10.71 |
| 17-2051 | Civil Engineers | 10,538 | 13,084 | 2,546 | 24.2 | 235 | 588 | 255 | 1,078 | Bachelor's degree | \$47.13 |
| 35-2011 | Cooks, Fast Food | 10,525 | 11,802 | 1,277 | 12.1 | 657 | 956 | 128 | 1,741 | No formal educational credential | \$10.69 |
| 47-2152 | Plumbers, Pipefitters, and Steamfitters | 10,466 | 12,820 | 2,354 | 22.5 | 340 | 837 | 235 | 1,412 | High school diploma or equivalent | \$27.01 |
| 41-3031 | Securities, Commodities, and Financial Services Sales Agents | 10,274 | 11,526 | 1,252 | 12.2 | 241 | 687 | 125 | 1,053 | Bachelor's degree | \$36.75 |
| 11-9141 | Property, Real Estate, and Community Association Managers | 9,956 | 11,283 | 1,327 | 13.3 | 403 | 401 | 133 | 937 | High school diploma or equivalent | \$29.12 |
| 13-1111 | Management Analysts | 9,697 | 11,786 | 2,089 | 21.5 | 345 | 618 | 209 | 1,172 | Bachelor's degree | \$43.12 |
| 43-3021 | Billing and Posting Clerks | 9,696 | 10,963 | 1,267 | 13.1 | 424 | 634 | 127 | 1,185 | High school diploma or equivalent | \$18.65 |
| 41-1012 | First-Line Supervisors of Non-Retail Sales Workers | 9,552 | 9,953 | 401 | 4.2 | 282 | 580 | 40 | 902 | High school diploma or equivalent | \$36.71 |
| 53-7061 | Cleaners of Vehicles and Equipment | 9,469 | 11,094 | 1,625 | 17.2 | 503 | 915 | 162 | 1,580 | No formal educational credential | \$13.35 |
| 23-2011 | Paralegals and Legal Assistants | 9,453 | 11,608 | 2,155 | 22.8 | 408 | 711 | 216 | 1,335 | Associate's degree | \$28.55 |
| 51-4041 | Machinists | 9,418 | 11,999 | 2,581 | 27.4 | 358 | 728 | 258 | 1,344 | High school diploma or equivalent | \$23.05 |
| 13-2098 | Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, | 9,370 | 11,096 | 1,726 | 18.4 | 180 | 584 | 173 | 937 | Bachelor's degree | \$37.10 |
| 11-9111 | Medical and Health Services Managers | 9,282 | 13,369 | 4,087 | 44.0 | 283 | 575 | 409 | 1,267 | Bachelor's degree | \$49.93 |
| 43-6011 | Executive Secretaries and Executive Administrative Assistants | 9,276 | 8,147 | -1,129 | -12.2 | 443 | 486 | -113 | 816 | High school diploma or equivalent | \$29.63 |
| 41-2021 | Counter and Rental Clerks | 9,203 | 10,902 | 1,699 | 18.5 | 450 | 690 | 170 | 1,310 | No formal educational credential | \$14.77 |
| 29-2052 | Pharmacy Technicians | 8,778 | 10,960 | 2,182 | 24.9 | 269 | 424 | 218 | 911 | High school diploma or equivalent | \$17.94 |
| 49-9021 | Heating, Air Conditioning, and Refrigeration Mechanics and Installers | 8,761 | 10,651 | 1,890 | 21.6 | 249 | 662 | 189 | 1,100 | Postsecondary nondegree award | \$23.60 |
| 35-3011 | Bartenders | 8,560 | 12,177 | 3,617 | 42.3 | 470 | 1,256 | 362 | 2,088 | No formal educational credential | \$10.72 |
| 43-5061 | Production, Planning, and Expediting Clerks | 8,496 | 10,187 | 1,691 | 19.9 | 334 | 607 | 169 | 1,110 | High school diploma or equivalent | \$23.12 |
| 13-1161 | Market Research Analysts and Marketing Specialists | 8,460 | 11,140 | 2,680 | 31.7 | 232 | 716 | 268 | 1,216 | Bachelor's degree | \$30.02 |
| 17-2141 | Mechanical Engineers | 8,080 | 9,810 | 1,730 | 21.4 | 154 | 368 | 173 | 695 | Bachelor's degree | \$60.50 |
| 45-2093 | Farmworkers, Farm, Ranch, and Aquacultural Animals | 8,048 | 8,417 | 369 | 4.6 | 349 | 941 | 37 | 1,327 | No formal educational credential | \$15.60 |
| 35-9021 | Dishwashers | 7,942 | 10,686 | 2,744 | 34.6 | 700 | 779 | 274 | 1,753 | No formal educational credential | \$11.55 |
| 25-2011 | Preschool Teachers, Except Special Education | 7,882 | 9,896 | 2,014 | 25.6 | 364 | 519 | 201 | 1,084 | Associate's degree | \$13.80 |
| 11-9198 | Personal Service Managers, All Other; Entertainment and Recreation Managers, Exce | 7,871 | 9,230 | 1,359 | 17.3 | 198 | 419 | 136 | 753 | Bachelor's degree | \$61.85 |
| 17-2171 | Petroleum Engineers | 7,863 | 9,579 | 1,716 | 21.8 | 169 | 389 | 172 | 730 | Bachelor's degree | \$64.91 |
| 11-2022 | Sales Managers | 7,842 | 9,222 | 1,380 | 17.6 | 170 | 538 | 138 | 846 | Bachelor's degree | \$60.66 |
| 51-9011 | Chemical Equipment Operators and Tenders | 7,811 | 7,739 | -72 | -0.9 | 171 | 603 | -7 | 767 | High school diploma or equivalent | \$37.85 |
| 41-4011 | Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Produc | 7,716 | 9,040 | 1,324 | 17.2 | 248 | 566 | 132 | 946 | Bachelor's degree | \$39.81 |
| 51-9198 | Helpers--Production Workers | 7,686 | 8,454 | 768 | 10.0 | 379 | 760 | 77 | 1,216 | High school diploma or equivalent | \$14.41 |
| 29-2098 | Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Tech | 7,545 | 8,956 | 1,411 | 18.7 | 225 | 355 | 141 | 721 | Postsecondary nondegree award | \$21.33 |
| 31-9091 | Dental Assistants | 7,156 | 9,242 | 2,086 | 29.2 | 373 | 576 | 209 | 1,158 | Postsecondary nondegree award | \$17.95 |
| 41-3021 | Insurance Sales Agents | 7,007 | 7,789 | 782 | 11.2 | 246 | 414 | 78 | 738 | High school diploma or equivalent | \$23.07 |
| 49-3031 | Bus and Truck Mechanics and Diesel Engine Specialists | 6,776 | 7,905 | 1,129 | 16.7 | 208 | 458 | 113 | 779 | High school diploma or equivalent | \$23.86 |
| 53-7064 | Packers and Packagers, Hand | 6,564 | 7,256 | 692 | 10.5 | 394 | 560 | 69 | 1,023 | No formal educational credential | \$11.69 |
| 13-1151 | Training and Development Specialists | 6,439 | 7,801 | 1,362 | 21.2 | 215 | 436 | 136 | 787 | Bachelor's degree | \$30.14 |
| 21-1012 | Educational, Guidance, and Career Counselors and Advisors | 6,079 | 7,086 | 1,007 | 16.6 | 214 | 390 | 101 | 705 | Master's degree | \$29.56 |
| 11-9051 | Food Service Managers | 5,997 | 7,762 | 1,765 | 29.4 | 210 | 550 | 176 | 936 | High school diploma or equivalent | \$29.06 |
| 41-2022 | Parts Salespersons | 5,965 | 7,051 | 1,086 | 18.2 | 274 | 498 | 109 | 881 | No formal educational credential | \$14.26 |
| 35-9031 | Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop | 5,882 | 8,362 | 2,480 | 42.2 | 844 | 802 | 248 | 1,894 | No formal educational credential | \$10.66 |
| 35-2012 | Cooks, Institution and Cafeteria | 5,844 | 6,678 | 834 | 14.3 | 368 | 536 | 83 | 987 | No formal educational credential | \$13.63 |
| 47-5071 | Roustabouts, Oil and Gas | 5,578 | 7,116 | 1,538 | 27.6 | 130 | 615 | 154 | 899 | No formal educational credential | \$21.94 |
| 39-9032 | Recreation Workers | 5,447 | 6,846 | 1,399 | 25.7 | 360 | 584 | 140 | 1,084 | High school diploma or equivalent | \$13.57 |
| 49-3042 | Mobile Heavy Equipment Mechanics, Except Engines | 5,299 | 7,125 | 1,826 | 34.5 | 185 | 420 | 183 | 788 | High school diploma or equivalent | \$27.77 |

GULF COAST WORKFORCE BOARD

2023 Where-the-jobs-are Occupations^{1,2,3}

PRELIMINARY LIST NOT FOR USE

| SOC | Occupation Title | Employment Growth | | | | Annual Openings | | | | Typical Education Needed for Entry into Occupation | Median Hourly Wage 2021 |
|---------|---|----------------------|-------|------------|----------------|-----------------------------|--------------------------------------|-----------------------|----------------|--|-------------------------|
| | | Annual Averages 2020 | 2030 | Net Change | Percent Change | Due to Exits from Workforce | Due to Transfers between Occupations | Due to New Job Growth | Total Openings | | |
| 39-9031 | Exercise Trainers and Group Fitness Instructors | 5,238 | 7,519 | 2,281 | 43.5 | 374 | 606 | 228 | 1,208 | High school diploma or equivalent | \$18.57 |
| 41-9099 | Sales and Related Workers, All Other | 4,972 | 5,827 | 855 | 17.2 | 246 | 442 | 86 | 774 | High school diploma or equivalent | \$14.22 |
| 39-2021 | Animal Caretakers | 4,811 | 7,026 | 2,215 | 46.0 | 380 | 491 | 222 | 1,093 | High school diploma or equivalent | \$12.50 |
| 49-9098 | Helpers--Installation, Maintenance, and Repair Workers | 4,695 | 5,724 | 1,029 | 21.9 | 224 | 437 | 103 | 764 | High school diploma or equivalent | \$16.29 |
| 25-3097 | Tutors and Teachers and Instructors, All Other | 4,545 | 5,791 | 1,246 | 27.4 | 308 | 277 | 125 | 710 | Bachelor's degree | \$15.68 |
| 47-5013 | Service Unit Operators, Oil and Gas | 4,496 | 5,405 | 909 | 20.2 | 101 | 480 | 91 | 672 | No formal educational credential | \$22.74 |
| 43-4081 | Hotel, Motel, and Resort Desk Clerks | 4,432 | 5,674 | 1,242 | 28.0 | 293 | 536 | 124 | 953 | High school diploma or equivalent | \$12.52 |
| 51-3011 | Bakers | 4,220 | 5,513 | 1,293 | 30.6 | 271 | 364 | 129 | 764 | No formal educational credential | \$13.05 |
| 27-2022 | Coaches and Scouts | 3,817 | 5,678 | 1,861 | 48.8 | 270 | 382 | 186 | 838 | Bachelor's degree | \$19.02 |
| 33-9098 | School Bus Monitors and Protective Service Workers, All Other | 2,711 | 3,072 | 361 | 13.3 | 398 | 321 | 36 | 755 | High school diploma or equivalent | \$13.68 |
| 33-9092 | Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers | 2,202 | 2,796 | 594 | 27.0 | 344 | 277 | 59 | 680 | No formal educational credential | \$10.87 |

Notes

1. Where-the-jobs-are includes occupations with the largest number of employment opportunities for Gulf Coast residents based on total employment in 2020 irrespective of wages, educational requirements, or projected growth.
2. Occupations shown are limited to those with projected total annual job openings of 667 or more per year (the average number of openings across all occupations in the region over period of 2020-2030). Note that the majority of openings are likely to be the result of workers switching to new careers (transfers) thereby creating vacancies rather than openings due to retirements (exits) or new jobs created.
3. All data provided by Texas Workforce Commission - LMCI.

Authorized for use by the Gulf Coast Workforce Board: **DATE TBD - PRELIMINARY DRAFT NOT FOR USE**

Employer Service Committee

WIOA Local Plan 2021-2024 Two-Year Modification

Background

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

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

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

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

What Changed?

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

What is in the plan?

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

1. **Strategic** – The Board's existing strategic plan in its entirety and our regional economic/labor market data and analysis, including the key regional industries and targeted occupations.

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

Community Engagement

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

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

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

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

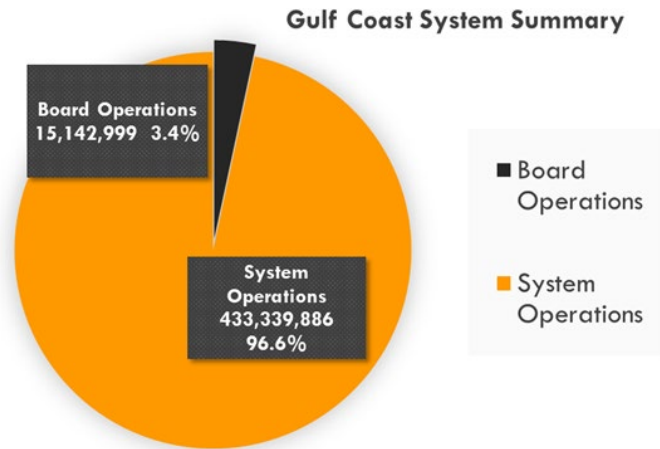
Action Item

2023 Budget Approval

Background

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

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



Action Requested

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

Gulf Coast Workforce Board 2023 Budget Source and Use

| Source | | Use | |
|---------------------------------|----------------------|--------------------------------|----------------------|
| General Revenue | 410,624,026 | Board Operations | 15,142,999 |
| Special Federal & State Revenue | 37,858,859 | System Information Technology | 1,843,258 |
| | | Service for Employers | 23,000,000 |
| | | <i>Employer Service</i> | <i>12,000,000</i> |
| | | <i>Early Education Quality</i> | <i>11,000,000</i> |
| | | Service for People | 408,496,628 |
| | | <i>Financial Aid</i> | <i>331,114,628</i> |
| | | <i>Career Office Network</i> | <i>57,700,000</i> |
| | | <i>Adult Education</i> | <i>19,682,000</i> |
| Total | \$448,482,885 | Total | \$448,482,885 |

Action Item

Targeted Industries and Occupations 2020-2030 Projection Data

Background

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

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

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

Action Requested

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

Action Item

WIOA Local Plan Two-Year Modification

Background

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

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

Action Requested

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

Nominating Committee

2023 Board Officers

Background

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

Current Situation

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

Mark Guthrie – Board Chair*

Winstead PC

Category: Business

County: City of Houston

Willie Alexander – Vice Chair*

W J Alexander Associates P.C.

Category: Business

County: City of Houston

Bobbie Henderson – Vice Chair*

Texas Southern University

Category: Education

County: City of Houston

Sara Bouse – Vice Chair Nominee

Alvin Community College

Category: Education

County: Brazoria

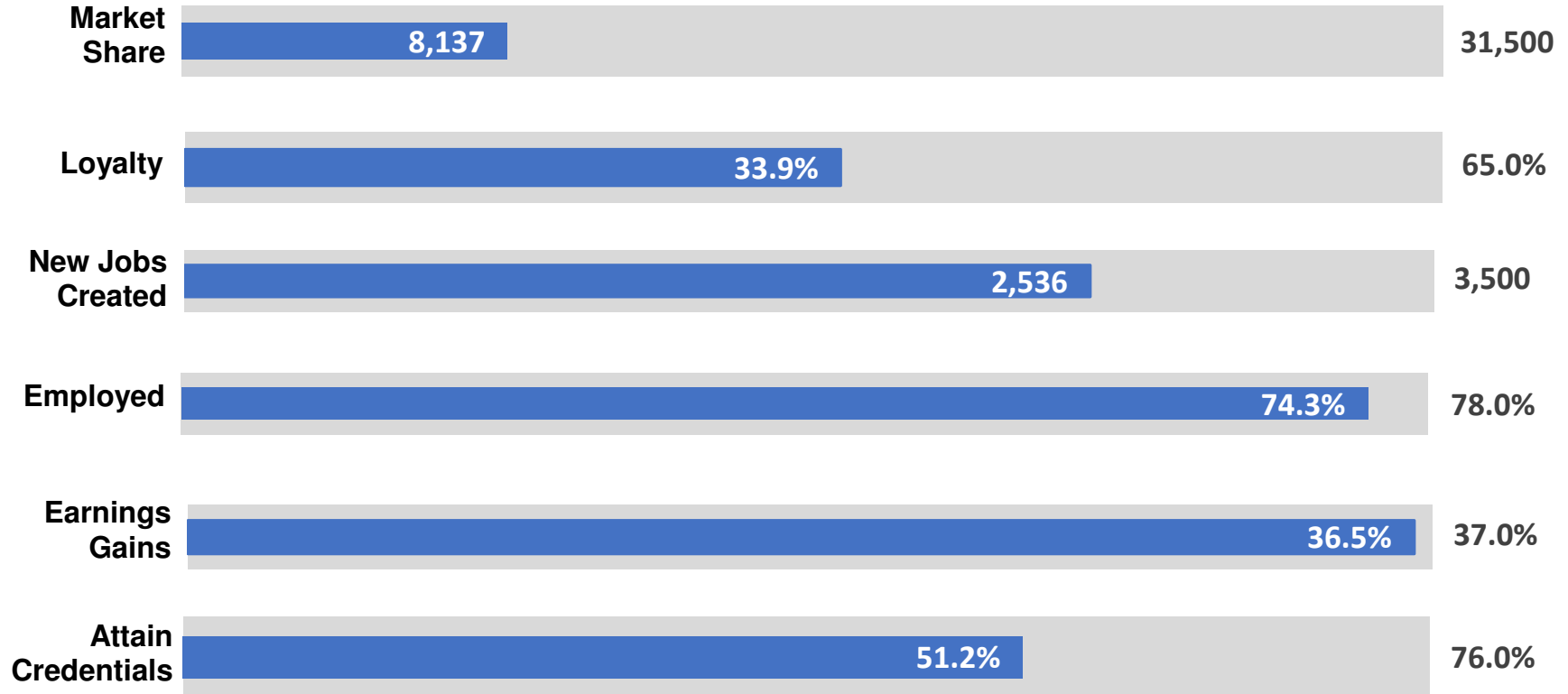
* Current Officer

Action

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

Performance Measures

October 2022 to November 2022



Production Measures



Number of measures meeting or exceeding

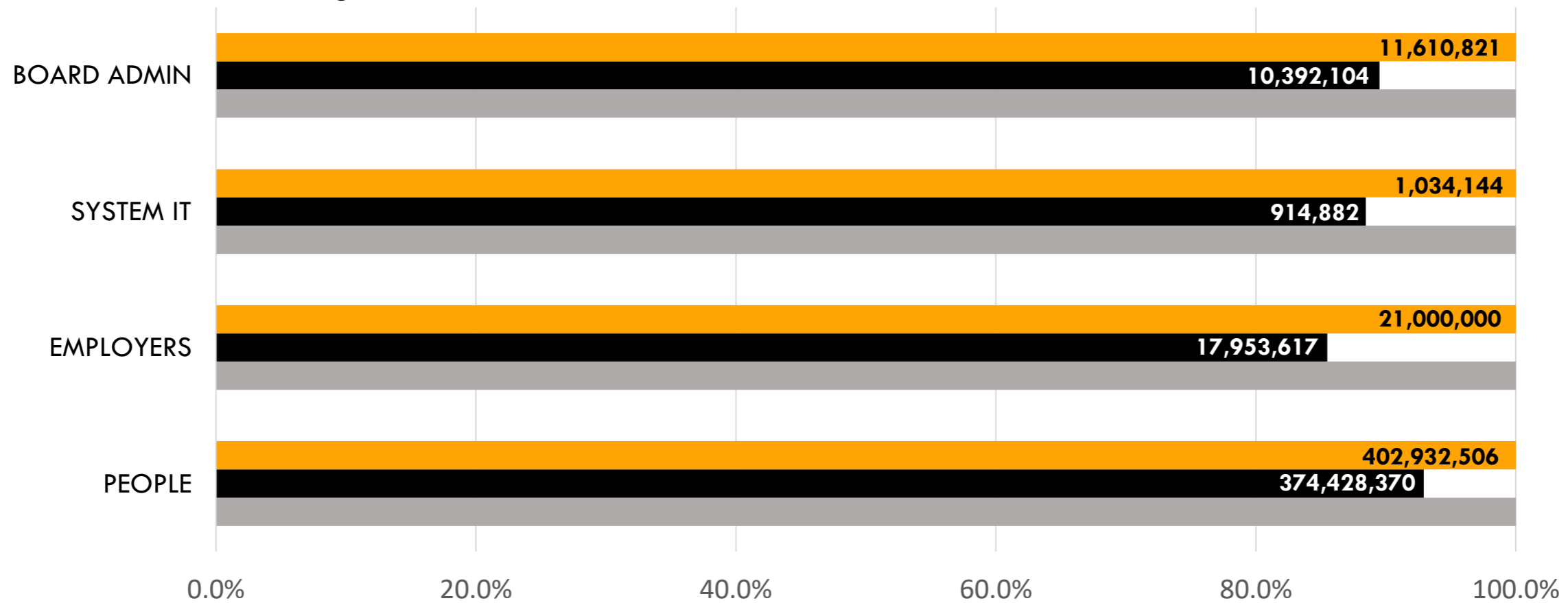
Measures that require additional focus

October 2022 to November 2022

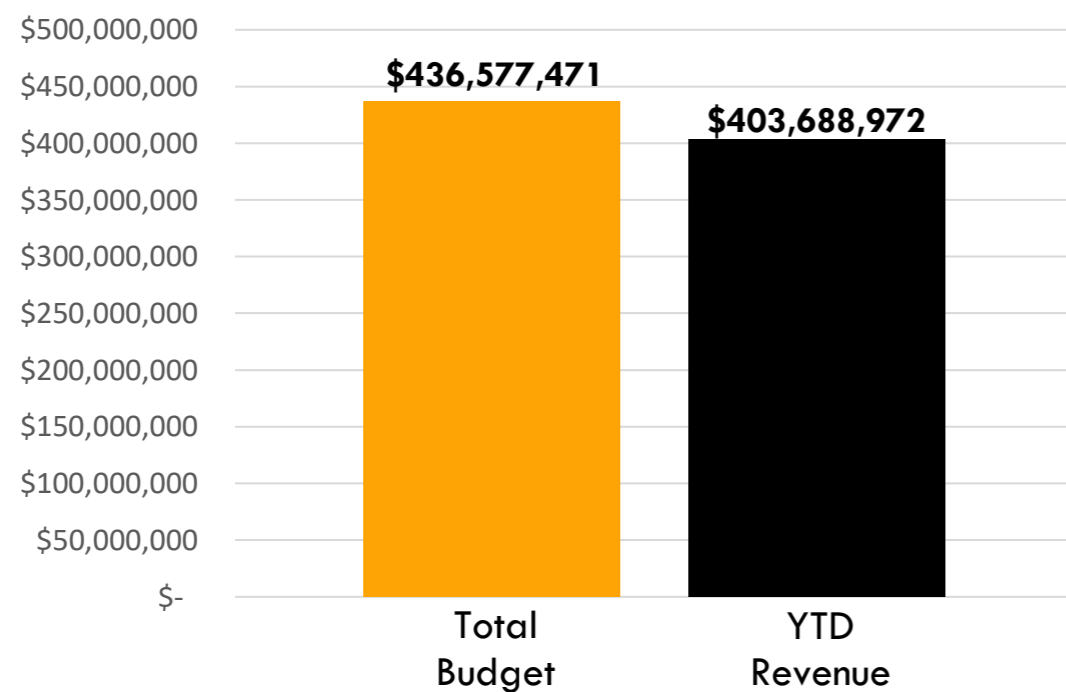
Gulf Coast Workforce Financial Status Report

For the 12 months ending December 31, 2022

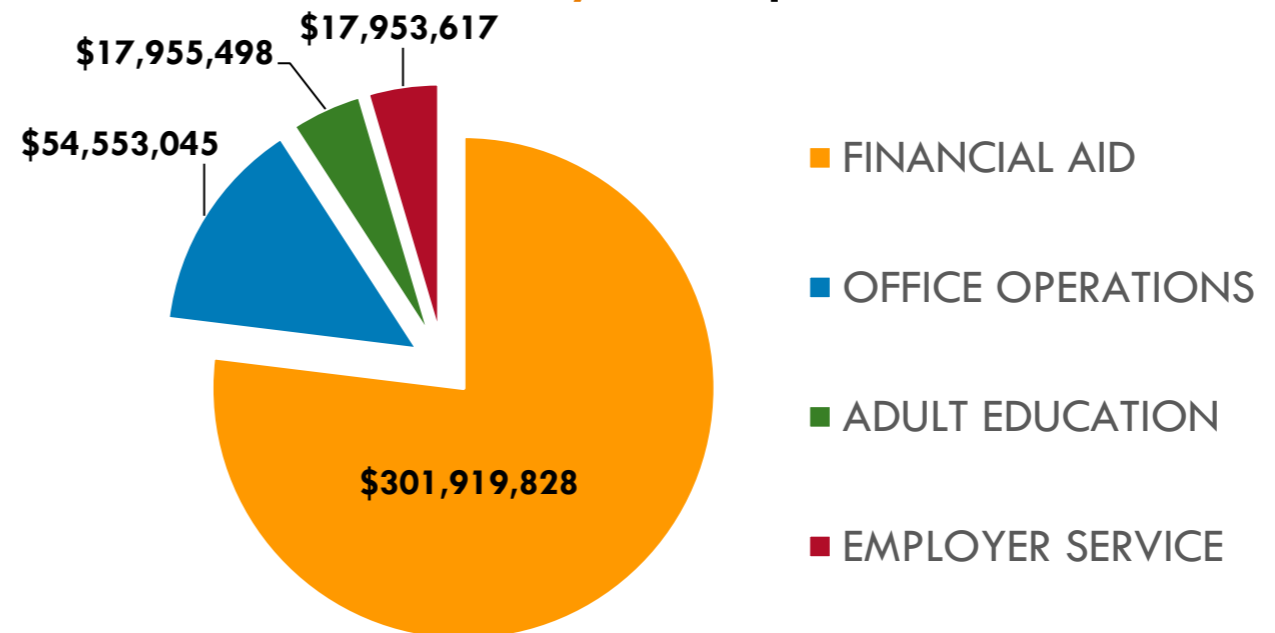
■ Budget
 ■ Expenses
 ■ Target



Workforce Revenue



System Expenses



Communications: Media Outreach

February 2023 Update

This report provides an update on Workforce Solutions' media outreach efforts for December 2022 and January 2023. Topics for this period focused on supporting new year resolutions to land a new or better job.

Social Media

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

| Followers | December 2022 | December 2021 | December 2020 | One Year Change | Two Year Change |
|-----------|---------------|---------------|---------------|-----------------|-----------------|
| Facebook | 10,305 | 9,033 | 7,291 | 14% | 41% |
| Instagram | 2,990 | 2,559 | 2,136 | 17% | 40% |
| Twitter | 1,775 | 1,678 | 1,571 | 6% | 13% |
| LinkedIn | 5,782 | 4,331 | 3,788 | 34% | 53% |

You can find us on social media at:

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

Earned Media Value

As of December 31, 2022, our cumulative earned-media value since the onset of the pandemic now **exceeds \$40 million**. Below is year-over-year comparison of December monthly values from 2020 to 2022.

| Media Month | Items | Views | Value |
|---------------|-------|--------------|----------------|
| December 2022 | 31 | 31,518,872 * | \$1,723,462.18 |
| December 2021 | 27 | 2,852,329 | \$1,301,393.56 |
| December 2020 | 27 | 1,610,461 | \$278,985.67 |

* We experienced a dramatic increase in views and value due to two of our media interviews in December being shared nationally on Yahoo News. See asterisks in the media table on the next page.

Media Partnerships

As a reminder, our partnerships include:

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

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

| Date | Outlet | Story | Link |
|------------|-------------------|---|---|
| 12/01/2022 | KTRK ABC 13 | Who’s Hiring – PepsiCo Disability Employment (TWC Conference Presenter) | https://abc13.co/3HzHtqx |
| 12/01/2022 | KTRK ABC 13 | Seasonal Holiday Hiring | https://yhoo.it/3WY3ASr * |
| 12/02/2022 | KRIV Fox 26 | Special Education – Pre-Employment Transition Services | https://youtu.be/5wqw7-cQvCw |
| 12/05/2022 | KXLN Univision 45 | Learn a Foreign Language Month | https://bit.ly/3CgXXkg |
| 12/09/2022 | KRIV Fox 26 | Career Benefits of Another Language | https://www.fox26houston.com/video/1152554 |
| 12/12/2022 | KXLN Univision 45 | Learning Disabilities and Pre-Employment Transition Services | https://youtu.be/AnwpcJIAPE |
| 12/15/2022 | KTRK ABC 13 | Who’s Hiring – Leveraging Volunteer Opportunities | https://abc13.co/3HvtMZG |
| 12/16/2022 | Fox 26 Houston | Volunteer Work to Enhance Career Opportunities | https://youtu.be/7IY8kKFieHk |
| 12/19/2022 | KXLN Univision 45 | New Year Job Search Plan Preparation | https://youtu.be/DJDb1Twvd9E |
| 01/05/2023 | KTRK ABC 13 | Who’s Hiring: New Year, New Resume | https://abc13.co/3WBJS8i |
| 01/05/2022 | KTRK ABC 13 | Resume Tips for the New Year | https://youtu.be/O1PgQHj4veo |
| 01/11/2023 | KPRC NBC 2 | Houston’s Job Market in 2023 | www.click2houston.com |
| 01/12/2023 | KTRK ABC 13 | Who’s Hiring – Applications, Beacon Law | https://abc13.co/3j3188F |
| 01/13/2023 | KRIV Fox 26 | New Year, New Resume | https://yhoo.it/3j1xErE * |
| 01/13/2023 | KRIV Fox 26 | Sullivan Smart Sense: Free Apprenticeship Readiness Course | https://bit.ly/3JfrTI6 |
| 01/16/2023 | KXLN Univision 45 | Resume Basics | https://youtu.be/jD0KUmJgcLM |

| Date | Outlet | Story | Link |
|------------|-------------------|--|---|
| 01/19/2023 | KTRK ABC 13 | Who's Hiring - BridgeYear | https://abc13.co/3ZZGd77 |
| 01/20/2023 | KRIV Fox 26 | Online Applications | https://youtu.be/HA1Xz5wasdA |
| 01/21/2023 | KXLN Univision 45 | Community Affairs Show – Job Search Services | https://bit.ly/3wqdpXO |
| 01/23/2023 | KXLN Univision 45 | Completing Online Applications | https://youtu.be/7O8AAAnG_5Yo |
| 01/24/2023 | Houston Chronicle | Houston region ends 2022 with record-high employment | http://bit.ly/3ZY0Hx1 |
| 01/26/2023 | Houston Chronicle | Walmart raising minimum wage | https://bit.ly/3kUn72c |
| 01/30/2023 | Univision | Interview Tips – First Impressions | |

Supported Employment Pilot Project

Background

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

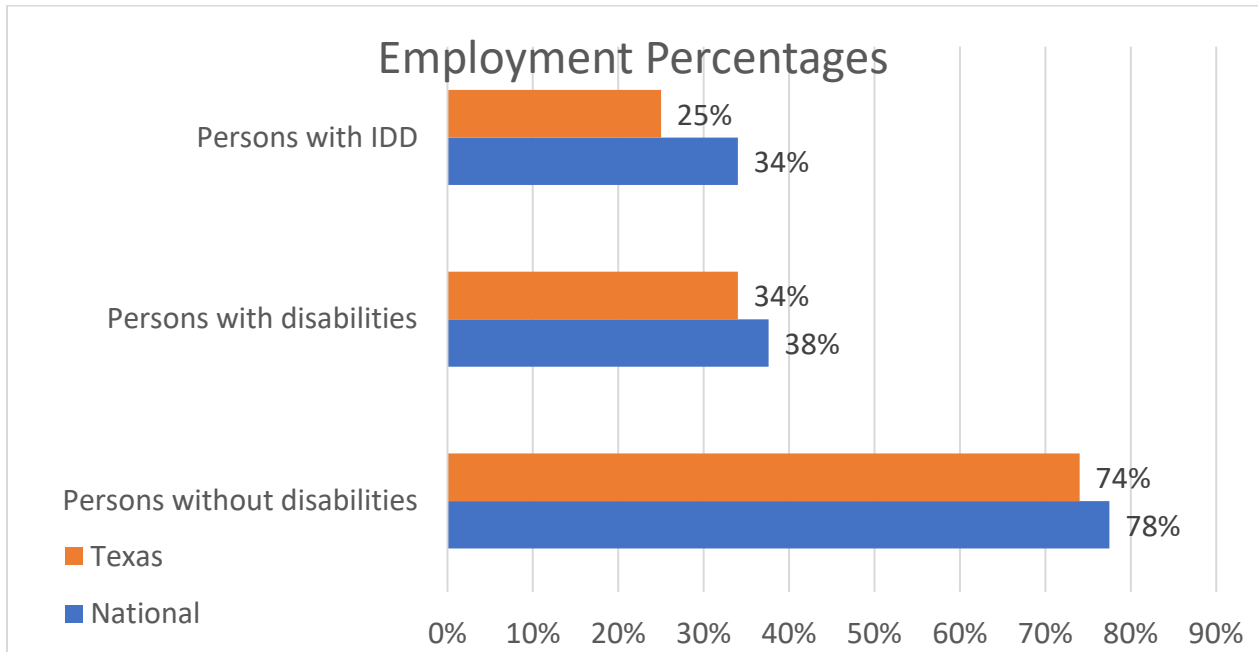
Shortly after the pilot was approved, the pandemic brought the project to a temporary halt, and by August 2020, when the funds were originally set to end, only two individuals were helped to find employment. Given the pandemic's impact, the grant was extended to the fall of 2021, and we continued to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

Current Situation

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

| | |
|----------------------------------|-----------|
| Total Participants | 29 |
| Hired | 15 |
| Connected to Ticket to Work | 5 |
| Utilizing WFS to find employment | 4 |
| Connected to VRS | 2 |
| Receiving intensive supports | 2 |
| Withdrew | 1 |

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



National Statistics: August 2022 (DOL website): [Disability Employment Statistics | U.S. Department of Labor \(dol.gov\)](https://www.dol.gov/eopd/employment-statistics)

Texas Statistics: Source: American Community Survey (2019)

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

Labor Market Information

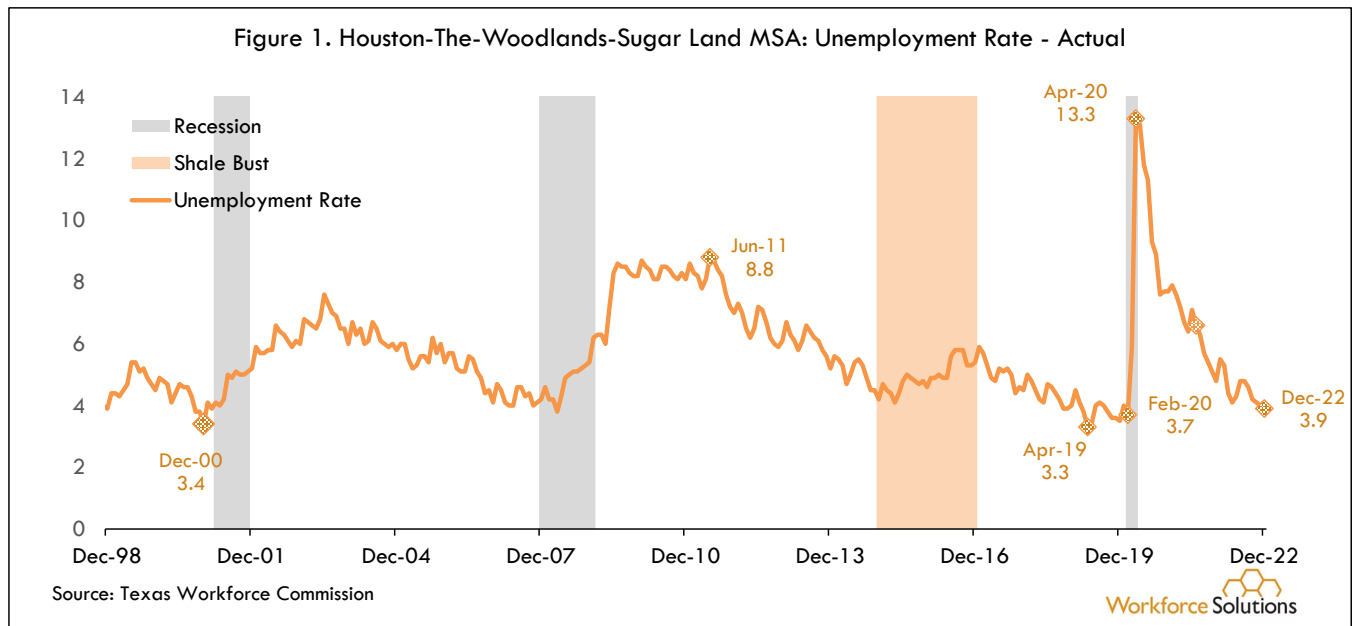
December 2022 data was released January 20, 2023.

Unemployment Rates

The rate of unemployment in The Houston-The Woodlands-Sugar Land MSA fell one-tenth of a percentage point to 3.9 percent in December, see figure 1. The number of individuals employed was up by 18,582 over the month and the number unemployed was down 2,416. The rate of unemployment was nearly one full percentage point lower than a year earlier. The local rate of unemployment is low but remains slightly higher than the state and national rates which also fell one-tenth of a percentage point in December.

Unemployment Rate (Actual)

| | DEC 2022 | NOV 2022 | DEC 2021 |
|-----------------------------|-----------------|-----------------|-----------------|
| Civilian Labor Force | 3,565,905 | 3,549,739 | 3,460,832 |
| Total Employed | 3,425,418 | 3,406,836 | 3,294,015 |
| Unemployed | 140,487 | 142,903 | 166,817 |
| Unemployment Rate | 3.9% | 4.0% | 4.8% |
| Texas | 3.6% | 3.7% | 4.2% |
| U.S. | 3.3% | 3.4% | 3.7% |

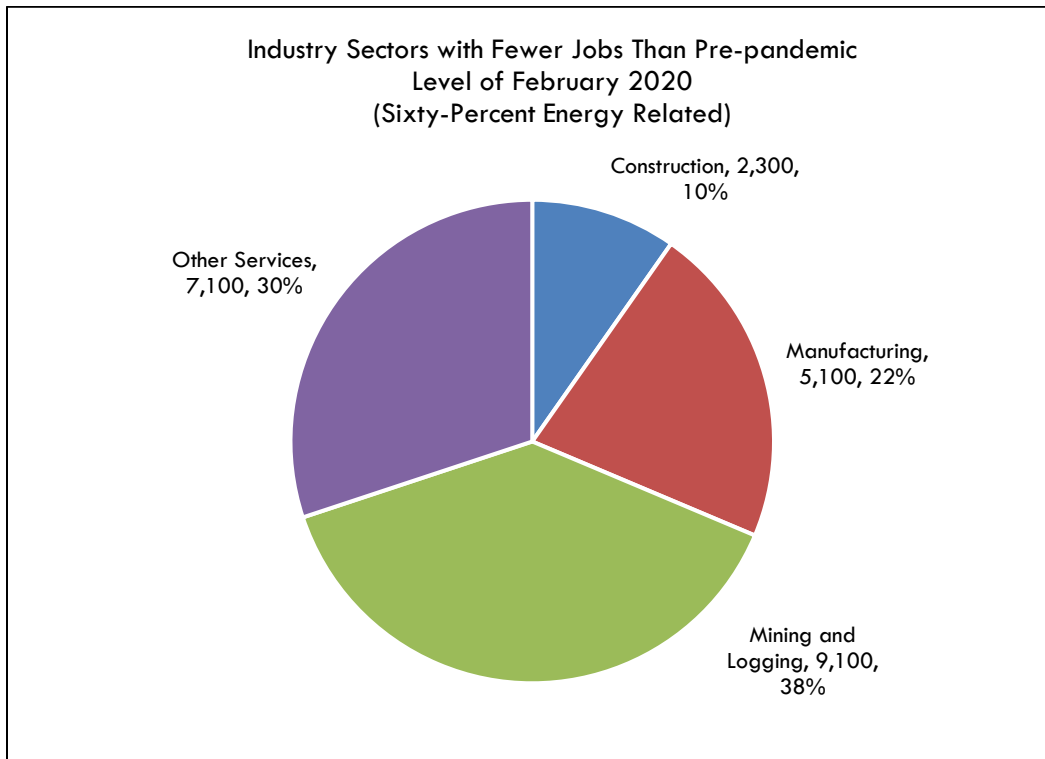


January data is scheduled to be released March 10, 2023.

Pandemic Job Recovery Update

The pandemic took a huge toll to labor markets in the Houston-The Woodlands-Sugar Land MSA resulting in an unprecedented loss of 359,400 jobs during March and April of 2020, down 11.3 percent. Total employment in the Houston MSA reached its pre-pandemic level in April of this year. As of December, payrolls in the Houston MSA were 163,800 jobs or 5.1 percent higher than their pre-pandemic levels of February 2020.

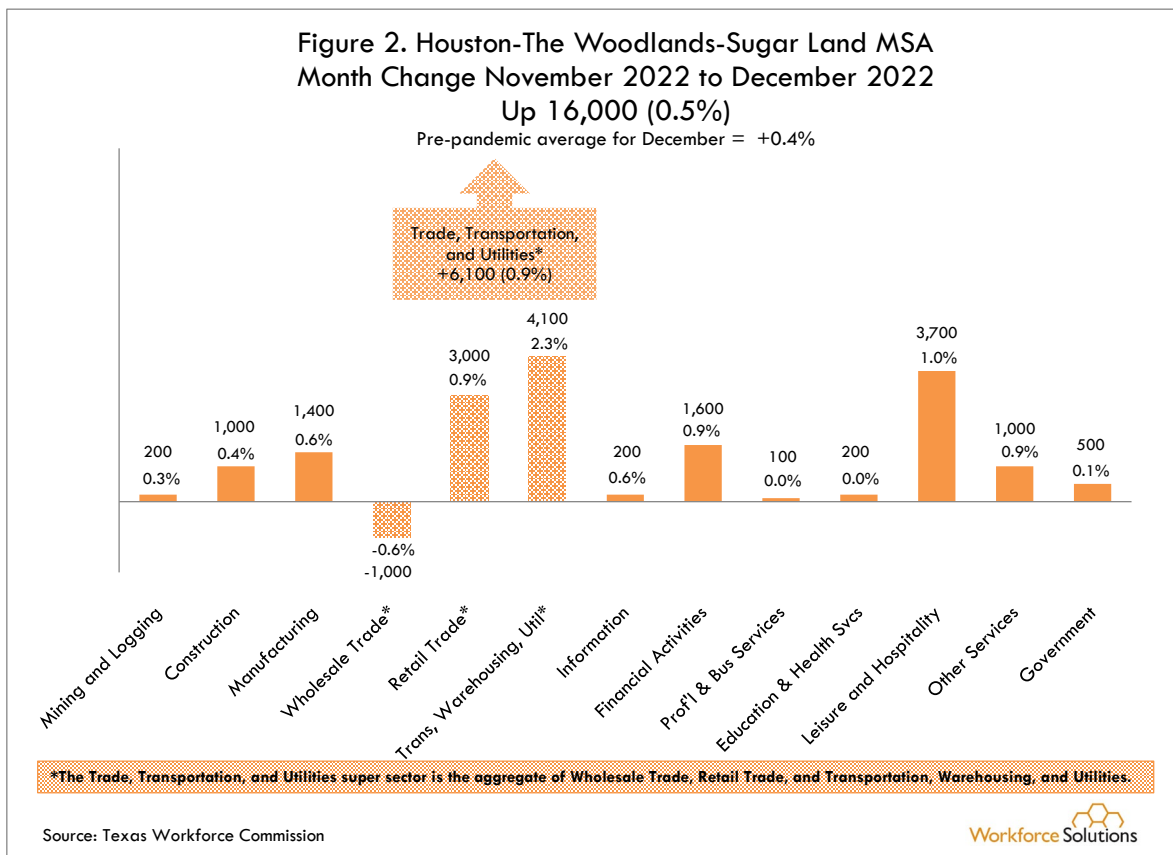
Not all industry sectors have managed full job recovery. More than half of the deficit in jobs is currently in Mining and Manufacturing as they continue to lag due to their ties to the energy sector, together down a total of 14,200 jobs from pre-pandemic levels. Despite the overall weakness in the energy sector, conditions have greatly improved due to high energy prices. While drilling activity has increased by more than two hundred percent from recent lows, businesses are reluctant to continue at a pace that places risk to additional capital investments. The only other industry sectors with a substantial amount of recovery remaining are Other Services where payrolls are down 7,100 jobs from pre-pandemic levels and Construction where payrolls are down 2,300 jobs. Other Services is composed of businesses performing a wide range of services such as automotive repair, car washes, electronic equipment repair, commercial equipment repair, personal household goods repair, barber shops, beauty salons, funeral homes, dry cleaning and laundry services, religious organizations, social advocacy organizations, civic and social organizations, business associations, political organizations, and private organizations, and more. Construction is beginning to struggle as the cost of building rises due to increased interest rates.



Nonagricultural Employment

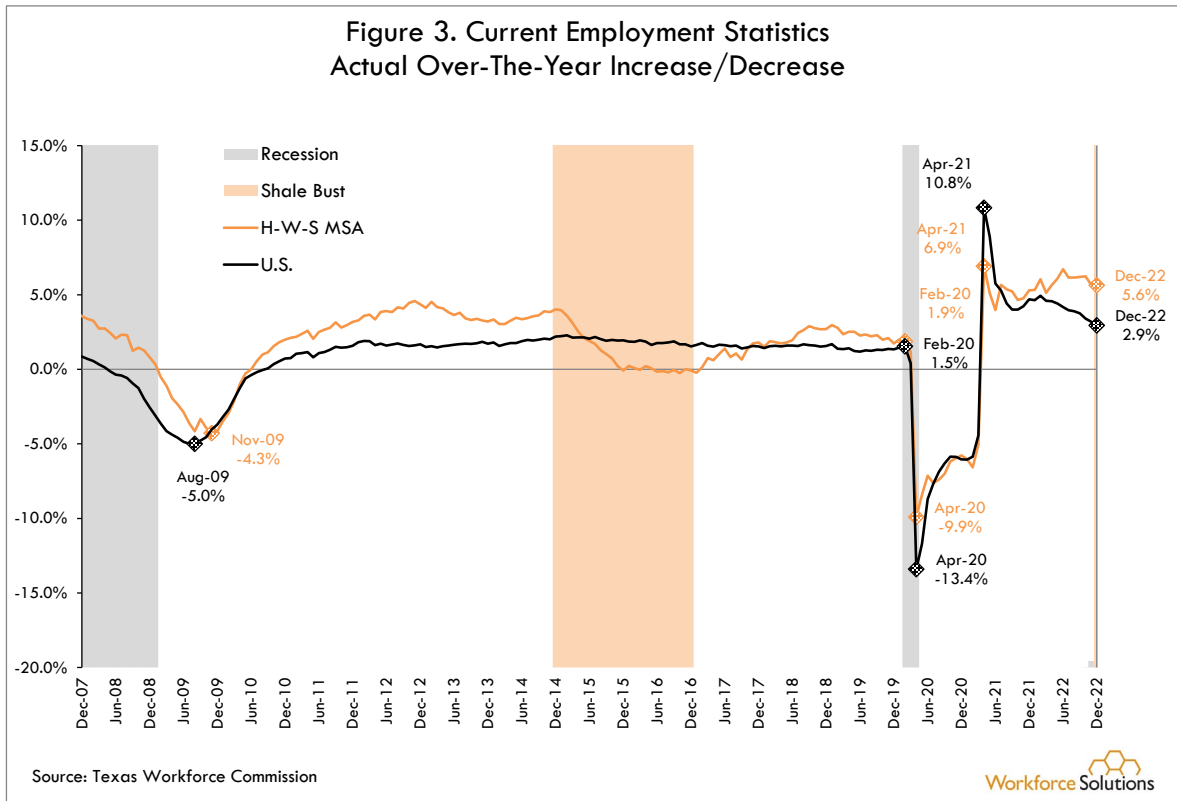
Over the Month

Total Nonfarm Employment in the H-W-S MSA added 16,000 jobs in December, up 0.5 percent, see figure 2. The increase was slightly stronger than an average of 0.4 percent seen during most years excluding 2020 where businesses were in a recovery phase from the pandemic. The largest increase was in Trade, Transportation, and Utilities, up 6,100 jobs or 0.9 percent, where gains were below the historical average increase of 1.5 percent. Two-thirds of the increase in Trade, Transportation, and Utilities was due to a gain of 4,100 jobs in Transportation, Warehousing, and Utilities as businesses boost temporary staffing levels to assist in the busy holiday season. Leisure and Hospitality posted its second largest increase on record of 3,700 job, up 1.0 percent. The only other year Leisure and Hospitality has experienced a larger increase was in 2021 when it added 3,800 jobs. Substantial gains were also found in Financial Activities, Manufacturing, Other Services, and Construction. Worth noting, Construction's increase ended three consecutive months of declines and defeats the historical trend of reporting a December loss due to holidays and weather delays.



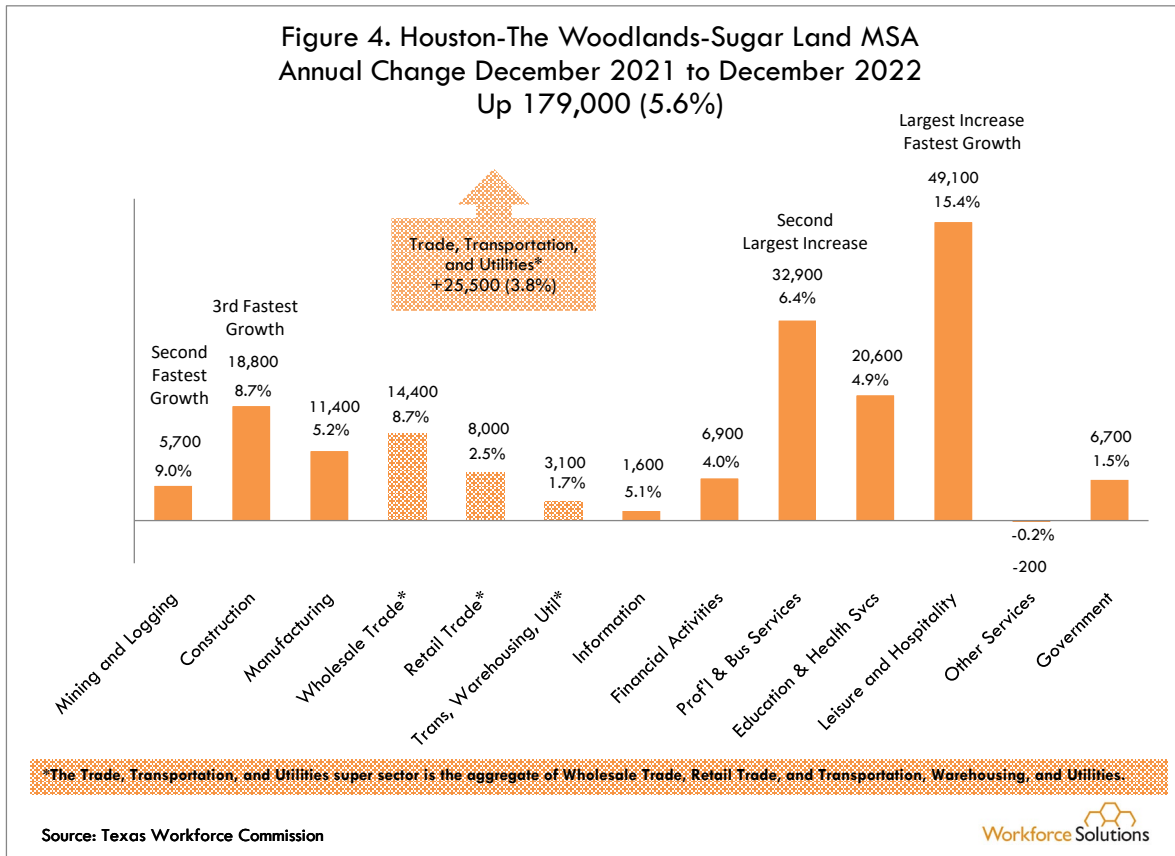
Over the Year

Total Nonfarm Employment in the H-W-S MSA was up 179,000 jobs over the year in December. The 5.6 percent increase in the Houston MSA was more than two and one-half percentage points stronger than the nation's increase of 2.9 percent, see figure 3.



All but one industry super sectors were reporting over-the-year increases, see figure 4. The largest contributor to the increase by far was Leisure and Hospitality, up 49,100 jobs, also reporting the fastest growth of 15.4 percent. Other major contributors were Professional and Business Services, up 32,900 jobs or 6.4 percent, and Trade, Transportation, and Utilities, up 25,500 jobs or 3.8 percent. Other Services reported the only over-the-year loss of 200 jobs. Payrolls were 163,800 jobs higher than pre-pandemic levels of February 2020. For a complete list of current, month-ago, and year-ago employment estimates see pages 29 & 30.

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



Total Nonfarm Employment – Seasonally Adjusted

Seasonally adjusted estimates for the H-W-S MSA and U.S. seen in figure 5 and 6 provide an additional view of growth trends removing the erratic month-to-month seasonal patterns. On a seasonally adjusted basis, Total Nonfarm Employment managed its largest one-month increase since July 2022 adding 14,600 jobs, up 0.4 percent, with the pace of growth at 5.7 percent. Total Nonfarm Employment at the national level added 223,000 jobs in December with the pace of growth at 3.0 percent. While the pace of job growth locally has fallen over the last three consecutive months it has fallen for the last seven consecutive months at the national level. Payrolls in the H-W-S MSA were 129,200 jobs higher than pre-pandemic levels of February 2020.

Looking at growth over a more long-term basis, Houston has been among the fastest-growing cities in the U.S. and as a result long-term job growth has historically outpaced that of the nation. Payrolls in the H-W-S MSA are currently up 25.3 percent above their peak prior to The Great Recession while payrolls at the national level are only up 11.1 percent.

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

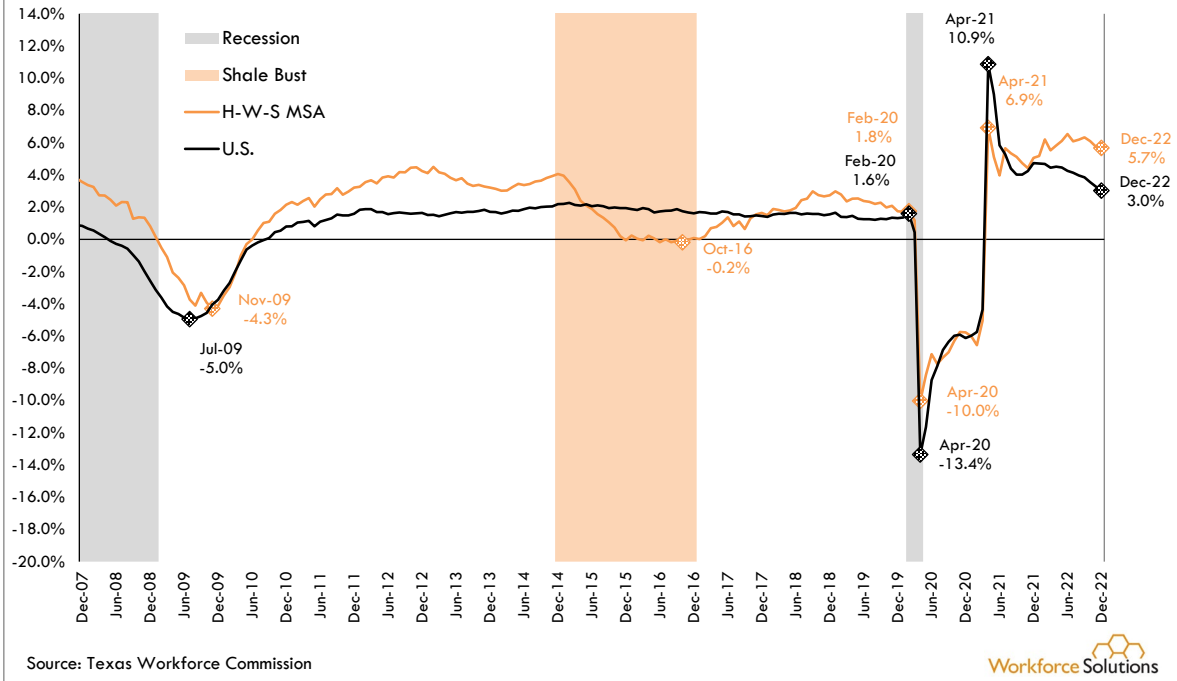
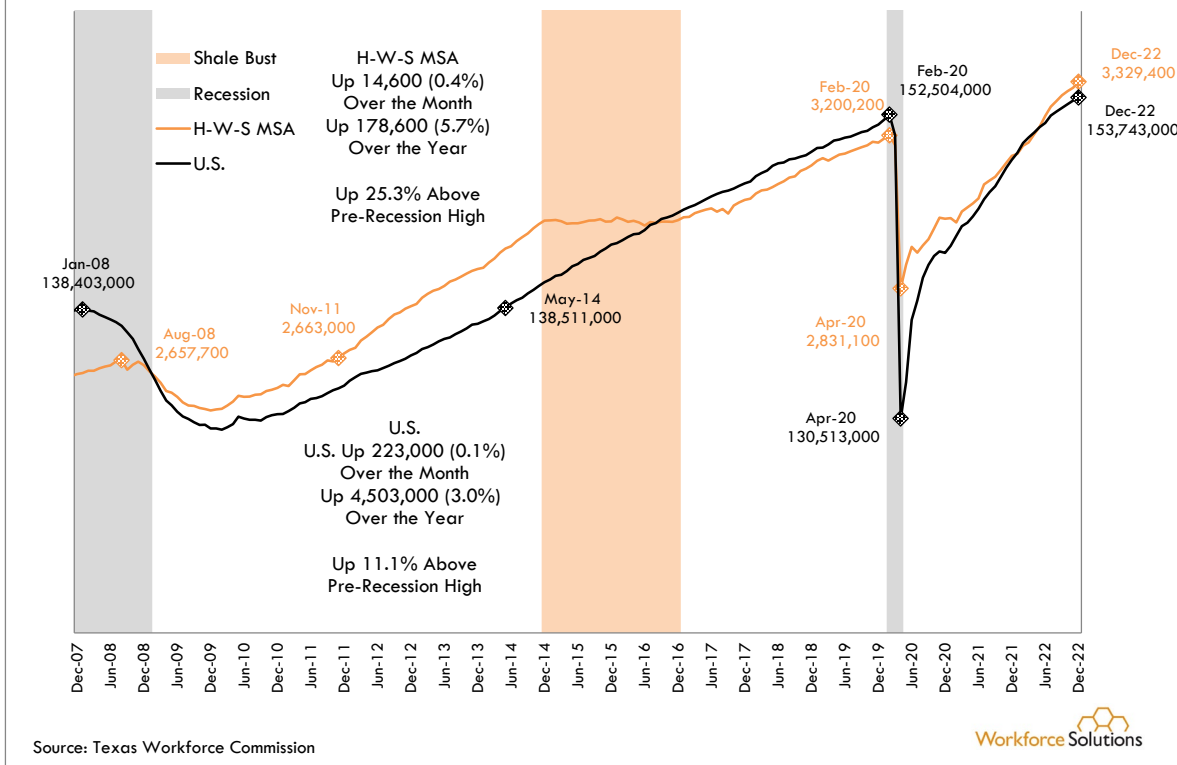


Figure 6. Total Non-farm Employment-Seasonally Adjusted



Details by Industry Sector

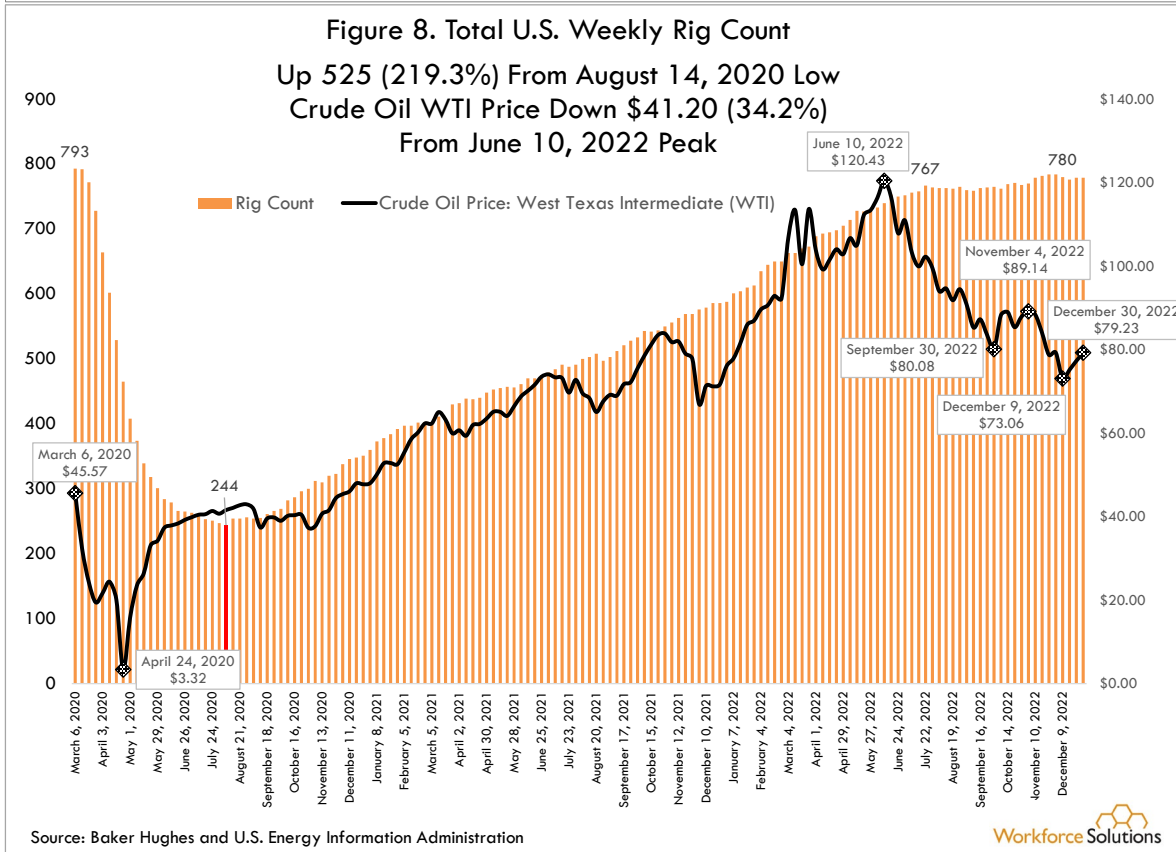
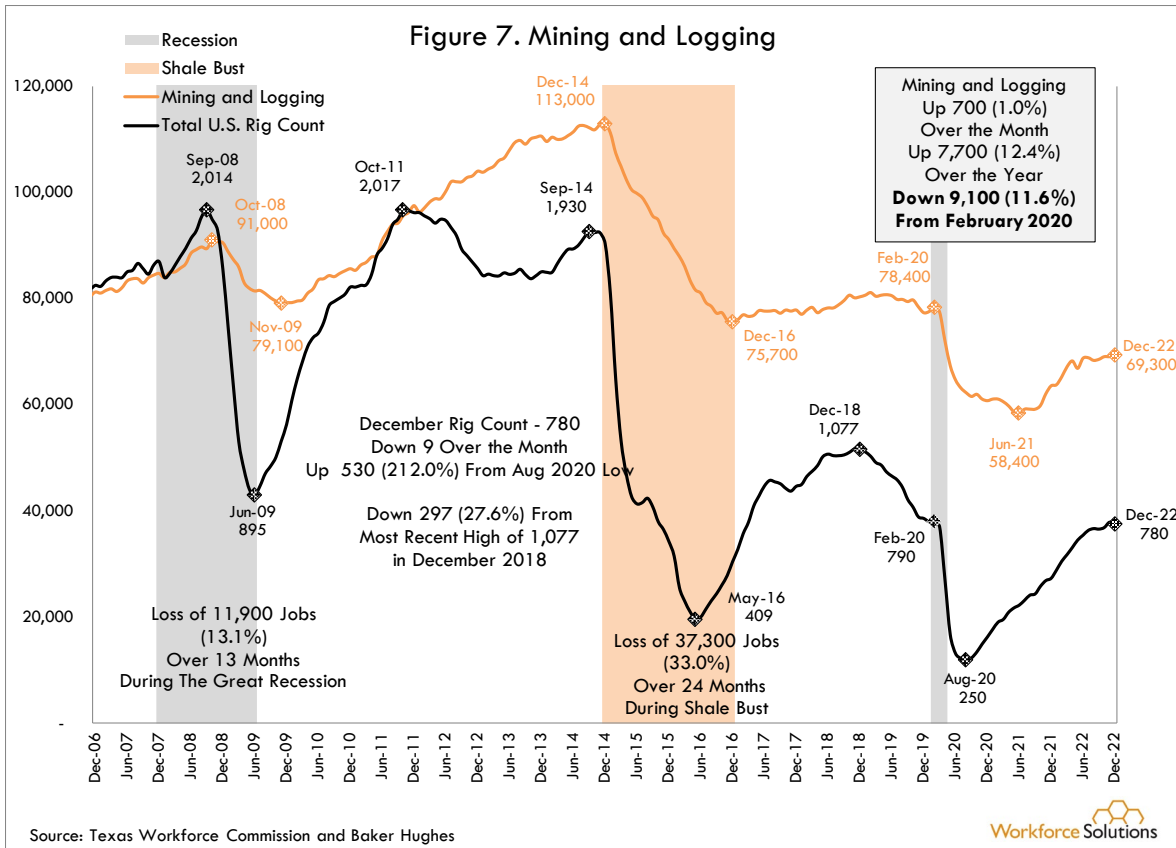
Mining and Logging added 200 jobs in December, up 0.3 percent. Gains were found in Oil and Gas Extraction and Support Activities for Mining, up 200 jobs each. A loss of 200 jobs in undefined areas of Mining and Logging offset the increases.

Mining and Logging was the second fastest growing industry in the Houston MSA with the pace of job growth at 9.0 percent, up 5,700 jobs over the year. Gains have been strong in both Support Activities for Mining, up 3,300 jobs or 10.6 percent, and Oil and Gas Extraction, up 3,200 jobs or 10.6 percent.

Mining and Logging was already struggling before the pandemic began reporting substantial declines near the end of 2019 which continued throughout 2020 and into 2021. Hiring resumed in the Support Activities for Mining sector in the second half of 2021 with job gains during most months in response to increased drilling activity. Oil and Gas Extraction, where companies operate and/or develop oil and gas field properties and in most cases do not work in the field, continued to see declines until fourth quarter 2021 before seeing increases. While Mining and Logging has been making progress in recovering jobs, payrolls are currently down 9,100 jobs or 11.6 percent from pre-pandemic levels in February 2020, see figure 7.

The average U.S. rig count was down 9 in December to 780. The current monthly rig count was down 297 (27.6%) from the most recent high of 1,077 in December 2018. Viewing activity on a weekly basis, drilling activity levelled off for the most part in the middle of July and declined slightly in recent weeks, see figure 8. WTI oil prices fell from the most recent peak of \$120.43 in the week ending June 10th to a low of \$73.06 by December 9, 2022. Since then, prices have risen again and were at \$79.23 by December 30, 2022. Firms seem confident that prices will remain high enough to support continued growth in oil and gas activity.

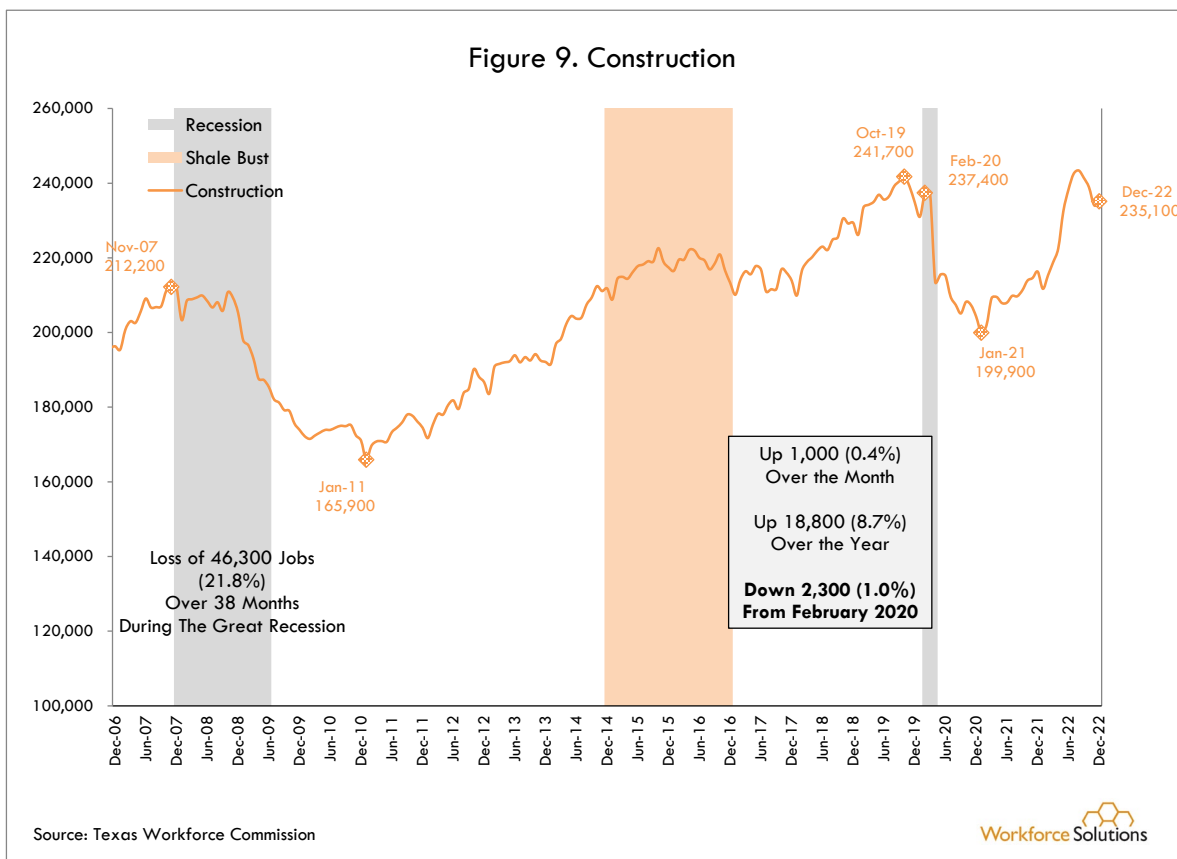
Payrolls in the Mining sector never made it back to pre-pandemic levels. Labor and supply chain constraints have been limiting the pace of drilling and well completion activity and lead times for new oilfield equipment have been extended. Industry outlooks have been optimistic although uncertainty has risen with expectations for possible slowing growth ahead because of limited spare capacity due to supply-chain and labor challenges.



Construction reported its first increase since August 2022 adding 1,000 jobs over the month, up 0.4 percent. Construction on average experiences a one-half of a percent decline during the month of December usually due to weather conditions making this better than most years. Most of the increase was in Specialty Trade Contractors, up 900 jobs or 0.7 percent. Additional gains were found in Construction of Buildings, up 400 jobs or 0.7 percent. Heavy and Civil Engineering Construction suffered a slight loss of 300 jobs, down 0.5 percent.

Construction added 18,800 jobs over the year, up 8.7 percent. While it was the third fastest growing industry super sector, the pace of growth has fallen for the fourth consecutive month. Specialty Trade Contractors was responsible for more than half of the increase with payrolls up 11,400 jobs or 10.2 percent. Heavy and Civil Engineering Construction added 4,800 jobs over the year, up 9.3 percent, and Construction of Buildings added 2,600 jobs, up 5.0 percent. Construction made a full recovery of all jobs lost in the early stages of the pandemic in June 2022 but since then payrolls have fallen and are once again below February 2020 levels, down 2,300 jobs or 1.0 percent, see figure 9.

According to the Federal Reserve Bank of Dallas, activity in the housing market remains weak. Elevated interest rates and an expected economic slowdown have dimmed expectations for 2023.



Manufacturing added 1,400 jobs in December, up 0.6 percent. Manufacturing adds jobs during most December's and the current increase was slightly stronger than the historical average of 0.4 percent. The increase was largely driven by an increase of 1,000 jobs in Durable Goods Manufacturing, up 0.7 percent. Non-durable Goods Manufacturing added 400 jobs over the month.

Manufacturing added 11,400 jobs over the year, up 5.2 percent. Most of the increase was in Durable Goods Manufacturing with much of it tied to the energy sector, up 7,900 jobs or 5.9 percent, see figure 10.1. Nondurable Goods Manufacturing payrolls were up 3,500 jobs or 4.2 percent over the year, see figure 10.2. Manufacturing tied to the upstream energy sector continue to be driving demand while petrochemical companies and refineries reported slowing demand. Overall, manufacturing outlooks weakened, with many noting waning demand and/or recession concerns according to the Federal Reserve Bank of Dallas Beige Book. In terms of the pandemic, payrolls in Manufacturing remain 5,100 jobs or 2.2 percent below pre-pandemic levels in February 2020, see figure 10.

The Houston Purchasing Managers Index fell 0.9 points to 53.8 in December indicating economic activity was expanding but at a slower pace of that in November. The Manufacturing PMI fell 0.8 to 50.2 giving neither an expansion nor contraction signal. The Non-manufacturing PMI fell 0.9 points to 54.5 pointing to continued expansion but at a slower pace than the in November. The Houston PMI provides a measure of current economic activity in the greater Houston area and a forecast of likely shifts in activity over the next several months. Readings over 50 generally indicate goods producing industry expansion over the near term, while readings below 50 show coming contraction. Readings above 45 correlates with expansion of the Houston-The Woodlands-Sugar Land Business Cycle Index.

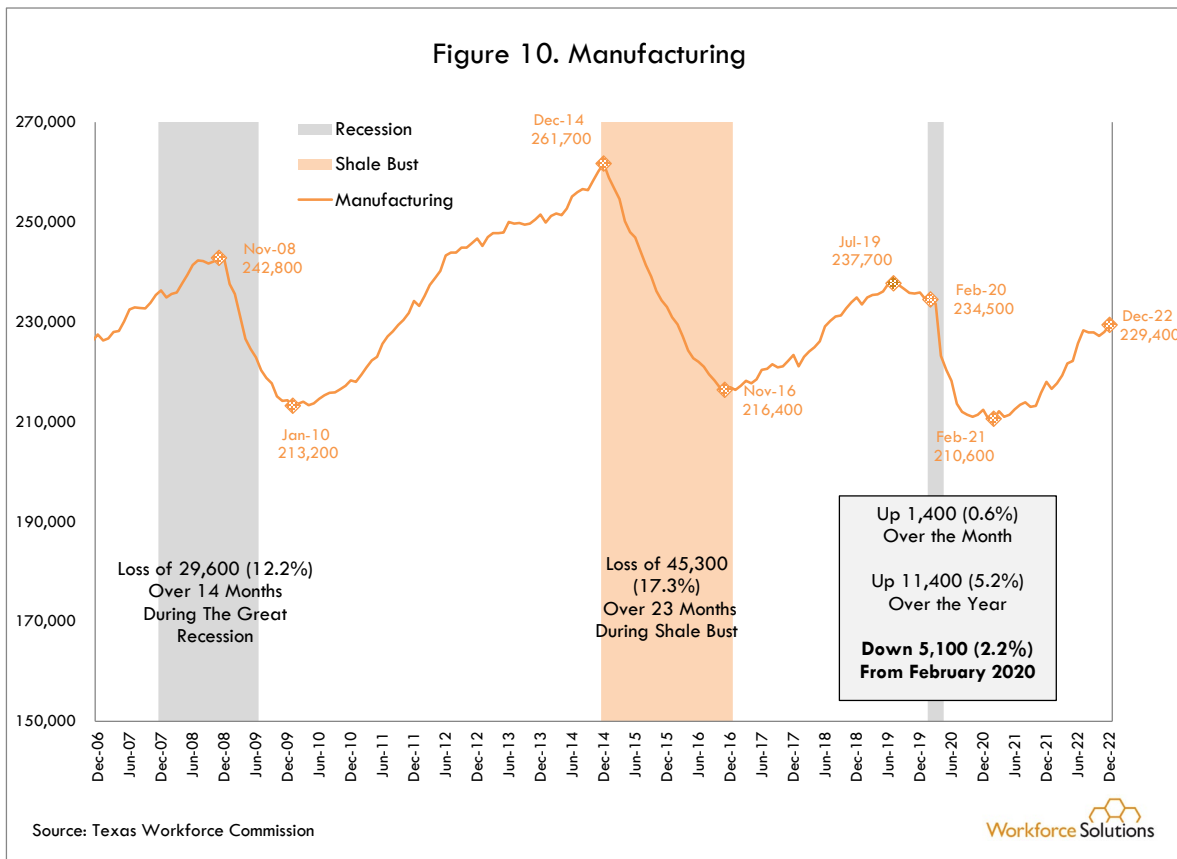


Figure 10.1 Durable Goods Manufacturing

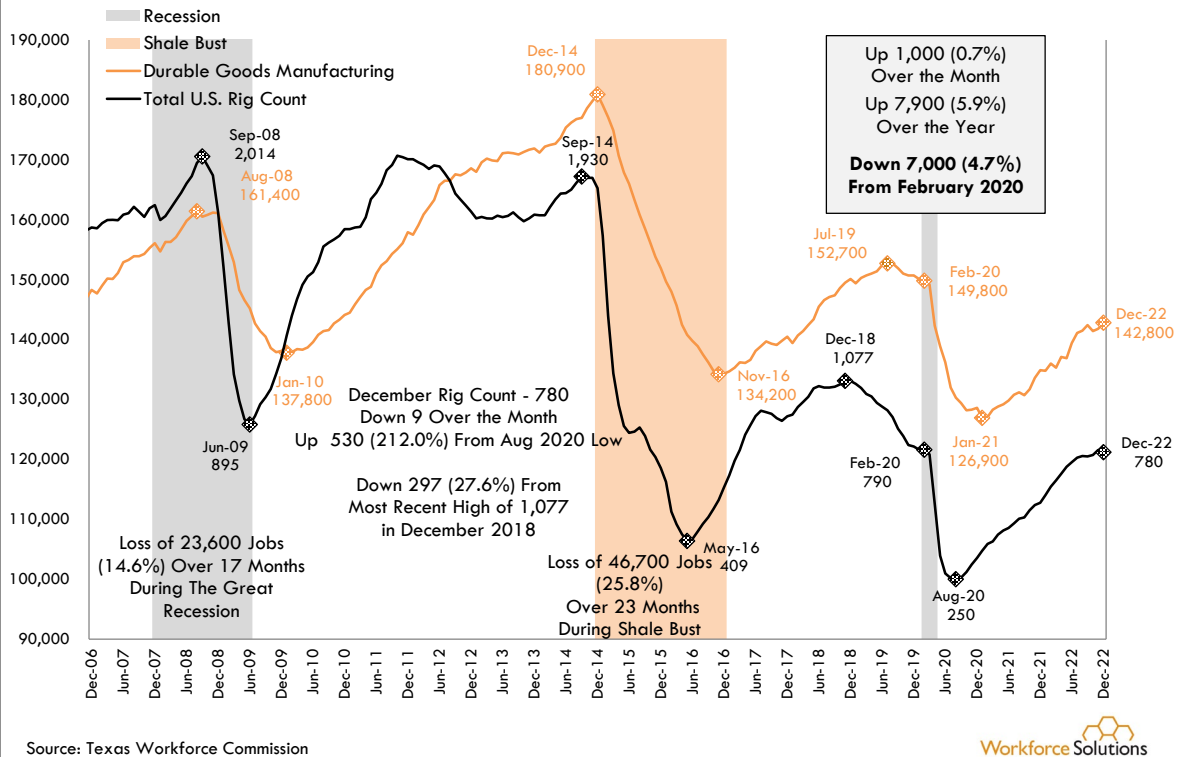
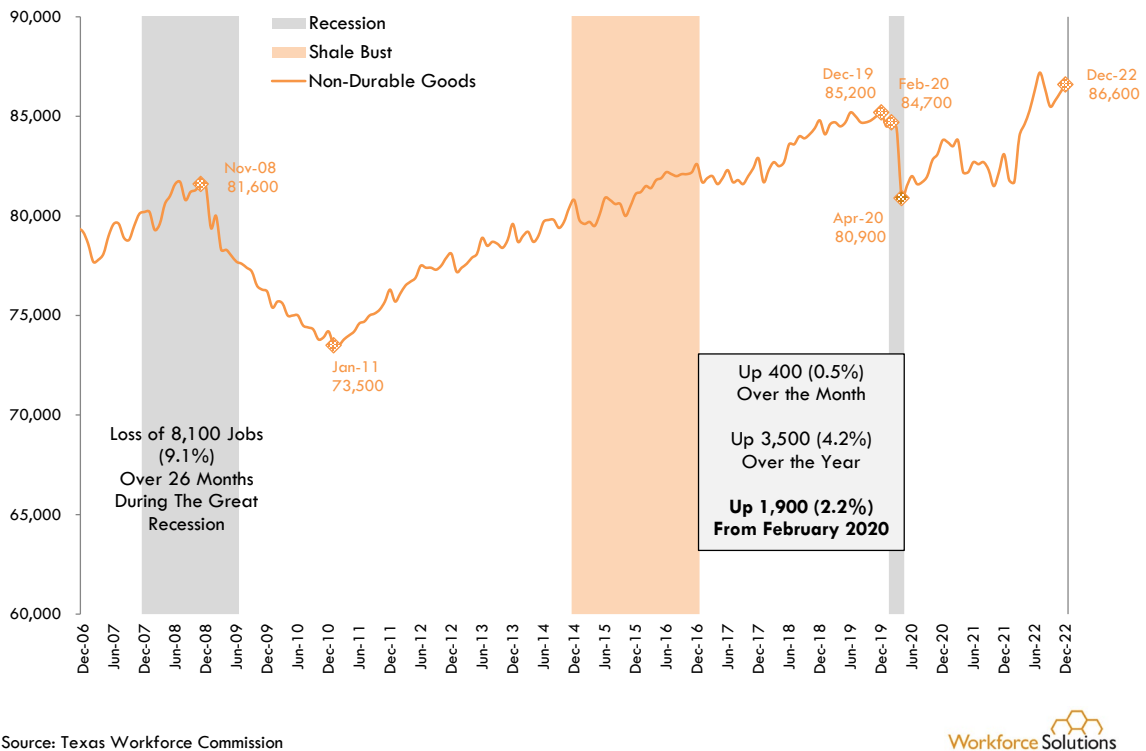


Figure 10.2 Non-Durable Goods Manufacturing



Trade Transportation, Warehousing & Utilities was the largest gaining industry sector over the month in December, up 6,100 jobs or 0.9 percent. December's increases were driven by seasonal gains in Transportation, Warehousing, and Utilities, up 4,100 jobs or 2.3 percent, and Retail Trade, up 3,000 jobs or 0.9 percent. Wholesale Trade suffered a loss of 1,000 jobs, down 0.6 percent.

Trade, Transportation, and Utilities was the third largest gaining industry sector in December, up 25,500 jobs or 3.8 percent over the year. Wholesale Trade experienced the strongest growth, up 14,400 jobs or 8.7 percent, see figure 11.1. Retail Trade was up 8,000 jobs or 2.5 percent. While most retail sectors were reporting job gains, General Merchandise Stores experienced a loss of 1,500 jobs over the year, down 2.2 percent, as families are forced to cut back on discretionary spending due to cost-of-living increases. Lastly, Transportation, Warehousing, and Utilities was up 3,100 jobs over the year, up 1.7 percent. Largest gains were in Truck Transportation, up 1,500 jobs or 5.4 percent, and Air Transportation, up 1,400 jobs or 7.7 percent. Payrolls in Trade, Transportation, and Utilities are up 65,000 jobs or 10.3 percent above pre-pandemic levels in February 2020.

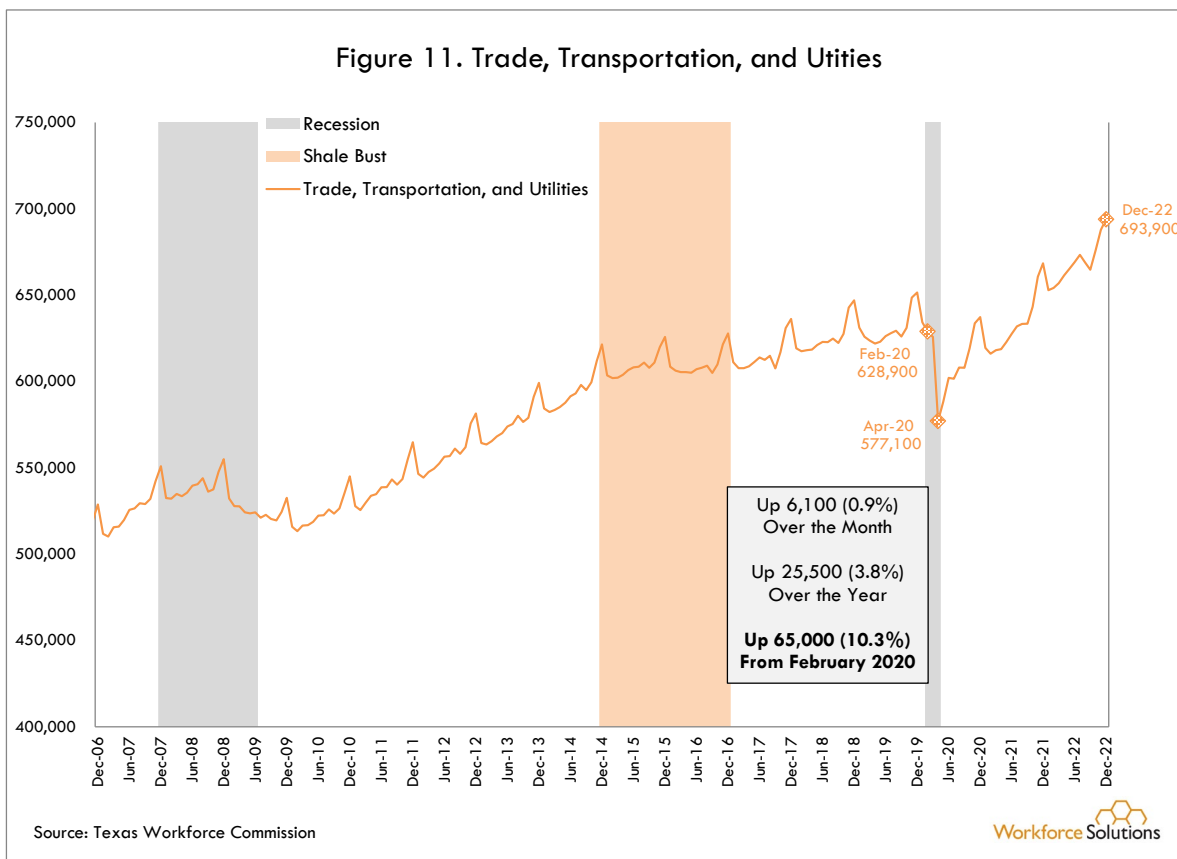
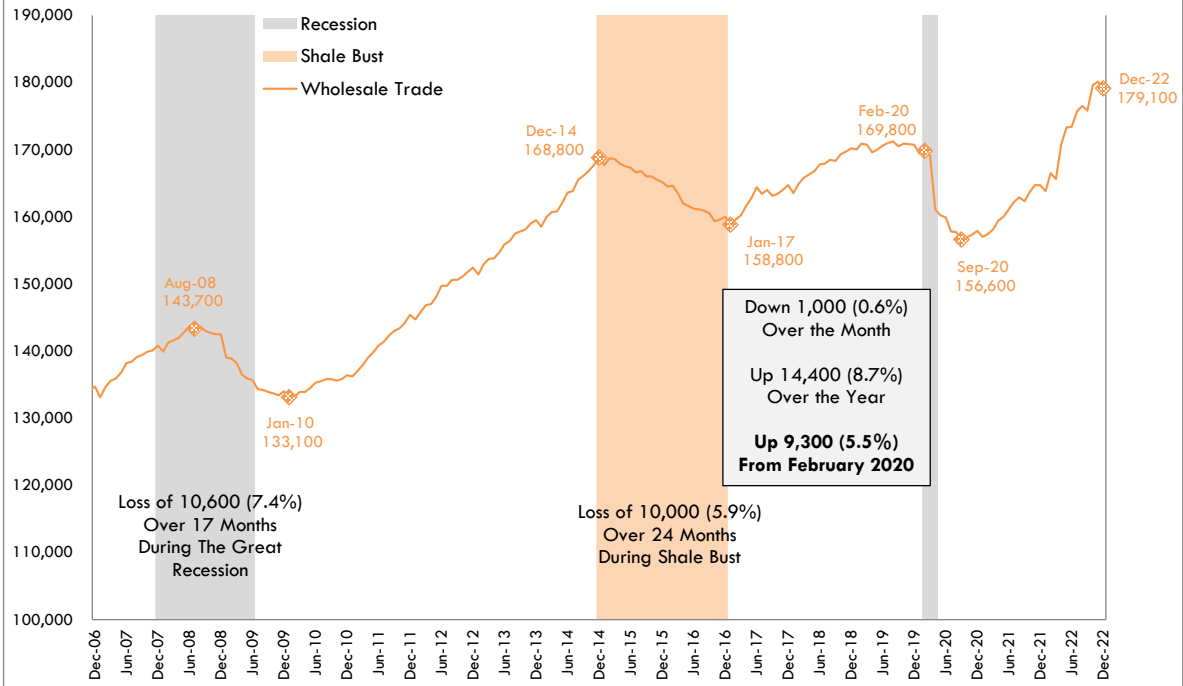


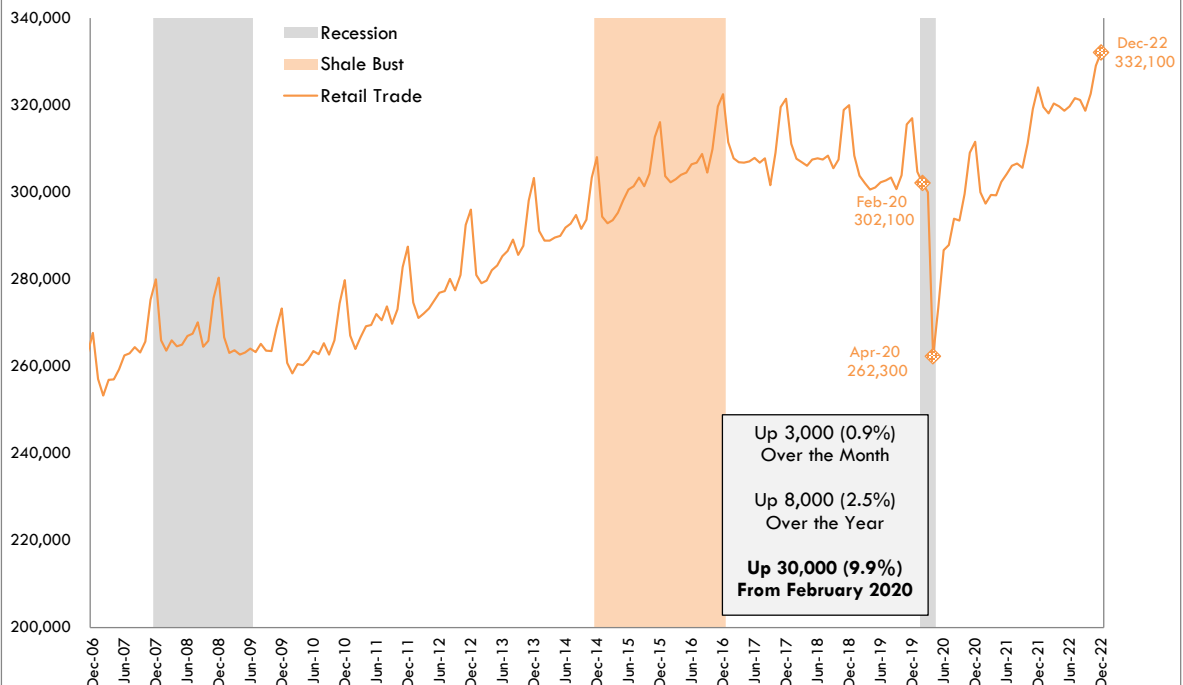
Figure 11.1 Wholesale Trade



Source: Texas Workforce Commission

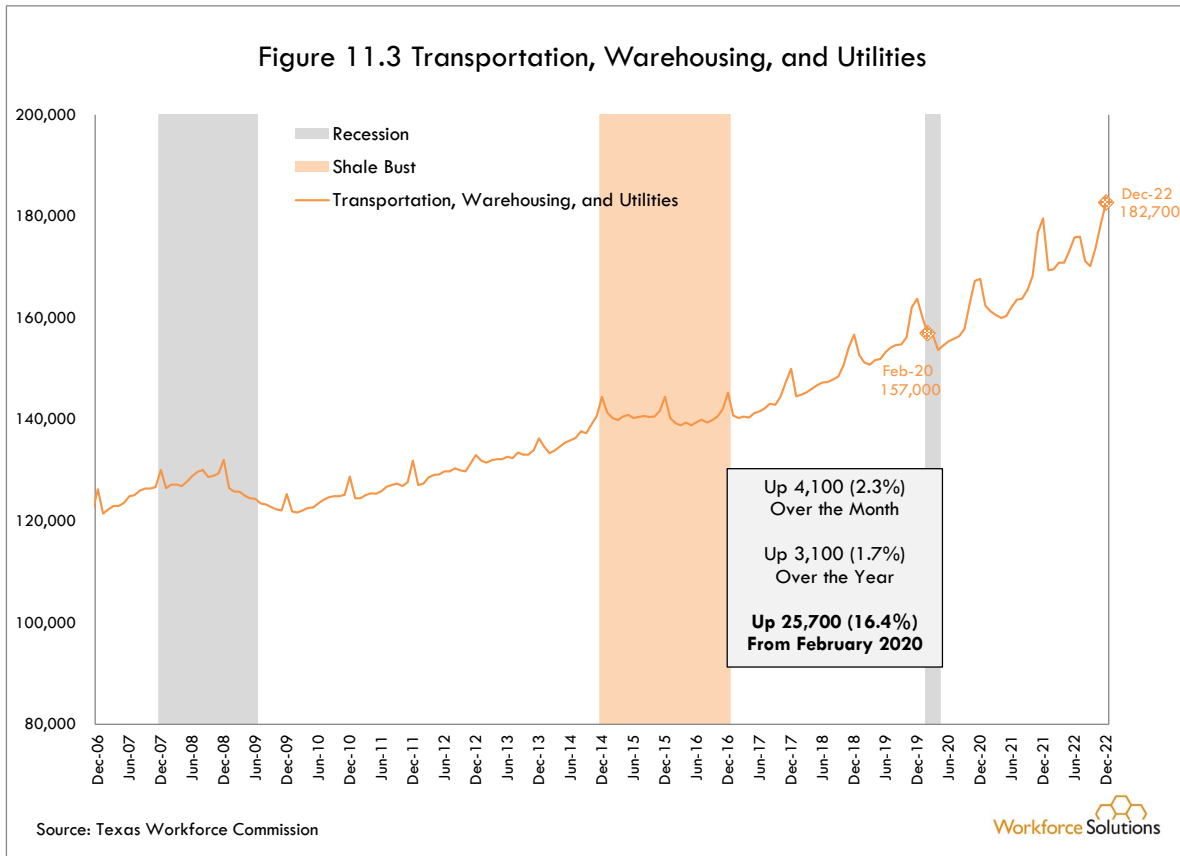


Figure 11.2 Retail Trade



Source: Texas Workforce Commission



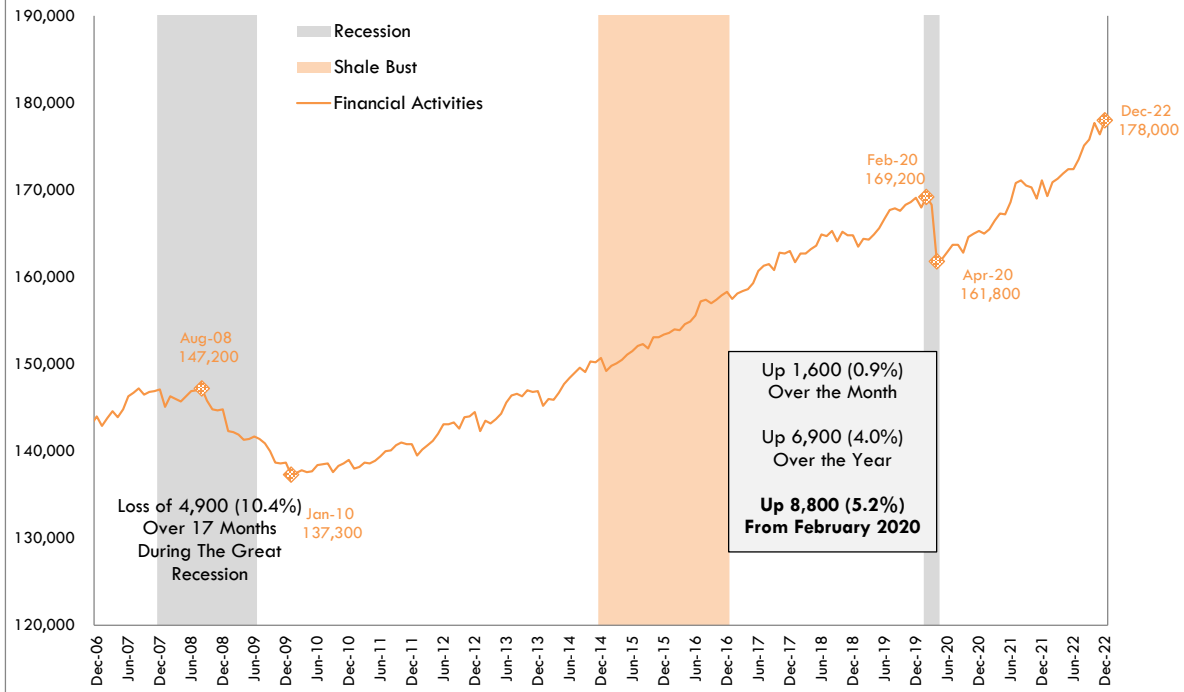


Information payrolls were up 200 jobs in December and 1,600 jobs or 5.1 percent over the year. Nearly half of the employment in Information resides in Telecommunications where payrolls were up 200 jobs or 1.6 percent over the year. This means most of the increase was at other establishments within the 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 added 1,600 jobs in December, up 0.9 percent. Financial Activities on average experiences a 0.4 percent increase in December making this a strong year. Job gains were primarily in Finance and Insurance, up 1,500 jobs or 1.3 percent. Real Estate and Rental and Leasing was up 100 jobs over the month.

Financial Activities added 6,900 jobs over the year, up 4.0 percent, see figure 12. Job gains were widespread with Finance and insurance adding 3,400 jobs over the year, up 3.1 percent, and Real Estate and Rental and Leasing adding 3,500 jobs, up 5.7 percent. Financial Activities are up 8,800 jobs or 5.2 percent from just prior to the pandemic in February 2020, see figure 12.

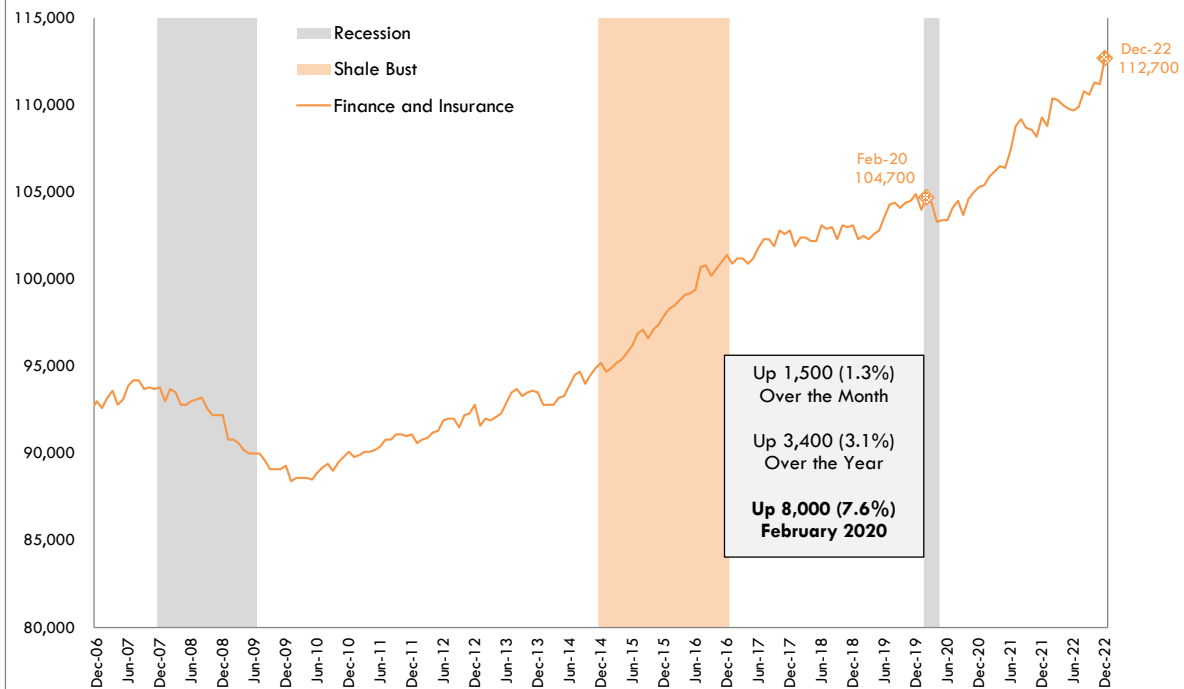
Figure 12. Financial Activities



Source: Texas Workforce Commission

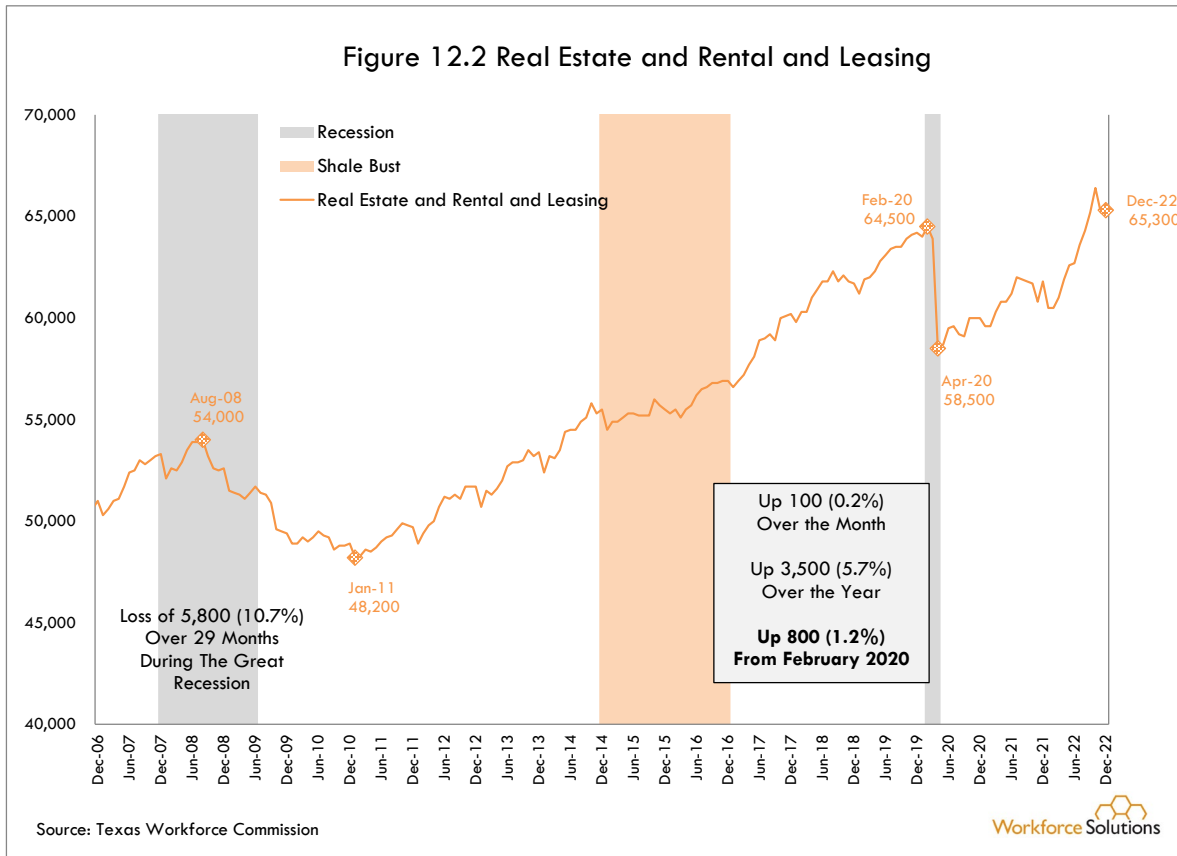


Figure 12.1 Finance and Insurance



Source: Texas Workforce Commission

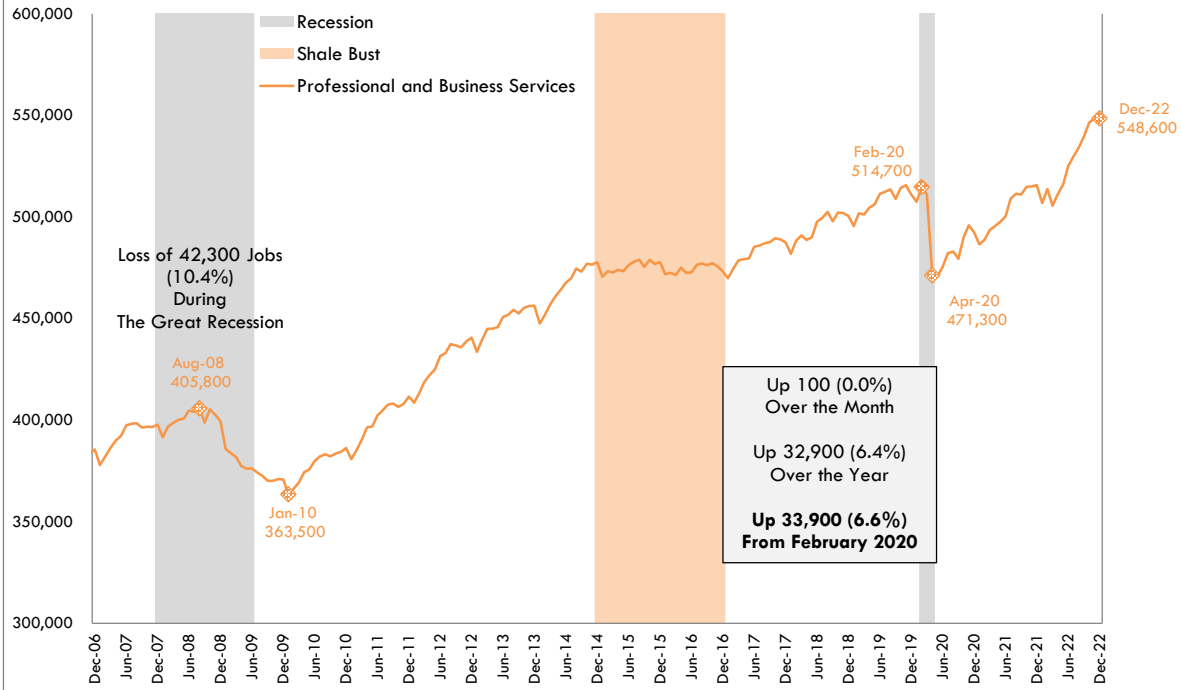




Professional and Business Services payrolls reported a net increase of 100 jobs in December. Job growth was made possible by an addition of 4,600 jobs in Professional, Scientific, and Technical Services, up 1.7 percent, where Architectural, Engineering, and Related Services reported a strong increase. Gains were offset by a loss of 4,700 jobs in Administrative and Support and Waste Management and Remediation Services, down 2.0 percent. Management of Companies and Enterprises, the third sub-sector, managed a slight increase of 200 jobs, up 0.4 percent.

Professional and Business Services was the second largest gaining industry sector over the year adding 32,900 jobs, up 6.4 percent. This was the largest year-over-year increase on record with the prior record of 30,800 back in November 2012 during the U.S. Shale Boom. Professional, Scientific, and Technical Services was the largest contributor to the increase, up 24,700 jobs or 10.1 percent, largely driven by gains in Architectural, Engineering, and Related Services, up 12,900 jobs or 19.2 percent, see figure 13.1. While Administrative and Support and Waste Management and Remediation Services was the second largest contributor to the increase, up 6,200 jobs, the pace of growth in the sub-sector fell sharply to 2.7 percent from 5.0 percent in November due to December losses. Lastly, Management of Companies and Enterprises was up 2,000 jobs or 4.6 percent over the year. Payrolls in Professional and Business Services are up 33,900 jobs or 6.6 percent from their pre-pandemic level in February 2020, see figure 13. Recent gains in Professional and Business Services have been driven by surging global demand for energy products.

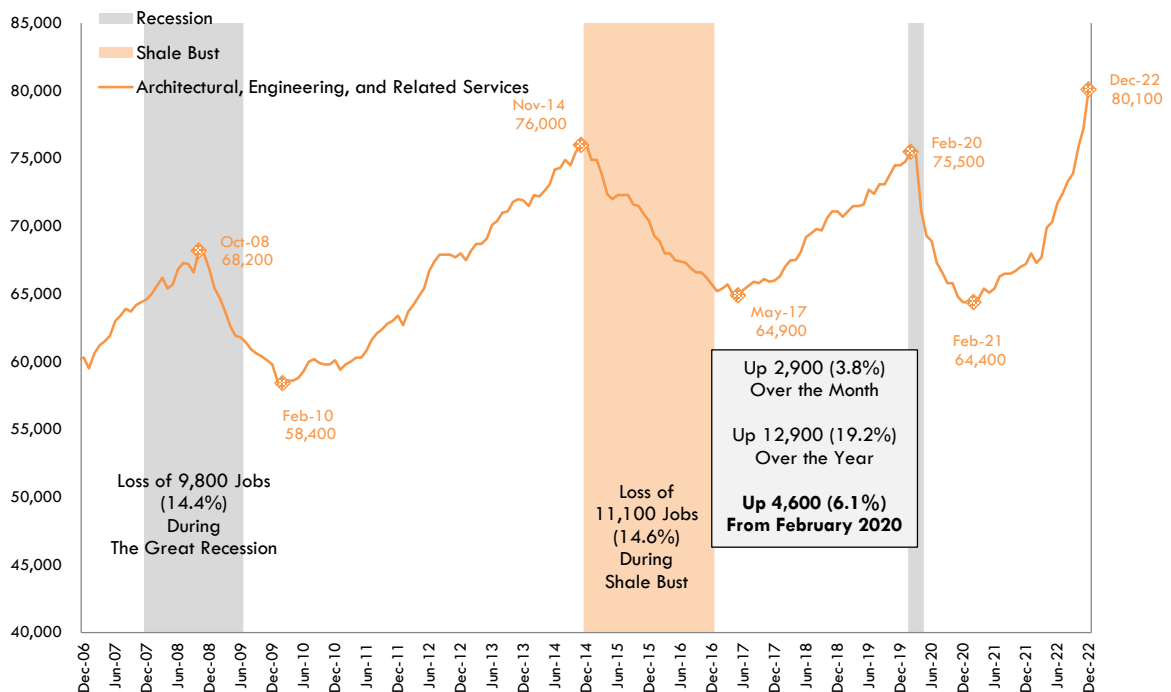
Figure 13. Professional and Business Services



Source: Texas Workforce Commission



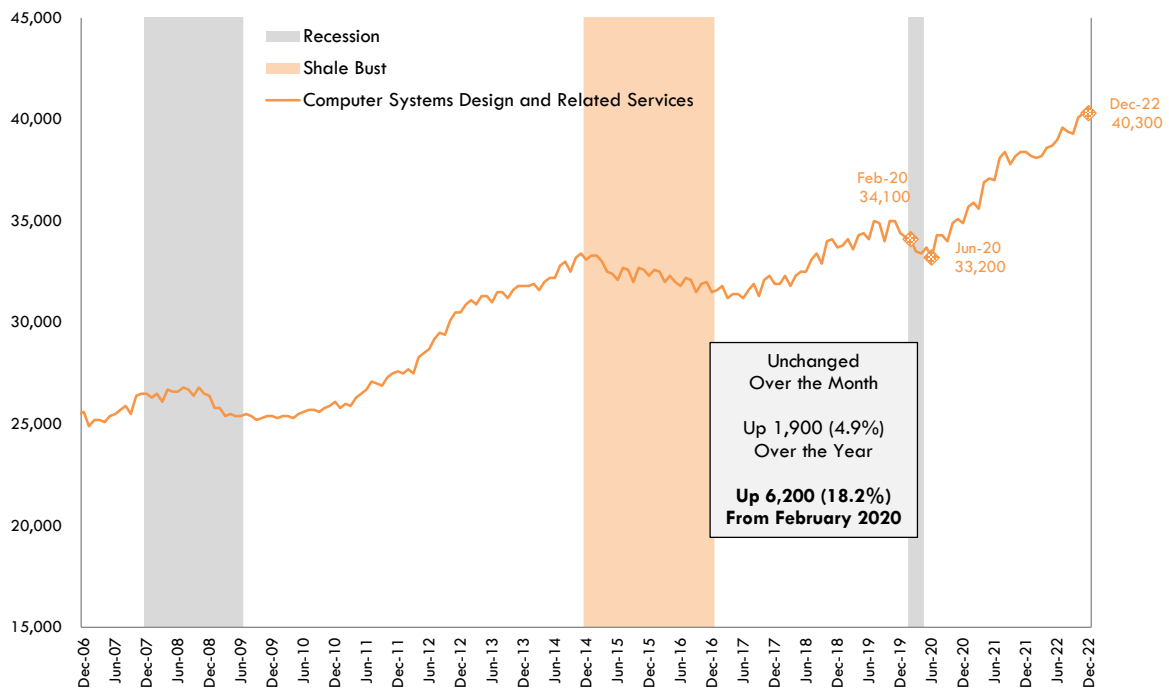
Figure 13.1 Architectural, Engineering, and Related Services



Source: Texas Workforce Commission



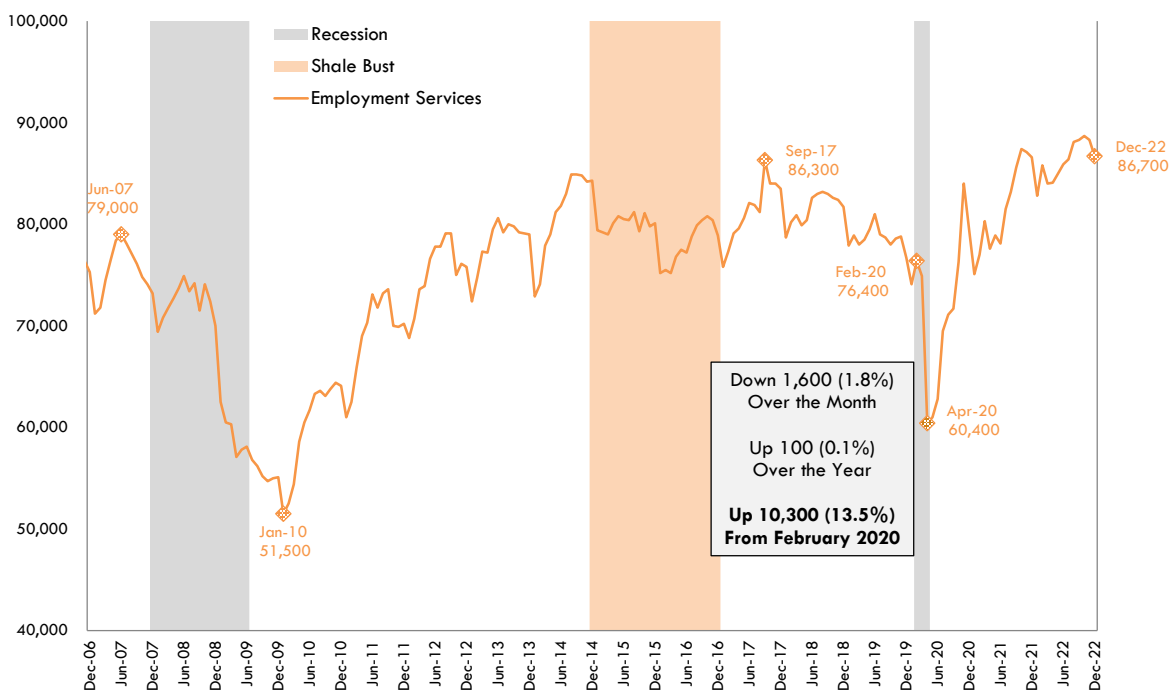
Figure 13.2 Computer System Design and Related Services



Source: Texas Workforce Commission



Figure 13.3 Employment Services



Source: Texas Workforce Commission



Education and Health Services experienced a net increase of 200 jobs in December. Health Care and Social Assistance was responsible for the increase with payrolls up 600 jobs or 0.8 percent. Gains in Health Care and Social Assistance were driven by increase in Ambulatory Health Care Services, up 600 jobs or 0.3 percent, and Hospitals, up 500 jobs or 0.5 percent, which were offset by declines in undisclosed areas of Social Assistance. Educational Services experienced a loss of 600 jobs over the month, down 0.8 percent.

Education and Health Services added 20,600 jobs over the year in December, up 4.9 percent. About three-fourths of the increase was in Health Care and Social Assistance, up 15,700 jobs or 4.4 percent, see figure 14.2. Job gains in Health Care and Social Assistance were found across all its subsectors including Ambulatory Health Care Services, up 6,800 jobs or 3.8 percent, Hospitals, up 6,200 jobs or 6.9 percent, and the remainder of the increase in nursing care facilities, community care facilities, and various providers of social assistance that include child day care services. Educational Services was reporting the strongest over-the-year growth in October, up 4,900 jobs or 7.0 percent, see figure 14.1. Education and Health Services payrolls are up 30,600 jobs or 7.4 percent from their pre-pandemic levels in February 2020, see figure 14.

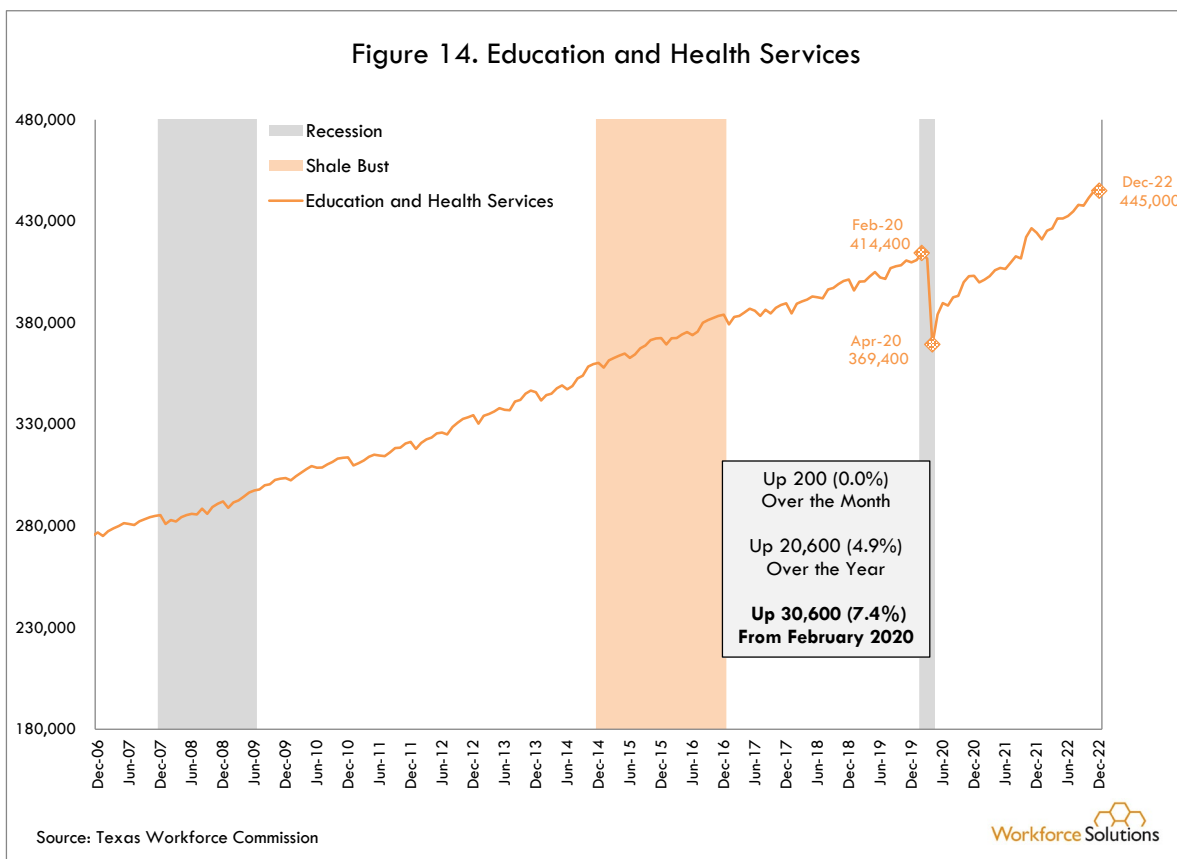
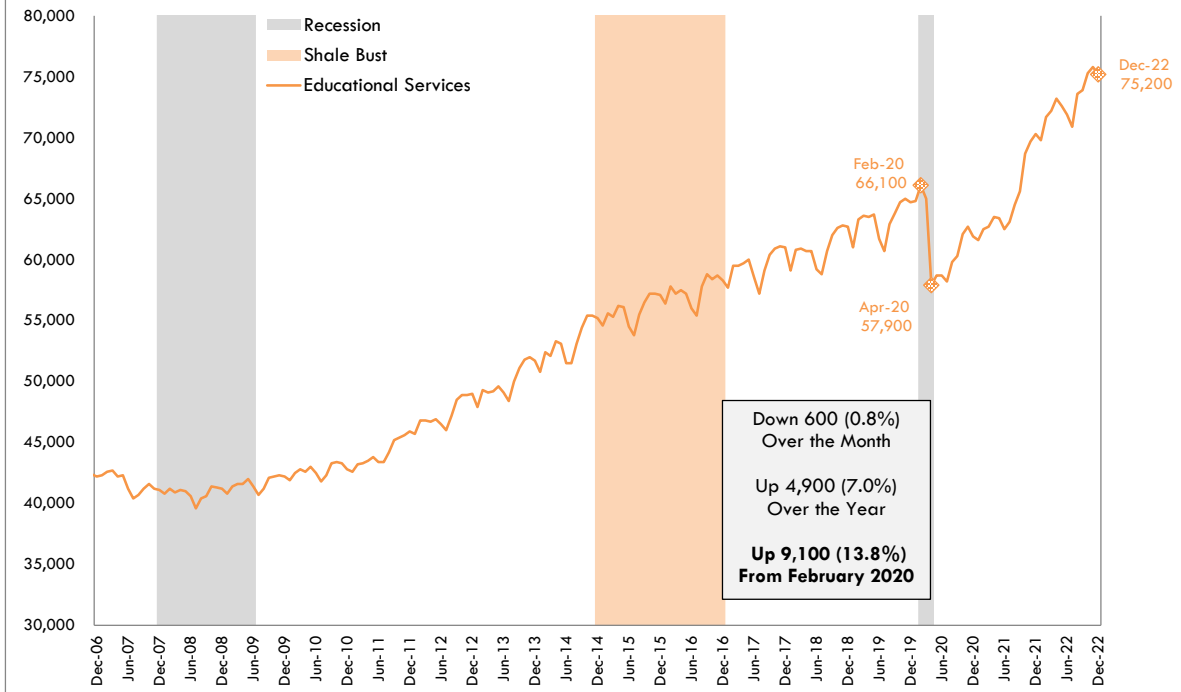


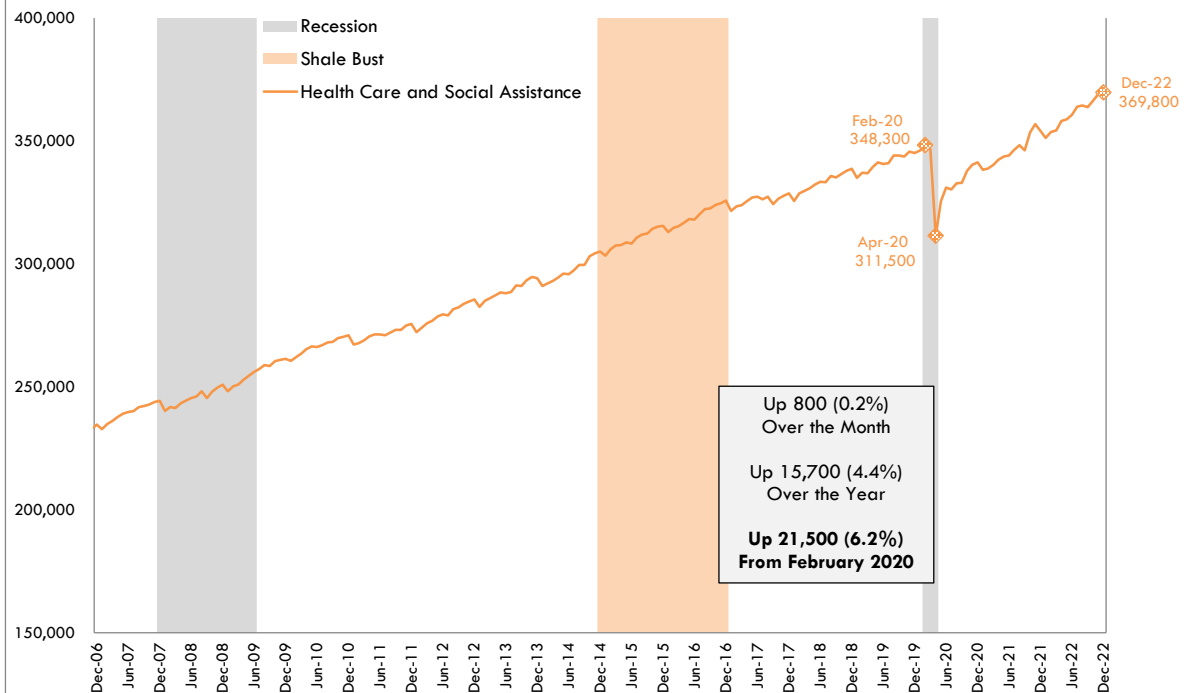
Figure 14.1 Educational Services



Source: Texas Workforce Commission

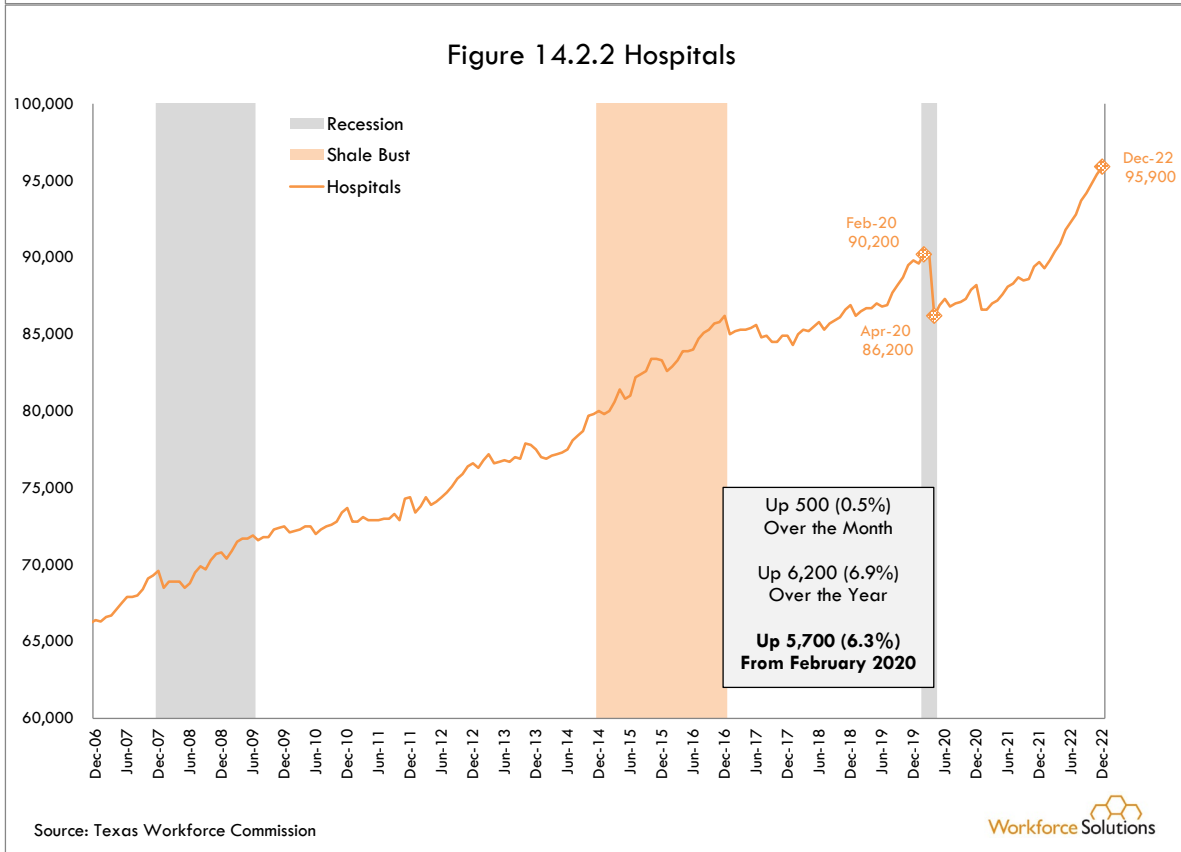
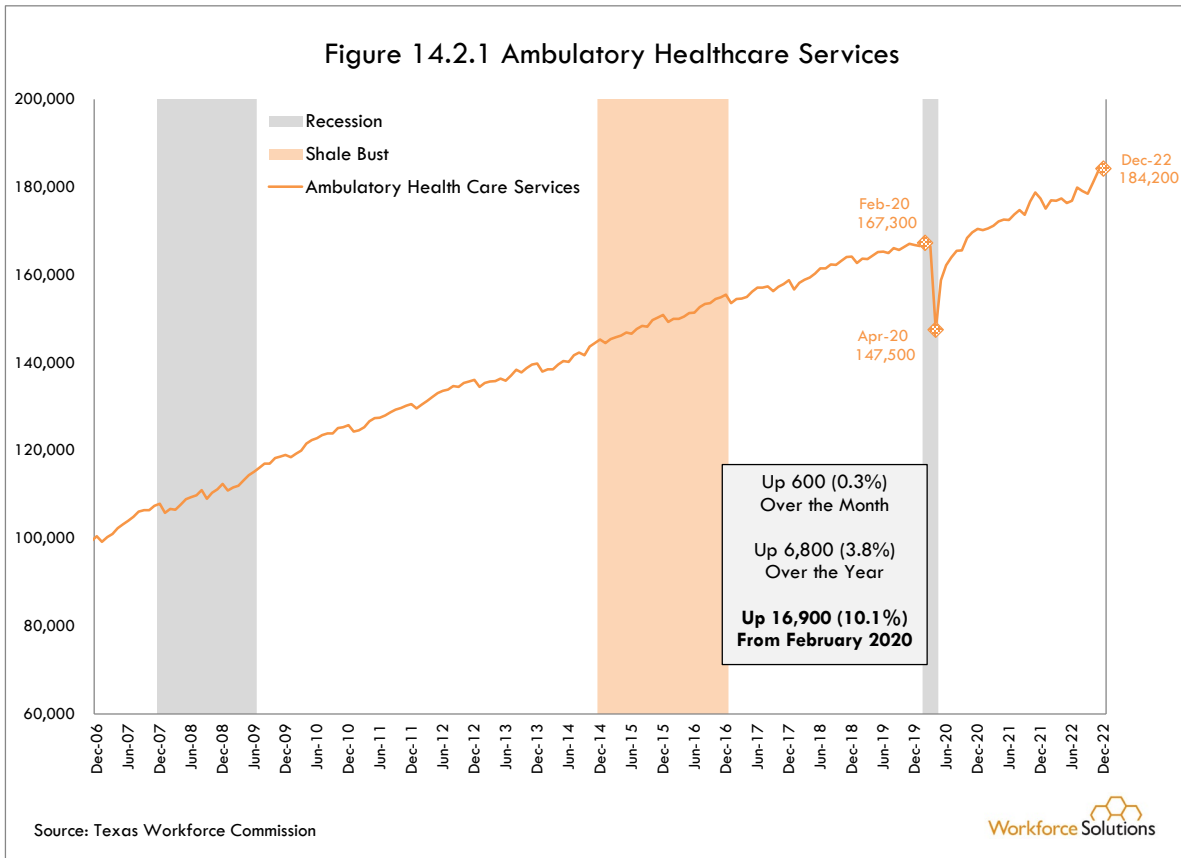


Figure 14.2 Health Care and Social Assistance



Source: Texas Workforce Commission





Leisure and Hospitality was the second largest gaining industry sector in December with a seasonal increase of 3,700 jobs, up 1.0 percent. The increase was substantially stronger than the historical average increase of 0.3 percent. All the increase was at Food Services and Drinking Places, up 3,800 jobs or 1.3 percent.

Leisure and Hospitality was the largest gaining industry sector over the year with payrolls up 49,100 jobs or 15.4 percent from December 2021. Strong gains were found across all industry sectors. Arts, Entertainment, and Recreation was up 7,000 jobs or 22.6 percent, Accommodation was up 4,500 jobs or 20.0 percent, and lastly Food Services and Drinking Places was up 37,600 jobs or 14.2 percent. Leisure and Hospitality payrolls are up 33,500 jobs or 10.0 percent from what they were just prior to the pandemic in February 2020, see figure 15. While Arts, Entertainment, and Recreation and Food Services and Drinking Places have reached pre-pandemic employment levels, Accommodation continues to see payrolls below what they were in February 2020, down 1,500 jobs or 5.3 percent, see figure 15.2.

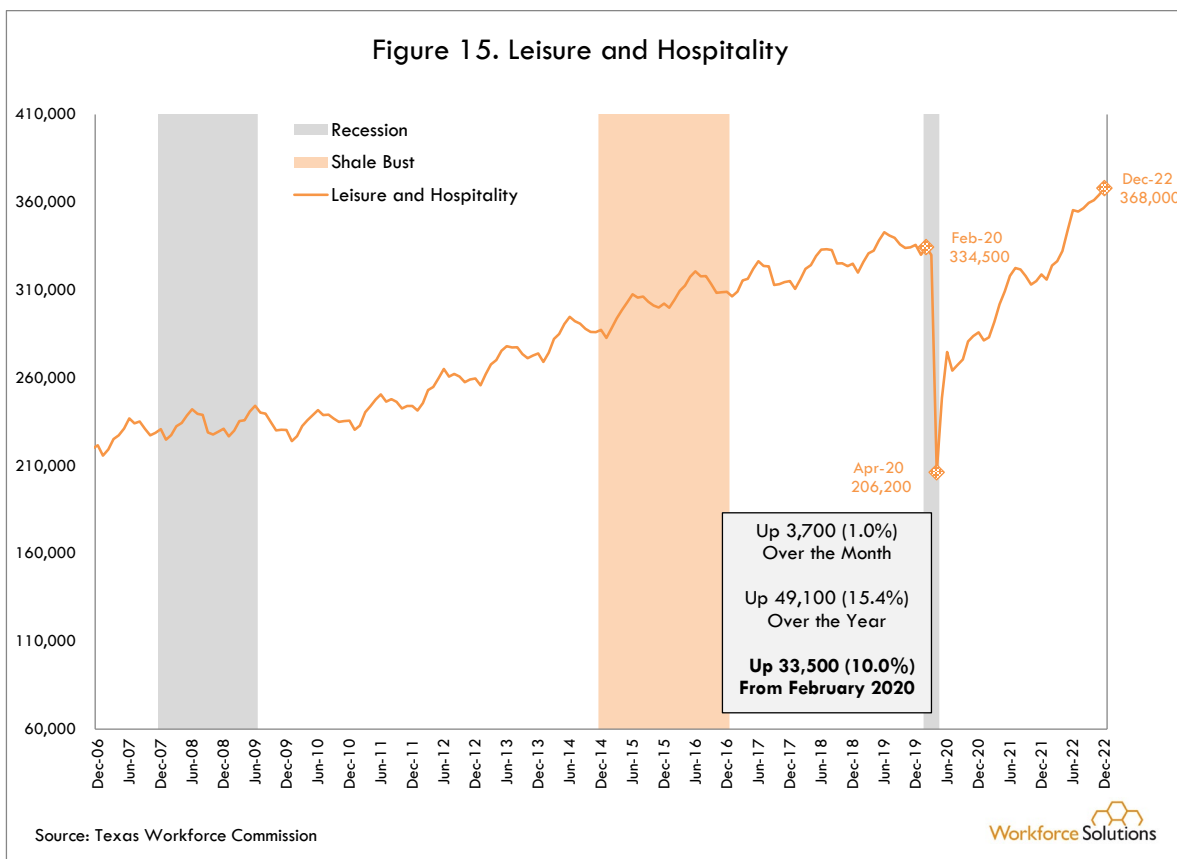
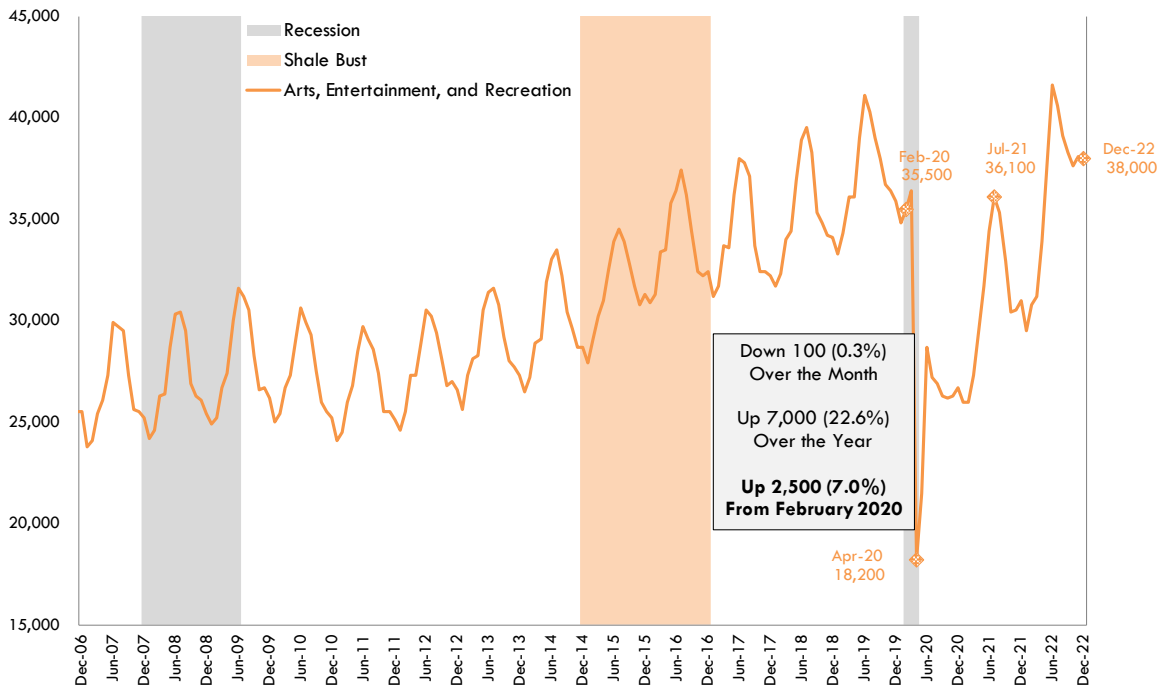


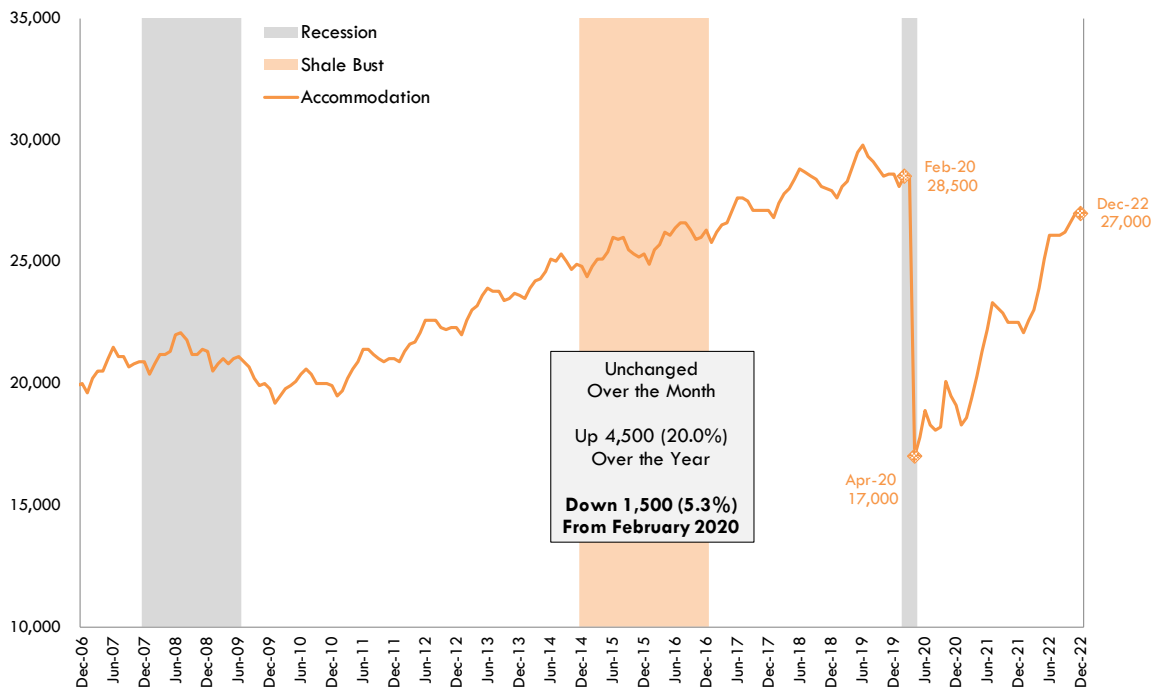
Figure 15.1 Arts, Entertainment, and Recreation



Source: Texas Workforce Commission

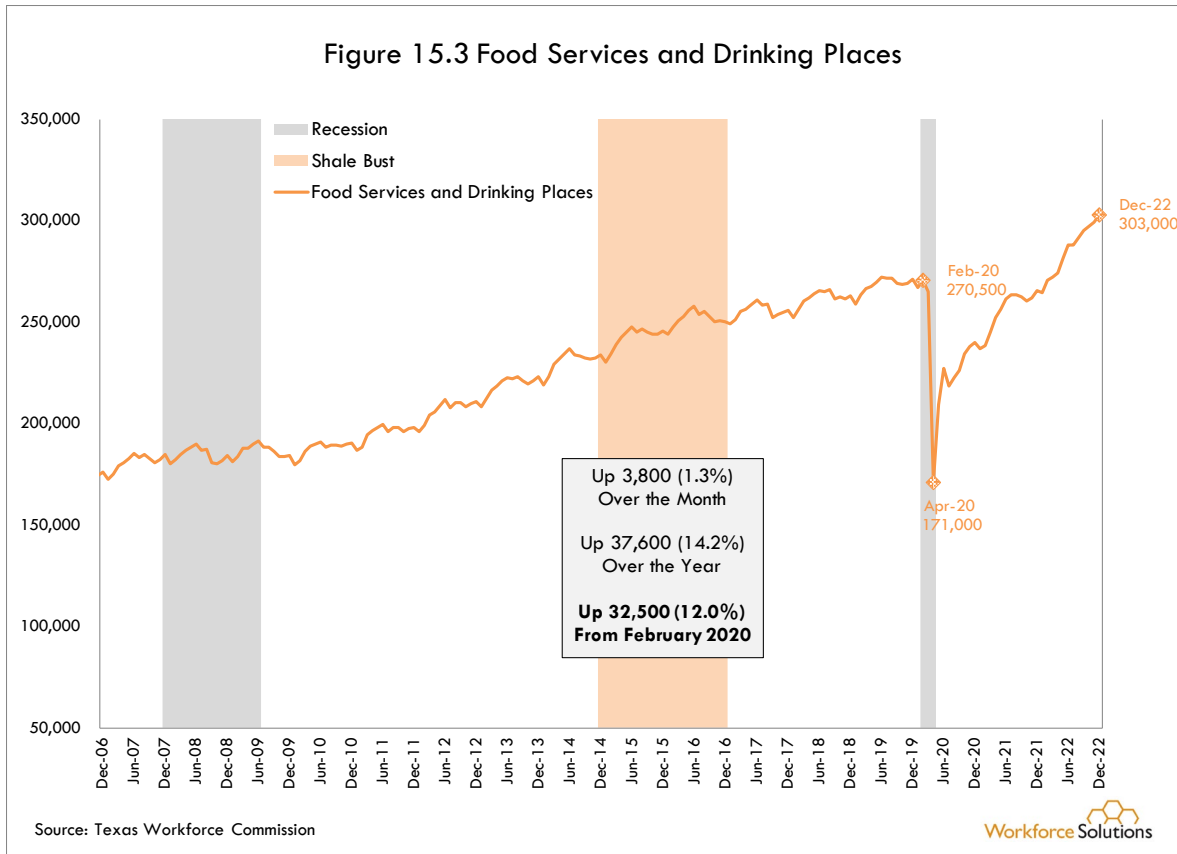


Figure 15.2 Accommodation

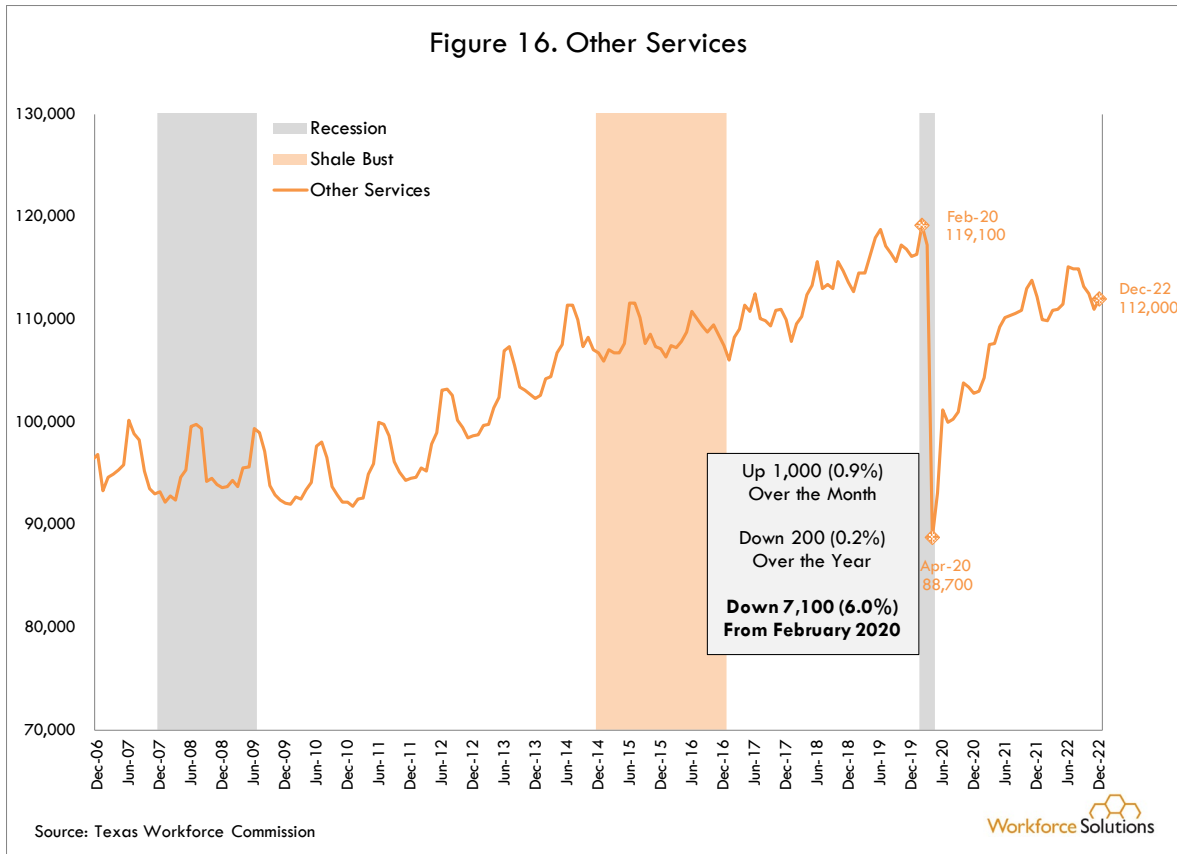


Source: Texas Workforce Commission





Other Services experienced its largest December increase ever adding 1,000 jobs, up 0.9 percent. The On average, Other Services reports a slight loss of 0.1 percent in December. The super sector was down 200 jobs or 0.2 percent over the year. 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. Other Services payrolls remain 7,100 jobs or 6.0 percent below their pre-pandemic levels in February 2020, see figure 16.



Government added 500 jobs in December, up 0.1 percent. While the increase contrasted with the overall historical average loss of some 300 jobs, the last December loss in Government was back in 2014.

Government payrolls were up 6,700 jobs or 1.5 percent over the year in December.

Figure 17. Federal Government

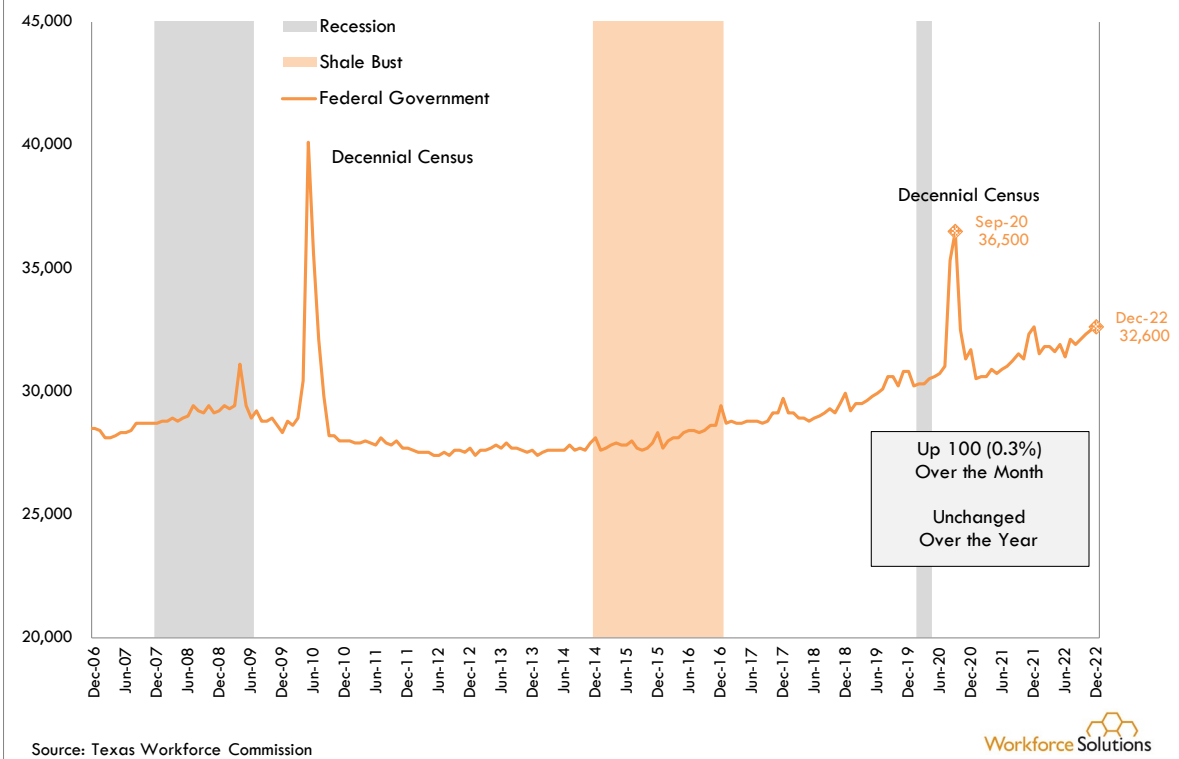


Figure 18. State Government

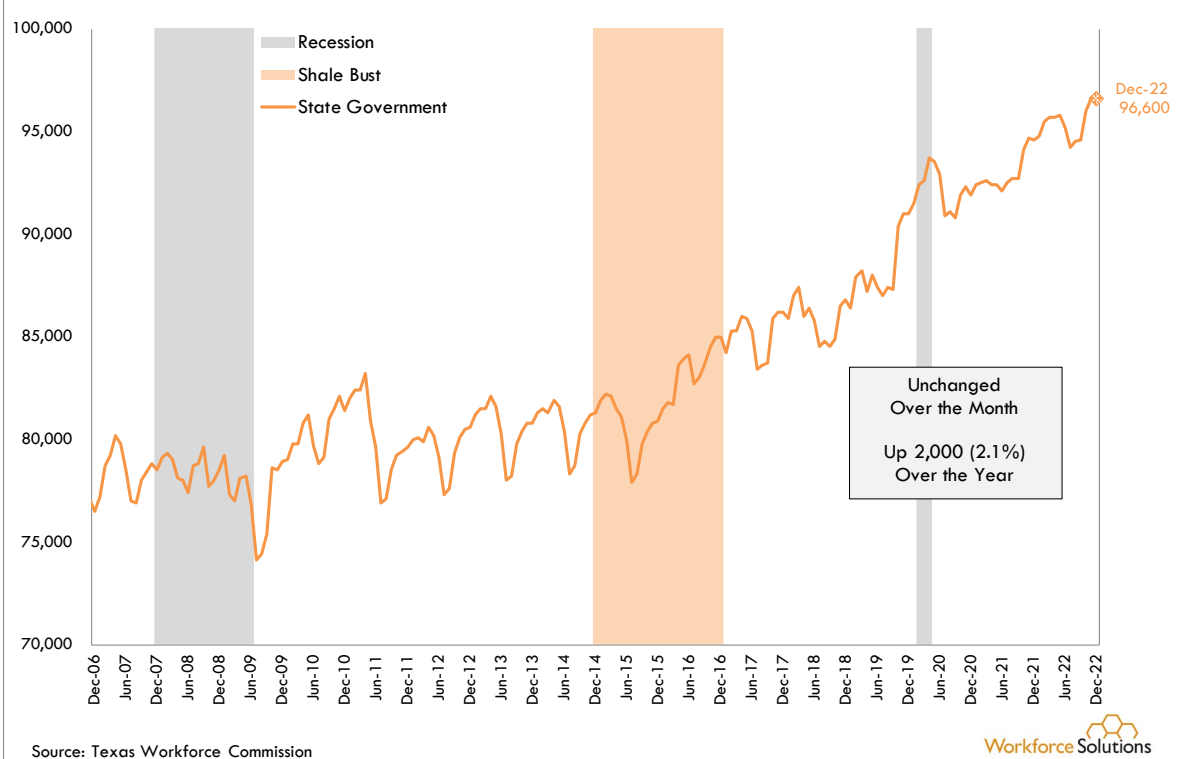


Figure 18.1 State Government Educational Services

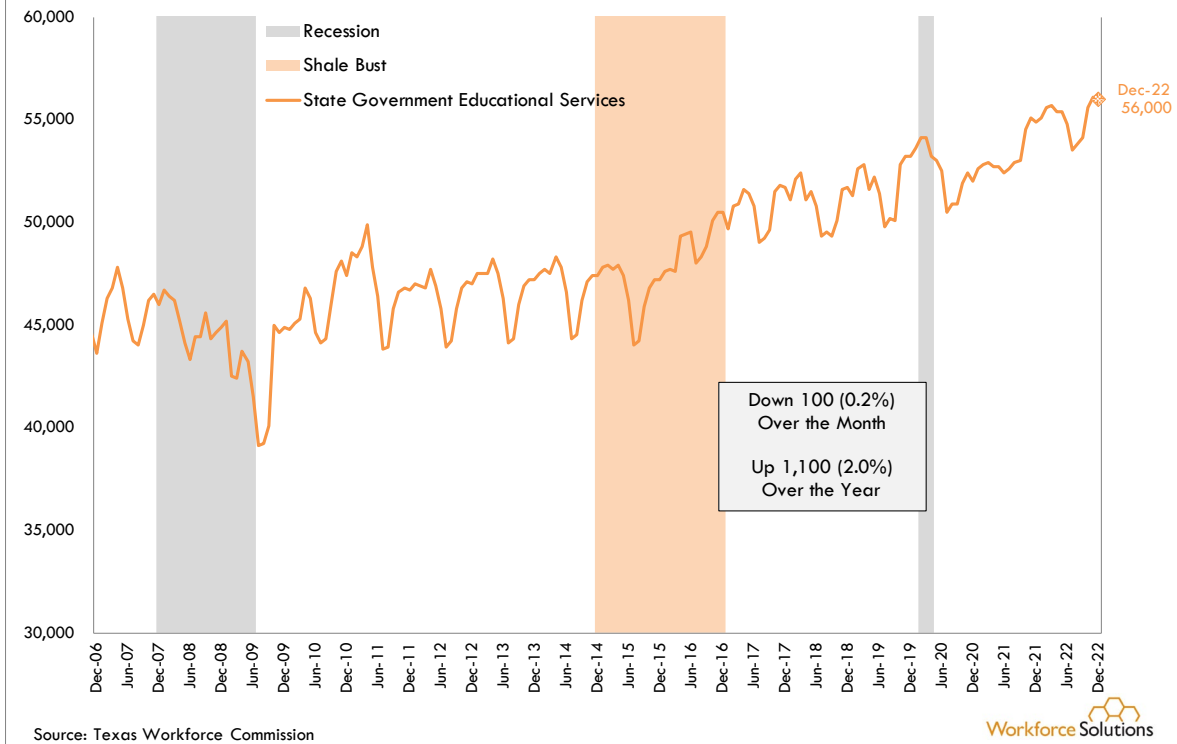


Figure 19. Local Government

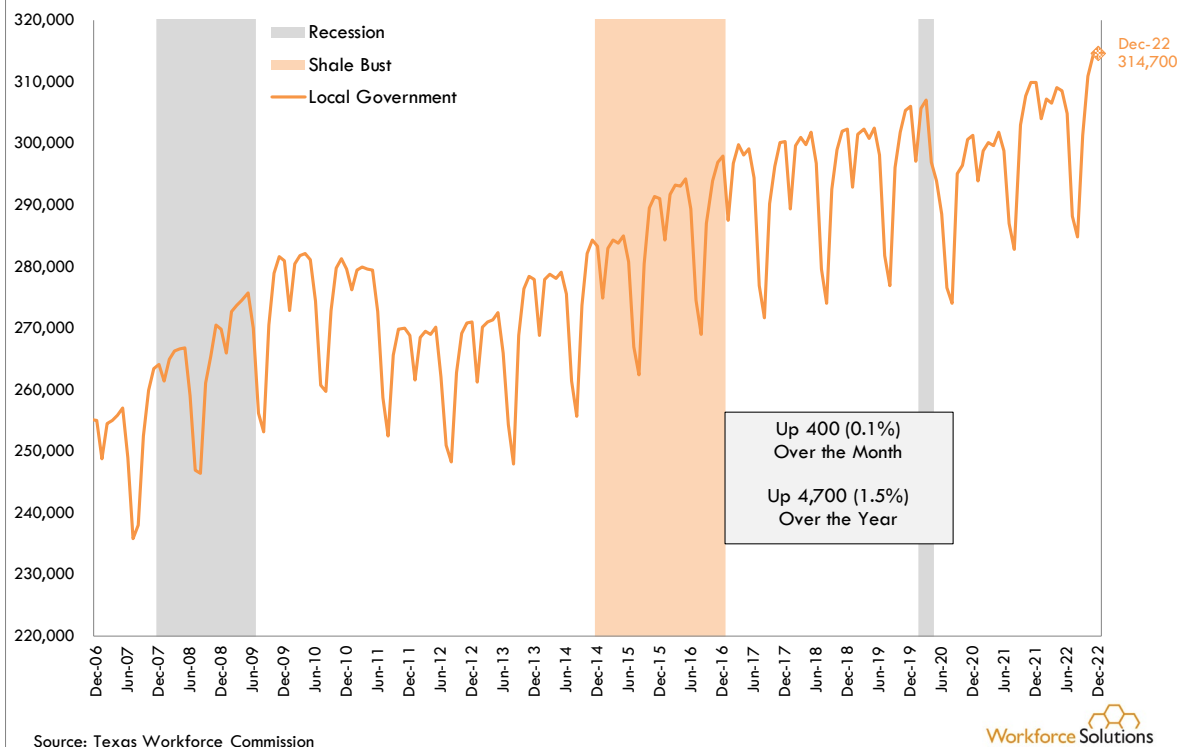
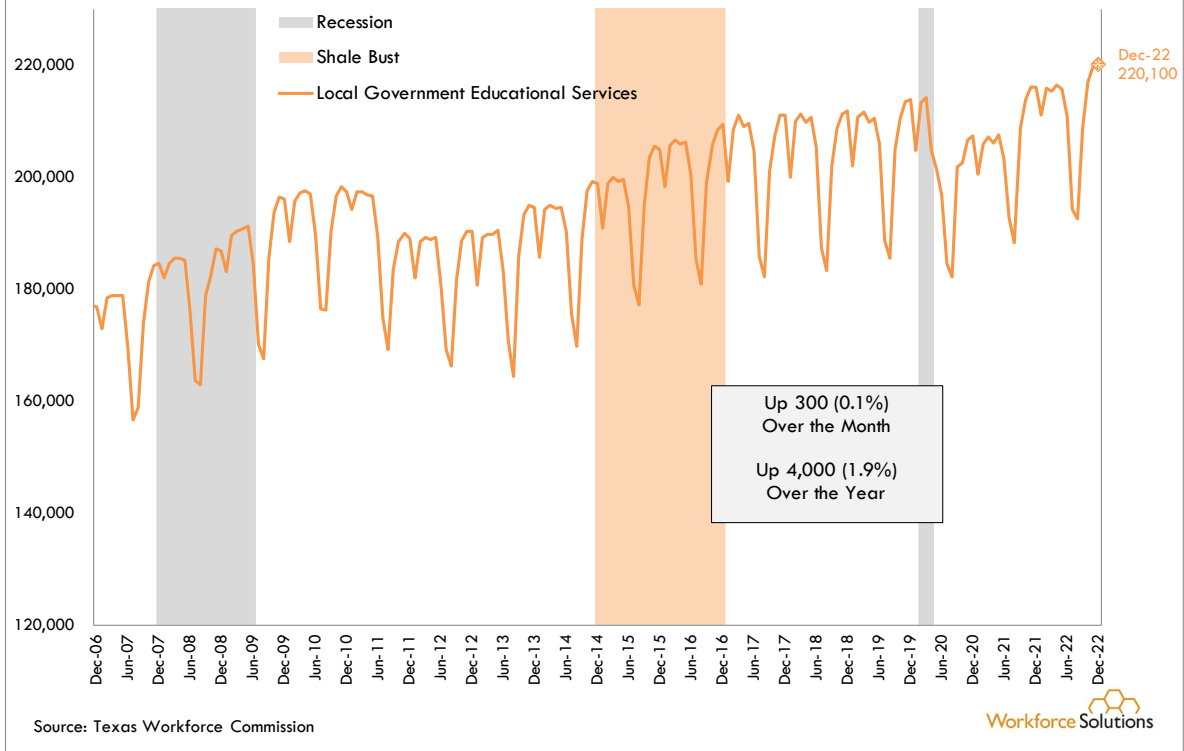


Figure 19.1 Local Government Educational Services



| NONAGRICULTURAL EMPLOYMENT | | | | Month Change | | Year Change | |
|--|-----------------|-----------------|-----------------|---------------------|----------------|--------------------|----------------|
| Houston-The Woodlands-Sugar Land MSA | DEC 2022 | NOV 2022 | DEC 2021 | Net | Percent | Net | Percent |
| Total Nonfarm | 3,356,000 | 3,340,000 | 3,177,000 | 16,000 | 0.5% | 179,000 | 5.6% |
| .Total Private | 2,912,100 | 2,896,600 | 2,739,800 | 15,500 | 0.5% | 172,300 | 6.3% |
| .Goods Producing | 533,800 | 531,200 | 497,900 | 2,600 | 0.5% | 35,900 | 7.2% |
| ...Mining, Logging and Construction | 304,400 | 303,200 | 279,900 | 1,200 | 0.4% | 24,500 | 8.8% |
| ...Mining and Logging | 69,300 | 69,100 | 63,600 | 200 | 0.3% | 5,700 | 9.0% |
|Oil and Gas Extraction | 33,400 | 33,200 | 30,200 | 200 | 0.6% | 3,200 | 10.6% |
|Support Activities for Mining | 34,400 | 34,200 | 31,100 | 200 | 0.6% | 3,300 | 10.6% |
| ...Construction | 235,100 | 234,100 | 216,300 | 1,000 | 0.4% | 18,800 | 8.7% |
|Construction of Buildings | 54,900 | 54,500 | 52,300 | 400 | 0.7% | 2,600 | 5.0% |
|Heavy and Civil Engineering Construction | 56,500 | 56,800 | 51,700 | -300 | -0.5% | 4,800 | 9.3% |
|Specialty Trade Contractors | 123,700 | 122,800 | 112,300 | 900 | 0.7% | 11,400 | 10.2% |
| ..Manufacturing | 229,400 | 228,000 | 218,000 | 1,400 | 0.6% | 11,400 | 5.2% |
| ...Durable Goods | 142,800 | 141,800 | 134,900 | 1,000 | 0.7% | 7,900 | 5.9% |
|Fabricated Metal Product Manufacturing | 49,500 | 49,200 | 46,700 | 300 | 0.6% | 2,800 | 6.0% |
|Machinery Manufacturing | 40,600 | 40,200 | 39,300 | 400 | 1.0% | 1,300 | 3.3% |
|Agriculture, Construction, and Mining Machinery Manufacturing | 20,700 | 20,500 | 19,900 | 200 | 1.0% | 800 | 4.0% |
|Computer and Electronic Product Manufacturing | 13,200 | 13,200 | 12,800 | 0 | 0.0% | 400 | 3.1% |
| ...Non-Durable Goods | 86,600 | 86,200 | 83,100 | 400 | 0.5% | 3,500 | 4.2% |
|Petroleum and Coal Products Manufacturing | 8,300 | 8,200 | 8,200 | 100 | 1.2% | 100 | 1.2% |
|Chemical Manufacturing | 40,200 | 40,300 | 39,500 | -100 | -0.2% | 700 | 1.8% |
| .Service-Providing | 2,822,200 | 2,808,800 | 2,679,100 | 13,400 | 0.5% | 143,100 | 5.3% |
| .Private Service Providing | 2,378,300 | 2,365,400 | 2,241,900 | 12,900 | 0.5% | 136,400 | 6.1% |
| ..Trade, Transportation, and Utilities | 693,900 | 687,800 | 668,400 | 6,100 | 0.9% | 25,500 | 3.8% |
| ...Wholesale Trade | 179,100 | 180,100 | 164,700 | -1,000 | -0.6% | 14,400 | 8.7% |
|Merchant Wholesalers, Durable Goods | 109,200 | 108,700 | 99,900 | 500 | 0.5% | 9,300 | 9.3% |
|Professional and Commercial Equipment and Supplies Merchant Wholesalers | 18,200 | 18,100 | 17,200 | 100 | 0.6% | 1,000 | 5.8% |
|Merchant Wholesalers, Nondurable Goods | 57,100 | 56,900 | 53,500 | 200 | 0.4% | 3,600 | 6.7% |
| ...Retail Trade | 332,100 | 329,100 | 324,100 | 3,000 | 0.9% | 8,000 | 2.5% |
|Motor Vehicle and Parts Dealers | 43,600 | 43,600 | 42,200 | 0 | 0.0% | 1,400 | 3.3% |
|Building Material and Garden Equipment and Supplies Dealers | 24,200 | 23,200 | 23,500 | 1,000 | 4.3% | 700 | 3.0% |
|Food and Beverage Stores | 73,700 | 73,500 | 71,600 | 200 | 0.3% | 2,100 | 2.9% |
|Health and Personal Care Stores | 21,400 | 21,300 | 21,200 | 100 | 0.5% | 200 | 0.9% |
|Clothing and Clothing Accessories Stores | 26,600 | 25,700 | 25,900 | 900 | 3.5% | 700 | 2.7% |
|General Merchandise Stores | 66,700 | 65,700 | 68,200 | 1,000 | 1.5% | -1,500 | -2.2% |
|Department Stores | 22,400 | 21,700 | 23,000 | 700 | 3.2% | -600 | -2.6% |
|General Merchandise Stores, including Warehouse Clubs and Supercenters | 44,300 | 44,000 | 45,200 | 300 | 0.7% | -900 | -2.0% |
| ...Transportation, Warehousing, and Utilities | 182,700 | 178,600 | 179,600 | 4,100 | 2.3% | 3,100 | 1.7% |
|Utilities | 18,100 | 17,900 | 17,400 | 200 | 1.1% | 700 | 4.0% |
|Air Transportation | 19,600 | 19,400 | 18,200 | 200 | 1.0% | 1,400 | 7.7% |
|Truck Transportation | 29,200 | 29,300 | 27,700 | -100 | -0.3% | 1,500 | 5.4% |
|Pipeline Transportation | 13,000 | 12,900 | 12,400 | 100 | 0.8% | 600 | 4.8% |
| ..Information | 32,800 | 32,600 | 31,200 | 200 | 0.6% | 1,600 | 5.1% |
|Telecommunications | 12,400 | 12,400 | 12,200 | 0 | 0.0% | 200 | 1.6% |
| ..Financial Activities | 178,000 | 176,400 | 171,100 | 1,600 | 0.9% | 6,900 | 4.0% |
| ...Finance and Insurance | 112,700 | 111,200 | 109,300 | 1,500 | 1.3% | 3,400 | 3.1% |
|Credit Intermediation and Related Activities including Monetary Authorities - Central Bank | 47,800 | 46,800 | 46,400 | 1,000 | 2.1% | 1,400 | 3.0% |
|Depository Credit Intermediation including Monetary Authorities - Central Bank | 30,600 | 30,000 | 29,800 | 600 | 2.0% | 800 | 2.7% |
|Financial Investments and Related Activities including Financial Vehicles | 22,300 | 22,100 | 21,700 | 200 | 0.9% | 600 | 2.8% |
|Insurance Carriers and Related Activities | 42,600 | 42,300 | 41,200 | 300 | 0.7% | 1,400 | 3.4% |
| ...Real Estate and Rental and Leasing | 65,300 | 65,200 | 61,800 | 100 | 0.2% | 3,500 | 5.7% |

| NONAGRICULTURAL EMPLOYMENT | | | | Month Change | | Year Change | |
|---|-----------------|-----------------|-----------------|---------------------|-----------------|--------------------|----------------|
| Houston-The Woodlands-Sugar Land MSA | DEC 2022 | NOV 2022 | DEC 2021 | Net | Percent | Net | Percent |
| ..Professional and Business Services | 548,600 | 548,500 | 515,700 | 100 | 0.0% | 32,900 | 6.4% |
| ...Professional, Scientific, and Technical Services | 270,000 | 265,400 | 245,300 | 4,600 | 1.7% | 24,700 | 10.1% |
|Legal Services | 31,400 | 31,300 | 29,700 | 100 | 0.3% | 1,700 | 5.7% |
|Accounting, Tax Preparation, Bookkeeping, and Payroll Services | 27,500 | 27,300 | 26,400 | 200 | 0.7% | 1,100 | 4.2% |
|Architectural, Engineering, and Related Services | 80,100 | 77,200 | 67,200 | 2,900 | 3.8% | 12,900 | 19.2% |
|Computer Systems Design and Related Services | 40,300 | 40,300 | 38,400 | 0 | 0.0% | 1,900 | 4.9% |
| ...Management of Companies and Enterprises | 45,500 | 45,300 | 43,500 | 200 | 0.4% | 2,000 | 4.6% |
| ...Administrative and Support and Waste Management and Remediation Services | 233,100 | 237,800 | 226,900 | -4,700 | -2.0% | 6,200 | 2.7% |
|Administrative and Support Services | 222,300 | 226,900 | 214,900 | -4,600 | -2.0% | 7,400 | 3.4% |
|Employment Services | 86,700 | 88,300 | 86,600 | -1,600 | -1.8% | 100 | 0.1% |
|Services to Buildings and Dwellings | 51,500 | 52,700 | 48,900 | -1,200 | -2.3% | 2,600 | 5.3% |
| ..Education and Health Services | 445,000 | 444,800 | 424,400 | 200 | 0.0% | 20,600 | 4.9% |
| ...Educational Services | 75,200 | 75,800 | 70,300 | -600 | -0.8% | 4,900 | 7.0% |
| ...Health Care and Social Assistance | 369,800 | 369,000 | 354,100 | 800 | 0.2% | 15,700 | 4.4% |
|Ambulatory Health Care Services | 184,200 | 183,600 | 177,400 | 600 | 0.3% | 6,800 | 3.8% |
|Hospitals | 95,900 | 95,400 | 89,700 | 500 | 0.5% | 6,200 | 6.9% |
| ..Leisure and Hospitality | 368,000 | 364,300 | 318,900 | 3,700 | 1.0% | 49,100 | 15.4% |
| ...Arts, Entertainment, and Recreation | 38,000 | 38,100 | 31,000 | -100 | -0.3% | 7,000 | 22.6% |
| ...Accommodation and Food Services | 330,000 | 326,200 | 287,900 | 3,800 | 1.2% | 42,100 | 14.6% |
|Accommodation | 27,000 | 27,000 | 22,500 | 0 | 0.0% | 4,500 | 20.0% |
|Food Services and Drinking Places | 303,000 | 299,200 | 265,400 | 3,800 | 1.3% | 37,600 | 14.2% |
| ..Other Services | 112,000 | 111,000 | 112,200 | 1,000 | 0.9% | -200 | -0.2% |
| ..Government | 443,900 | 443,400 | 437,200 | 500 | 0.1% | 6,700 | 1.5% |
| ...Federal Government | 32,600 | 32,500 | 32,600 | 100 | 0.3% | 0 | 0.0% |
| ...State Government | 96,600 | 96,600 | 94,600 | 0 | 0.0% | 2,000 | 2.1% |
|State Government Educational Services | 56,000 | 56,100 | 54,900 | -100 | -0.2% | 1,100 | 2.0% |
| ...Local Government | 314,700 | 314,300 | 310,000 | 400 | 0.1% | 4,700 | 1.5% |
|Local Government Educational Services | 220,100 | 219,800 | 216,100 | 300 | 0.1% | 4,000 | 1.9% |
| UNEMPLOYMENT RATE | | | | DEC 2022 | NOV 2022 | DEC 2021 | |
| H-W-S MSA | | 3.9 | 4.0 | 4.8 | | | |
| Texas (Actual) | | 3.6 | 3.7 | 4.2 | | | |
| United States (Actual) | | 3.3 | 3.4 | 3.7 | | | |

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.