



**Coastal Bend Workforce Development Board
D.b.a., Workforce Solutions of the Coastal Bend**

Strategic Plan for Fiscal Years 2007 – 2008
October 1, 2006 through September 30, 2008

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Executive Summary Narrative

Preface: This version of the Strategic Plan for the Coastal Bend Workforce Board is based on the Original 2007-2008 plan prepared in 2006. Plan modifications for 2008 and 2009 are incorporated. To preserve continuity some parts of the original plan are expressed in past tense as a history for the context of the current modifications. Bold print notes appear to further help the reader distinguish between original plan and modifications. Unless otherwise stated the present activities of the Workforce Board will be continued. New strategies or pilot programs are clearly stated. As usual the Board seeks continuous improvement in all programs and services in order to be an effective community resource. Use zoom feature of your browser to read the Target Industries List and the Target Occupations List on-line.

Summary: Workforce Solutions of the Coastal Bend is the d.b.a. name for the Coastal Bend Workforce Development Board. The Board is responsible for workforce employment and training services in a twelve-county area that includes: Aransas, Bee, Brooks, Duval, Jim Wells, Kenedy, Kleberg, Live Oak, McMullen, Nueces, Refugio, and San Patricio Counties. This area includes the Corpus Christi Metropolitan Area consisting of Aransas, Nueces, and San Patricio Counties.

The mission of the Coastal Bend Workforce Board is to build a better workforce. To accomplish this mission the Board has adopted the following objectives or strategic goals:

- Collaborate with industry, education, economic development and labor to develop a comprehensive regional workforce strategic plan;
- Develop a trainable and available workforce;
- Provide workforce-relevant educational and training opportunities for youth.

The Board has established a planning committee to further refine overall goals and strategies for continuous improvement of service to the communities we serve. This strategic plan involves the coordination of resources to best implement WIA employment and training. The Board's planning committee builds on this basic plan to establish an overall vision for the workforce area.

During the course of the 2006 Fiscal year the Workforce Board significantly improved employer and community relations due to the leadership of a new and dynamic President/CEO. These improvements included strategic assessment and relocation of

facilities and resources, an aggressive marketing campaign and increase outreach to the employer community. The Board has increased the quality of customer service by targeting employers as the primary customers. Job seekers benefit from this perspective as more employment opportunities become available to job seekers through increased employer participation in the workforce system.

During Fiscal Years 2006 and 2008 the Workforce Board launched new marketing campaigns designed to convey the message that the local Workforce Board is the Source of Opportunity. These marketing strategies included new logos conveying this message and ultimately a new d.b.a. name, Workforce Solutions of the Coastal Bend. We have increased our public visibility for the purpose of offering our valuable workforce resources to more employers and job seekers.

Collaboration with community partners and careful assessments of community needs have positioned the local Workforce Board to be an active community participant and in many cases the convener of discussion on items of community interest. In as far as some social issues also impact effective participation in the workforce, the Board has addressed those social issues within the scope of available workforce resources. Examples of related social needs affecting the workforce are Board programs addressing such issues as literacy, family stability, and Youth Issues such as a Grass Roots Faith Based and Community Organization Grant. Although Workforce Solutions participates in programs to serve the community it does so in cooperation with other community partners who are also using their resources to help address community needs. Workforce Solutions respects the initiatives of other community partners and recognizes the benefit of coordinating our resources.

To accomplish the mission of building a better workforce the Board plans to continually perfect and improve services to employers whom the Board identifies as in high growth, high demand, and emerging industries. These industries have been identified through an industry cluster analysis that reveals area results similar to Statewide industry sectors. These industries and their related occupations were originally validated by Board staff review with employer focus groups which were convened by a local regional economic development entity, to assess the needs of the community. Each focus group represented a different set of related industries and was comprised of both large and small employers. Discussions with these industry representatives confirmed the industry clusters identified through the industry cluster analysis. SOCRATES and employer feedback were also used to identify entry-level job skills needed for targeted occupations as well as minimum acceptable standards for employability such as drug testing, where applicable.

Each year Board staff review the Board's Targeted Occupations List, considering the changes and dynamics in the workforce area. The community is invited to comment on the Board's Targeted Occupations List and suggest or nominate occupations through an on-line survey located on our web site. Additionally, the public is directed to the web site by use of our emailing lists. Occupations nominated for the targeted industry list are evaluated against the following criteria: demand for the occupations, an average wage of at least \$10 per hour; training that can be accomplished in two years or less. If a

nominated occupation is deemed worth considering, it is brought before the Business Development Committee and ultimately before the Board for consideration.

In 2007 and 2008 both the Corpus Christi Chamber of Commerce and the Hispanic Chamber of Commerce have entered agreements with Workforce Solutions to provide specialized services to employers in our twelve county area, capitalizing on the special relationship these organizations have with the employer community.

Continued emphasis on employer needs has included increased participation by Board staff and Board members at area chambers of commerce and economic development organizations. The result has been increased invitations from these groups to participate in coordinated events to serve employers. Increased outreach to employers has increased our penetration of the employer market and has resulted in better relationships with employers in high-growth and high demand industries and also developed relationships in an emerging industry, Bio-Technology.

These Board initiatives are not only a proactive way to offer valuable services, but also anticipate future budget cuts from our primary source of funding. Both Workforce Solutions and our contractors have streamlined our services to a point of near optimum rates of return for investment under our current operational model. In 2006 we considered alternate operational models for managing our career centers. This was done in an effort to take efficiencies and service improvements to a higher level. To this end an RFP for center management operations was released in 2007.

The Board has established an initiative to target significant industries in our area. This activity resulted in a national award from NAWB in March 2009. The initiative has resulted in a cooperative group of community partners known as Coastal Bend Workforce Development Coalition. The group is addressing the skilled workforce shortage of the local petrochemical industry, including negative industry perceptions, a 'dried up' career pipeline, and barriers between industry and education.

The partnership is dedicated to combating the skilled workforce shortage in the petrochemical industry and industries that support petro-chem. Based on research conducted in the region, it was revealed that 1/3 of the industry's 8000 direct employees could retire in 5-10 years. This, paired with negative industry perceptions, a 'dried up' industrial career pipeline, and potential for significant economic impact to the area, called for the formation of the Coalition.

To accomplish its chief objective – addressing the skilled workforce shortage in the local petrochemical industry – the Coalition is focusing on eliminating barriers, leveraging resources, developing effective programs and promoting jobs in the industry. This effort has resulted in bringing together industry and education leaders from the region's 42 school districts, community colleges, universities, trade schools and the City of Corpus Christi. As an immediate result, industry is actively involved in 'growing their own workforce', education has new access to industry, and new opportunities for students, and the community is helping create gainfully employed, productive citizens.

This dynamic recent and current history has set the stage for the 2009 – 2010 strategic plan and subsequent modifications. The details of the plan are discussed in the attached appendices.

Local workforce resources will continually be assessed to assure the most effective staff to customer ratio and the most cost effective delivery of services. The role of operating the public labor exchange is the starting point for our services. This point of service engages employers by providing effective tools and solutions to help employers find the employees they need. Our Business Services Team outreaches employers to explain services and expand the base of employers using the workforce system. The public labor exchange is also the service point where job seekers engage the workforce system to help them find work. It is at this point that assessment of the workers skills is done. Skilled workers are matched with available jobs. Low skilled or non-skilled workers are assessed for referral to other community partners depending on the needs of the individual job seeker. Job training may be available through Workforce Solutions for some of these low-skilled workers if they are interested and are assessed as good candidates to complete training and enter employment.

Despite past and anticipated future budget cuts Workforce Solutions will continue to provide employment training, but the mix of services will change to maintain or even increase the number of people trained for employment. Typical individual training accounts, ITA's, will still be available. As more employers recognize the value of incumbent worker training and customized training, more training dollars will be diverted to these types of training which are traditionally less expensive, quicker to implement and to complete. When the training completes the trainee is working with increased skills. This increases the value and productivity of the worker and increases the skill level of labor pool in our workforce area. People who are thus trained can often move up to more responsible jobs creating, an entry level job for another worker.

During the new planning cycle Workforce Solutions will continue to develop relationships with apprenticeship program operators to increase the number of people participating in apprenticeship programs. Emphasis on Youth apprenticeship programs will be stressed as a way to feed well motivated workers into adult apprenticeship programs.

The Board supplements its regular allocation of workforce funds by grant requests for workforce and workforce related funding from other sources. Workforce Solutions has applied for and received grants for pilot and demonstration programs for the Board and for community partners in our workforce area. This increases workforce training dollars for the Coastal Bend. These grants are usually prepared in coordination with other community agencies to provide valuable community services that support the workforce directly or indirectly.

The State Integrated Service Area (ISA) Manager, and the Assistant ISA Manager for our workforce area are officed in our workforce Board offices and work closely with Board staff. The ISA Manager is also responsible for the workforce areas in the Valley

immediately to our South. This gives us an effective communication link to adjacent Board areas when needed to coordinate services across workforce areas. To date most of this coordination has involved employer job orders.

Two of our Naval Bases will be affected by Base Realignment and Closure, BRAC recommendations. Naval Station Ingleside will be closed. Corpus Christi Naval Air Station will be re-aligned. The total impact on the community is expected to be over 7,000 job losses, including 4,100 civilian jobs for a combined total annual earnings loss of \$345,886,971 from this workforce area. These lost positions include, military, civilian federal employees, contractors, and workers in the community who are indirectly affected by the loss of revenue in the local economy. Workforce Solutions is working closely with the Local Redevelopment Authority, LRA, economic development organizations, chambers of commerce, elected officials and other community entities to address the workforce and economic development challenges and opportunities posed by these closures and re-alignments. The challenge and opportunity will be to replace those lost jobs and lessen the impact of BRAC. Workforce Solutions has received National Emergency Grant (NEG) Funds for BRAC related workforce activities to implement services to those employees and employers adversely impacted by the BRAC recommendations. NEG funds will be supplemented by regular formula funds as available, when necessary to serve BRAC-affected workers and employers.

Rapid Response strategies are employed to meet workforce needs, particularly in light of the changing economy. Business Services utilizes our existing contacts with employers and business based organizations throughout the region to learn of impending layoffs as well as local and national forms of media. When we are made aware of layoffs BSU coordinates with Board staff to make the initial contact with the employer to offer our services. When we meet with the employees we typically do so, on their job site so the impacted employee is comfortable in a familiar environment. We go through the Unemployment Insurance process but really push training, OJT's and the support services available to them. With regards to training we discuss the in demand occupations and the providers we have in the pipeline that offer various training opportunities. Additionally, we can take a skills and needs assessment of the employee to determine employability. We discuss labor market information and the job market with the employee so they can get a sense of what job might be available to them. And of course discuss Work in Texas and provide follow up with the individuals and management.

Re-employment strategies and services are offered to UI claimants to help them return to work with a little down time as possible. This benefits the UI claimant by increasing their income above UI income. It benefits the employer in two ways. It makes best use of people with skills and fresh experience. It reduces the amount of tax burden on those who support the UI system. We are currently in the process of bringing on nine State of Texas employees to work on an intensified service plan for those seeking UI re-employment services. We engage those that are entering the UI system on the front of their process by conducting a Rapid Re-Employment Services Orientation. We have recently expanded that orientation to the Staples office so that both of our major metro

centers provide this service. This is broken up by zip code so that it is as convenient as possible in terms of travel for the job seeker. A make up class is offered on the same day as the orientation. At the orientation job seekers are made aware of the new classes we offer provided by both internal and external facilitators. These include "How to Survive a Layoff" and "Stress Management". We recently have piloted a process intended to identify a UI recipient at point of entry to our centers and offer them in depth or intensified services that includes resume re-works, skills assessment, career exploration, networking and interviewing techniques.

Transferable skills identified at assessment of the job seekers to help place them or for workforce training purposes. A variety of assessment tools are available at career centers to help determine vocational interest and skills. During the Rapid Re-Employment Services Orientation job seekers are asked to identify their dream jobs, current qualifications, training interests and staff keys in on what their current skills are and how they might transfer into an in demand occupation. Additionally, at the RRES orientation we discuss OJT's and the training available to displaced workers in order to gauge their initial interest.

Details of the strategic plan are in the appendices.



Appendix 1

Elements of System Operation

Coastal Bend Workforce Development Board

D.b.a., Workforce Solutions of the Coastal Bend

Under the 2006 business model our Career Centers and satellite offices were all operated under one center management contractor. Our Youth Services program was operated by another contractor. Management and training of Child Care providers was provided by a third contractor. Actual payment to child care providers was performed by Board staff. Since Fiscal year 2006 we and our contractors have continued to streamline our operations for cost efficiencies while at the same time improving services. Considering budget cuts the Board reviewed other business and management models with the intention of going out for bids early in the 2007 Fiscal year.

Re-procurement [The following plan modification (three paragraphs and a note) was submitted June 2007 for the period October 2007 through September 2009.]

Workforce Solutions is currently designing a request for proposals (RFP) for workforce services. The reason for the RFP is the expiration and re-procurement of currently contracted service contracts. Under the present contracts and the future procurement Workforce Solutions is the fiscal agent.

Under the new RFP the Board may solicit proposals to operate Child Care as a separate contract. It might be possible for potential contractors to propose for one, or for all three of the contracts: Workforce Center Management and Operations, Child Care, and Youth Services. This request for proposals will provide Workforce Solutions and the potential proposers with a range of options for delivery of services and will be designed to attract as many potential bidders as possible. This will not only assure fair and open competition but may offer Workforce Solutions some new service delivery strategies.

The typical contract period for our workforce area has been one year with an option to renew for two subsequent years. This results in a potential for the contract to be extended

or renewed to a potential total of three years. The Workforce Solutions Board may consider extending the length of the renewal option for up to four subsequent years for a potential total of five years.

Note: In 2007 an RFP was issued to procure service providers for both Workforce Center management as well as Youth Services programs. A third RFP was issued for Child Care Services. In December 2007 a new contractor was hired for both Workforce Center management and Youth Services. Another new contractor was hired for Child Care services.

During Fiscal Year 2006 Workforce Solutions assessed and allocated the most effective use of facilities and resources in our pursuit of continually improving service to the public. Since then satellite offices with less activity have been closed as the space leases expired. Office spaces that were not sufficiently customer friendly or that had ADA issues were closed and/or relocated to more efficient office space. Remodeling has taken place to enhance existing offices. Workforce Solutions will continue to evaluate and re-assess best uses of property and resources as stated above and in consideration of impending budget cuts.

Workforce Solutions has established six full service Career Centers in the workforce area. These offices are located in the counties with the most population, available workforce, and industry. They are located at:

Alice Career Center, 601 East Main Street 3rd floor, Alice Texas; Beeville Career Center, 202 North Saint Mary's Street, Beeville Texas; Corpus Christi Career Center, 520 North Staples Street, Corpus Christi Texas; Kingsville Career Center, 1417 East Corral Avenue, Kingsville Texas; Sinton Career Center, 1113 East Sinton Street space D, Sinton Texas; Sunrise Mall Center 5858 S. Padre Island Dr. Suite 1, Corpus Christi, Texas.

Workforce Solutions also operates four satellite offices. The satellite offices provide work search assistance to population groups who are eligible for special programs such as TANF, Food Stamp Employment & Training, or employment and training under Workforce Investment Act including Adults, Youth, and Dislocated Workers.

Satellite offices are located at:

Falfurrias 1200 E. Hwy 285; George West 204 Bowie Street; Refugio PC Lab, 414B North Alamo Street, Rockport 619 N. Live Oak, Room A-4.

All Career Centers and most satellite offices have public access computers and/or computer labs for the public to use in job search activities. Staff assistance is available to the public for job search assistance. During the plan period the Board will ensure access to distance learning by allowing the public to reserve computers for this purpose and by providing training to staff on how to assist customers in using the information technology equipment for distance learning.

Workforce Solutions plans to increase the number of people in training by increasing the use of incumbent worker training. In 2006 Workforce Solutions developed an incumbent worker training program we call Work Skills Enhancement. This is an open ended application process that is funded by both Local Activity funds and Statewide Activity funds. We have had eight participating employers, who have trained and/or are training eighty incumbent workers. As employer interest in this program increases we will move more training money into this activity where more trainees may be served. Incumbent worker training is on average, much more economical to provide than training funded through typical ITA process. Incumbent worker training increases the skills of the employee and enhances their employment and promotional prospects. Overall this raises the skill level of the available labor pool in our area and creates entry level jobs as skilled workers move to more responsible positions.

Incumbent worker training alone will not increase the number of trainees to the level necessary to meet expected performance goals nor will it make up for the future expected reduction in our allocations from TWC. Workforce Solutions is carefully evaluating the staff to customer ratio to optimize efficiencies and return on investment, while still maintaining quality services.

Other strategies such as limiting the amount of money authorized for ITA's are being considered. This will require trainees to rely more on available grants and alternate funding. Workforce Solutions has been involved in integrated service models for several years now and is routinely co-enrolling trainees to maximize use of available WIA funds. This practice will continue.

Workforce Solutions facility staff assure all existing and new properties are and remain ADA accessible during their visits to Career Centers and satellite offices. Board staff and Contractor staff are both tasked with designing and maintaining programs that are accessible regarding the application process, assessment and testing, case management, job training and re-employment services. Department of Assistive and Rehabilitation Services (DARS) staff work with Career Center field staff to help develop job opportunities for persons with disabilities through sharing of information about our mutual clients. Workforce Solutions has also trained DARS staff on use of the State job matching system and has authorized DARS staff to use the system to job develop for DARS clients.

A disability navigator position is funded to act as an advocate for persons with disabilities. This position reviews access to programs and services, as well as provides training to field staff to recognize and correctly assess persons with disabilities and provide ways to address and accommodate personal barriers to employment.

Youth Services are currently delivered by the Center Management contractor. Alliances have been made with community groups serving Youth through a Grassroots Youth Outreach Activity Grant. Since the Board's composition has the appropriate membership as required by the Youth Council, the Board has elected to serve in the

capacity of the youth advisory committee. The Workforce Operations Committee, a subcommittee of the Board, is responsible for making recommendations to the Board on matters related to the strategic planning and policy development of Youth Services.

The Board has implemented innovative programs for foster youth. The Board has partnered with faith based organizations and provided mentoring programs with employers in significant area industries.

The American Recovery and Reinvestment Act 2009 (ARRA) provides supplemental WIA Youth funding to preserve and create jobs, promote the nation's economic recovery and assist those most impacted by the recession. The plan of the local workforce Board is to use these funds to provide summer employment opportunities and work experiences that are meaningful and of high quality. Efforts will be made to develop worksites with emerging industries such as health care and advanced manufacturing. Summer youth work experiences are intended to include youth who are disconnected from education and the workforce.

The youth to be served are 14 to 24 years of age. Focus of the services will be youth most in need including: out-of-school youth and those most at risk of dropping out, youth in and aging out of foster care, youth offenders, and those at risk of court involvement, and youth with disabilities. Priority of services will be given to veterans, and eligible's, in accordance with WD Letter 04-09.

Worksites will be developed with employers that are committed to helping participants receive the experience and training that is required to meet the work readiness goals set for summer employment participants. Employer must be willing to work closely with program staff. Field staff will ensure proper worksite supervision in cooperation with both employer worksite supervisors and program monitors. Participant to staff ratio is critical to the success of the youth participants. Summer work experience program field staff will provide program orientation to both participating youth and employer worksite supervisors.

Although a comprehensive objective assessment is not required for youth served only during the summer months, the contractor should be prepared to provide assessment in case the same youth continue participating beyond the summer months or are subsequently enrolled using WIA Youth formula funds.

Summer employment activities will be age-appropriate and designed to encourage participants to take responsibility for their learning, to understand and manage their career options, and to develop social skills and a maturity level that will help them interact positively with others. Work readiness skill increases will be measured using appropriately designed pre-and post assessment tools.

Tax incentives available thru Work Opportunity Tax Credit will be used as incentives for employers to hire and retain older youth, out-of-school youth, and otherwise disconnected youth.

ARRA funding will also be used to significantly supplement formula funded program for Adults and Dislocated Workers. The provision of services will be seamless between funding streams to provide rapid response through an array of integrated services. These services will allow eligible participants to benefit from the activities that are most suitable for their needs.

Special emphasis will be placed on returning UI claimants to work as quickly as possible. New UI claimants are those workers with the most recent work experience and the most skills. Rapid Reemployment Services will be provided in a variety of settings such as group orientations to workforce center services, followed by individual assessments and job referrals, referral to suitable workshops and community supportive services. Those that require individual referral to training will be referred to training. Training options for Adults and Dislocated Workers will also include customized training, on-the-job training and apprenticeship programs, since many of these adults will not be able to attend occupational training in a classroom setting due to the need to support their families. Even though training will be available when needed, most of these adult workers will benefit from more individual attention that will be provided by staff dedicated specifically to serve dislocated workers and UI claimants.

The Board is exploring options with community partners, to establish a workforce center dedicate solely to dislocated or skilled workers. The intent here is to give intensified services to those job seekers who are most job ready. Most of the staff time in a typical workforce center resource room is given to the people with the least skills and therefore having the most need. This naturally occurring circumstance dilutes staff attention from serving job seekers who have the most skills and experience. By intensifying services to those more job ready job seekers, we can make the biggest and most immediate impact on the local economy and by extension of commerce, the biggest impact statewide, nationwide and internationally. One of the economic hubs of the workforce area is the Port of Corpus Christi, which is one of the largest ports in the nation. As a result there is significant international commerce through our workforce area.

The Board has continuously worked with local ISDs and Adult Education providers to improve the graduation and GED rates in our region. Through the efforts of the Board, we have been able to facilitate greater involvement of employers and the business community with education entities in promoting educational excellence.

The Board works closely with local independent school districts (ISDs) to promote education opportunities for all eligible students. The Board, in partnership with the ISDs, has participated in several key initiatives ranging from collaborating with businesses and higher education institutions to sponsor career technology tracks that lead to advancement in high growth job opportunities to apprenticeship programs in industry growth areas. The Board is continuing to work closely with the schools to promote career and technical programs that are based on professional and industry standards.

Further, the Board makes available through its programs, youth development and leadership opportunities, such as mentoring, career counseling, and community and volunteer learning projects. Additionally, the Board offers programs and activities that provide postsecondary education opportunities, as well as support services and activities.

In partnership with local schools, businesses, and higher education institutions, the Board has worked closely to improve the region's economic climate by promoting accessibility to education and workforce programs. Through its youth programs and services, the Board has been able to connect graduating students to programs, services, and activities that gain them access to academic or employment options and opportunities. Special grant funding also allows us to target services to children in foster care programs, especially those transitioning out of foster care. That program is operated in partnership with faith based organizations.

The Board strives to increase higher education participation rates by working closely with local schools, businesses, and higher education entities in identifying and participating in key initiatives that promote the preparation of students for postsecondary education opportunities. These opportunities are afforded to potential applicants to prepare them for the academic challenges of a technical career school or college. These activities and services are designed to help the students gain the appropriate skills and competencies to succeed in a higher education setting. Specifically, the Board connects youth with a full range of career preparation and work-based learning experiences by offering career exploration, paid and unpaid work experiences, including internships and job shadowing, and leadership development activities that promote citizenship and positive work behaviors necessary for the labor market.

The Senior Texans Employment Program serves the rural Coastal Bend counties by providing work training opportunities for mature workers – and at the same time providing invaluable services at the rural workforce centers. The rural full-service workforce centers are blessed with five STEP workers. Their duties range from filing, making copies, sending out childcare reminder letters, setting up appointments for UI/RRES orientations, helping the customer register in WorkInTexas, answering phones, greeting and escorting customers. These extra resources allow the career coaches and job developers to focus on direct customer service.

The rural Center Managers have an excellent working relationship with the STEP local office contact person and are comfortable making quality reverse referrals of those center customers who would benefit from a STEP placement within the community. Center staff will be exploring with STEP staff the possibility of co-enrollments into the centers' WIA Dislocated Workers program through the Displaced Homemakers criteria. This will further maximize the resources available to serve mature workers.

Considering the proximity of our workforce area to the border and the Board's concern about workforce literacy, Workforce Solutions is sensitive to the needs of customers who are Limited English Proficient (LEP). Forms and instructions are in both English and

Spanish. Linkage to local English Second Language (ESL) education providers is available throughout the area for referral to supportive service. A description of how limited English customers are assessed and referred, follows.

Signs are posted in the centers in both English and Spanish, asking customers if they require assistance due to limited English proficiency, and offering free interpreter services if needed. The signs direct the customer to the receptionist or any staff person for assistance. If a customer has very limited English skills and is requiring a Spanish speaking staff person, each center has several staff persons who can assist them immediately. If it is any language other than Spanish center staff will contact local community resources, access online translation websites or contact the corporate office to assist in obtaining an interpreter.

The assessment of LEP begins at the center orientation if the customer appears to be having trouble completing the initial paperwork or the WorkInTexas.com application. It continues with the individual interview with the Career Coach and completion of the MAPSS (My Assessment and Plan for Self Sufficiency, the individual employment plan) and with TABE testing. (A Spanish version of the TABE is available.)

Interviews between the Career Coach and the customer also help identify the need to address LEP. If the need for education or training is assessed, the field staff refer the customer to community agencies such as literacy councils, adult learning centers for literacy and GED classes (including GED classes housed at the centers) and High School Equivalency Programs (HEP) for migrant workers.

If LEP is identified, the staff will also consider referring the customer to an employer who is bilingual, does not require employees to be proficient in English and is willing to work with the candidate. The same procedure is used for developing a Work Skills placement if the customer is not able to find an unsubsidized job within the job search timeframe and needs to learn additional skills.

Workforce Solutions coordinates services with numerous community partners, many of whom share our mutual interests and the various needs of our mutual customers. This collaboration recognizes the limitations of our separate funding while at the same time realizing the benefits of sharing services. Workforce Solutions respects the initiatives and community interests of other service providers while developing linkages that serve our community. We have numerous memorandum of understanding outlining our relationships with community partners, see appendix 7.

Community partnerships are sometimes expressed in a contractual relationship as well. An example is our relationship with the Corpus Christi Chamber of Commerce. In 2006 the Board entered an agreement with them to develop relationships with employers in a targeted industry sector. The Chamber developed a survey tool to survey their membership and other employers in the community. By sponsoring this employer outreach effort Workforce Solutions benefited from the relationships the Chamber already has with the employer community.

Under our collaborative agreement the Chamber also developed a website to help industries recruit for shortage occupations. This web site recruits valuable talent from other workforce areas. When perfected, the web site will be used by Workforce Solutions to target services to other industries as well. **Note: Our contract with the Corpus Christi Chamber of Commerce ended in 2008. This very successful program is now conducted in-house by our Center Management contractor. The relationship with Port Industries under this program has formed the impetus of a community workforce taskforce known as the Workforce Development Coalition. The local Board won a National Award from NAWB in March 2009 for this very successful community partnership activity.**

In 2007, 2008 Workforce Solutions had an agreement with the Corpus Christi Hispanic Chamber of Commerce to provide computer based employee training to businesses in our twelve-county workforce area. The training available to area employers covers required training typical to most employers. This method of training delivery is both cost efficient and time efficient for employers. **Note: The contract with the Corpus Christi Hispanic Chamber of Commerce ended in 2008. Board staff still maintain a working relationship with the Corpus Christi Hispanic Chamber of Commerce.**

In 2007, 2008 Workforce Solutions used Alchemy computer based training software to provide customized training for retail industry employers. This linkage with employers is designed to enhance the employer's intake process and improve the retention of employees. The project, known as Retail Skills Institute is organized in conjunction with CVS Pharmacies, Family Dollar, and Corpus Christi Independent School District.

Workforce Solutions is working with local Apprenticeship program operators to help expand the enrollment of those programs. Under various grants and funding Workforce Solutions has helped provide needed tools equipment, supplies and instructor salaries to enhance adult apprenticeship training programs operated by Associated Builders & Contractors, Associated General Contractors, Corpus Christi Air Conditioning and Plumbing Contractors Association, and the local Gulf Coast Electrical Joint Apprenticeship Training Committee. For two Summers Workforce Solutions provided work experience opportunities for Youth Apprenticeship programs operated by Associated Builders & Contractors, and Associated General Contractors in partnership with the Corpus Christi ISD.

In 2008, 2009 Workforce Solutions applied for and received a grant to work with a local apprenticeship program operator to provide apprenticeship training. The apprenticeship operator we partnered with was the Texas Gulf Coast Electrical JATC. The design of the program provided training to pre-apprentices, eighty-four 1st, 2nd, 3rd year apprentices. The program also provided supplemental (continuing education) training to over 200 Journey level electricians allowing them renew their licenses, as well as to enhance their existing skills.

Workforce Solutions coordinates very closely with the Texas Veterans Commission to assure quality of workforce services to military veterans needing workforce services.

Our close working relationship includes Texas Veterans Commission staff located in our Centers. As appropriate and necessary to meet their assessed needs, military veterans and other eligible's are co-enrolled in training and other workforce services through our centers. The co-case management between Workforce Solutions field staff and TVC staff assures veterans and their families seamless services.

Workforce Solutions works closely with area economic development organizations to assure that workforce services are available to expanding employers and new prospective employers. Typically our involvement with economic development organizations is to provide labor market and labor availability information to EDC's for their outreach to employers. For employers who implement business expansion or startup plans Workforce Solutions provides workforce solutions to help implement those plans. Workforce services for this purpose include, outreach and recruitment for new employees, application and resume collection, employee screening, customized or incumbent worker training, on site recruitment and screening. EDC's share with us new employer and business expansion information on a confidential and as needed basis during negotiations so we may provide accurate labor market information and plan workforce services accordingly.

Our closest working relationships are with the Corpus Christi Regional Economic Development Corporation, and with the Alice / Jim Wells Economic Development Corporation. These two community partners have included us in area planning events and have utilized our services extensively. Other EDC's that we enjoy good relationships with are Kingsville Economic Development Corporation, San Patricio County Economic Development Corporation, Robstown Area Development Commission, Beeville Development Authority and Refugio County Community Development Foundation.

In addition to our working relationships with area economic development organizations, Workforce Solutions works with chambers of commerce in the workforce area to provide labor market information and to promote workforce solutions for area employers. We attend Chamber meetings to make presentations regarding changes in workforce services and to encourage area employers to use the workforce system. We also use Chamber meeting attendance as a way to gather information about employer needs for planning purposes.

As mentioned above we have good working relationships with Corpus Christi Chamber of Commerce, and with Corpus Christi Hispanic Chamber of Commerce. Other Chambers we consider community partners are: Alice Chamber of Commerce, Aransas Pass Chamber of Commerce, Beeville Chamber of Commerce, Bishop Chamber of Commerce, Corpus Christi Black Chamber of Commerce, Falfurrias Chamber of Commerce, Freer Chamber of Commerce, Ingleside Chamber of Commerce, Kingsville Chamber of Commerce, Mathis Chamber of Commerce, Port Aransas Chamber of Commerce, Portland Chamber of Commerce, Rockport / Fulton Chamber of Commerce, Sinton Chamber of Commerce, Taft Chamber of Commerce, Three Rivers Chamber of Commerce, and Kingsville Hispanic Chamber of Commerce.

NOTE: Appendix 10 is a list of local economic development entities and chambers of commerce. Since the last plan modification the workforce Board has continued to work with area EDC's and Chambers to provide workforce-related support for those entities as needed. Area EDC's call on the Board staff for labor market and demographic information when perspective businesses are considering locating in our workforce area. The Corpus Christi Regional EDC often invites Board staff, along with community college representatives, to meet with new prospective employers to discuss workforce availability and employment and training needs. Board staff participate in the CCREDC's B.R.E. response team. Typically Board staffing assistance for new, expanding, or relocating employers consists of labor market information, interviewing assistance, assessment of job seekers, screening and referral of job seekers. In 2007 and 2008 the Board spent considerable field-staff time helping to recruit and screen applicants for a new prison facility near Robstown for Federal prisoners.

An example of coordination for existing businesses has been the Board's cooperative development with local industry of the Workforce Development Coalition. The CCEDC is acutely aware of the needs of exiting businesses and concentrates on the long term needs of those businesses. The Board through the Workforce Development Coalition is working to serve the immediate employment needs of employers such as the Port Industries of Corpus Christi. The Board won a National Award from NAWB in March 2009 for this outreach and cooperative community arrangement that involves employers, educators, industrial training facilities, and other community partners. The area EDC's and Chambers benefit from this activity as we develop the local workforce.

This Workforce Development Coalition will increase in importance as the training needs of related industry partners develop over the next couple years. Several new power plant projects are planned. One alone is a \$3.4 billion project. The workforce Board and Del Mar College will be conducting a job fair and subsequent recruitment events for a major power plant project in the Fall 2009 and continuing through 2010.

The development of wind farms and other local energy related developments continue to call for increased workforce training. The imminent approval of a large industrial plant to produce pipe in San Patricio County will be a big boost to the local economy. The Board will offer it's staffing services to this employer as well.

During 2005 and 2006 Workforce Solutions expanded efforts to increase entrepreneurship in the workforce area. Small businesses account for the largest share of total employment in the Coastal Bend area. In more rural counties of our area, the expansion of small businesses is a very real possibility for business expansion and is embraced by our Economic Development partners and our Chamber partners. We brought seminars on the Sirolli system to our rural counties to share the small business development concept with these counties.

More recently we have also linked closely with the local branch of the Small Business Development Center (SBDC) to promote entrepreneurship in our area. The SBDC is located in Del Mar College. We have co-sponsored workshops and participated in

community events with SBDC.

The local SBDC representative and the SBDC from UT San Antonio have visited our area to make their services available to the BRAC committees Workforce Solutions participates in. During the course of the BRAC implementation and Navy Regional Realignment SBDC staff and Workforce Solutions field staff will coordinate to provide on site services to the impacted military bases, their affected employees and contractors.

State Employment Service (ES) staff work in our workforce centers under the direction of our contracted center management. Center managers supervise the daily activities of the Employment Services staff, assign their work and evaluate their performance. Workforce Solutions administers the facilities and support services funds necessary to support the State Employment Services staff in their function.

These State staff are a valuable resource for serving area employers and job seekers. They work in our career centers along with front line Workforce Solutions field staff to serve job seekers who come for job search assistance. They provide valuable labor market information, application and resume assistance, job screening and referral, and referral to community resources as needed. Employment Services staff also work in our Business Services Team to greet employers and take their job orders. These staff search our database for skilled job seekers based on the qualifications of the employer's job order. They follow up with employers to verify referral results and modify job orders as needed. Employment Services staff also provide valuable labor market information to employers. This enables employers to more fully understand the current dynamics of the labor market. Employment Services staff explain the WorkInTexas.com job matching system to employers empowering employers to make job searches against our data base 24 / 7 from their home or business computer.

The local literacy level is a community concern that has been identified repeatedly over the last fifteen years. During that time the emphasis on the literacy level has increased because technology has been increasing at a staggering rate. Literacy and numeracy requirements for jobs are increasing rapidly.

Census data shows that the number and percent of people in our workforce area who are attaining high school and even higher education levels has increased since 1990. Still the number of people who are not workplace literate is a problem for those people, and for employers who need qualified workers.

When we assess job seekers as needing literacy education assistance, we refer them to the local adult literacy and adult education providers around our 12 county workforce area. We have had working relationships with the providers of these services for years. During 2006 we started providing space in three of our career centers for adult education classes. These services are available at our Beeville and Sinton Centers, and Refugio. We plan to continue expanding the presence of adult education in our Career Centers over the planning period.

Through a grant from the Texas Workforce Commission we have established 'I Can Learn' math skills computer based training labs at the CCISD adult education campus (79 scholarships), Odem High School (41 scholarships), and the Alice Public Library (35 scholarships). In Kingsville our career center participates in a literacy project involving the Texas Extension Service, Coastal Bend College, the local literacy council and the housing development office to prepare 20 families to take the GED. **NOTE: Our arrangement with I Can Learn partners expired in 2008, and the hardware was offered to the participating community partners.**

In 2006 and 2007 the Board sponsored summer work experience programs for youth apprenticeship programs operated by CCISD, Associated Builders and Contractors, and Associated General Contractors. This training is done through one of the career academies at Moody High School. The career academy concept shows students the relationship between education and careers. This is an important way to address the drop-out problem, and increase work skills.

We have participated in conferences sponsored by Texas A&M University Corpus Christi and Del Mar College regarding the drop-out problem in our community. One of our Board members works in literacy programs and represents literacy concerns brought before the Board.

The reasons for illiteracy are many and there are many social factors to address. Once someone drops out of school and starts a family it is much more difficult for them to return to school. The problem has been generations in the making, but a more coordinated effort would help improve the lives of people in our community and help build a better workforce. This is a community-wide problem and requires much more resources than Workforce Solutions alone can provide. We will continue to coordinate what we are doing, with the literacy efforts of the rest of the community.

To assure we have sufficient training resources to meet our targeted occupation and other training needs Workforce Solutions outreaches area schools to solicit training providers for the eligible training provider list. Solicitation of training providers is by Request For Application, but we encourage any interested training providers to apply throughout the year. Yearly we have an orientation with our training providers to explain local Board expectations. We work very closely with the area community colleges not only for targeted occupation training but also for customized training as needed, such as the Hurricane Katrina short term training. Both community colleges were quite cooperative in that effort.

The community colleges generally provide training at the most reasonable cost. We do, however, have career schools on our eligible training provider list. These schools fulfill a special training need either because of the type of training they offer or the open enrollment aspect of their training.

Following is a list of our training providers on our eligible training provider list by type or location:

Community Colleges - Del Mar College, Coastal Bend College

Local Career Schools - Career Centers of Texas – Corpus Christi, Southern Careers Institute, Inc. Corpus Christi, Texas Gulf Coast Electrical JATC, Craft Training Center, South Texas Vocational Technical Institute, Southwest School of Business and Technical Careers

Out of area Schools - DeVry University, Texarkana College, Texas State Technical College, The Victoria College, Wharton County Junior College, South Texas Junior College, Lee College, Action Career Training II, ATDS, ATS – Oklahoma, Continental Truck Driver Training and Education School, International Schools, Lufkin Truck Driving Academy, MT Training Center, Truck Driver Institute, University of Houston Continuing Education-Job Readiness Training, American Construction Training, Associated Training Services of Texas, Dallas ISD Alternative Certification, Dental Career Center of Texas, Roadmaster Drivers School, Metromed Nursing Institute, International Schools, Todd Driving Academy, Cothron's school of Professional Lock smithing, U.S. Staffing Adjusting Services, Institute of Chemical Dependency Studies, New Horizons Computer Learning Center, South Texas Phlebotomy Institute, DFE Tech, Job Ready Training

Local University -Texas A&M University Corpus Christi, Texas A&M University Kingsville

Board staff maintains the eligible training provider list, review new school applications for the list and review requests for renewal of training programs. This Board staff maintains a close working relationship with TWC staff who maintains the State-wide eligible training provider system. We contact schools for clarification on their new or renewal applications to facilitate the processing of their application. This effort is to qualify as many training providers as possible so trainees will have more selection and cost comparison.

Each year Board staff review the eligible training provider programs on our eligible provider list for the purpose of assuring the programs match our current targeted occupation list. We check new and renewal training program applications against our target occupation list. Board staff meet annually with the eligible providers to review Board expectations, such as reminding providers the priority of Pell grant use when eligible.

Our Business Services Team

Employer Involvement [The following plan modification (six paragraphs) was submitted June 2007 for the period October 2007 through September 2009.]

While the largest portion of industry and the workforce is located in the Corpus Christi Metropolitan Statistical Area efforts are ongoing to work with employer groups in rural counties showing significant business activity. Our most productive relationships in the Metropolitan Statistical Area have been with the Corpus Christi Regional Economic Development Corp., (CCREDC) and with the Corpus Christi Chamber of Commerce. These community partners join with us to outreach employers and job seekers throughout the Coastal Bend area.

The CCREDC and Workforce Solutions make joint presentations to the Corpus Christi City Council regarding industry needs and proposed initiatives to meet those needs. We have initiated a joint campaign for the period covered by this plan modification, working together to help the community establish a workforce development task force consisting of employers, and a variety of community and education partners. So far this initiative has found favor with the Port Industries Council, a group of major industrial employers. We will continue our efforts to promote this idea with the newly elected Corpus Christi City Council. This initiative will be further developed by various presentations to community groups Economic Development entities and Chambers of Commerce throughout the period covered by the plan modification.

In 2007-2008 Workforce Solutions contracted with the Corpus Christi Chamber of Commerce for an area-wide industry outreach program. This initiative used the existing relationships developed by the Chamber of Commerce to penetrate their membership more economically and effectively than we could through our own marketing efforts. This initiative has paid big dividends in relationships with existing industry. The first year the industry outreach concentrated on developing relationships with employers in the petrochemical and supporting industries. The second year of this industry awareness project was area-wide outreach to public schools to let students know the types of jobs that are available in the targeted industries, and the educational requirements to enter training for these occupations. In 2009 the Workforce Coalition including the Board, Port Industries of Corpus Christi, the Craft Training Center and 14 participating area ISD's designed and implemented curriculum for industrial trades training programs that won an award from NAWB in March 2009. The program allows students to receive high school credit for attending the trades classes while also offering the students a chance to earn an industry recognized certification through the National Center for Construction Education and Research. This is a continuing program.

We have good relationships with the EDC's and Chambers of the counties surrounding the MSA. Our most frequent service to them is in the form of labor market information. Our most active relationship with an EDC outside the MSA is with the Alice & Jim Wells County Economic Development Corp. We have worked with this EDC to encourage development of community college initiatives for machinist and nurse training in the

rural areas. That effort is on-going throughout the period covered by the plan modification. We have worked with this EDC to establish WIA on-the-job training opportunities for machinists at a key employer in the oil field services industry.

Our continuing role with the area EDC's and Chambers is membership in these organizations, presenter at their events, and supporter of area economic and workforce development endeavors.

In 2007 the Board supported the Small Business Development Center by providing \$5,000 worth of scholarships for the public to attend SBDC training on topics such as Quick Books and Business Planning, etc. Since January 2007 we have been working with the Navy and SBDC to establish a BRAC transition assistance center (TAC) at Naval Station Ingleside. The TAC became operational May 2007, with Workforce Solutions providing the furniture, computers, equipment, room dividers, etc. for our staff and for SBDC. The Navy provided the office space, utilities, and phone lines.

Board, Contractor, and Employment Service (ES) staff work together to provide an effective public employment delivery system that is employer driven. The result is the creation of a service delivery system that includes an integrated team of Workforce Solutions field staff and Employment Services staff. The business services team is designed to meet the needs of employers in the workforce area and to meet the Employer Measures established by the TWC.

The Business Services Team is supervised by contractor Center management staff. Extensive outreach to employers is performed to share information about our services. An equally important part of the outreach is gathering information from employers regarding their needs. Besides collecting basic information for job orders, the outreach team shares other employer information which will help team members meet employers' expanding needs. Other information shared with employers includes labor market and tax credit information, information about skills development, incumbent worker and customized training programs. The outreach team also gathers information from employers and reports to the Board so the Board may be a special advocate for employer needs in various forums.

The Business Services Team outreaches employers to offer workforce services and to increase the Board's market share of workforce activity. Businesses in demand industries are targeted for contact. Contacts are made to develop job opportunities for occupations reflecting the skills of large blocks of job seekers. The outreach staff solicit job openings for all job seekers in the workforce area, but the focus of the job listings is the needs of the employers. Success in this outreach effort generates more job opportunities for all job seekers who use services funded by the Board. Employers are encouraged to participate in other workforce programs when their basic employment needs are successfully met.

The outreach team contacts employers in our 12 county area. In addition to soliciting job openings and promoting workforce programs, employer outreach staff provide and gather

labor market information. Employer outreach staff act as a conduit for employer needs which will enable the Board to be an advocate for the special needs of employers. Continually improving services positions Workforce Solutions to be a key facilitator for workforce activities in the Coastal Bend area and encourages and supports economic development of the area.

Employer needs and satisfaction surveys will be developed and used by Business Services Team staff during planning years 2007-2008 to ensure continued excellence in service. Survey development will be a cooperative effort by Business Services Team staff, contractor staff, Board staff and the Board's Business Services Committee. Monthly survey reports will be delivered by field management to Board staff and shared with the Business Services Committee.

The Center management contractor provides sufficient staff to effectively handle the volume of job openings listed by employers through a centralized job order unit. The job order unit is an integral part of the business services team. The entire team responds quickly and appropriately to the needs of employers, ensuring employers are treated as valued customers. Not only are employer needs addressed and met but the results help the Workforce Solutions meet or exceed the Employer Measures established by the State.

Workforce Solutions field staff use the job matching and reporting systems provided by the State, to report the job development and placement activity accomplished through the centers. Job order unit staff are not the only staff who have an interest in and responsibility to provide services for employers. Employment consultants and career consultants continue to provide and expand their job development efforts for their special program clients. When the Center management contractor determines that additional staff are needed to help process job orders, other core service staff may also be used to support the job order filling process.

State Employment Services staff are supervised by the Center management contractor. The contractor makes personnel action recommendations, etc. to the designated TWC HR representative as per the Texas Model HR procedures. The TWC personnel manual and the Texas Model HR procedures are followed for personnel actions regarding agency staff.

Support for agency staff is funded by a Resource Administration Grant between the Board and the State. Since moving agency staff may result in increased costs to the Board, the contractor consults Board staff before moving agency staff to different offices. The contractor provides, in all full service centers, sufficient staff to take and process work applications for the existing job matching system. Getting good matches on job orders requires a good work application for each job seeker.

In offices that are less than full service, core services are provided via on-line services. At times this scenario may require putting the job seeker on the phone to the nearest full service office if the job seeker selects a job which requires screening and referral.

The business services team coordinates and interacts with the staff of all centers to ensure the labor exchange system is working smoothly. Training is given to assure the staff in the outlying centers remain aware of the job filling process and the Board's employer focus. The business services team continually develops a system to ensure staff in all centers are aware of current job opportunities and special recruitments. The Center management contractor provides special reports on employer activities as deemed necessary throughout the program year.

Outreach to employers, job seekers and the community at large is done through an aggressive marketing campaign. We have recently re-branded and will continue to make full use of all available media events, and promotion opportunities to spread the word about our valuable workforce services. Additionally, outreach to employers is accomplished through special community events targeted at the needs of employers, and by our participation in Economic Development and Chamber of Commerce meetings and events.

Outreach to job seekers is accomplished through our participation in public mass media service announcements regarding weekly job announcements. We provide rapid response workforce services to adversely affected employers and their employees when notified and requested. Billboards announce our services to the general public.

Job Seekers may enter the workforce system on-line or in person at one of our Career Centers. Entering the system typically involves completing a work search application in the WorkInTexas.com job matching system. Their application work is reviewed for completeness. For job seekers who come to our centers an assessment of their workforce needs is done by center staff.

If job seekers have sufficient skill, experience and education to find employment they are directed to the self service features of the job matching system. If job seekers have limited skills or display problems using the matching system or finding suitable referrals to employment, subsequent assessments may indicate the need for more intensive services. Sometimes these needs are addressed by referral to agencies in the community who provide the specialized needed service such as adult education, GED, ESL, etc. If the need is a training need the job seekers will be assessed to see if they qualify for workforce training funded through Workforce Solutions. If qualified the job seeker will also be assessed against their ability to reasonably complete and benefit from training.

During Fiscal Year 2009 the Board is exploring the design of an Employer Workforce and Community Impact Report designed for employers who use our workforce centers. The Impact Reports will be designed in a template form. Information in the report will detail the extent of services provided to the employer through our workforce centers, the value of such services in terms of the cost to provide those services, the economic impact of the number of new hires the employer makes in terms of wages, the overall impact of the employer's total payroll in the workforce area. The report will be used to demonstrate to the employer the value of our services, as well as the value of the employer to the community in which they do business. Employers

may use this information in contract and bid proposals when they apply for contracts or grants.

The Board has established a policy that addresses the establishment and uses of individual training accounts (ITAs). The policy addresses the accessibility and applicability of the ITAs, as well as the maximum time limits and amounts. Specifically, there are no exceptions to the use of ITAs other than if a customer is using other resources to cover expenses associated with attending training.

Training Funds [The following plan modification (one paragraph) was submitted June 2007 for the period October 2007 through September 2009.]

Workforce Solutions plans to devote at least thirty (30) percent of WIA training allocation to training costs. This expectation is passed on to our contractors in their contracts for service. The intention is to provide as much training services as possible in relation to other direct services such as core services and services to the general population.

The Board is fully aware of the diminishing resources and has taken pro-active measures to specifically address the processes for identifying, securing and using other financial resources prior to using WIA funds. In response to the selection of short-term versus long-term training, it depends on each customer's immediate needs. Prior program history shows that long-term training has immediate and long lasting benefits that lead to self-sufficiency. Thus, the Board sees more advantages for using long-term training over short-term training.

Workforce service information is shared between staff and contractors through integrated case management. Job seekers learn of more intensive workforce services through center orientations and orientations provided by specialized service programs such as Choices / TANF.

Additional funding is available for special projects through grant applications submitted by our staff. These grant applications are for other funding sources as well as for special workforce program grants. The applications for additional grants are often submitted in partnership or coordination with other community partners. These special programs address workforce needs or community needs that are related to the workforce needs of the community.

Board initiatives are not only a proactive way to offer valuable services, but also anticipate impending budget cuts from our primary source of funding. Both Workforce Solutions and our contractors have streamlined our services to a point of near optimum rates of return for investment under our current operational model. At this time we are considering and exploring alternate operational models for managing our career centers. This is being done in an effort to take efficiencies and service improvements to a higher level. To this end an RFP for center management operations will be release either in 2006 or 2007. Local workforce resources will continually be assessed to assure the most

effective staff to customer ratio and the most cost effective delivery of services.

Workforce Solutions has participated in service integration pilot projects during the last several years. Best practices from these pilot projects have been implemented to integrate case management for more seamless customer service and best use of resources. Where possible, job seeker customers are co-enrolled in more than one program to make the best use of available resources and to assure the success of the customer.

Through continuous assessment of job seeker skills, basic core services integrate with more intensive services across programs such as WIA Adult and Youth training and employment programs, CHOICES Temporary Assistance to Needy Families, Food Stamp Employment and Training Program, Re-Integration of Offenders, Veteran Services, and specialized programs funded under Statewide and Local Activity funds. Field staff are trained across workforce programs on a continuing basis to reduce staff costs, and improve customer service. A basic theme of this continuous staff development is emphasis on the employer as the primary customer. The expectation is that every staff member should be able to explain how the services they provide relate to the fulfillment of employer needs.

Our supportive service policy has been re-written to integrate supportive service procedures across all workforce programs. This means that services such as transportation or child care assistance are more fully integrated into the mix of services necessary to make a program participant job ready.

Career Centers and satellite offices are continually reviewed by Board executive staff and Board facilities staff to assure accessibility of facilities, programs, and services. In more remote areas satellite offices offer services to a targeted population but also provide universal labor exchange and labor market information through information technology. All centers and satellite offices have data lines, and internet accessibility at no charge to our customers. These IT resources allow customer access to the WorkInTexas.com job matching system and the variety of labor market information that is available on the internet.

Public access computers are made available for this purpose. Some of our larger satellite offices have computer labs that can support not only public access but also allow for group orientations. In Aransas Pass we have a computer lab with twelve computers. In Rockport we have a computer lab with twelve computers. In Refugio we have a computer lab with eight computers. The Refugio lab allows public labor exchange access and labor market information to the public but is also used by adult education classes provided by a community provider.

We are currently working with TXDOT, the Council of Governments, the Metropolitan Planning Organization, and interested community agencies to continually improve coordination of transportation services for workforce as well as for other community needs such as health and welfare. Transportation resources are coordinated through our field staff using funding available to us through a grant with the Texas Department of

Transportation. Although transportation is a universal problem it is even more of a problem in our more remote area where fewer transportation resources exist. Field staff coordinate with local transportation providers to arrange transportation for our area residents. Both public and private transportation services are arranged as needed and appropriate.

The Center management contractor is working with transportation providers to develop an agreement to allow transportation services outside of their service area boundaries in order to provide fewer transfers and more seamless service to the public. These negotiations are still in progress. Policies and strategies are currently being explored to implement a “wheels to work” program using donated vehicles. TXDOT has funded a study to develop demographics of the riders in the twelve county area. This information will assist in the plan to hire a regional transportation coordinator. Center staff meet with transportation providers regularly to share information about transportation needs and available transportation services. Our center management contractor reports regularly to Board staff regarding workforce related transportation needs including the needs of employers for their workforce.

Child Care [The following plan modification (three paragraphs) was submitted June 2007 for the period October 2007 through September 2009.]

The Coastal Bend Workforce Development Board (dba, Workforce Solutions of the Coastal Bend) is able to integrate the delivery of child care services with other workforce services through staff that have been trained to conduct eligibility determination across all programs. Workforce service information is shared between staff and contractors through integrated case management. Consumer guides that provide information on child care services are promoted at the workforce centers and provided to all job seekers at center orientations that are provided by specialized service programs such as Choices/TANF.

The Board coordinates efforts with the federal, state, and local child care and early development programs primarily through the service requirements of our provider management contract with Education Service Center Region 2 (ESC-2). These relationships are maintained and developed with community partners such as ISD’s, Head Start Agencies, and local child care providers, Health and Human Services, Texas Department of Family and Protective Services and the US Military. Through ESC-2, our board area has had the opportunity to participate in collaborative partnerships with local state agencies such as; Head Start Agencies, Gulf Coast Nutrition Coalition, Texas Cooperative Extension Service, Texas Association for the Education of Young Children, and Texas A&M University- Kingsville in providing extensive early education training conferences. Collaborative efforts with local and state agencies such as; Texas Department of Health, Texas Department of Family and Protective Services, Early Childhood Intervention, Success By Six-United Way, KEDT Public Television, City of Corpus Christi Parks and Recreation Department, Del Mar College, Texas A&M University-Corpus Christi, and Coastal Bend College have enabled us to provide area child care centers with the most recent information and available community resources.

Currently, in our region, staff from the U.S. Military are participating in early care and education training provided by our contractor at ESC-2.

Through our contract with Education Service Center-Region 2, the Board has collaborated with Texas Center of Early Education by participating in the CIRCLE and TEEM projects. Our participation in these projects have enabled our board area to strengthen the relationships between local ISD's, Head Starts, and child care providers as well as meet the needs of the community by providing full day, full-year child care. This contract year, our local board area was able to expand the TEEM project to meet the needs of our smaller rural communities in their efforts of developing school readiness with pre-school aged children. Our board recently allocated funds for special training that targets professional development in the area of school readiness for teachers of Infant/Toddlers as well as funds to support a new TEEM Toddler Project with the State Center for Early Childhood Development to promote the expansion of school readiness with children ages 18 to 36 months in our local board area. These projects will encompass the collaborative partnerships of the local ISD's, Head Starts, and child care providers in the development of full-day, full-year child care.

In 2007 the Board contracted with a new service provider for the child care program. The new contractor has kept child care performance and expenditures on target. In 2008 the new contractor assumed responsibilities for making child care payments to the child care providers.

Coastal Bend has been selected along with two other board areas to implement an automated attendance system for child care in 2009. This pilot project will involve either swipe card technology or phone based billing. After successful completion of the pilot, the child care automated attendance system will be rolled out to the rest of the State.

Evaluation of workforce program performance is done by Workforce Solutions on a continuing basis. The contracted performance measure we have established with our major service providers exceeds the requirements of our funding sources. The Board annually reviews its accomplishment of strategic goals. Program performance is reported to the Board or Board committees on a regular basis.

Monthly our major contractors report performance on all workforce and workforce-related programs. This performance reporting is also compared to the Monthly Performance Report prepared by TWC for all workforce Board areas. We meet or exceed State goals on a regular basis. Our contractors meet most contracted goals in our contracts with them and exceed some goals. Any occasional goal performance that is not met on a monthly basis is addressed by a plan to improve the service by the next reporting period.

Customer satisfaction surveys are completed at various levels. Traditionally the centers have relied upon simple pen-and-paper surveys available at every point of service to collect customer feedback. The customers are asked to identify what services they used

and how satisfied they are with the service received, and are given the option of submitting anonymously or including their name and phone number so that management could respond to their concerns. These paper surveys are collected, tabulated and reported to the center manager. Those customers who leave a name and phone number are contacted by the center manager and the details of their suggestion or complaint are discussed and a resolution sought. Details of these discussions and the resolutions are forwarded by the center managers to the center management executive offices, along with the tabulated results of the surveys and the actual surveys (for quality control purposes). As a result of the surveys, additional and faster computers were added in some of the centers, after-hours child care orientations have been offered and paperwork is reduced where possible.

To supplement these surveys, each center mandates that managers and team leaders personally survey customers each week and take immediate action on their suggestions and observations. The number of customers surveyed “live” each week varies based on the volume of the center, but each manager is expected to survey a target number of customers each week. The customers are chosen at random, but representing a cross-section of center services, including the resource library, workshops, eligibility, case management and job development services.

The “live” survey consists of some variation on three key questions: How was your experience with us today? Did we meet your expectations? Would you recommend us to a friend or family member? The customers’ answers are addressed on the spot whenever possible and reviewed with management to assess the center’s strengths and opportunities to improve.

For Youth Programs customer feedback is obtained by use of Customer Satisfaction Survey tools, which are distributed to the customer’s upon completion of their center visit. All surveys are collected in designated, locked comment boxes. Surveys are collected from both urban and rural sites and reviewed on a bi-weekly basis; a monitoring report on findings regarding trends and concerns/suggestions is submitted to management/Regional Lead on a monthly basis. Customer Satisfaction is a permanent agenda item covered during Youth Staff Meetings. Survey results are reviewed and discussed along with planning ideas to resolve issues and improve the quality of services offered.

Customer Satisfaction surveys are also an integrated part of the process for evaluating ongoing activities such as special projects, work experience activities, subcontractor feedback, and employer services. The Youth Program internal monitor is responsible for coordinating, conducting, collecting, analyzing, and reporting trends to lead staff. Lead staff is responsible for the implementation and modification of any necessary items in order to continue to improve on the current system of services.

The job order unit of the business services team will survey employer satisfaction with each closed job order. This information is tallied monthly reviewed by the center management contractor. Workforce Solutions has met employer customer satisfaction

goals for each of the last two years and also to date, this current Board Contract Year. The Business Services Team will continue to improve services so we may exceed employer expectations.

Workforce Solutions also shares survey results from TWC with our contractors. These TWC commissioned reports survey both employer and job seeker comments regarding the quality of service provided. Many of the comments are good. These along with any not so good comments are discussed with the major contractors to reinforce the things we are doing right and to address any negative comments that may indicate a need for follow up or a review of our service design.

During the coming year Workforce Solutions will implement a Board level feedback customer satisfaction survey with comment forms and collection boxes in our Career Centers and in satellite offices. These survey instruments will be collected by facilities staff during regular office visits. This Board level customer satisfaction survey will supplement, and verify the comments collected by contractor surveys and by TWC surveys. The Board level survey may also be modified to collect service specific data such as integration of services. The purpose of the customer satisfaction surveys is to reinforce our effort to continually improve services. The information collected can also be used as a source of new ideas for planning future services.

Our new marketing and branding strategy includes redesigning our web page. Workforce Solutions is considering an on-line customer satisfaction survey as part of our new web page.

Integration of employer services across all workforce programs enhances the long term employment prospects for job seekers in special funded employment and training programs. TANF/CHOICES clients, for instance, benefit from the job development leads that business services staff share with caseworkers. During the planning period Workforce Solutions will provide enhanced post employment services during follow-up, for the purpose of ensuring job retention. These clients will be provided additional supportive services depending on their individual needs. These activities plus maintaining or increasing the TANF/CHOICES participation rate will help reduce the number of TANF recipients cycling on and off TANF.

In 2009 the Coastal Bend was selected by TWC to implement a Non-Custodial Parent Choices project (NCPC) to serve the Non-Custodial parents of public assistance recipients. The program is initiated by a memorandum of understanding between the Coastal Bend Workforce Development Board and the Office of the Attorney General (OAG). The Board will provide unemployed or under-employed non-custodial parents (NCP's) with workforce employment and training services appropriate for the NPC's assessed needs. The intent is to increase employment outcomes and child support payments. The NPC's are designated by the local courts system and ordered to participate in the project. The Board works in cooperation with the OAG to carry out court orders for work search participation.

Under the NCPC the Board will designate staff to serve as liaison between the Board, OAG and the local court system. The Board will employment and training opportunities that mirror those in the Custodial Parent Choices program. The liaison will attend court dockets, enroll NCP's and assess their employment skills and needs, co-enroll the NCP's in other workforce programs when appropriate, and provide NCP's participation and performance information to the OAG.

Likewise, clients in the re-integration of offenders program, RIO, will benefit from the integration of employer services across programs. Case workers consult business services staff for job development leads for RIO clients. These clients are co-enrolled with the Food Stamp Employment and Training program to enable supportive services where eligible and needed. Case workers ensure the RIO clients have a good matching application in the WorkInTexas.com job matching system. RIO clients are counseled on interviewing techniques. Caseworkers make appointments for RIO clients and follow up with the client and the parole officer to assure appointments are kept. Staff representing the local RIO visit the local Texas Department of Criminal Justice offices for orientation, follow-up and job placement purposes. When transportation funding is available staff representing the RIO program visit prisons in the area to encourage participation in RIO.

Similar integration of employer services across programs benefits those job seekers participating in and completing employment and training programs such as WIA Adult, Youth, and Dislocated Worker; FSE&T, Veterans Employment Services, and special programs such as National Emergency Grant for disaster unemployment and Base Realignment and Closure. The cross training of field staff and the integration of case management and services has reduced the silo-ed affect of individually funded programs to provide more seamless delivery of services to employers and the skilled job seekers employers need.



Appendix 2

Targeted Industries, Sectors, and Occupations

Coastal Bend Workforce Development Board D.b.a., Workforce Solutions of the Coastal Bend

This appendix describes the targeting process used to determine industries most likely to maintain or add employment at wages which would allow workers to maintain their households at a self sufficiency level, (not requiring public assistance payments or services). This information was used to help determine which occupations the local workforce board would dedicate it's employment and training resources to. Other community needs such as public safety and economic stressors such as Base Realignment and Closure (BRAC) and the economic recession also played a role in targeting the occupations for which the workforce board will devote workforce resources. A locally procured BRAC impact study can be found on the board's web site www.coastalworksource.com under announcements.

Labor market information provided by the Texas Workforce Commission (TWC) and specific to the Coastal Bend Workforce area, was used as the starting point for targeting industries. This information was tested with information from the board's ongoing contact with businesses, business organizations, economic development entities, chambers of commerce, local government entities, and the public. This collective local wisdom was used to help evaluate the significance and accuracy of available historical data as an indicator of future commerce in our workforce area.

For this planning process four significant tools and resources were chosen to sort and evaluate industry data. They included both the Shift Share Analysis, and Industry Evaluation (Indeval) features found on the Standardized Occupational Components for Research and Analysis of Trends in Employment Systems (SOCRATES) web site, <http://socrates.cdr.state.tx.us>. The industry analysis also included an industry evaluation tool known as Regional Location Quotients. For this purpose the board used a tool that was available at the Texas Industries Profile web site, <http://www.texasindustryprofiles.com>, under the Economic Base Analysis tab. The local

board industry analysis was also influenced by a local industry cluster report the board had procured. This industry cluster report was locally prepared and produced for the board by Texas A&M University of Corpus Christi. Although the procured industry cluster report was prepared several years ago the significant industries in our area have not changed and the data is still valuable for these evaluation purposes.

The locally prepared industry cluster report can be found on the board’s website at www.coastalworksource.com under publications. The significant industry clusters revealed by the analysis include: Petrochemical; Construction; Health Care; Education; Tourism. Considering the impact of the current recession, the employment strategies of some industries may eventually change to include more contractors, more automation, more outsourcing, etc. These adjustments to staffing and workload strategies will be more apparent coming out of the recession and may differ from the historical data found in the local Industry Cluster Analysis as well as the historical data available from TWC. Anticipating this, the board will likely procure another industry cluster report within the next year. Meanwhile, the current data is considered the best data available for present planning purposes, when considered with local wisdom. The final list of Targeted Industries is included as Appendix 11.

The Shift Share Analysis produced both an industry list and narrative, found in Appendix 11A along with Preliminary Report showing relationships to both the TWC/LMCI Industry Sectors and the Governor’s Industry Clusters where applicable. The results of the InDeval industry evaluation tool are also included as Appendix 11B. In both cases the size of industry employment and the pay level for industries were considered significant factors in the industry search strategies. The local wages for our workforce area are significantly lower than the rest of the State, so it is particularly important for us to target industries that tend to pay more. This strategy is chosen to make best use of workforce resources by increasing self sufficiency of our workforce. This targeting strategy does recognize that there are significant numbers of jobs for which there may be plenty of demand, but for which self sufficiency wages are not paid. Such jobs are usually simple demonstration jobs requiring a very short training period. These jobs will be supported by job placement services but not through job training. These types of jobs may be good opportunities for students or retirees looking to supplement their income.

Average Wages Coastal Bend Compared to Statewide

				Wage Distribution		
	Average Wage	Entry Wage	Experience Wage	@25th percentile	@50th percentile	@90th percentile
Region	\$15.65	7.14	19.91	8.06	11.98	\$28.88
Texas	\$18.21	7.82	23.41	8.99	13.76	\$34.35

To convert to annual salary, multiply by 2080 hours.

The results of the Regional Location Quotient analysis prepared using the Texas Industry Profiles web site <http://www.texasindustryprofiles.com>, are found in Appendix 11C. Significant comparative employment advantages for certain industries in our workforce

area compared to the nation include: Petroleum Refining and Chemicals; Distribution Transportation and Logistics; Energy Mining and related Support Services; Heavy and Special Trade Construction; Production Support and Industrial Machinery; Transportation Equipment.

Based on the industry targeting analysis a preliminary list of targeted occupations was generated using primarily the tools available in SOCRATES. This was the starting point for the final Coastal Bend Targeted Occupations List which appears at the beginning of Appendix 12 along with the demand list, and preliminary lists generated in SOCRATES. The preliminary SOCRATES list was tested against local wisdom and other occupations were added. Community needs such as public safety and economic stressors such as Base Realignment and Closure (BRAC), and the economic recession also played a role in targeting the occupations for which the workforce board will devote workforce resources. A locally procured BRAC impact study can be found on the board's web site www.coastalworksource.com under announcements.

Additionally, an occupational category for Green Jobs is designated to represent new and developing technologies for which data may not be available at the time the TOL is prepared. These jobs must require more than simple demonstration training and pay self sufficiency wages. Examples of industries creating these jobs would be energy industries currently involved in wind farm development in our workforce area. Other energy projects are currently being considered for our workforce area and may involve environmental monitoring, alternative energy fuel uses and reuses.

Analysis lists created in SOCRATES for the targeted occupations list and the demand occupations list follow the targeted and demand occupations lists in Appendix 12. The Targeted Occupations List (TOL) is a list of the occupations for which the local workforce board is willing to pay for training, but only through eligible training providers. A list of eligible training providers for the Coastal Bend Workforce Development Area may be found at www.twc.state.tx.us/boards/wia/tpcs/etpc.html. As new occupations are added to the TOL there may be some time lapse between listing the occupation and the development of training providers for the occupation. In some cases training providers for certain occupations may never be available due to the high cost of infrastructure for training in the occupation.

Where approved training providers are not currently available, training may be conducted via On-the-Job training (OJT). In these cases Workforce Solutions field staff will seek a suitable OJT employer for the eligible job seeker and write an OJT contract with the employer prior to employment. In no case is training guaranteed or considered an entitlement for any job seeker. Job seekers wanting training must meet basic WIA eligibility requirements, meet the acceptance requirements of the training facility, and be assessed by Workforce Solutions field staff as able to benefit from the training requested. If field staff assess that a job seeker is a good risk for investment of workforce resources, a training plan will be initiated with responsibilities of the job seeker clearly defined.

The demand occupations list is a much broader list that seeks to describe a group of occupations for which there is considerable demand regardless of pay, vocational preparation period, working conditions, etc. Although some of these occupations may pay very well, they may not be on the Targeted Occupations List due to the length of training and the training costs. Typically occupations on the TOL require training that can be accomplished in two years or less. In some cases, Workforce Solutions can provide funding for the last two years of a four year education program where it is clear that the job seeker will be job ready at the end of training.

In addition to the TOL starting list created in SOCRATES, all occupations selected or nominated were further explored using the Occupational Profiles feature found in SOCRATES. Interested parties may explore these same occupational profiles by going to <http://socrates.cdr.state.tx.us> and clicking on the Occupational Profiles feature. Select the Full Narrative Profile and workforce area 22 (Coastal Bend). Enter the occupational title from our TOL and submit to get a detailed description of the occupation, education requirements, working conditions, pay, employment projections, relationships to other occupations in the work environment, etc.

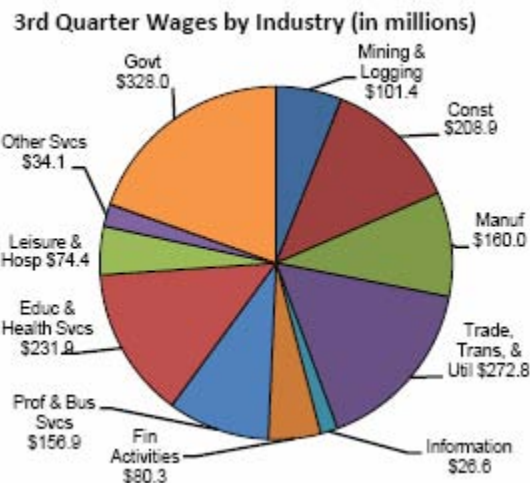
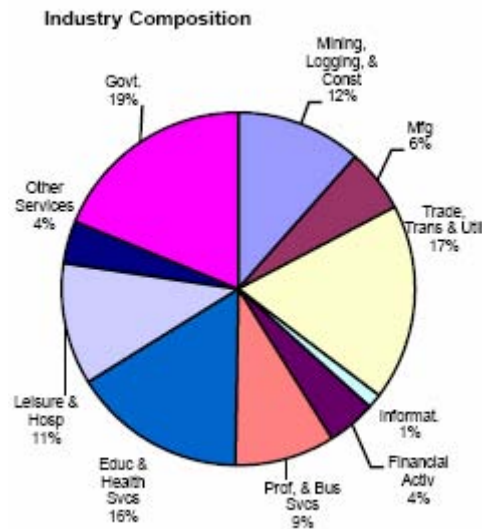
Each selected or nominated occupation was also evaluated using the ‘Wages by Profession’ feature found by going to the TWC web site www.twc.state.tx.us. Interested parties may navigate to this labor market tool from the left margin by clicking on ‘TRACER’ under Labor Market and Career Information. Click on the Data Link Tab and select ‘Wages by Profession’. (This feature not only gives the usual earnings data but will also display earnings at the 90 percentile range for each selected occupation. This type of information is valuable for certain construction occupations that are in high demand due to natural disasters and geographic competition.) Follow the steps: 1 select WDA; 2 select Coastal Bend ‘continue’; 3 & 4 accept by clicking ‘continue’; 5 select ‘SOC’; 6 select a specific occupation by scrolling down to the SOC code used in our TOL ‘continue’; 7 select NAICS; 8 select All Industries ‘continue’; 9 select BLS; 10 select hourly wage; step 11 allows the selection of any number of options individually or as a group of options by holding down the ‘CTRL’ key; click on ‘view data’; click on ‘Accept Terms’, view the data.

Each selected or nominated occupation was also evaluated for growth and replacement needs using the ‘Occupational Projections’ feature found on the TWC web site www.twc.state.tx.us. Interested parties may navigate to this labor market tool from the left margin by clicking on ‘TRACER’ under Labor Market and Career Information. On the left margin click on ‘LMCI Search Page’; scroll down and click on ‘The Future’; scroll down to ‘Occupational Projections’ and select Coastal Bend WDA from the drop down window; click on ‘Download Publication’ and ‘open’; scroll down to view growth and replacement data for the select SOC code. The tabs at the bottom also offer other features such as: occupations adding the most jobs – fastest growing occupations – number of job openings – education and wages.

The final Coastal Bend Targeted Occupations List which appears at the beginning of Appendix 12, along with information showing relationships to both the TWC/LMCI

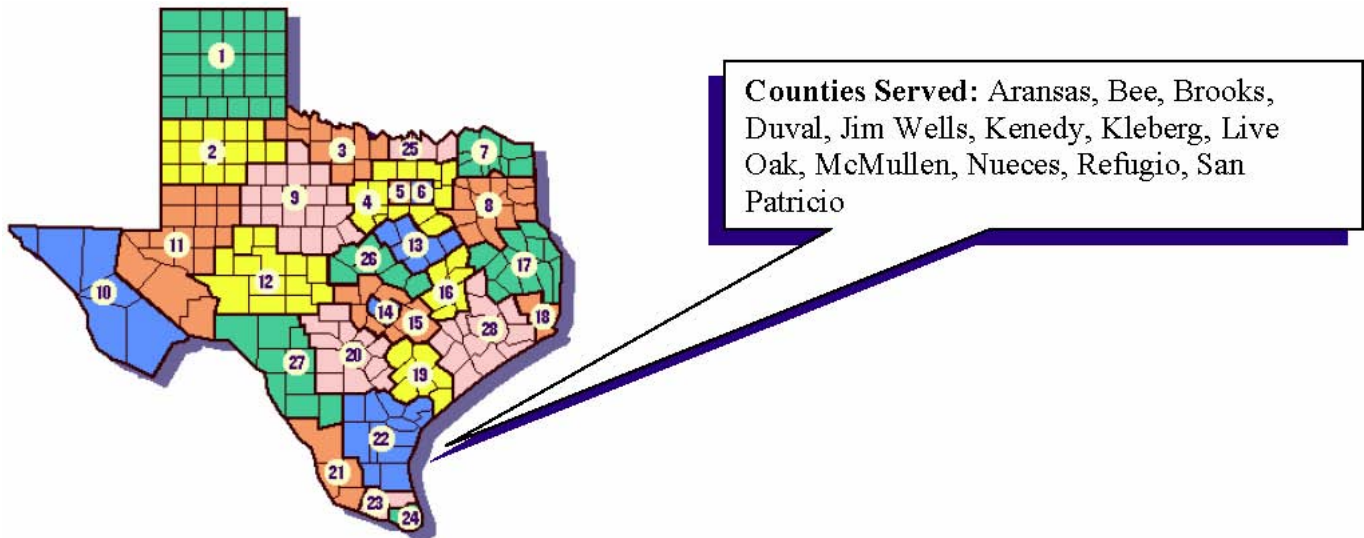
Industry Sectors and the Governor’s Industry Clusters where applicable. Board staff gather information year round about industries and about occupations in demand. This information comes from our continuing relationships with business leaders, business organizations, economic development entities, chambers of commerce, local government entities, and the public. This collective local wisdom was used to help evaluate the significance and accuracy of available historical data as an indicator of future commerce in our workforce area. The Board keeps the Targeted Occupations List posted to its web site along with an on-line feature (survey) that allows the public to nominate jobs to the TOL. Occupations nominated by our community contacts, or via the on-line survey, or by our board members are tested against labor market information and other local wisdom for demand, for a self sufficiency wage, and for occupational training that may be accomplished in two years or less.

Metropolitan Area Industry Composition by Employment and by Wages



Workforce Solutions is a non-profit 501(c)(3) corporation comprised of twenty-eight (28) to thirty-four (34) members that is responsible for the planning, evaluation and oversight of workforce development programs in the Coastal Bend region. The Coastal Bend region is comprised of the following twelve (12) counties: Aransas, Bee, Brooks, Duval, Jim Wells, Kenedy, Kleberg, Live Oak, McMullen, Nueces, Refugio, San Patricio and the City of Corpus Christi. The Metropolitan Statistical Area (MSA) is comprised of Nueces, San Patricio, and Aransas counties.

Workforce Solutions is certified by the Governor of the state of Texas as a workforce development board under the federal Workforce Investment Act and the Texas Workforce Investment Act.



**Percent of Workers Employed Outside of
Their Home County Coastal Bend
Workforce Area**

County	% employed outside of home county
ARANSAS	INA
BEE	59.6%
BROOKS	66.1%
DUVAL	81.2%
JIM WELLS	46.5%
KENEDY	INA
KLEBERG	61.3%
LIVE OAK	48.4%
MCMULLEN	INA
NUECES	32.2%
REFUGIO	64.4%
SAN PATRICIO	70.0%



APPENDIX 3

Texas Workforce System Strategic Plan: Local Workforce Development Board Plan Alignment and Performance

Local Board Response to the Three Required Questions for Fiscal Year 2009:

1.A) Strategies for increasing the number of employers accessing programs and services:

Beginning January 2008 Center Management was required to perform outreach activities to include workshops and seminars for employers throughout our 12-county workforce area. These seminars are designed to be topics of interest to area employers. The topics concern business operations and workforce issues. Some of the topics concern new requirements such as the attorney general's enforcement of the new hire legislation. Field staff arranged employer workshops and seminars in counties with the most concentration of industry and employment. Field staff have even invited employers to webinar events complete with lunch in our largest workforce center. There is a modest charge to defray the costs of some of these events. Community partners such as local community colleges, the Small Business Development Center, temporary personnel agencies, etc. join with us to put on some of these events. This broadens our client base for outreach to more employers. Field staff promote the events to area employers through our e-mailing lists and through local EDC's, Chambers, and County Judges' Offices.

Examples of employer workshops and seminar event topics include:

Managing Headcount in a Down Economy; 3rd Annual Local Workforce Development Summit; Benefits of WOTC, How UI Works; WorkInTexas.com Job Postings; Workforce Center Services; Assessment Tools; Affordable Medical Health Services; EDC Annual Report; LMI for the Coastal Bend; Drug Free Workplace; Energy Efficiency; Work Experience for Youth; Communicating with Employees

The on-going Industry Outreach Program initiated in 2006 continues to pay benefits through linkage with some of the largest and most influential employers in the Coastal Bend Workforce Area. The largest constituent of participating employers represents the Port Industries of Corpus Christi, nearly 20 employers. This program has allowed us access to a management level not previously available to us. This new level of employer participation has allowed more participation in a community outreach effort to impact the communities understanding of the important role of these industries and their special workforce needs. This continuing program has allowed the Board and these industries to work with educators to establish a new pipeline of trained industrial skill trade workers for the industries.

B) Outcomes: **Employer workshops and seminars** have increased the variety of employers who use our workforce services. From January 2008 through April 2009 twenty-eight events have been held in the workforce area. 485 employer representatives attended.

The **Industry Outreach Program** has allowed us access to an industry management level not previously available to us. The cooperative effort of these employers, local educators and the workforce Board has resulted in the training of 150 high school students since August 2008. This is the start of a pipeline to serve these participating industries. The students receive high school credit as well as the potential to earn an industry recognized certification for industrial trade skills.

2.A) Strategies to increase communication and outreach to employers:

Same as 1 with the expectation of broadening the employer base for the Workforce Development Coalition to include Health Care Industries within the next two years.

B) Outcomes:

Same as 1; data for the related employer measure is in the chart below

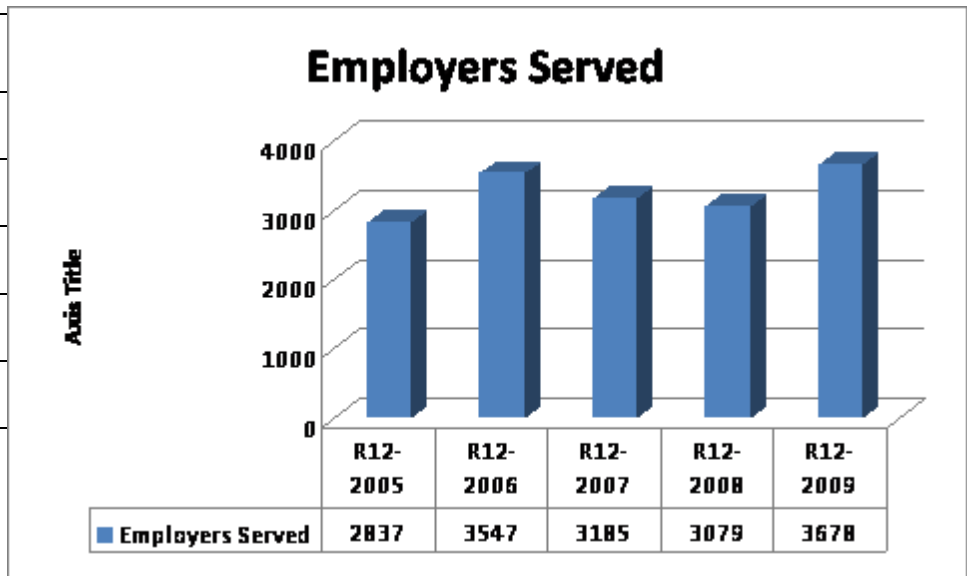
3.A) Strategies for identifying and assessing employer workforce needs:

Same as 1 with the expectation of broadening the employer base for the Workforce Development Coalition to include Health Care Industries within the next two years.

B) Outcomes:

Same as 1; data for the related employer measure is in the chart below

BCY	Employers Served
R12-2005	2837
R12-2006	3547
R12-2007	3185
R12-2008	3079
R12-2009	3678



RESPONSES TO THE PREVIOUS MODIFICATION QUESTIONS FY 2008

1. Increasing both the relevance and responsiveness of programs and services to employers:

The mission of Workforce Solutions of the Coastal Bend is simple; build a better workforce. This starts with the needs of employers who create the jobs and the wealth to pay salaries to employees and returns to investors. Over the past two years we have shifted emphasis from job seeker services to employer services. This recognition of the employer as the primary customer and consumer of our workforce services does not diminish the effectiveness of services to job seekers, but rather enhances effectiveness. The more closely services are aligned with employer needs the more likely the services will also benefit job seekers.

Workforce Solutions of the Coastal Bend continually seeks new ways to meet employer needs in an effort to deliver excellence in service to area employers. Incumbent worker training increases the productivity of businesses and their workers. This increased productivity enhances business opportunities for profit and market share. Increased productivity of the workers increases their potential for employment retention, promotions and pay increases. Workforce Solutions uses its resources to design proactive programs to include more employers in incumbent worker programs as well as to include community partners in programs that outreach employers. Our Work Skills Enhancement grant is an open-ended application process for incumbent worker training.

Our Work Skills Enhancement grant is an open ended application process for incumbent worker training. Examples of employer participation this year have been providing instructor salaries for three local apprenticeship programs; summer work experience for two youth apprenticeship programs; Incumbent workers are training for: two trucking companies in hazardous materials operators requirements; a doctor's office to provide employee training for converting their records to electronic medical records keeping; Cisco systems training for the employees of an educational institution; customer service training for the teachers of a child development center; software training for employees of a technical writing contractor; on-line upgrade training for employees of a metal fabrication and machining shop; specialized technical training tuition, software and professional development training for a local engineering company; journey level skill development training for a union JATC program.

In addition to our ongoing Work Skills Enhancement grants we also funded other incumbent programs which are larger in budget than our incumbent worker application process. These special programs include incumbent worker training for a new inbound call center. This grant helped attract this new employer to one of our outlying counties. Other economic development uses of incumbent worker funding includes funding of a Bio Technology company which has been encouraged to locate in our area. We have also funded an individual employer's apprentice program for aircraft turbine engine

mechanics due to a shortage of skilled turbine engine mechanics.

Other proactive uses of Workforce Solutions resources includes, sponsoring a major portion of an additional instructor salary at a local university thereby enabling an extra twenty students per year to enter the university's School of Nursing. We have contracted with two local chambers of commerce to do outreach to the employer community. One of these grants is designed to use the chamber's employer contacts to penetrate the petrochemical industry. We have already made significant contact through this effort and will continue to build on this initiative in the coming years. The other chamber grant provides a computer based employee training system to local employers as a solution to providing convenient and economical employee training.

These local initiatives were created as a result of employer responses received through our on-going community contacts and through our Work Skills Enhancement grant application program. We will continue to use Statewide and Local Activity funds to provide these useful programs to employers. Employer participation in their own employee development opens the opportunity for us to provide other services to these employers as well

This emphasis on employer services involves a focused attention to continuous improvement in all areas of service. Workforce Solutions field staff receive regular training to keep up with system enhancements. The emphasis of all training is the employer as the primary customer. An expected outcome of any training is that each employee can describe how what they do contributes to the needs of employers by building a better workforce.

2. Enhancing job-matching services to meet the needs for both technical and professional positions, in addition to entry-level positions:

The Workforce Solutions business services team includes account executives who routinely contact employers in person, by telephone, fax and e-mail. These staff outreach employers in a variety of settings including Chamber of Commerce, Economic Development and special community meetings and events. The outside representatives of the business services team share information about employer job openings with a dedicated job order unit who strictly serve employers. The shared information concerns the skill, education and experience requirements for job postings and any special requirements specific to a particular job posting. The dedicated staff work the employer's job posting by entering the posting in the job matching system and subsequently running matches against our database of qualified job seekers. The job order unit staff are assigned job postings by industry assignment. These staff follow up with employers regarding the job postings to see if the referred job seekers applied and if the employer wants to see more applicants. The job posting is updated or amended following feedback from the employer.

Screening against the database of skilled job seekers is done using the employer's job posting requirements. Our database contains a representative sample of the labor market,

including job seekers who have technical skills as well as professional skills. The job matching system is enhanced by its online availability which makes it easily accessible to an entire cross section of the community including technical and professional job seekers, and people who are employed but seeking other job opportunities.

Supervisors who review the intake portion the job matching system assure that quality job applications are being entered in the system by both staff and by job seekers who apply online. This quality control has been enhanced recently by new features of the job matching system which prompt job seekers to add more information for a more complete application for work. Intake supervisors prepare a weekly report for the business services team to let them know what occupations are a labor surplus. The outreach staff of our business services team uses this information when planning their employer contacts.

When the employer outreach staff notice a shortage of skilled job seekers for certain job postings, they share that information with employers and work with employers to develop recruitment strategies including the use of customized training, incumbent worker training and skill development training. Workforce Solutions is currently developing a web site in conjunction with the Corpus Christi Chamber of Commerce for recruitment of hard to find skills. This web site will help recruit skilled and professional job seekers from other areas of the State and Nation. We are currently targeting petrochemical employer with this service. As we develop the capabilities of the web site we will use it to target the special needs of other industries as well.

3. “Selling the system” to employers so that more are aware of the workforce system and the programs and services available:

In addition to the outreach efforts of our business services team Workforce Solutions Board staff have engaged in an aggressive marketing and re-branding effort which makes use of all media opportunities. These efforts emphasize the workforce services available through our Career Centers.

Both the outreach staff and the job order unit of our business services team encourage employers to use the on-line features of the WorkInTexas.com job matching system. Our efforts so far have been most successful with larger employers who have personnel staff to do recruitment. Although we promote the system to smaller employers many are so busy with daily operation of their business they don't have time to search the matching system and still rely on our job order unit to handle recruitment for them.

Workforce Solutions arranges with community partners to hold job fairs and seminars with topics of employer interest. Workforce Solutions takes these opportunities to share information about our services with area employers. Examples of community partners who work with us to put on these events are the community colleges, university, area chambers, and EDC's.

NOTE – The response to Parts 2 and 3 of Appendix 3 for the 2007-2008 Plan has been moved to Appendix 13 for page layout purposes and to preserve the continuity of text.



Appendix 4 - Process Elements

Coastal Bend Workforce Development Board D.b.a., Workforce Solutions of the Coastal Bend

Workforce Solutions announced the 2009-2010 strategic plan via email blast to all of our mailing lists, inviting public comment. A similar notice was placed in the Corpus Christi Caller-Times newspaper. The draft strategic plan was available for public comment for thirty days.

The Board's strategic plan was published on our website and was announced at public meetings attended by Board staff. The actual document was available for review on our web site and at any of five full service career centers: Staples Career Center 520 N. Staples Street Corpus Christi TX; Alice Career Center 601 E. Main Street 3rd Floor Alice TX, Beeville Career Center 202 N. Saint Mary's Street Beeville TX, Kingsville Career Center 1417 E. Corral Avenue Kingsville TX, Sinton Career Center 1113 E. Sinton Street Space D Sinton TX.

Comments Received were assessed against demand, length of training, and pay. Thirty six public comments were received. All concerned the target occupations. Of the target occupations suggested by public comment, half were already on the draft target list under a different occupational title (SOC title). The other occupations suggested did not meet the demand and wage criteria set for our target occupations search.

Workforce Solutions, the Coastal Bend Workforce Development Board is the Fiscal Agent for the workforce funding received from the Texas Governor's office.

Workforce Solutions has established criteria determining that resources in the workforce area are unrestricted during the plan period October 1, 2009 through September 30, 2010 based ARRA funding. The Board has established a priority of service policy, maintained at the local level, based on the provisions of 20 C.F.R. Section 663.600.

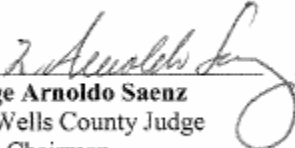
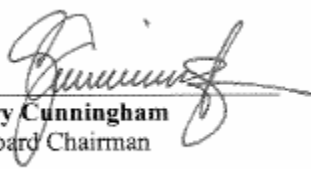


Appendix 5

Signature Page Coastal Bend Workforce Development Board

D.b.a., Workforce Solutions of the Coastal Bend

The signatures below certify that the attached strategic Board plan has been reviewed and approved by the Chief Elected Official and the Board Chairman.

	<u>6-25-09</u>		<u>6-25-09</u>
Judge Arnoldo Saenz Jim Wells County Judge CEO Chairman	Date	Gary Cunningham Board Chairman	Date



Appendix 6

Assurances

Appendix 6. Assurances

By signing the statement of approval on the Signature Page, the Board Chair and the Chief Elected Officials certify their acceptance of the assurances listed in Appendix 6, to the best of the Board's knowledge at the time such assurances are submitted to the Commission.

a. Planning

1. The Board has adopted this plan in accordance with the plan requirements in Texas Government Code §2308.304 and WIA §117.
2. The Board has followed Commission guidelines and, in the preparation and submission of this plan, has taken into consideration the applicable program, administrative, performance, and financial requirements of Commission rule §801.17. This plan shall govern the provision of services in the workforce area, as required by Texas Government Code §2308.304.
3. The Board has developed this plan in consultation with local elected officials, the business community, labor organizations, and other partners, as required by WIA §§117(d)(1) and 118(b)(7).

b. General

4. The Board is directly responsible for the strategic planning, operational planning, and administration of all workforce training and services funded through allocations to the workforce area, as required by Texas Government Code §2308.302(b). Such responsibilities shall be carried out in accordance with the following Commission rules:

<i>RULE</i>	TOPIC
800	General Administration
801	Local Workforce Development Boards
809	Child Care Services

811	Choices
813	Food Stamp Employment and Training
815.28	UI Work Search Requirements
823	Integrated Complaints, Hearings, and Appeals
841	Workforce Investment Act
847	Project RIO Employment Activities and Support Services
849	Employment and Training Services for Dislocated Workers Eligible for Trade Benefits

5. The Board shall carry out its duties and functions under this plan in compliance with the requirements of applicable federal and state statutes, regulations, and other issuances as provided by:
 - Texas Labor Code, Chapters 302 and 306;
 - Texas Government Code, Chapter 2308;
 - Texas Human Resources Code, Chapters 31 and 34;
 - Commission rules;
 - WIA State Plan provisions;
 - Training and Employment Notices, as applicable;
 - Training and Employment Guidance Letters (TEGLs);
 - WD Letters;
 - Equal Opportunity Letters, as applicable; and
 - alternative options under WIA and waivers exercised by the state.
6. The Board has developed a business continuity plan to ensure that changes in key staff will not result in a negative impact on service delivery, performance, or administrative functions.
7. The Board will provide for an annual assessment of the language needs of persons with limited English proficiency and ensure that these individuals have access to services, in accordance with TEGL 26-02, issued May 29, 2003, and TEGL 13-05, issued February 2, 2006.
8. The Board assures that it has a competitive process in place to award grants and contracts, and the Board can identify effective and ineffective providers. The Board further assures that a description of this process is on file and available for review at its office. At a minimum, the Board assures that its competitive process meets the requirements of WIA §§112(18)(B) and 118(b)(9); Commission rules, Chapter 801, Subchapter C and specifically Commission rule §801.54; and the Commission’s Financial Manual for Grants and Contracts.
9. The Board assures that priority of service is provided to eligible persons—including eligible veterans and eligible spouses—in programs funded in whole or in part by DOL, in accordance with the DOL final rule on priority of service at 20 C.F.R. Part 1010.

Workforce Solutions of the Coastal Bend Strategic Plan 2009 - 2010



Appendix 7

Memoranda of Understanding Summary

Required Partner Agency or Program	Expiration Date
WIA Title I – Adult, Dislocated Worker, and Youth Programs	Ongoing
Temporary Assistance for Needy Families (TANF)/Choices	2- Ongoing
Food Stamp Employment and Training (FSE&T)	2 - Ongoing
Child Care Services	2 - *
Project RIO	Ongoing
Trade Act	Ongoing
Wagner-Peyser Employment and Training, as amended by WIA (includes Migrant and Seasonal Farm workers)	Ongoing
Veterans’ Employment and Training Service, as amended by the Jobs for Veterans Act	Ongoing
Apprenticeship	Ongoing
WIA Title II – Adult Education and Family Literacy Act	3 – Ongoing
National and Community Services Act	Ongoing
Postsecondary Vocational Education Activities under the Carl D. Perkins Act	3 – Ongoing
Senior Community Service Employment Program	Ongoing
Coordinated Choices Case Management with the Texas Health and Human Services Commission	Ongoing
Unemployment Insurance	*
Texas Department of Family and Protective Services	Ongoing
Optional Partners and Programs	Expiration Date
Vocational rehabilitation programs and services	Ongoing
Job Corps services under WIA Youth	*
Native American programs under WIA	
Community Services Block Grant programs	
Employment and training services provided through grantees of the U.S. Department of Housing and Urban Development (Youth Build)	
Texas Department of Housing and Community Affairs or local housing authority	Ongoing
Community Development Block Grant recipients	
Local education agencies	2 – Ongoing
Vocational education agencies	Ongoing
Colleges	
Extension Services	
Fatherhood initiative programs or other child support programs	Ongoing
Army National Guard employment and training programs	**

Texas Youth Commission	*
Juvenile Probation Commission	*
Texas Department of Criminal Justice	Ongoing
Migrant and Seasonal Farm worker youth educational services	
National Farm worker Jobs Program Grantee	
Domestic violence intervention programs	Ongoing
Community-based organizations	2 - Ongoing
Other Local Partners and Programs	
Council On Alcohol & Drug Abuse – Coastal Bend	Ongoing
Regional Transportation Authority (RTA), Bee Community Action Agency (BCAA), County of Kleberg Rural Economic Assistance League (REAL), san Patricio Area Rural Transit System (SPARTS)	Ongoing
Coastal Bend Healthy Marriage Coalition	Ongoing
BRAC Transition Assistance Centers Naval Station Ingleside and Naval Air Station Corpus Christi	Ongoing
Alabama-Coushatta Indian Tribal Council Employment and Training Program	Ongoing
Coastal Plains MHMR Center	Ongoing
SER – Jobs for Progress National, Inc. Older Individual Work Experience	Ongoing
Craft Training Center	Ongoing

*Asterisked agencies and services are provided by contract or share facility agreement.

** Guard and Reserve are served under terms of USERRA



Appendix 8

Regional Plans

Workforce Solutions of the Coastal Bend works with adjacent workforce areas when common needs arise. Although the State does not require the Coastal Bend workforce area to participate in regional planning Coastal Bend will, during the course of the plan modification period, explore the possibility of coordinating job placement services to take advantage of job opportunities in the surrounding region. This coordination will address the needs of employers and workers who are affected by the BRAC recommendations of 2005. The largest impact of the military base closings and realignments will take place in late 2009 but planning has already started. In the Coastal Bend a Transition Assistance Center has already been established for the BRAC impacted workers.



Appendix 9 – Check List

Fiscal Years 2009–2010 Texas Workforce Development Board Planning Guidelines:

	Page #	Y	N
Strategic Narrative			
c. The Board adequately described how it identified its target industries and related TWC/LMCI industry sectors, including, but not limited to, industries related to the Governor’s industry clusters (as reflected in the Board’s submitted Target Industries List).	4	X	
Comments:			
d. The Board adequately described how it identified the target occupations for which it will dedicate WIA training resources (as reflected in the Board’s submitted Target Occupations List).	4	X	
Comments:			
e. The Board adequately described the types of resources available at the local level and how it will use these resources to operate more efficiently in light of the changing economy.	5,6	X	
Comments:			
f. The Board adequately described the strategies and initiatives it will undertake in support of its target industries and related TWC/LMCI industry sectors and Governor’s industry clusters.	5	X	
Comments:			
g. The Board adequately described its specific plans for workforce training in support of its target occupations.	6	X	
Comments:			
h. The Board adequately described the reemployment strategies it is employing to meet future workforce needs, particularly in light of the changing economy.	7	X	
Comments:			

i. The Board described innovations or enhancements to reemployment strategies, services to UI claimants, or related service delivery models that it is exploring, including information on any successes the Board has had with these new or innovative efforts.	7	X	
Comments:			
j. The Board adequately explained how it identifies the transferable skills possessed by workers in occupations and/or industries that are in decline for the purposes of placement with other employers and retraining in another occupation with significant economic impact. The Board adequately explained how this information supports its reemployment strategies.	8	X	
Comments:			
Appendix 1. Elements of System Operation			
<u>Employer Involvement.</u> If updated, the Board’s Employer Involvement section adequately described employer involvement in the workforce system and the Board’s role in local and regional economic development efforts.	15 – 18	X	
Comments:			
Appendix 2. Target Industries, Sectors, and Occupations			
1. The Board adequately identified its high-growth, high-demand industries, by NAICS code, using analysis of industry sectors, clusters, and industries. The Board submitted: <ul style="list-style-type: none"> • TWC/LMCI labor market analysis tool reports showing analysis of key labor market indicators, using at least the two required tools; • when feasible, additional analyses or reports it has developed and regards as influential in its evaluation and prioritization of industries; and • a short summary describing which specific analyses—including, but not limited to, TWC/LMCI labor market analysis tools—were completed and viewed as influential in its evaluation and targeting of industries. The Board provided copies of all referenced sources as attachments or Internet links, where feasible. 	33, 34, 35, 37	X	
Comments: AND APPENDIX 11			
2. The Board adequately identified its target industries and related TWC/LMCI industry sectors and Governor’s industry clusters. The target industries include, but are not limited to, industries related to the Governor’s industry clusters: <ul style="list-style-type: none"> • The Board submitted its Target Industries List using the required template (10 to 15 recommended target industries, no more than 20 accepted), providing all required information. • The Board’s target industries are supported by the Board’s provided criteria and rationale, including standard labor market indicators and local wisdom. • The Board described how local industry, economic development, or other partners were involved in the prioritization or targeting of industries. 	33, 34, 37	X	
Comments: AND APPENDIX 11			

<p>3. The Board adequately identified its demand occupations by SOC code, using analysis of occupational employment indicators. The Board submitted:</p> <ul style="list-style-type: none"> • TWC/LMCI labor market analysis tool report(s) showing analysis of key labor market indicators for occupations, using at least the one required tool/report; • when feasible, additional analyses or reports it has developed and regards as influential in its evaluation of current and future projected demand for, and targeting of, occupations; and • a short summary describing which specific analyses—including, but not limited to, TWC/LMCI labor market analysis tools—were completed and viewed as influential in its evaluation and targeting of occupations. Where feasible, copies of all referenced sources were included as attachments or Internet links. 	35, 36	X	
<p>Comments: AND APPENDIX 12</p>			
<p>4. The Board adequately identified its target occupations critical to its target industries, including, but not limited to, occupations related to the Governor’s industry clusters, and for which the Board will dedicate WIA training resources:</p> <ul style="list-style-type: none"> • The Board submitted the completed Target Occupations List, identifying its top 20 to 30 occupations (no more than 40 allowed), each by SOC category (6-digit code), and all information required. • The Board’s target occupations are supported by its provided rationale including standard labor market indicators and local wisdom/validation. • The Board described how local employers, including small employers (defined as less than 100 employees) were involved in validating projected demand for target occupations. • The Board discussed how it assesses target occupations’ entry-level job skills and career ladders for which training may be provided and supported by WIA funds. • The Board discussed how it assesses target occupations against available training programs offered by Eligible Training Providers, and where there are gaps, identifies and pursues potential providers to participate as Eligible Training Providers. 	35, 36	X	
<p>Comments: AND APPENDIX 12</p>			
<p>Appendix 3. Texas Workforce System Strategic Plan: Local Workforce Development Board Plan Alignment and Performance</p>			
<p>1. The Board adequately described its two most successful strategies for increasing the number of employers accessing programs and services. The Board provided cumulative information and data on the outcomes achieved by implementing those strategies.</p>	40, 41	X	
<p>Comments:</p>			
<p>2. The Board adequately described its two most successful strategies to increase communication and outreach to employers, thereby increasing employer customer satisfaction. The Board provided cumulative information and data on the outcomes achieved by implementing those strategies, and it included a description of how it measures employer customer satisfaction.</p>	40, 41	X	

Comments:			
3. The Board adequately described its two most successful strategies for identifying and assessing employer workforce needs, and how the results of those assessments informed changes or improvements to programs and services. The Board provided cumulative information and data on the outcomes achieved by implementing those strategies.	40, 41	X	
Comments:			
Appendix 4. Process Elements			
<u>Public Comment</u> . The Board provided the required descriptive information on the public comment process, the process met the requirements, and the Board provided a written summary of any comments received on the plan modification.	45	X	
Comments:			
<u>Priority of Service</u> . The Board provided the required information to show that it is in compliance with priority of service regulations, including new requirements on identifying and informing eligible veterans and eligible spouses.	45	X	
Comments:			
Appendix 5. Signature Page Appendix 6. Assurances			
The Board provided the required signature page that: <ul style="list-style-type: none"> acknowledges joint development and submission of the plan modification; certifies acceptance of the assurances listed in Appendix 6; and is signed with an original signature of the Chief Elected Official(s) and the Board Chair. 	46, 47, 48	X	
Comments:			
Appendix 7. Memoranda of Understanding			
The Board provided an updated copy of the MOU chart showing current MOU expiration dates, along with copies of any new, renewed, or revised MOUs with required partners executed since the Board’s modification was submitted in 2007 (not required if the Board has a contract with the partner—the Board indicated whether this is applicable).	49	X	
Comments:			
Additional Modifications or Updates Boards may include additional lines to identify further updates made to the plans, along with the page number in the submission.	Page #		
ARRA Implementation preliminary planning	12		
Dislocated and Skilled Worker Transition Center Planning	13		

Planning for an Employer Workforce Community Impact Report	25		
Child Care Automated Attendance System Pilot	29		
Non-Custodial Parent Choices Project (NCPC)	31		



Appendix 10

**Fiscal Years 2009–2010 Current Listings Chambers of Commerce
And Economic Development Entities**

Coastal Bend Chambers of Commerce

Mr.	Mike	Smith	Executive Vice President	Alice Chamber of Commerce	P.O. Box 1609	Alice	TX	78333
Ms.	Shelly	Ibarra	CEO	Aransas Pass Chamber of Commerce	130 W. Goodnight	Aransas Pass	TX	78336
Ms.	Pam Prior	Stuart	Executive Director	Beeville County Chamber of Commerce	1705 N. St. Mary's Street	Beeville	TX	78102
Ms.	Betty	Paschal	Executive Director	Bishop Chamber of Commerce	P.O. Box 426	Bishop	TX	78343
Ms.	Sylvia Ann Tryon	Oliver	President/C EO	Corpus Christi Black Chamber of Commerce	P.O. Box 60574	Corpus Christi	TX	78466
Mr.	Foster	Edwards	President & CEO	Corpus Christi Chamber of Commerce	1201 N. Shoreline Boulevard	Corpus Christi	TX	78401
Mr.	Robert	Vela	Interim President/C EO	Corpus Christi Hispanic Chamber of Commerce	P.O. Box 5523	Corpus Christi	TX	78465
Mr.	Gus	Barrera	Executive Director	Falfurrias Chamber of Commerce	P.O. Box 476	Falfurrias	TX	78355
Ms.	Tina	Holbein	Manager	Freer Chamber of Commerce	P.O. Box 717	Freer	TX	78357
Ms.	Becky	Allen	Executive Director	George West Chamber of Commerce	P.O. Box 359	George West	TX	78022

Ms.	Sandi	Ridgley	Executive Director	Ingleside Chamber of Commerce	P.O. Box 686	Ingleside	TX	78362
Ms.	Kathy	Martinez	Executive Director	Kingsville Chamber of Commerce	P.O. Box 1030	Kingsville	TX	78363
Ms.	Maggie	Salinas	President/C EO	Kingsville Hispanic Chamber of Commerce	111 N. 5th Street	Kingsville	TX	78363
Mr.	Johnny	Macareno		Kleberg County Hispanic Chamber of Commerce	430 E. Richard	Kingsville	TX	78363
Ms.	Maggie	Salinas	Chair	Kleberg County Hispanic Chamber of Commerce	111 North Fifth Street	Kingsville	TX	78363
Mr.	Lenny	Anzaldua	President	Mathis Area Chamber of Commerce	111 E. San Patricio	Mathis	TX	78368
Ms.	Ann	Vaughan	Executive Director	Port Aransas Chamber of Commerce	403 W. Cotter	Port Aransas	TX	78373
Ms.	Johnnie Faye	Miller	Executive Director	Portland Chamber of Commerce	P.O. Box 388	Portland	TX	78374
Mr.	Lenny	Anzaldua	President	Refugio Chamber of Commerce	301 N. Alamo	Corpus Christi	TX	78377
Mr.	Ken	Faughn	Executive Director	Robstown Chamber of Commerce	P.O. Box 111	Robstown	TX	78380
Ms.	Diane	Probst	President	Rockport-Fulton Chamber of Commerce	404 Broadway	Rockport	TX	78382
Ms.	Dina	Garcia	Executive Director	Sinton Chamber of Commerce	218 W. Sinton	Sinton	TX	78387
Ms.	Mary	Griffin	Executive Director	Taft Chamber of Commerce	P.O. Box 123	Corpus Christi	TX	78390
Mr.	Murrell	Foster	Executive Director	Three Rivers Chamber of Commerce	P.O. Box 1648	Three Rivers	TX	78071

Coastal Bend Economic Development Corporations

Mr.	Dean	Kruckenber	Executive Director	Alice & Jim Wells County Economic Development Corporation	P.O. Box 1609	Alice	TX	78333
Mr.	Joe	Montez	Director of Economic Development	Bee County Economic Development Authority	P.O. Box 1448	Beeville	TX	78104-1448

Mr.	Roland	Mower	CEO	Corpus Christi Regional Economic Development Corporation	One Shoreline Plaza, 800 N. Shoreline, Suite 1300 South	Corpus Christi	TX	78401
Mr.	Dick	Messbarger	Executive Director	Greater Kingsville Economic Development Corporation	635 E. King	Kingsville	TX	78363
Mr.	Lenny	Anzaldua	Executive Director	Refugio County Community Development Foundation	301 N. Alamo	Refugio	TX	78377
Mr.	Ken	Faughn	Executive Director	Robstown Area Development Commission	1150 E. Main	Robstown	TX	78380
Ms.	Josephine	Miller	Executive Director	San Patricio County Economic Development Corporation	P.O. Box 238	Gregory	TX	78359



APPENDIX 11 – TARGET INDUSTRIES LIST (Next Page)

Target Industries List

This template is used by Boards to identify the Board's top 20 target industries and the associated TWC/LMCI industry sectors. The Board's target industries should include, but not be limited to, industries related to the Governor's industry clusters.

Board Name: **COASTAL BEND** Date Submitted: **30-Jun-09**

					Basis for Selection				Additional Rationale, Local Wisdom, or Comments
					Place an X in a cell below to indicate which of the following types of indicators were used to select the target industry. At least two of the indicator types must be used. ⁶				
NAICS Code (4-digit)	NAICS Industry Name ²	Law Industry ³	TWC/LMCI Industry Sector ⁴	Governor's Industry Cluster ⁵	Employment (#)	Employment Growth (%)	Wages (\$)	Local Industry Competitiveness	
2111	Oil and Gas Extraction	Oil Field Exploration	Energy Mining and Related Support Services	Energy Core	X		X	X	Although this significant industry is affected by international prices for petroleum, the industry still has potential for significant employment levels at better than average wages. Energy, Mining, and related supportive services is a significant industry cluster for our workforce area with a positive location quotient.
2131	Support Activities for Mining	Oil Field Services	Energy Mining and Related Support Services	Energy Ancillary	X		X	X	Although this significant industry is affected by international prices for petroleum, the industry still has potential for significant employment levels at better than average wages. Energy, Mining, and related supportive services is a significant industry cluster in our workforce area with a positive location quotient.
2211	Power Generation and Supply		Energy Mining and Related Support Services	Energy Core	X		X	X	Several power plant projects are planned for this workforce area. Workforce Solutions has already made arrangements for a job fair and subsequent recruitment activities for one very large project that will start within this planning period. Energy, Mining, and related supportive services is a significant industry cluster in our workforce area with a positive location quotient.
2362	Non-Residential Building Construction	Commercial & Public Construction	Heavy & Special Trade Construction	Advanced Technologies & Manufacturing Support	X		X		Commercial building projects reflect economic activity. Fully expecting economic recovery investments to have a positive affect, the Board is confident in this industry. Several major bond issues will provide significant funding for these activities in our workforce area. Heavy and Special Trades industry cluster has a positive location quotient for our workforce area.
2371	Utility System Construction		Distribution, Transportation & Logistics	Energy Core	X		X		Several power plant projects are planned for this workforce area. Workforce Solutions has already made arrangements for a job fair and subsequent recruitment activities for one very large project that will start within this planning period. Energy, Mining, and related supportive services is a significant industry cluster in our workforce area with a positive location quotient.
2373	Highway, Street & Bridge Construction		Heavy & Special Trade Construction	no assignment	X		X		Several major bond issues as well as anticipated economic recovery funds will provide employment in this industry. Heavy and Special Trades industry cluster has a positive location quotient for our workforce area.
2379	Other Heavy Construction	Industrial Construction	Heavy & Special Trade Construction	no assignment	X		X		Several major refinery and plant expansion projects are planned to take place during this planning period.
3241	Petroleum & Coal Products Manufacturing	Petroleum Processing	Petroleum Refining & Chemicals	Petroleum Refining & Chemical Products Core	X		X	X	Although petroleum refining is subject to fluctuations in the international price of petroleum, local refineries still have potential to maintain employment and fill replacement needs. Petroleum Refining and Chemicals industry cluster shows a positive location quotient for our workforce area.
3251	Basic Chemical Manufacturing	Chemical Manufacturing	Petroleum Refining & Chemicals	Biotech & Life Sciences Core	X		X	X	Demand for chemical products remains good. Petroleum Refining and Chemicals industry cluster shows a positive location quotient for our workforce area.
3252	Resin, Rubber, & Synthetic Fibers	Plastics	Petroleum Refining & Chemicals	Advanced Technologies & Manufacturing Support	X		X		The recession may eventually affect this industry but current employment and replacement needs justify this industry.
3323	Architectural & Structural Metals		Production Support & Industrial Machinery	Advanced Technologies & Manufacturing Ancillary	X		X	X	Metal manufacturing of large projects still anticipates plenty of work to fill existing contracts. Production Support and Industrial Machinery industry cluster shows a positive location quotient for our workforce area.
3327	Machine Shops & Threaded Products	Machine Shops	Production Support & Industrial Machinery	Advanced Technologies & Manufacturing Ancillary	X		X	X	Military spending for machined parts may replace oil field demand for the services of this industry. Production Support and Industrial Machinery industry cluster shows a positive location quotient for our workforce area.
3364	Aerospace Product & Part Manufacturing		Transportation Equipment	Aerospace & Defense Core	X		X	X	Military and aviation spending continues to support this industry. Transportation Support industry cluster shows a positive location quotient for our workforce area.
3366	Ship & Boat Building		Transportation Equipment	Advanced Technologies & Manufacturing Core	X		X	X	This international port area requires shipyard activities for maintenance and repair operations. Transportation Support industry cluster shows a positive location quotient for our workforce area.

4831	Sea & Coastal Transportation	Marine Transportation	Distribution, Transportation & Logistics	Petroleum Refining & Chemical Products Support	X		X	X	This industry supports, intercoastal, as well as coastal and open sea marine transportation. The Port of Corpus Christi is one of the largest ports in the nation based on tonnage (bulk cargo). Distribution, Transportation and Logistics is a significant industry cluster for our workforce area, with a positive location quotient.
4841	General Freight Trucking		Distribution, Transportation & Logistics	Petroleum Refining & Chemical Products Support	X		X	X	Distribution, Transportation and Logistics is a significant industry cluster for our workforce area, with a positive location quotient.
5172	Wireless Telecommunications Carriers		Telecommunications & Information Svcs	Information & Computer Technology Core	X		X		The demand for wireless communications continues to grow.
6111	Elementary & Secondary Schools		Education, Training & Personal Development	no assignment	X		X		Identified by the Board's industry cluster analysis as a significant employer with self sufficient wages at the teacher level and above on career ladder.
6221	General Medical & Surgical Hospitals	Health Care	Biotechnology, Life Sciences & Medical	Biotech & Life Sciences Core	X		X		Identified by the Board's Industry Cluster analysis as a significant employer with self sufficiency wages at LVN and higher on career ladder.
8111	Automotive Repair & Maintenance		Transportation Equipment	no assignment	X		X		This industry supports across all industries. Transportation Equipment cluster has a positive location quotient in our workforce area.

Notes

- As leading industries, occupations, and employer training needs change, Boards must update their Target Industries List and/or Target Occupations List, as affected, and e-mail the updated lists to Board.Plans@twc.state.tx.us.
- 10 to 15 target industries is recommended; no more than 20 permitted. Industries must correspond to a 4-digit NAICS code. Target industries do not need to be listed in any rank order.
- If applicable. Local planning efforts may identify industries using lay concepts and labels. These can be used, but they must be best-fitted into an appropriate NAICS-coded industry. For a tool to assist in matching lay industries to NAICS coded occupations, see <http://www.texasindustryprofiles.com/apps/lae/indsearch.asp>.
- Corresponding TWC/LMCI industry sector. See descriptions of the sectors at http://www.texasindustryprofiles.com/apps/locquot/LQ_Docs/Industry%20Sector%20Descriptions%20and%20Keywords.doc.
- A crosswalk of NAICS 4-digit industries, TWC/LMCI industry sectors, and Governor's industry clusters can be found under the Industry Clusters dropdown list at <http://www.texasindustryprofiles.com/>.
- Key types of labor market indicators are available in LMCI tools for use in evaluating and ranking the relative importance of industries. Boards should fully explore these in their Step 1 analyses to determine what criteria to use in selecting target industries and TWC/LMCI sectors:
 - Employment (current employment estimates or projected future employment) (#)
 - Employment growth rate (growth rate observed over a recent period or projected into the future) (%)
 - Wages (such as average weekly or monthly earnings, minimum annual salary)
 - Local industry competitiveness (such as Location Quotient, Export Jobs, or Greatest Likelihood for Potential Job Opportunities in Shift-Share Analysis)

Please do not alter these cells: X

Preliminary Targeted Industry Report

No.	NAICS	Industry	Origin
1.	2111	Oil and Gas Extraction	Shift-share
2.	2131	Support Activities for Mining	Shift-share
3.	2211	Power Generation and Supply	Shift-share
4.	2362	Nonresidential Building Construction	Shift-share
5.	2371	Utility System Construction	Shift-share
6.	2373	Highway, Street, and Bridge Construction	Shift-share
7.	2379	Other Heavy Construction	Shift-share
8.	3241	Petroleum & Coal Products Manufacturing	Shift-share
9.	3251	Basic Chemical Manufacturing	Shift-share
10.	3252	Resin, Rubber, and Synthetic Fibers	Shift-share
11.	3323	Architectural and Structural Metals	Shift-share
12.	3327	Machine Shops and Threaded Products	Shift-share
13.	3364	Aerospace Product & Parts Manufacturing	Shift-share
14.	3366	Ship and Boat Building	Shift-share
15.	4831	Sea, Coastal & Great Lakes Transport	Shift-share
16.	4841	General Freight Trucking	Shift-share
17.	5172	Wireless Telecommunications Carriers	Shift-share
18.	6111	Elementary and Secondary Schools	Shift-share
19.	6221	General Medical and Surgical Hospitals	Shift-share
20.	8111	Automotive Repair and Maintenance	Shift-share

TWC/LMCI Sectors:

NAICS	Title
2111	Energy, Mining and Related Support Services

2131	Energy, Mining and Related Support Services
2211	Energy, Mining and Related Support Services
2362	Heavy and Special Trade Construction
2371	Distribution, Transportation & Logistics
2373	Heavy and Special Trade Construction
2379	Heavy and Special Trade Construction
3241	Petroleum Refining & Chemicals
3251	Petroleum Refining & Chemicals
3252	Petroleum Refining & Chemicals
3323	Production Support & Industrial Machinery
3327	Production Support & Industrial Machinery
3364	Transportation Equipment
3366	Transportation Equipment
4831	Distribution, Transportation & Logistics
4841	Distribution, Transportation & Logistics
5172	Telecommunications & Information Services
6111	Education, Training & Personal Development
6221	Biotechnology, Life Sciences & Medical
8111	Transportation Equipment

Governor's Clusters:

NAICS

Title

2111	Energy Core
2111	Petroleum Refining and Chemical Products Ancillary
2131	Energy Ancillary
2131	Petroleum Refining and Chemical Products Ancillary
2211	Energy Core
2362	Advanced Technologies and Manufacturing Support
2371	Energy Core
2371	Petroleum Refining and Chemical Products Ancillary

2373 * No Assignment *

2379 * No Assignment *

3241 Petroleum Refining and Chemical Products Core

3251 Biotech and Life Sciences Core

3251 Petroleum Refining and Chemical Products Core

3251 Advanced Technologies and Manufacturing Core

3252 Biotech and Life Sciences Core

3252 Petroleum Refining and Chemical Products Core

3252 Advanced Technologies and Manufacturing Core

3323 Aerospace and Defense Ancillary

3323 Advanced Technologies and Manufacturing Ancillary

3327 Aerospace and Defense Ancillary

3327 Energy Ancillary

3327 Petroleum Refining and Chemical Products Ancillary

3327 Advanced Technologies and Manufacturing Ancillary

3364 Aerospace and Defense Core

3364 Advanced Technologies and Manufacturing Core

3366 Aerospace and Defense Core

3366 Advanced Technologies and Manufacturing Core

4831 Petroleum Refining and Chemical Products Support

4841 Aerospace and Defense Support

4841 Information and Computer Technology Support

4841 Petroleum Refining and Chemical Products Support

5172 Aerospace and Defense Support

5172 Energy Support

5172 Information and Computer Technology Core

5172 Petroleum Refining and Chemical Products Support

5172 Advanced Technologies and Manufacturing Support

6111 * No Assignment *

6221 Biotech and Life Sciences Core with Medical Services

6221 Biotech and Life Sciences Core

S O C R A T E S

5/21/2009

**Coastal Bend
Local Workforce Development Board
Regional Narrative
Labor Market Plan**

Just as information is important to an individual business, it is also important in economic development. Every region and community in Texas is unique. Each one has its own industries, natural resources, workers, education and training institutes, technologies, and recreational areas that make it different from other areas of the state. The common thread that all communities have is their need to provide jobs for their citizens.

The objective of the LMCI (Labor Market Career Information) SOCRATES system is to provide the Coastal Bend Workforce Development Board with a documented, detailed regional economic plan for targeting industries and occupations. SOCRATES allows the local board to take advantage of a combination of regional knowledge and the most current labor market information available. The primary purpose of the SOCRATES system is to assist local planners, analysts and decision makers in describing and documenting changes in the regional labor market in a way that enables them to support community business leaders in making informed workforce development and educational planning decisions.

This SOCRATES Regional Narrative provides documentation for the entire scope of the regional analysis procedure as well as the corresponding results for each objective set forth by the regional workforce development boards. This narrative will traverse through the entire SOCRATES analysis process, explaining the procedures used, the options available to be utilized, and provide accurate labor market documentation at each stage of the process.

TARGETING PROCESS

The targeting process is a system of steps designed to rank industries and occupations in your region according to a set of economic indicators. This process enables planners and analysts to identify those industries that show the greatest potential for job openings. However, the targeting process is not an economic forecasting model. It is a means of prioritizing industries on the basis of a number of historical measures as well as national and statewide employment projections to identify where the job opportunities of the future are likely to be located. The targeting process begins by building a high demand list of industries that meet or exceed standard employment and wage criteria set forth by the regional planning board. (See Connecting the Dots: Chapter 5)

Basically, the process begins with a compilation of all industries within the state of Texas. Using a predetermined set of standard criteria, the local board navigates through a variable step-by-step process to narrow down this list into a finalized core group of promising industries for the region.

SOCRATES utilizes a default scale of ranking prospective target industries and occupations while eliminating those that show less promising future employment possibilities. However, we recognize that in many instances, the regional planners may have some knowledge of industries or occupations that may or may not appear in the final output lists. Because of this, SOCRATES is also designed to allow planners to weight criteria more heavily than others. That is, the regional board has the option to place more emphasis on specific indicators than on others. The standard default indicators capture both local and national dynamics, but other more industry-specific variables may be substituted.

In addition, before the final lists are compiled, there is also an option of simply adding or subtracting other meaningful industries as seen fit by local planners. Planners have the option of applying "local wisdom" that might not be captured during the standard targeting process.

Once the list of industries is screened and finalized, the focus then shifts to targeting the occupations within those industries that meet the boards required characteristics. These occupations are usually required to have elements such as offering long-term employment prospects, having above-average hourly wages, and having a skill level obtainable by the labor force within the region. Again, before the list is finalized, the board has the option to add to the list of occupations from LMCI's Emerging and Evolving Occupations publication and other occupations or skill sets those employers might discuss when directly engaged by the board staff or business service representatives.

The specific requirement steps used in the analysis for the Coastal Bend region are listed in order below. The board may want to refer back to this outline to briefly overview the scope of the targeting process.

BACKGROUND CONCEPTS

Derived Demand Since the purpose of the SOCRATES system is to produce a list of targeted occupations, you may be curious as to why we begin with industrial analysis and not a direct list of employers. SOCRATES starts with industrial analysis because of the concept of "derived demand." Labor is a factor of production within each industry. Jobs originate from industrial activity. Derived demand refers to the fact that, when industries demand a component such as labor, they do so because those additional workers will permit firms to produce a good or service which consumers are willing to pay for. The demand for labor is thus derived ultimately from the consumer demand for final goods. Industrial employment therefore is a good indicator of the demand for goods and services produced by that industry. By examining employment within industries, we can determine the demand occupations that are likely to provide future employment for your region.

Targeting Industries

SOCRATES offers three different methods to derive a list of target industries for your region. The user has a choice of utilizing a single method, or they can perform only two, or all three analysis. The industrial targeting methods are listed below:

1. **Industrial Search** - allows the user to search Industries by NAICS code, search by keyword, or browse a list of all industries.
2. **INDEVAL** - this industrial evaluation model is designed to aid labor market analysts in prioritizing industries with the greatest employment potential from among an entire regional economy by examining and ranking those industries based on selected economic variables. The final product of the INDEVAL model is an ordered list of industries ranked by variables that have the strongest effect on a regional labor market.
3. **Shift-Share Analysis** - this analysis provides a representation of changes in employment growth or decline, and it is useful for targeting industries that might offer significant future employment opportunities. By interpreting data provided by shift-share, you can explore the advantages your region may enjoy, as well as identify growth, or potential growth industries that are worthy of further investigation.

Information Sources

As previously stated, each industry requires specific occupational skills to produce their final product or service. Once an industrial analysis is completed, SOCRATES provides a list of those occupations required within each industry using an Industry/Occupation matrix. Each industry hires workers in a variety of occupations that, when taken as a whole, can be referred to as an occupational staffing pattern or "occupational matrix."

For any region in Texas, an industry/occupation matrix can be developed which includes data on occupational staffing patterns by industry for all industries in the area under study. The targeting process built in to SOCRATES combines considerable regional industry and occupational information in addition to selected Texas statewide data to help your region identify current employment trends.

The SOCRATES Industry/Occupation matrix is designed as a result of a comprehensive employer survey conducted by the Texas Workforce Commission's Labor Market Career Information unit. The survey covers almost 100,000 employers every three years and is mandated to have a 75% or better response rate. The Standard Occupational Classification (SOC) taxonomy is used as the occupational coding system in the survey and is recognized as the most statistically precise and comprehensive employment matrix available. The survey uses the North American Industry Classification System (NAICS). This detailed data collection process is accurate and ongoing, so your region can be confident in the quality of the data presented in SOCRATES.

Targeted Occupations vs. Demand Occupations

It is important to differentiate between targeted occupations and demand occupations. A "demand" occupation simply implies that large numbers of job openings are likely. A "targeted" occupation, on the other hand, offers both a large number of expected job openings and meets other criteria set forth by the local work force board. Simply expressed, a demand occupation is one which has above average projected job openings. It could be said that targeted occupations are demand occupations that also meet the criteria set forth by the regional boards. Not all demand occupations will meet the local board's targeting standards.

Occupational Profiles

Finally, SOCRATES provides detailed occupational characteristics in the form of occupational profiles to allow informed local choices to be made in the creation of a final regional targeted occupation list. These occupational profiles include data such as comprehensive occupation descriptions, Texas and regional labor market information, employment patterns, associated training, and training providers.

STATEWIDE ECONOMIC CONDITIONS

The Texas economy is closely tied to that of the United States as a whole. In fact, the national economic outlook has a strong bearing on both local and Texas forecasts. Given the number of new and emerging consumer markets around the world, American Business is increasingly looking for money-making opportunities outside of the United States. With this increased amount of world trade, Texas is becoming more dependent on the global economy for much of its prosperity.

In terms of population, Texas had 20,851,820 persons in April 2000. According to the Census Bureau, Texas is projected to gain 1.8 million new residents between 2000 and 2005. This ranks Texas as the fastest growing state in the union over the forecast period. With 84.6 percent of its population living in metropolitan areas, Texas is predominantly an urban state. This is underscored by recent population trends-the state's 24 metropolitan areas accounted for over 91 percent of Texas population growth between 1990 and 1999. Growth in the state's metro areas, however, is not evenly distributed. With few exceptions, the fastest growing metropolitan areas in the state are large-Dallas-Fort Worth, Houston-Galveston-Brazoria, San Antonio, Austin-San Marcos-or are located along the border with Mexico-El Paso, McAllen-Edinburg-Mission, Brownsville-Harlingen-San Benito, and Laredo. One of the fastest growing regions in the state is the Lower Rio Grande Valley. The two adjacent metros in the Valley-McAllen and Brownsville-together added 220,703 people between 1990 and 1999-about the same as the increase for the entire San Antonio metro area during the same period.

The Texas population is expected to reach 33.9 million by 2030, according to the most recent population projections from the Texas State Data Center at Texas A&M. This would represent a near doubling of the state's population from 17 million in 1990. Hispanics will account for two-thirds of this growth and are expected to outnumber Anglos in Texas by 2025.

The most recent civilian labor force estimates from TWC for Texas statewide in February 2009 is 11,775,125 which is an increase in the labor force of 241,366 persons since February 2008. This represents a 2.1 percent change in Texas during this time period. These estimates are not seasonally adjusted.

Between 2006 and 2016, Texas is projected to add slightly over 1.8 million new jobs, 60 percent of which will be found in the management, technical, and service occupations. Additionally, 2.4 million job vacancies will occur as workers separate from their jobs. These job openings will become available through retirements, promotions, or transfers. Employment in Texas is expected to grow by 17.6 percent during the projection period, compared to a U.S. job growth rate of 15.2 percent.

Texas leads all states in job creation for the 1990's, and this growth is broad-based. Texas ranks among the leading states in most economic sectors in job growth. While manufacturing jobs have declined nationally since January 1990, Texas has experienced a significant increase. The state's expanding population and economy have benefited the Texas construction sector, which has added 225,100 jobs since January 1990. Texas employment in finance, insurance, and real estate (FIRE) has increased by 22.7 percent since January 1990. Texas employs far more people in the mining sector (which includes oil and gas production) than any other state. While the state has experienced a net decline in mining jobs since January 1990, the sector has enjoyed relative stability compared to the "boom" and "bust" cycles of the 1980's.

The services sector includes a wide range of industries varying from architectural engineering, software, and film production to hotels, hospitals, and dry cleaners. The services sector is Texas' largest, employing 2.7 million people, and has been the engine for much of Texas' growth, generating more than two-fifths of the state's net job gain this decade. The expansion of international trade, as well as the overall improvement of the Texas and U.S. economies, is contributing to growth in the transportation, communications, and utilities and wholesale & retail trade sectors. Texas accounts for a disproportionately large share of U.S. growth in both sectors.

GENERAL ECONOMIC BACKGROUND OF THE COASTAL BEND REGION

The Corpus Christi/Rural Coastal Bend Counties Workforce Development Area is located in south Texas. Corpus Christi is the largest city in the WDA. Texas A&M University has campuses located in Corpus Christi and Kingsville. The economy is driven by petroleum processing and production, deepwater port activities, services, agriculture, government, and tourism. The greatest job opportunities can be found in health and personal service, precision production, management support, and food preparation occupations.

According to the U.S. Census for the year 2000, Coastal Bend region had a total population of 555,860 . The Texas Office of the State Demographer reported that the population of this area is expected to increase to 601,199 by 2010. That is a 8.2 percent increase in ten years.

The most recent civilian labor force estimates from TWC for Texas statewide in February 2009 is 11,775,125 which is an increase in the labor force of 241,366 persons since February 2008. This represents a 2.1 percent change in Texas during this time period. These estimates are not seasonally adjusted. Coastal Bend had a civilian labor force of 273,787 for February 2009 which was a change of 6,544 in CLF since February 2008. This change represented an increase of 2.4 percent for the study area.

Results from the TWC/LMCI Projections project indicated that in 2006 the Coastal Bend region total employment for all industries was 251,750 . That number is expected to grow to 296,300 by the year 2016. That is an expected increase of 44,550, which represents an 17.7 percent increase in employment. Below is a chart covering employment changes for specific industries of the Coastal Bend region.

Coastal Bend Workforce Development Board Industry Employment 2006-2016

Industry Title	Annual Average Employment		Change in Employment 2006-2016	Growth Rate
	2006	2016		
Self-Employed & Unpaid Family Workers	25,450	27,700	2,250	8.8
Natural Resources & Mining	9,950	11,600	1,650	16.7
Construction	15,000	17,400	2,400	16.2
Manufacturing	11,950	12,750	800	6.4
Trade, Transportation, & Utilities	37,250	43,300	6,050	16.3
Information	3,100	2,900	-200	-7
Financial Activities	9,350	10,900	1,550	16.3

Professional & Business Services	17,700	22,350	4,650	26.4
Education & Health Services	58,600	78,250	19,650	33.5
Leisure & Hospitality	22,400	27,250	4,850	21.8
Other Services Ex. Government	9,450	10,450	1,000	10.8
Government	22,700	25,150	2,450	10.8
TOTAL EMPLOYMENT	251,750	296,300	44,550	17.7

COASTAL BEND INDUSTRIAL ANALYSIS

Industrial analysis is the process of prioritizing industries in the regional economy according to job opening potential. It is dependent on the interpretation and synthesis of various economic indicators and appropriate statistical data, and is also reliant on decisions made by the local workforce board. As in any other market, rather than trying to predict the future or plan based on current observations, it is more logical to identify powerful trends already underway and then decide on a direction to head in based on that information.

We have briefly examined the current economic condition of the State of Texas as well as the economic structure of the Coastal Bend region. Now, by using the SOCRATES system, the analysis isolates the "key leading industries" that display the most promise for future job openings. You should expect to derive a list of 5-12 industries from which your region will draw out the target occupations later in the analysis.

SOCRATES uses the strongest available labor market information to accurately analyze and prioritize target industries for your region. As stated previously, in regards to industrial targeting, your region has three main options, or starting points from which to proceed.

SHIFT-SHARE

Your region chose to perform a Shift-Share Analysis on the Coastal Bend region. The examined time frame was the 1st Quarter 2006 through the 1st Quarter 2008. A discussion of the Shift-share method as well as the results of this analysis is available from the Shift-share narrative shown below:

Shift-Share Analysis Narrative Coastal Bend

Starting Period: 1st Quarter 2006
Ending Period: 1st Quarter 2008

SOCRATES/Shift-Share Overview

The Labor Market Career Information (LMCI) SOCRATES software system is designed to help sub-state areas describe and analyze labor market conditions. Generally, local regions experience changes within their industrial employment that are more or less concentrated in certain industries than the nation as a whole. This difference is frequently attributable to the industrial structure of the region.

For example, an area with several rapidly growing industries might display a high rate of employment gain as a result of the expansion. Likewise, a region with several declining industries might experience a high rate of job loss. In examining the regional labor market, it is not sufficient to know merely that employment changes have occurred. However, dividing those changes into various structural effects lends insight into local industrial trends. The underlying purpose of this analytical tool is to assist local planners and analysts in describing and documenting changes in their local employment in a way that enables them to support business and community leaders in making sound and informed decisions. Ideally, shift-share analysis will contribute to the regional selection of key leading industries and provide a guidepost in forming local industry partnerships.

What is a Shift-Share Analysis?

Shift-share analysis is one way to account for the competitiveness of a region's industries and to analyze the local economic base. This analysis is primarily used to decompose employment changes within an economy over a specific period of time into mutually exclusive factors. It paints a picture of how well the region's current industries are performing by systematically examining the national, local, and industrial components of employment change. A shift-share analysis will provide a dynamic account of total regional employment growth that is attributable to growth of the national economy, a mix of faster or slower than average growing industries, and the competitive nature of the local industries.¹

Like other analytical economic tools, the shift-share technique is only a descriptive tool that should be used in combination with other analysis to provide a summary of a region's key employment potential industries. Once completed, the analysis provides a representation of changes in employment growth or decline, and it is useful for targeting industries that might offer significant future employment opportunities. By interpreting data provided by shift-share, you can explore the advantages your local area may enjoy, as well as identify growth, or potential growth industries that are worthy of further investigation.

Region and Time Period

For this particular analysis, the State of Texas is divided into 28 sub-regions called Local Workforce Development Areas. The shift-share analysis examines a specific workforce region over a historical period of time. This analysis examines the Coastal Bend region of Texas. Our base time frame is the 1st quarter of 2006 and the terminal time frame is the 1st quarter of 2008 .

Data Analysis

From our analysis of the Coastal Bend region, we can observe that certain industries display the greatest employment potential. Other industries display positive growth and may exhibit some local potential comparative advantage, but not quite as high as industries in the first group. Still other industries are less promising in terms of employment growth, they display negative employment growth, or they display no definite growth pattern at all.

The first step is to identify those industries with very large positive or negative absolute changes. It is important to remember that if an industry is declining nationally, the local industry could still show a positive local share effect if it were declining at a slower rate than the industry nationally. *Ideally, you should identify those industries with both a positive industry mix effect and a positive local share.* These will be your industries with the greatest likelihood for potential job opportunities.

Secondly, the analyst should look at the **local share** column of the Shift-share report. This column will give the first indication as to whether the local area is performing well or poorly and will help identify industry sectors in which the local area may have comparative advantage. Where the local share is larger than the industrial mix, and both figures are positive, this is an indication that the local area may have some comparative advantage.

As mentioned previously, it is necessary to research the actual cause of the local comparative advantage. You will also want to identify what factors the local area may not be taking advantage of that allow an industry nationwide to outperform the local area. Similarly, where the local area shows a positive local share and a negative industry mix, you would want to identify why the local area industry was able to prosper despite poor national industry performance.

Greatest Likelihood for Potential Job Opportunities.

From an industrial perspective, certain industries within the **Coastal Bend** region exhibited high employment potential between the **1st quarter 2006** and the **1st quarter 2008** . That is, from our analysis, these industries displayed a positive industry mix and a positive local share during this time period. Support Activities for Mining (NAICS 213) displayed the largest change in absolute employment with a gain of 2,334. Specialty Trade Contractors (NAICS 238) followed with a gain of 935 jobs. Heavy and Civil Engineering Constru (NAICS 237) followed closely in absolute employment change with a gain of 825, followed by Social Assistance (NAICS 624) with 621 and Oil and Gas Extraction (NAICS 211) with 250. Also significant for the Coastal Bend region during this time period were Oil and Gas Extraction (NAICS 211), Petroleum & Coal Products Manufactu (NAICS 324), Health and Personal Care Stores (NAICS 446), Personal and Laundry Services (NAICS 812), Mining (except Oil and Gas) (NAICS 212), Water Transportation (NAICS 483), Waste Management and Remediation Se (NAICS 562), Pipeline Transportation (NAICS 486), and Museums, Parks and Historical Sites (NAICS 712).

Total employment for the **Coastal Bend Workforce Development Region** grew by **11,816** jobs during the examined time period, a change of **5.49 %** .

Nationally, total industrial employment for the United States grew by **5,203,032** jobs during the examined time period, a change of **4.05 %** .

SHIFT-SHARE ANALYSIS

NAICS	Industry Title	<----- Employment ----->				% Chg Loc Emp	Nat'l Share	Indust Mix	Local Share	Abs Chg
		<----- Local ----->		<----- National ----->						
		1st Qtr 2006	1st Qtr 2008	1st Qtr 2006	1st Qtr 2008					
Greatest Likelihood for Potential Job Opportunities										
213	Support Activities for Mining	7,270	9,604	243,785	303,343	32%	294	1,482	558	2,334
238	Specialty Trade Contractors	6,491	7,426	4,592,367	4,786,820	14%	263	12	660	935
237	Heavy and Civil Engineering Constru	3,841	4,666	873,275	1,000,613	21%	155	405	265	825
624	Social Assistance	3,463	4,084	2,359,547	2,536,528	18%	140	120	361	621
211	Oil and Gas Extraction	1,212	1,462	129,379	149,584	21%	49	140	61	250
324	Petroleum & Coal Products Manufactu	2,719	2,958	108,252	115,658	9%	110	76	53	239
446	Health and Personal Care Stores	1,482	1,637	949,192	1,018,143	10%	60	48	47	155
812	Personal and Laundry Services	1,769	1,880	1,259,265	1,311,568	6%	72	2	38	111
212	Mining (except Oil and Gas)	204	279	210,047	220,452	37%	8	2	65	75
483	Water Transportation	56	120	58,319	63,397	114%	2	3	59	64
562	Waste Management and Remediation Se	674	730	337,517	354,027	8%	27	6	23	56
486	Pipeline Transportation	215	270	38,022	40,549	26%	9	6	41	55
712	Museums, Parks and Historical Sites	197	242	110,587	125,277	23%	8	18	19	45
425	Electronic Markets and Agents/Broke	242	285	762,810	852,434	18%	10	19	15	43
Potential Comparative Advantage										
236	Construction of Buildings	6,028	7,849	1,719,516	1,753,621	30%	244	-124	1,701	1,821
423	Merchant Wholesalers, Durable Goods	3,732	4,298	3,027,411	3,105,139	15%	151	-55	470	566
447	Gasoline Stations	2,611	3,058	847,436	856,920	17%	106	-76	418	447
445	Food and Beverage Stores	4,957	5,355	2,776,184	2,886,819	8%	201	-3	200	398
336	Transportation Equipment Manufactur	895	1,289	1,767,399	1,684,842	44%	36	-78	436	394
532	Rental and Leasing Services	1,854	2,247	623,854	624,020	21%	75	-75	393	393
919	Federal Gov't.	6,725	7,101	1,943,900	1,961,403	6%	272	-211	315	376
522	Credit Intermediation & Related Act	3,434	3,739	2,909,488	2,799,555	9%	139	-269	435	305
333	Machinery Manufacturing	423	619	1,168,141	1,180,257	46%	17	-13	192	196
484	Truck Transportation	2,256	2,445	1,382,871	1,436,832	8%	91	-3	101	189
424	Merchant Wholesalers, Nondurable Go	2,497	2,664	2,003,201	2,057,548	7%	101	-33	99	167
444	Building Material & Garden Supply S	2,195	2,337	1,262,786	1,265,677	6%	89	-84	137	142
332	Fabricated Metal Product Manufactur	1,700	1,764	1,527,353	1,552,424	4%	69	-41	36	64
441	Motor Vehicle and Parts Dealers	3,969	4,023	1,881,070	1,890,455	1%	161	-141	34	54
221	Utilities	955	986	543,598	552,725	3%	39	-23	15	31
524	Insurance Carriers & Related Activi	1,719	1,737	2,144,355	2,158,446	1%	70	-58	7	18
481	Air Transportation	100	109	482,644	495,023	9%	4	-1	6	9

COASTAL BEND Final Target Industry List

No.	NAICS	Industry	Origin
1.	2111	Oil and Gas Extraction	Shift-share
2.	2131	Support Activities for Mining	Shift-share
3.	2211	Power Generation and Supply	Shift-share
4.	2362	Nonresidential Building Construction	Shift-share
5.	2371	Utility System Construction	Shift-share
6.	2373	Highway, Street, and Bridge Construction	Shift-share
7.	2379	Other Heavy Construction	Shift-share
8.	3116	Animal Slaughtering and Processing	Shift-share
9.	3241	Petroleum & Coal Products Manufacturing	Shift-share
10.	3251	Basic Chemical Manufacturing	Shift-share
11.	3252	Resin, Rubber, and Synthetic Fibers	Shift-share
12.	3323	Architectural and Structural Metals	Shift-share
13.	3327	Machine Shops and Threaded Products	Shift-share
14.	3364	Aerospace Product & Parts Manufacturing	Shift-share
15.	3366	Ship and Boat Building	Shift-share
16.	4831	Sea, Coastal & Great Lakes Transport	Shift-share
17.	4841	General Freight Trucking	Shift-share
18.	5172	Wireless Telecommunications Carriers	Shift-share
19.	5324	Machinery & Equipment Rental & Leasing	Shift-share
20.	6111	Elementary and Secondary Schools	Shift-share
21.	6221	General Medical and Surgical Hospitals	Shift-share
22.	8111	Automotive Repair and Maintenance	Shift-share

There are two economic development groupings which may assist an area in defining and promoting strategic analysis of possible training needs and labor market

growth. These two groupings are: [1] the TWC/LMCI Sectors group and [2] the Governor's Clusters. The industries on the Final Targeted Industry List are associated to these groupings in the following tables:

TWC/LMCI Sectors:

NAICS	Title
2111	Energy, Mining and Related Support Services
2131	Energy, Mining and Related Support Services
2211	Energy, Mining and Related Support Services
2362	Heavy and Special Trade Construction
2371	Distribution, Transportation & Logistics
2373	Heavy and Special Trade Construction
2379	Heavy and Special Trade Construction
3116	Agriculture, Forestry and Food
3241	Petroleum Refining & Chemicals
3251	Petroleum Refining & Chemicals
3252	Petroleum Refining & Chemicals
3323	Production Support & Industrial Machinery
3327	Production Support & Industrial Machinery
3364	Transportation Equipment
3366	Transportation Equipment
4831	Distribution, Transportation & Logistics
4841	Distribution, Transportation & Logistics
5172	Telecommunications & Information Services
5324	Business and Financial Services
6111	Education, Training & Personal Development
6221	Biotechnology, Life Sciences & Medical
8111	Transportation Equipment

Governor's Clusters:

NAICS	Title
2111	Energy Core
2111	Petroleum Refining and Chemical Products Ancillary

2131 Energy Ancillary
2131 Petroleum Refining and Chemical Products Ancillary
2211 Energy Core
2362 Advanced Technologies and Manufacturing Support
2371 Energy Core
2371 Petroleum Refining and Chemical Products Ancillary
2373 * No Assignment *
2379 * No Assignment *
3116 * No Assignment *
3241 Petroleum Refining and Chemical Products Core
3251 Biotech and Life Sciences Core
3251 Petroleum Refining and Chemical Products Core
3251 Advanced Technologies and Manufacturing Core
3252 Biotech and Life Sciences Core
3252 Petroleum Refining and Chemical Products Core
3252 Advanced Technologies and Manufacturing Core
3323 Aerospace and Defense Ancillary
3323 Advanced Technologies and Manufacturing Ancillary
3327 Aerospace and Defense Ancillary
3327 Energy Ancillary
3327 Petroleum Refining and Chemical Products Ancillary
3327 Advanced Technologies and Manufacturing Ancillary
3364 Aerospace and Defense Core
3364 Advanced Technologies and Manufacturing Core
3366 Aerospace and Defense Core
3366 Advanced Technologies and Manufacturing Core
4831 Petroleum Refining and Chemical Products Support
4841 Aerospace and Defense Support
4841 Information and Computer Technology Support
4841 Petroleum Refining and Chemical Products Support
5172 Aerospace and Defense Support
5172 Energy Support
5172 Information and Computer Technology Core
5172 Petroleum Refining and Chemical Products Support
5172 Advanced Technologies and Manufacturing Support
5324 Aerospace and Defense Support

5324 Energy Support
 5324 Advanced Technologies and Manufacturing Support
 6111 * No Assignment *
 6221 Biotech and Life Sciences Core with Medical Services
 6221 Biotech and Life Sciences Core
 8111 * No Assignment *

The use of labor market data to identify targeted industries can be a powerful and informative approach. However, armed with this information, the next step is to engage regional employers to validate and expand upon this analysis. Thus, one of the objectives of building a targeted industries list is to identify key industry sectors in the community from which you can build industry partnerships.

EMPLOYER CONTACT INFORMATION

You may find it very useful to have an actual detailed list of employers in your region who may employ the types of occupations from your targeted list of industries. The following is a table which shows the estimated number of employers in your region from the Final Targeted NAICS categories. The employers are categorized by the estimated number of employees who work at each employment site. These counts are from the LMCI/TWC employer data files for those employers who employ one or more employees. Many employers are assigned to multiple NAICS.

Number of Top Employers in the Coastal Bend Region for Final Target Industries

(In Each Size Class)

Employer Size Ranges

A = 1000 + Employees
 B = 500 - 999 Employees
 C = 100 - 499 Employees
 D = 50 - 99 Employees
 E = 20 - 49 Employees
 F = 10 - 19 Employees
 G = 5 - 9 Employees
 H = Less than 5 Employees

No.	NAICS	Industry	Number of Employers in Size Class							Total	
			A (%)	B (%)	C (%)	D (%)	E (%)	F (%)	G (%)		H (%)
1.	2111	Oil and Gas Extraction	0 (0)	0 (0)	4 (3)	2 (1)	7 (5)	8 (6)	20 (15)	90 (68)	131
2.	2131	Support Activities for Mining	1 (0)	1 (0)	6 (3)	11 (6)	18 (10)	22 (13)	21 (12)	84 (51)	164
3.	2211	Power Generation and Supply	0 (0)	0 (0)	0 (0)	1 (5)	3 (17)	3 (17)	7 (41)	3 (17)	17

4.	2362	Nonresidential Building Construction	0 (0)	0 (0)	2 (1)	2 (1)	4 (2)	23 (12)	19 (10)	128 (71)	178
5.	2371	Utility System Construction	0 (0)	0 (0)	6 (4)	6 (4)	17 (13)	21 (16)	32 (25)	42 (33)	124
6.	2373	Highway, Street, and Bridge Construction	0 (0)	0 (0)	3 (3)	3 (3)	22 (28)	10 (12)	16 (20)	23 (29)	77
7.	2379	Other Heavy Construction	0 (0)	0 (0)	0 (0)	0 (0)	2 (11)	1 (5)	6 (33)	9 (50)	18
8.	3116	Animal Slaughtering and Processing	0 (0)	1 (6)	2 (12)	0 (0)	0 (0)	1 (6)	4 (25)	8 (50)	16
9.	3241	Petroleum & Coal Products Manufacturing	0 (0)	5 (13)	2 (5)	0 (0)	9 (24)	3 (8)	5 (13)	13 (35)	37
10.	3251	Basic Chemical Manufacturing	0 (0)	1 (3)	5 (19)	5 (19)	2 (7)	3 (11)	3 (11)	7 (26)	26
11.	3252	Resin, Rubber, and Synthetic Fibers	0 (0)	0 (0)	1 (33)	0 (0)	0 (0)	0 (0)	1 (33)	1 (33)	3
12.	3323	Architectural and Structural Metals	1 (1)	0 (0)	4 (7)	7 (13)	11 (20)	10 (18)	11 (20)	9 (16)	53
13.	3327	Machine Shops and Threaded Products	0 (0)	0 (0)	1 (1)	3 (4)	9 (14)	7 (11)	11 (17)	32 (50)	63
14.	3364	Aerospace Product & Parts Manufacturing	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	1 (100)	0 (0)	1
15.	3366	Ship and Boat Building	0 (0)	0 (0)	0 (0)	0 (0)	3 (23)	3 (23)	2 (15)	5 (38)	13
17.	4841	General Freight Trucking	0 (0)	0 (0)	0 (0)	1 (1)	5 (6)	16 (21)	25 (33)	27 (36)	74
18.	5172	Wireless Telecommunications Carriers	0 (0)	0 (0)	0 (0)	0 (0)	4 (5)	2 (2)	16 (23)	46 (67)	68
19.	5324	Machinery & Equipment Rental & Leasing	0 (0)	1 (0)	3 (2)	3 (2)	15 (14)	23 (22)	37 (35)	22 (21)	104
20.	6111	Elementary and Secondary Schools	0 (0)	2 (0)	32 (6)	148 (30)	174 (36)	52 (10)	36 (7)	36 (7)	480
21.	6221	General Medical and Surgical Hospitals	3 (6)	2 (4)	15 (34)	9 (20)	0 (0)	4 (9)	5 (11)	5 (11)	43
22.	8111	Automotive Repair and Maintenance	0 (0)	0 (0)	5 (0)	8 (0)	40 (4)	68 (8)	158 (18)	563 (66)	842
Texas Total, All Industries			1,194 (0)	1,892 (0)	26,206 (2)	34,737 (2)	93,607 (7)	140,068 (11)	249,241 (19)	705,049 (56)	1,251,994

* Many employers are assigned to multiple NAICS and due to rounding, the sum of percentages may not equal 100.

** Employer Data is not available for all your Targeted NAICS.

For greater detail and actual employer contact information, you can access the SOCRATES Employer Contacts option and the TRACER system. In many cases, this listing is merely a starting place to engage local employers. There are likely many more firms conducting business in each industry sector. Direct employer contact can be very useful in validating market conditions, identifying emerging or evolving occupations or skill sets that are in demand, and chronicling local compensation and work conditions.

COASTAL BEND OCCUPATIONAL ANALYSIS

Up until this time, SOCRATES has been narrowing down the list of industries for the Coastal Bend Workforce Development Board. At this point of SOCRATES, the focus of the targeting process shifts from industries to the subset of occupations within those industries. From your regions final target list of industries you can also derive a list of coinciding occupations. *Out of this final set of targeted industries, the local workforce development board is looking specifically for a final set of occupations that will offer the best prospects for employment now and in the future.* The board can also explore occupational profiles of each targeted occupation and has the option of adding new emerging and evolving occupations to the final target list. Further still, the regional board has the option of adding or subtracting any other custom occupations, or occupations from the SOC code dictionary to the final target list.

The Standard Occupational Classification (SOC) statewide survey matrix is recognized as the most statistically accurate and comprehensive employment matrix available.

SOCRATES extrapolated the top ten occupations from each industry in the final targeted industries list.

The preliminary target occupations selected for the Coastal Bend region are listed below along with the SOC code and title, base year 2006 employment, 2016 projection estimates, percentage change and absolute change in employment during the period 2006 to 2016 and area hourly wages. The list also includes non-traditional occupations by gender and the targeted industry origins by NAICS.

COASTAL BEND PRELIMINARY TARGET OCCUPATION LIST

No.	SOC	SOC Title	Employment		Change 2006-2016		Hourly Wage	Non-trad'l Occ for	Origin
			2006	2016	Actual	Percent	2007	Male(M) or Female(F)	(NAICS,E&E,Cust)
1.	13-2011	Accountants and Auditors	1,747	2,099	352	20.1%	\$24.62		2111, 3241
2.	17-2011	Aerospace Engineers	84	100	16	19.0%	\$0.00	F	3364
3.	49-3011	Aircraft Mechanics/Service Techs	335	460	125	37.3%	\$22.55	F	3364
4.	51-2011	Aircraft Struct/Surfaces/Rig Asm	6	8	2	33.3%	\$0.00	F	3364
5.	49-3023	Auto Service Techs/Mechanics	1,253	1,434	181	14.4%	\$13.60	F	3327, 8111
6.	49-3021	Automotive Body/Related Repairer	324	345	21	6.5%	\$13.84	F	8111
7.	47-2011	Boilermakers	54	63	9	16.7%	\$0.00	F	3323
8.	43-3031	Bookkeeping/Accounting/Auditing	2,786	3,049	263	9.4%	\$13.01	M	2111, 4831, 5324
9.	53-3022	Bus Drivers, School	787	998	211	26.8%	\$8.43		6111
10.	49-3031	Bus/Truck Mech/Diesel Speclst	457	559	102	22.3%	\$14.04	F	4841
11.	13-1199	Business Operations Speclst, NEC	1,379	1,799	420	30.5%	\$26.50		2211, 3241, 3251
12.	53-5021	Captains/Mates/Pilots, Water Ves	100	105	5	5.0%	\$55.82	F	4831
13.	43-5011	Cargo and Freight Agents	90	101	11	12.2%	\$0.00		4841
14.	47-2031	Carpenters	1,490	1,700	210	14.1%	\$0.00	F	2362, 2371, 2373, 2379
15.	47-2051	Cement Masons/Concrete Finishers	558	684	126	22.6%	\$12.28	F	2362, 2373
16.	17-2041	Chemical Engineers	134	154	20	14.9%	\$0.00	F	3241, 3252
17.	51-9011	Chemical Equipment Operator/Tend	141	144	3	2.1%	\$0.00	F	3252
18.	51-8091	Chemical Plant/System Operators	313	301	-12	-3.8%	\$0.00	F	3251, 3252
19.	19-4031	Chemical Technicians	133	140	7	5.3%	\$25.73	F	3241, 3251, 3252
20.	17-2051	Civil Engineers	426	505	79	18.5%	\$29.11	F	2371, 2379
21.	53-7061	Cleaners of Vehicles and Equipmt	682	731	49	7.2%	\$8.15	F	3366, 8111
22.	15-1051	Computer Systems Analysts	645	856	211	32.7%	\$26.17		3241
23.	51-4011	Computer-Controlled Mach Tool Op	85	100	15	17.6%	\$13.37	F	3327
24.	47-2061	Construction Laborers	3,039	3,377	338	11.1%	\$9.28	F	2362, 2371, 2373, 2379

25.	11-9021	Construction Managers	1,228	1,368	140	11.4%	\$24.72	F	2362, 2371, 2373, 2379
26.	35-2012	Cooks, Institution and Cafeteria	785	876	91	11.6%	\$7.79		6111
27.	41-2021	Counter and Rental Clerks	857	1,054	197	23.0%	\$10.78		5324
28.	43-4051	Customer Service Representatives	3,041	3,737	696	22.9%	\$9.73		2211, 4841, 5172, 5324
29.	51-4031	Cutting/Punching/Press Mach Oper	151	151	0	0.0%	\$10.08	F	3323
30.	47-5011	Derrick Operators, Oil and Gas	401	474	73	18.2%	\$19.07	F	2111, 2131
31.	43-5032	Dispatchers, Ex Police/Fire/Ambu	285	309	24	8.4%	\$13.66		4831, 4841
32.	11-9032	Educ Administrators, Elemen/Sec	450	571	121	26.9%	\$0.00		6111
33.	49-9051	Elec Power-Line Instal/Repair	173	181	8	4.6%	\$19.50	F	2211
34.	49-2095	Elec/Electronics Repairer, Power	28	29	1	3.6%	\$0.00	F	2211
35.	25-2021	Elementary School Teachers	3,290	4,302	1,012	30.8%	\$0.00	M	6111
36.	11-9041	Engineering Managers	281	340	59	21.0%	\$50.10		3364
37.	17-2199	Engineers, NEC	202	241	39	19.3%	\$0.00	F	2211, 2371, 2379, 3251
38.	43-6011	Exec Secretaries/Admin Assists	2,910	3,338	428	14.7%	\$14.92		2362
39.	47-5099	Extraction Workers, NEC	138	165	27	19.6%	\$0.00	F	2131
40.	51-9041	Extrude/Form/Pressing Mach Oper	54	61	7	13.0%	\$12.22	F	3252
41.	51-2091	Fiberglass Laminators/Fabricator	70	62	-8	-11.4%	\$10.68		3364
42.	11-1021	General and Operations Managers	3,362	4,087	725	21.6%	\$37.03		2111, 2131, 2362, 3327, 4831, 4841, 5324, 8111
43.	45-2041	Graders/Sorters, Ag Products	41	48	7	17.1%	\$0.00		3116
44.	47-3012	Helpers--Carpenters	156	185	29	18.6%	\$11.07	F	2362
45.	47-5081	Helpers--Extraction Workers	364	436	72	19.8%	\$0.00		2131
46.	49-9098	Helpers--Install/Maint/Repair Wk	445	539	94	21.1%	\$10.01	F	8111
47.	47-3015	Helpers--Pipelayers/Plumbers	257	302	45	17.5%	\$10.15	F	2371, 2379
48.	51-9198	Helpers--Production Workers	453	531	78	17.2%	\$8.77	F	3116, 3323
49.	49-9041	Industrial Machinery Mechanics	559	637	78	14.0%	\$18.66	F	2211, 3116, 3241, 3252
50.	53-7051	Industrial Truck/Tractor Oper	674	802	128	19.0%	\$10.30	F	3323, 4841
51.	51-9061	Inspector/Tester/Sorter/Sampler	613	674	61	10.0%	\$14.77		3251, 3364
52.	37-2011	Janitor/Cleaner, Exc Maids/House	3,261	4,048	787	24.1%	\$8.40		6111
53.	53-7062	Laborers and Freight/Stock/Mover	3,270	3,707	437	13.4%	\$9.82	F	3116, 4831, 4841, 5324
54.	51-4034	Lathe/Turning Mach Tool Oper	81	87	6	7.4%	\$0.00	F	3327
55.	29-2061	Licensed Practical/Voc Nurses	1,948	2,466	518	26.6%	\$15.76	M	6221
56.	51-4041	Machinists	470	567	97	20.6%	\$18.43	F	3327, 3364
57.	37-2012	Maids and Housekeeping Cleaners	2,208	2,522	314	14.2%	\$7.18	M	6221

58.	49-9042	Maintenance/Repair Wkrs, General	2,372	2,838	466	19.6%	\$11.62	F		3252, 4831, 5324
59.	13-1111	Management Analysts	777	930	153	19.7%	\$28.41			3241
60.	11-9199	Managers, NEC	987	1,089	102	10.3%	\$34.47			5172
61.	19-2032	Materials Scientists	5	7	2	40.0%	\$0.00	F		3251
62.	51-3022	Meat/Poultry/Fish Cutter/Trimmer	126	161	35	27.8%	\$0.00			3116
63.	17-2141	Mechanical Engineers	269	334	65	24.2%	\$0.00	F		3364
64.	29-2011	Medical/Clinical Lab Technol	279	369	90	32.3%	\$20.78			6221
65.	11-9111	Medical/Health Services Managers	528	704	176	33.3%	\$32.62			6221
66.	51-4199	Metal and Plastic Workers, NEC	19	21	2	10.5%	\$0.00	F		3366
67.	43-5041	Meter Readers, Utilities	102	61	-41	-40.2%	\$13.75	F		2211
68.	47-1011	Mgr/Spvr, Construction Trade Wkr	1,803	2,073	270	15.0%	\$22.40	F	2111, 2131, 2362, 2371, 2373, 2379,	3366
69.	49-1011	Mgr/Spvr, Mechanics/Installers	960	1,115	155	16.1%	\$24.18	F	2211, 3252, 4831, 5172, 8111	
70.	41-1012	Mgr/Spvr, Non-Retail Sales Wkrs	705	756	51	7.2%	\$26.31			5172
71.	43-1011	Mgr/Spvr, Office/Admin Support	2,332	2,629	297	12.7%	\$19.04			5172, 8111
72.	51-1011	Mgr/Spvr, Production/Operat Wkr	1,067	1,169	102	9.6%	\$22.69	F	3116, 3251, 3252, 3323, 3327, 3364,	3366
73.	41-1011	Mgr/Spvr, Retail Sales Workers	3,126	3,485	359	11.5%	\$15.82			5324
74.	25-2022	Middle School Teachers	1,799	2,250	451	25.1%	\$0.00			6111
75.	51-4035	Milling/Planing Mach Set/Oper	13	16	3	23.1%	\$0.00	F		3327
76.	51-9023	Mixing/Blending Mach Setter/Oper	179	198	19	10.6%	\$12.95	F		3251
77.	49-3042	Mobile Heavy Equip Mechanics	385	460	75	19.5%	\$14.26	F		2373, 5324
78.	31-1012	Nursing Aides/Orderlies/Attends	2,679	3,513	834	31.1%	\$8.68	M		6221
79.	43-9061	Office Clerks, General	4,284	4,783	499	11.6%	\$9.64	M	2211, 3241, 4841, 5172, 6111, 6221,	8111
80.	47-2073	Operating Eng/Construct Equip	902	1,064	162	18.0%	\$13.21	F	2362, 2371, 2373, 2379	
81.	51-9111	Packaging and Filling Machine Op	380	421	41	10.8%	\$8.73			3116
82.	53-7064	Packers and Packagers, Hand	657	781	124	18.9%	\$7.70			3116, 3323
83.	47-2141	Painters, Construction/Maint	666	744	78	11.7%	\$15.60	F		3366
84.	51-9122	Painters, Transportation Equipmt	123	130	7	5.7%	\$19.75	F		3366, 8111
85.	47-2071	Paving/Surfacing/Tamping Equip	159	194	35	22.0%	\$0.00	F		2373
86.	17-2171	Petroleum Engineers	186	219	33	17.7%	\$52.46	F		2111
87.	51-8093	Petroleum Pump System/Refine Op	897	986	89	9.9%	\$25.38	F		2111, 3241
88.	47-2151	Pipelayers	165	186	21	12.7%	\$0.00	F		2371, 2373, 2379
89.	47-2152	Plumbers/Pipefitters/Steamfitter	829	946	117	14.1%	\$16.64	F		2371, 2379, 3366
90.	51-8013	Power Plant Operators	54	54	0	0.0%	\$0.00	F		2211

91.	51-9199	Production Workers, NEC	188	215	27	14.4%	\$12.08	F	3116
92.	53-7072	Pump Operators, Ex Wellhead Pump	49	44	-5	-10.2%	\$0.00	F	3241, 3251
93.	29-2034	Radiologic Technols/Techs	313	434	121	38.7%	\$22.00		6221
94.	43-4171	Receptionists/Information Clerks	1,723	2,181	458	26.6%	\$9.01	M	8111
95.	29-1111	Registered Nurses	4,242	6,098	1,856	43.8%	\$24.20	M	6221
96.	29-1126	Respiratory Therapists	189	271	82	43.4%	\$21.26		6221
97.	47-5012	Rotary Drill Operators, Oil/Gas	447	529	82	18.3%	\$17.85	F	2111, 2131
98.	47-5071	Roustabouts, Oil and Gas	1,283	1,524	241	18.8%	\$11.95	F	2111, 2131
99.	53-5011	Sailors and Marine Oilers	95	97	2	2.1%	\$0.00	F	4831
100.	41-9099	Sales and Related Workers, NEC	173	208	35	20.2%	\$20.23		5172
101.	25-2031	Secondary School Teachers	2,199	2,818	619	28.1%	\$0.00		6111
102.	43-6014	Secretaries, Exc Legal/Med/Exec	3,778	3,880	102	2.7%	\$10.83	M	2111, 6111, 6221
103.	47-5013	Service Unit Oper, Oil/Gas/Mine	577	682	105	18.2%	\$16.60	F	2131
104.	47-2211	Sheet Metal Workers	244	289	45	18.4%	\$20.41	F	3323
105.	53-5031	Ship Engineers	62	71	9	14.5%	\$0.00	F	4831
106.	43-5071	Shipping/Receiving/Traffic Clerk	830	930	100	12.0%	\$11.71		3327
107.	51-3023	Slaughterers and Meat Packers	395	504	109	27.6%	\$0.00	F	3116
108.	51-2041	Struct Metal Fabricators/Fitters	249	235	-14	-5.6%	\$15.34	F	3323, 3366
109.	47-2221	Structural Iron and Steel Wkrs	234	276	42	17.9%	\$12.02	F	2362
110.	25-9041	Teacher Assistants	2,216	2,851	635	28.7%	\$0.00	M	6111
111.	51-2092	Team Assemblers	647	783	136	21.0%	\$10.40		3252, 3323, 3364
112.	49-2022	Telecomm Equip Installers/Repair	320	282	-38	-11.9%	\$0.00	F	5172
113.	49-9052	Telecomm Line Install/Repair	219	214	-5	-2.3%	\$19.94	F	5172
114.	43-2021	Telephone Operators	48	26	-22	-45.8%	\$0.00	M	5172
115.	51-4194	Tool Grinders/Filers/Sharpeners	9	11	2	22.2%	\$0.00	F	3327
116.	53-3032	Truck Drivers, Heavy/Tractor-Tra	2,772	3,433	661	23.8%	\$14.27	F	2131, 2373, 3251, 4841, 5324
117.	53-3033	Truck Drivers, Light or Delivery	1,439	1,729	290	20.2%	\$11.84	F	4841, 5324
118.	51-8031	Water/Waste Treatment Plant Op	224	256	32	14.3%	\$15.98	F	4831
119.	51-4122	Weld/Solder/Brazing Mach Oper	38	37	-1	-2.6%	\$0.00		3366
120.	51-4121	Welders/Cutters/Solderers/Brazer	1,172	1,277	105	9.0%	\$15.72	F	2131, 3323, 3327, 3366, 4831

Because each local workforce development board has their own specific criteria for targeted occupations, SOCRATES allows the user to keep or not keep specific occupations on the final targeted list. However, it is important to provide accurate documentation as to why specific occupations were added to the final target occupation list. Within the SOCRATES final target occupations list, there are seven checkboxes of reasons for each occupation. This feature allows the user to provide the reasons for keeping each target occupation. This is to aid the board in summarizing the user's input in the targeting process.

The following occupations remained in the final target industry list based on the reason(s) marked with a "Y" in the seven reason columns.

COASTAL BEND FINAL TARGET OCCUPATION LIST

No.	SOC	SOC Title	Non-Trad'l Occ for Male(M) or Female(F)	Successful Board Placement History	Key Occupation in Targeted Industry	Good Employment Growth Prospects	Wages Above LWDB Goal	Education Time Within LWDB Goal	Available Training Provider Identified	Local Wisdom and Employer Validation
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¹ This is a limited use dynamic model. Regions can have positive shares even with negative growth if national declines exceed those at the regional level.

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Appendix 11B, Industry Evaluation (INDEVAL) Analysis SOCRATES

S O C R A T E S

INDUSTRY EVALUATION

4/24/2009

COASTAL BEND (22)

NAICS	Industry	<-----Local-----> Natl											Quotient	Rank
		Empl	Empl	Estab	Estab	Avg	Ind	Loc	ABS	Pct	Nat			
		Change	1st Qtr	Change	Estab	Wage	LQs	Proj	Chg	Chg	Proj			
		2006-08	08	2006-08		2007		2016	2006 - 2016					
213	Support Activities for Mining	1	5	1	11	11	60	6	8	28	71	9.05	1	
237	Heavy and Civil Engineering Construction	5	15	7	9	84	82	17	12	18	37	10.95	2	
324	Petroleum & Coal Products Manufacturing	18	22	2	1	18	57	21	28	50	80	13.6	3	
541	Professional and Technical Services	15	9	57	22	6	24	7	7	11	3	14.8	4	
236	Construction of Buildings	2	8	9	21	88	84	9	11	32	21	15.55	5	
423	Merchant Wholesalers, Durable Goods	7	16	47	16	7	4	16	16	40	10	16	6	
622	Hospitals	26	7	29	26	5	23	5	6	12	6	16.15	7	
211	Oil and Gas Extraction	17	37	3	3	59	76	36	37	48	79	20	8	
532	Rental and Leasing Services	12	28	13	23	21	40	26	20	15	44	22.7	9	
238	Specialty Trade Contractors	4	10	38	37	66	77	8	10	29	5	23.5	10	
523	Financial Investment & Related Activity	42	58	73	2	52	41	55	41	8	38	24.05	11	
611	Educational Services	75	1	17	48	1	12	1	2	20	7	24.85	12	
522	Credit Intermediation & Related Activity	16	19	50	31	12	14	18	19	42	13	25	13	
488	Support Activities for Transportation	59	36	14	20	24	30	31	29	25	52	25.55	14	
336	Transportation Equipment Manufacturing	11	40	74	17	35	27	37	34	35	20	26.4	15	
524	Insurance Carriers & Related Activities	37	33	65	24	20	25	28	27	23	15	26.4	16	
441	Motor Vehicle and Parts Dealers	32	18	19	39	14	37	15	18	49	16	28.5	17	
484	Truck Transportation	20	26	30	38	17	49	23	17	19	26	28.85	18	
333	Machinery Manufacturing	19	54	80	15	50	35	53	38	6	35	28.9	19	
621	Ambulatory Health Care Services	9	3	12	57	2	8	3	1	2	4	29.3	20	
424	Merchant Wholesalers, Nondurable Goods	21	24	46	29	38	72	24	33	57	18	29.65	21	
221	Utilities	36	43	26	6	48	69	41	59	59	55	30.1	22	
551	Management of Companies and Enterprises	77	67	85	8	47	16	62	50	17	19	31.55	23	
334	Computer and Electronic Product Mfg	55	52	72	19	43	31	48	43	27	31	32.35	24	
493	Warehousing and Storage	52	62	70	13	49	13	59	48	30	46	32.6	25	
212	Mining (except Oil and Gas)	27	66	60	18	70	73	63	42	1	73	33.6	26	
332	Fabricated Metal Product Manufacturing	28	32	54	27	23	38	34	44	58	28	33.7	27	
561	Administrative and Support Services	76	4	44	64	4	21	4	4	14	2	34	28	
311	Food Manufacturing	72	34	49	36	33	61	30	32	52	24	34.3	29	
331	Primary Metal Manufacturing	94	51	35	7	44	50	82	67	67	67	34.6	30	
811	Repair and Maintenance	81	25	16	47	26	64	22	22	39	29	34.95	31	
325	Chemical Manufacturing	80	41	33	4	36	59	39	80	80	39	36.15	32	
562	Waste Management and Remediation Service	30	49	20	33	39	19	46	36	13	65	36.45	33	
623	Nursing and Residential Care Facilities	78	13	21	63	9	43	13	9	7	8	36.6	34	

112	Animal Production	57	42	6	34	37	55	38	39	51	66	36.95	35
624	Social Assistance	6	17	36	67	10	9	10	5	3	14	37.8	36
444	Building Material & Garden Supply Stores	23	27	27	53	16	22	25	21	22	30	37.9	37
515	Broadcasting (except Internet)	47	47	15	35	40	32	44	40	38	69	38.55	38
919	Federal Gov't.	14	11	10	10	90	89	92	92	92	92	38.85	39
446	Health and Personal Care Stores	22	35	32	49	28	36	35	31	37	33	40.6	40
486	Pipeline Transportation	31	68	4	5	71	75	72	81	84	89	41.05	41
481	Air Transportation	43	76	84	12	76	74	75	71	71	56	42.25	42
722	Food Services and Drinking Places	3	2	18	82	3	18	2	3	10	1	42.35	43
452	General Merchandise Stores	13	12	25	73	8	26	11	13	43	11	42.85	44
517	Telecommunications	64	45	58	14	41	56	43	84	82	36	43.15	45
445	Food and Beverage Stores	10	14	22	72	13	48	12	15	47	12	43.35	46
813	Membership Organizations & Associations	70	38	55	66	29	34	14	14	26	9	43.6	47
511	Publishing Industries	66	56	68	25	46	47	54	70	70	32	45.4	48
531	Real Estate	61	31	45	65	19	33	27	24	21	23	45.55	49
447	Gasoline Stations	8	21	11	70	25	63	20	23	41	40	46.2	50
327	Nonmetallic Mineral Product Mfg	63	59	64	44	53	42	57	46	46	57	46.95	51
721	Accommodation	25	23	34	75	15	29	19	25	44	17	49.7	52
425	Electronic Markets and Agents/Brokers	34	64	81	28	83	83	66	77	77	42	50.55	53
312	Beverage & Tobacco Product Manufacturing	51	71	56	32	64	71	67	78	78	72	53.95	54
483	Water Transportation	29	75	61	42	75	66	80	62	62	83	53.95	55
443	Electronics and Appliance Stores	50	50	43	62	42	39	47	45	34	49	54.25	56
448	Clothing and Clothing Accessories Stores	40	29	41	79	22	45	29	30	36	25	54.35	57
454	Nonstore Retailers	44	74	83	43	61	7	77	63	63	60	54.65	58
442	Furniture and Home Furnishings Stores	69	48	40	60	34	10	45	51	56	47	55.05	59
339	Miscellaneous Manufacturing	58	60	69	55	60	67	56	53	45	48	55.05	60
713	Amusement, Gambling & Recreation Ind	73	39	52	81	27	20	33	26	16	22	55.45	61
929	State Gov't.	38	20	31	40	87	87	93	93	93	93	55.55	62
518	ISPs, Search Portals, & Data Processing	71	79	77	50	56	3	70	55	4	58	56.1	63
939	Local Gov't.	74	6	28	45	89	85	94	94	94	94	56.3	64
519	Other Information Services	88	78	79	30	77	5	88	88	88	82	57.5	65
453	Miscellaneous Store Retailers	65	44	51	78	30	17	40	35	24	34	57.85	66
492	Couriers and Messengers	60	61	67	46	54	53	60	74	74	50	58.05	67
485	Transit and Ground Passenger Transport	49	72	76	59	63	51	68	52	5	62	58.5	68
525	Funds, Trusts & Other Financial Vehicles	48	83	66	41	68	15	79	76	76	81	59.55	69
115	Agriculture & Forestry Support Activity	39	65	63	61	58	44	61	56	31	76	59.85	70
314	Textile Product Mills	54	81	71	54	81	81	73	61	61	74	60.5	71
337	Furniture and Related Product Mfg	62	73	82	51	67	65	71	73	73	54	62	72
451	Sporting Goods/Hobby/Book/Music Stores	45	53	59	68	55	70	52	58	53	43	62.25	73
111	Crop Production	67	55	42	69	85	90	49	57	55	61	62.7	74
812	Personal and Laundry Services	24	30	39	71	31	58	32	66	66	27	63.1	75
321	Wood Product Manufacturing	46	77	86	52	72	62	76	75	75	53	63.8	76
711	Performing Arts and Spectator Sports	79	57	24	74	32	1	51	54	54	64	64.45	77
326	Plastics & Rubber Products Manufacturing	68	82	88	58	65	46	78	68	68	45	65.1	78
712	Museums, Parks and Historical Sites	33	69	23	76	57	11	65	49	9	75	65.5	79
323	Printing and Related Support Activities	53	70	78	56	62	54	69	82	83	51	67.2	80

512	Motion Picture & Sound Recording Ind	56	63	62	83	45	6	58	47	33	63	67.4	81
487	Scenic and Sightseeing Transportation	41	80	8	77	69	52	74	72	72	91	75.7	82
814	Private Households	35	46	37	80	51	68	50	83	81	41	75.95	83
114	Fishing, Hunting and Trapping	83	88	5	88	79	79	81	64	64	87	79.6	84
335	Electrical Equipment and Appliances	86	86	90	86	74	28	84	69	69	68	80.05	85
482	Rail Transportation	93	94	94	94	94	94	64	60	60	70	82.1	86
316	Leather and Allied Product Manufacturing	92	92	53	92	80	80	83	65	65	85	82.55	87
533	Lessors, Nonfinancial Intangible Assets	84	84	89	84	78	78	86	86	86	86	84.7	88
491	Postal Service	90	90	48	90	86	88	42	79	79	90	86.15	89
313	Textile Mills	87	87	91	87	91	91	85	85	85	77	86.3	90
516	Internet Publishing and Broadcasting	85	85	75	85	73	2	90	90	90	84	86.75	91
521	Monetary Authorities - Central Bank	89	89	92	89	92	92	89	89	89	88	89	92
322	Paper Manufacturing	82	93	93	93	93	93	87	87	87	59	90.9	93
315	Apparel Manufacturing	91	91	87	91	82	86	91	91	91	78	91	94

WEIGHTS:

Local Employment Change 1st Qtr 2006-1st Qtr 2008	0.0 *
Local Employment 1st Qtr 2008	0.15
Local Industry Employment Location Quotients 1st Qtr 2008	0.0 *
Local Average Weekly Wages 1st Qtr 2008	0.50
Local Short Term Projected Employment Abs Chg 2006-2008	0.0 *
Local Short Term Projected Employment Pct Chg 2006-2008	0.0 *
Local Long Term Projected Employment 2016	0.0 *
Local Long Term Projected Abs Change 2006-2016	0.35
Local Long Term Projected Pct Change 2006-2016	0.0 *
National Projected Employment in 2016	0.0 *

* A weight of 0.0 means the variable was not used to calculate the rankings.

Preliminary Targeted Industry Report

No.	NAICS	Industry	Origin
1.	2111	Oil and Gas Extraction	Indeval, Search
2.	2362	Nonresidential Building Construction	Indeval
3.	2371	Utility System Construction	Indeval
4.	2379	Other Heavy Construction	Indeval
5.	2382	Building Equipment Contractors	Indeval
6.	3241	Petroleum & Coal Products Manufacturing	Indeval
7.	3323	Architectural and Structural Metals	Indeval

8.	3327	Machine Shops and Threaded Products	Indeval
9.	3364	Aerospace Product & Parts Manufacturing	Indeval
10.	3366	Ship and Boat Building	Indeval
11.	5172	Wireless Telecommunications Carriers	Indeval
12.	5181	ISPs and Web Search Portals	Indeval
13.	5324	Machinery & Equipment Rental & Leasing	Indeval
14.	5614	Business Support Services	Indeval
15.	6111	Elementary and Secondary Schools	Indeval
16.	6211	Offices of Physicians	Indeval
17.	6212	Offices of Dentists	Indeval
18.	6213	Offices of Other Health Practitioners	Indeval
19.	6221	General Medical and Surgical Hospitals	Indeval
20.	8111	Automotive Repair and Maintenance	Indeval

TWC/LMCI Sectors:

NAICS

Title

2111	Energy, Mining and Related Support Services
2362	Heavy and Special Trade Construction
2371	Distribution, Transportation & Logistics
2379	Heavy and Special Trade Construction
2382	Heavy and Special Trade Construction
3241	Petroleum Refining & Chemicals
3323	Production Support & Industrial Machinery
3327	Production Support & Industrial Machinery
3364	Transportation Equipment
3366	Transportation Equipment
5172	Telecommunications & Information Services
5181	Telecommunications & Information Services
5324	Business and Financial Services
5614	Business and Financial Services

6111	Education, Training & Personal Development
6211	Biotechnology, Life Sciences & Medical
6212	Biotechnology, Life Sciences & Medical
6213	Biotechnology, Life Sciences & Medical
6221	Biotechnology, Life Sciences & Medical
8111	Transportation Equipment

Governor's Clusters:

NAICS

Title

2111	Energy Core
2111	Petroleum Refining and Chemical Products Ancillary
2362	Advanced Technologies and Manufacturing Support
2371	Energy Core
2371	Petroleum Refining and Chemical Products Ancillary
2379	* No Assignment *
2382	* No Assignment *
3241	Petroleum Refining and Chemical Products Core
3323	Aerospace and Defense Ancillary
3323	Advanced Technologies and Manufacturing Ancillary
3327	Aerospace and Defense Ancillary
3327	Energy Ancillary
3327	Petroleum Refining and Chemical Products Ancillary
3327	Advanced Technologies and Manufacturing Ancillary
3364	Aerospace and Defense Core
3364	Advanced Technologies and Manufacturing Core
3366	Aerospace and Defense Core
3366	Advanced Technologies and Manufacturing Core
5172	Aerospace and Defense Support
5172	Energy Support
5172	Information and Computer Technology Core

5172 Petroleum Refining and Chemical Products Support
5172 Advanced Technologies and Manufacturing Support
5181 Biotech and Life Sciences Core with Medical Services
5181 Biotech and Life Sciences Support
5181 Information and Computer Technology Core
5181 Advanced Technologies and Manufacturing Support
5324 Aerospace and Defense Support
5324 Energy Support
5324 Advanced Technologies and Manufacturing Support
5614 Energy Support
5614 Information and Computer Technology Support
6111 * No Assignment *
6211 * No Assignment *
6212 * No Assignment *
6213 * No Assignment *
6221 Biotech and Life Sciences Core with Medical Services
6221 Biotech and Life Sciences Core
8111 * No Assignment *

Appendix 11C, Regional Location Quotient Analysis: Texas Industry Profiles

Full Cluster Report Coastal Bend Region 1st Qtr 2006 – 1st Qtr 2008

Cluster/Sector Title	Regional Emp	Regional % of Total	US % of Total	Base Year LQ	End Year LQ	Change in LQ	Self-Sufficiency Job Threshold	Service Jobs	Export Jobs	Regional Average Weekly Wage	Rank
Agriculture, Forestry and Food	4319	1.90%	1.68%	1.22	1.13	-0.09	3870	2956	1363	\$715.22	
Apparel, Leather, Wood and Related Non-durables	615	0.27%	0.88%	0.32	0.31	-0.02	2012	615	0	\$635.05	14
Biotechnology, Life Sciences and Medical	15247	6.66%	7.11%	0.98	0.94	-0.04	16289	15035	212	\$865.37	25
Business and Financial Services	23032	10.06%	14.45%	0.71	0.70	-0.01	33109	20971	2061	\$722.10	31
Corporate HQ, Administrative and Government	19934	8.70%	8.40%	1.08	1.04	-0.05	19220	16124	3810	\$876.66	76
Distribution, Transportation and Logistics	8503	3.71%	3.39%	1.04	1.09	0.06	7805	4872	3631	\$1,144.80	49
Education, Training and Personal Development	26805	11.70%	9.84%	1.25	1.19	-0.06	22558	21604	5201	\$596.77	45
Electronics and Applied Computer Equipment	1740	0.77%	1.57%	0.50	0.49	-0.01	3571	1740	0	\$875.71	93
Energy, Mining and Related Support Services	11903	5.20%	0.70%	6.39	7.43	1.04	1608	1555	10348	\$1,386.20	68
General Line Store Retailers	18222	7.96%	8.50%	0.96	0.94	-0.03	19419	16686	1536	\$406.00	19
Heavy and Special Trade Construction	18041	7.87%	5.67%	1.24	1.39	0.15	12986	10183	7858	\$834.44	62
Legal, Protective and Human Support Services	8661	3.78%	4.27%	0.89	0.89	0.00	9806	8149	512	\$541.48	91
Personal and Residential Services	17368	7.58%	4.64%	1.69	1.63	-0.05	10625	9210	8158	\$384.24	46
Petroleum Refining and Chemicals	7544	3.29%	1.43%	2.09	2.30	0.21	3273	2321	5223	\$1,401.31	01
Production Support and Industrial Machinery	6148	2.69%	2.32%	1.09	1.16	0.07	5296	4061	2087	\$953.97	18
Telecommunications and Information Services	2971	1.29%	3.38%	0.42	0.38	-0.04	7745	2853	118	\$869.83	68
Tourism, Hospitality and Leisure	24734	10.82%	9.78%	1.15	1.11	-0.05	22373	20262	4472	\$279.05	71
Transportation Equipment	6813	2.96%	2.82%	0.99	1.05	0.06	6473	5104	1709	\$721.54	70

Full SECTOR Report

Coastal Bend Region 1st Qtr 2006 – 1st Qtr 2008

Get Full Sector Report

Continued below with 4 Digit industries for significant change in Location Quotient:

Energy, Mining and Related Support Services 1st Qtr 2006 - 1st Qtr 2008 4 Digit

Naics	Naics Title	Regional Emp	Regional % of Total	US % of Total	Base Year LQ	End Year LQ	Change in LQ	Self-Sufficiency Job Threshold	Service Jobs	Export Jobs	Regional Average Weekly Wage
2111	Oil and Gas Extraction	1462	0.64%	0.11%	5.67	5.83	0.16	251	251	1211	\$2,232.15
2123	Nonmetallic Mineral Mining and Quarrying	127	0.06%	0.08%	0.82	0.71	-0.11	180	127	0	\$715.94
2131	Support Activities for Mining	9604	4.19%	0.22%	18.04	18.87	0.83	509	509	9095	\$1,242.39
2211	Power Generation and Supply	710	0.31%	0.29%	1.04	1.06	0.03	668	668	42	\$1,709.50
	Totals	11903	5.20%	0.70%	6.39	7.43	1.04	1608	1555	10348	\$1,386.20

Coastal Bend Region

Heavy and Special Trade Construction 4 Digit

Naics	Naics Title	Regional Emp	Regional % of Total	US % of Total	Base Year LQ	End Year LQ	Change in LQ	Self-Sufficiency Job Threshold	Service Jobs	Export Jobs	Regional Average Weekly Wage
2361	Residential Building Construction	643	0.28%	0.67%	0.39	0.42	0.03	1540	643	0	\$586.76
2362	Nonresidential Building Construction	7206	3.15%	0.61%	4.36	5.14	0.78	1402	1402	5804	\$952.27
2373	Highway, Street, and Bridge Construction	594	0.26%	0.25%	1.34	1.04	-0.30	571	571	23	\$572.68
2379	Other Heavy Construction	1466	0.64%	0.08%	8.24	7.66	-0.59	191	191	1275	\$1,003.74
2381	Building Foundation/Exterior Contractors	1275	0.56%	0.77%	0.55	0.72	0.17	1762	1275	0	\$657.27
2382	Building Equipment Contractors	3559	1.55%	1.51%	1.01	1.03	0.02	3456	3456	103	\$801.70
2383	Building Finishing Contractors	758	0.33%	0.71%	0.50	0.46	-0.03	1630	758	0	\$630.76
2389	Other Specialty Trade Contractors	1834	0.80%	0.52%	1.44	1.55	0.11	1181	1181	653	\$713.09
3273	Cement & Concrete Product Manufacturing	332	0.14%	0.17%	0.85	0.83	-0.02	400	332	0	\$670.32

4233	Lumber and Supply Merchant Wholesalers	96	0.04%	0.19%	0.18	0.23	0.05	425	96	0	\$694.22
4237	Hardware & Plumbing Merchant Wholesalers	278	0.12%	0.19%	0.63	0.65	0.02	428	278	0	\$851.69
	Totals	18041	7.87%	5.67%	1.24	1.39	0.15	12986	10183	7858	\$834.44

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Petroleum Refining and Chemicals 4 Digit

Naics	Naics Title	Regional Emp	Regional % of Total	US % of Total	Base Year LQ	End Year LQ	Change in LQ	Self-Sufficiency Job Threshold	Service Jobs	Export Jobs	Regional Average Weekly Wage
3241	Petroleum & Coal Products Manufacturing	2958	1.29%	0.08%	15.20	15.25	0.05	194	194	2764	\$2,412.89
3251	Basic Chemical Manufacturing	650	0.28%	0.11%	2.75	2.59	-0.16	251	251	399	\$2,233.63
3261	Plastics Product Manufacturing	50	0.02%	0.44%	0.09	0.05	-0.04	1002	50	0	\$515.12
4246	Chemical Merchant Wholesalers	387	0.17%	0.10%	1.35	1.77	0.41	219	219	168	\$943.42
4247	Petroleum Merchant Wholesalers	441	0.19%	0.07%	2.36	2.59	0.23	170	170	271	\$924.15
4471	Gasoline Stations	3058	1.34%	0.63%	1.86	2.13	0.26	1437	1437	1621	\$387.15
	Totals	7544	3.29%	1.43%	2.09	2.30	0.21	3273	2321	5223	\$1,401.31

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Production Support and Industrial Machinery 4 Digit

Naics	Naics Title	Regional Emp	Regional % of Total	US % of Total	Base Year LQ	End Year LQ	Change in LQ	Self-Sufficiency Job Threshold	Service Jobs	Export Jobs	Regional Average Weekly Wage
3323	Architectural and Structural Metals	579	0.25%	0.30%	1.02	0.84	-0.19	691	579	0	\$839.28
3324	Boilers, Tanks, and Shipping Containers	228	0.10%	0.07%	0.77	1.39	0.62	164	164	64	\$883.38
3327	Machine Shops and Threaded Products	566	0.25%	0.26%	0.82	0.94	0.12	602	566	0	\$846.23
3328	Coating, Engraving & Heat Treating Metal	123	0.05%	0.11%	0.65	0.50	-0.15	248	123	0	\$690.52
3329	Other Fabricated Metal Product Mfg	232	0.10%	0.21%	0.46	0.48	0.02	483	232	0	\$803.36
3331	Ag., Construction, and Mining Machinery	414	0.18%	0.17%	0.77	1.07	0.30	386	386	28	\$1,094.53
3339	Other General Purpose Machinery Mfg	91	0.04%	0.20%	0.19	0.20	0.00	461	91	0	\$1,392.55

3399	Other Miscellaneous Manufacturing	224	0.10%	0.25%	0.40	0.40	0.00	565	224	0	\$562.82
4235	Metal and Mineral Merchant Wholesalers	388	0.17%	0.10%	1.57	1.75	0.18	221	221	167	\$961.78
4238	Machinery & Supply Merchant Wholesalers	2350	1.03%	0.51%	1.79	2.03	0.23	1160	1160	1190	\$1,095.94
8113	Commercial Machinery Repair/Maintenance	953	0.42%	0.14%	3.52	3.02	-0.50	315	315	638	\$810.94
	Totals	6148	2.69%	2.32%	1.09	1.16	0.07	5296	4061	2087	\$953.97

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Distribution Transportation and Logistics 4 Digit

Naics	Naics Title	Regional Emp	Regional % of Total	US % of Total	Base Year LQ	End Year LQ	Change in LQ	Self-Sufficiency Job Threshold	Service Jobs	Export Jobs	Regional Average Weekly Wage
2212	Natural Gas Distribution	217	0.09%	0.08%	1.28	1.21	-0.06	179	179	38	\$1,735.54
2213	Water, Sewage and Other Systems	59	0.03%	0.03%	0.78	0.74	-0.04	80	59	0	\$1,162.98
2371	Utility System Construction	2573	1.12%	0.33%	2.72	3.37	0.64	764	764	1809	\$1,659.70
4811	Scheduled Air Transportation	59	0.03%	0.33%	0.08	0.08	0.00	752	59	0	\$1,189.10
4841	General Freight Trucking	1188	0.52%	0.74%	0.77	0.70	-0.07	1693	1188	0	\$623.09
4842	Specialized Freight Trucking	1258	0.55%	0.31%	1.52	1.75	0.24	717	717	541	\$837.55
4861	Pipeline Transportation of Crude Oil	62	0.03%	0.01%	5.17	4.61	-0.55	13	13	49	\$946.94
4862	Pipeline Transportation of Natural Gas	199	0.09%	0.02%	3.45	4.44	1.00	45	45	154	\$2,356.46
4881	Support Activities for Air Transport	896	0.39%	0.12%	3.84	3.29	-0.55	272	272	624	\$1,066.54
4883	Support Activities for Water Transport	449	0.20%	0.07%	2.37	2.66	0.28	169	169	280	\$896.76
4884	Support Activities, Road Transportation	103	0.04%	0.06%	0.93	0.73	-0.21	142	103	0	\$528.91
4885	Freight Transportation Arrangement	64	0.03%	0.14%	0.17	0.20	0.03	314	64	0	\$1,035.07
4921	Couriers	309	0.13%	0.41%	0.41	0.33	-0.08	947	309	0	\$670.44
4931	Warehousing and Storage	338	0.15%	0.49%	0.34	0.30	-0.04	1125	338	0	\$1,107.58
5621	Waste Collection	306	0.13%	0.10%	1.36	1.32	-0.04	231	231	75	\$754.29
5622	Waste Treatment and Disposal	211	0.09%	0.07%	1.30	1.25	-0.05	168	168	43	\$903.77
5629	Remediation and Other Waste Services	212	0.09%	0.08%	0.94	1.09	0.15	194	194	18	\$683.69
	Totals	8503	3.71%	3.39%	1.04	1.09	0.06	7805	4872	3631	\$1,144.80

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Transportation Equipment 4 Digit

Naics	Naics Title	Regional Emp	Regional % of Total	US % of Total	Base Year LQ	End Year LQ	Change in LQ	Self-Sufficiency Job Threshold	Service Jobs	Export Jobs	Regional Average Weekly Wage
3363	Motor Vehicle Parts Manufacturing	55	0.02%	0.43%	0.06	0.06	0.00	985	55	0	\$491.17
3366	Ship and Boat Building	1128	0.49%	0.12%	3.01	4.17	1.16	271	271	857	\$1,021.13
4231	Motor Vehicle/Part Merchant Wholesalers	260	0.11%	0.25%	0.25	0.45	0.20	581	260	0	\$793.05
4411	Automobile Dealers	2527	1.10%	0.90%	1.22	1.23	0.01	2061	2061	466	\$821.00
4412	Other Motor Vehicle Dealers	387	0.17%	0.12%	1.35	1.38	0.03	280	280	107	\$597.49
4413	Auto Parts, Accessories, and Tire Stores	1110	0.48%	0.36%	1.40	1.34	-0.07	831	831	279	\$527.56
8111	Automotive Repair and Maintenance	1346	0.59%	0.64%	1.01	0.92	-0.09	1464	1346	0	\$474.96
	Totals	6813	2.96%	2.82%	0.99	1.05	0.06	6473	5104	1709	\$721.54

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Appendix 12 – Target and Demand Occupation Lists Data Research

(Next Page)

DEMAND OCCUPATIONS LIST 2009 – 2010

COASTAL BEND WORKFORCE DEVELOPMENT AREA

June 2009

The demand occupations list is developed by the local workforce development board during the search process for the board's Targeted Occupations List. TWC's SOCRATES data analysis tool is the starting point for the demand occupations list. Other sources of information for the demand list are local area employers, economic development entities, chambers of commerce, community partners, Texas Workforce Commission labor market information regarding the Coastal Bend Counties, and knowledge gained from continuous contact with the above sources.

The target occupations list is a much more refined list of the demand occupations list. Significant occupational filters include; current and projected employment in the occupation, a self-sufficiency wage, and specific vocational preparation time for the occupation, generally less than two years. Employment demand for the occupation offers reasonable expectation of employment following vocational preparation. The list does not include other higher paying jobs for which longer vocational preparation is required.

The demand list is a much broader list that does not filter occupations as extensively based on the length of training or the wages paid. The range in the listed training period is only an estimate and in some cases may represent classroom training, on-the-job training or a combination of both.

Standard Occupational Code	Occupational Titles (Alpha Order)	Typical Training Period or Range (Months)
13-2011	Accountants and Auditors	48
17-2011	Aerospace Engineers	48
49-3011	Aircraft Mechanics/Service Techs	18-30
49-3023	Auto Service Techs/Mechanics	6-24
49-3021	Automotive Body/Related Repairer	6-24
49-2091	Avionics Technicians	18-24
43-3031	Bookkeeping/Accounting/Auditing Clerks	1-12
53-3022	Bus Drivers, School	1-6
49-3031	Bus/Truck Mech/Diesel Specialist	6-24
13-1199	Business Operations Specialist, NEC	12-36
53-5021	Captains/Mates/Pilots, Water Vessels	1-48
47-2031	Carpenters	12-48
47-2051	Cement Masons/Concrete Finishers	12-48
35-1011	Chefs and Kitchen Managers	24
17-2041	Chemical Engineers	1-12

51-9011	Chemical Equipment Operator/Tend	12-48
51-8091	Chemical Plant/System Operators	12-48
19-4031	Chemical Technicians	1-24
19-2031	Chemists	12
17-2051	Civil Engineers	12-48
51-9121	Coat/Paint/Spray Mach Operator	12-48
15-1031	Comp Software Eng, Application	24
15-1032	Comp Software Eng, System Software	1-12
15-1041	Computer Support Specialists	24
51-4011	Computer-Controlled Mach Tool Op	1-12
47-2061	Construction Laborers	1-36
11-9021	Construction Managers	48
49-9012	Control/Valve Installers/Repairs	24
33-3012	Correctional Officers	1-12
43-4051	Customer Service Representatives	1-12
51-4031	Cutting/Punching/Press Mach Operator	12-48
31-9091	Dental Assistants	1-12
47-5011	Derrick Operators, Oil and Gas	1-12
11-9032	Education Administrators, Elemen/Sec	48-60
49-9051	Elec Power-Line Install/Repair	12-48
49-2094	Elec/Electronics Repairer, Equip	12-48
17-2071	Electrical Engineers	48
17-3023	Electrical/Electronic Eng Techs	12-48
47-2111	Electricians	12-48
25-2021	Elementary School Teachers	48
17-3029	Engineering Technicians All Other	24
53-7032	Excavate/Load Mach/Dragline Operator	1-12
43-6011	Exec Secretaries/Admin Assists	12-24
51-9041	Extrude/Form/Pressing Mach Operator	1-6
13-2051	Financial Analysts	48
33-2011	Fire Fighters	12-48
11-1021	General and Operations Managers	12-48
19-2042	Geoscientists	48
51-4033	Grinding/Polishing/Buffing Operator	1-12
49-9021	Heating/Air Conditioning, Refrigeration Mechanics / Installers	12-48
47-5081	Helpers--Extraction Workers	1-3
49-9098	Helpers--Install/Maint/Repair Wk	1-24
47-3015	Helpers—Pipe layers/Plumbers	1-24
17-3026	Industrial Engineering Techs	12-48
17-2112	Industrial Engineers	48
49-9041	Industrial Machinery Mechanics	12-48

53-7051	Industrial Truck/Tractor Operator	1-6
51-9061	Inspector/Tester/Sorter/Sampler	3-48
51-4034	Lathe/Turning Mach Tool Operator	3-24
29-2061	Licensed Practical/Voc Nurses	12
51-4041	Machinists	12-48
49-9042	Maintenance/Repair Wkrs, General	12-48
31-9092	Medical Assistants	1-12
29-2012	Medical/Clinical Lab Technicians	24
29-2011	Medical/Clinical Lab Technologist	48
11-9111	Medical/Health Services Managers	24-48
29-2071	Medical Records Technicians	1-12
47-1011	Mgr/Spvr, Construction Trade Wkr	12-48
49-1011	Mgr/Spvr, Mechanics/Installers	12-48
43-1011	Mgr/Spvr, Office/Admin Support	12-36
41-1011	Mgr/Spvr, Retail Sales Workers	6-12
53-1031	Mgr/Spvr, Transportation/Moving	12-24
25-2022	Middle School Teachers	48
49-3042	Mobile Heavy Equip Mechanics	12-24
15-1081	Network Systems/Data Comm. Analyst	48
31-1012	Nursing Aides/Orderlies/Attends	1-12
43-9061	Office Clerks, General	6-12
47-2073	Operating Eng/Construct Equip	1-36
49-3053	Outboard and Small Engine Mechanics	1-12
23-2011	Paralegals and Legal Assistants	24
29-2041	Paramedics / Emergency Medical Technicians	1-12
47-2071	Paving/Surfacing/Tamping Equip	1-12
17-2171	Petroleum Engineers	48
51-8093	Petroleum Pump System/Refine Op	12-48
29-2052	Pharmacy Technicians	1-12
31-2021	Physical Therapist Assistant	24
47-2152	Plumbers/Pipefitters/Steamfitter	12-48
33-3051	Police and Sheriff Patrol Officers	12-48
51-8013	Power Plant Operators	12-36
43-5061	Production/Planning/Expediting Clerk	3-12
29-2034	Radiologic Technologists/Technicians	24
29-1111	Registered Nurses	24
29-1126	Respiratory Therapists	24
41-2031	Retail Salespersons	1-3
47-5012	Rotary Drill Operators, Oil/Gas	1-12
47-5071	Roustabouts, Oil and Gas	1-6
41-4012	Sales Reps, Exc Tech/Sci Product	3-24
25-2031	Secondary School Teachers	48
43-6014	Secretaries, Exc Legal/Med/Exec	12-24
33-9032	Security Guards (Armed)	1

47-2211	Sheet Metal Workers	6-24
51-2041	Structural Metal Fabricators/Fitters	3-24
47-2221	Structural Iron and Steel Wkrs	3-24
49-2022	Telecomm Equip Installers/Repair	6-36
53-3032	Truck Drivers, Heavy/Tractor-Trailer	1-12
53-3033	Truck Drivers, Light or Delivery	1-12
51-4122	Weld/Solder/Brazing Mach Operator	6-24
51-4121	Welders/ Cutters/ Solderers/ Brazers	6-24
99-9999*	Wind Technology and Green Technology Occupations	3-24

* Designates technologies and occupations related to wind energy, environmental technology, alternative fuels, alternative product uses and reuses. This category of occupations is designated in anticipation of new and evolving commercial technologies. Occupations must require more than a simple demonstration training and pay at least \$10/hour to be considered under this category of occupations.

Revised 6/2009

TARGET OCCUPATIONS LIST 2009 – 2010

COASTAL BEND WORKFORCE DEVELOPMENT AREA

June 2009

Standard Occupational Code	Occupational Titles (Alpha Order)	Typical Training Period Months
493023 & 493021	Auto Service Technicians and Automotive Body Repairers	6-24
433031	Bookkeeping/Accounting/Auditing Clerks	1-12
493031	Bus/Truck/Diesel Mechanics	6-24
535021	Captains, Mates, and Pilots of Water Vessels	1-48
472031	Carpenters	12-48
472051	Cement Masons/Concrete Finishers	12-48
351011	Chefs/Kitchen Managers	24
151041	Computer Support Specialist	24
333012	Correctional Officers	1-12
319091	Dental Assistants	1-12
475011	Derrick Operators, Oil and Gas	1-12
472111	Electricians	12-48
173029	Engineering Technicians, Except Drafters, All Other	24
436011 thru 436014	Executive Secretaries/ Administrative Assistants	12-24
332011	Firefighters	12-48
499021	Heating/Air Conditioning, Refrigeration Mechanics/ Installers	12-48
519061	Inspectors/Samplers Testing Laboratory Work	3-48
292061	Licensed Vocational Nurses	12
514041	Machinists	12-48
499042	Maintenance/Repair Workers	12-48
292012	Medical and Clinical Laboratory Technicians	24
319092	Medical Assistants	1-12
292071	Medical Records Technicians	1-12
311012*	Nurse Aides	1-12
472073	Operating Engineers	1-36
493053	Outboard and Small Engine Mechanics	1-12
232011	Paralegals and Legal Assistants	24
292041	Paramedics / Emergency Medical Technicians	1-12
518093, 518091	Petroleum Pump / Refinery Operators / Process Technicians	12-48
292052	Pharmacy Technicians	1-12
312021	Physical Therapist Assistant	24
333051	Police and Sheriff Patrol Officers	12-48
291126	Respiratory Therapists	24
25-2021, 2022, 2031	School Teachers Elementary/ Middle and Secondary Schools	48-60

339032**	Security Guards	1
533032	Truck Drivers	1-12
514121	Welders/ Cutters/Solderers/Brazers	6-24
999999***	Wind and Green Technology Occupations	3-24

	Note: The occupations listed below, normally listed on the local targeted occupations list, are found on the Governor's State Target Occupations List. WIA funds may be used to train for these occupations as well.	
132011	Accountants and Auditors	48
493011	Aircraft Mechanics/Service Techs	18-30
492091	Avionics Technicians	18-30
119021	Construction Managers	48
172199	Engineers, all others	48
173026	Industrial Engineering Technician	24-48
499041	Industrial Machinery Mechanics	12-48
292011	Medical and Clinical Laboratory Technologists	48
151071	Network & Computer Systems Administrators	48
299011	Occupational Health & Safety Specialists & Technicians	12-48
472152	Plumbers/ Pipefitters/ Steamfitters	12-48
292034	Radiologic Technologists & Technicians	24
291111	Registered Nurses	24
475012	Rotary Driller Operators Oil & Gas	1-12

The targeted occupations list is developed by the local workforce development board for the most effective use of local workforce development resources. Sources of information for the target list are local area employers, economic development entities, chambers of commerce, community partners, Texas Workforce Commission labor market information regarding the Coastal Bend Counties, and knowledge gained from continuous contact with the above sources.

Significant occupational factors include; current and projected employment in the occupation, a self-sufficiency wage, and specific vocational preparation time for the occupation, usually less than two years. Employment demand for the occupation offers reasonable expectation of employment following vocational preparation. The list does not include other higher paying jobs for which longer vocational preparation is required.

The range in the listed training period is only an estimate and in some cases may represent classroom training, on-the-job training or a combination of both. The typical limit of vocational training funded by Workforce Solutions is less than two years. Occasionally Workforce Solutions may fund the last year or two of a longer program with the understanding that the trainee is job ready at the end of the funded training.

Workforce Solutions uses this list for approved training provided to workforce program-eligible participants. Job seekers must visit our centers to determine eligibility for training through Workforce Solutions. Eligibility is not necessarily an entitlement to funding. Training providers

must apply to the State's eligible training provider system to provide training services funded by Workforce Solutions for the listed occupations.

When Workforce Solutions determines there are funds available for incumbent worker or on-the-job training, employers may apply to Workforce Solutions for such training while funds are available. Although incumbent worker and on-the-job training do not require the occupation to be listed on the targeted occupations list, priority will be given to employer applications for training in the listed occupations. Funded on-the-job training wage reimbursement is limited to one to three months due to the expense of the training. Incumbent worker training does not include employee wages and may be longer than three months.

* Nurse Aide training is only available as a career ladder occupation. Trainee must be academically eligible for RN to attend Nurse Aide under Board sponsorship.

The number of funded trainees enrolled in Nurse Aide training may not represent more than 10% of the total trainees in training at the time each nurse aide is enrolled in training.

**Training for Armed Security Guards only.

***Designates technologies and occupations related to wind energy, environmental technology, alternative fuels, alternative product uses and reuses. This category of occupations is designated in anticipation of new and evolving commercial technologies. Occupations must require more than simple demonstration training and pay at least \$10/hour to be eligible for workforce training funds.

Revised 6/2009

Target Occupations List

This template is used by Boards to identify the Board's target occupations, the 20 to 40 occupations that are most in demand and most critical to the Board's target industries, and for which the Board will dedicate WIA training resources. The Board's target occupations should include, but not be limited to, occupations related to the Governor's industry clusters.

Board Name: COASTAL BEND		Date Submitted: 30-Jun-09		Basis for Selection					Eligible Training Provider Available? ⁷ (Y/N)	Targeted Occupational Level (X one or both)	
Place an X in a cell below to indicate which of the following types of indicators were used to select the target occupation. At least two of the indicator types must be used. ⁵				Employment (#)	Employment Growth (%)	Job Openings	Wages (\$)	Preferred Education Level		Entry-Level	Experienced
SOC Code (6-digit)	SOC Occupation Name ²	Lay Occupation ³	NAICS Industry Code (4-digit) ⁴						Additional Rationale, Local Wisdom, or Comments ⁶		
493023	Auto Service Technicians	Auto Mechanic	8111, 4411, 4413, 4529, 9399	X			X	X	Even during a downturn in sales of new automotive vehicles, mechanics are needed to other keep vehicles running. This occupation supports commerce across many industries, either directly or as a service.	Y	X
433031	Bookkeeping/Accounting/Auditing Clerks	Accounting Clerks	5412, 5221, 9399, 4411, 6113	X			X	X	These occupations support commerce across many industries.	Y	X
493031	Bus/Truck/Diesel Mechanics	Diesel Mechanics	9399, 4231, 4841, 5613, 6111, 4411, 8111, 4842, 4238, 5321	X			X	X	Even during a downturn in sales of new automotive vehicles, mechanics are needed to other keep vehicles running. This occupation supports commerce across many industries, either directly or as a service. Supports Governor's Industry Cluster: 'Petroleum Refining & Chemical Products Support'.	Y	X
535021	Captains, Mates, and Pilots of Water Vessels	Boat Captains	4832, 4883, 4831, 2362, 2131, 4872, 2111				X	X	Training in this occupation was requested in a survey of BRAC affected workers. There is some demand for this occupation due to the concentration of marine seaward and coastwise transportation operations in this workforce area. Supports Governor's Industry Clusters: 'Energy Core' 'Energy Ancillary' 'Advanced Technologies & Manufacturing Support'.		X
472031	Carpenters	Rough or Finish Carpenters	2362, 2361, 2383, 2381, 2389	X	X	X	X	X	This occupation is essential to construction and maintenance establishments that support many industries involved in local, statewide, national, and international commerce. Supports Governor's Industry Cluster: 'Advanced Technologies & Manufacturing Support'.	Y	X
472051	Cement Masons/Concrete Finishers		2381, 2362, 2389, 2373, 3273, 2371, 7221, 7222, 7223, 7211, 7139, 7224, 9199	X	X	X	X	X	This occupation is essential to construction and maintenance establishments that support many industries involved in local, statewide, national, and international commerce. Supports Governor's Industry Cluster: 'Advanced Technologies & Manufacturing Support' 'Petroleum Refining & Chemical Products Ancillary'.	Y	X
351011	Chefs/Kitchen Managers		5415, 4234, 5112, 6111, 5182, 5613, 6113, 5241, 5181, 9399, 5221, 4431, 6221, 6112, 9299	X	X	X	X	X	Does not include line cooks, fry cooks due to low wage. Chef and Kitchen Managers (lead cooks) support the hospitality industry, while at the same time earning a self sufficient wage.	Y	X
151041	Computer Support Specialist	Computer or IT Tech	9299, 9399, 5612, 9199	X	X	X	X	X	Supports commerce across all industries	Y	X
333012	Correctional Officers		9199	X	X	X	X	X	There are several State, Federal, Local and private jail facilities in the workforce area.	Y	X
319091	Dental Assistants		6212	X			X	X	Replacement needs	Y	X
475011	Derrick Operators, Oil and Gas		2131, 2111	X	X	X	X	X	This occupation is essential to oil field exploration, and supports the Governor's Energy cluster. Supports Governor's Industry Clusters: 'Energy Core' 'Energy Ancillary'.	Y	X
472111	Electricians	Industrial/Commercial/ Residential Electricians	2382, 9399, 2362, 2211	X	X	X	X	X	Two electrical apprenticeship programs are available in the workforce area, plus employer OJT. This occupation is essential across many industries. Skill levels vary greatly but highly technical work is done in commercial and industrial settings.	Y	X
173029	Engineering Technicians, Except Drafters, All Other		3344, 5614, 3341, 5182, 3251, 3345, 2211, 3331, 5613				X	X	Engineering technicians support the Governor's Energy Cluster. Supports Governor's Industry Cluster: 'Energy Core'.	Y	X
436011	Executive Secretaries/ Administrative Assistants	Administrative Assistants	9299, 6113, 9399, 5221, 6111, 6211, 5613, 6221, 5413,	X	X	X	X	X	This occupation supports commerce and services across many industries. Includes 43-6011 thru 43-6014.	Y	X
332011	Firefighters		9399, 5619, 9199				X	X	This occupation is essential to public safety.	Y	X
499021	Heating/Air Conditioning, Refrigeration Mechanics/ Installers	AC & Refrigeration Mechanics	2382, 4237, 6111, 8113	X	X	X	X	X	This occupation supports commerce across many industries in South Texas.	Y	X
519061	Inspectors/Samplers Testing Laboratory Work		5413, 3364, 5613, 3344, 3261, 3331, 2131, 9199, 3329, 3342, 8123				X	X	To include Non-Destructive Testing Technicians	Y	X
292061	Licensed Vocational Nurses	LVN	6221, 6231, 6211, 6216, 5613, 6233, 6113	X	X	X	X	X	This occupation is a direct career ladder occupation to Registered Nurse. Supports Governor's Industry Cluster: 'Biotechnology & Life Sciences Core Medical Services'.	Y	X
514041	Machinists		3327, 3331, 3339, 3364, 3329, 4238, 5613, 3345, 3323,	X	X	X	X	X	This occupation supports commerce and provides service across significant industry clusters.	Y	X
499042	Maintenance/Repair Workers		5311, 6111, 9399, 5313, 7211, 6113,	X	X	X	X	X	This occupation supports commerce across many industries.		
292012	Medical and Clinical Laboratory Technicians	Medical Lab Tech	6221, 6211, 6215, 6219, 6113, 9199,				X	X	Entry level position for health care. Supports Governor's Industry Cluster: 'Biotechnology & Life Sciences Core Medical Services'.	Y	X
319092	Medical Assistants		6211, 6213, 6221, 6212, 6223, 6214	X	X	X		X	Entry level position for health care. Supports Governor's Industry Cluster: 'Biotechnology & Life Sciences Core Medical Services'.		
292071	Medical Records Technicians	Medical Records Clerks	6211, 6221, 6231, 6214, 6223, 9199, 9399, 6216				X	X	This occupation is essential to the proper documentation and billing of medical treatment and procedures. Supports Governor's Industry Cluster: 'Biotechnology & Life Sciences Core Medical Services'.	Y	X

311012	Nurse Aides	CNA	6231, 6221, 6233, 6216, 5613	X	X	X	X	Nurse Aide training is only available as a career ladder occupation due to the low wage. The trainee must currently be academically eligible for RN to enroll Nurse Aide training under Board Sponsorship. The number enrolled in nurse aide training may not represent more than 10% of total current funded trainees at the time each nurse aid is enrolled in training. Supports Governor's Industry Cluster: 'Biotechnology & Life Sciences Core Medical Services'.	Y	X
472073	Operating Engineers	Construction Equipment Operators	9399, 2373, 2389, 2371, 2362, 2379, 2131, 3273, 2382	X	X	X	X	There is a continuous shortage of trained equipment operators due to the lack of training available for this occupation. Most experience is gained locally thru OJT. There are some safety issues related to training. The Board seeks to encourage more structured training in this occupation. Supports Governor's Industry Clusters: 'Energy Core' 'Energy Ancillary' 'Advanced Technology and Manufacturing Support'.		X
493053	Outboard and Small Engine Mechanics		4442, 4521, 8114, 4238, 4529, 7139, 5323, 5617, 4412, 5324, 8113				X	Training in this occupation was requested in a survey of BRAC affected workers. There is some demand for training in this occupation due to the water sports, recreational, and marine industries in this area. Supports Governor's Industry Cluster: 'Advanced Technology and Manufacturing Support'.		X
232011	Paralegals and Legal Assistants		5411, 9399, 5613, 9199, 9299				X	Training in this occupation was requested in a survey of BRAC affected workers. There is some demand for this occupation due to the number of law firms in this area.	Y	X
292041	Paramedics / Emergency Medical Technicians	EMT	6219, 9399, 6221, 5613, 4854				X	This occupation is essential to public safety. Supports Governor's Industry Cluster: 'Biotechnology & Life Sciences Core Medical Services'.	Y	X
518093	Petroleum Pump / Refinery Operators	Process Technician	3241, 2111, 4861, 2131, 4862				X	This occupation pays extremely well and is essential to petroleum and chemical product processing, production, and manufacturing. Supports Governor's Industry Clusters: 'Energy Core' 'Energy Ancillary' 'Petroleum Refining & Chemical Products Support'.	Y	X
292052	Pharmacy Technicians		4461, 6221, 4451, 4529, 6211, 4541,			X	X	Entry level position for health care. Supports Governor's Industry Cluster: 'Biotechnology & Life Sciences Core Medical Services'.	Y	X
312021	Physical Therapist Assistant		6213, 6221, 6216, 6223, 6231, 6211, 5613				X	Training in this occupation was requested in a survey of BRAC affected workers. There is some demand for this occupation due to the relative stability in the health care industries. Supports Governor's Industry Cluster: 'Biotechnology & Life Sciences Core Medical Services'.		X
333051	Police and Sheriff Patrol Officers		9399, 9199, 9299				X	This occupation is essential to public safety.	Y	X
291126	Respiratory Therapists		6221, 6213, 6223	X	X		X	There is demand for this occupation due to the relative stability in the health care industries. Supports Governor's Industry Cluster: 'Biotechnology & Life Sciences Core Medical Services'.		X
252021	School Teachers Elementary/ Middle and Secondary Schools		6111	X	X	X	X	Includes 252021, 252022, and 252031. Excludes day care teachers, and teaching assistants or aides. Education is a significant industry cluster in the Coastal Bend area in terms of employment.	Y	X
339032	Security Guards	Armed Security Guards	5616, 6111, 6221, 6113, 7224	X		X	X	Training for armed security guards only. Armed security guards can earn a self sufficient wage.	Y	X
533032	Truck Drivers	Long Distance Truck Drivers	4841, 4842, 3273, 4244, 2131	X			X	Emphasis on over-the-road or long haul driving. Supports Governor's Industry Cluster: 'Petroleum Refining & Chemical Products Support'.	Y	X
514121	Welders/ Cutters/Solderers/Brazers	Arc Welders and Torch Cutters	3323, 3331, 8113, 2362, 3324, 2381, 3366, 4238, 3362, 2131, 3339, 3329, 3334, 3323, 3363, 3364, 3372, 3326	X	X	X	X	Includes both 514121 (Construction, maintenance, or oilfield welding) and 514122 (Production, or manufacturing welding). Supports Governor's Industry Clusters: 'Advanced Technology and Manufacturing Support' 'Petroleum Refining & Chemical Products Ancillary'.	Y	X
999999	Wind and Green Technology Occupations		2111, 2362, 3116, 2373, 5172	X	X	X	X	Designates technologies and occupations related to wind energy, environmental technology, alternative fuels, alternative product uses and reuses. This category of occupation is designated in anticipation of new and evolving commercial technologies. Occupations must require more than simple demonstration training, and must pay at least \$10/hour to be eligible for workforce training funds. The Board encourages local training facilities to provide training in these occupations as they are developed and defined. This category of training may include additional skills training adapted for existing occupations. Supports Governor's Industry Clusters: 'Energy Core' 'Energy Ancillary' 'Energy Support' 'Advanced Technology and Manufacturing Support'.		X
	Note: The occupations listed below, normally listed on the local targeted occupations list, are found on the Governor's State Targeted Occupations List. WIA funds may be used to train for these occupations as well.							Note: The occupations listed below, normally listed on the local targeted occupations list, are found on the Governor's State Targeted Occupations List. WIA funds may be used to train for these occupations as well.		
132011	Accountants and Auditors		5412, 9299, 2111, 6113, 9199, 9399	X		X	X	Governor's Statewide Targeted Occupations List	Y	X
492011	Aircraft Mechanics/Service Techs	Aircraft Mechanic	4811, 4881, 9199, 3364, 4812, 4238		X		X	Governor's Statewide Targeted Occupations List	Y	X
492091	Avionics Technicians		8112, 4811, 9199, 3364, 4881		X		X	Governor's Statewide Targeted Occupations List	Y	X
119021	Construction Managers		2362, 2382, 2361, 2371, 2381, 9399				X	Governor's Statewide Targeted Occupations List		X
172199	Engineers, all others		5417, 2362, 9199, 2111, 3342, 3364, 3344, 5413, 5613, 3344, 5614, 3341, 5182, 3251, 3345, 2211, 3331, 5613		X		X	Governor's Statewide Targeted Occupations List	Y	X
173026	Industrial Engineering Technician		3251, 4238, 2131, 8113, 2211, 9399, 3222, 3261, 2111, 3241, 3331, 4861,				X	Governor's Statewide Targeted Occupations List	Y	X
499041	Industrial Machinery Mechanics		6221, 6211, 6215, 9199, 6223, 6113		X		X	Governor's Statewide Targeted Occupations List		X
292011	Medical and Clinical Laboratory Technologists	Medical Lab Tech			X		X	Governor's Statewide Targeted Occupations List	Y	X

151071	Network & Computer Systems Administrators		5415, 5171, 5182, 6111, 9399, 5241, 6113, 5181, 5173, 5416, 5614, 5413, 5221, 5111	X			X	X	Governor's Statewide Targeted Occupations List	Y	X	
299011	Occupational Health & Safety Specialists & Technicians		2382, 2362, 9399, 6221		X		X		Governor's Statewide Targeted Occupations List		X	
472152	Plumbers/ Pipefitters/ Steamfitters	Pipe Fitters	2382, 2362, 9399, 2371, 2389, 2381, 6221, 6211, 6215, 5613, 6223, 9199	X	X	X	X	X	Governor's Statewide Targeted Occupations List	Y	X	
292034	Radiologic Technologists & Technicians	Radiology Techs	6221, 6211, 6215, 5613, 6223, 9199	X	X	X	X	X	Governor's Statewide Targeted Occupations List	Y	X	
291111	Registered Nurses	RN	6221, 6211, 6216, 5613, 6111, 6231, 6223, 9199, 6113	X	X	X	X	X	Governor's Statewide Targeted Occupations List	Y	X	
475012	Rotary Driller Operators Oil&Gas		2131, 2111, 5413	X	X	X	X	X	Governor's Statewide Targeted Occupations List	y	X	

Notes

- As leading industries, occupations, and employer training needs change, Boards must update their Target Industries List and Target Occupations List and e-mail the updated lists to Board.Plans@twc.state.tx.us.
- 20 to 30 target occupations is recommended; no more than 40 permitted. Occupations must correspond to a 6-digit SOC code. Target occupations do not need to be listed in any rank order.
- If applicable, Local planning efforts may identify occupations using lay concepts and labels. These can be used, but they must be best-fitted into an appropriate SOC-coded occupation.
- For tools to assist in matching lay occupations to SOC-coded occupations, see http://socrates.cdr.state.tx.us/socrates/occprofiles/profile_select.asp and <http://autocoder.lmci.state.tx.us:8080/jc/onetmatch>.
- The Board target industry to which the occupation pertains, identified by NAICS 4-digit code (must also be included on the Board's Target Industries List).
- Key types of labor market indicators are available in LMCI tools for use in evaluating and ranking the relative importance of occupations. Boards should fully explore these in their Step 3 analyses, so that they can identify what criteria they will use in selecting target occupations:
 - Employment (current employment estimates or projected future employment) (#)
 - Employment growth rate (growth rate observed over a recent period or projected into the future) (%)
 - Job openings (projected average annual job openings; job openings due to growth) (#)
 - Wages (mean, median, entry-level, experienced-level)
 - Preferred educational levels
- For sample language, see Attachment 1.
- Boards should review Eligible Training Provider (ETP) availability for target occupations; if there is no ETP available for an occupation, this does not prevent it from being on the Target Occupations List, but it is an indication that the Board needs to be developing ETP availability for that occupation in their workforce area.

Please do not alter these cells:
Y N
X

Demand Occupation List (Without Filters)

S O C R A T E S

OCCUPATION EVALUATION

5/21/2009

SOC	Soc Title	<-----Local-----> Nat										Ran k
		Empl 2006	Empl 2016	Abs Change 2006 - 2016	% Change 2006 - 2016	Ann Wage Est 2007	Avg Open Growth 2006 - 2016	Avg Open Repl 2006 - 2016	Avg Total Open 2006 - 2016	Occ LQs 2008Q1	Nat Proj 2016	

There are 771 total occupations for this region

29-1111	Registered Nurses	7	5	2	29	90	2	10	6	113	4	32.200	1
39-9021	Personal and Home Care Aides	4	2	1	22	398	1	9	4	8	37	69.100	2
11-1021	General and Operations Managers	12	11	11	266	24	11	14	12	234	11	73.850	3
31-1011	Home Health Aides	28	22	7	18	379	7	49	13	16	38	75.500	4
29-2061	Licensed Practical and Licensed Vocational Nurses	31	30	17	156	195	17	31	21	94	44	79.250	5
11-9111	Medical and Health Services Managers	101	89	54	83	38	57	109	76	123	124	84.550	6
31-9092	Medical Assistants	59	50	20	6	332	20	75	42	53	63	85.000	7
53-3032	Truck Drivers, Heavy and Tractor-Trailer	21	19	13	211	217	13	26	18	149	12	89.500	8
31-1012	Nursing Aides, Orderlies, and Attendants	22	17	9	103	353	9	36	16	118	14	90.550	9
25-2021	Elementary School Teachers, Except Special Education	13	10	6	106	151	6	11	8	512	17	96.250	10
15-1051	Computer Systems Analysts	86	72	47	93	69	48	158	74	278	58	96.750	11
13-2011	Accountants and Auditors	35	34	29	297	87	28	44	36	219	26	99.000	12
29-1123	Physical Therapists	158	139	78	39	25	80	260	135	57	174	101.950	13
25-2031	Secondary School Teachers, Except Special and Vocational Education	27	26	16	128	136	16	16	15	514	31	104.700	14
29-1051	Pharmacists	127	120	84	101	15	78	155	105	188	128	105.050	15
39-9011	Child Care Workers	9	8	5	136	381	5	6	7	216	24	105.100	16
35-3031	Waiters and Waitresses	10	9	8	181	392	8	4	5	146	7	105.300	17
25-2011	Preschool Teachers, Except Special Education	70	59	34	30	311	34	137	55	170	66	105.850	18
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Worker	30	31	24	258	292	24	22	23	58	43	106.050	19
23-1011	Lawyers	49	48	49	385	10	49	74	65	174	45	107.600	20
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	2	3	4	285	396	4	2	1	45	9	108.900	21
33-3051	Police and Sheriff's Patrol Officers	38	37	39	389	122	37	30	35	91	50	109.050	22
47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction	33	35	40	448	109	40	45	44	20	46	109.050	23
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	15	12	10	196	362	10	15	11	223	5	112.750	24
41-2031	Retail Salespersons	1	1	3	289	318	3	3	2	235	1	115.600	25
43-3011	Bill and Account Collectors	75	70	45	104	262	46	88	67	218	68	116.350	26
35-2014	Cooks, Restaurant	45	44	30	154	368	30	32	32	154	41	116.650	27
43-4171	Receptionists and Information Clerks	37	33	22	155	344	22	29	25	271	28	119.600	28
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical a	36	36	33	358	96	33	24	30	344	18	120.950	29

13-1199	Business Operations Specialists, All Other	44	40	27	108	67	26	59	39	726	33	121.600	30
29-2052	Pharmacy Technicians	99	87	51	75	268	52	139	83	173	111	122.250	31
35-2021	Food Preparation Workers	58	56	43	117	388	44	47	46	178	35	122.550	32
23-2011	Paralegals and Legal Assistants	119	109	80	112	137	77	269	130	127	126	123.050	33
49-9042	Maintenance and Repair Workers, General	23	25	21	325	283	21	25	24	185	22	123.450	34
43-4051	Customer Service Representatives	17	14	12	236	329	12	27	17	311	8	124.600	35
41-2021	Counter and Rental Clerks	57	58	50	235	301	50	43	48	112	67	124.700	36
49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairer	54	54	62	426	91	62	54	57	116	73	124.800	37
25-2022	Middle School Teachers, Except Special and Vocational Education	34	32	23	170	139	23	34	26	606	54	127.100	38
53-3022	Bus Drivers, School	64	60	46	150	361	47	67	59	148	74	127.750	39
29-2034	Radiologic Technologists and Technicians	155	137	86	54	116	86	185	123	212	163	128.250	40
43-6011	Executive Secretaries and Administrative Assistants	19	21	26	456	209	27	18	20	167	15	128.800	41
13-1111	Management Analysts	66	66	64	319	56	63	107	85	320	52	129.050	42
15-1071	Network and Computer Systems Administrators	142	126	74	55	100	70	263	126	323	100	129.600	43
31-9091	Dental Assistants	121	104	58	38	249	60	99	79	301	102	129.700	44
47-2073	Operating Engineers and Other Construction Equipment Operators	55	57	60	378	237	59	58	58	19	91	131.900	45
11-3031	Financial Managers	96	97	92	309	29	92	150	110	257	60	133.300	46
11-9021	Construction Managers	48	49	67	546	83	66	61	63	29	81	133.600	47
11-3011	Administrative Services Managers	102	101	95	294	47	102	113	99	198	121	134.000	48
29-2041	Emergency Medical Technicians and Paramedics	117	107	69	95	298	74	219	118	51	149	134.900	49
53-3033	Truck Drivers, Light or Delivery Services	42	41	38	292	278	39	84	52	241	30	135.600	50
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	97	96	77	233	163	75	144	101	189	115	137.550	51
11-9051	Food Service Managers	71	74	90	427	64	90	97	93	134	95	137.600	52
47-2051	Cement Masons and Concrete Finishers	95	90	76	244	260	76	105	91	32	153	138.550	53
11-9032	Education Administrators, Elementary and Secondary School	111	105	85	149	55	82	102	90	455	146	139.900	54
29-2011	Medical and Clinical Laboratory Technologists	167	155	116	94	131	110	146	128	164	196	140.800	55
43-1011	First-Line Supervisors/Managers of Office and Administrative Support W	24	27	37	512	157	38	20	28	253	19	141.900	56
43-3071	Tellers	69	69	52	185	323	53	35	45	316	61	143.050	57
37-3011	Landscaping and Groundskeeping Workers	39	38	36	323	345	36	38	40	220	27	143.850	58
15-1031	Computer Software Engineers, Applications	187	159	96	27	49	104	349	161	423	57	144.050	59
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	16	18	28	544	193	29	17	22	215	16	144.100	60
47-2111	Electricians	51	51	65	496	172	65	64	61	106	51	144.650	61
25-9031	Instructional Coordinators	191	177	142	105	61	137	238	178	93	227	144.850	62
49-3023	Automotive Service Technicians and Mechanics	47	47	53	461	228	51	41	47	143	40	145.550	63
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	108	108	101	251	222	99	96	96	117	123	146.500	64
17-2051	Civil Engineers	118	121	125	361	53	127	166	152	68	132	146.750	65
35-2011	Cooks, Fast Food	67	64	63	312	389	64	55	56	61	48	147.600	66
47-2152	Plumbers, Pipefitters, and Steamfitters	61	62	88	480	184	91	65	71	60	65	147.750	67
25-2041	Special Education Teachers, Preschool, Kindergarten, and Elementary Sc	149	127	68	32	158	72	154	100	468	142	147.850	68
25-9041	Teacher Assistants	25	24	15	118	367	15	28	19	624	23	148.200	69
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	80	73	55	164	399	56	60	54	222	84	148.400	70
29-1122	Occupational Therapists	233	201	135	53	37	142	348	192	70	252	148.700	71
13-1051	Cost Estimators	169	160	149	189	95	157	168	158	107	152	149.300	72
21-1012	Educational, Vocational, and School Counselors	115	116	118	296	130	122	124	117	138	129	149.600	73
35-9021	Dishwashers	82	75	61	209	397	58	62	60	176	64	149.650	74
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	68	63	57	247	391	54	21	37	201	69	150.350	75
15-1041	Computer Support Specialists	98	94	73	198	198	69	173	109	372	59	151.250	76
29-1126	Respiratory Therapists	231	198	123	31	123	123	172	145	155	257	153.050	77
47-2061	Construction Laborers	18	20	31	553	341	31	33	34	33	34	153.500	78
11-1011	Chief Executives	130	132	134	316	8	134	142	143	306	78	154.050	79
15-1081	Network Systems and Data Communications Analysts	193	167	109	34	101	112	311	170	377	107	155.000	80
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	104	99	70	144	395	73	76	75	210	103	156.000	81
29-2012	Medical and Clinical Laboratory Technicians	171	153	104	65	250	98	153	122	195	198	156.250	82
43-4111	Interviewers, Except Eligibility and Loan	93	88	71	217	265	68	80	77	294	145	157.150	83
41-2011	Cashiers	3	4	14	564	375	14	1	3	131	2	157.300	84
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	14	16	25	495	327	25	5	9	254	6	157.450	85
43-9061	Office Clerks, General	6	7	19	541	333	19	8	10	213	3	158.050	86

33-3021	Detectives and Criminal Investigators	162	157	148	226	80	149	141	146	105	283	161.350	87
35-3011	Bartenders	87	82	79	317	376	83	52	62	120	70	162.150	88
25-3099	Teachers and Instructors, All Other	29	28	18	210	334	18	51	33	615	53	162.450	89
43-3031	Bookkeeping, Accounting, and Auditing Clerks	20	23	42	587	240	41	19	29	249	10	163.850	90
29-2021	Dental Hygienists	215	184	119	35	86	118	364	190	343	162	164.750	91
47-5071	Roustabouts, Oil and Gas	46	46	44	355	274	43	37	43	6	480	164.950	92
51-4121	Welders, Cutters, Solderers, and Brazers	50	52	98	593	196	101	40	51	56	98	166.000	93
29-2071	Medical Records and Health Information Technicians	189	166	114	56	287	111	276	155	137	182	166.650	94
49-3011	Aircraft Mechanics and Service Technicians	143	129	81	63	106	84	145	104	583	243	167.200	95
21-1021	Child, Family, and School Social Workers	139	134	120	205	207	121	162	140	272	113	167.750	96
37-2012	Maids and Housekeeping Cleaners	26	29	35	478	382	35	23	31	230	20	168.750	97
13-1073	Training and Development Specialists	154	149	137	224	135	140	204	167	240	138	169.050	98
51-4041	Machinists	107	106	111	286	165	107	111	107	379	99	169.250	99
11-9041	Engineering Managers	166	163	162	282	11	171	183	176	238	172	169.300	100
43-3051	Payroll and Timekeeping Clerks	152	146	127	182	273	139	132	132	159	143	169.300	101
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	52	53	100	583	102	96	63	69	276	49	169.550	102
11-2022	Sales Managers	136	136	147	356	33	148	160	153	327	96	172.450	103
11-9141	Property, Real Estate, and Community Association Managers	77	81	108	458	138	108	93	95	290	94	173.050	104
21-1022	Medical and Public Health Social Workers	202	185	144	98	145	138	274	174	209	238	173.350	105
43-6013	Medical Secretaries	160	156	139	191	290	126	186	156	161	89	173.400	106
51-2092	Team Assemblers	85	79	72	281	310	71	71	72	434	29	173.450	107
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	128	130	133	327	218	133	128	134	27	242	173.900	108
11-3021	Computer and Information Systems Managers	208	194	161	141	42	175	262	203	363	108	173.950	109
39-1021	First-Line Supervisors/Managers of Personal Service Workers	144	145	132	240	282	132	133	129	124	148	174.500	110
25-2012	Kindergarten Teachers, Except Special Education	141	131	89	77	142	87	199	136	604	175	174.900	111
53-1031	First-Line Supervisors/Managers of Transportation and Material-Moving	147	148	155	337	124	156	149	148	177	136	175.500	112
29-1127	Speech-Language Pathologists	196	192	174	227	85	168	196	181	86	274	175.750	113
37-1011	First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	157	152	136	204	245	141	143	144	221	130	176.450	114
49-9098	Helpers--Installation, Maintenance, and Repair Workers	113	110	112	279	321	114	79	89	140	194	176.750	115
49-9041	Industrial Machinery Mechanics	94	100	126	483	162	143	95	116	84	168	177.200	116
53-7051	Industrial Truck and Tractor Operators	81	78	75	342	314	85	92	87	337	56	178.850	117
13-1071	Employment, Recruitment, and Placement Specialists	178	169	141	130	152	125	258	182	376	150	180.050	118
11-9199	Managers, All Other	53	55	102	567	34	93	66	73	518	36	180.350	119
47-2031	Carpenters	41	43	48	479	519	45	56	50	62	21	180.650	120
29-1071	Physician Assistants	354	298	166	7	17	176	465	242	24	306	180.750	121
43-6014	Secretaries, Except Legal, Medical, and Executive	8	13	99	650	300	94	12	27	183	13	180.900	122
29-2055	Surgical Technologists	250	217	143	36	177	129	313	193	179	277	182.100	123
51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	56	61	117	578	78	124	50	66	4	458	183.150	124
33-9032	Security Guards	40	42	59	562	325	61	39	49	233	32	183.200	125
53-3031	Driver/Sales Workers	73	76	105	477	320	103	98	94	130	77	183.950	126
21-1093	Social and Human Service Assistants	91	93	113	429	378	116	112	108	40	86	184.850	127
33-3012	Correctional Officers and Jailers	43	45	87	602	220	88	48	53	260	85	186.950	128
47-5013	Service Unit Operators, Oil, Gas, and Mining	92	91	97	376	185	95	72	82	2	599	189.200	129
53-7064	Packers and Packagers, Hand	84	80	83	349	373	79	89	88	371	39	190.800	130
31-2021	Physical Therapist Assistants	323	283	171	19	108	170	399	228	64	324	191.500	131
17-1011	Architects, Except Landscape and Naval	217	216	193	274	44	179	319	232	129	226	192.450	132
19-3021	Market Research Analysts	213	204	176	201	89	164	179	175	387	161	193.550	133
13-1041	Compliance Officers, Except Agriculture, Construction, Health and Safe	164	168	194	446	113	187	175	179	37	190	194.050	134
19-3031	Clinical, Counseling, and School Psychologists	211	208	204	330	40	198	209	210	168	187	194.400	135
41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	72	83	175	614	68	173	82	113	298	75	194.500	136
47-2141	Painters, Construction and Maintenance	83	84	128	539	200	128	110	124	248	72	194.600	137
43-3021	Billing and Posting Clerks and Machine Operators	62	67	107	534	289	109	87	92	239	71	195.650	138
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	135	140	167	449	112	166	119	138	270	125	195.700	139
41-3099	Sales Representatives, Services, All Other	103	103	122	424	115	120	125	119	500	88	195.700	140
41-9022	Real Estate Sales Agents	109	117	153	482	118	158	120	133	329	97	196.750	141
35-2015	Cooks, Short Order	137	138	146	343	377	159	101	120	67	141	197.400	142
17-2112	Industrial Engineers	303	279	190	73	36	205	273	224	352	181	197.850	143

47-2181	Roofers	200	189	157	137	266	151	190	171	281	195	197.950	144
47-5012	Rotary Drill Operators, Oil and Gas	112	114	124	369	170	119	94	98	3	616	198.650	145
43-5071	Shipping, Receiving, and Traffic Clerks	60	65	103	531	280	100	70	78	345	47	198.900	146
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scie	168	170	177	383	57	188	140	164	392	87	198.950	147
43-6012	Legal Secretaries	150	150	154	333	261	150	163	157	224	116	199.300	148
21-2011	Clergy	79	77	82	362	555	81	83	84	141	82	199.950	149
11-9151	Social and Community Service Managers	245	229	195	192	110	193	247	220	236	207	201.650	150
35-2012	Cooks, Institution and Cafeteria	65	71	115	542	370	115	53	68	158	90	201.750	151
11-9011	Farm, Ranch, and Other Agricultural Managers	133	128	121	246	548	117	159	141	17	159	202.200	152
39-9032	Recreation Workers	129	133	151	401	312	147	131	137	165	106	202.350	153
47-5011	Derrick Operators, Oil and Gas	123	124	138	371	156	135	103	111	1	617	202.800	154
39-5012	Hairdressers, Hairstylists, and Cosmetologists	63	68	91	487	371	89	77	81	317	55	203.500	155
27-3031	Public Relations Specialists	224	219	180	177	143	177	318	238	302	156	203.800	156
33-2011	Fire Fighters	90	85	66	218	737	67	68	70	119	109	204.950	157
51-3023	Slaughterers and Meat Packers	124	122	94	138	634	97	130	115	100	224	205.650	158
41-3021	Insurance Sales Agents	88	92	182	615	94	195	78	106	308	92	206.550	159
25-3021	Self-Enrichment Education Teachers	186	181	169	250	219	172	341	225	258	117	207.800	160
17-3023	Electrical and Electronic Engineering Technicians	192	197	189	334	65	184	213	201	331	185	208.500	161
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	89	95	156	572	210	145	81	103	296	79	209.150	162
47-2211	Sheet Metal Workers	185	186	187	366	133	189	178	184	256	165	209.650	163
39-3031	Ushers, Lobby Attendants, and Ticket Takers	255	200	110	5	390	113	121	114	405	251	211.650	164
13-1079	Human Resources, Training, and Labor Relations Specialists, All Other	313	277	165	24	105	163	332	219	480	179	212.000	165
11-2021	Marketing Managers	282	264	212	163	28	234	290	271	367	160	212.100	166
43-5061	Production, Planning, and Expediting Clerks	146	154	181	459	104	186	147	168	357	120	212.850	167
25-1194	Vocational Education Teachers, Postsecondary	140	112	56	17	169	55	127	86	601	747	213.850	168
29-1062	Family and General Practitioners	235	211	160	96	2	146	329	197	191	749	213.950	169
17-2071	Electrical Engineers	258	249	220	273	18	231	275	229	279	203	214.750	170
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	184	183	179	326	236	183	184	188	203	184	214.750	171
25-2042	Special Education Teachers, Middle School	278	236	158	41	154	160	233	183	496	263	215.150	172
13-1031	Claims Adjusters, Examiners, and Investigators	219	213	185	234	82	196	352	237	429	127	215.450	173
15-1032	Computer Software Engineers, Systems Software	156	143	93	70	549	105	259	149	416	80	215.700	174
51-9198	Helpers--Production Workers	110	113	129	397	348	136	90	102	389	76	215.700	175
31-9094	Medical Transcriptionists	288	261	183	91	272	185	301	244	126	246	215.850	176
25-2032	Vocational Education Teachers, Secondary School	204	191	159	131	125	152	176	154	609	273	215.950	177
15-1061	Database Administrators	315	287	192	58	58	199	407	277	373	235	217.850	178
25-4021	Librarians	176	180	214	476	127	232	170	186	133	209	220.750	179
53-7032	Excavating and Loading Machine and Dragline Operators	206	202	196	314	254	204	192	194	43	308	220.900	180
17-3022	Civil Engineering Technicians	122	125	145	398	202	154	136	139	358	281	221.100	181
17-2141	Mechanical Engineers	173	165	152	194	479	153	138	150	268	144	221.900	182
13-2051	Financial Analysts	228	227	213	307	45	225	296	276	356	155	222.550	183
53-7061	Cleaners of Vehicles and Equipment	78	86	178	617	366	201	57	80	103	104	224.300	184
47-4011	Construction and Building Inspectors	223	224	207	295	180	216	229	222	163	266	224.500	185
13-2072	Loan Officers	172	175	227	525	60	212	202	217	286	118	224.950	186
43-4031	Court, Municipal, and License Clerks	218	220	210	350	248	227	215	212	21	245	225.550	187
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	249	241	225	287	97	240	228	221	55	457	227.950	188
47-2221	Structural Iron and Steel Workers	190	193	199	382	270	180	218	200	26	328	229.850	189
41-3031	Securities, Commodities, and Financial Services Sales Agents	212	212	221	420	13	217	315	249	400	122	231.100	190
33-1012	First-Line Supervisors/Managers of Police and Detectives	230	232	244	442	32	253	174	206	196	264	231.300	191
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	177	176	188	391	317	194	116	142	80	313	231.350	192
31-9099	Healthcare Support Workers, All Other	183	171	131	109	296	130	217	165	733	147	231.950	193
17-2171	Petroleum Engineers	237	230	231	384	7	213	195	202	14	607	232.000	194
39-3091	Amusement and Recreation Attendants	165	164	170	335	369	165	129	151	349	114	232.050	195
27-2022	Coaches and Scouts	209	199	172	184	171	167	225	187	644	173	232.100	196
53-1021	First-Line Supervisors/Managers of Helpers, Laborers, and Material Mov	179	182	198	406	187	202	191	189	293	197	232.100	197
11-9012	Farmers and Ranchers	5	6	32	625	500	32	42	38	513	42	234.400	198
35-1011	Chefs and Head Cooks	283	270	230	238	192	219	221	211	246	230	236.550	199
13-1072	Compensation, Benefits, and Job Analysis Specialists	310	292	219	113	128	211	431	308	314	261	238.350	200

29-2032	Diagnostic Medical Sonographers	430	384	242	23	52	243	367	340	125	402	238.600	201
11-9031	Education Administrators, Preschool and Child Care Center/Program	355	320	218	62	190	223	310	272	208	349	241.050	202
51-6011	Laundry and Dry-Cleaning Workers	106	118	205	599	385	197	91	125	136	134	243.050	203
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	11	15	41	609	702	42	7	14	300	62	243.300	204
37-1012	First-Line Supervisors/Managers of Landscaping, Lawn Service, and Grou	188	196	226	475	182	207	300	275	194	170	243.500	205
33-9099	Protective Service Workers, All Other	116	123	163	493	221	162	46	64	559	236	246.150	206
53-7021	Crane and Tower Operators	240	237	239	419	148	241	248	239	11	429	249.150	207
15-1021	Computer Programmers	134	147	319	638	48	310	134	195	410	83	250.400	208
41-9099	Sales and Related Workers, All Other	246	240	224	293	134	215	255	248	544	133	250.500	209
51-8031	Water and Liquid Waste Treatment Plant and System Operators	197	207	234	470	191	238	151	180	229	275	251.850	210
31-2022	Physical Therapist Aides	339	307	202	42	349	181	436	255	101	401	253.150	211
29-1011	Chiropractors	349	340	277	221	50	256	473	339	83	379	253.250	212
39-9031	Fitness Trainers and Aerobics Instructors	203	195	168	171	615	161	180	177	291	140	253.300	213
19-2041	Environmental Scientists and Specialists, Including Health	329	328	295	315	74	262	370	334	71	321	255.850	214
47-3012	Helpers--Carpenters	268	262	243	359	294	279	171	208	78	249	256.050	215
43-4081	Hotel, Motel, and Resort Desk Clerks	132	142	209	568	372	237	69	97	251	158	258.350	216
11-9033	Education Administrators, Postsecondary	352	348	313	310	12	313	287	338	226	222	258.900	217
49-3021	Automotive Body and Related Repairers	148	158	296	622	223	293	164	205	151	166	259.000	218
43-5032	Dispatchers, Except Police, Fire, and Ambulance	163	174	273	600	226	286	167	198	135	199	259.650	219
21-1015	Rehabilitation Counselors	284	280	259	368	258	287	251	281	72	218	261.750	220
51-3021	Butchers and Meat Cutters	214	222	237	433	284	221	223	223	205	233	261.900	221
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipm	285	281	258	370	107	242	249	254	242	337	262.550	222
51-9111	Packaging and Filling Machine Operators and Tenders	131	141	203	558	351	203	152	172	378	93	263.850	223
27-1026	Merchandise Displayers and Window Trimmers	267	254	217	237	276	229	298	279	285	304	263.900	224
47-2021	Brickmasons and Blockmasons	207	206	201	340	517	191	279	214	109	205	265.400	225
21-1023	Mental Health and Substance Abuse Social Workers	317	312	276	313	205	284	366	317	132	228	268.800	226
27-1024	Graphic Designers	254	252	240	377	233	210	317	250	403	135	269.950	227
33-1021	First-Line Supervisors/Managers of Fire Fighting and Prevention Worker	368	354	297	243	81	278	264	265	255	369	270.700	228
29-1069	Physicians and Surgeons, All Other	220	205	164	122	20	174	309	227	682	755	270.900	229
17-3013	Mechanical Drafters	324	316	268	277	144	302	245	253	283	319	272.050	230
13-2052	Personal Financial Advisors	327	322	294	338	30	274	443	316	399	186	275.000	231
29-1199	Health Diagnosing and Treating Practitioners, All Other	198	179	130	72	503	144	222	169	694	317	275.400	232
13-1022	Wholesale and Retail Buyers, Except Farm Products	253	258	286	501	111	276	198	231	359	206	275.400	233
21-1014	Mental Health Counselors	418	400	312	124	166	372	444	397	90	254	275.450	234
45-2093	Farmworkers, Farm and Ranch Animals	105	115	211	608	393	233	86	127	207	336	276.200	235
43-4121	Library Assistants, Clerical	239	238	250	439	339	297	156	191	152	255	276.600	236
19-4041	Geological and Petroleum Technicians	319	314	274	298	98	292	302	307	13	644	277.700	237
21-1091	Health Educators	353	339	256	146	174	258	442	332	269	393	278.350	238
17-3026	Industrial Engineering Technicians	366	353	300	241	73	254	411	356	282	343	278.550	239
17-1022	Surveyors	333	335	315	367	39	384	246	313	144	377	278.550	240
47-5081	Helpers--Extraction Workers	138	135	140	311	762	131	115	121	5	523	279.850	241
13-2081	Tax Examiners, Collectors, and Revenue Agents	236	244	322	581	120	376	208	283	49	334	281.500	242
21-1019	Counselors, All Other	316	302	232	123	114	220	342	284	545	495	282.050	243
35-3041	Food Servers, Nonrestaurant	161	172	292	619	386	296	118	166	145	180	283.000	244
21-1011	Substance Abuse and Behavioral Disorder Counselors	395	379	305	153	246	244	395	345	204	297	283.750	245
47-2071	Paving, Surfacing, and Tamping Equipment Operators	264	253	222	261	527	236	314	259	23	353	284.050	246
31-2011	Occupational Therapist Assistants	501	457	299	21	75	248	554	375	115	512	284.150	247
53-6031	Service Station Attendants	248	251	272	485	354	281	157	196	75	295	284.500	248
43-4141	New Accounts Clerks	301	296	267	318	242	301	250	274	288	293	286.500	249
47-2171	Reinforcing Iron and Rebar Workers	335	330	288	268	239	273	323	315	76	463	286.800	250
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Se	279	269	241	290	358	209	108	147	511	241	286.850	251
29-1031	Dietitians and Nutritionists	407	393	309	140	93	359	479	370	200	399	289.000	252
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	302	288	223	134	633	235	288	261	166	216	289.450	253
41-9011	Demonstrators and Product Promoters	261	256	246	379	326	268	232	280	309	240	290.100	254
25-4031	Library Technicians	312	310	290	387	316	259	227	234	199	239	290.500	255
11-3071	Transportation, Storage, and Distribution Managers	332	338	323	396	41	306	320	321	341	286	290.650	256
43-5031	Police, Fire, and Ambulance Dispatchers	221	226	238	425	478	228	201	226	162	272	290.650	257

11-3051	Industrial Production Managers	251	266	344	595	16	318	240	296	383	220	292.000	258
29-1067	Surgeons	308	282	186	64	1	192	441	278	680	754	292.000	259
29-2056	Veterinary Technologists and Technicians	367	341	233	66	360	224	422	312	354	331	292.300	260
47-4051	Highway Maintenance Workers	325	318	269	271	324	252	375	325	287	202	292.350	261
53-3041	Taxi Drivers and Chauffeurs	225	228	229	400	383	214	425	304	346	151	293.000	262
31-9093	Medical Equipment Preparers	428	403	291	78	279	282	437	324	157	419	296.450	263
49-3093	Tire Repairers and Changers	210	214	236	447	596	230	117	159	85	302	296.650	264
53-7081	Refuse and Recyclable Material Collectors	199	221	338	616	313	358	181	245	111	214	297.800	265
29-1021	Dentists, General	274	274	282	471	3	245	304	305	667	232	298.550	266
39-2021	Nonfarm Animal Caretakers	257	255	252	422	374	261	230	246	312	221	299.250	267
27-2042	Musicians and Singers	180	187	216	457	456	239	189	209	456	171	299.950	268
17-2081	Environmental Engineers	472	445	336	97	70	379	764	512	38	384	301.050	269
25-2043	Special Education Teachers, Secondary School	273	242	173	79	612	169	283	207	612	212	301.250	270
49-9043	Maintenance Workers, Machinery	331	332	301	341	286	277	335	285	197	314	301.750	271
29-2031	Cardiovascular Technologists and Technicians	408	380	254	52	435	266	480	337	99	396	301.900	272
29-2099	Health Technologists and Technicians, All Other	369	327	200	20	309	178	487	256	713	285	302.150	273
43-9199	Office and Administrative Support Workers, All Other	194	210	287	582	271	294	187	216	502	101	302.250	274
53-3021	Bus Drivers, Transit and Intercity	159	162	191	454	736	182	169	173	243	154	303.100	275
41-2022	Parts Salespersons	100	111	686	686	275	624	73	131	97	164	303.250	276
49-9099	Installation, Maintenance, and Repair Workers, All Other	291	286	264	363	201	257	282	257	620	189	303.600	277
33-9091	Crossing Guards	350	337	266	165	462	267	234	268	263	322	303.850	278
17-3031	Surveying and Mapping Technicians	292	297	329	515	194	308	210	266	192	359	306.000	279
25-3011	Adult Literacy, Remedial Education, and GED Teachers and Instructors	276	265	235	280	446	226	471	310	299	267	306.800	280
21-1092	Probation Officers and Correctional Treatment Specialists	234	233	245	436	551	283	278	258	47	284	306.900	281
37-2021	Pest Control Workers	373	358	303	220	263	271	392	342	315	332	307.850	282
41-9031	Sales Engineers	397	391	349	291	14	410	344	349	386	326	308.700	283
51-2099	Assemblers and Fabricators, All Other	300	293	248	262	338	303	244	270	630	131	308.800	284
49-2098	Security and Fire Alarm Systems Installers	372	364	316	276	215	343	360	403	160	403	310.400	285
27-4021	Photographers	241	245	284	527	285	288	261	262	361	231	310.800	286
33-9021	Private Detectives and Investigators	296	300	298	437	147	249	351	288	355	423	311.550	287
41-3011	Advertising Sales Agents	271	276	320	540	203	314	231	286	390	200	311.950	288
19-4091	Environmental Science and Protection Technicians, Including Health	347	351	361	464	140	342	308	323	42	471	312.850	289
17-2199	Engineers, All Other	216	218	208	332	532	222	254	247	532	188	313.450	290
23-2099	Legal Support Workers, All Other	222	231	270	522	176	305	312	298	470	315	314.100	291
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	242	250	308	559	244	363	207	252	328	253	314.500	292
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Se	346	331	260	161	545	295	214	241	231	358	315.050	293
51-9199	Production Workers, All Other	232	234	253	462	269	289	212	230	727	119	316.100	294
43-5081	Stock Clerks and Order Fillers	32	39	768	726	336	769	13	41	289	25	317.400	295
49-9051	Electrical Power-Line Installers and Repairers	247	268	444	640	150	606	193	251	48	280	320.150	296
33-1011	First-Line Supervisors/Managers of Correctional Officers	287	291	327	530	175	405	216	260	172	452	320.950	297
11-3041	Compensation and Benefits Managers	426	415	340	214	23	327	397	399	542	365	321.150	298
11-9081	Lodging Managers	322	325	342	500	132	324	413	377	211	367	322.400	299
17-3029	Engineering Technicians, Except Drafters, All Other	363	361	356	434	51	317	331	330	495	287	324.050	300
43-5052	Postal Service Mail Carriers	114	144	761	735	129	762	85	163	261	110	324.850	301
47-2081	Drywall and Ceiling Tile Installers	201	215	271	557	530	265	206	235	284	219	327.100	302
17-3011	Architectural and Civil Drafters	294	305	373	592	178	362	272	290	277	265	327.250	303
51-6031	Sewing Machine Operators	326	321	293	353	346	263	382	346	443	213	328.800	304
49-2011	Computer, Automated Teller, and Office Machine Repairers	227	239	310	574	241	387	353	348	396	204	329.450	305
43-9041	Insurance Claims and Policy Processing Clerks	260	271	333	575	297	311	306	319	407	137	330.300	306
17-2041	Chemical Engineers	293	295	304	451	470	304	203	243	34	479	330.800	307
11-3042	Training and Development Managers	563	536	368	25	27	309	498	430	463	431	330.950	308
39-5092	Manicurists and Pedicurists	380	369	324	259	437	316	460	360	88	352	331.100	309
47-2151	Pipelayers	256	260	289	513	538	299	235	263	35	366	331.400	310
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tend	461	434	325	99	214	339	412	400	369	446	331.750	311
27-3041	Editors	341	347	354	450	189	368	295	355	409	229	332.500	312
29-2081	Opticians, Dispensing	309	313	317	453	295	398	350	358	175	346	333.000	313
25-1071	Health Specialties Teachers, Postsecondary	281	257	197	125	405	200	241	215	585	756	334.100	314

29-1131	Veterinarians	427	424	372	345	22	382	452	382	382	361	334.300	315
25-1191	Graduate Teaching Assistants	170	161	150	200	598	155	161	160	598	744	334.550	316
19-4099	Life, Physical, and Social Science Technicians, All Other	336	336	311	365	149	345	294	327	636	291	334.900	317
51-3011	Bakers	229	243	331	598	363	391	211	282	330	193	335.400	318
13-2071	Loan Counselors	473	450	358	129	179	375	541	492	232	456	338.000	319
13-2031	Budget Analysts	386	388	390	514	92	364	389	389	182	375	338.100	320
51-4193	Plating and Coating Machine Setters, Operators, and Tenders, Metal and	444	428	345	167	160	369	418	383	398	462	338.650	321
19-2042	Geoscientists, Except Hydrologists and Geographers	263	263	262	435	515	250	322	299	114	501	338.900	322
43-9021	Data Entry Keyers	126	151	743	719	343	493	123	185	333	112	339.650	323
19-1042	Medical Scientists, Except Epidemiologists	400	383	302	132	508	246	357	331	417	299	340.000	324
13-2099	Financial Specialists, All Other	321	319	285	331	448	255	347	314	497	234	342.800	325
19-4031	Chemical Technicians	295	309	455	632	72	629	267	353	82	376	343.200	326
45-2091	Agricultural Equipment Operators	275	273	261	421	701	251	224	233	79	394	345.150	327
29-1065	Pediatricians, General	385	355	255	80	535	270	359	343	104	752	345.950	328
49-2091	Avionics Technicians	483	470	412	275	84	383	478	416	156	535	346.000	329
29-1041	Optometrists	470	466	430	432	4	416	398	447	128	454	346.050	330
27-3091	Interpreters and Translators	370	360	321	283	465	322	416	361	87	468	346.300	331
39-9041	Residential Advisors	393	381	318	223	473	330	379	379	228	355	346.550	332
43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	304	315	366	566	251	377	268	294	432	210	347.950	333
27-4011	Audio and Video Equipment Technicians	423	405	314	114	467	348	386	409	262	408	348.350	334
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	374	367	351	390	234	374	447	387	408	250	348.850	335
47-4041	Hazardous Materials Removal Workers	421	423	387	441	167	349	484	413	122	422	350.150	336
23-1023	Judges, Magistrate Judges, and Magistrates	391	396	396	505	6	389	753	486	59	514	352.850	337
11-2031	Public Relations Managers	466	452	400	346	19	400	586	500	335	364	354.050	338
29-9011	Occupational Health and Safety Specialists	351	350	334	412	59	329	291	328	714	439	354.150	339
29-9099	Healthcare Practitioners and Technical Workers, All Other	394	378	306	186	230	332	363	394	717	368	354.150	340
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	431	422	360	245	365	346	371	376	351	312	354.600	341
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operat	174	209	756	736	155	757	148	240	237	176	354.850	342
49-9052	Telecommunications Line Installers and Repairers	205	235	737	721	141	607	188	264	305	217	355.900	343
53-2021	Air Traffic Controllers	342	333	278	239	733	264	321	287	30	519	356.000	344
25-1042	Biological Science Teachers, Postsecondary	120	119	106	207	765	106	126	112	765	765	356.500	345
27-3043	Writers and Authors	360	366	407	555	197	366	414	372	362	208	356.650	346
17-2072	Electronics Engineers, Except Computer	280	294	485	642	35	667	328	424	334	223	357.200	347
41-9041	Telemarketers	76	102	770	753	445	770	100	352	73	105	357.200	348
51-5023	Printing Machine Operators	330	342	365	498	306	394	339	320	435	191	357.500	349
17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspec	415	421	422	494	71	476	449	474	39	498	357.650	350
47-3013	Helpers--Electricians	175	190	332	626	740	397	106	162	95	294	358.750	351
27-1025	Interior Designers	455	441	367	219	211	395	540	442	411	344	359.300	352
29-1061	Anesthesiologists	340	311	215	68	482	218	433	300	531	726	359.500	353
35-9099	Food Preparation and Serving Related Workers, All Other	269	246	184	115	769	206	226	199	769	348	360.300	354
17-2011	Aerospace Engineers	378	368	337	339	466	312	289	322	353	330	361.150	355
29-1063	Internists, General	417	392	281	92	484	291	533	411	77	750	361.200	356
21-1099	Community and Social Service Specialists, All Other	462	438	352	133	411	315	485	374	508	247	362.250	357
11-3061	Purchasing Managers	396	409	454	588	21	440	362	429	313	335	362.700	358
51-2022	Electrical and Electronic Equipment Assemblers	306	303	283	386	624	285	334	303	431	178	363.100	359
13-2021	Appraisers and Assessors of Real Estate	243	247	279	504	630	290	253	273	380	248	363.300	360
41-9021	Real Estate Brokers	298	308	364	556	539	373	338	347	89	258	364.200	361
51-9122	Painters, Transportation Equipment	307	324	465	631	146	714	256	329	66	391	364.600	362
23-2092	Law Clerks	337	346	363	488	422	371	384	371	96	406	364.850	363
51-2041	Structural Metal Fabricators and Fitters	181	223	753	734	204	755	182	302	69	307	365.100	364
13-1121	Meeting and Convention Planners	469	455	389	352	183	338	400	386	350	416	365.250	365
25-1123	English Language and Literature Teachers, Postsecondary	314	304	249	216	452	247	316	295	464	740	365.800	366
43-4199	Information and Record Clerks, All Other	74	98	765	737	208	764	114	236	572	139	365.900	367
39-4021	Funeral Attendants	412	410	371	336	384	408	456	417	54	473	366.500	368
25-1199	Postsecondary Teachers, All Other	265	248	206	169	602	190	236	218	602	748	367.200	369
43-2011	Switchboard Operators, Including Answering Service	145	173	757	733	342	758	135	213	171	192	367.650	370
49-9062	Medical Equipment Repairers	486	472	386	208	281	323	368	385	368	484	367.900	371

53-2012	Commercial Pilots	495	467	343	74	66	407	476	378	732	531	368.800	372
29-1064	Obstetricians and Gynecologists	437	401	280	57	534	269	494	390	147	751	369.200	373
43-4131	Loan Interviewers and Clerks	195	225	530	656	469	469	252	335	307	169	370.850	374
53-5021	Captains, Mates, and Pilots of Water Vessels	344	359	493	636	5	741	345	425	12	497	371.800	375
11-9039	Education Administrators, All Other	519	491	375	107	161	360	601	498	457	494	371.950	376
51-8021	Stationary Engineers and Boiler Operators	383	386	432	576	168	596	358	433	50	418	375.200	377
49-3053	Outdoor Power Equipment and Other Small Engine Mechanics	401	397	347	284	593	352	427	368	52	474	376.300	378
11-3049	Human Resources Managers, All Other	507	497	418	260	26	495	521	569	472	357	376.450	379
39-6032	Transportation Attendants, Except Flight Attendants and Baggage Porter	538	498	350	33	387	412	529	495	247	490	377.100	380
11-9121	Natural Sciences Managers	529	523	467	348	9	443	515	527	295	428	377.250	381
31-9095	Pharmacy Aides	406	412	383	431	337	390	439	401	206	397	377.750	382
43-3061	Procurement Clerks	270	301	744	728	232	457	243	326	169	356	378.450	383
43-5021	Couriers and Messengers	266	289	623	659	328	477	284	354	265	244	378.500	384
25-1121	Art, Drama, and Music Teachers, Postsecondary	359	345	275	187	416	260	305	289	592	738	381.250	385
21-2021	Directors, Religious Activities and Education	289	278	228	206	748	208	355	291	748	282	381.750	386
47-5021	Earth Drillers, Except Oil and Gas	480	462	370	145	563	393	466	393	25	547	382.350	387
27-3042	Technical Writers	438	420	326	126	560	409	415	402	365	388	383.950	388
39-3099	Entertainment Attendants and Related Workers, All Other	382	376	362	403	364	357	307	333	448	436	384.150	389
19-4021	Biological Technicians	494	481	398	242	225	388	726	482	385	345	384.350	390
27-4012	Broadcast Technicians	413	419	410	452	331	347	421	396	225	466	386.450	391
13-1081	Logisticians	440	439	433	497	77	432	432	457	458	392	390.300	392
31-1013	Psychiatric Aides	376	372	348	380	432	335	380	364	482	390	390.700	393
11-9061	Funeral Directors	410	427	469	596	186	509	354	485	46	492	391.600	394
17-3027	Mechanical Engineering Technicians	513	494	380	139	426	328	687	472	303	414	392.550	395
25-1011	Business Teachers, Postsecondary	343	329	265	183	521	300	336	309	520	759	393.350	396
31-9011	Massage Therapists	318	323	359	528	533	386	327	351	384	259	393.900	397
15-1099	Computer Specialists, All Other	446	432	369	248	458	350	555	426	555	201	394.100	398
17-2131	Materials Engineers	605	577	435	50	62	478	575	575	491	544	395.800	399
47-2044	Tile and Marble Setters	465	440	346	127	572	334	572	481	395	351	396.550	400
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plast	460	437	339	135	654	331	461	367	444	298	396.700	401
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders,	277	299	679	679	319	547	257	344	394	177	396.950	402
19-3099	Social Scientists and Related Workers, All Other	445	442	416	438	43	529	376	483	529	448	397.450	403
29-2033	Nuclear Medicine Technologists	562	542	399	69	63	340	700	507	700	556	398.200	404
25-1072	Nursing Instructors and Teachers, Postsecondary	361	344	257	121	586	272	297	292	586	757	398.400	405
37-3013	Tree Trimmers and Pruners	478	465	384	249	490	403	393	414	321	383	399.300	406
29-2053	Psychiatric Technicians	419	413	355	267	705	321	705	456	36	385	399.950	407
29-2051	Dietetic Technicians	520	507	404	159	464	367	511	462	227	499	400.300	408
11-2011	Advertising and Promotions Managers	535	513	378	100	488	392	537	488	375	341	400.700	409
53-6099	Transportation Workers, All Other	371	349	247	76	756	275	324	311	756	395	402.050	410
49-9044	Millwrights	392	394	382	463	604	361	424	365	121	386	403.600	411
25-2023	Vocational Education Teachers, Middle School	497	484	408	225	126	336	607	463	607	604	404.200	412
53-3099	Motor Vehicle Operators, All Other	521	508	402	157	247	333	742	476	742	271	405.150	413
29-2054	Respiratory Therapy Technicians	403	404	377	404	514	320	514	467	139	533	405.650	414
19-4011	Agricultural and Food Science Technicians	540	532	442	222	243	530	530	579	187	532	406.400	415
43-5051	Postal Service Clerks	381	417	739	738	121	481	330	369	245	347	406.900	416
29-9091	Athletic Trainers	517	500	393	166	153	344	524	451	716	579	407.700	417
43-5011	Cargo and Freight Agents	362	365	381	526	476	380	337	359	391	371	409.150	418
43-4071	File Clerks	125	203	771	764	330	771	104	769	259	215	409.850	419
51-6021	Pressers, Textile, Garment, and Related Materials	238	272	749	730	380	669	285	406	92	327	410.200	420
27-2012	Producers and Directors	365	371	397	547	188	399	481	423	737	300	410.750	421
47-2121	Glaziers	399	389	330	263	726	325	482	398	336	404	414.100	422
47-3016	Helpers--Roofers	527	512	406	148	550	402	406	381	273	534	415.500	423
47-2131	Insulation Workers, Floor, Ceiling, and Wall	244	259	424	635	293	727	177	269	534	444	415.700	424
49-9094	Locksmiths and Safe Repairers	523	518	457	364	206	615	420	497	214	486	415.950	425
43-9031	Desktop Publishers	582	559	411	37	495	351	569	496	397	451	416.700	426
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Ins	151	188	763	754	574	763	165	357	193	183	418.800	427
39-6021	Tour Guides and Escorts	518	514	459	381	355	515	417	502	153	441	419.300	428

27-1014	Multi-Media Artists and Animators	436	429	374	320	629	385	434	410	418	279	419.750	429
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operat	409	416	417	502	238	645	450	499	439	311	421.750	430
13-2082	Tax Preparers	297	317	446	624	544	544	346	422	250	303	421.850	431
27-1023	Floral Designers	345	352	449	606	335	633	438	487	342	278	422.100	432
21-1029	Social Workers, All Other	484	477	426	322	164	549	646	646	549	342	423.100	433
53-7011	Conveyor Operators and Tenders	425	411	328	147	757	404	477	404	421	400	423.400	434
27-3011	Radio and Television Announcers	320	343	540	651	303	458	286	384	506	412	423.500	435
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tender	387	395	439	569	255	713	340	419	422	292	423.750	436
19-1029	Biological Scientists, All Other	505	496	413	269	46	696	458	454	696	477	425.750	437
51-8091	Chemical Plant and System Operators	153	178	751	727	694	756	122	204	10	425	426.850	438
19-3051	Urban and Regional Planners	558	555	494	407	402	431	430	479	74	467	427.900	439
43-4061	Eligibility Interviewers, Government Programs	226	275	755	742	561	752	194	301	22	316	428.350	440
39-9099	Personal Care and Service Workers, All Other	493	490	464	430	288	474	523	523	487	269	429.150	441
17-2061	Computer Hardware Engineers	439	436	394	415	471	411	568	473	430	325	430.700	442
49-2093	Electrical and Electronics Installers and Repairers, Transportation Eq	503	519	535	618	117	577	468	506	18	582	430.750	443
19-2031	Chemists	389	406	512	634	417	492	299	395	347	318	432.600	444
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	252	285	734	722	536	487	220	306	322	339	432.800	445
43-4151	Order Clerks	182	267	769	762	340	767	197	767	348	157	433.150	446
27-2041	Music Directors and Composers	390	387	379	481	454	356	454	363	646	373	434.750	447
49-3051	Motorboat Mechanics	491	485	429	288	591	591	361	428	81	528	434.900	448
11-1031	Legislators	451	473	626	657	302	437	493	524	142	370	435.850	449
43-9071	Office Machine Operators, Except Computer	305	362	759	758	308	759	280	443	108	340	436.650	450
17-3012	Electrical and Electronics Drafters	542	546	532	535	88	534	534	534	280	464	437.150	451
25-1124	Foreign Language and Literature Teachers, Postsecondary	525	506	392	160	400	353	549	452	450	741	437.400	452
51-3092	Food Batchmakers	262	290	731	718	394	636	266	336	419	305	437.750	453
39-6011	Baggage Porters and Bellhops	481	480	477	519	359	464	385	466	360	378	438.450	454
45-1011	First-Line Supervisors/Managers of Farming, Fishing, and Forestry Work	379	374	357	411	696	337	405	373	150	745	440.250	455
39-5011	Barbers	377	382	448	584	506	602	325	408	266	374	441.500	456
17-2151	Mining and Geological Engineers, Including Mining Safety Engineers	539	483	307	8	480	307	673	458	673	697	441.950	457
27-3022	Reporters and Correspondents	434	451	548	639	199	427	373	439	558	398	442.200	458
13-2041	Credit Analysts	449	468	633	655	99	536	633	633	310	363	443.100	459
47-5099	Extraction Workers, All Other	290	284	251	324	763	280	277	267	763	645	443.500	460
51-9011	Chemical Equipment Operators and Tenders	286	306	542	654	698	698	200	293	31	432	444.150	461
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operator	463	463	453	506	264	705	369	464	437	354	445.150	462
15-2031	Operations Research Analysts	433	444	476	580	460	461	378	461	326	387	448.500	463
49-3041	Farm Equipment Mechanics	452	449	434	468	588	588	448	471	65	481	452.150	464
25-1081	Education Teachers, Postsecondary	441	426	341	168	587	381	394	418	587	758	452.250	465
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	388	390	409	511	704	365	374	392	428	350	452.500	466
41-3041	Travel Agents	356	385	740	732	227	726	326	415	406	301	453.100	467
51-9141	Semiconductor Processors	488	476	391	264	718	378	428	380	425	450	453.350	468
25-1032	Engineering Teachers, Postsecondary	414	402	335	203	571	406	472	420	571	763	453.750	469
23-2093	Title Examiners, Abstractors, and Searchers	348	356	419	589	565	565	455	468	304	389	453.800	470
25-1022	Mathematical Science Teachers, Postsecondary	334	326	263	199	761	298	343	297	761	761	453.850	471
43-9011	Computer Operators	272	370	766	765	229	766	265	770	318	289	454.250	472
25-1021	Computer Science Teachers, Postsecondary	432	418	353	193	568	396	469	407	568	760	454.600	473
33-1099	First-Line Supervisors/Managers, Protective Service Workers, All Other	402	414	468	577	103	729	396	445	736	411	456.750	474
27-3099	Media and Communication Workers, All Other	632	613	483	60	419	490	563	562	563	435	457.150	475
47-2011	Boilermakers	464	454	420	409	709	516	423	470	7	569	457.550	476
25-1122	Communications Teachers, Postsecondary	508	493	403	190	451	319	593	431	593	739	458.100	477
25-1125	History Teachers, Postsecondary	511	495	405	188	415	354	596	450	596	742	458.350	478
39-5094	Skin Care Specialists	560	540	427	111	607	511	512	607	374	469	458.400	479
27-2031	Dancers	422	431	441	518	741	501	271	341	63	552	459.500	480
49-3052	Motorcycle Mechanics	533	529	445	252	592	592	592	592	41	555	459.700	481
27-2021	Athletes and Sports Competitors	526	504	401	158	547	401	644	434	547	563	460.100	482
53-6021	Parking Lot Attendants	311	357	754	752	350	751	270	366	413	270	460.550	483
27-2032	Choreographers	595	562	388	26	645	355	404	391	645	554	460.650	484
19-2021	Atmospheric and Space Scientists	650	640	556	228	31	466	561	705	561	667	460.850	485

25-1066	Psychology Teachers, Postsecondary	510	489	385	151	583	341	583	438	489	731	461.900	486
49-2097	Electronic Home Entertainment Equipment Installers and Repairers	448	459	528	620	304	581	391	465	404	426	462.000	487
47-3014	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	554	548	472	329	357	692	426	491	325	502	462.150	488
51-9081	Dental Laboratory Technicians	482	487	495	565	235	709	419	432	424	410	462.600	489
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	259	363	767	766	322	768	205	771	332	288	464.300	490
23-2091	Court Reporters	514	502	438	303	562	562	755	658	28	560	464.600	491
13-2053	Insurance Underwriters	453	453	463	521	492	539	539	539	415	276	465.250	492
19-4092	Forensic Science Technicians	619	605	479	81	442	467	507	530	539	628	471.000	493
25-9011	Audio-Visual Collections Specialists	593	580	484	142	181	621	621	621	621	651	471.000	494
17-3025	Environmental Engineering Technicians	601	578	456	82	541	472	505	545	541	538	471.800	495
29-1124	Radiation Therapists	604	573	436	47	496	521	570	593	521	586	472.100	496
49-9031	Home Appliance Repairers	442	443	431	491	600	600	408	509	297	420	473.350	497
13-1021	Purchasing Agents and Buyers, Farm Products	730	706	547	4	420	433	518	518	471	602	473.450	498
49-9096	Riggers	531	526	462	347	119	617	617	666	617	622	475.000	499
41-9091	Door-To-Door Sales Workers, News and Street Vendors, and Related Work	411	430	519	628	543	640	445	493	412	167	475.050	500
51-6052	Tailors, Dressmakers, and Custom Sewers	364	377	458	607	673	480	467	480	319	409	475.350	501
47-2132	Insulation Workers, Mechanical	467	475	558	630	213	535	356	437	535	580	476.550	502
33-9011	Animal Control Workers	509	515	489	524	267	554	293	412	554	598	476.800	503
39-3012	Gaming and Sports Book Writers and Runners	598	588	500	213	449	497	497	570	461	553	477.250	504
21-2099	Religious Workers, All Other	398	407	423	523	556	556	388	459	556	413	478.250	505
43-4011	Brokerage Clerks	528	531	507	492	459	459	556	556	436	333	478.700	506
43-9022	Word Processors and Typists	328	373	750	745	687	494	303	362	364	211	478.950	507
51-2091	Fiberglass Laminators and Fabricators	404	458	748	751	305	628	435	510	181	487	479.050	508
51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal	384	398	486	612	646	646	475	475	190	380	479.500	509
25-1112	Law Teachers, Postsecondary	622	611	506	116	472	425	490	515	453	736	479.550	510
51-7011	Cabinetmakers and Bench Carpenters	435	435	425	455	682	682	390	504	445	225	480.450	511
25-1126	Philosophy and Religion Teachers, Postsecondary	580	563	471	202	413	454	551	551	479	733	480.800	512
27-2011	Actors	532	524	466	351	450	545	737	737	451	323	481.250	513
37-3019	Grounds Maintenance Workers, All Other	630	618	503	102	443	587	587	587	492	524	482.200	514
11-9131	Postmasters and Mail Superintendents	569	606	730	741	76	441	513	561	275	529	483.200	515
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	577	568	497	308	489	586	538	586	338	478	484.150	516
43-5041	Meter Readers, Utilities	338	461	764	768	224	765	239	768	217	520	484.350	517
49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers	534	538	510	552	256	612	612	612	381	433	484.400	518
53-5011	Sailors and Marine Oilers	358	375	594	653	747	740	237	318	15	503	484.450	519
51-4191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Pla	559	534	376	51	658	370	658	490	755	526	484.900	520
53-6051	Transportation Inspectors	420	425	428	486	755	658	451	441	102	513	484.950	521
47-4031	Fence Erectors	458	446	395	372	554	326	747	484	747	449	485.700	522
19-1021	Biochemists and Biophysicists	742	735	644	86	404	413	501	550	449	576	486.850	523
29-1125	Recreational Therapists	651	641	561	229	427	429	499	549	499	539	487.300	524
25-9099	Education, Training, and Library Workers, All Other	581	591	576	605	212	446	531	531	626	309	488.800	525
17-3019	Drafters, All Other	537	533	461	304	406	538	680	680	536	521	490.900	526
47-2161	Plasterers and Stucco Masons	499	492	447	360	540	733	733	733	264	381	492.500	527
37-2019	Building Cleaning Workers, All Other	687	674	553	59	487	486	535	583	486	594	492.500	528
47-3019	Helpers, Construction Trades, All Other	405	448	742	740	315	551	333	405	551	455	493.500	529
51-5021	Job Printers	552	552	517	507	259	665	665	665	441	382	494.050	530
27-1011	Art Directors	502	516	521	586	531	434	545	532	426	338	494.150	531
13-1011	Agents and Business Managers of Artists, Performers, and Athletes	718	709	595	44	516	419	615	529	516	548	497.850	532
39-5093	Shampooers	545	544	496	444	606	426	606	606	274	496	498.650	533
19-1031	Conservation Scientists	570	579	584	610	79	506	651	651	505	575	499.650	534
49-2092	Electric Motor, Power Tool, and Related Repairers	456	464	488	590	576	748	409	448	184	507	500.850	535
51-4111	Tool and Die Makers	606	607	533	306	655	462	655	560	427	290	501.050	536
27-1019	Artists and Related Workers, All Other	728	718	578	10	231	630	630	630	631	661	501.250	537
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tende	471	474	504	579	653	653	377	427	446	237	501.850	538
51-9022	Grinding and Polishing Workers, Hand	468	482	676	676	291	701	459	508	414	453	502.400	539
29-1066	Psychiatrists	551	549	474	328	440	489	536	536	490	753	503.250	540
39-2011	Animal Trainers	492	501	505	545	494	496	543	543	543	415	504.700	541
27-1021	Commercial and Industrial Designers	447	447	460	529	631	631	631	631	292	407	504.850	542

19-1022	Microbiologists	691	678	573	174	407	503	599	599	483	595	505.250	543
27-4014	Sound Engineering Technicians	692	693	592	119	423	567	567	567	469	610	505.300	544
19-1013	Soil and Plant Scientists	637	644	653	621	54	418	548	596	548	578	505.450	545
39-3019	Gaming Service Workers, All Other	544	543	492	445	474	593	402	449	475	585	506.200	546
51-5022	Prepress Technicians and Workers	450	486	735	739	277	743	483	511	420	360	507.250	547
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	490	528	726	720	307	687	446	444	447	329	507.450	548
31-2012	Occupational Therapist Aides	668	647	514	67	483	436	491	519	723	684	507.900	549
29-1121	Audiologists	682	667	560	90	493	448	542	590	590	650	509.850	550
25-1063	Economics Teachers, Postsecondary	612	609	520	278	486	438	495	535	485	728	509.900	551
19-2032	Materials Scientists	721	708	612	46	403	514	506	563	611	674	510.250	552
51-2031	Engine and Other Machine Assemblers	704	687	554	14	626	626	626	626	440	434	510.600	553
39-3093	Locker Room, Coatroom, and Dressing Room Attendants	550	561	570	623	412	598	598	598	186	509	511.450	554
13-2061	Financial Examiners	498	499	478	484	636	540	636	636	252	525	511.800	555
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Se	496	503	487	543	699	699	488	501	110	461	511.800	556
29-1081	Podiatrists	633	629	563	354	410	447	532	544	494	641	512.600	557
47-2022	Stonemasons	657	631	475	9	518	518	711	711	711	542	512.650	558
17-2121	Marine Engineers and Naval Architects	590	582	531	395	477	479	464	477	477	677	514.400	559
25-1043	Forestry and Conservation Science Teachers, Postsecondary	753	741	639	12	401	421	574	574	574	766	514.450	560
19-1011	Animal Scientists	515	510	450	392	497	499	546	547	546	713	514.550	561
53-7063	Machine Feeders and Offbearers	475	521	733	743	347	739	474	494	438	256	515.200	562
17-3024	Electro-Mechanical Technicians	635	632	537	301	491	491	504	553	540	561	516.150	563
45-2041	Graders and Sorters, Agricultural Products	512	505	452	402	700	675	365	436	507	427	516.150	564
19-3039	Psychologists, All Other	641	637	544	272	428	523	525	572	523	652	516.700	565
25-4011	Archivists	745	740	629	84	523	428	516	521	465	680	517.400	566
47-2082	Tapers	615	617	603	561	253	531	580	580	580	424	517.700	567
25-1067	Sociology Teachers, Postsecondary	557	545	437	152	584	584	584	584	584	732	518.700	568
49-3022	Automotive Glass Installers and Repairers	547	541	490	443	585	585	682	682	244	530	518.950	569
51-3093	Food Cooking Machine Operators and Tenders	504	530	638	652	352	637	637	637	366	443	519.400	570
39-6031	Flight Attendants	610	616	599	563	418	564	564	564	515	260	520.500	571
45-3011	Fishers and Related Fishing Workers	443	456	564	633	512	512	372	446	705	491	523.700	572
19-2099	Physical Scientists, All Other	575	575	541	533	447	517	517	566	517	485	523.850	573
19-1041	Epidemiologists	725	710	606	49	507	507	520	700	509	689	524.950	574
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal a	357	408	752	756	640	754	281	421	370	362	525.050	575
29-9012	Occupational Health and Safety Technicians	609	595	480	110	715	465	715	739	454	626	525.800	576
39-4011	Embalmers	654	663	625	601	159	456	603	602	452	659	526.600	577
27-1013	Fine Artists, Including Painters, Sculptors, and Illustrators	607	598	498	180	628	533	628	677	628	488	527.100	578
51-4032	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Meta	627	630	596	536	216	644	741	741	433	460	527.450	579
41-2012	Gaming Change Persons and Booth Cashiers	706	705	648	417	429	442	527	540	467	476	527.550	580
25-1193	Recreation and Fitness Studies Teachers, Postsecondary	546	535	443	195	601	601	600	600	600	724	529.450	581
27-1012	Craft Artists	621	610	473	71	627	532	627	627	627	685	529.600	582
25-1065	Political Science Teachers, Postsecondary	573	564	481	197	582	582	582	582	582	730	530.850	583
51-9123	Painting, Coating, and Decorating Workers	506	527	546	613	356	690	387	435	715	493	532.150	584
33-3052	Transit and Railroad Police	587	585	518	394	457	422	745	745	459	696	532.300	585
25-4013	Museum Technicians and Conservators	634	628	566	357	257	619	668	668	619	639	532.800	586
47-2041	Carpet Installers	516	525	502	510	713	520	713	713	402	320	533.950	587
25-1064	Geography Teachers, Postsecondary	716	704	582	43	581	452	581	581	581	729	534.800	588
17-2031	Biomedical Engineers	733	733	649	178	468	468	565	565	565	632	535.600	589
47-4071	Septic Tank Servicers and Sewer Pipe Cleaners	618	622	591	550	252	558	558	558	655	545	536.350	590
25-1052	Chemistry Teachers, Postsecondary	522	511	421	215	575	575	768	755	575	768	536.900	591
51-9083	Ophthalmic Laboratory Technicians	454	460	491	594	711	711	470	469	340	522	538.650	592
51-8013	Power Plant Operators	459	479	693	693	691	691	403	440	202	482	538.650	593
49-3092	Recreational Vehicle Service Technicians	589	572	509	265	595	595	595	595	595	611	539.600	594
19-1023	Zoologists and Wildlife Biologists	678	670	574	255	502	502	695	695	503	588	539.750	595
25-1053	Environmental Science Teachers, Postsecondary	769	748	636	3	434	414	769	764	576	769	540.050	596
27-4032	Film and Video Editors	629	608	451	40	666	666	666	715	666	543	540.150	597
27-3012	Public Address System and Other Announcers	543	550	569	627	425	555	508	555	460	638	541.150	598
49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Rela	564	571	617	648	579	579	579	628	98	566	541.250	599

19-2043	Hydrologists	649	645	551	230	424	470	709	709	709	656	541.900	600
45-2011	Agricultural Inspectors	500	517	529	585	505	505	410	460	698	621	542.550	601
53-4031	Railroad Conductors and Yardmasters	489	478	414	321	745	745	457	514	745	437	543.000	602
51-6093	Upholsterers	457	469	602	647	680	680	440	489	401	440	543.150	603
25-1111	Criminal Justice and Law Enforcement Teachers, Postsecondary	597	594	501	212	589	589	589	589	589	735	544.350	604
25-1051	Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary	588	570	470	162	431	576	767	763	767	767	545.150	605
23-1021	Administrative Law Judges, Adjudicators, and Hearing Officers	568	566	527	440	558	560	559	559	560	597	545.450	606
39-6012	Concierges	600	601	526	344	609	609	609	609	478	565	545.450	607
13-1061	Emergency Management Specialists	620	612	522	254	620	620	620	620	476	631	546.100	608
51-2023	Electromechanical Equipment Assemblers	603	603	515	299	625	625	625	625	625	438	546.400	609
27-1029	Designers, All Other	694	691	586	120	638	445	638	638	638	593	547.600	610
29-1129	Therapists, All Other	709	686	559	15	692	500	692	692	692	518	549.150	611
15-2041	Statisticians	689	681	577	179	461	654	654	654	654	574	549.900	612
15-1011	Computer and Information Scientists, Research	625	625	565	388	546	451	643	643	643	516	549.900	613
53-5031	Ship Engineers	429	433	415	460	750	700	292	388	750	629	551.800	614
49-2096	Electronic Equipment Installers and Repairers, Motor Vehicles	556	557	499	408	580	580	629	629	629	559	551.950	615
25-9021	Farm and Home Management Advisors	578	593	634	644	430	430	576	576	528	600	552.200	616
51-2011	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	699	696	568	85	622	622	622	622	622	567	552.200	617
53-7072	Pump Operators, Except Wellhead Pumpers	477	522	738	747	767	574	381	455	9	672	555.050	618
15-2011	Actuaries	670	672	621	573	439	463	557	557	484	557	556.650	619
51-9196	Paper Goods Machine Setters, Operators, and Tenders	667	651	557	143	724	627	724	724	724	268	557.350	620
19-3022	Survey Researchers	717	723	651	302	570	439	619	619	569	517	557.600	621
25-1054	Physics Teachers, Postsecondary	616	614	523	253	577	423	577	577	770	770	558.450	622
27-3021	Broadcast News Analysts	659	662	618	604	438	415	509	516	474	676	560.000	623
25-4012	Curators	655	655	614	414	617	475	500	520	488	647	561.100	624
53-7199	Material Moving Workers, All Other	299	334	732	723	771	750	242	350	771	405	561.150	625
47-4021	Elevator Installers and Repairers	584	586	555	520	553	553	602	650	553	537	561.800	626
53-3011	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	631	615	482	61	735	638	735	735	735	527	563.150	627
29-1023	Orthodontists	751	744	657	16	669	420	669	669	669	649	563.350	628
19-3011	Economists	638	634	607	499	520	519	544	568	519	627	564.400	629
51-4035	Milling and Planing Machine Setters, Operators, and Tenders, Metal and	647	639	562	232	647	647	647	647	647	508	565.800	630
39-5091	Makeup Artists, Theatrical and Performance	719	717	615	300	436	604	604	604	533	720	566.800	631
49-9095	Manufactured Building and Mobile Home Installers	594	590	513	375	616	616	616	616	616	606	567.800	632
25-1192	Home Economics Teachers, Postsecondary	702	694	593	87	599	599	696	696	599	725	569.150	633
21-1013	Marriage and Family Therapists	643	643	589	473	542	542	639	639	591	500	569.650	634
43-4041	Credit Authorizers, Checkers, and Clerks	416	539	762	770	559	761	462	765	339	459	571.000	635
13-1032	Insurance Appraisers, Auto Damage	681	682	658	548	522	473	522	522	473	612	571.750	636
47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles	585	584	534	393	714	570	714	714	570	483	572.600	637
27-2023	Umpires, Referees, and Other Sports Officials	576	569	525	428	643	417	740	644	740	577	572.800	638
43-4021	Correspondence Clerks	636	650	667	667	299	485	653	653	653	558	573.550	639
25-1113	Social Work Teachers, Postsecondary	658	652	604	416	475	449	640	640	640	737	574.350	640
39-1011	Gaming Supervisors	741	745	664	664	444	444	519	542	493	442	576.000	641
51-4023	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	553	556	516	508	642	643	642	642	642	472	576.750	642
17-2161	Nuclear Engineers	639	648	665	665	481	460	578	603	481	584	577.350	643
25-1062	Area, Ethnic, and Cultural Studies Teachers, Postsecondary	698	699	631	465	485	484	492	533	579	727	578.900	644
51-9132	Photographic Processing Machine Operators	424	520	758	763	717	753	383	717	267	465	579.000	645
17-1021	Cartographers and Photogrammetrists	617	621	587	554	408	563	657	657	658	637	579.800	646
33-3041	Parking Enforcement Workers	690	690	643	517	455	455	743	743	462	636	580.050	647
29-1022	Oral and Maxillofacial Surgeons	729	725	610	13	668	572	765	740	668	682	581.950	648
49-9011	Mechanical Door Repairers	665	659	571	373	597	597	597	597	597	633	582.100	649
51-9071	Jewelers and Precious Stone and Metal Workers	567	567	550	549	708	708	708	708	393	447	583.400	650
53-2011	Airline Pilots, Copilots, and Flight Engineers	561	558	508	399	731	731	731	731	731	296	583.750	651
27-1027	Set and Exhibit Designers	596	600	567	490	637	543	591	591	637	624	586.300	652
47-4099	Construction and Related Workers, All Other	474	488	597	643	752	559	752	655	752	262	586.650	653
51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	574	576	539	532	723	723	723	723	388	445	586.800	654
27-4031	Camera Operators, Television, Video, and Motion Picture	586	597	609	597	569	569	618	618	663	489	586.850	655
43-2021	Telephone Operators	479	589	760	771	644	760	401	766	180	541	587.450	656

51-9193	Cooling and Freezing Equipment Operators and Tenders	677	658	511	28	721	721	721	721	721	665	588.050	657
25-1041	Agricultural Sciences Teachers, Postsecondary	476	471	440	423	764	668	486	513	764	764	588.100	658
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tender	524	547	724	724	657	561	463	505	657	417	588.550	659
51-8099	Plant and System Operators, All Other	660	649	543	176	697	697	697	697	697	605	591.600	660
47-2072	Pile-Driver Operators	697	697	637	472	528	528	528	578	577	698	591.700	661
51-4194	Tool Grinders, Filers, and Sharpeners	676	675	579	256	661	661	661	661	661	581	591.800	662
19-2011	Astronomers	735	728	630	175	463	702	702	702	702	723	593.150	663
45-4011	Forest and Conservation Workers	724	707	601	45	707	707	707	707	707	590	593.250	664
51-4012	Numerical Tool and Process Control Programmers	680	673	600	257	639	639	736	736	639	596	594.700	665
33-3031	Fish and Game Wardens	646	642	545	231	742	735	550	742	550	673	594.700	666
51-9191	Cementing and Gluing Machine Operators and Tenders	703	700	580	89	719	719	719	719	719	536	594.950	667
17-1012	Landscape Architects	662	660	581	374	656	656	656	656	656	505	596.150	668
25-1061	Anthropology and Archeology Teachers, Postsecondary	736	732	616	173	578	578	771	761	578	771	596.350	669
51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	645	636	538	270	706	706	706	706	706	511	596.550	670
19-1012	Food Scientists and Technologists	713	714	622	418	498	498	691	691	691	642	599.050	671
51-7031	Model Makers, Wood	761	751	652	2	684	684	684	684	684	709	600.850	672
39-3021	Motion Picture Projectionists	653	669	720	744	499	450	547	548	498	654	602.250	673
53-7073	Wellhead Pumpers	375	399	627	658	768	736	429	478	768	669	604.050	674
23-1022	Arbitrators, Mediators, and Conciliators	737	719	572	11	753	704	560	753	753	690	606.000	675
51-7021	Furniture Finishers	602	602	552	467	683	683	683	683	683	506	606.100	676
27-2099	Entertainers and Performers, Sports and Related Workers, All Other	675	680	650	551	648	648	648	648	648	310	607.000	677
53-7121	Tank Car, Truck, and Ship Loaders	536	565	741	757	770	673	770	673	44	619	608.750	678
51-4199	Metal Workers and Plastic Workers, All Other	614	620	611	560	662	662	662	662	662	430	609.550	679
51-5011	Bindery Workers	599	623	719	731	663	663	663	663	442	372	611.200	680
51-4022	Forging Machine Setters, Operators, and Tenders, Metal and Plastic	485	537	745	755	641	641	641	641	641	470	612.400	681
39-3092	Costume Attendants	768	768	696	696	453	453	502	528	466	701	612.650	682
19-2012	Physicists	723	731	703	703	510	510	510	517	510	608	612.800	683
43-2099	Communications Equipment Operators, All Other	755	753	675	675	173	548	645	645	741	706	613.500	684
49-9092	Commercial Divers	628	626	588	537	613	613	613	613	613	712	613.800	685
47-4061	Rail-Track Laying and Maintenance Equipment Operators	548	560	700	700	557	557	750	750	557	660	614.150	686
49-3091	Bicycle Repairers	688	692	620	516	594	594	594	594	594	662	614.300	687
35-2019	Cooks, All Other	693	701	642	474	567	664	664	664	567	625	614.300	688
53-1011	Aircraft Cargo Handling Supervisors	685	683	583	172	728	679	728	728	728	663	615.000	689
43-9081	Proofreaders and Copy Markers	592	599	536	489	693	693	693	693	693	546	615.300	690
33-3011	Bailiffs	555	554	524	509	739	642	739	690	739	570	618.600	691
19-3093	Historians	714	720	715	715	529	424	503	554	530	715	621.200	692
19-1032	Foresters	740	743	691	691	414	435	698	698	603	623	621.500	693
27-4099	Media and Communication Equipment Workers, All Other	624	627	608	538	665	571	763	762	665	551	622.100	694
51-8092	Gas Plant Operators	541	553	646	649	695	695	503	503	695	643	623.250	695
53-4011	Locomotive Engineers	487	509	585	641	743	694	453	453	743	743	624.100	696
43-9111	Statistical Assistants	710	724	695	695	501	550	694	694	501	568	624.350	697
19-4093	Forest and Conservation Technicians	663	665	645	591	732	635	635	635	538	475	624.950	698
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	565	574	661	661	686	686	686	686	686	421	625.150	699
47-5051	Rock Splitters, Quarry	720	711	590	48	760	728	760	760	760	710	625.600	700
53-4041	Subway and Streetcar Operators	771	761	647	1	746	746	746	746	746	657	625.650	701
51-4051	Metal-Refining Furnace Operators and Tenders	571	581	635	646	649	649	649	649	649	615	625.950	702
19-3091	Anthropologists and Archeologists	734	737	683	683	526	526	526	526	526	693	626.400	703
25-1082	Library Science Teachers, Postsecondary	757	758	687	687	421	471	588	588	588	734	628.000	704
47-5041	Continuous Mining Machine Operators	711	695	613	88	758	749	758	758	758	679	628.100	705
45-1012	Farm Labor Contractors	700	722	711	711	504	504	553	601	504	746	628.100	706
45-2021	Animal Breeders	579	596	656	645	603	603	699	699	699	634	629.950	707
51-9194	Etchers and Engravers	672	666	575	305	722	715	722	722	722	640	630.100	708
51-2021	Coil Winders, Tapers, and Finishers	549	587	746	761	623	623	623	623	623	573	630.150	709
43-3041	Gaming Cage Workers	748	760	697	697	552	552	552	552	552	549	630.900	710
49-9063	Musical Instrument Repairers and Tuners	661	664	640	603	610	610	610	610	610	688	631.300	711
19-3032	Industrial-Organizational Psychologists	764	771	671	671	524	525	496	525	525	714	631.950	712
51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	591	592	549	503	720	720	720	720	720	592	633.950	713

19-3092	Geographers	770	769	685	685	433	527	624	624	527	722	634.350	714
51-9131	Photographic Process Workers	583	624	736	760	716	716	716	716	324	515	635.150	715
51-9031	Cutters and Trimmers, Hand	701	712	628	405	703	703	703	703	703	504	635.250	716
51-6062	Textile Cutting Machine Setters, Operators, and Tenders	640	654	670	670	675	482	675	675	675	564	636.250	717
17-3021	Aerospace Engineering and Operations Technicians	731	734	707	707	537	537	585	585	537	658	636.700	718
49-3043	Rail Car Repairers	642	656	689	689	590	590	590	687	687	572	636.950	719
47-2043	Floor Sanders and Finishers	752	755	690	690	619	522	571	571	522	609	641.550	720
45-3021	Hunters and Trappers	758	759	706	706	513	513	562	538	562	721	642.350	721
51-4052	Pourers and Casters, Metal	566	583	688	688	650	650	650	747	650	648	642.950	722
45-2099	Agricultural Workers, All Other	664	676	669	669	511	655	704	704	704	618	645.750	723
19-1099	Life Scientists, All Other	747	750	668	668	509	508	701	701	701	587	646.700	724
35-2013	Cooks, Private Household	686	698	702	702	409	742	756	756	564	666	647.250	725
51-3091	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Te	626	633	654	629	635	732	732	732	635	583	647.700	726
51-6041	Shoe and Leather Workers and Repairers	608	619	619	637	671	671	671	671	671	664	647.950	727
19-3041	Sociologists	722	729	684	684	621	524	717	537	524	699	648.550	728
47-5031	Explosives Workers, Ordnance Handling Experts, and Blasters	705	715	655	413	564	747	757	757	757	694	652.050	729
41-9012	Models	743	747	692	692	441	634	634	634	634	719	652.800	730
49-9069	Precision Instrument and Equipment Repairers, All Other	673	679	712	712	611	611	611	611	708	589	654.800	731
49-2021	Radio Mechanics	712	726	725	759	573	573	573	573	573	686	655.950	732
29-1029	Dentists, All Other Specialists	674	677	624	571	670	670	670	670	670	691	656.250	733
25-1031	Architecture Teachers, Postsecondary	656	653	598	410	667	737	762	759	762	762	657.300	734
47-5042	Mine Cutting and Channeling Machine Operators	762	762	717	717	566	566	566	615	566	707	661.750	735
51-6064	Textile Winding, Twisting, and Drawing Out Machine Setters, Operators,	683	688	666	666	677	677	677	726	677	510	662.550	736
51-4192	Lay-Out Workers, Metal and Plastic	611	635	729	749	659	659	659	659	659	653	665.800	737
51-6063	Textile Knitting and Weaving Machine Setters, Operators, and Tenders	765	765	663	663	676	483	676	676	676	571	665.850	738
49-9097	Signal and Track Switch Repairers	726	730	674	674	618	618	667	667	618	670	666.700	739
51-4071	Foundry Mold and Coremakers	727	727	660	660	652	652	652	652	652	613	668.450	740
49-9045	Refractory Materials Repairers, Except Brickmasons	759	764	677	677	605	605	605	605	605	711	669.000	741
53-7031	Dredge Operators	644	646	605	466	759	734	759	734	759	718	670.950	742
51-6099	Textile, Apparel, and Furnishings Workers, All Other	613	638	727	748	681	681	681	681	681	603	671.050	743
53-6041	Traffic Technicians	696	703	632	469	754	657	754	754	754	678	674.050	744
19-4051	Nuclear Technicians	707	716	678	678	727	488	727	727	633	671	674.200	745
49-9093	Fabric Menders, Except Garment	750	754	699	699	614	614	614	614	614	716	675.600	746
29-2091	Orthotists and Prosthetists	652	657	641	611	712	712	712	712	712	681	675.700	747
49-9061	Camera and Photographic Equipment Repairers	767	767	708	708	608	608	608	608	608	700	676.950	748
51-8012	Power Distributors and Dispatchers	684	702	721	750	690	546	690	546	690	668	677.050	749
51-6051	Sewers, Hand	708	721	713	713	672	672	672	672	672	540	677.300	750
53-2022	Airfield Operations Specialists	671	668	659	570	734	685	734	685	734	692	678.050	751
51-6091	Extruding and Forming Machine Setters, Operators, and Tenders, Synthet	669	684	718	746	678	678	678	678	678	601	681.750	752
19-4061	Social Science Research Assistants	756	756	673	673	632	722	632	632	729	562	682.900	753
47-2053	Terrazzo Workers and Finishers	738	738	694	694	525	718	718	718	718	675	684.950	754
51-7099	Woodworkers, All Other	744	746	672	672	688	688	688	688	688	550	685.200	755
33-2021	Fire Inspectors and Investigators	572	604	723	729	738	725	738	738	738	635	686.000	756
51-5012	Bookbinders	732	736	716	716	664	568	761	617	664	683	686.600	757
51-7032	Patternmakers, Wood	760	763	698	698	685	541	685	541	685	717	688.250	758
53-7071	Gas Compressor and Gas Pumping Station Operators	530	551	722	725	766	717	766	752	766	703	688.850	759
51-4062	Patternmakers, Metal and Plastic	695	713	709	709	651	651	748	748	651	695	689.500	760
47-2142	Paperhangers	648	661	681	681	730	730	730	730	730	620	690.000	761
51-8011	Nuclear Power Reactor Operators	666	671	714	714	689	689	689	689	689	702	690.050	762
27-1022	Fashion Designers	749	752	680	680	729	632	729	729	632	591	691.300	763
51-6092	Fabric and Apparel Patternmakers	766	766	682	682	679	583	679	679	679	687	692.550	764
51-9082	Medical Appliance Technicians	679	689	710	710	710	710	710	710	710	630	695.250	765
17-2021	Agricultural Engineers	754	757	705	705	660	660	660	660	660	705	697.300	766
51-6061	Textile Bleaching and Dyeing Machine Operators and Tenders	715	742	728	767	674	674	674	674	674	646	700.800	767
51-9197	Tire Builders	763	770	662	662	725	676	725	725	725	614	706.600	768
53-4021	Railroad Brake, Signal, and Switch Operators	623	685	747	769	744	744	744	744	744	655	714.950	769
53-5022	Motorboat Operators	739	739	704	704	749	724	749	749	749	708	730.900	770

WEIGHTS:

Local Employment Estimate 2006	0.15
Local Employment Projected 2016	0.1
Local Employment Projected Change 2006-2016	0.05
Local Projected Percent Change 2006-2016	0.15
Local Annual Wage Estimates 2007	0.15
Local Annual Openings Due to Growth 2006-2016	0.1
Local Annual Openings Due to Replacement 2006-2016	0.05
Local Annual Total Openings 2006-2016	0.05
Local Occupational Location Quotients 2008 1st Qtr	0.1
National Occupations Projections 2016 Employment	0.1
	0.0 *

* A weight of 0.0 means the variable was not used to calculate the rankings.

Occupational Evaluation (using Filters)

S O C R A T E S

OCCUPATION EVALUATION

5/21/2009

You are using the following filter:

**Minimum Wage = \$10
Maximum Wage = \$99999.99**

Educational Preference: [10] Moderate-term on-the-job training, [09] Long-term on-the-job training, [08] Work experience in a related occupation, [07] Postsecondary vocational training, [06] Associate degree

SOC	Soc Title	Ed Code	Wage	Local				[Nat]				Quotient	Rank		
				Empl	Empl	Abs % Change	% Change	Ann Wage Est	Avg Open Growth	Avg Open Repl	Avg Total Open			Occ LQs	Nat Proj
				2006	2016	2006 - 2016	2006 - 2016	2007	2006 - 2016	2006 - 2016	2006 - 2016	2008Q1	2016		

There are 771 total occupations for this region

Filtered results yields 165 occupations

29-1111	Registered Nurses	06	\$24.20	1	1	1	6	23	1	1	1	37	1	12.000	1
11-9199	Managers, All Other	08	\$34.47	20	21	35	127	3	33	24	24	152	11	16.750	2
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical a	10	\$23.38	12	12	8	66	25	8	8	11	114	7	17.100	3
11-9051	Food Service Managers	08	\$27.07	26	26	30	87	9	30	33	31	46	31	18.900	4
49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairer	08	\$24.18	21	20	18	86	24	19	19	19	39	23	21.450	5
47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction	08	\$22.40	11	11	11	94	33	11	16	14	11	15	22.000	6
33-3051	Police and Sheriff's Patrol Officers	09	\$21.35	13	13	10	78	39	10	12	12	32	17	24.950	7
51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	09	\$25.38	23	23	41	132	16	43	18	21	4	138	25.800	8
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	08	\$22.69	19	19	34	135	28	34	21	22	93	16	28.750	9
49-3011	Aircraft Mechanics and Service Technicians	07	\$22.55	49	48	25	13	30	27	50	37	157	77	31.100	10
43-1011	First-Line Supervisors/Managers of Office and Administrative Support W	08	\$19.04	8	8	9	111	55	9	6	9	88	8	31.850	11
41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	08	\$26.31	27	28	64	143	11	63	29	41	104	24	31.950	12
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scie	10	\$28.23	61	62	65	77	7	66	52	61	125	27	35.400	13
29-2034	Radiologic Technologists and Technicians	06	\$22.00	54	50	27	11	36	24	69	42	77	53	35.550	14
29-2021	Dental Hygienists	06	\$24.65	75	66	42	8	21	45	149	66	113	52	36.450	15
33-3021	Detectives and Criminal Investigators	08	\$25.10	58	58	56	34	17	57	49	57	36	89	36.800	16
23-2011	Paralegals and Legal Assistants	06	\$20.15	44	42	26	20	45	26	86	48	44	42	38.200	17
41-3099	Sales Representatives, Services, All Other	10	\$22.10	38	37	43	85	35	42	40	44	155	28	38.250	18
17-3023	Electrical and Electronic Engineering Technicians	06	\$27.02	70	70	69	61	10	74	77	72	111	61	39.650	19
47-2111	Electricians	09	\$17.73	18	17	19	105	64	18	22	20	35	18	41.350	20
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	08	\$15.82	3	3	7	121	77	7	3	7	79	6	41.400	21
29-2061	Licensed Practical and Licensed Vocational Nurses	07	\$15.76	10	9	3	23	79	3	11	4	33	14	42.050	22
33-1012	First-Line Supervisors/Managers of Police and Detectives	08	\$35.09	80	80	85	92	2	88	61	74	70	82	42.750	23
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	09	\$18.62	34	35	24	35	59	25	54	38	68	37	43.000	24
13-1031	Claims Adjusters, Examiners, and Investigators	09	\$25.08	77	75	67	36	19	67	101	85	137	43	44.500	25
41-9022	Real Estate Sales Agents	07	\$21.77	41	45	57	103	38	55	41	51	110	32	45.100	26
43-6011	Executive Secretaries and Administrative Assistants	10	\$14.92	4	5	6	96	88	6	4	3	57	5	46.700	27
29-1126	Respiratory Therapists	06	\$21.26	81	72	45	7	40	41	58	55	52	81	47.900	28
53-1031	First-Line Supervisors/Managers of Transportation and Material-Moving	08	\$21.21	51	53	58	63	41	58	47	56	62	46	48.450	29
53-3032	Truck Drivers, Heavy and Tractor-Trailer	10	\$14.27	6	4	2	31	94	2	9	2	50	3	48.600	30
47-2152	Plumbers, Pipefitters, and Steamfitters	09	\$16.64	24	24	29	102	71	29	23	23	25	20	49.250	31
51-4041	Machinists	09	\$18.43	39	39	39	52	60	40	38	34	122	34	49.500	32
49-9041	Industrial Machinery Mechanics	09	\$18.66	32	36	46	104	58	46	35	40	31	57	49.900	33
13-1041	Compliance Officers, Except Agriculture, Construction, Health and Safe	09	\$22.19	60	61	70	93	34	69	60	64	15	63	50.500	34
47-5013	Service Unit Operators, Oil, Gas, and Mining	10	\$16.60	31	32	32	74	72	36	25	27	2	159	51.850	35

47-5011	Derrick Operators, Oil and Gas	10	\$19.07	47	46	51	73	54	48	36	39	1	161	51.900	36
29-2032	Diagnostic Medical Sonographers	06	\$29.17	137	129	84	5	6	97	139	113	42	121	52.950	37
47-5012	Rotary Drill Operators, Oil and Gas	10	\$17.85	42	44	44	71	63	44	31	33	3	160	53.200	38
51-4121	Welders, Cutters, Solderers, and Brazers	07	\$15.72	17	18	31	137	80	35	15	16	23	33	53.400	39
15-1041	Computer Support Specialists	06	\$15.66	35	33	22	28	81	22	55	36	120	19	53.450	40
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	10	\$23.25	89	86	78	53	26	80	82	77	22	137	53.650	41
31-2021	Physical Therapist Assistants	06	\$22.54	113	97	63	2	32	62	131	83	26	104	55.000	42
47-2211	Sheet Metal Workers	09	\$20.41	65	67	68	70	43	72	68	65	90	55	55.050	43
11-3071	Transportation, Storage, and Distribution Managers	08	\$31.75	116	116	107	81	4	104	111	110	112	91	56.850	44
49-3023	Automotive Service Technicians and Mechanics	07	\$13.60	16	16	15	97	103	14	14	15	49	12	59.150	45
33-3012	Correctional Officers and Jailers	10	\$14.18	14	14	28	141	97	28	17	17	92	26	60.400	46
17-3026	Industrial Engineering Technicians	06	\$25.69	124	121	101	39	13	91	130	119	99	109	60.450	47
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipm	07	\$22.54	97	96	87	72	31	86	85	87	84	108	60.500	48
43-3031	Bookkeeping, Accounting, and Auditing Clerks	10	\$13.01	5	6	12	136	112	12	5	10	87	2	60.950	49
33-1021	First-Line Supervisors/Managers of Fire Fighting and Prevention Worker	08	\$25.09	123	120	97	41	18	90	90	94	91	117	61.400	50
47-2141	Painters, Construction and Maintenance	10	\$15.60	28	29	47	119	82	52	39	45	86	22	61.650	51
19-4041	Geological and Petroleum Technicians	06	\$23.08	109	108	92	56	27	93	105	105	8	162	62.050	52
17-3029	Engineering Technicians, Except Drafters, All Other	06	\$29.24	122	124	118	89	5	125	119	122	145	92	62.100	53
41-9099	Sales and Related Workers, All Other	10	\$20.23	88	85	77	55	44	81	96	81	158	45	62.150	54
47-2073	Operating Engineers and Other Construction Equipment Operators	10	\$13.21	22	22	17	75	109	17	20	18	10	30	63.750	55
31-2011	Occupational Therapist Assistants	06	\$25.60	150	140	102	4	14	96	152	132	38	150	65.200	56
29-2055	Surgical Technologists	07	\$17.08	90	76	54	9	66	51	122	69	67	86	65.400	57
53-7021	Crane and Tower Operators	09	\$19.57	84	83	83	84	51	82	95	86	6	131	67.150	58
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	07	\$14.04	40	41	36	44	98	37	34	32	40	41	67.600	59
53-5021	Captains, Mates, and Pilots of Water Vessels	08	\$55.82	119	122	141	151	1	160	120	131	7	149	67.700	60
19-4031	Chemical Technicians	06	\$25.73	103	106	133	149	12	132	92	114	30	118	68.000	61
17-3022	Civil Engineering Technicians	06	\$15.45	46	47	55	82	84	61	44	54	116	88	68.150	62
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	10	\$14.77	30	34	60	129	89	56	28	35	103	25	70.000	63
29-2033	Nuclear Medicine Technologists	06	\$27.09	158	157	123	15	8	119	161	139	161	155	70.750	64
31-9091	Dental Assistants	10	\$12.70	45	38	16	10	118	16	32	26	105	35	71.350	65
53-1021	First-Line Supervisors/Managers of Helpers, Laborers, and Material Mov	08	\$16.39	63	65	72	83	74	71	64	67	102	66	71.650	66
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	07	\$14.26	48	49	49	60	95	47	42	47	12	76	71.850	67
47-4011	Construction and Building Inspectors	08	\$16.79	78	79	75	54	68	77	76	79	58	84	71.950	68
17-3013	Mechanical Drafters	07	\$19.92	112	109	90	49	48	95	93	93	98	103	72.300	69
37-1012	First-Line Supervisors/Managers of Landscaping, Lawn Service, and Grou	08	\$16.69	67	71	79	101	70	79	106	90	69	58	72.700	70
49-9042	Maintenance and Repair Workers, General	09	\$11.62	7	7	4	59	143	4	10	6	66	9	73.950	71
33-9021	Private Detectives and Investigators	08	\$19.60	104	103	99	90	50	102	110	107	115	128	75.250	72
47-5071	Roustabouts, Oil and Gas	10	\$11.95	15	15	13	65	137	13	13	13	5	144	75.300	73
49-2091	Avionics Technicians	07	\$24.72	146	143	126	48	20	111	127	127	53	153	76.000	74
47-2051	Cement Masons and Concrete Finishers	09	\$12.28	33	31	23	43	126	23	37	29	14	51	76.000	75
29-2052	Pharmacy Technicians	10	\$12.10	36	30	14	16	132	15	53	28	61	36	76.300	76
51-8031	Water and Liquid Waste Treatment Plant and System Operators	09	\$15.98	71	74	82	99	75	78	51	63	82	85	76.850	77
11-9081	Lodging Managers	08	\$20.64	111	111	117	108	42	109	140	124	76	115	78.600	78
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Worker	08	\$11.17	9	10	5	46	151	5	7	5	24	13	78.600	79
25-3021	Self-Enrichment Education Teachers	08	\$14.19	66	64	62	45	96	64	109	78	89	39	79.600	80
19-4099	Life, Physical, and Social Science Technicians, All Other	06	\$19.56	117	115	103	69	52	118	117	117	147	94	79.600	81
35-1011	Chefs and Head Cooks	07	\$15.97	96	94	80	38	76	83	81	76	85	72	80.400	82
33-1099	First-Line Supervisors/Managers, Protective Service Workers, All Other	08	\$22.67	132	133	134	134	29	137	137	153	153	124	81.200	83
29-2012	Medical and Clinical Laboratory Technicians	06	\$12.67	62	56	37	14	119	31	48	43	71	67	81.750	84
19-4091	Environmental Science and Protection Technicians, Including Health	06	\$19.94	120	119	120	100	46	116	107	115	16	143	83.000	85
17-3012	Electrical and Electronics Drafters	07	\$24.45	155	156	143	117	22	130	156	156	94	142	84.300	86
37-1011	First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	08	\$12.94	56	55	52	29	117	53	46	53	80	44	85.100	87
49-9051	Electrical Power-Line Installers and Repairers	09	\$19.50	87	92	132	152	53	129	70	98	19	87	85.750	88
33-1011	First-Line Supervisors/Managers of Correctional Officers	08	\$17.16	98	99	111	115	65	106	78	91	59	135	86.050	89
11-9131	Postmasters and Mail Superintendents	08	\$25.59	159	160	159	163	15	131	158	155	95	151	87.000	90
49-9099	Installation, Maintenance, and Repair Workers, All Other	10	\$15.58	100	98	89	67	83	100	91	101	164	62	87.650	91
51-9122	Painters, Transportation Equipment	09	\$19.75	106	110	136	148	49	158	94	121	27	120	88.000	92

51-4193	Plating and Coating Machine Setters, Operators, and Tenders, Metal and	10	\$18.78	138	137	116	24	57	120	144	133	126	140	89.800	93
43-6014	Secretaries, Except Legal, Medical, and Executive	10	\$10.83	2	2	33	153	156	32	2	8	63	4	89.850	94
49-9052	Telecommunications Line Installers and Repairers	09	\$19.94	73	82	161	159	47	138	66	92	106	71	90.800	95
49-3021	Automotive Body and Related Repairers	09	\$13.84	52	59	96	146	99	101	59	73	51	56	90.900	96
29-2041	Emergency Medical Technicians and Paramedics	07	\$10.89	43	40	20	18	155	20	80	46	21	50	90.950	97
43-3021	Billing and Posting Clerks and Machine Operators	10	\$11.37	25	25	38	116	148	39	30	30	83	21	91.050	98
17-3011	Architectural and Civil Drafters	07	\$16.90	102	104	121	138	67	105	99	103	96	83	91.150	99
43-5032	Dispatchers, Except Police, Fire, and Ambulance	10	\$13.66	59	63	91	140	101	92	56	70	47	68	91.200	100
43-6012	Legal Secretaries	07	\$12.28	53	54	59	62	127	60	57	58	81	38	92.100	101
49-2093	Electrical and Electronics Installers and Repairers, Transportation Eq	07	\$21.81	151	152	147	144	37	163	142	150	9	157	92.600	102
43-3051	Payroll and Timekeeping Clerks	10	\$11.99	55	52	48	25	136	49	45	49	55	48	93.050	103
51-2092	Team Assemblers	10	\$10.40	29	27	21	51	163	21	26	25	138	10	93.200	104
17-3031	Surveying and Mapping Technicians	10	\$15.78	101	100	113	112	78	126	83	99	73	113	93.700	105
47-4041	Hazardous Materials Removal Workers	10	\$18.06	136	135	124	91	61	107	124	125	41	127	94.300	106
41-3011	Advertising Sales Agents	10	\$15.42	94	95	108	120	85	112	87	102	124	69	94.400	107
51-8021	Stationary Engineers and Boiler Operators	09	\$17.96	129	131	129	131	62	148	148	149	20	126	95.500	108
39-1021	First-Line Supervisors/Managers of Personal Service Workers	08	\$11.63	50	51	50	40	142	54	43	50	43	49	96.000	109
53-7032	Excavating and Loading Machine and Dragline Operators	10	\$12.52	74	73	71	57	122	70	65	68	17	100	96.950	110
47-2181	Roofers	10	\$12.21	72	68	61	21	130	59	67	62	97	65	97.150	111
29-2071	Medical Records and Health Information Technicians	06	\$11.43	68	60	40	12	147	38	88	60	48	60	97.700	112
43-6013	Medical Secretaries	07	\$11.36	57	57	53	27	149	50	71	59	54	29	101.600	113
47-2221	Structural Iron and Steel Workers	09	\$12.02	69	69	73	76	134	73	75	71	13	105	102.900	114
49-2098	Security and Fire Alarm Systems Installers	07	\$14.35	126	125	109	50	92	115	136	134	56	122	103.050	115
43-4141	New Accounts Clerks	08	\$12.98	105	101	88	58	114	99	84	100	100	96	103.550	116
49-2011	Computer, Automated Teller, and Office Machine Repairers	07	\$13.00	79	84	104	130	113	113	108	111	127	70	104.750	117
11-9061	Funeral Directors	06	\$16.51	134	136	139	139	73	140	138	143	18	148	105.250	118
31-9094	Medical Transcriptionists	07	\$12.00	99	91	66	17	135	65	114	82	45	78	105.450	119
47-2171	Reinforcing Iron and Rebar Workers	09	\$13.07	118	114	93	47	111	98	121	106	29	141	105.750	120
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tend	10	\$14.35	142	138	112	19	91	122	132	130	119	134	106.000	121
39-4011	Embalmers	07	\$18.81	164	164	154	142	56	139	154	158	160	164	106.500	122
25-9011	Audio-Visual Collections Specialists	10	\$16.78	160	159	138	22	69	151	162	162	151	163	106.800	123
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	10	\$12.95	85	88	106	124	116	103	72	97	109	80	107.850	124
51-9199	Production Workers, All Other	10	\$12.08	82	81	86	98	133	94	74	84	159	40	108.900	125
29-9099	Healthcare Practitioners and Technical Workers, All Other	06	\$13.43	131	128	105	26	105	110	126	126	150	116	108.900	126
27-1026	Merchandise Displayers and Window Trimmers	10	\$11.90	92	89	76	37	139	75	102	96	101	98	109.900	127
51-2041	Structural Metal Fabricators and Fitters	10	\$15.34	64	78	164	161	86	164	63	104	28	99	110.000	128
51-3021	Butchers and Meat Cutters	09	\$11.59	76	77	81	88	144	76	79	75	75	74	111.750	129
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	09	\$13.37	128	126	115	79	107	124	150	137	131	79	112.950	130
49-9094	Locksmiths and Safe Repairers	10	\$15.25	153	151	137	68	87	141	123	142	78	146	114.400	131
19-4021	Biological Technicians	06	\$13.70	149	146	125	42	100	123	164	151	123	110	116.100	132
37-2021	Pest Control Workers	10	\$12.23	127	123	98	33	128	87	141	112	107	107	117.350	133
27-4021	Photographers	09	\$11.51	83	87	94	113	145	85	98	88	117	73	117.850	134
47-2132	Insulation Workers, Mechanical	10	\$14.73	143	145	148	147	90	136	151	152	146	156	118.250	135
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operat	10	\$13.10	135	134	128	107	110	161	146	146	142	101	120.050	136
43-9011	Computer Operators	10	\$13.52	93	127	165	165	104	165	89	165	108	93	123.700	137
51-4032	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Meta	10	\$14.28	163	163	151	118	93	149	160	159	139	139	123.800	138
51-9081	Dental Laboratory Technicians	09	\$13.35	145	147	140	126	108	156	135	140	136	123	124.750	139
49-9043	Maintenance Workers, Machinery	09	\$11.50	115	113	100	64	146	84	104	108	72	102	125.250	140
29-2099	Health Technologists and Technicians, All Other	07	\$10.49	125	112	74	3	162	68	129	89	149	90	125.650	141
41-3041	Travel Agents	07	\$13.62	121	130	162	160	102	133	112	128	130	97	125.850	142
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tender	10	\$12.52	130	132	130	128	123	157	115	136	135	95	126.500	143
19-4011	Agricultural and Food Science Technicians	06	\$12.96	156	154	131	32	115	153	163	163	65	152	126.750	144
41-2022	Parts Salespersons	10	\$11.92	37	43	157	157	138	142	27	52	34	54	129.500	145
43-9041	Insurance Claims and Policy Processing Clerks	10	\$10.91	91	93	114	133	154	121	103	116	132	47	130.550	146
27-1019	Artists and Related Workers, All Other	09	\$13.43	165	165	152	1	106	143	157	157	163	165	130.950	147
29-2081	Opticians, Dispensing	09	\$11.03	107	107	110	95	153	117	100	109	60	111	131.050	148
25-4031	Library Technicians	07	\$10.24	108	105	95	80	164	89	73	80	74	75	131.450	149

51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operator	10	\$12.22	141	141	135	109	129	144	133	144	141	112	132.900	150
47-2131	Insulation Workers, Floor, Ceiling, and Wall	10	\$11.09	86	90	127	150	152	135	62	95	156	133	133.350	151
49-9062	Medical Equipment Repairers	06	\$11.68	147	144	122	30	141	114	128	129	118	145	135.250	152
49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers	10	\$12.46	154	155	146	122	124	150	155	161	121	132	136.200	153
51-5021	Job Printers	09	\$12.34	157	158	145	110	125	154	165	160	143	119	136.800	154
47-2082	Tapers	10	\$12.59	161	161	150	125	121	127	159	164	154	129	137.150	155
47-4071	Septic Tank Servicers and Sewer Pipe Cleaners	10	\$12.60	162	162	153	123	120	146	153	154	148	154	137.850	156
33-9011	Animal Control Workers	10	\$12.12	152	150	142	114	131	162	118	135	162	158	138.000	157
51-5023	Printing Machine Operators	10	\$10.64	114	117	119	106	160	108	116	120	140	64	138.750	158
51-5022	Prepress Technicians and Workers	07	\$11.86	139	149	160	162	140	145	125	141	134	114	146.850	159
27-3011	Radio and Television Announcers	09	\$10.74	110	118	149	154	157	128	113	123	165	125	147.150	160
49-2097	Electronic Home Entertainment Equipment Installers and Repairers	07	\$10.72	140	142	144	145	158	155	145	145	129	130	150.400	161
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders,	10	\$10.08	95	102	155	155	165	159	97	118	128	59	151.000	162
51-9022	Grinding and Polishing Workers, Hand	10	\$11.19	144	148	156	156	150	152	143	148	133	136	151.200	163
51-2091	Fiberglass Laminators and Fabricators	10	\$10.68	133	139	163	164	159	134	134	138	64	147	156.500	164
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	10	\$10.55	148	153	158	158	161	147	147	147	144	106	158.000	165

WEIGHTS:

Local Employment Estimate 2006	0.15
Local Employment Projected 2016	0.0
Local Employment Projected Change 2006-2016	0.35
Local Projected Percent Change 2006-2016	0.00
Local Annual Wage Estimates 2007	0.50
Local Annual Openings Due to Growth 2006-2016	0.0
Local Annual Openings Due to Replacement 2006-2016	0.0
Local Annual Total Openings 2006-2016	0.0
Local Occupational Location Quotients 2008 1st Qtr	0.0
National Occupations Projections 2016 Employment	0.0
	0.0 *

Education Codes:

First professional degree	01
Doctoral degree	02
Master's degree	03
Bachelor's or higher degree, plus work experience	04
Bachelor's degree	05
Associate degree	06
Postsecondary vocational training	07
Work experience in a related occupation	08
Long-term on-the-job training	09
Moderate-term on-the-job training	10
Short-term on-the-job training	11

* A weight of 0.0 means the variable was not used to calculate the rankings.

Preliminary Demand Occupation Report

No.	SOC	SOC Title	Non-Trad'l	Successful Board	Key Occupation	Good Employment	Wages Above	Education Time	Available Training	Local Wisdom
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Occ for Male(M) or Female(F)	Placement History	in Targeted Industry	Growth Prospects	LWDB Goal	Within LWDB Goal	Provider Identified	and Employer Validation
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1.	13-2011	Accountants and Auditors					
2.	17-2011	Aerospace Engineers	(F)				
3.	49-3011	Aircraft Mechanics/Service Techs	(F)				
4.	49-3023	Auto Service Techs/Mechanics	(F)				
5.	49-3021	Automotive Body/Related Repairer	(F)				
6.	49-2091	Avionics Technicians	(F)				
7.	43-3031	Bookkeeping/Accounting/Auditing	(M)				
8.	53-3022	Bus Drivers, School					
9.	49-3031	Bus/Truck Mech/Diesel Speclst	(F)				
10.	13-1199	Business Operations Speclst, NEC					
11.	53-5021	Captains/Mates/Pilots, Water Ves	(F)				
12.	47-2031	Carpenters	(F)				
13.	47-2051	Cement Masons/Concrete Finishers	(F)				
14.	17-2041	Chemical Engineers	(F)				
15.	51-9011	Chemical Equipment Operator/Tend	(F)				
16.	51-8091	Chemical Plant/System Operators	(F)				
17.	19-4031	Chemical Technicians	(F)				

18.	19-2031	Chemists	
19.	17-2051	Civil Engineers	(F)
20.	53-7061	Cleaners of Vehicles and Equipmt	(F)
21.	51-9121	Coat/Paint/Spray Mach Oper	(F)
22.	35-3021	Combined Food Prep/Serving Wkrs	
23.	15-1031	Comp Software Eng, Applicacion	(F)
24.	15-1032	Comp Software Eng, System Sftw	(F)
25.	15-1041	Computer Support Specialists	
26.	51-4011	Computer-Controlled Mach Tool Op	(F)
27.	47-2061	Construction Laborers	(F)
28.	11-9021	Construction Managers	(F)
29.	49-9012	Control/Valve Installers/Repairs	(F)
30.	41-2021	Counter and Rental Clerks	
31.	43-4051	Customer Service Representatives	
32.	51-4031	Cutting/Punching/Press Mach Oper	(F)
33.	47-5011	Derrick Operators, Oil and Gas	(F)
34.	43-5032	Dispatchers, Ex Police/Fire/Ambu	
35.	11-9032	Educ Administrators, Elemen/Sec	
36.	49-9051	Elec Power-Line Instal/Repair	(F)

37.	49-2094	Elec/Electronics Repairer, Equip	(F)
38.	49-2095	Elec/Electronics Repairer, Power	(F)
39.	17-2071	Electrical Engineers	(F)
40.	17-3023	Electrical/Electronic Eng Techs	(F)
41.	47-2111	Electricians	(F)
42.	17-2072	Electronics Engineers, Exc Comp	(F)
43.	25-2021	Elementary School Teachers	(M)
44.	53-7032	Excavate/Load Mach/Dragline Oper	(F)
45.	43-6011	Exec Secretaries/Admin Assists	
46.	51-9041	Extrude/Form/Pressing Mach Oper	(F)
47.	13-2051	Financial Analysts	
48.	51-4022	Forging Machine Set/Oper/Tend	(F)
49.	11-1021	General and Operations Managers	
50.	19-2042	Geoscientists	(F)
51.	51-4033	Grinding/Polishing/Buffing Oper	(F)
52.	47-5081	Helpers--Extraction Workers	
53.	49-9098	Helpers--Install/Maint/Repair Wk	(F)
54.	47-3015	Helpers--Pipelayers/Plumbers	(F)
55.	51-9198	Helpers--Production Workers	(F)

56.	17-3026	Industrial Engineering Techs	(F)
57.	17-2112	Industrial Engineers	(F)
58.	49-9041	Industrial Machinery Mechanics	(F)
59.	53-7051	Industrial Truck/Tractor Oper	(F)
60.	51-9061	Inspector/Tester/Sorter/Sampler	
61.	37-2011	Janitor/Cleaner, Exc Maids/House	
62.	53-7062	Laborers and Freight/Stock/Mover	(F)
63.	51-4034	Lathe/Turning Mach Tool Oper	(F)
64.	29-2061	Licensed Practical/Voc Nurses	(M)
65.	51-4041	Machinists	(F)
66.	37-2012	Maids and Housekeeping Cleaners	(M)
67.	49-9042	Maintenance/Repair Wkrs, General	(F)
68.	19-3021	Market Research Analysts	
69.	29-2011	Medical/Clinical Lab Technol	
70.	11-9111	Medical/Health Services Managers	
71.	43-5041	Meter Readers, Utilities	(F)
72.	47-1011	Mgr/Spvr, Construction Trade Wkr	(F)
73.	53-1021	Mgr/Spvr, Helpers/Laborers/Mover	(F)
74.	49-1011	Mgr/Spvr, Mechanics/Installers	(F)

75.	43-1011	Mgr/Spvr, Office/Admin Support	
76.	51-1011	Mgr/Spvr, Production/Operat Wkr	(F)
77.	41-1011	Mgr/Spvr, Retail Sales Workers	
78.	53-1031	Mgr/Spvr, Transportation/Moving	(F)
79.	25-2022	Middle School Teachers	
80.	51-9023	Mixing/Blending Mach Setter/Oper	(F)
81.	49-3042	Mobile Heavy Equip Mechanics	(F)
82.	15-1081	Network Systems/Data Comm. Analy	
83.	31-1012	Nursing Aides/Orderlies/Attends	(M)
84.	43-9061	Office Clerks, General	(M)
85.	47-2073	Operating Eng/Construct Equip	(F)
86.	51-9122	Painters, Transportation Equipmt	(F)
87.	47-2071	Paving/Surfacing/Tamping Equip	(F)
88.	17-2171	Petroleum Engineers	(F)
89.	51-8093	Petroleum Pump System/Refine Op	(F)
90.	29-2052	Pharmacy Technicians	
91.	47-2151	Pipelayers	(F)
92.	47-2152	Plumbers/Pipefitters/Steamfitter	(F)
93.	51-8013	Power Plant Operators	(F)

94.	43-5061	Production/Planning/Exped Clk	
95.	29-2034	Radiologic Technols/Techs	
96.	47-4061	Rail-Track Laying/Maint Equip Op	(F)
97.	29-1111	Registered Nurses	(M)
98.	29-1126	Respiratory Therapists	
99.	41-2031	Retail Salespersons	
100.	47-5012	Rotary Drill Operators, Oil/Gas	(F)
101.	47-5071	Roustabouts, Oil and Gas	(F)
102.	53-5011	Sailors and Marine Oilers	(F)
103.	41-4012	Sales Reps, Exc Tech/Sci Product	(F)
104.	41-3099	Sales Reps, Services, NEC	
105.	25-2031	Secondary School Teachers	
106.	43-6014	Secretaries, Exc Legal/Med/Exec	(M)
107.	53-6031	Service Station Attendants	(F)
108.	47-5013	Service Unit Oper, Oil/Gas/Mine	(F)
109.	47-2211	Sheet Metal Workers	(F)
110.	51-2041	Struct Metal Fabricators/Fitters	(F)
111.	47-2221	Structural Iron and Steel Wkrs	(F)
112.	25-9041	Teacher Assistants	(M)

113.	25-3099	Teachers and Instructors, NEC	
114.	51-2092	Team Assemblers	
115.	49-2022	Telecomm Equip Installers/Repair	(F)
116.	11-3071	Transport/Storage/Distrib Mgr	
117.	53-3032	Truck Drivers, Heavy/Tractor-Tra	(F)
118.	53-3033	Truck Drivers, Light or Delivery	(F)
119.	51-4122	Weld/Solder/Brazing Mach Oper	
120.	51-4121	Welders/Cutters/Solderers/Brazer	(F)
121.	53-7073	Wellhead Pumpers	(F)



**Appendix 13 – This table was the response to Parts 2 and 3 of Appendix 3 for the 2007-2008 Plan:
(Page Numbers may not correspond to 2009 modification)**

Destination 2010: FY2004-FY2009 Strategic Plan for the Texas Workforce Development System (TWDS) Long-Term Objectives				
Required	LTO ID#	SYSTEM LONG-TERM OBJECTIVES	Part 2: Page Number (s) in Plan	Part 3: Performance FY2006
	SI2.0	All system partners and associated workforce service providers will participate in the scope and development of a system-wide universal information gateway designed to provide a consistent and universal framework for all system customers and provider information on system projects, services and solutions.	NA	NA
R	CU1.0	Increase system-wide, the number of employers using TWDS products and services.	Pages 1,2,8,9,10,13,14	WorkSource has exceeded the current 18% employer participation rate at increasing levels each of the last two years, 18.25% and 19.25% respectively. Our current performance is 17.5% and we are projected to exceed the 18% target again this year.
R	CU2.0	Employer Customer Satisfaction levels in system programs and services will increase as determined by the combined satisfactory and above satisfactory categories in the Council's System Employer Survey.	Pages 17,18	Per the April Monthly Performance Report, MPR, WorkSource is meeting the 75% employer customer satisfaction target. Efforts continue to exceed the target.

	CU3.0	Increase the percentage of adult education students completing the level enrolled.	Pages 6,11	
	SC1.0	Achieve job growth increases.	Appendix 2	
	SC2.0	Develop, approve, fund and implement a strategic alliance business model that targets a minimum of three strategic industry clusters that hold long-term strategic relevance to the State.	Appendix 2	

Destination 2010: FY2004-FY2009 Strategic Plan for the Texas Workforce Development System (TWIC) Long-Term Objectives

Required	LTO ID#	PROGRAM LONG-TERM OBJECTIVES	Part 2: Page Number (s) in Plan	Part 3: Performance FY2006
	SC3.0	Expand existing program or create a new program that enables employers to directly, readily and accountably access funds for new hire or incumbent worker training.	Pages 1,2,6,9,12	
R	SC4.0	Design and implement a methodology and system for identifying and assessing employer needs.	Pages 2,8,9,10,13,14,21,22	During the last two years the Board had not attained all of the performance measures that mattered to employers. Through extensive and continuing efforts we are currently meeting or exceeding each of these measures.
R	SC5.0	Develop system to review workforce education programs and make recommendations to revise or retire them as appropriate to the current and future workforce needs identified in coordination with employers.	Pages 12,13	We currently have 19 training providers participating in the Eligible Training Provider List for Coastal Bend. New and renewal training provider applications and training programs are reviewed by Board staff each month.
R	SC6.0	Increase the awareness; access rates, participation, and relevance of services to small and mid-size businesses throughout the State.	Pages 1,2,8,9,10,11,13,14	More activities referenced in Part 2, especially page 11, will continue to be provided in the period referenced by this plan. During the last two years the Board had not attained all of the performance measures that mattered to employers. Through extensive and continuing efforts we are currently meeting or exceeding each of these measures. This

				indicates improvement in overall services to employers of all size, as served through our offices.
	CU3.1	Increase the percentage of adult education students receiving a high school diploma or GED.	Page 6	
	CU3.2	Increase job placements as a result of STEP mature worker programs and services.	Page 7	
	CU3.3	Increase academic and future workplace success of youth by increasing the HS graduation and/or certification (GED) rates.	Page 7	

Destination 2010: FY2004-FY2009 Strategic Plan for the Texas Workforce Development System (TWIC) Long-Term Objectives

Required	LTO ID#	PROGRAM LONG-TERM OBJECTIVES	Part 2: Page Number (s) in Plan	Part 3: Performance FY2006
	CU3.4	Reduce the percentage of student dropouts from public schools between grades 7 and 12.	Pages 7,12	
	CU3.5	Increase the percentage of exiting secondary students pursuing academic and/or workforce education.	Pages 7,12	
	CU3.6	Increase TX higher education participation rate.	Pages 7,12	
	CU3.7	Increase the number of certificates, associates and bachelors degrees awarded annually.	Pages 7,12	
	CU3.8	Sustain job placements for students exiting post secondary programs.	Page 7	
	CU3.9	Decrease number of TANF recipients cycling on and off TANF.	Page 18	

	CU4.0	Increase the percentage of adult offenders placed in jobs prior to release. Increase constructive activity rate for youthful offenders.	Page 18	
R	CU5.0	Increase the percentage of persons receiving vocational rehabilitation services from the Department of Assistive and Rehabilitative Services (DARS) who remain employed after exiting the program.	Page 6	Refer to the working relationship described on page 6.