Josh Vasquez
Business Relations Representative
joshua@wfsolutions.org
956-638-7224

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Workforce Solutions

Mission, Purpose and Values

Mission Statement

To provide job seekers with the skills, and business with the talent, they need to be successful.

Purpose Statement

Leading Change, Connecting People and Improving Potential within our communities.
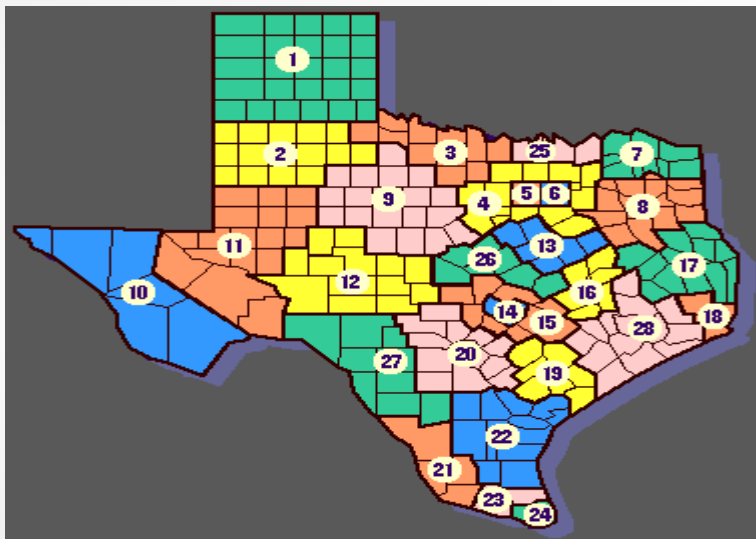
Values

Commitment   Integrity   Innovation

Workforce Solutions

Local Workforce Development Areas

1. Panhandle	11. Permian Basin	20. Alamo
2. South Plains	12. Concho Valley	21. South Texas
3. North Texas	13. Heart of Texas	22. Coastal Bend
4. North Central	14. Capital Area	23. Lower Rio Grande Valley
5. Tarrant County	15. Rural Capital	24. Cameron County
6. Dallas	16. Brazos Valley	25. Texoma
7. North East	17. Deep East Texas	26. Central Texas
8. East Texas	18. South East Texas	27. Middle Rio Grande
9. West Central	19. Golden Crescent	28. Gulf Coast
10. Upper Rio Grande		

Workforce Development Boards

- Full array of job posting and placement services.

- Up-to-date information on the labor market and emerging occupations.

- Recruiting, retention, and training assistance.

- Tax and hiring incentives, and more.

RGV Healthcare Industry Challenges

- Young And Inexperienced Workforce
- Entry Level Employability Skills
- Professional Labor Skills Shortage (RN, Physicians, Etc.)

RGV Labor Market Data

Geographic Area	Dec-16			Nov-16	Dec-15		
	Civilian Labor Force	Unemployed	Rate	Rate	Civilian Labor Force	Unemployed	Rate
USA	158,968,000	7,170,000	4.5%	4.4%	157,245,000	7,542,000	4.8%
Texas	13,398,800	609,900	4.6%	4.2%	13,136,900	556,700	4.2%
Workforce Solutions	377,445	32,664	8.7%	7.5%	365,760	30,676	8.4%
Hidalgo County	344,653	28,195	8.2%	7.1%	333,631	26,372	7.9%
Starr County	26,577	3,755	14.1%	12.3%	25,663	3,524	13.7%
Willacy County	6,215	714	11.5%	10.8%	6,466	780	12.1%
McAllen	64,894	3,183	4.9%	4.4%	62,741	2,824	4.5%
Mission	34,034	2,095	6.2%	5.4%	33,038	2,028	6.1%
Edinburg	38,815	1,965	5.1%	4.6%	37,560	1,782	4.7%
Pharr	29,729	1,986	6.7%	5.7%	29,008	2,072	7.1%
San Juan	15,111	1,189	7.9%	6.8%	14,525	1,007	6.9%
Weslaco	14,780	1,016	6.9%	5.7%	14,354	990	6.9%
Workforce Solutions Cameron	168,792	12,383	7.3%	6.6%	163,967	11,189	6.8%
Harlingen	24,991	1,451	5.8%	5.4%	24,273	1,280	5.3%
Brownsville	76,632	5,842	7.6%	6.8%	74,268	5,121	6.9%
San Benito	9,194	545	5.9%	5.6%	8,987	538	6.0%
SEASONALLY ADJUSTED FIGURES							
USA	159,640,000	7,529,000	4.7%	4.6%	157,957,000	7,927,000	5.0%
Texas	13,434,978	624,327	4.6%	4.6%	13,142,426	610,551	4.6%
LAREDO AREA (not Seasonally Adjusted)							
Workforce Solutions S. Texas	123,411	5,971	4.8%	4.4%	121,589	5,717	4.7%
Laredo	110,953	4,698	4.2%	3.9%	108,243	4,337	4.0%

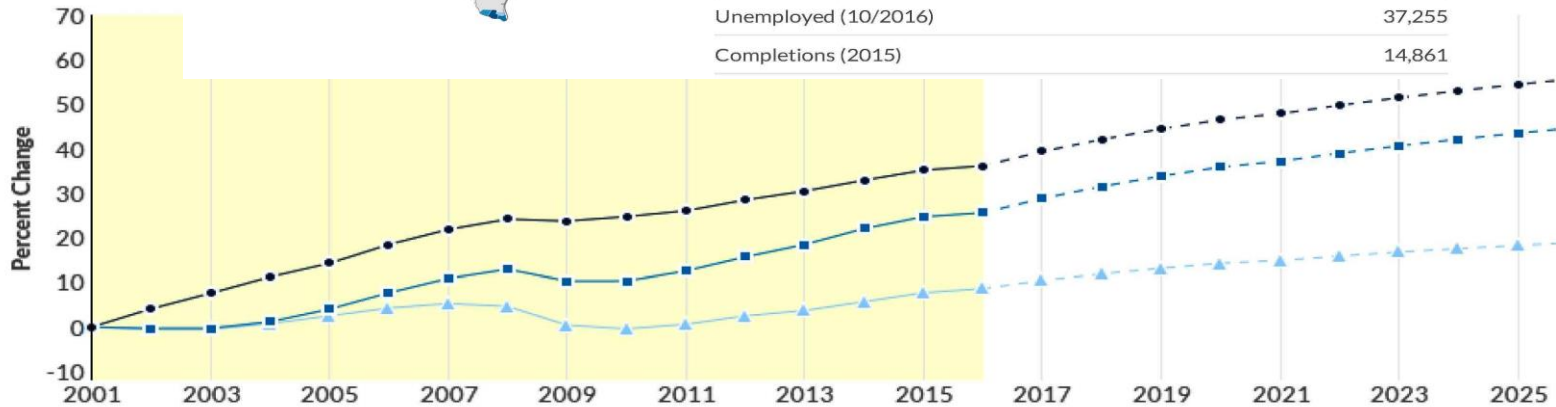*Source: Texas Workforce Commission, Texas Labor Market Review, January 2017.*

RGV Economy Overview

Economy Overview

Population (2016)	1,369,148
Jobs (2016)	463,809
Average Earnings (2016)	$38,269
Unemployed (10/2016)	37,255
Completions (2015)	14,861

Region	2001 Jobs	2016 Jobs	% Change
● Region	340,608	463,809	36.2 %
■ State	10,472,980	13,156,104	25.6 %
➤ Nation	144,791,301	157,312,564	8.6 %

Industry Overview
McAllen-Edinburg-Mission MSA

McAllen - Edinburg - Mission MSA
(Hidalgo)

Industry Composition

- Mining, Logging, and Construction
- Manufacturing
- Trade, Transportation, and Utilities
- Information
- Financial Activities
- Professional and Business Services
- Education and Health Services
- Leisure and Hospitality
- Other Services
- Government
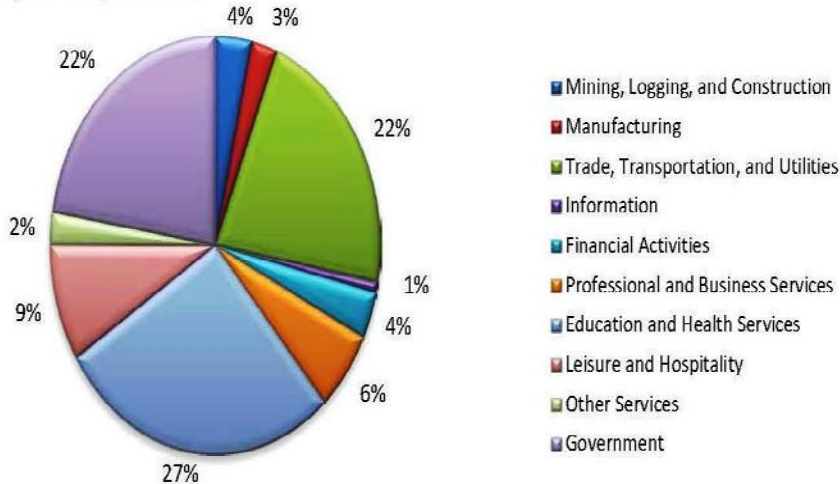
Employment by Industry

	Dec-16	Nov-16	Dec-15	Monthly Change		Annual Change	
				Actual	%	Actual	%
Total Nonfarm	261,200	259,400	253,100	1,800	0.7%	8,100	3.2%
Mining, Logging, and Construction	9,400	9,400	9,100	0	0.0%	300	3.3%
Manufacturing	6,500	6,500	6,600	0	0.0%	-100	-1.5%
Trade, Transportation, and Utilities	56,600	55,900	56,400	700	1.3%	200	0.4%
Information	2,300	2,300	2,400	0	0.0%	-100	-4.2%
Financial Activities	9,400	9,300	9,100	100	1.1%	300	3.3%
Professional and Business Services	16,300	16,200	15,900	100	0.6%	400	2.5%
Education and Health Services	71,800	71,200	66,500	600	0.8%	5,300	8.0%
Leisure and Hospitality	23,700	23,600	23,100	100	0.4%	600	2.6%
Other Services	6,500	6,500	6,400	0	0.0%	100	1.6%
Government	58,700	58,500	57,600	200	0.3%	1,100	1.9%

December 2016

RGV Largest Industries

2016 Jobs

2016 Earnings Per Worker

Health Care and Social Ass...
Government (90)
Retail Trade (44)
Accommodation and Food ...
Administrative and Suppor...
Construction (23)
Other Services (except Pu...
Transportation and Wareh...
Manufacturing (31)
Wholesale Trade (42)

Industry	2016 Jobs	2026 Jobs	% Change	2016 Average Earnings
Health Care & Social Assistance	107,605	134,692	25%	$32,479
Government	98,881	110,883	12%	$58,413
Retail Trade	63,129	73,375	15%	$29,712
Accommodation & Food Services	38,772	45,648	18%	$17,121
Administrative, Support, and Waste Management & Remediation Services	26,262	30,541	16%	$26,571
Construction	20,622	18,421	-11%	$33,123
Other Services (Except Public Administration)	15,944	16,640	4%	$23,201
Transportation & Warehousing	14,925	16,747	12%	$45,570
Manufacturing	13,263	13,612	3%	$50,790
Wholesale Trade	12,311	13,918	13%	$47,063

Source: Economic Modeling Systems International, Compiled Regional LMI Data 2/22/2017

RGV Fastest Growing Industries

Industry	2016 Jobs	2026 Jobs	% Change	2016 Average Earnings
Health Care & Social Assistance	107,605	134,692	25%	$32,479
Government	98,881	110,883	12%	$58,413
Retail Trade	63,129	73,375	15%	$29,712
Accommodation & Food Services	38,772	45,648	18%	$17,121
Administrative, Support, and Waste Management & Remediation Services	26,262	30,541	16%	$26,571
Educational Services	6,955	9,137	31%	$36,795
Transportation & Warehousing	14,925	16,747	12%	$45,570
Wholesale Trade	12,311	13,918	13%	$47,063
Professional, Scientific, & Technical Services	9,886	11,297	14%	$45,253
Finance and Insurance	11,402	12,805	12%	$48,802

RGV Largest Occupations

2016 Jobs (left chart) / **2015 Median Hourly Earnings** (right chart)

Occupations (top to bottom):
- Office Clerks, General (43-...
- Elementary School Teache...
- Customer Service Represe...
- Heavy and Tractor-Trailer ...
- Secretaries and Administr...
- Registered Nurses (29-11...
- Secondary School Teacher...
- First-Line Supervisors of R...
- Childcare Workers (39-90...
- Teacher Assistants (25-90...
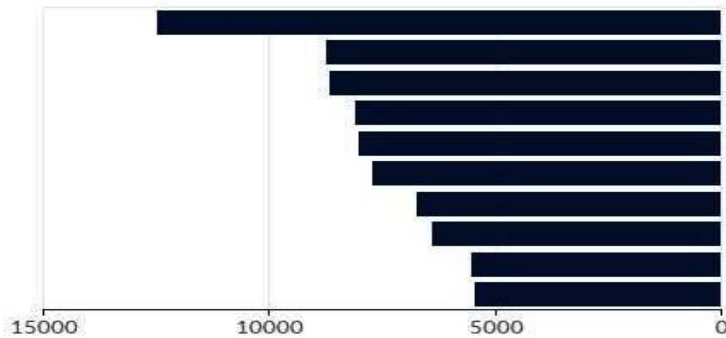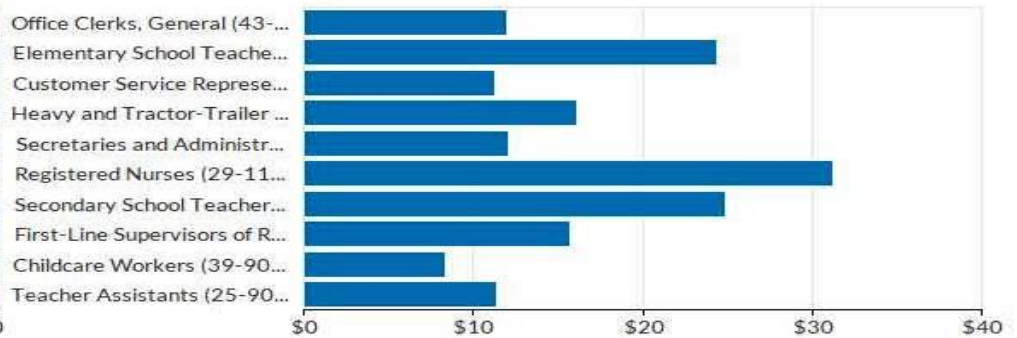
Occupation	2016 Jobs	2026 Jobs	% Change	2016 Median Hourly Earnings
Office Clerks, General	12,509	13,569	8%	$12.03
Elementary School Teachers	8,779	9,871	12%	$24.33
Customer Service Representatives	8,691	10,340	19%	$11.32
Heavy Tractor-Trailer Truck Drivers	8,138	8,914	10%	$16.13
Secretaries & Administrative Assistants	8,032	8,787	9%	$12.05
Registered Nurses	7,763	10,021	29%	$31.22
Secondary School Teachers	6,746	7,561	12%	$24.92
First-Line Supervisors of Retail Workers	6,405	6,977	9%	$15.75
Childcare Workers	5,551	5,410	3%	$8.37
Teacher Assistants	5,483	6,297	15%	$11.38

RGV Fastest Growing Occupations
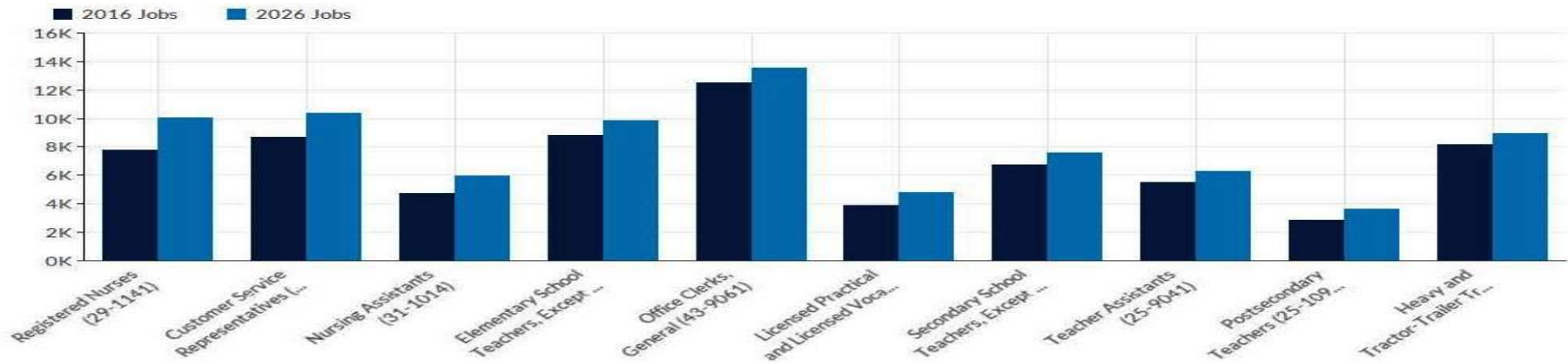
Occupation	2016 Jobs	2026 Jobs	% Change	2016 Average Earnings
Registered Nurses	7,763	10,021	29%	$31.22
Customer Service Representatives	8,691	10,340	19%	$11.32
Nursing Assistants	4,727	5,955	26%	$10.31
Elementary School Teachers	8,779	9,871	12%	$24.33
Office Clerks, General	12,509	13,569	8%	$12.03
Licensed Practical & Vocational Nurses	3,865	4,817	25%	$21.22
Secondary School Teachers	6,746	7,561	12%	$24.92
Teacher Assistants	5,483	6,297	15%	$11.38
Post Secondary Teachers	2,843	3,637	28%	$27.83
Heavy Tractor-Trailer Truck Drivers	8,138	8,914	10%	$16.13

RGV Healthcare Industry Overview

107,605	+25.2%	$32,479
Jobs (2016)	% Change (2016-2026)	Avg. Earnings Per Job (2016)
86% above National average	Nation: +18.2%	Nation: $56,583
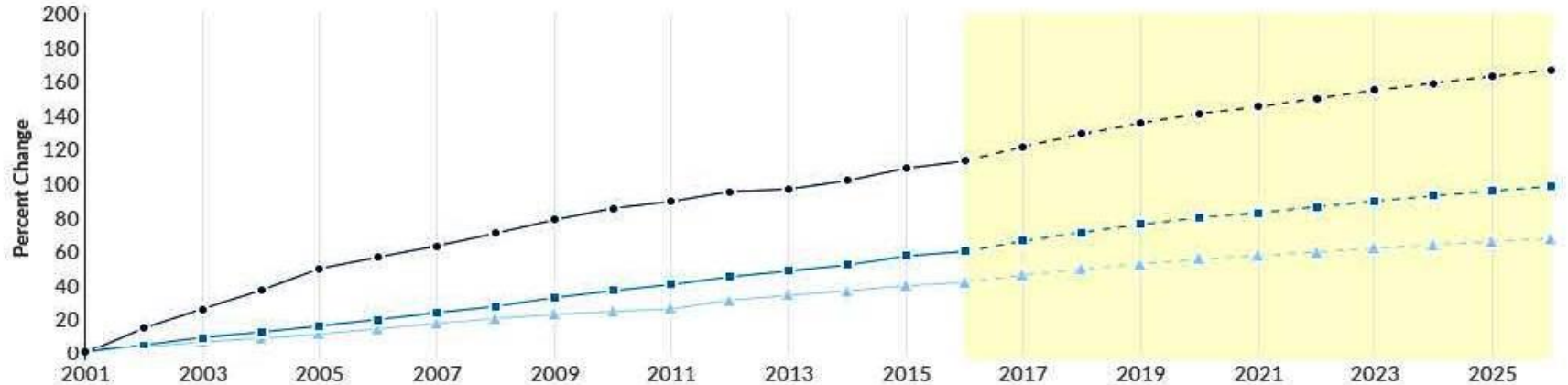
Region	2016 Jobs	2026 Jobs	% Change
• Region	107,605	134,692	25.2 %
▪ State	1,454,854	1,802,527	23.9 %
➢ Nation	19,647,886	23,220,914	18.2 %

Source: Economic Modeling Systems International,
Compiled Regional LMI Data 2/22/2017

WFS Healthcare Target Occupations

- ➤ **29-1126 Respiratory Therapists**
- ➤ **29-1141 Registered Nurse**
- ➤ **29-2032 Diagnostic Medical Sonographers** *
- ➤ **29-2034 Radiologic Technologist**
- ➤ **29-2041 Emergency Medical Technician & Paramedic**
- ➤ **29-2052 Pharmacy Technician**
- ➤ **29-2055 Surgical Technologist** *
- ➤ **29-2061 Licensed Vocational Nurse**
- ➤ **29-2071 Medical Records & Health Information Technician**
- ➤ **31-2021 Physical Therapist Assistant**
- ➤ **31-9092 Certified Medical Assistant** *

WFS Healthcare Target Occupations

Source: Economic Modeling Systems International, Compiled Regional LMI Data 2/22/2017
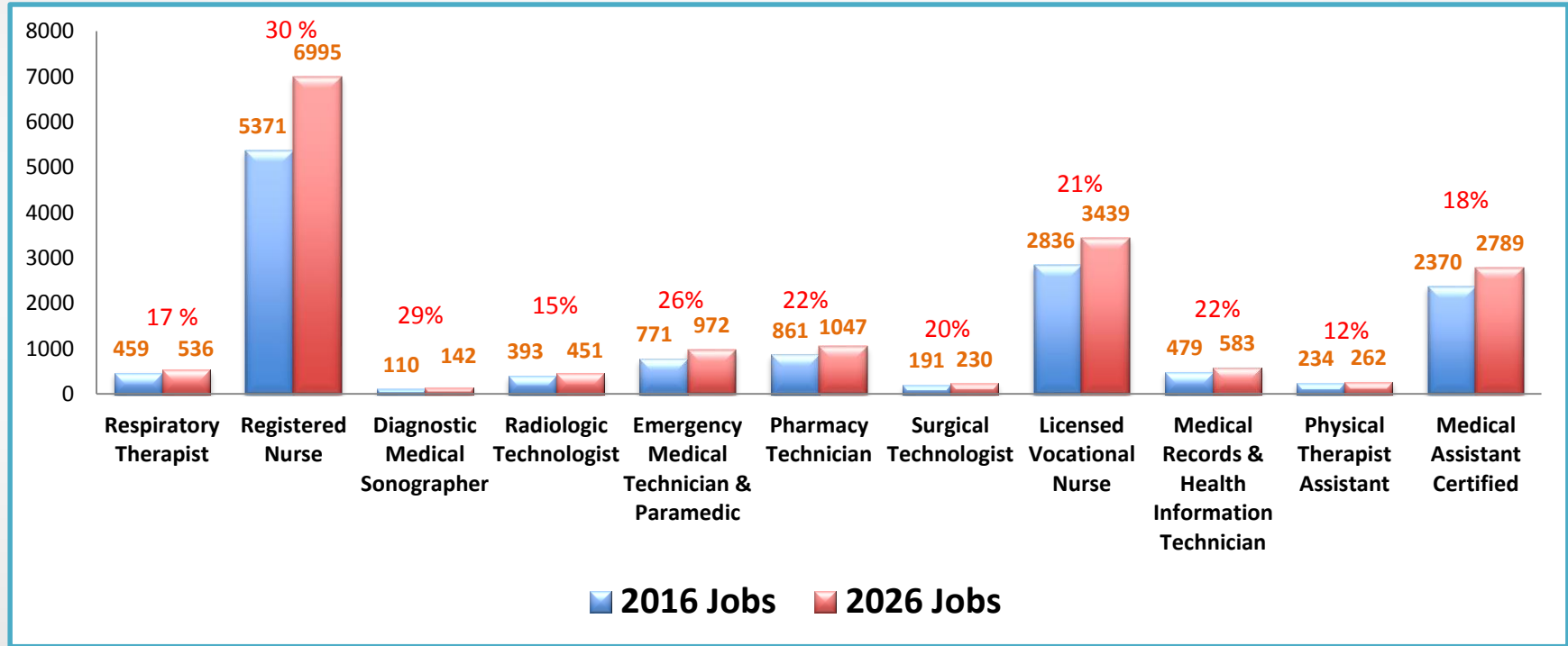
RGV Registered Nurse Overview

	7,763	+29.1%	$31.22
	Jobs (2016)	% Change (2016-2026)	Median Hourly Earnings (2016)
	8% **Below** National average	Nation: **+14.4%**	Nation: $33.83
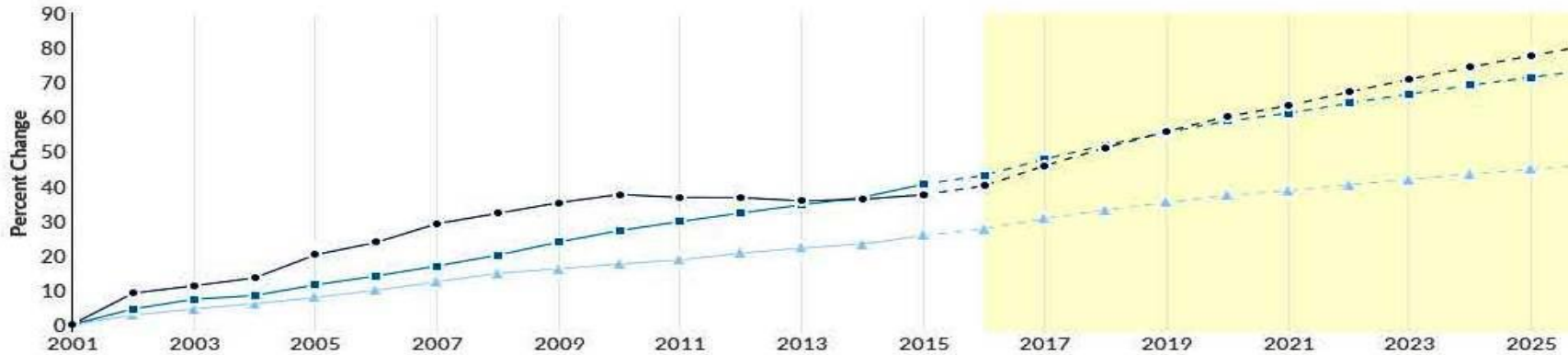
Region	2016 Jobs	2026 Jobs	% Change
• **Region**	7,763	10,021	29.1 %
▪ **State**	207,064	251,236	21.3 %
➢ **Nation**	2,846,849	3,247,934	14.4 %

RGV Registered Nurse Job Postings

Job Postings vs. Hires

1,573	274
Avg. Monthly Postings (Jan 2016 - Jan 2017)	Avg. Monthly Hires (Jan 2016 - Jan 2017)

In an average month, there were 1,573 unique job postings for *Registered Nurses*, and 274 actually hired. This means there was approximately 1 hire for every 6 unique job postings for *Registered Nurses*.
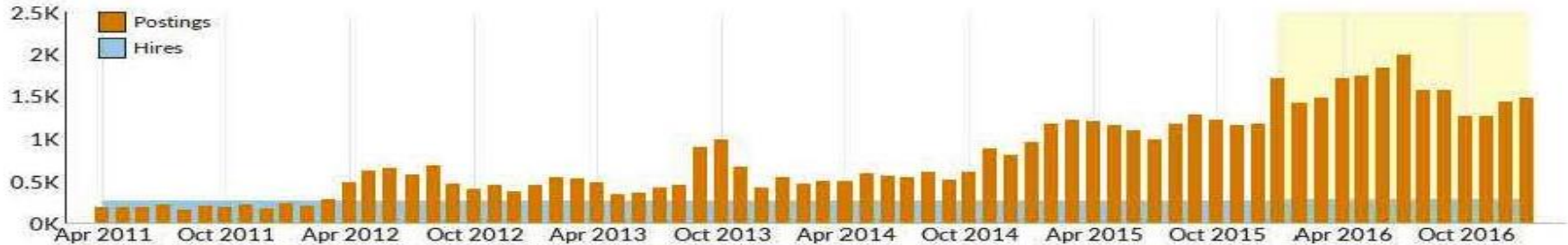
RGV Healthcare Industry Future Demands

- Growing Healthcare Industry
  - Additional RN educators needed in order to be able to produce sufficient RN's to meet healthcare demands

- Need for Skilled Professionals (RN)
  - A robust pipeline to supply RN's to meet the healthcare demands for the growing and aging population, more qualified applicants must be admitted into the workforce.

- Demand-Driven System
  - "Demand" is the "pull" for talent that originates in the business community
  - We must know not only current needs but anticipate future needs as well

2017 WFS Youth Career Expo

WFS Career Coach

workforce SOLUTIONS
A proud partner of the American Job Center network

How do workforce development professionals provide jobseekers with relevant career information quickly and easily?

Welcome to Career Coach!

Career Coach is designed to help an individual find a good career by providing the most current local data on wages, employment, job postings, and associated education and training.

- Explore local careers and training opportunities. Search for a career or job title and Career Coach will give you relevant data on wages, employment and training. Focus searches by industry clusters, wages and/or education levels.
- Focus a search with a career interest assessment. Take a quick, 6 question test and Career Coach will give you career suggestions based on your interests.
- Use military experience to find related civilian careers. You can enter your Military Occupation Code (MOC) and Career Coach will match it to similar civilian careers.
- Learn about typical work tasks, wages and education requirements.
- Build, save and print a simple résumé. Résumé Builder helps you put together a basic résumé quickly. Just fill out each section and then preview/download your résumé!
- Apply for local jobs through live job postings.
- Bookmark and save your searches and résumé by creating an individual account.

Access today at www.wfsolutions.org

David Gutierrez
Education Liaison
956-683-3706
david@wfsolutions.org