

GULF COAST WORKFORCE BOARD

Workforce Report Card

A measure of progress comparing the Gulf Coast's economy and labor market against those of similar metropolitan regions in the United States.

FOR SEMESTER ENDING:

FEBRUARY 2005

Workforce Report Card

Metropolitan Statistical Area (MSA)	Industries and Employers	Labor Force and Knowledge Jobs	Market Alignment	Education	Income, Wealth and Poverty	Places To Be
Atlanta	A	B	B	A	A	B
Denver	B	B	A	A	A	B
San Diego	B	A	B	B	A	C
Houston/Gulf Coast	B	A	B	B	B	B
Dallas	A	B	B	B	B	B
San Antonio	B	B	B	C	C	B
Miami	C	B	C	C	C	B

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INTRODUCTION

The Gulf Coast Workforce Board's mission is to help employers solve their workforce problems and residents build careers, so both can compete in the global economy. A key part of our strategic vision is "the Gulf Coast of Texas ranks among the top 10 economic regions of the world." To judge our success, we must be able to measure our competitiveness.

This workforce report card compares the Gulf Coast's economy (and especially its

Gulf Coast, the Miami, Dallas, and San Diego areas have relatively high numbers of immigrants and individuals with limited English speaking ability. In Atlanta and Denver, central cities serve as the economic focus for large, growing multi-county regions — similar to our own area.

The unit of measure for the report card is the metropolitan statistical area (MSA), as defined by The U.S. Office of Management and Budget (OMB). A metropolitan statistical area is a core area containing a substantial population nucleus, together with

THE GULF COAST WORKFORCE BOARD'S MISSION IS TO HELP EMPLOYERS SOLVE THEIR WORKFORCE PROBLEMS AND RESIDENTS BUILD CAREERS, SO BOTH CAN COMPETE IN THE GLOBAL ECONOMY.

labor market) against those of similar metropolitan regions in the United States. We intend to update this report card on an annual basis.

In seeking competitor regions with which to compare ourselves, we concentrated on areas sharing characteristics of the Houston/Gulf Coast area and those that have been successful in creating competitive regional economies. San Antonio and Dallas are also Texas cities ranked among the 10 largest in the U.S. San Diego and Miami both have large, important ports. Like Houston/

adjacent communities having a high degree of social and economic integration with that core. The Texas Gulf Coast region used for the report card is the Houston Primary Metropolitan Statistical Area (PMSA), consisting of Chambers, Fort Bend, Harris, Liberty, Montgomery, and Waller Counties combined with the Galveston PMSA, consisting of Galveston County.

For each metropolitan area, we compiled data on a series of measures on the workforce and economic competitiveness.

These measures fall under six main areas:

- *Industries*
- *Labor Force and Knowledge Jobs*
- *Market Alignment*
- *Education*
- *Income, Wealth and Poverty*
- *Places to Be*

We have assigned each metropolitan area a letter grade for each category of indicators. Detailed explanations of the indicators in each category are described in the following section of the report. Each section also describes the steps our region might take to improve its ranking in that area. The Conclusion of this report provides concrete steps the Gulf Coast Workforce Board is taking to improve the Gulf Coast's competitive position.

THE REPORT CARD CATEGORIES

Industries and Employers

Ideally, a strong regional economy has a diverse mix of employers linked to regional, national and international markets offering a growing number of skilled and well-paying jobs.

Indicators:

- *2002 Industrial Diversity*
- *Rate of Job Growth 1992-2002*
- *Total Job Growth 1992-2002*
- *Percentage of Growth in Business Establishments 1998-2000*

Houston/Gulf Coast: B

Over the past two decades, the Gulf Coast region has reduced

its reliance on a single economic sector. Although the energy industry continues to be a key part of our truly international economy, the Houston region has a critical mass of health care, financial, and large corporate resources, as well as vibrant emerging industries, that place us well among our competition.

Improving the Grade

To help improve our grade, we can invest in improving the area's infrastructure, keep our favorable business climate, and support the growth of local businesses.

Labor Force and Knowledge Jobs

The types of jobs residents hold, the relative involvement of working-age people in the labor force, the age and diversity of the workforce are all important indicators of the competitiveness of a region's labor market. The most competitive regions have a strong share of knowledge jobs, good participation of adults in the labor force, and a diverse workforce.

Indicators:

- *2002 Percentage of Managerial, Professional and Technical Jobs*
- *Changes in Unemployment Rate 2000-2002*
- *Current Unemployment Rate*
- *Percentage Not in Labor Force*
- *Diversity Index*
- *Percentage of Population that is Foreign-born*

Houston/Gulf Coast: A

More than a third of the Gulf Coast's jobs are classified as "knowledge jobs". Our region

has a relatively low unemployment rate and the most diverse workforce of all the regions in this study.

Improving the Grade

Even though our region ranks well in this area, we can be better. Ensuring that our diverse workforce is well-educated and well-prepared for the jobs of the future will keep us in the top ranks.

Market Alignment

Healthy regional economies that work well for both employers and workers are balanced

fill them in our region. Younger workers entering the workforce exceed older workers retiring, which bodes well for the future. There is a relatively good alignment of the various occupations in the region and workers with the skills that match.

Improving the Grade

We can definitely improve this grade through a number of actions, including:

- *Providing timely and accurate labor market information for residents to know what skills to acquire for the jobs available in the region,*

HEALTHY REGIONAL ECONOMIES THAT WORK WELL FOR BOTH EMPLOYERS AND WORKERS ARE BALANCED BETWEEN THE DEMAND FOR AND SUPPLY OF SKILLED WORKERS.

between the demand for and supply of skilled workers.

Indicators:

- *2002 Balance Between Entering and Exiting Workforce*
- *2002 Median Age*
- *Change in Age by Years, 2000-2002*
- *Job Growth matched to Labor Force Growth*
- *2002 Occupational Alignment*

Houston/Gulf Coast: B

The numbers of jobs created continues to outpace the total number of workers available to

- *Offering opportunities for those already working to update their skills as necessary, and*
- *Making sure colleges and technical schools know and teach the current skills employers need.*

Education

A well-educated supply of workers is one of the most important elements of a vibrant regional economy. A strong system – including early education, K through 12, and post-secondary providers — helps ensure a high level of educational attainment.

Indicators:

- *Educational attainment, bachelor's degree or higher*
- *Educational attainment, associate's degree or higher*
- *Percentage Limited English Proficiency*
- *Percentage of At-Risk Youth*

Houston/Gulf Coast: B

Gulf Coast's educational achievement is above the national averages and comparable to

Income, Wealth and Poverty

Income, wealth and poverty levels are not inputs for a region's workforce. They are, however, important indicators of how well the regional economy is working.

Indicators:

- *Median Household Income*
- *Median Home Value*
- *Percentage of Households with Single Female Parent*
- *Percentage of Families in Poverty*

THE GULF COAST'S COST OF LIVING IS COMPETITIVE EVEN COMPARED TO OTHER SUNBELT CITIES.

the metro areas in our study. Our significant immigrant community contributes to higher limited English proficiency than in comparison areas. Our percentage of at-risk youth is higher, as well.

Improving the Grade

Doing better in this category means strengthening and refining the education systems and improving those systems' outputs. We can:

- *Resolve education funding issues to provide stable, equitable and adequate resources for the K through 12 system,*
- *Improve graduation rates from high schools and colleges for all but especially for minority students, and*
- *Make sure schools' graduates have the right skills for area business.*

- *Percentage of Households Receiving Public Assistance*

Houston/Gulf Coast: B

While the Gulf Coast's median household income is over twice the poverty threshold, nearly 11 percent of its families live below the poverty line, and more than 17 percent receive public assistance.

Improving the Grade

The actions we take to improve the grade in other categories will help us improve in this category. In addition, the better we are able to attract and grow businesses producing high-wage, high-skill jobs, the more our regional wealth will grow.

Places to Be

The general desirability of a region as a place to live has an indirect, but important effect on the region's competitiveness. Simply put, regions that are perceived as good places to live and work have an advantage in attracting and retaining the best workers and the best employers. There are any number of factors one could consider in evaluating the desirability of a place to live. We chose to concentrate on those related to the cost of living and housing, commutes, and general indicators of resident satisfaction.

Indicators:

- *Monthly Home Ownership Costs*
- *Monthly Rental Housing Costs*
- *Home Value to Annual Income*
- *Mean Travel Time to Work in Minutes*
- *Solo Drivers per Square Mile*
- *Percentage of Carpooling or Using Public Transportation to Work*
- *Population Growth, 2000-2002*
- *Percentage of Population Living in a Different County One Year Ago*
- *Average Home Appreciation — Years through 2003*

Houston/Gulf Coast: B

The Gulf Coast's cost of living is competitive even compared to other Sunbelt cities. Commuting times and use of public transportation are average, compared to the other report card regions. Our population growth — including growth from immigration — reflects the general attractiveness of Houston as a place to live and work.

Improving the Grade

Improving regional mobility is key for us in this region. We should also support quality of life amenities that attract and retain the mobile class of highly skilled workers.

EXPLANATION OF THE INDICATORS*

Industrial Diversity is a measure of the extent to which an area is insulated from a sharp downturn in one of its top industries. The measure looks at 14 different industrial sectors, separates the top three based on total employment, and then calculates the total employment distribution of the remaining sectors. This last calculation is the score for the area. A higher number indicates more diversity, and is desirable.

Rate of Job Growth 1992-2002 measures the rate of increase in total employment over a decade. A higher number is desirable.

Total Job Growth 1992-2002 measures the total job growth over a decade. This information is presented for information purposes only.

Percentage Growth in Business Establishments 1998-2001 measures the rate of increase in total number of business establishments between 1998 and 2001. A higher number is desirable.

Percentage Managerial, Professional, and Technical Jobs (2002) identifies the percentage of all occupations that are classified as managerial, professional, and technical jobs,

essentially “high-skill, white-collar jobs.” This excludes occupations such as clerical positions, operators, and laborers. A higher number is desirable.

Percent Change in Unemployment Rate 2000-2002 measures the change in unemployment relative to unemployment in 2000. A positive number indicates an increase in unemployment; therefore a negative number is desirable.

Unemployment Rate 2002 is the rate of unemployment in 2002. A lower number is desirable.

Percent Not in the Labor Force, Age 16+ measures the degree to which the adult, working age population is “unattached” to the labor force. These are individuals not working and not looking for work. While this measure can include younger workers still in school, spouses of workers who choose not to work themselves, and retired workers, it can also measure “at-risk” populations that simply are not in the labor market but otherwise should be. A lower number is therefore desirable.

The Simpson Diversity Index is a measure of the likelihood that two individuals in the population will not be from the same racial or ethnic group. It is calculated using self-identified racial and ethnic data from the Census. The result is a number between zero and one, with a higher number indicating more diversity. A higher number is desirable.

The Foreign Born Percentage is an additional measure of diversity. A higher number is desirable.

The Balance Between Entry and Exiting Workforce represents the difference in the percentage of population age 15-24 and the population age 55-64. This measure allows for the identification of potential labor force imbalances. Given the job growth documented in the Industries and Employers section, a higher number is desirable.

The Median Age shows the median age of the overall population in the community. It is provided for information purposes in relation to the change in median age, and is not itself part of the report card scoring.

Change in Age By Years, 2000 - 2002 represents the change in median age in the 2000 Census and the median age in the 2002 Census American Community Survey. Scores closest to zero in absolute value received the highest scores.

Growth Alignment measures the alignment between job growth between 1992-2002 and labor force growth between 1992-2002 by Metropolitan Statistical Area. It is the difference between the percentage growth in jobs and the percentage growth in the labor force. A score close to 0 is best.

Occupational Alignment measures the average alignment in occupational clusters between jobs reported by employers (BLS)

and jobs reported by people (U.S. Census.) This measure indicates to what degree the right workers with the right skills are available to employers seeking to fill particular jobs. A 1.0 would be a perfect alignment, a higher percentage is desirable.

Educational Attainment, Bachelor's or Higher represents the percentage of population age 25 and over that holds a Bachelor's Degree or higher as the highest level of educational attainment. A higher percentage is desirable.

Educational Attainment, Associate's or Higher represents the percentage of population age 25 and over that holds an Associate's degree or higher as the highest level of educational attainment. A higher percentage is desirable.

Percent Limited English Proficiency is the percentage of the population 5 and over that speaks a language other than English and does not speak English well. It is an indication of English literacy challenges. A lower percentage is desirable.

At-Risk Youth is the percent of youth age 16-19 who have not graduated from high school and who are not enrolled in school and are unemployed. This measure is a proxy for dropouts without skills to succeed in a competitive economy. A lower percentage is desirable.

Median Household Income is a basis for comparing relative earning power. A higher number is desirable.

Median Home Value is included as a measure of accumulated wealth on the part of owners. A higher number is desirable.

Percentage of Families with Single Female Parent is a measure of families at greater economic risk. A lower percentage is desirable.

Percent of Families in Poverty represents the percent of all family households living below the poverty threshold as defined by the U.S. Census. A lower percentage is desirable.

Percent of all Households Receiving Public Assistance represents those households that report receiving public assistance as a source of income during the year. Public assistance includes cash welfare payments, disability payments, and food stamps. A lower percentage is desirable.

Monthly Home Ownership Costs represents the percent of population spending at least 30% of their monthly income on home ownership costs. Ideally, very few people should be exceeding this threshold. A lower percentage is desirable.

Monthly Rental Housing Costs represents the percent of population spending at least 30% of their monthly income on rental housing costs. Ideally, very few people should be exceeding this threshold. A lower percentage is desirable.

Home Value to Annual Income represents the amount of years it would take the median annual income to pay for the median

home value, if the owner chose to do nothing with the annual income but pay for the home. Economists suggest this figure not exceed 2.5.

Mean Travel Time to Work in Minutes identifies the one-way commuting burden of commuters in the area. A lower number is desirable.

Solo Drivers per Square Mile measures the amount of people driving to work alone divided by the square miles of the area. This measure provides a view of “vehicle density.” A lower number is desirable.

Percent Carpooling or Using Public Transportation to Travel to Work identifies areas where ride-sharing is practiced, including both those who carpool to work and those who take public transportation. This measure provides a view of an area’s success in reducing “vehicle density.” A higher percentage is desirable.

Population Growth, 2000-2002 compares the percent change in total population as an indication of an area’s ability to attract and retain people. A higher percentage is desirable.

Percent of Population Living in a Different County One Year Ago is a more specific measure of an area’s ability to attract people. A higher percentage is desirable.

Average Home Appreciation by MSA, measures the percent appreciation in home value for the prior five years by Metropolitan Statistical Area. This

measure demonstrates “cache” and accounts for the positive side of high costs of homes in the Cost of Living indicator. A higher percentage is desirable.

SOURCE OF INFORMATION

- U.S. Department of Labor, Bureau of Labor Statistics Current Employment Statistics (CES) Survey
- U.S. Census Bureau
- U.S. Census Bureau, American Community Survey
- Calculated from American Community Survey Using Simpson Diversity Index
- Office of Federal Housing Enterprise Oversight

BEHIND THE GRADES

Industries and Employers

Atlanta and Dallas have both enjoyed significant job growth. Atlanta has the highest growth in the number of business establishments. Dallas is also strong in this category, and has the highest industrial diversity rate. Dallas is the only city that is more diverse than the nation as a whole.

Houston, Denver, San Antonio, and San Diego have all enjoyed job growth rates above the national average, and have relatively strong industrial diversity.

Miami has the lowest industrial diversity, job growth below the national average, and the lowest rate of growth in the number of business establishments among the comparison cities.

Labor Force and Knowledge Jobs

Houston is above average in the number of manager, professional, and technical jobs (knowledge

jobs.) Its rate of unemployment was about the national average, and declined during the 2000-2002 time frame. The Gulf Coast region's percent of the population not in the labor force was slightly below the national average. Its diversity rating is much better than both the national average and the diversity ratings of other cities, and the percentage of its population that is foreign-born lags only that of San Diego and Miami.

San Diego also is above average in the number knowledge jobs, and had the most improvement in its unemployment rate. Its absolute unemployment rate was the best among the comparison metro areas. Its diversity rate was second only to Houston's.

Atlanta, Dallas, and Denver also scored above average in knowledge jobs. All, however, had an above average growth in the unemployment rate during the period in question. All three had relatively low rates of the population not in the workforce. All three were below the national average in attracting immigrants. Denver was also relatively non-diverse.

San Antonio has slightly fewer knowledge jobs as a percentage of the overall jobs than the nation as a whole. It decreased its unemployment rate during the time frame in question, and had a low overall rate of unemployment. Its diversity index and the percentage of immigrants in the population were relatively low.

Miami had a relatively strong improvement in its unemployment rate, but the rate itself remained relatively high. Its

diversity rate was higher than the national average and its immigration rate was the highest amongst the comparison cities. Its share of knowledge jobs was the worst among the comparison cities.

Market Alignment

The Houston/Gulf Coast region has a relatively strong number of entering workers to replace those who will be retiring, as reflected in its measure of the balance of entering and exiting workforce. Its median age is increasing at the national average. Its job growth rate relative to its labor force growth rate is strong – a possible indicator that labor force growth may not be adequate. Its occupational alignment between where the jobs are and where the workers are is also high.

Dallas, San Diego and San Antonio score similar to Houston in the balance of the entering and exiting workforce and slightly better in job growth alignment. San Diego and San Antonio's median ages are not increasing, but Dallas shows an increase. All three have relatively strong occupational alignments.

Atlanta has relatively low balance of entering/exiting workforce, a close alignment between job growth and labor force growth, and a relatively low occupational alignment.

Denver's balance between entering and exiting workforce is above the national average. Its alignment between job growth and labor force growth is the best in the group, and its occupational alignment is also strong.

Education

Houston's educational achievement measures are roughly middle-of-the-road among the comparison cities, and above the national averages. Its percentage of at risk youth is above the national average, and its LEP score is high both relative to the comparison cities and to the nation as a whole.

Dallas scores similarly to Houston on all indicators, and received the same grade. San Diego scores similarly on education achievement. It has a fairly high LEP percentage, but a lower than average at-risk youth measure.

Atlanta has above average educational achievements, a low LEP percentage, and a low at-risk youth percentage.

Denver has the highest educational achievements, and a moderate LEP score. Its at-risk youth score is slightly above the national average.

Miami has low educational achievements, a very high LEP percentage and an average rating for at-risk youth.

San Antonio has the lowest educational achievements, and a LEP percentage that is above the national average. Its at-risk youth score is below the national level.

Income, Wealth, and Poverty

San Diego, Atlanta, and Denver all enjoy median household incomes above \$50,000. The median home values are also the three highest in the sample of

cities. They also all have poverty rates and public assistance receipt rates that are lower than the national average. These assets offset the fact that all three have higher-than-average rates of families with a single female parent, a measure that serves as a proxy for families at greater risk of poverty.

The Houston region and Dallas both received Bs. Although their incomes are not as high as the A cities, they are still above the national average. Their house values are below the national average. Houston's and Dallas' percentage of families in poverty are both slightly above the national average. Both have rates of households receiving public assistance below the national average, although Houston's is close to the national average. Both cities have higher than average rates of families with a single female parent.

Miami and San Antonio both have median incomes below the national average. While Miami's median home value is above average, this asset is more than offset by the fact that its rates for families in poverty and receiving public assistance are the highest among the cities sampled. Its rate of families with a single female parent is also the highest of the cities.

San Antonio's home value is the lowest among the cities, and its poverty and receipt of public assistance rates are second only to Miami's. Like the other cities sampled, its rate of families with a single female parent is also above the national average.

Places to Be

Houston and San Antonio both have lower costs of renting and home ownership than the nation as a whole. They both enjoy favorable ratios of home value to income. San Antonio has the best measures among the comparison cities on the commute measures, but the lowest home appreciation value, used here as measure of a city's attractiveness as a place to live. Houston's commute measures are above the national average, but moderate compared to the other cities. Its population growth has been strong, but its percent of people living in a different county a year ago and its home appreciation are lower than the national average.

Dallas has mixed housing costs measures, moderate commute measures, and above average growth measures. Its home appreciation rate is the second lowest among the sample cities.

Atlanta and Denver also had mixed housing cost measures, moderate commute measures in comparison to the other cities, and strong growth and house appreciation measures.

Miami has housing costs above the national average, and the worst commute time and solo driver numbers among the cities. Its public transportation measure, however, is the only one among the comparison cities that is above average. Its growth measures are mixed, but its home appreciation value is the second highest among the cities.

San Diego has high housing costs, including a home value to income ration that is over twice the national average. Its commute measures are moderate by comparison to other cities, but worse than the national averages. Its growth indicators are mixed, but include the highest home appreciation rate among the sample cities.

CONCLUSION: MAKING THE GRADE

The Houston/Gulf Coast region competes well with similar U.S. metro areas when measuring key elements of its workforce, as the report card shows. We can, however, do better.

The Gulf Coast Workforce Board is committed to making a difference in our region and helping us rise to the top of the class by ensuring:

- *More Competitive Employers*

Through its services and partnerships with business, the Workforce Board expects to help area employers become more competitive in the world economy. Focusing our attention on vital Gulf Coast industries — health services, energy, aerospace, engineering, business services and construction — as well as emerging sectors such as biotechnology — the Board will work to improve these employers' bottom lines.

- *A Better Educated Workforce*

Gulf Coast employers need well-educated workers now and will need them even more in the next 5 to 10 years. The Board has a key role to play in the development of a world-class regional education system by fostering the link between employers and education institutions. We are committed to working with our education partners to increase high school graduation rates, the pool of area residents with post-secondary credentials, and the number of workers trained in high-skill, high-growth occupations in our area's key industries.

- *More and Better Jobs*

A diverse and growing group of employers in the region helps ensure a healthy regional economy and expanding opportunities for residents. Working with its economic development partners, the Workforce Board will increase both the number and quality of jobs in the region.

- *Higher Incomes*

An educated workforce trained to the skill requirements of the region's principal industries supports long-term growth for the area economy. With a diverse employer base and a well-prepared workforce fitted for high-skill jobs of the future, the Gulf Coast area will see a rise in both individual and regional wealth.

As the Board works to achieve these results, we will help our region "make the grade" for the regional workforce.

Appendix:
Metropolitan Areas and Components
Used in the Workforce Report Card

Gulf Coast/Houston

Houston and Galveston PMSAs -
Chambers, Fort Bend, Galveston,
Harris, Liberty, Montgomery
and Waller Counties

Atlanta MSA

Barrow, Bartow, Carroll,
Cherokee, Clayton, Cobb,
Coweta, DeKalb, Douglas,
Fayette, Forsyth, Fulton,
Gwinnett, Henry, Newton,
Paulding, Pickens, Rockdale,
Spalding, and Walton Counties

Dallas PMSA

Collin, Dallas, Denton, Ellis,
Henderson, Hunt, Kaufman,
and Rockwall Counties

Denver PMSA

Adams, Arapahoe, Denver,
Douglas and Jefferson Counties

Miami PMSA

Miami–Dade County

San Antonio MSA

Bexar, Comal, Guadalupe,
and Wilson Counties

San Diego MSA

San Diego County

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

Texas Relay Numbers:
1-800-735-2989 (TDD)
1-800-735-2988 (voice)

Workforce Report Card

		Houston/ Gulf Coast	Atlanta	Dallas	Denver	Miami	San Antonio	San Diego	USA
PROPOSED MEASURE	INDICATORS								
Total Population		4,603,601	4,310,754	3,689,427	2,158,288	2,286,228	1,620,281	2,813,678	280,540,330
Industries and Employers	Industrial Diversity	50.8%	47.2%	52.0%	50.1%	44.4%	50.5%	48.6%	51.5%
	Rate of Job Growth 1992-2002	28.4%	40.8%	35.4%	31.2%	18.7%	32.4%	29.6%	20.4%
	Total Job Growth 1992-2002	487,100	632,100	506,000	272,700	160,700	177,900	280,900	22,190,000
	% Growth in Business Establishments 1998-200	13.5%	6.5%	4.0%	5.4%	1.0%	1.9%	7.2%	2.2%
		B	A	A	B	C	B	B	
Labor Force and Knowledge Jobs	% Managerial, Professional and Technical Jobs	35.5%	36.1%	36.0%	38.1%	29.7%	33.7%	37.6%	33.8%
	% Change in Unemployment Rate 2000-2002	-6.3%	6.0%	44.9%	47.5%	-11.5%	-5.5%	-27.1%	0.0%
	Unemployment Rate 2002	5.9%	5.3%	7.1%	5.9%	7.7%	5.5%	4.3%	5.8%
	% Not in Labor Force 2002	30.4%	27.1%	28.1%	27.2%	38.1%	33.9%	33.8%	33.8%
	Simpson Index of Racial and Ethnic Diversity	0.67	0.57	0.62	0.48	0.57	0.57	0.62	0.5
	Foreign Born	21.01%	11.46%	18.93%	12.02%	51.42%	9.72%	23.42%	11.78%
		A	B	B	B	B	B	A	
Market Alignment	Balance Between Entering and Exiting Workforce	6.14%	4.80%	5.53%	4.09%	2.52%	5.96%	5.60%	3.92%
	Median Age	32.2	33.3	32.5	34.3	36.9	33.4	33.7	35.9
	Change in Med. Age by Years 2000-2002	0.4	0.4	0.9	0	1.4	0	0	0.4
	Growth Alignment-Job Growth-Labor Force Growth	9.6%	1.4%	7.4%	2.7%	10.4%	9.8%	8.8%	7.3%
	Occupational Alignment-2002	87.1%	80.9%	85.1%	85.5%	82.1%	84.5%	88.6%	85.3%
		B	B	B	A	C	B	B	
Education	Educational Attainment, Bachelor's or Higher	29.02%	32.89%	31.38%	35.00%	23.58%	22.03%	29.94%	25.90%
	Educational Attainment, Assoc. or Higher	34.26%	38.33%	37.33%	41.55%	31.28%	28.29%	36.77%	23.32%
	% Limited English Proficiency	16.27%	6.10%	15.65%	9.29%	35.22%	10.83%	17.03%	8.04%
	% At-Risk Youth	5.15%	4.25%	5.43%	5.48%	4.93%	1.91%	3.49%	4.94%
		B	A	B	A	C	C	B	
Income, Wealth, and Poverty	Median Household Income	\$45,914	\$50,964	\$47,959	\$51,543	\$36,183	\$39,698	\$50,384	\$43,057
	Median Home Value (owner occupied)	\$107,365	\$154,206	\$129,362	\$218,497	\$147,734	\$80,210	\$322,224	\$136,929
	% of Fam. Households with Single Female Parent	11.66%	13.16%	10.65%	11.12%	12.17%	13.57%	11.14%	4.68%
	% of Families in Poverty	10.88%	7.24%	9.72%	6.29%	15.00%	12.80%	9.13%	9.60%
	% of Households Receiving Public Assistance	17.39%	12.54%	13.15%	12.02%	27.65%	22.55%	17.01%	17.62%
		B	A	B	A	C	C	A	
Places to Be									
Cost of Living, Housing	Monthly Home Ownership Cost	21.31%	24.17%	22.54%	28.87%	35.23%	21.17%	34.64%	28.99%
	Monthly Rental Cost	39.92%	47.86%	41.45%	45.36%	55.63%	33.90%	47.25%	41.33%
	Home Value to Annual Income	2.34	3.03	2.70	4.24	4.08	2.02	6.40	3.18
Travel to Work	Mean Travel to Work (Minutes)	27.00	29.3	25.8	25.4	29.4	23.9	25	24.4
	Solo Drivers per Square Mile	298	286	224	222	386	169	242	10
	% Carpooling or Using Public Transportation to Work	14.63%	14.21%	15.66%	14.71%	16.33%	14.34%	13.46%	15.36%
Growth Indicators	Population Growth 2000-2002	5.69%	6.79%	6.44%	3.76%	3.57%	4.23%	3.57%	2.52%
	% Population Living in a Different County One Year Ago	4.38%	7.49%	6.63%	10.18%	1.58%	5.40%	4.68%	5.21%
	Average Home Appreciation 5 years through Q4 2003	31.93%	31.70%	26.76%	48.30%	64.07%	24.24%	92.96%	41.85%
		B	B	B	B	B	B	C	

