



Gulf Coast Workforce Board
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MAIN: 713.627.3200 **FAX:** 713.993.4578
www.wrksolutions.com

To: Gulf Coast Workforce Board members

From: Mike Temple
Brenda Williams
Deborah Duke

Date: September 29, 2020

Subject: Meeting Materials for Tuesday, October 6, 2020

Please join us on **Tuesday, October 6, 2020 at 10:00 a.m.** for the next virtual meeting of the Gulf Coast Workforce Board.

We will be using the Zoom platform for our meeting, and as with our previous virtual meetings, we'll provide you each an individual invitation with links and instructions through email. Please call us if you have any questions or difficulty accessing Zoom.

As we have in our recent meetings, we will have to observe several different protocols because we are meeting virtually:

- The Chair will set out the procedures for the meeting as we begin, including how public comment will work.
- The Chair will also describe how he will take questions from members and how any votes will be conducted.
- We will ask that you mute yourself if you are not speaking.

Our meeting this month has a great deal of information for members, but no action items.

1. The Education Committee is considering what directions it would recommend we take as we move in a future affected by the pandemic. We'll hear a report on the status of the committee's deliberations.



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2. The Procurement Committee is considering a change in our process for procurements, and we will have a report what members are discussing.
3. We have a wealth of updates on what's going on in the system, including some pictures of our newest local office in Missouri City.
4. We've got an update on the economy, jobs, and unemployment, and a special report on the changing demographics of our claimant population.

And, as always, we have updates for you on our production and performance and our expenditures against budget.

Please let us know if you need anything. You can reach us as usual by phone or email.

We look forward to seeing you on October 6.



GULF COAST WORKFORCE BOARD

**TENTATIVE AGENDA
TUESDAY, OCTOBER 6, 2020 AT 10:00 A.M.
BY VIRTUAL MEETING**

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

- 1. Call Roll**
- 2. Protocols for Virtual Meeting**
- 3. Adopt Agenda**
- 4. Hear Public Comment**
- 5. Review August 2020 meeting minutes**
- 6. Declare Conflicts of Interest**
- 7. Consider Reports**
 - a. Chair's Remarks.
 - b. Audit/Monitoring. Briefing on committee's September meeting.
 - c. Education. Briefing on committee's September meeting and next steps.
 - d. Procurement. Briefing on committee's September meeting and next steps.

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8. Receive Information

- a. Update on PATHS for Texas project. Update on project to upskill and reskill retail workers.
- b. Communications. A look at our communications and outreach activities.
- c. Performance and Production. Report on the system's performance and production.
- d. Expenditures. Report on the Board's budget and expenditures.

9. Look at the Economy.


Report on current employment data and economic trends

10. Take Up Other Business.

11. Adjourn

If you wish to make public comment you may do so by providing your comments in writing no later than 5:00 pm on **Monday, October 5, 2020** to Deborah Duke at deborah.duke@wrksolutions.net.

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

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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.

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**MINUTES OF
THE GULF COAST WORKFORCE BOARD
TUESDAY, AUGUST 4, 2020**

MEMBERS PRESENT

Karlos Allen	Alan Heskamp	Adrian Ozuna
Gerald Andrews	Guy Robert Jackson	Paul Puente
Peter Beard	Sarah Janes	Danielle Scheiner
Sarah Bouse	Doug Karr	Valerie Segovia
Carl Bowles	Jeffrey LaBroski	Richard Shaw
Mary Helen Cavazos	Scott Marshall	Gil Staley
Renee Dillon	Dexter McCoy	Evelyn Timmins
Cheryl Guido	Edward Melton	Lizandra Vazquez
Mark Guthrie	Stephanie Nellons-Paige	Carolyn Watson
Bobbie Allen Henderson	Jerry Nevlud	Michael Webster

H-GAC STAFF MEMBERS PRESENT

Ron Borski	Philip Garcia
Michelle Castrow	Parker Harvey
AJ Dean	Mike Temple
Deborah Duke	Brenda Williams

Mark Guthrie, Chair, called the meeting to order by video webinar¹ at approximately 10:00 a.m., on Tuesday, August 4, 2020. Deborah Duke called roll to determine a list of members present on the call. Chair Guthrie determined a quorum was present.

ADOPTION OF AGENDA

Chair Guthrie presented the agenda. A motion was made and seconded to adopt the agenda with flexibility as to order of presentation. The motion carried and the agenda was adopted.

PUBLIC COMMENT

No one signed up for public comment.

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

MINUTES FROM JUNE 2, 2020 MEETING

Chair Guthrie asked for any additions or corrections to the minutes for the June 2, 2020 Board meeting and if none, for approval of the minutes as presented. A motion was made and seconded to approve the minutes as presented. The motion carried.

DECLARE CONFLICTS OF INTEREST

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

CONSIDER REPORTS

a. Chair's Report.

Chair Guthrie commented on the Coronavirus relief packages that the federal government is considering. He reported that the Workforce Development system is facing a huge challenge. He said that we also have an opportunity to upskill and reposition many more people than we may have thought possible in December 2019 to prepare them to do the jobs of the future and to be reemployed. Chair Guthrie expressed that he looks forward to that challenge and hopes that the resources are available to meet it.

Chair Guthrie reported that the National Associate of Workforce Boards (NAWB) held its annual Forum virtually at the end of June and the first day of July. There were several workshops presented from our area and we had a number of people able to attend. Dr. Bobbie Henderson attended the Forum and Chair Guthrie invited her to share a brief report. Dr. Henderson expressed that it was an informative, interactive Forum. She thanked the Board for providing her with the opportunity to participate in the Forum. Doug Karr also attended the Forum and echoed Dr. Henderson's comments. He expressed his appreciation for the opportunity to attend.

Chair Guthrie reported that he recently attended multiple Greater Houston Partnership UpSkill Houston events. He complimented the events and encouraged members to take advantage of the recordings available from each event.

Chair Guthrie stated that the Texas Association of Workforce Boards virtual annual meeting is scheduled for Wednesday, August 5. He plans to attend and will report items of interest at the next Board Meeting.

Chair Guthrie invited Mr. Guy Jackson to make a comment on the federal census. Mr. Jackson pointed out that the deadline to respond to the census will be moved from October 31 to September 30. He stated that, since federal funding for our region is directly tied to census numbers, it is in our interest to have the October date restored. He encouraged members to talk to their Congress and Senate representatives regarding the change.

Chair Guthrie reported that he and Doug Karr had the honor of judging the business problem competition for the Paving the Pathways program for youth with disabilities. This program was started 5 years ago by Board Member Cheryl Guido. Ms. Guido commented that the program is scheduled to be completed next week with 17 of the 20 students set to begin paid work experience this week. Mr. Karr commented that support groups for the program prepared the students for the difficulties of presenting their projects virtually. The presentations were well organized and very impressive.

Chair Guthrie concluded his report and no action was taken.

b. Audit/Monitoring Committee.

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

The Audit/Monitoring Committee met on Wednesday, July 22, 2020 by video conference with Chair Guy Jackson and members Willie Alexander, Gerald Andrews, Helen Cavazos, Carl Bowles, Cheryl Guido, Bobbie Henderson, Alan Heskamp, Doug Karr, Adrian Ozuna, Stephanie Nellons-Paige, Scott Marshall, Richard Shaw, and Evelyn Timmins attending.

- The Audit/Monitoring Committee reviewed results from four compliance and quality engagements.
 - Staff rated Harris County Department of Education, Houston Community College, Grant Associates, Inc and the Financial Aid Payment Office as Solid Performance.
 - Staff found no significant problems in these reviews.
- The Audit/Monitoring Committee reviewed six final financial monitoring reports. The committee has not had any reports of fraud, waste, or abuse out of our financial monitoring reviews.
 - BakerRipley is a large, local nonprofit organization that provides various types of service in the Texas Gulf Coast Region. The financial

monitors reviewed the career office, adult education, and billing during this review. Our financial monitors did not note any issues.

- BakerRipley Financial Aid Payment Office provides payment to Workforce Service vendors and keeps track of financial aid funds for the system. The monitors noted a question of timeliness of data entry and follow-up for issues in the tracking system. FAPO has agreed to ensure retrieval of issue reports and timely data entry and improve the associated processes.
- Collaborative for Children is a local nonprofit that works with parents and educators to improve early childhood education in the region. Our financial monitors noted issues with the cost allocation process. Collaborative has agreed to ensure allocations match expenditures for the correct contract year and that the method for allocating charges is consistent.
- Employment & Training Centers is an established contractor for Workforce Solutions. ETC manages several talent development initiatives and special projects. As a result of our most recent review, ETC has agreed to strengthen review processes related to monthly billing and reporting. ETC has reimbursed us \$2.32 for an unallowable expense.
- ResCare is a large, national firm, operating three Workforce Solutions' career offices. Our financial monitors noted issues with the daily reconciliation process, support service documentation, and staff training. Care has agreed to ensure that management and staff understand the reconciliation process and procedures, and that customer information and TWIST counselor notes are updated as necessary.
- SERJobs is a national nonprofit community organization. This year's review has resulted in disallowed costs of \$10.06 – which SER has repaid. SER has also agreed to strengthen the policies and procedures for procurement and the annual inventory to reflect the requirements in the H-GAC Contract Management Policies and Procedures.

The Audit/Monitoring Committee heard the results of the continuous checking on the responsiveness of the system to telephone calls and emails. More customers are connecting with us virtually and by phone and email. We want to make sure that throughout our system, we are (1) answering phone calls promptly and professionally, (2) responding quickly and professionally to email requests, and (3) providing the information or service that customers ask us for in those

telephone and email connections.

Our contractors are working with staff to improve the service experience for our customers who are working with us through phone and email communications. We continue to check and report results to our contractors for action.

Chair Jackson concluded his report and no action was taken.

TAKE ACTION

a. Procurement.

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

On July 22, 2020 the Procurement Committee met to consider renewing Workforce Solutions system contracts for a fourth and final year. Committee members present included Evelyn Timmins, Bobbie Henderson, Willie Alexander, Gerald Andrews, Carl Bowles, Helen Cavazos, Cheryl Guido, Alan Heskamp, Guy Jackson, Doug Karr, Scott Marshall, Stephanie Nellons-Paige, Adrian Ozuna, and Richard Shaw.

In 2017 we procured contractors for the Workforce Solutions system, and the Board authorized up to four years of annual contracts with these providers. In the summer each year we review system and contractor performance, estimate our funding available for the next year, and consider renewing contracts.

October 2020 will begin the fourth year under our current procurement. This is the last renewal and will require us to conduct a procurement for the next year.

Performance and Production

Our region's unemployment rate hit 14.2% in April 2020, a historically high level in comparison to February 2020 at 3.9%.

- Through June 2020, 578,011 individuals have registered in WorkInTexas.com. In 2019, 177,048 individuals had registered in WorkInTexas.com
- We expect the average number of individuals receiving service to significantly increase over the remaining months in the year up to 100,000 monthly in comparison to an average 50,481 monthly in 2019.
- When we are able to see customers in career offices again, we expect to see significant numbers of people.

- The average number of monthly job postings June 2020 is **18,101**. In 2019, the average number of monthly job posting was **29,375**.
- We are on-track to achieve our production requirements.
 - We are helping 85.3% of the individuals who find employment remain working in the first quarter after exiting from Workforce Solutions.
 - By the end of September, support for families total 22,500 with financial aid for early education expenses – and paying for about 45,000 units of early education/care per day.
 - During the period after the pandemic we served 6,693 essential worker families and support for 10,902 children in early education expenses.
 - We have taught more than 18,771 adult education students through more than 2,364 classes and 1.4 million contact hours. These hours include 1.1 million direct hours, 111,000 virtual hours. Contractors are providing service virtually.

2021 Revenue

We expect a 7% decrease in revenue available to fund 2021 contracts.

- Our general revenue comes from multiple federal sources – all of which are allocated to us using the various formulas that bring those dollars to the state.
- 2021 general revenue allocations are generally less than the 2020 dollars. We do expect some carryforward in COVID response funds – which will offset some of the decrease in our allocations.

2021 Investments

With available dollars, the Procurement Committee is recommending the following maximum investments in system activities:

	2020	2021
Employers	18,430,000	18,400,000
Employer Service	11,430,000	10,900,000
Early Education	7,000,000	7,500,000
People	333,799,837	305,193,000
Local Offices and Youth Projects	47,270,000	47,800,000
Financial Aid	268,336,837	239,200,000
Adult Education	18,193,000	18,193,000
System Support	907,150	940,000
Totals	353,136,987	324,533,000

2021 Workforce Solutions Contracts

Procurement Committee recommends renewing contracts for all system contractors. As we did with the adult education providers, the Procurement Committee is proposing a range for each contract with minimum and maximum amounts.

Contractor	Current	Proposed Range	
Employment and Training Centers	8,147,000	7,200,000	7,500,000
Grant Associates	3,283,000	3,200,000	3,400,000
Collaborative For Children	7,000,000	7,000,000	7,500,000
BakerRipley - Career Offices	23,400,000	22,400,000	23,400,000
BakerRipley - Payment Office Operations	3,283,000	3,300,000	3,500,000
Interfaith of the Woodlands - Career Offices	16,300,000	15,300,000	16,300,000
Interfaith of the Woodlands - Support Center	5,600,000	5,400,000	5,700,000
ResCare Workforce Services - Career Offices	6,020,000	6,000,000	6,400,000
Ser - Jobs for Progress	1,200,000	1,200,000	1,300,000
Dynamic Educational Systems	350,000	350,000	400,000
BakerRipley - Financial Aid	259,453,837	210,000,000	230,000,000
Learning Designs	907,150	900,000	940,000
Total Contracts for Renewal	334,943,987	282,250,000	306,340,000
Adult Education	18,193,000	16,993,000	18,193,000
System Total	353,136,987	299,243,000	324,533,000

- Staff will negotiate all contracts beginning with the minimum contract totals. Staff believes there are efficiencies we can find within each of these contracts and will work with contractors to reduce non-direct customer service expenses.

Results

With these recommendations we expect to:

- Serve at least 29,500 employers and 525,000 individuals
- Ensure 18,585 of our employers return for service
- Assist in creating 3,400 new jobs
- Spend at least \$13.5 million on scholarships for more than 4,500 individuals in high-skill, high-growth occupational training
- Support about 25,000 families and 50,000 children with early education
- Help more than 230,000 individuals go to work
- Raise the incomes of 105,000 by at least 20%
- Help 85% of individuals pursuing a post-secondary education attain a credential (certificate or degree)

Action

Authorize staff to negotiate 2021 Workforce Solutions system contracts as described above in total amount not to exceed \$306,340,000. A motion was made and seconded to approve the Procurement Committee's recommendations as presented. The motion was approved as presented.

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

b. Procurement.

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

The Procurement Committee met on July 22, 2020 by virtual meeting to review recommendations for public outreach and communications contracts. Chair Timmins requested that Mr. Mike Temple present the following information to the Board and Mr. Temple presented the following:

Since its inception, the Board has contracted with professional communications firms to assist in developing its brand, expanding awareness of its system and work, and promoting Workforce Solutions' service.

The Board's Communications Committee charged us with building a plan that would achieve the following results:

- Our employers trust Workforce Solutions will help them
- Our communities value Workforce Solutions and support us
- Our funders and stakeholders know that investing in and relying on the Board and its system produces a positive return on investment for our region.

Our comprehensive communications strategy is the framework for the action we take to achieve those results. We used this plan to structure our most recent solicitation for communications firms. We have attached that plan to this item.

Current Situation

We conducted our last procurement for outreach and communications in 2015, selecting Savage Design and Outreach Strategists.

Since that time, we have completed the comprehensive plan and also have been able to access H-GAC's internal communications department for specific needs.

Our recent communications request for proposals asked respondents to provide strategic counsel, graphic design/production, digital/web and other related services as needed for the following four tasks:

1. Enhance and promote Workforce Solutions' value proposition in the local marketplace with consistent marketing projects and tactics geared towards customers, ensuring these audiences know that Workforce Solutions is the human capital expert for the region.
2. Improve the Gulf Coast Workforce Board's and Workforce Solutions' online presence and virtual service capacity.
3. Assist Board staff in planning, managing, and executing up to ten events that share the Board and Workforce Solutions' accomplishments and highlight our work throughout the Gulf Coast region.
4. Improve Workforce Solutions' internal communications

We emphasized the need to improve our online presence and virtual service capacity.

Recommendations

We received seven proposals which the staff read and scored using the following criteria: qualifications and availability of professional staff, experience developing strategies and providing comparable services, relevant expertise, and financial terms. We asked the top three scoring respondents to make presentations on improving our online presence and virtual service capacity.

We set the term for this procurement at four years with our regular and usual requirements of annual contracts subject to review and approval by the Board each year.

Respondents scored in the following order:

1. Outreach Strategists
2. Savage Design
3. Landgrand
4. BrandEra, Inc.
5. Gilbreath Communications
6. Front Porch Marketing
7. Oracle Media dba High Five Marketing

Action

Authorize staff to negotiate contracts with Outreach Strategists and Savage Design in total for both contracts not to exceed \$900,000 and schedule a review of both contractors' performance with the Procurement Committee at the end of contracts' first quarter.

Contracts will be renewable for up to three additional years depending upon satisfactory performance, availability of funds and review and approval by the Board.

A motion was made and seconded to approve the Procurement Committee's recommendations as presented. The motion was approved as presented.

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

- c. *Consider rules relating to the pandemic recovery temporary jobs project and early education & care providers.*

Ms. Brenda Williams presented the following report and information to the Board:

From time to time we receive guidance from the Texas Workforce Commission regarding policy and or rules to be implemented. Staff wants to make the Board Members aware of these implementations due to the pandemic.

Work Based Learning

- Individuals enrolled in work-based learning prior to the pandemic, March 13, 2020, may continue to be paid during the remainder of the time assigned to the site.
- Boards may consider alternative work options, (such as telework) to provide options to participants to enable full participation.

Early Education

- In response to the need for Child Care providers and to support them in remaining open and/or reopening, TWC provides an enhanced reimbursement of 25% for providers who remain open.
- Providers who have closed and plan to reopen can receive a Stabilization

Grant of up to \$10k.

- A child leaving a provider due to detection of or suspicion of COVID-19 infection may not be placed in care for 14 days.

National Dislocated Worker – COVID 19

- We received guidance on eligibility for COVID 19 - impacted dislocated worker grants and passed this guidance on to contractors. Eligibility includes:
 - A worker who is temporarily or permanently laid off as a consequence of the disaster.
 - A dislocated worker.
 - A long term unemployed individual who has been out of work for 27 weeks or more.
 - A self-employed individual who became unemployed or underemployed as a result of the disaster.

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

RECEIVE INFORMATION

a. Operations Update

Brenda Williams presented the following information to the Board:

Background

As we continue to work through the COVID-19 pandemic, our focus has never wavered from serving our customers - both employers and individuals. We have focused our efforts on providing additional resources that will impact businesses throughout our communities. As a system, we strive to find new and innovative ways to think outside the box to make this happen. As of **June 2020**, we were able to leverage opportunities to connect people to training, host multiple youths and adult virtual job fairs, provide essential workers with childcare, present a plan on how to reopen offices safely and continue to add support to our direct staff during this much challenging time. Our successes are listed for Board Members to review.

Operation Successes:

Education

- Total number of customers upskilled through training
 - 2592 enrolled in training
 - As of June 30th, 18,771 customers have received support through adult education

Hiring

- Total number of virtual hiring events - 131
- Number of customers on virtual platform - 2,815
- Number of employers on virtual platform - 147
- Number of hires through virtual events to date - 42

Early Education

- Essential workers served 6,693 families and 10,903 children
- Regular childcare assistance 21,161 families and 41,176 children

Work-based learning

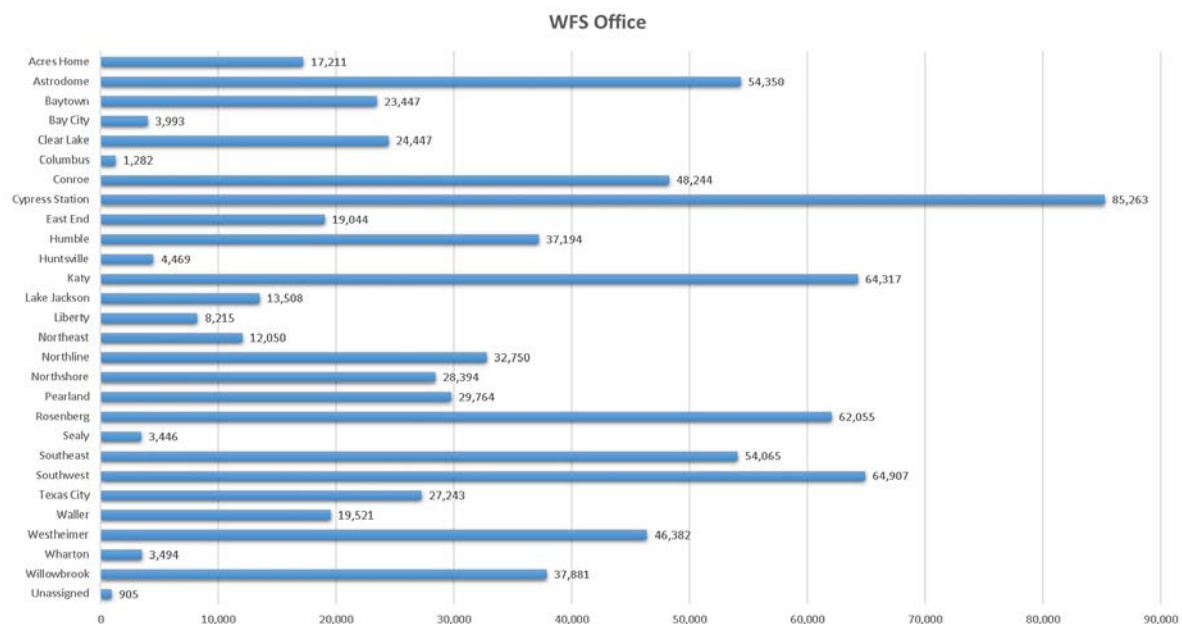
- Number of youth customers in work-based learning, 439 interns since October 2019
- 251 individuals enrolled in On-the-Job Training since October 2019

Return to Office

- Most staff continue to work remotely. Staff at each location is available to serve customers both remotely and via curbside by appointment.
- During the first phase of our return to office, staff returned to 14 locations and continue to be on-site. We halted any additional moves on the plan due to the spikes in COVID 19 cases.

Claimants

- Total of 827,841 new claimants from 3/1/20 to 7/5/20
- Staff continue to work with claimant customers to determine their needs, offer service, and make appropriate referrals
- Claimants by office:



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

b. A Look at Recent Activities

Ms. Michelle Castrow presented a report on activity regarding recent outreach and communication.

On March 11, 2020, the Houston Livestock Show and Rodeo closed when Houston and Harris County declared a public health emergency as COVID-19 began to impact our community. With the subsequent stay-at-home orders, businesses began to furlough workers and unemployment claims grew to unpredicted levels.

To the average person, there is no difference between the Texas Workforce Commission and Workforce Solutions. Our challenge was to not only distinguish ourselves from the Commission, but also to remain part of the narrative while attention was focused on unemployment insurance claims.

We started by engaging media with what we could do – help people find new jobs and provide childcare assistance for essential workers, not what we couldn't do – resolve unemployment claims issues. By remaining engaged and delivering consistent messages, we transitioned media outlets into allies and partners in helping put people back to work.

On April 22, 2020, we held our first Facebook Live with ABC-13 to connect prospective job candidates with employers needing to fill immediate openings quickly. Xavier Allison landed a new job from that event after being laid-off three weeks earlier. Since his story aired <https://abc13.co/2SH8aQ4>, Mr. Allison has moved into an even better job with a career path as a welder.

Workforce Solutions is becoming recognized as the source for information on the job market and expert advice on looking for work. We now have weekly segments with both ABC 13 and Fox 26. And, we field inquiries from other media outlets regularly. In total, Workforce Solutions has appeared in over 200 media stories since the pandemic began, with an estimated advertising value of well over six-million dollars.

<u>Month</u>	<u>Stories</u>
March	25
April	40
May	50
June	51
July	58

We have moved from a strictly reactive position to a more proactive messaging calendar that will introduce the full range of Workforce Solutions services.

With an average of 30,000 views per week, the Facebook Live segments with ABC 13 have helped expand our social media reach. We now have nearly 12,000 followers across Facebook, Instagram, Twitter and LinkedIn. Ms. Castrow also provided examples of recent media coverage.

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

c. Performance and Production.

Philip Garcia presented Performance and Production measures for October 2019 through June 2020.

Mr. Garcia also stated that, going forward, we can expect to see some bumps in the performance data due to the economy. While we do not know exactly how the current economy will affect performance, we will provide an update when we have more information.

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

d. Expenditures

AJ Dean reviewed the Financial Status Report representing expenses for the 6 months ending in June 2020. He reported that, overall, expenditures are lagging slightly. Revenue is on track at approximately 47% of the budget for the fiscal year. Financial Aid leads system expenses followed by Office Operations, Adult Education and Employer Service.

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

LOOK AT THE ECONOMY

Ron Borski provided the Board with a report of employment data and economic trends within our region. Mr. Borski reported on the June unemployment data that was received in July. The rate of unemployment in our region improved to 9.9% in June as many areas of our economy moved to reopen. The state and national rates fell to 8.9% and 11.2% respectively.

Weekly initial unemployment claims are currently showing a slight downward trend, although it is difficult to know how that might change with the rising number of virus cases reported locally.

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

Parker Harvey provided the Board with a supplemental report regarding Education, Occupation, Industry and Age of Unemployment Insurance claimants provided by the Texas Workforce Commission. Mr. Harvey shared a series of observations made when analyzing this data specific to our region with the goal to provide information to help Board Members better understand some of the characteristics of who has been affected by the recent wave of lay offs. Mr. Harvey presented a breakdown of educational attainment vs. average age of claimants who filed for claims between 3/1 and 7/18. The premise is that the percentages should be similar to one another. Where they are not equal, that helps to identify the types of workers disproportionately impacted.

The resulting data helps identify groups of workers in the mid-30 age range who are just short of a high school diploma for whom retraining or upskilling might be a viable option compared to an early 50-something who never reach high school at all and for whom retraining is likely to be a tougher sell. These distinctions have implications for training and/or reemployment strategies.

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

OTHER BUSINESS

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

ADJOURN

Chair Guthrie adjourned the meeting at approximately 11:55 a.m.

GULF COAST WORKFORCE BOARD

Board Member	12/03/19	02/04/20	04/07/20	06/02/20	08/04/20	10/06/20
Alexander, Willie	✓	✓		✓		
Allen, Karlos	✓				✓	
Andrews, Gerald	✓	✓	✓	✓	✓	
Beard, Peter	✓	✓	✓	✓	✓	
Bouse, Sara		✓	✓		✓	
Bowles, Carl		✓	✓	✓	✓	
Cavazos, Mary Helen	✓	✓	✓	✓	✓	
Dillon, Renea	✓	✓	✓		✓	
Edwards, Todd						
Guido, Cheryl		✓	✓	✓	✓	
Guthrie, Mark	✓	✓	✓	✓	✓	
Henderson, Bobbie Allen	✓	✓	✓	✓	✓	
Heskamp, Alan	✓	✓	✓	✓	✓	
Jackson, Guy Robert	✓	✓	✓	✓	✓	
Janes, Sarah		✓		✓	✓	
Karr, Doug		✓	✓	✓	✓	
LaBroski, Jeff	✓				✓	
Lewis, Ernest			✓			
Mahagaokar, Rajen	✓		✓			
Marshall, Scott			✓		✓	
McCleskey, Kendrick						
McCoy, Dexter	✓		✓		✓	
Mechler, Steve						
Melton, Edward	✓		✓	✓	✓	
Nellons-Paige, Stephanie		✓		✓	✓	
Nevlud, Jerry	✓	✓	✓	✓	✓	
Ozuna, Adrian	✓	✓	✓	✓	✓	
Puente, Paul	✓		✓	✓	✓	
Riley, Monica		✓	✓	✓		
Ross, Adria		✓				
Ruley, Janice		✓	✓			
Scheiner, Danielle		✓	✓	✓	✓	
Segovia, Valerie	✓		✓	✓	✓	
Shaw, Richard	✓	✓			✓	
Shi, Isaac		✓		✓		
Staley, Gil	✓	✓	✓	✓	✓	
Stewart, Michael		✓	✓			
Timmins, Evelyn	✓	✓	✓	✓	✓	
Vazquez, Lizandra		✓	✓	✓	✓	
Watson, Carolyn		✓	✓	✓	✓	
Webster, Michael	✓		✓		✓	

GULF COAST WORKFORCE BOARD

ALEXANDER, WILLIE

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Term: January 1, 2019 thru December 31, 2020

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Term: January 1, 2016 thru December 31, 2020

ANDREWS, GERALD

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County: Brazoria
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Term: January 1, 2019 thru December 31, 2020

BEARD, PETER

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Category: Business
County: City of Houston
pbeard@houston.org
Term: January 1, 2019 thru December 31, 2020
Term: January 1, 2019 thru December 31, 2020

BOWLES, Carl

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Term: January 1, 2019 thru December 31, 2020

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County: Harris
carol.dillon@gccisd.net
Term: January 1, 2018 thru December 31, 2019

EDWARDS, TODD

Midtown Redevelopment Authority
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Term: January 1, 2019 thru December 31, 2020

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Rehabilitation Services
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cheryl.guido@twc.state.tx.us
Term: January 1, 2018 thru December 31, 2021

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info@hrdefined.com
Term: June 21, 2018 thru December 31, 2020

HENDERSON, BOBBIE ALLEN

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4203 Charleston Street
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(713) 313-7588/(713) 748-6508(h)
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Term: January 1, 2019 thru December 31, 2020

HESKAMP, ALAN

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aheskamp@sbcglobal.net
Term: January 1, 2018 thru December 31, 2021

JACKSON, GUY ROBERT

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Term: January 1, 2019 thru December 31, 2020

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County: Harris
sarah.janes@sjcd.edu
Term: January 1, 2018 thru December 31, 2019

KARR, DOUG

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27 Canoe Birch Place
The Woodlands, TX 77382
832-967-7684

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County: Montgomery

raiderkarr@aol.com

Term: January 1, 2018 thru December 31, 2019

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Plumbers Local Union No. 68
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Fax: (713) 869-3671

Category: Labor

County: City of Houston

ski@plu68.com

Term: January 1, 2019 thru December 31, 2020

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Category: Literacy

County: Brazoria

ernest.lewis@adulthoodeducationcenter.texas.org

Term: January 1, 2018 thru December 31, 2021

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County: Harris

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Term: June 21, 2019 thru December 31, 2020

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County: Harris

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Term: January 1, 2018 thru December 31, 2019

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Term: January 1, 2019 thru December 31, 2020

McCOY, DEXTER

Fort Bend Independent School District
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Dexter.mccoy@fortbendisd.com

Term: January 1, 2019 thru December 31, 2020

MECHLER, STEVE

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County: Harris

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Term: January 1, 2018 thru December 31, 2019

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County: Harris County

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Term: January 1, 2018 thru December 31, 2019

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Term: January 1, 2019 thru December 21, 2020

NEVLUD, JERRY

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Term: January 1, 2018 thru December 21, 2019

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Term: June 21, 2019 thru December 31, 2020

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Construction

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Term: January 1, 2019 thru December 31, 2020

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Term: January 1, 2019 thru December 31, 2020

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County: City of Houston

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Term: January 1, 2019 thru December 31, 2020

SCHEINER, DANIELLE

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County: Montgomery

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Term: January 1, 2018 thru December 31, 2019

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Term: January 1, 2019 thru December 31, 2020

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Term: January 1, 2019 thru December 31, 2020

WORKFORCE BOARD KEY STAFF:

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

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GULF COAST WORKFORCE DEVELOPMENT

BOARD COMMITTEES

Audit/Monitoring

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

Budget

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

By-Laws

Appointed by Board Chair as needed

Nominating

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

Oversight Committee

- Gerald Andrews
- Bobbie Henderson

Education

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

Career Office

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

Employer Services

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

Procurement

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

Report Card

Appointed by Board Chair as needed

Strategic Planning

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

Communications

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

Government Relations

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

Audit/Monitoring Committee

Update for October 2020

The Audit/Monitoring Committee met on Thursday, September 24, 2020, by video conference with Chair Guy Jackson and members Mark Guthrie, Karlos Allen, Gerald Andrews, Sara Bouse, Helen Cavazos, Cheryl Guido, Bobbie Henderson, Doug Karr, Stephanie Nellons-Paige, Scott Marshall, and Evelyn Timmins attending.

- We reviewed results from four compliance and quality engagements.
 - We rated **Employment & Training Centers** and **Dynamic Educational Systems, Inc** as **Strong Performance**.
 - We rated the **College of the Mainland** and **SERJobs** as **Solid Performance**.
- We reviewed three final financial monitoring reports.
 - **Adult Education Center** is a community-based non-profit organization that provides education services to adult learners to help them achieve their education and employment goals. The financial monitors noted issues with the accounting policies and procedures, the new hire process, and fidelity bonding insurance coverage. The Center has agreed to update its accounting and new hire onboarding policies and procedures. They also increased their fidelity bonding insurance.
 - **Brazosport College** is a local community college that provides English as a Second Language, English Language Civics, and instruction for high school equivalency certificates. Our financial monitors noted an issue with the reconciliation of billing reports and income statements. Brazosport has clarified with the capabilities of its accounting program use for the reconciliation process and income statement accounting program used by the college and its capabilities.
 - **Interfaith of The Woodlands** is a local non-profit that provides various types of service to the Texas Gulf Coast Region and is a long-tenured contractor for the Workforce Board. Our financial monitors

reviewed the financial aid payments made by Interfaith. They noted issues with reconciliation reports and reporting processes, supporting documentation for financial aid, and data entry into the various electronic systems. Interfaith has agreed to ensure all reports are reviewed and submitted appropriately and to strengthen the data entered into the electronic systems and documentation maintained.

- We discussed the results of the continuous checking on the responsiveness of the system to telephone calls. The response to voice mail messages left when callers cannot reach the operators is below the twenty-four-hour or next business day standard. We want to make sure that throughout our system, we are (1) answering phone calls promptly and professionally, (2) responding quickly and professionally to email requests, and (3) providing the information or service that customers ask us for in those telephone and email connections.

Our contractors are working with staff to improve the service experience for our customers who are working with us through phone and email communications. We continue to check and report results to our contractors for action.



EDUCATION COMMITTEE

SEPTEMBER 22, 2020

Item 7c
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(Please request reasonable accommodations a minimum of two business days in advance.) **Relay Texas:** 1.800.735.2989 (TDD) 1.800.735.2988 (voice) or 711

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Background

The Board's Education Committee met virtually on September 22, 2020 with committee chair Bobbie Henderson presiding and members Board Chair Mark Guthrie, Sallie Kay Janes, Valerie Segovia, Gerald Andrews, Doug Karr, Renea Dillon, Alan Heskamp, Scott Marshall, and Steve Mechler present.

Members discussed next directions for the committee itself and the Board in the realm of education and workforce policy.



Where Do We Go From Here?

The pandemic has affected and unsettled every segment of the education spectrum, from early education through life-long learning. The pandemic may have also accelerated changes in the region's economy that will eliminate some jobs, create new jobs, and require new or different skills for both current workers and those just entering the workforce.

The Board has a unique opportunity at this time to reflect on how it will go forward in its mission to elevate the economic and human potential of the region and achieve the result of an educated workforce through its interaction with the region's diverse and extensive education system.

The committee looked at what we have done and potential policy issues and areas of concern.



	What We Are Doing/Have Done	Issues
Early Education	<ul style="list-style-type: none"> • Supporting low-income working families with financial assistance to access early education/care • Expanding the number of early education/care providers with Texas Rising Star and other quality certifications • Providing career information through the When I Grow Up curriculum for pre-K providers • Supporting efforts to help young children be school ready 	<ul style="list-style-type: none"> • Potentially a large number of providers may go out of business because of the pandemic – what can be done to help them continue in business • As local schools further develop their pre-K4 capacity, private providers may experience a decline in enrollments – what can be done to assist providers and schools in integrating efforts • Always a concern – how do we attract more providers into our network and encourage more providers to seek and obtain quality certifications • There continue to be early education/care “deserts” in our region – how do we support efforts to provide quality education/care in these areas • In all of our efforts, how do we make sure we are supporting the growth and success of our region’s children



	What We Are Doing/Have Done	Issues
Pre-K to 12	<ul style="list-style-type: none"> • Providing career information through the When I Grow Up curriculum for teachers, counselors, students, and parents • Career education and career data tools for teachers, counselors, and students in a limited number of districts with Workforce Solutions career education specialists • Access for all to labor market data, career information, and career planning support through platforms such as RoadTrip Nation • Support for districts’ HR needs and for efforts to attract additional entrants into teaching • Specialized marketing to students with disabilities and their parents about available VR pre-employment training services 	<ul style="list-style-type: none"> • There will be continuing demand for skilled teachers, counselors and administrators in the school systems • Support for career and technical education and work-based learning in area high schools, including pre-apprenticeship programs • Expand efforts to provide summer or part-time jobs for students that allows them to begin learning about work • Expand our career education efforts to more districts, teachers, and students • Making common cause with other organizations, groups and efforts in the region to ensure students are able to read at grade level by the third grade • Access for students to online learning

Education Committee

	What We Are Doing/Have Done	Issues
Post-Secondary	<ul style="list-style-type: none"> • Providing career information and planning for individuals ready to enter the workforce • Providing education scholarships for post-secondary education and skills education • Expanding apprenticeships and providing access to apprenticeship programs through financial assistance 	<ul style="list-style-type: none"> • Supporting local public and private post-secondary institutions after disruption from the pandemic – helping individuals access education and skills education at these institutions • Access for students to online learning • Supporting development of curricula and programs for new jobs and development of new skills
Adult education and life-long learning	<ul style="list-style-type: none"> • Providing literacy, adult basic education, adult secondary education, and integrated basic/occupational skills education through the regional consortium • Integrating education opportunities available through the consortium with the rest of the Workforce Solutions system • Offering on-site literacy, basic education, and adult secondary education for employers' workforces • Supporting upskilling efforts for current workers 	<ul style="list-style-type: none"> • Resources to expand the availability of consortium services • Common cause with other organizations and efforts to increase literacy levels in the region • Expanding the access for employers to upskilling and reskilling resources for current workers • Access for students to online learning

Going Forward

Keeping in mind the constraints we face – dollars, restrictions on the use of those dollars, and capacity – the committee will bring recommendations to the Board about what we can do that:

- Continues our direct provision of services to employers and individuals throughout the education spectrum
- Expands our ability to deliver high quality, relevant career information and data to multiple audiences
- Expands our ability to leverage our resources and expertise with other organizations and efforts in the region on specific issues that support the result of an educated workforce
- Supports efforts to invest in geographic areas that lack access to quality education for both children and adults
- Supports the provider communities and the education institutions in our region

Education Committee

Next Meeting

The Committee's next virtual meeting is set for Wednesday, October 28, 2020 at 2:00 p.m.

Procurement Committee

Procurement Process

Background

On Thursday, September 24, 2020 the Procurement Committee met to discuss the procurement process and upcoming procurements. Currently, a unit of H-GAC staff separate from the Board staff has the responsibility for carrying out procurements in accordance with the agency's policies and procedures.

Current Situation

As a result, we will need to plan procurements, consider the timing, be aware that staff is responsible for developing the scope and scoring of responses.

Staff presented a briefing regarding potential changes to the procurement process to make sure funds are available, processes are in accordance with rules, committee will review the plan for procurement, and proposal evaluation.

Board members would not score proposals. Their role would be to oversee the process and approve the decision, which may include an interview with respondents.

Next Steps

There was much discussion about the change and committee members gave instruction to staff to take the information from the meeting and bring a recommendation back to the committee in a meeting in October and subsequently to the Board.

PATHS for Texas Project Update

Background

In November 2019, Workforce Solutions Gulf Coast was awarded a grant provided by the Walmart Foundation to initiate and expand retail upskilling opportunities for businesses their current workforce in the Gulf Coast Region. After evaluating the impact COVID-19 made on employers and individuals, the grant was amended to also provide career pathways to unemployed individuals seeking to transition into or out of the Retail Industry. This grant runs through December 2022.

Current Situation

Staff is working to upskill 850 individuals over the next two years while reaching out to at least 100 employers in the Gulf Coast Region within the Retail Industry. Employers will increase wages for those current workers who complete the training and receive the National Retail Federation (NRF) certificate and re-employ many dislocated workers due to COVID-19.

We are working with training vendors:

- Penn Foster – who will offer three retail upskilling courses designed to upskill current workers or unemployed candidates.
- Houston Community College – will offer a customized solution for candidates to obtain the National Retail Federation (NRF) certification.
- New Horizons Computer Learning Academy- will provide upskilling and training for candidates to include Medical Office Administration, Business administration associate program, IT SECURITY.

Currently, we have enrolled 29 dislocated workers, 4 current workers, and have 5 graduates. We continue to receive new applications daily for enrollment.

Next Steps

Continue enrollments and bring on future interested partners including Randall's, Sprouts, Kroger, Costco Wholesale and CVS.

Outreach and Communications Update

Workforce Solutions continues to leverage social and traditional media to provide information on the local job market as COVID-19 changes the way we do business, work and live.

Social Media

Since the start of the pandemic, our Facebook follower count has almost doubled. Current stats include:

Page likes	4,631
Page followers	5,878
Average post reach	26,506
Average engagement	4,563
Average response time	42 minutes

Here's how we compare to other Board areas on page likes:

Heart of Texas (Waco)	4,500
Greater Dallas (Dallas County)	2,100
Capital Area (Austin)	1,400

Our Instagram, Twitter and LinkedIn audiences are smaller but growing modestly. And, the weekly Facebook Live with ABC 13 has now reached over 500,000 viewers in 21 sessions.

Broadcast Media

Local news media cite Workforce Solutions as an expert source on the local job market. We continue to have weekly appearances on Fox 26 and ABC 13. Below are some of the stories that ran over the last two months.

- 07/30 [ABC 13 – Facebook Live follow-up story, working with temp agencies](#)
- 07/31 [KTRH 740AM – Millions Worried Jobs Lost During Pandemic May Never Return](#)
- 08/03 FOX26: Jobs outlook in Houston w Mike Temple <https://bit.ly/3kqs8dU>
- 08/06 ABC13: <https://abc13.co/3gDGJ3q> Third Ward and Job Searching Tips

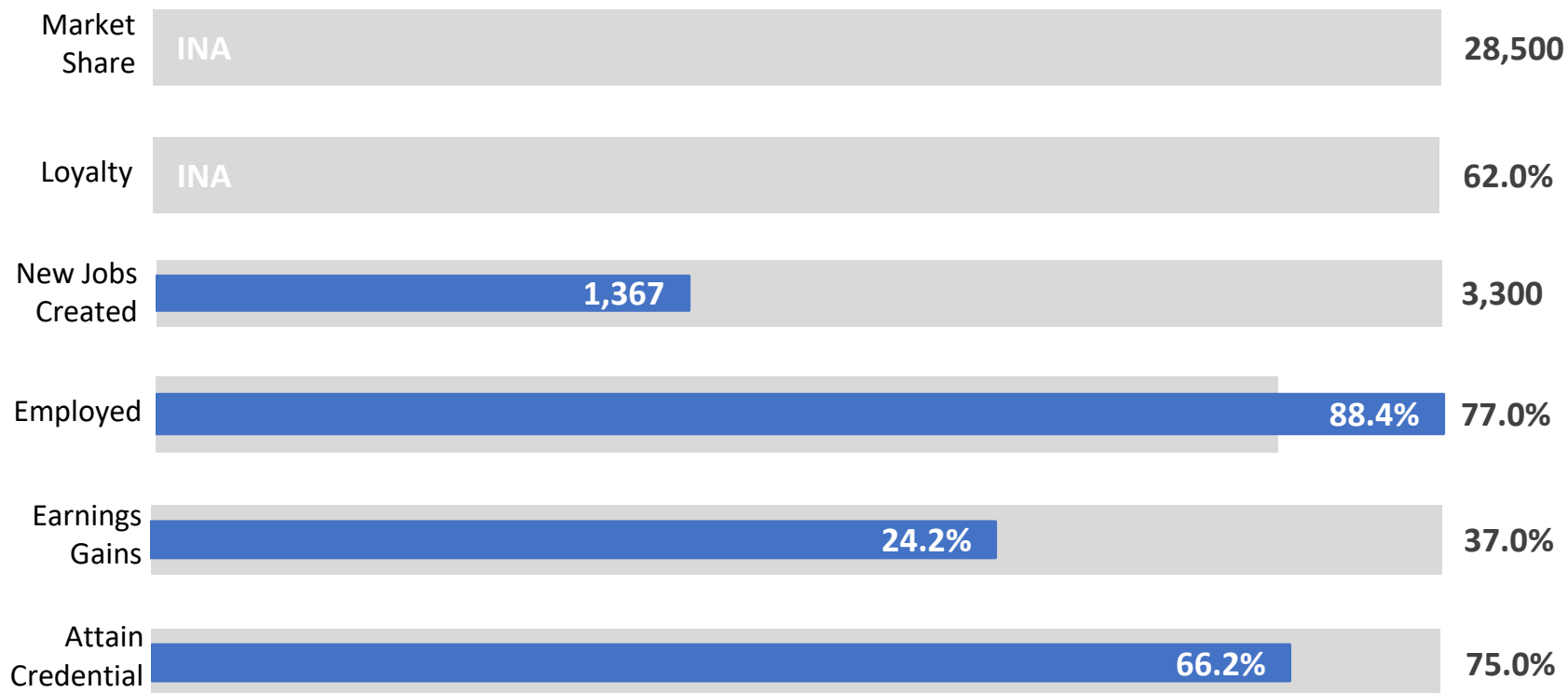
- 08/07 ABC13: SER <https://abc13.com/careers/job-search-help-available-for-minority-communities-in-houston/6359651/>
- 08/19 HISD web article – Project Explore <https://bit.ly/34Arq8q>
- 08/19 ABC13 – Who's Hiring In the Heights <https://abc13.co/2QgWVfw>
- 08/20 Houston Chronicle (online/print) – UI Claims <https://bit.ly/2EA5oYs>
- 08/21 The Katy News – Houston July Jobs Report <https://bit.ly/3lrV85A>
- 08/22 FOX26 – Monthly Jobs Report www.wrksolutions.com/localstats
- 09/02 [City of Houston – Community Health Education Fellows](#), multiple mentions including Houston Business Journal
- 09/03 Sugar Land Sun, Katy Rancher, [Chron.com](#) Fort Bend Virtual Job Fair
- 09/03 [ABC 13 Cypress Area Jobs](#), [Yahoo Local News Feed](#)
- 09/07 [Fox 26 Isiah Factor – Labor Day job search advice](#)
- 09/10 [ABC 13 Facebook Live](#)
- 09/14 [Univision – Amazon Adding 100,000 Jobs](#)
- 09/17 [Houston Chronicle – Poverty Rate and COVID-19](#)
- 09/18 [KPRC 2 – Seasonal Holiday Jobs](#)
- 09/18 [ABC 13 – Facebook Live](#)
- 09/18 [ABC13 – East End Jobs + Jobs Report + BakerRipley Rental Relief](#)
- 09/18 [Houston Chronicle – Monthly Jobs Report](#)
- 09/18 [The Katy News – Houston’s Unemployment Rate Dips](#)
- 09/24 [ABC 13 – Facebook Live](#)
- 09/24 [ABC 13 – Follow-up story with Metrix and Coursera mentions](#)
- 09/25 [FOX 26 – Seasonal Holiday Jobs](#)

Gulf Coast Workforce Board

System Performance

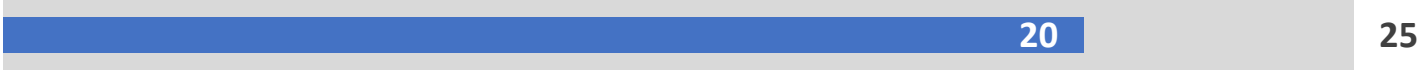
Performance Measures

October 2019 to August 2020



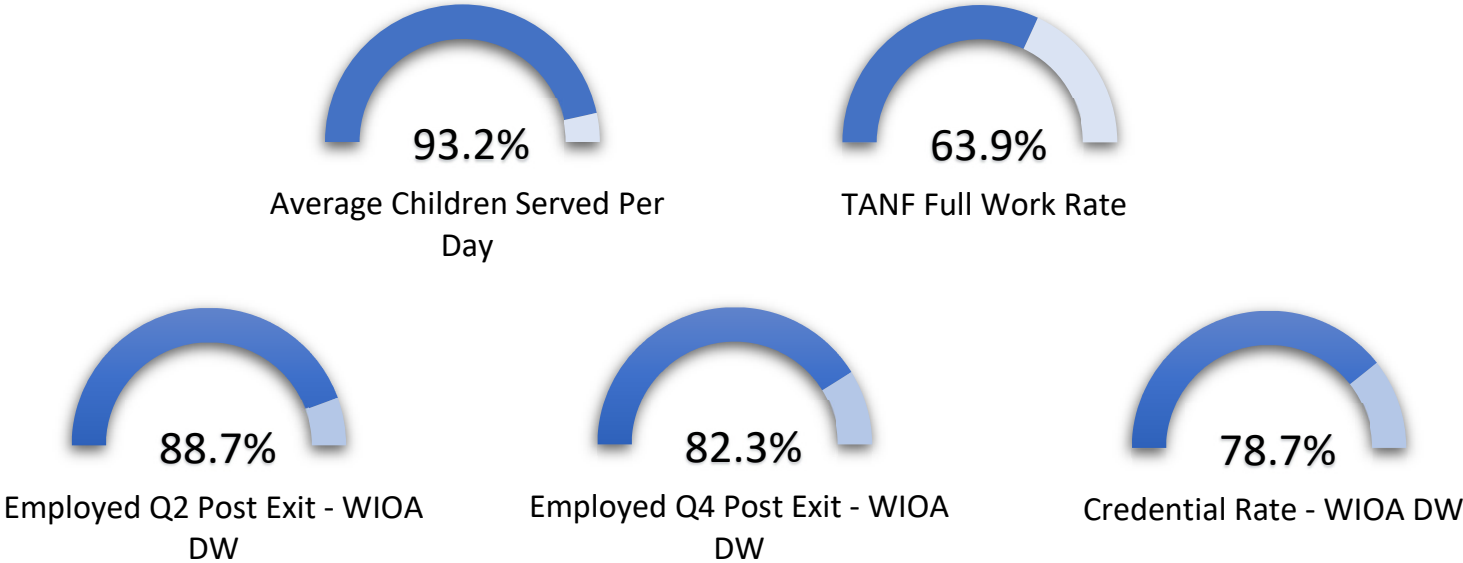
Production Measures

Number of measures meeting or exceeding



Measures that require additional focus

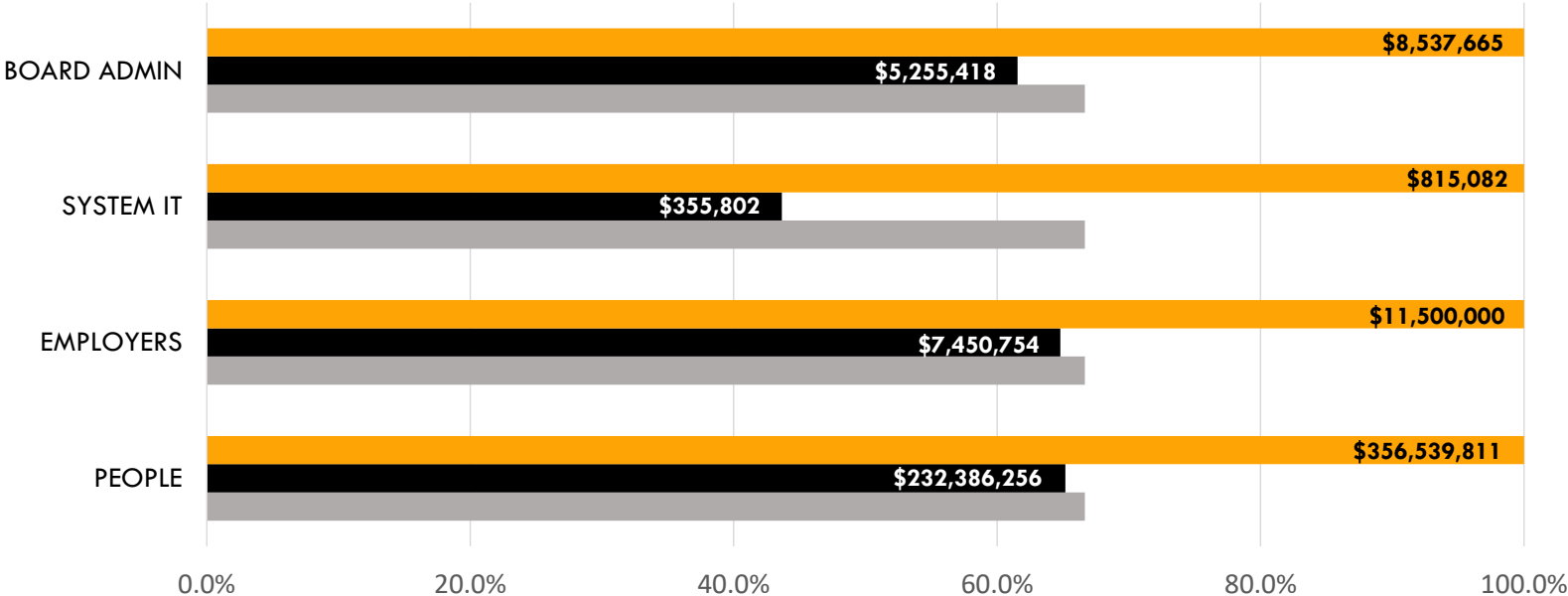
October 2019 to August 2020



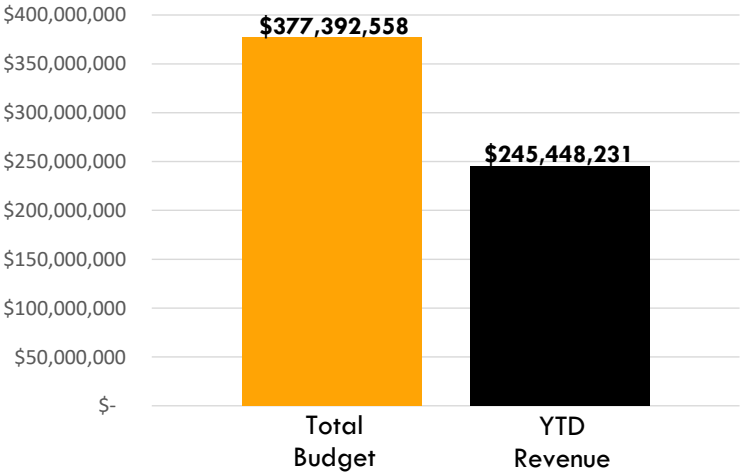
Gulf Coast Workforce Financial Status Report

For the 8 months ending August 31, 2020

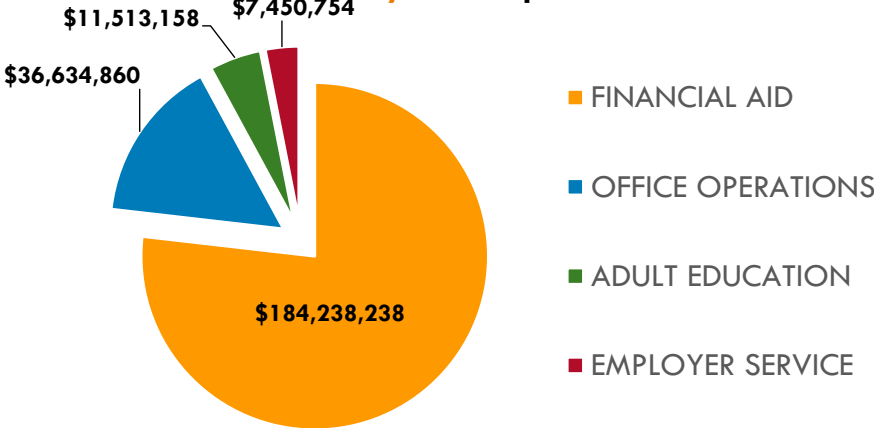
■ Budget ■ Expenses ■ Target



Workforce Revenue



System Expenses



Labor Market Information
August 2020 Employment Data

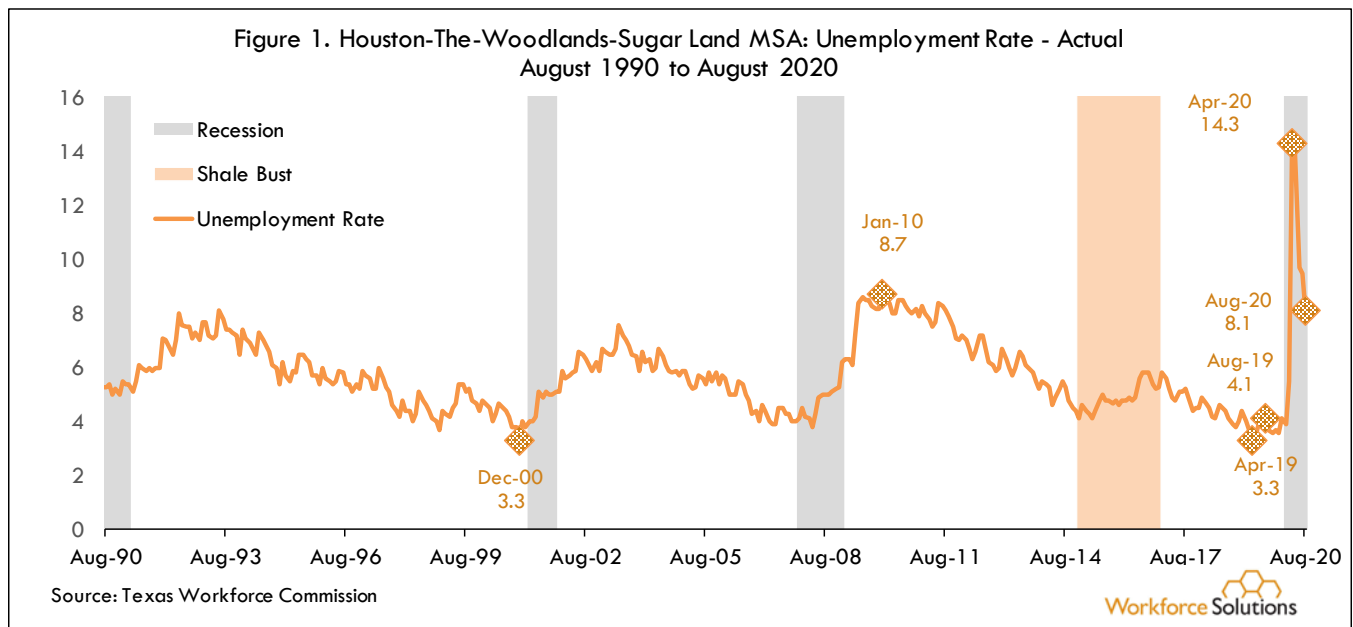
HOUSTON-THE WOODLANDS-SUGAR LAND METROPOLITAN STATISTICAL AREA Visit our website at www.wrksolutions.com

Unemployment Rates

The rate of unemployment in The Houston-The Woodlands-Sugar Land fell nearly one and one-half percentage points in August to 8.1 percent, see figure 1. The local rate of unemployment fell below the peak rate of 8.7 percent during The Great Recession for the first time since the pandemic began. The local rate of unemployment was lower than the nation’s 8.5 percent rate but higher than the state’s 7.0 percent rate. Unemployment rates across all counties in the region also experienced declines in August.

Unemployment Rate (Actual)

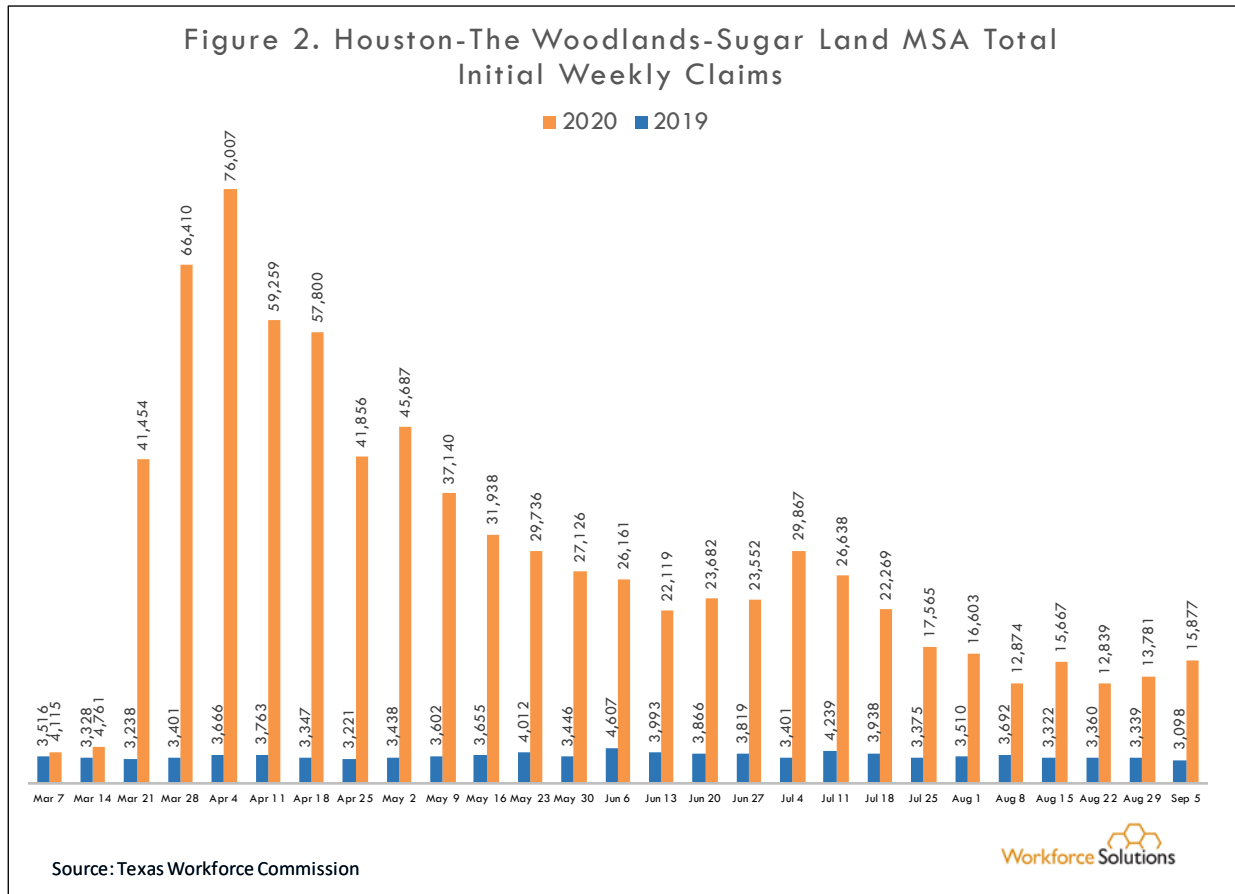
	AUG 2020	JUL 2020	AUG 2019
Civilian Labor Force	3,485,828	3,394,536	3,417,221
Total Employed	3,203,491	3,071,583	3,278,575
Unemployed	282,337	322,953	138,646
Unemployment Rate	8.1%	9.5%	4.1%
Texas	7.0%	8.3%	3.7%
U.S.	8.5%	10.5%	3.8%



September employment data is scheduled to be released by the Texas Workforce Commission October 16, 2020.

Weekly Initial Claims for Unemployment

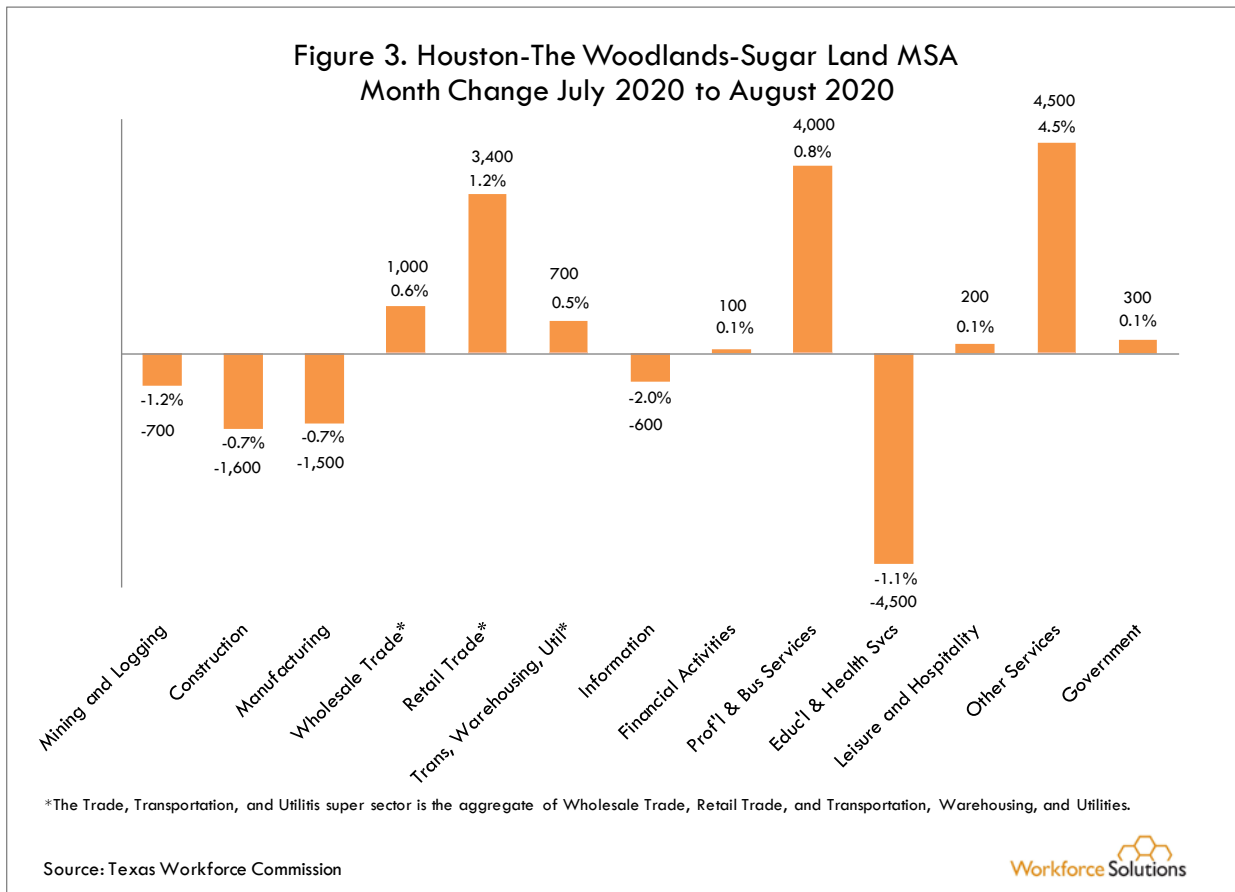
According to the Texas Workforce Commission an estimated 802,783 individuals in the H-W-S MSA have filed for unemployment since the pandemic began. The number of weekly initial claims filed in one week peaked at 76,007 during the week ending April 4, 2020. Since then, estimates indicate the number of weekly initial claims for unemployment benefits were on a gradual decline until another small spike in early July to a high of 29,867. Since then, the numbers have fallen to levels ranging from 13,000 to 16,000. The number of weekly claims reported its lowest level since the pandemic began of 12,839 during the week ending August 22, see figure 2.



Nonagricultural Employment

Over the Month

Total Nonfarm Employment in the H-W-S MSA increased by 5,300 jobs in August. Retail Trade, Professional and Business Services, and Other Services experienced substantial job recovery accounting for most of August's increase. Government managed a net increase of 300 jobs driven by Federal Government which added 4,300 jobs as a result of temporary hiring for the decennial census. Education and Health Services usually adds jobs in August but instead was the largest declining super sector reporting a substantial loss of 4,500 jobs. Several other industry sectors continued to see losses deepen with Mining and Logging reporting its fifth consecutive loss, down 700 jobs, and Construction and Manufacturing reporting their third consecutive loss, down 1,600 jobs and 1,500 job respectively. See figure 3.



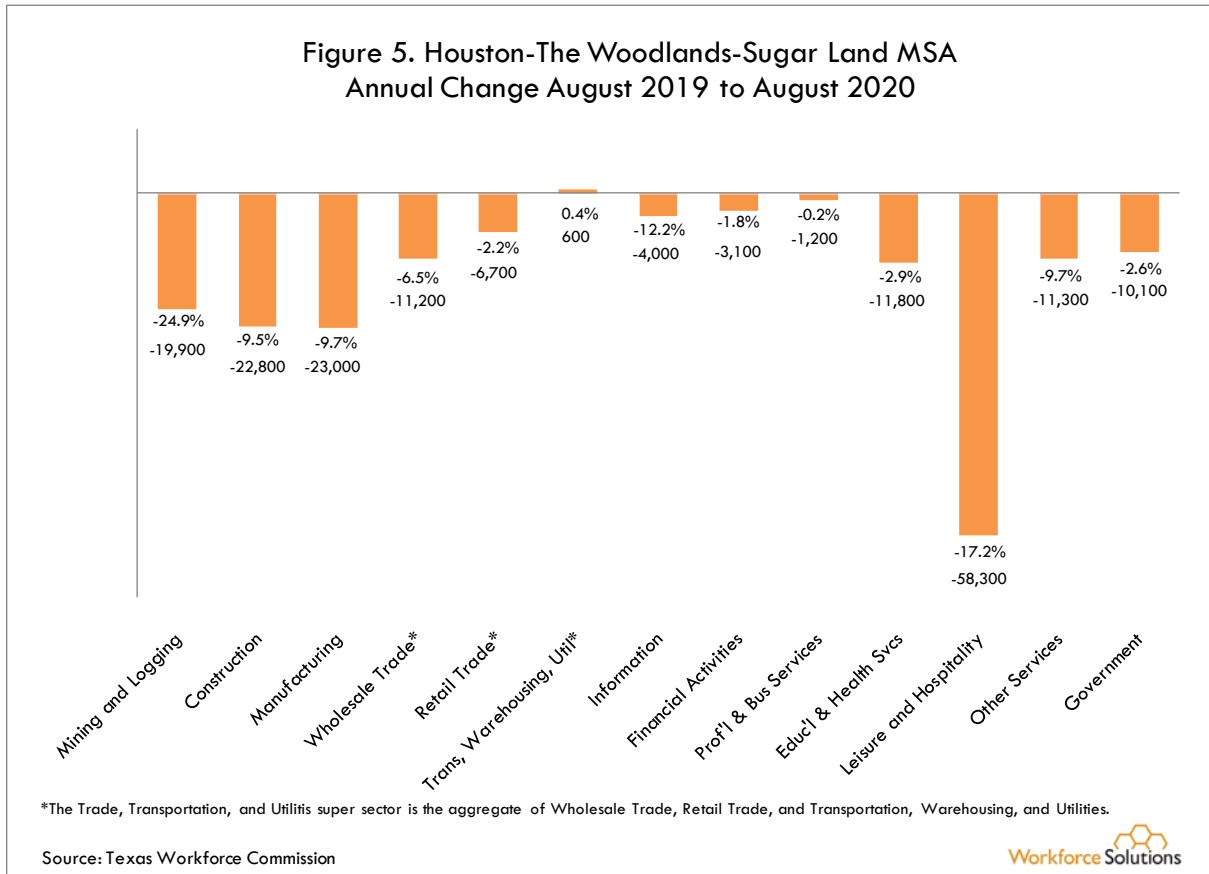
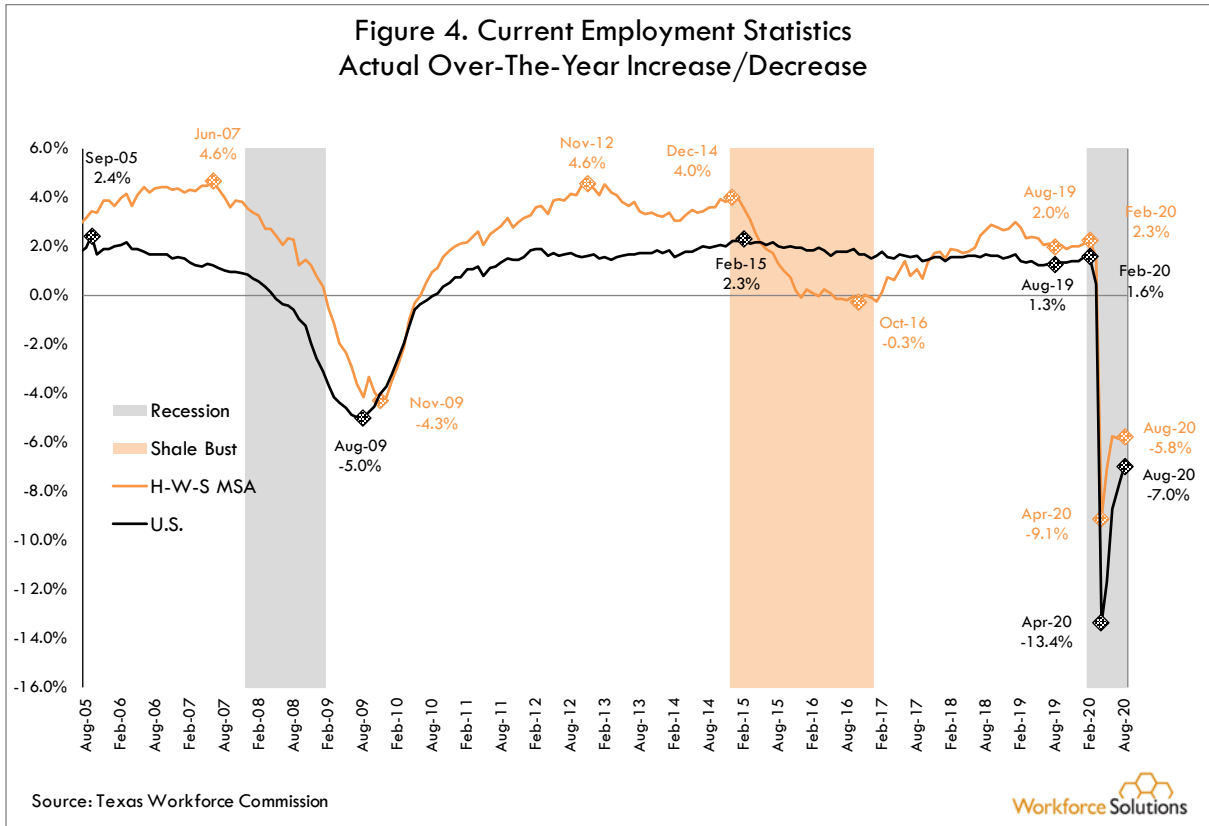
Over the Year

Total Nonfarm Employment in the H-W-S MSA was down 182,800 jobs over the year in August with the pace of losses virtually unchanged at 5.8 percent, down from 5.9 percent in July. Over-the-year declines at the national level also improved in August but at 7.0 percent the losses remained more severe than the H-W-S MSA's, see figure 4.

All industry super sectors were reporting over-the-year losses. The largest decline continued to be found in Leisure and Hospitality, down 58,300 jobs or 17.2 percent. Mining was the hardest hit super sector losing one of every four jobs, down 19,900 jobs or 24.9 percent. Manufacturing also continued to see rising losses due to its ties to the energy sector, down 23,000 jobs or 9.0 percent. Strong over-the-year losses were also found in Construction, down 22,80 jobs or 9.5 percent, Other Services, down 11,300 jobs or 9.7 percent, and Information, down 4,000 jobs or 12.2 percent. See figure 5 for additional details by major industry sector.

For a complete list of current, month-ago, and year-ago employment estimates see pages 21 & 22.

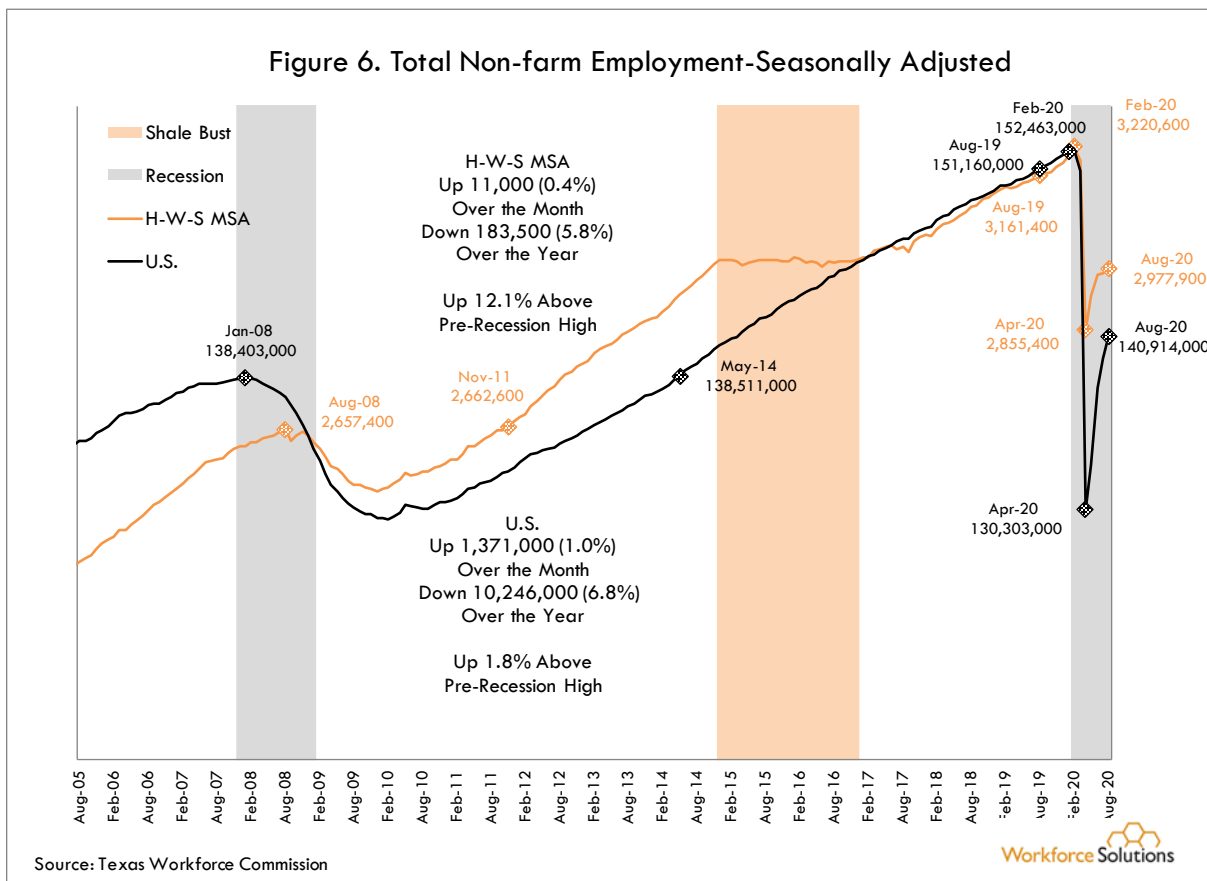
Additional comments by industry super sector can be found beginning on page 6.

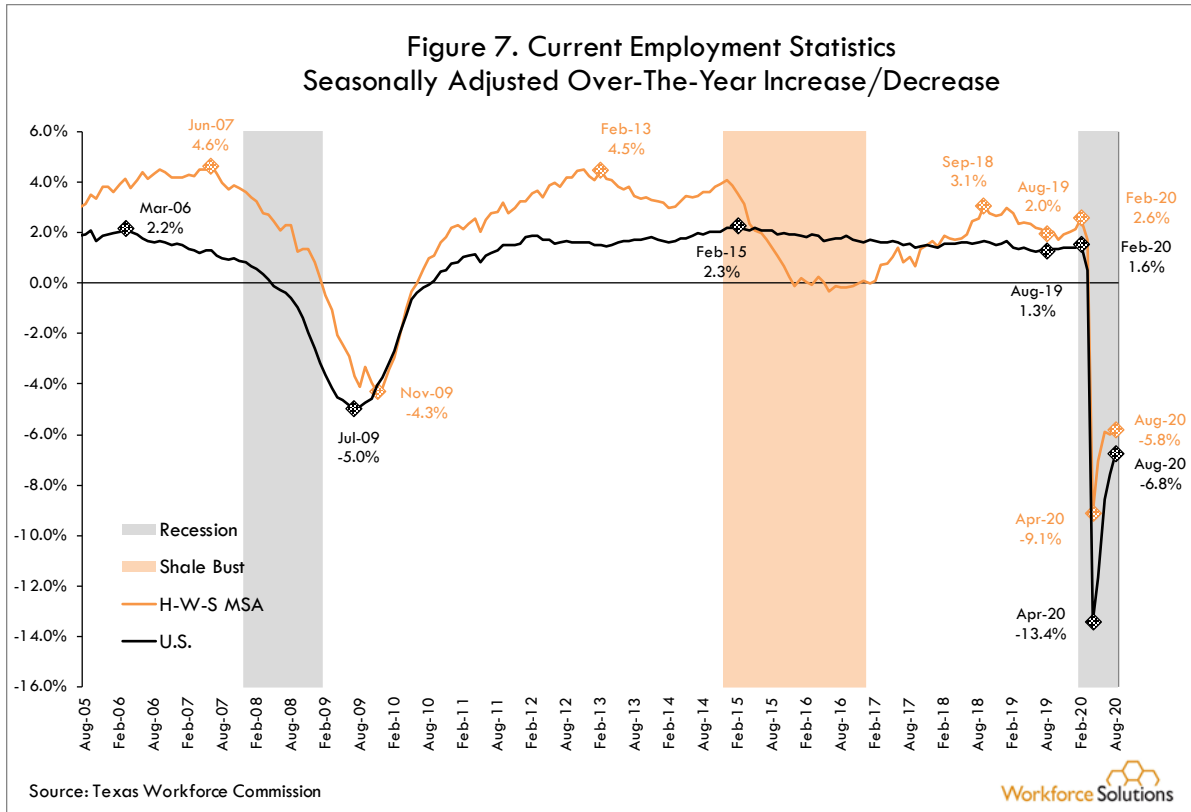


Total Nonfarm Employment – Seasonally Adjusted

Seasonally adjusted estimates for the H-W-S MSA and U.S. seen in figure 6 and 7 provide an additional view of growth trends removing the erratic month-to-month seasonal patterns. On a seasonally adjusted basis, Total Nonfarm Employment increased by 11,000 jobs over the month in August with the pace of losses improving slightly to 5.8 percent, down from 6.0 in July. Over-the-year declines at the national level also improved in August to 6.8 percent, down from 7.6 percent in July.

Currently, payrolls in the H-W-S MSA were 12.1 percent higher than they were at their peak prior to The Great Recession. Payrolls at the national level had fallen below their peak prior to The Great Recession for three consecutive months ending in June but have since surpassed that level with payrolls 1.8 percent above the pre-recession high by August.



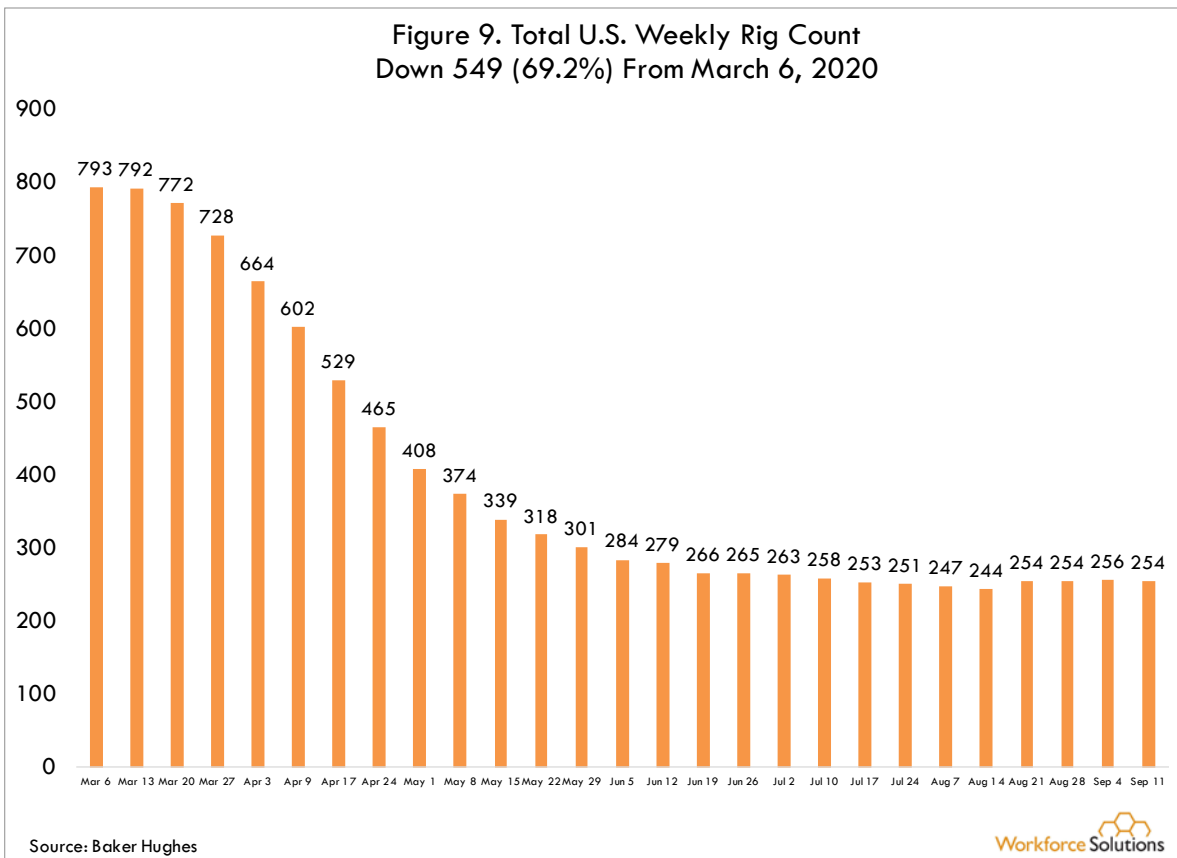
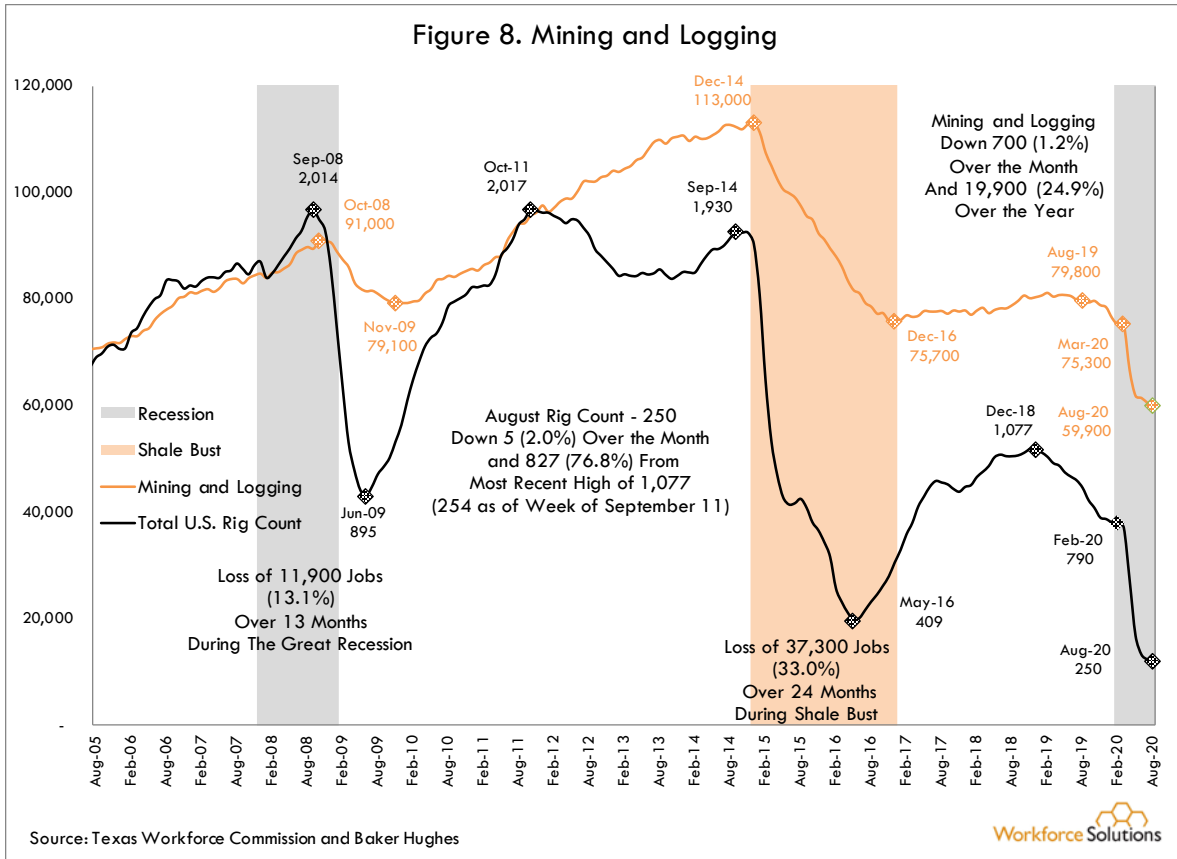


Details by Industry Sector

Mining and Logging reported a loss for the fifth consecutive month in August, down 700 jobs or 1.2 percent. More than half of the loss was in Oil and Gas Extraction, down 400 jobs or 1.2 percent.

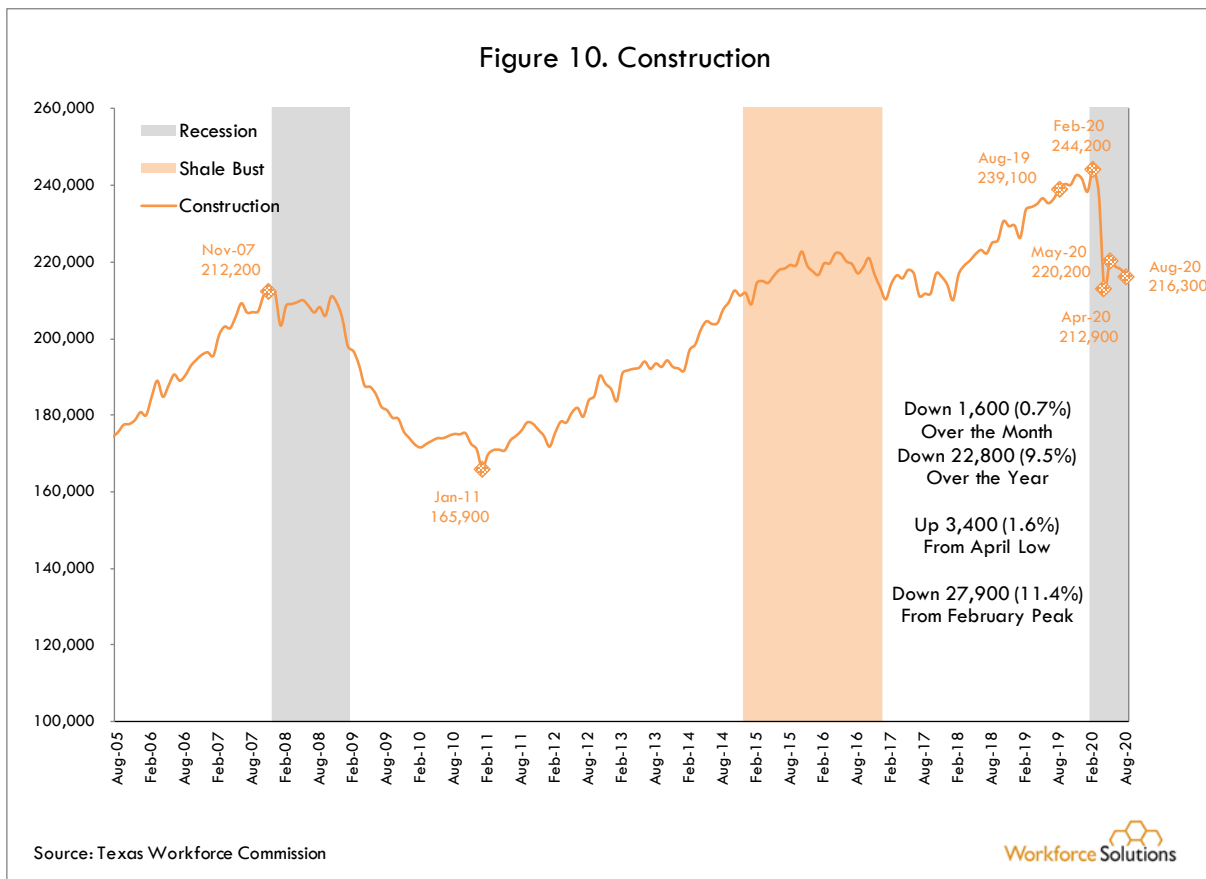
Losses in Mining and Logging continue to accumulate shedding one in every four jobs over the year, down 19,900 jobs or 24.9 percent, see figure 8. Support Activities for Mining was the largest contributor to the loss with one of every three workers losing their job, down 14,300 jobs or 35.1 percent over the year. Oil and Gas Extraction lost 5,500 jobs over the year, down 14.6 percent. Looking back further, the number of jobs in Mining and Logging are at their lowest level in more than twenty years with payrolls down 53,100 jobs or 47.0 percent from their peak in December 2014 prior to the shale bust.

The average U.S. rig count fell for the twentieth consecutive month in August down by 5 to 250. The monthly rig count was down 827 (76.8%) from the most recent high of 1,077 in December 2018. The weekly rig count hit bottom during the week of August 14th and has since risen slightly seeing some stabilization as higher oil prices have prompted some producers to start drilling again, see figure 9.



Construction was the second largest declining industry sector in August incurring a loss for the third consecutive month, down 1,600 jobs or 0.7 percent, see figure 10. The loss was driven by declines in Heavy and Civil Engineering Construction, down 2,300 jobs or 3.9 percent.

Construction was down 22,800 jobs or 9.5 percent over the year in August. When 2019 employment estimate revisions were released in March there were major discrepancies across the three sub-sectors of Construction. Keeping that under consideration, most of the decline is currently estimated to be in Specialty Trade Contractors, down 14,600 jobs or 12.2 percent. Construction of Buildings was reporting a loss of 3,100 jobs, down 5.3 percent, and lastly, Heavy and Civil Engineering Construction was down 5,100 jobs or 8.3 percent. Looking back at since the pandemic began, there has been very little recovery in Construction with 27,900 fewer jobs in August than in February.

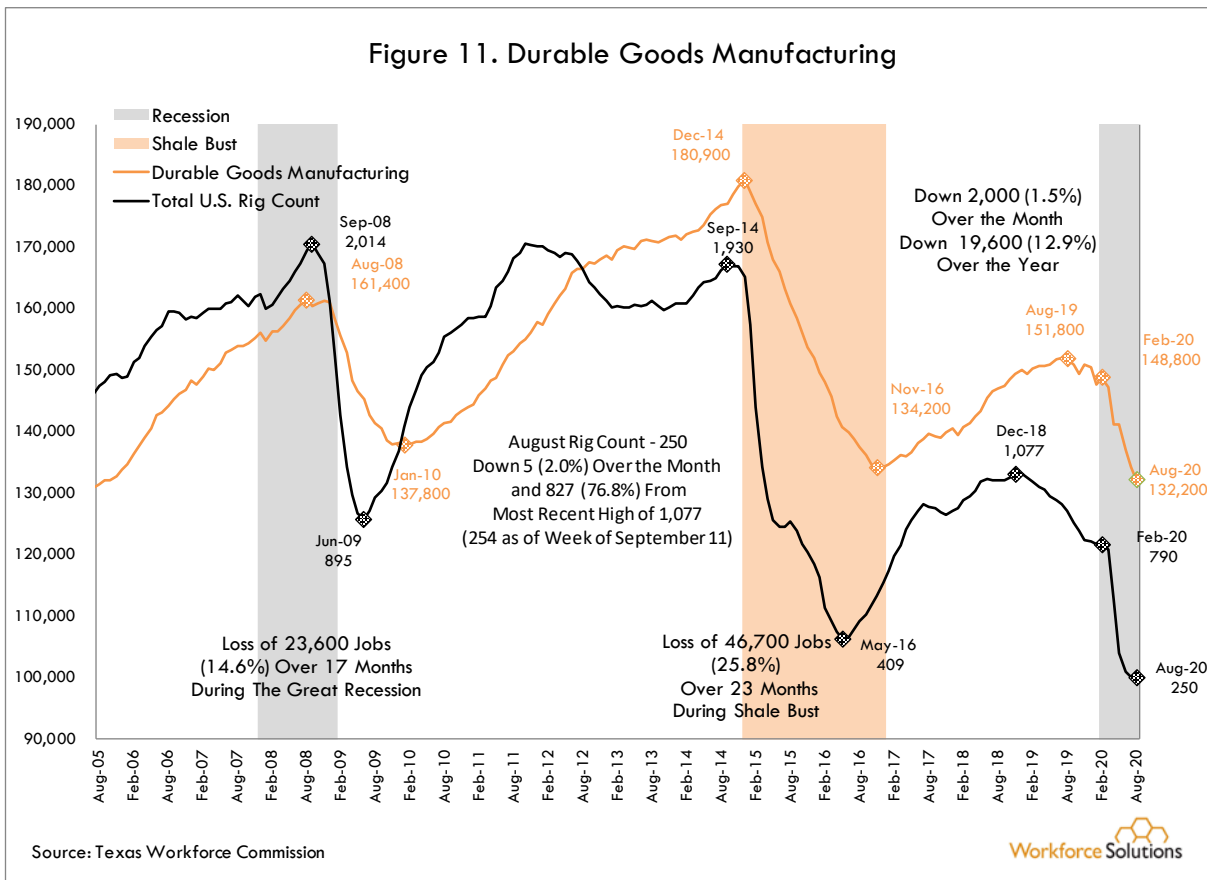


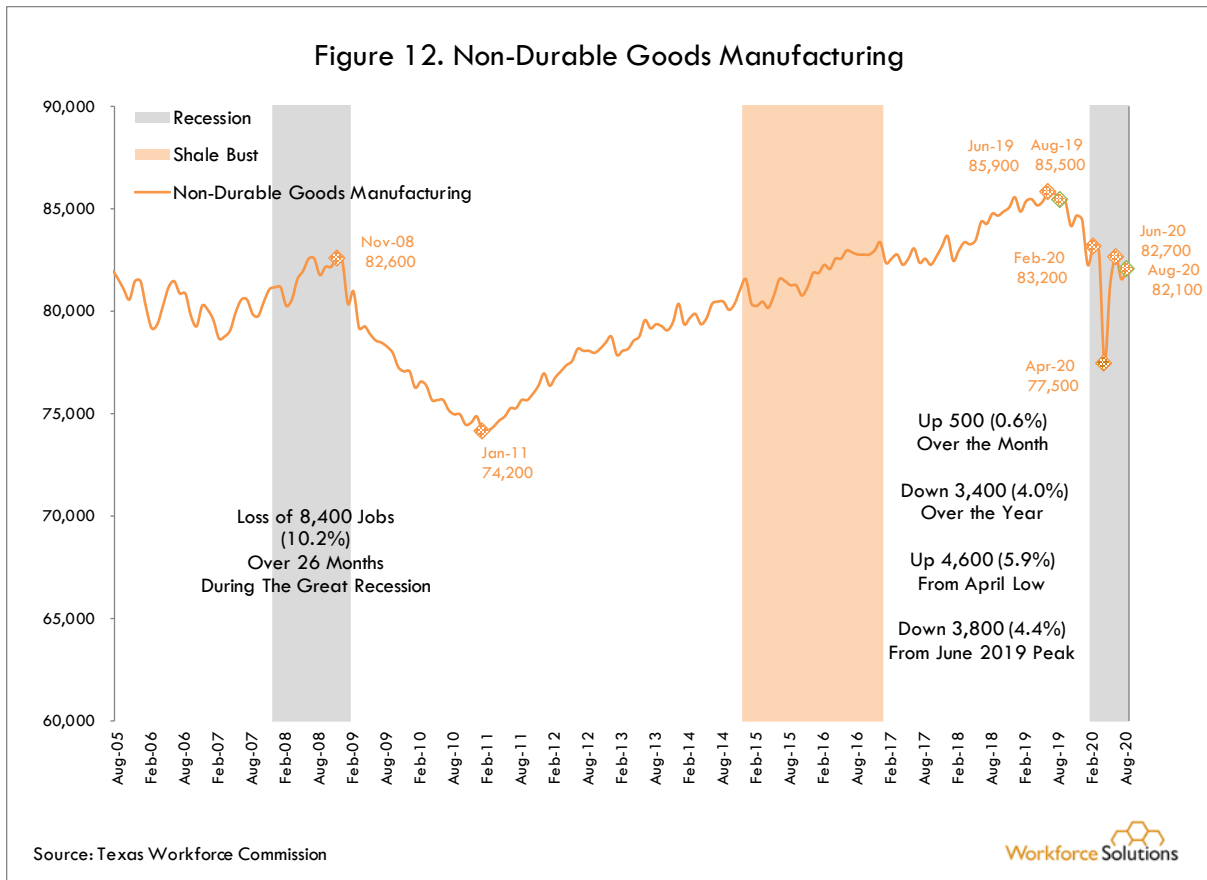
Manufacturing was the third largest declining super sector for the month of August incurring its third consecutive loss, down 1,500 jobs or 0.7 percent. All the loss was in Durable Goods Manufacturing as businesses deal with the largest decline in drilling activity in history, down 2,000 jobs or 1.5 percent. Durable Goods Manufacturing has shed a total of 16,600 jobs over the last six consecutive months, see figure 11. Nondurable Goods Manufacturing managed an increase of 500 jobs in August, see figure 12.

Manufacturing was down 23,000 jobs or 9.7 percent over the year. Durable Goods Manufacturing was responsible for most of the loss with payrolls down 19,600 jobs or 12.9 percent. August's loss brings the number of jobs in Durable Goods 5,600 jobs lower than its lowest point during The Great Recession, see figure 11. The outlook for Durable Goods Manufacturing for the near future remains weak due to recent

declines in drilling activity. Non-durable Goods Manufacturing was down 3,400 jobs or 4.0 percent over the year as the coronavirus continues to stifle demand.

The Houston Purchasing Managers Index rose 4.7 points to 52.6 August. The Institute for Supply Management reports that two of the three underlying indicators having a strong direct correlation with the economy pointed to stronger expansion. The Houston PMI provides a measure of current economic activity in the greater Houston area and a forecast of likely shifts in activity over the next several months. Readings over 50 generally indicate goods producing industry expansion over the near term, while readings below 50 show coming contraction. Readings above 45 correlates with expansion of the Houston-The Woodlands-Sugar Land Business Cycle Index.

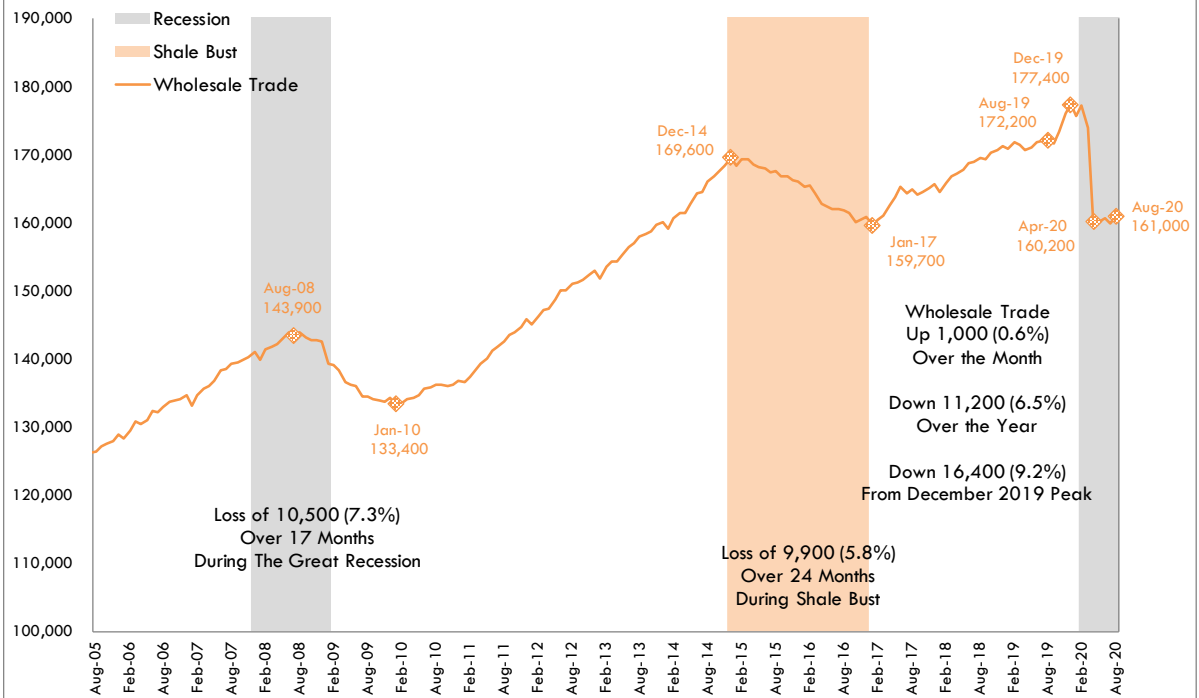




Trade Transportation, Warehousing & Utilities was the largest gaining super sector in August adding 5,100 jobs, up 0.8 percent. Job gains were widespread across the various subsectors with Retail Trade accounting for more than half of the increase as retailers resumed hiring following July’s loss of 1,600 jobs. Largest August gains in Retail Trade were in General Merchandise Stores, up 1,200 jobs. Transportation, Warehousing, and Utilities saw an increase of 700 jobs in August, up 0.5 percent, with an addition of 500 jobs in Air Transportation accounting for most of the increase.

Trade, Transportation, Warehousing & Utilities saw the pace of over-the-year losses improve from 3.4 percent in July to 2.8 percent, down 17,300 jobs. The super sector has recovered some 23,000 jobs, 47.1 percent, of the 48,800 jobs lost since the coronavirus began. Wholesale Trade was the hardest hit sector with payrolls down 11,200 jobs or 6.5 percent, see figure 13. Retail Trade continued to see improvement with the pace of losses improving from 3.1 percent in July to 2.2 percent, down 6,700 jobs over the year, see figure 14. While many areas of Retail Trade have suffered losses, some have had to add staff as consumer spending patterns shift during the pandemic. Most notable gains were in Building Material and Garden Equipment and Supplies Dealers which experienced an especially strong increase of 2,000 jobs over the year, up 9.3 percent, followed by General Merchandise Stores, up 1,900 jobs or 3.3 percent. Lastly, Transportation, Warehousing, and Utilities managed a slight increase of 600 jobs over the year, up 0.4 percent. While details of the increase are not published, they were likely made possible by hiring related to warehousing, distribution, and related courier services. Overall gains in Transportation, Warehousing, and Utilities were offset by a heavy loss of 2,500 jobs in Air Transportation, down 12.3 percent, and 400 jobs in Truck Transportation, down 1.4 percent.

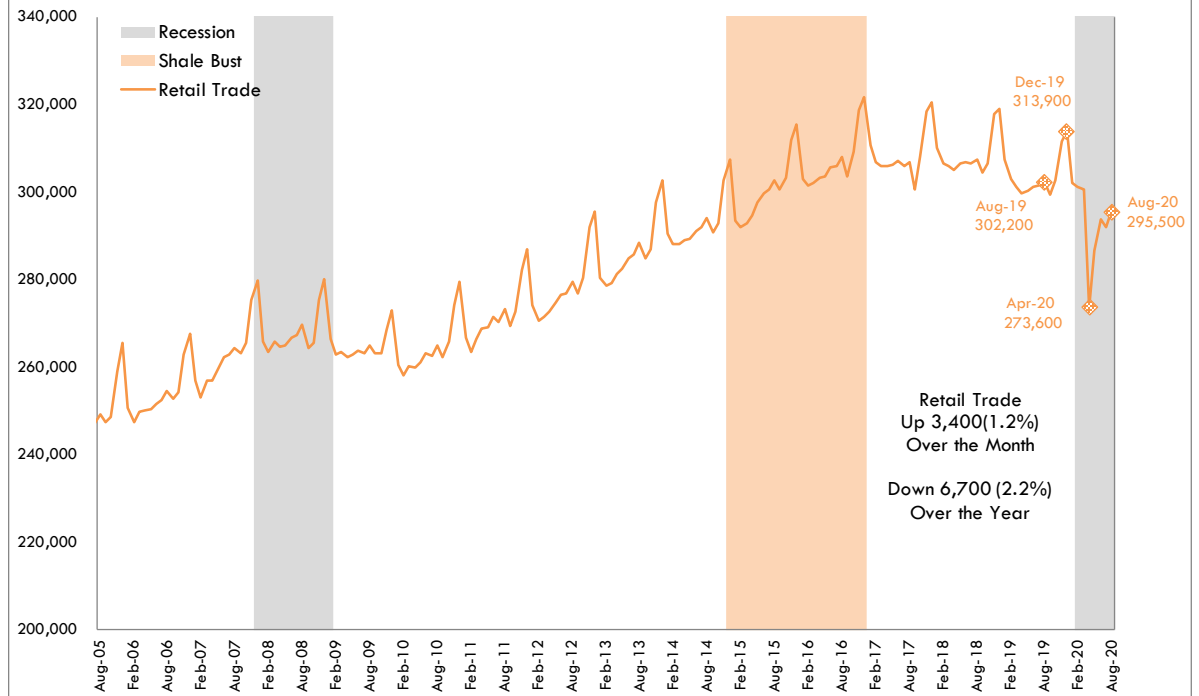
Figure 13. Wholesale Trade



Source: Texas Workforce Commission



Figure 14. Retail Trade



Source: Texas Workforce Commission



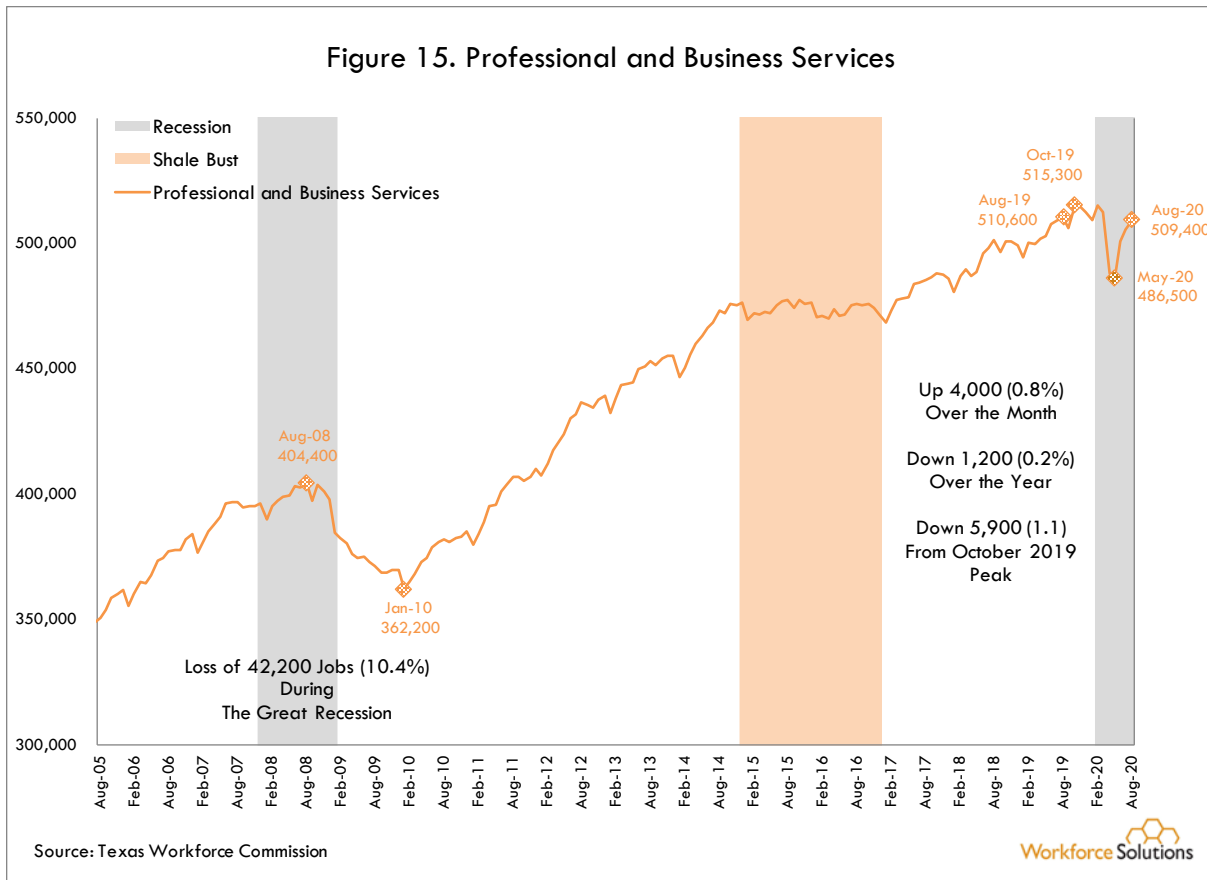
Information suffered a loss of 600 jobs in August. The loss has driven the pace of over-the-year declines to rise to 12.2 percent making it the third fastest declining industry super sector, down 4,000 jobs over the year. Nearly half of the employment in Information resides in Telecommunications where payrolls were down 1,500 jobs or 10.9 percent over the year. Other establishments within the Information super sector include newspaper and periodical publishing, software publishing, motion picture and sound recording, and data processing hosting and related services.

Financial Activities employment was virtually unchanged in August, up 100 jobs. An increase of 400 jobs in Finance and Insurance was offset by a loss of 300 jobs in Real Estate and Rental and Leasing.

Financial Activities was down 3,100 jobs or 1.8 percent over the year in August. Professional and Business Services, down 1,200 jobs over the year, was the only super sector reporting a loss that was smaller than Financial Activities. Real Estate and Rental and Leasing was responsible for much of the loss, down 3,700 jobs or 5.8 percent, with additional losses found in Credit Intermediation and Related Activities, down 1,000 jobs or 2.3 percent. Insurance Carriers and Related Activities helped offset declines adding 1,100 jobs over the year, up 2.8 percent.

Professional and Business Services was the third largest gaining super sector in August, up 4,000 jobs or 0.8 percent, see figure 15. Professional, Scientific, and Technical Services was the largest contributor to this month's increase, up 2,100 jobs or 0.9 percent. Within Professional, Scientific, and Technical Services, Legal Services held back the overall increase with a loss of 800 jobs, down 2.9 percent. Administrative and Support and Waste Management and Remediation Services was the second largest contributor, up 1,500 jobs or 0.7 percent, driven by gains in Employment Services.

Over-the-year declines in Professional and Business Services continued to improve making it the smallest declining super sector with payrolls down a mere 0.2 percent or 1,200 jobs over the year. The largest contributors to the loss were Employment Services, down 11,100 jobs or 14.4 percent, and Management of Companies and Enterprises, down 3,500 jobs or 7.4 percent. An increase of 5,800 jobs in Professional, Scientific, and Technical Services, up 2.4 percent, was responsible for holding losses to a minimum. The increase in Professional, Scientific, and Technical Services was largely driven by gains in Architectural, Engineering, and Related Services, up 2,200 jobs or 3.0 percent, and Accounting, Tax Preparation, Bookkeeping, and Payrolls Services, up 1,800 jobs or 6.8 percent. The super sector has recovered some 80.1 percent of 28,400 jobs lost since the pandemic began but recovery has not been evenly distributed.



After three consecutive months of solid gains, **Education and Health Services** was the largest declining super sector this month suffering its first ever August decline, down 4,500 jobs or 1.1 percent. The loss was in undefined areas of Health Care and Social Assistance such as nursing care facilities, community care facilities, and various providers of social assistance that include child day care services, down 5,300 jobs or 1.6 percent, see figure 17. An increase of 800 jobs in Educational Services helped offset declines.

This month's loss caused the pace of declines in Education and Health Services to rise sharply from 0.6 percent to 2.9 percent, down 11,800 jobs. Health Care and Social Assistance incurred the largest loss, down 8,500 jobs or 2.5 percent. An increase of 5,100 jobs in Ambulatory Health Care Services helped offset overall declines in Health Care and Social Assistance. Educational Services was hardest hit with payrolls down 3,300 jobs or 5.2 percent over the year, see figure 16. The super sector has recovered some 24,200 jobs, 51.1 percent, of 47,400 jobs lost in April due to the coronavirus.

Figure 16. Educational Services

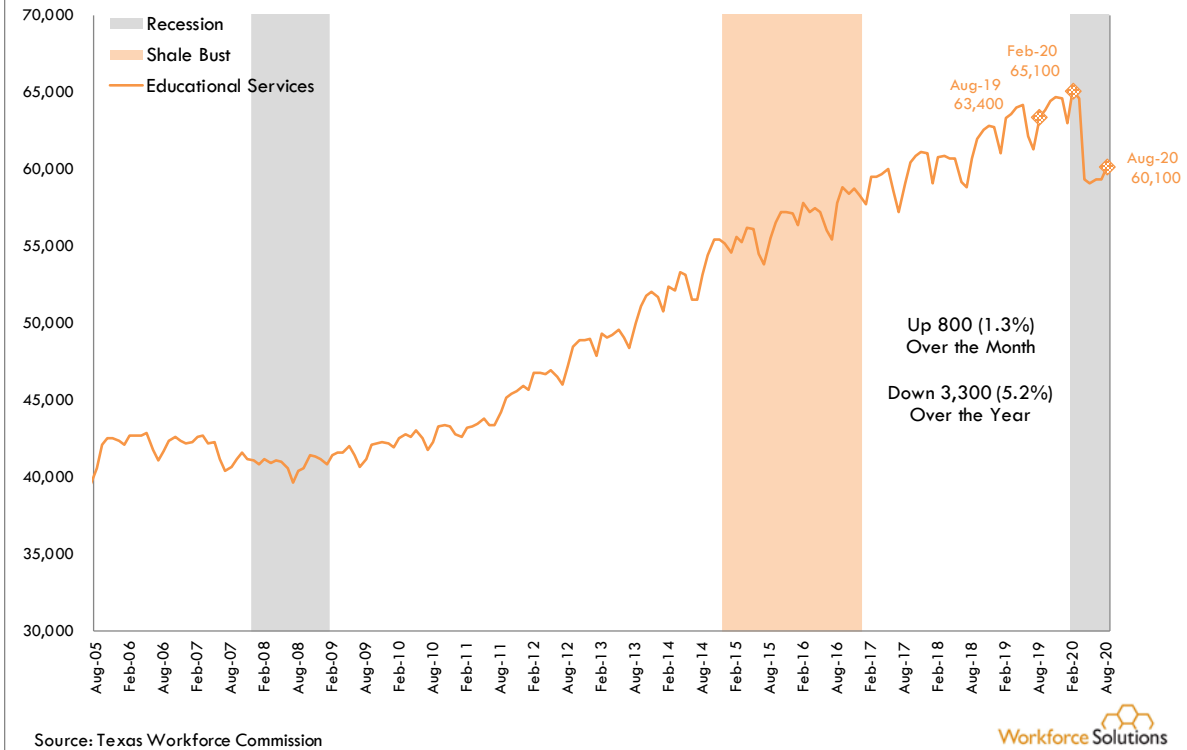
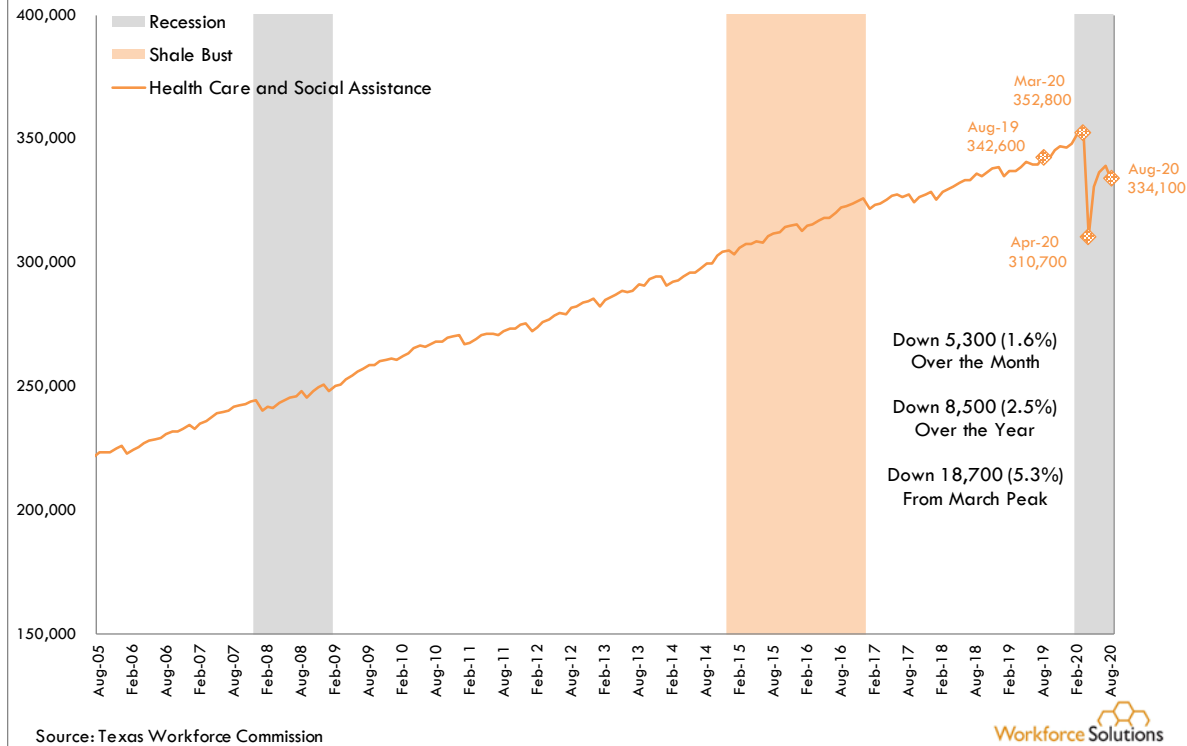


Figure 17. Health Care and Social Assistance



Leisure and Hospitality managed a slight increase of 200 jobs in August, up 0.1 percent. An addition of 1,200 jobs in Food Services and Drinking Places, up 0.5 percent, was responsible for the increase. Arts, Entertainment, and Recreation, which experiences seasonal declines every August, held back overall gains in the super sector reducing payrolls by 1,100 jobs, down 4.0 percent.

The coronavirus continues to have its largest impact on Leisure and Hospitality making it the largest declining super sector, down 58,300 jobs. The 17.2 percent decline made it the second fastest declining super sector behind Mining and Logging where payrolls were down 24.9 percent. Most of the loss was in Food Services and Drinking Places, down 37,500 jobs or 13.9 percent, see figure 20. Arts, Entertainment, and Recreation remains the hardest hit industry sector, down 13,000 jobs or 33.0 percent, see figure 18. Accommodation was the second hardest hit industry sector, down 7,800 jobs or 26.9 percent, see figure 19. Leisure and Hospitality has recovered some 69,100 jobs, 53.6 percent, of 128,900 jobs lost in March and April.

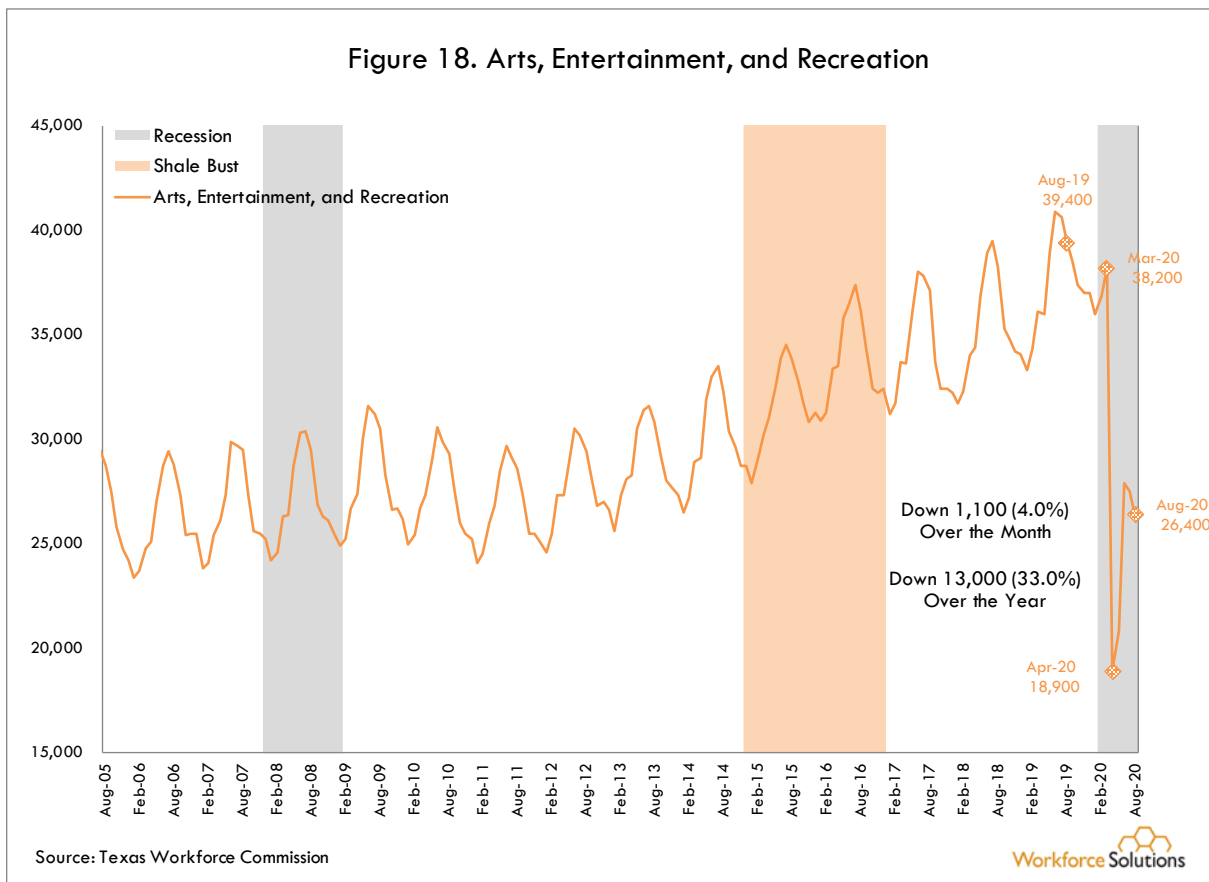


Figure 19. Accommodation

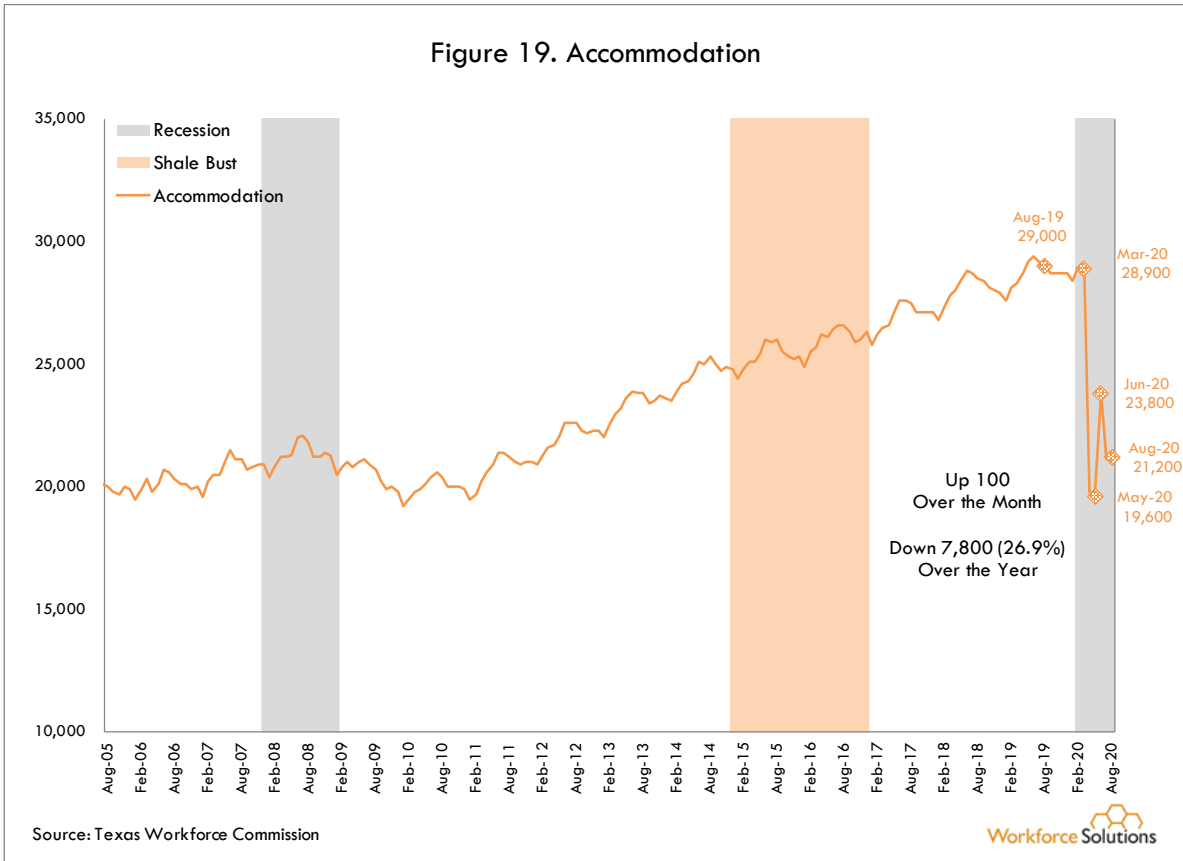
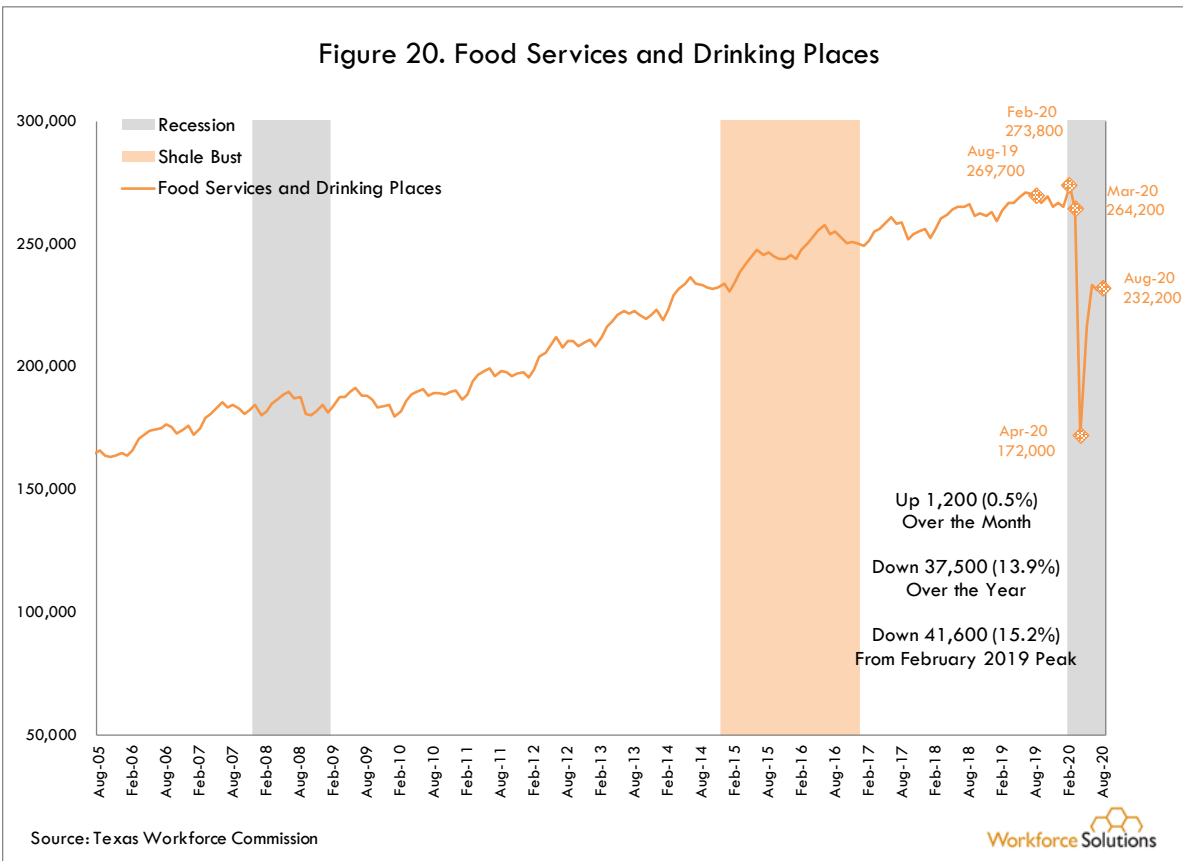
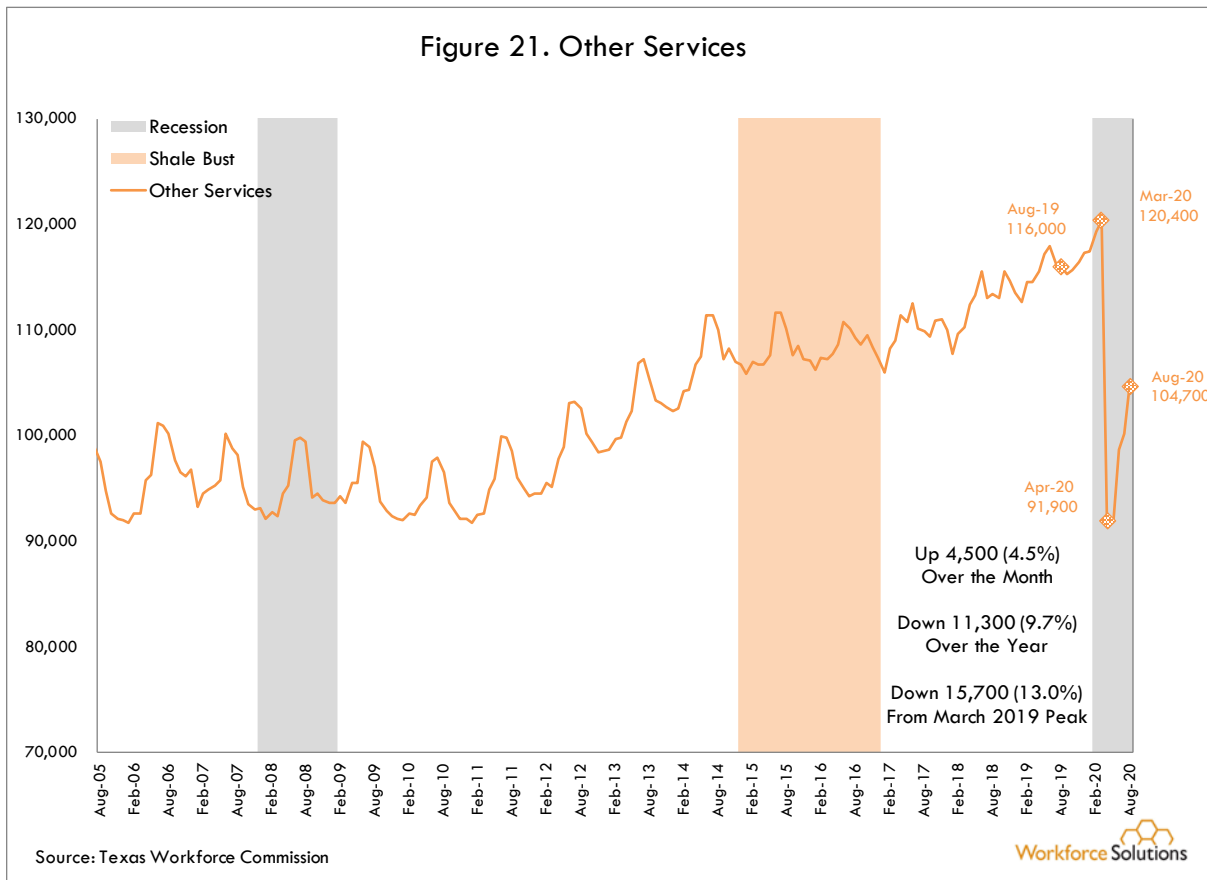


Figure 20. Food Services and Drinking Places



Other Services was the second largest gaining super sector in August with payrolls up 4,500 jobs or 4.5 percent. The super sector was down 11,300 jobs or 9.7 percent over the year, see figure 21. The super sector has recovered some 12,800 jobs, 44.9 percent, of 28,500 jobs lost in April. Other Services is comprised of personal care services, dry cleaning and laundry services, various repair service companies (industrial equipment, mining machinery and equipment), as well as religious and social advocacy organizations and others.



Government experienced a net increase of 300 jobs in August. Government typically incurs a loss every August due to reductions at local educational institutions as seen with this month’s loss of 3,900 jobs in Local Government Educational Services. Hiring of 4,300 temporary workers in Federal Government for the decennial census offset this year’s decline, see figure 22.

Payrolls in Government were down 10,100 jobs over the year with the pace of losses improving from 3.5 percent in July to 2.6 percent as result of August hiring in Federal Government. Federal Government was the only sector of government reporting an increase, up 4,700 jobs or 15.4 percent. State Government reported the deepest decline, down 7,500 jobs or 8.6 percent, driven by a loss of 8,600 jobs in State Government Educational Services, see figure 23 and 24. Local Government was down 7,300 jobs or 2.6 percent driven by a loss of 5,700 jobs in Local Government Educational Services, see figure 25 and 26.

Figure 22. Federal Government

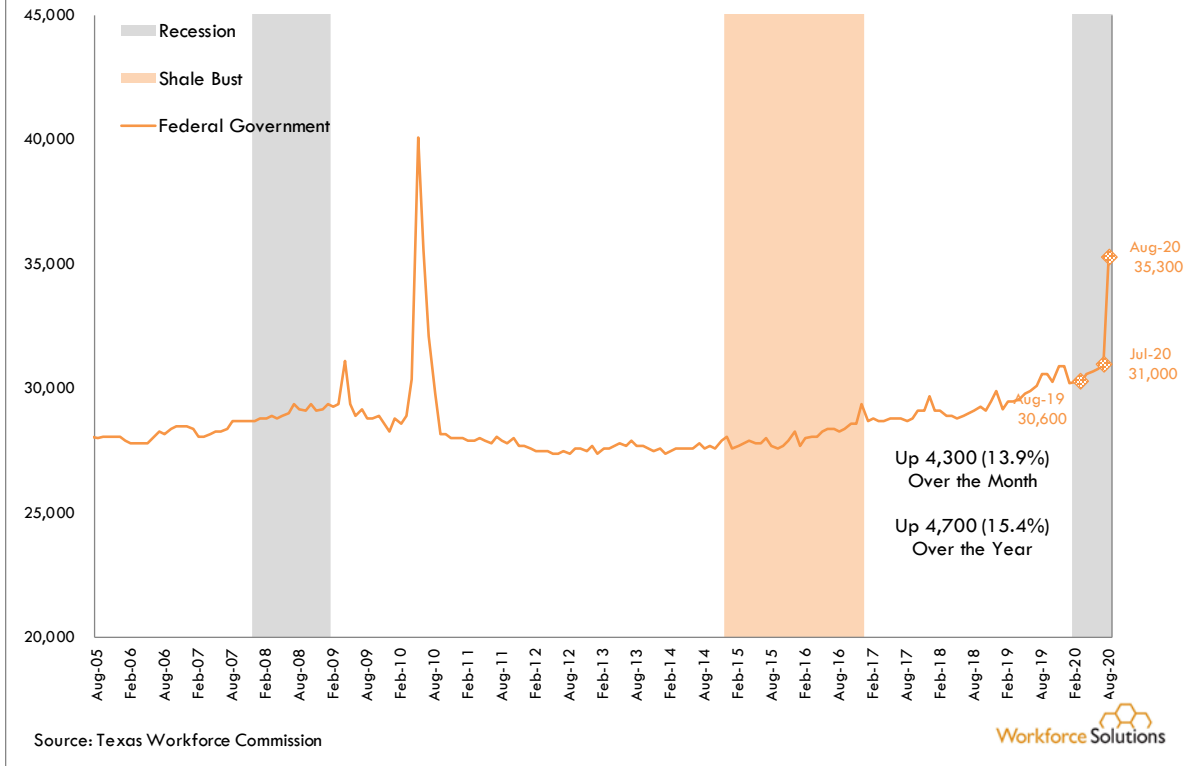
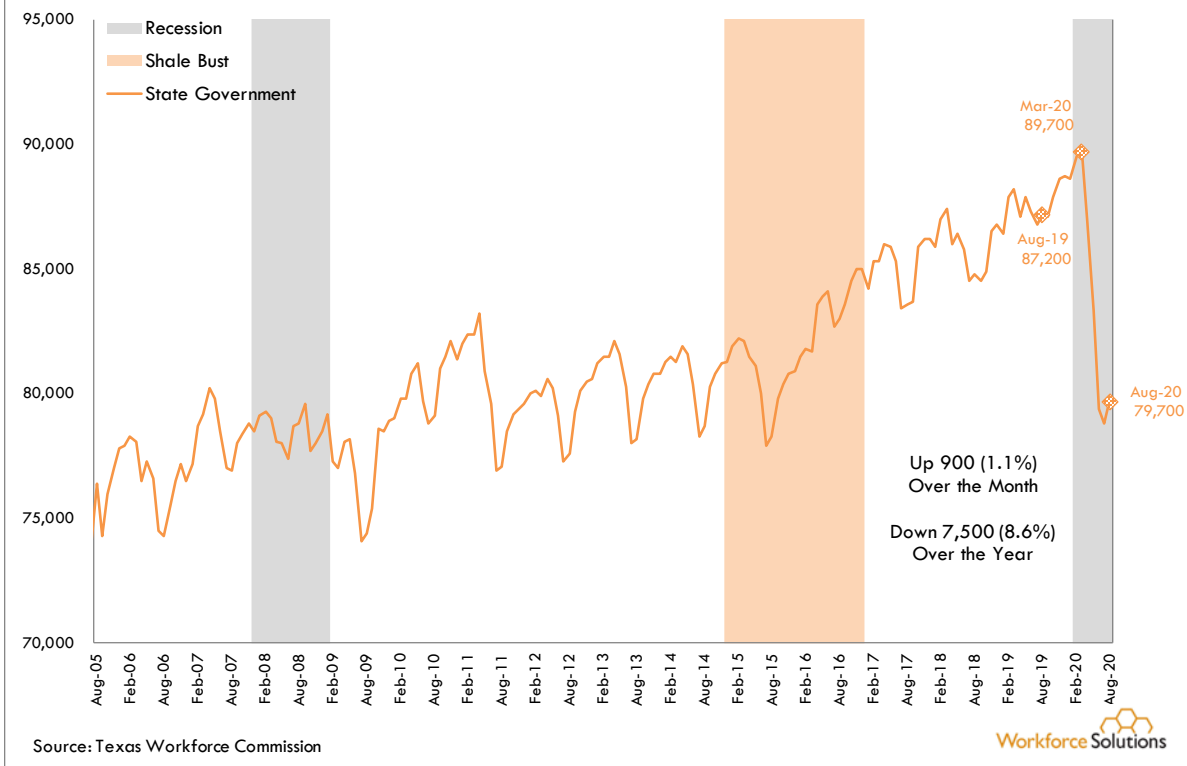


Figure 23. State Government



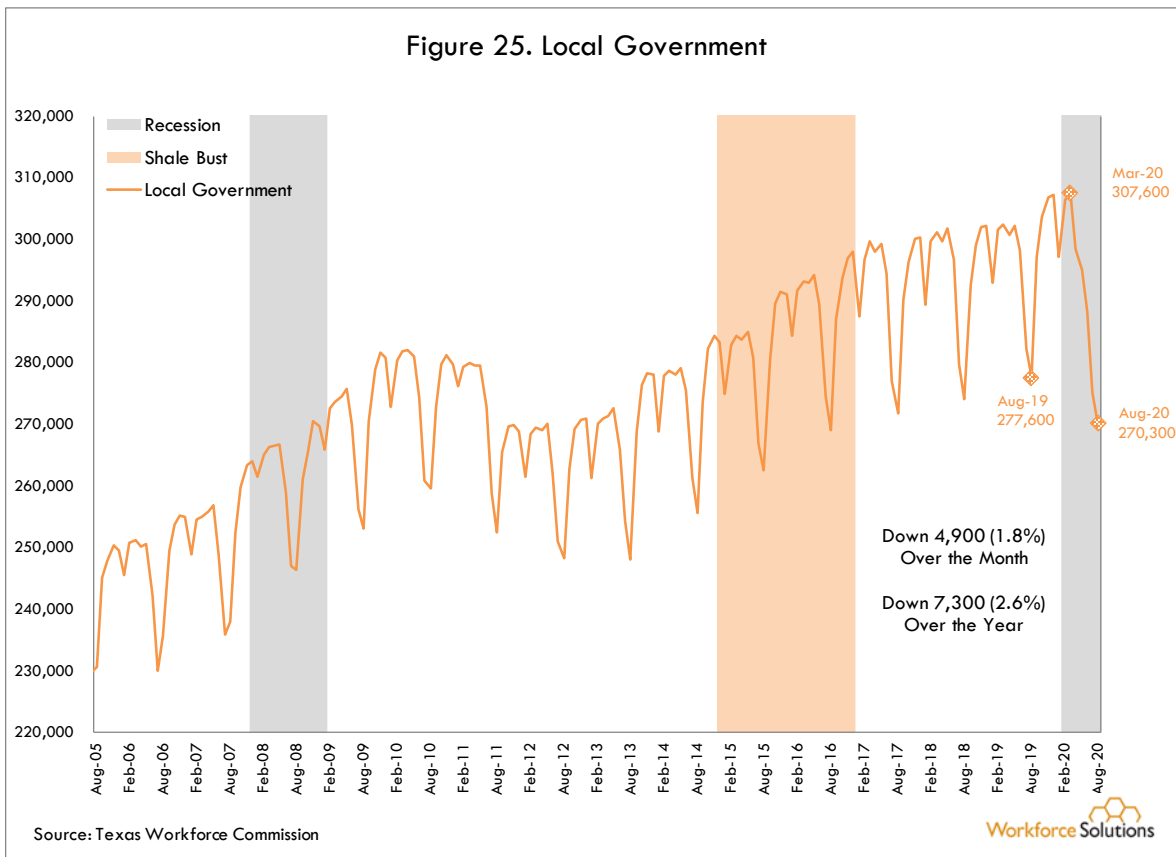
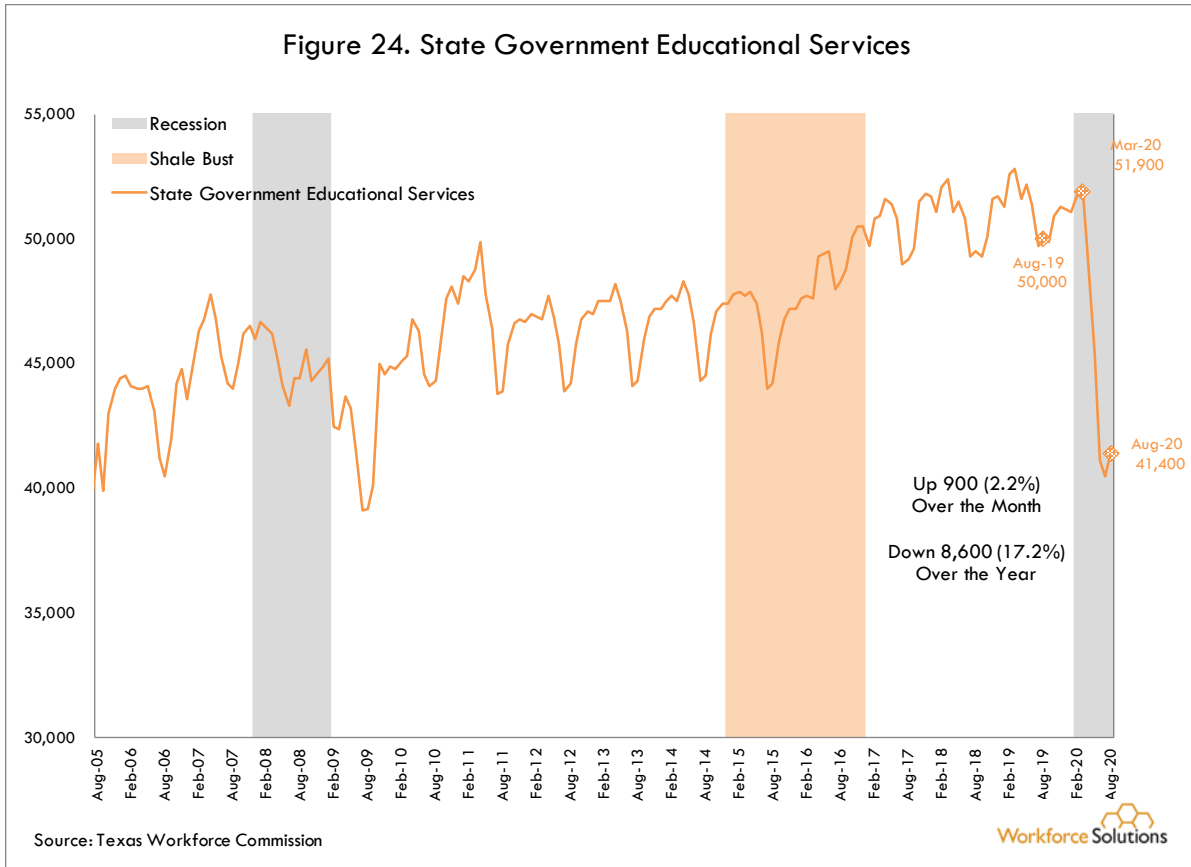
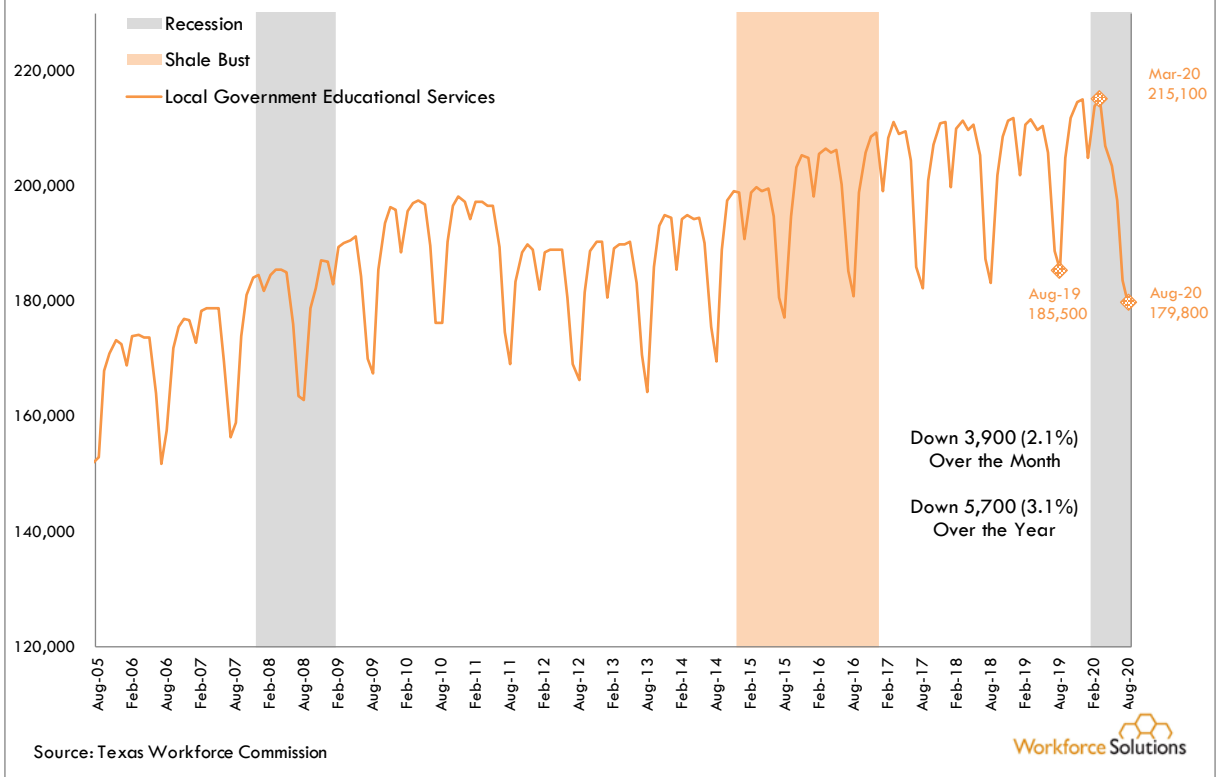


Figure 26. Local Government Educational Services



NONAGRICULTURAL EMPLOYMENT Houston-The Woodlands-Sugar Land MSA	AUG 2020	JUL 2020	AUG 2019	Month Change		Year Change	
				Net	Percent	Net	Percent
Total Nonfarm	2,967,500	2,962,200	3,150,300	5,300	0.2%	-182,800	-5.8%
.Total Private	2,582,200	2,577,200	2,754,900	5,000	0.2%	-172,700	-6.3%
.Goods Producing	490,500	494,300	556,200	-3,800	-0.8%	-65,700	-11.8%
..Mining, Logging and Construction	276,200	278,500	318,900	-2,300	-0.8%	-42,700	-13.4%
...Mining and Logging	59,900	60,600	79,800	-700	-1.2%	-19,900	-24.9%
....Oil and Gas Extraction	32,100	32,500	37,600	-400	-1.2%	-5,500	-14.6%
....Support Activities for Mining	26,400	26,500	40,700	-100	-0.4%	-14,300	-35.1%
...Construction	216,300	217,900	239,100	-1,600	-0.7%	-22,800	-9.5%
....Construction of Buildings	55,000	54,700	58,100	300	0.5%	-3,100	-5.3%
....Heavy and Civil Engineering Construction	56,100	58,400	61,200	-2,300	-3.9%	-5,100	-8.3%
....Specialty Trade Contractors	105,200	104,800	119,800	400	0.4%	-14,600	-12.2%
..Manufacturing	214,300	215,800	237,300	-1,500	-0.7%	-23,000	-9.7%
...Durable Goods	132,200	134,200	151,800	-2,000	-1.5%	-19,600	-12.9%
....Fabricated Metal Product Manufacturing	46,500	47,500	54,800	-1,000	-2.1%	-8,300	-15.1%
....Machinery Manufacturing	43,400	44,300	47,300	-900	-2.0%	-3,900	-8.2%
....Agriculture, Construction, and Mining Machinery Manufacturing	24,800	25,500	29,600	-700	-2.7%	-4,800	-16.2%
....Computer and Electronic Product Manufacturing	13,300	13,300	13,500	0	0.0%	-200	-1.5%
...Non-Durable Goods	82,100	81,600	85,500	500	0.6%	-3,400	-4.0%
....Petroleum and Coal Products Manufacturing	11,400	11,400	10,200	0	0.0%	1,200	11.8%
....Chemical Manufacturing	41,100	40,800	40,600	300	0.7%	500	1.2%
.Service-Providing	2,477,000	2,467,900	2,594,100	9,100	0.4%	-117,100	-4.5%
.Private Service Providing	2,091,700	2,082,900	2,198,700	8,800	0.4%	-107,000	-4.9%
..Trade, Transportation, and Utilities	610,100	605,000	627,400	5,100	0.8%	-17,300	-2.8%
...Wholesale Trade	161,000	160,000	172,200	1,000	0.6%	-11,200	-6.5%
....Merchant Wholesalers, Durable Goods	96,100	95,300	107,300	800	0.8%	-11,200	-10.4%
....Professional and Commercial Equipment and Supplies Merchant Wholesalers	18,400	18,300	17,700	100	0.5%	700	4.0%
....Merchant Wholesalers, Nondurable Goods	51,300	50,600	52,800	700	1.4%	-1,500	-2.8%
...Retail Trade	295,500	292,100	302,200	3,400	1.2%	-6,700	-2.2%
....Motor Vehicle and Parts Dealers	42,700	42,200	43,100	500	1.2%	-400	-0.9%
....Building Material and Garden Equipment and Supplies Dealers	23,500	23,500	21,500	0	0.0%	2,000	9.3%
....Food and Beverage Stores	67,200	66,700	65,300	500	0.7%	1,900	2.9%
....Health and Personal Care Stores	18,500	17,900	18,800	600	3.4%	-300	-1.6%
....Clothing and Clothing Accessories Stores	29,000	28,100	29,700	900	3.2%	-700	-2.4%
....General Merchandise Stores	59,200	58,000	57,300	1,200	2.1%	1,900	3.3%
....Department Stores	18,900	17,900	19,300	1,000	5.6%	-400	-2.1%
....General Merchandise Stores, including Warehouse Clubs and Supercenters	40,300	40,100	38,000	200	0.5%	2,300	6.1%
...Transportation, Warehousing, and Utilities	153,600	152,900	153,000	700	0.5%	600	0.4%
....Utilities	17,200	17,200	17,300	0	0.0%	-100	-0.6%
....Air Transportation	17,800	17,300	20,300	500	2.9%	-2,500	-12.3%
....Truck Transportation	28,000	27,700	28,400	300	1.1%	-400	-1.4%
....Pipeline Transportation	12,000	12,100	12,000	-100	-0.8%	0	0.0%
...Information	28,800	29,400	32,800	-600	-2.0%	-4,000	-12.2%
....Telecommunications	12,300	12,400	13,800	-100	-0.8%	-1,500	-10.9%
..Financial Activities	164,700	164,600	167,800	100	0.1%	-3,100	-1.8%
...Finance and Insurance	105,000	104,600	104,400	400	0.4%	600	0.6%
....Credit Intermediation and Related Activities including Monetary Authorities	43,400	43,400	44,400	0	0.0%	-1,000	-2.3%
....Depository Credit Intermediation including Monetary Authorities - Central	30,200	30,400	30,400	-200	-0.7%	-200	-0.7%
....Financial Investments and Related Activities including Financial Vehicles	21,700	21,500	21,200	200	0.9%	500	2.4%
....Insurance Carriers and Related Activities	39,900	39,700	38,800	200	0.5%	1,100	2.8%
...Real Estate and Rental and Leasing	59,700	60,000	63,400	-300	-0.5%	-3,700	-5.8%

NONAGRICULTURAL EMPLOYMENT				Month Change		Year Change	
Houston-The Woodlands-Sugar Land MSA	AUG 2020	JUL 2020	AUG 2019	Net	Percent	Net	Percent
..Professional and Business Services	509,400	505,400	510,600	4,000	0.8%	-1,200	-0.2%
...Professional, Scientific, and Technical Services	247,100	245,000	241,300	2,100	0.9%	5,800	2.4%
.....Legal Services	26,700	27,500	27,200	-800	-2.9%	-500	-1.8%
.....Accounting, Tax Preparation, Bookkeeping, and Payroll Services	28,300	28,300	26,500	0	0.0%	1,800	6.8%
.....Architectural, Engineering, and Related Services	75,800	75,400	73,600	400	0.5%	2,200	3.0%
.....Computer Systems Design and Related Services	34,500	34,400	35,400	100	0.3%	-900	-2.5%
...Management of Companies and Enterprises	44,000	43,600	47,500	400	0.9%	-3,500	-7.4%
...Administrative and Support and Waste Management and Remediation Services	218,300	216,800	221,800	1,500	0.7%	-3,500	-1.6%
....Administrative and Support Services	204,800	203,300	210,200	1,500	0.7%	-5,400	-2.6%
.....Employment Services	65,900	64,800	77,000	1,100	1.7%	-11,100	-14.4%
.....Services to Buildings and Dwellings	54,600	54,600	54,500	0	0.0%	100	0.2%
..Education and Health Services	394,200	398,700	406,000	-4,500	-1.1%	-11,800	-2.9%
...Educational Services	60,100	59,300	63,400	800	1.3%	-3,300	-5.2%
...Health Care and Social Assistance	334,100	339,400	342,600	-5,300	-1.6%	-8,500	-2.5%
....Ambulatory Health Care Services	170,900	170,800	165,800	100	0.1%	5,100	3.1%
....Hospitals	87,600	87,500	87,500	100	0.1%	100	0.1%
..Leisure and Hospitality	279,800	279,600	338,100	200	0.1%	-58,300	-17.2%
...Arts, Entertainment, and Recreation	26,400	27,500	39,400	-1,100	-4.0%	-13,000	-33.0%
...Accommodation and Food Services	253,400	252,100	298,700	1,300	0.5%	-45,300	-15.2%
....Accommodation	21,200	21,100	29,000	100	0.5%	-7,800	-26.9%
....Food Services and Drinking Places	232,200	231,000	269,700	1,200	0.5%	-37,500	-13.9%
..Other Services	104,700	100,200	116,000	4,500	4.5%	-11,300	-9.7%
..Government	385,300	385,000	395,400	300	0.1%	-10,100	-2.6%
...Federal Government	35,300	31,000	30,600	4,300	13.9%	4,700	15.4%
...State Government	79,700	78,800	87,200	900	1.1%	-7,500	-8.6%
....State Government Educational Services	41,400	40,500	50,000	900	2.2%	-8,600	-17.2%
...Local Government	270,300	275,200	277,600	-4,900	-1.8%	-7,300	-2.6%
....Local Government Educational Services	179,800	183,700	185,500	-3,900	-2.1%	-5,700	-3.1%
UNEMPLOYMENT RATE	AUG 2020	JUL 2020	AUG 2019				
H-W-S MSA	8.1	9.5	4.1				
Texas (Actual)	7.0	8.3	3.7				
United States (Actual)	8.5	10.5	3.8				

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.