



**Gulf Coast Workforce Board**  
3555 Timmons Lane, Suite 120, Houston, Texas 77027  
PO Box 22777 Houston, Texas 77227-2777  
**MAIN:** 713.627.3200 **FAX:** 713.993.4578  
[www.wrksolutions.com](http://www.wrksolutions.com)

**To:** Gulf Coast Workforce Board members

**From:** Mike Temple  
Brenda Williams  
Deborah Duke

**Date:** December 1, 2021

**Subject:** Meeting Materials for Tuesday, December 7, 2021

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Please join us on **Tuesday, December 7, 2021 at 10:00 a.m.** for the next regularly scheduled meeting of the Gulf Coast Workforce Board.

As a reminder, the provisions allowing us to conduct all-virtual meetings have expired, and our meeting in October will be a combination of in-person and video conference, in accordance with the requirements for Texas Open Meetings.

Chair Guthrie will be present in-person at our meeting space on the second floor, 3555 Timmons Lane, Houston, Texas 77027, and we will have the ability for a limited number of the public and members to be in the room. We will be video conferencing the meeting using Zoom, as we have been, for both members and the public to attend.

**If you would like to attend in person, please let Deborah Duke know as soon as possible. We will only be able to accommodate a small number of members in order to keep proper health protections in place.**

As we have in our recent meetings, we will have to observe several different protocols:

- 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.



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- Members joining through video conference must be visible and audible when speaking or casting votes.

We have a fairly full agenda for December. After reports from the Chair, Audit/Monitoring and Communications committees, we have four action items for your consideration.

1. The Budget Committee will recommend a 2022 budget for the Board. This proposed budget is at an all-time high.
2. The Employer Service Committee will bring a recommendation to amend the contract with ACS for Workforce Solutions Employer Service. The proposed amendment adds funds to ensure the best coverage for the entire region.
3. The Employer Service Committee will also bring forward a process to recommend any adjustments to the required weekly job searches for unemployment compensation recipients, as well as a recommendation for the 2022 weekly job search level.
4. The Nominations Committee will have its report on 2022 Board officers, and Committee Chair Guy Jackson will conduct the election for officers.

Following the action items, we will have the usual reports on communications, performance and production, and expenditures. And we'll have updates on the economy with our reports on employment and jobs.

Please let us know if you have any questions. We look forward to seeing you on December 7!

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# GULF COAST WORKFORCE BOARD

**TENTATIVE AGENDA  
TUESDAY, DECEMBER 7, 2021 AT 10:00 A.M.  
VIDEOCONFERENCE AND IN-PERSON  
2<sup>ND</sup> FLOOR, 3555 TIMMONS LANE,  
HOUSTON, TX 77027**

*Due to health and safety concerns related to COVID-19, this meeting will offer the option to participate by videoconference or in-person. The meeting will be open to the public but restrictions regarding masks, allowable room capacity, and seating arrangements may be in place.*

*The public meeting location will be 2<sup>nd</sup> Floor Conference Room B, 3555 Timmons Lane, Houston, TX. The presiding officer Chair Mark Guthrie of the Gulf Coast Workforce Board and some members will be physically present. Other members will be participating by videoconference in accordance with the provisions of Section 551.127 of the Texas Government Code applicable to a governmental body that extends into three or more counties.*

*To register to attend this meeting virtually via Zoom, please visit [https://zoom.us/webinar/register/WN\\_sslhTenFTTe\\_ExLxeHXI-A](https://zoom.us/webinar/register/WN_sslhTenFTTe_ExLxeHXI-A)*

- 1. Call Roll**
- 2. Review Protocols for Videoconference and In-Person Meeting**
- 3. Adopt Agenda**
- 4. Hear Public Comment**
- 5. Review October 2021 meeting minutes**

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**6. Declare Conflicts of Interest**

**7. Consider Reports**

- a. Chair's Remarks.
- b. Audit/Monitoring. Briefing on the committee's September meeting.
- c. Communications. Briefing on the committee's September meeting.

**8. Take Action**

- a. Budget. Consider proposed 2022 Board budget in amount not to exceed \$494,207,374.
- b. Employer Service. Consider amending contract with ACS by adding up to \$1.382 million for Employer Service operations.
- c. Employer Service. Consider adopting process for determining required weekly work searches for unemployment compensation recipients.
- d. Nominations. Elect Board officers for 2022.

**9. Receive Information**

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

**10. Look at the Economy.** Report on current employment data and economic trends

**11. Take Up Other Business.**

**12. Adjourn**

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If you wish to make public comment you may do so by providing your comments in writing or requesting to appear in person by no later than **5:00 pm on Monday, December 6, 2021** to Deborah Duke at [deborah.duke@wrksolutions.net](mailto:deborah.duke@wrksolutions.net).

Meeting materials are available on our website at [www.wrksolutions.com/about-us/meetings](http://www.wrksolutions.com/about-us/meetings).

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

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

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

**Equal opportunity is the law.**

Gulf Coast Workforce Board-Workforce Solutions  
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**MINUTES OF MEETING OF  
THE GULF COAST WORKFORCE BOARD  
TUESDAY, OCTOBER 5, 2021**

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**MEMBERS PRESENT**

Gerald Andrews	Alex Hunt	Adrian Ozuna
Peter Beard	Doug Karr	Paul Puente
Mustafa Beydoun	Guy Robert Jackson	Jamario Reed
Carl Bowles	Jeff LaBroski	Monica Riley
Carolyn Bilski	Shareen Larmond	Keri Schmidt
Mary Helen Cavazos	Ernest Lewis	Valerie Segovia
Anthony Gay	Michael Love	Richard Shaw
Melissa Gonzalez	Jonathan Lowe	Isaac Shi
Cheryl Guido	Rajen Mahagaokar	Lizandra Vazquez
Mark Guthrie	Kendrick McCleskey	Michael Webster
Bobbie Allen Henderson	Edward Melton	

**H-GAC STAFF MEMBERS PRESENT**

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

Mark Guthrie, Chair, called the meeting to order by video conference/webinar/in person at approximately 10:00 a.m., on Tuesday, October 5, 2021. As required by the Texas Open Meetings Act rules for hybrid meetings, Chair Guthrie noted that he was physically present at 3555 Timmons Lane in Houston, Texas and that the meeting room was open and accessible to the general public. Chair Guthrie also reminded Members attending via Zoom that they must be visible and audible to participate in the meeting. Deborah Duke called roll to determine a list of members present on the call. Chair Guthrie determined a quorum was present.

**ADOPTION OF AGENDA**

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

## **PUBLIC COMMENT**

No one signed up for public comment.

## **MINUTES FROM AUGUST 10, 2021 MEETING**

Chair Guthrie asked for any additions or corrections to the minutes of the August 10, 2021 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 recognized new Board Members Carolyn Bilski, Alex Hunt and Jamario Reed. Each member provided a brief introduction and the new members were warmly welcomed by the Board.

Chair Guthrie informed the Board that later in October he will attend the National Association of Workforce Boards Board of Directors meeting, which will be held virtually. He will provide an update at the December Board Meeting.

Chair Guthrie reported that he attended the Texas Association of Workforce Boards' Executive Committee meeting in September along with Guy Jackson. The discussion during that meeting related to strategic planning for the organization. The next Texas Association of Workforce Boards' Executive Committee and Directors meeting will be held in conjunction with the TWC Annual Conference in November. Chair Guthrie also reported that he, along with Board Member Cheryl Guido will deliver a presentation about the Paving the Pathway to Success program for youth with disabilities at the TWC Annual Conference pre-conference.

Chair Guthrie and Mike Temple attended a meeting with the Fort Bend Economic Development Corporation, the first in a series of meetings with economic development corporations in the Gulf Coast region, to discuss how we can better support those organizations and their membership.

Chair Guthrie also said that in September, he was honored to present opening remarks at the Greater Houston Partnership UpSkill Houston event titled “Pathways to Better Opportunity” discussing how Houston employers can support workforce recovery from the pandemic. At this meeting UpSkill Works rolled out the Houston Back On Track Job Recovery initiative which is an employer-led job recovery initiative supported by community partners. Workforce Solutions participates in this initiative and Mr. Temple serves on its advisory committee.

Chair Guthrie concluded his report and no action was taken.

*b. Paving the Pathway Employer Recognition.*

Board Member Cheryl Guido provided the following report.

#### Background

The Paving the Pathway to Success program helps students with disabilities who are transitioning from high school or post-secondary education into work. Pathway to Success activities bridge the gap between school and work through professional workshops, mentoring, and work experience – helping students with disabilities obtain skills necessary to compete in today’s workforce.

Pathway to Success provides the intensive long-term support needed for students to gain confidence, broaden their view of the business world, and understand their disabilities in terms of what meets the needs of employers.

#### Current Situation

The Paving the Pathway program served 40 young people this year in a seven-month project that included three phases:

- In March through May 2021, participants learned employability, critical thinking, and interpersonal skills through a series of workshops.
- At the end of May, teams of participants began working with a business partner for six weeks on projects to develop products, services, marketing, or other ways to enhance the partner’s business.
  - Along with the business mentorship, the young people attend a two-day symposium with their parents to highlight their work readiness skills training and the teams compete against one another in the presentation of their business projects.
- Following the business projects, participants worked in summer jobs from five to eight weeks, often with the business partners from the second phase.

Keeping in mind that we exist to keep our region the best place to do business, work, and live – and our mission is to elevate the economic and human potential in our region by fulfilling the diverse needs of the business and individuals we serve – we want to offer our sincere thanks to this year’s business partners at the heart of the Pathway to Success program for their outstanding commitment to the young people of our region and the next generation of skilled workers:

Houston Museum of Natural Science  
Houston Methodist Hospital  
Houston Television  
United Health Care  
Texas Air Systems  
Space Center Houston

Awards were presented to these employers recognizing their participation in the program.

Chair Guthrie thanked these employers for participating in this important program.

*c. Audit/Monitoring Committee.*

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

The Audit and Monitoring Committee met on September 23, 2021 at 10:00 a.m. Members Willie Alexander, Helen Cavazos, Alan Heskamp, Edward Melton, Adrian Ozuna, Isaac Shi, and Gil Staley were in attendance.

The Committee reviewed a proposal to restructure the regular meeting agenda and to add additional information and ratings on system and contractor operations, performance, and financial status. Contractors’ reviews will include four major elements:

- Responsiveness/Customer satisfaction
- Technical compliance
- Performance against Board measures and production requirements
- Financial systems and financial issues

The revised agenda would identify any critical issues at the Board or contractor level and staff would report on any outside audit or monitoring reviews, findings, and resolutions.

In addition, a change to the rating scale used for contractors would incorporate the four major elements reported to the Committee. The Committee agreed to consider

the proposal and review a new report card format draft of the monitoring reports at the next meeting.

The Committee reviewed:

- Systemwide performance/production and expenditure data. The most current information for both these items is in the October 2021 Board package.
- Systemwide customer satisfaction data from October 2020 through July 2021. Just under 70% of both individuals and employers told us they received satisfactory or better services from the system.
- Responsiveness to customers (telephone/email) data for August 2021 and the year-to-date. Overall, the initial response to telephone calls was down for August, due to system problems at the offices BakerRipley manages for us.
- The results of technical compliance visits for Employment and Training Centers, Grant Associates, and SERJobs, and the performance for 2021 Summer Earn and Learn. There were no major issues for the three contractors, and the Summer Earn and Learn summer jobs program for youth with disabilities served 317 this year. This is down from our pre-pandemic levels of more than 500 youth in a summer.
- Financial monitoring results for Collaborative for Children, Community Family Centers, San Jacinto College, and Equus.
  - There were no major issues for Community Family Centers, San Jacinto College, and Equus.
  - Following the regular annual financial review of Collaborative for Children, staff returned in July 2021 for a more extensive review. This second review disclosed significant inappropriate and questioned costs for purchases Collaborative for Children made using our dollars. Collaborative for Children has responded to the July 2021 report, and we are resolving issues identified in the report at this time. We will place additional controls on Collaborative for Children's contract for 2022 and conduct more frequent financial reviews during the 2022 contract year.

Mike Temple discussed a cyberattack sustained by the BakerRipley organization in August 2021 and the resulting operational disruption, which has now been resolved. Mr. Temple noted the steps that BakerRipley, H-GAC, and the Texas Workforce Commission took in response to the attack and the noted that after extensive forensic reviews, no data – customer or financial – had been breached or

misappropriated. Mr. Temple also noted that going forward, there will be additional controls for BakerRipley and all other contractors to ensure higher levels of information security for each organization and the Workforce Solutions network.

TWC Annual Monitoring Resolution. Staff are working to resolve two outstanding monitoring findings from the Commission's last review in fall 2020. Both involved H-GAC policies and procedures: one for travel policies and the second for the procurement of outside legal services. Staff expect to have these completed and resolved by mid-October.

TWC Adult Education Monitoring Review. Staff received the final report for the 2019 TWC review of Adult Education, resolving the following findings identified during the review:

- Strengthen eligibility documentation process. Staff provided the missing self-attestation or school withdrawal forms for three 17- and 18-year-old participants and a check for \$707.25 for disallowed costs due to a missing form. The training provided to adult education providers resolved the finding.
- Ensure expenditures charged to grant funds are properly supported. Staff provided documentation to show costs questioned were not charged to the Gulf Coast Workforce Board and provided training to the providers on internal control topics, allowable expenses, and supporting documentation.
- Ensure small and micro-purchases are properly procured. TWC requested support documentation for micro-purchases of printers, pest control services, waste services, and landscaping services. There were no questioned costs. TWC accepted a current micro-purchase sample and updated Procurement Standards and Guidelines and resolved the finding.
- Ensure assessment documentation is completed and maintained. A screening tool form was missing from six student records and five did not contain a required form documenting the student plan. Staff provided additional samples showing the records are obtained and maintained properly and provided training to providers.
- Ensure internal controls are in place. Several adult education providers had incomplete or missing answers to the Internal Control Questionnaire. Staff provided Standard Operating Procedures and updated Internal Control Questionnaires to resolve the finding.

The Committee set its next meeting date for November 16 at 10:00 am.

Chair Jackson concluded his report and no action was taken.

*d. Communications Committee.*

Communications Committee Chair Doug Karr provided the following report.

The Committee met on Thursday, September 16, 2021 at 10:00 am by virtual meeting with committee chair Doug Karr presiding. Board Chair Mark Guthrie and members, Willie Alexander, Gerald Andrews, Bobbie Henderson, Jonathan Lowe, Edward Melton, and Keri Schmidt were in attendance.

The Committee members received an update on the progress of 2021 communications initiatives, including our comprehensive Brand Audit and Website RFP. The Board's communications contractors Outreach Strategists and Savage Brands provided information on directional recommendations for communications, our brand, and media outreach.

Some of the items completed include:

Website RFP Deliverables

- Executive Summary and RFP Report
- Functional and Technical Requirements RFP/RFQ Document for Procurement

Brand Audit Deliverables

- Service stories for employers and individuals
- Brand messaging
- Employers messaging
- Individuals messaging
- Thought starters on re-energizing Workforce Solutions in service of advancing its purpose
- Agency, employers and individuals brand expression

Outreach Strategists also provided an update on the television program *Your Career, Your Choice*. A very successful casting call for in-house talent was held and will allow staff members from all parts of the system to participate in the project via on-air and off-air roles. Board members will also be called upon to participate as subject matter experts. The TV show is scheduled to begin production in November 2021 with initial episodes to run in early 2022.

Finally, the Committee assessed progress made in 2021 in preparing the tasks for 2022.

1. Ensure audiences know Workforce Solutions as the human capital experts for the region
  - a. Implement brand audit recommendations
  - b. Use Mobilosoft to respond to online reviews timely

- c. Produce educational programming for Workforce TV; market programming broadly, including channels for non-English speakers
  - d. Communicate the Workforce Solutions story internally; provide opportunities for staff and employers to share feedback
  - e. Promote Workforce Solutions purpose and offerings via social media channels, website, meetings, events, etc.
  - f. Improve and expand social media presence
2. Improve the Board and Workforce Solutions' online presence and virtual service capacity
    - a. Release RFI and RFP for comprehensive website redesign to include integration with telephone, email, text, social media, chat, and ability of customers to transact business through the website
    - b. Update current web home page prior to redesign to include basic chat feature
    - c. Further developing online learning options and back-office support and marketing strategies to employers and people
  3. Involve Board members in messaging and events
    - a. Report regularly to the Board's Communications Committee about activities and progress toward key tasks
    - b. Develop, plan and execute events with community leaders and influencers and Board members to promote the Board and Workforce Solutions
  4. Develop and expand capacity for reporting and delivering labor market/economic data, information, and analysis, including developing, planning, and executing events for career, industry or occupation focus months
  5. Assist Board staff in maintaining brand standards and developing additional graphics and collateral, issuing press releases, flyers and other outreach media when necessary

Chair Karr concluded his report and no action was taken.

*e. Nominations Committee.*

Nominations Committee Chair Guy Robert Jackson provided the following report.

Background

Each year the Board chooses members to be its officers: the Chair, and three Vice Chairs. Beginning in October, the Nominations Committee chair Guy Jackson issues a call for nominations for each of the four officer positions.

The Nominations Committee considers all nominations and reports out at the Board's regularly scheduled December meeting. Committee Chair Jackson conducts the election at that time.

#### Next Steps

The call for nominations for the Gulf Coast Workforce Board's 2022 officers is open.

Please notify Nominations Committee chair Guy Jackson if you wish to nominate members for the four officer positions.

Chair Jackson concluded his report and no action was taken.

### **RECEIVE INFORMATION**

#### *a. Communications*

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

Our media interactions slowed over the summer as attention was focused on back-to-school activities and the Coronavirus Delta variant.

Workforce Solutions social media has more than 17,000 followers. The pace of growth is slower, but we continue to increase our following.

Followers	March 2020	July 2021	Growth
Facebook	3,531	9,125	158%
Instagram	663	2,490	276%
Twitter	1,460	1,657	13%
LinkedIn	1,473	4,179	184%

The Delta variant also affected our production timeline for Your Career, Your Choice powered by Workforce Solutions. We have contingency production plans if Covid protocols prevent us from accessing the KHOU studios in time for a January 2022 premier.

We had almost 40 earned media appearances since the last Workforce Board meeting. Below are some highlights.

Date	Outlet	Story	Link
07/30/2021	Fox 26	Jobs in Sports (Summer Olympics)	<a href="https://bit.ly/3uh2aiw">https://bit.ly/3uh2aiw</a>
07/31/2021	North Forest News	Apprenticeships	<a href="https://bit.ly/3kLOrNG">https://bit.ly/3kLOrNG</a>
08/04/2021	Univision	Roadtrip Nation	<a href="https://bit.ly/3zOgTIE">https://bit.ly/3zOgTIE</a>
08/04/2021	ABC 13	Roadtrip Nation	<a href="https://abc13.co/3ufvKVL">https://abc13.co/3ufvKVL</a>
08/06/2021	Fox 26	School District Jobs	<a href="https://youtu.be/qE7EScB6zps">https://youtu.be/qE7EScB6zps</a>
08/09/2021	iHeart Radio	Monthly Jobs Report	<a href="https://ihr.fm/3ugaOhf">https://ihr.fm/3ugaOhf</a>
08/13/2021	ABC 13	School District Jobs	<a href="https://abc13.co/39FMnjF">https://abc13.co/39FMnjF</a>
08/13/2021	Fox 26	Tips for Older Workers	<a href="https://youtu.be/77Q8Mj-pMpo">https://youtu.be/77Q8Mj-pMpo</a>
08/20/2021	Fox 26	Jobs in Non-Profit	<a href="https://youtu.be/lqmr1sodLEl">https://youtu.be/lqmr1sodLEl</a>
08/20/2021	Houston Chronicle	Monthly Jobs Report	<a href="https://bit.ly/3uiTY1p">https://bit.ly/3uiTY1p</a>
08/22/2021	The Katy News	Monthly Jobs Report	<a href="https://bit.ly/3kLraLF">https://bit.ly/3kLraLF</a>
08/24/2021	CW 39	Employment Situation	
08/27/2021	Fox 26	Remote Customer Service Jobs	<a href="https://youtu.be/Eub7ssycw8w">https://youtu.be/Eub7ssycw8w</a>
09/03/2021	Fox 26	Labor Day History	<a href="https://youtu.be/FU-F9H9Rh7Y">https://youtu.be/FU-F9H9Rh7Y</a>
09/03/2021	ABC 13	Labor Day, Secretary Walsh, Skilled Trade Jobs	<a href="https://abc13.co/39ES41z">https://abc13.co/39ES41z</a>
09/10/2021	Fox 26	HCC Registration Fair	<a href="https://bit.ly/3upmCOo">https://bit.ly/3upmCOo</a>
09/16/2021	CW 39	Job Market / Resources	<a href="https://bit.ly/3ufNTT8">https://bit.ly/3ufNTT8</a>
09/17/2021	Fox 26	Hispanic Heritage	<a href="https://youtu.be/jCl6HszTP3Q">https://youtu.be/jCl6HszTP3Q</a>
09/17/2021	Houston Chronicle	Monthly Jobs Report	<a href="https://bit.ly/2XTKLAa">https://bit.ly/2XTKLAa</a>
09/18/2021	KTSU Radio	Monthly Jobs Report	
09/24/2021	Fox 26	Adult Education Awareness Week	<a href="https://youtu.be/VQl1gy_TgqA">https://youtu.be/VQl1gy_TgqA</a>

As a reminder, you can find the weekly webcast with ABC 13 live on Thursdays at 11:30 am online or via the ABC 13 Houston connected TV app.

Date	Topic	Link
07/22/2021	Earn and Learn	<a href="https://abc13.co/3BNbU7H">https://abc13.co/3BNbU7H</a>
07/29/2021	Spikes in Covid and New Claims	<a href="https://abc13.co/3ocoYip">https://abc13.co/3ocoYip</a>
08/05/2021	ABC 13 Plus in Lake Conroe	<a href="https://abc13.co/3zMS7D9">https://abc13.co/3zMS7D9</a>
08/12/2021	School District Jobs – Region 4 Alternative Teacher Certification	<a href="https://abc13.co/3APYMxv">https://abc13.co/3APYMxv</a>
08/26/2021	Remote Customer Service Jobs	<a href="https://abc13.co/3zOMSmh">https://abc13.co/3zOMSmh</a>
09/02/2021	Labor Day History	<a href="https://abc13.co/3AMWkIj">https://abc13.co/3AMWkIj</a>
09/16/2021	Hispanic Heritage	<a href="https://abc13.co/3uoCT63">https://abc13.co/3uoCT63</a>
09/23/2021	Downtown Houston Jobs	<a href="https://abc13.co/3oeshFY">https://abc13.co/3oeshFY</a>

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

***b. Performance and Production.***

Board staff Philip Garcia presented Performance and Production measures October 2020 through August 2021.

Mr. Garcia stated that the pandemic has affected our ability to meet performance measures. We are currently meeting or exceeding 17 of the 27 measures. The remaining 10 measures require additional focus.

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

***c. Expenditures***

Board staff A.J. Dean reviewed the Financial Status Report representing expenses for the 8 months ending in August 2021. He reported that we are doing well overall. Our year to date revenue is just over \$203 million.

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

**LOOK AT THE ECONOMY**

Board staff Ron Borski provided the Board with a report on the local economy. He reported that the local unemployment rate rose to 6.1% for August. This compares to 5.3% both state-wide and nationally. He also reviewed the status of job recovery compared to the beginning of the pandemic. Currently we have recovered

approximately 61% of jobs lost in March and April 2019. Approximately 80% of jobs have been recovered nation-wide during the same period.

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

Next, Board staff Parker Harvey provided the Board with a report on the Service Industry Recovery Childcare Assistance Initiative. TWC developed this initiative to provide childcare assistance to parents employed in the Service Industry adversely impacted by the pandemic. The objective is to help low-wage workers in TWC-specified industries who generally operate in close quarters with their customers and whose jobs cannot be accomplished remotely.

Eligibility requirements for SIR childcare assistance include proof of employment in one of the following industries:

- Arts, Entertainment and Recreation
- Accommodation and Food Services
- Retail Trade

Total employment in SIR-approved industries includes approximately 1 out of every 5 jobs in the region.

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

### **OTHER BUSINESS**

Mike Temple announced to the Board his intention to retire from Houston-Galveston Area Council in March 2022 after 41 years of service. Mr. Temple expressed that it has been a privilege to work with the Workforce Board. Chair Guthrie and other Board Members expressed their congratulations to Mr. Temple.

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

### **ADJOURN**

Chair Guthrie adjourned the meeting at approximately 11:35 p.m.

## GULF COAST WORKFORCE BOARD

Board Member	02/02/21	04/06/21	06/01/21	08/03/21	10/05/21	12/07/21
Alexander, Willie	✓	✓				
Allen, Karlos	✓		✓	✓		
Andrews, Gerald	✓	✓	✓	✓	✓	
Beard, Peter	✓	✓	✓	✓	✓	
Beydoun, Mustapha			✓	✓	✓	
Bouse, Sara	✓	✓	✓	✓		
Bowles, Carl	✓	✓	✓		✓	
Bilski, Carolyn					✓	
Cavazos, Mary Helen	✓	✓	✓		✓	
Edwards, Todd						
Gay, Anthony				✓	✓	
Gonzalez, Melissa				✓	✓	
Guido, Cheryl	✓	✓	✓	✓	✓	
Guthrie, Mark	✓	✓	✓	✓	✓	
Henderson, Bobbie Allen	✓	✓	✓	✓	✓	
Heskamp, Alan	✓	✓	✓	✓		
Hunt, Alex					✓	
Jackson, Guy Robert	✓	✓	✓	✓	✓	
Karr, Doug	✓	✓	✓	✓		
LaBroski, Jeff	✓	✓	✓	✓	✓	
Larmond, Shareen				✓	✓	
Lewis, Ernest				✓	✓	
Love, Michael			✓	✓	✓	
Lowe, Jonathan			✓	✓	✓	
Mahagaokar, Rajen	✓	✓	✓	✓	✓	
McCleskey, Kendrick				✓		
Melton, Edward	✓	✓	✓	✓	✓	
Nellons-Paige, Stephanie	✓					
Ozuna, Adrian	✓	✓	✓	✓	✓	
Perez, Mary Grace						
Puente, Paul	✓	✓	✓	✓	✓	
Reed, Jamarío					✓	
Riley, Monica	✓	✓	✓	✓	✓	
Scheiner, Danielle	✓		✓	✓		
Schmidt, Keri				✓	✓	
Segovia, Valerie	✓	✓	✓	✓	✓	
Shaw, Richard	✓	✓	✓	✓	✓	
Shi, Isaac	✓	✓			✓	
Staley, Gil	✓	✓	✓			
Stewart, Michael	✓		✓			
Taylor, Katherine						
Vazquez, Lizandra	✓	✓	✓	✓	✓	
Watson, Carolyn	✓	✓	✓			
Webster, Michael	✓	✓	✓	✓	✓	

# GULF COAST WORKFORCE BOARD

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Term: January 1, 2021 thru December 31, 2022

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Term: January 1, 2021 thru December 31, 2022

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Term: January 1, 2021 thru December 31, 2022

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Term: January 1, 2021 thru December 31, 2022

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**HENDERSON, BOBBIE ALLEN**

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**JACKSON, GUY ROBERT**

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Term: January 1, 2021 thru December 31, 2022

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Term: January 1, 2021 thru December 31, 2022

**LaBROSKI, JEFFREY**

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Term: January 1, 2021 thru December 31, 2022

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Term: January 1, 2021 thru December 31, 2022

**WORKFORCE BOARD KEY STAFF:**

Mike Temple, Director  
Brenda Williams, Senior Manager  
Michelle Castrow, Program Manager  
Susan Dixon, Employer Service Manager  
Jenny Johnson, Quality Assurance Manager  
Deborah Duke, Administrative Coordinator  
Trudy Ray, 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
- Kendrick McCleskey
- Stephanie Nellons-Paige

## **Budget**

- Willie Alexander – Chair
- Gerald Andrews – Vice Chair
- Karlos Allen
- Bobbie Henderson
- Guy Robert Jackson
- Doug Karr
- Mike Stewart

## **By-Laws**

Appointed by Board Chair as needed

## **Career Office**

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

## **Communications**

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

## **Education**

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





# Audit and Monitoring Committee Update for November 2021

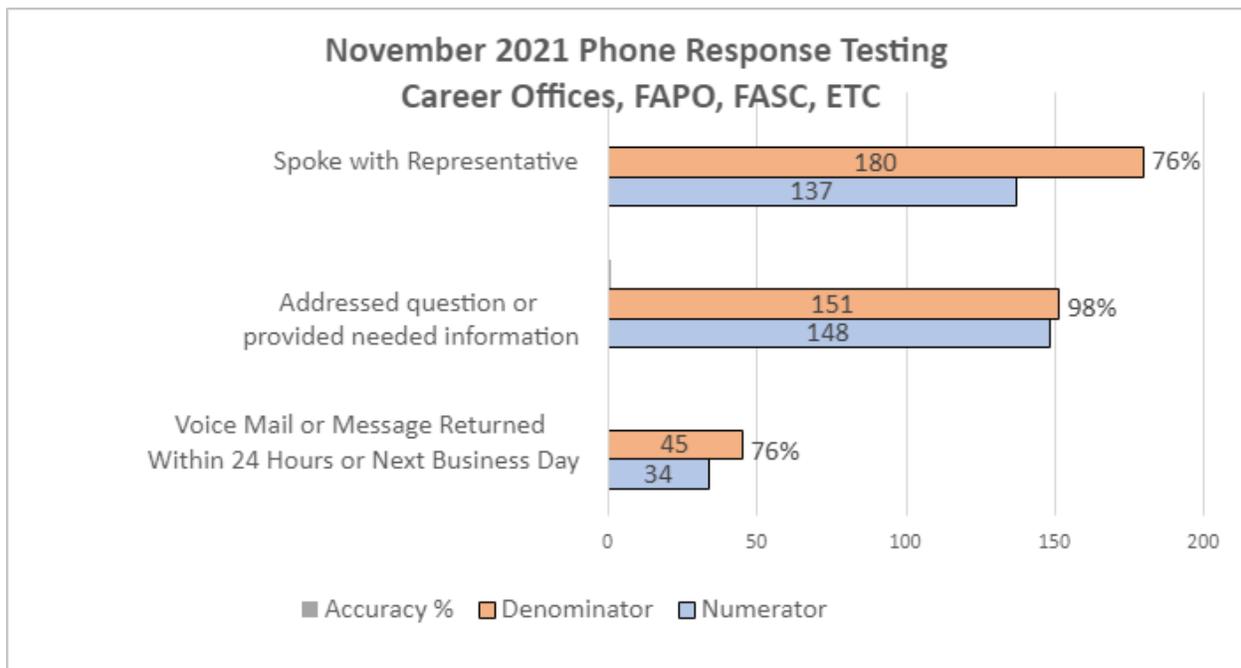
The Audit and Monitoring Committee met on December 1, 2021 at 10:00 a.m. Members - Guy Robert Jackson, Gerald Andrews, Sara Bouse, Carl Bowles, Mark Guthrie, Bobbie Henderson, Cheryl Guido, Doug Karr were in attendance.

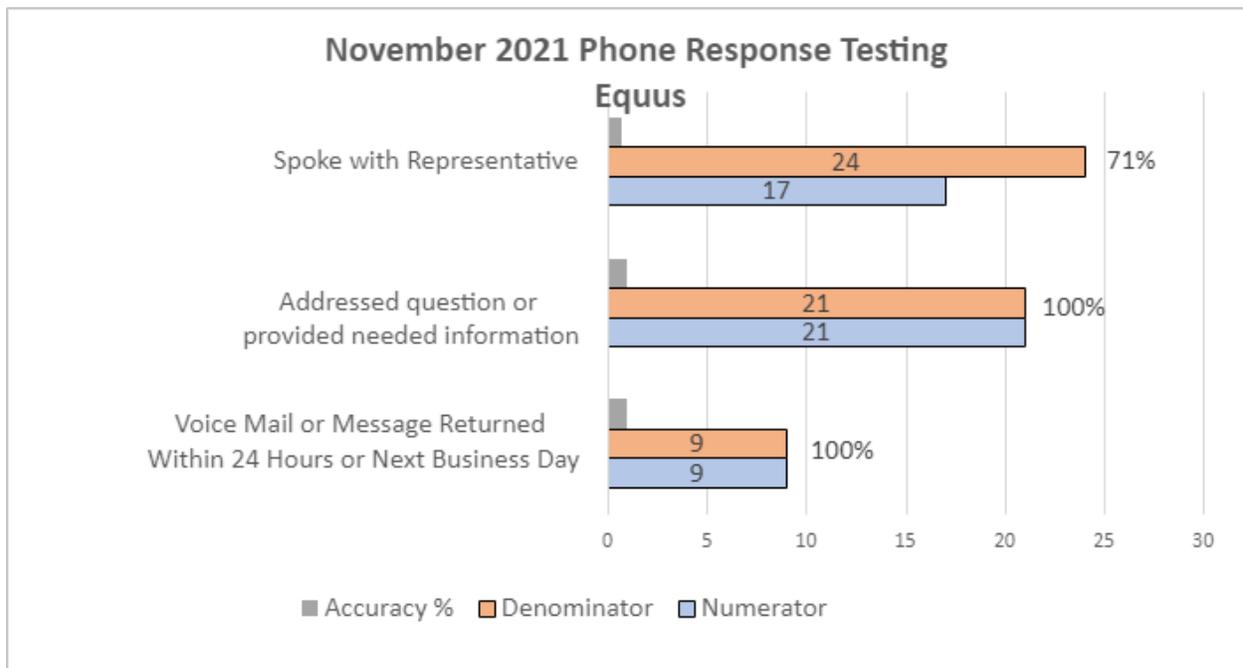
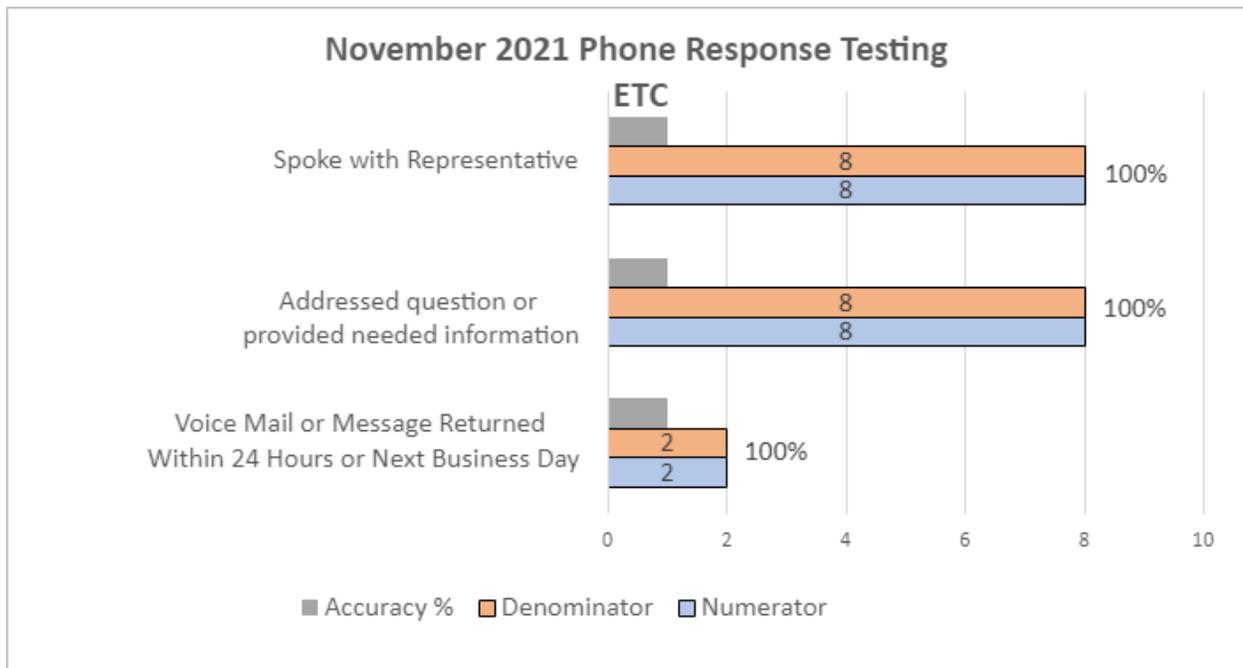
## System Review

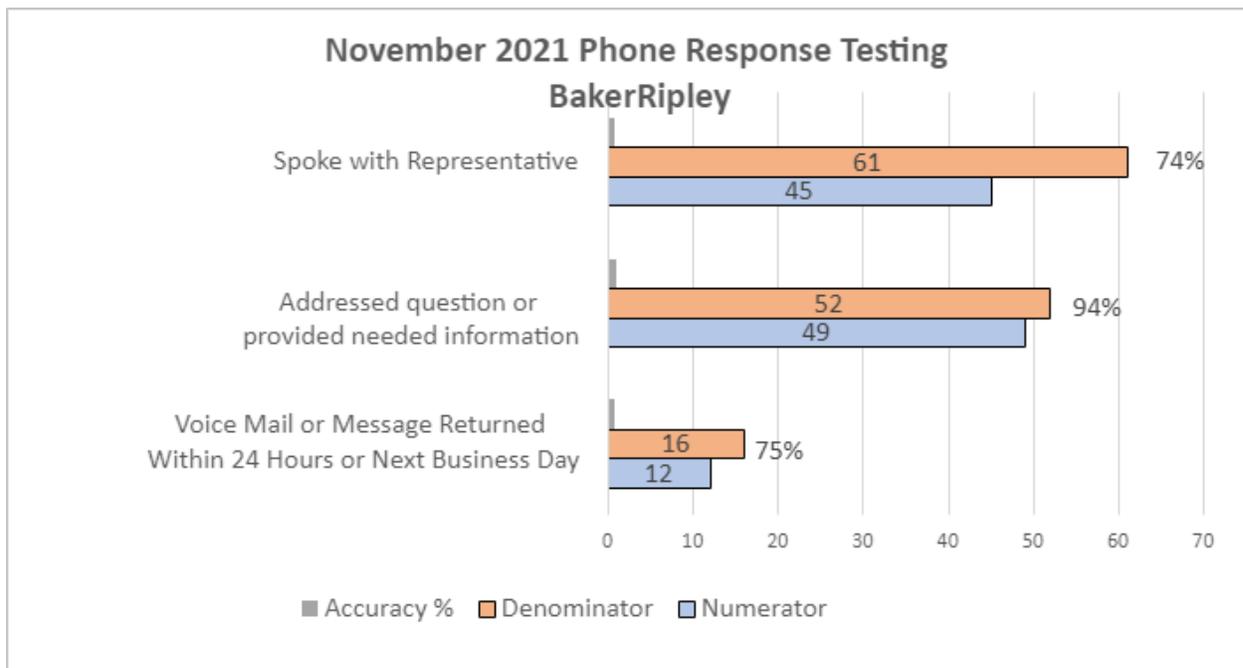
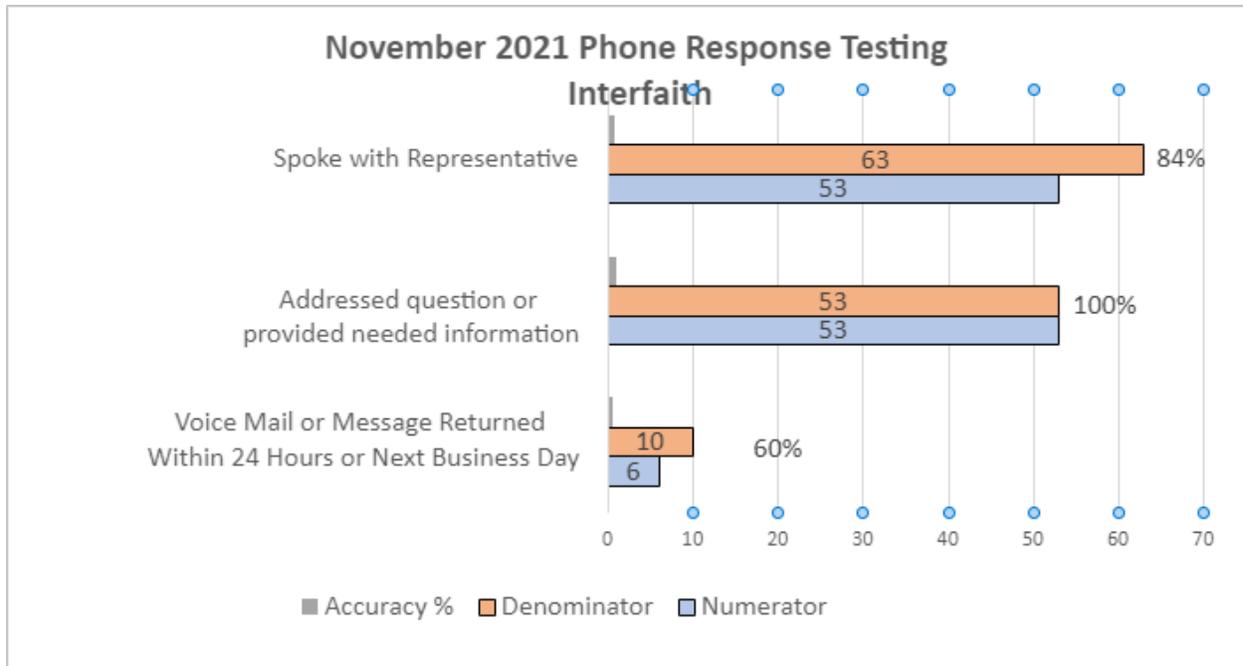
The committee reviewed system level performance/production and budget/expenditures.

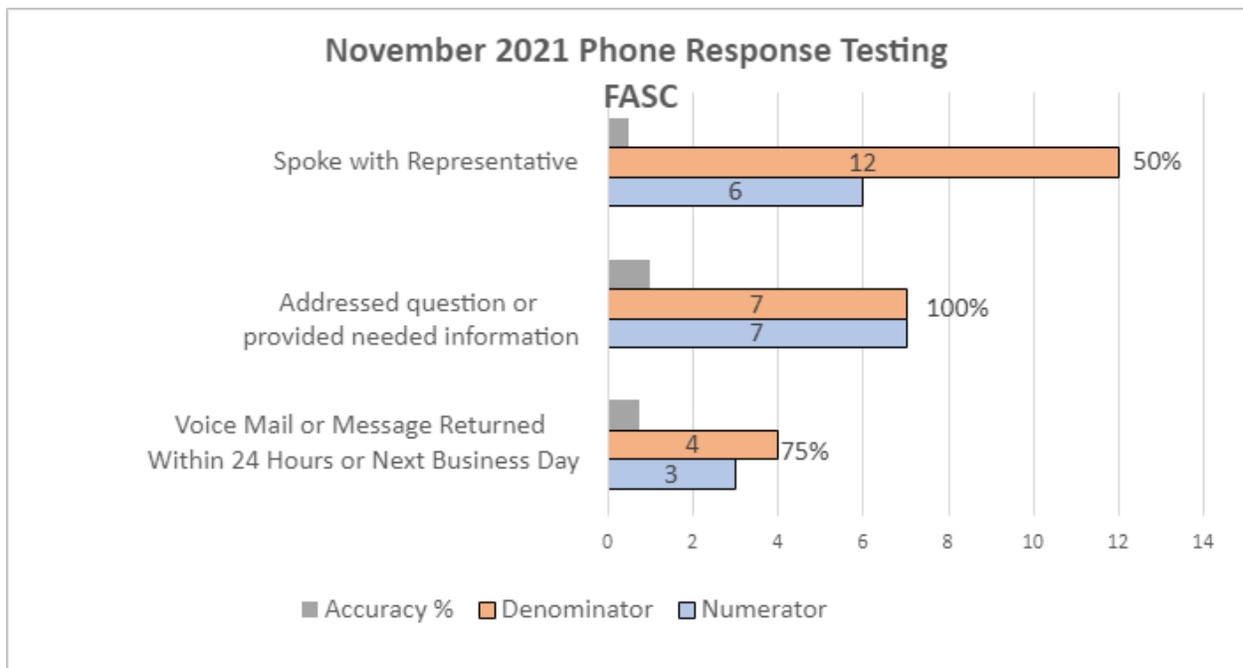
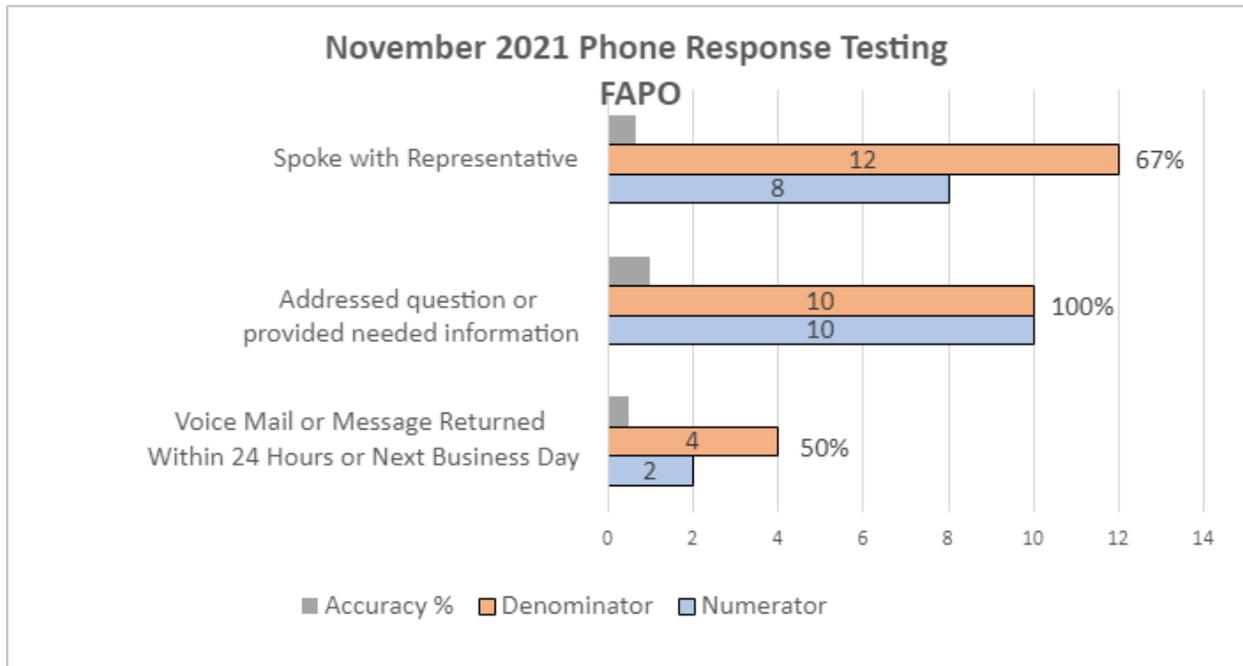
## Responsiveness and Customer Satisfaction

Voice mail responses within 24 hours rose to 76% in November, up from 67% in October 2021. Two contractors, Equus and ETC, responded to 100% of voice mails within 24 hours in November.









## Technical Compliance

We recently completed the final monitoring report for the **Financial Aid Support Center** for 2021 contract year. Eligibility accuracy remains between 98 – 100%, but there continue to be delays processing recertifications and less than 80% of the records reviewed contained staff notes reflecting the actions taken on behalf of the customer.

There were no critical issues identified in the program monitoring report for **Collaborative for Children**.

## Financial Systems and Issues

Financial Monitoring of **Collaborative for Children** completed on July 23, 2021 found inappropriately procured vendors and unallowable expenditures. As a result, Collaborative for Children reimbursed H-GAC \$144,372 for disallowed costs.

## Next Meeting

The committee set its next meeting for January 20, 2022 at 9:30 AM

# Communications Committee

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## Report

### Background

The Communications Committee met on Thursday, December 2, 2021 to review key 2022 tasks for the comprehensive communications strategy and to hear presentations from Outreach Strategists and Savage, the Board's communications contractors.

### Current Situation

Committee chair Doug Karr will provide an update from the committee's meeting.

# Gulf Coast Workforce Board Comprehensive Communications Strategy 2022 Key Tasks

Task	Status
<p><b>1. Ensure audiences know Workforce Solutions as the human capital experts for the region</b></p> <ul style="list-style-type: none"> <li>a. Implement brand audit recommendations</li> <li>b. Use Mobilosoft to respond to online reviews timely</li> <li>c. Produce educational programming for Workforce TV; market programming broadly, including channels for non-English speakers</li> <li>d. Communicate the Workforce Solutions story internally; provide opportunities for staff and employers to share feedback</li> <li>e. Promote Workforce Solutions purpose and offerings via social media channels, website, meetings, events, etc.</li> <li>f. Improve and expand social media presence</li> </ul>	

Task	Status
<p><b>2. Improve the Board and Workforce Solutions' online presence and virtual service capacity</b></p> <ul style="list-style-type: none"> <li>a. Release RFI and RFP for comprehensive website redesign to include integration with telephone, email, text, social media, chat, and ability of customers to transact business through the website</li> <li>b. Update current web home page prior to redesign to include a basic chat feature, simplify</li> <li>c. Further developing online learning options and back office support and marketing strategies to employers and people</li> </ul>	
<p><b>3. Involve Board members in messaging and events</b></p> <ul style="list-style-type: none"> <li>a. Report regularly to the Board's Communications Committee about activities and progress toward key tasks</li> <li>b. Develop, plan and execute events with community leaders and influencers and Board members to promote the Board and Workforce Solutions</li> </ul>	

Task	Status
<p><b>4. Develop and expand capacity for reporting and delivering labor market/economic data, information, and analysis, including developing, planning, and executing events for career, industry or occupation focus months</b></p>	
<p><b>5. Assist Board staff in maintaining brand standards and developing additional graphics and collateral, issuing press releases, flyers and other outreach media when necessary</b></p>	



# Budget Committee

## Proposed 2022 Board Budget

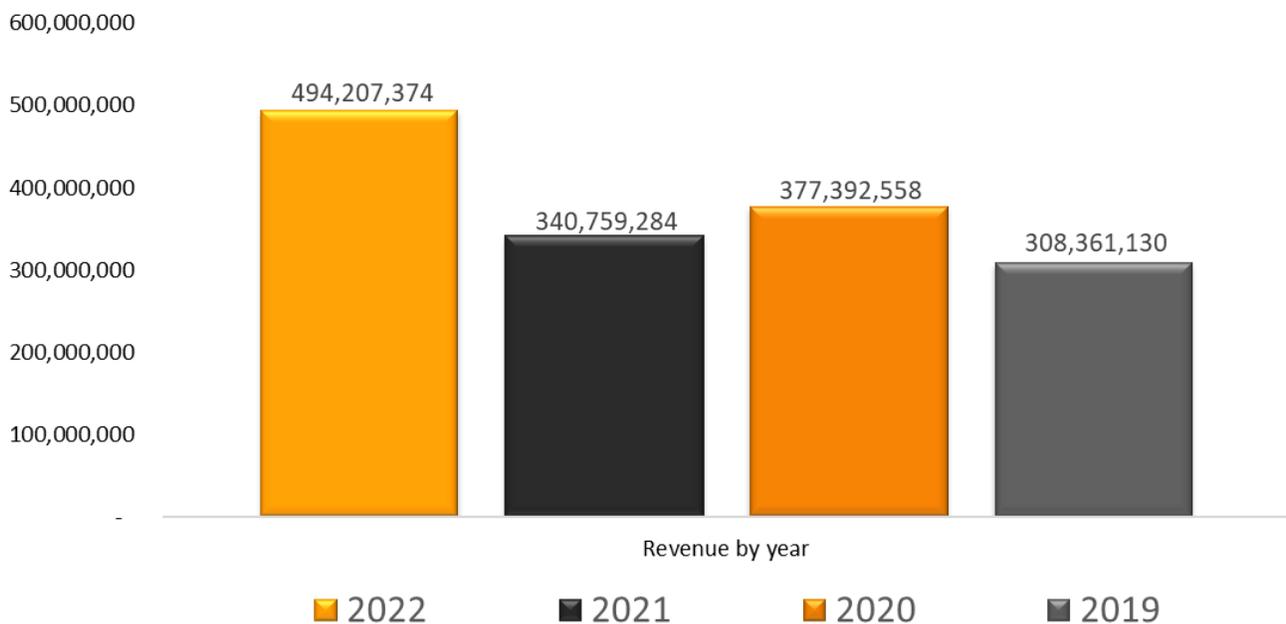
### Background

Each year the Workforce Board approves a budget planning how it will use its revenue to achieve results set out in the Board's strategic plan – competitive employers, an educated workforce, more and better jobs, higher incomes – and to operate Workforce Solutions and leverage results in the region.

We project a historic increase in dollars available to provide service this coming year. Targeted investments are being made towards our economic recovery which greatly increases resources available for 2022.

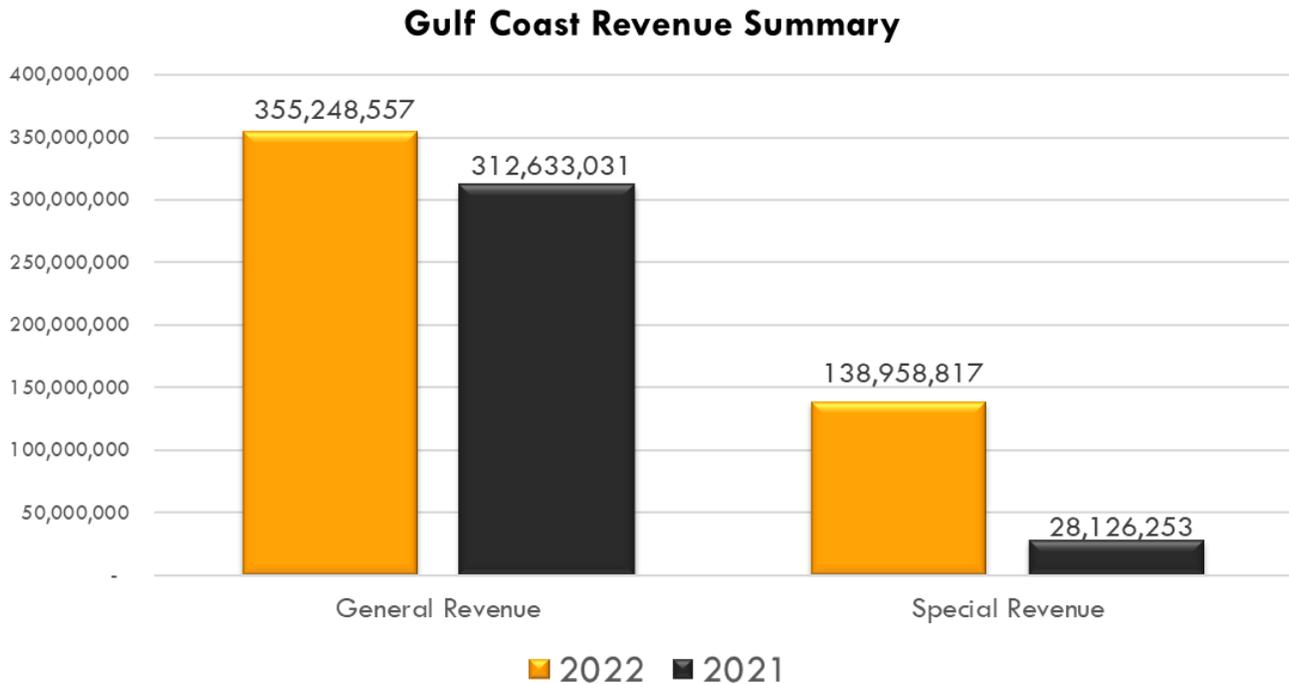
The Budget Committee met on Wednesday, November 10, 2021 with Committee Chair Willie Alexander, Committee Vice Chair Gerald Andrews, Board Chair Mark Guthrie, and Bobbie Henderson attending.

### Gulf Coast Historical Revenue



## Current Situation

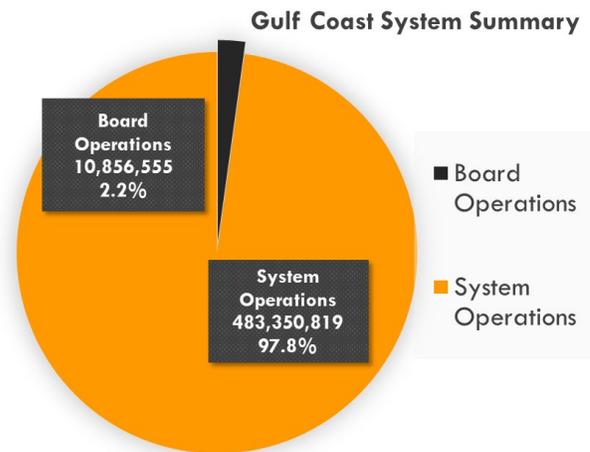
The proposed 2022 budget at just over \$494 million is 45% more than 2021, attributable to increases in both our general revenue and special revenue.



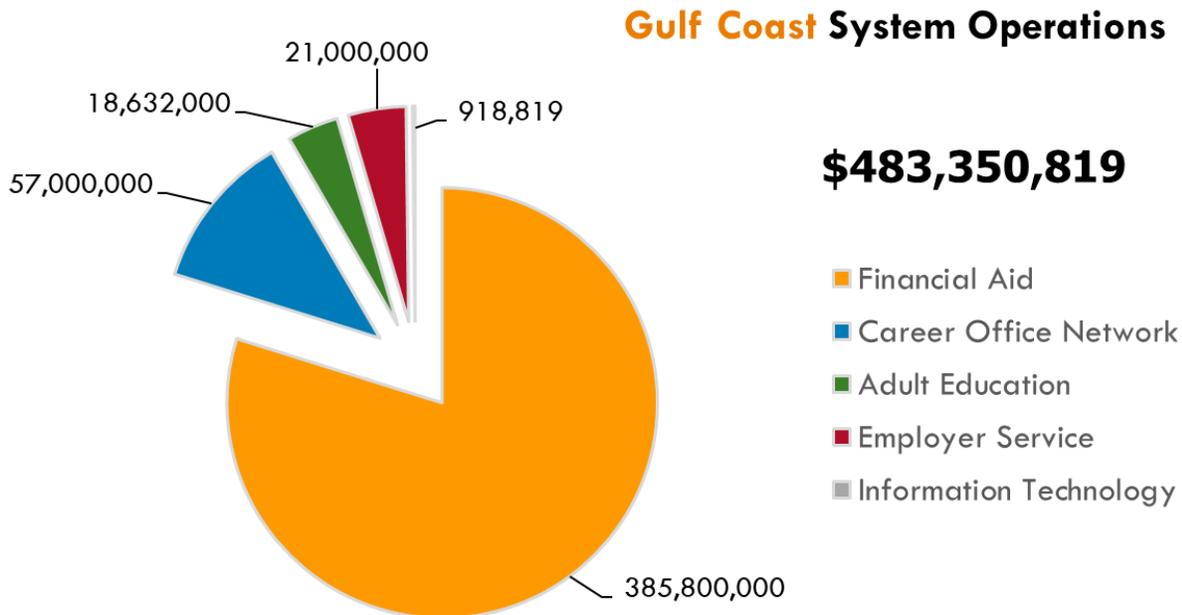
- Our larger formula allotments show the largest increase in early education dollars. We project general revenue will be 42.6 million more than in 2021. The general revenue fund contains the primary dollars which power Workforce Solutions.
- Special revenue, funds we consider short-lived or with a limited guarantee of continuance, is considerably higher in 2022. We have received a substantial 110 million dollar investment towards assisting service industry workers with child care over the next year.
- Our efforts to secure funding to provide registered apprenticeship opportunities continue to be successful. We anticipate 2.4 million available to support these activities in FY22.
- We have received a significant bump in available resources to assist with the training needs of trade affected workers.

The proposed 2022 Board budget reserves 2.2% of total revenue for operations at the administrative level. The remaining 97.8% delivers direct service to customers.

Suggested Board operations total \$10,856,555 for 2022 which is a 19.7% increase from the previous year. Recommended system operations have increased to \$483,350,819 which is a 45.7% increase from 2021.

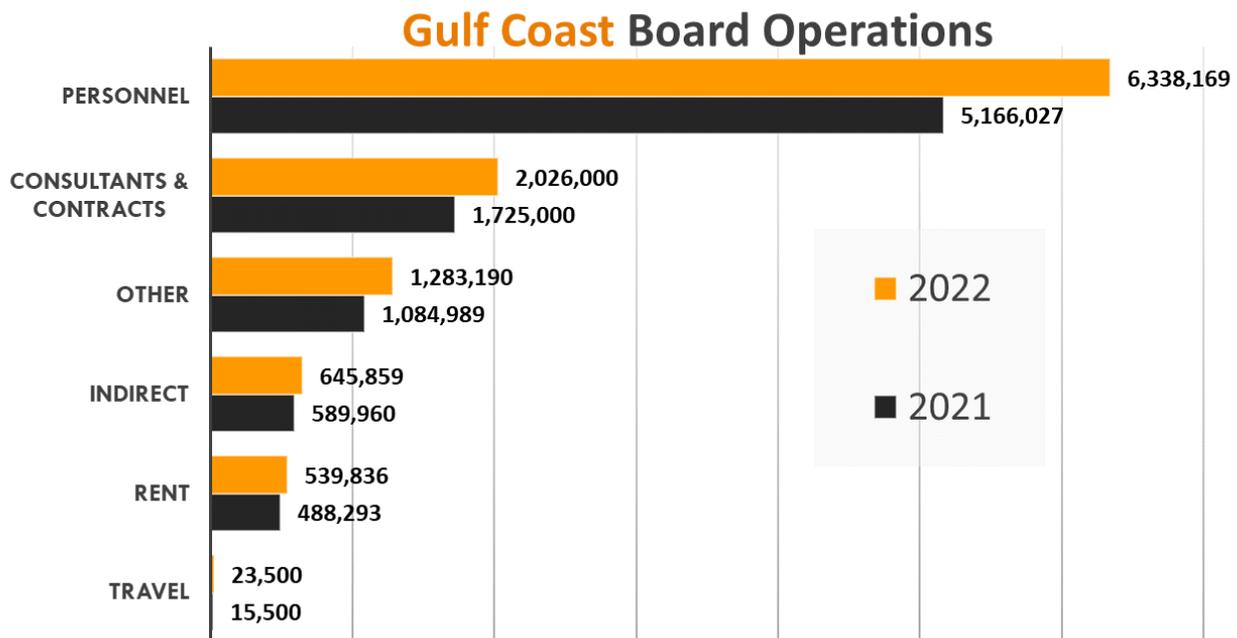


System operations is composed of direct service to employers and people. Proposed 2022 expenditures are in line with contracts the Board approved for Workforce Solutions in August 2021 and include a portion of the funds we plan to use for contracts beginning in the summer and fall of 2022.



- Financial aid, the highest dollar value service for people, represents the large demand for early education, scholarships, work-based learning, and work support in our region. We request increasing financial aid to just under \$386 million.

- We recommend funding the career office network at 57 million, an 11.5% increase from 2021. This increase accommodates the addition of our Next Gen Youth partners.
- We propose adding 3.1 million to Service for Employers and tweaking the category to include efforts in raising the quality of care for early education providers. This activity was previously incorporated under financial aid.
- We propose funding the adult education consortium at just over \$18.6 million dollars. Our consortium includes 14 providers and one lead agency.
- We propose increasing System IT by \$166,067. We continue to make investments in software purchases to enhance outreach, better connect with customer virtually, and upgrade our website.



We are proposing a Board administrative operations budget just under \$10.9 million, an increase of 19.7% from 2021. Board operations represent 2.2% of the total budget.

- The increase in personnel cost results from H-GAC’s budgeted merit increase and increased staffing for board operations. H-GAC provides a pool of funds for merit raises in most years. Managers recommend raises based on an evaluation of employees’ performance. This year the pool has been set at 4%. The new positions proposed include:

- Early Education Senior Manager, Administrator, and two Senior Planners;
  - Risk Manager and Risk Analyst;
  - Two Contract Management Planners;
  - Information Security Manager;
  - Youth Administrator;
  - Financial Analyst.
- We propose increasing the amount reserved for contracted financial monitoring activities and public information & outreach efforts. This change results in a \$301,000 increase in consultants and contracted services.
  - Shared costs provided by H-GAC represent the changes identified under indirect and other line items. H-GAC is increasing resources towards network security and performance.

## Results

With these recommendations we expect to:

- Serve at least 30,500 employers and 525,000 individuals
- Ensure 19,520 of our employers return for service
- Assist in creating 1,700 new jobs
- Spend at least \$14 million on scholarships for more than 4,500 individuals in high-skill, high-growth occupational training
- Support about 25,000 families and 50,000 children with early education
- Help more than 230,000 individuals go to work
- Raise the incomes of 80,000 by at least 20%
- Help 86% of individuals pursuing a post-secondary education attain a credential (certificate or degree)

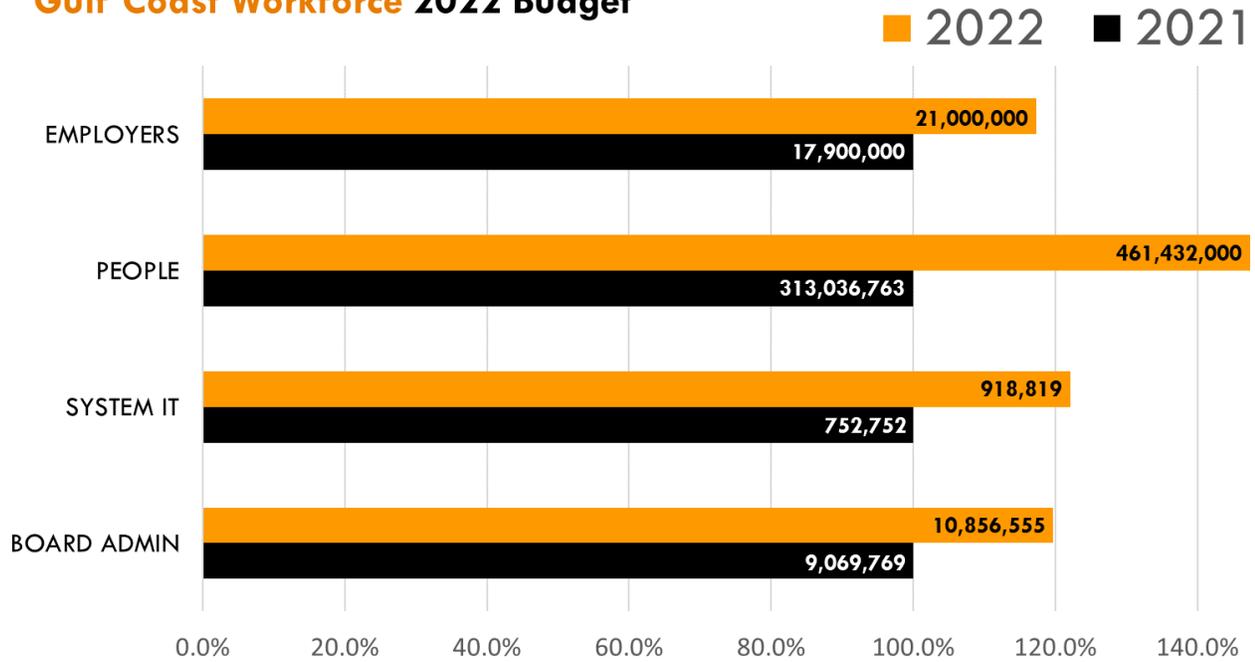
2021 Current Performance:

- Served around 24,600 employers and 428,000 individuals
- 11,968 of our employers return for service
- Assisted in creating 458 new jobs
- Spent at least \$13.2 million on scholarships for more than 3,400 individuals in high-skill, high-growth occupational training
- Support about 21,700 families and 41,800 children with early education
- Help more than 69,800 individuals go to work
- Raise the incomes of 32,747 by at least 20%
- Help 76.6% of individuals pursuing a post-secondary education attain a credential (certificate or degree)

# Action

Approved the proposed 2022 budget in the amount of \$494,207,374.

## Gulf Coast Workforce 2022 Budget



**Gulf Coast Workforce Board  
2022 Budget  
Source and Use**

<b>Source</b>		<b>Use</b>	
General Revenue	355,248,557	Board Operations	10,856,555
Special Federal & State Revenue	138,958,817	System IT	918,819
		Service for Employers	21,000,000
		Service for People	461,432,000
		<i>Financial Aid</i>	<i>385,800,000</i>
		<i>Career Office Network</i>	<i>57,000,000</i>
		<i>Adult Education</i>	<i>18,632,000</i>
<b>Total</b>	<b>\$494,207,374</b>	<b>Total</b>	<b>\$494,207,374</b>

**Gulf Coast Workforce Board  
2022 Budget  
Revenue Summary**

	2022	2021	Dollar Change	% Change
<b>General Revenue</b>	<b>355,248,557</b>	<b>312,633,031</b>	<b>42,615,526</b>	<b>13.6%</b>
Child Care	276,421,532	237,251,415	39,170,117	16.5%
Workforce Opportunity and Investment	40,396,464	39,677,835	718,629	1.8%
Temporary Assistance for Needy Families	16,372,036	16,481,070	-	-0.7%
Employment Service	6,507,008	6,989,845	-	-6.9%
Trade Act	4,586,859	1,592,659	2,994,200	188.0%
Vocational Rehabilitation	4,200,000	3,833,454	366,546	9.6%
Supplemental Nutrition Assistance	4,064,523	4,287,067	-	-5.2%
Reemployment Services & Eligibility Assessment	2,197,673	2,118,479	79,194	3.7%
Veterans Employment and Training	502,462	401,207	101,255	25.2%
<b>Special Federal &amp; State Revenue</b>	<b>138,958,817</b>	<b>28,126,253</b>	<b>110,832,564</b>	<b>394.1%</b>
Adult Education	19,647,929	17,837,793	1,810,136	10.1%
Summer Earn and Learn	3,667,000	2,074,619	1,592,381	100.0%
Apprenticeship Texas	2,400,000	400,000	2,000,000	100.0%
NDW Disaster Relief Employment	2,100,000	3,503,535	-	-40.1%
PATHS Walmart Initiative	794,044	1,988,810	-	-60.1%
Child Care - Service Industry Recovery	110,129,844	-	110,129,844	100.0%
JOBS Plus	120,000	-	120,000	100.0%
Texas Industry Partnership	100,000	-	100,000	100.0%
WIOA Alternative	-	1,924,224	-	-100.0%
Outreach Specialist	-	397,272	-	-100.0%
	<b>494,207,374</b>	<b>340,759,284</b>	<b>153,448,090</b>	<b>45.0%</b>

**Gulf Coast Workforce Board  
2022 Budget  
Budget Overview**

	<b>2022</b>	<b>2021</b>	<b>% of Total 2021 Budget</b>	<b>Dollar Variance from 2021</b>	<b>% Variance from 2021</b>
<b>Board Operations</b>	<b>10,856,555</b>	<b>9,069,769</b>	<b>2.2%</b>	<b>1,786,786</b>	<b>19.7%</b>
Personnel	6,338,169	5,166,027	1.3%	1,172,142	22.7%
Indirect	645,859	589,960	0.1%	55,899	9.5%
Consultants & Contracts	2,026,000	1,725,000	0.4%	301,000	17.4%
Travel	23,500	15,500	0.0%	8,000	51.6%
Rent	539,836	488,293	0.1%	51,543	10.6%
Capital Equipment	-	-	0.0%	-	100.0%
Other	1,283,190	1,084,989	0.3%	198,201	18.3%
<b>System Operations</b>	<b>483,350,819</b>	<b>331,689,515</b>	<b>97.8%</b>	<b>151,661,304</b>	<b>45.7%</b>
Service for Employers	21,000,000	17,900,000	4.2%	3,100,000	17.3%
Service for People					
Financial Aid	385,800,000	240,348,763	78.1%	145,451,237	60.5%
Career Office Network	57,000,000	55,550,000	11.5%	1,450,000	2.6%
Adult Education	18,632,000	17,138,000	3.8%	1,494,000	8.7%
System IT	918,819	752,752	0.2%	166,067	22.1%
<b>Total</b>	<b>494,207,374</b>	<b>340,759,284</b>	<b>100.0%</b>	<b>153,448,090</b>	<b>45.0%</b>

**Gulf Coast Workforce Board  
2022 Budget  
Proposed Budget Detail**

	Board Operations			
	2022	2021	Dollar Variance	Percent Variance
<b>Consultants</b>	<b>2,026,000</b>	<b>1,725,000</b>	<b>301,000</b>	<b>17%</b>
Legal Services	15,000	15,000	-	0%
Audit	35,000	35,000	-	0%
Financial Monitoring	1,126,000	925,000	201,000	22%
Public Information & Outreach	850,000	750,000	100,000	13%
<b>Other</b>	<b>1,283,190</b>	<b>1,084,989</b>	<b>198,201</b>	<b>18%</b>
Supplies	6,000	12,800	- 6,800	-53%
Meeting Expenses	9,000	18,000	- 9,000	-50%
Books & Publications	1,500	1,500	-	0%
Maintenance & Repair	4,000	4,000	-	0%
Software	2,500	2,500	-	0%
Licenses & Permits	800	800	-	0%
Communications	42,000	42,000	-	0%
Postage & Delivery	12,800	12,800	-	0%
Subscriptions & Dues	20,000	20,000	-	0%
Expendable Equipment	35,000	29,900	5,100	17%
Legal Notices	12,000	12,000	-	0%
Employee Recruitment	1,800	1,000	800	80%
Employee Development	45,000	45,000	-	0%
Internal Services	471,535	472,088	- 553	0%
Network Services	619,255	410,601	208,654	51%
<b>System IT</b>	<b>918,819</b>	<b>752,752</b>	<b>166,067</b>	<b>22%</b>
Personnel	186,219	270,082	- 83,863	-31%
Wide Area Network	215,000	235,000	- 20,000	-9%
Software	504,000	239,070	264,930	111%
Maintenance and Repair	10,000	5,000	5,000	100%
Security Training	3,600	3,600	-	0%

# Employer Service Committee

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## Contract Amendment

### Background

Adaptive Construction Solutions is a new contractor for Workforce Solutions, resulting from our recent procurement. ACS is the principal marketing and sales force for Workforce Solutions, responding to employers' needs for skilled workers by providing professional advice and consultation providing real-time labor market intelligence and current information about area employers' wants and needs to the entire Workforce Solutions system.

ACS provides employers with information and professional consultancy on human resources needs – including talent acquisition, development, and retention.

### Current Situation

As a result of bringing on a new contractor and the need to provide service for employers in new and innovative ways, we are requesting additional funds up to \$1,382,000 for an additional 13 staff members and associated operational costs. The additional funds will assist us in:

- Ensuring high-level relationships with chambers, EDCs, and business associations throughout the region
- Introducing new businesses to Workforce Solutions (increasing market share)
- Outreaching and expanding services to at least 64% of the 29,5000 companies that we served last year (ensuring repeat business)
- Creating an additional 1,700 new jobs in the Gulf Coast region
- Creating new opportunities with employers as part of our talent development efforts

### Action

Approve amending contract with ACS by up to \$1,382,000 for a total contract not to exceed \$4,882,000.

# Employer Service Committee

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## Work Search Requirement

### Background

Individuals who are receiving unemployment compensation are required, with some exceptions, to be available for and looking for work to continue receiving benefits. The state sets a basic number of required weekly job searches that an individual must make, and workforce boards can change that number – increasing it or decreasing it.

In the past, the Board has considered the required weekly job search requirement annually and set a level for the coming year. The pandemic has of course interrupted that process as all job search requirements were suspended. The Workforce Commission has reinstated the basic number of searches and asked us to provide a description of the rationale that we will use in adjusting the requirement.

### Current Situation

We have developed a process that uses the most currently available labor market data for open jobs and unemployed individuals. At its November 30 meeting, the Employer Service Committee reviewed and discussed that process, the requirements for weekly job searches, and the impact of those requirements on employers and individuals. The Committee recommends:

1. The Employer Service Committee use data from the labor market analysis tool once a year to review the state of the labor market and the work search requirement; and
2. The Committee recommend to the Board a required number of weekly job searches for the coming year based on (1) the labor market situation, (2) a consideration for the administrative burden the requirement places on employers, particularly employers in less-populated areas of the region, and (3) the time needed to notify recipients of any changes to the requirement.

In addition, the Committee recommends to the Board that it adopt a requirement for 2022 of at least three job searches every week for unemployment compensation recipients.

## Action

Adopt Employer Service Committee recommendation for determining weekly job search requirements and set the required level for 2022 at three job searches every week.

# Nominations Committee

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## 2022 Board Officers

### Background

Each year the Board chooses members to be its officers: the Chair, and three Vice Chairs. Beginning in October, the Nominations Committee issues a call for nominations for each of the four officer positions.

The next page shows the section of the bylaws that concern Board officers.

### Current Situation

Nominations Committee chair Guy Jackson will provide a report from the committee and conduct the election of 2022 Board officers.

### Action

Elect 2022 Board officers: Chair and three Vice Chairs.

(Excerpted from the Gulf Coast Workforce Board Bylaws)

## **ARTICLE VII OFFICERS**

### **A. Officers.**

The officers of the Board will be a Chair and three Vice Chairs. Vice Chairs may be assigned functional responsibilities by the Chair.

### **B. Election and Term.**

Chair and Vice Chairs will be elected by majority vote of Board members present and voting at a regular meeting designated by the Board for elections. Each officer serves a one-year term.

### **C. Election Procedures.**

1. The Chair will appoint a nominating committee to solicit nominations for officers from among its members. Members desiring to serve as officers will submit their names, resumes, and the offices which they wish to hold to all members.
2. At the first Board meeting of each year, the membership will vote on those names submitted by the nominating committee and any nominations from the floor.

### **D. Chair.**

1. The Board Chair must come from among the representatives of private business on the Board.
2. The Chair presides at meetings, appoints committees, certifies the quorum, and takes other duties as the Board may assign.

### **E. Vice Chair.**

1. The Vice Chairs may come from any membership category on the Board.
2. The Vice Chairs each in turn act in absence of the Chair.

F. Vacancies.

The Board will elect a successor to fill the unexpired term of any officer.

G. Removal.

Any officer may be removed from office by a two-thirds vote of the members present at the meeting following the meeting at which the motion is made to remove the officer.



## Outreach and Communications

### December 2021 Update

During October and November, we used our social media to support workforce development initiatives including:

- National Manufacturing Day
- National Disability Employment Awareness Month
- White Cane Day
- Construction Career Awareness
- Hiring Red, White & You!
- National Apprenticeship Week

The Texas Workforce Commission included us in their social media video for Hiring Red, White & You <https://youtu.be/-9DVEv9MPcl>.

Followers	March 2020	November 2021	Growth
Facebook	3,531	9,301	163%
Instagram	663	2,539	283%
Twitter	1,460	1,673	15%
LinkedIn	1,473	4,282	191%

From mid-October to mid-November, news media coverage was dominated by the Houston Astros' World Series run, followed by the tragedy of the Astroworld Festival concert deaths. During the last two months, Workforce Solutions was included in over 40 media segments, generating over 4.5 million total views with a value of over \$1.1 million. Below are some highlights:

Date	Outlet	Story	Link
10/01/2021	Fox 26 Houston	Manufacturing Day	<a href="https://youtu.be/9jHW8WHXP3o">https://youtu.be/9jHW8WHXP3o</a>
10/07/2021	ABC 13	Child Care Assistance	<a href="https://abc13.co/3mqQNoj">https://abc13.co/3mqQNoj</a>
10/08/2021	Fox 16 Houston	Start My VR	<a href="https://youtu.be/t3gnp-FKuUM">https://youtu.be/t3gnp-FKuUM</a>
10/11/2021	Fox 26 Houston	National Jobs Report	<a href="https://bit.ly/3l4wPG8">https://bit.ly/3l4wPG8</a>
10/15/2021	Fox 26 Houston	Service Industry Recovery	<a href="https://youtu.be/0eT-gghJmv0">https://youtu.be/0eT-gghJmv0</a>
10/19/2021	ABC 13	Alvin: ACC Process Tech	<a href="https://abc13.co/3rh4mqF">https://abc13.co/3rh4mqF</a>
10/19/2021	ABC 13	Alvin: Reintegration	<a href="https://abc13.co/3nmDZw7">https://abc13.co/3nmDZw7</a>

Date	Outlet	Story	Link
10/22/2021	Fox 26 Houston	Second Chance Employment Resources	<a href="https://youtu.be/RANdMUWlum4">https://youtu.be/RANdMUWlum4</a>
10/29/2021	Fox 26 Houston	Construction Careers	<a href="https://youtu.be/U5izxQDhYXo">https://youtu.be/U5izxQDhYXo</a>
10/29/2021	Houstonia Magazine	Hiring Red, White & You	<a href="https://bit.ly/3FVbqNU">https://bit.ly/3FVbqNU</a>
10/31/2021	KPRC-2 Newsmakers	Hiring Red, White & You	<a href="https://bit.ly/319cgYP">https://bit.ly/319cgYP</a>
11/03/2021	Fox 26 Isiah Factor	Hiring Red, White & You	<a href="https://bit.ly/3lhtf1M">https://bit.ly/3lhtf1M</a>
11/03/2021	Univision	Hiring Red, White & You	<a href="https://bit.ly/3FW9u7W">https://bit.ly/3FW9u7W</a>
11/04/2021	Univision	Service Industry Recovery Child Care	<a href="https://youtu.be/DlluX0KTj-8">https://youtu.be/DlluX0KTj-8</a>
11/05/2021	Fox 26 Houston	Hiring Red, White & You	<a href="https://youtu.be/mDNOWsL0AMw">https://youtu.be/mDNOWsL0AMw</a>
11/12/2021	Fox 26 Houston	Holiday Hiring	<a href="https://youtu.be/rplvKiCTWhA">https://youtu.be/rplvKiCTWhA</a>
11/15/2021	ABC 13	Infrastructure Jobs	<a href="https://abc13.co/3cf9Cma">https://abc13.co/3cf9Cma</a>
11/19/2021	Fox 26 Houston	Apprenticeships	<a href="https://youtu.be/mDNOWsL0AMw">https://youtu.be/mDNOWsL0AMw</a>
11/19/2021	Univision	Holiday Hiring	<a href="https://youtu.be/gvla_o7cMus">https://youtu.be/gvla_o7cMus</a>
11/22/2021	ABC 13	Celebrating Success – Andrea Burts	<a href="https://abc13.co/3HYWj7T">https://abc13.co/3HYWj7T</a>
11/23/2021	ABC 13	Celebrating Success – Florine Kamdem	<a href="https://abc13.co/3rdNMbn">https://abc13.co/3rdNMbn</a>
11/24/2021	ABC 13	Celebrating Success – Oswaldo Avendano	<a href="https://abc13.co/3FWaXv2">https://abc13.co/3FWaXv2</a>
11/25/2021	ABC 13	Celebrating Success – Childcare Scholarships	<a href="https://abc13.co/3HU8iUe">https://abc13.co/3HU8iUe</a>
11/26/2021	ABC 13	Celebrating Success – Partnership Recap	<a href="https://youtu.be/0AUbRK38v0I">https://youtu.be/0AUbRK38v0I</a>

As a reminder, you can find the weekly webcast with ABC 13 live on Thursdays at 11:30 am online or via the ABC 13 Houston connected TV app.

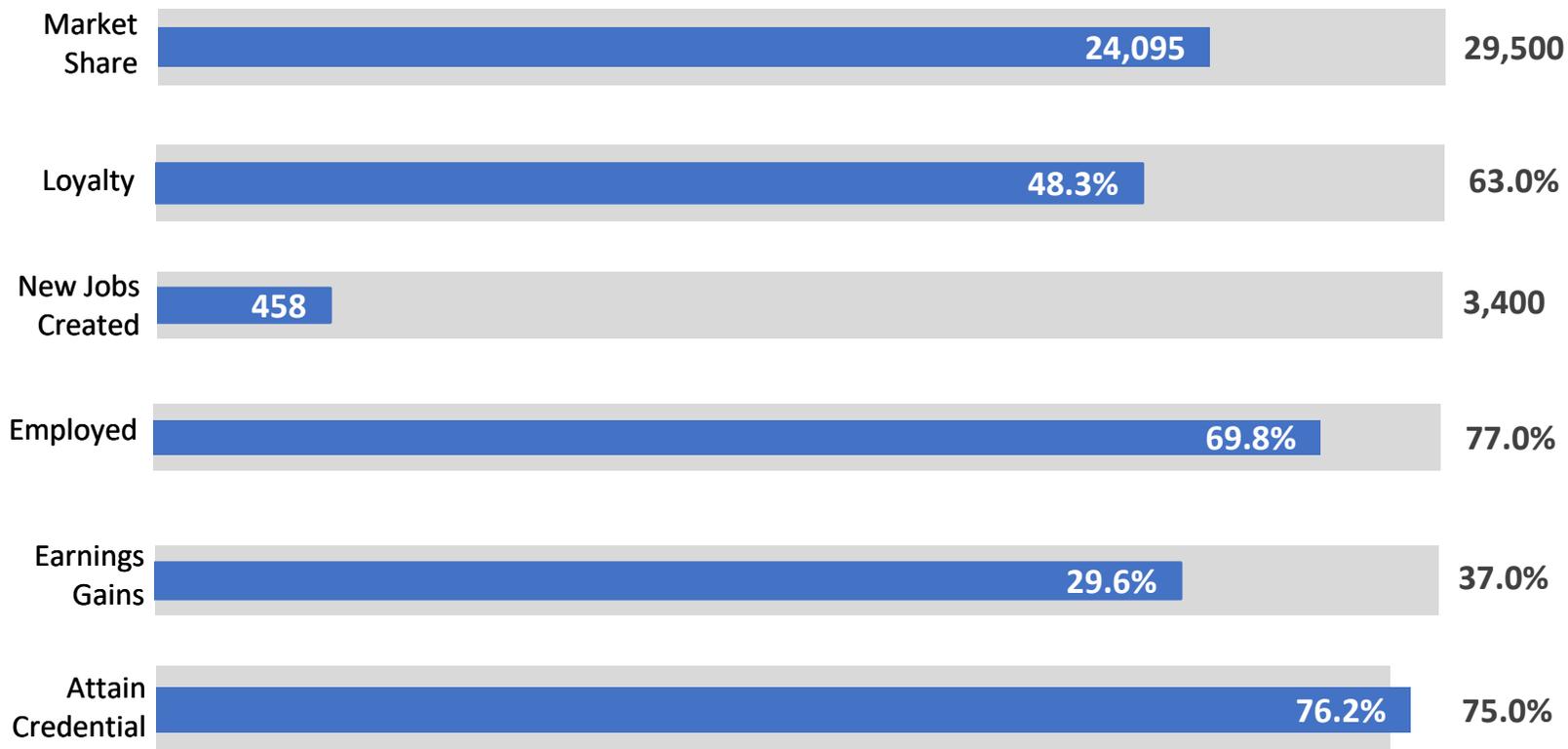
Date	Topic	Link
10/7/2021	Child Care Assistance	<a href="https://abc13.co/3bftGiS">https://abc13.co/3bftGiS</a>
10/14/2021	Disability Awareness: Start My VR	<a href="https://abc13.co/311CQTH">https://abc13.co/311CQTH</a>
10/21/2021	ABC Localish: Alvin	<a href="https://abc13.co/3nhSwt1">https://abc13.co/3nhSwt1</a>
10/28/2021	September Jobs Report	<a href="https://abc13.co/3141HWW">https://abc13.co/3141HWW</a>
11/04/2021	Hiring Red, White & You!	<a href="https://abc13.co/3ldyRu4">https://abc13.co/3ldyRu4</a>
11/11/2021	Veterans Day	<a href="https://abc13.co/3riBHBO">https://abc13.co/3riBHBO</a>
11/18/2021	National Apprenticeship Week	<a href="https://abc13.co/319odO2">https://abc13.co/319odO2</a>

# Gulf Coast Workforce Board

System Performance

## Performance Measures

October 2020 to September 2021



# Gulf Coast Workforce Board

System Performance

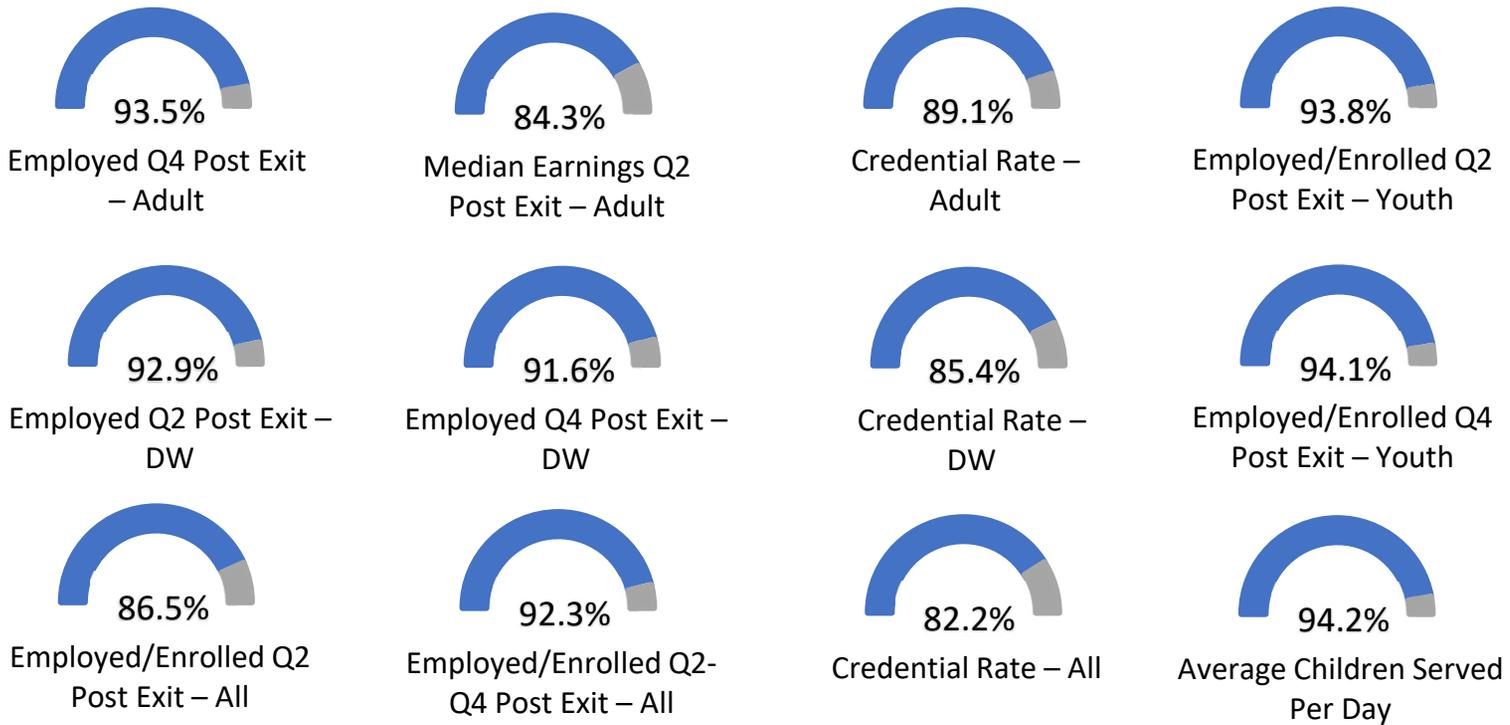
## Production Measures



Number of measures meeting or exceeding

## Measures that require additional focus

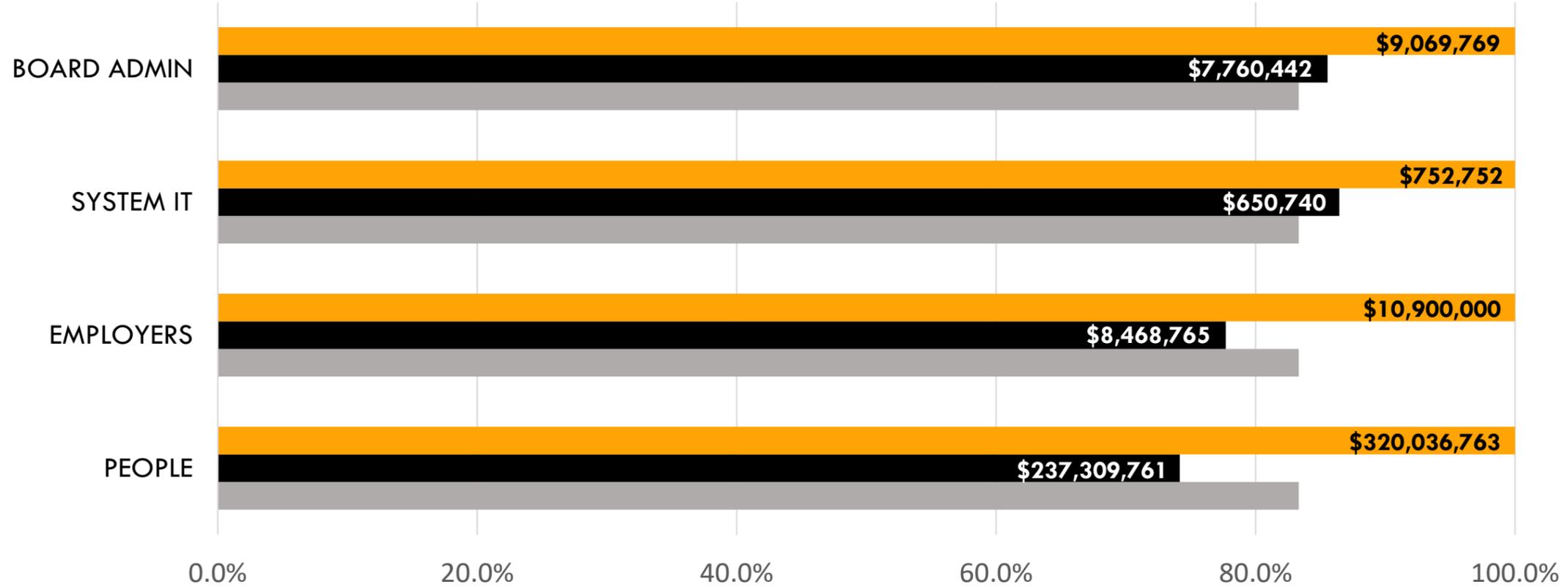
October 2020 to September 2021



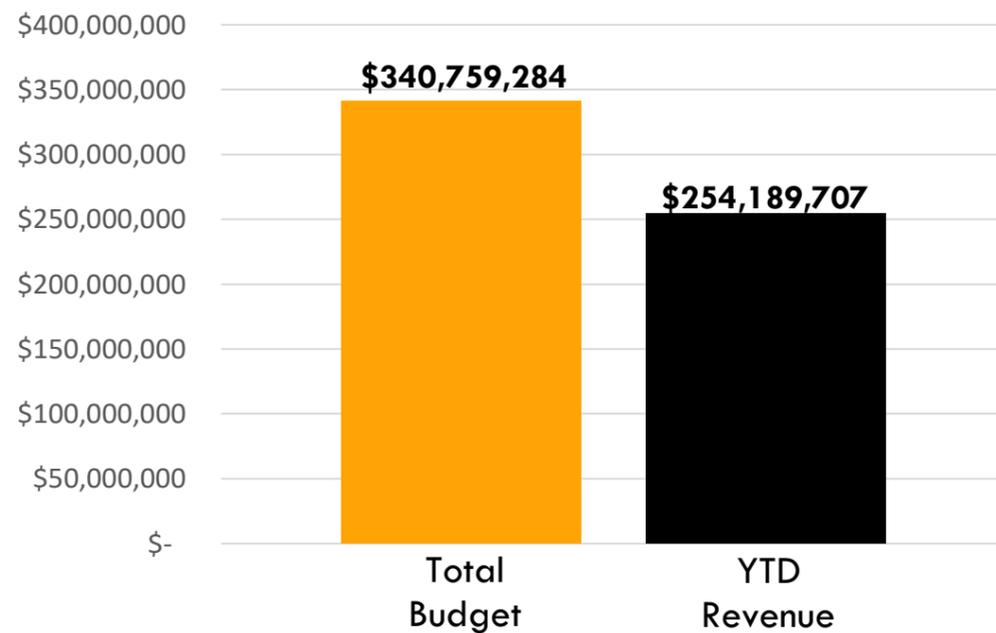
# Gulf Coast Workforce Financial Status Report

For the 10 months ending October 31, 2021

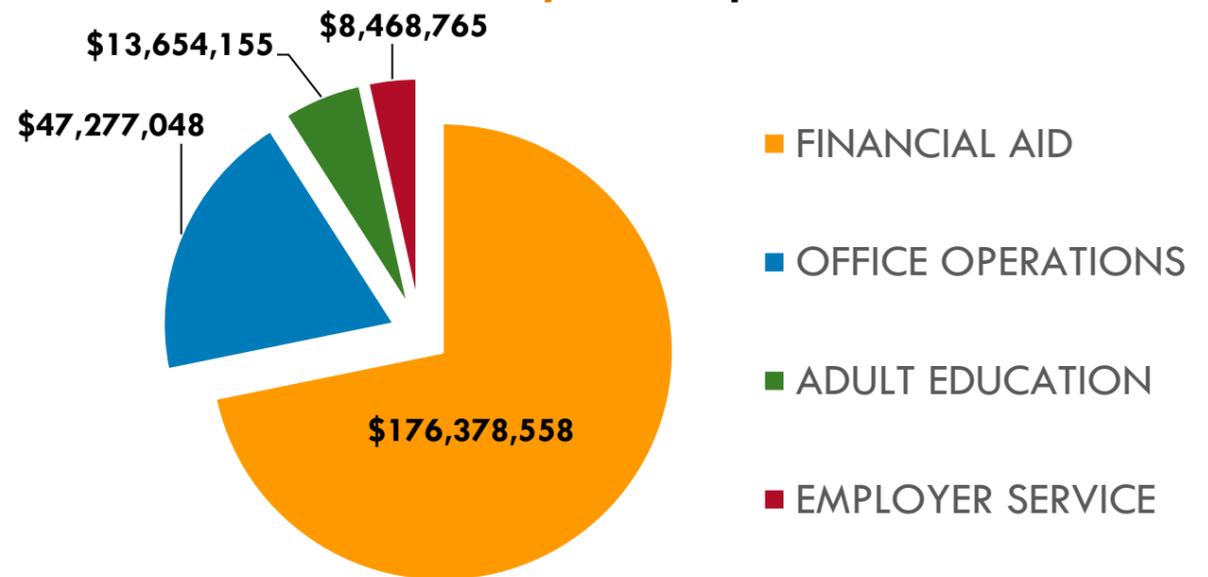
■ Budget ■ Expenses ■ Target



## Workforce Revenue



## System Expenses





HOUSTON-THE WOODLANDS-SUGAR LAND METROPOLITAN STATISTICAL AREA Visit our website at [www.wrksolutions.com](http://www.wrksolutions.com)

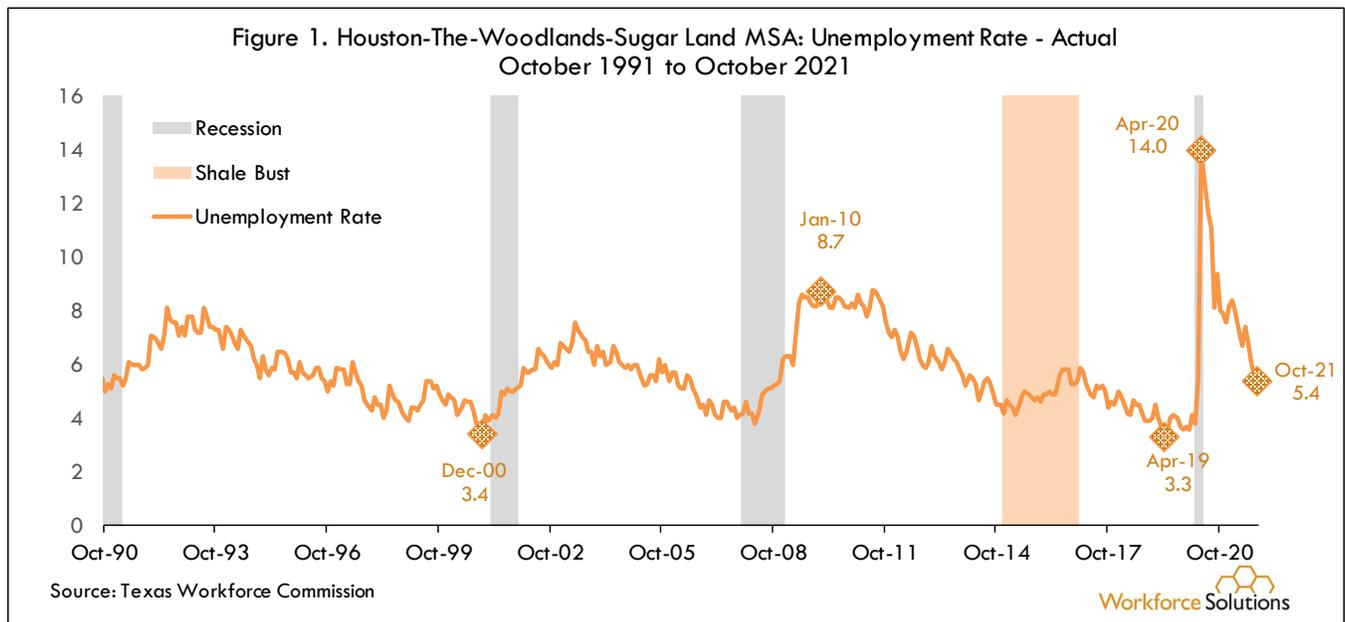
**Labor Market Information**  
 October 2021 Employment Data

**Unemployment Rates**

The rate of unemployment in The Houston-The Woodlands-Sugar Land MSA fell two-tenths of a percentage point to 5.4 percent in October, see figure 1. The local rate of unemployment continues to be higher than the state and national rate due to its large concentration of businesses in the energy industry and slow recovery despite strong oil prices. The current rate of unemployment was nearly four percentage points lower than it was a year earlier with 119,361 more employed and 88,065 fewer unemployed.

**Unemployment Rate (Actual)**

	OCT 2021	SEP 2021	OCT 2020
<b>Civilian Labor Force</b>	3,454,769	3,438,106	3,423,473
<b>Total Employed</b>	3,269,877	3,246,669	3,150,516
<b>Unemployed</b>	184,892	191,437	272,957
<b>Unemployment Rate</b>	5.4%	5.6%	8.0%
<b>Texas</b>	4.8%	4.9%	6.9%
<b>U.S.</b>	4.3%	4.6%	6.6%



October employment data is scheduled to be released by the Texas Workforce Commission December 17, 2021.

## Pandemic Job Recovery Update

The pandemic took a huge toll to labor markets around the world with payrolls in the Houston-The Woodlands-Sugar Land MSA experiencing an unprecedented loss of 361,400 jobs during March and April of 2020, down 11.32 percent. By October 2021 payrolls in the H-W-S MSA remained 2.9 percent below what they were just prior to the pandemic in February 2020 having recovered some 269,000 jobs or 74.4 percent of the total number of jobs lost.

Recovery has been uneven across the various industry sectors. Transportation, Warehousing, and Utilities was the fastest recovering industry sector due to an overall trend of increased online shopping that was already underway and additional demand created by the pandemic. In addition to Transportation, Warehousing, and Utilities, where all jobs lost were recovered by October 2020, three more major industry sectors were added to the list of fully recovered this month including: Professional and Business Services, Retail Trade, and Education and Health Services. Leisure and Hospitality and Other Services, industry sectors that deal directly with the public, have also made healthy progress in job recovery recovering 81.2 percent and 99.3 percent respectively. While Construction reported a substantial increase in October of 3,100 jobs it is currently reporting the largest shortfall of jobs since the pandemic began, down 30,600 jobs.

Many businesses with ties to the energy sector, whether affiliated with upstream, downstream, or any of its related products, have experienced weaker recovery rates. Recent increases in energy prices and the resulting increases in drilling activity are finally starting to generate hiring in the various related industry sectors.

### Job Recovery - Actual

Industry Sector	March and April Increase (Decrease)	May 2020 through Oct 2021 Increase (Decrease)	Jobs Left to Recover	Percent Recovered
H-W-S MSA Total	-361,400	269,000	92,400	74.4%
Education and Health Services	-45,700	50,600	-4,900	110.7%
Professional and Business Services	-41,400	41,900	-500	101.2%
Retail Trade	-40,000	40,400	-400	101.0%
Transportation, Warehousing, and Utilities	-4,300	20,500	-16,200	100.0%
Other Services	-30,200	30,000	200	99.3%
Leisure and Hospitality	-127,900	103,900	24,000	81.2%
Financial Activities	-7,800	3,400	4,400	43.6%
Wholesale Trade	-8,900	1,500	7,400	16.9%
Information	-4,500	700	3,800	15.6%
Mining and Logging	-6,100	-600	6,700	0.0%
Government	-9,100	-5,200	14,300	0.0%
Manufacturing	-11,500	-11,500	23,000	0.0%
Construction	-24,000	-6,600	30,600	0.0%
United States Total	-20,717,000	18,966,000	1,751,000	91.5%

### Job Recovery - Seasonally Adjusted

Industry Sector	March and April Increase (Decrease)	May 2020 through Oct 2021 Increase	Jobs Left to Recover	Percent Recovered
H-W-S MSA	-371,400	257,100	114,300	69.2%
United States	-22,362,000	18,158,000	4,204,000	81.2%

## Nonagricultural Employment - Actual

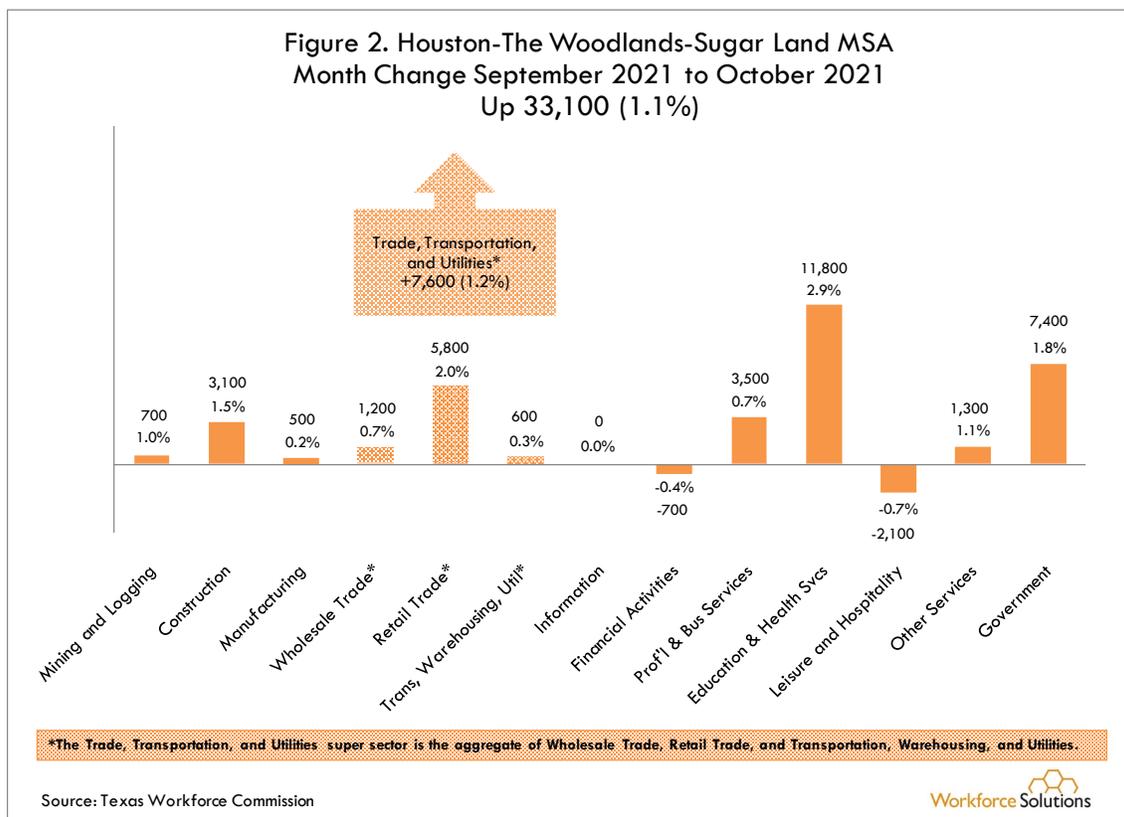
A note on revisions

Total Nonfarm employment growth for September was revised downward indicating some 35.5 percent fewer jobs were added over the month for an increase of 17,600 jobs or 0.6 percent instead of the originally estimated increase of 27,300 jobs or 0.9 percent. Largest downward revisions were in Government, down 4,700 jobs, Leisure and Hospitality, down 1,500 jobs, and Education and Health Services, down 1,500 jobs. The only substantial favorable revisions were found in Financial Activities, up 600 jobs, Transportation, Warehousing, and Utilities, up 400 jobs, and Other Services, up 300 jobs.

Over the Month

Total Nonfarm Employment in the H-W-S MSA was up 33,100 jobs over the month, up 1.1 percent, making it the second largest October increase on record behind last year's record increase of 35,900 jobs driven by recovery from the pandemic. While October gains over the last two years have been tied to pandemic recovery, the Houston MSA also reported a similar increase of 1.1 percent in 2017 during recovery from Hurricane Harvey.

Largest contributors to the increase were related to seasonal gains in education with Education and Health Services up 11,800 jobs or 2.9 percent and Government up 7,400 jobs or 1.8 percent. Trade, Transportation, and Utilities was also a major contributor with payrolls up 7,600 jobs or 1.2 percent in preparation for the holiday season. Additional contributors included Construction, up 3,100 jobs over the month, and Mining and Logging reporting its third consecutive increase for a three-month total gain of 3,200 jobs. As for losses, Leisure and Hospitality incurred a seasonal loss of 2,100 jobs or 0.7 percent and within the Financial Activities industry sector, which reported a net loss of 700 jobs, Real Estate and Rental and Leasing reported a loss of 1,400 jobs, down 2.4 percent.



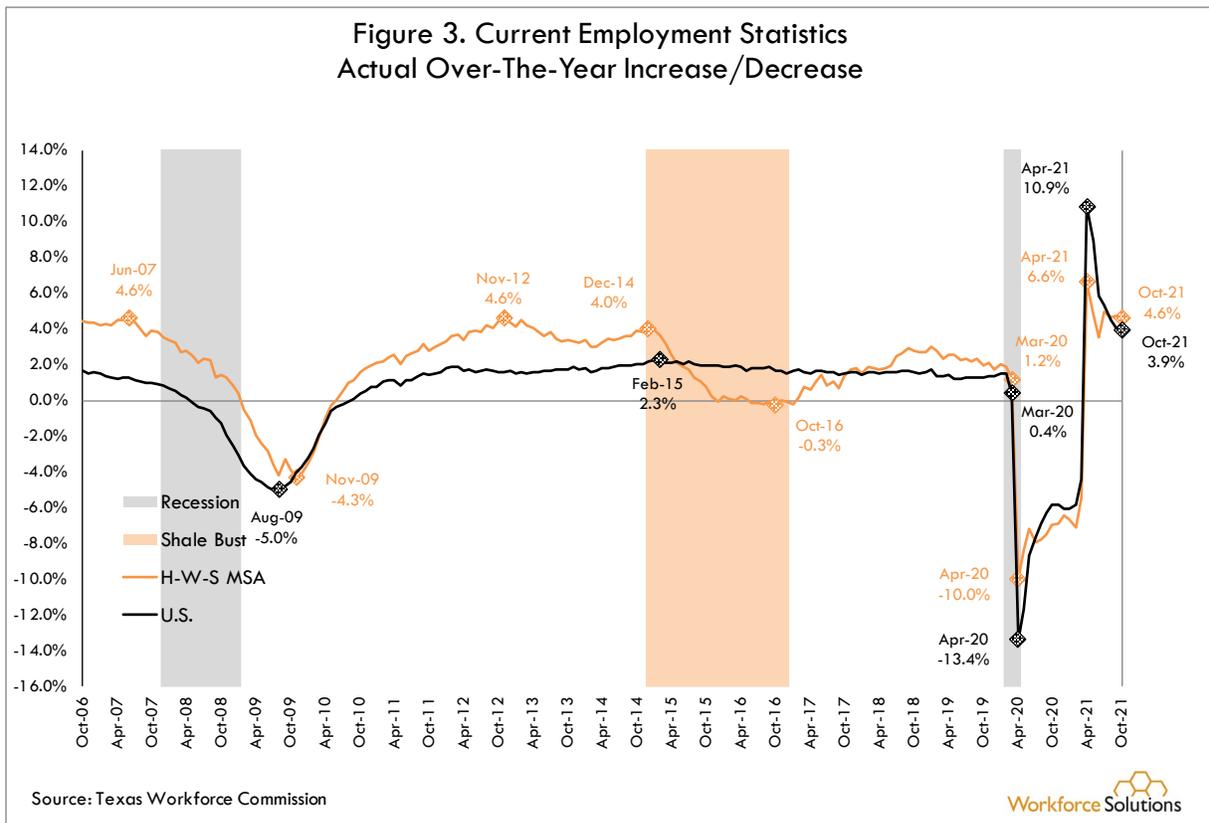
Over the Year

Total Nonfarm Employment in the H-W-S MSA was up 135,600 jobs over the year in October with the pace of job growth falling slightly by one-tenths of a percentage point to 4.6 percent, see figure 3 and 4. The local pace of job growth was higher than the national pace which fell one-half of a percent to 3.9 percent.

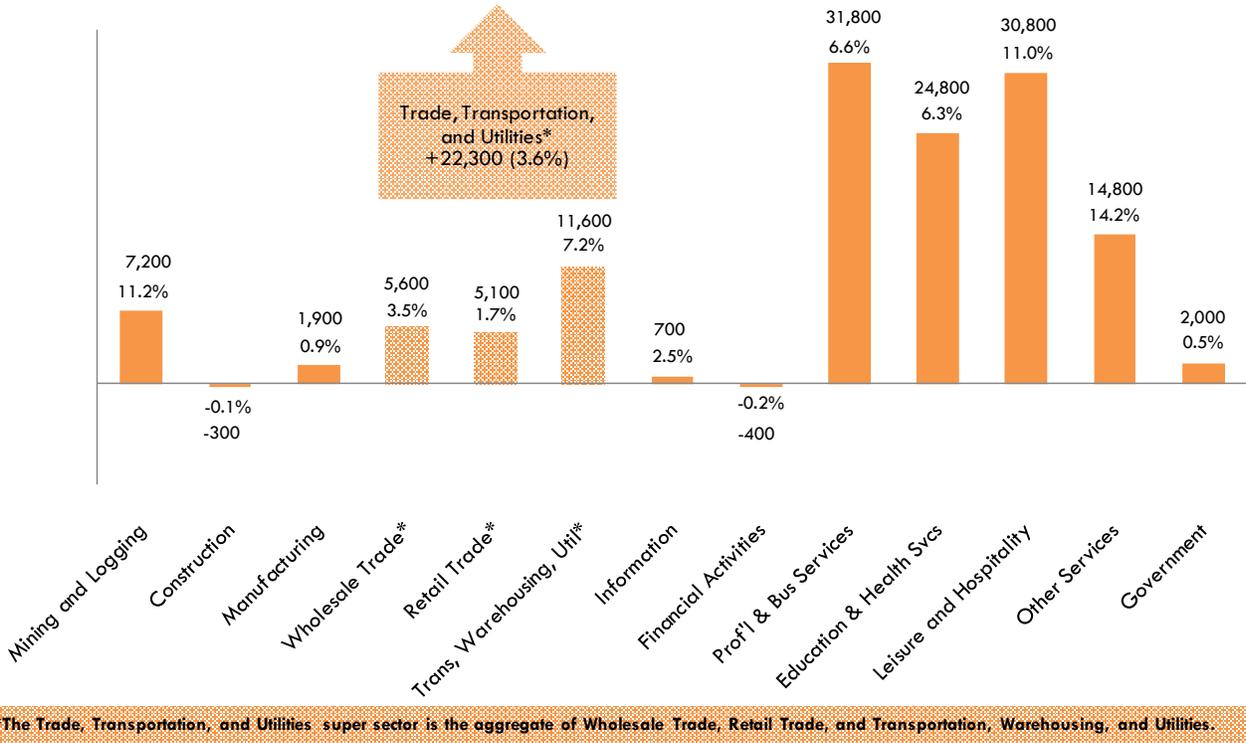
Job growth was positive in all but two major industry sectors. The top three contributors to the increase were Professional and Business Services, up 331,800 jobs or 6.6 percent, Leisure and Hospitality, up 30,800 jobs or 11.0 percent, and Education and Health Services, up 24,800 jobs or 6.3 percent. Trade, Transportation, and Utilities followed closely with an increase of 22,300 jobs or 3.6 percent with half of the increase in Retail Trade, up 11,600 jobs or 7.2 percent. Other Services was reporting the strongest job growth with payrolls up 14,800 jobs or 14.2 percent. The only declines were minimal and found in Construction, down 300 jobs or 0.1 percent, and Financial Activities, down 400 jobs or 0.2 percent.

For a complete list of current, month-ago, and year-ago employment estimates see pages 28 & 29.

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



**Figure 4. Houston-The Woodlands-Sugar Land MSA  
Annual Change October 2020 to October 2021  
Up 135,600 (4.6%)**



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

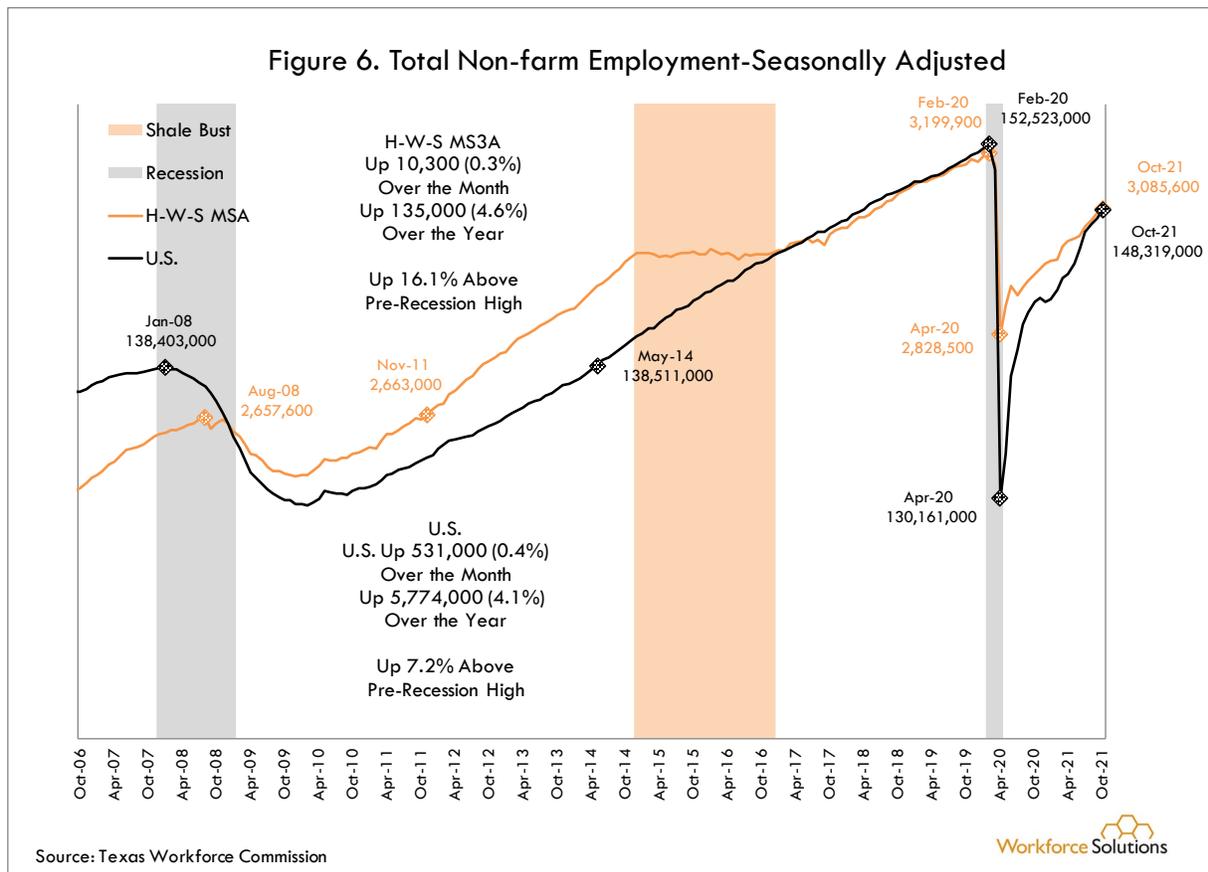
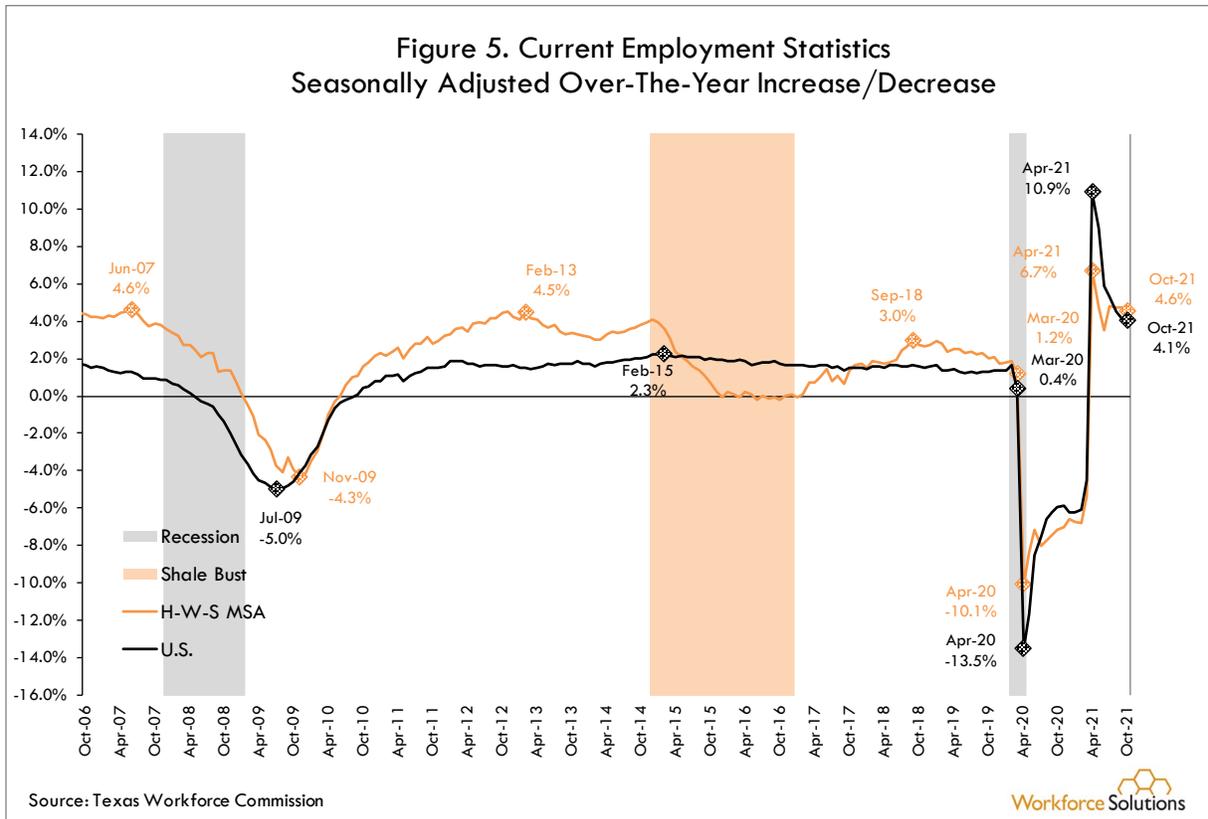
Source: Texas Workforce Commission



**Total Nonfarm Employment – Seasonally Adjusted**

Seasonally adjusted estimates for the H-W-S MSA and U.S. seen in figure 5 and 6 provide an additional view of growth trends removing the erratic month-to-month seasonal patterns. Total Nonfarm Employment in the H-W-S MSA was up 10,300 jobs or 0.3 percent over the month in October with payrolls up 135,000 jobs or 4.6 percent over the year. Total Nonfarm Employment at the national level was up 531,000 jobs or 0.4 percent over the month and 5,774,000 jobs or 4.1 percent over the year.

Long-term job growth in the H-W-S MSA continues to outpace that of the nation. Payrolls in the H-W-S MSA are currently up 16.1 percent above their peak prior to The Great Recession while payrolls at the national level are only up 7.2 percent.

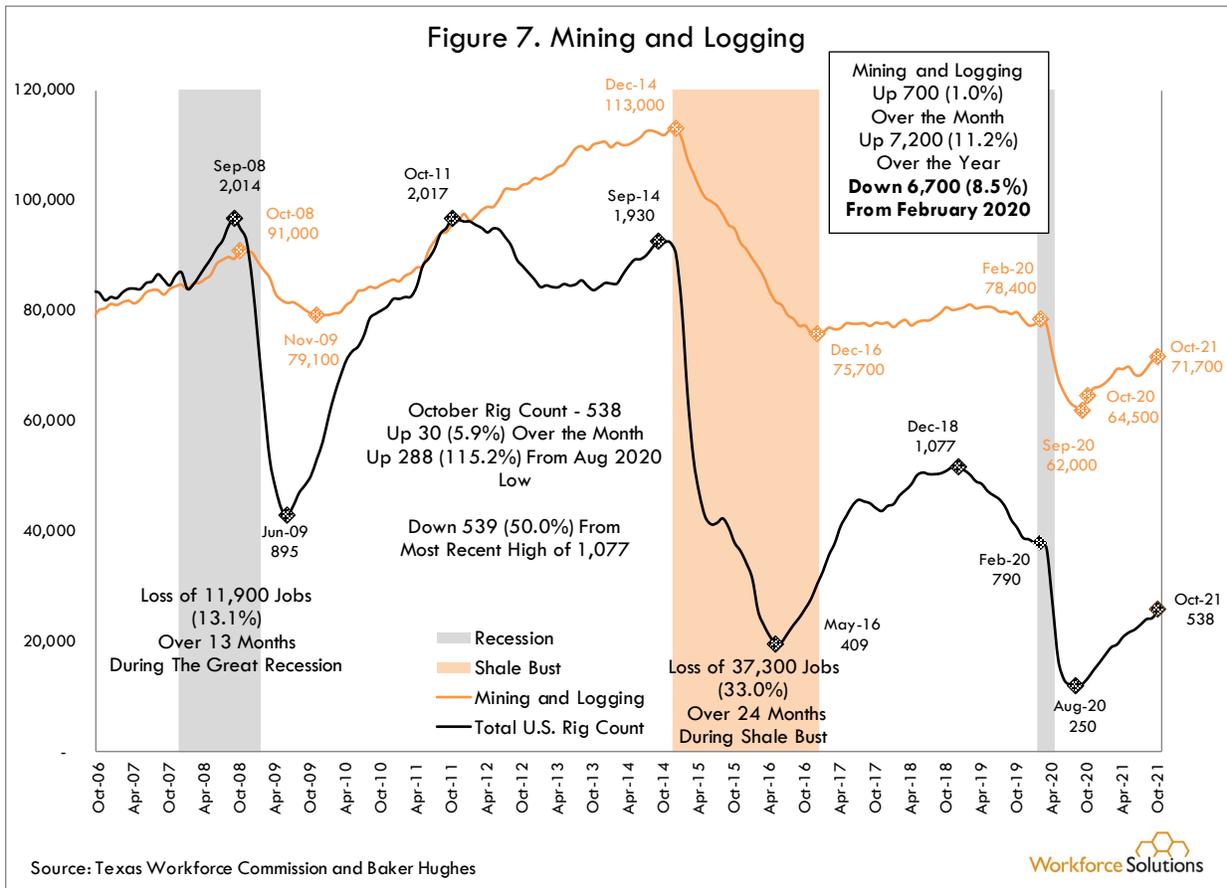


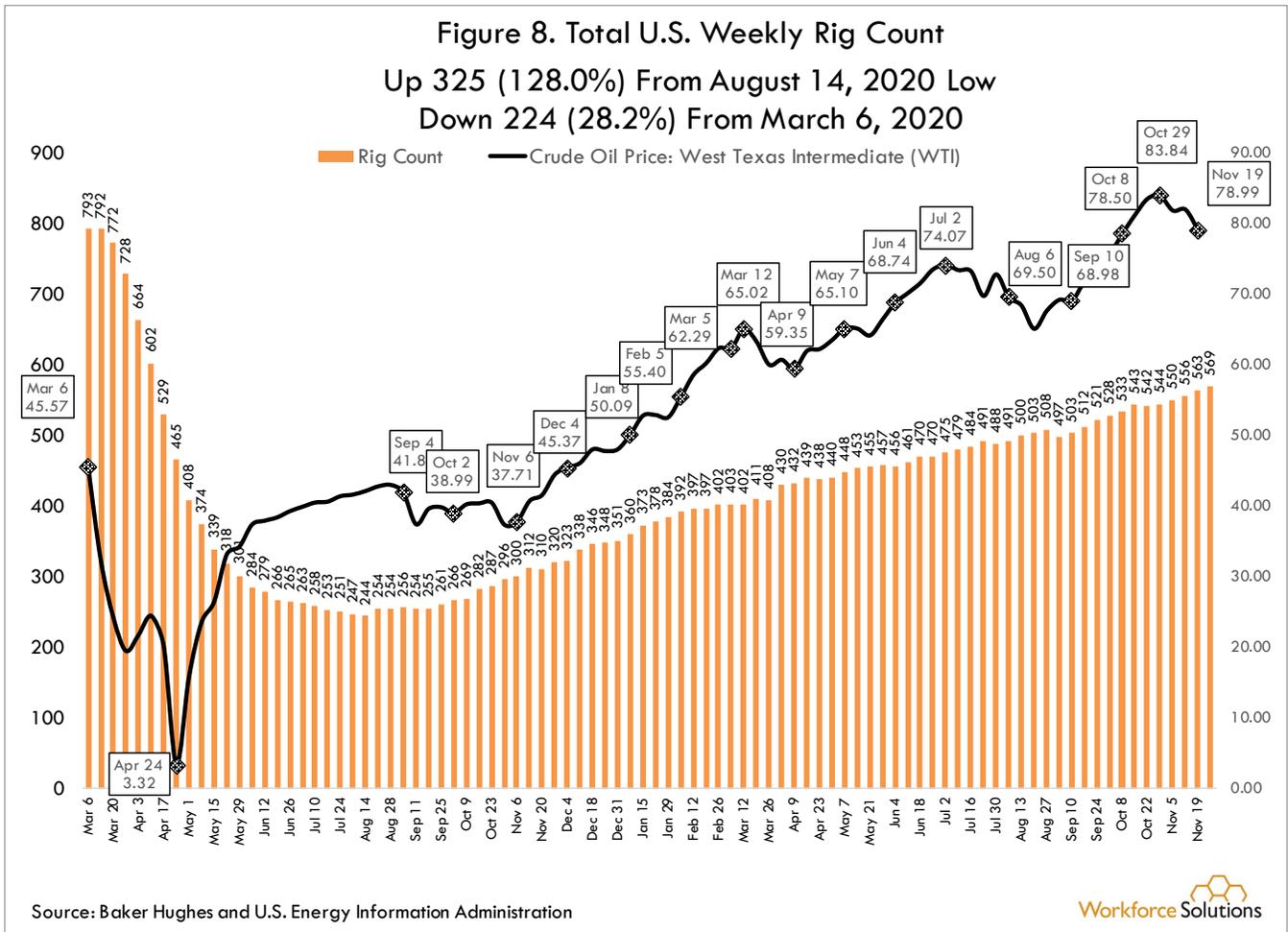
### Details by Industry Sector

**Mining and Logging** managed an increase for the third consecutive month adding 700 jobs in October, up 1.0 percent. Gains were found in Support Activities for Mining, up 400 jobs or 1.2 percent, and Oil and Gas Extraction, up 300 jobs or 0.9 percent.

Mining and Logging was the third fastest growing industry sector with payrolls up 7,200 jobs or 11.2 percent over the year. Most of the growth was in Support Activities for Mining driven by increases in drilling activity, up 5,100 jobs or 17.5 percent over the year. The second largest contributor to the increase was Oil and Gas Extraction, up 1,200 jobs or 3.5 percent. The remainder of the increase was in undefined areas of Mining and Logging. While Mining and Logging payrolls are up 9,700 jobs or 15.6 percent from a low of 62,000 in September 2020, they remain some 6,700 jobs or 8.5 percent lower than what they were just prior to the pandemic in February 2020, see figure 7.

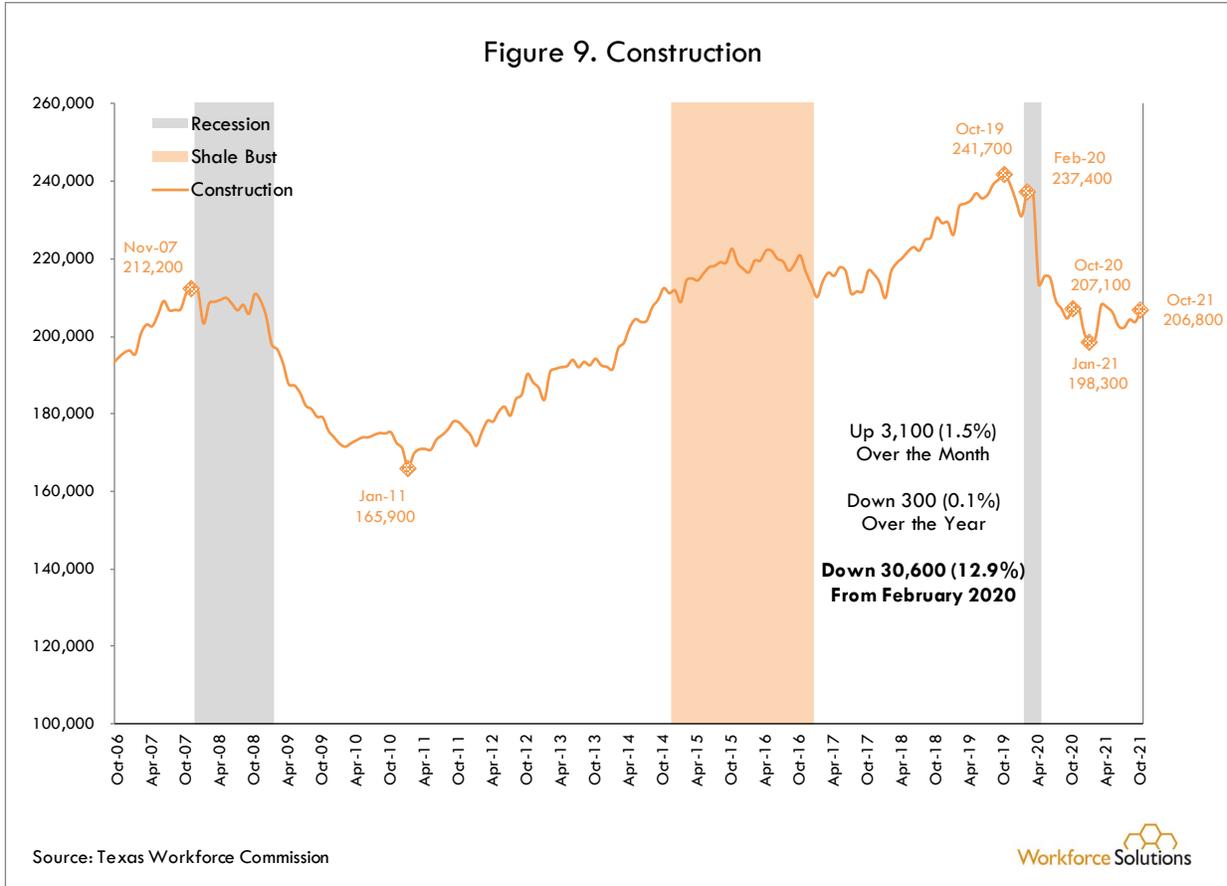
The average U.S. rig count rose for the fourteenth consecutive month in October, up by 30 to 538. The monthly rig count was down 539 (50.0%) from the most recent high of 1,077 in December 2018. Looking at rig counts on a weekly basis there was a slight decline due to Hurricane Ida recently, but the overall number of active rigs are up 128.0 percent since hitting a bottom during the week of August 14<sup>th</sup>, see figure 8.





**Construction** reported an increase of 3,100 jobs or 1.5 percent in October. The industry sector adds jobs in October during most years with a historical average increase of 1.2 percent. Increases were found in Construction of Buildings, up 1,200 jobs or 2.7 percent, and Heavy and Civil Engineering Construction, up 1,900 jobs or 3.8 percent. According to the Eleventh District Beige Book of the Federal Reserve Bank of Dallas, labor challenges and supply shortages remained widespread.

Construction was one of two major industry sectors to report a year-over-year loss in October, down 300 jobs or 0.1 percent. Losses were found in Construction of Buildings, down 900 jobs or 1.9 percent, and Specialty Trade Contractors, down 1,400 jobs or 1.3 percent. An increase of 2,000 jobs or 4.0 percent in Heavy and Civil Engineering Construction helped offset overall declines. Payrolls remain well below what they were just prior to the pandemic, down 30,600 jobs or 12.9 percent from February 2020, see figure 9.

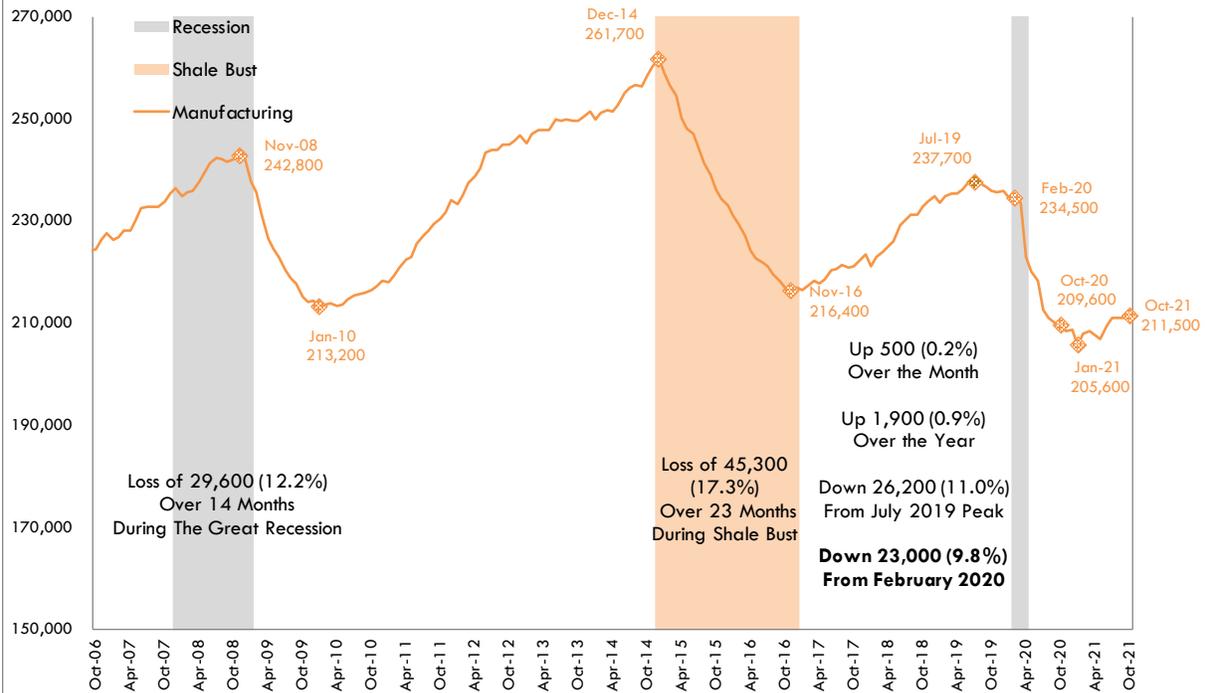


**Manufacturing** reported an increase for the fifth consecutive month in October, up 500 jobs or 0.2 percent. Durable Goods Manufacturing was responsible for the increase in support of increased drilling activity, up 900 jobs or 0.7 percent. Non-durable Goods Manufacturing reported a loss of 400 jobs, down 0.5 percent.

Manufacturing reported an over-the-year increase for the second consecutive month in October, up 1,900 jobs or 0.9 percent. All the increase was in Durable Goods Manufacturing, up 2,500 jobs or 1.9 percent. Payrolls in Durable Goods Manufacturing remain down 18,900 jobs or 12.6 percent from what they were just before the pandemic began in February 2020, see figure 10.1. Non-durable Goods Manufacturing was reporting a loss of 600 jobs over the year, down 0.7 percent, see figure 10.2. Manufacturing’s decline began prior to the pandemic back in August 2019, not long after the active rig count began to decline. Payrolls in Manufacturing hit a low in January 2021 and were struggling to see any substantial growth until recent months, see figure 10.

The Houston Purchasing Managers Index indicates overall economic activity in Houston continued to expand in October rising 1.5 points over the month to 61.0. The Houston PMI provides a measure of current economic activity in the greater Houston area and a forecast of likely shifts in activity over the next several months. Readings over 50 generally indicate goods producing industry expansion over the near term, while readings below 50 show coming contraction. Readings above 45 correlates with expansion of the Houston-The Woodlands-Sugar Land Business Cycle Index.

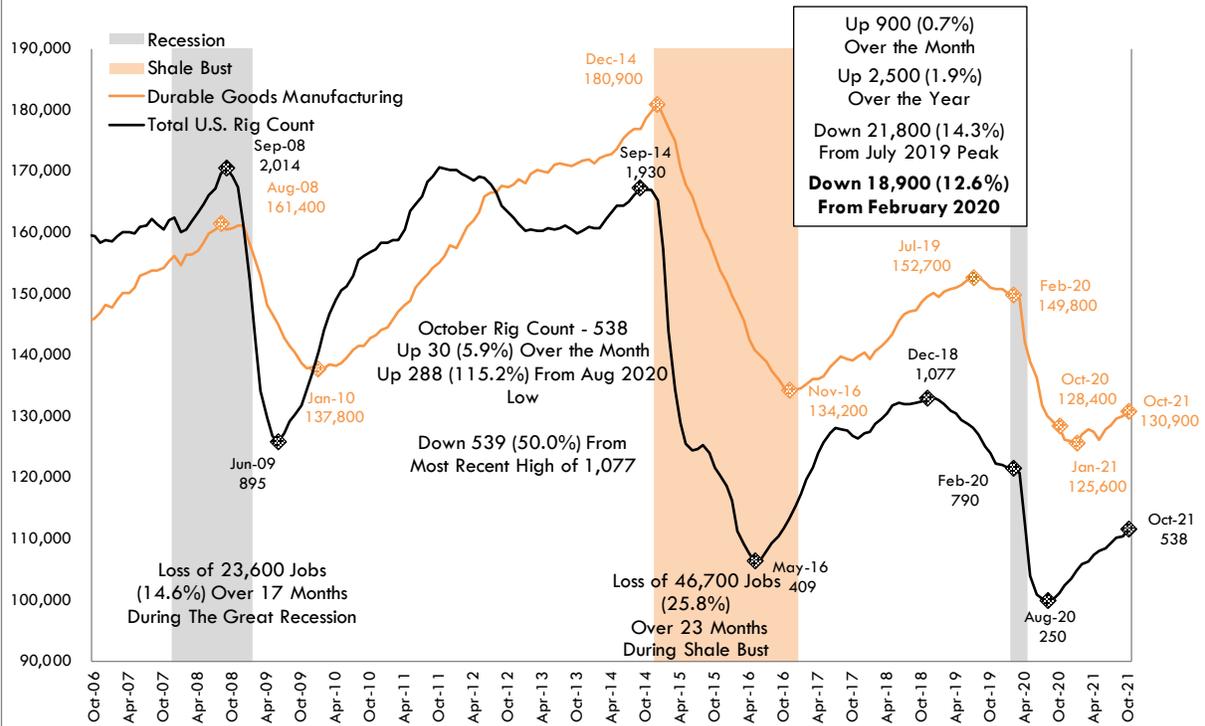
Figure 10. Manufacturing



Source: Texas Workforce Commission

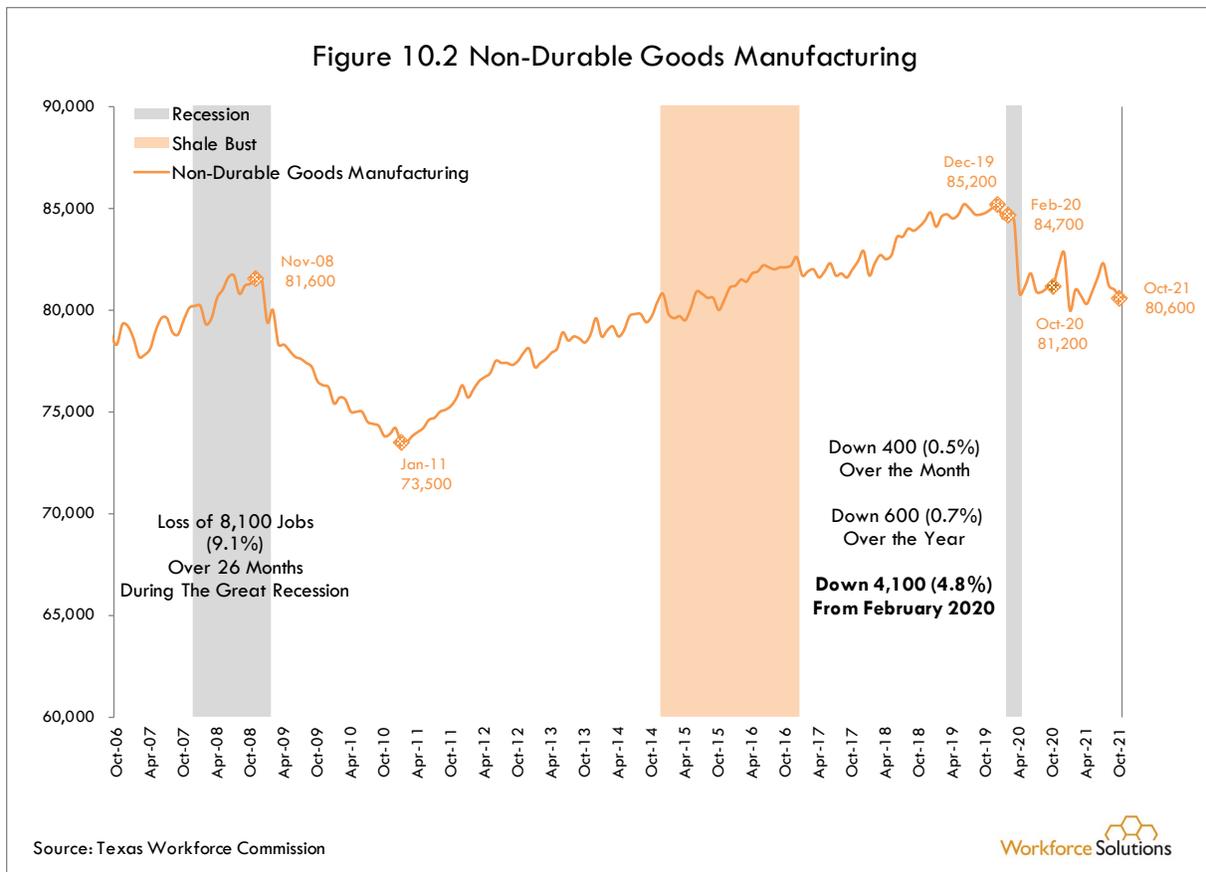


Figure 10.1 Durable Goods Manufacturing



Source: Texas Workforce Commission

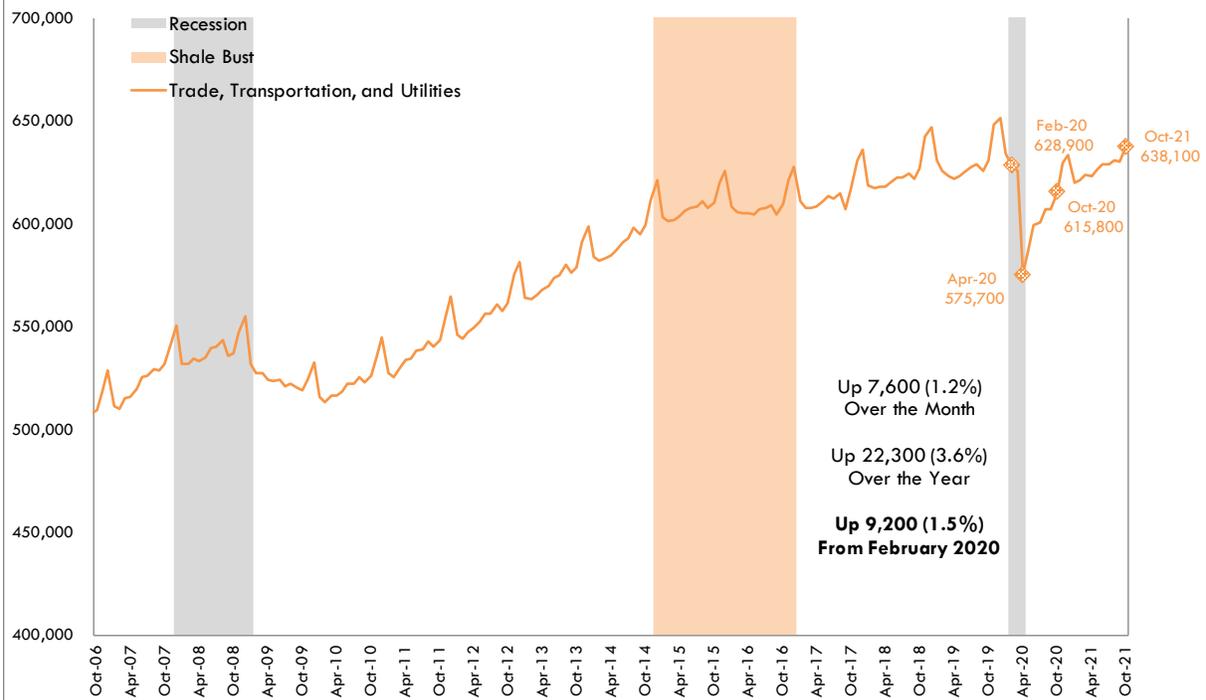




**Trade, Transportation, Warehousing & Utilities** was the second largest contributor to job gains in October as businesses prepared for the holiday season with payrolls up 7,600 jobs. While the 1.2 percent October increase was much stronger than the historical average of 0.6 percent it was much like gains in recent years. Retail Trade was the primary contributor to the increase a seasonal addition of 5,800 jobs, up 2.0 percent. Wholesale Trade was also a contributor to the increase, up 1,200 jobs or 0.7 percent. Transportation, Warehousing and Utilities also reported an increase of 600 jobs or 0.3 percent.

Trade, Transportation, and Utilities was the fourth largest gaining industry super sector in October, up 22,300 jobs or 3.6 percent over the year, see figure 11. Some 52.0 percent of the increase was in Transportation, Warehousing, and Utilities where payrolls were up 11,600 jobs or 7.2 percent, see figure 11.3. Overall increases in Transportation, Warehousing and Utilities were held back by a loss of 400 jobs, 3.3 percent, in Pipeline Transportation. Wholesale Trade was the second largest contributor of the increase with payrolls up 5,600 jobs or 3.5 percent over the year, see figure 11.1. Retail Trade accounted for the remainder of the increase, up 5,100 jobs or 1.7 percent over the year, see figure 11.2. Clothing and Clothing Accessories Stores, the hardest hit retail sector during the initial phases of the pandemic, was the largest contributor to gains in Retail Trade with payrolls up 2,500 jobs or 11.1 percent, followed by Food and Beverage Stores and General Merchandise Stores, up 2,000 jobs each. While payrolls in Wholesale Trade and Retail Trade remain below what they were just prior to the pandemic in February 2020, payrolls in Transportation, Warehousing, and Utilities recovered all jobs lost and added an additional 16,200 jobs, up 10.3 percent.

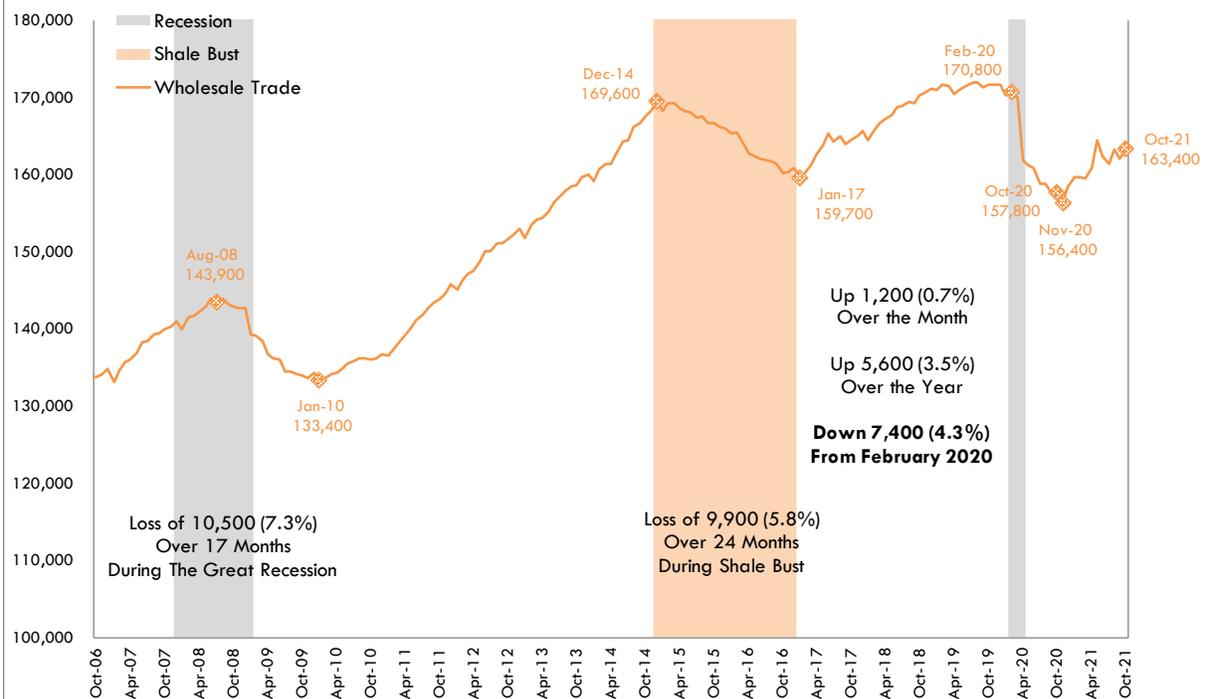
Figure 11. Trade, Transportation, and Utilities



Source: Texas Workforce Commission



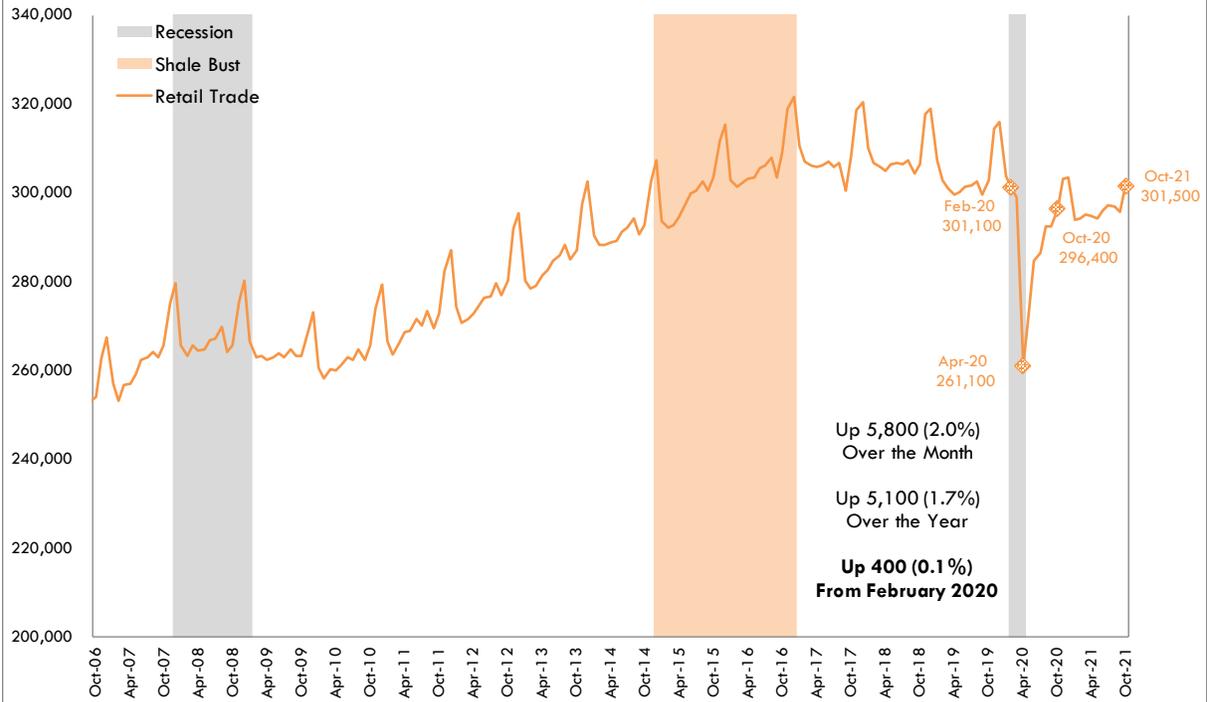
Figure 11.1 Wholesale Trade



Source: Texas Workforce Commission



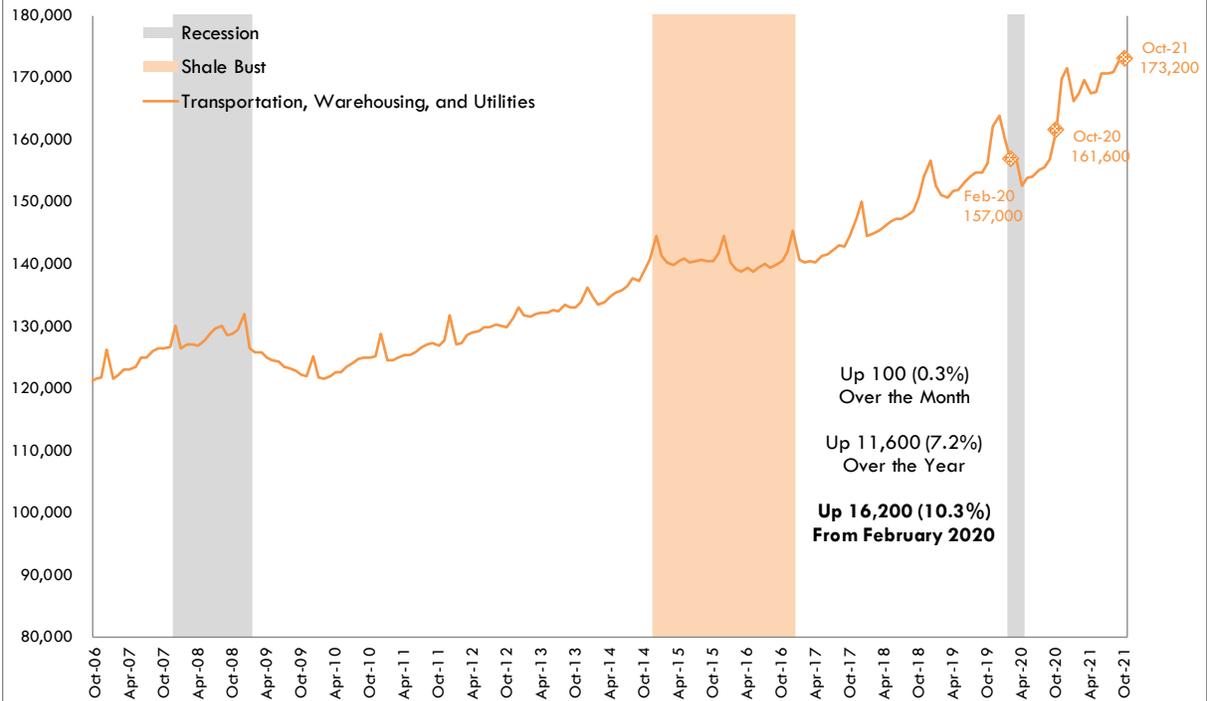
Figure 11.2 Retail Trade



Source: Texas Workforce Commission



Figure 11.3 Transportation, Warehousing, and Utilities



Source: Texas Workforce Commission



Payrolls in **Information** were unchanged in October and up 700 jobs or 2.5 percent from a year ago. The Telecommunications sub-sector was reporting a slight loss of 100 jobs over the year holding back overall gains. Increases cannot be narrowed down specifically but were somewhere within areas such as software publishing, data processing hosting, motion picture and sound recording and related services, and newspaper and periodical publishing. Payrolls in Information are down 3,800 jobs or 15.6 percent from what they were in February 2020.

**Financial Activities** reported a loss of 700 jobs or 0.4 percent in October. The industry sector manages to add jobs during most years. Real Estate and Rental and Leasing was responsible reporting its second largest over-the-month loss on record, down 1,400 jobs or 2.4 percent. Finance and Insurance managed an increase of 700 jobs helping offset declines, up 0.7 percent.

Financial Activities was one of two major industry sectors to report an over the year loss with payrolls down 400 jobs or 0.2 percent. All the loss was in Real Estate and Rental and Leasing, down 3,800 jobs or 6.2 percent. Gains in Finance and Insurance helped offset the loss with payrolls up 3,400 jobs or 3.3 percent. Payrolls in Financial Activities remain below what they were just before the pandemic in February 2020, down 4,400 jobs or 2.6 percent, see figure 12.

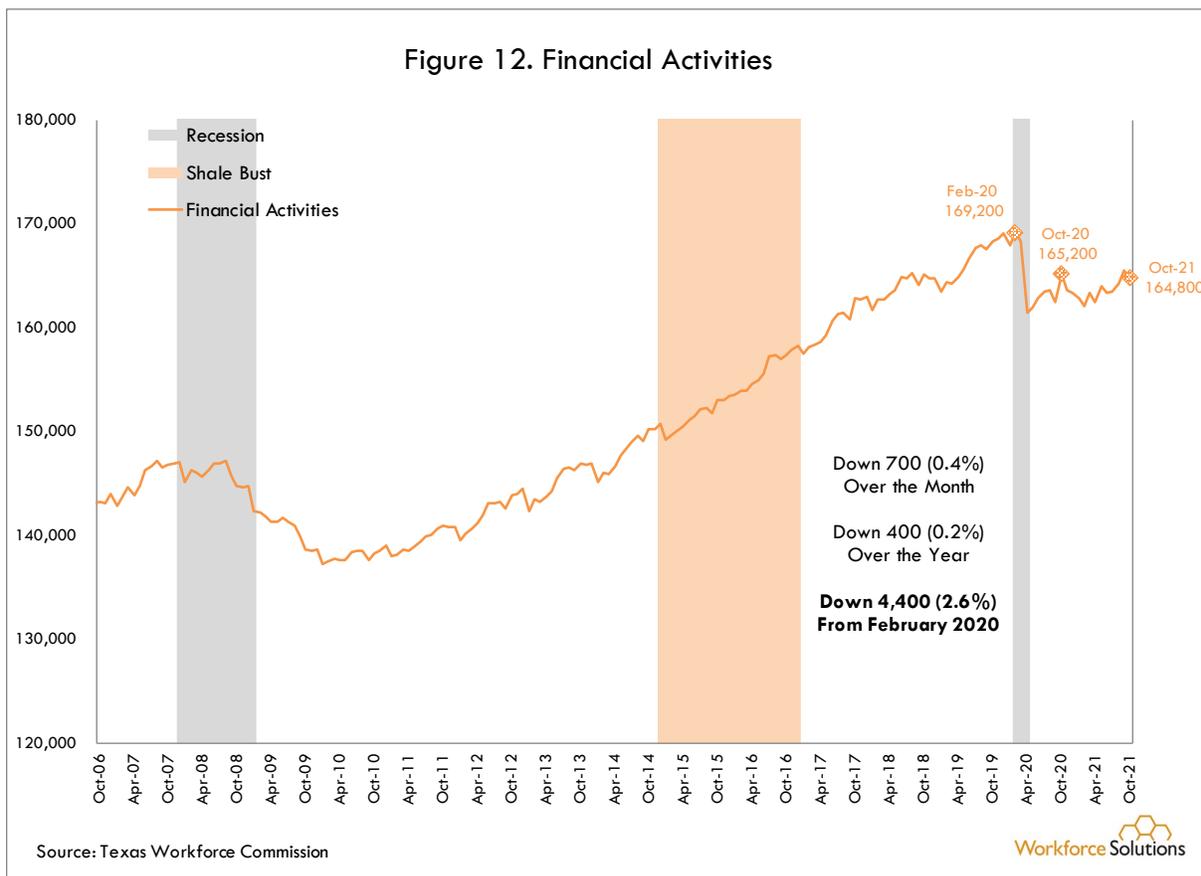
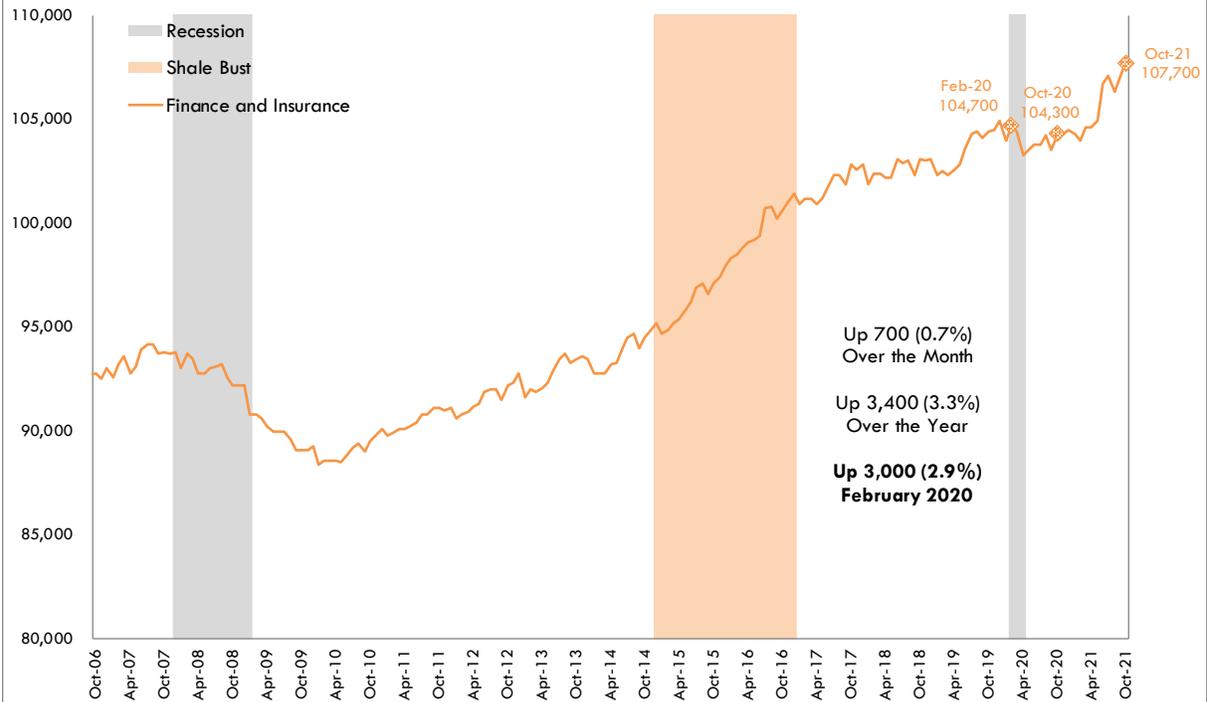


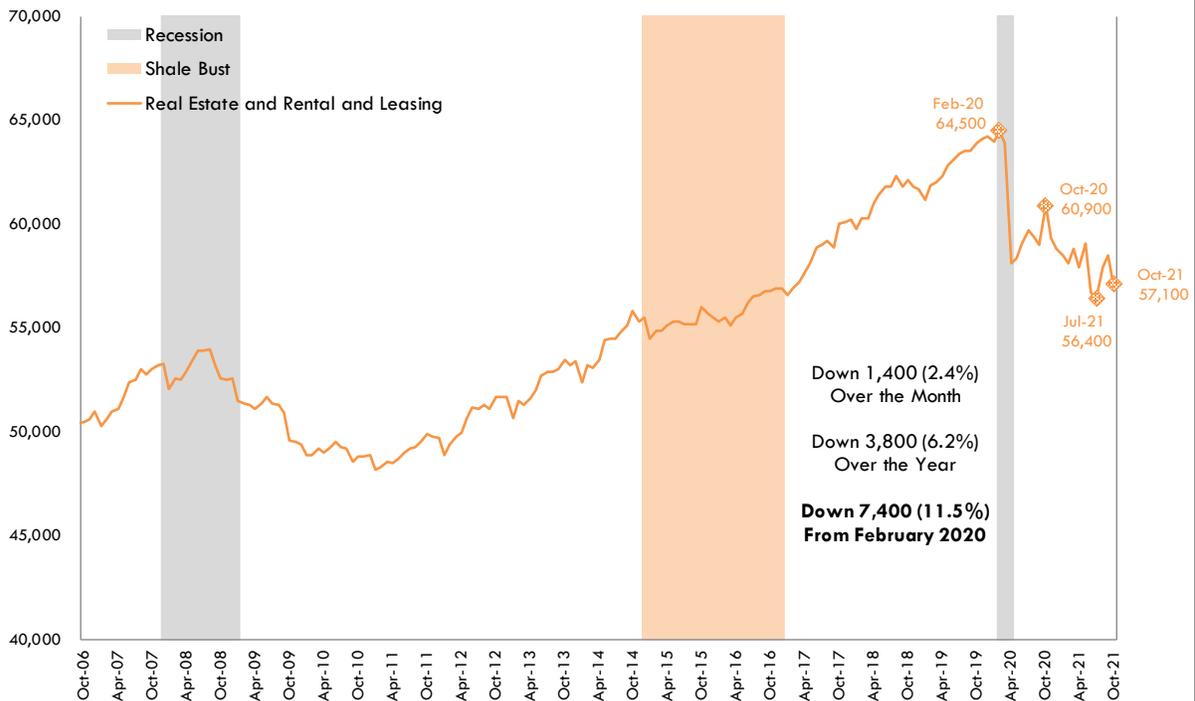
Figure 12.1 Finance and Insurance



Source: Texas Workforce Commission

Workforce Solutions

Figure 12.2 Real Estate and Rental and Leasing



Source: Texas Workforce Commission

Workforce Solutions

**Professional and Business Services** was up 3,500 jobs in October. While the 0.7 percent increase was stronger than most years, it was much like those of recent years. Most of the increase was across various areas of Professional, Scientific, and Technical Services, up 2,900 jobs or 1.2 percent. The only substantial loss was in Services to Buildings and Dwellings reporting a seasonal decline of 1,200 jobs or 2.2 percent.

Professional and Business Services was the largest gaining industry super sector with payrolls up 31,800 jobs over the month with the pace of growth rising at 6.6 percent. Administrative and Support and Waste Management and Remediation Services was the largest contributor to the increase, up 17,500 jobs or 8.5 percent. Most of the increase in Administrative and Support and Waste Management and Remediation Services was in two sub-sectors: Employment Services, up 15,100 jobs or 7.8 percent, and Services to Buildings and Dwellings, up 2,500 jobs or 4.9 percent. Professional, Scientific, and Technical Services was the second largest contributor to the increase, up 14,800 jobs or 6.3 percent. Computer Systems Design and Relate Services was reporting the strongest growth, up 4,500 jobs or 13.5 percent, see figure 13.2. Architectural, Engineering, and Related Services remains the largest holdback to recovery in super sector since the pandemic began with payrolls down 9,100 jobs or 12.1 percent from what they were just prior to the pandemic in February 2020, see figure 13.1, Lastly, Management of Companies reported a loss of 500 jobs, down 1.1 percent. Payrolls in Professional and Business Services have fully recovered since the beginning of the recession, see figure 13.

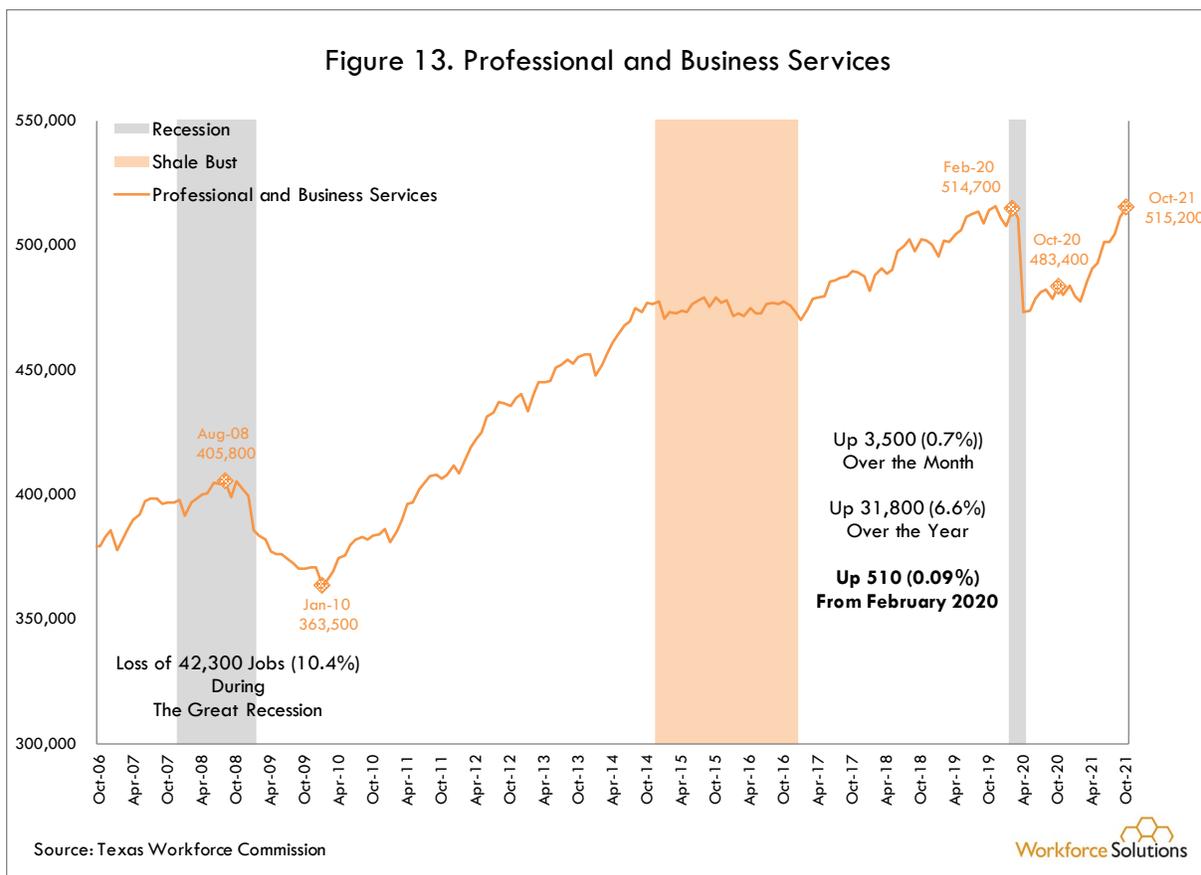
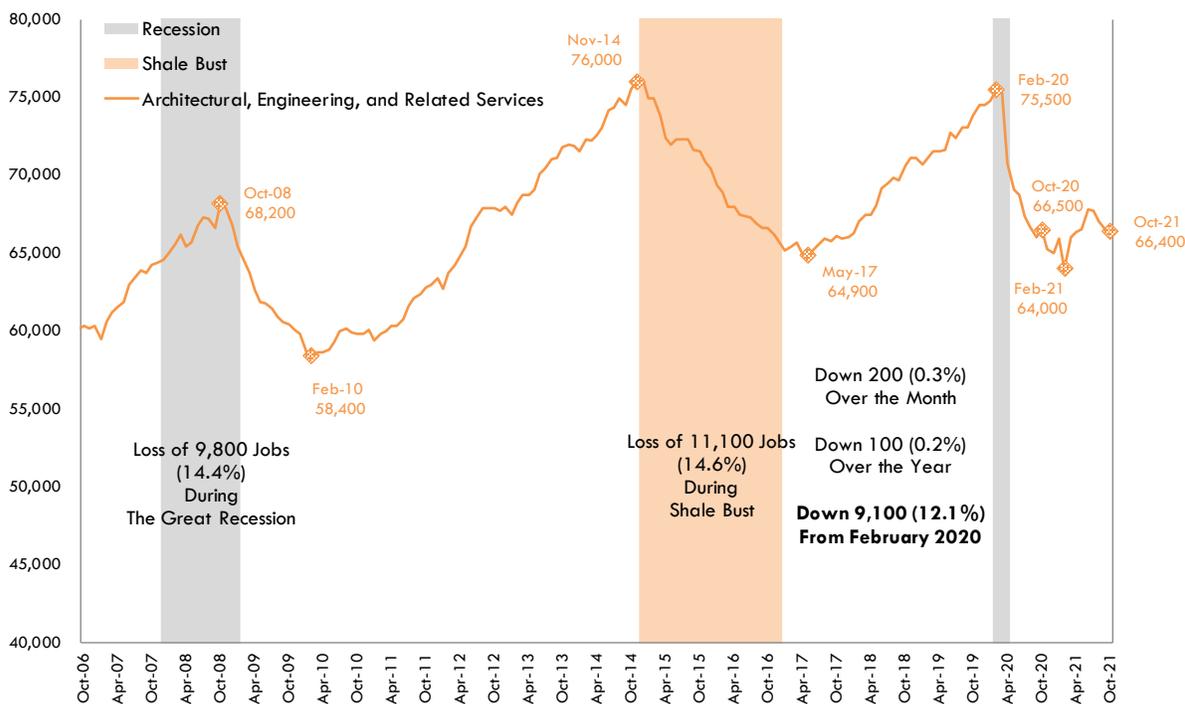


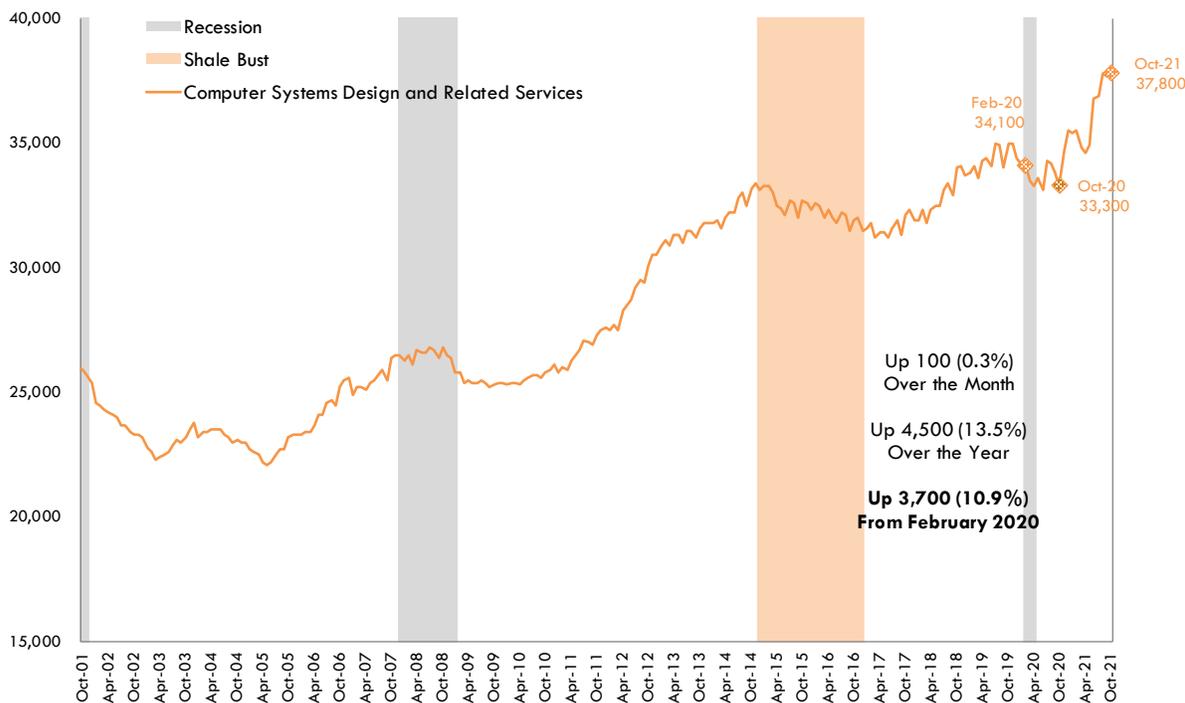
Figure 13.1 Architectural, Engineering, and Related Services



Source: Texas Workforce Commission

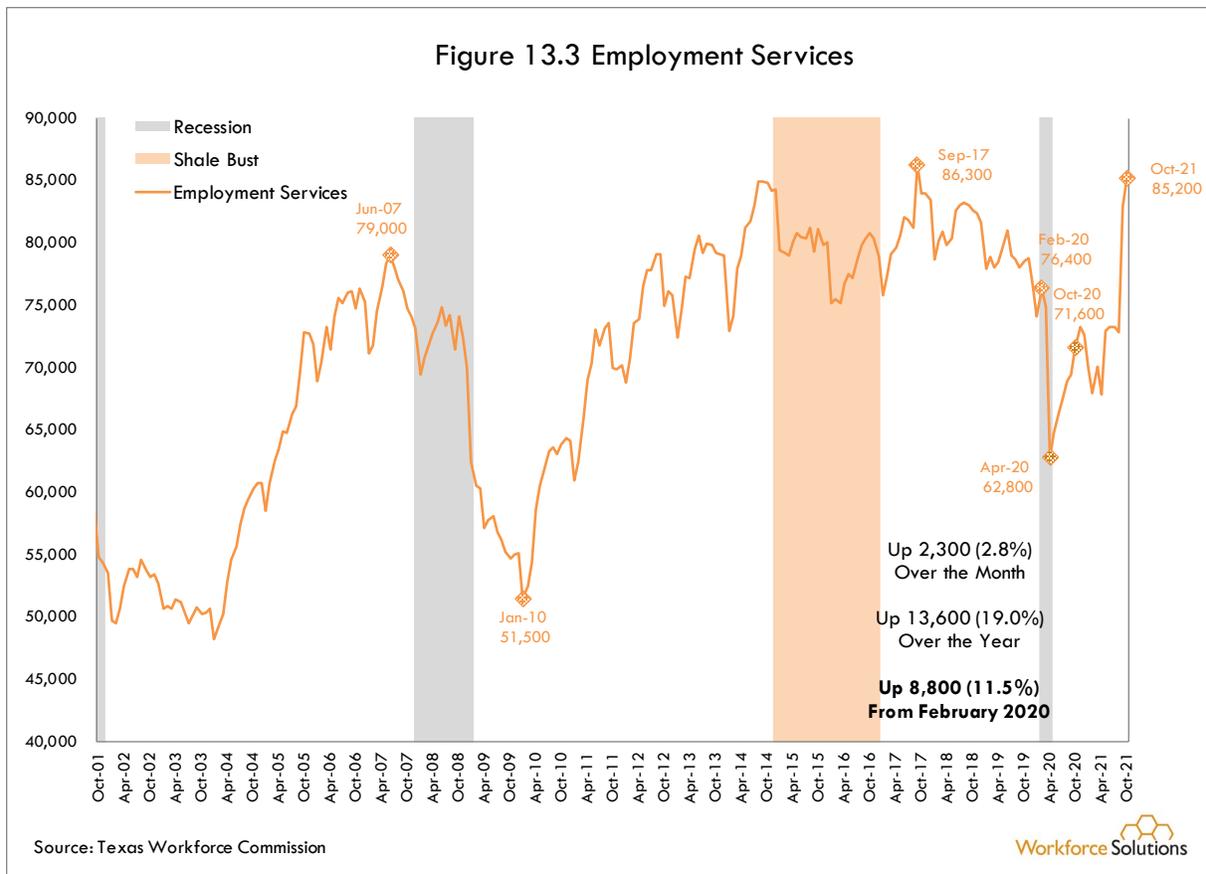


Figure 13.2 Computer System Design and Related Services



Source: Texas Workforce Commission

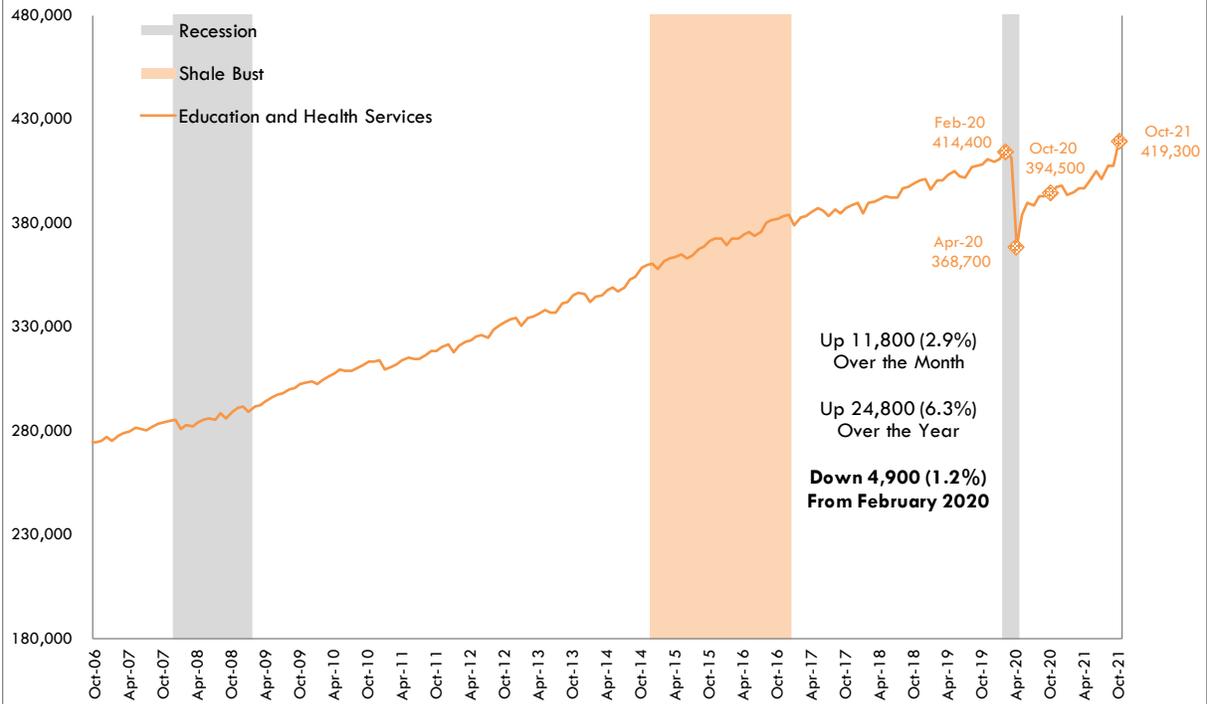




**Education and Health Services** was the largest gaining industry sector in October with an unprecedented increase of 11,800 jobs or 2.9 percent. The increase was much larger than the previous October record increase of 4,500 jobs back in 2014. Educational Services reported the strongest increase of 6.0 percent adding 3,900 jobs. Health Care and Social Assistance added the most jobs, up 7,900 jobs or 2.3 percent. The validity of the current estimate remains to be seen considering Education and Health Services estimates received a large revision in September with an originally estimated increase of 1,100 jobs being revised to show a loss of 400 jobs.

Over-the-year growth in Education and Health Services rose sharply due to October's increase, up 24,800 jobs with the pace of growth rising to 6.3 percent over the year, up from 3.7 percent in September, see figure 14. Educational Services reported the strongest growth with payrolls up 7,300 jobs or 11.9 percent, see figure 14.1. Most of the increase was in Health Care and Social Assistance, up 17,500 jobs or 5.3 percent, see figure 14.2. Job gains within Health Care and Social Assistance were primarily within health care related areas with Ambulatory Health Care Services up 9,400 jobs or 5.7 percent, and Hospitals up 1,400 jobs or 1.6 percent. Payrolls in Education and Health Services remain 4,900 jobs or 1.2 percent below what they were just prior to the pandemic in February 2020.

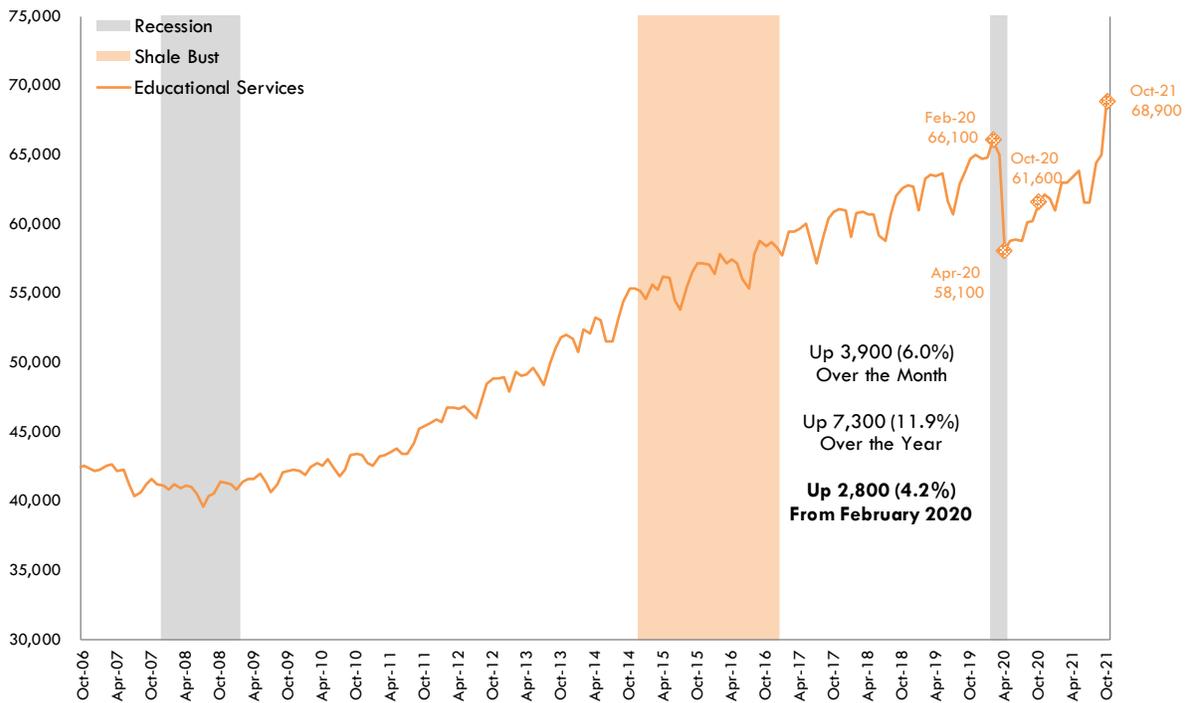
Figure 14. Education and Health Services



Source: Texas Workforce Commission



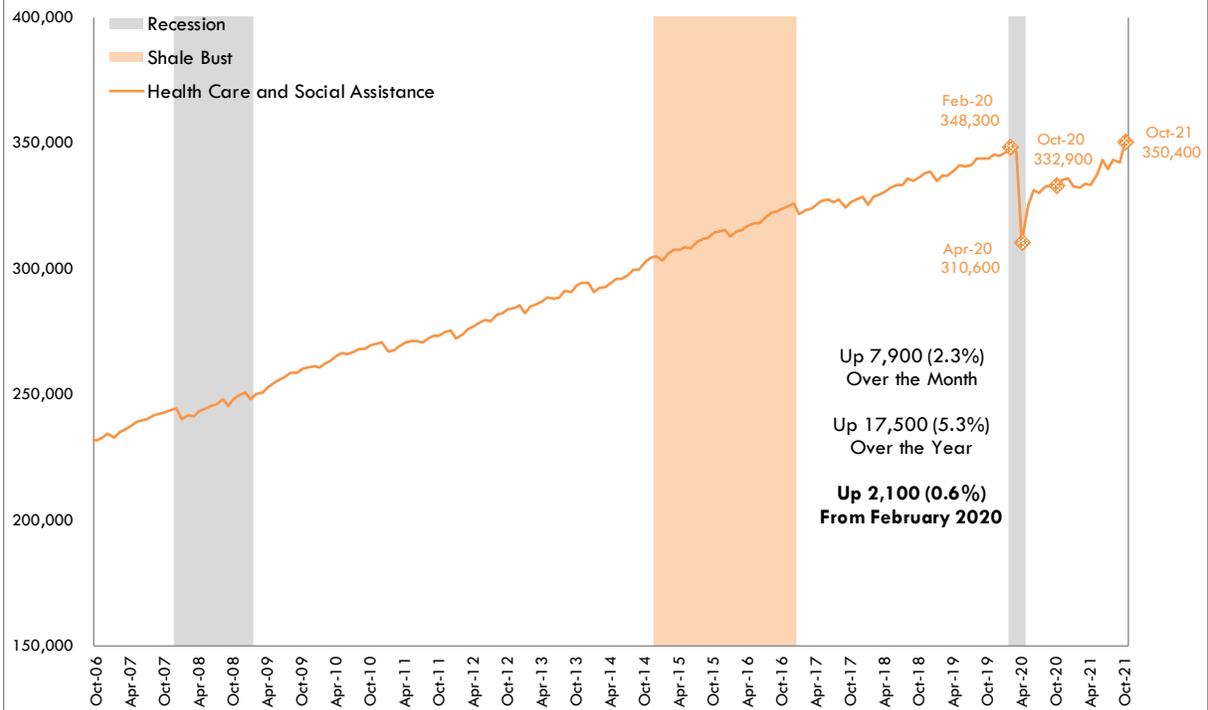
Figure 14.1 Educational Services



Source: Texas Workforce Commission



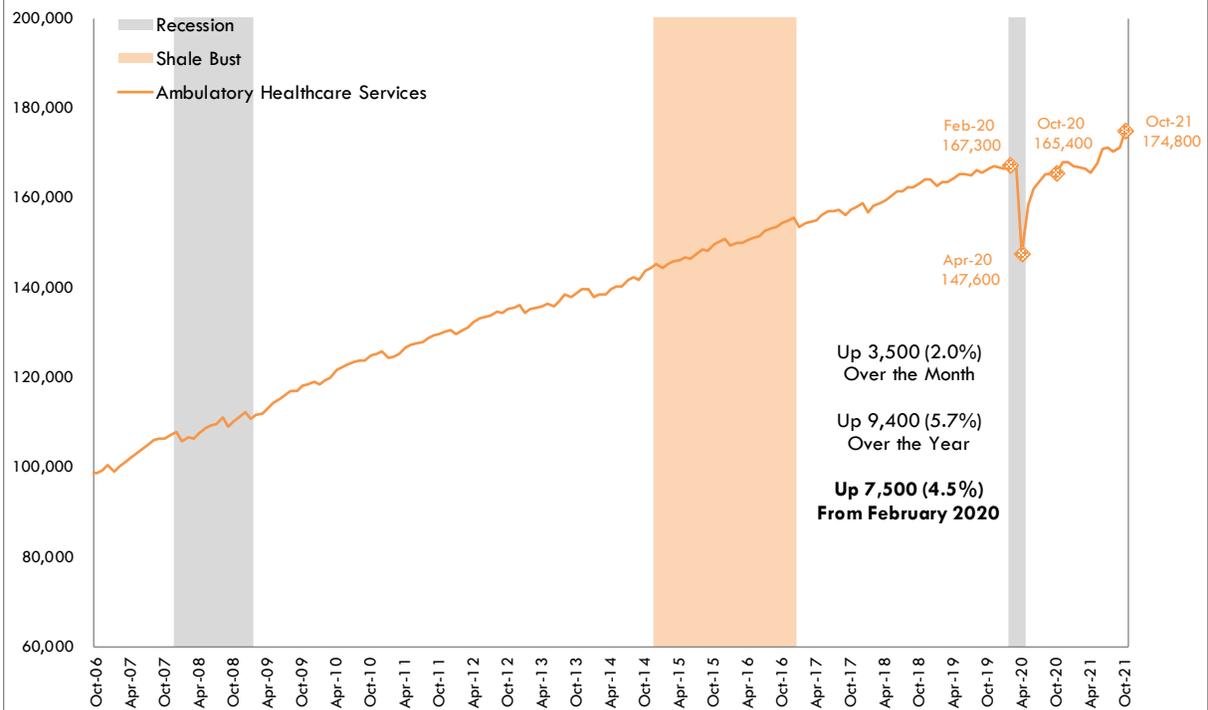
Figure 14.2 Health Care and Social Assistance



Source: Texas Workforce Commission

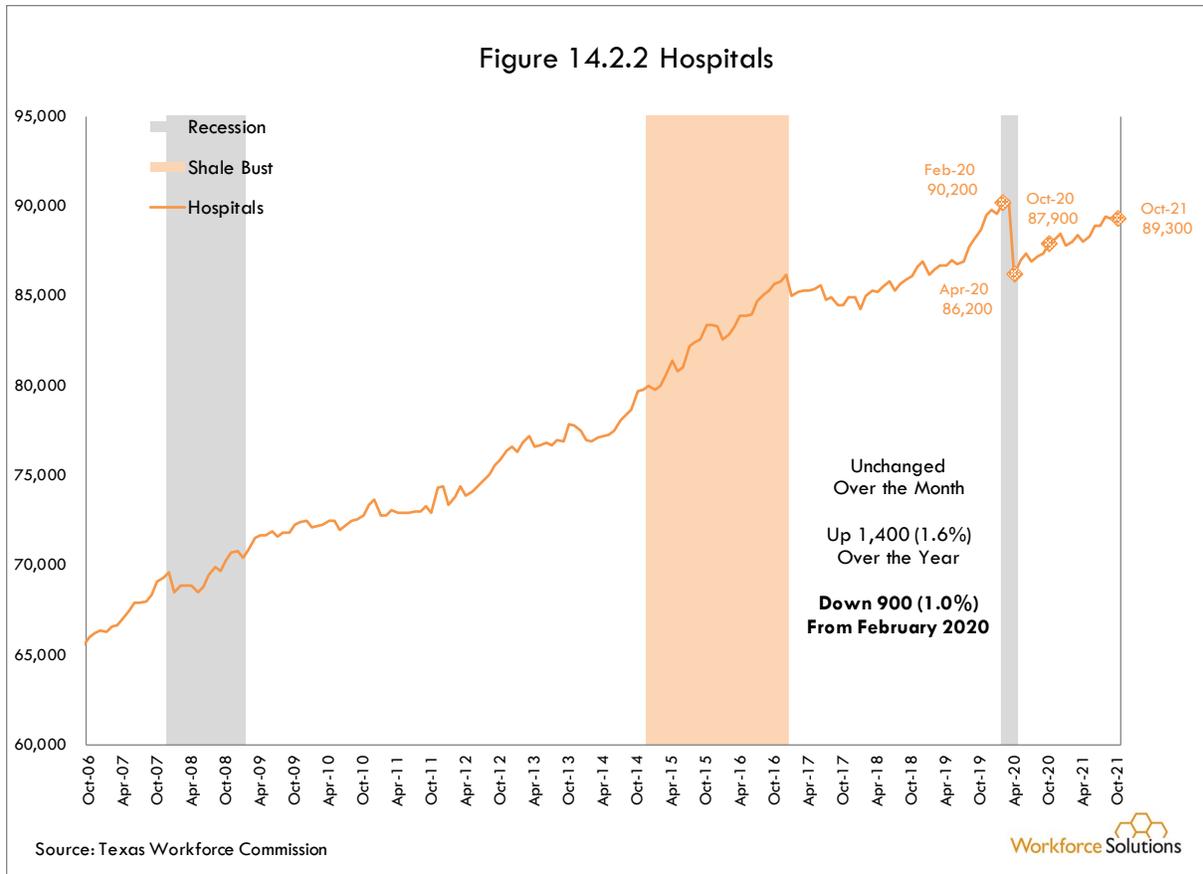


Figure 14.2.1 Ambulatory Healthcare Services



Source: Texas Workforce Commission

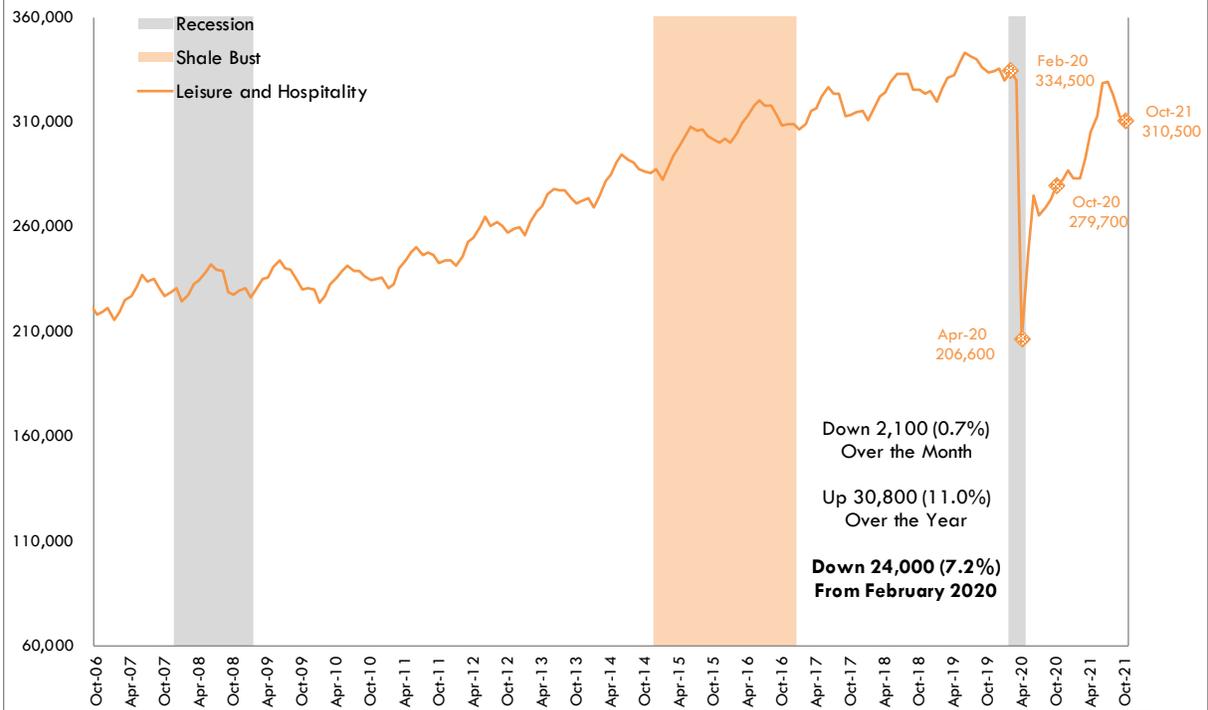




**Leisure and Hospitality** was the largest declining industry sector in October, down 2,100 jobs or 0.7 percent. The seasonal decline was not quite as strong as the historical average of 1.1 percent. Most of the decline was in Arts, Entertainment, and Recreation, down 1,900 jobs or 6.1 percent.

Leisure and Hospitality was the second largest gaining industry super sector over the year, up 30,800 jobs or 11.0 percent, see figure 15. Most of the increase was in Food Services and Drinking Places, up 24,800 jobs or 10.7 percent, see figure 15.3. The two other sub-sectors reported increases that were similar in strength with Arts, Entertainment, and Recreation up 3,200 jobs or 12.4 percent and Accommodation up 2,800 jobs or 14.6 percent. Payrolls in Leisure and Hospitality remain 24,000 jobs or 7.2 percent below what they were prior to the pandemic in February 2020.

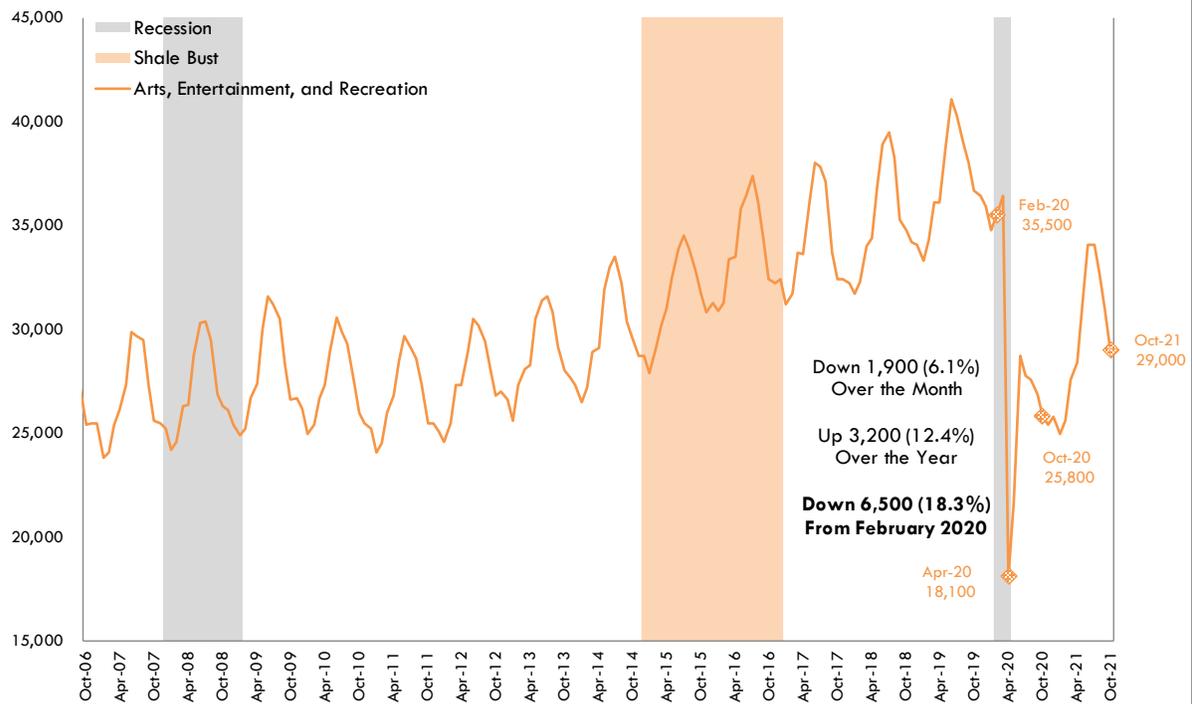
Figure 15. Leisure and Hospitality



Source: Texas Workforce Commission

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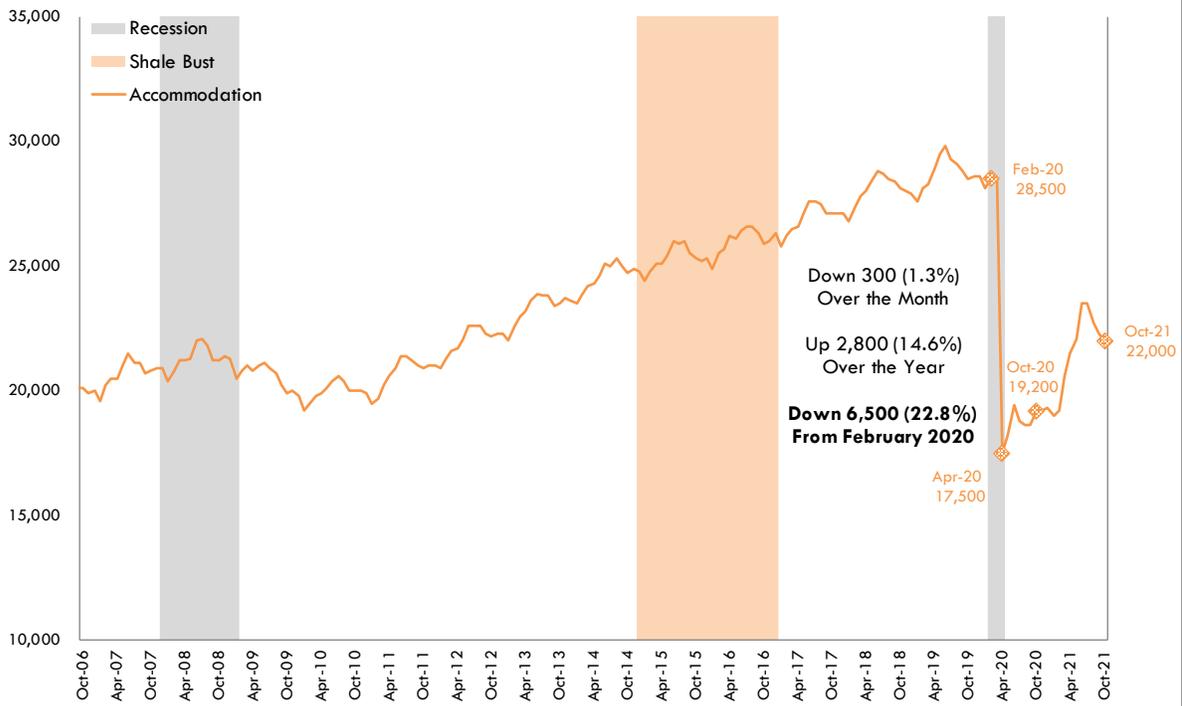
Figure 15.1 Arts, Entertainment, and Recreation



Source: Texas Workforce Commission

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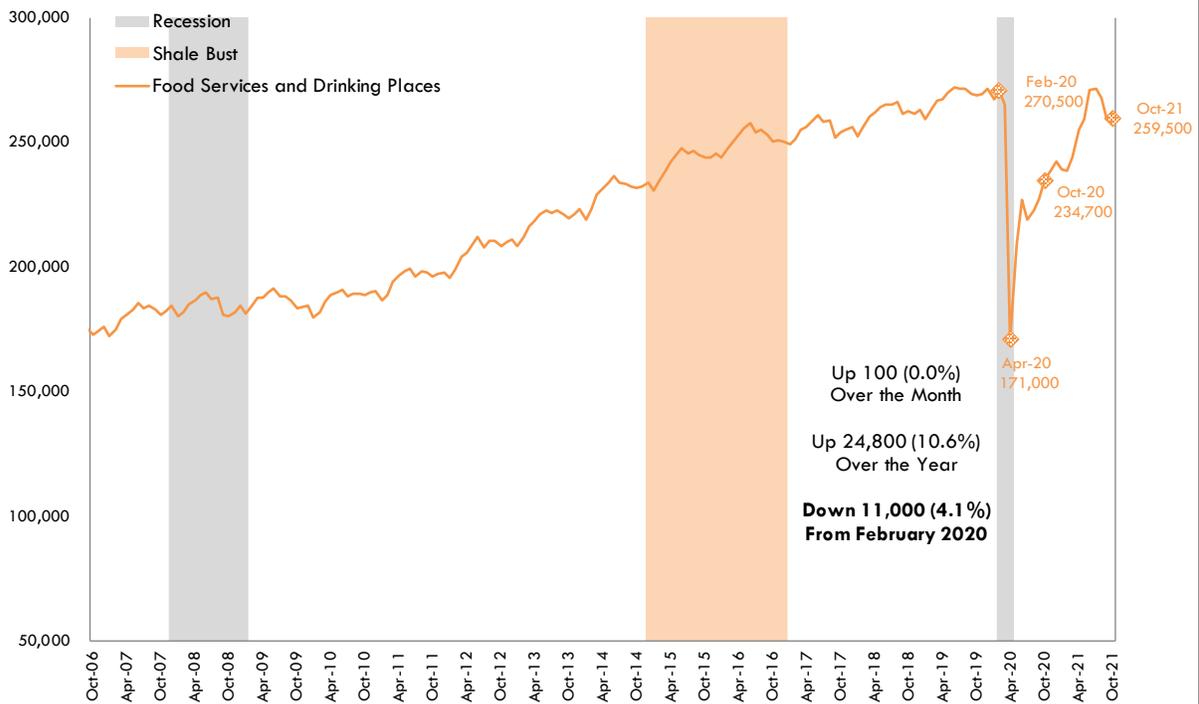
Figure 15.2 Accommodation



Source: Texas Workforce Commission



Figure 15.3 Food Services and Drinking Places

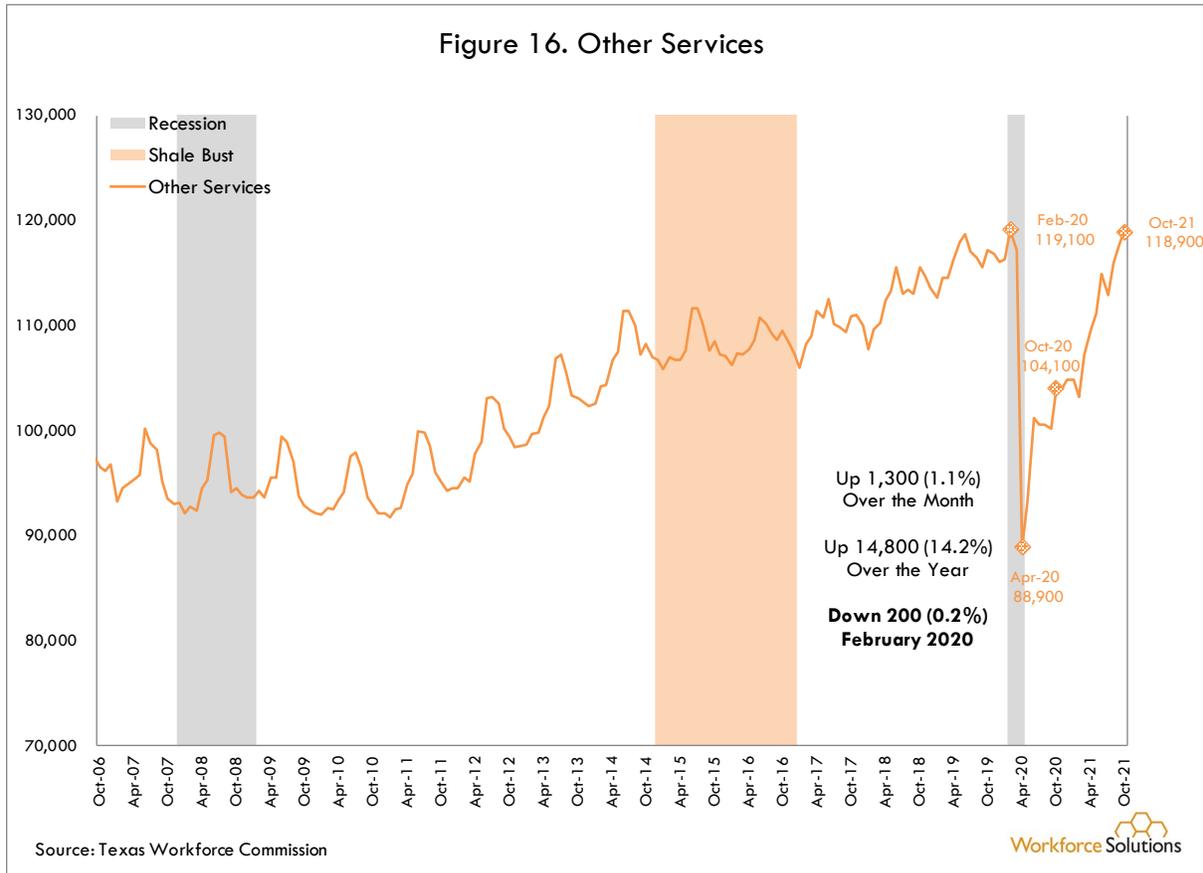


Source: Texas Workforce Commission



**Other Services** added 1,300 jobs in October, up 1.1 percent.

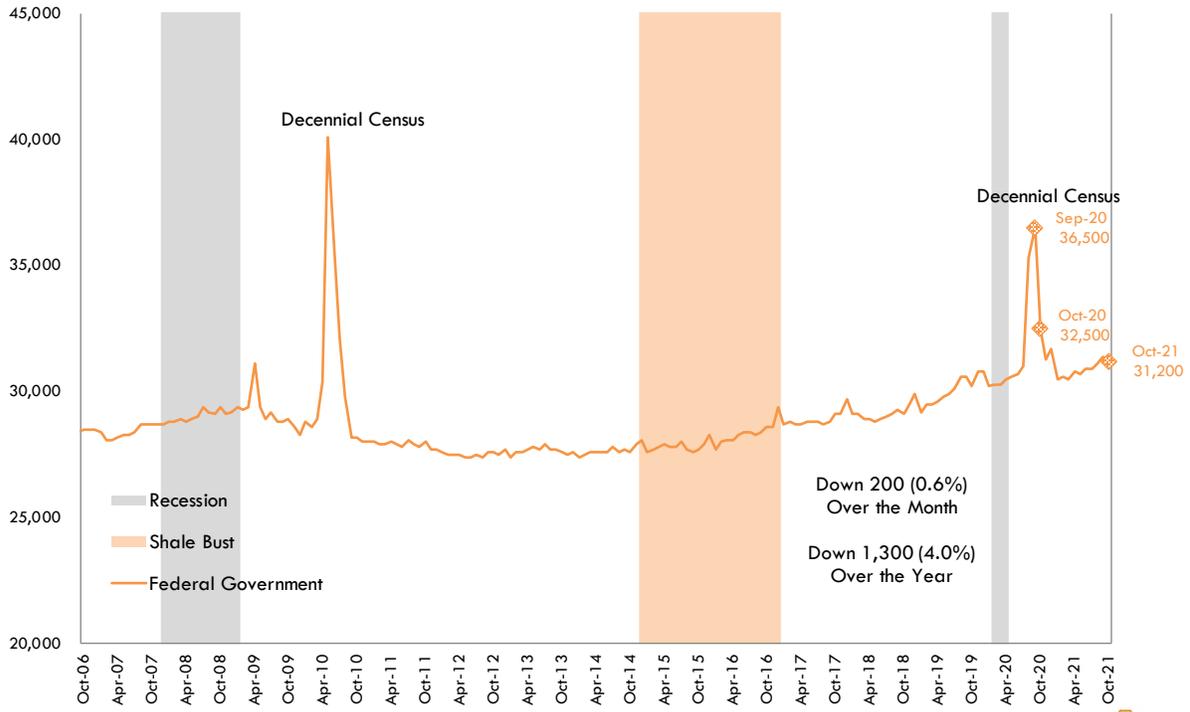
Other Services was the fastest gaining industry super sector in October, up 14,800 jobs or 14.2 percent over the year, see figure 16. Other Services is comprised of personal care services, dry cleaning and laundry services, various repair service companies (industrial equipment, mining machinery and equipment), as well as religious and social advocacy organizations and others. Payrolls in Other Services are only 200 jobs or 0.2 percent below what they were just prior to the pandemic in February 2020.



**Government** was the third largest gaining industry sector in October as educational institutions continue to add staff for the 2021 to 2022 academic year, up 7,400 jobs or 1.8 percent. Most of the increase was found in Local Government Educational Services, up 4,700 jobs or 2.5 percent, and State Government Educational Services, up 1,600 jobs or 3.1 percent.

Government was up 2,000 jobs or 0.5 percent over the year in October. The increase was found in State Government, up 1,400 jobs or 1.6 percent, and Local Government, up 1,900 jobs or 0.7 percent. Payrolls in Federal Government were down 1,300 jobs or 4.0 percent when compared to elevated employment levels found back in 2020 for the decennial census.

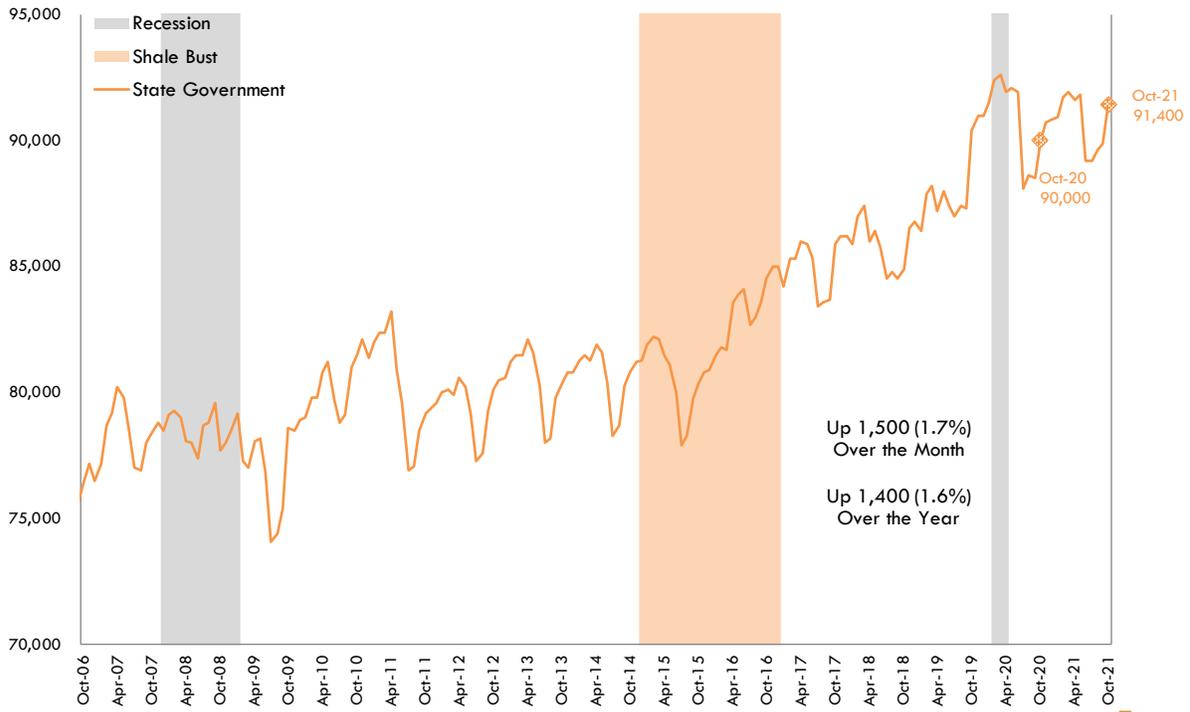
Figure 17. Federal Government



Source: Texas Workforce Commission



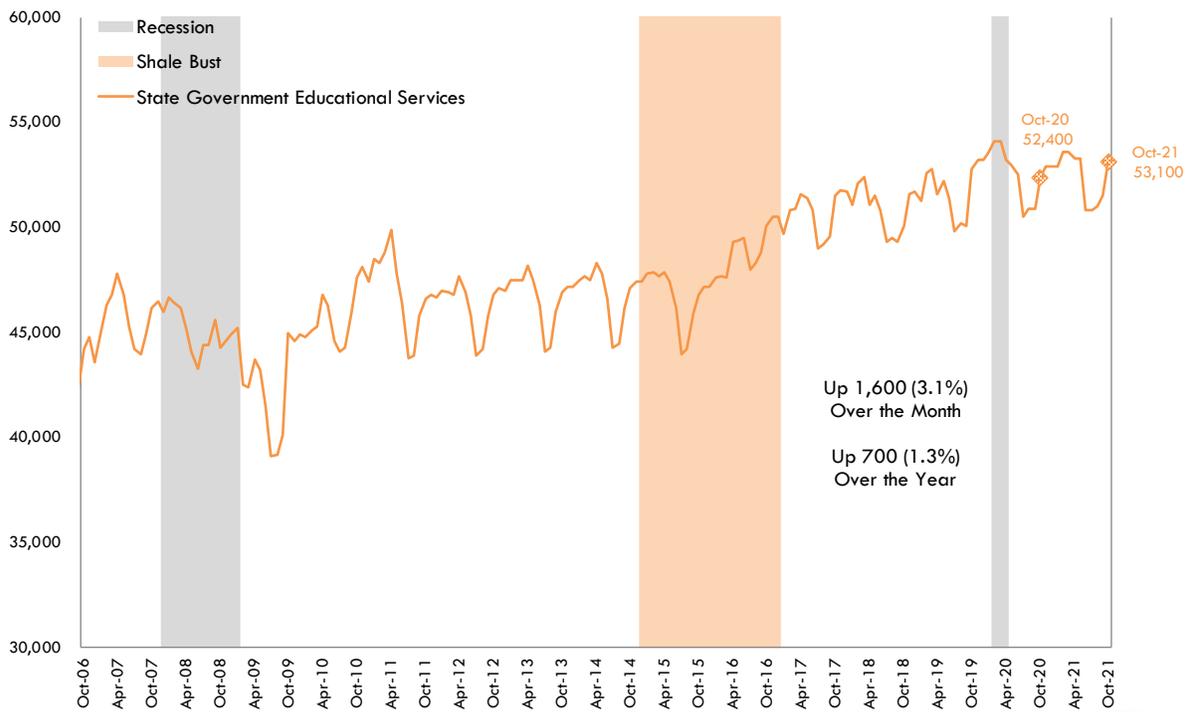
Figure 18. State Government



Source: Texas Workforce Commission



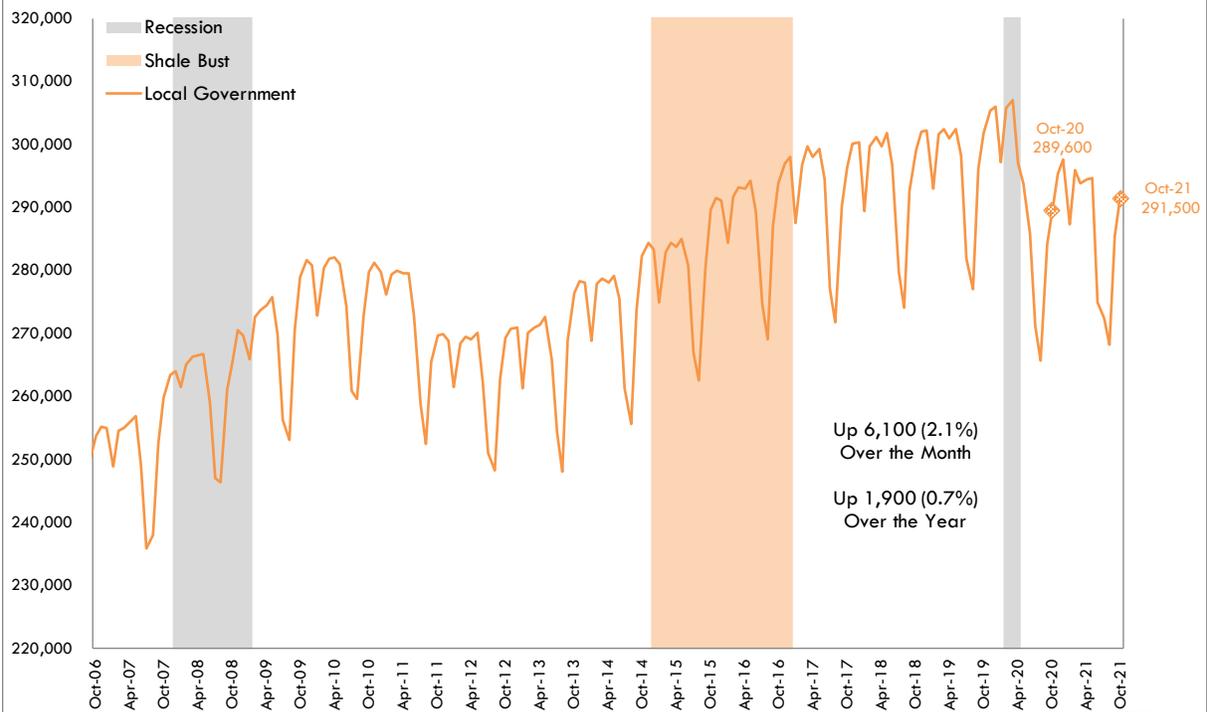
Figure 18.1 State Government Educational Services



Source: Texas Workforce Commission

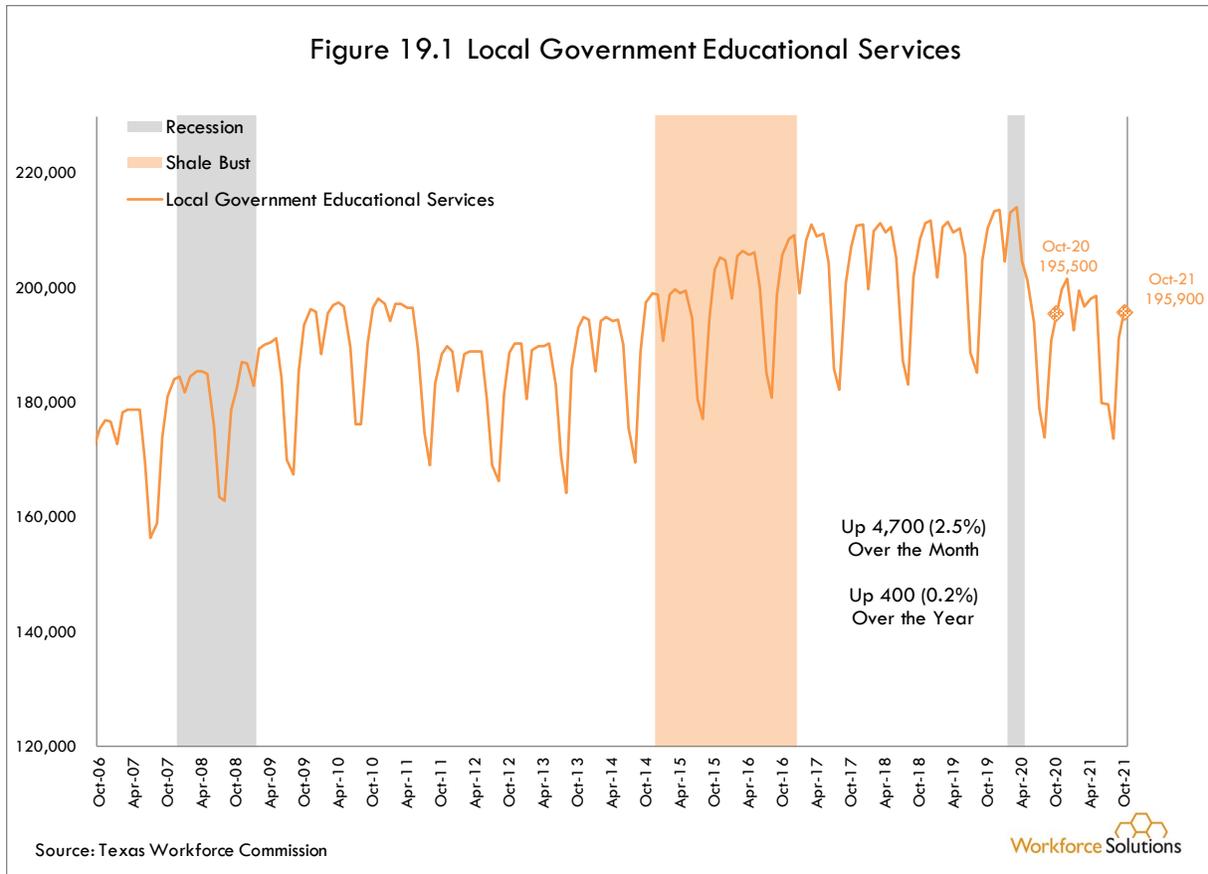


Figure 19. Local Government



Source: Texas Workforce Commission





<b>NONAGRICULTURAL EMPLOYMENT</b>				<b>Month Change</b>		<b>Year Change</b>	
<b>Houston-The Woodlands-Sugar Land MSA</b>	<b>OCT 2021</b>	<b>SEP 2021</b>	<b>OCT 2020</b>	<b>Net</b>	<b>Percent</b>	<b>Net</b>	<b>Percent</b>
Total Nonfarm	3,099,800	3,066,700	2,964,200	33,100	1.1%	135,600	4.6%
.Total Private	2,685,700	2,660,000	2,552,100	25,700	1.0%	133,600	5.2%
.Goods Producing	490,000	485,700	481,200	4,300	0.9%	8,800	1.8%
...Mining, Logging and Construction	278,500	274,700	271,600	3,800	1.4%	6,900	2.5%
...Mining and Logging	71,700	71,000	64,500	700	1.0%	7,200	11.2%
.....Oil and Gas Extraction	35,400	35,100	34,200	300	0.9%	1,200	3.5%
.....Support Activities for Mining	34,200	33,800	29,100	400	1.2%	5,100	17.5%
...Construction	206,800	203,700	207,100	3,100	1.5%	-300	-0.1%
.....Construction of Buildings	45,400	44,200	46,300	1,200	2.7%	-900	-1.9%
.....Heavy and Civil Engineering Construction	52,200	50,300	50,200	1,900	3.8%	2,000	4.0%
.....Specialty Trade Contractors	109,200	109,200	110,600	0	0.0%	-1,400	-1.3%
..Manufacturing	211,500	211,000	209,600	500	0.2%	1,900	0.9%
...Durable Goods	130,900	130,000	128,400	900	0.7%	2,500	1.9%
....Fabricated Metal Product Manufacturing	43,800	43,600	43,100	200	0.5%	700	1.6%
....Machinery Manufacturing	37,000	37,600	39,300	-600	-1.6%	-2,300	-5.9%
.....Agriculture, Construction, and Mining Machinery Manufacturing	19,600	19,700	20,800	-100	-0.5%	-1,200	-5.8%
....Computer and Electronic Product Manufacturing	12,900	12,900	13,000	0	0.0%	-100	-0.8%
...Non-Durable Goods	80,600	81,000	81,200	-400	-0.5%	-600	-0.7%
....Petroleum and Coal Products Manufacturing	9,100	8,900	8,600	200	2.2%	500	5.8%
....Chemical Manufacturing	38,300	38,500	39,100	-200	-0.5%	-800	-2.0%
.Service-Providing	2,609,800	2,581,000	2,483,000	28,800	1.1%	126,800	5.1%
.Private Service Providing	2,195,700	2,174,300	2,070,900	21,400	1.0%	124,800	6.0%
..Trade, Transportation, and Utilities	638,100	630,500	615,800	7,600	1.2%	22,300	3.6%
...Wholesale Trade	163,400	162,200	157,800	1,200	0.7%	5,600	3.5%
....Merchant Wholesalers, Durable Goods	101,200	100,000	97,000	1,200	1.2%	4,200	4.3%
.....Professional and Commercial Equipment and Supplies Merchant Wholesalers	16,900	16,900	16,700	0	0.0%	200	1.2%
....Merchant Wholesalers, Nondurable Goods	50,500	49,900	50,500	600	1.2%	0	0.0%
...Retail Trade	301,500	295,700	296,400	5,800	2.0%	5,100	1.7%
....Motor Vehicle and Parts Dealers	42,000	41,500	40,700	500	1.2%	1,300	3.2%
....Building Material and Garden Equipment and Supplies Dealers	23,200	23,700	23,500	-500	-2.1%	-300	-1.3%
....Food and Beverage Stores	72,000	70,200	70,000	1,800	2.6%	2,000	2.9%
....Health and Personal Care Stores	19,400	18,600	18,400	800	4.3%	1,000	5.4%
....Clothing and Clothing Accessories Stores	25,100	24,500	22,600	600	2.4%	2,500	11.1%
....General Merchandise Stores	59,500	57,700	57,500	1,800	3.1%	2,000	3.5%
.....Department Stores	17,100	16,600	16,100	500	3.0%	1,000	6.2%
.....General Merchandise Stores, including Warehouse Clubs and Supercenters	42,400	41,100	41,400	1,300	3.2%	1,000	2.4%
...Transportation, Warehousing, and Utilities	173,200	172,600	161,600	600	0.3%	11,600	7.2%
....Utilities	17,100	17,000	17,100	100	0.6%	0	0.0%
.....Air Transportation	18,300	18,300	18,300	0	0.0%	0	0.0%
.....Truck Transportation	27,300	27,300	26,500	0	0.0%	800	3.0%
.....Pipeline Transportation	11,600	11,500	12,000	100	0.9%	-400	-3.3%
..Information	28,900	28,900	28,200	0	0.0%	700	2.5%
....Telecommunications	12,400	12,400	12,500	0	0.0%	-100	-0.8%
..Financial Activities	164,800	165,500	165,200	-700	-0.4%	-400	-0.2%
...Finance and Insurance	107,700	107,000	104,300	700	0.7%	3,400	3.3%
....Credit Intermediation and Related Activities including Monetary Authorities - Central Bank	43,400	43,100	43,700	300	0.7%	-300	-0.7%
.....Depository Credit Intermediation including Monetary Authorities - Central Bank	28,200	28,300	29,100	-100	-0.4%	-900	-3.1%
....Financial Investments and Related Activities including Financial Vehicles	21,000	20,900	20,600	100	0.5%	400	1.9%
....Insurance Carriers and Related Activities	43,300	43,000	40,000	300	0.7%	3,300	8.3%
...Real Estate and Rental and Leasing	57,100	58,500	60,900	-1,400	-2.4%	-3,800	-6.2%

<b>NONAGRICULTURAL EMPLOYMENT</b>				<b>Month Change</b>		<b>Year Change</b>	
<b>Houston-The Woodlands-Sugar Land MSA</b>	<b>OCT 2021</b>	<b>SEP 2021</b>	<b>OCT 2020</b>	<b>Net</b>	<b>Percent</b>	<b>Net</b>	<b>Percent</b>
<b>..Professional and Business Services</b>	<b>515,200</b>	<b>511,700</b>	<b>483,400</b>	<b>3,500</b>	<b>0.7%</b>	<b>31,800</b>	<b>6.6%</b>
...Professional, Scientific, and Technical Services	248,000	245,100	233,200	2,900	1.2%	14,800	6.3%
....Legal Services	28,700	28,400	28,300	300	1.1%	400	1.4%
....Accounting, Tax Preparation, Bookkeeping, and Payroll Services	24,200	23,700	23,900	500	2.1%	300	1.3%
....Architectural, Engineering, and Related Services	66,400	66,600	66,500	-200	-0.3%	-100	-0.2%
....Computer Systems Design and Related Services	37,800	37,700	33,300	100	0.3%	4,500	13.5%
...Management of Companies and Enterprises	44,700	44,600	45,200	100	0.2%	-500	-1.1%
...Administrative and Support and Waste Management and Remediation Services	222,500	222,000	205,000	500	0.2%	17,500	8.5%
....Administrative and Support Services	208,600	208,500	193,500	100	0.0%	15,100	7.8%
....Employment Services	85,200	82,900	71,600	2,300	2.8%	13,600	19.0%
....Services to Buildings and Dwellings	53,600	54,800	51,100	-1,200	-2.2%	2,500	4.9%
<b>..Education and Health Services</b>	<b>419,300</b>	<b>407,500</b>	<b>394,500</b>	<b>11,800</b>	<b>2.9%</b>	<b>24,800</b>	<b>6.3%</b>
...Educational Services	68,900	65,000	61,600	3,900	6.0%	7,300	11.9%
...Health Care and Social Assistance	350,400	342,500	332,900	7,900	2.3%	17,500	5.3%
....Ambulatory Health Care Services	174,800	171,300	165,400	3,500	2.0%	9,400	5.7%
....Hospitals	89,300	89,300	87,900	0	0.0%	1,400	1.6%
<b>..Leisure and Hospitality</b>	<b>310,500</b>	<b>312,600</b>	<b>279,700</b>	<b>-2,100</b>	<b>-0.7%</b>	<b>30,800</b>	<b>11.0%</b>
...Arts, Entertainment, and Recreation	29,000	30,900	25,800	-1,900	-6.1%	3,200	12.4%
...Accommodation and Food Services	281,500	281,700	253,900	-200	-0.1%	27,600	10.9%
....Accommodation	22,000	22,300	19,200	-300	-1.3%	2,800	14.6%
....Food Services and Drinking Places	259,500	259,400	234,700	100	0.0%	24,800	10.6%
<b>..Other Services</b>	<b>118,900</b>	<b>117,600</b>	<b>104,100</b>	<b>1,300</b>	<b>1.1%</b>	<b>14,800</b>	<b>14.2%</b>
<b>..Government</b>	<b>414,100</b>	<b>406,700</b>	<b>412,100</b>	<b>7,400</b>	<b>1.8%</b>	<b>2,000</b>	<b>0.5%</b>
...Federal Government	31,200	31,400	32,500	-200	-0.6%	-1,300	-4.0%
...State Government	91,400	89,900	90,000	1,500	1.7%	1,400	1.6%
....State Government Educational Services	53,100	51,500	52,400	1,600	3.1%	700	1.3%
...Local Government	291,500	285,400	289,600	6,100	2.1%	1,900	0.7%
....Local Government Educational Services	195,900	191,200	195,500	4,700	2.5%	400	0.2%
<b>UNEMPLOYMENT RATE</b>	<b>OCT 2021</b>	<b>SEP 2021</b>	<b>OCT 2020</b>				
H-W-S MSA	5.4	5.6	8.0				
Texas (Actual)	4.8	4.9	6.9				
United States (Actual)	4.3	4.6	6.6				

**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.