



# LOCAL PLAN 2021-2024 PUBLIC COMMENTS

JANUARY 15, 2021

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# Local Plan 2021-2024

## Agenda

1. Welcome and Introductions and Purpose
2. Overview of Local Plan
3. Public Comments
4. Adjourn



# Local Plan 2021-2024

## Background

The Gulf Coast Workforce Board and its operating affiliate, Workforce Solutions are tasked with implementing a local, data-driven compliance plan for developing our region's pool of human talent to meet local employment needs. To guarantee that we are fulfilling our area's obligations to the Texas Workforce Commission under the Workforce Innovation and Opportunity Act, this Local Plan examines our estimated economic needs through 2024.



# Local Plan 2021-2024

## Current Situation

Through its 2021-2024 Local Plan, the Board:

- Projects labor market conditions and identifies the needs for skilled workers
- Sets the strategic direction for Workforce Solutions and the Board's investments to meet the region's needs for an educated and skilled workforce
- Describes how Workforce Solutions is organized to deliver high-quality, valued service for the region's employers and people
- Ensures the public workforce system is open and accessible to its customers and accountable to funders, local elected officials and stakeholders

# Local Plan 2021-2024

## Regional Outlook

By 2030, total population in the region will reach 8,111,578. The Houston-Galveston area will continue to become more and more diverse, with 30.6% Anglo, 43.7% Hispanic, and 15.7% African American. By this same date, the percentage of the population over the age of 55 is projected to increase to 27.4 percent from 22.2 percent in 2020. This will likely be reflected in an increasingly older workforce, – a trend that has already shown signs of acceleration in recent decades due to increased life expectancy and the need or desire by many individuals to continue working.

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

# Local Plan 2021-2024

## Regional Outlook

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

# Local Plan 2021-2024

## Regional Outlook

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

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

# Local Plan 2021-2024

## Our System Response

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

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

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# Local Plan 2021-2024

## Our System Response

This means that Workforce Solutions will share pertinent information with educators, parents and students about career exploration and what steps young people need to be taking now so they are prepared for the jobs of tomorrow. Collectively, we need to focus our efforts on making sure that tomorrow's job candidates are equipped with the skills and knowledge they will need.

Due to the uncertainty caused by COVID-19 in the labor market, the Gulf Coast Workforce Board will continue to monitor trends and offer services where appropriate.

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

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# Local Plan 2021-2024

## Our System Design

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



# Local Plan 2021-2024

## Our System Design

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

- to work with employers in the region's key industries;
- to connect with our partners in organized labor, education, and community organizations;
- to offer current and meaningful career and labor market data for all our customers;
- to ensure access to our service for individuals with disabilities and those living in remote areas;
- to ensure priority for low-income residents have access to our service and financial assistance; and
- to address the workforce needs of individuals receiving unemployment insurance, experiencing homelessness, returning citizens, and adults and young people in need of basic education.

# Local Plan 2021-2024

## Assessing the Region's Future Talent Needs

A key part of the Local Plan is an assessment of the future talent needs of the employers in the region. This exercise serves to provide the Board with a framework for making strategic investments in the local workforce that can then be communicated to the various the various stakeholders that comprise the workforce system.

The assessment of those talent needs takes the form our targeted lists:

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



# Local Plan 2021-2024

## Targeted Lists

A collection of 3 lists: 1 for industries, and 2 for occupations, including those that are relatively large (i.e., employ lots of people), are projected to grow faster than average, pay above average wages, and require some amount of postsecondary education and training. Once developed, the lists function on 2 levels:

- Signaling tools for stakeholders in region e.g., students, parents, ISDs/CTE programs, and postsecondary training providers where above average job opportunities are today and in the future
- Operational tools guiding our day-to-day workforce development activities; for the Employer Service Division a defined list of industries on which to prioritize outreach efforts; for the Career Offices a means to conversations with individuals about their career interests and goals, what type of training might be appropriate, and whether we can provide financial aid to help acquire skills needed and ultimately employment

# Local Plan 2021-2024

## Targeted Lists Data Sources – Employment Projections

- Dataset produced by BLS and localized by TWC for 28 TX WDAs
- Long-term employment outlook for 230 industries and 640 occupations
- Current 10-year timeframe: 2018-2028
- New projections released in fall every other year
- Occupation projections include typical education, work experience, and/or OJT needed, wages, plus no. of jobs, long-term growth rates, etc.
- Doesn't explicitly account for recessions but may reflect changes to economy caused by business cycles, changes in technology, population trends
- Current projections do not reflect COVID-19 impacts
- TWC official data supplemented with projections from 3rd party labor market data providers EMSI and Chmura Economics where appropriate

# Local Plan 2021-2024

## Targeted Lists Development Process

Determine which industries are important to the region  
+  
Determine which occupations are important to those industries  
=  
Framework for strategic workforce investments  
that aligns talent supply with talent demand





## Presenting the 2021 Gulf Coast Workforce Board Targeted Industries and High-skill High-growth Occupations



# Local Plan 2021-2024

## 2021 Proposed Targeted Industries Qualifying Criteria

### Primary Criteria:

- Net employment growth 1,801 or higher (avg. projected growth all industries)
- Percent employment growth 14.2% or higher (avg. projected growth all industries and/or occs)
- Average weekly wages \$1,044 or higher (avg. occupational wage as of 2019)

### Secondary Criteria:

- On previous Targeted Industry List
- 2 out of 3 Primary Criteria are met

# Local Plan 2021-2024

## 2021 Proposed Target Industries (43)

Existing Targeted Industries Meeting Primary Criteria (21)	"New" Industries Primary Criteria (5)	Existing Targeted Industries Meeting Secondary Criteria (17)
<p>Support Activities for Mining Residential Building Construction Utility System Construction Foundation, Structure, and Building Exterior Contractors Building Equipment Contractors Other Specialty Trade Contractors Machine Shops; Turned Product; and Screw, Nut, and Bolt Mfg. Machinery, Equipment, and Supplies Merchant Wholesalers Specialized Freight Trucking Freight Transportation Arrangement Activities Related to Real Estate Accounting, Tax Preparation, Bookkeeping, and Payroll Services Architectural, Engineering, and Related Services Management, Scientific, and Technical Consulting Services Other Professional, Scientific, and Technical Services Management of Companies and Enterprises Office Administrative Services Offices of Physicians Outpatient Care Centers General Medical and Surgical Hospitals Specialty (ex. Psychiatric and Substance Abuse) Hospitals</p>	<p>Highway, Street, and Bridge Construction Boiler, Tank, and Shipping Container Manufacturing Wholesale Electronic Markets and Agents and Brokers Nondepository Credit Intermediation Medical and Diagnostic Laboratories</p>	<p>Nonresidential Building Construction Basic Chemical Manufacturing Agriculture, Construction, and Mining Machinery Mfg. Automobile Dealers Scheduled Air Transportation Deep Sea, Coastal, and Great Lakes Water Transportation Inland Water Transportation General Freight Trucking Support Activities for Water Transportation Support Activities for Road Transportation Other Support Activities for Transportation Warehousing and Storage Agencies, Brokerages, and Other Insurance Related Activities Computer Systems Design and Related Services Elementary and Secondary Schools Colleges, Universities, and Professional Schools Offices of Dentists</p>

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## 2021 Proposed High-skill High-growth Occupation Qualifying Criteria

### Primary Criteria:

- 50% or more of total employment in GCWB Targeted Industries by 2028
- Median Employment Size in 2028 of 1,797 jobs
- Employment Growth Rate 14.2% (avg. projected growth rate of all industries and/or occs)
- Education or Work Experience or OJT (minimum of HS diploma + moderate OJT)
- Median Hourly Wages \$19.44

### Secondary Criteria:

- On previous HSHG Occupation List
- 4 out of 5 Primary Criteria are met

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## 2021 Proposed High-skill High-growth Occupations (117) – PAGE 1

Existing HSHG Occupations Meeting Primary Criteria (48)	"New" HSHG Occupations Primary Criteria (15)	Existing HSHG Occupations Meeting Secondary Criteria (54)
<p>Cost Estimators Logisticians Accountants and Auditors Software Developers, Applications Operations Research Analysts Surveyors Chemical Engineers Civil Engineers Electrical Engineers Mechanical Engineers Architectural and Civil Drafters Civil Engineering Technicians Electrical and Electronic Engineering Technicians Surveying and Mapping Technicians Clinical, Counseling, and School Psychologists Educational, Guidance, School, and Vocational Counselors Health Specialties Teachers, Postsecondary Instructional Coordinators Interpreters &amp; Translators Dentists, General Physician Assistants</p>	<p>Management Analysts Market Research Analysts and Marketing Specialists Tax Preparers Information Security Analysts Computer User Support Specialists Architects, Except Landscape and Naval Chemists Family and General Practitioners Sales Engineers Billing and Posting Clerks Supervisors of Construction and Extraction Workers Carpenters Reinforcing Iron and Rebar Workers Rotary Drill Operators, Oil and Gas Captains, Mates, and Pilots of Water Vessels</p>	<p>Computer Systems Analysts Software Developers, Systems Software Database Administrators Network and Computer Systems Administrators Aerospace Engineers Biomedical Engineers Electronics Engineers, Except Computer Environmental Engineers Health and Safety Engineers, Ex. Mining Safety Eng. Industrial Engineers Marine Engineers and Naval Architects Materials Engineers Mining and Geological Engineers, Incl. Mining Safety Eng. Petroleum Engineers Mechanical Drafters Mechanical Engineering Technicians Geoscientists, Except Hydrologists and Geographers Geological and Petroleum Technicians Healthcare Social Workers Lawyers Paralegals and Legal Assistants</p>

# Local Plan 2021-2024

## 2021 Proposed High-skill High-growth Occupations (117) – PAGE 2

Existing HSHG Occupations Meeting Primary Criteria (48)	"New" HSHG Occupations Primary Criteria (15)	Existing HSHG Occupations Meeting Secondary Criteria (54)
<p>Respiratory Therapists Speech-Language Pathologists Registered Nurses Nurse Anesthetists Nurse Practitioners Medical &amp; Clinical Laboratory Technologists Medical &amp; Clinical Laboratory Technicians Dental Hygienists Cardiovascular Technologists and Technicians Diagnostic Medical Sonographers Radiologic Technologists Surgical Technologists Medical Records and Health Information Technicians Occupational Health and Safety Specialists Operating Engineers and Other Construction Equip. Oprs. Electricians Plumbers, Pipefitters, and Steamfitters Sheet Metal Workers Structural Iron and Steel Workers Construction and Building Inspectors Mobile Heavy Equipment Mechanics, Except Engines</p>		<p>Preschool Teachers, Except Special Education Kindergarten Teachers, Except Special Education Elementary School Teachers, Except Special Education Middle School Teachers, Ex. Special Ed. and CTE Secondary School Teachers, Special Ed. and CTE CTE Teachers, Secondary School Special Education Teachers, Preschool Special Education Teachers, Kindergarten and Elem. Special Education Teachers, Middle School Special Education Teachers, Secondary School Librarians Chiropractors Optometrists Anesthesiologists Internists, General Obstetricians and Gynecologists Pediatricians, General Psychiatrists Surgeons Podiatrists Occupational Therapists</p>

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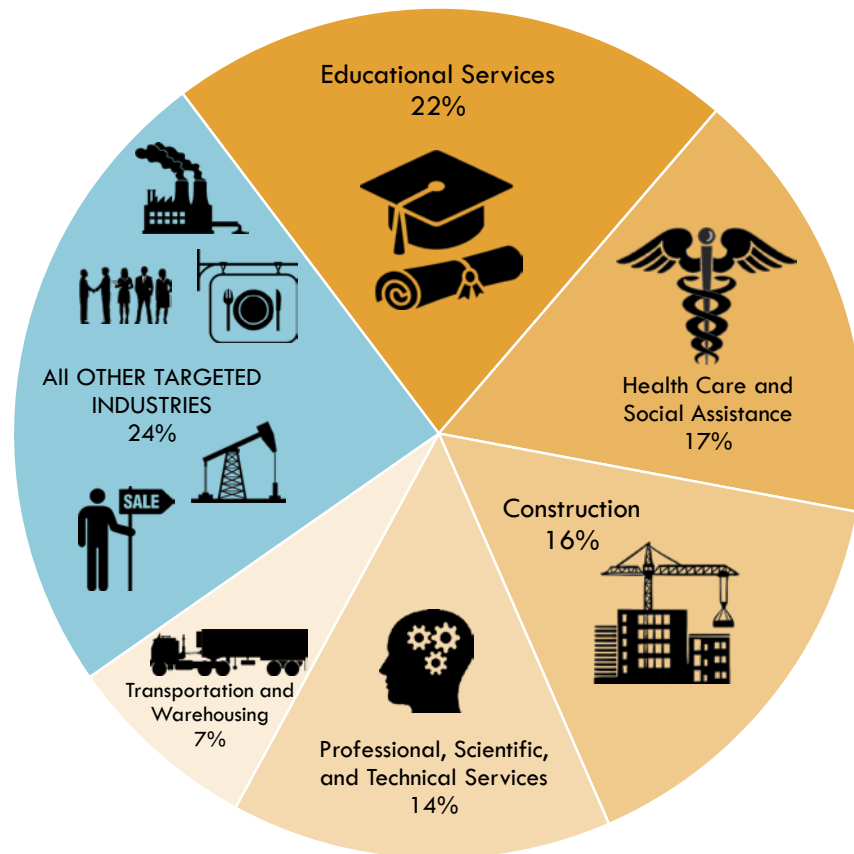
## 2021 Proposed High-skill High-growth Occupations (117) – PAGE 3

Existing HSHG Occupations Meeting Primary Criteria (48)	"New" HSHG Occupations Primary Criteria (15)	Existing HSHG Occupations Meeting Secondary Criteria (54)
<p>HVAC Mechanics and Installers Machinists Welders, Cutters, Solderers, and Brazers Flight Attendants Heavy and Tractor-Trailer Truck Drivers Crane and Tower Operators</p>		<p>Physical Therapists Licensed Practical and Licensed Vocational Nurses Insurance Sales Agents Production, Planning, and Expediting Clerks Insulation Workers, Mechanical Service Unit Operators, Oil, Gas, and Mining Bus and Truck Mechanics and Diesel Engine Specialists Industrial Machinery Mechanics Maintenance Workers, Machinery CNC Machine Tool Operators, Metal and Plastic Chemical Plant and System Operators Petroleum Pump System Oprs, Refinery Oprs, and Gaugers</p>

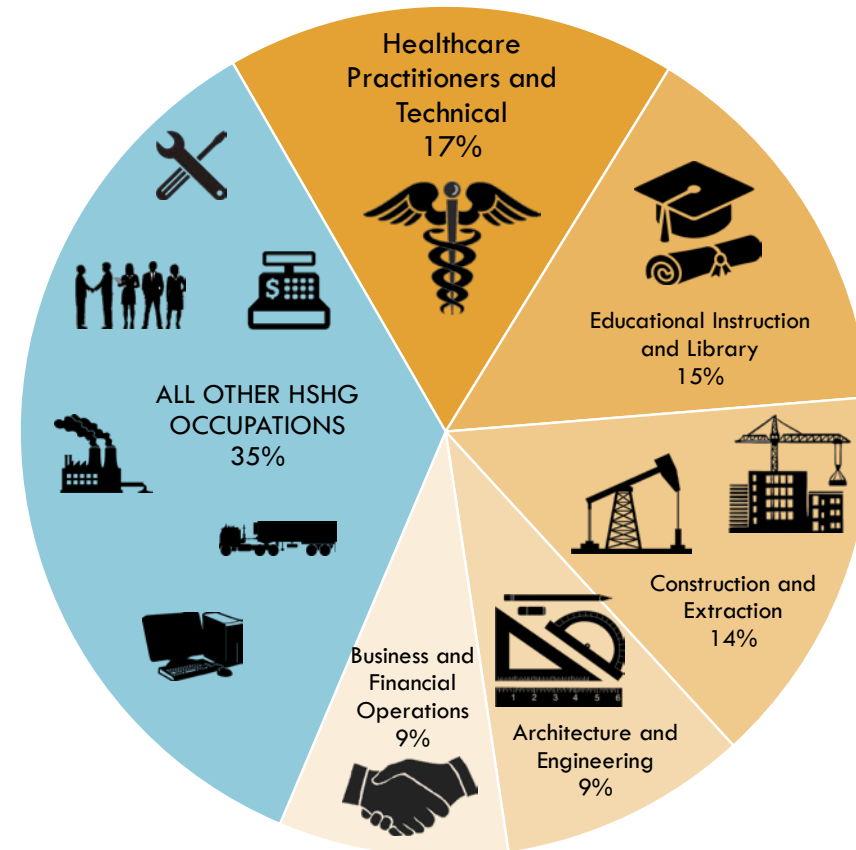
# Local Plan 2021-2024

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

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



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



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## Next Step

Bring the Plan to the Board with comments for consideration at the February 2, 2021 regular Board meeting.





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